

VILLISCA COMMUNITY SCHOOL

MASTER CONTRACT



JULY 1, 2023 – JUNE 30, 2024
Master Contract

It is the policy of the Villisca Community School District not to discriminate on the basis of sex, race, national origin, creed, age, marital status or disability in its educational programs, activities or employment policies as required by Title VI and VII of the 1964 Civil Rights Act, Title IX of the 1972 Educational Amendments and Section 504 of the Federal Rehabilitation Act of 1973.

Inquiries regarding compliance with Title IX, Title VI or Section 504 may be directed to: Superintendent, Villisca Community School District, 406 E. 3rd St., Villisca, IA 50864, Phone 712-826-2552, to the director of the Civil Rights Commission, Des Moines, Iowa, or the Director of the Region VII Office of Civil Rights, Department of Education, Kansas City, Missouri.

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ARTICLE I: RECOGNITION

A. UNIT. The Board hereby recognizes the Villisca Education Association as the certified exclusive and sole bargaining representative for all personnel specifically set forth in the PERB certification instrument (Case 386:) issued by the PERB on the 10th day of July 1975.

B. DEFINITIONS

1. The term "Board" or "Employer," as used in this Agreement, are synonymous and shall mean the Board of Education of the Villisca Community School District or its duly authorized representatives.
2. The term "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.
3. The term "Association" as used in this Agreement, shall mean the Villisca Education Association or its duly authorized representatives or agents.
4. Unless otherwise specified, the term "day" shall mean calendar day.

ARTICLE II: BASE WAGES AND SALARIES

Base Wage will be \$32,850 for the one year contract for 2023-2024. The parties agree that the salary schedule or schedule B may remain in this Agreement in anticipation that PERB will determine if salary schedules are mandatory or permissive topics of negotiation.

ARTICLE III: COMPLIANCE CLAUSES AND DURATION

- A. PUBLISHING AGREEMENT. Within thirty (30) days after the Agreement is signed, a copy shall be available to all employees now employed and to new employees upon execution of their individual contracts via email or through the District's website.

- B. NOTICES. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by email or letter at the following designated addresses or at such other address as may be designated by a party in written notification to the other party.
 - 1. If by Association, the Board at the office of the Superintendent.

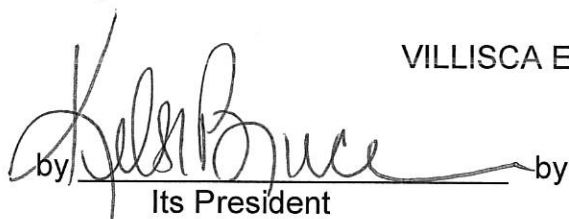
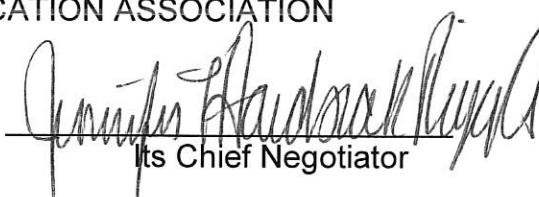
 - 2. If by the Board, to Association in the school mailbox or the current Association President as furnished by the Board.

- C. DURATION. This agreement shall be effective July 1, 2023, and shall continue through June 30, 2024.



- D. SIGNATURE CLAUSE:

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 28th day of February, 2023.

VILLISCA EDUCATION ASSOCIATION

by  by 
Its President Its Chief Negotiator

VILLISCA COMMUNITY SCHOOL DISTRICT

by  by 
Its President Its Chief Negotiator

Southwest Valley Salary Schedule 2023-2024							
Base	32,850				Index Across		0.040
TSS	5396				Index Down		0.035
					Longevity - Grey Cells		\$500
Step		BA	BA+15	BA+30	MA	MA+15	MA+30
1	Sal	32,850	34,164	35,478	36,792	38,106	39,420
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	38,246	39,560	40,874	42,188	43,502	44,816
2	Sal	34,000	35,314	36,628	37,942	39,256	40,570
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	39,396	40,710	42,024	43,338	44,652	45,966
3	Sal	35,150	36,464	37,778	39,092	40,406	41,720
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	40,546	41,860	43,174	44,488	45,802	47,116
4	Sal	36,299	37,613	38,927	40,241	41,555	42,869
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	41,695	43,009	44,323	45,637	46,951	48,265
5	Sal	37,449	38,763	40,077	41,391	42,705	44,019
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	42,845	44,159	45,473	46,787	48,101	49,415
6	Sal	38,599	39,913	41,227	42,541	43,855	45,169
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	43,995	45,309	46,623	47,937	49,251	50,565
7	Sal	39,749	41,063	42,377	43,691	45,005	46,319
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	45,145	46,459	47,773	49,087	50,401	51,715
8	Sal	40,898	42,212	43,526	44,840	46,154	47,468
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	46,294	47,608	48,922	50,236	51,550	52,864
9	Sal	42,048	43,362	44,676	45,990	47,304	48,618
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	47,444	48,758	50,072	51,386	52,700	54,014
10	Sal	43,198	44,512	45,826	47,140	48,454	49,768
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	48,594	49,908	51,222	52,536	53,850	55,164
11	Sal	44,348	45,662	46,976	48,290	49,604	50,918
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	49,744	51,058	52,372	53,686	55,000	56,314
12	Sal	45,497	46,811	48,125	49,439	50,753	52,067
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	50,893	52,207	53,521	54,835	56,149	57,463
13	Sal	45,997	47,961	49,275	50,589	51,903	53,217
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	51,393	53,357	54,671	55,985	57,299	58,613
14	Sal	46,497	48,461	50,425	51,739	53,053	54,367
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	51,893	53,857	55,821	57,135	58,449	59,763
15	Sal	46,997	48,961	50,925	52,889	54,203	55,517
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	52,393	54,357	56,321	58,285	59,599	60,913
16	Sal	47,497	49,461	51,425	53,389	55,352	56,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	52,893	54,857	56,821	58,785	60,748	62,062

Step		BA	BA+15	BA+30	MA	MA+15	MA+30
17	Sal	47,997	49,961	51,925	53,889	55,852	57,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	53,393	55,357	57,321	59,285	61,248	62,562
18	Sal	48,497	50,461	52,425	54,389	56,352	57,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	53,893	55,857	57,821	59,785	61,748	63,062
19	Sal	48,997	50,961	52,925	54,889	56,852	58,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	54,393	56,357	58,321	60,285	62,248	63,562
20	Sal	49,497	51,461	53,425	55,389	57,352	58,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	54,893	56,857	58,821	60,785	62,748	64,062
21	Sal	49,997	51,961	53,925	55,889	57,852	59,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	55,393	57,357	59,321	61,285	63,248	64,562
22	Sal	50,497	52,461	54,425	56,389	58,352	59,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	55,893	57,857	59,821	61,785	63,748	65,062
23	Sal	50,997	52,961	54,925	56,889	58,852	60,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	56,393	58,357	60,321	62,285	64,248	65,562
24	Sal	51,497	53,461	55,425	57,389	59,352	60,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	56,893	58,857	60,821	62,785	64,748	66,062
25	Sal	51,997	53,961	55,925	57,889	59,852	61,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	57,393	59,357	61,321	63,285	65,248	66,562
26	Sal	52,497	54,461	56,425	58,389	60,352	61,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	57,893	59,857	61,821	63,785	65,748	67,062
27	Sal	52,997	54,961	56,925	58,889	60,852	62,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	58,393	60,357	62,321	64,285	66,248	67,562
28	Sal	53,497	55,461	57,425	59,389	61,352	62,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	58,893	60,857	62,821	64,785	66,748	68,062
29	Sal	53,997	55,961	57,925	59,889	61,852	63,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	59,393	61,357	63,321	65,285	67,248	68,562
30	Sal	54,497	56,461	58,425	60,389	62,352	63,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	59,893	61,857	63,821	65,785	67,748	69,062
31	Sal	54,997	56,961	58,925	60,889	62,852	64,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	60,393	62,357	64,321	66,285	68,248	69,562
32	Sal	55,497	57,461	59,425	61,389	63,352	64,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	60,893	62,857	64,821	66,785	68,748	70,062
33	Sal	55,997	57,961	59,925	61,889	63,852	65,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	61,393	63,357	65,321	67,285	69,248	70,562
34	Sal	56,497	58,461	60,425	62,389	64,352	65,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	61,893	63,857	65,821	67,785	69,748	71,062

Step		BA	BA+15	BA+30	MA	MA+15	MA+30
35	Sal	56,997	58,961	60,925	62,889	64,852	66,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	62,393	64,357	66,321	68,285	70,248	71,562
36	Sal	57,497	59,461	61,425	63,389	65,352	66,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	62,893	64,857	66,821	68,785	70,748	72,062
37	Sal	57,997	59,961	61,925	63,889	65,852	67,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	63,393	65,357	67,321	69,285	71,248	72,562
38	Sal	58,497	60,461	62,425	64,389	66,352	67,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	63,893	65,857	67,821	69,785	71,748	73,062
39	Sal	58,997	60,961	62,925	64,889	66,852	68,166
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	64,393	66,357	68,321	70,285	72,248	73,562
40	Sal	59,497	61,461	63,425	65,389	67,352	68,666
	TSS	5,396	5,396	5,396	5,396	5,396	5,396
	Total	64,893	66,857	68,821	70,785	72,748	74,062

Sup. Base 30800

<u>Activity</u>	<u>%</u>	<u>0-5 yrs</u>	<u>>5 yrs</u>	<u>Head Coaching</u>	<u>%</u>	<u>0-5 yrs</u>	<u>>5 yrs</u>
Asst. Athletic Director	7.5	2310	2464	JH Baseball	5.50	1694	1848
Student Council	4.4	1355	1509	Jh Softball	5.50	1694	1848
Vocal Music K-5		1000		JH Basketball- boys	5.50	1694	1848
Instrumental	11.0	3388	3542	JH Basketball- girls	5.50	1694	1848
FFA	6.0	1848	2464				
National Honor Society	2.0	616	770				
Speech	8.0	2464	2618	<u>Asst. Coaching</u>			
Drama	8.0	2464	2618	JH Football	4.40	1355	1509
y-Teens	5.5	1694	1848	Basketball- boys	7.70	2372	2526
JH School Annual	7.0	2156	2310	Basketball- girls	7.70	2372	2526
Summer Band	11.0	3388	3542	Track	5.50	1694	1848
Junior Sponsor	2.0	616	770	Volleyball	7.70	2372	2526
HS Cheer Sponsor	4.4	1355	1509	Baseball	7.70	2372	2526
MS Booster Club Sp	2.2	678	832	Softball	7.70	2372	2526
Jay Walkers Coach	4.4	1355	1509	JH Football	4.40	1355	1509
CC Art show @ Villisca	2.0	616	770	JH Basketball	4.40	1355	1509
6-12 TAG Coord.	3.8	1170	1324	Noon Duty	900	900	
Destination Imag.	4	1232		Overload pay/year	1400	1400	
				Head Teacher	13	4004	4158
<u>Head Coaching</u>				Resource Rm Coord.	13	4004	4158
Football	11.0	3388	3542				
Basketball- boys	11.0	3388	3542				
Basketball- girls	11.0	3388	3542				
Track- boys	8.8	2710	2864				
Track- girls	8.8	2710	2864				
JH Football	5.5	1694	1848				
JH Track- boys	5.5	1694	1848				
JH Track- girls	5.5	1694	1848				
JH Volleyball	5.5	1694	1848				
Golf	8.8	2710	2864				
Baseball	11.0	3388	3542				
Softball	11.0	3388	3542				
Volleyball	11.0	3388	3542				
JH Cross Country	5.5	1694	1848				
JH Wrestling	5.5	1694	1848				

Career Incr.

Above 5 yrs 6% & above	0.50%
Above 5 yrs 6% & below	0.50%