

PREAMBLE

The **Nodaway Valley Community School District** (District) and the **Nodaway Valley Education Association** (Association) recognize their mutual obligation to provide a quality education for the students of the district. The parties have reached certain understandings, which we confirm in this Agreement as follows:

ARTICLE 1: RECOGNITION

1.1 **UNIT:** The District recognizes the Association as the sole and exclusive bargaining representative of the following described employees of the District, as specified in Public Employment Relations Board Case Number 6127. The unit described in the above certification is as follows:

INCLUDED: All professional employees of the District including the teaching staff, special reading, learning disability, counselor, librarians, coaches.

EXCLUDED: Superintendent, principals, all non-professional employees, and all others excluded by Section 4 of the Act.

1.2 **DEFINITIONS:**

(1) The term “Board” or “employer”, as used in this agreement, shall mean the Board of Education of the Nodaway Valley Community School District or 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 in Section 1.1.

(3) The term “Association”, as used in this agreement, shall mean the Nodaway Valley Education Association or its duly authorized representatives or agents.

● Side letter agreement covering two points:

1. The NVEA doesn't represent non-bargaining unit employees.
2. The District will not pay non-unit employees (e.g. non-teaching coaches) amounts above specified in the supplemental salary schedule for performing that work.

ARTICLE 2: BASE WAGES

The base wage for the 2025-2026 school year will be BA - \$50,000; BA+10 - \$51,100; BA+20 - \$52,200; MA - \$53,800; MA+10 - \$54,900. This includes TSS with the base wage.

ARTICLE 3: LABOR MANAGEMENT COMMITTEE

The association and district will form a joint Labor Management Committee whose purpose shall be to review and make recommendations to the board regarding conditions of employment contained in the employee handbook. The board shall approve the employee handbook on an annual basis.

The Labor Management Committee will have representation with the district administrators and the association, each selecting its representatives. On or before March 15th of each year, the LMC must meet to discuss potential changes regarding the content of the employee handbook. Any member of the LMC can call a committee meeting.

ARTICLE 4: DURATION

The contract shall be effective July 1, 2025, through June 30, 2027, with the base wage negotiated yearly.

Allen Marnin

Chief Negotiator
For the Nodaway Valley Education
Association

Paul Croghan Sup't

Chief Negotiator
For the Nodaway Valley District

Allen Marnin

Printed Name

Paul Croghan Sup't

Printed Name

Tina Phillippi

NVEA President

Kristen Jensen

School Board President

Tina Phillippi

Printed Name

Kristen Jensen

Printed Name

03-12-2025

Date

3/12/2025

Date

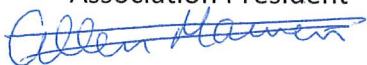
Nodaway Valley Master Contract
2025-2026

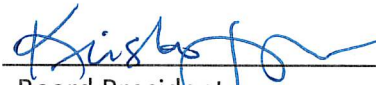
\$2,500 was added to each current salary. The extra duty multiplier was increased \$1,000.

BASE WAGES - The initial salary for an employee for the 2025-2026 contract year shall be at a minimum of \$50,000.

BA	\$37,388	with TSS	\$50,000
BA+10	\$38,488	with TSS	\$51,100
BA+20	\$39,588	with TSS	\$52,200
MA	\$41,188	with TSS	\$53,800
MA+10	\$42,288	with TSS	\$54,900

Duration- The agreement will be in force for the period of two years; with the ability to negotiate wages every year.


Association President



Board President


Association Negotiator

 Sept 3/7/2025
Board Negotiator

