

Comprehensive Agreement

Between the
Underwood Community School District

and the
Underwood Education Association
(UEA)

2026 - 2028

Table of Contents

Article I	Rights	Page 3
Article II	Recognition	Page 3
Article III	Finality and Effect of Agreement	Page 4
Schedule 2	Base Wage	Page 4

Article I. Rights

A. *Management:*

It is expressly understood and agreed that all functions, rights, and powers, or authority granted to or inheriting in the administration of the school district by law are retained by the Board; however, the Board shall not exercise its rights so as to violate any of the specific provisions of this agreement.

B. *Employee:*

The Board agrees that it shall not discriminate against any employee with respect to hours, wages, or terms and conditions of employment due to membership in the UEA, participation in professional negotiations with the Board, or institution of any grievance with respect to the terms of this contract.

Article II. Recognition

A. *Unit:*

The Board hereby recognizes the Underwood Education Association as the certified exclusive and sole bargaining representative for all personnel specifically set forth in the PERB certification instrument (Case 466) issued by the PERB on the 23rd day of October, 1975.

B. *Definitions:*

1. The term "Board of Employer" as used in this Agreement are synonymous and shall mean the Board of Education of the Underwood Community School District or its duly authorized representatives.
2. 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.
3. The term "Association", as used in this Agreement, shall mean Underwood Education Association or its duly authorized representative agents.

Article III. Finality and Effect of Agreement

This agreement constitutes the entire agreement between the parties and concludes collective bargaining for its term.

The parties acknowledge that during the negotiations which resulted in the 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 are set forth in this Agreement. Both parties by mutual agreement, may modify and amend said Agreement, but such modification or amendment must be signed by both parties, and if not the contract as written, is binding.

This agreement is in effect from **July 1, 2026, through June 30, 2028**

The parties agree to reopen negotiations annually solely for the purpose of determining the base wage.

Negotiations are to be reopened if we are notified of a cutback in funds or if additional funds are received from the state.

Base Salary Schedule A

2026 – 2027 Base Pay:

<u>BA</u>	<u>\$37,100</u>
<u>BA+12</u>	<u>\$38,375</u>
<u>BA+24</u>	<u>\$39,650</u>
<u>MA</u>	<u>\$40,925</u>
<u>MA+15</u>	<u>\$42,200</u>
<u>MA+30</u>	<u>\$43,475</u>

Chief Negotiator/Association:

Stacy Ambrose
Ed Ridd

Date: 3/24/26

Date: 3/24/26

School Board President:

Matt Baumgartner

Date: 3/26/26

Chief Negotiator/School Board:

Edy

Date: 3/24/2026