

MASTER CONTRACT AGREEMENT BETWEEN

LONE TREE COMMUNITY SCHOOL DISTRICT

AND

LONE TREE EDUCATION ASSOCIATION

JULY 1, 2026 - JUNE 30, 2027

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PRINT DATE: MARCH 2025

AGREEMENT

This Agreement is entered into by and between the Lone Tree Community School District, by its Board of Directors, and the Lone Tree Education Association, on behalf of the employees described in Article II below.

I. PREAMBLE

The Board of Education and the Lone Tree Education Association recognize their obligation and duty to provide an educational program available equally to all young people of the School District.

II. RECOGNITION

The Board of Education recognizes the Association as the sole and exclusive collective bargaining representative for employees in the following unit:

Included: All professional employees including but not limited to, classroom teachers, nurses, librarians, special education teachers, and counselors. Also to include all other professional employees on a regular part-time basis.

Excluded: Superintendent, principals, assistant principals, secretaries, educational associates, janitors, etc., that are not listed as professional employees.

III. EMPLOYEE RIGHTS

The parties recognize that employees have the right to join or assist the Association, to negotiate collectively through the Association, to engage in other lawful concerted activities for the purpose of collective bargaining or other mutual aid or protection, and to refuse to join the Association or participate in any such activities.

There shall be no interference with, restraint, coercion or harassment of, or discrimination against, any employees because of their exercise of such rights by the Employer, the Association or any employee.

IV. SALARY

Base Salary \$30,150 - This base will be used as the generator for Schedule A of the Handbook Agreement for 2025-2026.

V. DURATION

This Agreement shall constitute the entire Agreement between the parties and it shall be effective from July 1, 2026, and shall continue in effect through June 30, 2027.

IN WITNESS WHEREOF, the parties have caused this Agreement to be signed by their respective presidents on the 1st day of April.

LONE TREE EDUCATION ASSOCIATION

BY Katherine Libold

LONE TREE COMMUNITY SCHOOL DISTRICT

BY [Signature]

The parties agree to reopen for salary and any other items mutually agreed upon for the remaining years of this agreement.