

Board of Education Special Meeting
Friday, April 26, 2024 3:00 PM

Bertrand Community School Media Center
503 School Street
Bertrand, NE 68927

Agenda

1. Call Special Meeting to Order
 - 1.1. Public Meeting Announcement
 - 1.2. Open Meetings Act posted on South wall of Media Center
 - 1.3. Board Member Attendance, Roll Call/Sign Acknowledgment of Receipt Notice
 - 1.4. Consent Agenda
 - 1.4.1. Consider Minutes of Previous Meeting(s) and Their Approval (Appendix A)
2. Discussion/Action Items
 - 2.1. Review, discuss, and take all necessary action in approving the interim principal contract for Mr. Steve Bristol.
 - 2.2. Review, discuss, and take all necessary action in approving a roofing bid from Springer Roofing.
 - 2.3. Review, discuss, and take all necessary action on amending the 2023-2024 negotiated agreement for certificated staff.
 - 2.4. Review, discuss, and take all necessary action on amending the 2024-2025 negotiated agreement for certificated staff.
3. Executive Session
 - 3.1. For discussion of negotiations about the 2023-24 & 2024-2025 negotiated agreement for the certificated staff at Bertrand Community School.
4. Adjourn

Ross Boggs: Present
Mike Dannehl: Absent
Chris Davison: Present
Christy Pelton: Present
Brent Samuelson: Present
Jonathan Sand: Present

Present: 5, Absent: 1.

Also, present Jason Brown, Aaron McCoy, Craig Newcomb, and Steph Edgren

1. Call to Order/Opening the Meeting

1.1. Public Meeting Announcement

1.2. Open Meetings Act posted on South wall of Media Center

1.3. Board Member Attendance Roll Call/Sign Acknowledgment of Receipt Notice

A motion to excuse Mike Dannehl from the April 8th Regular Board Meeting, passed with a motion by Jonathan Sand and a second by Christy Pelton.

Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

1.4. Consent Agenda

Motion to approve consent agenda, passed with a motion by Ross Boggs and a second by Christy Pelton.

Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

1.4.1. Consider Minutes of Previous Meeting(s) and Their Approval (Appendix A)

1.4.2. Consider Current Bills and Their Approval (Appendix B)

1.4.3. Consider Financial Statements/Treasurer's Report (appendix C)

1.5. Community Input – None

2. Discussion/Action Items

2.1. Administrator Reports

2.2. Principal, Aaron McCoy, reported on attendance, state testing, and notable dates.

2.3. Athletic Director, Craig Newcomb, reported on basketball all-conference selections, the cross-country coop, and activity participation.

2.4. Superintendent, Jason Brown, reported on the transitional certification program for Anna Gardine, Perkins grant that was received, completed boiler inspections, the April 12th in-service and track meet, Title 1 night, and graduation.

2.5. Review, discuss, and take all necessary action in approving the resignation of Mrs. Kelsey Cole.

A motion to approve the resignation of Mrs. Kelsey Cole and thank her for her service to Bertrand Community School, passed with a motion by Christy Pelton and a second by Chris Davison.

Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea,

Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.6. Review, discuss, and take all necessary action in approving the resignation of Mrs. Abigail Brown. A motion to approve the resignation of Mrs. Abigail Brown and thank her for her service to Bertrand Community School, passed with a motion by Jonathan Sand and a second by Ross Boggs.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.7. Review, discuss, and take all necessary action in approving the resignation of Mrs. Karma Hickey. A motion to approve the resignation of Mrs. Karma Hickey from Bertrand Community School and thank her for her service and best wishes on retirement, passed with a motion by Chris Davison and a second by Christy Pelton.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.8. Review, discuss, and take all necessary action in approving the resignation of Mrs. Lisa Mason. A motion to approve the resignation of Mrs. Lisa Mason and thank her for her service to Bertrand Community School and best wishes on retirement, passed with a motion by Ross Boggs and a second by Jonathan Sand.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.9. Review, discuss, and take all necessary action in approving a certified contract for Ms. Abigail Meinke for the 2024-25 school year second-grade position.
A motion to approve the certified teaching contract for Ms. Abigail Meinke for second grade for 2024-2025 at Bertrand Community School, passed with a motion by Jonathan Sand and a second by Chris Davison.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.10. Review, discuss, and take all necessary action in approving a certified contract for Ms. Cassidy Ryan for the 2024-205 school year middle school position.
A motion to approve the certified teaching contract for Ms. Cassidy Ryan for the middle school teaching position for 2024-2025 at Bertrand Community School, passed with a motion by Ross Boggs and a second by Christy Pelton.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.11. Review, discuss, and take all necessary action in approving a certified contract for Mrs. Ali Vacura for the 2024-25 school year Title I position.
A motion to approve the certified teaching contract for Mrs. Ali Vacura for Title I for 2024-2025 at Bertrand Community School, passed with a motion by Christy Pelton and a second by Chris Davison.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.12. Review, discuss, and take all necessary action in approving classified wages for the 2024-2025 school year.
A motion to approve the total package increase for the classified staff of 4.3%, passed with a motion by Jonathan Sand and a second by Ross Boggs.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea,

Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.13. Review, discuss, and take all necessary action in approving a flooring bid for summer 2024.
A motion to approve the flooring bid from Midwest Flooring in the amount of \$16,491.00, passed with a motion by Ross Boggs and a second by Jonathan Sand.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea,
Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.14. Review, discuss, and take all necessary action on the asbestos abatement quotes.
A motion to approve the bid from Bockman Inc. for \$11,110.00 for asbestos abatement, passed with a motion by Jonathan Sand and a second by Chris Davison.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea,
Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.15. Review, discuss, and take all necessary action in approving a roofing bid.
A motion to approve a roofing bid from Springer Roofing in the amount of \$45,820.00 to be completed in the summer of 2024 at Bertrand Community School, passed with a motion by Christy Pelton and a second by Jonathan Sand.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea,
Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.16. Review, discuss, and take all necessary action in approving a bid ELA curriculum for junior high and high school.
A motion to approve the bid for ELA curriculum for 7-12th grade from SAVVAS for \$45,841.30, passed with a motion by Jonathan Sand and a second by Ross Boggs.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea,
Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.17. Review, discuss, and take all necessary action in approving the science curriculum for 4th-8th grade.
A motion to approve the 4th-8th science curriculum from Houghton Mifflin Harcourt for \$25,511.34, passed with a motion by Ross Boggs and a second by Chris Davison.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea,
Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.18. Review, discuss, and take all necessary action in approving a bid from Apple Education for technology equipment.
A motion to approve the bid from Apple Education for \$29,439.00 for iPads and Macbooks, passed with a motion by Christy Pelton and a second by Ross Boggs.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea,
Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

2.19. Review, discuss, and take all necessary action in approving the contract for Mrs. Nicole LeClaire for superintendent at Bertrand Community School.
A motion to approve the contract for Mrs. Nicole LeClaire as superintendent at Bertrand Community School, passed with a motion by Jonathan Sand and a second by Ross Boggs.
Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea,
Jonathan Sand: Yea
Yea: 5, Nay: 0, Absent: 1

3. Executive Session

A motion to enter executive session at 7:45 pm for the discussion of negotiations of the negotiated agreement for certificated staff for Bertrand Community School, passed with a motion by Jonathan Sand and a second by Ross Boggs.

Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

3.1. For discussion of negotiations about the 2023-24 negotiated agreement for the certificated staff at Bertrand Community School.

Motion to exit executive session and return to regular session at 8:17 pm, passed with a motion by Chris Davison and a second by Ross Boggs.

Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

4. Adjourn

Motion to adjourn the April 8th Regular Board of Education Meeting at 8:18 pm and set the next regular board of education meeting for May 13th at 7:00 pm, passed with a motion by Christy Pelton and a second by Jonathan Sand.

Mike Dannehl: Absent, Ross Boggs: Yea, Chris Davison: Yea, Christy Pelton: Yea, Brent Samuelson: Yea, Jonathan Sand: Yea

Yea: 5, Nay: 0, Absent: 1

**INTERIM PRINCIPAL'S CONTRACT OF EMPLOYMENT
BERTRAND COMMUNITY SCHOOL**

THIS CONTRACT is made by and between the **Board of Education of Bertrand Community School**, legally known as **Phelps County School District 69-0054**, and referred to as "the Board" and "the District" respectively, and **Steve Bristol**, referred to herein as "the Principal", and cumulatively referred to as the "Parties." In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Principal on an interim basis, and the Principal agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Principal shall be employed on an interim basis for one year, from August 1, 2024 through July 31, 2025. The Principal shall perform duties on all working days. The Principal shall render at least 210 working days of service in the performance of his duties as Principal. "Working days" typically will not include Saturdays, Sundays, and legal holidays, but it shall include all days on which the Principal actually and necessarily completes his contractual duties, even if those are weekend days or holidays. The Principal shall keep complete and accurate records of his working days and shall provide the Superintendent with a report of his accumulated working days at least quarterly.

Section 2. Renewal of Contract and Waiver. IT IS A MATERIAL PROVISION OF THIS CONTRACT THAT IT IS FOR A LIMITED PERIOD OF TIME AND SHALL NOT BE SUBJECT TO THE RENEWAL OR NONRENEWAL PROVISIONS OF NEB. REV. STAT. §§ 79-824 TO 79-839 OR §§ 79-846 TO 79-849. IN EXCHANGE FOR \$1 OF THE SALARY LISTED BELOW AND OTHER VALUABLE CONSIDERATION, THE INTERIM PRINCIPAL AGREES TO ACCEPT EMPLOYMENT ON THIS BASIS AND HEREBY RESIGNS AS A PRINCIPAL AS OF THE EXPIRATION DATE SET OUT ABOVE. BY RESIGNING AND ACCEPTING THIS ADDITIONAL CONSIDERATION, THE INTERIM PRINCIPAL UNDERSTANDS THAT HE IS WAIVING STATUTORY RIGHTS SUCH AS TO NOTICE AND A HEARING AND OTHER RIGHTS REGARDING RENEWAL OF EMPLOYMENT AS A PRINCIPAL OR AMENDMENT OF CONTRACT. AS CONTAINED HEREIN, HE AGREES THAT HE WILL RETURN TO REGULAR TEACHING DUTIES AND ACCEPTS ANY AMENDMENT OF CONTRACT NECESSARY TO RESTORE HIM TO THE FULL RIGHTS AND BENEFITS OF A REGULAR TEACHER AFTER THE EXPIRATION OF THIS CONTRACT. HE DOES SO VOLUNTARILY AND WITH FULL KNOWLEDGE OF THE RIGHTS HE IS WAIVING.

Section 3. Salary. The Principal's salary for the Contract year shall be \$125,000 payable on the District's normal payroll schedule. The Board shall not reduce the Principal's salary during the term of the Contract, but may increase it and/or the benefits during the term of this Contract, as an amendment to the Contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this Contract.

Section 4. Deductions. This Contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act, due to the ongoing employment relationship between the Parties. The Principal authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Principal or the value of property or money entrusted to the Principal or owed by the Principal to the District during the course of or as a result of the Principal's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Principal and Board may agree.

Section 5. Professional Status. The Principal affirms that he is not under contract with any other board of education covering any part or all of the term provided in this Contract. Throughout the Contract Term, Principal will hold a valid and appropriate certificate to act as a principal in the State of Nebraska which he will register and maintain on file in the school district's central administrative office. This Contract shall not be valid and the Board will not compensate the Principal for any service performed prior to the date that he registers his certificate. The Principal represents that: (1) all information provided in connection with his application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he will advise the Board immediately; (2) he has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he has not had any professional licenses or certificates suspended or revoked.

Section 6. Principal's Duties. The Principal's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Principal agrees to devote his time, skill, labor and attention to his duties throughout the Contract Term. The Principal shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By

agreement with the Superintendent, the Principal may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his duties and obligations to the District.

Section 7. Nonrenewal, Termination, Cancellation or Mid-Term Amendment. Except as otherwise agreed to herein, nonrenewal, termination, cancellation, or amendment of this Contract shall be in accordance with state statutes. During any applicable probationary period, the Board may nonrenew or amend this Contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel, or amend this Contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Principal's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this Contract; (c) the breach of any of the material provisions of this Contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Principal's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Principal or the failure to report the same; (n) any filing against the Principal under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

Section 8. Disability. If the Principal is unable to perform his duties by reason of illness, accident or other disability beyond his control, and the disability continues for a period of 45 day or more, or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this Contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Principal under any insurance coverage furnished by the district.

Section 9. Transportation. The Board shall provide the Principal with transportation or reimburse him for mileage required in the performance of his official duties at the rate approved by the Board.

Section 10. Fringe Benefits. The Board shall provide the Principal with the following fringe benefits:

- a. Health Insurance.** Family health insurance that is provided to certificated staff through the District's health insurance carrier.
- a. Dental Insurance.** Single dental insurance that is available to certificated staff through the District's insurance carrier.
- c. Disability Insurance.** The Principal shall purchase long-term disability insurance from the school district's carrier at the Principal's expense.
- d. Professional Development.** The Principal is expected to continue his professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Principal attends a national convention and does not return following the initial year of employment as Principal, the Principal agrees to repay the District in full for national convention expenses paid by the District.
- e. Professional Dues.** The school district will pay the annual dues for the Principal's membership in the following organizations: Nebraska Council of School Administrators.
- f. Cell Phone.** The Principal shall be required to purchase and maintain a cellular phone so that he can be reached at all times for work-related emergencies or while away from school grounds during the work day. The District will reimburse the Principal up to a maximum of \$100 per month for the actual cost of a cellular phone service plan.
- g. Expense Reimbursement.** The Board shall pay or reimburse the Principal for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions,

hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Principal shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$300.00 or more..

Section 11. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Principal from this Contract; provided no resignation shall become effective until the expiration of the Contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 12. Compensation Upon Termination. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the monthly salary specified as the number of months or fraction thereof to the date of such termination bears to the monthly salary period in which termination occurs. The Principal shall refund any portion of the salary he was paid but had not earned prior to the date of termination of this Contract.

Section 13. Evaluation. The Superintendent shall evaluate the Principal as required by state statute and Board policy. The Principal agrees that the full instructional/observational evaluation period, as required by section 79-828, shall mean any observation of the Principal's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Principal agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

Section 14. Legal Actions. The Board will support the Principal if there is a legal dispute caused by him carrying out his duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Principal as a result of his performance of his duties or his position as Principal of the District, the Board will provide him with a legal defense to the extent permitted by law so long as he acted in good faith and in a manner which he reasonably believes to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his conduct was unlawful.

Section 15. Physical or Mental Examination. The Principal agrees that, at the request of the Board or Superintendent, he will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the confidentiality requirements in state and federal law, the physician's report to the Board and/or Superintendent must address whether the Principal is able to perform the "essential functions" of his position.

Section 16. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

Section 17. Amendments to be in Writing. This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board.

Section 18. Severability. If any portion of this Contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this Contract.

IN WITNESS WHEREOF, the parties have executed this Contract on the dates indicated below.

Executed by the Board this ____ day of April, 2024.

President, Board of Education

Secretary, Board of Education

Executed by the Principal this 10 day of April, 2024.



Principal

Springer Roofing Inc.

**3720 Cottonmill Ave
Kearney, NE 68845**

Phone 308-237-4498 Fax 308-237-5274

Estimate-Proposal

Date	Estimate #
2/12/2024	6423

Proposal Submitted To:

Bertrand Community School
Jason Brown
503 School Street
Bertrand, NE 68927

Phone 308-440-8271-Jason
Cell
Contact

Project/Job Name
'24 - RHINOBOND 20YR

Specifications and Estimate for:	Proposed Total
<p>***PROPOSAL IS FOR PROPERTY LOCATED AT 503 SCHOOL STREET BERTRAND*** **BCS ELEMENTARY WEST SIDE SECTION** ***BID #1 - - GREEN SECTION***</p> <p>GAF 20YR RHINO-BOND TPO ROOF SYSTEM GAF RHINO-BOND ATTACHED 60MIL TPO SYSTEM</p> <p>ROOFING: . INSTALL FLUTE FILL BETWEEN RIBS. . INSTALL 1 LAYER OF 1/2" HD ISO INSULATION OVER ENTIRE DECK W/ ADDITIONAL R VALUE OF 10. . RHINO BOND 1 LAYER OF 60MIL, ENERGY STAR RATED TPO OVER ENTIRE ROOF TO SYSTEM SPECS. . HEAT WELD ALL SEAMS WITH ROBOTIC WELDER USING THE RHINO-BOND SYSTEM.</p> <p>FLASHING: . FLASH ALL CURBS, WALLS, PIPES & OPENINGS WITH 60MIL TPO. . INSTALL TERMINATION BAR ON WALLS AS NECESSARY. . INSTALL NEW METAL CAP EDGING AS NECESSARY. TWENTY (20)YR ROOF SYSTEM GUARANTEE. . REMOVE ALL TWIRLY VENTS ON THIS SECTION</p> <p>**NOT INCLUDED IN ESTIMATE TOTAL - - THIS IS AN ADDITIONAL CHARGE** UPGRADE: TO 30YR EXTREME TPO.....\$7,500 **NOT INCLUDED IN ESTIMATE TOTAL - - THIS IS AN ADDITIONAL CHARGE** *GAF DIAMOND PLEDGE 20YR NDL (NO DOLLAR LIMIT) EDGE TO EDGE WARRANTY* ROOF WILL BE INSPECTED BY A GAF REPRESENTATIVE. AFTER APPROVAL, A FORMAL 20YR NDL SYSTEM & LABOR WARRANTY WILL BE ISSUED FROM THE SYSTEM'S MANUFACTURER.....\$1,300</p>	<p>45,820.00</p>
<p>We Propose to hereby furnish material and labor--complete in ccordance with the above specifications, for the sum of:</p>	<p>Proposed Total \$45,820.00</p>

All material is guaranteed to be as specified. All Work to be completed in a workmanlike manner according to standard practices. All alteration or deviation from the above specifications involving extra cost will be executed only upon written or agreed upon verbal orders, and will become an extra charge over and above the estimates. All agreements contingent upon strikes, accidents, or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workman's Compensation Insurance. Due to pricing volatility, all vender price increases will be passed through at the time we receive them.

Authorized Signature: _____

Note: This proposal may be withdrawn by us if not accepted within _____ days.

Acceptance of Proposal: The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified.

Signature: _____

Date Accepted: _____

Springer Roofing Inc.

3720 Cottonmill Ave
Kearney, NE 68845

Phone 308-237-4498

Fax 308-237-5274

Estimate-Proposal

Date	Estimate #
3/19/2024	6430

Proposal Submitted To:

Bertrand Community School
Jason Brown
503 School Street
Bertrand, NE 68927

Phone 308-440-8271-Jason
Cell
Contact

Project/Job Name
'24 - BID #2

Specifications and Estimate for:	Proposed Total
<p>***PROPOSAL IS FOR PROPERTY LOCATED AT 503 SCHOOL STREET BERTRAND*** **BCS ELEMENTARY NORTHEAST SECTION OF ROOF 7-12** ***BID #2 - - YELLOW SECTION***</p> <p>GAF 20YR RHINO-BOND TPO ROOF SYSTEM GAF RHINO-BOND ATTACHED 60MIL TPO SYSTEM</p> <p>ROOFING: . INSTALL FLUTE FILL BETWEEN RIBS. . INSTALL 1 LAYER OF 1/2" HD ISO INSULATION OVER ENTIRE DECK W/ ADDITIONAL R VALUE OF 10. . RHINO BOND 1 LAYER OF 60MIL, ENERGY STAR RATED TPO OVER ENTIRE ROOF TO SYSTEM SPECS. . HEAT WELD ALL SEAMS WITH ROBOTIC WELDER USING THE RHINO-BOND SYSTEM.</p> <p>FLASHING: . FLASH ALL CURBS, WALLS, PIPES & OPENINGS WITH 60MIL TPO. . INSTALL TERMINATION BAR ON WALLS AS NECESSARY. . INSTALL NEW METAL CAP EDGING AS NECESSARY. TWENTY (20)YR ROOF SYSTEM GUARANTEE. . REMOVE ALL TWIRLY VENTS ON THIS SECTION</p> <p>**NOT INCLUDED IN ESTIMATE TOTAL - - THIS IS AN ADDITIONAL CHARGE** UPGRADE: TO 30YR EXTREME TPO.....\$39,000 **NOT INCLUDED IN ESTIMATE TOTAL - - THIS IS AN ADDITIONAL CHARGE** *GAF DIAMOND PLEDGE 20YR NDL (NO DOLLAR LIMIT) EDGE TO EDGE WARRANTY* ROOF WILL BE INSPECTED BY A GAF REPRESENTATIVE. AFTER APPROVAL, A FORMAL 20YR NDL SYSTEM & LABOR WARRANTY WILL BE ISSUED FROM THE SYSTEM'S MANUFACTURER.....\$2,800</p>	<p>182,340.00</p>
<p>We Propose to hereby furnish material and labor--complete in coordance with the above specifications, for the sum of:</p>	<p>Proposed Total</p> <p>\$182,340.00</p>

All material is guaranteed to be as specified. All Work to be completed in a workmanlike manner according to standard practices. All alteration or deviation from the above specifications involving extra cost will be executed only upon written or agreed upon verbal orders, and will become an extra charge over and above the estimates. All agreements contingent upon strikes, accidents, or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workman's Compensation Insurance. Due to pricing volatility, all vender price increases will be passed through at the time we receive them.

Authorized Signature: _____

Note: This proposal may be withdrawn by us if not accepted within _____ days.

Acceptance of Proposal: The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified.

Signature: _____

Date Accepted: _____





BEA Proposal for Reconciliation of 2023-2024 Negotiated Agreement

- Each certified staff member who has not gone over their allotted number of personal days for the 2023-2024 school year will be reimbursed in the amount of two percent (2%) of their salary placement on the Bertrand Community School salary schedule. This does not include any additional compensation for benefits or extra duty --- just the raw salary amount of their schedule placement. This will be administered through payroll and will reflect all appropriate taxes and deductions.
- Staff that exceed the personal day allotment shall be charged \$1,000.00 per day. On the third day of overage, the cost will increase to \$2,000.00 per day. Overage may also result in non-renewal of the current teaching contract, regardless of tenure status. The money shall be collected in a fund to be used solely for staff appreciation. The money will be spent on or distributed to current staff members in full contractual compliance.

- Personal Leave shall be set at four (4) days per year accumulative to a maximum of five (5) days. If arranged in advance, and the teacher has a minimum of 25 days in their personal sick bank, the teacher may trade in two (2) sick days for one (1) additional personal day for a maximum of seven (7) personal days per year. Thus, a teacher with only four (4) personal days may trade up to six (6) sick days for an additional (3) personal days. There will be no restrictions on dates but may be subject to the availability of subs.
- Unused personal days that cannot be carried over will be reimbursed at the current rate of substitute pay.
- Teachers who do not use either a sick or personal day during a given semester will be given a bonus of \$100 payable with the June payroll.
- Staff that exceed the personal day allotment shall be charged \$1,000.00 per day. On the third day of overage, the cost will increase to \$2,000.00 per day. Overage may also result in non-renewal of the current teaching contract, regardless of tenure status. The money shall be collected in a fund to be used solely for staff appreciation. The money will be spent on or distributed to current staff members in full contractual compliance.
- Teachers will receive a bonus of four percent (4%) of the base salary after each of their 5th, 10th, 20th, 30th (every tenth year) anniversaries with the district on the condition that they have signed a contract for the following year. For those employed during the first year of implementation only (2024-2025), all accrued years of experience will be accepted. Beginning in 2025-2026, only experience at Bertrand Community School will be relevant. Bonuses will be paid with either the August or September payroll.
- To prepare for their first year at Bertrand Community School, teachers new to the district will be given an additional six (6) per diem days of their contracted salary.

superintendent or his/her designee in writing and responded to in writing by the Superintendent or his/her designee. Personal leave generally will not be granted at any time that extends school breaks, vacation days, or holidays that are part of the normal school calendar, but the Superintendent may permit one staff member per level--elementary, middle, and high school--to take one personal leave day on either side of a break. If the teacher has additional unused personal days available to extend the break, their individual situation may be considered.

Unused Personal Leave will carry over to the following year, and staff will be given up to 4 personal days the next contract year with the ability to have up to 5 total days to start the following year. For example, a staff member who uses 4 personal days will receive 4 personal days the following year; a staff member who uses 3 personal days in year 1 will be given 4 personal days for year 2, to bring their total to 5 days the following year; staff who use 2 personal days will carry 2 days over to the following year and receive 3 days for the following year to bring their total to 5. Once a staff has used all personal days, they will not be permitted to miss any additional duty days unless their absence qualifies for another type of leave provided by law or this agreement. Upon separation of employment for any reason, unused personal days will be paid out at \$50 per unused day.

b. Professional Leave:

The Board and/or administration may grant professional leave to attend professional meetings in the interests of the school. In such cases there shall be no loss of pay. Arrangements for professional leave shall have advanced approval by the Superintendent and/or Principal.

Workshops and curriculum meetings shall be considered professional leave when it is determined by the Superintendent and/or Principal that attendance will provide a benefit to the school district.

Two days attendance at state competitions by all coaches or sponsors per year in an activity/sport they sponsor will be considered "professional leave".

c. Sick Leave: Teachers will be granted ten (10) days sick leave for each year of employment, cumulative to forty (40). Teachers that end the year with enough sick leave days, whereby adding ten (10) sick leave days for the next year will put their sick leave balance above 40 days, will be reimbursed by the Board of Education at the rate of current substitute pay times the number of days above 40. (2022-2023)

Sick Leave: Teachers will be granted ten (10) days sick leave for each year of employment, cumulative to forty (40). Teachers that end the year with enough

sick leave days above 40 will be reimbursed by the Board of Education at the rate of \$125.00 per day, times the number of days above 40 (2023-2024). Certificated staff that have above 40 days will be reimbursed on their June paycheck. On September 1 for the following contract year, the certificated staff member will have 10 sick days added to their sick leave balance. The most sick leave days a teacher could have will be 50 days to start the school year (2023-2024).

Sick leave days up to the allowable accumulation for each individual certificated staff member shall be days without loss of pay, any sick leave used beyond accumulated days will result in a 1/184th salary reduction, excluding unit pay, if Emergency Leave Transfer is not attainable by the individual certificated staff member.

The certified staff may use any amount of their sick leave for bereavement purposes with no restrictions concerning their relationship to the deceased. (2019-2020)

d Emergency Leave Transfer:

In cases where a teacher's total sick leave is exhausted, said teacher may receive a transfer of sick days from one or more other teachers. It shall be the responsibility of the borrowing teacher to complete the emergency leave transfer forms and submit them to the administration. Emergency leave transfers must be submitted no later than the day the teacher completes his/her final checkout for the school year. The transfer shall take place at the conclusion of the school year and days may be transferred only from a certified staff member who is returning to the system the following year. Only those days for which the district would be reimbursing the teacher for at the beginning of the school year are eligible for transfer (those days over 40).

8. Grievance Procedure:

a. See Attachment C.

9. Board of Education Practices Which Affect Teaching Staff

a. See Attachment E.

10. The terms and conditions of this agreement shall be effective beginning with the 2022-2023 school terms and shall remain in effect until such time that a new negotiated agreement is ratified by both parties.

Signed BEA Representative

Jennifer Kaye

Date: 2-13-2023

Signed Board Representative

[Signature]

Date: 2-13-2023

	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	1.00 \$ 37,800	1.04 \$ 39,312	1.08 \$ 40,824	1.12 \$ 42,336	1.16 \$ 43,848	1.20 \$ 45,360	1.24 \$ 46,872
2	1.04 \$ 39,312	1.08 \$ 40,824	1.12 \$ 42,336	1.16 \$ 43,848	1.2 \$ 45,360	1.24 \$ 46,872	1.28 \$ 48,384
3	1.08 \$ 40,824	1.12 \$ 42,336	1.16 \$ 43,848	1.2 \$ 45,360	1.24 \$ 46,872	1.28 \$ 48,384	1.32 \$ 49,896
4	1.12 \$ 42,336	1.16 \$ 43,848	1.2 \$ 45,360	1.24 \$ 46,872	1.28 \$ 48,384	1.32 \$ 49,896	1.36 \$ 51,408
5	1.16 \$ 43,848	1.2 \$ 45,360	1.24 \$ 46,872	1.28 \$ 48,384	1.32 \$ 49,896	1.36 \$ 51,408	1.4 \$ 52,920
6		1.24 \$ 46,872	1.28 \$ 48,384	1.32 \$ 49,896	1.36 \$ 51,408	1.4 \$ 52,920	1.44 \$ 54,432
7			1.32 \$ 49,896	1.36 \$ 51,408	1.4 \$ 52,920	1.44 \$ 54,432	1.48 \$ 55,944
8			1.36 \$ 51,408	1.4 \$ 52,920	1.44 \$ 54,432	1.48 \$ 55,944	1.52 \$ 57,456
9				1.44 \$ 54,432	1.48 \$ 55,944	1.52 \$ 57,456	1.56 \$ 58,968
10				1.48 \$ 55,944	1.52 \$ 57,456	1.56 \$ 58,968	1.6 \$ 60,480
11				1.52 \$ 57,456	1.56 \$ 58,968	1.6 \$ 60,480	1.64 \$ 61,992
12					1.6 \$ 60,480	1.64 \$ 61,992	1.68 \$ 63,504
13					1.64 \$ 61,992	1.68 \$ 63,504	1.72 \$ 65,016
14					1.68 \$ 63,504	1.72 \$ 65,016	1.76 \$ 66,528
15						1.76 \$ 66,528	1.8 \$ 68,040
16						1.8 \$ 68,040	1.84 \$ 69,552

Attachment A

BERTRAND COMMUNITY SCHOOL, Unit Schedule 2022-2023, Base Year 1996-97

	1st yr.	2nd yr	3rd yr	4th yr	5th yr	6th yr	7th yr	8th yr	9th yr
CATEGORY 1	12.00%	12.00%	12.00%	13.00%	13.00%	13.00%	14.00%	14.00%	14.00%
Head FB									
Head BBB									
Head GBB									
Head VB									
Head WR									
Head TR									
CATEGORY II	8.00%	8.00	8.00%	9.00%	9.00%	9.00%	10.00%	10.00%	10.00%
Asst FB (2)									
Asst BBB									
Asst GBB									
Asst VB									
Asst WR									
Asst TR (2)									
Head Golf									
Cross Country									
CATEGORY III	5.00%	5.00%	5.00%	6.00%	6.00%	6.00%	7.00%	7.00%	7.00%
Cheerleader Sp.									
Asst. XC									
FFA									
MUSIC									
Head Speech									
CATEGORY IV	4.00%	4.00%	4.00%	5.00%	5.00%	5.00%	6.00%	6.00%	6.00%
Yearbook									
Asst. Speech									
Drama (split between 2)									
Concessions (2)	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
504 Chair	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
NHS	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
Prom Sponsor	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
JH Coaching (6) Head	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
MTSS (8)	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
JH Coaching (6) Assistant	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Student Council Sponsor	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
JH Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
HS Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Jr. Sponsor (2)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
B-Club (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Elem Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
ACT On-Line Prep (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Elem. After School Club (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%

*No changes 2022-2023

2023-2024 Changes

ADDED BELOW

MTSS (8) @ 2%

ACT Online Prep (3) @ 1%

Asst. Speech-Cat. IV

Removed BCSVSO, J.H. & H.S. Math Groups

Moved Music to Cat.III

Moved Head Speech to Cat. III

BERTRAND COMMUNITY SCHOOL
GRIEVANCE PROCEDURE

A. Definition of Terms

1. Grievance - A claim based upon the interpretation, meaning, or application of any of the policies, rules, regulations, or professional negotiations contracts of school districts.
2. Aggrieved Person - person or persons making a claim.
3. Party in Interest - person or persons making the claim, and any person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

B. Purpose The broad purposes of machinery for grievance adjustment in a public school system are:

1. Unobstructed communication with respect to alleged grievances without fear of reprisal.
2. Reduction of the potential areas of conflict among staff members and administrators and boards of education.
3. Two-way communication through recognized channels among administrators, staff members, local professional associations, and boards of education.
4. Development of improved morale and effectiveness of staff members.
5. Encouragement of teacher expression regarding conditions that affect him/her.

C. Suggested Procedures

1. Level I (Informal)
 - a. If a teacher feels that he/she has a grievance he/she should discuss the matter with the Principal or supervisor to whom he/she is directly responsible in an effort to resolve the problem.
 - b. The aggrieved person may have a local PR & R representative assist in efforts to resolve the problem informally with the Principal or other appropriate administrators or supervisors.

2. Level II (Formal)

Step One

- a. if an aggrieved person is not satisfied with the disposition of his/her problem, or if no decision has been rendered after five school days through the informal procedure, he/she may submit a claim as a formal grievance, in writing, to the principal and retain a copy of the said grievance.
- b. The Principal shall, within three school days, render a decision and the reasons therefor, in writing, to the aggrieved person and a copy to the PR & R representative for the association's file.

Bertrand Community School
Grievance Procedure

Step Two

- a. If the aggrieved person is not satisfied with the disposition of his grievance at Step One, or if no decision has been rendered within three school days after the presentation of the grievance in writing, a written grievance may be filed with the association's PR & R Committee within three school days after the decision at Step One, or six school days after the grievance was presented, whichever is sooner.
- b. Within five school days after receiving the written grievance, the PR & R Committee shall provide an opportunity for the aggrieved person to meet with the Committee for the purpose of reviewing the grievance, and the PR & R Committee shall give to the aggrieved person a written opinion regarding the merits of the case.
- c. If the local PR & R Committee determines the claim is not meritorious, the aggrieved person may appeal the grievance to the State PR & R Commission. It is recommended that this appeal be made through the local association president.

Step Three

- a. Within three school days after receiving the PR & R Committee opinion, or within eight school days after the grievance was filed with the Committee, whichever is sooner, the aggrieved person may file a written appeal with the PR & R Committee for a hearing by the Superintendent of Schools. Within two school days of its receipt, the Committee, through its chairman, shall submit such appeal to the Superintendent.
- b. The Superintendent of Schools, or his authorized representative, shall act for the administration at Step Three 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 and with the PR & R Committee for the purpose of resolving the grievance. A full record (tape recording recommended) of such a hearing shall be kept by the Superintendent and made available to the parties involved upon written request. The Superintendent shall within three school days of the hearing, render a decision and reasons therefor, in writing, to the aggrieved person. (Copy to the PR & R Committee.)

Step Four

- a. If the aggrieved person is not satisfied with the disposition of the grievance at Step Three, or in decision has been rendered within three school days after the first meeting with the Superintendent, a grievance may be filed again with the association's PR & R Committee within three school days after a decision by the Superintendent, or five school days after the meeting with the Superintendent, whichever is sooner.
- b. Within three school days after receiving such further appeal, the PR & R Committee, through its chairman, shall refer the grievance to the Board of Education.

Bertrand Community School
Grievance Procedure

c. Within twenty-five school days after receiving the written appeal, the Board of Education, or a committee therefrom, shall meet with the aggrieved person and with the representatives of the PR & R Committee for the purpose of resolving the grievance. The decision of the Board of Education shall be rendered, in writing, within five school days.

D. Other Considerations

1. Any party in interest may be represented at all stages of the grievance procedure by his or herself or by a representative of his/her own choosing. When a teacher is not represented by the association, the association shall have the right to be present and to state its views at all stages of the grievance procedure.

2. Decisions rendered at Level II, Steps one, Two, Three, and Four, of the grievance procedure, will be in writing, setting forth the decision and the reasons therefor and will be transmitted promptly to all parties in interest and to the chairman of the PR & R Committee.

3. If the written grievance is not filed within thirty days after the teacher knew, or should have known of the act or condition on which the grievance is based, the grievance shall be waived.

4. No reprisals of any kind shall be taken by the Board, or by any member of the administration, against any party of interest, any PR & R representative, or any other participant in the grievance procedure by reason of such participation.

FORMAL GRIEVANCE PRESENTATION
(Level II Step One)

TYPE OR PRINT
(TO BE COMPLETED BY AGGRIEVED PERSON)

FORM A

AGGRIEVED PERSON (S) _____

DATE OF FORMAL PRESENTATION _____

MAILING ADDRESS OF AGGRIEVED PERSON _____

SUBJECT AREA OR GRADE _____

STATEMENT OF GRIEVANCE:

ACTION REQUESTED:

Signature of Aggrieved

Attachment C

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Bertrand Community School
Grievance Procedure

**REFERRAL BY PR & R COMMITTEE
(Level II Step Two)**

TYPE OR PRINT

FORM C

(TO BE COMPLETED BY THE ASSOCIATION PR & R COMMITTEE CHAIRMAN
WITHIN FIVE DAYS OF REFERRAL.)

Aggrieved person(s) _____

Date of Formal Grievance Presentation _____

Chairman of formal grievance presentation _____

Date referral received by PR & R _____

OPINION OF ASSOCIATION PR & R COMMITTEE AND REASONS THEREFOR:

DECISION BY SUPERINTENDENT
(Level II Step Three)

TYPE OR PRINT

FORM D

(TO BE COMPLETED BY SUPERINTENDENT OF SCHOOL WITHIN THREE DAYS AFTER HEARING WITH AGGRIEVED AND PR & R COMMITTEE REPRESENTATIVES; HEARING TO BE HELD WITHIN TEN DAYS AFTER RECEIPT OF APPEAL.)

Aggrieved person(s): _____

Date of formal grievance presentation _____

Date appeal received by superintendent _____

Date hearing held by superintendent _____

DECISION OF SUPERINTENDENT AND REASONS THEREFOR:

Date of decision _____

Superintendent's Signature

AGGRIEVED PERSON'S RESPONSE: (To be completed within 3 days of decision)

_____ I accept the above decision of the Superintendent of Schools.

_____ I hereby appeal, through the association PR & R Committee, to the Board of Education for a review of this grievance.

Date of response _____

Signature of Aggrieved

REVIEW BY BOARD OF EDUCATION
(Level II Step Four)

TYPE OR PRINT

FORM E

Aggrieved person(s): _____

Date of formal grievance presentation _____

PR & R COMMITTEE REFERRAL TO BOARD:

(To be completed within 3 days of PR & R receipt of appeal from aggrieved)

_____ The attached grievance is hereby appealed to the Board of Education for a review and hearing.

Date of referral to board _____

Signature of P R & R Chairman

BOARD RESPONSE: (to be completed by the Board of Education Chairman within 3 days after the Board hearing with the aggrieved and the Association PR & R Committee representatives; Board hearing to be held within 25 days after receipt of appeal.)

Date appeal received by Board of Education _____

Date hearing held by Board of Education _____

DECISION OF BOARD OF EDUCATION AND REASONS THEREFOR:

Date of decision _____

Signature of Board Chairman

AGGRIEVED PERSON'S RESPONSE: (to be completed by aggrieved within 5 days of decision.)

_____ I accept the decision of the Board of Education.

_____ I hereby reject the above decision of the Board of Education.

Date of response _____

Signature of Aggrieved

Board of Education Practices Which Affect Teaching Staff

1. A person entering the Bertrand system may be granted all of their years of teaching experience.
2. This is a minimum salary schedule. It may be necessary to vary from it temporarily in order to secure a teacher in a subject in which there is an unusual circumstance, thus the board reserves the right to hire off schedule whenever the Board deems doing so is essential to the welfare of the school and community.
3. A teacher will not be allowed to move more than one step vertically on the salary schedule and one step horizontally on the salary schedule in any given year.
4. Teachers earning a Masters Degree after September 1, 2001 will be able to use previously approved course hours in order to move to the MA+9 column on the salary schedule. (No more than one step vertically on the salary schedule and one step horizontally on the salary schedule in any given year.)
5. All hours earned by teachers which would qualify a teacher to move horizontally on the salary schedule must enhance teaching in their assigned area, and have prior approval of the superintendent and/or board of education.
6. Request to negotiate date: The BEA shall annually submit in writing a request to negotiate. This request shall spell out items the BEA wishes to bring to the negotiation table and it shall be delivered to the President of the Board of Education by the date of the regular March Board meeting.
7. Teachers driving students to extra-curricular activities will be paid \$52.97 per trip for driving a bus and \$20.56 for driving a van.
8. Extra assignments such as hall supervision during activities, noon and recess duty, or other assignments which may from time to time be deemed necessary by the administration will be assigned on a fair and impartial basis and will carry with them no compensation.
9. Late resignations: After the contract due date, the Board at its option, will consider accepting resignations only if a suitable replacement can be found.
10. A stipend of \$1,000.00 will be paid to a certified faculty member to compensate for their work as "standards/curriculum/assessment liaison" to the administration. This "liaison" will be assigned yearly, by the superintendent.
11. Junior High Coaching: During the negotiations for 2009-2010 the index for Head Junior High Coach was changed to 2% for Head Coaches. Assistant coaches were added to each sport at the rate of 1% "if" administration can schedule suitable personnel for that position. Assistant Coaches will be employed if the above condition of "suitable personnel" is met AND the following number of students participate.
 - a. Football = 8 or more
 - b. Volleyball = 13 or more
 - c. Boys Basketball = 11 or more
 - d. Girls Basketball = 11 or more
 - e. Wrestling = 11 or more
 - f. B & G Track/Field = 11 or more

BEA Proposal for Reconciliation of 2023-2024 Negotiated Agreement

- Each certified staff member who has not gone over their allotted number of personal days for the 2023-2024 school year will be reimbursed in the amount of two percent (2%) of their salary placement on the Bertrand Community School salary schedule. This does not include any additional compensation for benefits or extra duty --- just the raw salary amount of their schedule placement. This will be administered through payroll and will reflect all appropriate taxes and deductions.
- Staff that exceed the personal day allotment shall be charged \$1,000.00 per day to be capped at 2 days. Overage may also result in non-renewal of the current teaching contract, regardless of tenure status.

BEA Proposal for Reconciliation of 2024-2025 Negotiated Agreement

- Personal Leave shall be set at four (4) days per year accumulative to a maximum of five (5) days. If arranged in advance, and the teacher has a minimum of 25 days in their sick bank, the teacher may trade in two (2) sick days for one (1) additional personal day for a maximum of seven (7) personal days per year. Thus, a teacher with only four (4) personal days may trade up to six (6) sick days for an additional (3) personal days. There will be no restrictions on dates but may be subject to the availability of subs.
- Staff that exceed the personal day allotment shall be charged \$1,000.00 per day to be capped at 2 days. Overage may also result in non-renewal of the current teaching contract, regardless of tenure status.
- Unused personal days that cannot be carried over to accumulate to five (5) days for the following year will be reimbursed at the current rate of substitute pay. This will only apply to the original four (4) days issued to the teacher each year.
- Teachers who do not use either a sick or personal day during a given semester will be given a bonus of \$100 payable with the June payroll.



BEA Proposal for Reconciliation of 2023-2024 Negotiated Agreement

- Each certified staff member who has not gone over their allotted number of personal days for the 2023-2024 school year will be reimbursed in the amount of two percent (2%) of their salary placement on the Bertrand Community School salary schedule. This does not include any additional compensation for benefits or extra duty --- just the raw salary amount of their schedule placement. This will be administered through payroll and will reflect all appropriate taxes and deductions.
- Staff that exceed the personal day allotment shall be charged \$1,000.00 per day. On the third day of overage, the cost will increase to \$2,000.00 per day. Overage may also result in non-renewal of the current teaching contract, regardless of tenure status. The money shall be collected in a fund to be used solely for staff appreciation. The money will be spent on or distributed to current staff members in full contractual compliance.

- Personal Leave shall be set at four (4) days per year accumulative to a maximum of five (5) days. If arranged in advance, and the teacher has a minimum of 25 days in their personal sick bank, the teacher may trade in two (2) sick days for one (1) additional personal day for a maximum of seven (7) personal days per year. Thus, a teacher with only four (4) personal days may trade up to six (6) sick days for an additional (3) personal days. There will be no restrictions on dates but may be subject to the availability of subs.
- Unused personal days that cannot be carried over will be reimbursed at the current rate of substitute pay.
- Teachers who do not use either a sick or personal day during a given semester will be given a bonus of \$100 payable with the June payroll.
- Staff that exceed the personal day allotment shall be charged \$1,000.00 per day. On the third day of overage, the cost will increase to \$2,000.00 per day. Overage may also result in non-renewal of the current teaching contract, regardless of tenure status. The money shall be collected in a fund to be used solely for staff appreciation. The money will be spent on or distributed to current staff members in full contractual compliance.
- Teachers will receive a bonus of four percent (4%) of the base salary after each of their 5th, 10th, 20th, 30th (every tenth year) anniversaries with the district on the condition that they have signed a contract for the following year. For those employed during the first year of implementation only (2024-2025), all accrued years of experience will be accepted. Beginning in 2025-2026, only experience at Bertrand Community School will be relevant. Bonuses will be paid with either the August or September payroll.
- To prepare for their first year at Bertrand Community School, teachers new to the district will be given an additional six (6) per diem days of their contracted salary.

BERTRAND COMMUNITY SCHOOL
NEGOTIATION AGREEMENT 2024-2025

1. The base salary shall be \$39,000.00 for the 2024-2025 school year and shall become a part of the salary schedule (Attachment A). For 2024-2025 it has been agreed upon that the certified staff group will receive a **4.30%** total package increase which allows for a \$1,200.00 base salary increase per certified staff member.
2. The school district will pay \$1,050 deductible PPO health insurance premiums up to the amount of \$26,662.56 (per annum) per married certified staff member family and \$9,688.80 (per annum) for single certified staff members, and \$17,617.32 (per annum) for certificated employee staff member & child(ren), and \$19,948.92 (per annum) for certificated employee and spouse. The above rates include annual single dental option 2 100% A, 75%B and 50% C. The certificated staff member will have the right to individually take any options made available under the insurance company's plan. The additional premium cost of any additional option will be the responsibility of the certificated staff-member. For all other staff members, benefits will be based upon the staff member's Full Time Equivalency (FTE).
3. The Board of Education agrees to purchase a long term disability plan for all certified staff members.
4. Staff members will be reimbursed for selling tickets at school events. The rate for this pay shall be \$15.00 per event. One summer weight room supervisor/coordinator will be paid \$500.00 and will be paid an additional hourly rate of \$25.00 per hour. This position will be assigned by administration. All coaches/sponsors working summer weight room hours will be paid \$15.00 per hour. Distance learning teachers will be paid an additional \$50 per student per semester (based on the number of students enrolled in the class from remote sites on the last day of the semester).
5. Changes were updated to the extra duty schedule (attachment B) for the 2024-2025 school year. See attachment B for changes.
6. Certificated employees will be contracted for 184 days. (2019-2020)
7. Leaves
 - a. Personal Leave: (2022-2023)

Personal leave is defined to include business the teacher must conduct during normal school hours, which can't otherwise be scheduled outside of duty time, and for uniquely personal and significant events affecting the teacher. Teachers will be granted up to four (4) days of personal leave per school year, subject to approval by the superintendent or his/her designee. The request for personal leave must be made five (5) days in advance of the requested leave day(s), except in cases of emergency when it is not possible to make the request with 5

days' notice. All requests for personal leave will be submitted to the superintendent or his/her designee in writing and responded to in writing by the Superintendent or his/her designee. Personal leave generally will not be granted at any time that extends school breaks, vacation days, or holidays that are part of the normal school calendar, but the Superintendent may permit one staff member per level--elementary, middle, and high school--to take one personal leave day on either side of a break. If the teacher has additional unused personal days available to extend the break, their individual situation may be considered.

Unused Personal Leave will carry over to the following year, and staff will be given up to 4 personal days the next contract year with the ability to have up to 5 total days to start the following year. For example, a staff member who uses 4 personal days will receive 4 personal days the following year; a staff member who uses 3 personal days in year 1 will be given 4 personal days for year 2, to bring their total to 5 days the following year; staff who use 2 personal days will carry 2 days over to the following year and receive 3 days for the following year to bring their total to 5. Once a staff has used all personal days, they will not be permitted to miss any additional duty days unless their absence qualifies for another type of leave provided by law or this agreement. Upon separation of employment for any reason, unused personal days will be paid out at \$50 per unused day.

b. Professional Leave:

The Board and/or administration may grant professional leave to attend professional meetings in the interests of the school. In such cases there shall be no loss of pay. Arrangements for professional leave shall have advanced approval by the Superintendent and/or Principal.

Workshops and curriculum meetings shall be considered professional leave when it is determined by the Superintendent and/or Principal that attendance will provide a benefit to the school district.

Two days attendance at state competitions by all coaches or sponsors per year in an activity/sport they sponsor will be considered "professional leave".

c. Sick Leave: Teachers will be granted ten (10) days sick leave for each year of employment, cumulative to forty (40). Teachers that end the year with enough sick leave days above 40 will be reimbursed by the Board of Education at the rate of \$125.00 per day, times the number of days above 40 (2023-2024). Certificated staff that have above 40 days will be reimbursed on their June paycheck. On September 1 for the following contract year, the certificated staff member will have 10 sick days added to their sick leave balance. The most sick leave days a teacher could have will be 50 days to start the school year (2023-2024).

Sick leave days up to the allowable accumulation for each individual certificated staff member shall be days without loss of pay, any sick leave used beyond accumulated days will result in a 1/184th salary reduction, excluding unit pay, if Emergency Leave Transfer is not attainable by the individual certificated staff member.

The certified staff may use any amount of their sick leave for bereavement purposes with no restrictions concerning their relationship to the deceased. (2019-2020)

d. Emergency Leave Transfer:

In cases where a teacher's total sick leave is exhausted, said teacher may receive a transfer of sick days from one or more other teachers. It shall be the responsibility of the borrowing teacher to complete the emergency leave transfer forms and submit them to the administration. Emergency leave transfers must be submitted no later than the day the teacher completes his/her final checkout for the school year. The transfer shall take place at the conclusion of the school year and days may be transferred only from a certified staff member who is returning to the system the following year. Only those days for which the district would be reimbursing the teacher for at the beginning of the school year are eligible for transfer (those days over 40).

8. Grievance Procedure:

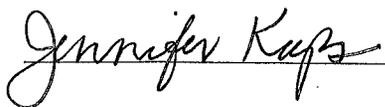
a. See Attachment C.

9. Board of Education Practices Which Affect Teaching Staff

a. See Attachment E.

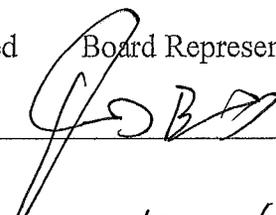
10. The terms and conditions of this agreement shall be effective beginning with the 2024-2025 school terms and shall remain in effect until such time that a new negotiated agreement is ratified by both parties.

Signed BEA Representative



Date: 1-11-24

Signed Board Representative



Date: 1-12-24

	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	1.00 \$ 39,000	1.04 \$ 40,560	1.08 \$ 42,120	1.12 \$ 43,680	1.16 \$ 45,240	1.20 \$ 46,800	1.24 \$ 48,360
2	1.04 \$ 40,560	1.08 \$ 42,120	1.12 \$ 43,680	1.16 \$ 45,240	1.2 \$ 46,800	1.24 \$ 48,360	1.28 \$ 49,920
3	1.08 \$ 42,120	1.12 \$ 43,680	1.16 \$ 45,240	1.2 \$ 46,800	1.24 \$ 48,360	1.28 \$ 49,920	1.32 \$ 51,480
4	1.12 \$ 43,680	1.16 \$ 45,240	1.2 \$ 46,800	1.24 \$ 48,360	1.28 \$ 49,920	1.32 \$ 51,480	1.36 \$ 53,040
5	1.16 \$ 45,240	1.2 \$ 46,800	1.24 \$ 48,360	1.28 \$ 49,920	1.32 \$ 51,480	1.36 \$ 53,040	1.4 \$ 54,600
6		1.24 \$ 48,360	1.28 \$ 49,920	1.32 \$ 51,480	1.36 \$ 53,040	1.4 \$ 54,600	1.44 \$ 56,160
7			1.32 \$ 51,480	1.36 \$ 53,040	1.4 \$ 54,600	1.44 \$ 56,160	1.48 \$ 57,720
8			1.36 \$ 53,040	1.4 \$ 54,600	1.44 \$ 56,160	1.48 \$ 57,720	1.52 \$ 59,280
9				1.44 \$ 56,160	1.48 \$ 57,720	1.52 \$ 59,280	1.56 \$ 60,840
10				1.48 \$ 57,720	1.52 \$ 59,280	1.56 \$ 60,840	1.6 \$ 62,400
11				1.52 \$ 59,280	1.56 \$ 60,840	1.6 \$ 62,400	1.64 \$ 63,960
12					1.6 \$ 62,400	1.64 \$ 63,960	1.68 \$ 65,520
13					1.64 \$ 63,960	1.68 \$ 65,520	1.72 \$ 67,080
14					1.68 \$ 65,520	1.72 \$ 67,080	1.76 \$ 68,640
15						1.76 \$ 68,640	1.8 \$ 70,200
16						1.8 \$ 70,200	1.84 \$ 71,760

Attachment A

BERTRAND COMMUNITY SCHOOL, Unit Schedule 2024-2025, Base Year 1996-1997

	1st yr.	2nd yr	3rd yr	4th yr	5th yr	6th yr	7th yr	8th yr	9th yr
CATEGORY 1	12.00%	12.00%	12.00%	13.00%	13.00%	13.00%	14.00%	14.00%	14.00%
Head FB									
Head BBB									
Head GBB									
Head VB									
Head WR									
Head TR									
CATEGORY II	8.00%	8.00	8.00%	9.00%	9.00%	9.00%	10.00%	10.00%	10.00%
Asst FB (2)									
Asst BBB									
Asst GBB									
Asst VB									
Asst WR									
Asst TR (2)									
Head Golf									
Cross Country									
Music									
CATEGORY III	5.00%	5.00%	5.00%	6.00%	6.00%	6.00%	7.00%	7.00%	7.00%
Cheerleader Sp.									
Asst. XC									
FFA									
Head Speech									
CATEGORY IV	4.00%	4.00%	4.00%	5.00%	5.00%	5.00%	6.00%	6.00%	6.00%
Yearbook									
Asst. Speech									
Drama (split between 2)									
Concessions (2)									
504 Chair									
504 Asst. Coord.	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
NHS	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
Prom Sponsor	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
JH Coaching (6) Head	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
MTSS (8)	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
JH Coaching (6) Assistant	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Student Council Sponsor	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
JH Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
HS Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Jr. Sponsor (2)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
B-Club (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Elem Quiz Bowl	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
ACT On-Line Prep (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Elem. After School Club (3)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%

*2024-2025 Changes
 Move Concessions & 504
 Chair to CAT IV
 Move Music to CAT. II
 Add 504 Asst. Coord.-3%

Bertrand Community School
Grievance Procedure

BERTRAND COMMUNITY SCHOOL
GRIEVANCE PROCEDURE

A. Definition of Terms

1. Grievance - A claim based upon the interpretation, meaning, or application of any of the policies, rules, regulations, or professional negotiations contracts of school districts.
2. Aggrieved Person - person or persons making a claim.
3. Party in Interest - person or persons making the claim, and any person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

B. Purpose The broad purposes of machinery for grievance adjustment in a public school system are:

1. Unobstructed communication with respect to alleged grievances without fear of reprisal.
2. Reduction of the potential areas of conflict among staff members and administrators and boards of education.
3. Two-way communication through recognized channels among administrators, staff members, local professional associations, and boards of education.
4. Development of improved morale and effectiveness of staff members.
5. Encouragement of teacher expression regarding conditions that affect him/her.

C. Suggested Procedures

1. Level I (Informal)
 - a. If a teacher feels that he/she has a grievance he/she should discuss the matter with the Principal or supervisor to whom he/she is directly responsible in an effort to resolve the problem.
 - b. The aggrieved person may have a local PR & R representative assist in efforts to resolve the problem informally with the Principal or other appropriate administrators or supervisors.

2. Level II (Formal)

Step One

- a. if an aggrieved person is not satisfied with the disposition of his/her problem, or if no decision has been rendered after five school days through the informal procedure, he/she may submit a claim as a formal grievance, in writing, to the principal and retain a copy of the said grievance.
- b. The Principal shall, within three school days, render a decision and the reasons therefor, in writing, to the aggrieved person and a copy to the PR & R representative for the association's file.

Bertrand Community School
Grievance Procedure

Step Two

- a. If the aggrieved person is not satisfied with the disposition of his grievance at Step One, or if no decision has been rendered within three school days after the presentation of the grievance in writing, a written grievance may be filed with the association's PR & R Committee within three school days after the decision at Step One, or six school days after the grievance was presented, whichever is sooner.
- b. Within five school days after receiving the written grievance, the PR & R Committee shall provide an opportunity for the aggrieved person to meet with the Committee for the purpose of reviewing the grievance, and the PR & R Committee shall give to the aggrieved person a written opinion regarding the merits of the case.
- c. If the local PR & R Committee determines the claim is not meritorious, the aggrieved person may appeal the grievance to the State PR & R Commission. It is recommended that this appeal be made through the local association president.

Step Three

- a. Within three school days after receiving the PR & R Committee opinion, or within eight school days after the grievance was filed with the Committee, whichever is sooner, the aggrieved person may file a written appeal with the PR & R Committee for a hearing by the Superintendent of Schools. Within two school days of its receipt, the Committee, through its chairman, shall submit such appeal to the Superintendent.
- b. The Superintendent of Schools, or his authorized representative, shall act for the administration at Step Three 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 and with the PR & R Committee for the purpose of resolving the grievance. A full record (tape recording recommended) of such a hearing shall be kept by the Superintendent and made available to the parties involved upon written request. The Superintendent shall within three school days of the hearing, render a decision and reasons therefor, in writing, to the aggrieved person. (Copy to the PR & R Committee.)

Step Four

- a. If the aggrieved person is not satisfied with the disposition of the grievance at Step Three, or in decision has been rendered within three school days after the first meeting with the Superintendent, a grievance may be filed again with the association's PR & R Committee within three school days after a decision by the Superintendent, or five school days after the meeting with the Superintendent, whichever is sooner.
- b. Within three school days after receiving such further appeal, the PR & R Committee, through its chairman, shall refer the grievance to the Board of Education.

Bertrand Community School
Grievance Procedure

c. Within twenty-five school days after receiving the written appeal, the Board of Education, or a committee therefrom, shall meet with the aggrieved person and with the representatives of the PR & R Committee for the purpose of resolving the grievance. The decision of the Board of Education shall be rendered, in writing, within five school days.

D. Other Considerations

1. Any party in interest may be represented at all stages of the grievance procedure by his or herself or by a representative of his/her own choosing. When a teacher is not represented by the association, the association shall have the right to be present and to state its views at all stages of the grievance procedure.
2. Decisions rendered at Level II, Steps one, Two, Three, and Four, of the grievance procedure, will be in writing, setting forth the decision and the reasons therefor and will be transmitted promptly to all parties in interest and to the chairman of the PR & R Committee.
3. If the written grievance is not filed within thirty days after the teacher knew, or should have known of the act or condition on which the grievance is based, the grievance shall be waived.
4. No reprisals of any kind shall be taken by the Board, or by any member of the administration, against any party of interest, any PR & R representative, or any other participant in the grievance procedure by reason of such participation.

FORMAL GRIEVANCE PRESENTATION
(Level II Step One)

TYPE OR PRINT
(TO BE COMPLETED BY AGGRIEVED PERSON)

FORM A

AGGRIEVED PERSON (S) _____

DATE OF FORMAL PRESENTATION _____

MAILING ADDRESS OF AGGRIEVED PERSON _____

SUBJECT AREA OR GRADE _____

STATEMENT OF GRIEVANCE:

ACTION REQUESTED:

Signature of Aggrieved

**REFERRAL BY PR & R COMMITTEE
(Level II Step Two)**

TYPE OR PRINT

FORM C

(TO BE COMPLETED BY THE ASSOCIATION PR & R COMMITTEE CHAIRMAN
WITHIN FIVE DAYS OF REFERRAL.)

Aggrieved person(s) _____

Date of Formal Grievance Presentation _____

Chairman of formal grievance presentation _____

Date referral received by PR & R _____

OPINION OF ASSOCIATION PR & R COMMITTEE AND REASONS THEREFOR:

DECISION BY SUPERINTENDENT
(Level II Step Three)

TYPE OR PRINT

FORM D

(TO BE COMPLETED BY SUPERINTENDENT OF SCHOOL WITHIN THREE DAYS AFTER HEARING WITH AGGRIEVED AND PR & R COMMITTEE REPRESENTATIVES; HEARING TO BE HELD WITHIN TEN DAYS AFTER RECEIPT OF APPEAL.)

Aggrieved person(s): _____

Date of formal grievance presentation _____

Date appeal received by superintendent _____

Date hearing held by superintendent _____

DECISION OF SUPERINTENDENT AND REASONS THEREFOR:

Date of decision _____

Superintendent's Signature

AGGRIEVED PERSON'S RESPONSE: (To be completed within 3 days of decision)

_____ I accept the above decision of the Superintendent of Schools.

_____ I hereby appeal, through the association PR & R Committee, to the Board of Education for a review of this grievance.

Date of response _____

Signature of Aggrieved

REVIEW BY BOARD OF EDUCATION
(Level II Step Four)

TYPE OR PRINT

FORM E

Aggrieved person(s): _____

Date of formal grievance presentation _____

PR & R COMMITTEE REFERRAL TO BOARD:

(To be completed within 3 days of PR & R receipt of appeal from aggrieved)

_____ The attached grievance is hereby appealed to the Board of Education for a review and hearing.

Date of referral to board _____

Signature of P R & R Chairman

BOARD RESPONSE: (to be completed by the Board of Education Chairman within 3 days after the Board hearing with the aggrieved and the Association PR & R Committee representatives; Board hearing to be held within 25 days after receipt of appeal.)

Date appeal received by Board of Education _____

Date hearing held by Board of Education _____

DECISION OF BOARD OF EDUCATION AND REASONS THEREFOR:

Date of decision _____

Signature of Board Chairman

AGGRIEVED PERSON'S RESPONSE: (to be completed by aggrieved within 5 days of decision.)

_____ I accept the decision of the Board of Education.

_____ I hereby reject the above decision of the Board of Education.

Date of response _____

Signature of Aggrieved

Board of Education Practices Which Affect Teaching Staff

1. A person entering the Bertrand system may be granted all of their years of teaching experience.
2. This is a minimum salary schedule. It may be necessary to vary from it temporarily in order to secure a teacher in a subject in which there is an unusual circumstance, thus the board reserves the right to hire off schedule whenever the Board deems doing so is essential to the welfare of the school and community.
3. A teacher will not be allowed to move more than one step vertically on the salary schedule and one step horizontally on the salary schedule in any given year.
4. Teachers earning a Masters Degree after September 1, 2001 will be able to use previously approved course hours in order to move to the MA+9 column on the salary schedule. (No more than one step vertically on the salary schedule and one step horizontally on the salary schedule in any given year.)
5. All hours earned by teachers which would qualify a teacher to move horizontally on the salary schedule must enhance teaching in their assigned area, and have prior approval of the superintendent and/or board of education.
6. Request to negotiate date: The BEA shall annually submit in writing a request to negotiate. This request shall spell out items the BEA wishes to bring to the negotiation table and it shall be delivered to the President of the Board of Education by the date of the regular March Board meeting.
7. Teachers driving students to extra-curricular activities will be paid \$52.97 per trip for driving a bus and \$20.56 for driving a van.
8. Extra assignments such as hall supervision during activities, noon and recess duty, or other assignments which may from time to time be deemed necessary by the administration will be assigned on a fair and impartial basis and will carry with them no compensation.
9. Late resignations: After the contract due date, the Board at its option, will consider accepting resignations only if a suitable replacement can be found.
10. A stipend of \$1,000.00 will be paid to a certified faculty member to compensate for their work as "standards/curriculum/assessment liaison" to the administration. This "liaison" will be assigned yearly, by the superintendent.
11. Junior High Coaching: During the negotiations for 2009-2010 the index for Head Junior High Coach was changed to 2% for Head Coaches. Assistant coaches were added to each sport at the rate of 1% "if" administration can schedule suitable personnel for that position. Assistant Coaches will be employed if the above condition of "suitable personnel" is met AND the following number of students participate.
 - a. Football = 8 or more
 - b. Volleyball = 13 or more
 - c. Boys Basketball = 11 or more
 - d. Girls Basketball = 11 or more
 - e. Wrestling = 11 or more
 - f. B & G Track/Field = 11 or more