

COMPREHENSIVE MASTER CONTRACT
NEGOTIATED BETWEEN
WEST LYON EDUCATION ASSOCIATION
AND THE
WEST LYON COMMUNITY SCHOOL DISTRICT
BOARD OF DIRECTORS
AUGUST 18, 2026 TO AUGUST 18, 2027

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ARTICLE I

Definitions

A. Board, Employer, Or District

The term "Board," "District," or "Employer," as used in this agreement, shall mean the Board of Directors of the West Lyon Community School District or its duly authorized representatives.

B. Employee

The term "Employee," as used in this agreement, shall mean any employee, or group of employees, who is a member of the bargaining unit as identified and certified by the Public Employee Relations Board and is represented by the Association.

C. Association

The term "Association," as used in this agreement, shall mean the West Lyon Education Association and its duly authorized representatives.

ARTICLE II

Wages

A. Placement on Salary Schedule

1. Adjustment to Salary Schedule

All employees who are part of the bargaining unit within the meaning of Section 13 of the Public Employment Relations Act will be placed on the salary schedule, attached hereto and marked as "Combined Salary Schedule". Placement on said schedule will determine the pay to be received for the applicable contract year.

B. Teacher Stipend

Teachers will receive a stipend of \$5,827 annually based on FTE, not to exceed 1.0, with payment to be received in twelve (12) installments with the first installment paid in September of the current contract year.

C. Longevity Pay

Teachers who have completed one year at the maximum step in their salary schedule lane shall receive additional compensation equivalent to 10.00% of the Base Salary Schedule A and Phase II Schedule combined, based on F.T.E., not to exceed 1.0.

ARTICLE III

Payroll Deductions

B. Other Payroll Deductions

Upon appropriate written authorization from the employee, the Board shall deduct from the salary of the employee and make appropriate remittance for annuities, charitable donations, and insurances.

ARTICLE IV

Duration and Signature

A. Duration of Agreement

This agreement shall be effective from August 18, 2026, and shall continue until August 18, 2027.

Note: This agreement shall be effective from August 18, 2026, and shall continue until August 18, 2027. Articles contained in this agreement will be open to negotiations on an annual basis during the aforementioned duration period.

B. Signature Clause

The parties have agreed to the terms set out above and, therefore, have directed their representatives to sign this Agreement on their behalf on the 13th day of April, 2026.

West Lyon Education Association

By Megan Van Nye
President

By Melinda VerMeer
Chief Negotiator

West Lyon Community School District

By Justin Metz
President

By Kevin Kremer
Chief Negotiator

2026-2027 Schedule "A" Index: West Lyon CSD

Step	BA	BA+12	BA+24	MA	MA+15	MA+30
1	1.0000	1.0330	1.0660	1.1240	1.1570	1.1900
2	1.0400	1.0743	1.1086	1.1680	1.2023	1.2366
3	1.0816	1.1173	1.1529	1.2137	1.2494	1.2851
4	1.1249	1.1620	1.1990	1.2612	1.2984	1.3355
5	1.1699	1.2085	1.2470	1.3106	1.3492	1.3879
6	1.2108	1.2508	1.2906	1.3556	1.3957	1.4356
7	1.2532	1.2946	1.3358	1.4022	1.4437	1.4850
8	1.2908	1.3334	1.3759	1.4435	1.4863	1.5288
9	1.3295	1.3734	1.4172	1.4861	1.5301	1.5739
10	1.3694	1.4146	1.4597	1.5299	1.5753	1.6204
11	1.4105	1.4570	1.5035	1.5750	1.6218	1.6683
12	1.4528	1.5007	1.5486	1.6215	1.6697	1.7176
13	1.4964	1.5457	1.5951	1.6694	1.7190	1.7684
14	0.0000	1.5921	1.6430	1.7187	1.7698	1.8207
15	<u>0.0000</u>	<u>1.6399</u>	<u>1.6923</u>	<u>1.7695</u>	<u>1.8221</u>	<u>1.8746</u>

BASE SALARY SCHEDULE "A"

2026-2027 Salary Schedule

Step	BA	BA+12	BA+24	MA	MA+15	MA+30
1	\$32,750	\$33,831	\$34,912	\$36,811	\$37,892	\$38,973
2	\$34,060	\$35,183	\$36,307	\$38,252	\$39,375	\$40,499
3	\$35,422	\$36,592	\$37,757	\$39,749	\$40,918	\$42,087
4	\$36,840	\$38,056	\$39,267	\$41,304	\$42,523	\$43,738
5	\$38,314	\$39,578	\$40,839	\$42,922	\$44,186	\$45,454
6	\$39,654	\$40,964	\$42,267	\$44,396	\$45,709	\$47,016
7	\$41,042	\$42,398	\$43,747	\$45,922	\$47,281	\$48,634
8	\$42,274	\$43,669	\$45,061	\$47,275	\$48,676	\$50,068
9	\$43,541	\$44,979	\$46,413	\$48,670	\$50,111	\$51,545
10	\$44,848	\$46,328	\$47,805	\$50,104	\$51,591	\$53,068
11	\$46,194	\$47,717	\$49,240	\$51,581	\$53,114	\$54,637
12	\$47,579	\$49,148	\$50,717	\$53,104	\$54,683	\$56,251
13	\$49,007	\$50,622	\$52,240	\$54,673	\$56,297	\$57,915
14	\$0	\$52,141	\$53,808	\$56,287	\$57,961	\$59,628
15	\$0	\$53,707	\$55,423	\$57,951	\$59,674	\$61,393
L.P.	\$52,352	\$57,052	\$58,767	\$61,297	\$63,019	\$64,738

Longevity Pay = \$3,345

Note: This will remain in the Master Contract unless determined to be illegal or the funding source is removed by the state.

PHASE 2 SALARY SCHEDULE

2026-2027 Salary Schedule

Step	BA	BA+12	BA+24	MA	MA+15	MA+30
1	\$700	\$723	\$746	\$787	\$810	\$833
2	\$728	\$752	\$776	\$818	\$842	\$866
3	\$757	\$782	\$807	\$850	\$875	\$900
4	\$787	\$813	\$839	\$883	\$909	\$935
5	\$819	\$846	\$873	\$917	\$944	\$972
6	\$848	\$876	\$903	\$949	\$977	\$1,005
7	\$877	\$906	\$935	\$982	\$1,011	\$1,040
8	\$904	\$933	\$963	\$1,010	\$1,040	\$1,070
9	\$931	\$961	\$992	\$1,040	\$1,071	\$1,102
10	\$959	\$990	\$1,022	\$1,071	\$1,103	\$1,134
11	\$987	\$1,020	\$1,052	\$1,103	\$1,135	\$1,168
12	\$1,017	\$1,050	\$1,084	\$1,135	\$1,169	\$1,202
13	\$1,047	\$1,082	\$1,117	\$1,169	\$1,203	\$1,238
14	\$0	\$1,114	\$1,150	\$1,203	\$1,239	\$1,274
15	\$0	\$1,148	\$1,185	\$1,239	\$1,275	\$1,312

Note: This will remain in the Master Contract unless determined to be illegal or the funding source is removed by the state.

TEACHER QUALITY SALARY SCHEDULE

2026-2027 Salary Schedule

Step	BA	BA+12	BA+24	MA	MA+15	MA+30
1	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
2	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
3	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
4	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
5	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
6	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
7	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
8	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
9	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
10	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
11	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
12	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
13	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
14	\$0	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549
15	\$0	\$6,549	\$6,549	\$6,549	\$6,549	\$6,549

Note: This will remain in the Master Contract unless determined to be illegal or the funding source is removed by the state.

STIPEND SALARY SCHEDULE

2026-2027 Salary Schedule

Step	BA	BA+12	BA+24	MA	MA+15	MA+30
1	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
2	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
3	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
4	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
5	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
6	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
7	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
8	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
9	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
10	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
11	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
12	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
13	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
14	\$0	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827
15	\$0	\$5,827	\$5,827	\$5,827	\$5,827	\$5,827

COMBINED SALARY SCHEDULE

2026-2027

**Including Application of Base Schedule A,
Phase 1 Money, Phase 2 Money, Teacher Quality Money, and Stipend**

Step	BA	BA+12	BA+24	MA	MA+15	MA+30
1	\$45,826	\$46,930	\$48,034	\$49,974	\$51,078	\$52,182
2	\$47,164	\$48,311	\$49,459	\$51,446	\$52,593	\$53,740
3	\$48,556	\$49,750	\$50,941	\$52,974	\$54,168	\$55,363
4	\$50,004	\$51,245	\$52,483	\$54,563	\$55,807	\$57,048
5	\$51,509	\$52,800	\$54,088	\$56,216	\$57,507	\$58,801
6	\$52,877	\$54,215	\$55,547	\$57,721	\$59,062	\$60,397
7	\$54,296	\$55,680	\$57,059	\$59,280	\$60,668	\$62,049
8	\$55,553	\$56,978	\$58,400	\$60,661	\$62,093	\$63,514
9	\$56,848	\$58,316	\$59,781	\$62,086	\$63,558	\$65,023
10	\$58,182	\$59,694	\$61,203	\$63,551	\$65,070	\$66,578
11	\$59,557	\$61,113	\$62,668	\$65,060	\$66,625	\$68,181
12	\$60,972	\$62,574	\$64,177	\$66,615	\$68,227	\$69,830
13	\$62,431	\$64,080	\$65,732	\$68,217	\$69,877	\$71,529
14	\$0	\$65,632	\$67,334	\$69,867	\$71,576	\$73,278
15	\$0	\$67,231	\$68,983	\$71,566	\$73,325	\$75,081
L.P.	\$65,776	\$70,576	\$72,328	\$74,911	\$76,670	\$78,426

Longevity Pay = \$3,345

2026-2027 Schedule "B": West Lyon CSD			Generator Base:		
				\$34,044.00	
		FIRST-FOURTH TERM		FIFTH AND OVER	
		% Base	Amount	% Base	Amount
HEAD COACH					
Football		15.00%	\$5,107	16.50%	\$5,617
Basketball		15.00%	\$5,107	16.50%	\$5,617
Wrestling		15.00%	\$5,107	16.50%	\$5,617
Softball		13.00%	\$4,426	14.00%	\$4,766
Baseball		13.00%	\$4,426	14.00%	\$4,766
Volleyball		12.00%	\$4,085	13.00%	\$4,426
Track		12.00%	\$4,085	13.00%	\$4,426
Golf		10.00%	\$3,404	11.00%	\$3,745
Cross Country		10.00%	\$3,404	11.00%	\$3,745
ASSISTANT COACH					
Football		10.25%	\$3,490	11.00%	\$3,745
Basketball		12.25%	\$4,170	13.00%	\$4,426
Wrestling		12.25%	\$4,170	13.00%	\$4,426
Softball		10.25%	\$3,490	11.00%	\$3,745
Baseball		10.25%	\$3,490	11.00%	\$3,745
Track		9.75%	\$3,319	10.25%	\$3,490
Volleyball		9.75%	\$3,319	10.25%	\$3,490
JUNIOR HIGH COACH					
Football		7.00%	\$2,383	8.00%	\$2,724
Basketball		7.00%	\$2,383	8.00%	\$2,724
Wrestling		7.00%	\$2,383	8.00%	\$2,724
Softball		7.00%	\$2,383	8.00%	\$2,724
Baseball		7.00%	\$2,383	8.00%	\$2,724
Cross Country		7.00%	\$2,383	8.00%	\$2,724
Track		7.00%	\$2,383	8.00%	\$2,724
Soccer		7.00%	\$2,383	8.00%	\$2,724
Volleyball		7.00%	\$2,383	8.00%	\$2,724

2026-2027 Schedule "B": West Lyon CSD				Generator Base:	
				\$34,044.00	
ACTIVITIES & CLUBS					
Instru. Music Director		15.00%	\$5,107	16.50%	\$5,617
Assistant Instru. Director		11.00%	\$3,745	11.50%	\$3,915
Color Guard Choreographer		1.50%	\$511	1.75%	\$596
Percussion Tech.		1.50%	\$511	1.75%	\$596
Color Guard Coordinator		3.00%	\$1,021	3.25%	\$1,106
Vocal Music Director		11.00%	\$3,745	11.50%	\$3,915
Speech Director/Coordinator		8.00%	\$2,724	8.50%	\$2,894
Asst Speech Director/Indiv		8.00%	\$2,724	8.50%	\$2,894
Asst Speech Coach/Indiv		4.00%	\$1,362	4.50%	\$1,532
Asst Speech Coach/Large		4.00%	\$1,362	4.50%	\$1,532
Fall Musical		7.00%	\$2,383	7.50%	\$2,553
Fall Musical Asst		7.00%	\$2,383	7.50%	\$2,553
Jr. High Musical		2.25%	\$766	2.50%	\$851
Jr. High Musical Assist		2.25%	\$766	2.50%	\$851
Spring Play		7.00%	\$2,383	8.00%	\$2,724
Asst Spring Play		4.50%	\$1,532	5.50%	\$1,872
Annual		6.25%	\$2,128	6.75%	\$2,298
Cheerleading	Fall FB	2.50%	\$851	2.75%	\$936
Cheerleading	BB	2.50%	\$851	2.75%	\$936
Cheerleading	WR	2.50%	\$851	2.75%	\$936
Head Prom Class Sponsor		2.00%	\$681	1.25%	\$851
JR Class Sponsor		0.50%	\$170	1.25%	\$213
NHS		1.00%	\$340	1.25%	\$426
Student Council		1.00%	\$340	1.25%	\$426
Newspaper		4.50%	\$1,532	5.00%	\$1,702

Note: It is agreed that the Schedule B Generator Base will be the base of Salary Schedule A and the base of Phase II Schedule combined.

Memorandum of Understanding
West Lyon Community School District and West Lyon Education Association
Teacher Leadership and Compensation (TLC) System

The West Lyon Community School District and the West Lyon Education Association have reached agreement to the items listed below in regard to Master Contract articles that will be affected by implementation of the local Teacher Leadership and Compensation (TLC) System. This Memorandum of Understanding (MOU) shall be in effect for the 2024-25 school year and shall be reviewed and/or amended on an annual basis thereafter.

1. Selection Committee and Process.

- A. Teacher Leadership and Compensation (TLC) position applications shall be submitted to the building principals to be shared with the TLC Selection Committee. The TLC Selection Committee shall be compromised of two school administrators and two teachers. The two teachers cannot be candidates for the position being considered by the committee.
- B. The selection committee shall review applications submitted to the building principals for scoring and possible assignment to a teacher leadership role. In making a recommendation for assignment, the selection committee shall utilize measures of teacher effectiveness and professional growth, consider the needs of the school district, and review the performance and professional development of the applicants. Teachers who are selected must meet all of the qualifications contained in the TLC Grant and contained in the law.

2. Selection of Teachers to TLC Leadership Roles.

When the selection committee's process is completed, all applications and scores, as well as, the selection team's recommendations, will be given to the Superintendent. The Superintendent will make final approval based on the scores and recommendations of the selection committee. He will then present the recommended teachers to the Board of Education for appointment through the approval of personnel process.

3. Assignment of Teacher Leaders.

- A. Teachers assigned to TLC Leadership positions shall retain their regular teaching contract issued in accordance with Iowa 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 unless specifically addressed in this MOU. No employee will be involuntarily assigned to a TLC position.

- C. Prior to the termination of a TLC position by a teacher 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. If there is a vacant position for which the teacher in the TLC position possesses the necessary certification and endorsements, then the teacher will be awarded the position. If there is no vacant position for which the teacher in the TLC position possesses the necessary certification and endorsements, then the teacher in a TLC position will be so notified within ten (10) calendar days of submitting his/her notice to the District and the teacher may withdraw his/her notice of termination. A teacher in a TLC position must withdraw his/her notice of termination not later than March 2.

If there is no vacant position for which the teacher in a TLC position possesses the necessary certification and endorsements and if the teacher does not wish to withdraw his/her notice of termination, the teacher in the TLC position will remain in their TLC position until there is a vacant position for which he/she is certified and endorsed to fill.

- D. Prior to the termination of a TLC position by the School District and not later than March 2, the District will give notice to the teacher and the teacher will be advised if there is a vacant position for which the teacher possesses the necessary certification and endorsements. If there is a vacant position for which the teacher possesses the necessary certification and endorsements, then the teacher will be awarded the position.

If there is no 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.

- E. Recall rights do not apply to Teacher Leadership and Compensation (TLC) positions.

4. Teacher Leadership Compensation.

The salary supplements received by teachers assigned to TLC positions

will be as specified in the District's approved Teacher Leadership grant application. The salary supplement is compensation to the teacher in the TLC position for the additional contract days and hours of work required of the teacher.

5. Hours of Work.

Teachers in TLC positions will work the number of hours specified in the Teacher Leadership and Compensation (TLC) grant application. 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.

6. Work Year.

Teachers in TLC positions will work the number of days specified in the District's approved Teacher Leadership and Compensation (TLC) grant application and as provided by law.

7. 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.

8. Procedures for Staff Reduction.

For purpose of staff reduction, teacher leaders shall be considered members of the bargaining unit and shall continue to accrue seniority in the classification to which they were assigned at the time of their selection for a teacher leadership role. As noted, should a TLC position be filled by an external teaching candidate, the teacher will not accrue district seniority, not have transfer rights to open district positions or be eligible for reassignment.

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 will cover the effectiveness of the teacher's performance of duty specific to the teacher's TLC position. A teacher who completes an assignment in a TLC position may apply for assignment to a new TLC position.

10. Funding for Program.

Teacher leadership supplement foundation aid from the state shall be required to sustain the TLC program. The TLC salary will not be included in the salary schedule. Any reduction or elimination of this support will result in a corresponding reduction or elimination of the assignments and compensation described in this Memorandum of Understanding.

All Teacher Leadership and Compensation (TLC) language will be contained in the Memorandum of Understanding (MOU) found under the contract article, “Teacher Leadership and Compensation (TLC) System” and not dispersed in multiple Master Contract Articles.

Teacher Leadership and Compensation (TLC) expenditures creating excessive general fund burdens or district budgeting concerns may result in corresponding TLC program reductions in assignments and related compensation as described through the TLC grant and in this Memorandum of Understanding (MOU).