

AGREEMENT
BETWEEN THE
RED OAK COMMUNITY SCHOOL DISTRICT
AND
THE RED OAK EDUCATION ASSOCIATION

2017-2018

**ARTICLE 1
RECOGNITION**

RECOGNITION

The Red Oak Community School District is recognized as a public employer governed by the Board of Directors. The Red Oak Education Association, as determined and ordered by the Public Employee Relations Board, is recognized as the sole and exclusive bargaining agent for regular, hereinafter named, employees of the employer, including all:

Regular full-time certified and regular part-time certified teachers including counselors, librarians, and special education teachers under contract with the Red Oak Community School District, Red Oak, Iowa, and excluding:

Substitute and interim teachers, teacher's aides, and teacher associates, and exchange teachers, and coordinator of athletics and intramurals and all other employees excluded by statute.

B. DEFINITIONS

1. The term "Board" as used in this Master Contract Agreement shall mean the Board of Directors of the Red Oak Community School District or its duly authorized representatives.
2. The term "employee" as used in this Master Contract Agreement shall mean all professional employees represented by the Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term "Association" as used in this Master Contract Agreement shall mean the Red Oak Education Association or its duly authorized representatives or agents.

**ARTICLE 2
BASE WAGE**

Base Salary \$33,895
BA - \$33,895
BA+10 - \$34,573
BA+20 - \$35,590
BA+30 - \$36,607
BA+40 - \$37,285
MA - \$37,962
MA+10 - \$38,640
MA+20 - \$39,657
MA+30 - \$40,674
MA+40 - \$41,352

*In addition to the base wage, all employees will receive a one hundred seventy-three dollars and 70 cents (\$173.70) per month additional payment.

**ARTICLE 3
LABOR MANAGEMENT COMMITTEE**

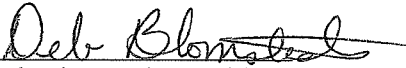
The Red Oak Education Association and the Red Oak School District agree to establish a joint Labor Management Committee. The purpose of this committee is to collaboratively discuss and make recommendations regarding employment matters not referred to in the master contract and other matters mutually agreed upon. This committee will be composed of equal representation of the Red Oak Education Association and management. Management will be represented by administration and school board. Recommendations will require school board approval before implementation.

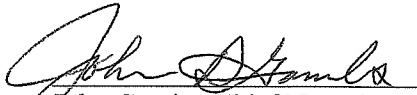
**ARTICLE 4
DURATION**

This Master Contract Agreement shall be effective July 1, 2017 and shall continue in effect through June 30, 2018.

The parties have signed this Master Contract Agreement as of 22nd day of May, 2017.

Red Oak Education Association


Deb Blomstedt, President


John Gambs, Chief Negotiator

Red Oak Community School


Paul Griffen, Board President


Kathy Walker, Chief Negotiator