

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

2018-2020

**ARTICLE 1  
RECOGNITION**

**3. 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.

\*\* Employees that have previously reached the top of BA Lane; top of BA+10 Lane and three career increments; and top of the BA+20 and six career increments will receive a one-time only career increment.

**ARTICLE 3  
LABOR MANAGEMENT COMMITTEE**

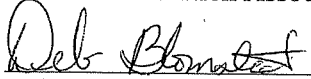
The Red Oak Education Association and the Red Oak School District agree to establish a joint Labor Management Committee. The purpose of this committee is to collaboratively discuss and make recommendations regarding employment matters not referred to in the master contract and other matters mutually 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.

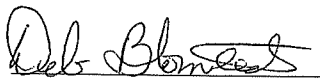
**ARTICLE 4  
DURATION**

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

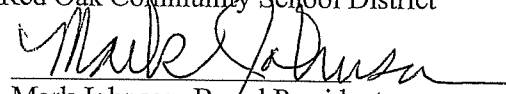
The parties have signed this Master Contract Agreement as of 23<sup>rd</sup> day of April, 2018.

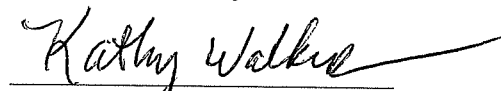
Red Oak Education Association

  
Deb Blomstedt, President

  
Deb Blomstedt, Chief Negotiator

Red Oak Community School District

  
Mark Johnson, Board President

  
Kathy Walker, Chief Negotiator