MASTER AGREEMENT
BETWEEN THE
WAPSIE VALLEY EDUCATION ASSOCIATION
AND THE
WAPSIE VALLEY COMMUNITY
SCHOOL DISTRICT
FISCAL YEARS 2025-2030

TABLE OF CONTENTS

			Page
Article	I:	Preamble	2
Article	II:	Recognition	2
Article	III:	Grievance Procedure	3-4
Article	IV:	Payroll Deduction	5
Article	V:	Sick Leave	6
Article	VI:	Temporary Leaves of Absence	7-8
Article	VII:	Employee Hours	9
Article	VIII:	Safety Provisions	10
Article	IX:	In-Service	10
Article	X:	Labor Management Committee	10
Article	XI:	Wages and Salaries	11
Article	XII:	Supplemental Pay	12
Article	XIII:	Nurse's Salary Statement	12
Article	XIIII:	Compliance Clauses and Duration	13

Appendices

Appendix A:	2025-2026 Salary Schedule (Schedule A)	14-18
Appendix B:	2025-2026-2026-2027 Coaching/Activity/Sponsor Salary Schedule (Schedule B)	19-20
Appendix C:	Salary Schedule Supplement	21
Appendix D:	Grievance Report	22-23
Appendix E:	MOU for the Teacher Leadership Compensation	24-26
Appendix F:	May 14, 2025 Tentative Agreement	27

ARTICLE I: PREAMBLE

The Board of Education and the Association recognize and declare that providing a quality education for the students of the Wapsie Valley Community School District is their mutual desire. As a result, both parties have reached certain understandings which they desire to confirm in this Agreement. It is agreed as follows:

ARTICLE II: RECOGNITION

Unit The Board recognizes the Wapsie Valley Education Association (WVEA), an affiliate of the lowa State Association and the National Education Association, as the certified exclusive and sole representative of all full-time and regular part-time contracted certificated personnel employed but excluding the Superintendent of schools, building principals, and other employees excluded by Section 4 of the Public Employment Relations Act of 1975 (Senate File 531.) The unit described in the above certification is No. 735 issued by PERB on June 8, 1976 and includes personnel as follows:

Included: All full-time and regular part-time professional employees, including, but not limited to: classroom teachers, guidance counselors, librarians, and school nurses. Excluded: Superintendent, principals, vice-principals, non-professional personnel and all those excluded under Section 4 of the Act.

Definitions

1. The term "Board," as used in this Agreement shall mean the Board of Education of the Wapsie 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 terms "Association," as used in this Agreement, shall mean the Wapsie Valley Education Association or its duly authorized representatives agents.

ARTICLE III: GRIEVANCE PROCEDURE

A. Grievance

A grievance is a claim by an employee, a group of employees, or the Association that there has been a violation of this Agreement.

.

B. Procedure

1. Time limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. A grievance must be filed within five (5) school days of the alleged violation of contract.

2. Year-End Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of ten (10) days hereafter.

3. Informal Discussion with Principal or Immediate Supervisor

An employee with a potential grievance may first discuss the problem with his/her principal or immediate supervisor, either directly or with the Association's designated representative, with the objective or resolving the matter at the lowest possible level. An employee shall be free to adjust individual complaints without Association representation.

4. Level One - Principal (Formal)

If, as a result of the informal discussion with the principal or immediate supervisor at level one a Grievance still exists, the aggrieved person may invoke the formal grievance procedure within three (3) school days of the informal meetings through the Association on the form set forth in Appendix D. The grievance form shall be available from the Association representative in each building and said form shall be signed by the grievant and a representative of the Association. A copy of the grievance form shall be delivered to the appropriate principal or immediate supervisor. If the grievance involves more than one (1) school building, it may be filed with the Superintendent or his/her designee. The appropriate principal or immediate supervisor shall indicate his/her disposition of the grievance in writing with rive (5) school days of the presentation of the formal grievance and shall furnish copies thereof to the Association ne Superintendent. If the aggrieved person or Association is not satisfied with the disposition of the grievance or if no disposition has been made within the five (5) school day period, the grievance shall be transmitted to level two.

5. Level Two - Superintendent

The Superintendent or his/her designee shall meet with aggrieved person and the Association within five (5) school days of receipt of the grievance, which must be filed within three (3) school days of receipt of level one response. Within ten (10) school days of receipt of the grievance the Superintendent or his/her designee shall indicate his/her disposition of the grievance in writing and shall furnish a copy thereof to the Association.

6. Level Three - Arbitration

   If the aggrieved person is not satisfied with the disposition of the grievance by the Superintendent, or if no disposition has been made within the time limits, the aggrieved person may go to arbitration. The procedure for arbitration will be:

   1. If the Association determines that the grievance is meritorious it may submit the grievance to arbitration within five (5) school days.
   2. The Board and the Association will strive to agree on an impartial arbitrator by mutual consent.
   3. If an arbitrator cannot be agreed upon, a list of three (3) arbitrators shall be obtained from the Public Employment Relations Board. By lot it shall be determined who will have the choice to remove the first (1st) name from the list within two (2) school days, the other party will have one (1) additional day to remove one (1) of the two (2) remaining names. The person whose name remains shall be the arbitrator. The decision of the arbitrator will be binding on both parties.
   4. The cost of an arbitrator will be shared equally by the Board and the Association, including per diem expenses and actual and necessary travel, subsistence expenses and the cost of the hearing room.

ARTICLE IV: PAYROLL DEDUCTION

A. Other Payroll Deductions

Upon appropriate written authorization from the employee, the Board Secretary shall deduct from the salary of any employee and make appropriate monthly remittance for annuities, credit union(s), savings bonds, insurances, or any other legal plans or programs jointly approved by the Association or Board.

B. Indemnification

The Association agrees to indemnify and hold harmless the Board, each individual Board member, Board employees, and all administrators against any and all claims, costs, suits, or other forms of liability and all court costs arising out of the application of the provisions in the agreement between the parties for all said deduction(s).

ARTICLE V: SICK LEAVE

A. Accumulative Benefits

1. Wapsie Valley School employees are granted leave of absence for personal illness or injury with full pay in the following amounts:

First year of employment 10 days
Second year of employment 11 days
Third year of employment 12 days
Fourth year of employment 13 days
Fifth year of employment 14 days
Sixth and subsequent years 15 days of employment

The above amounts shall apply only to consecutive years of employment in the same school district and unused portions shall be cumulative to at least a total of one hundred twenty (120) days. Illnesses extending beyond five (5) days requires a statement from the doctor to be presented to the Superintendent no later than the seventh (7th) day indicating inability to return to work.

Five (5) family illness & emergency days will be added to the sick leave balance for the 23-24 school year for each licensed employee. This will allow employees to use their balance for personal sick leave and family leave/emergency including employee's immediate family's illness, (defined as spouse, child, parent, brother-in-law, sister-in-law, mother-in-law, or father in-law). The sick leave and family illness/emergency leave will become one balance and the unused portion shall be cumulative to at least a total of one hundred twenty (120) days. There will not be any additional family illness/emergency days added to the sick leave balance after the 23-24 school year. Sick days will continue to accumulate as stated in Article V: Sick leave.

2. Employees that have accrued more than 120 sick days may be paid out $20 a day up to 15 days in excess of 120 days. It will be up to the employee to submit documentation to the HR Director for payment. Requests must be submitted by the last day of school. Failure to submit documentation by the last day of the school year will be denied.

B. Notification of Accumulation

Employees sign the sick leave record at the end of the school year.

C. Job Related Illness of Injury As per state law.

ARTICLE VI: TEMPORARY LEAVES OF ABSENCE

A. Paid Leaves

As of the beginning of each school year, employees shall be entitled to the following temporary leaves of absence with full pay each school year.

1. Funeral

Up to five (5) days of leave shall be granted with pay at any one (1) time in the event of death of an employee's spouse, child, mother, father, mother-in-law, father-in-law, or other member of the immediate household. These days allowed must begin no later than the third (3rd) day after death and be completed within nine (9) calendar days. *Employees shall be granted up to three (3) days in the event of a brother, sister, son-in-law, daughter-in-law, sister/brother-in-law, or grandparents outside the employee's immediate family as defined above. These days must begin no later than the third (3rd) day after death and be completed within five (5) calendar days. Up to one (1) day's leave shall be granted for a niece or nephew or relative of the second (2nd) degree or a close friend to attend funeral.

2. Personal Days

At the beginning of every school year each employee shall be credited with two (2) personal days which may be taken without giving written or oral explanation to school. Application of leave must be given in writing to his/her building principal at least three (3) working days prior to leave day except in case of an emergency. The use of these days shall be acknowledged unless the total number of absentees would adversely affect building operation. If personal leave days are not used, the employee may elect to add one (1) personal leave day to the next year; however, the maximum personal days will be limited to three (3) in any one school year.

3. Association

Four (4) days shall be granted for representatives of the Association to attend the delegate assembly. Additional day may be granted for pursuing legislation beneficial to the school.

4. Professional

Employees desiring professional leave during the current contract year shall submit in writing to any member of the Professional Development Committee (PDC) at least ten (10) working days in advance of the next PDC Meeting. The PDC shall give their written reply no later than five (5) working days after the PDC Meeting. Professional leave days shall be used for the development of the teacher in his/her direct teaching areas. Professional days can be used for the purpose of:

a. Visitation to view other instructional techniques or programs.

b. Conferences, workshops, or seminars conducted by colleges, universities, or other educational institutions or organizations. The board agrees to provide, upon application by the employee and approval by the PDC, the appropriate expense allowance for employees who have been granted professional leave. Travel, meals, lodging, and registration fees shall be considered appropriate expenses as outlined in the Professional Development Request Form.

B. Unpaid Leave

Other temporary leaves of absence without pay shall be granted in writing by the Superintendent for good reason.

C. Extended Leave

An employee who is unable to work because of personal illness or disability and who has exhausted all accumulated sick leave, may be granted a leave of absence without pay for the remainder of the school year.

ARTICLE VII: EMPLOYEE HOURS

A. Workday

1. Length of the Day
   The normal working day for all employees shall be designated as 8 a.m. to 4 p.m. Flexible hours was approved at the April 12, 2021 board meeting and can be found in the Faculty and Staff Handbook.

2. Dismissal Time
   On Fridays or on days preceding holidays or vacations, the employee's day shall end after buses have departed. (Jr./Sr. High School teachers must wait 15 minutes after close of pupils' day.) 3. At no time may employees depart before duties are completed and pupils under their care have gone.

3. Flexible Hours
   The workday shall consist of eight (8) consecutive hours. Arrival and departure times for all employees shall be determined and designated by the employer after consultation with the Association. An individual workday plan may be developed between employees and their building principal and has written approval by the superintendent. On Fridays and days preceding holidays and vacation periods, the workday shall end with the departure of the route shuttle buses. Added 4-24-21

   Employees may come in on a specified day prior to the start of school and exchange that day for a day to be missed at the end of the school year if the school year is extended due to additional snow days. This will need to be approved by Amanda Bocholt or Danny Adams.

B. Lunch Periods

1. Grade Level and Other
   Principals shall attempt to provide a 20-minute duty-free lunch period for all employees
2. Leaving the Building
   Employees may leave the building with permission during their scheduled duty-free lunch periods and during their preparation time to handle personal business as expeditiously as possible.

C. Meetings

1. Faculty and Other
   Employees may be required to report before and after the regular workday, without additional compensation, for the purpose of attending occasional faculty or other professional meetings.
2. Notice and Agenda
   The notice of an agenda for meetings extending beyond the school day should be given to the employees involved at least one (1) day prior to meetings except in an emergency. Employees usually have the opportunity to suggest items for the agenda.

D. The district will make a good faith effort to provide every teacher an average of one classroom period of duty-free preparation time during the student day.

ARTICLE VIII: SAFETY PROVISIONS

A. The Wapsie Valley Community School District is committed to providing a safe and healthful environment.

B. It is the policy of this school district to assure, so far as possible, that every employee has a safe and healthful place in which to work.

C. It is also the policy of this school district to help each employee recognize responsibilities to safe employment.

D. Upon discovery of an unsafe or hazardous condition by an employee he/she shall take steps to rectify that condition.

ARTICLE IX: INSERVICE

Teachers will be required to participate in at least 36 hours annually of teacher driven collaboration time to deliver educational programs and assess student learning, or to engage in peer review pursuant to section 284.8, subsection 1.

Designated professional development (as long as practitioner collaboration is a substantial component of this professional development) or professional learning community times shall count toward the requirement.

Individual educator preparation time shall not count as collaboration time.

ARTICLE X: LABOR MANAGEMENT COMMITTEE

The association and the district agree to establish a joint labor management committee. The purpose of this committee is to collaboratively discuss and make decisions regarding employment matters not referred to in the master contract and other matters mutually agreed upon – added 4-14-19

ARTICLE XI: WAGES AND SALARIES

This Article may be deleted or altered in response to PERB Rulings

A. Schedule

The salary of each employee that is covered by the regular salary schedule is set forth in Schedule A, which is attached hereto and made a part thereof.

B. Placement on Salary Schedule

1. Each employee shall be placed on his proper step of the salary schedule as of the effective date of this agreement.
2. Credit for Experience
   Teachers will receive full credit for experience outside the Wapsie Valley system. (This will not be retroactive for current employees). Former teachers will receive full credit for years of service granted in the system upon their re-entry.

C. Method of Payment

1. Pay Periods
   Employees shall be paid on or before the 20th of the month in accordance with individual contracts. 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.
2. Final Pay
   A terminating employee shall have the option of receiving all or part of his earned contracted salary on the last previous working day.
3. Summer Checks
   Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee.

E. Half-day teachers receive $600 above half pay.

F. Any additional days beyond 184 contract days shall be paid per diem.

F. Teacher Salary Supplement

1. Teacher Salary Supplement funds will be paid to eligible Employees with regular paychecks. The amount to be paid to Employees shall be determined prior to issuing contracts for the contract year. If the Teacher Salary Supplement funds are reduced, payments will be adjusted accordingly. If the Teacher Salary Supplement funds cease to exist, not payments will be made.

Teacher Salary Supplement (TSS) Balance Requirement

Iowa Code 284.3A (5) established a one-year provision requiring that any unexpended, unobligated Teacher Salary Supplement (TSS) funds (Project 3204) remaining at the conclusion of FY22 that exceed five percent of the amount received for FY22 be allocated and paid to eligible employees based on their full- or part-time status.

ARTICLE XII: SUPPLEMENTAL PAY

This Article may be deleted or altered in response to PERB Rulings

A. Extra-Curricular Activities

1. Approved Activities

The Board and the Association agree that the activities listed in Schedule B are official school-sponsored activities covered by school insurance.

2. Rates of Pay

Activities will be compensated according to Schedule B.

ARTICLE XIII: NURSE'S SALARY STATEMENT

This Article may be deleted or altered in response to PERB Rulings

The school nurse shall be placed on the salary schedule as follows: If the school nurse has a bachelor's degree, she/he will be placed on the salary schedule in the same manner as any other employee and would be eligible for the same type of lane and step changes as other employees. In the case of less than a Bachelor's degree, the nurse would be placed at BA step 0, and compensated at a level of 95% of that value.

ARTICLE XIII: COMPLIANCE CLAUSES AND DURATION

A. Separability

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law.

The remaining articles, sections, and clauses shall remain in full force and effect for the duration of this Agreement.

B. Printing Agreement

Copies of this Agreement shall be printed at the expense of the Board and Association jointly after the signing of this Agreement. One hard copy and an electronic version shall be provided for the Association and the Board.

C. Notices

Whenever any notice is required to be given by either of the parties to this Agreement, either part shall do so in writing to the following individuals:

1. If to the WVEA, to Wapsie Valley Education Association, c/o President
2. If to Board, to Wapsie Valley Community Schools, Fairbank, Iowa 50629, c/o Superintendent

D. Duration Period

This Agreement shall be effective the 1st day of July 2025 and shall continue in force and effect until the 30th day of June 2030. During the term of this agreement, all articles shall be open to negotiation annually except for the following: The parties agree Article XII: Supplemental Pay is already determined for the 2026-27 Master Contract. Article XII: Supplemental Pay shall be reopened for the 2027-28 Master contract and all following years of this agreement.

E. Signature Clause

In witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiator and their signature placed thereon, all on the 5th day of April, 2023. Wapsie Valley Education Association

Appendix A: Schedule A for 25-26 school year-Combined Salary Schedule

This Appendix may be deleted or altered in response to PERB Rulings

25-26 Schedule A	BA	BA+8	BA+15	BA+24	BA+30	MA	MA+15
Base 0	$4,300	$120	$120	$120	$120	$150	$150
Base 1	$4,840						
Step 2-12	$115						
Step 13	$90						

Lane/Step		BA	BA+8	BA+15	BA +24	BA +30	MA	MA +15
BASE	0	38,339	40,172	42,004	43,837	45,670	47,733	49,796
TSS		$4,300	$4,420	$4,540	$4,660	$4,780	$4,930	$5,080
Sub total		$42,639	$44,592	$46,544	$48,497	$50,450	$52,663	$54,876
Addt'l TSS		$7,361	$5,408	$3,456	$1,503			
Total Contract		$50,000	$50,000	$50,000	$50,000			
		1.00000000	1.04780086	1.09560172	1.14340258	1.19120344	1.24501699	1.29883053
BASE	1	39,180	41,013	42,846	44,678	46,511	48,574	50,637
TSS		$4,840	$4,960	$5,080	$5,200	$5,320	$5,470	$5,620
Sub Total		$44,020	$45,973	$47,926	$49,878	$51,831	$54,044	$56,257
Addt'l TSS		$5,980	$4,027	$2,074	$122			
Total Contract		$50,000	$50,000	$50,000	$50,000			
		1.02194631	1.06974717	1.11754803	1.16534889	1.21314975	1.26696329	1.32077684
BASE	2	40,022	41,854	43,687	45,520	47,352	49,416	51,479
TSS		4,955	$5,075	$5,195	$5,315	$5,435	$5,585	$5,735
Sub Total		44,977	46,929	48,882	50,835	52,787	55,001	57,214
Addt'l TSS		$5,023	$3,071	$1,118				
Total Contract		$50,000	$50,000	50,000				
		1.04389261	1.09169347	1.13949433	1.18729519	1.23509605	1.28890960	1.34272315
BASE	3	40,863	42,696	44,528	46,361	48,194	50,257	52,320
TSS		5,070	5,190	5,310	5,430	5,550	$5,700	$5,850
Sub total		45,933	47,886	49,838	51,791	53,744	55,957	58,170
Addt'l TSS		$4,067	$2,114	$162				
Total Contract		$50,000	50,000	50,000				
		1.06583892	1.11363978	1.16144064	1.20924150	1.25704236	1.31085591	1.36466945
BASE	4	41,705	43,537	45,370	47,203	49,035	51,098	53,161
TSS		5,185	5,305	5,425	5,545	5,665	$5,815	$5,965
Sub total		46,890	48,842	50,795	52,748	54,700	56,913	59,126
Addt'l TSS		$3,110	$1,158					
Total Contract		$50,000						
		1.08778523	1.13558609	1.18338695	1.23118781	1.27898867	1.33280221	1.38661576
BASE	5	42,546	44,379	46,211	48,044	49,877	51,940	54,003
TSS		5,300	5,420	5,540	5,660	5,780	$5,930	$6,080
TOTAL		47,846	49,799	51,751	53,704	55,657	57,870	60,083
Addt'l TSS		$2,154	$201					
Total Contract		$50,000	$50,000					
		1.10973153	1.15753239	1.20533325	1.25313411	1.30093497	1.35474852	1.40856207

BASE	6	43,387	45,220	47,053	48,885	50,718	52,781	54,844
TSS		5,415	5,535	5,655	5,775	5,895	$6,045	$6,195
TOTAL		48,802	50,755	52,708	54,660	56,613	58,826	61,039
Addt'l TSS		$1,198						
Total Contract		$50,000						
		1.13167784	1.17947870	1.22727956	1.27508402	1.32288128	1.37669483	1.43050837
BASE	7	44,229	46,061	47,894	49,727	51,559	53,623	55,686
TSS		5,530	5,650	5,770	5,890	6,010	$6,160	$6,310
TOTAL		49,759	51,711	53,664	55,617	57,569	59,783	61,996
Addt'l TSS		$241						
Total Contract		$50,000						
		1.15362415	1.20142501	1.24922587	1.29702673	1.34482759	1.39864113	1.45245468
BASE	8	45,070	46,903	48,735	50,568	52,401	54,464	56,527
TSS		5,645	5,765	5,885	6,005	6,125	$6,275	$6,425
TOTAL		50,715	52,668	54,620	56,573	58,526	60,739	62,952
		1.17557045	1.22337131	1.27117217	1.31897303	1.36677389	1.42058744	1.47440099
BASE	9	45,912	47,744	49,577	51,410	53,242	55,305	57,368
TSS		5,760	5,880	6,000	6,120	6,240	$6,390	$6,540
TOTAL		51,672	53,624	55,577	57,530	59,482	61,695	63,908
		1.19751676	1.24531762	1.29311848	1.34091934	1.38872020	1.44253375	1.49634729
BASE	10	46,753	48,586	50,418	52,251	54,084	56,147	58,210
TSS		5,875	5,995	6,115	6,235	6,355	$6,505	$6,655
TOTAL		52,628	54,581	56,533	58,486	60,439	62,652	64,865
		1.21946307	1.26726393	1.31506488	1.36286565	1.41066651	1.46448005	1.51829360
BASE	11	47,594	49,427	51,260	53,092	54,925	56,988	59,051
TSS		5,990	6,110	6,230	6,350	6,470	$6,620	$6,770
TOTAL		53,584	55,537	57,490	59,442	61,395	63,608	65,821
		1.24140937	1.28921023	1.33701109	1.38481195	1.43261281	1.48642636	1.54023991
BASE	12	47,986	49,819	51,652	53,484	55,317	57,380	59,443
TSS		6,105	6,225	6,345	6,465	6,585	$6,735	$6,885
Sub total		54,091	56,044	57,997	59,949	61,902	64,115	66,328
Addt'l TSS		$7,909	$5,956	$4,003	$2,051	$98		
Total Contract		$62,000	$62,000	$62,000	$62,000	$62,000		
		1.25163094	1.29943180	1.34723266	1.39503352	1.44283438	1.49664793	1.55046147
BASE	13	48,407	50,240	52,072	53,905	55,738	57,801	59,864
TSS		6,195	6,315	6,435	6,555	6,675	$6,825	$6,975
Sub total		54,602	56,555	58,507	60,460	62,413	64,626	66,839
Addt'l TSS		$7,398	$5,445	$3,493	$1,540			
Total Contract		$62,000	$62,000	$62,000	$62,000			
		1.26260409	1.31040495	1.35820581	1.40600667	1.45380753	1.50762108	1.56143463
BASE	14	48,828	50,660	52,493	54,326	56,158	58,221	60,285
TSS		6,285	6,405	6,525	6,645	6,765	$6,915	$7,065
Sub total		55,113	57,065	59,018	60,971	62,923	65,136	67,350
Addt'l TSS		$6,887	$4,935	$2,982	$1,029			
Total Contract		$62,000	$62,000	$62,000	$62,000			
		1.27357725	1.32137811	1.36917897	1.41697983	1.46478069	1.51859423	1.57240778

BASE	15	49,248	51,081	52,914	54,746	56,579	58,642	60,705
TSS		6,375	6,495	6,615	6,735	6,855	$7,005	$7,155
Sub total		55,623	57,576	59,529	61,481	63,434	65,647	67,860
Addt'l TSS		$6,377	$4,424	$2,471	$519			
Total Contract		$62,000	$62,000	$62,000	$62,000			
		1.28455040	1.33235126	1.38015212	1.42795298	1.47575384	1.52956739	1.58338093
BASE	16	49,669	51,502	53,334	$55,167	57,000	59,063	61,126
TSS		6,465	6,585	6,705	$6,825	6,945	$7,095	$7,245
Sub total		56,134	58,087	60,039	$61,992	63,945	66,158	68,371
Addt'l TSS		$5,866	$3,913	$1,961	$8			
Total Contract		$62,000	$62,000	$62,000	$62,000			
		1.29552355	1.34332441	1.3911253	1.43892613	1.48672699	1.5405405	1.5943541
BASE	17	50,090	51,922	53,755	55,588	57,420	59,483	61,547
TSS		6,555	6,675	6,795	6,915	7,035	$7,185	$7,335
Sub total		56,645	58,597	60,550	62,503	64,455	66,668	68,882
Addt'l TSS		$5,355	$3,403					
Total Contract		$62,000	$62,000					
		1.30649671	1.35429757	1.4020984	1.44989929	1.49770015	1.5515137	1.6053272
BASE	18	50,510	52,343	54,176	56,008	57,841	59,904	61,967
TSS		6,645	6,765	6,885	7,005	7,125	$7,275	$7,425
Sub total		57,155	59,108	61,061	63,013	64,966	67,179	69,392
Addt'l TSS		$4,845	$2,892	$939				
Total Contract		$62,000	$62,000	$62,000				
		1.31746986	1.36527072	1.4130716	1.46087244	1.50867331	1.5624868	1.6163004
BASE	19	50,931	52,764	54,596	56,429	58,262	60,325	62,388
TSS		6,735	6,855	6,975	7,095	7,215	$7,365	$7,515
Sub total		57,666	59,619	61,571	63,524	65,477	67,690	69,903
Addt'l TSS		$4,334	$2,381	$429				
Total Contract		$62,000	$62,000	$62,000				
		1.32844301	1.37624387	1.4240447	1.47184559	1.51964645	1.57346	1.6272735
BASE	20	51,352	53,185	55,017	56,850	58,682	60,746	62,809
TSS		6,825	6,945	7,065	7,185	7,305	$7,455	$7,605
Sub total		58,177	60,130	62,082	64,035	65,987	68,201	70,414
Addt'l TSS		$3,823	$1,870					
Total Contract		$62,000	$62,000					
		1.33941617	1.38721703	1.4350179	1.48281875	1.53061961	1.5844332	1.6382467
BASE	21	51,773	53,605	55,438	57,270	59,103	61,166	63,229
TSS		6,915	7,035	7,155	7,275	7,395	$7,545	$7,695
Sub total		58,688	60,640	62,593	64,545	66,498	68,711	70,924
Addt'l TSS		$3,312	$1,360					
Total Contract		$62,000	$62,000					
		1.35038932	1.39819018	1.445991	1.49379191	1.54159276	1.5954063	1.6492199

BASE	22	52,193	54,026	55,859	57,691	59,524	61,587	63,650
TSS		7,005	7,125	7,245	7,365	7,485	$7,635	$7,785
Sub total		59,198	61,151	63,104	65,056	67,009	69,222	71,435
Addt'l TSS		$2,802	$849					
Total Contract		$62,000	$62,000					
		1.36136248	1.40916333	1.4569642	1.50476505	1.55256591	1.6063795	1.660193
BASE	23	52,614	54,447	56,279	58,112	59,945	62,008	64,071
TSS		7,095	7,215	7,335	7,455	7,575	$7,725	$7,875
Sub total		59,709	61,662	63,614	65,567	67,520	69,733	71,946
Addt'l TSS		$2,291	$338					
Total Contract		$62,000	$62,000					
		1.37233563	1.42013649	1.4679373	1.51573821	1.56353907	1.6173526	1.6711662
BASE	24	53,035	54,867	56,700	58,533	60,365	62,428	64,492
TSS		7,185	7,305	7,425	7,545	7,665	$7,815	$7,965
TOTAL		60,220	62,172	64,125	66,078	68,030	70,243	72,457
Addt'l TSS		$1,780						
Total Contract		$62,000						
		1.38330878	1.43110964	1.4789105	1.52671136	1.57451222	1.6283258	1.6821393
BASE	25	53,455	55,288	57,121	58,953	60,786	62,849	64,912
TSS		7,275	7,395	7,515	7,635	7,755	$7,905	$8,055
TOTAL		60,730	62,683	64,636	66,588	68,541	70,754	72,967
Addt'l TSS		$1,270						
Total Contract		$62,000						
		1.39428193	1.44208279	1.4898837	1.53768451	1.58548537	1.6392989	1.6931125
BASE	26	53,876	55,709	57,541	59,374	61,207	63,270	65,333
TSS		7,365	7,485	7,605	7,725	7,845	$7,995	$8,145
TOTAL		61,241	63,194	65,146	67,099	69,052	71,265	73,478
Addt'l TSS		$759						
Total Contract		$62,000						
		1.40525509	1.45305595	1.5008568	1.54865767	1.59645853	1.6502721	1.7040856
BASE	27	54,297	56,129	57,962	59,795	61,627	63,690	65,754
TSS		7,455	7,575	7,695	7,815	7,935	$8,085	$8,235
TOTAL		61,752	63,704	65,657	67,610	69,562	71,775	73,989
Addt'l TSS		$248						
Total Contract		$62,000						
		1.41622824	1.46402910	1.51183	1.55963082	1.60743168	1.6612452	1.7150588
BASE	28	54,717	56,550	58,383	60,215	62,048	64,111	66,174
TSS		7,545	7,665	7,785	7,905	8,025	$8,175	$8,325
TOTAL		62,262	64,215	66,168	68,120	70,073	72,286	74,499
		1.42720139	1.47500255	1.5228031	1.57060397	1.61840483	1.6722184	1.7260319
BASE	29	55,138	56,971	58,803	60,636	62,469	64,532	66,595
TSS		7,635	7,755	7,875	7,995	8,115	$8,265	$8,415
TOTAL		62,773	64,726	66,678	68,631	70,584	72,797	75,010
		1.43817455	1.48597541	1.5337763	1.58157713	1.62937799	1.6831915	1.7370051

BASE	30	55,559	57,392	59,224	61,057	62,889	64,953	67,016
TSS		7,725	7,845	7,965	8,085	8,205	$8,355	$8,505
TOTAL		63,284	65,237	67,189	69,142	71,094	73,308	75,521
		1.44914770	1.49694856	1.5447494	1.59255028	1.64035114	1.6941647	1.7479782
BASE	31	55,980	57,812	59,645	61,477	63,310	65,373	67,436
TSS		7,815	7,935	8,055	8,175	8,295	$8,445	$8,595
TOTAL		63,795	65,747	67,700	69,652	71,605	73,818	76,031
		1.46012086	1.50792171	1.5557226	1.60352343	1.65132429	1.7051378	1.7589514
BASE	32	56,400	58,233	60,066	61,898	63,731	65,794	67,857
TSS		7,905	8,025	8,145	8,265	8,385	$8,535	$8,685
TOTAL		64,305	66,258	68,211	70,163	72,116	74,329	76,542
		1.47109401	1.51889487	1.5666957	1.61449659	1.66229745	1.716111	1.7699245
BASE	33	56,821	58,654	60,486	62,319	64,152	66,215	68,278
TSS		7,995	8,115	8,235	8,355	8,475	$8,625	$8,775
TOTAL		64,816	66,769	68,721	70,674	72,627	74,840	77,053
		1.48206716	1.52986802	1.5776689	1.62546971	1.67327061	1.7270841	1.7808977
BASE	34	57,242	59,074	60,907	62,740	64,572	66,635	68,699
TSS		8,085	8,205	8,325	8,445	8,565	$8,715	$8,865
TOTAL		65,327	67,279	69,232	71,185	73,137	75,350	77,564
		1.49304032	1.54084117	1.588642	1.63644289	1.68424375	1.7380573	1.7918708
BASE	35	57,662	0	61,328	63,160	64,993	67,056	69,119
TSS		8,175	8,295	8,415	8,535	8,655	$8,805	$8,955
TOTAL		65,837		69,743	71,695	73,648	75,861	78,074
		1.50401347		1.5996152	1.64741605	1.69521691	1.7490305	1.802844
BASE	36	58,083	59,916	61,748	0	65,414	67,477	69,540
TSS		8,265	8,385	8,505	8,625	8,745	$8,895	$9,045
TOTAL		66,348	68,301	70,253		74,159	76,372	78,585
		1.51498662	1.56278748	1.6105883		1.70619006	1.7600036	1.8138172
BASE	37	58,504	60,336	62,169	64,002	65,834	67,897	69,961
TSS		8,355	8,475	8,595	8,715	8,835	$8,985	$9,135
TOTAL		66,859	68,811	70,764	72,717	74,669	76,882	79,096
		1.52595978	1.57376063	1.6215615	1.66936235	1.71716321	1.7709768	1.8247903
BASE	38	58,924	60,757	62,590	64,422	66,255	68,318	70,381
TSS		8,445	8,565	8,685	8,805	8,925	$9,075	$9,225
TOTAL		67,369	69,322	71,275	73,227	75,180	77,393	79,606
		1.53693293	1.58473379	1.6325346	1.68033558	1.72813637	1.7819499	1.8357635
BASE	39	59,345	61,178	63,010	64,843	66,676	68,739	70,802
TSS		8,535	8,655	8,775	8,895	9,015	$9,165	$9,315
TOTAL		67,880	69,833	71,785	73,738	75,691	77,904	80,117
		1.54790608	1.59570694	1.6435078	1.69130866	1.73910952	1.7929237	1.8467366
BASE	40	59,766	61,599	63,431	65,264	67,096	69,160	71,223
TSS		8,625	8,745	8,865	8,985	9,105	$9,255	$9,405
TOTAL		68,391	70,344	72,296	74,249	76,201	78,415	80,628
		1.55887924	1.60668010	1.654481	1.70228181	1.75008267	1.8038962	1.8577098

25-26 COACHING/ACTIVITY/SPONSOR SALARY SCHEDULE (SCHEDULE B)

Base	$32,800	$0	$145	$290	$435	$580
25-26 SCHEDULE B						
Coaching/Activity/Sponsor Salary Schedule		BASE 1	BASE 2 5 YEARS	BASE 3 10 YEARS	BASE 4 15 YEARS	BASE 5 20 YEARS
Head HS - FB, BKB, WR, Strength & Conditioning	0.14	4,592	4,737	4,882	5,027	5,172
Asst HS - FB, BKB -WR	0.09	2,952	3,097	3,242	3,387	3,532
Head HS- CC, TK, BB SB, GF, VB, Robotics	0.1	3,280	3,425	3,570	3,715	3,860
Asst HS- CC, TK, BB SB, GF, VB	0.068	2,230	2,375	2,520	2,665	2,810
Head JH - FB, BKB, WR	0.065	2,132	2,277	2,422	2,567	2,712
Head JH - CC, TK, BB, SB, VB	0.06	1,968	2,113	2,258	2,403	2,548
HS Band	0.102	3,346	3,491	3,636	3,781	3,926
Summer Band	0.102	3,346	3,491	3,636	3,781	3,926
7-12 Vocal	0.095	3,116	3,261	3,406	3,551	3,696
Annual/Website/Face Book	0.04	1,312	1,457	1,602	1,747	1,892
Newspaper	0.032	1,050	1,195	1,340	1,485	1,630
Plays	0.04	1,312	1,457	1,602	1,747	1,892
Musical/Speech 2 Seasons	0.05	1,640	1,785	1,930	2,075	2,220
Cheerleading/Fall & Winter	0.05	1,640	1,785	1,930	2,075	2,220
NHS, Quiz Bowl, Silver Cord	0.025	820	965	1,110	1,255	1,400
Student Council/Prom	0.065	2,132	2,277	2,422	2,567	2,712
JH Student Council	0.02	656	801	946	1,091	1,236
JH Cheer	0.02	656	801	946	1,091	1,236
Drill Team	0.045	1,476	1,621	1,766	1,911	2,056
Asst FFA	0.068	2,230	2,375	2,520	2,665	2,810

26-27 COACHING/ACTIVITY/SPONSOR SALARY SCHEDULE (SCHEDULE B)

Base	$35,525	$0	$145	$290	$435	$580
26-27 SCHEDULE B						
Coaching/Activity/Sponsor Salary Schedule		BASE 1	BASE 2 5 YEARS	BASE 3 10 YEARS	BASE 4 15 YEARS	BASE 5 20 YEARS
Head HS - FB, BKB, WR, Strength & Conditioning	0.14	4,974	5,119	5,264	5,409	5,554
Asst HS - FB, BKB -WR	0.09	3,197	3,342	3,487	3,632	3,777
Head HS- CC, TK, BB SB, GF, VB, Robotics	0.1	3,553	3,698	3,843	3,988	4,133
Asst HS- CC, TK, BB SB, GF, VB	0.068	2,416	2,561	2,706	2,851	2,996
Head JH - FB, BKB, WR	0.065	2,309	2,454	2,599	2,744	2,889
Head JH - CC, TK, BB, SB, VB	0.06	2,132	2,277	2,422	2,567	2,712
HS Band	0.102	3,624	3,769	3,914	4,059	4,204
Summer Band	0.102	3,624	3,769	3,914	4,059	4,204
7-12 Vocal	0.095	3,375	3,520	3,665	3,810	3,955
Annual/Website/Facebook	0.04	1,421	1,566	1,711	1,856	2,001
Newspaper	0.032	1,137	1,282	1,427	1,572	1,717
Plays	0.04	1,421	1,566	1,711	1,856	2,001
Musical/Speech-2 Seasons	0.05	1,776	1,921	2,066	2,211	2,356
Cheerleading/Fall Winter	0.05	1,776	1,921	2,066	2,211	2,356
NHS, Quiz Bowl	0.025	888	1,033	1,178	1,323	1,468
Student Council	0.065	2,309	2,454	2,599	2,744	2,889
JH Student Council	0.02	711	856	1,001	1,146	1,291
JH Cheer	0.02	711	856	1,001	1,146	1,291
Drill Team	0.045	1,599	1,744	1,889	2,034	2,179
Asst FFA	0.068	2,416	2,561	2,706	2,851	2,996

Appendix C: Salary Schedule Supplement

1. This salary is based on a 184 days contract including 168 days of actual teaching. The contract includes days devoted to work shops, 5 paid holidays (Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Good Friday), teachers' conferences, and professional meetings.

2. Extra hours earned toward the BA+8, BA+15, BA+24 and BA+30 must be taken after the conferring of the BA degree, must be graduate level courses (exceptions handled on individual basis) in the teacher's primary field of instruction or predetermined by teacher and principal, and must be taken from an approved (by respective state) four-year college or university. A notice of said hours must be presented to the Superintendent by September 1 of the school year to be included in the respective current year individual contract. The Superintendent may allow other courses under exceptional circumstances.

3. Teachers advancing horizontally on the schedule, due to an increase in education, will advance only one vertical step the first year regardless of experience and then advance at the regular rate the following years.

4. Teachers who qualify for a higher step by obtaining additional training must present proof of such qualification by August 1st of the current year in order to be paid accordingly. Teachers shall notify the Superintendent at contract time if they anticipate any change. No more than fifteen (15) semester hours of college credit may be earned during any one-year September 1st to September 1st of the following year.

5. Teachers must have earned at least 6 hours of credit in the employees teaching field or in a field approved by the administration during any given ten-year period from the time of entering the Wapsie Valley system. Courses approved by the Department of Public Instruction for certification renewal or courses taken to meet legislation will be accepted. Failure to comply with this ruling means that the teacher shall remain stationary on the schedule. Teachers on the highest step are also expected to comply with the training requirement or have the career increment withheld. (11/11/80).

6. Each employee shall be placed on his proper step of the salary schedule as of the effective date of this agreement. Teachers may be paid above or below the schedule only in unusual or extreme circumstances with prior discussion with the Association.

7. A release from contract will be granted following approval of the Board of Education. Such releases will result only when a satisfactory replacement is available.

8. Teachers new to the system may receive half of their first month salary by making such request to the Superintendent in writing at the pre-school workshop.

9. Certified staff who operate a school bus for route or activity purposes (excluding field trips that occur within the contracted day) shall be compensated for their driving time according to the applicable Teamsters No. 238 and Wapsie Valley Schools' Master Agreement. This includes the hourly rate to be applied while the driver is engaged in other duties, including but not limited to coaching

Appendix D: Grievance Report

This Appendix may be deleted or altered in response to PERB Rulings

_____ Date Filed

_____School District

_____Building

Distribution of Form
1. Association
2. Employee
3. Appropriate Supervisor
4. Superintendent

_____
Name of Aggrieved Person

LEVEL I

A. Date Violation Occurred _____

B. Section(s) of Contract or Policy Violated _____

C. Statement of Grievance _____

D. Relief Sought: _____

_____ _____
Signature Date

E. Disposition by Principal or Immediate Supervisor _____

_____ _____
Signature of Principal or Immediate Supervisor Date

If additional space is needed, attach additional sheets.

All provisions of ARTICLE III of the Agreement, Dated_____, 20_____ shall be strictly observed in the settlement of grievances.

Continued - Appendix D: Grievance Report

LEVEL II

A. Date Violation Occurred _____

B. Section(s) of Contract or Policy Violated _____

C. Statement of Grievance _____

D. Relief Sought: _____

_____ _____

Signature **Date**

E. Disposition by Principal or Immediate Supervisor _____

_____ _____

Signature of Principal or Immediate Supervisor **Date**

If additional space is needed, attach additional sheets.

All provisions of ARTICLE III of the Agreement, Dated_____, 20_____ shall be strictly observed in the settlement of grievances.

LEVEL III

A. _____ _____

Signature of Aggrieved Person **Signature of Association President**

B. _____ _____

Date Submitted to Arbitration **Date Received by Arbitrator**

C. Disposition and Award of Arbitrator_____

_____

_____**Signature & Date of Arbitrator**

Appendix E: MoU for the Teacher Leadership System
Memorandum of Understanding for the Teacher Leadership System,

Wapsie Valley Community Schools

The Wapsie Valley Community School District has applied for and received approval from the Iowa Department Appendix E: MoU for the Teacher Leadership Compensation
Memorandum of Understanding for the Teacher Leadership Compensation,
Wapsie Valley Community Schools

The Wapsie Valley Community School District has applied for and received approval from the Iowa Department of Education to participate in the lowa Teacher Leadership Compensation. The Wapsie Valley Community School District and the Wapsie Valley Education Association have reached the following agreement in regard to Master Contract articles that will be affected by and other issues related to the implementation of a local Teacher Leadership Compensation (TLC). This Memorandum of Understanding (MOU) shall be in effect for the 2021-2022 school year and shall be reviewed and/or amended by approval of both parties on an annual basis.

1. **Selection Committee:**
   The selection and placement of an employee into a TLC role shall be controlled by the criteria outlined in the District's DE approved TLC application, a copy of which is attached to this MoU and is incorporated by reference herein.

The teachers on the TLC committee will be appointed by the Association. Two teachers will be selected, along with a third teacher who will be non-rating member of the selection committee. Two building principals will be appointed by the superintendent to the selection team. The superintendent will be a non-rating member of the committee as well. Based on the ratings of each applicant, the committee will recommend applicants to the superintendent, who will recommend applicants for each TLC position to the Board for their approval.

The core competencies by which each candidate will be measured are outlined in the DE-approved TLC application. The corresponding value for each competency will be determined by the team of six members of the selection committee.

2. **Removal:**
   The removal of an employee from a TLC role shall occur by either
   a. the employee and the district mutually agree to remove the employee from the role,
   b. the employee providing written resignation that is accepted by the district or
   c. the District removing the employee from the role before the end of the academic year after providing the employee with notice and a reason for the removal.

4. **Reduction or Realignment of Staff (Relating to Article IX of the Master Agreement):**
   a. Seniority: Teachers in TLC positions will be considered members of the bargaining unit and will continue to accrue seniority in the classification to which they were assigned at the time of their selection for a TLC position.
   b. Reduction or realignment: If staff reductions or realignment occur due to a reduction in TLC funding or a modification in the District's TLC plan, the parties will follow staff reduction procedures in the Master Contract.

4. **Assignment of Teacher Leaders:**

a. Teachers assigned to TLC positions shall retain their regular teaching contract issued in accordance with low Code Chapter 279 and shall be issued a supplemental contract for a one-year assignment relating to their leadership role. The supplemental contract shall not be subject to Iowa Code Chapter 279.

b. The assignment of teachers to TLC positions shall not be subject to the transfer procedures contained in the collective bargaining agreement. No employee will be involuntarily assigned to a TLC position.

c. Prior to the termination of a TLC position by a teacher or by the district and not later than February 2, the teacher will give notice to the School District and will be advised if there is a vacant position for which the teacher possesses the necessary certification and endorsements. Teachers may request and will be granted return to the classroom grade level and content area held prior to assuming a TLC position provided the TLC position has been held for one year or less. For teachers serving in TLC positions for more than one year, the following process will be utilized. If there is a vacant position for which the teacher in a TLC position possesses the necessary certification and endorsements, then the teacher will be awarded the position. If there is not a vacant position for which the teacher in a TLC position possesses the necessary certification and endorsements, then the least senior teacher who fills a position which requires the certification and endorsements possessed by the teacher in the TLC position will be subject to layoff and the teacher in the TLC position will be assigned to that teacher's position.

5. Enforcement:

This MoU shall become an addendum to the master contract and will be subject to the grievance process found in Article III of the Master Contract.

6. Separation from Teacher Evaluation:

This MoU will establish a wall between the TLC and the evaluation process for the performance of teaching duties. Teachers in TLC positions will not evaluate other teachers. The TLC position evaluation will not negatively impact a teacher's evaluation under Article XI of the Master Agreement.

7. Hours of Work:

Teachers in TLC positions will work the number of hours specified in Article VIII of the master agreement and as necessary to perform the duties of their teaching and TLC positions. The expectations of the district with regard to hours of work of teachers in TLC positions will be contained in the job description for each TLC position. If the job description does not include expectations for teaching-related duties such as, but not limited to, parent-teacher conferences, regular duty assignments, and school events, then the contract language applies.

8. Work Year and Compensation:

Teachers in TLC positions will work the number of days specified in the District's approved TLC grant application and as provided by law. Days of service for the TLC positions will be agreed upon on or before August 1 of the applicable school year.

a. New Professionals (# TBD): 184 days + 5 days TLC - $1,000 stipend
b. Mentor Teachers (# TBD): 184 days + 5 days TLC - $1,250 stipend
c. Building Leadership Team Members (8): 184 days + 10 days TLC - $2,500 stipend
d. Instructional Coaches (2): 184 days + 15 days TLC - $6,000 stipend
e. Lead Teacher: 184 days + 20days TLC - $8,000 stipend

9. **Assessment of Performance:**

The assignment of a teacher to a TLC position will be subject to review by the school District's administration at least annually. The review shall include peer feedback on the effectiveness of the teacher's performance of duty specific to the teacher's TLC position. Feedback from peers will solicited from at least four (4) certified colleagues, who will be mutually agreed upon by the teacher leader and district administrator. A teacher who completes an assignment in a TLC position may apply for assignment to a new TLC position.

_____	_____
For Wapsie Valley Education Association	For Wapsie Valley Community CSD
_____	_____
Printed Name	Printed Name
_____	_____
Date	Date

Wapsie Valley Community School District

and Wapsie Valley Education Association

Tentative Agreement

May 1, 2025

The WVCSD (Wapsie Valley Community School District and WVEA (Wapsie Valley Education Association) reached a tentative agreement at 7:00 PM on May 1, 2025.

Schedule B Wages

The WVCSD and WVEA agreed to an increase of $2,725 on the regular base wage from $30,075 to $32,800 for school year 25-26 and $2,725 on the regular base wage from $32,800 to $35,525 for the 26-27 school year on Schedule B wages.

Employees that have accrued more than 120 sick days may be paid out $20 a day up to 15 days in excess of 120 days. It will be up to the employee to submit documentation to the HR Director for payment. Requests must be submitted by the last day of school. Failure to submit documentation by the last day of the school year will be denied.

Employees may come in on a specified day prior to the start of school and exchange that day for a day to be missed at the end of the school year if the school year is extended due to additional snow days. This will need to be approved by Amanda Bocholt or Danny Adams.

25-26 increase will be $2,500 for all teachers that are brought up to the state minimum from $47,500 to $50,000 and $2,000 from $60,000 to $62,000. All other teachers will receive a flat increase of $2,000 plus an educational-longevity increase based on each employee's indexed percentage from the 25-26 salary schedule.

Duration

This Agreement shall be effective the 1st day of July 2025 and shall continue in force and effect until the 30th day of June 2030. During the term of this agreement, all articles shall be open to negotiation annually except for the following: The parties agree Article XII: Supplemental Pay is already determined for the 2026-27 Master Contract. Article XII: Supplemental Pay shall be reopened for the 2027-28 Master contract and all following years of this agreement.

Wapsie Valley Education Association Amanda Bockholt 5/13/25

Amanda Bockholt-WVEA Negotiations Representative — Date

Wapsie Valley Community School District Chris Hoover 5/14/25

Chris Hoover-WVCSD Superintendent — Date