

AGREEMENT
BETWEEN THE
RED OAK COMMUNITY SCHOOL DISTRICT
AND
THE RED OAK SUPPORT STAFF ASSOCIATION

2018-2020

**ARTICLE I
RECOGNITION AND DEFINITIONS**

A. Unit.

The board hereby recognizes the Red Oak Support Staff Association, an affiliate of the Iowa State Education Association, as the certified exclusive and sole bargaining representative for all personnel as set forth in PERB certification instrument case No. 4453, issued by PERB on the 1st day of November, 1991. The bargaining unit described in the order is as follows:

INCLUDED: All custodians, secretaries, para-professionals, food service, and bus drivers

EXCLUDED: All professional employees, secretary to the board secretary, secretary to the superintendent, custodial supervisor, and all others excluded by Section 4 of the Public Employment Relations Act.

B. Definitions.

1. The term "employer" as used in this agreement, shall mean the Board of Directors of the Red Oak Community School District or its duly authorized representatives.
2. The term "association" as used in this agreement, shall mean the Red Oak Support Staff Association or its duly authorized representatives.
3. The term "employee" as used in this agreement, shall mean all employees represented by this association in the bargaining unit as defined and certified by the Public Employment Relations Board (PERB).

**ARTICLE II
WAGES**

A. Basic Compensation

The rates of base pay for the various positions are reflected below.

Custodians: \$10.31

Para-Professionals: \$9.60

Secretaries: \$10.31

Bus Drivers: \$10.45

Cooks: \$9.25

Returning employees will receive \$0.17 (seventeen cents) per hour increase.

This contract will be reopened to discuss wages for the 2019-2020 school year.

**ARTICLE III
LABOR MANAGEMENT COMMITTEE ARTICLE 3
LABOR MANAGMENT COMMITTEE**

The Red Oak Support Staff Association and the Red Oak Community 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 Support Staff Association and management. Management will be represented by administration and school board members. Recommendations will require school board approval before implementation.

**ARTICLE IV
DURATION**

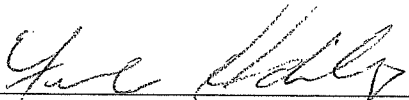
The Master Contract Agreement shall be effective July 1, 2018 and shall continue in effect through June 30, 2020.

COMPLIANCE CLAUSES AND DURATION

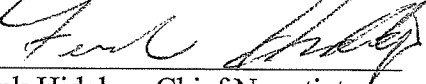
A. In the event that any provision of this agreement shall be declared void or illegal during the term of this agreement, such provision shall become inoperative but all other provisions of this agreement shall remain in full force and effect for the duration of the agreement.

Dated the 14th day of May, 2018

Red Oak Support Staff Association



Frank Hidalgo, ROSSA President

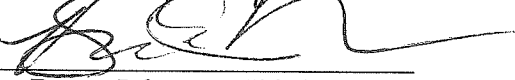


Frank Hidalgo, Chief Negotiator

Red Oak Community School District



Mark Johnson, Board President



Bryce Johnson, Chief Negotiator