

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

2017-2019

**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 1<sup>st</sup> 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

This contract will be reopened to discuss wages for the 2018-2019 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, 2017 and shall continue in effect through June 30, 2019.


**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 2nd day of May, 2017

Red Oak Support Staff Association

  
Sara White, ROSSA President

  
Sara White, Chief Negotiator

Red Oak Community School

  
Paul Griffen, Board President

  
Bryce Johnson, Chief Negotiator