

Professional Employee Master Agreement

Between

THE WEST FORK
EDUCATION ASSOCIATION

THE WEST FORK
COMMUNITY SCHOOL



2026-2027
2027-2028

1. PREAMBLE

The Board of Education of West Fork Community School District, hereinafter referred to as the "Board," and the West Fork Education Association, hereinafter referred to as the "Association," recognize that the aim of the public schools is to provide a quality education program for the children and youth of the School District. The parties further recognize that attainment of this educational objective is a joint responsibility of the Board, the administrative and supervisory staff, the professional teaching personnel of the district, the parents of students, and the community at large.

Whereas, the parties have reached certain understandings that they desire to confirm in this agreement, it is agreed as follows:

2. RECOGNITION

The Board of Education of the West Fork Community School District recognizes the West Fork Education Association, by virtue of the PERB Certification instrument Case No. 97, issued by the PERB of June 13, 1975, to be the exclusive bargaining representative for the employees of West Fork Community Schools in the following bargaining unit:

Included: All professional employees, including classroom teachers, the guidance counselors, the librarian, and the school nurses.

Excluded: Superintendent, Principals, Assistant Principal, all non-professional employees, and other employees excluded by Section 4 of the Iowa Public Employee Relations Act.

3. WAGES AND SALARIES

3.1 Salary Pool and Initial Placement

3.1.1 The certificated employees are classified ("pooled") into six classes ("pools") according to the amount of education: **Class I** – Bachelor's degree (BA); **Class II** – bachelor's degree plus either 15 semester graduate hours (BA+15) or West Fork approved credits or a combination as defined in the employee handbook (page 11); **Class III** – bachelor's degree plus either 30 semester graduate hours (BA+30) or West Fork approved credits or a combination as defined in the employee handbook (page 11); **Class IV** - bachelor's degree plus either 45 semester graduate hours/master's Degree (BA+45/MA) or West Fork approved credits or a combination as defined in the employee handbook (page 11); **Class V** – master's degree plus either 15 semester graduate hours or West Fork approved credits or a combination as defined in the employee handbook (page 11); **Class VI** – master's degree plus either 30 graduate hours or West Fork approved credits or a combination as defined in the employee handbook (page 11)

The initial salary is based upon the candidate's qualifications and experience. In calculating teaching experience, no fractional credit of less than one-half year will be credited. Six months or more of actual teaching in a given school year will be credited as one year's experience. The salary of each employee is based on the salary pool which is attached as Schedule A and made part of this agreement. TSS (Teacher Salary Supplement) funds received by the District will be incorporated into the salary pools after deduction for FICA, IPERS, and transfers.

The salary pool salaries will be distributed per FTE. The date of September 1 will be used for identifying the total number of staff FTE's to divide the lump sum of TSS(1) money between. The historical Phase II monies have already been incorporated into the base salary.

TSS (2/3) will be used to increase appropriate staff to the minimum salaries set by HF 2612.

Single Salary Schedule Readjustment Clause – Should the District fail to receive more than two thousand dollars of TSS (1)/(2) Dollars of the total amount available to the District prior to reductions for FICA and IPERS) incorporated into the salary pool for 2010-2011 in 2010 – 2011 or any subsequent year, the District may reduce teacher salaries dollar for dollar to represent the amount of the lack of funding and apportion the adjustment among remaining paychecks.

3.2 Horizontal Lane Advancement

3.2.1 Horizontal lane advancements amount will be \$2,000. Advancement can be made only once per year at the beginning of the fall semester. Employees who wish to advance from one educational lane to another shall inform the Business Office with the intent to advance prior to September 1st and provide evidence of additional credit(s) at that time. Horizontal lane advancement requirements are defined in the employee handbook (page 11).

3.3 Supplemental Pay

3.3.1 Supplemental pay generator base: \$32,422. Employees who are assigned extracurricular duties shall be compensated as provided in the Supplemental Salary Schedule made part of this agreement.

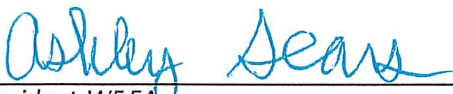
Signature Clause

In witness whereof the parties hereto have caused this Agreement to be signed by their respective president, attested by their respective chief negotiators and their signatures placed thereon, all on.

The __27th__ day of __March_____, 2026

West Fork
Education Association

West Fork
Board of Education



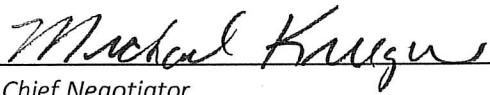
President WFEA



President



Chief Negotiator



Chief Negotiator

			Schedule A				
			2026-27 BASE SALARY				
LANES		<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45/MA</u>	<u>MA+15</u>	<u>MA+30</u>
GENERATOR BASE		\$38,707	\$38,707	\$38,707	\$38,707	\$38,707	\$38,707
LANE/EDUCATION BASE INCREASE		\$0	\$2,000	\$4,000	\$6,000	\$8,000	\$10,000
TSS (Base)		\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000
NEW TEACHER PAY		<u>\$45,707</u>	<u>\$47,707</u>	<u>\$49,707</u>	<u>\$51,707</u>	<u>\$53,707</u>	<u>\$55,707</u>
TSS (2) Minimum Salary Supplement		\$4,293	\$2,293	\$293	\$0	\$0	\$0
New Teacher Pay (Years 0-11)		\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
TSS (3) Minimum Salary + 12 Years		\$16,293	\$14,293	\$12,293	\$10,293	\$8,293	\$6,293
NEW TEACHER PAY (Year 12+)		\$62,000	\$62,000	\$62,000	\$62,000	\$62,000	\$62,000
Base	\$50.00						
TSS	\$950.00						
		NEW					
		\$50,000 TEACHER					
		12+					
		\$62,000 YEARS					
West Fork CSD has a non-traditional salary schedule with salaries determined by generator bases lanes and years of service.							

COACHING AND EXTRA DUTY SCHEDULE

The base multiplier for 2026-2027 will be \$32,422

POSITION	Base	1 yr.	2 yrs.	3 yrs.	4 yrs.
Athletic Director	14.5%	14.5%	14.5%	14.5%	14.5%
Head Football	10.0%	11.0%	12.0%	13.0%	14.0%
Assistant Football	7.0%	8.0%	9.0%	10.0%	11.0%
Head Basketball*	10.0%	11.0%	12.0%	13.0%	14.0%
Assistant Basketball*	7.0%	8.0%	9.0%	10.0%	11.0%
Freshman Basketball*	5.5%	6.5%	7.5%	8.5%	9.5%
Head Cross Country*	8.5%	9.5%	10.5%	11.5%	12.5%
Assistant Cross Country*	5.5%	6.5%	7.5%	8.5%	9.5%
Head Track*	10.0%	11.0%	12.0%	13.0%	14.0%
Assistant Track*	7.0%	8.0%	9.0%	10.0%	11.0%
Head Girls Volleyball	10.0%	11.0%	12.0%	13.0%	14.0%
Assistant Girls Volleyball	7.0%	8.0%	9.0%	10.0%	11.0%
Freshman Girls Volleyball	5.5%	6.5%	7.5%	8.5%	9.5%
Head Baseball	10.0%	11.0%	12.0%	13.0%	14.0%
Assistant Baseball	7.0%	8.0%	9.0%	10.0%	11.0%
Freshman Baseball	5.5%	6.5%	7.5%	8.5%	9.5%
Head Softball	10.0%	11.0%	12.0%	13.0%	14.0%
Assistant Softball	7.0%	8.0%	9.0%	10.0%	11.0%
Freshman Softball	5.5%	6.5%	7.5%	8.5%	9.5%
Golf*	8.5%	9.5%	10.5%	11.5%	12.5%
Wrestling*	10.0%	11.0%	12.0%	13.0%	14.0%
Assistant Wrestling*	7.0%	8.0%	9.0%	10.0%	11.0%
Weight Room Supervisor	5.5%	5.5%	5.5%	5.5%	5.5%
Evening Weight Room Supervisor	4.0%				
Dance Team Coach	3.0%	3.5%	4.0%	4.5%	5.0%
Cheerleading - Football	3.0%	3.5%	4.0%	4.5%	5.0%
Cheerleading - Wrestling	3.0%	3.0%	3.0%	3.0%	3.0%
Cheerleading - Basketball	3.0%	3.5%	4.0%	4.5%	5.0%
H.S. Student Council Advisor	4.5%				
M.S. Student Council Advisor	3.5%				
Annual (HS/MS)	4.5%	5.5%	6.5%	7.5%	8.5%
Plays (per play)	4.5%	5.5%	6.5%	7.5%	8.5%
Speech	4.5%	5.5%	6.5%	7.5%	8.5%
Science Club	4.5%	5.5%	6.5%	7.5%	8.5%
Fall Musical Vocal Director	4.5%	5.5%	6.5%	7.5%	8.5%
Fall Musical Director	4.5%	5.5%	6.5%	7.5%	8.5%
Instrumental Music (HS)	8.5%	9.5%	10.5%	11.5%	12.5%
Vocal Music (HS)	8.5%	9.5%	10.5%	11.5%	12.5%
Vocal Music (Elem)	7.0%				
Prom Advisor	3.5%	4.5%	5.5%	6.5%	7.5%
[J]Chaperone	3.5%	3.5%	3.5%	3.5%	3.5%
National Honor Society	2.5%	3.5%	4.5%	5.5%	6.5%
FFA Advisor	12.0%				
Asst. FFA Advisor	9.0%				
FBLA Advisor	4.5%				
FCS Advisor	4.5%				
Industrial Tech Club Advisor	4.5%				
Webmaster	4.0%				
E-Sports Coach	5.0%				
Activities Photographer	6.0%				
Concession Stand Supervisor	\$50.00 / night				
Chemical Maintenance	2 days per diem				

* These positions include boys or girls

[J] Clarification of Chaperone: Must chaperone Homecoming, Winter Formal or Prom. 3 staff members are required for each event, the total of 3% of the base pay would be divided equally among those staff members, who so choose to chaperone any or all of these events.

1. All personnel start at base step
2. All persons will advance one step per year.
3. All percentages are based on the base of the salary schedule

WORKERS

Basketball Scorekeeper	\$10.00/game
Basketball Scoreboard	\$10.00/game
Football Timekeeper	\$10.00/night
Football Sideline	\$10.00/night
Football Announcer	\$10.00/night
Track / Cross Country worker	\$10.00/night
Wrestling worker	\$10.00/night
Ticket Sellers	\$10.00/night
Volleyball Scorekeeper	\$10.00/night
Volleyball Scoreboard	\$10.00/night
Volleyball Line Judge	\$10.00/night

MIDDLE SCHOOL

Athletic Director	10.5%
Cross Country	7.0%
Volleyball	7.0%
Football	7.0%
Boys Basketball	7.0%
Girls Basketball	7.0%
Wrestling	7.0%
Boys/Girls Track	7.0%
Softball	7.0%
Cheerleading	3.5%
Vocal/Band Music Extra Duty	7.0%
MS Concession Stand Superv	\$30.00/night

SCHEDULE E

Upon completion of thirteen continuous years of service in the District, and beginning the fourteenth (14) year, a teacher shall receive a longevity payment of **\$145**. This bonus shall increase by **\$145** increments each year, for each continual year of employment. The bonus shall be included on the employee's contract, and paid in a lump sum on the employee's December paycheck.

SCHEDULE F

Extended contract year salaries beyond the one hundred eighty six days (186) of the regular work year shall be compensated according to the per diem salary on the base salary and shall exclude teacher salary supplement monies.