

**COMPREHENSIVE AGREEMENT**  
**between the**  
**WEST CENTRAL VALLEY COMMUNITY SCHOOL DISTRICT**  
**AND THE**  
**WEST CENTRAL VALLEY EDUCATION ASSOCIATION**  
**2026-2028**

**BASE WAGES**

A. The base wages of regular full-time employees covered by this Agreement is set forth below.

The base wages of regular part-time employees during the length of the individual contract shall be at a ratio proportionate to the employee's part-time condition of employment. All base wages under this Agreement will start on the first day the employee reports for duty in the current school year.

- a. Educational Experience – Zero - Three Years - \$50,000
- b. Educational Experience – Four - Seven Years - \$53,200
- c. Educational Experience – Eight - Eleven Years - \$54,250
- d. Educational Experience – Twelve - Fifteen Years - \$62,000
- e. Educational Experience – Sixteen - Nineteen Years - \$64,250
- f. Educational Experience – Twenty - Twenty-Five Years - \$65,250
- g. Educational Experience – Twenty-Six and Above - \$65,250

B. Salaries are to be paid on a twelve-month basis and will be paid on the 20<sup>th</sup> day of each month by direct deposit to the bank of the employee's choice. Employees are responsible to complete a payroll direct deposit authorization form and have it returned to the business office by the first day of the month in which the pay will be deposited. If employee wishes to change banks or account numbers, this information also must be received in the business office by the first day of the month in which the pay will be deposited. Employees are limited to one change per year unless approved by the Superintendent. In the event the payday falls on a day the district's bank is closed the salary will be deposited on the previous day. During the summer pay stubs will be emailed to the address designated by the employee. The address will be communicated to the Business Manager on employee check-out day. Those employees new to the teaching profession may, at their request, receive up to fifty percent of their first monthly paycheck after the completion of the first twelve regular school work days. The balance of the contracted salary shall then be prorated over the remaining pay months.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the 11th day of March, 2026.

WEST CENTRAL VALLEY CSD

by

President

by

Chief Negotiator

WEST CENTRAL VALLEY EA

by

President

by

Chief Negotiator