

Master Contract

**Between
Stanton Community School District
and the
Stanton Education Association**

**July 1, 2025
Through
June 30, 2027**

ARTICLE I: PREAMBLE

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

Whereas, the Board and the Association recognize that the character of such education may depend upon this 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 understanding which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE II: RECOGNITION

The Stanton Community School District is recognized as a public employer governed by the Board of Directors. The Stanton 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 Stanton 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 Stanton Education Association or its duly authorized representatives or agents.

ARTICLE IV: EMPLOYEE RIGHTS

- A. The employer agrees that the employees shall have the right:
 - 1. To self-organize, to form, join, or assist the Association.
 - 2. To negotiate collectively through representative 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 services of any type.

ARTICLE V: ASSOCIATION RIGHTS

- A. The Association and its members shall have the right to:
1. Use the school facilities for general Association meetings contingent upon their availability. Request for use of facilities will be made through the building principal.
 2. Hold Association meetings in the school buildings contingent upon their availability. Request for the use of school building will be made through the building principal.
 3. Distribute Association material through the school messenger service and building mailboxes.
 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 conditions of the school including the annual financial report and adopted budget, but nothing herein shall require the Employer to research and assemble information.
 7. The superintendent's office shall cause the agenda for regular board meetings to be delivered to the school mailbox of the president of the Association the morning of the meeting. If policy items are on the agenda, the president may get further amplification for the superintendent.

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 this 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:

1. Direct the work of its public employees.
2. Hire, promote, demote, transfer, assign, and retain public employees in position 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 state minimum base salary is \$50,000 for teachers with one through 12 years of experience. The state minimum for teachers with 13 years or more is \$62,000.

Compliance Clauses and Duration

A. COMPLIANCE BETWEEN INDIVIDUAL CONTRACTS AND COMPREHENSIVE AGREEMENT

- a. Any individual contract between the employer and an individual employee shall be subject to and consistent with the terms and conditions of this agreement

B. SEPARABILITY

- a. If any item of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such item or application shall only be deemed valid and subsisting to the extent permitted by law.
- b. The employer and the association shall enter into immediate negotiations to replace said items under appropriately modified timelines under Chapter 20, Code of Iowa 1987.

C. PRINTING AGREEMENT

- a. The Board of Education will share equally with the association the cost of printing the collective agreement.

D. DURATION PERIOD

- a. This agreement shall be effective as of **July 1, 2025** and shall remain in full force and effect through **June 30, 2027, with the exception of base salary which shall be negotiated annually.**

E. SIGNATURE CLAUSE

- a. In witness thereof, the parties hereto have caused this agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon,

All on the _____ day of _____, _____.

Stanton Education Association

Stanton School Board of Directors

BY: _____

BY: _____

President

President

BY: _____

BY: _____

Chief Negotiator

Chief Negotiator

BY: _____

BY: _____

Chief Negotiator

Chief Negotiator