

IOWA VALLEY COMMUNITY SCHOOL DISTRICT

MASTER CONTRACT AGREEMENT

for the

2025-2026 School Year

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ARTICLE I - GRIEVANCE PROCEDURE

A. Definitions

- a) A "grievant" shall mean an employee or group of employees filing a grievance. The Association may grieve any issue which affects two or more employees.
- b) A "grievance" shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specified provisions of this Agreement.

B. Grievance Rights-Responsibilities

- a) Every teacher and/or the Association covered by this Agreement shall have the right to present grievance in accordance with the procedures set out herein.
- b) The failure of a teacher or the Association to act on any grievance within a prescribed time limit 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.
- c) It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher or teachers and/or the Association shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving teacher or teacher or of the teaching staff.

C. Right to Representation

- a) If, in the judgment of the Association, a grievance exists affecting two or more employees, the Association may process such a grievance through all levels of the procedure even though there is no individually aggrieved person who wishes to do so. Class grievance involving more than one supervisor, and grievances involving an administrator above the building level may be filed by the Association at Step Two.
- b) In matters dealing with alleged violation of Association rights, the grievance shall be initiated at Step Two.
- c) All meetings and hearings, under this procedure, shall be conducted in private and shall include only witnesses, the grievant, and their designated or selected representatives heretofore referred to in this Article.
- d) Unless mutually agreed to, all grievances shall be processed outside the employee's work day.

D. Individual Rights

A grievant may be represented at all stages (steps) of the grievance procedure by himself or herself or at the grievant's option by an Association representative selected or approved by the Association.

If an aggrieved party is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

E. Procedure

Step One

- a) **Informal** — An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant(s) and his/her/their principal.
- b) **Formal** — If the grievance cannot be resolved informally, the aggrieved teacher shall present the grievance in writing to the immediately involved supervisor. The written grievance, submitted on Schedule A, shall state the nature of the grievance, shall note the specific clause or clauses of the grievances, and shall state the remedy requested. The filing of the formal, written grievance must be within ten (10) school days from the date of occurrence or knowledge of the event giving rise to the grievance. The immediately involved supervisor will arrange for a meeting to take place within four (4) school days after receipt of the grievance. The grievant and/or the Association and the supervisor shall be present for the meeting. The supervisor shall provide the aggrieved party and the Association with a written answer to the grievance within two (2) school days after the meeting, utilizing the form as outlined in Schedule A. Such an answer shall include the reasons upon which the decision was based.

Step Two

If the grievant is not satisfied with the disposition of his/her grievance at Step One, or if no decision has been rendered with six (6) school days after presentation of the grievance, then the grievance may be referred to the superintendent or his/her official designee. The superintendent shall arrange for a hearing with the grievant and the Association to take place within five (5) school days of his/her receipt of the appeal. The parties in interest shall have the right to include in the representation such witnesses and representatives as they deem necessary to develop facts pertinent to the grievance. Upon conclusion of the hearings, the superintendent will have four (4) school days to provide his/her written decision, together with the reasons for the decision, to the Association. The Superintendent's decision shall be final and binding.

GRIEVANCE REPORT

Date Filed: _____

Number: _____

Iowa Valley Community School District

_____ Building

_____ (Name of Aggrieved Person)

Step I — Formal

A. Date Violation Occurred: _____

B. Date Informal Discussion Held: _____

C. Parties Present at Informal Discussion: _____

D. Section(s) of Agreement Violated: _____

E. Statement of Grievance: _____

F. Relief Sought: _____

Signature

Date

G. Disposition of Principal or Immediate Supervisor: _____

Signature of Principal or Immediate Supervisor

Date

H. Disposition Accepted _____; Rejected _____.

Comments: _____

Signature

Date

ARTICLE II - WAGES

For an employee to advance from one educational lane to another, he/she shall file suitable evidence of additional educational credit with the superintendent by September 5th of each school year.

The following applies to approval of courses for advancement on the salary schedule:

- 1) for non-degree teachers, only courses leading to a degree will be credited toward reclassification on the schedule;
- 2) for teachers on B.A. or B.A.+15, only graduate courses leading to an advanced degree in the teaching field and/or courses adding directly to competency of teacher shall apply, on approval;
- 3) for classification on the M.A. scale, degree must be in the teaching field or if degree is in other than assigned field, approval by the superintendent and the Board of Education is required for placement on the schedule;
- 4) for teacher on M.A. or above, courses must be in the teaching field to be credited on schedule;

To apply toward advancement on the salary schedule, courses must be approved by the superintendent prior to enrollment.

A. Method of Payment

- a) Pay Periods — Each employee shall be paid in twelve (12) equal installments on the 20th of each month.
- b) Exceptions — When a pay date falls on or during a school holiday, vacation, or weekend, employees shall receive their paychecks on the last previous working day.
- c) Summer Checks — Summer checks are available at the Business Office.

2025-2026 Salary Schedule		1.0%				
	BA	BA+15	BA+30	MA	MA+15	MA+30
	1.00	1.04	1.08	1.12	1.16	1.20
0	34,492	35,871	37,251	38,630	40,010	41,390
	1.04	1.08	1.12	1.16	1.20	1.24
1	35,871	37,251	38,630	40,010	41,390	42,769
	1.08	1.12	1.16	1.20	1.24	1.28
2	37,251	38,630	40,010	41,390	42,769	44,149
	1.12	1.16	1.20	1.24	1.28	1.32
3	38,630	40,010	41,390	42,769	44,149	45,529
	1.16	1.20	1.24	1.28	1.32	1.36
4	40,010	41,390	42,769	44,149	45,529	46,908
	1.20	1.24	1.28	1.32	1.36	1.40
5	41,390	42,769	44,149	45,529	46,908	48,288
	1.24	1.28	1.32	1.36	1.40	1.44
6	42,769	44,149	45,529	46,908	48,288	49,668
	1.28	1.32	1.36	1.40	1.44	1.48
7	44,149	45,529	46,908	48,288	49,668	51,047
	1.32	1.36	1.40	1.44	1.48	1.52
8	45,529	46,908	48,288	49,668	51,047	52,427
	1.36	1.40	1.44	1.48	1.52	1.56
9	46,908	48,288	49,668	51,047	52,427	53,807
	1.40	1.44	1.48	1.52	1.56	1.60
10	48,288	49,668	51,047	52,427	53,807	55,186
	1.44	1.48	1.52	1.56	1.60	1.64
11	49,668	51,047	52,427	53,807	55,186	56,566
	1.48	1.52	1.56	1.60	1.64	1.68
12	51,047	52,427	53,807	55,186	56,566	57,946
	1.52	1.56	1.60	1.64	1.68	1.72
13	52,427	53,807	55,186	56,566	57,946	59,325
	1.56	1.60	1.64	1.68	1.72	1.76
14	53,807	55,186	56,566	57,946	59,325	60,705
	1.60	1.64	1.68	1.72	1.76	1.80
15	55,186	56,566	57,946	59,325	60,705	62,085
	1.64	1.68	1.72	1.76	1.80	1.84
16	56,566	57,946	59,325	60,705	62,085	63,464
	1.68	1.72	1.76	1.80	1.84	1.88
17	57,946	59,325	60,705	62,085	63,464	64,844
	1.72	1.76	1.80	1.84	1.88	1.92
18	59,325	60,705	62,085	63,464	64,844	66,224
		1.80	1.84	1.88	1.92	1.96
19		62,085	63,464	64,844	66,224	67,603
				1.92	1.96	2.00
20				66,224	67,603	68,983

Iowa Valley Flat Dollar Salary Schedule 25-26 (includes TSS)

	BA	BA+15	BA+30	MA	MA+15	MA+30
0	50,000	50,100	50,300	50,600	51,000	51,100
1	50,100	50,300	50,600	51,000	51,100	51,200
2	50,300	50,600	51,000	51,500	52,100	52,800
3	50,600	51,000	51,500	52,100	52,800	53,600
4	51,000	51,500	52,100	52,800	53,600	54,500
5	51,500	52,100	52,800	53,600	54,500	55,500
6	52,100	52,800	53,600	54,500	55,500	56,600
7	52,800	53,600	54,500	55,500	56,600	57,800
8	53,600	54,500	55,500	56,600	57,800	59,100
9	54,500	55,500	56,600	57,800	59,100	60,500
10	55,500	56,600	57,800	59,100	60,500	62,000
11	56,600	57,800	59,100	60,500	62,000	63,600
12	62,000	62,100	62,300	62,600	63,000	63,500
13	62,100	62,300	62,600	63,000	63,500	64,100
14	62,300	62,600	63,000	63,500	64,100	64,800
15	62,600	63,000	63,500	64,100	64,800	66,500
16	63,000	63,500	64,100	64,800	66,500	68,100
17	63,500	64,100	64,800	66,500	68,100	69,800
18	64,100	64,800	66,500	68,100	69,800	71,100
19	64,800	66,500	68,100	69,800	71,100	72,600
20	66,500	68,100	69,800	71,100	72,600	74,000

Article III

Extracurricular Schedule 25-26

% of --\$40,010

Activity	%	Amount	Activity	%	Amount
Baseball - HS	11.0%	\$4,402	Wrestling - HS Boys	11.0%	\$4,402
Baseball - HS Asst	6.5%	\$2,601	Wrestling - HS Boys Asst	7.5%	\$3,001
Baseball - JH	4.5%	\$1,801	Wrestling - JH Boys	5.0%	\$2,001
Baseball - JH	4.5%	\$1,801	Wrestling - JH Boys	5.0%	\$2,001
Basketball - HS Boys	11.0%	\$4,402	Wrestling - HS Girls	11.0%	\$4,402
Basketball - HS Boys Asst	7.5%	\$3,001	Wrestling - HS Girls Asst	7.5%	\$3,001
Basketball - JH Boys	5.0%	\$2,001	Wrestling - JH Girls	5.0%	\$2,001
Basketball - JH Boys	5.0%	\$2,001	Wrestling - JH Girls	5.0%	\$2,001
Basketball - HS Girls	11.0%	\$4,402	Cheerleading - HS	7.2%	\$2,881
Basketball - HS Girls Asst	7.5%	\$3,001	Cheerleading - JH	1.0%	\$401
Basketball - JH Girls	5.0%	\$2,001			
Basketball - JH Girls	5.0%	\$2,001	Color Guard	1.0%	\$401
			Weight Room Supervisor	11.0%	\$4,402
Cross Country - JH/HS Boys/Girls	11.0%	\$4,402	Annual Staff	5.0%	\$2,001
Football - HS	11.00%	\$4,402	Foreign Language Club	1.0%	\$401
Football - HS Asst	7.5%	\$3,001			
Football - HS Asst	7.5%	\$3,001	Instrumental Music	9.0%	\$3,601
Football - HS Asst	7.5%	\$3,001	Instrumental Music - Summer		
Football - JH	5.0%	\$2,001	Vocal Music	9.0%	\$3,601
Football - JH	5.0%	\$2,001			
			Student Council - JH	1.5%	\$601
Golf - HS Boys / Girls	11.0%	\$4,402	Student Council - HS	3.0%	\$1,201
Golf - HS Asst Boys/Girls	6.5%	\$2,601	Junior Class Sponsor	2.5%	\$1,001
			NHS	1.5%	\$601
Softball - HS	11.0%	\$4,402			
Softball - HS Asst	6.5%	\$2,601	Play - HS	8.0%	\$3,201
Softball - JH	4.5%	\$1,801	Play - JH	3.7%	\$1,473
Softball - JH	4.5%	\$1,801			
			Speech Contests	6.5%	\$2,601
Track - HS Boys	11.0%	\$4,402	Speech/Drama Asst	2.5%	\$1,001
Track - HS Girls	11.0%	\$4,402			
Track - HS Asst Boys/Girls	6.5%	\$2,601	FCCLA	2.0%	\$801
Track - JH Boys	5.0%	\$2,001	Skills USA	2.0%	\$801
Track - JH Girls	5.0%	\$2,001	FBLA	2.0%	\$801
Volleyball - HS	11.0%	\$4,402			
Volleyball - HS Asst	7.5%	\$3,001	Longevity: .75% increase after 5 years of coaching		
Volleyball - JH	5.0%	\$2,001	1.5% increase after 10 years of coaching		
Volleyball - JH	5.0%	\$2,001	1% increase for coaching multiple activities	Step 4	\$40,010.00

ARTICLE IV - LEAVE

A. Definition

Employees shall be granted leaves of absence for personal illness, disability or injury, or for follow-up treatment of same.

B. Family Illness

Employees shall be granted use of sick leave at full pay for illness of the employee's immediate family as defined in "Bereavement Leave". A maximum of six (6) days per year shall be allowed for this use and will be charged against the employee's sick leave accumulation.

C. Days of Sick Leave

Each employee shall be entitled to sick leave as follows:	first year in district	10 days
	second year in district	11 days
	third year in district	12 days
	fourth year in district	13 days
	fifth year in district	14 days
	sixth year in district	15 days
	each year thereafter	15 days

D. Sick Leave Accumulation

Unused sick leave, which includes the current year's allowance, shall accumulate up to a total of 120 days. The minimal unit of usage of sick leave shall be one quarter day. Employees shall be shown a written account of accumulated sick leave days no later than the employees' last contracted day (each school year) and shall sign the school form if they are in agreement with the numbers presented.

E. Personal Leave

Employees shall be granted two (2) days leave per year for personal business at the discretion of the employee. Personal leave must be approved five (5) days in advance of the leave by the building administrator, except in cases of emergency. Leave cannot be taken during the first five (5) days or the last five (5) days of the school year, unless extenuating circumstances exist and approval from the superintendent is granted. No paid leave days may be used consecutively unless approved by the superintendent, or in his/her absence, the building principal. Personal leave that is not used may be cashed in for a lump sum of \$150.00. Personal leave can be accumulated to a total of 5 days.

ARTICLE V - ELEMENTARY LUNCH PERIOD and AFTERNOON RECESS SUPERVISION

The Board of Directors and the Association agree that the following provisions be made for the elementary certified classroom personnel:

- A. The Board agrees to provide a non-supervisory lunch period and afternoon recess period for elementary certified classroom personnel.
- B. In the event of absence due to illness or other emergency of supervisory personnel, the elementary teachers will be obligated to assume the supervisory duties on a scheduled basis for the duration of the absence.

ARTICLE VI - FINALITY AND EFFECT OF AGREEMENT

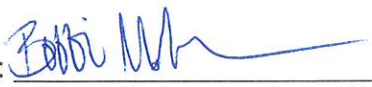
The parties acknowledge that during the negotiations which resulted in the Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the exercise of that right and opportunity are set forth in this Agreement.

This Agreement constitutes the entire agreement between the parties for the 2025-2026 school year, and concludes collective bargaining for said term. In addition, the Agreement shall be effective for the 2025 – 2026 school year.

It is expressly understood and agreed that all functions, rights, powers, or authority of the administration of the School District and the Board of Directors which are not specifically limited by the express language of this Agreement are retained by the Board, provided, however, that no such rights shall be exercised so as to violate any of the specific provisions of this Agreement.

Dated this 23rd day of May, 2025.

IOWA VALLEY BOARD OF EDUCATION

By: 
Bobbi Miller, School Board President

IOWA VALLEY EDUCATION ASSOCIATION

By: 
Danielle Smith, President/Negotiator