

Conestoga Public Schools
2014-2016 Negotiated Master Agreement

LEAVES

I. SICK LEAVE

Accumulative: At the beginning of each school year, each teacher, subject to his/her full-time equivalency (FTE) ratio, shall be credited with a 10-day sick leave allowance to be used for absences caused by illness or physical ability of the teacher or a member of the teacher's immediate family. The unused portion of such allowance shall accumulate from year to year up to 45 days. (For the purpose of this section, "immediate family" is defined as the teacher's spouse, child, parent, or other person living in the same home as the teacher. Exceptions may be made at the discretion of the superintendent.) The Board shall furnish, upon request, to each teacher, a statement setting forth the total of sick leave credit. Teachers who have accumulated 45 days of sick leave at the end of the school year can bank and carry those days forward to the next school year and start that year with 45 days plus (+) the additional credited 10-day sick leave allowance given (45+10=55 sick leave days). Each year, a teacher will not be able to carry forward no more than 45 days.

II. PERSONAL LEAVE

At the beginning of each school year, each teacher, subject to his/her full-time equivalency (FTE) ratio, shall be credited with two (2) days of paid personal leave. Notification to the teacher's principal or other immediate supervisor for personal leave shall be made at least (5) days before taking such leave (except in the case of emergencies). Up to two (2) personal days earned from previous years may be carried forward allowing a maximum of four (4) personal leave days per year.

Upon separation of employment (after a minimum ten (10) years of service with Conestoga), a teacher will receive payment of $\frac{1}{2}$ of the current year substitute teacher pay for unused sick and personal leave. This payment will include any unused accumulative days up to 50 days.

III. PROFESSIONAL LEAVE

Professional leave shall be granted at the discretion of the administration. Teachers should make requests for professional leave in writing, to their building principal.

IV. BEREAVEMENT LEAVE

Teachers shall be granted bereavement leave in case of death in the immediate family. In this case, immediate family shall include spouse, child, parent, grandparent, grandchild, mother or father-in-law, sister, brother, son-in-law, daughter-in-law, brother-in-law, sister-in-law. Normal leave shall be considered to be three (3) days.

Bereavement leave for an aunt or uncle shall be one day. In cases of extreme hardship, the Superintendent shall have the authority to grant additional days. Days used for bereavement leave for a death other than in the immediate family will either be deducted from accumulated personal leave or from the employee's salary.

V. EMERGENCY LEAVE

A teacher may be granted, with superintendent approval, three (3) days to be with a family member (defined in the bereavement leave) who is seriously ill and/or in the hospital. These days will be deducted from the accumulated personal leave. In extenuating circumstances requiring more than three (3) days or if the accumulated personal leave has been exhausted, additional leave may be granted.

VI. LEAVE OF ABSENCE

After a minimum of three years of service, an extended leave may be granted.

1. Requests for leaves of absence must be submitted in writing to the superintendent and will be acted upon by the Board of Education at its next regular meeting.
2. Leaves may be granted for up to one year. To continue leave beyond one year, the employee must reapply each year, by March 1.
3. During the leave of absence, employees will not receive salary.
4. During the leave of absence, the employee may obtain health insurance coverage through the district group program at their own expense.
5. When an employee wishes to return from leave, he/she shall report this intention in writing to the superintendent on or before March 1 of the year in which the leave is in effect. If no such notice is received on or before March 1, this will be considered a resignation. The school district shall not be responsible to remind an employee of this regulation.
6. An employee cannot be guaranteed that he/she will return to the position held prior to leave of absence. However, an effort will be made to place the employee in a comparable position upon returning to employment.
7. The employee that is granted a leave of absence will resume their previous placement upon the Salary Schedule.

INSURANCE

The school district will pay an amount not to exceed \$526.64 per month for single teachers or teachers electing to enroll in the group health insurance plan with single coverage. For married teachers, divorced, or single parent with child/children, electing to enroll with family coverage, the district will pay a monthly amount not to exceed \$1,485.02. In the event that the district employs a teacher and spouse, an amount not to exceed \$1,105.96 per month will be paid. Employee with Children rate will not exceed \$974.31. Single dental insurance, not to exceed \$24.18 per month will be paid by the district. The 2014-2015 insurance coverage is \$750.00. If the insurance carrier is changed, coverage shall be comparable.

The school district will provide a disability income protection plan for all certificated staff members employed at .5 FTE or greater at a rate not to exceed .0024 of employee's salary per month per employee.

CONTRACT DAYS

The number of contract days will not exceed 185 days, unless the teacher receives compensation in addition to that of the regular pay schedule.

ATHLETIC PASSES

Each teacher will receive a pass to all home athletic contests, which will admit the teacher, spouse, and children through 8th grade.

SUBSTITUTE TEACHERS

If the administration is unable to find a substitute teacher at a particular time, it may assign another regular teacher to the vacant position. The regular teacher so assigned will receive compensation of \$15.00 per class for the additional duties performed, if the assignment results in no planning period during the student day. Teachers so assigned shall receive pay for the extra duty only if they are not regularly assigned for the time they serve as a substitute.

GRIEVANCE

Any certificated staff member shall have the right to file grievances regarding the implementation, interpretation or application of the terms of this master contract. Such grievance action shall follow the procedure set forth in Policy 4013. A copy of Policy 4013 shall be given to the local association president each year and to new teachers.

PROFESSIONAL GROWTH

See attached Board Policy 4032.

PART TIME TEACHERS

Any teachers employed on less than a full-time basis shall be entitled to and receive all benefits provided full-time teachers on a pro-rated basis. Pro-rating leave for part-time teachers shall be based upon the number of contract days they serve the district.

USE OF SCHOOL DISTRICT COMMUNICATION SYSTEMS

The Association and each member of the certificated staff, subject to the Negotiated Agreement, as a benefit of employment, shall be allowed to make reasonable use of the School District's computer network and communication systems, including teacher's mailboxes, teacher bulletins, intercom, e-mail, telephones, etc.; provided,

however, use of communication systems incurring a special toll charge or additional expenditure of school funds shall not be used without prior administrative approval and reimbursement to the School District associated with such use. Use of the School District's communication systems shall not cause unnecessary interruption of school programs.

REOPENER CLAUSE

Negotiations may be reopened before the second year of the two-year agreement upon request of either side if any changes are made by the State Legislature dealing with teacher salary or state funding of public school districts. Additionally, if the health insurance premiums increase by more than 7%, negotiations may be reopened for the purpose of discussing the redistribution of the funds agreed to for the 2015-2016 school year.

INITIAL PLACEMENT ON THE SALARY SCHEDULE

Initial placement of a newly hired employee with no teaching experience shall be on Step 1 of the index schedule. For a newly hired employee with previous teaching experience in approved and/or accredited schools, the Board shall credit the employee with each year of previous full-time teaching experience, up to ten years. Base Salary for 2014- 2015 is \$32,700.00 and the base salary for 2015- 2016 is \$33,300.

DOCUMENT AUTHORIZATION

This agreement was made and entered into this 14th day of January 2014, between the Board of Education of the School District #56, Cass County, Nebraska, and the Conestoga Education Association.

Conestoga Education Association
Head Negotiator

Conestoga Board of Education
Chair of Negotiations

*Memorandum of Understanding 2006 is attached and considered part of this Negotiated Agreement.

**Teachers will move vertically and horizontally on the salary schedule and its limitations.

CATEGORY I 0-17% 1-18% 2-19% 3-20% 4-21%

Athletic Director



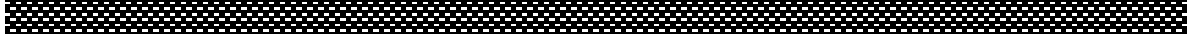
CATEGORY I 0-12% 1-13% 2-14% 3-15% 4-16%

- Head Football
- Head Volleyball
- Head Boys Basketball
- Head Girls Basketball
- Head Wrestling
- Head Boys & Girls Track
- Head Boys Soccer
- Head Girls Soccer
- Head Softball



CATEGORY II 0-8% 1-9% 2-10% 3-11% 4-12%

- Instrumental Music
- FFA Sponsor
- Vocal Music



CATEGORY III 0-7% 1-8% 2-9% 3-10% 4-11%

- Assistant Football
- Assistant Football
- Assistant Football
- Assistant Volleyball
- Assistant Softball
- Assistant Boys BB
- Assistant Girls BB
- Assistant Wrestling
- Assistant Track
- Assistant Track
- Assistant Track
- Assistant Track
- Assistant Girls Soccer
- Assistant Boys Soccer



CATEGORY IV 0-6% 1-7% 2-8% 3-9% 4-10%

- Cheerleading Sponsor
- Drill Team Sponsor



CATEGORY V 0-5% 1-6% 2-7%

- Head Jr Hi Football
- Head Jr Hi Volleyball
- Head Jr Hi Boys BB
- Head Jr Hi Girls BB
- Head Jr Hi Wrestling
- Play
- One Act Play
- Annual

FCCLA Eliminated 10-11
 FBLA
 HAL Sponsor Eliminated 11-12



CATEGORY VI 0-3% 1-4% 2-5%

Assistant Jr Hi Football
 Assistant Jr Hi Volleyball
 Assistant Jr Hi BBB
 Assistant Jr Hi GBB



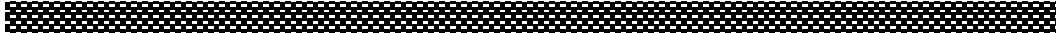
CATEGORY VII 0-3% 1-4%

11th Grade Sponsor
 11th Grade Sponsor
 10th Grade Sponsor
 K-6 Head Teacher
 7-12 Head Teacher
 Student Council
 Asst. Musical **None 10-11**
 Speech
 7-12 SCIP Team
 7-12 SCIP Team
 7-12 SCIP Team
 7-12 SCIP Team
 7-12 SCIP Team
 7-12 SCIP Team
 7-12 SCIP Team
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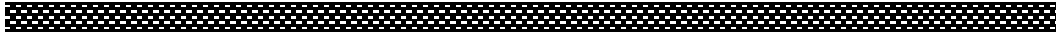
CATEGORY VIII 0-2% 1-3%

Alt School Head Tchr



CATEGORY IX 0-1% 1-2%

Honor Society
 12th Grade Sponsor
 QuizBowl



CATEGORY X 0-1%

Initial placement will be step 0.

All experience will be allowed from previous school when sponsoring the same activity.

Asst. Coach moving up to Head Coach will receive 1 years credit for every two years as assistant.

SCIP & SAP members will be place at Step 1. When training is completed movement will take place the next year.

