

EAST SAC COUNTY
COMMUNITY SCHOOL DISTRICT

2025-2026, 2026-2027, 2027-2028

COLLECTIVE

BARGAINING

AGREEMENT

BETWEEN

THE EAST SAC COUNTY EDUCATION
ASSOCIATION

AND

THE EAST SAC COUNTY BOARD OF
EDUCATION

EFFECTIVE JULY 1, 2025 – JUNE 30, 2028

Recognition

Unit

The Board recognizes the East Sac County Education Association or authorized, representative of the Iowa State Education Association as the exclusive bargaining representative for the employees of the East Sac County Community School District, a public employer as set forth in the PERB certification instrument (Case No. 184) issued by the PERB on the 19th of September 1975. The unit described in the above certification is as follows:

Included: Regular full-time and regular part-time classroom teachers, guidance counselors, librarians, and special education teachers.

Excluded: Substitute teachers, teacher associates, athletic/activities director duties not associated with classroom teaching, all non-professional personnel, and all other employees excluded by Section 4 of the Act.

Definitions:

- The term "Board" as used in this agreement shall mean the Board of Education of the East Sac County Community School District or its duly authorized representative.
- The term "employee" as used in this agreement shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
- The term "association" as used in this agreement shall mean the East Sac County Education Association or its duly authorized representative or agents.
- The term "East Sac County" as used to mean professional employees shall include any contract held previously by Sac County School District, WLVA Community School District, LVA Community School District, or Wall Lake Community School District.

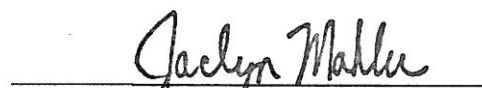
BASE SALARY: \$36,875

(\$50,000 with TSS)

This contract represents a three-year agreement between the ESCEA and the ESC CSD from July 1, 2025 – June 30, 2028.

The ESCEA and ESC CSD may open up base salary for discussion for the 2026-2027 school year and/or the 2027-2028 school year.


Education Assoc.


School Board