

NEGOTIATED AGREEMENT

For the school years 2018-2019 the following negotiated agreement between the certificated personnel of Educational Service Unit No. 17, Ainsworth, Nebraska, and the governing Board of said Service Unit shall be in effect. To Wit:

1. The 2018-2019 base salary, increment schedule, and allowance for outside accumulated experience shall adhere to the document marked Exhibit "A" attached hereto and by this express reference incorporated herein. The additional compensation schedule document marked Exhibit "B" includes employer/employee pre-tax contributions and/or additional salary adjustments. Exhibit "B" compensation will be combined with Exhibit "A" salary for a total compensation package. Any staff member who remains at the bottom of this schedule for five consecutive years will receive up to \$500.00 a year in actual reimbursable expenses incurred while in pursuit of an advanced degree program. The total package increase for the 2018-2019 school year will be a total 3.3%, which includes the increase of both the compensation and the salary schedule combined.
2. The **AFLAC 125 Plan will allow a tax savings for Medical, Dental and Child Care.**
3. The mileage rate paid to personnel for actual recorded route mileage shall be synonymous with the maximum mileage rate approved by the State Board of Education.
4. Each certificated employee shall be entitled to eight days of sick leave per year cumulative to sixty total days of sick leave. Said sick leave shall be granted because of birth, death, or illness of members of the employee's immediate family. The term "immediate family" for sick leave purposes only means spouse, parents of the employee or spouse, and children of the employee.
5. Sick leave benefits for Funeral/Bereavement leave will be granted for the period as hereinafter defined, during the time of the regular contract work pursuant to the following provisions: (a) Sick leave shall be granted to the employee for each death in the immediate family (spouse, children, grandchildren, parents, grandparents, brothers, sisters), or other persons bearing the same relation to the employee's spouse. (b) For funerals of persons not in the employee's immediate family as defined in "a" above, but for whom the employee has a close and significant relationship, up to one day of paid sick leave shall be granted at the discretion of the Administrator.
6. Fulltime certificated employees shall all work a full five-day week. The regular workday shall begin as nearly as possible at 8:00 A.M. in the assigned school and end as nearly as possible to 4:00 P.M. in the assigned school. The employee's regular schedule should place the employee back at home no later than 5:30 P.M. A thirty-minute duty-free lunch period shall be guaranteed to each teacher.
7. Only certificated employees who work with children on a regularly scheduled basis shall be guaranteed three personal days with full pay during the school year. Unused personal leave shall be paid at the rate of \$100.00 per day at the end of the current school year. Notice of intent to use personal leave shall be given to the employee's immediate supervisor prior to the leave date except in cases of emergencies.
8. Professional leave will be approved by the Director of Special Education. Whenever professional leave is approved, appropriate expenses for attending meetings, programs, etc. will be paid by the Unit.
9. Certificated instructional staff shall receive credit for those additional hours of graduate college credit allowed by the salary schedule. Future advancement for certificated instructional staff shall be granted only for graduate college credit hours. A certificated instructional staff member may be given credit on the salary schedule, if approved in advance by the administrator, for additional hours of graduate college credit relevant to his or her respective area of responsibility; provided however, that credit for hours beyond the master's degree shall be granted only for certificated instructional staff enrolled in a graduate degree program relevant to his or her respective area of responsibility.
10. Employees covered by the terms of this agreement shall be paid on the 15th of each month. Should the 15th of the month fall on a holiday or non-work day, employees shall be paid the last workday preceding such holiday or non-work day.

11. There has been hereby established a Grievance Procedure to be utilized by certificated employees when a grievance exists. Copies of said Grievance Procedure are on file in the Administration Office.
12. E.S.U. 17 SPED employees assigned to one school shall conform to the calendar of that school, but said employees will utilize the E.S.U. 17 calendar if they work in more than one school.
13. When a special educator voluntarily works during "Unit Holidays" that time can be traded for break days when one or more of their assigned schools are not available for SPED sessions.
14. School Psychologists shall be placed on the teachers' salary schedule with a 35% responsibility factor of the base salary added.
15. Recognize the requirement for all ESU 17 employees to be insured by the Blue Cross Blue Shield EHA plan or under a spouse's group insurance policy. Employees will be required to submit proof of a group insurance policy at the beginning of the contract year and must contact the business manager regarding changes in group insurance coverage within 30 days of such changes occurring. Employees will also recognize participation in a long-term disability plan.
16. Employee Sick Leave Bank see Appendix A.
17. The above paragraphs constitute the salary and additional income to be paid to certificated employees during the 2018-2019 contract period. The Board reserves the right to deviate from the salary schedule steps when and if it becomes necessary to fill an open position or reassign an existing employee. Placement on the salary schedule will be based on Administrator recommendation with Board approval.
18. This Agreement has hereby been mutually approved by the Parties whose signatures appear below. To Wit:

On Behalf of the Certificated Staff of
Educational Service Unit No. 17

On Behalf of the Board of
Educational Service Unit No. 17

(Date Signed)

(Date Signed)