

NEGOTIATED AGREEMENT
2026-2027 School Year

Crete Education Association
and
Crete Public Schools Board of Education



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ARTICLE I - NEGOTIATED AGREEMENT

This agreement is made and entered into by and between the Crete Education Association and the Board of Education of the School District of Crete, District #2, of Saline County, Crete, Nebraska.

WHEREAS, representatives of the parties have conducted negotiations, and

WHEREAS, the parties have reached a mutually binding agreement which has been reduced to writing and signed by each party,

NOW, THEREFORE, the parties do hereby stipulate and agree that the following items have been agreed upon by the parties and shall be incorporated by reference as a part of all teachers' contracts signed for the 2026-2027 school year.

ARTICLE II - SALARY SCHEDULE

The base salary for a teacher with a bachelor's degree and no prior experience shall be forty thousand three-hundred and eighty-five dollars (\$40,385) for the 2026-2027 school year.

The vertical increment of the schedule shall be four and a half percent (4.5%), and the horizontal increment shall be four and a half percent (4.5%). The vertical steps and horizontal lanes of the schedule are shown in Appendix A.

Beginning with the 2002-2003 school year, the Board of Education will grant all previous experience toward initial placement on the salary schedule for experience as a full-time teacher in an accredited school.

Vertical advancement on the salary schedule shall be limited to one step per year. All teachers completing only one-half year in the Crete Schools will receive credit for one full year and be eligible to move to the next step on the salary schedule.

Annual horizontal movement shall not be limited to one column. To advance horizontally on the salary schedule, hours taken must be in graduate courses. To move horizontally past the MA column, graduate hours must be taken after completion of the master's degree. In cases where the teacher is required by the district to obtain an endorsement in another area, undergraduate courses taken beyond the Master's will be approved for horizontal advancement on the salary schedule.

A. DEADLINE FOR NOTIFICATION OF COURSEWORK

It is the teacher's responsibility to notify the superintendent's office in writing no later than June 15th, if he/she intends to move horizontally on the schedule for the first semester of the coming school year. If the teacher fails to notify the office of the superintendent by June 15th, he/she may not be advanced horizontally for the coming semester. Notification to the Superintendent shall be a signed letter or an email from the teacher's assigned school email account. No form existing within the school district shall substitute for this letter.

Horizontal advancement on the salary schedule may occur for the second half of the contract year provided that the teacher gives notice in writing to the superintendent by September 1 of his/her intent to advance on the salary schedule and provided that the teacher needs only an additional three (3) hours of credit to accomplish that move.

B. CURRICULUM WORK

Curriculum work will be compensated at the rate of \$27.00 per hour. Time worked for summer curriculum work shall be submitted no later than July 31, via a district approved submittal process.

C. SUMMER SCHOOL

Summer School with children shall be paid at an hourly rate of \$27.00 per hour.

ARTICLE III - EXTRA-STANDARD SCHEDULE

Compensation for extra-standard assignments shall be according to the extra-standard schedules, which are attached hereto as Appendices B, C, and D, and made part of this agreement.

All persons eligible to advance on the extra-standard schedule shall be advanced. Each person will advance one step if his or her evaluation remains satisfactory. When a sponsor/coach changes assignments within the same activity but moves into a higher category, he/she shall be placed at Step 1 (Years of Experience) of the new category. When the assignment change is a move to a lower numbered category, the sponsor/coach shall be given the years of experience accrued within the same activity.

A teacher who is assigned duties such as tasks at school-sponsored events after school hours shall be paid according to the schedule in Appendix E. An activity event is defined as an event, as shown in Appendix E.

ARTICLE IV - INSURANCE

A. HEALTH BENEFITS

The Board agrees to pay the premium for the EHA \$1200 deductible plan, including the EHA Dual Choice and Alternative Network Options for employees for the 2026-2027 school year, with no change of the insurance provider during the contract year. The board will pay \$\$29,695.80 for Employee, Spouse, and Children. For employees covering Employee and Spouse, the board will pay \$22,216.20. For employees covering Employee and Children, the board will pay \$19,618.44. The board will pay \$10,785.60 for single employees choosing employee-only coverage. For those teachers who teach part-time, the board will pay a pro-rata share of the premium based on the teacher's percentage of employment. The board will pay a family dental premium for married couples when both are employed by Crete Public Schools. Incorporated are Health and Dental Insurance Benefit Tables for the 2026-2027 school year.

NEBRASKA EDUCATORS HEALTH ALLIANCE – 2026-2027

Medical Coverage: Dual Option EHA Preferred \$1200 Ded. Plan/ \$3800 High Ded. Plan

EHA Alternate Network: \$0 Ded. Plan/ \$2500 High Ded. Plan

Dental Coverage: PPO 100% A, 75% B, 50% C Coverage

Benefit Option - \$1200 Ded. Plan/ \$0 Alt. Network	Medical Premium	Dental Premium	Monthly HSA Distribution	Total Monthly Cost	Annual Cost to District
Family Coverage + SD	\$ 2,441.86	\$ 32.79	\$ -	\$ 2,474.65	\$ 29,695.80
Employee & Spouse + SD	\$ 1,818.56	\$ 32.79	\$ -	\$ 1,851.35	\$ 22,216.20
Employee & Children + SD	\$ 1,602.08	\$ 32.79	\$ -	\$ 1,634.87	\$ 19,618.44
Employee + SD	\$ 866.01	\$ 32.79	\$ -	\$ 898.80	\$ 10,785.60
Teaching Spouses - With Children + Family Dental	\$ 2,441.86	\$ 92.45	\$ -	\$ 2,534.31	\$ 30,411.72
Benefit Option - \$3800 Ded. Plan/ \$2500 Alt. Network	Medical Premium	Dental Premium	Monthly HSA Distribution	Total Monthly Cost	Annual Cost to District
Family Coverage + SD HDHP/ HSA Distribution	\$ 2,095.88	\$ 32.79	\$ 345.98	\$ 2,474.65	\$ 29,695.80
Employee & Spouse + SD HDHP/HSA Distribution	\$ 1,560.91	\$ 32.79	\$ 257.65	\$ 1,851.35	\$ 22,216.20
Employee & Children + SD HDHP/HSA Distribution	\$ 1,375.09	\$ 32.79	\$ 226.99	\$ 1,634.87	\$ 19,618.44
Employee + SD HDHP/HSA Distribution	\$ 743.27	\$ 32.79	\$ 122.74	\$ 898.80	\$ 10,785.60
Teaching Spouses - With Children + Family Dental HDHP/HSA Distribution	\$ 2,095.88	\$ 92.45	\$ 345.98	\$ 2,534.31	\$ 30,411.72

B. LONG TERM DISABILITY INSURANCE

The board agrees to provide long-term disability insurance to cover each certified employee who is represented by the bargaining unit. The specifications for such insurance shall provide for sixty-six and two-thirds percent (66 2/3%) coverage with a maximum payment of Five Thousand Dollars (\$5,000) per month, a sixty (60) calendar day exclusion period, waiver of pre-existing conditions, waiver of evidence of insurability, survivorship benefits, benefits integrated with primary social security and retirement disability, and no restrictions on mental conditions. The premium will be paid to each certified employee and taxed.

ARTICLE V - 403(b) PLAN

The Board of Education will make a 403(b) plan available to teachers through payroll deduction.

ARTICLE VI - LEAVES

A. **SICK LEAVE**

A teacher shall be granted leave for personal illness, non-elective surgery or other condition resulting in disability in the following manner.

Number of Days: Beginning with the 2026–2027 school year and each school year thereafter, all employees covered by this Agreement, regardless of year of employment, shall be granted eight (8) days of sick leave per contract year, with each day consisting of seven and one-half (7.5) hours

Sick Leave Accumulation: Employees covered by this agreement hired prior to the 2026-2027 school year will have no limit to the number of sick leave days that may be accumulated and shall retain all previously earned sick leave days. Employees hired beginning with the 2026-2027 school year and each school year thereafter, shall be eligible to accumulate a maximum of seventy (70) sick leave days.

Employees covered by this agreement who have accumulated the maximum allowable seventy (70) sick leave days and ten (10) personal leave days shall not be granted additional days or compensation for any sick leave or personal leave days accrued in excess of these maximums.

Unused Sick Days. Teachers who have been employed with the Crete Public Schools for ten (10) consecutive years, shall receive Twenty-five Dollars (\$25) for each unused sick day up to thirty (30) days upon retirement or resignation from the District. This benefit cannot be used in conjunction with the voluntary separation program (policy 4195).

Reduction of Sick Leave Entitlement. Absence for a quarter hour or a fraction of a quarter hour shall result in the reduction of the teacher's sick leave entitlement by one-quarter hour for each quarter hour or fraction thereof. Authorized absences preceding or following the school's scheduled class periods shall not result in the reduction of the teacher's sick leave entitlement. Each day's absence for illness or disability-related reasons in excess of the teacher's accumulated sick leave shall result in the loss of a contract day's pay.

Use for Family Members and Dependent Children. Sick leave of as many as ten (10) days per year or up to 50% of accumulated sick leave, as determined at the beginning of the contract year, may be used for absence required to be with a hospitalized member of the immediate family or due to the illness of an immediate family member or for the care of a teacher's child age of 26 years or under who is confined at home due to a physician's orders or a handicapped child living at home and dependent upon the teacher regardless of age. Each day's absence for such reasons in excess of allowable leave shall result in the loss of a contract day's pay. Sick leave may be used for a teacher's or dependent child's doctor and dental appointment which cannot be scheduled before or after school hours.

Certification of Illness, Disability or Ability. Any teacher who is absent for five (5) continuous contract days may be required to certify his or her illness, disability or ability to perform teaching duties with a physician's statement which shall be filed with the central administrative office.

Immediate Family. For the purposes of the sick leave provision, immediate family shall mean the teacher's spouse, mother, father, child, or spouse's mother, father, or child.

Sick Leave Donation - During the school year any teacher may, at the teacher's discretion, donate not more than two (2) days, nor less than one-half (1/2) day of sick leave to another teacher who is in need and has exhausted all of his/her sick leave and personal leave due to an illness. The maximum total any one teacher can donate in a school year is two (2) days. The total of such donated sick leave to the teacher needing sick leave shall not exceed that total of the accumulated sick leave at the beginning of the school year (including those days for the current year.) The total available sick leave may not exceed an accumulated amount of 60 days (this includes both the teacher's sick days and donated days.) Donated sick leave must be submitted on school district request forms and filed in the superintendent's office no later than five (5) working days after that recipient has returned to work.

Donated sick leave shall be drawn in the order of the date received in the superintendent's office. A drawing shall be conducted to determine the order of usage if the donations are received on the same day and fit the criteria listed herein.

B. PERSONAL LEAVE

Four (4) days (7.5 hours per day) of personal leave per year without loss of pay shall be made available to each employee covered by this agreement for personal use. Personal leave shall be prorated for those employees covered by this agreement who work less than full-time. Personal leave can accrue up to 10 days before being converted to sick leave.

Employees covered by this agreement who have accumulated the maximum allowable seventy (70) sick leave days and ten (10) personal leave days shall not be granted additional days or compensation for any sick leave or personal leave days accrued in excess of these maximums.

A teacher taking personal leave shall make adequate preparation for the work to be performed by the substitute teacher. This obligation shall be cleared with the building principal in advance of the absence.

Personal Leave must meet all of the following requirements. Except in the case of an emergency, a teacher must submit a written request for personal leave at least three (3) working days prior to the teacher's intended day of absence. Leave requests shall be granted in the order they are submitted to the building principal; however, no more than nine (9) teachers total shall be granted personal leave on the same day and no more than five (5) in one building. In the event of school district emergencies, such as excessive absences due to illness, or when substitutes cannot be located, personal leave will be limited.

- Personal Leave may not be used during parent teacher conferences days
- Personal Leave may not be used during the first five (5) contracted days listed on the school calendar, the last three (3) contracted days of each semester and the first three (3) contracted days of second semester unless the following conditions are met:
 - I. If school is in session, the teacher must pay the full cost of the substitute teacher, or
 - II. If school is not in session, but the day requested is considered a teacher contract day, the teacher would be required to "make-up" the time absent at a date and time agreed upon by both the teacher and the building administrator.
- The exception is that staff may submit a request for Personal Leave to attend a child's or a grandchild's
 - I. Crete Public School sponsored activity
 - II. NSAA State Tournament

Leave Without Pay. Leave without pay may be granted for reasons other than those stated above at the sole discretion of the Superintendent or his/her designee. All personal leave must be exhausted before leave without pay can be requested. The superintendent or his/her designee shall not unreasonably deny unpaid leave requests. If a leave request is believed to have been unreasonably denied, the requestor may request a review with the CEA President and the superintendent.

The first authorized day of leave without pay used within the contract year will be deducted at a rate of 1/186 of the teacher's current index salary. Additional authorized leave without pay will be deducted at a daily rate of 1/186 of salary and 1/186 of health insurance premiums. Nothing in this agreement shall be construed to waive any rights or obligations under the Family Medical Leave Act of 1993. Except in the case of an emergency, the unpaid leave request must be submitted in the District approved leave system. An email must also be sent to the Chief of Staff, notifying him/her that a request for unpaid leave has been submitted. Approval must be granted at least three days before the date of the requested leave without pay. For unpaid leave requests of less than half of a school day, a minimum of one-half unpaid day will be required. All leave without pay will follow all personal leave requirements listed above.

Unused Personal Leave. Personal leave can accrue up to 10 days before being converted to sick leave. Teachers who have been employed with the Crete Public Schools for ten (10) consecutive years shall receive Twenty-five Dollars (\$25) for each unused personal day up to ten (10) days upon retirement or resignation from the district. This benefit cannot be used in conjunction with the voluntary separation program (policy 4195).

C. *EXCHANGE OF SICK LEAVE FOR PERSONAL LEAVE*

A qualifying teacher has the option to exchange two accrued sick leave days in order to gain one additional day of personal leave. To qualify for an exchange, the teacher:

1. Must have been employed by the district for at least 5 consecutive years.
2. Must have depleted all of their current personal leave days.
3. Must agree that the additional personal leave day remains subject to existing requirements, within the current contract, for use of personal leave.
4. May only make one such exchange for the existing contract year.

D. *PROFESSIONAL LEAVE*

Teachers and other employees are encouraged to participate in professional and educational organizations. As members of such groups, they are expected to assume their responsibilities insofar as regional, state and national meetings are concerned. The superintendent may arrange for a reasonable period of absence, with or without expenses paid, so that a staff member may meet his or her professional obligations. The superintendent shall establish the criteria needed in order for teachers to be eligible to use this leave. High School head coaches or sponsors of activities will be allotted two (2) days of professional development per NSAA activity they coach or sponsor. Assistant coaches (9th grade included) or sponsors will be allotted one (1) day. These days may be used to attend the NSAA state tournament, conferences, or clinics directly related to their activity.

E. *BEREAVEMENT LEAVE*

A teacher may be granted as many as three (3) days of leave per year because of bereavement. A teacher may be granted up to five (5) days of bereavement leave due to the death of their spouse or child, of which they are the legal guardian, or current step-child. If additional bereavement/funeral leave is requested, a maximum of two additional days may be taken by deducting from the individual's sick leave bank. Any teacher who receives a payment for his or her participation in a funeral shall not be entitled to bereavement leave with full or partial pay.

Approval of Leave. All employees who are granted bereavement leave shall file appropriate forms through their principal to the office of the superintendent in advance of the leave whenever possible and immediately upon returning in other cases.

Reduction of Bereavement Leave Entitlement. Absence for a quarter hour or a fraction of a quarter hour shall result in the reduction of the teacher's bereavement leave entitlement by one-quarter hour for each quarter hour or fraction thereof. Authorized absences preceding or following scheduled class periods shall not result in the reduction of the teacher's bereavement leave entitlement. Each day's absence for bereavement purposes in excess of three (3) days or five (5) days for a spouse or child, of which they are the legal guardian in one year may result in the loss of a contract day's pay.

F. *GRANDPARENTS LEAVE*

One day of sick leave may be used by any teacher who wishes to take leave five (5) contract days before or after the birth of a grandchild. Any additional days must be personal leave or leave without pay.

G. MILITARY LEAVE

Any teacher that is a member of the armed forces is entitled to all benefits specified by law. Any teacher who is ordered to report to duty regardless of the length of the orders is required to submit the orders to the superintendent prior to any absence.

ARTICLE VII - SUBSTITUTE TEACHING

Teachers who are asked to substitute for their colleagues may decline to do so without repercussions if the assignment is during their scheduled personal planning. Teachers who perform substituting duties and other non-contract teaching with children shall be paid at an hourly rate of Thirty Dollars (\$30.00).

ARTICLE VIII - GRIEVANCES

Grievances shall be filed and processed according to the procedure outlined in Appendix F.

ARTICLE IX - CONTRACTS

A. CONTRACT YEAR

The contract year will be one hundred eighty-six (186) contract days for the 2026-2027 school year.

B. RETURN OF CONTRACTS

Teachers shall have fifteen (15) days from the date of issuance to sign and return contracts of employment. The superintendent may extend that deadline to accommodate extenuating circumstances.

ARTICLE X - DURATION

The duration of this agreement shall be the school year of 2026-2027. The school year shall be defined as the period of time from the commencement of school in August to the day preceding the commencement of school in August of the following year.

ARTICLE XI - COMMITTEE ON INTERIM STUDIES

The board and association shall establish a Committee on Interim Studies to discuss mandatory subjects of negotiations which were not resolved during negotiations for the contract year. The committee shall be composed of six persons, three of whom have been appointed by the board or administration, and three of who have been appointed by the association. The board and administration and the association may change their respective committee members in order to bring the greatest expertise to bear on the topic being discussed. Upon reaching agreement, the committee may make recommendations to the board and association for consideration in the negotiations for the following contract year by September. The committee shall meet monthly, beginning in September, to carry out its duties. However, by agreement of association and board and administration representatives, meetings of the committee may be rescheduled and may be discontinued when they determine that further meetings would not be necessary.

ARTICLE XII - NONDISCRIMINATION

The Board and Association shall not discriminate against any employee or applicant who is to be employed for the performance of the Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, age, or national origin.

ARTICLE XIII - SAFETY COMMITTEE

The Parties agree to develop collaboratively a Workplace Safety Committee process to improve security procedures, expand training opportunities for all staff, and engage in problem solving to improve workplace safety. The Association shall select two representatives each year to serve on the Committee. The Board shall select two representatives to serve each year on the Committee. The Superintendent shall also serve on the Committee. The Committee will meet on an as-needed basis, and shall endeavor to promptly address staff concerns.

ARTICLE XIV - CONTINUATION AGREEMENT

This Agreement shall be effective as of the beginning of the 2026-2027 school year and shall continue in effect until or unless a subsequent agreement is agreed to and executed by both Parties. Nothing in this Agreement shall prevent both Parties from negotiating any items within this Agreement during the term of this Agreement, so long as both Parties agree to reopen negotiations on that specific item. However, absent such mutual agreement to negotiate any specific issue contained herein, this Agreement will continue until replaced by a successor agreement or as amended by a final order of the Commission of Industrial Relations.

ARTICLE XV - AGREEMENT

This agreement sets forth the entire intent and understanding of the parties hereto.

Either party to this agreement may request discussion concerning any part of this agreement which may be in conflict with statute or concerning any oversight. Both parties may mutually agree to open the part of the agreement needed for discussion and may mutually agree to correct it with a memorandum of understanding signed by the chief negotiator of both parties.

Dated this 12th day of January 2026

President, Crete Board of Education

President, Crete Education Association

Secretary, Crete Board of Education

Chief Negotiator, Crete Education Association

APPENDIX A
2026-2027 Salary Schedule

Years Exp.	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	1.000	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360
	40,385.00	42,202.33	44,019.65	45,836.98	47,654.30	49,471.63	51,288.95	53,106.28	54,923.60
2	1.045	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405
	42,202.33	44,019.65	45,836.98	47,654.30	49,471.63	51,288.95	53,106.28	54,923.60	56,740.93
3	1.090	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450
	44,019.65	45,836.98	47,654.30	49,471.63	51,288.95	53,106.28	54,923.60	56,740.93	58,558.25
4	1.135	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495
	45,836.98	47,654.30	49,471.63	51,288.95	53,106.28	54,923.60	56,740.93	58,558.25	60,375.58
5	1.180	1.225	1.270	1.315	1.360	1.405	1.450	1.495	1.540
	47,654.30	49,471.63	51,288.95	53,106.28	54,923.60	56,740.93	58,558.25	60,375.58	62,192.90
6	1.225	1.270	1.315	1.360	1.405	1.450	1.495	1.540	1.585
	49,471.63	51,288.95	53,106.28	54,923.60	56,740.93	58,558.25	60,375.58	62,192.90	64,010.23
7		1.315	1.360	1.405	1.450	1.495	1.540	1.585	1.630
		53,106.28	54,923.60	56,740.93	58,558.25	60,375.58	62,192.90	64,010.23	65,827.55
8			1.405	1.450	1.495	1.540	1.585	1.630	1.675
			56,740.93	58,558.25	60,375.58	62,192.90	64,010.23	65,827.55	67,644.88
9			1.450	1.495	1.540	1.585	1.630	1.675	1.720
			58,558.25	60,375.58	62,192.90	64,010.23	65,827.55	67,644.88	69,462.20
10				1.540	1.585	1.630	1.675	1.720	1.765
				62,192.90	64,010.23	65,827.55	67,644.88	69,462.20	71,279.53
11					1.630	1.675	1.720	1.765	1.810
					65,827.55	67,644.88	69,462.20	71,279.53	73,096.85
12					1.675	1.720	1.765	1.810	1.855
					67,644.88	69,462.20	71,279.53	73,096.85	74,914.18
13						1.765	1.810	1.855	1.900
						71,279.53	73,096.85	74,914.18	76,731.50
14							1.900	1.945	
							76,731.50	78,548.83	
15									1.990
									80,366.15

**APPENDIX B
HIGH SCHOOL EXTRA-STANDARD BY CATEGORY**

<p>CATEGORY I Assistant Unified Bowling Freshman and Sophomore Class Sponsor Junior and Senior Class Sponsor Quiz Bowl Robotics Student Athletic Leadership Council World Language Club NSAA Required Statistician</p> <p>CATEGORY II Assistant Sr. High Student Council Future Scientist of America (FSA) Head Unified Bowling High School Assistant Drama High School Yearbook National Honor Society</p> <p>CATEGORY III Assistant Cheerleading Assistant Cross Country Assistant Boys Golf Assistant Girls Golf High School Assistant Musical Director Assistant Boys Tennis Assistant Girls Tennis Assistant Speech Grass Roots Leadership Development Program (GLDP) /MCU Sr. High Student Council</p> <p>CATEGORY IV Assistant Baseball Assistant Instrumental Music Director Assistant Softball Assistant Track CHS Vocal Music Family, Career, and Community Leaders of America (FCCLA) Future Business Leaders of America (FBLA) HOSA National FFA Organization Play Production SkillsUSA Sponsor</p> <p>CATEGORY V Assistant Boys Basketball Assistant Girls Basketball Assistant Football</p>	<p>CATEGORY V (Continued) Assistant Boys Soccer Assistant Girls Soccer Assistant Volleyball Assistant Boys Wrestling Assistant Girls Wrestling CHS Speech Head Cross Country Head Boys Golf Head Girls Golf Head Boys Tennis Head Girls Tennis Musical Director</p> <p>CATEGORY VI CHS Instrumental Music Head Baseball Head Softball Head Boys Track Head Girls Track</p> <p>CATEGORY VII Concessions Coordinator Game Day Production Head Boys Basketball Head Girls Basketball Head Cheerleading Head Football Head Boys Soccer Head Girls Soccer Head Volleyball Head Boys Wrestling Head Girls Wrestling Strength & Conditioning Coach STRIV/Streaming Coordinator</p> <p>\$6500 will be allocated for summer weightlifting supervision to be distributed to coaches at a rate of \$15.00 per hour. The activities director will be responsible for the assignments and distribution of the 433 hours.</p> <p>Grandfather Clause Coaches and sponsors will remain at their current category/step if their current position is scheduled to move to a lesser category (e.g. from category V to III). If a position is moving up a category (e.g. IV to V) the coach/sponsor will be moved. All other adjustments will be made through attrition. Positions being eliminated/combined will be effective at the beginning of the 2024-2025 school year.</p>
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APPENDIX C

EXTRA DUTY SALARY SCHEDULE

2026-2027

BASE \$ 40,385.00

Years Exp.	I	II	III	IV	V	VI	VII
1	2.70%	5.40%	8.10%	9.90%	11.70%	13.50%	15.30%
	1,090.40	2,180.79	3,271.19	3,998.12	4,725.05	5,451.98	6,178.91
2	3.15%	5.85%	9.00%	10.80%	12.60%	14.40%	16.20%
	1,272.13	2,362.52	3,634.65	4,361.58	5,088.51	5,815.44	6,542.37
3	3.60%	6.30%	9.90%	11.70%	13.50%	15.30%	17.10%
	1,453.86	2,544.26	3,998.12	4,725.05	5,451.98	6,178.91	6,905.84

Beginning with the 2022-2023 school year, any coach or activity sponsor listed on the high school extra-standard categories document, with five years of continuous service in the same position is eligible for longevity pay. Longevity pay is as follows:

Category	I	II	III	IV	V	VI	VII
	0.30%	0.30%	0.40%	0.50%	0.75%	1.00%	1.00%
	121.16	121.16	161.54	201.93	302.89	403.85	403.85

Longevity pay is granted at the end of every five years of continuous service in the same position (5, 10, 15, 20, etc.).

APPENDIX D

K-8 EXTRA DUTY SALARY SCHEDULE

2026-2027

BASE \$ 40,385.00

Years Exp.	I	II	III	IV
		2.70%	3.60%	4.05%
1	1,090.40	1,453.86	1,635.59	2,544.26
	3.15%	4.05%	4.50%	6.75%
2	1,272.13	1,635.59	1,817.33	2,725.99
	3.60%	4.50%	4.95%	7.20%
3	1,453.86	1,817.33	1,999.06	2,907.72

K-8 EXTRA DUTY CATEGORIES

Category I

K-5 Student Council
Quiz Bowl

Category II

K-2 Vocal Music
3-5 Vocal Music
6-8 Student Council
Strength & Conditioning

Category III

MS Asst. Boys Basketball
MS Asst. Girls Basketball
MS Asst. Boys Soccer
MS Asst. Girls Soccer
MS Asst. Boys Track
MS Asst. Girls Track

MS Asst. Cross Country

Category III (cont.)

MS Asst. Football
MS Asst. Volleyball
MS Asst. Wrestling
6-8 Vocal / Musical

Category IV

MS Head Boys Basketball
MS Head Girls Basketball
MS Head Boys Soccer
MS Head Girls Soccer
MS Head Boys Track
MS Head Girls Track
MS Head Cross Country
MS Head Football
MS Head Volleyball
MS Head Boys Wrestling
MS Head Girls Wrestling

APPENDIX E TASKS QUALIFYING FOR EXTRA PAY

Below is a list of tasks/activities that qualify for extra pay.

Gates - \$15 per hour.

Ticket Sales

Gate Supervision

Parking Attendant

Dance Supervision

Skill Level 1 – Nebraska Minimum Wage x 115% (\$17.25 per hour).

MS level sports:

Basketball – Book, Scoreboard

Football – Scoreboard, Clock (for all games at Papik field)

Volleyball – Book, Scoreboard

Skill Level 2 – Nebraska Minimum Wage x 130% (\$19.50 per hour).

9/JV/Varsity level sports

Basketball – Book, Scoreboard, Clock, Announce

Football – Scoreboard, Clock, Announce, Video Board

Volleyball – Book, Scoreboard, Announce, Libero

Softball - Scoreboard, Announce

Baseball - Scoreboard, Announce (often same person does both)

Soccer - Scoreboard, Announce

Other:

All employees working Gates, Skill Level 1, and Skill Level 2 positions must clock in and out via the District approved time management system.

Track/Wrestling: Many of the workers needed for track/wrestling are supplied by the teams competing. If additional workers are needed, payment would be determined by the A.D. while taking into account the level of competition and the categories listed above.

Tennis/Golf/Cross Country: Workers are rarely needed for these activities. The A.D. would determine payment according to the skills needed and the schedule above.

**APPENDIX F
GRIEVANCE PROCEDURE**

A. Definition of Terms.

1. Grievance - a claim of a violation, misinterpretation or misapplication of the negotiated agreement or board policy affecting the terms and conditions of employment.
2. Grievant - any teacher, group of teacher, or the association filing the grievance.
3. Party in Interest - person or persons filing the grievance, and any person who might be required to take action, or against whom action might be taken, in order to resolve the grievance.
4. Days - references to days in this procedure shall be to calendar days with the exception that the eight-day period of December 25 through January 1 shall not be counted in determining time limits under this procedure. If the last day of a time limit falls on a Saturday, Sunday or legal holiday, the time limit shall be extended to the following Monday. The reference to calendar in this section is to the Gregorian calendar, not the school calendar.

B. Procedures.

A. Level I. (Informal)

- a. A teacher who has a grievance must first discuss the matter with his or her, principal, assistant principal, or immediate supervisor to whom he or she is directly responsible in an effort to resolve the problem.
- b. Grievants may be assisted by representatives of their choice in an effort to resolve the problem informally with the principal, or other appropriate administrators, or supervisors.

B. Level II. (Formal).

1. STEP ONE

- a. If an aggrieved person is not satisfied with the disposition of his or her problem, or if no decision has been rendered after seven days through the informal procedure, he or she may submit the claim as a formal grievance, in writing, to the appropriate principal and retain a copy. (Form A)
- b. The principal shall, within ten days, render a decision and reasons therefore in writing to the aggrieved person. (Form B)
- c. A teacher who is not directly responsible to a building principal may submit a form grievance claim to the administrator to whom he or she is directly responsible. Said administrator shall carry out the afore-mentioned responsibilities.

2. STEP TWO

- a. Within seven days after receiving the administrator's decision in Step 1, the grievant may file written appeal with the superintendent of schools.
- b. Within fifteen days after receipt of the written appeal for a meeting, the superintendent shall meet with the grievant. The superintendent shall, within ten days of the meeting, render a decision and reasons therefore, in writing, to the grievant, with a copy to the Association. (Form C)

3. STEP THREE

- a. If the grievant is not satisfied with the disposition of his or her grievance at Step Two, or if no decision has been rendered within ten days after the meeting, the grievant may appeal to the Board Education.
- b. Within thirty-five days after receiving the written appeal, the Board of Education, or a committee thereof, shall meet with the aggrieved person and with the representatives of the Association for the purpose of resolving the grievance. The decision of the Board of Education shall be rendered, in writing, within fifteen days. (Form D)

C. Right of Teachers to Representation.

Any party in interest may be represented at all stages of the grievance procedure by himself or herself or by a representative of his or her own choosing.

D. Other Considerations.

1. Decisions rendered at LEVEL II, STEP ONE THROUGH THREE, of the grievance procedure, will be in writing, setting forth the decision and the reasons therefore and will be transmitted promptly to all parties in interest.
2. If the written grievance is not filed within sixty (60 days) after the teacher knew or should have known, of the act or condition on which the grievance is based, then the grievance shall be waived.
3. A grievance may be withdrawn by the grievant at any level without prejudice.

E. Advanced Step Filing.

The grievance may be initiated at the level of the decision giving rise to the grievance.