

**Fremont-Mills
Community Schools
2025-2026
Master Contract**

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ARTICLE I: PREAMBLE

Whereas, the Board and the Association declare that providing a quality education for the students of the Fremont-Mills Community School District is their mutual desire, and

Whereas, the Board and the Association recognize that the character of such education may depend upon the quality and morale of the teaching service, and whereas it is the mutual aim of the parties to this agreement to build this morale, and

Whereas, the Board and the Association have agreed to negotiate in good faith, and

Therefore, the parties having reached certain understandings which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE II: RECOGNITION

The Fremont-Mills Community School District is recognized as a public employer governed by the Board of Directors. The Fremont-Mills Education Association, as determined and ordered by the Public Employment Relations Board, Case No. 85, is recognized as the sole exclusive bargaining agent for regular, hereinafter named, employees of the employer, including all:

INCLUDED: All professional certified employees which include secondary classroom teachers, elementary classroom teachers, guidance counselors, librarians, K-12 music teachers, K-12 art teachers, K-12 physical education teachers and special education teachers.

EXCLUDED: Superintendent, district secretary, high school principal, attendance center building principal, and all classified employees including, but not limited to teacher's aides, school nurse, custodians, cooks and bus drivers.

ARTICLE III: DEFINITIONS

A. The term "Board" or Employer" as used in this agreement, shall mean the Board of Directors of the Fremont-Mills Community School District or its duly authorized representatives.

B. 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.

C. The term "Association", as used in this agreement, shall mean the Fremont-Mills Education Association or its duly authorized representatives or agents referred to in this Article.

ARTICLE IV: EMPLOYEE RIGHTS

- A. The Employer agrees that the employees shall have the right:
1. To self-organization, to form, join, or assist the Association.
 2. To negotiate collectively through representatives of their own choosing.
 3. To engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection insofar as any activity is not prohibited by the Public Employment Relations Act or any other law of the State of Iowa.
 4. To refuse to join or participate in the activities of the Association, including the payment of any dues, fees or assessments or service fees of any type.

ARTICLE V: ASSOCIATION RIGHTS

- A: The Association and its members shall have the right to:
1. Use school facilities for general Association meetings contingent upon their availability. Requests for use of facilities will be made through the building principal.
 2. Hold Association meetings in school buildings contingent upon their availability. Requests for use of the school building will be made through the building principal.
 3. Distribute Association material through the school messenger service and building mail boxes.
 4. Post notices of activities and matters of Association concern on Association bulletin boards located in either faculty lounges or such other places designated by the building principal.
 5. Duly authorized representatives and the respective affiliates shall be permitted to transact official Association business on school property at reasonable times, provided that this shall in no way interfere with or interrupt normal school operations and provided all outside agents check in at the building principal's office.
 6. Be furnished on request regularly and routinely prepared information concerning the financial condition of the school including the annual financial report and adopted budget, but nothing herein shall require the Employer to research and assemble information.

ARTICLE VI: MANAGEMENT RIGHTS

It is expressly understood and agreed that all functions, rights, powers or authority granted to or inhering in the administration of the School District by law are retained by the Board. Provided that none of the clauses in the Agreement in any way abrogate or diminish the above-mentioned rights and authority of the Board, the Board shall not exercise its right so as to violate any of the specific provisions of this Agreement. Among these rights, but not meant as a limitation of the above, are those as outlined in Chapter 20 of the 1975 Code of Iowa:

The exclusive power, duty and right to:

1. Direct the work of its public employees.
2. Hire, promote, demote, transfer, assign, and retain public employees in positions within the public agency.
3. Suspend or discharge public employees for proper cause.
4. Maintain the efficiency of governmental operations.
5. Relieve public employees from duties because of lack of work or for other legitimate reasons.
6. Determine and implement methods, means, assignments and personnel by which the public employer's operations are to be conducted.
7. Take such actions as may be necessary to carry out the mission of the public employer.
8. Initiate, prepare, certify, and administer its budget.

ARTICLE VII: WAGES AND SALARIES

1. **The base salary is defined as the starting salary for a teacher with a bachelor's degree and no teaching experience. The base salary for the 2025-2026 school year will be \$50,000.**

ARTICLE VIII: MISCELLANEOUS

A. Savings Clause

In the event that any provision of this agreement shall become void or illegal during the term of this agreement, such provision shall become inoperative, but all other provisions of this agreement shall remain in full force and effect for the duration of this agreement.

B. Printing Agreement

Copies of this agreement shall be printed at the expense of the Board after agreement with the Association on format within thirty (30) days after the agreement is signed. The agreement shall be presented to all employees now employed, hereafter employed, or considered for employment by the Board and the Board shall provide the Association with ten (10) additional copies.

C. Notices

Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provision(s) of this agreement, either party shall do so by email or written notice delivered to the Association president/Board president.

D. Finality and Effect of Agreement

1. This agreement supersedes and cancels all previous collective bargaining agreements between the School District and the Association or any employee and constitutes the entire agreement between the parties, and concludes collective bargaining for its term.

2. Past practices shall not constitute part of this agreement and any subsequent or supplementary agreement must be reduced to writing and executed by both parties to be effective.

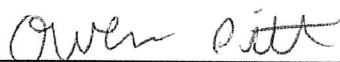
E. Duration Period

1. This agreement shall be effective as of July 1, 2025 and shall continue in effect until June 30, 2026, with the exception of base salary to be negotiated annually. The salary provisions shall become effective at the beginning of the first pay period (September) of the 2025-2026 school year.

F. Signature Clause

In witness hereof the parties hereto have caused this agreement to be signed by their respective president, attested by their respective chief negotiators, and the signatures placed hereon, all on May 21, 2025.

Fremont-Mills Education
Association



President



Chief Negotiator

Fremont-Mills
Board of Education



President

Chief Negotiator