

Master Contract

Between

**AR-WE-VA
COMMUNITY SCHOOL DISTRICT**

And

**AR-WE-VA EDUCATION
ASSOCIATION**

July 01, 2025—June 30, 2028

It is the policy of the Ar-We-Va Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the district's Equity Coordinator, Jordan Buhs or Dennis McCartan, 108 Clinton Street, Westside, Iowa 51467, telephone: 712-663-4311, email: jordanbuhs@ar-we-va.k12.ia.us or dennismccartan@ar-we-va.k12.ia.us, or contact the Director of the Office of Civil Rights, Chicago Office U.S. Department of Education John C. Kluczynski, Federal Building 230 S. Dearborn Street, 37th Floor Chicago, IL 60604 Telephone: (312) 730-1560, Facsimile: (312) 730-1576, TDD number: 800-877-8339, Email: OCR.Chicago@ed.gov.

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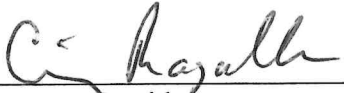
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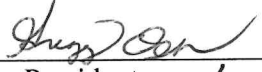
ARTICLE I

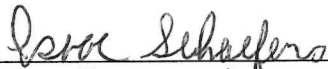
COMPLIANCE CLAUSES AND DURATION

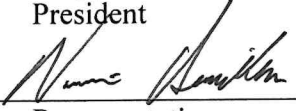
Ar-We-Va Education Association

Ar-We-Va Board of Education

By: 
President

By: 
President

By: 
Representative

By: 
Representative

Date: 3-12-25

Date: 3-12-25

This contract represents a three-year agreement between the AWVEA and the AWV CSD from July 1, 2025 – June 30, 2028.

The AWVEA and AWV CSD may open up base salary for discussion for the 2026-2027 school year and/or the 2027-2028 school year.

APPENDIX A

BASE SALARY

BA: $39,610 + \text{TSS} = \$50,000$

BA + 15: $\$39,610 + \$2000 \text{ Lane} + \text{TSS} = \$52,000$

MA: $\$39,610 + \$4000 \text{ Lane} + \text{TSS} = \$54,000$