

MASTER AGREEMENT

RIVER VALLEY EDUCATION ASSOCIATION

AND

RIVER VALLEY SCHOOL DISTRICT
BOARD OF EDUCATION

2025-2026

ARTICLE 1

RECOGNITION CLAUSE

The Board recognizes the River Valley Education Association as the exclusive bargaining representative on base wages for all employees of the district engaged in teaching, including classroom teachers, librarians, guidance counselors, but excluding the following:

- A. Administrators and Coordinators
- B. Principals and Supervisors
- C. Non-Instructional Personnel, such as Nurses
- D. Office, Clerical, Maintenance, and Operating Employees
- E. Persons Employed on a per Diem Basis

ARTICLE 2

SALARY

The Board has determined to pay each teacher a base increase of 2.95% over his or her 2024-2025 salary. The Board has determined to increase the base salary schedule by 2.00% over the 2024-2025 base salaries. The base salary schedule is attached as part of this agreement.

Starting in the 2024-25 school year, the River Valley School District created a salary cap. The dollar amount for the 2025-2026 year will be \$90,000.00. Yearly, annual increases provided to teaching staff that would be above this amount will be paid to the individual in the form of additional contributions to their HSA account and/or as a stipend, based on the employee's choice.

This cap does not affect wages gained in the Teacher Compensation Model (in the employee handbook pg. 24) or from the Activity/Athletic supervision schedule. Those additional funds will continue to be paid upon completion of these responsibilities. The salary cap will be analyzed annually using the same process as our base salary. Credit reimbursement for individuals who have reached a salary cap will continue to be approved at the district level, but based on certification needs of the position or goals at the building or district level. Overload compensation will remain connected to the calculations from an educator's salary.

ARTICLE 3

TERM OF AGREEMENT

This agreement shall be in effect from July 1, 2025 and shall remain in effect through June 30, 2026.

Signed this _____ day of _____ 2025.

FOR THE BOARD

President

Clerk

Chief Negotiator

FOR THE ASSOCIATION

President

Secretary

Chief Negotiator

2025-2026 BASE SALARIES

RIVER VALLEY SCHOOL DISTRICT		
2025-2026 BASE SALARIES - TEACHING STAFF		
Level	2024-2025	2025-2026
Bachelor's Degree	\$ 44,964.22	\$ 45,863.50
Master's Degree	\$ 48,954.59	\$ 49,933.68