MASTER AGREEMENT

Between

Hall County School District 2

Also Known As

Grand Island Public Schools

Board of Education

And

The Grand Island Education Association

Contract Year

2016 – 2017
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The Grand Island Education Association, hereinafter referred to as the "GIEA" and the Board of Education of the Grand Island Public Schools, hereinafter referred to as the "District" hereby agree as follows:

**ARTICLE I**

**DEFINITIONS**

1.1 **Faculty Member**: Certified staff and registered nurses who are employed by the District on a regularly scheduled basis and who either provide instruction or instructional support services, or nursing services. The term Faculty Member shall not include administrative employees, supervisory employees, substitute teachers, or members of the District's classified staff.

1.2 **Grand Island Education Association or GIEA**: The unincorporated association, which has been recognized as the exclusive bargaining agent for the 2016–2017 contract year for the bargaining unit composed of the Faculty Members defined in paragraph 1.1.

1.3 **Board or District**: The employer, who is the Board of Education for Hall County School District 2, a/k/a Grand Island Public Schools.

1.4 **Holiday(s)/Vacation Day(s)**: Day(s) scheduled on the official District calendar that do not require students and staff to report to school (not including compensatory days, reference Article V, Leaves).

1.5 **Compensatory Day(s)/Time**: Day(s)/Time scheduled for faculty members to be absent from school to compensate the Faculty Member for evening time spent for parent/teacher conferences. These day(s)/time(s) are to be scheduled on the master school district calendar(s) prepared by the Superintendent of Schools, or a designee.

1.6 **Employed**: “Employed” or “employment” is the status of being a certificated employee under contract and having performed services and compensation for such services.

**ARTICLE II**

**GRIEVANCES**

2.1 **Purpose**: The purpose of this grievance procedure is to provide an opportunity for Faculty Members and the GIEA to address questions regarding the interpretation and application of the express terms of the collective bargaining agreement during the term of the contract and to encourage resolution of such matters at the lowest possible level.

2.2 **Definitions**: Grievance shall mean a claim by one or more faculty members relating to the interpretation or application of the express terms of this agreement. Any grievance shall specify the express provision of the agreement, which is claimed to have been violated and set forth in detail the specifics of such alleged violation.
Grievant(s) shall mean the GIEA or one or more Faculty Members who are members of the bargaining unit represented by the GIEA and who initiate a grievance under this procedure. A Faculty Member can belong, but need not necessarily belong to the GIEA and, at that Faculty Member’s choice, be represented or not represented by GIEA.

Communications shall mean all communications concerning the grievance, after the grievance is formally submitted, shall be in writing and shall be considered confidential in nature.

Day(s) shall mean calendar days except weekends and holidays. It is understood that during the summer months any change in grievance procedure shall be by mutual agreement of the parties in interest.

2.3 General Conditions:

A. Should a Faculty Member have a claim based upon an event or condition, which affects the Faculty Member’s welfare or morale, the Faculty Member may utilize the informal step and step one only. If the alleged grievance is not satisfactorily resolved the Faculty Member shall have the right to use normal administrative channels to solve the problem. The grievant may have a representative of the GIEA present at any level of the grievance procedure.

B. Decisions referred at level II, steps one, two, and three, shall be in writing and shall be transmitted promptly to all parties in interest and to the chairperson of the GIEA’s professional rights and responsibility committee.

C. If the written grievance is not filed within thirty (30) calendar days after the Faculty Member knew, or should have known, of the act or condition on which the grievance is based, then the grievance shall be waived.

D. Time Limits: Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level shall be considered as a maximum, and every effort should be made to expedite the process. The time limit specified may, however, be extended by mutual written agreement. If a grievance is filed which might not be finally resolved under the time limits set forth herein prior to the end of the school year, and which if left unresolved until the beginning of the following school year could result in irreparable harm to the grievant, the time limit set forth herein shall be reduced to the extent possible so that the grievance procedure may be concluded prior to the end of the school year, or as soon thereafter as is practicable.

E. A grievance may be withdrawn at any level without prejudice or record.

F. No reprisals of any kind shall be taken by the Board, or by any member of the administration, or by the association or its individual members, against any party in interest, any GIEA’s professional rights and responsibility committee representative, or any other participant in the grievance procedure by reason of such participation.

G. The processing of all grievance documents, communications, and records shall be filed separately from the personnel files of the participants.
H. Forms for filing and processing grievances and other necessary documents shall be made available through the GIEA's building representatives, the superintendent's office, and the school office.

I. In order to prevent the filing of multiple grievances on the same question of interpretation or compliance where the grievance covers a question common to a number of Faculty Members, it shall be processed as a single grievance. Any group grievance shall set forth the names of the individual grievant(s) or the group, and the title and specific assignments of the people covered by the group grievance. A designated GIEA representative shall sign group grievances.

2.4 Procedures:
A. Level I: (Informal)

1. If a Faculty Member feels that a grievance is present, the matter should first be discussed within thirty (30) days of the occurrence with the department chairperson, principal, or supervisor who has direct responsibility. The administrator or supervisor must give his/her answer orally within five (5) days of such meeting.

2. The grievant may have the assistance of a local professional rights and responsibility representative in efforts to resolve the problem informally.

B. Level II (Formal)

1. Step One
a. If a grievant is not satisfied with the disposition of the problem, or if no decision has been submitted after five (5) days through the informal procedure, a formal grievance may be submitted in writing, to the principal or responsible administrator with a copy retained for the personal use of the grievant.

b. The principal or other responsible administrator shall, within three (3) days, submit a decision in writing to the grievant(s). A copy of the grievance shall be furnished to the superintendent and to the professional rights and responsibility representative if that representative was a party to the grievance.

2. Step Two
a. If the grievant is not satisfied with the disposition of the grievance at step one, or if no written decision has been submitted within three (3) days after the presentation of the grievance, the written grievance may be filed with the superintendent within three (3) days after the decision at step one, or six (6) days after the grievance was presented, whichever is sooner.

b. The superintendent shall act for the administration at step two of the grievance procedure. Within ten (10) days after the receipt of the written appeal for the hearing with the superintendent, the superintendent shall meet with the grievant and representatives of the professional rights and responsibility committee for the purpose of resolving the grievance. A full record (tape recording recommended) of such hearing shall be kept by the superintendent.
and made available to the parties involved upon written request. The superintendent, within five (5) days of the hearing, shall submit a decision, in writing to the grievant, with a copy to the GIEA professional rights and responsibility chairperson.

3. Step Three  
a. If the grievant is not satisfied with the disposition of the grievance at step two or if no decision has been submitted within five (5) days after the grievant has first met with the superintendent, the grievance may be filed with the Board.

b. Within twenty-five (25) days after receiving the written appeal, the Board, or a committee therefrom, shall meet with the grievant for a hearing for the purpose of resolving the grievance. A full record (tape recording recommended) of such hearing shall be kept by the Board and made available to the parties involved upon written request. The decision of the Board shall be rendered in writing within five (5) days of the hearing.

4. Step Four  
a. If the grievant is not satisfied with the disposition of the grievance at step three, or if a written decision has not been rendered within the time provided, the grievant within thirty (30) days of the Board's reply may notify the Board, in writing, of its intent to submit the grievance to the courts.

ARTICLE III  
SALARY COMPENSATION

3.1 Schedule:  
A. The negotiated salary schedule for the 2016–2017 Contract Year shall be attached to the Master Agreement which is attached hereto as Appendix A. Appendix A is hereby incorporated herein by this reference.

B. Step 1 of the entire salary schedule will be closed for placement. All staff hired with either 0 or 1 year of experience beginning with the 2014-2015 Contract Year, will be placed on Step 2 of the appropriate column (based upon degree and education).

3.2 Schedule Movement:  
A. Faculty Members can neither advance horizontally more than one salary column nor vertically more than one step in one fiscal year. A Faculty Member who changes degree level can move to that degree level.

B. The Board reserves the right to retain any Faculty Member at the current placement on the salary schedule. The reasons for such retention will be in written form and made a part of the teacher’s personnel file. Any Faculty Member placed on performance probation shall be afforded procedural due process.

C. The Board reserves the right to advance any Faculty Member on the tenure portion of the salary schedule.
3.3 Compensation:

3.3 A. Salary Compensation:

1. Schedule Base Salary: The base salary used for purposes of the salary schedule for the 2016–2017 Contract Year shall be $34,210 (hereinafter referred to as the “Schedule Base”).

2. Flat Base Salary/Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Benefit - Full Time Faculty Members Employed Prior to the 2008-2009 School Year (Available for Employees with a full-time-equivalency (FTE) of 1.0 or more only) (the “Flat Base”): Faculty Members employed prior to the 2008-2009 school year were provided the following one-time irrevocable election whether to continue to receive the “Flat Base Salary” provided to all Faculty Members prior to the 2008-2009 school year and contract year, or receive the “Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Benefit” described herein at paragraph 3.3.B. effective beginning with the 2008-2009 contract year in an effort by the School District and GIEA to increase participation in the School District’s group health insurance plan to eventually eliminate premium surcharges assessed by the group health and dental insurance carrier and paid by Faculty Members, to-wit:

   a. Election of Flat Base Salary: Faculty members employed prior to the 2008-2009 school year having made an irrevocable election to continue to receive the “Flat Base Salary”, in addition to their Schedule Base compensation shall receive an additional Flat Base of $7,500 subject to paragraph c. below; such irrevocable election shall have been made prior to the effective date of this 2016-2017 negotiated agreement and shall be binding and effective for the balance of the faculty member’s employment with the School District unless modified by the terms of a subsequent negotiated agreement.

   b. Election of Health and Dental Insurance Fringe Stipend/Health Reimbursement Account: Faculty members employed prior to the 2008-2009 school year having made an irrevocable election to not receive the Flat Base Salary and instead receive the “Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Benefit”, in addition to their Schedule Base compensation shall receive the Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Benefit set forth in paragraph 3.3.B; such irrevocable election shall have been made prior to the effective date of this 2016-2017 negotiated agreement and shall be binding and effective for the balance of the faculty member’s employment with the School District unless modified by the terms of a subsequent negotiated agreement.

   c. Declination of Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Option. In consideration of the School District and Association agreeing to continue the Flat Base notwithstanding potential penalties under the Patient Protection and Affordable Health Care Act (PPACA), a Faculty Member electing to decline to participate in the Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Option (H&D/FS/HRA Option) set forth in paragraph 3.3.B. below shall not be permitted to decline to participate in the H&D/FS/HRA Option unless said Faculty Member has filed with the superintendent’s office on the form provided by the School District an agreement providing:
(i) for an individual disclaimer which certifies that said Faculty Member is covered by alternate health insurance coverage which provides at least “Bronze Level” health insurance coverage as defined under PPACA;

(ii) that should the employee fail to obtain and maintain health insurance coverage as required by subparagraph (i) above at any time during the term of this Negotiated Agreement, and the School District incurs a penalty of any kind under the PPACA, the Faculty Member shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a Flat Base Salary, and shall be required to enroll for the Employee “self-only” coverage under the School District’s group health insurance during the open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years.

3. Flat Base Salary – Faculty Members Whose Employment Commenced During the 2008-2009 school year and thereafter: Faculty Members whose employment commenced at any time during the 2008–2009 school year and thereafter, were not, and shall not be, eligible to receive a Flat Base Salary.

4. Flat Base Salary – Part-Time Faculty Members (Employees with an FTE of less than 1.0):

a. Part-Time Faculty Members Employed Prior to the 2008-2009 School Year: Faculty members employed prior to the 2008-2009 school year with an FTE of less than 1.0 may elect the Flat Base Salary or the H&D/FS/HRA Option provided under subparagraphs 3.3.A, 2. a. or b. above, on a pro rated basis according to their FTE.

b. Part-Time Faculty Members Whose Employment Commenced During the 2009-2010 School Year: No Flat Base will be paid to Faculty Members with an FTE of less than 1.0 whose employment commenced with the 2008 – 2009 Contract Year and thereafter.

3.3.B Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Benefit:

1. Health and Dental Insurance Plan Type and Participation in Plan.

a. Health and Dental Insurance Plan Type: The School District shall provide health and dental insurance coverage equal to the Educators Health Alliance (EHA) health insurance plan described as the Blue Preferred $900 Deductible/$2,000 Deductible Dual Choice Plan and EHA dental insurance plan described as the PPO - 80% A & B, with 50% C coverage at the premium cost established annually for such insurance by the health insurance carrier selected by the School District to provide group health and dental insurance coverage annually; the School District’s contribution toward the premium cost of health and dental insurance coverage and/or the fringe benefit stipend shall be prorated for Faculty Members with an FTE (full-time-equivalency) of less than 1.0 on the basis of such FTE.

2. Faculty Members Employed Prior to the 2008-2009 School Year.
a. Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account Option – Full-Time Faculty Members (Employees with an FTE of 1.0 or more):

(1) Full-Time Faculty Members Employed Prior to the 2008-2009 School Year: Full-time Faculty Members employed prior to the 2008-2009 school year who have made the irrevocable election prior to the 2016-2017 school fiscal year and the EHA plan year to enroll in the H&D/FS/HRA Option shall be provided the $2,000 Deductible BC/BS EHA Health and Dental Insurance Plan, and shall receive an annual fringe benefit stipend equal to $1,481.76 (the difference between the annual EHA plan “Employee” School District provided $2,000 Deductible of the Blue Preferred Health and Dental Coverage cost for the 2016-2017 fiscal year and $7,500) paid in twelve (12) equal installments during the 2016-2017 contract year, PLUS a contribution to a Health Reimbursement Account (HRA) established for each Faculty Member making such election in the annual sum of $1,315, with such payment to be made by the School District to the Faculty Member’s HRA account on or before October 15 of each fiscal and contract year. An election by a Faculty Member to receive the Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account shall be irrevocable, and the Faculty Member shall not be eligible to receive the Flat Base at any time in the future. Faculty Members may elect to enroll in the $900 deductible plan under the Dual Choice option, and have the balance of the premium costs paid from his/her HRA account and/or Fringe Benefit Stipend per a salary reduction agreement with the School District.

(2) Part-Time Faculty Members Employed Prior to the 2008-2009 School Year: Part-time Faculty Members employed prior to the 2007-2008 school year having an FTE of .5 or more who have made the irrevocable election prior to the 2016-2017 school fiscal year and the EHA plan year —to enroll in the H&D/FS/HRA Option described in paragraph 3.3.B.2.a.(1) above, shall be provided such benefit option calculated and determined as follows:

\[
\text{Total Benefit Cost} = 8,815 \times (\text{FTE of .} \text{____}) = \text{Total Benefit Dollars available to Part-Time Faculty Member; the Total Benefit Dollars shall be first applied to the payment of the premium costs for the health and dental insurance deductible under the Dual Choice Plan elected by the Faculty Member (either $900 deductible or $2,000 deductible), with any balance of the Total Benefit Dollars remaining after payment of the full cost of the health and dental insurance premium to be paid into the HRA account established for such Faculty Member, and with any remaining balance of the Total Benefit Dollars after the full contribution into the HRA account of $1,315, to be paid to the Faculty Member as a Fringe Stipend. An election by a Part-time Faculty Member to receive the Health and Dental Insurance/Fringe Stipend/Health Reimbursement Account shall be irrevocable, and the Faculty Member shall not be eligible to receive the Flat Base at any time in the future. Faculty Members may elect to enroll in the $900 deductible plan under the Dual Choice option, and have the balance of the health and dental insurance premium cost paid from his/her HRA account and/or Fringe Benefit Stipend per a salary reduction agreement with the School District.}
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3. Faculty Members Employed for the 2008-2009 School Year and Thereafter.

(a) “Health and Dental Insurance/Fringe Benefit” Stipend – Full-Time Faculty Members (Employees with an FTE of 1.0 or more):
(1) Full-Time Faculty Members Employed for the 2008-2009 school year and Thereafter Electing Health and Dental Insurance: Full-time Faculty Members employed for the 2008-2009 school year and thereafter, and electing to enroll in the School District provided $2,000 Deductible of the BC/BS EHA Health and Dental Insurance Plan provided by the district, shall receive an annual fringe benefit stipend equal to $1,481.76 (the difference between the annual EHA plan “Employee” School District provided $2,000 Deductible of the Blue Preferred Health and Dental Coverage cost for the 2016-2017 fiscal year and $7,500) paid in twelve (12) equal installments during the 2016-2017 contract year.

(2) Full-Time Faculty Members Employed for the 2008-2009 school year and Thereafter Not Electing Health and Dental Insurance: Full-time Faculty Members employed for the 2008-2009 school year and thereafter electing not to enroll in the BC/BS EHA Health and Dental Plan shall not receive a fringe benefit stipend amount.

3.3.C Stipend(s) (paid as a supplemental)

1. Tenure Bonus – A Faculty Member who is hired on or after August 16, 2008 and thereafter achieves Permanent Certified Employee status pursuant to Neb. Rev. Stat. §§79-825, et seq. shall be entitled to receive a one-time bonus in the amount of $2,000.00, provided he or she continues to be employed by the District for the Contract Year following the year in which such permanent status is achieved. The bonus shall be paid, subject to applicable withholding, in a lump sum on the first payroll date after the date on which such Faculty Member achieves Permanent Certified Employee status.

2. Ph.D./Ed.D. Stipend – A Faculty Member who has received a Ph.D. or Ed.D. degree prior to August 16, 2002, shall be entitled to receive an annual stipend of $1,500.00 a year, starting with the 2002 – 2003 Contract Year, and continuing thereafter for each subsequent Contract Year, so long as said Faculty Member continues to be employed by the District. The Ph.D./Ed.D. stipend will be limited to degrees awarded from schools approved by the National Council for Teacher Education (NCTE) or the National Council on Accreditation for Teacher Education (NCATE). A Faculty Member who achieves a Ph.D. or Ed.D. degree on or after August 16, 2002, shall be entitled to receive a one-time stipend of $1,500.00, provided he or she continues to be employed by the District for the next following Contract Year. Said stipend shall be paid during the first Contract Year which commences on or after the date on which a Faculty Member shall receive such degree. Thereafter, the Faculty Member shall receive an annual stipend of $1,500.00 a year, so long as the Faculty Member continues to be employed by the District. The stipend provided for in this Section shall be subject to applicable withholding, and shall be paid in twelve (12) equal monthly installments in accordance with the District’s usual and customary payroll practices.

3. Curriculum Hourly Rate: Staff who are approved to work on curriculum and related district activities outside of paid contract time will be paid an hourly rate of pay for time worked. The curriculum hourly rate will be set each year based upon the prior year indexed base salary that will result in automatic adjustment to the rate whenever the indexed base changes: Indexed Base BA Step 1/8*187) = $22.46 (Example – 2015-2016 Base salary at BA Step 1 =
$33,660 \div 1496 (8 \text{ hours per day } \times 187 \text{ contract days}) = \text{per hourly rate of$22.46}$. A group leader would receive $2.00 per hour more than the curriculum hourly rate, i.e. $22.46+\$2.00 = \$24.46$.

3.3.D IRS Code Section 125: The total compensation allowed in the schedule is available for selection of items on a pre-tax basis. The selection of the available options is made on an individual basis in advance of the plan year and in accordance with the Internal Revenue Service regulations. The Board shall maintain a qualified IRS Section 125 Plan.

3.3.E Part-Time Teachers: The salary of Faculty Members that work less than 1.0 FTE will be computed by multiplying the amount to which they would otherwise be entitled in the event they were employed on a 1.0 FTE basis by an actual percentage of their full-time equivalent employment status. In addition, part-time Faculty Members who fill in as substitutes in the same building and assignment (involving the same students) will be paid for the time actually worked in such substitute capacity at a rate which is equal to their prorated individual daily rate (an example is job-sharing in a classroom when the other instructor is absent).

3.3.F Nurses’ Salary Schedule: Attached as part of Appendix A.

3.3.G Regular Staff Utilized as Substitutes: When regular Faculty Members are requested to use their normal planning time to supervise students they will be compensated at an hourly rate of 1/5 of the daily pay of a substitute (secondary level); or at the elementary level by adding up the actual minutes of plan time given up to substitute and figuring that as a % of a 7.5 hour duty day, and payable as a pro rata portion of the substitute teacher pay. Such pay would be payable in December and May.

3.3.H Longevity Increments: Longevity increments will be allowed in one percent (1%) increments, per year, under the following conditions:

1. The Faculty Member must have a minimum of twenty (20) years certified teaching experience in the District.

2. The Faculty Member must be placed on the BA+45 column or on any of the MA columns.

3. The Faculty Members who are bottomed out will receive longevity increments of one percent (1%) per year starting with their 20th year of service in the District.

4. The maximum number of longevity increments a Faculty Member can accrue will be limited to eighteen (18) increments.

5. A longevity increment will be calculated by multiplying the Schedule Base times one-percent (1%).

3.4 Credit For Experience: Faculty Members will receive credit for vertical placement on the salary schedule for up to eight (8) years of full time teaching experience.
ARTICLE IV
INSURANCE

4.1 **Health Insurance:** Subject to such underwriting requirements, including applicable percentage participation requirements, as are from time to time imposed by the carrier, the District shall make the Educators Health Alliance Blue Cross/Blue Shield Health and Dental Plan set forth in paragraph 3.3B above available to eligible Faculty Members during the contract year(s) covered by this agreement:

1. For purposes of determining eligibility, the certified teacher group will be divided into two (2) subgroups.
   a. Subgroup #1 – Will be comprised of all certified teachers with an FTE of 1.0.
   b. Subgroup #2 – Will be composed of all certified teachers with an FTE of at least 0.4 FTE and up to, but less than 1.0.

Each subgroup will be evaluated independent of each other against the EHA’s participation guidelines for the purposes of determining applicable surcharges.

2. If a new health insurance vendor is to be considered, the decision will be a bilateral one.

3. Participation in EHA Group Plans: Both parties agree the EHA Health and Dental Plan(s) offered to certified staff each year will be set by mutual agreement of the board/administration and the negotiations team of GIEA. In the event an agreement cannot be reached, the plan from the prior year will carry forward. In the event premium surcharges are imposed by the health insurance carrier the payment of those surcharges will be bore by the plan participants.

4. Premium Surcharges Under the EHA Group Plan: The Board of Education and GIEA acknowledge that the School District has been informed by Blue Cross/Blue Shield of Nebraska (BCBSNE) on behalf of the Educators Health Alliance (EHA) that the GIEA certificated employee group does not meet the EHA underwriting rules denominated Underwriting Rule 1 and Underwriting Rule 2 requiring certain minimum enrollment of the members of the group for the 2009-2010 plan year and thereafter. The failure of the GIEA certificated employee group to meet the requirements of Underwriting Rule 1 and Underwriting Rule 2 has resulted in a determination to date by the EHA and BCBSNE that those Faculty Members electing insurance under the Section 125 plan shall be subject to a five percent (5%) premium rate surcharge under each such underwriting rule for the 2009-2010 plan year and thereafter.

5. The Board of Education and GIEA through the terms of this Master Agreement seek to increase enrollment in the EHA Group Plan(s) to achieve compliance with the minimum enrollment requirements of the EHA/BCBSNE underwriting rules while preserving the historical compensation structure for Faculty Members employed by the School District with an initial
service date prior to May 30, 2008. To such end the Board of Education and GIEA hereby agree to the following bifurcated fringe benefit structure for Faculty Members for the 2009-2010 contract years as set forth below, and agree that such provisions shall be binding and continued for each of the above enumerated contact years unless amended by mutual agreement of the parties.

a. **Staff Employed Prior to May 30, 2008**: Participation in the EHA Group plan will remain optional until such time as the faculty member elects coverage in the District sponsored group health insurance plan under Article III.

b. **Staff Employed After May 30, 2008**: The School District will provide Employee (Individual) health and dental coverage. The employee will be enrolled in either the EHA $900 or $2,000 dual option deductible with PPO. If the employee elects dependent coverage, the employee will pay the additional premium through a Section 125 salary reduction agreement:

Subgroup #1 – For Faculty Members employed at any time prior to during the 2008-2009 school year enrollment in the BC&BS of NE (EHA) Health and Dental Insurance Plan is optional but once elected becoming irrevocable thereafter per section 3.3B.2.a.(1). Faculty Members employed for the 2008-2009 school year and thereafter; are required to enroll in the BC&BS of NE (EHA) “Employee” Blue Preferred Health and Dental coverage at the “employee” only coverage level.

Subgroup #2 – For all certified Faculty Members who are placed on subgroup #2 enrollment in the BC&BS of NE (EHA) Health and Dental Insurance Plan will be optional until such time as the faculty member elects coverage in the District sponsored group health insurance plan under Article III.

4.2 **Long Term Disability Insurance**: A group plan is made available to the Faculty Members and: (This coverage is required.)

A. Eligible Faculty Members must work a minimum of twenty (20) hours per week.
B. The benefit percentage is sixty percent (60%).
C. The elimination period is ninety (90) calendar days.
D. Both parties acknowledge the Long term Disability Insurance coverage requires 100% participation of all eligible employees. Furthermore, in the event of a claim for disability benefits, there is favorable IRS treatment of any benefits paid if the LTD premiums are paid by the employee.

Staff Employed Prior to May 30, 2008: The LTD premium will continue to be payroll deducted from the employees’ salary, after receiving the flat base salary compensation.

Staff Employed After May 30, 2008: The LTD premium will be the responsibility of the employee and will be payroll deducted from the employees’ salary on a monthly basis.

4.3 **Life Insurance**: A group plan is made available to the Faculty Members and (this coverage is optional):
A. Eligible Faculty Members must work a minimum of twenty (20) hours per week.
B. Coverage is available in increments of $25,000 with a maximum total coverage of $75,000 ($200,000 effective December 1, 2011).

4.4 **Catastrophic Insurance**: (This coverage is optional.) Plans are made available to the Faculty Members for payroll deduction by the employee. In order to add a catastrophic insurance carrier, a minimum of five (5) staff members must use payroll deduction with the carrier.

**ARTICLE V**

**LEAVES**

5.1 **Personal Leave**: Subject to the terms and conditions hereinafter set forth, each Faculty Member shall be entitled to up to three (3) personal leave days, two (2) full pay, one (1) sub deduct per contract year.

5.1.1 **Personal Leave**: Two (2) days shall be available for a Faculty Member with full pay and shall not require the Faculty Member to state a specific reason for which the leave day is requested.

A. Each personal day shall be subject to the following criteria:

1. Except in the case of a bonafide emergency, a Faculty Member shall make application for personal leave at least seven (7) calendar days prior to the date on which he or she desires to be absent.

2. The administration, in writing, shall have the prerogative to not approve a request for personal leave, based on availability of substitutes, or educational needs of the District.

3. Personal leave shall not be available on the day immediately prior to or the day immediately following a scheduled holiday or vacation (teacher comp day excluded), nor except in the case of a bonafide emergency during the first five (5) contract days or the last five (5) contract days. The Human Resources Director may grant exceptions to this paragraph.

4. No more than three (3) personal days (one (1) of which would be sub dock day) may be taken by any one (1) Faculty Member during any one (1) contract year.

5. Personal leave days shall not accumulate from year to year.

6. Personal leave, full pay no dock, is not available for refereeing, judging, consulting, etc., for another school district or association where the Faculty Member will be paid by that district or association for his or her services, unless the sub deduct day had been used.
7. Personal leave (non-sub deduct leave) that remains unused at the end of the contract year will be added to the Staff Member’s sick leave accrual for use under the provisions of paragraph 5.2 Sick Leave.

B. One (1) day of sub-deduct leave per contract year shall be available for a Faculty Member to be used for:

1. Personal leave.
2. Extending bereavement leave.

Sub-deduct leave shall be subject to the same conditions as personal leave.

C. Discretionary Leave: Absences which require a leave of two (2) hours or less would be granted at the discretion of the building principal or supervisor. Preference will be given for absences for attendance at school functions for Faculty Members whose immediate families are involved. Faculty Members will be responsible for obtaining qualified replacements. Absences are eligible for discretionary leave only if the absence generates no costs to the District. The Director of Personnel may grant exceptions to this paragraph.

5.2 Sick Leave: A full-time Faculty Member shall be eligible for ten (10) full days of paid leave each contract year for injury or illness. Part-time Faculty Members receive sick leave on their prorata (full-time equivalency) basis. If a Faculty Member has been absent less than ten (10) days during a contract year, the difference shall be cumulative to a total of ninety (90) days maximum. Up to a maximum of ninety (90) days can be utilized by a Faculty Member during any one (1) contract year.

The District has the right to require a certificate of a physician confirming that the absence was due to illness in the event the illness exceeds three (3) days.

Faculty Members are allowed to use, from their accumulated sick leave, up to a maximum of ten (10) days before personal leave days are used, for an illness of a spouse, son, daughter, mother, father, grandparent, mother-in-law, father-in-law, or other person living in the home as a family member and/or to attend the birth of a child or grandchild when the delivering mother is: (i) the spouse of a Faculty Member, (ii) a dependent daughter; (iii) a non-dependent daughter; or (iv) a daughter-in-law, provided that an absence in excess of three (3) days to attend the birth of a child of a Faculty Member’s spouse or dependent daughter shall require a physician’s statement and absence in excess of three (3) days to attend the birth of a child of a non-dependent daughter or daughter-in-law shall be permitted only when severe medical conditions exist.

5.3 Leave of Absence Without Pay for the Purpose of Career Development: A Faculty Member who has five (5) consecutive years of service may be granted a leave of absence for up to one (1) year to accept employment elsewhere provided that supportive recommendations are secured from the building principal and the superintendent, and if a suitable replacement can be found.

Guidelines and regulations include:
1. A Faculty Member on leave of absence shall not receive credit toward advancement on the salary schedule during the period of his/her leave, nor shall such time count as years of service for the purpose of acquiring permanent tenure or credit toward retirement.

2. If a Faculty Member on leave of absence remains away from duty beyond the expiration date of the leave or renewal of leave, any offer of a position shall be canceled by such failure to return.

3. Faculty members, when granted leaves of absence, shall not be guaranteed immediate reemployment.

4. The reduction in wages under this policy will be prorated on the basis of contract days missed. This computation will involve all monetary benefits provided by the District.

5. Continuity of instruction for students will be the fundamental concern of this District as Faculty Members return to work from a requested leave of absence. This will mean that, as far as practicable, terms of instruction will not be interrupted.

5.4 Bereavement Leave: A total of not more than three (3) consecutive work days on full pay is allowed each Faculty Member for absence in case of death in the immediate family for the purpose of attending the funeral or attending to matters relating to the death. Immediate family bereavement leave is not limited to three (3) days respectively in one (1) year, but covers each death in the immediate family only, which occurs during the contract year. Immediate family will be defined as spouse, children, mother, father, grandparent, mother-in-law, father-in-law, brother, sister, grandchildren, son-in-law, daughter-in-law, or person(s) living in the same home as part of the family.

A total of not more than three (3) consecutive work days on full pay is allowed for each Faculty Member for absence in case of death of extended family members for the purpose of attending the funeral or attending to matters related to the death. Only three (3) days per year are allowed to cover deaths in the extended family, provided, however, that employees may, for purposes of this policy, carry forward up to a maximum of one (1) day of unused extended family bereavement leave from year to year to attend funerals of extended family members. Extended family will be defined as brother-in-law, sister-in-law, grandfather-in-law, grandmother-in-law, aunt, uncle, niece or nephew. Staff may use up to one (1) day per year of their extended family bereavement leave for attending the funeral of a close family friend.

Up to two (2) additional and successive days may be added to the Bereavement Leave for immediate family members, taken from the Faculty Member’s sick leave accrual, at their discretion to meet their physical and/or emotional needs. Any use of sick leave equal to three (3) or more successive days are subject to administrative approval and verification of the need of such additional days by the employee’s physician.

5.5 Catastrophic Leave:
Faculty Members who suffer a catastrophic illness during the course of a contract year and whose sick and other leaves have been exhausted shall be eligible for sub-deduct leave for the duration of the illness or until eligible for disability insurance.

Faculty Members whose spouse or child suffers a catastrophic illness during the course of a contract year and other leaves have been exhausted shall be eligible for sub-deduct leave for the duration of the illness or remainder of the contract year, whichever comes first.

Catastrophic Leave is not intended as a means to obtain additional paid leave once an individual has exhausted unused sick leave. Instead, the purpose of catastrophic leave is to provide additional paid leave in case of sudden, unforeseen illness or disability of indeterminate duration. As such, catastrophic leave, when it is justified, will be granted by the Administration in its reasonable discretion. For either subsection of this Section 5.5 the Board may request a doctor's statement explaining the nature and expected duration of the illness.

5.6 Adoption Leave:
   1. A paid benefit up to twenty (20) days, from accumulated sick leave, will be available for Faculty Members that relates to the adoption of a child.

   2. The benefit of twenty (20) days will apply if the employee has accumulated twenty (20) days of sick leave.

ARTICLE VI
ELEMENTARY PREPARATION TIME

6.1 Elementary Faculty Members will receive a half-day of planning to prepare for report cards. These days will coincide with the end of the 1st and 2nd trimester. Except for physical education and music, final grade reports shall be turned in to the office prior to the Faculty Member leaving on their last contract day. In case of physical education and music, final grade reports shall be turned in 2 ½ days prior to the last contract day in order to facilitate getting the information into the grading system and mailed to students’ homes.

ARTICLE VII
EXTRA-STANDARD COMMITTEE

7.1 A standing committee called the "Extra-Standard Committee" will meet annually, as necessary, and will recommend necessary changes in extra duty pay. Such recommendations shall be made following the completion of negotiations and before the tentative School District budget is finalized. The Board reserves the right to accept, reject, or modify any recommendations from this committee.

The committee shall consist of:
   Superintendent of Schools, or a designee
   Senior High Administrator
   Barr Middle School Administrator
   Walnut Middle School Administrator
Westridge Middle School Administrator
Elementary Administrator
A member of the Board
Two coaches selected by the Coaches’ Association
Two non-coaches on the extra-standard schedule, to be selected by non-coaches on the extra-standard schedule
Two GIEA members who are not on the extra-standard schedule appointed by the President of GIEA
Athletics Director
Activities Director

Any member who cannot attend a meeting may choose an alternate to represent them.

ARTICLE VIII
PROFESSIONAL GROWTH REQUIREMENTS FOR FACULTY MEMBERS

(Attached as Appendix B)

ARTICLE IX

Article IX is not currently being used and is held in sequence as a placeholder for possible future use.

ARTICLE X
MISCELLANEOUS PROVISIONS

10.1 Term: This contract shall be effective upon approval by a vote of the GIEA membership and a vote of the Board of Education and shall remain in effect for a period of twelve (12) months or until the commencement of the 2017–2018 school year, whichever occurs first. In the event that a new contract has not been negotiated for the 2017–2018 Contract Year, the terms of this contract shall continue thereafter in force until a new contract is ratified and signed by the parties, providing that Faculty Members shall not receive any increases in compensation in the form of longevity increments or vertical or horizontal movement on the salary schedule until said new contract is ratified and signed, and then all such increases shall be implemented only in conformity with the terms of such new contract.

10.2 Effect of Agreement: Except as is otherwise expressly provided for herein, the compensation and benefits of Faculty Members who are members of the bargaining unit represented by the GIEA and employed by the District during the term of this contract shall be determined pursuant to the salary schedule and other terms and conditions set forth in this agreement.

10.3 Separability: In the event that any provisions of this agreement or any part thereof, is for any reason found by a court to be in violation of the state or federal constitutions, statutes, or regulations, or to be otherwise unenforceable, the remainder of this agreement, and each other provision or part thereof shall remain in full force and effect.
10.4 The GIEA recognizes the District’s prerogative to extend or reduce the length of the school year subject to the obligation of the District to negotiate with GIEA regarding the economic consequences of such a decision. In that regard, the parties agree that so long as the Contract Year is composed of 186 or more days the Faculty Members will receive the equivalent of one meeting-free day devoted to classroom preparation prior to commencement of classes.

10.5 The parties hereby agree that the Tenure Bonus provided for in Section 3.3.C(1) above shall not be considered for purposes of computing total Faculty Member compensation for comparability purposes. The parties further agree that the Ph.D. or Ed.D. stipend, as provided for in Section 3.3.C(2) above shall be included when computing total Faculty Member compensation for comparability purposes.

10.6 Complete Agreement: The parties acknowledge that during the negotiations which have resulted in this Agreement, each of them have had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby are set forth in this agreement, and that this shall constitute the entire agreement between the parties for the period herein stated and shall not be altered, amended, supplemented, deleted, enlarged or modified except through the mutual agreement set forth in writing and signed by the parties hereto.

10.7 Management Rights: Anything herein to the contrary notwithstanding, the District, except as is expressly provided in this Agreement, reserves exclusively unto itself all rights, powers, discretion, authorities, and prerogatives vested in it whether exercised or not; and nothing herein shall be deemed or construed in any manner as constituting a delegation or waiver of any such right, powers, discretion, authority or prerogative.

10.8 GIPS takes seriously compliance with local, state and federal law, including applicable labor laws, such as the Fair Labor Standards Act ("FLSA"). GIPS, upon its determination that a district employee who is not in compliance with any laws, including the FLSA that may be amended in the near future, whether covered under this bargaining agreement or not, may take necessary steps to achieve compliance with respect to said employee.

In making this determination, the GIPS may consider the following:
1. Adjusting the salary to a level that will meet the minimum threshold required under the FLSA, including any amendments thereto;
2. Requiring an employee to track hours worked, so that the district can calculate overtime pay owed;
3. Adjusting the employee's work schedule.

Any steps taken by the district under this provision to achieve compliance with applicable labor law(s) will not be subject to grievance by the employee or GIEA under the terms of this agreement. This provision of the negotiated agreement will expire at the end of the 2017-2018 contract year.

10.9 Complete Agreement. The parties acknowledge that during the negotiations which have resulted in this Agreement, each of them have had the unlimited right and opportunity to present
demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby are set forth in this Agreement, and that this shall constitute the entire agreement between the parties for the period herein stated and shall not be altered, amended, supplemented, deleted, enlarged or modified, except through mutual agreement set forth in writing and signed by the parties hereto. (It is acknowledged that in implementing the changes to the Master Agreement set forth in this Tentative Agreement, there may be additional grammatical changes, and the deletion of language for previous contractual elements that have expired. These changes will not alter the material intent of either the master Agreement or the Tentative Agreement.)

10.10 Management Rights. Anything herein to the contrary notwithstanding, the District, except as is expressly provided in this Agreement, reserves exclusively unto itself all rights, powers, discretions, authorities, and prerogatives vested in it, whether exercised or not, and nothing herein shall be deemed or construed in any manner as constituting a delegation or waiver of any such right, power, discretion authority or prerogative.

WHEREFORE, the parties have entered into this Agreement this 29th day of January, 2016, fully intending the same to be binding upon themselves, their receivers, and assigns.

<table>
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### Appendix A

#### Grand Island Public Schools

**Salary Schedule**

**Fiscal Year 2016 - 2017**

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**INDEX**

- **Beginning with the 01-02 contract**, retroactive to the 09-10 contract year, a one percent (1%) longevity step is added to the BA + 48 salary MA column. Twenty (20) years of service in the District is required to be eligible for a longevity step. Additional longevity steps may be earned each year, with an eighteenth (18%) maximum longevity increment.

- **Beginning with the 02-03 contract**, Salary Schedule is closed upon 166 days. Beginning with the 03-04 contract Salary Schedule is closed upon 160 days.

- **Beginning with the 03-04 contract**, there is an annualaroup for Faculty Members who earn at EdD or PhD.

- **Beginning with the 15-16 contract**, staff employed prior to 08-09 contract year and not enrolled in health insurance. Otherwise, district-paid employee health and dental insurance plus the balance to $1,500 as a "Fringe Benefit Stipend" plus (if employed prior to 03-04 and an annual $1,515 into a HRA account (must be enrolled in district sponsored health and dental insurance to receive any benefit).
Grand Island teachers have long had a sincere interest in professional growth. In a period of rapidly changing educational concepts and techniques, upgrading of the professional preparation of the staff is of paramount importance.

"The Professional Growth Period" refers to each five year period during which teachers are required to give evidence of professional growth. A teacher upon employment on August, begins his/her initial five years professional growth period at that time, and ends it on September 1, five years later. The beginning of the sixth year starts the second five year period.

PROFESSIONAL GROWTH ACTIVITIES shall refer to the kinds of professional work or activities here listed which contribute to professional growth and the performance of which, under the conditions, and within the limitations herein stated, are accepted by the Board of Education as evidence of professional growth. All professional work taken to meet professional growth requirements shall contribute towards the person's effectiveness in the position to which he/she is assigned. Changes in the list of professional growth activities or in the conditions or limitations under which they are accepted as evidence of professional growth may be made by resolution of the Board of Education from time to time. If activities are stricken from the list or conditions made more stringent, such changes shall not be retroactive with regard to work already begun.

Persons contemplating professional growth activities shall obtain approval from principals, coordinators, department chairpersons or the Superintendent of Schools prior to engagement in the activity being planned. THIS IS ESPECIALLY IMPORTANT IF THERE IS DOUBT ABOUT THE GRANTING OF CREDIT FOR THE ACTIVITY CONTEMPLATED. In the event such requirements are not met within the specified five-year period, it is recommended that a teacher remain at the present year's salary. (Negotiated Master Agreement, 2002-2003 school year) (State Statute, LB 740)

Point System for Accreditation of Activities.

To meet the professional growth requirements for a given five-year period, a teacher must be accredited with completion of acceptable professional growth activities having a total of 30 points to be earned as described below:

I. Recognize the continuing education required for biannual license renewal for School Social Worker, School Registered Nurse, Physical Therapist and Occupational Therapist to fully satisfy the professional growth requirements for the district.

II. Professional Work Done under the Directions of the Grand Island School System.

Professional work done under the direction of the Grand Island School system include committee work, special workshops, educational travels, publications, and audited college classes. To qualify, teachers may not receive pay for the activity nor may the work be done during school hours (7:45 a.m. - 3:45 p.m.).

III. Sample Activities - One point per three hours of service

1. Staff development planning committee and school improvement activities (Chairperson should submit verification of participation and/or number of hours spent in committee work so you can submit your application for professional growth to the committee.)
2. Negotiations team member = 5 points
3. P.T.A./P.T.O. staff representative for entire year = 2 points
4. Member of evaluation teams for the State Department of Education outside of regular school hours. Application for growth points must be accompanied by an agenda or summary of meeting attended.
5. Professional meetings and conventions (Meetings or conventions must be attended outside of regular school hours and application for growth points must be accompanied by an agenda of meeting attended.)
   (Refer to Article V of Professional Growth Policy)
6. Home visits only after 3:45 p.m. 1 point per 3 hours (List of names and dates must be attached.)
7. G.I.E.A. Building Representative or Officer = 4 points
8. G.I.E.A. Executive Committee = 4 points
9. Chairperson or Member of any G.I.E.A. committee:
   a. Committee Chairperson = 5 points
   b. All other G.I.E.A. Committee Members = 4 points
10. Student teachers (Article II D. Policy Manual)
   18 weeks 10 points
   15 weeks 8 points
   10-11 weeks 6 points
   8-9 weeks 5 points
   6 weeks 3 points
   UNK - "290-390" Soph. Student Project 3 points
   Community College Field Experience 3 points
   Each cooperating teacher, who share a student teacher, will receive professional growth points on the basis of one professional growth point for one period of class per day per quarter.
11. Educational travel (Refer to Negotiated Master Agreement, Professional Growth Requirements, Article IV)
12. Audited college classes - submit class hours and a verification from your college that you were registered. (Example: one audited class = one professional growth point per three hours of class time.)
13. Educational Trip with students:
   Coordinator (4 day trip) = 15 points
   Sponsor (4 day trip) = 10 points
   Sponsor (3 day trip) = 8 points
14. District Crisis Team = 5 points
15. Building Emergency Response Team = 3 point
16. Building School Improvement Team Chairs/Co-chairs = 5 points
17. District Task Force
   a. Leader = 5 points
   b. Member = 4 points
18. Middle School Team Leader = 15 points (in lieu of pay)
APPENDIX B
PROFESSIONAL GROWTH REQUIREMENTS FOR FACULTY MEMBERS

19. Mentor of a 1st year mentee (in lieu of stipend) = 10 points
Mentor of a 2nd year mentee (in lieu of stipend) = 5 points
20. C&A Meetings (subject/grade level) for the school year = 2 points
21. Teacher Council Representative = 3 points
22. District Wellness Committee Member = 3 points
23. Special Education Team Meetings = 3 points
24. District Calendar Committee = 2 points
25. RTI Chairperson (elementary, middle school grade level, high school) = 10 points; RTI Committee member = 5 points

If you take a college class for three hours of credit you will receive an equivalent of 15 professional growth points. These hours must be verified with an official transcript or official grade slip sent to the Human Resources Office at the Administration Building. The Human Resources Office processes college classes, not the Professional Growth Committee.

Additional notes:

a. Travel time is never considered as time spent in professional growth. No points given.
b. On any forms where extra hours are left over or saved above multiples of 3, there is no time limit during the current five year professional growth period. When resubmitting an item, attach your original pink copy with the left over hours to a new form and total left over hours submitted. (Keep until you have at least 3 hours.)
c. Community service is a personal choice, is admirable, and is encouraged, but it does not fit into the category of educational professional growth.
d. The 90 school day limit is set to expedite the process of establishing your professional growth. Submit activities to the committee promptly upon completion.
e. Unpaid summer activities, weekends and after 3:45 all count toward professional growth. A stipend or grant is considered to be pay.
f. The committee meets 4-5 times yearly - usually August, December, February, and April and the last week prior to school dismissal in May. Your principal will receive 2 copies of your request from us - one for his/her file, one for yours. The Human Resources Office receives the other copy for your professional file at the Administration Building.
g. The Committee does not keep point totals for individuals. The Committee recommends that you and your building principal keep a file and review the points on certified individuals periodically. Or, call the Human Resources Office at 385-5900.

Application for Professional Growth.

The administration of the school system shall be responsible for the keeping of proper records regarding professional growth and giving notice to the teacher one (1) year in advance of his/her professional growth expiration date. Applications, available from administrators, for consideration of professional growth activities shall be made on the prescribed forms.

It is possible to list two professional growth activities on each form. College hour transcripts should be sent to the Human Resources Office at the Administration Building. Non-academic requests approved by the administrator should be submitted to the Professional Growth Committee through the administrator. Applications must be for one or more professional growth points and be submitted within 90 days after completion of the project. (See sample of the form, "Application for Professional Growth," as follows.)

202-32450-0403
APPLICATION FOR PROFESSIONAL GROWTH FOR CERTIFIED EMPLOYEES

Please indicate your individual 5-year Growth Period (year) to (year)

The Professional Growth period begins upon employment on August 1, and ends on September 1, five years later. Subsequent professional growth periods end every five years.

Note: College hours or credit should not be submitted to this committee. If you take a college class for three hours of credit you will receive an equivalent of 15 professional growth points. However, these hours must be verified with an official transcript or official grade slip sent to the Human Resources Office, Administration Building. The G.I.E.A. Professional Growth Committee does not process college classes.

A resume of special projects, workshops and/or meetings must be presented with this application and attached to the other copy for your professional file at the Administration Building. (The G.I.E.A. Professional Growth Committee does not process college classes.)

The number of points applicant is applying for in each activity should be submitted within the ninety (90) school days of completion date.

ACTIVITY 1 (description)

<table>
<thead>
<tr>
<th>Hours spent</th>
<th>Date</th>
<th>** Points</th>
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**(To be assigned by the Professional Growth Committee)

ACTIVITY 2 (description)

<table>
<thead>
<tr>
<th>Hours spent</th>
<th>Date</th>
<th>** Points</th>
</tr>
</thead>
<tbody>
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</table>

**(To be assigned by the Professional Growth Committee)

Study Member's Employee ID
Signature Number
Principal's Signature Building
Professional Growth Committee Chairman's Signature

Points Allowed on this form Date

*You have hours to resubmit later with another activity via the pink copy.

Distribution after Committee approval:
- WHITE: Administration Help/Human Resources
- YELLOW: Building Principal
- PINK: Teacher's Copy

h. The Committee consists of:
Wayne Stell, Representative to the Superintendent
Darrell (DW) Holley Jr., Administration Representative
Lisa Blase, Elementary Representative
Jan Sorensen, Middle School Representative
Christine Mendyk, Senior High Representative
Michelle Tebbe, Specialist Representative
Shanna Gannon, Director of Professional Learning
Jill Klingman, G.I.E.A. Representative (chair)
G.I.E.A. President, (Ex-Officio Member)

III. Mail forms to: Jill Klingman, Committee Chairperson, Walnut Middle School

Revised Spring 2016