



Missouri Valley Community School District

Teacher Master Contract Agreement

Between
The Missouri Valley Education Association
and
The Missouri Valley Board of Education

2026-2027

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INDEX

Article	Title	Page
1	Preamble	2
2	Recognition	2
3	Work Day	2
4	Work Year	3
5	Sick Leave	3
6	Temporary Leaves	4
	1. Personal	4
	2. Professional	4
	3. Jury Duty	4
	4. Bereavement	5
7	Extended Leaves	5
	1. Extended Sick Leave	5
	2. Education	5
	3. Military	6
	4. Good Cause	6
	5. Job-Related Injury	6
	6. Return from Extended Leave of Absence	6
8	Mileage	7
9	Salary	7
10	Payroll Deductions	7
11	Safety	7
12	Health	7
13	Grievance Procedure	8
14	Contract Provisions	9
15	Duration	9
	Signatures	10
	Teacher Leadership Compensation System Memo of Understanding	11

Article 1

The Missouri Valley Community School District and the Missouri Valley Education Association hereby agree that they have negotiated in good faith and have agreed to the following:

Article 2

The Board hereby recognizes the Missouri Valley Education Association as the exclusive bargaining representative for all professional certified employees as set forth in the certification instrument (Case #80) issued by PERB on the 6th day of May, 1975. Excluded from such representation is the Superintendent, attendance center building Principals, Assistant Principals, and all other persons excluded by Section 4 of the Act.

Definitions:

1. The term "Board" as used in this agreement, shall mean the Board of Education of the Missouri Valley School District of its duly authorized representatives.
2. The term "employee," as used in this agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term "Association," as used in this agreement, shall mean the Missouri Valley Education Association or its duly authorized representatives or agents.

Article 3

1. The regular teaching day will consist of eight (8) hours, except on days that immediately precede a school recess. School on these days will be dismissed early except for extraordinary circumstances as deemed by the administration. The Building Principal may also grant teachers an early release for good cause or when meetings, conferences, or other duties not assigned have necessitated the Teachers be present before or after the regular teaching day. Included in this day will be a 25-minute duty-free lunch period.
2. Provide early dismissal time for parent/teacher conferences should the conference fall on a day where the staff is required to teach a full day and return in the evening for conferences. A compensatory day shall be provided on Friday in the week that conferences are held when conference time equals eight hours after regular school dismissal time.
3. Release teachers at 3:40 p.m. on all Fridays during the year to offset duties assigned outside the regular teaching day, i.e., activity supervision, activity sponsorship, and open house.

4. Teachers will attend meetings called by the Superintendent and regular school meetings of the building staff.
5. A part-time employee shall have a proportionate amount of duties at open house, conferences, and other activities. Additional time at such events will be compensated at his/her per diem rate.
6. The Board of Education agrees it will make every effort to provide a daily preparation period to teachers.

Article 4

The regular school year shall consist of one hundred and ninety (190) days.

An employee on an extended contract shall be paid 1/190th of his regular salary for each additional day of service.

The Board shall provide the following holidays: Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, and Memorial Day when the holidays fall within the 190-day contract. These shall constitute contract days for the Master Agreement.

Article 5

Sick leave for the personal illness or disability of a teacher shall be credited annually to members covered under this agreement on the following basis:

- | | |
|------------------------------|---------|
| 1. First year of employment | 10 days |
| 2. Second year of employment | 11 days |
| 3. Third year of employment | 12 days |
| 4. Fourth year of employment | 13 days |
| 5. Fifth year of employment | 14 days |
| 6. Sixth year of employment | 15 days |

Accrued sick leave may be used by an employee for themselves or for the medical care of family members. Medical care includes homebound illness, medical or dental appointments, or hospitalization. Such absence will be deducted for the accumulated sick leave of the employee. If both members of a household work for the district, only one employee at a time may use the leave per event unless approved by the administration.

Up to six (6) weeks (30 days) of accrued paid leave per year may be used by an employee for the birth or adoption of their child and will be deducted from accumulated sick leave. The six (6) weeks begin on the day the child is born or adopted. Additional sick leave may

be granted if directed by a doctor for medical reasons. No sick leave will be deducted for unpaid leave.

Unused leave shall be cumulative from year to year to a maximum of one hundred and ten (110) days.

Evidence may be required regarding the mental or physical health of the employee including, but not limited to, confirmation of the following: the employee's illness, the need for the illness leave, the employee's ability to return to work, and the employee's capability to perform the duties of the employee's position. It is within the discretion of the board and the superintendent to determine the type and amount of evidence necessary.

When an illness will be greater than three consecutive days, the employee must comply with board policy regarding family and medical leave.

If an employee is eligible to receive workers' compensation benefits, the employee will need to contact the school business official to implement these benefits.

Article 6

1. Personal

Two (2) days of paid personal leave may be granted each year upon request to the administration for approval. Personal leave days shall be accumulated to a total of five (5) days. Such request shall be submitted to the administration two (2) days in advance of such leave. In case of an emergency that does not allow two (2) days advance notice, the employee shall secure permission to be absent, either in person, or by telephone, from the Administration. The employee shall then submit a written request for approval upon his/her return to duties. No personal leave will be allowed during the first and last week of school, or on a non-contract day such as professional development, workshop days, or parent-teacher conferences unless granted by the Superintendent in unusual circumstances.

2. Professional

Attendance at educational meetings or visiting other schools is permitted with pay, if such absence is approved by the Superintendent. A written request for the absence should be signed by the Building Principal and filed in the Superintendent's Office at least one (1) week prior to the anticipated absence. Staff members will be reimbursed for travel and other expenses incurred if attendance is in the State of Iowa or within a 100-mile radius of Missouri Valley. Other travel and reimbursement are subject to the Superintendent's approval.

3. Jury Duty

A teacher who is called and/or serves on a jury shall receive full pay for the time which occurs during school days. Said teacher shall remit moneys received from testifying to the Superintendent's Office for school days served.

If a teacher is subpoenaed to testify in court by someone other than a person related to them by blood or marriage, he/she will receive pay for the period of time waiting to testify and time actually testifying, plus reasonable travel time. Any witness fees received by the teacher attributable to school days will be remitted to the Superintendent's Office.

4. Bereavement

Upon the death of a member of the teacher's family, a teacher requesting a leave will be granted up to five (5) working days of absence to attend the funeral, at discretion of the Superintendent. Family is defined as spouse, children, brother, sister, mother, father, grandparent, parent-in-law, Court Appointed Guardian, grandchildren, niece, nephew, aunt, uncle, step-children, foster children, sister-in-law, brother-in-law, son-in-law, daughter-in-law, and spouse's grandparents, or other family members deemed appropriate by the Superintendent in his/her sole discretion.

An employee shall be granted up to (1) day per year to attend the funeral of another person not defined above.

Additional days of leave may be granted at the discretion of the Superintendent.

Article 7

1. Extended Sick Leave

Any Employee who has been out for ten (10) consecutive days, which corresponds to the number of days when a substitute will be placed on the salary schedule, will furnish the Board of Education, at its request and expense*, with a doctor's statement verifying his/her inability to return to work. The doctor's statement will serve as authorization to extend sick leave benefits.

Exceptions may be made in provision by the Superintendent in case of severe illness and prolonged disability of up to one (1) year.

Nothing in this agreement shall prohibit the Board from requiring such reasonable evidence regarding the necessity for an employee to use any amount of sick leave if it is required by the building Principal and Superintendent.

*Expense to be mileage and office call

2. Education

A leave of absence without pay of up to one (1) year may be granted to any employee, upon application, for the purpose of fulfilling residency requirements at and accredited college or university relates to professional responsibilities. An employee requesting this leave must do so by April 25th or by mutual consent of the Board and the Association, contingent upon finding a qualified replacement.

A teacher, upon such leave, must notify the Board by January 15th of his or her intention to return or not return to the District.

3. Military

Military Leave shall be granted in accordance with state and federal statutes.

4. Good Cause

Other extended leaves of absence without pay may be granted in writing by the Superintendent at his or her discretion.

5. Job-Related Injury

Except as prohibited by Section 85.38 of the Code of Iowa, while on leave of absence due to the injury incurred in the course of employment, the Board shall pay to the teacher the difference between his/her salary and the benefits received under Worker's Compensation until the employee is eligible for long-term disability or until Worker's Compensation requires the teacher to return to work.

6. Return From Extended Leave of Absence

The following conditions shall prevail as to the teacher's return from an extended leave of absence:

- a. A teacher shall be required to return from a leave of absence on the date designated by him/her upon the granting of the leave.
- b. Under extenuating circumstances, a teacher may apply for and be granted an extension date.
- c. Upon the return from an extended leave of absence, the teacher shall be given the same position held prior to the leave or a comparable position for which the individual is certified.
- d. If the same position has been eliminated, the teacher shall be offered a comparable position for which he/she is certified.
- e. Upon returning to employment, the teacher shall return to the salary schedule at the level held prior to the leave unless education advancement warrants additional monies.
- f. Returning employees shall retain all previous rights and benefits.
- g. Nothing in the Article shall preclude an employee on extended leave from having his/her contract terminated for staff reduction in accordance with Article 7.

Article 8

Teachers who are authorized to use their personal automobile in the performance of school business or duties shall be compensated at the rate set forth on Chapter 70A.9 of the Code of Iowa. Mileage between buildings while performing duties will be paid. No mileage will be paid for commuting to and from work.

Article 9

Basic salaries for certified teachers are set forth by an agreement between the Missouri Valley Education Association and the Missouri Valley Board of Directors.

Adjustment to the next higher education level shall be paid from the first day of the new school year provided that:

- a. Notify Superintendent of intent to advance over a lane by December 15
- b. Required course work is completed prior to the start of the new school year and
- c. Appropriate evidence of completed course work is on file with the Superintendent's Office by September 1 of that year.

No additional pay will be made until such proof is provided.

Article 10

Upon appropriate written authorization from the employee, the Board shall deduct from the salary of an employee and make remittance for annuities, savings bonds, and group insurance.

Article 11

The employer shall endeavor to provide and maintain a safe place of employment. All employees shall endeavor, in the course of performing their duties, to be alert to unsafe practices, equipment, or conditions and to report them to their immediate supervisor.

Article 12

The teacher will submit current evidence of a physical examination when initially employed to verify his/her ability to perform duties assigned. The Board will pay up to twenty-five dollars (\$25) for such physical.

The Board may require subsequent examinations when, in its judgment, such an examination is relevant to an employee's performance of status. Such additional examination shall be fully paid by the Board.

Employees will not be required to work when school is dismissed for inclement weather, unless the day is to be counted as the one In-service day allowed to meet the statutory required one hundred eighty (180) days.

Article 13

Definition:

A grievance shall be a timely filed alleged violation, misinterpretation, or misapplication of a specific article or section of this agreement.

A grievant shall mean an employee, group of employees, or the Association.

Purpose:

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems submitted under this procedure.

Procedure:

Step 1 Within fifteen (15) working days of the occurrence of the alleged violation or within fifteen (15) working days from the time he/she should have been aware of the alleged violation, the grievant must orally present the complaint to his/her immediate supervisor in an effort to resolve the matter informally.

Step 2 If, as a result of the informal discussion with his/her immediate supervisor, a grievance still exists, the grievant may file a written grievance within five (5) working days after the informal discussion in Step 1, by submitting the same to the immediate supervisor. The supervisor shall advise the grievant of his disposition in writing within five (5) working days.

Step 3 If the grievant is not satisfied with the disposition in Step 2, he/she may submit the written grievance to the Superintendent within five (5) days after the answer in Step 2. The Superintendent shall answer the grievance in writing within ten (10) working days of receipt of such grievance.

Step 4 If the grievant is not satisfied with the disposition in Step 3, he/she shall notify the Board within ten (10) working days after the answer in Step 3, that the grievance will be submitted to arbitration.

The party requesting arbitration shall notify the American Arbitration Association that they want the appointment of an arbitrator. The selection of the arbitrator shall be in accordance with the American Arbitration Association procedure.

The arbitrator shall not amend, modify, nullify, or add to the specific provisions of the agreement. The decision will be based solely upon his/her interpretation of the relevant language. The arbitrator's decision will be final and binding upon both parties.

General Provisions:

1. The number of days indicated at each level should be considered a maximum; the time limits specified may, however, be extended by mutual consent.
2. A grievance not processed within the time limits at any step of the procedure shall be considered resolved on the basis of the response given at the preceding step. If no answer is given within the time limits, the grievance will be moved to the next step.
3. All meetings relative to this procedure will be held outside the normal school day unless another time is mutually agreed upon.
4. All documents involved in processing the grievance shall be filed in a separate grievance file.
5. All meetings under this procedure shall be conducted in private.

Article 14

If any individual contract language is inconsistent with this agreement, this agreement, during its duration, shall be controlling.

The Board agrees to type the original copy of this agreement, and each party will print its own copies of the agreement.

The Board agrees to provide the Association with, in response to a specific request, available District public financial information.

Article 15

This Agreement shall be effective on the 1st day of July, 2026 and shall continue in full force and effect until the 30th day of June, 2027.

Signature Page

For the Association:

Carrie Kohl
Association President

Date 3/10/26

Carrie Kohl
Chief Negotiator

Date 3/10/26

For the Board:

John Paul
Board President

Date 3/9/26

Asely And
Board Secretary

Date 3/9/2026

**Memo of Understanding
Between
The Missouri Valley Education Association (MVEA)
And The Missouri Valley School Board of Education
For 2026-2027**

The Missouri Valley Community School District (MVCSD) and the Missouri Valley Education Association (MVEA) have agreed to the items listed below in regards to the Master Contract Articles which may be affected by implementation of the local Teacher Leadership and Compensation System (TLC). This Memo of Understanding (MOU) will be in effect for the 2026-2027 school years and shall be considered for renewal on an annual basis thereafter.

ARTICLE V - EVALUATION

1. Teacher leadership roles are annual assignments. Teacher leaders who are reapplying or are applying for a new TLC position are required to complete an annual Performance Review of the leadership assignment by a school district administrator. The review of the effectiveness of the teacher leader's performance of duties specific to the leadership role.
2. Teacher leadership positions will be evaluated according to the Master Contract Agreement.
3. A teacher who completes an assignment in a TLC position may apply for assignment to a new TLC position.

ARTICLE VI - TRANSFERS

1. Teacher leadership assignments will be considered annual non-renewing assignments. The assignment may be renewed upon mutual consent of the administrative team and teacher leader. Teacher leaders who wish to renew their assignment must notify the administrative team of their intent in writing no later than May 1st of the year preceding the assignment. Likewise, teachers who are not re-signed by the district will be notified by May 1st.
2. Teacher leaders who do not wish to renew or are not renewed in their leadership assignment may choose to return to a classroom teaching assignment within their certification area and category, or another open position as determined by the Superintendent, in the year following the teacher leadership assignment.

3. In the hiring for each teacher leadership position, no voluntary transfers will be considered for these positions.

ARTICLE VII - REDUCTION IN STAFF

1. Teacher leaders will be considered to be regular full time employees, full time bargaining unit positions, and continue to accumulate seniority and be grouped in their content area of certifications.
2. If the circumstances arise in which staff reductions occur through the loss of the TLC funding, the teacher leaders will have an opportunity to return to their previous FTE and category for which they are certified and as near possible to their previous assignment at the time of their TLC selection, as determined by the Superintendent.
3. The MVCSD will follow the current master contract staff reduction procedures.

ARTICLE XII - SALARY

There are three separate leadership roles as stated in the District's DE approved TLC applications. In addition to the employee's regular teaching contract, an employee selected for a leadership role will also be issued a supplemental contract for a one-year assignment to meet the training and planning requirements expected in that role. The supplemental contract provides for additional days and pay as set forth in the TLC application:

1. **Instructional strategist** (2 positions; 0% in classroom)
10 additional days (80 hours) stipend at \$10,000 per position + FICA + IPERS
2. **Lead Teacher** (12-13 positions; 100% in classroom)
5 additional days (40 hours) stipend at \$5,000 per position + FICA + IPERS
3. **Mentor Teacher** (2-3 positions; 100% in classroom)
2 additional days & 1 extended day/week stipend at \$1,000 per position + FICA + IPERS

Any employee receiving a one-year supplemental contract for TLC leadership role will not receive any other supplemental and/or extended contract pay for the employee's fulfillment of their TLC leadership role. The fixed stipend will be in lieu of per diem wages. This paragraph will not apply to an employee's supplemental contract with MVCSD for duties not related to the employee's TLC leadership roles.

The TLC Compensation System stipend will not be included in the salary schedule. Any reduction or elimination of the state TLC funding will result in a corresponding reduction or elimination of the assignment and compensation described in this Memorandum of Understanding.

Carrie Kohl

For the MV Education Association

3-10-26

Date

John Fenn

For the MV Community School District

3-9-26

Date