

**Conestoga Public Schools**  
**2024-2025**  
**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 ½ 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, aunt, uncle, niece or nephew. Normal leave shall be considered to be three (3) days. 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 be one day.

### **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<sup>st</sup>.
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<sup>st</sup> of the year in which the leave is in effect. If no such notice is received on or before March 1<sup>st</sup>, 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 district will pay the \$1050 deductible insurance plan for the teacher based on single, married, single with children, or married with children and single dental insurance. In the event the district employees a teacher and spouse the district will offer married or family dental insurance.

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 .0034 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 8<sup>th</sup> 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 \$30.00 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.

## **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 fifteen years. Base Salary for 2023-2024 is \$40,600.

## **DOCUMENT AUTHORIZATION**

This agreement was made and entered into this 12th day of December, 2023, between the Board of Education of the School District #56, Cass County, Nebraska, and the Conestoga Education Association.

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Conestoga Education Association  
Head Negotiator

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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.

\*\*\*For the 24-25 school year the MA+36 Column was added. Those individuals that were beyond MA+27 Step 15 in 23-24 will be grandfathered in to receive the additional 1% each year as provided by the previous salary schedule (Max 2.0 index).

## Conestoga Public Schools 2024-2025

Base = \$40,600.00

	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	MA + 18	MA + 27	MA + 36
1	1.00 \$40,600	1.04 \$42,224	1.08 \$43,848	1.12 \$45,472	1.16 \$47,096	1.20 \$48,720	1.24 \$50,344	1.28 \$51,968	1.32 \$53,592	
2	1.04 \$42,224	1.08 \$43,848	1.12 \$45,472	1.16 \$47,096	1.20 \$48,720	1.24 \$50,344	1.28 \$51,968	1.32 \$53,592	1.36 \$55,216	
3	1.08 \$43,848	1.12 \$45,472	1.16 \$47,096	1.20 \$48,720	1.24 \$50,344	1.28 \$51,968	1.32 \$53,592	1.36 \$55,216	1.40 \$56,840	
4	1.12 \$45,472	1.16 \$47,096	1.20 \$48,720	1.24 \$50,344	1.28 \$51,968	1.32 \$53,592	1.36 \$55,216	1.40 \$56,840	1.44 \$58,464	
5	1.16 \$47,096	1.20 \$48,720	1.24 \$50,344	1.28 \$51,968	1.32 \$53,592	1.36 \$55,216	1.40 \$56,840	1.44 \$58,464	1.48 \$60,088	
6	1.20 \$48,720	1.24 \$50,344	1.28 \$51,968	1.32 \$53,592	1.36 \$55,216	1.40 \$56,840	1.44 \$58,464	1.48 \$60,088	1.52 \$61,712	
7		1.28 \$51,968	1.32 \$53,592	1.36 \$55,216	1.40 \$56,840	1.44 \$58,464	1.48 \$60,088	1.52 \$61,712	1.56 \$63,336	
8		1.32 \$53,592	1.36 \$55,216	1.40 \$56,840	1.44 \$58,464	1.48 \$60,088	1.52 \$61,712	1.56 \$63,336	1.60 \$64,960	
9			1.40 \$56,840	1.44 \$58,464	1.48 \$60,088	1.52 \$61,712	1.56 \$63,336	1.60 \$64,960	1.64 \$66,584	
10			1.44 \$58,464	1.48 \$60,088	1.52 \$61,712	1.56 \$63,336	1.60 \$64,960	1.64 \$66,584	1.68 \$68,208	
11				1.52 \$61,712	1.56 \$63,336	1.60 \$64,960	1.64 \$66,584	1.68 \$68,208	1.72 \$69,832	
12				1.56 \$63,336	1.60 \$64,960	1.64 \$66,584	1.68 \$68,208	1.72 \$69,832	1.76 \$71,456	
13					1.64 \$66,584	1.68 \$68,208	1.72 \$69,832	1.76 \$71,456	1.80 \$73,080	
14						1.72 \$69,832	1.76 \$71,456	1.80 \$73,080	1.84 \$74,704	
15							1.80 \$73,080	1.84 \$74,704	1.88 \$76,328	

MA + 36 Column/Step 15 receives an additional 1% each  
year. Maximum 2.0 index.

# 2024-25 Activity Schedule

<b>Category I</b>	<b>HS Head Coach</b>		<b>12%</b> (\$4,872)	<b>13%</b> (\$5,278)	<b>14%</b> (\$5,684)	<b>15%</b> (\$6,090)	<b>16%</b> (\$6,496)
	<b>Fall</b>	Cross Country					
		Football					
		Volleyball					
		Softball					
	<b>Winter</b>	Boys Basketball					
		Girls Basketball					
		Wrestling					
		Girls Wrestling					
	<b>Spring</b>	Track					
		Boys Soccer					
		Girls Soccer					

<b>Category II</b>	<b>Sponsor</b>	<b>8%</b> (\$3,248)	<b>9%</b> (\$3,654)	<b>10%</b> (\$4,060)	<b>11%</b> (\$4,466)	<b>12%</b> (\$4,872)
	Instr. Music					
	Vocal Music					
	FFA					
	Concessions Mgr.					

<b>Category III</b>	<b>HS Assistant Coach</b>		<b>7%</b> (\$2,842)	<b>8%</b> (\$3,248)	<b>9%</b> (\$3,654)	<b>10%</b> (\$4,060)	<b>11%</b> (\$4,466)
	<b>Fall</b>	Football					
		Football					
		Football					
		Volleyball					
		Volleyball					
		Softball					
		B/G XC					
	<b>Winter</b>	JH Head Boys BB					
		Boys Basketball					
		Boys Basketball					
		Girls Basketball					
		Girls Basketball					
		Wrestling					
Wrestling							
Girls Wrestling							

Category III	HS Assistant Coach		7% (\$2,842)	8% (\$3,248)	9% (\$3,654)	10% (\$4,060)	11% (\$4,466)
	Spring	Track					
		Track					
		Track					
		Boys Soccer					
		Boys Soccer					
		Girls Soccer					
		Girls Soccer					

Cat IV	Sponsor	6% (\$2,436)	7% (\$2,842)	8% (\$3,248)	9% (\$3,654)	10% (\$4,060)
	Cheerleading					
	Drill Team					

Category V	JH Coach		5% (\$2,030)	6% (\$2,436)	7% (\$2,842)
	Fall	Head Football			
		Head Volleyball			
	Winter	Head Boys Bball			
		Head Girls Bball			
		Head Wrestling			
S	Head Track				
Category V	Sponsor		5% (\$2,030)	6% (\$2,436)	7% (\$2,842)
	Play				
	One Act Play				
	Yearbook				
	FBLA				
	Speech				
	Powerlifting				
	SkillsUSA				
	Social Media Director				

Category VI	JH Coach		3% (\$1,218)	4% (\$1,624)	5% (\$2,030)
	Fall	Asst Football			
		Asst Football			
		Asst Volleyball			
		Asst Volleyball			

Category VI	JH Coach		3% (\$1,218)	4% (\$1,624)	5% (\$2,030)
	Winter	Asst Boys Bball			
		Asst Boys Bball			
		Asst Girls Bball			
		Asst Girls Bball			
		Asst Wrestling			
	Spring	Asst Track			
		Asst Track			
		Asst Cheer			

Category VII	Sponsor		3% (\$1,218)	4% (\$1,624)
	11 <sup>th</sup> Grade			
	11 <sup>th</sup> Grade			
	10 <sup>th</sup> Grade			
	Head HS Teacher			
	Head ES Teacher			
	Student Council			
	Assistant Speech			
	Assistant One Act			
	SST		Inactive as of 2018-19 School Year	
	SST			
	SST			
	SAP			
	SAP			
	SAP			
SAP				
SAP				

Category IX	Category Sponsor		1% (\$406)	2% (\$812)
	NHS			
	12 <sup>th</sup> Grade			
	HS Quiz Bowl			
	JH Quiz Bowl			
	Mock Trial			
	Cyber Patriot			
	eSports			
	Teammates			