

MASTER AGREEMENT

between

River Valley Education Association

and

River Valley Community School District
Board of Directors

(Certified Staff)

2026-2027

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Compensation Agreement for 2026-2027:

NEGOTIATED SALARY SETTLEMENT:

1. District Salary Increase Proposal
 - a. Each certified employee will receive a 1.0% salary increase.

Article 1 River Valley Base Wages

THE BASE WAGE WILL BE: \$50,000.

BA	BA+15	BA+30	MA
\$50,000	+\$1,400	+\$1,400	+\$1,400

Staff who have completed 12 years of experience in education are to receive a salary of at least \$62,000.

METHOD OF PAYMENT

1. Pay Periods - Each employee shall be paid in twelve (12) equal installments on the 20th of each month.
2. Exception - When a pay date falls on or during school holiday, vacation, or weekend, employees shall receive their paychecks on the last previous working day.
3. Summer Checks - Summer checks shall be mailed on the 20th of the month to the place and/or address designated by the employee.
4. Direct Deposit - The district will provide "direct deposit" of pay-checks for all employees wishing this service.
5. Final pay - Employees terminating employment shall be entitled to receive all of their earned contracted salary on the last workday, provided (a) the District has adequate cash available; (b) the employees have completed their assignments; and (c) the employees have notified the district by May 1.

Article 2

Extra-Duty Base Wages

Employees assigned Extra-Duties shall be compensated in accordance with the Extra-Duty Salary Schedule below. Prior to assigning employees to the Extra-Duties listed in the Extra-Duty Salary Schedule, the District shall seek volunteers from the bargaining unit to fill the position. If the positions cannot be filled on a voluntary basis, the District reserves the right to assign Extra-Curricular duties. (Staff salaries in excess of these extra-duty base wages are grandfathered in for employees)

EXTRA-DUTY SALARY SCHEDULE

HS Position	Salary	MS Position	Salary
7-12 Athletic Director	\$5,700		
High School Position		Middle School Position	Salary
Head FB, VB, BB, SB, Bsb	\$4,275	MS FB, VB, BB, Track	\$1,900
Head Track	\$4,275	MS Std Council	\$1,425
Head Golf	\$4,275	MS Cheer	\$950
Head Cross Country	\$4,275	MS Play	\$475
Head Weight Training	\$4,275		
Head Archery Sponsor	\$4,275		
Asst. FB, VB, BB, SB, Bsb	\$2,850		
Asst. Track	\$2,850		
Dance Team	\$4,275	E-Sports Sponsor - Fall	\$1,000
Instrumental Music	\$4,275	E-Sports Sponsor - Winter	\$1,000

Individual Speech	\$4,275	E-Sports Sponsor - Spring	\$1,000
Large Group Speech	\$4,275		
Vocal Music	\$4,275		
BB Cheer Sponsor	\$1,900		
FB Cheer Sponsor	\$1,900		
Quiz Bowl	\$1,425		
Drama/3 ACT	\$1,900		
HS Student Council	\$1,900		
Jr. Class Sponsor	\$1,425		
HS FCCLA	\$1,425		
HS Honor Society	\$1,425		
Sr. Class Sponsor	\$500		

Article 3

Duration and Signature

A. DURATION CLAUSE

This Agreement will be for one (1) year. The year shall be effective July 1, 2026, and shall continue in effect until June 30, 2027.

B. SIGNATURE CLAUSE

In witness whereof the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective chief negotiations chair, and their signatures placed thereon, all on the

FOR THE ASSOCIATION:

Cindy Belson
President

FOR THE BOARD:

Bobbi Dewitt
Board President

Board Approval 5//28/26

River Valley Community School District
916 Hackberry Street
Correctionville, IA, 51016
(712)372-4656



Date: 5/27/2026

River Valley School Board and RVEA Agreement

The River Valley School Board presents this offer, to the River Valley Certified Staff:

1. State minimum salaries will continue. \$50,000 base salary and \$62,000 for teachers with 13+ years of experience.
2. District Salary Proposal
 - a. Each certified employee will receive a 1.0% salary increase.
3. The District would agree to permissive language in the Staff Handbook pertaining to the following topics:
 - a. All Certified Staff will have the option to receive their W2 on paper.
 - b. Activity Drivers will receive a flat rate of \$40 at 3:45 when their contracted time is over. If they drive on a no school day, they will receive the \$40 flat rate, as well.
 - c. The Activity Driver must turn in a request for driving compensation to the Transportation Director to sign off on any driving duty to be paid by the business office.
 - d. Long-term subs and certified staff will not receive pay while student teaching.
 - e. Certified staff will get 1 prep period per day.
 - f. If a Certified staff member is asked to give up their prep period during the school day to cover another class, the staff member will be compensated \$25.
 - g. The staff member must email the building principal, in a timely manner, and the principal must then sign off of the "duty" so there is record of the class coverage, to be paid the \$25 class coverage compensation.
 - h. Staff members will enforce the no cell phone policy during the school day.
 - i. In the Staff Handbook, in Article 09.03: Employee Holidays and Personal Leave, subsection f, language will be changed as follows: "Incentive for not using personal days - employees who do not use any of their three personal days will be paid an additional amount equal to the current rate for substitute pay for each day not used, (e.g. employee does not use any of their personal days - employee is paid for all personal days not used. An employee who uses one or two of their personal days is still paid for any remaining personal days).

The Salary increase for this agreement would be approximately \$16,652.23. (Does not include any additional money paid out for unused personal days)

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