

Negotiated Agreement 2021-2022

This agreement between the Board of Education of the Gothenburg Public School District #20, Dawson County, Nebraska and the Gothenburg Education Association is hereby approved and shall cover the 2021-22 school year. This agreement shall remain in force and effect until it is replaced by a successor agreement.

Article I. Salaries

A. Salary Schedule

- a. The salary of each employee shall be determined by the salary schedule attached as Appendix B to this Agreement.
- b. Vertical increment of the salary schedule shall be 5%. Vertical movement of employees shall advance one (1) step vertically each year in accordance with the salary schedule attached as Appendix B to this Agreement.
- c. Horizontal increment of the salary schedule shall be 4%. Horizontal movement will be in accordance with the salary schedule attached as Appendix B to this Agreement.

B. Initial Placement

- a. The District has the authority to place a teacher at one(1) step beyond actual experience (vertical movement) earned in an area identified as a shortage area in the most recent NDE Teacher Shortage Area Report generated by the Nebraska Department of Education when it is determined to be necessary to secure the employment of the employee. The teacher shall stay at their actual experience (vertical movement) during their second year in the district.

C. Base Salary

- a. The base salary shall be \$37,325.

D. Extra Duty

- a. Extra duty assignments shall be determined by the extra duty salary schedule attached as Appendix C.

Article II. Terms of Employment

A. Duration of Contract

- a. The standard contract period will be for 185 contract days

Article III. Health Insurance -

- A. The parties agree that Gothenburg Public Schools will provide *\$1,050 deductible / \$3,600 deductible HSA-Eligible* medical insurance and PPO 100% A, 75% B, with 50% C dental coverage - Option 2 through the Educators Health Alliance Plan with the district paying the full premium amount. In no case shall a cash payment be made in-lieu-of insurance premiums.
- B. Health and dental insurance premium amounts contributed by the district for 2021-22, excluding discounts or surcharges, for each of the EHA tiers are:

\$1,050 deductible / \$3,600 deductible HSA Eligible:

<i>Employee</i>	<i>Ee & Child(ren)</i>	<i>Ee & Spouse</i>	<i>Ee, Spouse & Child(ren)</i>
\$734.59	\$1,333.90	\$1,510.15	\$2017.62

- C. The district will pay dental insurance for the employee in an amount of \$29.54 per month, which is included in the tier amounts listed above. The employee may pay for additional dental coverage for his/her family members. Married couples employed by the District will receive family coverage for both health and dental insurance with contributions at the following rates:

\$1,050 deductible / \$3,600 deductible HSA Eligible:

<i>Ee & Spouse</i>	<i>Ee, Spouse & Child(ren)</i>
\$1,542.61	\$2,071.37

- D. Health insurance premiums will be prorated for less than full-time certificated employees. Each employee will submit a certificate of coverage if they elect not to utilize the selected plan. Part-time employees may take the qualified amount (FTE x tier for which qualified) and apply it towards single insurance.
- E. Health Savings Account - Employees who elect the high deductible option of the dual choice plan must place the premium savings into a health savings account administered by the school district or its designee.

Article IV. Leave Benefits

- A. Accumulated leave for all employees covered by the negotiated agreement for the 2020-2021 school-year will be grandfathered and carried into the 2021-2022 contract year.
 - a. For the 2021-2022 contract year, and each year thereafter each staff member covered by this negotiated agreement shall be granted up to twelve (12) days of leave accumulative to a maximum of seventy-five (75)

- days.
 - b. Part-time employees shall receive a prorated number of days based upon their individual full-time equivalency (FTE).
- B. Accumulated leave may be used for sick leave or family emergency leave.
- a. Sick leave is defined as an absence due to personal illness or injury or to take care of the employee's spouse, son, or daughter with a serious health condition. Son or daughter, as defined by FMLA, is a biological, adopted or foster child, stepchild, a legal ward, or a child of a person standing in loco parentis who is either under age 18 or age 18 or older and incapable of self-care because of a mental or physical disability.
 - b. Family emergency leave is defined as an absence to take care of the employee's parents, parents-in-law, or siblings when the individual is incapable of self-care because of mental or physical disability. Family emergency leave is limited to five days per contract year.
- C. A doctor's verification of illness or injury may be required upon request by the superintendent. 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 district office.
- D. The Gothenburg Public Schools will facilitate a personal leave transfer procedure. The purpose of the transfer procedure is to allow a certificated employee to anonymously and voluntarily transfer personal leave (donor) to address an anonymous request (applicant) for additional sick leave. The procedure is included in Addendum A attached to this document.
- E. Adoption Leave- Accumulated leave days may be used for adoption leave. Adoption leave shall be granted to employees requesting such leave for a period not to exceed fifteen (15) days from the time custody of the child is received and is limited to 15 days per contract year. This leave does not apply to stepparent adoptions. Application for adoption leave should be made to the superintendent and building principal at the earliest possible time.
- F. Bereavement Leave - Accumulated leave days may be used for bereavement and limited in the following manner:
- a. Employees shall be provided a maximum of ten (10) days of leave per case in the event of a death in the immediate family. Immediate family shall be defined as spouse or children.
 - b. Employees shall be provided a maximum of five (5) days of leave per case in the event of a death of parents or parents in-law.

- c. Employees shall be provided a maximum of three (3) days of leave per case in the event of a death in other immediate family or exceptional cases.
- d. Employees shall be provided a maximum of one (1) day of leave per case in the event of a death in extended family.
- e. Leave to attend funerals of other relatives, friends, and acquaintances shall be regarded as personal leave.
- f. Travel days for bereavement may be provided upon review by the Superintendent or his/her designee.
- g. Professional leave for death of a teacher's student or student's parent may be provided upon review by the Superintendent or his/her designee.

G. Personal Leave - Accumulated leave days may be used for personal leave and limited in the following manner.

- a. Employees may be granted a maximum of two paid days annually for personal use.
- b. Personal leave shall not be granted during:
 - i. in-service days,
 - ii. parent-teacher conferences,
 - iii. semester examination periods,
 - iv. during the first five instructional days of each semester,
 - v. except for the purpose of attending:
 - 1. a district-sponsored school activity,
 - 2. a college or military ceremony or,
 - 3. moving a child to college for the first time.
- c. Requests for personal leave may be denied based upon availability of substitutes or for the purpose of maintaining the integrity of an instructional day.
- d. Requests and approval for personal leave shall be reduced, to writing, made in advance of the absence, and acted upon by the Superintendent of Schools or his/her designee. Description of the nature of the leave is not required.
- e. An appeal of the Superintendent's or designee's decision may be made to the Board of Education upon the written recommendation of the Education Association's P.R. &R. Committee.

- f. When it is necessary for an employee to be absent additional days for reasons beyond their control, such additional days may be granted under policy sections 4171 (sub. dock) and 4172 (full pay deduction).
- g. Each staff member covered by this negotiated agreement has the option of carrying over one unused personal day to the following contract year with a maximum of three days accumulated at any one time.
- h. Each staff member covered by this negotiated agreement shall be reimbursed at the district-approved rate for a substitute teacher per day, or every quarter thereof, of unused personal leave. Reimbursement will be made in the July payroll.

Article V. Long-term disability

- A. Each teacher shall purchase his/her own long-term disability insurance through a carrier chosen by the school district as part of the total compensation package.

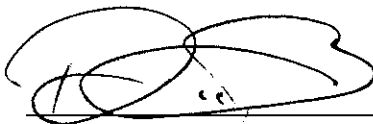
Article VI. Class Coverage

- A. Teachers will be paid 1/8th of the district-approved daily rate for a substitute teacher for covering a class when coordinated by an administrator, if covering results in the loss of their only planning time.
- B. Payment for coverage will be made in the July payroll.

Addendums:

- A. Personal Leave Transfer Procedure
- B. Salary Schedule
- C. Extra-Duty Schedule

2021-22 Negotiated Agreement Signatures



Board of Education

Date: 8-Feb-21



Gothenburg Education Association

Date: 2/2/21

Addendum A: Personal Leave Transfer Procedure

The Gothenburg School District will facilitate a personal leave transfer procedure. The purpose of the transfer procedure is to allow a certificated employee to anonymously and voluntarily transfer personal leave (donor) to address an anonymous request (applicant) for additional sick leave.

The applicant's request is for extended leave beyond existing sick and personal leave to coordinate with the district's Long Term Disability policy and becomes applicable only after all sick and personal leave hours have been used. An applicant cannot apply for more sick hours than the elimination period for long-term disability and may not otherwise be receiving related compensation benefits such as disability, workman's compensation, or unemployment. Eligibility for transferred hours aligns with eligibility for sick leave or family emergency leave as defined in this agreement.

A certificated staff member (applicant) may present a *Request for Consideration for Extended Sick Leave* to the Superintendent of Schools who will determine eligibility based upon the guidelines within this agreement. The employee may appeal the eligibility determination to an Appeals Committee involving the Board President and GEA President, or their designees.

If the Superintendent determines that eligibility requirements are met, all certificated staff (potential donors) will be notified of a request to transfer a personal day or days. Certificated staff will be given until 4:00 p.m. on the 5th workday following the notification to submit a signed *Personal Leave Transfer Form*. Failure to meet the deadline will indicate that the staff member has declined to participate.

Any paid leave granted pursuant to the Personal Leave Transfer Procedure shall run concurrently with any Family and Medical Leave Act leave to which the certificated staff member may be entitled.

Certificated employees may transfer personal days only upon receipt of a *Request for Consideration for Extended Sick Leave* from the District Office. Transferred days are applied to address the extended sick leave request day-by-day and in order of receipt. Donated, but ultimately unneeded days, are not transferred. Donated days are not carried into a new contract year.

APPENDIX B

GOTHENBURG PUBLIC SCHOOLS

SALARY SCHEDULE
STEPS: 0 TO 12

2021-22
ACROSS: 4%

BASE: \$37,325
DOWN: 5%

STEP	I BA	II BA+9	III BA+18	IV BA+27	V MA	VI MA+9	VII MA+18	VIII MA+27	IX MA+36
1	1 \$37,325	1.04 \$38,818	1.08 \$40,311	1.12 \$41,804	1.16 \$43,297	1.2 \$44,790	1.24 \$46,283	1.28 \$47,776	1.32 \$49,269
2	1.05 \$39,191	1.09 \$40,684	1.13 \$42,177	1.17 \$43,670	1.21 \$45,163	1.25 \$46,656	1.29 \$48,149	1.33 \$49,642	1.37 \$51,135
3	1.1 \$41,058	1.14 \$42,551	1.18 \$44,044	1.22 \$45,537	1.26 \$47,030	1.3 \$48,523	1.34 \$50,016	1.38 \$51,509	1.42 \$53,002
4	1.15 \$42,924	1.19 \$44,417	1.23 \$45,910	1.27 \$47,403	1.31 \$48,896	1.35 \$50,389	1.39 \$51,882	1.43 \$53,375	1.47 \$54,868
5	1.2 \$44,790	1.24 \$46,283	1.28 \$47,776	1.32 \$49,269	1.36 \$50,762	1.4 \$52,255	1.44 \$53,748	1.48 \$55,241	1.52 \$56,734
6		1.29 \$48,149	1.33 \$49,642	1.37 \$51,135	1.41 \$52,628	1.45 \$54,121	1.49 \$55,614	1.53 \$57,107	1.57 \$58,600
7			1.38 \$51,509	1.42 \$53,002	1.46 \$54,495	1.5 \$55,988	1.54 \$57,481	1.58 \$58,974	1.62 \$60,467
8				1.47 \$54,868	1.51 \$56,361	1.55 \$57,854	1.59 \$59,347	1.63 \$60,840	1.67 \$62,333
9				1.52 \$56,734	1.56 \$58,227	1.6 \$59,720	1.64 \$61,213	1.68 \$62,706	1.72 \$64,199
10					1.61 \$60,093	1.65 \$61,586	1.69 \$63,079	1.73 \$64,572	1.77 \$66,065
11					1.66 \$61,960	1.7 \$63,453	1.74 \$64,946	1.78 \$66,439	1.82 \$67,932
12								1.83 \$68,305	1.87 \$69,798

APPENDIX C

GOTHENBURG PUBLIC SCHOOLS

2021-22

EXTRA DUTY SCHEDULE

BASE: \$37,325

STEPS: 1 TO 7

CATEGORIES: 1 TO 6

ST	I	II	III	IV	V	VI	CATEGORY I	CATEGORY IV
1	0.02 \$747	0.03 \$1,120	0.04 \$1,493	0.06 \$2,240	0.09 \$3,359	0.12 \$4,479	NHS-SPB Senior Class NFL	9 Football 9 Basketball 9 Volleyball
2		0.035 \$1,306	0.045 \$1,680	0.07 \$2,613	0.1 \$3,733	0.13 \$4,852	Distance Learning Quiz Bowl	Jr. High Track Summer Weight Cheerleading
3		0.04 \$1,493	0.05 \$1,866	0.08 \$2,986	0.11 \$4,106	0.14 \$5,226	CATEGORY II	CATEGORY V
4		0.045 \$1,680	0.06 \$2,240	0.09 \$3,359	0.12 \$4,479	0.15 \$5,599	Asst JH Sports Junior Class FFA	Asst Football Asst Basketball Asst Track
5		0.05 \$1,866	0.07 \$2,613	0.1 \$3,733	0.13 \$4,852	0.16 \$5,972	Asst StuCo	Asst Wrestling Asst Volleyball Asst Speech
6					0.14 \$5,226	0.17 \$6,345	CATEGORY III	Asst Cr Country Asst Softball Asst One Acts
7						0.18 \$6,719	8 Football 8 Volleyball 8 Basketball 7 Football 7 Volleyball 7 Basketball Asst 9 Football Jr. Hi Wrestling Special Music Play/Asst Musical Student Council	Asst Golf CATEGORY VI Head Basketball Head Boys Golf Head Cr Country Head Football Head Girls Golf Head Softball Head Track Head Volleyball Head Wrestling Head Speech Head One Acts Instrum Music Vocal Music (includes Musical or Asst Play)