

SEA MASTER CONTRACT

SHENANDOAH EDUCATION ASSOCIATION AGREEMENT WITH
SHENANDOAH COMMUNITY SCHOOL DISTRICT

2024-2025

Shenandoah Community Schools does not illegally discriminate on the basis of race, color, national origin, gender, gender identity, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the district's Equity Coordinator, Aaron Burdorf, Shenandoah CSD 601 Dr. Creighton Cir., Shenandoah, IA. 51601, 712-246-2520, burdorfa@shencsd.com

This agreement shall be effective from July 1, 2024 and shall continue in effect until June 30, 2026. The contract may reopen on an annual basis for the limited purpose of negotiating base wage in the wages-salaries section of the Master Contract.

ARTICLE I

WAGES –SALARIES

Base wage for the employees covered by this agreement is \$47,500.00 and staff with 12+ years of teaching experience is \$60,000.00.

SIGNATURE CLAUSE

In witness thereof, the parties hereto caused this Agreement to be signed by their respective Presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 15th day of April 2024.

SHENANDOAH EDUCATION ASSOCIATION

SHENANDOAH BOARD OF EDUCATION

By Amy Bopp
Its Co-Chief Negotiator

By Jean Fichter
Its President

By B. R. [Signature]
Its Co-Chief Negotiator

By Kerri L. Nelson
Its Chief Negotiator