

MASTER CONTRACT

Between the

West Hancock Community
Schools

and the

West Hancock Education
Association

2026-2028

TABLE OF CONTENTS

		PAGE
ARTICLE I	PREAMBLE	2
ARTICLE II	RECOGNITION	2
ARTICLE III	SALARY	2
ARTICLE IV	COMPLIANCE CLAUSES	3
ARTICLE V	SCOPE AND TIME PERIOD OF AGREEMENT	3

ARTICLE I

PREAMBLE

The Board of Directors of the West Hancock Community School District and the West Hancock Education Association agree as follows:

ARTICLE II

RECOGNITION

A. Unit:

The Board hereby recognizes the West Hancock Education Association, an affiliate of the Iowa State Education Association and the National Education Association as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument case 5413 issued by the PERB on the 15th day of November 1995.

The unit described in the above certification is as follows:

Included: All certified classroom teachers, librarians, and guidance counselors

Excluded: Superintendent, Principals, custodial and cafeteria personnel, transportation personnel, and all other employees excluded in section 4 of the Act.

B. Definitions:

1. The term "Board", "District", "School" as used in this Agreement, shall mean the West Hancock Community School District or its duly authorized representatives.
2. The term "Employee" as used in this Agreement, shall mean all employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term "Association" as used in this Agreement shall mean the West Hancock Education Association or its duly authorized representatives or agents.

ARTICLE III

SALARY

A. Base Salary

The salary of each employee is covered by the base salary which will be established through the bargaining process. The base salary for 2026-27 will be \$44,743.

ARTICLE IV

COMPLIANCE CLAUSES

A. Separability

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause WILL BE "null and void" to the extent that it violates the law.

B. Printing Agreement

Copies of this agreement shall be printed after agreement on format within thirty (30) days after the agreement is signed. The cost shall be borne by the Board. The agreement shall be presented to all employees now employed or thereafter employed, and the Association shall be provided with five (5) additional copies.

ARTICLE V

SCOPE AND TIME PERIOD OF AGREEMENT

- A. The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding between the parties.
- B. Duration: This agreement shall be effective from July 1, 2026 and shall remain in full force and effect until June 30, 2028. During the term of the this agreement, either party is free to annually open negotiation on permitted subjects of bargaining.
- C. Whenever any notice is required to be given by either of the parties to this Agreement, either party shall do so in writing to the following individuals:
1. If to the West Hancock Education Association, to: The President
 2. If to the Board, to: The Superintendent
- D. IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents on this 30th day of June 2026.

BOARD OF EDUCATION
WEST HANCOCK
COMMUNITY SCHOOL DISTRICT

WEST HANCOCK EDUCATION
ASSOCIATION

BY:



President

BY:



President