

Red Oak Community School District

604 S Broadway

Red Oak, Iowa 51566

712.623.6600

www.redoakschooldistrict.com

Special Board of Directors Meeting

VIA Telephone and Internet

Go To Meeting Link: <https://meet.goto.com/989163253>

Friday, April 12, 2024 – 7:30 am

- Agenda -

- 1.0 Call to Order – Board of Directors President Bret Blackman
- 2.0 Roll Call – Board of Directors Secretary Heidi Harris
- 3.0 Approval of the Agenda – President Bret Blackman
- 4.0 Consent Agenda
 - 4.1 Personnel Considerations
 - 4.1.1 Hiring of Kandi Turner as Paraprofessional at Inman Elementary Effective April 15, 2024
 - 4.1.2 Hiring of Charlotte Hilding as Paraprofessional at Inman Elementary for the 2024-2025 School Year
 - 4.1.3 Resignation of Jennifer Latham as Paraprofessional at Jr-Sr High School Effective April 12, 2024
 - 4.1.4 Resignation of John Allison as Jr High Girls Basketball Coach Effective at the End of the 2023-2024 School Year
- 5.0 General Business for the Board of Directors
 - 5.1 Old Business
 - 5.2 New Business
 - 5.2.1 Discussion/Approval of Memorandum of Understanding Between the District and the Red Oak Education Association Reconciling the 2024-2025 Master Contract with the New Minimum Teacher Salary Requirements Set Forth in House File 2612
 - 5.2.2 Discussion/Approval of Issuing Revised Individual Teacher Contracts for 2024-2025 School Year To Reflect New Statutory Minimum Teacher Salaries
- 6.0 Next Board of Directors Meeting: Wednesday, April 24, 2024 – 5:30 pm
Red Oak Virtual Learning Center
Red Oak Jr./Sr. High
- 7.0 Adjournment

Memorandum of Understanding

The following stipulations are intended to reconcile the 2024-2025 Master Contract, between the Red Oak Community School District and the Red Oak Education Association, with new statutory salary requirements set forth in House File 2612, as well as the issue of salary compaction which was not addressed by the Iowa Legislature.

Teacher Salary Minimums to Comply with HF 2612

The District shall comply with House File 2612 by using Teacher Salary Supplement (TSS) funds to raise teacher salaries to the prescribed minimums of **\$47,500** (forty-seven thousand five hundred dollars) for all duly certified teachers and **\$60,000** (sixty thousand dollars) for duly certified teachers with twelve (12) or more years of teaching experience.

Salary Placement for New Hires to Comply with HF 2612

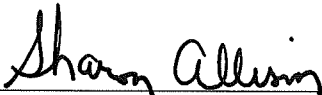
Teachers who are new to the district and have fewer than twelve (12) year of teaching experience shall be assigned a starting salary of **\$47,500** (forty-seven thousand five hundred dollars) plus an additional **\$500** (five hundred dollars) per year of teaching or related experience in accredited schools. Teachers who are new to the district and have completed twelve (12) or more years of teaching or related experience in accredited school shall be assigned a starting salary of **\$60,000** (sixty thousand dollars) plus an additional **\$500** (five hundred dollars) per year of service beyond twelve (12) in accredited schools. Years of service will be granted at the discretion of the district not to exceed the employee's actual years of service. *Salary placement for new employees shall not exceed the salaries of current employees with comparable years of experience and education.*

Salary placement for new hires shall be a topic of bargaining during negotiations for the 2025-2026 Master Contract.

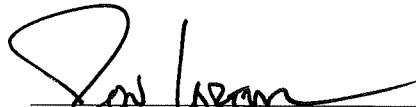
Additional Retention Stipend to Address Salary Compaction

The District previously agreed to provide employees who return to serve for the 2024-2025 school year a one-time **\$1,550** (one thousand five hundred and fifty dollar) "retention stipend," to be paid in 12 (twelve) monthly installments.

To address salary compaction, the District shall provide returning employees who are *not eligible for salary increases*, pursuant to the passage of House File 2612, an additional one-time **\$750** (seven hundred and fifty dollar) "retention stipend" in addition to afore mentioned **\$1,550** (one-thousand five hundred and fifty dollars) "retention stipend." For these individuals, the total one-time "retention stipend" amount of **\$2,300** (two-thousand three hundred dollars) will be paid in 12 (twelve) monthly installments.



Sharon Allison
President, Red Oak Education Association



Ron Lorenz
Superintendent, Red Oak CSD

AGREEMENT BETWEEN THE
RED OAK COMMUNITY SCHOOL DISTRICT
AND
THE RED OAK EDUCATION ASSOCIATION

2024-2025

**ARTICLE 1
RECOGNITION**

RECOGNITION

The Red Oak Community School District is recognized as a public employer governed by the Board of Directors. The Red Oak Education Association, as determined and ordered by the Public Employee Relations Board, is recognized as the sole and exclusive bargaining agent for regular, hereinafter named, employees of the employer, including all:

Regular full-time certified and regular part-time certified teachers including counselors, librarians, and special education teachers under contract with the Red Oak Community School District, Red Oak, Iowa.

And excluding:

Substitute and interim teachers, teacher’s aides, and teacher associates, and exchange teachers, and coordinator of athletics and intramurals and all other employees excluded by statute.

DEFINITIONS

1. The term “Board” as used in this Master Contract Agreement shall mean the Board of Directors of the Red Oak Community School District or its duly authorized representatives.
2. The term “employee” as used in this Master Contract Agreement shall mean all professional employees represented by the Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term “Association” as used in this Master Contract Agreement shall mean the Red Oak Education Association or its duly authorized representatives or agents.

**ARTICLE 2
COMPENSATION**

SALARY

Employees will receive a defined salary increase of **\$1,500** (one thousand five hundred dollars and 00/100) to their previous year salary, to be paid in 12 (twelve) monthly installments. (Subsequent defined salary increases will be negotiated on an annual basis.) This amount includes Teacher Salary Supplement (TSS) funds:

$$\text{Current Salary (including TSS)} + \$ [\$1,500] = \text{New Salary (including TSS)}$$

Employees who return to serve for the 2024-2025 school year will receive a one-time **\$1,550** (one thousand five hundred and fifty dollars and 00/100) “retention stipend,” to be paid in 12 (twelve) monthly installments. (Subsequent retention stipends will be negotiated on an annual basis.)

Employees who earn approved graduate education credits subsequent to the adoption of this contract shall receive an additional defined supplemental amount as follows:

BA+15	BA+30	MA	MA+15	MA+30
+\$2,000	+\$2,000	+\$2,000	+\$2,000	+\$2,000
(total of \$2,000)	(total of \$4,000)	(total of \$6,000)	(total of \$8,000)	(total of \$10,000)

SALARY PLACEMENT FOR NEW HIRES

Employees who are new to the district shall be assigned a starting salary according to a \$40,000 base and an additional \$1,200 per year of teaching or related service in duly accredited schools. Years of service will be granted at the discretion of the district not to exceed the employee’s actual years of service.

Employees who are new to the district shall also be eligible to receive the afore mentioned supplemental amounts for approved educational credits.

A salary incentive of up to \$1,500 may be provided, at the discretion of the district, to hire difficult to fill positions or positions of unique need.

SUPPLEMENTAL PAY

Employees who cover classes for absent colleagues will be compensated at the following rates:

- 30-45 minutes – \$20.00
- 46-60 minutes – \$26.65
- 61-75 minutes – \$33.32
- 76-90 minutes – \$39.97

The Supplemental (i.e., Activities) Pay Schedule “base unit salary” shall be \$285 per unit.

ARTICLE 3

LABOR MANAGMENT COMMITTEE

The Red Oak Education Association and the Red Oak School District agree to establish a joint Labor Management Committee. The purpose of this committee is to collaboratively discuss and make recommendations regarding employment matters not referred to in the master contract and other matters mutually agreed upon. This committee will be composed of equal representation of the Red Oak Education Association and management. Management will be represented by administration and school board. Recommendations will require school board approval before implementation.

ARTICLE 4

DURATION

This Master Contract Agreement shall be effective July 1, 2024 and shall continue in effect through June 30, 2025.

The parties have signed this Master Contract Agreement as of 20th day of March, 2023.

Red Oak Education Association

Red Oak Community School District

Sharon Allison, President

Bret Blackman, Board President

Adam Hietbrink, Chief Negotiator

Ron Lorenz, Chief Negotiator