

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50

**Master Contract
Between
Winfield Mt Union Community School District
And the
Winfield Mt Union Association
In compliance with
The Iowa Public Employee Relations Act
FY 2023 & FY 2024**

Preamble

The Board of Directors of the Winfield Mt Union Community School District in the counties of Henry, Des Moines, Louisa, and Washington, State of Iowa, hereinafter referred to as the Board and the Winfield Mt Union Education Association, hereinafter referred to as the Association, agree as follows:

Article A Recognition

The Board recognizes the Winfield Mt. Union Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as exclusive and sole negotiating agent for the personnel as set forth in the PERB certification. This unit includes classroom teachers; Title 1 teacher and guidance counselor. Excluded are athletic director, superintendent, principals, administrative secretaries, teacher aides, custodians, bus drivers, cooks, employees paid totally by grants, and all others excluded by the Public Employees Relations Act.

ARTICLE B. Finality and Effect of Agreement

This Agreement supersedes all previous agreements between the employer and the Association or any employee, unless expressly stated to the contrary herein, and constitutes the entire agreement between the parties, and concludes collective negotiations for its term.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective negotiation and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the employer and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in, this Agreement or with respect to any subject not specifically referred to, or covered in, this Agreement, even though such subject or matter may not have been within the knowledge of both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE C. Labor – Management Committee

WMUEA and WMUCSD agree to establish a joint Labor Management Committee. The purpose of this committee would be to collaboratively discuss employment matters not referred to in the Master Contract and other matters mutually agreed upon.

51 **DURATION**

52

53 This Agreement shall be effective as of July 1, 2022, and shall continue in effect until June 30, 2024.

54

55

56 This Agreement is signed this 13th day of April, 2022

57

58

59

60 Education Association:

School District:

61

62

63

64

65

66

67

68

69

70

71

72

73

74

Valeen Jones

Co-President

267 567

President

Frank McKee

Co-President

Scott McT...

Chief Negotiator

Al Mac...

Chief Negotiator

Valeen Jones

Secretary

Carmen Benson

Secretary

31,000	SALARY SCHEDULE 2022-23							
4,649	*TSS - see below	LANE						
31,000	Base	1	2	3	4	5	6	7
INDEX	BA	BA+10	BA+20	MA	MA10	MA20	MA30	
	Sal. Sch.	\$31,000	\$32,240	\$33,480	\$35,030	\$36,270	\$37,510	\$38,750
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
1		\$35,649	\$36,889	\$38,129	\$39,679	\$40,919	\$42,159	\$43,399
	Sal. Sch.	\$32,240	\$33,480	\$34,720	\$36,270	\$37,510	\$38,750	\$39,990
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
2		\$36,889	\$38,129	\$39,369	\$40,919	\$42,159	\$43,399	\$44,639
	Sal. Sch.	\$33,480	\$34,720	\$35,960	\$37,510	\$38,750	\$39,990	\$41,230
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
3		\$38,129	\$39,369	\$40,609	\$42,159	\$43,399	\$44,639	\$45,879
	Sal. Sch.	\$34,720	\$35,960	\$37,200	\$38,750	\$39,990	\$41,230	\$42,470
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
4		\$39,369	\$40,609	\$41,849	\$43,399	\$44,639	\$45,879	\$47,119
	Sal. Sch.	\$35,960	\$37,200	\$38,440	\$39,990	\$41,230	\$42,470	\$43,710
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
5		\$40,609	\$41,849	\$43,089	\$44,639	\$45,879	\$47,119	\$48,359
	Sal. Sch.	\$37,200	\$38,440	\$39,680	\$41,230	\$42,470	\$43,710	\$44,950
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
6		\$41,849	\$43,089	\$44,329	\$45,879	\$47,119	\$48,359	\$49,599
	Sal. Sch.	\$38,440	\$39,680	\$40,920	\$42,470	\$43,710	\$44,950	\$46,190
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
7		\$43,089	\$44,329	\$45,569	\$47,119	\$48,359	\$49,599	\$50,839
	Sal. Sch.	\$39,680	\$40,920	\$42,160	\$43,710	\$44,950	\$46,190	\$47,430
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
8		\$44,329	\$45,569	\$46,809	\$48,359	\$49,599	\$50,839	\$52,079
	Sal. Sch.	\$40,920	\$42,160	\$43,400	\$44,950	\$46,190	\$47,430	\$48,670
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
9		\$45,569	\$46,809	\$48,049	\$49,599	\$50,839	\$52,079	\$53,319
	Sal. Sch.	\$42,160	\$43,400	\$44,640	\$46,190	\$47,430	\$48,670	\$49,910
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
10		\$46,809	\$48,049	\$49,289	\$50,839	\$52,079	\$53,319	\$54,559
	Sal. Sch.	\$43,400	\$44,640	\$45,880	\$47,430	\$48,670	\$49,910	\$51,150
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
11		\$48,049	\$49,289	\$50,529	\$52,079	\$53,319	\$54,559	\$55,799
	Sal. Sch.	\$44,640	\$45,880	\$47,120	\$48,670	\$49,910	\$51,150	\$52,390
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
12		\$49,289	\$50,529	\$51,769	\$53,319	\$54,559	\$55,799	\$57,039
	Sal. Sch.	\$45,880	\$47,120	\$48,360	\$49,910	\$51,150	\$52,390	\$53,630
	TSS	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
13		\$50,529	\$51,769	\$53,009	\$54,559	\$55,799	\$57,039	\$58,279
	Sal. Sch.		\$48,360	\$49,600	\$51,150	\$52,390	\$53,630	\$54,870
	TSS		\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
14			\$53,009	\$54,249	\$55,799	\$57,039	\$58,279	\$59,519
	Sal. Sch.		\$49,600	\$50,840	\$52,390	\$53,630	\$54,870	\$56,110
	TSS		\$4,649	\$4,649	\$4,649	\$4,649	\$4,649	\$4,649
15			\$54,249	\$55,489	\$57,039	\$58,279	\$59,519	\$60,759

*TSS or Teacher Supplemental Funding: Any positive or negative adjustment received by the state will be divided among the remaining payrolls.

*A 5% cushion will be held to account for an increase in staff or a reduction in students.

In all cases, the district will comply with state law.