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**CERTIFIED  
MASTER CONTRACT  
2026-2027  
2027-2028  
2028-2029  
2029-2030  
2030-2031**

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**between the**

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**WEST LIBERTY COMMUNITY  
SCHOOL DISTRICT**

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**and the**

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**WEST LIBERTY  
EDUCATION ASSOCIATION**

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**WEST LIBERTY, IOWA**

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## ARTICLE I

### UNIT RECOGNITION

**UNIT RECOGNITION:** The Board of Directors hereby recognizes the West Liberty Education Association, an affiliate of the East Central UniServ Unit, the Iowa State Education Association, and the National Education Association, as the certified, exclusive and sole bargaining representative for all personnel, as set forth in the PERB certification instrument Case Number 270, issued by the PERB on the 28th day of August, 1975, employed by the Board of Directors of the West Liberty Community School District. Such representation shall cover all personnel assigned to newly created professional positions included in the unit below.

The unit described in the above certification is as follows:

**INCLUDED:** All professional employees, including classroom teachers, guidance counselors, librarians, nurses, special education teachers, special resource staff, department heads, head teachers, and coordinators.

**EXCLUDED:** Superintendent, assistant superintendent, principals, assistant principals, and all other employees excluded by Section 4 of the Act.

In addition, all personnel employed during the period and for conditions arising in the Head Start program administered during the summer months under Federal grant are excluded from the terms of this Agreement.

## ARTICLE II

### DEFINITIONS

**DEFINITIONS:** The term "School District" as used throughout this Agreement, shall mean the West Liberty Community School District or its duly authorized representatives or agents. The term "Board of Directors" as used throughout this Agreement, shall mean the Board of Directors of the School District or its duly authorized representatives or agents.

The term "employee" as used throughout 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. An employee not represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board is neither a party to this Agreement nor is that employee covered by the provisions of this Agreement.

The term "Association" as used throughout this Agreement, shall mean the West Liberty Education Association or its duly authorized representatives or agents.

The term "teacher" as used throughout this Agreement, shall mean all professional employees, except professional employees who serve as school nurses, represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

The term "full-time teacher" as used throughout this Agreement, shall mean one who is contracted for .51 time or more for nine (9) of a twelve (12) month period.

The term "part-time teacher" as used throughout this Agreement, shall be one contracted for .50 time or less for a nine (9) month period or less.

The term "temporary substitute teacher" as used throughout this Agreement shall mean one who fills a position(s) for teacher(s) on a day-to-day basis as full-time or part-time for less than one hundred twenty (120) working days.

The term "long term substitute teacher" as used throughout this Agreement, shall mean a new employee who fills for one hundred twenty (120) days or more, on a regular and continuous basis, a position which opens after the first day of the school year and before March 15th.

The term "nurse" as used throughout 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 who serve as school nurses even if that employee is or may become certified and approved to teach in any area of instruction by the Iowa Department of Education.

The term "base salary" is the salary determined by Exhibit E including any longevity or career increment.

**ARTICLE III**

**EFFECT OF AGREEMENT**

If any article, section, paragraph, clause, or sentence of this Agreement should be declared illegal or unconstitutional by an Iowa District Court, the Supreme Court of Iowa, or a Federal Court of competent jurisdiction in Iowa, such decision or decisions shall not void the remaining articles, sections, paragraphs, clauses, or sentences and they shall remain in full force and effect for the duration of this Agreement. The Board of Directors and the Association shall meet and confer prior to the Board of Directors drafting and implementing a substitute provision.

## ARTICLE IV

### LEAVES OF ABSENCE

**SICK LEAVE:** Full pay shall be granted for absence due to an employee's personal illness or injury or associated medical appointments, excluding dental appointments, that must be made during working hours or medical disability, which shall be confirmed to the satisfaction of the building principal or immediate supervisor for absences of three (3) working days or less or to the Superintendent of Schools for absences which can be anticipated to, or in fact do, exceed three (3) working days, as follows:

Each year of employment fifteen (15) working days.

If an employee is on an extended contract, full pay shall be granted for absence due to that employee's personal illness or medical disability, which shall be confirmed to the satisfaction of the building principal or immediate supervisor for absences of three (3) working days or less or to the Superintendent of Schools for absences which can be anticipated to, or in fact do, exceed three (3) working days, as follows: for first year of employment one working day for each month of twenty (20) working days beyond the normal contract work year as established by the school calendar; second year of employment and each additional year of employment 1.5 working days for each month of twenty (20) working days beyond the normal contract work year as established by the school calendar.

An employee may accumulate sick leave each year up to a maximum of one hundred thirty five (135) working days. See sick leave bank adopted for the 2007-08 school year at the end of Section VI.

An employee shall have access to an accounting of accumulated sick leave days through the district's online absence management system.

An employee who is unable to work because of personal illness or medical disability and who has exhausted all sick leave shall be granted extended sick leave without pay for the duration of such personal illness or medical disability up to the end of that individual's contract work year as established by the school calendar. If the personal illness or medical disability results in a bonafied long term disability, additional paid sick leave may be granted at the discretion of the Board after the elimination period has been completed.

An employee shall inform the Superintendent of Schools in writing of his/her expected date of absence due to personal illness or medical disability immediately upon the employee's learning of his/her expected absence. The employee shall also inform the Superintendent of Schools in writing of the date when he/she expects to return to work immediately upon that employee's learning of his/her expected date of return to work. Any employee who is absent from work longer than ten (10) consecutive working days due to personal illness or medical disability shall submit to the Superintendent of Schools a doctor's statement which at a minimum shall include the date the personal illness or medical disability commenced and the date the employee can be expected to return to work. The Superintendent of Schools may request an employee who is absent from work for ten (10) or less consecutive working days due to personal illness or medical disability to submit a doctor's statement which at a minimum shall include the date the personal illness or medical disability commenced and the date the employee can be expected to return to work.

A pregnant employee may use accumulated sick leave for a period of eight weeks directly after the birth of her child. Summer births shall immediately initiate the eight week period, and the teacher is expected to be at her teaching post upon completion of the eight weeks, unless medical evidence of further disability is provided. i.e. a July 15 birth means the teacher would be teaching regularly approximately September 15.

**PAID TIME OFF:** The District shall allow each employee up to, and including, seven (7) working days of Paid Time Off (PTO) in a school year. Paid Time Off should be regarded as qualified discretionary time off. The purpose of Paid Time Off is to provide staff with the flexibility to use time off to meet

1 personal and professional needs that may arise. The staff member determines how this time will be  
2 used (e.g., personal business, emergencies, volunteerism, school activities, and family illness). It is  
3 the goal of the district to reduce unscheduled absences as well as promote professionalism in  
4 decision-making on the part of our employees. The use of PTO requires three days notice to the  
5 employee's immediate supervisor and/or Superintendent unless it is being used for legitimate,  
6 unexpected illness or emergencies. This allows you and your supervisor to prepare for your time off  
7 and assure that all staffing needs are met. There may be occasions when advance notice may not be  
8 possible. In these rare circumstances, you must inform your supervisor of your situation as soon as  
9 possible. The District appreciates as much notice as possible when you know you expect to miss work  
10 for a scheduled absence utilizing PTO. Restrictions on the use of PTO: 1) PTO may not be used on  
11 the day before or after district-scheduled holidays and breaks, except for an emergency or  
12 circumstances beyond the control of the employee, subject to approval by the superintendent. 2)  
13 PTO for non-essential leave is limited to two consecutive school days, except for an emergency or  
14 circumstances beyond the control of the employee, subject to approval by the superintendent. PTO  
15 does not accumulate from year to year. PTO leaves shall not be granted for the purpose of  
16 participation in any form of work stoppage.

17  
18 **FAMILY ILLNESS UNPAID LEAVE:** Not more than one leave of absence without pay for up to one  
19 contract work year as established by the school calendar shall be granted for the purpose of caring for  
20 a sick or injured member of the employee's immediate family. Additional family illness leave without  
21 pay may be granted at the discretion of the Board of Directors.

22  
23 **BEREAVEMENT LEAVE:** Up to eight (8) working days of bereavement leave with pay may be granted  
24 to an employee in the event of the death of that employee's spouse, child, step-child, mother, father,  
25 son-in-law, or daughter-in-law. Up to four (4) working days of bereavement leave with pay may be  
26 granted to an employee in the event of the death of that employee's grandmother, grandfather, sister,  
27 brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent-in-law, grandchildren or  
28 stepparent. The above leaves will be for each such occurrence. In all cases, requests for bereavement  
29 leave must be submitted no later than the end of the third working day following the absence to the  
30 building principal or designee who will sign and date said request and provide a copy to the employee.  
31 PTO leave may be requested for an employee's attendance at other funerals.

32  
33 **JURY DUTY AND SUBPOENAED TESTIMONY LEAVE:** The Board of Directors shall authorize  
34 special leave with pay for an employee's service on a jury or when subpoenaed to testify in court,  
35 except in cases involving a criminal act by the employee or a civil case initiated by the employee.  
36 Remuneration received by the employee, above mileage pay, for said service shall be turned over to  
37 the School District, in return for full regular pay from the School District. In all cases, requests for jury  
38 duty and subpoenaed testimony leave must be submitted no later than the end of the third working day  
39 following the absence.

40  
41 **ASSOCIATION LEAVE:** Up to a total of four (4) working days of Association leave with pay shall be  
42 available to the Association for representatives of the Association to attend conferences, conventions,  
43 or other activities of the local, state, and national affiliated organizations during any one contract work  
44 year as established by the school calendar; i.e., one representative for four (4) working days  
45 Association leave with pay or four (4) representatives for one working day each of Association leave,  
46 etc. The Association or the Association's representative must request Association leave with pay in as  
47 far in advance as possible and the Superintendent of Schools must approve such leave. In all cases,  
48 requests for Association leave must be submitted no later than the end of the third working day  
49 following the absence.

50  
51 **PROFESSIONAL LEAVE:** Employees may be excused from school with pay to attend educational  
52 programs when said programs are in the best interest of the School District and when prior approval  
53 has been granted by the Superintendent of Schools. In all cases, requests for professional leave must  
54 be submitted no later than the end of the third working day following the absence.

1 **EDUCATIONAL IMPROVEMENT LEAVE:** An educational improvement leave without pay for up to  
2 one contract work year as established by the school calendar may be granted at the sole discretion of  
3 the Board of Directors to an employee for study deemed by the Board of Directors to be of value to the  
4 School District or for other reasons deemed by the Board of Directors to be of value to the School  
5 District. An employee must submit his/her written request for educational improvement leave to the  
6 Superintendent of Schools no later than February 1st of the contract work year as established by the  
7 school calendar preceding the contract work year as established by the school calendar for which the  
8 educational improvement leave is requested. The Board of Directors shall review each employee's  
9 request for educational improvement leave and the Board of Directors shall have discretion to approve  
10 or deny that employee's request for educational improvement leave. Approval of an employee's  
11 request shall be contingent upon hiring of a replacement employee who is wholly acceptable to the  
12 Board of Directors and who is willing to accept a contract which shall terminate upon the return of the  
13 employee requesting educational improvement leave. The Board of Directors shall have discretion to  
14 determine the number of educational improvement leaves granted during each contract work year as  
15 established by the school calendar. An employee who returns from educational improvement leave  
16 shall be reinstated to the same benefits to which he/she was entitled during the last contract work year  
17 as established by the school calendar that the employee worked in the School District. An employee  
18 who returns from educational improvement leave shall not be credited with a year of service toward  
19 advancement on the salary schedule, nor shall that employee be credited with accumulated working  
20 days of paid sick leave, seniority, or any other benefits which are attributable to the period of his/her  
21 absence due to educational improvement leave. The approval of educational improvement leave does  
22 not signify Board of Directors endorsement of that employee for a particular job assignment within the  
23 School District nor does it automatically qualify the approved course of study or approved other reason  
24 to meet the continuing education requirement or the requirements for advancing to a higher  
25 educational lane on the salary schedule as set forth in Article IX, Teacher Salaries. An employee  
26 requesting educational improvement leave shall be notified no later than May 1st of the Board of  
27 Directors decision. Return staff shall inform the board of their decision to return from leave by  
28 February 1<sup>st</sup> of the year preceding their return.

29  
30 **MISCELLANEOUS LEAVE:** Employees may be granted other leaves of absence for good reason with  
31 pay or without pay upon making a written request to the Superintendent of Schools and this request  
32 shall be granted or refused at the discretion of the Superintendent of Schools. Employees who have  
33 children in another building in the District which has scheduled conferences at the same time as the  
34 employee's building shall be granted paid leave of up to thirty (30) minutes with the time to be  
35 arranged by mutual agreement with the building principal at least four (4) working days in advance of  
36 the desired leave.

37  
38 **PART-TIME EMPLOYEES:** Part-time employees shall receive the above leaves of absences on a pro-  
39 rated basis; i.e., the part-time employee shall receive all of the above leaves and at the same number  
40 of days as full-time employees but they will be compensated at the contracted rate, as applicable, or  
41 released, as applicable, only for the period that the part-time employee would have worked had the  
42 employee not been absent from work.

43  
44 **FAMILY AND MEDICAL LEAVE:** Employees of the District are entitled to unpaid family and medical  
45 leaves to the same extent and subject to the same terms and conditions as set forth in The Family and  
46 Medical Leave Act of 1993. No provision of the Act is diminished by the inclusion of the provision in  
47 this contract nor are the pre-existing family or medical leave provisions of this contract diminished by  
48 the inclusion of this provision in this contract.

## 49 50 **LEAVE BANK**

### 51 52 **Sick Leave Bank**

#### 53 54 **I. Establishment.**

55 A sick leave bank will be established for the use of certified employees who choose to  
56 participate. The bank is to be used in extreme emergencies such as open-heart surgery,

terminal cancer, extensive cancer treatment, organ transplants, or when other catastrophic illnesses or conditions occur to the member. The bank year will be the contract year. Days from the bank must be taken in full-day increments.

## **II. Participation.**

Participation in the sick leave bank will be on a voluntary basis and each participating individual employee's contribution will be made in the form of one (1) day of sick leave from his/her current year's allocation of fifteen (15) days. The days contributed to the bank become the property of the bank and will not be returned to the employee, except under Paragraph VI below. Beginning in 2015-2016, new employees will be enrolled in the Sick Leave Bank without contributing one of their own personal sick days for the first three years of employment.

## **III. Enrollment.**

Enrollment will take place at the beginning of each school year and will entitle the enrolling employee to membership until revoked in writing by the employee. Enrollment shall consist of filling out the Licensed Staff Information Sheet at the beginning of the contract work year. A listing will be provided at the beginning of the contract year and updates will be shared upon request at any time.

## **IV. Eligibility.**

An eligible employee is a certified staff, one who has timely volunteered for participation in the sick leave bank and who has exhausted both his/her personal sick leave and PTO leave (when 38 provided in the contract) without being eligible for long term disability (under Article XI: Insurance), and/or social security disability, and provides documentation from a doctor. Sick leave for child rearing, adoption leave, or maternity leave is not covered under this plan unless the employee experiences serious extenuating medical conditions.

## **V. Unused Days in Bank.**

Assets of the bank will accumulate. The following year's bank will consist of the days carried over from the previous year in addition to all contributed days for the year's participation. The Board Secretary will provide the Association with verification of the bank's total number of days for the current year and of the previous year's usage of bank days by no later than September 30 of each year.

## **VI. Use of Bank Leave Days.**

A maximum of 30 sick leave bank days per year may be used for a single, extended illness after an employee's sick leave and PTO leave (when provided by the contract) has been depleted. This limitation may be extended with the approval of a Sick Leave Bank Board consisting of 2 representatives for the School District and 2 representatives for the Association. Use of sick leave bank days will be based on a per person and per day basis, e.g. everyone eligible will draw each day until the total sick bank leave days have been exhausted.

## ARTICLE V

### TEACHER COMPENSATION

**TEACHER COMPENSATION:** The entry level salary for certified teachers is set forth in Exhibit E, which is attached hereto and made a part hereof.

Teachers with previous teaching experience who are entering the School District for the first time may be given credit for experience outside the School District for a period of up to five (5) years. They shall receive the same salary as a current teacher in the same lane with equivalent teaching experience. In the absence of an equivalent placement, the teacher's salary shall be determined by placement within the range bounded by the next highest and next lowest salary levels, as determined by experience and educational lane. The Board of Directors shall be permitted to waive this five (5) year limit so as to give credit for experience outside the School District up to the maximum current salary within the applicable educational lane whenever it is necessary to obtain a teacher that the Board of Directors in its discretion deems qualified to fill a specific vacancy. All teachers who are entering the School District for the first time must file evidence of said experience and also certified transcripts of credit with the Superintendent of Schools. The Board of Directors reserves the right to evaluate any experience that was received outside the School District, and especially the experience of those teachers who have interrupted their teaching careers for lengthy periods of time, and to assign credit for teaching experience as it deems appropriate.

Each teacher shall be issued an individual contract stating a **total annual salary** for the 193-day contract period.

The total salary stated in the individual contract:

- Represents the **combined salary** required under Iowa law
- Includes all applicable state and local compensation components
- Shall be paid in equal installments over the designated payroll periods

The minimum salary shall comply with all applicable Iowa Code requirements.

The District does not utilize a salary schedule and does not provide automatic step increases, longevity pay, or career increment compensation. The District will utilize internal guidelines to ensure fair and consistent salary determinations. Annual salary adjustments shall be determined through the collective bargaining process.

Currently employed teachers who complete the requirements for lane advancement shall receive the same salary as a current teacher with the same education and teaching experience. In the absence of an equivalent placement, the teacher's salary shall be determined by placement within the range bounded by the next highest and next lowest salary levels, as determined by experience and educational lane.

**METHOD OF PAYMENT:** All employees shall be paid twelve (12) equal installments payable on the fifteenth (15<sup>th</sup>) day of each month. When a pay date falls on or during a school holiday, vacation, or weekend, employees shall receive their pay checks on the last previous working day.

First year teachers may receive one half (1/2) of their first month's paycheck on September first (1<sup>st</sup>) with the remainder to be paid on the fifteenth (15<sup>th</sup>) of that month.

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## ARTICLE VIII

### LENGTH OF CONTRACT WORK DAY

Each building principal, subject to the approval of the superintendent, shall determine the time of arrival for duty and the time of departure from duty of each employee. The time may vary with each building and each employee as determined by the building principal, subject to the approval of the superintendent. However, no arrival time will be before 7:30 a.m. and no departure time will be later than 4:00 p.m., not to exceed an eight (8) hour day, except for meetings before and after the employee's regular contract work day. On Fridays or days preceding holidays and vacations the employee's day shall end at the close of the students' day.

All employees regardless of the building in which they work are required to remain in their room or available within the school building until end of contract day, for consultation with fellow employees, administrators, or parents. Exceptions to this rule will be made for employees who are actively engaged in extracurricular activities.

Employees who wish to leave during building contract time must obtain permission from their building principal or immediate supervisor and notify the building office where they are going during that time. Employees may leave the building during their preparation time with full pay for the following reasons, which because of urgency, necessitate the employee being gone during the regular school day: illness in the immediate family, special appointments to include appointments with lawyers, doctors, banks, and selective service physical examiners.

**LUNCH BREAK FOR EMPLOYEES REQUIRED TO PERFORM HALL, PLAYGROUND, OR OUTSIDE DUTY DURING THE STUDENT LUNCH PERIOD:** The District shall endeavor to schedule a lunch break of approximately twenty (20) minutes for each employee who is required both to eat with their students and to perform hall, playground, or outside duty during the student lunch period except during inclement weather or other times when this lunch break conflicts with student needs. The twenty (20) minute lunch break may occur during the student lunch period or during the periods immediately before or after the student lunch period for K-6 employees or during a second daily preparation period for seven to twelve (7-12) employees. The District shall not be required to hire additional personnel or to go to additional expense so as to provide this lunch break; but it shall endeavor to schedule classroom, lunchroom, hall, playground, and outside duty so as to minimize infringement of this lunch break.

**EMPLOYEE PREPARATION TIME:** The District shall endeavor to schedule daily preparation time for a total minimum of 200 minutes per week for each K-12 employee. This time is to be during the normal student attendance time. The District shall not be required to hire additional personnel or to go to additional expense so as to provide this preparation time; but it shall endeavor to schedule workshops, classroom, lunchroom, hall, playground, and outside duty so as to minimize infringement on this preparation time.

**ARTICLE IX**

**PRINTING AGREEMENT**

Copies of this agreement shall be available on the District website and the Association shall receive one (1) written copy of the Agreement. All employees shall have access to the website.

**ARTICLE X**

**NOTICES**

Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of this Agreement, either party shall do so by certified letter at the following designated addresses or at such other addresses as may be designated by a party in written notification to the other party.

1. If by the Association, to the Board of Directors at 1103 N Elm Street, West Liberty, Iowa 52776.
2. If by the Board of Directors, to the Association at the appropriate school building and address, West Liberty, Iowa 52776.

**ARTICLE XI**

**WAIVER**

This Agreement constitutes the entire agreement between the parties hereto. Neither party hereto shall have any duty or obligations to bargain with respect to any changes, modifications, or additions to this Agreement during its life. Changes, modifications, or additions may, however, be made at any time by mutual agreement. Any mutual agreed upon changes, modifications, or additions shall be in writing and duly executed by both parties hereto.

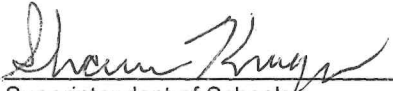
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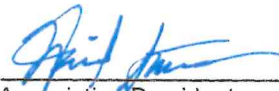
ARTICLE XII

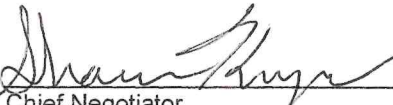
SCOPE AND DURATION

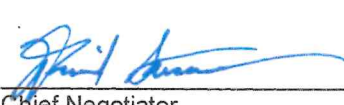
This Agreement shall become effective the first day of July, 2026, and thereafter remain in full force and effect until the thirtieth of June, 2031.

Made and entered into on this 27<sup>th</sup> day of April, 2025 2026

  
\_\_\_\_\_  
Superintendent of Schools

  
\_\_\_\_\_  
Association President

  
\_\_\_\_\_  
Chief Negotiator

  
\_\_\_\_\_  
Chief Negotiator

**EXHIBIT E**  
**2026-2027 TEACHER SALARY SCHEDULE**  
**ENTRY LEVEL SALARY**

|            | <b>BA</b> | <b>BA12</b> | <b>BA24</b> | <b>MA</b> | <b>MA15</b> | <b>MA30</b> |
|------------|-----------|-------------|-------------|-----------|-------------|-------------|
| <b>0-3</b> | 50,000    | 50,250      | 50,500      | 50,750    | 51,000      | 51,250      |

## EXHIBIT G

### 2026-2027 EXTRACURRICULAR ACTIVITIES AND SALARY SCHEDULE

**EXTRACURRICULAR ACTIVITIES:** Each teacher, employee, or other person contracted to perform extracurricular activity assignments shall be compensated as follows: The salary shall be down the BA educational lane as shown below, on the contracted persons step of continuous experience from the most recent date of assignment in that extracurricular activity assignment.

| ASSIGNMENT                         | PERCENTAGE | ASSIGNMENT                         | PERCENTAGE |
|------------------------------------|------------|------------------------------------|------------|
| <b>Head Varsity Coaching:</b>      |            |                                    |            |
| Football                           | 12         | Vocal Music                        | 9          |
| Basketball                         | 12         | Instrumental Music                 | 12         |
| Wrestling                          | 12         | J.H. Instrumental Music            | 5          |
| Track                              | 10         | Musical Director (per production)  | 3          |
| Softball                           | 10         | Jazz Band                          | 3          |
| Baseball                           | 10         | FFA Assistant Advisor              | 7.5        |
| Volleyball                         | 10         | Drama (per production)             | 5.5        |
| Soccer                             | 10         | J.H. Drama                         | 5.5        |
| Golf                               | 8          | Ass't Drama (per production)       | 3          |
| Cross Country                      | 8          | Ass't Marching Band                | 3          |
|                                    |            | Cheerleading                       | 5          |
|                                    |            | Asst. Cheerleading                 | 4          |
| <b>Assistant Varsity Coaching:</b> |            |                                    |            |
| Football                           | 9          | Improv Director                    | 3          |
| Basketball                         | 9          | Student Council                    | 5          |
| Wrestling                          | 9          | NHS Sponsor                        | 5          |
| Track                              | 7.5        | Yearbook                           | 5          |
| Volleyball                         | 7.5        | Assistant Show Choir               | 3          |
| Softball                           | 7.5        | FCCLA Advisor                      | 3          |
| Baseball                           | 7.5        | Prom                               | 2.8        |
| Golf                               | 7.5        | Show Choir                         | 6          |
| Soccer                             | 7.5        | HS Flag Instructor                 | 3          |
| Cross Country                      | 6          | Set Construction Supervisor        | 3          |
|                                    |            | (per production)                   |            |
|                                    |            | Science Club                       | 2          |
| <b>Jr. High Coaching:</b>          |            |                                    |            |
| Football                           | 7          | Dance Team                         | 5          |
| Basketball                         | 7          | Art Club                           | 2          |
| Wrestling                          | 7          | Future Business Leaders of America | 3          |
| Track                              | 7          |                                    |            |
| Softball                           | 7          |                                    |            |
| Volleyball                         | 7          |                                    |            |
| All Ass't Jr. High                 | 6          |                                    |            |

Summer Band: 10<sup>th</sup> and 11<sup>th</sup> months will be paid at eighty five percent (85%) of the regular salary arrived at by dividing total salary by total contract days.

Family Consumer Science 10<sup>th</sup> month will be paid at .75 of the regular salary arrived at by dividing total salary by total contract days.

Vocational Agriculture and Ag Science: 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> months will be paid at eighty-five percent (85%) of the regular salary arrived at by dividing total salary by total contract days.

Guidance Counseling: Eight (8) days will be paid at eighty five percent (85%) of the regular salary arrived at by dividing total salary by total contract days.

Alternative Program: 10<sup>th</sup> month will be paid at .5 of the regular salary arrived by dividing total salary by total contract days.

School Nurse: Ten (10) days will be paid at eighty five percent (85%) of the regular salary arrived at by dividing total salary by total contract days.

Special Education: Ten (10) days will be paid at eighty five percent (85%) of the teacher salary arrived at by dividing the total salary by the total contract days.

Weightroom Supervisor: Current Certified Staff Coach, \$15.00 per hour

Other duties, such as noon duty; sponsors of classes: and other student groups will be assigned to teachers at the beginning of the school year and are considered as part of the general duties of all faculty members.

All clubs and organizations must be active and hold meetings. If not, the teacher's supplemental pay will be withheld and that teacher will not receive reimbursement.

#### **Salary Schedule 2026-27**

|        |          |
|--------|----------|
| Base = | \$32,543 |
| 0-3    | \$36,448 |
| 4      | \$37,750 |
| 5      | \$39,052 |
| 6      | \$40,353 |
| 7      | \$41,655 |
| 8      | \$42,957 |
| 9      | \$44,259 |
| 10     | \$45,560 |
| 11     | \$45,943 |
| 12     | \$48,164 |
| 13     | \$49,466 |
| 14     | \$50,767 |
| 15     | \$52,069 |
| 16     | \$53,371 |
| 17     | \$54,672 |

#### **EXHIBIT H**

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**2026-2027 NURSES SALARY SCHEDULE**  
**For Non-BA, Non BSN**

Entry Level Salary

|          |                  |
|----------|------------------|
| <b>0</b> | <b>\$ 40,000</b> |
|----------|------------------|