

MASTER CONTRACT

between

LU VERNE BOARD OF EDUCATION

and

**LU VERNE EDUCATION
ASSOCIATION**

2018-2019

AREA I - BASIC AGREEMENT PROVISIONS

ARTICLE I: Preamble

(Only as long as the union is the certified bargaining representative.)

WHEREAS, the Board of Directors of the Lu Verne Community School District, hereinafter referred to as the Board, and the Lu Verne Education Association, hereinafter referred to as the Association, have reached certain understandings which they desire to confirm in this Agreement.

ARTICLE II: Recognition

(Only as long as the union is the certified bargaining representative.)

A. Unit:

The Board hereby recognizes the Lu Verne Education Association, an affiliate of the Iowa State Education Association and the National Education Association as the certified exclusive bargaining representative for all personnel as set forth in the PERB certification instrument (Case No. 284) issued by the PERB on the 25th day of September 1975, whether under contract, full or part time employed or to be employed by the Board of Education of the Lu Verne School District.

The unit described in the above certification is as follows:

INCLUDED: #Professional employees: classroom teachers (K-12), school nurse, guidance counselor and librarian.

EXCLUDED: #Professional employees: superintendent, principal, and nonprofessional employees: clerical, cafeteria, transportation, custodial/maintenance, aides and all others excluded by Section 4 of the Act.

B. Definitions:

1. The term "Board" as use in the agreement, shall mean the Board of Directors of the Lu Verne 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 PERB.
3. The term "Association" as used in this agreement, shall mean the Lu Verne Education Association or its duly authorized representatives.

ARTICLE III: Clauses and Duration

- A. This Agreement shall be effective the 1st day of July, 2018 and shall continue in force and effect until the 30th day of June 2023. During the term of this agreement all articles shall remain current contract, except for the following: The parties agree that Area III Wages, Article I- Base Wage shall be open to negotiation for the 2019 Master contract and all following contract years.
- B. Signature Clause: In witness whereof, the parties hereto have caused this agreement to be signed by their respective Presidents, attested by their respective negotiators, and their signatures placed thereon, all on the 16th day of May, 2018.

LU VERNE EDUCATION ASSOCIATION

By: Karen Roman
President

By: Karen Roman
Chief Negotiator

BOARD OF EDUCATION

By: [Signature]
President

By: [Signature]
Chief Negotiator

Area II: Personnel Practices

Article I: Certified Handbook

The Board's representatives will meet with professional faculty members at times mutually agreed to discuss topics not addressed in the collective bargaining agreement but addressed in the certified employee handbook.

AREA III: WAGES

ARTICLE I: Base Wage

A. "The base wage for teacher salaries for 2018-2019 shall be \$34,325"

SALARY SCHEDULE			After \$	After total	% Base Inc	
BASE =	\$33,825		\$500	\$34,325	1.48%	
<i>Hiring Schedule</i>						
Percent Inc	1.20%	1.60%	2.00%	2.40%	2.80%	3.05%
	BAY2+	BA10	BA16	BA24	BA36	MA
	\$	\$	\$	\$	\$	\$
Begin	33,825	34,550	35,275	36,000	36,725	\$37,450
	\$	\$	\$	\$	\$	\$
Base Incr	500	500	500	500	500	500
	\$	\$	\$	\$	\$	\$
Add %	<u>406</u>	<u>553</u>	<u>706</u>	<u>864</u>	<u>1,028</u>	<u>1,142</u>
	\$	\$	\$	\$	\$	\$
Total Incr	906	1,053	1,206	1,364	1,528	1,642
Total Base	34,731	35,603	36,481	37,364	38,253	39,092