

MASTER CONTRACT

between

WAPELLO COMMUNITY SCHOOL DISTRICT

'''

AND

WAPELLO EDUCATION ASSOCIATION



(2026-2031)

ARTICLE I PREAMBLE

The Board of Education of the Wapello Community School District of Louisa and Des Moines Counties, State of Iowa, hereinafter referred to as the Employer, and the Wapello Education Association, hereinafter referred to as the Association, agree as follows:

ARTICLE II RECOGNITION & DEFINITIONS

SECTION 1. Recognition

- **UNIT:** The Board hereby recognizes the Wapello 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 No. 2214) issued by the PERB on the 9th day of June, 1982, whether under contract, either verbal or written, on leave, or on a per diem, hourly or class rate basis employed or to be employed by the Board of Education of the Wapello School district, except casual, or irregular part-time substitute employees. Such representation shall cover all personnel assigned to newly created professional bargaining unit positions. The unit described in the above certification is as follows:
- **INCLUDED:** All full and regular part (no less than one-half) time professional employees of the school system, including but not limited to all certified pre-kindergarten through twelfth grade teachers, special education teachers, guidance counselors, librarians, special reading teachers, specific learning disabilities teachers and nurses.
- **EXCLUDED:** Superintendent, principals, supervisory, administrative and confidential employees. All other employees of the school system including, but not limited to, teacher aides, cooks, custodians, bus drivers, secretaries, mechanics and all other employees excluded by Section 4 of the Public Employment Relations Act.

SECTION 2. Definitions

- "Employer" as used in this agreement shall mean the Board of Education of the Wapello School District or its duly authorized representatives or agent.
- "Employee" as used in this agreement shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
- "Association" as used in this agreement shall mean the Wapello Education Association or its duly authorized representative or agents.

ARTICLE III WAGES & SALARIES

Schedules

- The salary of each employee covered by the regular salary schedule is set forth in Appendix B which is attached hereto and made a part thereof. The base salary for the 2026-2027 school year shall be \$33,255.00.

Placement on Salary Schedule

- Each employee shall be placed on his/her proper step of the salary schedule as of the effective date of this Agreement. Any employee hired prior to and including the first day of the 2nd semester of any school year shall be given full credit for each year of service toward the next increment step for the following year.

Credit for Experience

- Administrators may hire new teachers on any step allowing up to ten (10) years' experience, providing the previous experience has been within the last fifteen (15) years.

Advancement on Salary Schedule

- **Increments**
 - A 4% (of the base salary) increment will be given to those staff members who are on the last step of the salary schedule BA through BA+30. MA through MA+20 will receive a 6% career increment.
 - A year of service consists of employment in the Wapello District for one semester or 90 days of consecutive teaching in one school year, whichever is less.
- **Advanced Degrees**
 - Advanced degrees (Masters Degrees) will be compensated only if the employee is teaching in the area specific to the degree. This limitation shall not apply to any person employed as of January 1, 1991, who presently have a Masters Degree or obtain the same by July 1, 1996. This limitation does not affect salary payment to persons on BA+30 lane.
- **Educational Lanes**
 - Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he shall file a written notice with the Superintendent along with a transcript or other suitable evidence of credit earned attached prior to the first day of school in any contract year. Credit must be earned prior to the first day of school in any contract year. In order to move from one educational lane to a higher educational lane, all credits shall be at the

graduate level and shall be awarded by an accredited university.

- Education Preparation

- The teachers are given an option in regard to improving instruction using a program worked out mutually between the principal and the teacher.

Method of Payment

- Pay Periods

- Each employee shall be paid in 12 equal installments on the 20th day of each month. Employees shall receive their checks at their regular building and on regular school days unless otherwise designated by the teacher. In extenuating circumstances employees may receive the balance of pay for the preceding school year at the end of that school year.

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.

Final Pay

- An employee shall have the option of receiving all or any part of his earned contracted salary on the last pay period of the in-school work year.

Summer Checks

- Summer checks, other than for summer school teaching, shall be mailed to the address designated by the employee.

Summer Position Hours

- Positions posted during summer hours will include a District email and an all call to all certified staff members.

Extended Year Contract Rate

- The salary schedule is based upon a 182 day work year. Any employee who is offered and accepts an assignment beyond the 182 days will be additionally compensated as follows:
 - Ten (10) month contract Index of 1 1/9
 - Twelve (12) month contract Index of 1 1/3
- All other contracts will be negotiated on an individual basis with the administration (i.e. summer driver's education).

Continuing Contract

- The modifications to a continuing contract, for the preceding school year, shall be null and void, and the terms of the continuing contract covering the current school year will prevail if the contract is not returned by the due date. If an employee wants an extension he/she must apply to the superintendent by the return due date stated on the contract.

ARTICLE IV EXTRA CLASS ASSIGNMENT

- A teacher not having a preparation period during the school day shall receive extra class assignment pay only when required to supervise another teacher's students or for an unfilled position (i.e. art, music, etc.). Such pay shall be figured as 13% annually, 6.5% per semester, or 3.25% quarterly of an individual teacher's salary, less extended contract and less other supplemental pay.
- Teachers not having a preparation period due to covering for an absent employee shall be reimbursed for their services at the rate of \$25 per period. This shall not exceed 1 period per day.

ARTICLE V SEPARABILITY

- Should any Article, Section, Provision, or Clause of this Agreement be declared invalid or illegal, such invalidity or illegality shall not affect any remaining Article, Section, Provision or Clause not so adjudged and the remaining balance of this Agreement shall remain in full force and effect.

ARTICLE VI DURATION

- This Agreement shall be effective the first day of July 2026, and shall continue in force and effect until the 30th day of June, 2031 with a reopener clause for salary and other matters mutually agreed upon by the parties for the remainder of the contract years.

ARTICLE VII COMPLIANCE CLAUSE & PRINTING AGREEMENT

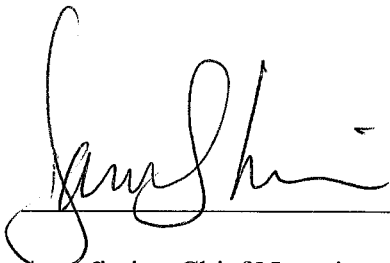
- Compliance Between Individual contract and Comprehensive Agreement:
 - Any individual contract between the Board and an individual employee, hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- Printing Agreement

- This Agreement will be available to all members of the bargaining unit electronically. Teachers may print a copy if so desired.

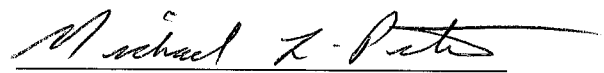
ARTICLE VIII LABOR/MANAGEMENT COMMITTEE

- The Association and the District agree to establish a joint Labor Management Committee. The purpose of this committee is to collaboratively discuss employment matters contained in the Certified Employee District Handbook and matters mutually agreed upon. The Labor/Management Committee shall consist of the Superintendent and equal certified staff from the Elementary and Secondary buildings. The Labor/Management Committee shall meet once a quarter and shall meet outside of student contact time.

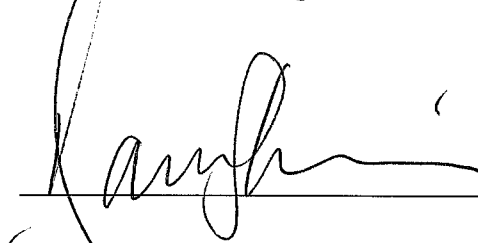
IN WITNESS HEREOF the parties hereto have caused this Agreement to be signed by the respective Presidents and their signatures placed hereon, all on the 14th day of April, 2026.



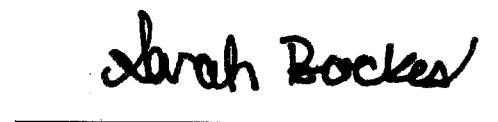
Association Chief Negotiator



District Chief Negotiator



Association President



District Board of Education President

APPENDIX "D"

SUPPLEMENTAL SCHEDULE

The percentages shown are based on a BA base salary. The Employer may allow up to five (5) years experience for head of activity or two (2) years experience for assistant of activity. The employee shall advance ½% per year for each year of duty fulfilled within that activity up to the maximum percentage for that activity. For 2018-2019, all coaches/sponsors will remain at the same percentage as 2017-2018. Payment to be made at the end of the season.

SUPPLEMENTAL PAY

ATHLETIC ACTIVITY

12-16%

Head Coaches for Football, Basketball (B&G), Wrestling (B & G), Volleyball, Track (B & G), Baseball, Softball, Cross Country, Golf (B&G one position) and Soccer¹

7-11%

Assistant Coaches for Golf (B&G one position), Football, Basketball (B & G), Wrestling, Volleyball, Track, Baseball, Softball, and Soccer²

5-6%

JH Coaches for Football, Basketball (B&G), Wrestling, Track (B&G), Volleyball, Baseball, and Softball³

¹ Once 16% is reached, coaches will receive a pay increase every five (5) contractual years. Year 13 - 1%; Year 18 - 1%; Year 23 - 2%. Coaches will top out not higher than 20%. Assistant coaches moving to head coach shall receive their "years" of experience in that sport, not to exceed 16% threshold, their next increase coming in 5 years with 1% increase, 10 years with a 1% increase, and 15 years with a 2% increase not to exceed 20%.

² Once 11% is reached, coaches will receive a pay increase every five (5) contractual years. Year 13 - 1%; Year 18 - 1%; Year 23 - 2%. Coaches will top out not higher than 15%. Assistant coaches moving up from Junior high positions shall receive their "year" of experience in that sport, not to exceed the 11% threshold, their next increase coming in 5 years with a 1% increase, 10 years with a 1% increase and 15 years with a 2% increase not to exceed 15%.

³ Junior High Coaches with ½ percent increase each year not to exceed 6%. Only years in Wapello will be accepted. A second coach will be hired at the discretion of the administration.

SUPPLEMENTAL PAY

ACTIVITY

8-10%

Marching Band

5-6%

Assistant Marching Band

2-3%

Jazz Band, Pep Band

14%

Drama (2 non-musicals or 1 musical)

8-12%

6-12 Yearbook

5-7%

Elementary Yearbook

Year 1 at 5%

Year 2 at 5.5%

Year 3 at 6%

Year 4 at 6.5%

Year 5 and beyond at 7%

5%

Robotics, eSports, H.S. Student
Council, National Honor Society

4-6%

Individual Speech, H.S.
Cheerleading

4%

Poms, Mock Trial, J.H. Student
Council, Elem. Student Council,
Prom Sponsor

MISCELLANEOUS DUTIES

- Compensation
 - \$25 for All Concerts and All Play Performances
 - \$45 for JH Events
 - \$60 for HS Events
 - \$75 for shifts lasting over 4 hours
- Individuals will be compensated for ONLY ONE DUTY PER EVENT. Example: if a bus driver is the scorekeeper at an away game, he/she can't draw pay for driving and scorekeeping.
- If there are not enough individuals accepting assignments after two initial passes through the staff, the District may assign employees, using an assignment list, where the person with the least seniority, who has not worked an event, shall be assigned first and continue through the list until all employees have worked a minimum of one (1) event by either voluntary or forced assignment. If the District is short of employees after the list is exhausted, then the same list shall be used in the same manner for all employees who have worked less than two (2) events. The next round would be all who have worked less than three (3) events. Employees are solely responsible for arranging for a substitute. If, after the third round of assignments, vacancies still exist, the district reserves the right to fill the opening(s) with members of the non-certified staff or general public.
- One activity calendar shall be distributed to the staff so that they may sign up for assignments. If there are not enough individuals accepting assignments after two initial passes through the staff, the District will fill opening(s) with members of the non-certified staff followed by the general public. Extra-Curricular Coaches or Sponsors shall be exempt from this provision during their season. However, they may accept assignment if they so choose. If there are still open duties then, the District may assign employees, using an assignment list, where the person with the least seniority, who has not worked an event, shall be assigned first and continue through the list until all employees have worked a minimum of one (1) event either voluntary or forced assignment. If the District is short of employees after the list is exhausted, then the same list shall be used in the same manner for all employees who have worked less than two (2) events. The next round would be all who have worked less than three (3) events. Employees are solely responsible for arranging for a substitute.