

SSA+ MASTER CONTRACT

SHENANDOAH SSA+ AGREEMENT WITH
SHENANDOAH COMMUNITY SCHOOL DISTRICT
2025-2027

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

GENERAL PROVISIONS

1. The minimum pay for each job classification is set out in Appendix A.
2. All new employees will start at base wage and serve a 60 work-day supervised probationary period.

SPECIAL PAY PROVISIONS REGARDING BUS DRIVERS

1. Regularly established bus routes will be paid at the rate of \$46.35 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 the contracted amount.

DURATION PERIOD

This agreement shall be effective from July 1, 2025, and shall continue in effect until June 30, 2027.

The contract may reopen on an annual basis for the limited purpose of negotiating the 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 28th day of March 2025.

SHENANDOAH SSA+

SHENANDOAH BOARD OF EDUCATION

By _____

Its President

By Jean Fisher

Its President

By [Signature]

Its Chief Negotiator(s)

By Kyuri Y. Nelson

Its Chief Negotiator(s)

APPENDIX A

<u>2025-2026</u>	Food Service	Associates	Secretaries	Custodians	Transportation
Base Wage	\$16.10	\$16.49	\$16.85	\$17.10	\$17.52
Bus Route	\$46.35				

<u>2026-2027</u>	Food Service	Associates	Secretaries	Custodians	Transportation
Base Wage	\$16.60	\$16.99	\$17.35	\$17.60	\$18.02
Bus Route	\$48.35				