

MEMORANDUM OF UNDERSTANDING
between
VILLISCA COMMUNITY SCHOOL DISTRICT
and
VILLISCA EDUCATION ASSOCIATION

Villisca Community School District (hereinafter "the District") and Villisca Education Association (hereinafter "the Association") enter into this Memorandum of Understanding.

WHEREAS, the District and the Association are parties to a collective bargaining agreement effective July 1, 2025 and continuing through June 30, 2027, the duration of which is specified in Article III of the current collective bargaining agreement; and

WHEREAS, the District and Association desire to extend the duration of the current collective bargaining agreement an additional two years; and

WHEREAS, the collective bargaining agreement contains provisions addressing Base Wages (Article II); and

WHEREAS, the District and Association desire to make a mid-contract adjustment to wages in the collective bargaining agreement.

Based upon the foregoing, the District and Association agree as follows:

1. The District and Association agree to extend the current collective bargaining agreement for two additional years by replacing the language in Article III(C) to read:

C. Duration. This agreement shall be effective July 1, 2025 and shall continue through June 30, 2029.

2. Effective July 1, 2026, the District and Association agree that the language in Article II shall be replaced by the following language that incorporates EXHIBIT A, which is attached hereto:

Base Wage will be \$48,000 for the one year contract for 2026-2027, \$48,720 for 2027-2028, \$49,450 for 2028-2029, 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.

3. The District and Association agree that, if the approved state supplemental aid ("SSA") for any year of the agreement is below one percent (1%) or greater than 4%, the agreement shall be reopened for that specific year only.

4. The remaining Articles of the current collective bargaining agreement between the District and Association remain unchanged by this MOU.

For the District

Date

3-12-26

For the Association

Date

3-12-26

EXHIBIT A

Villisca 2026-2027

Step	BA	BA+30	MA	Sup. Base	40000		
1	50000	50000	50880				
2	50000	50544	51984	Activity	%	0-5 yrs	>5 yrs
3	50208	51648	53088	Asst. Athletic Director	0.075	3000.0	3200
4	51312	52752	54192	Student Council	0.044	1760.0	1960
5	52416	53856	55296	Y-Teens	0.055	2200.0	2400
6	53520	54960	56400	JH School Annual	0.07	2800.0	3000
7	54624	56064	57504	JH Basketball Cheer	0.022	880.0	1080
8	55728	57168	58608	JH Football Cheer	0.022	880.0	1080
9	56832	58272	59712	6-12 TAG Coord.	0.038	1520.0	1720
10	57936	59376	60816	Noon Duty		900.0	
11	59040	60480	61920	Overload pay/year		1400.0	
12	60144	61584	63024	Vocal Music K-5		1000.0	
13	62,000	62688	64128				
14	62,000	63,188	65232	Coaching	%	0-5 yrs	>5 yrs
15	62,000	63,688	65,732	JH Football	0.055	2200.0	2400
16	62,144	64,188	66,232	JH Track- boys	0.055	2200.0	2400
17	62,644	64,688	66,732	JH Track- girls	0.055	2200.0	2400
18	63,144	65,188	67,232	JH Volleyball	0.055	2200.0	2400
19	63,644	65,688	67,732	JH Cross Country	0.055	2200.0	2400
20	64,144	66,188	68,232	JH Wrestling	0.055	2200	2400
21	64,644	66,688	68,732	JH Baseball	0.055	2200	2400
22	65,144	67,188	69,232	Jh Softball	0.055	2200	2400
23	65,644	67,688	69,732	JH Basketball- boys	0.055	2200.0	2400
24	66,144	68,188	70,232	JH Basketball- girls	0.055	2200.0	2400
25	66,644	68,688	70,732				
26	67,144	69,188	71,232				
27	67,644	69,688	71,732	Career Incr.			
28	68,144	70,188	72,232	Above 5 yrs 6% & above			0.5%
29	68,644	70,688	72,732	Above 5 yrs 6% & below			0.5%
30	69,144	71,188	73,232				
31	69,644	71,688	73,732				
32	70,144	72,188	74,232				
33	70,644	72,688	74,732				
34	71,144	73,188	75,232				
35	71,644	73,688	75,732				

Villisca 2027-2028							
Step	BA	BA+30	MA	Sup. Base	40000		
1	50000	50182	51643				
2	50000	51302	52764	Activity	%	0-5 yrs	>5 yrs
3	50961	52423	53884	Asst. Athletic Direct	0.075	3000.0	3200
4	52082	53543	55005	Student Council	0.044	1760.0	1960
5	53202	54664	56125	Y-Teens	0.055	2200.0	2400
6	54323	55784	57246	JH School Annual	0.07	2800.0	3000
7	55443	56905	58367	JH Basketball Cheer	0.022	880.0	1080
8	56564	58026	59487	JH Football Cheer	0.022	880.0	1080
9	57684	59146	60608	6-12 TAG Coord.	0.038	1520.0	1720
10	58805	60267	61728	Noon Duty		900.0	
11	59926	61387	62849	Overload pay/year		1400.0	
12	61046	62508	63969	Vocal Music K-5		1000.0	
13	62,000	63628	65090				
14	62,046	64,128	66210	Coaching	%	0-5 yrs	>5 yrs
15	62,546	64,628	66,710	JH Football	0.055	2200.0	2400
16	63,046	65,128	67,210	JH Track- boys	0.055	2200.0	2400
17	63,546	65,628	67,710	JH Track- girls	0.055	2200.0	2400
18	64,046	66,128	68,210	JH Volleyball	0.055	2200.0	2400
19	64,546	66,628	68,710	JH Cross Country	0.055	2200.0	2400
20	65,046	67,128	69,210	JH Wrestling	0.055	2200	2400
21	65,546	67,628	69,710	JH Baseball	0.055	2200	2400
22	66,046	68,128	70,210	Jh Softball	0.055	2200	2400
23	66,546	68,628	70,710	JH Basketball- boys	0.055	2200.0	2400
24	67,046	69,128	71,210	JH Basketball- girls	0.055	2200.0	2400
25	67,546	69,628	71,710				
26	68,046	70,128	72,210				
27	68,546	70,628	72,710	Career Incr.			
28	69,046	71,128	73,210	Above 5 yrs 6% & above			0.5%
29	69,546	71,628	73,710	Above 5 yrs 6% & below			0.5%
30	70,046	72,128	74,210				
31	70,546	72,628	74,710				
32	71,046	73,128	75,210				
33	71,546	73,628	75,710				
34	72,046	74,128	76,210				
35	72,546	74,628	76,710				

Villisca 2028-2029

Step	BA	BA+30	MA	Sup. Base	40000		
1	50000	50934	52417				
2	50587	52071	53554				
3	51725	53208	54692	Activity	%	0-5 yrs	>5 yrs
4	52862	54346	55829	Asst. Athletic Direc	0.075	3000.0	3200
5	53999	55483	56966	Student Council	0.044	1760.0	1960
6	55137	56620	58104	Y-Teens	0.055	2200.0	2400
7	56274	57758	59241	JH School Annual	0.07	2800.0	3000
8	57411	58895	60378	JH Basketball Cheer	0.022	880.0	1080
9	58549	60032	61516	JH Football Cheer	0.022	880.0	1080
10	59686	61170	62653	6-12 TAG Coord.	0.038	1520.0	1720
11	60824	62307	63791	Noon Duty		900.0	
12	61961	63444	64928	Overload pay/year		1400.0	
13	62461	64582	66065	Vocal Music K-5		1000.0	
14	62961	65082	67203	Coaching	%	0-5 yrs	>5 yrs
15	63461	65582	67703	JH Football	0.055	2200.0	2400
16	63961	66082	68203	JH Track- boys	0.055	2200.0	2400
17	64461	66582	68703	JH Track- girls	0.055	2200.0	2400
18	64961	67082	69203	JH Volleyball	0.055	2200.0	2400
19	65461	67582	69703	JH Cross Country	0.055	2200.0	2400
20	65961	68082	70203	JH Wrestling	0.055	2200	2400
21	66461	68582	70703	JH Baseball	0.055	2200	2400
22	66961	69082	71203	Jh Softball	0.055	2200	2400
23	67461	69582	71703	JH Basketball- boys	0.055	2200.0	2400
24	67961	70082	72203	JH Basketball- girls	0.055	2200.0	2400
25	68461	70582	72703				
26	68961	71082	73203				
27	69461	71582	73703	Career Incr.			
28	69961	72082	74203	Above 5 yrs 6% & above			0.5%
29	70461	72582	74703	Above 5 yrs 6% & below			0.5%
30	70961	73082	75203				
31	71461	73582	75703				
32	71961	74082	76203				
33	72461	74582	76703				
34	72961	75082	77203				
35	73461	75582	77703				