

SCHOOL DISTRICT OF CENTRAL CITY IN COUNTY OF MERRICK
 District No. 4
 Year 2023-2024

NEGOTIATIONS AGREEMENT

This agreement made and entered into by and between Central City Education Association, hereinafter referred to as "Association," and the Board of Education for the School District of Central City, Merrick County, Nebraska, hereinafter referred to as "Board," witnesseth:

Whereas, representatives of the parties hereto have conducted informal negotiations pursuant to the Nebraska Commission of Industrial Relations, Nebraska Revised Statutes 48-801 to 48-838 and

Whereas, a mutual agreement has been reached between the parties, such agreement shall be reduced in written form and signed by each of parties to the negotiations,

Now therefore, the parties do hereby stipulate and agree that the following items have been agreed upon between the parties.

I
INDEX SALARY SCHEDULE

The base salary for a bachelor degree teacher with no prior experience shall be **\$36,800.00** for the 2023-2024 year. Indexes shall be 5% vertical and 4% horizontal of the base salary per step. The number of steps, horizontal and vertical, are shown on the Salary Schedule attached hereto, marked Exhibit "A-1" and made a part hereof.

Salary increments for the Athletic Duties shall be shown on the Athletic Extra-Duty Pay Schedule attached hereto, marked Exhibit "B-1"/"B-2" and made a part hereof.

Salary increments for the Non-Athletic Extra-Duty Pay Schedule shall be attached hereto marked Exhibit "C-1"/"C-2".

Additional provisions regarding the salary schedule and the payment of salaries shall be as shown on the Statement of Additional Provisions attached hereto, marked Exhibit "D-1", and made a part hereof.

II
HEALTH INSURANCE

The School District shall pay the following monthly premiums for each full-time eligible teacher for the Educators Health Alliance Blue Preferred \$1,200.00 Deductible coverage or \$3,800 Deductible HSA-Eligible coverage.

2023-2024 BCBS EHA Rates			
	\$1,200 Deductible	\$3,800 Deductible	HSA-Eligible
	Monthly Premium	Monthly Premium	HSA Contribution
Employee	\$ 778.72	\$ 672.54	\$ 106.18
Employee & Child(ren)	\$ 1,415.50	\$ 1,219.13	\$ 196.37
Employee & Spouse	\$ 1,602.77	\$ 1,379.87	\$ 222.90
Employee, Spouse & Child(ren)	\$ 2,141.99	\$ 1,842.68	\$ 299.31
Employee, Married in District	\$ 2,195.74	\$ 1,896.43	\$ 299.31

The Board will pay the premium for appropriate coverage tier (employee-only, employee & child(ren), employee-spouse, employee spouse & child(ren), employee-married in the district) of the plan type described above for all teachers who elect to receive health insurance coverage from the district.

Health Savings Account Election. Employees who elect the high deductible option of the dual choice plan must place the premium savings into a health savings account administered by the school district or its designee.

Administrative Costs. All administrative costs of the dual choice plan will be borne by the Board of Education.

The District shall pay the premium for single dental coverage for a teacher electing to receive employee, employee & child(ren), employee & spouse or employee, spouse & child(ren). In the case of a husband and wife who have dependent children and both of whom work in the School District, the School District will pay the premium for Employee, Married in District.

Where the district offered a family policy to a married employee whose spouse works in the system, two singles will be offered to husband and wife who have no dependent children. Should one of the staff leave the employment of the Central City Public Schools, the district will continue to pay two single policies as long as one of the employees remains with the Central City Public Schools. The single insurance offered would be the one afforded the certified staff member under the master contract.

The school district will pay only the current NSEA MEDICARE SUPPLEMENT premium for those employees who reach age 70 during their employment with the school district.

Part time employees will be eligible for benefits equal to their level of employment, (half-time employment = half benefits).

III *INCOME PROTECTION*

Each teacher shall be required to purchase his or her own long term disability coverage through the insurance carrier selected by the school district. The specifications for the coverage shall be the current percentage designated by the insurance carrier of the teacher's salary based on his or her placement on the salary schedule, with a qualification period of sixty (60) days. The school district shall deduct the amount of the insurance premium from each teacher's salary by payroll deduction in equal deductions over a 12-month period. The school district shall increase the amount of each teacher's annual compensation by the cost of the teacher's long term disability insurance premium payments.

IV *LEAVE*

Each certified teacher will be granted ten (10) Paid Time Off (PTO) days to be used during the contract year. The PTO days may be used for personal, sick, or bereavement leave.

When used for personal leave, no more than three (3) consecutive days can be used, without Superintendent approval.

PTO days used for personal leave cannot be taken the first two or last two weeks of the school year, adjacent to a school break, or used during staff development/Parent-Teacher Conferences without Superintendent approval.

If a staff member exceeds their available PTO days, they shall be deducted from the teacher's pay an amount equal to 1/183 of salary schedule placement, per day.

PTO leave taken as personal leave will only be granted when a substitute is available and leave may not be granted if more than five (5) staff members request the leave for the same time without Superintendent approval. Requests will be granted in order in which they are received.

After PTO days are used, teacher may use their accumulated sick days as sick leave only.

When PTO days are exhausted, accumulative sick days can be taken for illness/medical appointments for self or immediate family. Immediate family is defined as, but not limited to, parents, siblings, children, grandparents, grandchildren, spouse and spouse's immediate family.

Proof of illness shall be the responsibility of the teacher should it be requested by Administration. All such absences are to be reported at the time to the Administration.

At the end of the contract year, unused PTO days will be applied to the teacher's accumulated sick days. Unused sick days can be accumulated to a maximum of fifty (50) days. Any accrued, unused days over fifty days (50) will be bought back by the District at a rate of 50% of the current substitute teacher rate of pay at the conclusion of the contract year and paid in June.

V

GRIEVANCE PROCEDURE

A. Purpose

The purposes for which these grievance procedures are established are:

1. To reduce the potential areas of conflict among teachers, administrators, and the Board of Education.
2. To provide communication through recognized channels among administrators, teachers, the Teachers' Association and the Board of Education.
3. To develop improved morale and effectiveness of teachers.
4. To be used as the vehicle in the resolution of complaints alleging discrimination on the basis of sex, race, or handicap.
5. To be used as the vehicle to resolve allegations of sexual harassment.

B. Definition of Terms

1. "Grievance" shall mean a claim based upon an event or condition which effects the terms and conditions of employment of a teacher or group of teachers or the interpretation meaning, or application of any of the policies, rules, regulations, statutes, or professional negotiations, contracts of the School District.
2. "Aggrieved Person" shall mean the teacher or teachers stating the grievance.
3. "Party in Interest" shall mean the aggrieved person, and any other person who might be required to take action, or against who action might be taken, in order to resolve the claim.
4. "Association" shall mean the Central City Education Association.

C. Procedures

1. Level I

- a. If a teacher believes that a grievance exists, the teacher shall first discuss the matter with the teacher's Principal in an effort to resolve the problem.
- b. The aggrieved person may have a representative of the Association assist in efforts to resolve the problem with the Principal.

2. Level II

STEP ONE

- a. If the aggrieved person is not satisfied with the disposition of the problem, or if no decision has been rendered following five school days after stating the grievance in the informal procedure, the teacher may submit a claim as a formal grievance, in writing, to the aggrieved person with a copy to the Association and the Superintendent.
- b. The Principal shall, within three school days, render a decision and the reasons therefore in writing to the aggrieved person with a copy to the Association and the Superintendent.
- c. A teacher who is not directly responsible to a building Principal shall submit a formal grievance claim to the administrator to whom the teacher is directly responsible.

STEP TWO

- a. If the aggrieved person is not satisfied with the disposition of the grievance in Step One, or if no decision has been rendered within three school days, after the presentation of the grievance in writing, the teacher may appeal a written grievance to the Superintendent.
- b. The Superintendent shall act for the administration at Step Two of the grievance procedure. Within ten school days after receipt of the written appeal for a hearing by the Superintendent, the Superintendent shall meet with the aggrieved person for the purpose of hearing and resolving the grievance. The Superintendent shall, within three school days, following the hearing, render a decision and reasons therefore, in writing, to the aggrieved person, with a copy to the Association.

STEP THREE

- a. If the aggrieved person is not satisfied with the disposition of the grievance in Step Two, or if no decision has been rendered within three school days following the hearing with the Superintendent, the teacher may appeal the grievance to the Board of Education.
- b. Within 25 school days after receiving the written appeal, the Board of Education shall meet with the aggrieved person for the purpose of hearing and resolving the grievance. Within five school days after the board hearing on the grievance, the decision of the Board of Education should be rendered in writing with a copy to the aggrieved person and the Association. The decision of the Board of Education shall conclude consideration of the grievance under these procedures.

D. Rights of Teachers to Representation

The aggrieved person may be represented at all stages of the grievance procedure by representative and/or representatives of the Association. When the Association does not represent a teacher, the association shall have the right to be present and to state its views at all stages of the grievance procedure.

E. General Provision

1. If the written grievances are not filed within 30 days after the teacher knew, or should have known of the act of condition on which the grievance is based, the grievance shall be waived.
2. A grievance may be withdrawn in writing at any level without prejudice.
3. No reprisal of any kind shall be taken by the Board of Education, by any member of the administration, or the Association against any party in interest, or any other participant in the against any party in interest, or any other participant in the grievance procedure by reason of such participation.
4. The forms appended hereto may be used for the processing of the grievances.
5. All documents communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
6. If, in the judgment of the Association, a grievance affects a group of teachers, the Association may submit such grievance, in writing, to the superintendent directly and the processing of such grievance will commence at Step Two of Level II. The Association may process such a grievance through all steps of the grievance procedure even though the aggrieved person does not wish to do so.

\$ 36,800

STEP	BA	BA + 9	BA + 18	BA + 27	BA+36/MA	MA + 9	MA + 18	MA+ 27	MA+ 36
1	<u>1.00</u> \$ 36,800	<u>1.04</u> \$ 38,272	<u>1.08</u> \$ 39,744	<u>1.12</u> \$ 41,216	<u>1.16</u> \$ 42,688	<u>1.20</u> \$ 44,160	<u>1.24</u> \$ 45,632	<u>1.28</u> \$ 47,104	<u>1.32</u> \$ 48,576
2	<u>1.05</u> \$ 38,640	<u>1.09</u> \$ 40,112	<u>1.13</u> \$ 41,584	<u>1.17</u> \$ 43,056	<u>1.21</u> \$ 44,528	<u>1.25</u> \$ 46,000	<u>1.29</u> \$ 47,472	<u>1.33</u> \$ 48,944	<u>1.37</u> \$ 50,416
3	<u>1.10</u> \$ 40,480	<u>1.14</u> \$ 41,952	<u>1.18</u> \$ 43,424	<u>1.22</u> \$ 44,896	<u>1.26</u> \$ 46,368	<u>1.30</u> \$ 47,840	<u>1.34</u> \$ 49,312	<u>1.38</u> \$ 50,784	<u>1.42</u> \$ 52,256
4	<u>1.15</u> \$ 42,320	<u>1.19</u> \$ 43,792	<u>1.23</u> \$ 45,264	<u>1.27</u> \$ 46,736	<u>1.31</u> \$ 48,208	<u>1.35</u> \$ 49,680	<u>1.39</u> \$ 51,152	<u>1.43</u> \$ 52,624	<u>1.47</u> \$ 54,096
5	<u>1.20</u> \$ 44,160	<u>1.24</u> \$ 45,632	<u>1.28</u> \$ 47,104	<u>1.32</u> \$ 48,576	<u>1.36</u> \$ 50,048	<u>1.40</u> \$ 51,520	<u>1.44</u> \$ 52,992	<u>1.48</u> \$ 54,464	<u>1.52</u> \$ 55,936
6	<u>1.25</u> \$ 46,000	<u>1.29</u> \$ 47,472	<u>1.33</u> \$ 48,944	<u>1.37</u> \$ 50,416	<u>1.41</u> \$ 51,888	<u>1.45</u> \$ 53,360	<u>1.49</u> \$ 54,832	<u>1.53</u> \$ 56,304	<u>1.57</u> \$ 57,776
7	<u>1.30</u> \$ 47,840	<u>1.34</u> \$ 49,312	<u>1.38</u> \$ 50,784	<u>1.42</u> \$ 52,256	<u>1.46</u> \$ 53,728	<u>1.50</u> \$ 55,200	<u>1.54</u> \$ 56,672	<u>1.58</u> \$ 58,144	<u>1.62</u> \$ 59,616
8		<u>1.39</u> \$ 51,152	<u>1.43</u> \$ 52,624	<u>1.47</u> \$ 54,096	<u>1.51</u> \$ 55,568	<u>1.55</u> \$ 57,040	<u>1.59</u> \$ 58,512	<u>1.63</u> \$ 59,984	<u>1.67</u> \$ 61,456
9			<u>1.48</u> \$ 54,464	<u>1.52</u> \$ 55,936	<u>1.56</u> \$ 57,408	<u>1.60</u> \$ 58,880	<u>1.64</u> \$ 60,352	<u>1.68</u> \$ 61,824	<u>1.72</u> \$ 63,296
10			<u>1.53</u> \$ 56,304	<u>1.57</u> \$ 57,776	<u>1.61</u> \$ 59,248	<u>1.65</u> \$ 60,720	<u>1.69</u> \$ 62,192	<u>1.73</u> \$ 63,664	<u>1.77</u> \$ 65,136
11				<u>1.62</u> \$ 59,616	<u>1.66</u> \$ 61,088	<u>1.70</u> \$ 62,560	<u>1.74</u> \$ 64,032	<u>1.78</u> \$ 65,504	<u>1.82</u> \$ 66,976
12					<u>1.71</u> \$ 62,928	<u>1.75</u> \$ 64,400	<u>1.79</u> \$ 65,872	<u>1.83</u> \$ 67,344	<u>1.87</u> \$ 68,816
13					<u>1.76</u> \$ 64,768	<u>1.80</u> \$ 66,240	<u>1.84</u> \$ 67,712	<u>1.88</u> \$ 69,184	<u>1.92</u> \$ 70,656
14						<u>1.85</u> \$ 68,080	<u>1.89</u> \$ 69,552	<u>1.93</u> \$ 71,024	<u>1.97</u> \$ 72,496
15							<u>1.94</u> \$ 71,392	<u>1.98</u> \$ 72,864	<u>2.02</u> \$ 74,336
16								<u>2.03</u> \$ 74,704	<u>2.07</u> \$ 76,176

THE CENTRAL CITY ATHLETIC AND NON-ATHLETIC EXTRA-DUTY
2023-2024

Up to five years of experience in the same type of extra duty assignment will be granted when accepting an extra duty assignment, at the administrators' or board's discretion. If the Board of Education is requesting the change in extra duty assignments, movement within the system on the extra duty schedule should be compensated for the same amount of years of experience as the previous assignment he/she is leaving, even if that staff member has no experience in the new assignment. (For example: a movement from head varsity track to boy's golf would result in a cut in pay, but the same years of experience would travel across the schedule).

If a teacher requests a change in extra duty assignment that results in a lesser pay, the teacher will be expected to abide by the new pay rate, unless the board has indicated otherwise. Years of experience will be given to new staff and/or current staff for experience in the same activity or sport, including when moving up from a middle school extra duty assignment to a high school extra duty assignment, or at the administrators' or board's discretion.

**CENTRAL CITY PUBLIC SCHOOLS
ATHLETIC LISTING**

EXHIBIT B-1

CATEGORY I

Head Varsity Football	15.5 - 19.5
Head Varsity Volleyball	15.5 - 19.5
Head Varsity Basketball	15.5 - 19.5
Head Varsity Wrestling	15.5 - 19.5
Head Varsity Track	15.5 - 19.5
Head Varsity Softball	15.5 - 19.5
Head Varsity Baseball	15.5 - 19.5
Head Girls Wrestling	15.5 - 19.5

CATEGORY II

Weight Room Coordinator	9.75 - 13.75
Assistant Football	9.75 - 13.75
Assistant Volleyball	9.75 - 13.75
Assistant Basketball	9.75 - 13.75
Assistant Wrestling	9.75 - 13.75
Assistant Track	9.75 - 13.75
Assistant Softball	9.75 - 13.75
Assistant Baseball	9.75 - 13.75

CATEGORY III

Golf	9.25 - 13.25
Cross Country	9.25 - 13.25

CATEGORY IV

Head Middle School Coach	5.25 - 9.25
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CATEGORY V

Assistant Middle School Coaches	3.75 - 7.75
Extra Assistant, as justified by need	3.75 - 5

<u>ACTIVITIES</u>	<u>SPONSORS</u>	<u>PERCENT</u>
Academic Quiz Bowl - MS/HS	1	2-7%
Accompanist	1	3-8%
Accompanist for Musical	1	2%
School Improvement Committee Chairperson	1	4%
School Improvement Committee/Chairs	6-8	2%
Afterschool Program Coordinator		\$4800 year
Art Club	1	3%
Band - Instrumental Music Concert/Contests	1	6-14%
Band - Jazz Band	1	3-5%
Band - Pep Band	1	3-5%
Band - Summer Band	1	3-5%
CC Club Sponsor	1	2%
Class Sponsors - 9th & 10th	2	2%
Class Sponsor - 11th	2	4%
Class Sponsor - 12th	1	3%
Concession Sponsor	1	6%
Curriculum Chairperson	As Necessary	2%
Dance	1	6%
DECA	1	3%
Distance Learning Incentive		\$500 per Semester
Elementary Leadership		\$600 per Semester
Elementary SAT/MTSS Team	4	1%
Extra Sponsor, as justified by need		3%
FFA	1	8-14%
Guidance Ext. Day - MS	1	6%
Guidance Ext. Day - HS	1	6%
Homework Hour High School	1	12%
Homework Hour Middle School	1	6%
High School MTSS	8	0.5%
Middle School Team Leaders - MTSS	3	1%
NHS Sponsor	1	2%
One Act	1	5-10%
One Act - Assistant	1	3-5%
SAT/MTSS Coordinators (One Each Building)	3	2%
Science Club	1	3%
SkillsUSA	1	3%
Spanish Club Sponsor	1	3%
Speech	1	5-10%
Spirit Club	1	6-10%
Spirit Club - Assistant	1	3%
Student Broadcast Coordinator	1	2%
Student Council (HS)	1	3%
Teammates Coordinator	1	6%
Vocal Music - Concerts/Contest	1	4-8%
Vocal Music - Musical	1	5-10%
Vocal Music - Musical Assistant	1	3-5%
Vocal Music - Swing Choir	1	4-8%
TOTAL POSITIONS	57	

CENTRAL CITY PUBLIC SCHOOLS
STATEMENT OF ADDITIONAL PROVISION
2023-2024

- A. A teacher wishing to move horizontally on the salary schedule must meet the following criteria:
1. All hours beyond the B.A. must be graduate hours with the exception that undergraduate hours may be recognized for horizontal movement on the salary schedule if approved by the superintendent of schools. Approved undergraduate hours may not be applied beyond the BA+36 MA columns. All hours eligible for advancement on the salary schedule must have been received after the completion of the teacher's most recent degree.
 2. Additional courses must be in the teacher's teaching assignment area or be a part of an approved program working toward an advanced degree in education.
 3. Credits earned after the opening day of school will not be counted toward the salary schedule until the following contract year.
 4. A complete transcript of all college credits earned by a teacher shall be on file in the school's administrative office.
- B. In no case can a teacher move more than one-step vertically and one-step horizontally in a single year.
- C. When hired, teachers shall be credited with all previous accredited PK-12 teaching experience and placed on the current schedule and according to their degree level. All pre-existing hours that are allowed for schedule placement must be declared and verified at the time of initial employment or the hours will not thereafter be considered for salary schedule placement.
- D. The Board of Education reserves the right to designate any position as a special position and vary from the schedule as they deem expedient or as circumstances require, provided that in the opinion of the Board of Education such special position shall include duties and responsibilities commensurate with added compensation.
- E. A teacher must have the recommendation of the administrative staff before he or she can advance on the salary schedule. A teacher may be rehired without advancement on the salary schedule, and in no instance shall be held two consecutive years at the same level.
- F. All salaries shall be paid in twelve equal payments.
- G. Central City pre-school clinics or extra duties not specifically listed are considered a part of the contractual agreement and may be assigned to a given teacher.
- H. Teachers must have a current certificate registered in the Superintendent's office.
- I. Tax sheltered annuities may be made available to those teachers who wish to take advantage of opportunities made possible by the Internal Revenue Service, and such payments shall be deducted in the manner that other contributions are deducted from payroll.
- J. Salary payments for the vocational teachers such as agriculture teacher, which extend beyond the regular school year, will be paid 1/183rd of their index salary for each extended day employed.
- K. Teachers that sacrifice planning time to cover a class for another teacher's approved absence will be reimbursed at the rate of \$15.00 for each teacher's preparation period. No teacher will be paid for more than one (1) period on any given date.
- L. A teacher who is assigned a dual-credit course will be compensated by the following formula. If a teacher teaches a dual credit course in which 8 or more students take that course, they shall receive \$325 per credit hour, as defined by the college or university course. If a teacher teaches a dual credit course in which 7 or less students take that course, they shall receive \$275 per credit hour, as

defined by the college or university course. If the teacher receives any compensation directly from the college or university, that amount shall be subtracted from the above formula.

- M. Work outside the contracted days (approved professional development, curriculum work, or district supported initiatives) shall be paid at a stipend rate of \$115 per full day for teachers with four or less years of experience within the district and \$130 per full day for teachers with five or more years of teaching experience within the district.
- N. For teachers hired for the 2000-2001 school year or prior, any teacher having served the Central City Public Schools for 10 or more years shall receive severance pay for each day of accumulated, unused sick leave or personal leave at the rate of one-sixth (1/6) of his/her daily earnings, to be based on the amount of the last contract, and the number of service days on the contract. The school district will credit each qualifying employee with a maximum of 60 days if said employee has accumulated the maximum sick leave allowed by the school district.
- O. After being employed by Central City Public Schools for ten (10) continuous years, the teacher shall be considered vested in the program. Upon retiring from the District and meeting the current retirement qualifications for NPERS, each vested teacher will receive payment for up to sixty (60) unused PTO/Sick days in an amount of money equal to 40% of the current substitute teacher rate of pay per day at the time of retirement.
- P. Any other teacher who leaves the district, but does not qualify for the payment upon retirement in the preceding paragraph will be paid up to sixty (60) unused PTO days at \$10 per day.
- Q. This Agreement shall continue in full force and effect until a successor Agreement is adopted which is then retroactive to the beginning of that school year.

Dated at Central City, Nebraska, this 19th day of December 2022.

CENTRAL CITY EDUCATION ASSOCIATION

BY: Jody Gowers
CCEA PRESIDENT

SCHOOL DISTRICT OF CENTRAL CITY MERRICK COUNTY, NEBRASKA

BY: Lise A. Wagner
SCHOOL BOARD PRESIDENT