

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

2026-2027

ARTICLE 1 RECOGNITION

A. RECOGNITION

1. 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.

2. 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 WORK YEAR

A. WORKDAYS

1. Veteran teachers shall serve a total of 188 contract days.
2. Teachers who are new to the District shall serve a total of 192 contract days.

ARTICLE 3 COMPENSATION

A. SALARIES

1. Each member of the bargaining unit shall receive a \$250 increase to their 2025-2026 salary.
2. Teachers who are eligible for additional salary increases to meet statutory salary requirements set forth in Iowa Code § 284.15 shall receive an additional increase up to the amount required to meet the prescribed minimums.

B. ADDITIONAL PAY

1. Current teachers who return for the 2026-2027 school year, except those who receive additional salary increases to meet new statutory minimum salary requirements, shall receive an additional \$2,000 one-time, lump sum retention stipend.

C. SALARY PLACEMENT FOR NEW HIRES

1. Teachers who are new to the District shall be assigned a starting salary in accordance with state minimum salary requirements (i.e., \$50,000 for teachers with fewer than twelve years of experience and \$62,000 for teachers with twelve or more years of experience) and an additional \$500 for each year of experience.
2. A salary incentive of up to \$1,500 may be provided, at the discretion of the district, to hire difficult to fill positions or positions of unique need.

D. PAY FOR EDUCATIONAL ACHIEVEMENT

1. Employees who earn graduate credits subsequent to the adoption of this salary structure shall receive the following supplemental amounts added to their salary:

BA+15	BA+30	MA	MA+15	MA+30
+\$2,000	+\$2,000	+\$2,000	+\$2,000	+\$2,000
(total of \$2,000)	(total of \$4,000)	(total of \$6,000)	(total of \$8,000)	(total of \$10,000)

ARTICLE 4 SUPPLEMENTAL PAY

A. EXTRA DUTY RATE

1. Teachers who cover classes during their planning periods will be compensated at the following rates:
 - a. 30-45 minutes—\$30.00
 - b. 46-60 minutes—\$36.65
 - c. 61-75 minutes—\$43.32

B. ACTIVITIES SUPPLEMENTARY SALARY

1. Certified personnel who coach or sponsor activities will be compensated according to a “base unit salary” of \$285 and the following multipliers:

Activity	HS Head	HS Assistant	MS Head	MS Assistant
Athletics				
Football	19	12 (4)	12	9 (2)
Volleyball	19	12 (2)		9 (2)
Boys Cross Country	15			
Girls Cross Country	15			
Boys Basketball	19	12 (2)		9 (2)

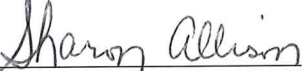
Girls Basketball	19	12 (2)		9 (2)
Wrestling	19	12		9 (2)
Bowling	15	9.5		
Girls Track	18	11.5		9 (2)
Boys Track	18	11.5		9 (2)
Tennis	14	9.5		
Girls Golf	14			
Boys Golf	14			
Soccer	14			
Baseball	19	12 (2)		
Softball	19	12		
Weight Training	8.5			
Cheerleading				
Football/Basketball	8.5			
Wrestling	3.5			
Yearbook				
High School	6.5			
Middle School	3.5			
Music				
Instrumental Music	12			5
Marching Band	6			2.5
Jazz Band	5.5			2.5
Flag Corps	4			
Vocal Music	11			7
Elementary Vocal	5			
Minnisingers	4			
Speech and Drama				
HS Small Group	4.25	3.25		
HS Large Group	4.25	3.25		
HS Play	6.5	5		
Debate	3.5			
HS Musical	9	5.5		
MS Play	4 (2)	8		
FFA Sponsor	30			
Student Council	5 (2)			3.5
Junior Class Prom	2.5			
Safety Patrol	2.5			
Art Show 7-12	3			
Elem Art Show	2			
National Honor Society	1.5			

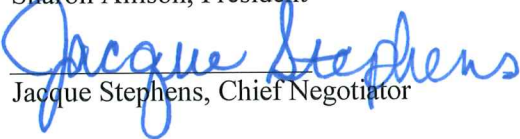
**ARTICLE 5
DURATION**

This Master Contract Agreement shall be effective July 1, 2026, and shall continue in effect through June 30, 2027.

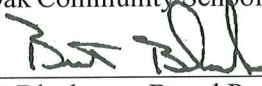
The parties have signed this Master Contract Agreement as of the 6th day of March 2026.

Red Oak Education Association


Sharon Allison, President


Jacquie Stephens, Chief Negotiator

Red Oak Community School District


Bret Blackman, Board President


Ron Lorenz, Chief Negotiator

let not
us down