

# SEA MASTER CONTRACT

SHENANDOAH EDUCATION ASSOCIATION AGREEMENT WITH  
SHENANDOAH COMMUNITY SCHOOL DISTRICT

2018-2019

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 304 w. Nishna Rd. Shenandoah, IA. 51601, 712-246-1581, [munsingerm@shencsd.com](mailto:munsingerm@shencsd.com)

This agreement shall be effective from July 1, 2018, 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 in the wages-salaries section of the Master Contract.

**ARTICLE I**

**WAGES –SALARIES**

Base wage for the employees covered by this agreement is \$37,015.

**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 18 day of April, 2018

SHENANDOAH EDUCATION ASSOCIATION

SHENANDOAH BOARD OF EDUCATION

Shelley Davidson  
By Amy Bopp  
Its President

By Greg Ketchum  
Its President

By Jon Sill  
Its Chief Negotiator

By Kevin L Nelson  
Its Chief Negotiator