

VILLISCA COMMUNITY SCHOOL

MASTER CONTRACT



JULY 1, 2025 – JUNE 30, 2027
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 \$47,500 for the one year contract for 2025-2026 and the base wage includes TSS as calculated yearly. 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, 2025, and shall continue through June 30, 2027.
- 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 24th day of March, 2025.

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 2025-2026			
Base	47,500	Index Across	0.030
		Index Down	0.023
		Longevity - Grey Cells	\$500
Step	TIER 1 BA	TIER 2 BA+30	TIER 3 MA
1	47,500	48,925	50,350
2	48,593	50,018	51,443
3	49,685	51,110	52,535
4	50,778	52,203	53,628
5	51,870	53,295	54,720
6	52,963	54,388	55,813
7	54,055	55,480	56,905
8	55,148	56,573	57,998
9	56,240	57,665	59,090
10	57,333	58,758	60,183
11	58,425	59,850	61,275
12	59,518	60,943	62,368
13	60,018	62,035	63,460
14	60,518	62,535	64,553
15	61,018	63,035	65,053
16	61,518	63,535	65,553
17	62,018	64,035	66,053
18	62,518	64,535	66,553
19	63,018	65,035	67,053
20	63,518	65,535	67,553
21	64,018	66,035	68,053
22	64,518	66,535	68,553
23	65,018	67,035	69,053
24	65,518	67,535	69,553
25	66,018	68,035	70,053
26	66,518	68,535	70,553
27	67,018	69,035	71,053
28	67,518	69,535	71,553
29	68,018	70,035	72,053
30	68,518	70,535	72,553
31	69,018	71,035	73,053
32	69,518	71,535	73,553
33	70,018	72,035	74,053
34	70,518	72,535	74,553
35	71,018	73,035	75,053

Sup. Base	40000							
Activity	%	0-5 yrs	>5 yrs		Head Coaching	%	0-5 yrs	>5 yrs
Asst. Athletic Director	7.5	3000	3200		JH Baseball	5.50	2200	2400
Student Council	4.4	1760	1960		Jh Softball	5.50	2200	2400
Vocal Music K-5		1000			JH Basketball- boys	5.50	2200	2400
Instrumental	11.0	4400	4600		JH Basketball- girls	5.50	2200	2400
FFA	6.0	2400	3200					
National Honor Society	2.0	800	1000					
Speech	8.0	3200	3400		Asst. Coaching			
Drama	8.0	3200	3400		JH Football	4.40	1760	1960
y-Teens	5.5	2200	2400		Basketball- boys	7.70	3080	3280
JH School Annual	7.0	2800	3000		Basketball- girls	7.70	3080	3280
Summer Band	11.0	4400	4600		Track	5.50	2200	2400
Junior Sponsor	2.0	800	1000		Volleyball	7.70	3080	3280
HS Cheer Sponsor	4.4	1760	1960		Baseball	7.70	3080	3280
MS Booster Club Sp	2.2	880	1080		Softball	7.70	3080	3280
Jay Walkers Coach	4.4	1760	1960		JH Football	4.40	1760	1960
CC Art show @ Villisca	2.0	800	1000		JH Basketball	4.40	1760	1960
6-12 TAG Coord.	3.8	1520	1720		Noon Duty	900	900	
Destination Imag.	4	1600			Overload pay/year	1400	1400	
					Head Teacher	13	5200	5400
Head Coaching					Resource Rm Coord.	13	5200	5400
Football	11.0	4400	4600					
Basketball- boys	11.0	4400	4600					
Basketball- girls	11.0	4400	4600					
Track- boys	8.8	3520	3720					
Track- girls	8.8	3520	3720					
JH Football	5.5	2200	2400					
JH Track- boys	5.5	2200	2400					
JH Track- girls	5.5	2200	2400					
JH Volleyball	5.5	2200	2400					
Golf	8.8	3520	3720					
Baseball	11.0	4400	4600					
Softball	11.0	4400	4600					
Volleyball	11.0	4400	4600					
JH Cross Country	5.5	2200	2400					
JH Wrestling	5.5	2200	2400					
Career Incr.								
	Above 5 yrs 6% & above		0.50%					
	Above 5 yrs 6% & below		0.50%					