

2026-2027

MASTER CONTRACT

BETWEEN

**MELCHER-DALLAS COMMUNITY SCHOOL
DISTRICT**

AND

MELCHER-DALLAS EDUCATION ASSOCIATION

PREAMBLE

The Board of Directors of the Melcher-Dallas Community School District, hereinafter referred to as the "Board", and the Melcher-Dallas Education Association, hereinafter referred to as "MDEA", recognize that the aim of the public schools is to provide a quality education program for children and youth of the school district. The parties further recognize that the attainment of this educational objective is a joint responsibility of the Board, the administrative and supervisory staff, the professional teaching personnel of the district, the parents of students, and the community at large.

Whereas, the Board recognizes the teaching personnel as available and qualified sources of information who may be called upon for advice in developing policies and programs designed to improve educational services, and

Whereas, the parties have reached certain understandings, which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE 1: RECOGNITION

A. Unit

The Board hereby recognizes the Melcher-Dallas Education Association as the certified exclusive and sole bargaining representative for all professional personnel as set forth in the PERB certification.

The unit described in the above certification is as follows:

INCLUDED: This unit shall be composed of all professional personnel in the Melcher-Dallas Community School District who are full time or regular part time employees, Including classroom teachers, academic, vocational, remedial, physical Education, music, art, librarians, and guidance counselors.

EXCLUDED: Excluded from this unit are superintendents, principals, cooks, custodian, Bus drivers, secretaries, teacher aides, and all other persons excluded by Section 4 of the Iowa Public Employment Relations Act.

ARTICLE 2: PROCEDURE FOR NEGOTIATIONS

A. Mutual Commitment to Good Faith Negotiations

When maintaining good faith bargaining, caucuses may be called at any time during the negotiations session. Articles tentatively agreed to shall be initialed by each party and dated and shall be set aside subject to ratification of the agreement.

B. Request for Meetings

The Board and MDEA shall meet for the purpose of negotiating and seeking agreement. Requests from the MDEA for negotiation meetings shall be made to the president of the Board or his designated representative. Requests from the Board shall be made to the president of the MDEA or their designated representative.

Within five (5) days of the date of the request, a mutually convenient time and place for a meeting shall be established. The meeting shall take place no later than ten (10) days following the date of the request. Additional meetings shall be agreed upon by the negotiations representatives as may be necessary to complete an agreement.

C. Negotiation Teams

Neither party in any negotiations shall have any control over the selection of the bargaining representatives of the other party. The parties mutually pledge that their representatives will be clothed with the necessary power and authority to make proposals, counter proposals, and to reach tentative agreement on items being negotiated.

D. Access to Information

The MDEA shall be furnished, on request, regularly prepared information concerning the financial condition of the school including annual financial reports, the proposed budget, and the adopted budget. Nothing herein shall require the administrative staff to research and assemble information.

BASE WAGES AND SALARIES

A. Schedule for 2026-2027

Base salary is set at **\$36,000** for 2026-2027 **(No Changes)**

<u>LANE</u>	<u>STARTING SALARY</u>
BA	\$36,000
BA+12	\$36,800
BA+24	\$37,700
MA	\$38,700
MA+15	\$39,700

B. Wage Increase

- Category 1: Full-time teachers with 0-11 years of experience will be paid \$50,000 per year as per state minimum salary requirements. Teacher Supplemental Salary funds will be used for this pay increase.
- Category 2: Full-time teachers with 12+ years of experience will be paid \$62,000 per year as per state minimum salary requirements. Teacher Supplemental Salary funds will be used for this pay increase.
- The increase for part-time teachers will be at the corresponding percentage of their contract. For example, a teacher with a .5 contract will receive .5 of \$1,000.00.
- In years 21-25 of service, career teachers will receive a \$100 increase.
- Beginning in the 26th year of service, career teachers will receive the pool increase.
- **Increase wages: 5% of the base generator, which is \$1,800 per teacher (to be prorated for contracts less than 100% FTE).**

C. Insurance

- This is not a negotiable topic, but is included in this agreement for communication purposes.
 - Cap District contribution to employee insurance premiums at \$550 per month.
- **Insurance increased 5.19%, which will be paid for by the district.**

D. Schedule for 2027-2028

Base salary is set at **\$36,000** for 2026-2027 **(No Changes)**

<u>LANE</u>	<u>STARTING SALARY</u>
BA	\$36,000
BA+12	\$36,800
BA+24	\$37,700
MA	\$38,700

MA+15 \$39,700

E. Wage Increase

- Category 1: Full-time teachers with 0-11 years of experience will be paid \$50,000 per year as per state minimum salary requirements. Teacher Supplemental Salary funds will be used for this pay increase.
- Category 2: Full-time teachers with 12+ years of experience will be paid \$62,000 per year as per state minimum salary requirements. Teacher Supplemental Salary funds will be used for this pay increase.
- The increase for part-time teachers will be at the corresponding percentage of their contract. For example, a teacher with a .5 contract will receive .5 of \$1,000.00.
- In years 21-25 of service, career teachers will receive a \$100 increase.
- Beginning in the 26th year of service, career teachers will receive the pool increase.
- **Increase wages: 4% of the base generator, which is \$1,440 per teacher (to be prorated for contracts less than 100% FTE).**

F. Insurance

- This is not a negotiable topic, but is included in this agreement for communication purposes.
 - o Cap District contribution to employee insurance premiums at \$550 per month.

EMPLOYEE WORK YEAR

A. In-School Work Year

1. Regular Contract

The in-school work year for employees shall not exceed 190 days.

2. Definition of In-School Work Year

The in-school work year shall include days when pupils are in attendance, orientation and any other days on which employee attendance is required. The 2026-2027 calendar has **172** days of work scheduled, which includes 6 paid holidays.

The in-school work year shall include days when pupils are in attendance, orientation and any other days on which employee attendance is required. **The 2027-2028 calendar has not been developed and the number of days of work scheduled are yet to be determined, however, it will include 6 paid holidays.**

BASE SUPPLEMENTAL PAY

A. Extra-Curricular Activities

1. Approved Activities

The Board and the MDEA agree that the extra-curricular activities listed in Schedule C are official school-sponsored activities.

2. Rates of Pay

Employee participation in extra-curricular activities which extend beyond the regularly scheduled in-school day shall be compensated according to the rate of pay or other stipulations in Schedule C which is attached hereto and made a part thereof.

Appendix 1 – Schedule C Extra-Curricular Pay

Employee extra-curricular pay for Appendix 1 is calculated based on the stated percentage of the base salary for all employees, with the schedule being capped at step 15.

Employees new to the district may be allowed up to five (5) years of previous coaching experience (in that specific sport), discretionary with the Melcher-Dallas Board of Education, for placement on the schedule.

(Change AD pay from 15% to \$15,000)

Years of Experience	Base Salary
1	36,000
2	36,650
3	37,300
4	37,950
5	36,600
6	39,250
7	39,900
8	40,500
9	41,200
10	41,850
11	42,500
12	43,150
13	43,800
14	44,450
15	45,100

Athletic Director	15%
Fall Sports	
Head HS Football	10%
Assistant HS Football	7%
JH Head Football	6%
JH Assistant Football	4%
Head HS Volleyball	10%
Assistant HS Volleyball	7%
JH Volleyball	6%
Cross Country	6%
Winter Sports	
Head HS Boys Basketball	10%
Head HS Girls Basketball	10%
Assistant HS Boys Basketball	7%
Assistant HS Girls Basketball	7%
JH Boys Basketball	6%
JH Girls Basketball	6%
Head HS Wrestling	10%
Assistant HS Wrestling	7%
JH Wrestling	6%
Spring Sports	
Head HS Boys Track	8%
Head HS Girls Track	8%
JH Boy/Girl Track	8%
or JH Boys Track	4%
or JH Girls Track	4%
Golf	6%
Girls/Boys Golf	6%
Summer Sports	
Head Baseball	10%
Assistant Baseball	7%
JH Baseball	6%
JH Assistant Baseball	3%
Head HS Softball	10%
Assistant HS Softball	7%
JH Softball	6%
JH Assistant Softball	3%
Cheer/Dance	
Cheerleader Fall Sponsor	2%
Cheerleader Winter Sponsor	2%

Fine Arts	
Marching Band	3%
Secondary Instrumental	3%
Secondary Vocal	2%
Elementary Music	2%
Drama Director	5%
Speech Coach	6%
Clubs and Advisors	
FBLA	3%
FCCLA	3%
FFA	10%
National Honor Society	1%
JH Student Council	3%
HS Student Council	6%
Science Club Advisor	5%
Yearbook Sponsor	6%
School Newsletter/Website	6%
Junior Class Sponors (2)	2%
Miscellaneous	
Drivers Education	50%/per student tuition
Summer School	\$25/hr
HS Tag Coordinator*	4%
Elementary Tag Coordinator*	4%
Summer Music Lessons	\$20/hr

*If the TAG coordinator is not hired during school hours, however, twenty (\$20.00) dollars per hour may be used for TAG Enrichment activities conducted outside the normal school hours, excluding travel time, subject to administrator's pre-approval.

**If Melcher-Dallas holds the position for the contract

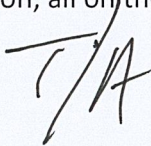
***If student participation dictates the need for two coaches

****Two extra days at per diem rate for both FFA and Counselor

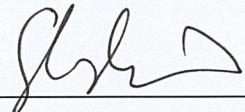
DURATION

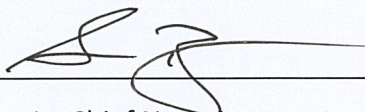
THIS AGREEMENT shall remain in full force and effect from **August 18, 2026 and shall continue in effect until Midnight August 17, 2027 or August 11, 2028 (the 2026-2027 school year or 2026-2027 and 2027-2028 school year)**. This agreement shall automatically continue in effect from year to year thereafter unless either party gives the other party written notice of its desire to modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested to by their respective Chief Negotiators, and their signatures placed thereon, all on the 15th day of April, 2026.

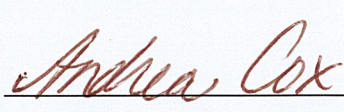


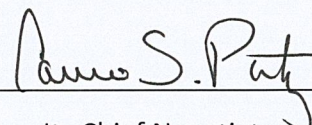
MELCHER-DALLAS COMMUNITY
EDUCATION ASSOCIATION

By 
Its President

By 
Its Chief Negotiator

MELCHER-DALLAS COMMUNITY
BOARD OF EDUCATION

By 
Its President

By 
Its Chief Negotiator