MOC-Floyd Valley
Community School District

MOC-FLOYD VALLEY
COMMUNITY SCHOOL DISTRICT

Fostering learning, excellence and civic responsibility!

Master Contract
2026-2028

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ARTICLE ONE

Grievance Procedure

A. 1. A grievance shall mean only a complaint that there has been an alleged violation of any of the specific provisions of this agreement not specifically excepted from the grievance procedure.

2. A grievant shall be defined as an individual, group of individuals.

B. 1. A grievant shall have the right to present grievances in accordance with these procedures.

2. The failure of the grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

3. It is agreed that any investigation or other handling or processing of any grievance by the grievant shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and supplemental pay activities of the grieving employee or of the teaching staff.

C. 1. First Step
An attempt shall be made to resolve any grievance in informal, verbal discussion between the grievant and his or her principal.

2. Second Step
If the grievance cannot be resolved informally, the grievant shall file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within ten school days from the date of occurrence of the event giving rise to the grievance or when it should reasonably have been ascertained. The principal shall make a decision on the grievance and communicate it in writing to the grievant and the superintendent within ten school days after receipt of the grievance.

3. Third Step
In the event a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within five school days of the principal's written decision at the second step, a copy of the grievance with the superintendent. Within ten school days after such written grievance is filed, the aggrieved and superintendent or his designee shall meet to resolve the grievance. In the event of the absence of the superintendent, this person shall not be the same person involved at the second step of the procedure. The superintendent or his designee shall file an answer within ten school days of the third-step grievance meeting and communicate it in writing to the grievant and the principal.

The decision of the Superintendent or designee shall be final.

ARTICLE TWO

Salary

A. Salary Determination: The salary of each returning is determined on the basis of one hundred ninety-one (191) days. New teachers' salaries are calculated on the basis of one hundred ninety-three (193) days. The two additional days will be prior to the start of the school year.

B. Schedule of Wages for Extra Duties: Employees assigned extra duties will be compensated according to the rate of pay established in Schedule "B" for said activity. Said rate of pay is based on established percentages of the Wages for Extra Duties "B" base wage.

C. Compensation for extended employment shall be a pro-rated amount of the regular salary,

D. Credit for Experience: Full credit on the employee salary schedule may be given for previous outside teaching experience in a duly accredited school upon initial employment. Any employee who has been employed for one semester or more shall be given credit for one year.

E. Lane Advancement: Teachers may move from one educational lane to another. To be eligible to move from one educational lane to another, teachers must formally submit notification of intent to advance lanes to the Secretary to the Board of Education no later than September 1. In order to trigger the advancement, said teacher must file a transcript as suitable evidence of additional education credit in the area in which the teacher is teaching or such other course of study, which has been previously approved by the superintendent. Said evidence must be filed with the Secretary to the Board of Education by September 10.

F. Method of Payment:

1. Pay Periods
   Each employee shall be paid in twelve (12) equal installments on the 20th of each month. Direct deposit information will be available through Web Link.

2. Exceptions
   When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their direct deposit on the last previous working day.

3. Final Pay
   Each employee leaving the system shall have the option of receiving all or any part of his earned, contracted salary on the pay period following the completion of the employee contract.

G. Miscellaneous: On occasion, it is necessary to have certified staff members give up their planning time to cover for another teacher. When the situation arises, certified staff members with a teaching contract will be paid $25.00 per class period (hour) that he/she covers a classroom where teaching is necessary. If a building principal has made a good faith effort to secure coverage for an absent teacher and has failed to find coverage, building principals will be able to assign individuals to this duty.

ARTICLE THREE

Employee Hours and Holidays

A. Hours

All employees shall be required to report for duty for a workday which shall be from 7:45 a.m. to 3:30 p.m. or 8:00 a.m. to 3:45 p.m. Monday through Thursday. On Friday or the last day of the work week, early out days for inclement weather, or on days preceding holidays or vacations, the employee's day shall end at the close of the student's day, unless the employee is assigned duties to supervise students waiting for transportation. If Staff Professional Development occurs on Friday, the employee's day will end following the 2-hour professional development meeting. On Wednesdays of the same week, the employee's day will end at the close of the student's day, unless the employee is assigned duties to supervise students waiting for transportation.

B. Faculty Meetings

Employees may be required to remain after the end of the regular work day without additional compensation for the purpose of attending faculty or other professional meetings. There shall be no more than nine (9) faculty meetings per year, which meetings shall not extend the regular work day by more than one (1) hour. Meetings shall not be called on Fridays or any day immediately preceding any holidays or other day upon which teacher attendance is not required at school.

C. Lunch Periods

Employees shall have a duty-free lunch break of thirty (30) consecutive minutes, or two duty free breaks totaling 40 minutes. These lunch breaks shall be during the building lunch time. Employees are free to leave the building during lunch breaks.

D. Preparation Time

The principal of each building will prepare a daily schedule which will allow each teacher a minimum of forty (40) minutes daily preparation time during the pupils' normal school day. In instances where forty (40) minutes daily cannot be worked out the principal will provide a minimum of two hundred twenty (220) minutes per week.

E. Holidays

There shall be five holidays, which shall include Labor Day, Thanksgiving, Christmas, New Year's Day and Memorial Day. The contract shall be for one hundred ninety-one (191) days, which shall include these holidays.

ARTICLE FOUR

Leaves

A. Sick Leave

1. All employees shall be entitled to fifteen (15) sick leave days each school year as of the first official day of said school year, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with a maximum of one hundred and fifteen (115) days. Eight days of sick leave may be used each year to care for illnesses in the immediate family. For this purpose only, immediate family shall be defined as spouse, child, or parent.

2. Any teacher who becomes an expectant mother must notify the Superintendent of Schools within three months after pregnancy occurs. The provisions of the above sick leave policy shall apply to maternity leave, said maternity leave to be included as part of the sick leave mentioned above. The employee is required to obtain a doctor's statement indicating when said leave will begin. Said teacher must notify the Superintendent ten (10) days in advance that the teacher wishes to resume teaching. Up to six weeks (30 consecutive weekdays), of sick leave may be used towards maternity leave which occurs during the contract year. Holiday or vacation days that fall within these six weeks will count towards the thirty total maternity leave days. A teacher, who is a father of a newborn infant, may use up to (5) sick leave days, toward paternity leave.

3. Notification of Accumulation: Employees shall be given a copy of a written accounting of accumulated sick leave once each year no later than September 15.

4. If an employee uses all of their sick leave, they may be eligible to draw days out of the sick leave bank, if they have contributed to it. Eligibility for sick leave bank days will commence on the first day after the exhaustion of personal sick leave. The number of sick bank days available is dependent upon the number of days contributed by the employee. Bank days will not be available if the employee qualifies for disability insurance. The bank year will be the contract year, and there will be no carryover of days from one year to the next. A doctor's order is required to qualify for payment but not guaranteed.

B. Other Paid Leave

As of the beginning of the school year covered by this contract, employees shall be entitled to the following temporary, non-accumulative leaves of absence with full pay each school year.

1. Personal Leave

At the beginning of every school year each employee shall be credited with two (2) days for the employee's personal use. An employee planning to use a personal leave day shall notify the building principal at least three days in advance, except in cases where such notice is impractical. The two days will be at no cost to the teacher. Personal Leave may not be used the first five days of the school year or the last five days of the school year. One (1) day may be used either the day preceding or the day after the following vacation periods: Thanksgiving, Christmas and Easter. Exceptions may be made at the superintendent's discretion and will be made on a very limited basis. Any personal days may be used when medical circumstances are at issue. Personal days may be

accumulated to a maximum of four (4) days in one year if two are available from the previous year to carryover. Any unused personal leave days will be reimbursed to the employee at the substitute teacher rate of pay. If an employee has 4 personal days remaining at the end of the year, 2 of those days will be reimbursable and two will carry over. If an employee has 3 days of unused personal leave, 2 days will be carried over to the next year and 1 days will be reimbursable. If an employee has 1 day of unused personal leave, 1 day will be carried over to the next year and no days reimbursable. Note: Personal Leave days will be limited, by building, to 10% of the teaching staff on days prior to or immediately following the no-school Fridays of Parent-Teacher Conferences.

Veteran Certified Staff Leave Conversion: Certified staff members who have completed 30 or more years of service in this district may convert thirty (30) accumulated sick leave days into one (1) additional personal leave day once per school year. The converted personal leave day must be used during the same school year in which it is requested. Requests for this leave conversion must be submitted in writing to the District Business Manager prior to September 1 of the applicable school year.

Special Provision Leave: For a school sponsored event, personal leave may be used directly before or after a holiday or in the first five days or the last five days of school.

2. Jury and Legal Leave

Any employee called for jury duty during school hours or who is required to appear in any judicial or administrative proceeding, or who shall be asked to testify in any arbitration matter shall be provided such time. Any fees or remuneration the employee receives during such leave while performing services during a school day shall be deducted from said teacher's daily pay.

3. Professional Leave

Professional Leave may be granted for the purpose of educational conferences or conventions, visitations of other schools, and participation in educational committees. Approval for Professional Leave shall be at the discretion of the superintendent or his designee. Reimbursement of expenses shall be at the discretion of the superintendent. Any employee shall make application to his or her principal for Professional Leave at least one week in advance of the date the employee plans to be absent.

4. Bereavement Leave

Up to six (6) days of leave shall be granted at any one time in the event of death of an employee's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, and any other member of the immediate household. Up to an additional five (5) days may be taken as defined above, with the employee having only the cost of the necessary substitute pay being deducted from the employee's salary. Employees shall be granted up to two (2) days in the event of death of a friend or relative outside the employee's immediate family as defined above.

5. Serious Illness Leave

form available at the school office.

ARTICLE FIVE

In-Service

An In-Service Committee with teacher representation shall be appointed by the administration after consulting with the Association president. The committee shall make recommendations to the administration on the structure and content of the district's in-service training program. In-service training is defined as educational and informational sessions for school district employees during working hours.

ADDITIONAL SALARY INFORMATION

A. Extra Duty Services: When an employee is requested to supervise a student spectator bus and the employee agrees to do so, the employee shall be compensated at a rate of $20 per trip. Any employee that agrees to work for two (2) school sponsored events will receive a season pass good for all home events for the employee and the employee's guest.

Leave Provisions

1. 30 days of accumulated sick leave may be transferred from another school district. Sick leave available for transfer must be documented by the previous school district.

2. Compensation for unused sick leave at the rate of $10 per day of unused sick leave over 100 days.

Evaluation Procedures

A. The District Evaluation Process, which outlines the evaluation procedures, will be followed and will be placed in the teacher handbook annually for reference.

B. Teachers in charge of extra-curricular activities will be formally evaluated as determined by the supervising administrator.

Staff Reduction Procedures

When, in the judgment of the Board of Education, it is necessary for a reduction in staff, the administration shall attempt to accomplish same by attrition. In the event that the necessary reduction in staff the superintendent shall base recommendation as to the resulting contract renewals and non-renewals on his/her professional judgment as to maintaining the strongest possible instructional team. Secondary consideration will be given to the following:

1. Seniority - this shall include certified employees in the curriculum area affected within the MOC-Floyd Valley Community School District and its predecessors - Maurice, Orange City, and Floyd Valley.
2. Qualifications - this shall include formal educational training and degrees, additional hours earned, and other factors supporting the employee's qualifications.

3. Competence - this shall be measured by evaluations conducted by members of the administrative staff.

Recall Rights
Any employee laid off pursuant to the policy shall have recall rights to any position for which he/she is or may become certified for two years from the effective date of his/her layoff and shall be recalled to available positions in such professional categories in inverse order of layoff.

Notice of recall shall be by certified mail to the last mailing address in the district's personnel records. Recall rights for the specific position notified shall expire within thirty (30) days of the date of mailing.

Transfer Procedure

A. Any employee may apply for a voluntary transfer to another building. Such application shall be in writing to the Superintendent. If denied, the employee shall receive, in writing, the denial and a written explanation of the reasons for denying the transfer. If requested by the staff member, a conference will follow the denial.

B. In the event the Superintendent determines that involuntary transfers are necessary, the Superintendent shall give written notice to the affected employee by May 1. In the event of an administrative need arising after May 1, written notice shall be delivered as soon as practicable. Any involuntary transfers shall be preceded by a conference between the staff member and the Superintendent.

MOC-FLOYD VALLEY COMMUNITY SCHOOL
BASE SALARY SCHEDULE 2026-2027

BA	BA+12	BA+24	MA	MA+12	MA+24
$50,000	$51,721	$53,442	$55,736	$57,457	$59,178

COMPLIANCE AND DURATION

This agreement shall be effective as of July 1, 2026, and shall continue in effect until June 30, 2028. Base Salary is negotiable annually.

In witness thereof, the parties hereto have caused this agreement to be signed by their respective president, attested by their chief negotiators, and their signatures placed thereon.

MOC-Floyd Valley Education Association

Association President — Date: 4-14-26

Chief Negotiator — Date: 4-10-2026

MOC-Floyd Valley Board of Education

School Board President — Date: 4-10-26

Chief Negotiator — Date: 4-10-26

2026-2027 **MOC-FLOYD VALLEY COMMUNITY SCHOOL SUPPLEMENTAL SALARY SCHEDULE**

Supplemental Base Salary 41,600

		YEAR 1-5 I		YEAR 6-9 II		YEAR 10-14 III		YEAR 15+ IV	
		PCT	SALARY	PCT	SALARY	PCT	SALARY	PCT	SALARY
High School Coaches	HEAD FB, BB, VB, WR, BASE/SOFT	11%	4,576	13%	5,408	15%	6,240	17%	7,072
	ASST FB, BB, VB, WR, BASE/SOFT	8%	3,328	10%	4,160	12%	4,992	14%	5,824
	HEAD TRACK, CROSS COUNTRY, GOLF, SOCCER	8%	3,328	10%	4,160	12%	4,992	14%	5,824
	ASST TRACK, CROSS COUNTRY, GOLF, SOCCER	6%	2,496	7%	2,912	8%	3,328	9%	3,744
	BASEBALL, SOFTBALL (VARSITY/JV COMBO)	15%	6,240	17%	6,864	18%	7,488	20%	8,112
	HEAD INDIVIDUAL SPEECH-LARGE GROUP	8%	3,328	10%	4,160	12%	4,992	14%	5,824
	ASST INDIVIDUAL SPEECH-LARGE GROUP	6%	2,496	7%	2,912	8%	3,328	9%	3,744
Middle School Coaches	HEAD FB, BB, WR, VB, BASE/SOFT, TR, GOLF, SOCCER	6%	2,496	7%	2,912	8%	3,120	9%	3,536
	ASSISTANT FB, BB, WR, VB, BASE/SOFT, TR, SOCCER	5%	1,872	6%	2,288	6%	2,496	7%	2,912
Other Activities	ACADEMIC ACTIVITIES COORDINATOR					5%	2,080		
	HIGH SCHOOL INSTRUMENTAL					15%	6,277		
	HIGH SCHOOL VOCAL					4%	1,664		
	MIDDLE SCHOOL INSTRUMENTAL					15%	6,277		
	PLAYS					5%	2,080		
	MUSICAL-DIRECTOR					5%	2,080		
	ASSISTANT DIRECTOR					4%	1,664		
	FOOTBALL CHEERLEADER SPONSOR					5%	2,080		
	BASKETBALL-WRESTLING CHEERLEADER SPONSOR					5%	2,080		
	DANCE TEAM SPONSOR					5%	2,080		
	JH CHEERLEADER SPONSOR					2%	832		
	HS ANNUAL					8%	3,328		
	JR CLASS SPONSOR/STUDENT COUNCIL (AS OF 18-19)					4%	1,456		
	ROBOTICS SPONSOR					10%	4,160		
	CTE CLUB SPONSORSHIP					4%	1,456		
	ASST ROBOTICS SPONSOR					3%	1,248		
	HIGH SCHOOL STRINGS					4%	1,664		
	SPECIAL OLYMPICS COORDINATOR					2%	832		
	MIDDLE SCHOOL MEMORY MATE					1%	416		
	MIDDLE SCHOOL STUDENT SENATE					1%	520		
	DRIVER EDUCATION DRIVER TRAINER (per student)						180		
	ATHLETIC TRAINER					30%	12,272		
	ASSISTANT AD								
	ATHLETIC EVENT SUPERVISOR-HS						2,000		
	ATHLETIC EVENT SUPERVISOR-MS						1,000		

For non-teaching coaches, the established rate of pay as determined by Schedule B, divided by the total hours of work, (not to exceed 30 hours per week), will determine the hourly rate of pay. Total hours will be determined by the length of the contract.