

# SSA+ MASTER CONTRACT

SHENANDOAH SSA+ AGREEMENT WITH SHENANDOAH  
COMMUNITY SCHOOL DISTRICT  
2019-2020

Shenandoah Community Schools does not illegally discriminate on the basis of race, color, national origin, gender, gender identity, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact the district's Equity Coordinator, Monte Munsinger, Shenandoah CSD 601 Dr. Creighton Cir., Shenandoah, IA. 51601, 712-246-2520, [munsingerm@shencsd.com](mailto:munsingerm@shencsd.com)

GENERAL PROVISIONS

- 1. The minimum pay for each job classification is set out in Appendix A.
- 2. The starting wage for each person hired will be the probationary wage for their job classification in Appendix A unless the board determines that the probationary period shall be waived. In such instances, the starting wage for the employee shall be the base wage for their job classification in Appendix A.

SPECIAL PAY PROVISIONS REGARDING BUS DRIVERS

- 1. Regularly established bus routes will be paid at the rate of \$36.30 per route regardless of the hours required to complete the route and perform the related duties.
- 2. It is understood that the rate provided in paragraph 1 of this Section, compensates the employee for all necessary pre-trip and post-trip procedures and student discipline events that the driver may be required to spend time on.
- 3. Any and all required driver meetings will be paid at the employee's hourly wage.
- 4. Activity trips shall be paid on an hourly basis per hour for all driving time as per contracted amount.

DURATION PERIOD

This agreement shall be effective from July 1, 2019 and shall continue in effect until June 30, 2021. The contract may reopen on an annual basis for the limited purpose of negotiating base wage listed in Appendix A of the Master Contract.

SIGNATURE CLAUSE

In witness thereof, the parties hereto caused this Agreement to be signed by their respective Presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 24 day of April, 2019.

SHENANDOAH SSA+

SHENANDOAH BOARD OF EDUCATION

By Jimmy Lauman  
Its President

By Jean Fisher  
Its President

By Jimmy Lauman  
Its Chief Negotiator(s)

By Kevin Nelson  
Its Chief Negotiator(s)

APPENDIX A

	<b>Food Service</b>	<b>Associates</b>	<b>Secretaries</b>	<b>Custodians</b>	<b>Transportation</b>
<b>Base Wage</b>	\$12.92	\$13.19	\$13.70	\$13.95	\$14.37
<b>Probationary Wage</b>	\$11.92	\$12.19	\$12.70	\$12.95	none