

A BARGAINING AGREEMENT
BETWEEN
THE UNION EDUCATION ASSOCIATION
AND
THE UNION COMMUNITY SCHOOL BOARD
July 1, 2025-June 30, 2030

Equity Statement

The Union Community School District does not discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, and socioeconomic status (for programs) in its educational programs and its employment practices. The belief in equal educational opportunity serves as a guide for the board and employees in making decisions relating to school district facilities, employment, selection of educational materials, equipment, curriculum, and regulations affecting students. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact Derek Weber, DG Elementary Principal, 411 Lincoln St., Dysart, Iowa 52224, d_weber@union.k12.ia.us, (319) 476-7110.

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200 BASIC AGREEMENT PROVISIONS

201 PREAMBLE

The Board of Directors of the Union Community School District and the Union Education Association have reached certain understandings which they desire to confirm in this agreement. It is therefore agreed as follows:

202 RECOGNITION

202.1 BARGAINING REPRESENTATIVE

The Board hereby recognizes the Union Education Association as the certified exclusive and sole bargaining representative for the personnel set forth in the PERB certification instrument (Case 301:) issued by the PERB on the 1st day of October, 1975.

The unit described in the above certification is as follows:

Included: All full-time and regular part-time professional non-administrative staff, including classroom teachers, guidance counselors, teacher librarians, and school nurses.

Excluded: Superintendent, principals, substitutes, all nonprofessional employees and all those excluded by Section 4 of the Act.

202.2 DEFINITIONS

1. The term "Board," as used in this agreement, shall mean the Board of Education of the Union Community School District.
2. The term "Employee," as used in this agreement, shall mean all full-time and regular part-time professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term "Association," as used in this agreement, shall mean the Union Education Association.

205 PAYROLL DEDUCTIONS

205.1 AUTHORIZATION FOR PAYROLL DEDUCTIONS

Upon appropriate written authorization from the employee at least ten (10) days prior to a pay period, the Board shall deduct from the salary of any employee and make appropriate remittance for annuities and other plans or programs approved by the Board. Written authorization for such deductions shall be on file with the Board Secretary.

205.2 DURATION FOR PAYROLL DEDUCTIONS

Such authorization shall remain in effect from year to year unless amended or revoked by written notice from the employees to the Board Secretary within ten (10) days prior to a pay period.

205.7 BOARD INDEMNIFICATION

The Association agrees to indemnify and hold harmless the Board, each individual member, and all administrators against any and all claims, costs, suits, or other forms of liability and court costs arising out of the application of the provisions in this agreement between the parties for payroll and dues deductions.

300 BASE WAGE

The 2026-2027 base wage will be \$50,000 (including Teacher Salary Supplement Monday) for the beginning BA level teacher.

302 REQUIRED EDUCATION

All teachers must meet state recertification requirements set by the Department of Education.

303 REGULAR, PART-TIME TEACHERS

Regular part-time teachers shall be paid the same salary rate as a full-time teacher in proportion to their teaching contract hours and/or contract days.

307 PAY PERIODS

Each employee shall be paid in twelve (12) equal installments on the fifteenth (15th) of each month. When a pay date falls on a weekend or holiday, employees shall receive their pay on the business day prior to the weekend or holiday.

Each employee shall receive his or her direct deposit stub at his or her regular building, if not e-mailed. Summer direct deposit stubs shall be emailed or mailed to the address designated by the employee.

309 ADMISSION TO SCHOOL ACTIVITIES

Each employee covered by this agreement will be issued a pass that will admit two people free to all school activities. Use of this pass is limited to the employee and an employee family members or employee and significant other. The employee must be one of them two people using the pass and be present at the time of admission.

310 SCHOOL NURSE - SALARY

Nurses will receive the same salary increases as negotiated for teacher employees.

701 SEPARABILITY

Should any section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that section or clause shall be deleted from this Agreement to the extent that it violates the law. The Board and the Association may mutually agree to substitute for the illegal section or clause: (1) the last legal section or clause covering that item, or (2) a newly negotiated section or clause covering that item. The remaining sections and clauses shall remain in full force and effect.

702 PRINTING AGREEMENT

The Board of Education and the Association will share equally in the cost of printing the collective agreement. The Board, or its designee, shall provide a copy of the Master Agreement to each employee. In addition, the Association shall receive fifteen (15) copies.

703 FINALITY AND EFFECT OF AGREEMENT

This Agreement supersedes and cancels all previous agreements and practices relating to items covered in this Agreement between the Board and the Association or any employee, unless expressly stated to the contrary herein, constitutes the entire agreement between the parties, and concludes collective bargaining for its term, except as provided in 705 of this Article.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. The foregoing is not to prohibit either party from introducing items in future negotiation years which were withdrawn by either of the parties to achieve this Agreement.

704 DURATION

This Agreement shall be effective as of July 1, 2025, and shall continue in effect until June 30, 2030. Compensation rates for summer assignments will be according to the contract in effect when those duties begin.

705 PROCEDURES FOR NEGOTIATIONS

705.1 MODIFICATION OF CURRENT AGREEMENT

If both parties mutually agree, negotiations may be reopened on this Agreement if either party files a written request with the other party to renegotiate because of a serious error or omission in the Agreement.

In the event of an across the board cut, the Board & UEA will reopen discussions related to this agreement.

705.2 SUCCESSOR AGREEMENT

Either party may give written notice to the other party to negotiate a Successor Agreement not less than one hundred fifty (150) days prior to the District's budget certification date, as established by the Code of Iowa, or October 15th, whichever is later.

Upon receipt of notice, the negotiation team representing the Board and the negotiation team representing the Association shall meet for the purpose of negotiating whenever a mutually agreeable meeting time can be established.

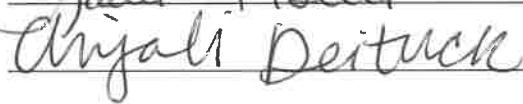
705.3 AUTOMATIC RENEWAL OF AGREEMENT

If neither party notifies the other of its intent to negotiate a successor agreement by the date stated in 705.2 of this section, this agreement shall automatically continue in force and will be in effect for equivalent periods as shown in 704 of this section, except that sections 300 shall be reopened every year.

705.4 SIGNATURE CLAUSE

In witness whereof the parties hereto have caused this agreement to be signed by their respective president, attested by their respective chief negotiators, and their signature placed hereon, all on the ____ day of _____.

Union Education Association

 _____ President
 _____ Chief Negotiator

Union Community School Board of Education

 _____ President
 _____ Chief Negotiator