

# **COLLECTIVE BARGAINING AGREEMENT**

Effective July 1, 2025 through June 30, 2027

**Between**

**THE BOARD OF DIRECTORS OF  
THE OGDEN COMMUNITY SCHOOL DISTRICT**

**AND**

**THE OGDEN EDUCATION ASSOCIATION**

## PREAMBLE

This Agreement is entered into between the Board of Directors of the Ogden Community School District, hereinafter referred to as the "Board," and the Ogden Education Association, hereinafter referred to as the "Association."

## ARTICLE I – RECOGNITION

This Board recognizes the Association as the sole and exclusive bargaining representative for the following unit of employees, as defined in PERB Order No. 3012, September 5, 1985.

**INCLUDED:** All regular full-time and regular part-time professional employees, including classroom teachers, school counselors, librarian, and nurse.

**EXCLUDED:** Superintendent, principals, business manager, athletic director, and all other employees excluded by Section Four of the Act.

## ARTICLE II – DEFINITIONS

**A.** The term "**regular full-time employee or teacher**" as used in this Agreement shall mean employees represented by the Association in the bargaining unit, as defined and certified by the PERB, who are employed eight (8) hours each work day including a lunch period.

**B.** The terms "**less than regular full-time employee or teacher**" and "**regular part-time employee or teacher**" as used in this Agreement shall mean employees represented by the Association in the bargaining unit, as defined and certified by the PERB, who are employed less than eight (8) hours each work day including a lunch period.

**C.** The term "**regular full-time or part-time licensed teacher(s)**" as used in this Agreement shall mean employees represented by the Association in the bargaining unit, as defined and certified by the PERB, excluding the school nurse.

**D.** A nurse must hold a valid statement of professional recognition from the Iowa BOEE to be placed in the BA/BSN lane. All others shall be considered RN.

## ARTICLE III – WAGES & SALARIES

### A. Base Wages

Base wages are defined by PERB as "the minimum (bottom) pay for a job classification, category or title, exclusive of additional pay such as bonuses, premium pay, merit pay, performance pay or longevity pay."

New, regular, full-time employees will be hired at no less than the listed minimum based on their education level. New, less than regular full-time employees will be hired at no less than the listed minimum multiplied by their percentage of FTE.

RN	BA/BSN	BA +15	MA	MA +15
\$45,000	\$50,000	\$51,750	\$54,750	\$56,250

**B. Activity Base Wage: \$34,000**

New, less than regular full-time employees will be hired at no less than the listed percentage of the activity base wage.

<b>Athletics</b>	
High School Head Coach	13%
High School Assistant Coach	9%
Summer Strength & Agility Coordinator	7%
Middle School Coach	6%
Cheer Sponsor (each)	6%
Golf Head Coach	8%
Golf Assistant Coach	5%
<b>Activities</b>	
Academic Bowl Sponsor	1%
Assistant Drama	3%
Assistant Musical	3%
Class Sponsors- Freshman (each)	1%
Class Sponsors- Sophomore (each)	1%
Class Sponsors- Juniors (each)	2.5%
Class Sponsors- Seniors (each)	1%
DECA Sponsor	5%
Drama	5%
Elementary Organization Sponsor (each, up to 4)	1%
Elementary Music	3%
FCCLA Sponsor	5%
High School Yearbook	3%
Musical Director	5%
National Honor Society	2%
Robotics Team Coach	6%
Secondary Instrumental Music	17%
Secondary Vocal Music	5%
Show Choir Director	7%
Speech Sponsor	8%
Student Council Sponsor (each)	2%

**C. Method of Payment**

Employees will be paid in twelve (12) equal installments on the 20th day of each month, except as otherwise provided in this Agreement. If the 20th day falls on Saturday, Sunday or a holiday, the payday will be on the last previous working day. Employees new to the profession and to the Ogden Community School District will have the option to choose between twelve (12) or thirteen (13) payment installments in their first year only.

**ARTICLE IV - FINALITY AND EFFECT OF AGREEMENT**

This Agreement supersedes and cancels all previous agreements and practices between the Employer and the Association or any employee(s), and constitutes the complete and final agreement between the parties regarding base wages and concludes collective bargaining for its term.

During the life of the Agreement, neither the Employer nor the Association will be required to negotiate on any further matters affecting this Agreement or any other subjects not specifically set in this Agreement.

**ARTICLE V - COMPLIANCE CLAUSES AND DURATION**

**A. Compliance Between Individual Contracts and Comprehensive Agreement.**

When the terms of this Collective Bargaining Agreement conflict with any other agreements between the Board and the employee, the specific terms of this Collective Bargaining Agreement shall prevail.

**B. Savings Clause**

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be null and void to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

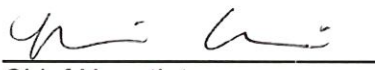
**C. Duration**

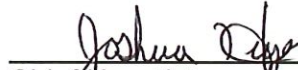
This Agreement shall become effective July 1, 2025 and shall continue in effect through June 30, 2027.

**D.** This Agreement shall be effective as described in Section C - Duration. Both parties agree that the first session of negotiations as prescribed in this Agreement will be held no later than April 1st.

  
\_\_\_\_\_  
Association President      3/10/25  
Date

  
\_\_\_\_\_  
School Board President      3/10/25  
Date

  
\_\_\_\_\_  
Chief Negotiator      3/10/25  
Date  
Association

  
\_\_\_\_\_  
Chief Negotiator      3-10-25  
Date  
Board of Directors