

# SEA MASTER CONTRACT

SHENANDOAH EDUCATION ASSOCIATION AGREEMENT WITH  
SHENANDOAH COMMUNITY SCHOOL DISTRICT

2025-2026

Shenandoah Community Schools does not illegally discriminate on the basis of race, color, national origin, gender, 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 Aaron Burdorf, Shenandoah CSD, 304 W. Nishna Rd., Shenandoah, IA. 51601, 712-246-1581, [burdorfa@shencsd.com](mailto:burdorfa@shencsd.com)

This agreement shall be effective from July 1, 2025 and shall continue in effect until June 30, 2026. 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 \$50,000.00 and staff with 12+ years of teaching experience is \$62,000.00.

### 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 9<sup>th</sup> day of April 2025.

SHENANDOAH EDUCATION ASSOCIATION

SHENANDOAH BOARD OF EDUCATION

By Amy Bopp 4.22.25  
Its Co-Chief Negotiator

By Jean Fisher  
Its President

By R. R. A. 4/23/25  
Its Co-Chief Negotiator

By Harriet Nelson  
Its Chief Negotiator