

MASTER AGREEMENT
2024-2025

The Board of Education of Gordon-Rushville District Number 81-0010 of Sheridan County, Gordon, Nebraska, and the Gordon-Rushville Education Association Team (also referred to as GREAT) recognize that developing quality education for students attending the Gordon-Rushville Public Schools is a joint responsibility which can best be achieved by all parties working toward common goals.

This Master Agreement is approved by the Board of Education and GREAT as a step toward achieving these common goals.

ARTICLE I: RECOGNITION

The Board of Education recognizes GREAT as the exclusive and sole collective negotiating representative for all certified teachers, counselors, and librarians employed by the district (excepting that personnel hired under contracted services positions including a speech-language pathologist, physical therapist, occupational therapist, Educational Service Unit personnel, social worker(s), nurse(s), and Western Nebraska Behavioral Health personnel).

GREAT, in turn, recognizes the Board of Education as being locally responsible for the operation of the Gordon-Rushville Public Schools as provided by the laws of the State of Nebraska.

The teacher shall mean any certificated person employed by the district, excluding administrators or other personnel hired to evaluate teachers.

ARTICLE II: NEGOTIATION PROCEDURES

The two parties to this Contract believe state laws and statutes and the following basic procedures are necessary for good faith bargaining to occur:

- A. Each party will have a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.
- B. Either party may request bargaining to be opened by contacting the President, or Superintendent, or spokesperson of the other party. In the event of a two-year contract, either party may request for negotiations to be re-opened for the second year of an agreement and such negotiations will take place pending approval from both parties.
- C. Meeting dates and times will be scheduled by mutual consent of the two parties.
- D. Facts, opinions, proposals, and counter-proposals will be freely discussed in good faith during the meetings.
- E. All participants shall treat each other professionally and respectfully during the discussion and shall give due consideration to all proposals.
- F. The final contract shall be in writing and signed by both parties.
- G. By mutual agreement, the Superintendent of Schools will be allowed to attend the negotiations session to act as the recording secretary and provide information to both parties.
- H. Additional representation may attend negotiations meetings by mutual consent.

ARTICLE III: TEACHER RIGHTS

Nothing contained in this agreement shall be construed to deny any teacher those rights provided him/her under the Nebraska Law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided by law.

The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of his/her membership in the Association and its affiliates, his/her participation in collective negotiations with the Board, or his/her institution of a grievance under the terms of this agreement.

ARTICLE IV: BOARD OF EDUCATION RIGHTS

The Board of Education is recognized as having the right to operate the schools, to hire employees, to develop policy, and to have general supervision and control over employees and students as related to the Gordon-Rushville Public Schools.

The Board of Education expects from its certificated employees, as professional educators, those attributes of competence, dependability, punctuality, and teaching excellence generally associated with the teaching profession.

Nothing in this agreement is to be construed as discouraging the Board of Education, administrators, and teachers from meeting and conferring for the purpose of improving the educational quality or of informally solving problems of the school system.

ARTICLE V: ASSOCIATION USE OF DISTRICT PROPERTY

Representatives of the Association shall be allowed to conduct Association business on school property at such times and places as to not interrupt normal classroom procedures or the educational process.

The Association will be allowed to use the school buildings for meetings providing that such use does not result in unscheduled maintenance cost, in which case an appropriate fee for such use will be negotiated between the parties to this agreement.

To avoid scheduling conflict, Association officers are asked to clear all meetings through the normal scheduling process in the activity director's office.

The Association shall be allowed reasonable use of school equipment, including audio-visual equipment, copy machines, and standard office equipment, provided that the Board may assess the Association a reasonable fee for expendable supplies consumed during such use.

The Association shall also be allowed reasonable use of the school's communications system, including teacher's mailboxes, e-mails, intercom systems, and teacher bulletins. Reasonable use shall be at the discretion of the administration.

ARTICLE VI: GRIEVANCE PROCEDURE

The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to the problems, which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in these school districts.

An underlying principle of the grievance procedure is to ensure fair and equitable treatment

of the district's teachers. This grievance process is part of the negotiated agreement between School District 81-0010 of Sheridan County and GREAT.

1. Definitions

A. Grievance - any claim or claims by a teacher, group of teachers or the Association that there has been a violation, misinterpretation, or misapplication of the terms and conditions of employment.

B. Grievant - teacher, group of teachers, or the Association making the claim above.

C. Time Limits - all time limits shall mean calendar days. Saturdays, Sundays, and state-mandated legal holidays are excluded in all-time limit calculations.

D. Representative - a person designated by either party to represent them in the grievance procedure.

E. Party In Interest - a person or agency with an interest in the grievance.

2. Procedure

A. Should a teacher have a claim based upon a condition that affects the teacher's welfare or morale but which is not subject to the grievance definitions outlined above, the teacher shall have the right to use normal administrative channels to solve the problem. The process shall commence with the teacher's immediate superior, and if requested by the teacher, the teacher may have a representative of the Association present.

B. All grievances shall be processed promptly and expeditiously, and all-time limits shall be maximum.

C. Formal grievances shall be in writing. Communications and decisions concerning formal grievances shall be in writing.

D. Parties in interest shall be permitted representatives limited to two persons at each level of the procedure, plus such witnesses as may be pertinent to the grievance. A list of witnesses for each party will be filed with the hearing officer prior to the hearing and provided to each party immediately by the hearing officer.

E. Failure to process a grievance within time limits shall render the grievance as settled in favor of the board or moved to the next level, depending on which party fails to meet time limits. Failure of the Board of Education to act on an appeal within the time limit shall render the decision in favor of the grievant.

F. No reprisals of any kind shall be taken against any teacher or teachers who utilize this grievance procedure.

G. When in view of the Association a grievance affects a class or group of teachers, the Association may file such grievance at Step 2.

3. Process

When a grievance remains unresolved after informal communications it may be processed as follows:

- Step I:** The grievant may present the grievance in writing to the Principal who will arrange for a meeting of the parties in interest within three (3) days. Within two (2) days the Principal shall provide the grievant with a written answer to the grievance.
- Step II:** If the grievance is not resolved at Step I the grievant shall refer it to the Superintendent within six (6) days of receipt of the answer of Step I. The Superintendent shall arrange for a hearing to take place within five (5) days of his/her receipt of the appeal. Each party shall have the right to include in his representation such witnesses as necessary to develop the facts of the grievance. The Superintendent will have four (4) days from the date of the hearing to provide the grievant a written decision.
- Step III:** If the grievance is not resolved, the grievant shall refer the grievance in writing to the board president who shall have ten (10) days from the date the appeal is received in which to schedule a hearing on the grievance before the Board. Each party shall have the right to include in its representation such witnesses as necessary to develop the facts of the grievance. The board will have five (5) days to notify, in writing, the grievant of the board's decision.
- Step IV:** If the disposition of the grievance is unsatisfactory, the grievant may notify the board, within 30 days of the board's decision, of his/her intent to submit the grievance to further legal action. The notice will be in writing.

ARTICLE VII: PROFESSIONAL RIGHTS AND RESPONSIBILITIES

The statement of Professional Rights and Responsibilities will be found in Addendum Number 1 and is made a part of this Agreement.

ARTICLE VIII: CONTRACTS AND SALARY

1. **Salary Schedule** - The latest negotiated salary schedule and extra compensation are attached as part of this Agreement and will be found as Addendum Number 2.
2. **Extra-Duty Salary Schedule and Pay** - Payment for extra-duty services to the school district for such duties as coaching and activity sponsorship shall be covered by separate contracts. The employee shall have the option as to the method of payment:
 - a. Payment may be prorated and paid as a part of the salary check in each of the 12 months of the contracted period
 - c. The current extra-duty salary schedule appears as Addendum Number 3 of this agreement.
3. **Contract** - Each teacher offered a contract for the ensuing year shall sign and return such contract to the Board of Education within a reasonable time, to be designated by the Board. Time of contract return shall not be less than 10 calendar days from the date of issuance.

If the signed contract is not returned within the designated time, all contractual rights of the teacher shall be terminated for the ensuing year, except that before any contract may be terminated, personal contact with the teacher shall be made by the Superintendent to assure that the teacher did not inadvertently fail to return the contract. The contract form shall be the latest form set forth by the Nebraska State Department of Education.

4. **Working Days** - All contracts are for a 185-day school term, 177 which are pupil-teacher contact days with starting and ending dates specified by the annual school calendar adopted by the Board of Education. The school calendar may be amended due to extenuating circumstances or inclement weather, which may affect scheduled vacation days and/or final work required of the 185-day contract.
5. **Extended Contracts** - The Board of Education shall have the right to contract with any certificated employee to perform services during the normal vacation period. Such extended time shall be covered by a separate contract, approved and signed by both parties to the agreement. The rate of payment shall be 1/ 185 of the regular contract multiplied by the number of days of the extended contract.
6. **Salary Payments** - All teachers shall be paid in 12 equal monthly installments. The first installment will be paid on the 20th day of September. Subsequent installments will be paid on the 20th of each succeeding month until the entire contracted salary has been paid. If the 20th day falls on a Saturday, Sunday, or legal holiday, the salary will be paid on the last working day prior to the 20th.
7. **Pro-rated Pay** - Teachers beginning employment at any time after the opening of the school year will have their salary computed by dividing the annual contract salary of which they are entitled by 1/185 to determine the daily salary, and then multiplying that amount by the number of working days remaining in the school year.
8. **Advancement in the absence of a successor agreement:** Each teacher employed by District # 81-0010 will receive vertical and horizontal advancement; if applicable, in the event this agreement continues into the following year.
9. The usual practice at Gordon-Rushville Schools in hiring practice is to allow newly hired staff to bring in up to five (5) years of experience at the educational level they are qualified for. In the event of teacher shortages and/or lack of applicants, the administration may offer up to the total years of experience of an applicant at their qualified educational level. In such cases where the administration may need to offer additional years of experience beyond five (5) years to new staff hires, the administration will make the determination based on high need subject areas as defined by the Nebraska Department of Education Teacher Shortage Survey or any position unfilled as of July 1 when offering more than the usual five (5) years of experience.

ARTICLE IX: COMPENSATION AND BENEFITS

1. Salary and Flat Salary/Health Insurance Benefit Compensation:

A. **Schedule Base Salary and Optional Flat Salary:** The base salary used for purposes of the salary schedule for the 2024-2025 Contract Year shall be \$40,000 (the “Schedule Base”).

B. **Flat Salary/Health Insurance and Fringe Stipend:**

(1) Teachers Employed prior to the 2013-2014 Contract Year: Each teacher employed by the School District prior to the 2013-2014 school year and covered by this agreement may elect to receive either:

(a) A “flat” salary amount of SEVENTEEN THOUSAND FIVE HUNDRED AND THIRTY-TWO DOLLARS (\$17,532) per 1.0 full-time equivalency per year, payable in twelve (12) equal installments; such amount shall be prorated per the full-time equivalency of those teachers serving under less than full-time contracts. For teachers electing to take health insurance with EHA:

(i) The flat salary represents a contribution of at least fifty (50%) percent of single health/dental premium, and,

(ii) For those employees qualifying for the PPACA Employer Contribution Safe-Harbor Provision set forth below, such teachers shall be provided an additional contribution paid by the School District toward the premium cost of such health insurance;

or,

(b) Health insurance and/or fringe stipend:

(i) Teachers with a 1.0 Full-Time Equivalency: For a teacher with a 1.0 full-time-equivalency, the teacher will be provided Employee health and dental insurance under the School District's group insurance plan, plus a cash stipend in the amount of the difference between the cost of the Employee health and dental insurance plan elected by the teacher and the sum of SEVENTEEN THOUSAND FIVE HUNDRED AND THIRTY-TWO DOLLARS (\$17,532) in 2024-2025, with the cash stipend payable in twelve (12) equal installments.

(ii) Teachers with less than a 1.0 Full-Time Equivalency, but at least .5 FTE: For a teacher with less than a 1.0 full-time-equivalency, but at least .5 FTE, the teacher will be provided Employee health and dental insurance with a \$3,800 deductible under the School District's group insurance plan.

(2) Teachers Employed after the 2012-2013 Contract Year: Each teacher employed by the School District after the 2012-2013 school year and covered by this agreement shall be provided health and dental insurance and/or fringe stipend benefits as follows:

(a) Teachers with a 1.0 Full-Time Equivalency: For a teacher with a 1.0 full-time-equivalency, the teacher will be provided Employee health and dental insurance under the School District's group insurance plan, plus a cash stipend in the amount of the difference between the cost of the employee health and dental insurance plan elected by the teacher and the sum of SEVENTEEN THOUSAND FIVE HUNDRED AND THIRTY-TWO DOLLARS (\$17,532) IN 2024-25 with the cash stipend payable in twelve (12) equal installments.

(b) Teachers with less than a 1.0 Full-Time Equivalency, but at least .5 FTE: For a teacher with less than a 1.0 full-time-equivalency, but at least .5 FTE, the teacher will be provided Employee health and dental insurance with a \$3,800 deductible under the School District's group insurance plan.

2. Section 125 Plan and Benefits:

A. Section 125 Plan: Each teacher shall have the option of selecting the level of coverage (employee, employee/spouse, employee/spouse/child, etc.) and choice of deductible through a salary reduction agreement under the Section 125 Plan, as provided by law. Teachers may also enter into salary reduction agreements for purposes of paying child care and/or medical expenses through a salary reduction agreement pursuant to the provisions of the School District's Section 125 plan document, as provided by law.

B. Health and Dental Insurance:

(1) Health and Dental Insurance Plan Type: For the 2024-2025 plan year the School District shall provide health and dental insurance coverage equal to Educators Health Alliance (EHA) health and dental insurance Blue Preferred \$1050 Deductible/\$3,800 Deductible Dual Choice health coverage with PPO - 100% A, 75% B with 50% C dental 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 for the 2024-2025 fiscal year; where applicable, 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 teachers with an FTE (full-time equivalency) of less than 1.0 on the basis of such FTE.

(2) PPACA Employer Contribution Safe-Harbor Provision:

a. PPACA Employer Contribution to Health Insurance Premiums: For each full-time (1.0 FTE) employee that qualifies for participation in the School District's health insurance plan and whose monthly contribution towards the premium ("premium") cost of the available \$3,800 deductible EHA Employee (self-only) health insurance would exceed 8.39% of the total of the employee's monthly salary schedule income and flat salary income based upon the "rate of pay" safe harbor in the proposed PPACA regulations and excluding any extra duty or extended contract compensation ("Total Income") if the employee elects to enroll in such health insurance the District shall contribute to the insurance carrier on behalf of the employee an amount equal to that portion of the cost of the premium necessary to reduce the employee's monthly health insurance premium contribution to 8.39% of the employee's Total Income ("Premium Supplement"). The District's Premium Supplement contribution, if any, under this provision is not dependent or altered based upon the level of coverage actually elected by the employee.

b. Declination of Health Insurance Coverage. A full-time (1.0 FTE) employee may decline to enroll in Employee (self-only) tier group health and dental coverage and not receive the PPACA employer contribution toward the premium cost for such health and dental insurance, PROVIDED, that such employee shall not be permitted to decline to enroll in unless said employee has filed with the superintendent's office on the form provided by the School District an agreement providing (1) for an individual disclaimer by the employee which certifies that said teacher is covered by alternate health insurance coverage which provides at least "Bronze Level" health insurance coverage as defined under the Patient Protection and Affordable Health Care Act (PPACA), and (2) that should the employee elect not to enroll in the District's group health insurance plan and fails to obtain and maintain health insurance coverage at any time during the term of this Negotiated Agreement, and the District is assessed a penalty under the Patient Protection and Affordable Care Act (PPACA) as a result of the employee's failure to obtain and maintain such health insurance coverage, the employee shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a flat salary cash stipend, and shall be required to enroll Employee "self-only" under the School District's group health insurance coverage during the open enrollment period.

3. Disability-Life Insurance: Employees will be offered disability and life insurances through their individual 125 Cafeteria Plan.

4. Unused Personal Leave: The Board of Education will pay each FTE/PTE for any unused day(s) of personal leave. Payment will be equivalent to the current substitute teacher rate.

5. Long Term Disability Insurance: Each bargaining unit member shall purchase long-term disability income protection insurance through a carrier selected by the school district. The school district shall deduct the insurance premium for each bargaining unit member's salary on a monthly basis and pay it to

the insurance carrier. The salary of each full-time member of the bargaining unit shall be increased by the cost of the LTD premium.

ARTICLE XI: LEAVE

1. **Sick Leave** - At the beginning of each school year each certificated employee shall be credited with a ten (10) day sick leave allowance. The amount of sick leave will be taken by the hour, with 15 minutes ($\frac{1}{4}$ hr) being the minimum, and eight hours being a full day. Sick leave shall be granted for absence due to illness or accident of the employee or spouse, child or parent of the employee or spouse, or other person living in the home as a member of the family when such illness requires the presence of the employee. Sick leave also includes serious illness or accident of a brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, or grandparent of the employee or spouse.

Sick leave benefits may be used for the purpose of appointments for physical or dental services of the teacher or his/her immediate family.

Sick leave may be accrued up to sixty (60) days and shall include bereavement leave for the purpose of attending funerals of relatives or close personal friends. Bargaining unit members who have currently accrued more than sixty (60) days of sick leave before August 20, 2013, will continue to keep their accrued days. In the event that the accrued days of a bargaining unit member drop below sixty (60) days, they will then only be allowed to accrue to the sixty-day limit.

No additional sick leave credit will be made to an employee who has accumulated the maximum of sixty (60) days of sick leave unless the accrual drops below sixty (60) days. In that event, additional accrual up to 10 days per year shall be permitted until the sixty-day limit is achieved.

The Board of Education reserves the right to request proof of illness or medical appointment before allowing sick leave credit. After twenty (20) continuous school days of sick leave, a doctor's statement will be necessary before granting additional days.

Pregnancy is to be considered the same as illness and sick leave benefits may be applied to pregnancy or childbirth situations. Paternity leave shall be allowed up to 5 days of sick leave. Employees who are grandparents shall be allowed 2.5 days of sick leave and an additional 2.5 days paid at the full daily rate for the employee, less the cost of a substitute, at the time of the birth of a grandchild.

Three days of sick leave may be applied to the adoption process of a child prior to the commitment of the parent-child relationship after the personal leave has been used.

2. **Personal Leave** - Each certificated employee shall upon request receive a maximum of 1,920 minutes (equivalent to 4 days) of personal leave per year without deduction of pay.

Personal leave may be applied to personal, legal, business, family matters, or other emergencies, which require absence during school hours. Personal leave may be applied to other types of leave.

The first five (5) employees who shall request personal leave for the same day/s shall receive up to four days of personal leave. All other requests for personal leave by employees, if made less than seven days prior to taking such leave or made after the first five requests for the same day, personal leave may be granted at the discretion of the administration.

However, in the event that an employee shall request either personal or professional leave for a day on which the administration has previously scheduled the absence of certificated employees numbering five (5) or more for school purposes, excluding required activity sponsors, the requested personal leave may only be granted at the discretion of the administration.

Anything left of personal leave at the end of the school year will be reimbursed at the current rate of substitute teacher pay to be paid in the June pay period.

3. **Bereavement Leave**

3a. Death of a spouse, significant other/domestic partner, child, or parent of the employee or spouse: Five days shall be granted with full pay to each certificated employee. An additional five (5) days may be granted from the employee's sick leave balance. This time may be extended by personal leave.

3b. Death of a brother, sister, brother-in-law, sister-in-law, daughter-in-law, grandchild, grandparent of the employee or spouse, or other person living in the home as a member of the family: Two days shall be granted with full pay to each certificated employee. An additional five (5) days shall be granted from the employee's sick leave balance. This time may be extended by personal leave.

3c. Death of a close personal friend or relative not already mentioned: One (1) day plus reasonable travel shall be granted from the employee's sick leave balance. This time may be extended by personal leave.

All certificated employees are eligible for bereavement leave. Bereavement leave covers each death that occurs during the contract year.

4. **Necessary deductions from salary** shall be made on the basis of 1/185 of the total nine-month contract salary for each day to be deducted. This means upon using all qualified leave necessary deductions will take effect.
5. **Temporary Military Leave** - Teachers who serve in the active reserve may be released from teaching duty to fulfill their military obligations without loss of pay or other benefits. Such personnel shall be responsible for the cost of their substitutes while on such assignments.
6. **Educational Leave** - Teachers may apply for professional leave of absence from their positions for a period of not more than one school year for the purpose of improving instructional skills through advanced study. Such requests, if approved, shall not jeopardize the teacher's right to return to the position the following year. No loss of rights and privileges of sick leave or other benefits shall result from such leave. No salary will be paid during the period of the leave. The teacher must sign a contract for the ensuing school year by April 1 of the year for which the leave is granted in order to return to the former position.
7. **Professional Leave** - Professional leave will be unlimited. Requests for professional leave will be submitted to the building principal. The principal will submit the request to the superintendent with recommendations. The superintendent will approve or disapprove the request. In case of such approved leave, the cost of the substitute teacher shall be paid by the school district but all other expenses shall be

borne by the teacher. If the teacher is requested by the school district to attend meetings or activities of district business or for the purpose of improving the education program the teacher shall be entitled to reimbursement of actual expenses or board approved daily expense rate and a stipend of the current daily substitute teacher rate per whole day. This will depend on any snow days used during the school year. If a snow day causes the student contact days to drop below 177 days during the school year, the district would expect the teachers to attend the workshop/training without the stipend to make up the difference of the student contact days.

8. Compassion Leave

The Board and/or Gordon-Rushville Education Association Team (GREAT) may revoke this agreement at their discretion. This leave applies to and is limited to Gordon-Rushville Public Schools certified employees. The board recognizes that there are circumstances when an employee faces a medical emergency that necessitates the employee's present. When such emergency conditions exist and the employee has exhausted all paid leave (personal and sick), he or she may request to utilize sick days that other employees have donated. Compassion leave may not be used in coordination with maternity leave.

Donors will be limited to giving one day of sick leave each semester (two days annually) in August and January. Donated days will be banked and those days will carry over from year to year. The number of days in the bank will be limited to 60. If the number falls below 60 at the end of the first semester, employees may donate a second day in January. If the bank contains 60 days at the beginning of the school year in August or at the beginning of the second semester in January, no new days will be collected.

Any certified staff member who receives compassion leave will be limited to the use of 20 days per school year, and may not use such days after they qualify for long-term disability. The use of these days is limited to sick leave needs or the equivalent. Leave may only be used for severe illness or injury to the employee or to the employee's child, spouse, parent, mother-in-law, or father-in-law. All applications will be required to fill out a form to request days from the compassion leave bank. This form developed by the GREAT Association will be available from the GREAT representative in each building. The determination of whether an employee qualifies for donated sick leave will be made by a committee that consists of the GREAT Compassion Leave Chairman, and one GREAT representative from each attendance center: GRHS, GRMS, GES, and RES. Approval shall require three yes votes. The committee will notify the applicant in writing of their decision. If denied, the notification will include the reason for denial. A copy of the approved or denied request form will be given to the Business Manager prior to the leave being awarded.

Due to the nature of this leave, the applicants will have no recourse for being denied a request since the days are voluntarily donated, and the decision-making committee is also made up of volunteers.

Donated days will be collected by the GREAT leadership team and communicated to the Business Manager by September 1 of the current school year. No more than 60 days will be allowed in the collection. The GREAT Compassion Leave Chairperson will present the Business Manager with a list of employees who are donating. The list will include a printed name and an acknowledgment signature of each employee who has donated. Donated days will be removed from the employees' eligible sick days and marked as Compassion Leave Bank. If the number of days in the bank falls below 60 during the first semester, the GREAT leadership team may secure the names and signatures of employees to replenish the bank to 60 days at the beginning of the second semester. The GREAT team will provide this list along with the required signatures to the Business Manager by January 31, of the current year.

9. **Inclement Weather Leave** - Teachers who are unable to get to their jobs because of inclement weather will be deducted the cost of a substitute's pay for each day missed with no further deduction of salary. Personal leave may be used for days missed because of weather.
10. **Court Appearance** - Teachers who are to serve on jury duty or appear in court on matters other than personal during the times' school is in session shall not suffer the loss of pay as a result of such duty or appearance. Teachers shall retain all pay provided by the court.

The Gordon-Rushville Master Agreement shall remain in force and its provisions shall remain unchanged until rescinded or modified through negotiations between the parties involved. All addenda shall be part of the Gordon- Rushville Master Agreement and both parties shall carry out the commitments contained in the addenda.

Signed this _____ day of _____ 2024, indicating adoption by the Gordon Rushville Education Association Team and the Gordon Rushville Public School District 81-0010.

President
Gordon-Rushville Education Assoc. Team

Secretary
Gordon-Rushville Education Assoc. Team

President, Board of Education
Gordon-Rushville Schools Dist. 81-0010

Secretary, Board of Education
Gordon-Rushville Schools Dist. 81-0010

ADDENDUM # 1

PROFESSIONAL RIGHTS AND RESPONSIBILITIES

In line with recommendations of the Gordon-Rushville Education Association Team, the Board of Education concurs in and accepts the declaration of LB 457, passed in the 1967 legislative session, which establishes teaching in the public schools in this state, along with related services including administrative and supervisory occupations, a profession, with all the rights, responsibilities, and privileges accorded other recognized professions.

The Gordon-Rushville Education Association Team agrees that it will not negotiate matters which infringe upon the legal rights and responsibilities of the Board of Education as set forth in the laws and constitution of the State of Nebraska.

The Board of Education shall recognize this code of ethical behavior and questions involving ethical behavior of personnel shall be referred to the Gordon-Rushville Education Association Team for study and interpretation by the Professional Rights and Responsibilities Committee.

THE CODE OF ETHICS OF THE EDUCATION PROFESSION

We, professional educators of the United States of America, affirm our belief in the worth and dignity of man. We recognize the supreme importance of the pursuit of truth, the encouragement of scholarship, and the promotion of democratic citizenship. We regard as essential to these goals the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. We affirm and accept our responsibility to practice our profession according to the highest ethical standards.

We acknowledge the magnitude of the profession we have chosen, and engage ourselves, individually and collectively, to judge our colleagues and to be judged by them in accordance with the applicable provisions of this code.

PRINCIPLE I

Commitment to the Student

We measure success by the progress of each student toward the achievement of his maximum potential. We, therefore, work to stimulate the spirit of inquiry, the acquisition of knowledge and understandings, and the thoughtful formulation of worthy goals. We recognize the importance of a cooperative relationship with other community institutions, especially the home.

In fulfilling our obligations to the students, we

1. Deal justly and considerately with each student.
2. Encourage the student to study varying points of view and respect his right to form his own judgment.
3. Withhold confidential information about a student or his home unless we deem that its release serves professional purposes, benefits the student, or is required by law.
4. Make discreet use of available information about the student.
5. Conduct references with or concerning students in an appropriate place and manner.
6. Refrain from commenting unprofessionally about a student or his/her home.
7. Avoid exploiting our professional relationship with any student.
8. Tutor only in accordance with officially approved policies.

9. Inform appropriate individuals and agencies of the student's educational needs and assist in providing an understanding of his educational experiences.
10. Seek constantly to improve learning facilities and opportunities.

PRINCIPLE II

Commitment to the Community

We believe that patriotism in its highest form requires dedication to the principles of our democratic heritage. We share with all other citizens the responsibility for the development of sound public policy. As educators, we are particularly accountable for participating in the development of educational programs and policies and for interpreting them to the public.

In fulfilling our obligations to the community, we

1. Share the responsibility for improving the educational opportunities for all
2. Recognize that each educational institution may have a person authorized to interpret its official policies.
3. Acknowledge the right and responsibility of the public to participate in the formulation of educational policy.
4. Evaluate through appropriate professional procedures conditions within a district or institution of learning, make known serious deficiencies, and take any action deemed necessary and proper.
5. Use educational facilities for intended purposes consistent with applicable policy, law and regulation.
6. Assume full political and citizenship responsibilities, but refrain from exploiting the institutional privileges of our professional positions to promote political candidates or partisan activities.
7. Protect the educational program against undesirable infringement.

PRINCIPLE III

Commitment to the Profession

We believe that the quality of the services of the education profession directly influences the future of the nation and its citizens. We, therefore, exert every effort to raise educational standards, to improve our service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions that attract persons worthy of the trust to careers in education. Aware of the value of united effort, we contribute actively to the support, planning, and programs of our professional organizations.

In fulfilling our obligations to the profession, we

1. Recognize that a profession must accept responsibility for the conduct of its members and understand that our own conduct may be regarded as representative of the profession.
2. Participate and conduct ourselves in a responsible manner in the development and implementation of policies affecting education.
3. Cooperate in the selective recruitment of prospective teachers and in the orientation of student teachers, interns, and those colleagues new to their positions.
4. Accord just and equitable treatment to all members of the profession in the exercise of their professional rights and responsibilities, and support them when unjustly accused or mistreated.
5. Refrain from assigning professional duties to non-professional personnel when such assignment is not in the best interest of the student.
6. Provide, upon request, a statement of the specific reason for administrative recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.

7. Refrain from exerting undue influence based on the authority of our positions in the determination of professional decisions by colleagues.
8. Keep the trust under which confidential information is exchanged.
9. Make appropriate use of time granted for professional purposes.
10. Interpret and use the writings of others and the findings of educational research with intellectual honesty.
11. Maintain our integrity when dissenting by basing our public criticism of education on valid assumptions as established by careful evaluation of facts or hypotheses.
12. Represent honestly our professional qualifications and identify ourselves only with reputable educational institutions.
13. Respond accurately to requests for evaluation of colleagues seeking professional positions.
14. Provide applicants seeking information about a position with an honest description of the assignment, the conditions of work, and related matters.

PRINCIPLE IV

Commitment to Professional Employment Practices

We regard the employment agreement as a solemn pledge to be executed both in spirit and in fact in a manner consistent with the highest ideals of professional service. Sound professional personnel relationships with governing boards are built upon personal integrity, dignity and mutual respect.

In fulfilling our obligations to professional employment practices, we

1. Apply for or offer a position on the basis of professional and legal qualifications.
2. Apply for a specific position only when it is known to be vacant and refrain from such practices as underbidding or commenting adversely about other candidates.
3. Fill no vacancy except where the terms, conditions, policies, and practices permit the exercise of our professional judgment and skill, and where a climate conducive to professional service exists.
4. Adhere to the conditions of a contract or to the terms of an appointment until either has been terminated legally or by mutual consent.
5. Give prompt notice of any change in availability of service, in the status of applications, or in change in positions.
6. Conduct professional business through the recognized educational and professional channels.
7. Accept no gratuities or gifts of significance that might influence our judgment in the exercise of our professional duties.
8. Engage in no outside employment that will impair the effectiveness of our professional service and permit no commercial exploitation of our professional position.

ADDENDUM #2

SALARY SCHEDULE 2024-25

VERTICAL INDEX 0.0450
HORIZONTAL INDEX 0.0450
BASE SALARY 40,000

	<u>BA</u>	<u>BA+9</u>	<u>BA+18</u>	<u>BA+27</u>	<u>BA+36/ MA</u>	<u>MA+9</u>	<u>MA+18</u>	<u>MA+27</u>
Percent Of Base	100.00	104.5	109	113.5	118	122.5	127	131.5
STEP 1 Salary	40,000.00	41,800.00	43,600.00	45,400.00	47,200.00	49,000.00	50,800.00	52,600.00
Percent Of Base	104.5	109	113.5	118	122.5	127	131.5	136
STEP 2 Salary	41,800.00	43,600.00	45,400.00	47,200.00	49,000.00	50,800.00	52,600.00	54,400.00
Percent Of Base	109	113.5	118	122.5	127	131.5	136	140.5
STEP 3 Salary	43,600.00	45,400.00	47,200.00	49,000.00	50,800.00	52,600.00	54,400.00	56,200.00
Percent Of Base	113.5	118	122.5	127	131.5	136	140.5	145
STEP 4 Salary	45,400.00	47,200.00	49,000.00	50,800.00	52,600.00	54,400.00	56,200.00	58,000.00
Percent Of Base	118	122.5	127	131.5	136	140.5	145	149.5
STEP 5 Salary	47,200.00	49,000.00	50,800.00	52,600.00	54,400.00	56,200.00	58,000.00	59,800.00
Percent Of Base	122.5	127	131.5	136	140.5	145	149.5	154
STEP 6 Salary	49,000.00	50,800.00	52,600.00	54,400.00	56,200.00	58,000.00	59,800.00	61,600.00
Percent Of Base	127	131.5	136	140.5	145	149.5	154	158.5
STEP 7 Salary	50,800.00	52,600.00	54,400.00	56,200.00	58,000.00	59,800.00	61,600.00	63,400.00
Percent Of Base	0	136	140.5	145	149.5	154	158.5	163
STEP 8 Salary	0	54,400.00	56,200.00	58,000.00	59,800.00	61,600.00	63,400.00	65,200.00
Percent Of Base	0	0	145	149.5	154	158.5	163	167.5
STEP 9 Salary	0	0	58,000.00	59,800.00	61,600.00	63,400.00	65,200.00	67,000.00
Percent Of Base	0	0	0	154	158.5	163	167.5	172
STEP 10 Salary	0	0	0	61,600.00	63,400.00	65,200.00	67,000.00	68,800.00
Percent Of Base	0	0	0	158.5	163	167.5	172	176.5
STEP 11 Salary	0	0	0	63,400.00	65,200.00	67,000.00	68,800.00	70,600.00
Percent Of Base	0	0	0	0	167.5	172	176.5	181
STEP 12 Salary	0	0	0	0	67,000.00	68,800.00	70,600.00	72,400.00
Percent Of Base	0	0	0	0	172	176.5	181	185.5
STEP 13 Salary	0	0	0	0	68,800.00	70,600.00	72,400.00	74,200.00
Percent Of Base	0	0	0	0	0	181	185.5	190
STEP 14 Salary	0	0	0	0	0	72,400.00	74,200.00	76,000.00
Percent Of Base	0	0	0	0	0	0	190	194.5
STEP 15 Salary	0	0	0	0	0	0	76,000.00	77,800.00
Percent Of Base	0	0	0	0	0	0	0	199
STEP 16 Salary	0	0	0	0	0	0	0	79,600.00

Additional Points of interest:

- 1) An amount of \$17,532 (\$1,461 per month) shall be paid per FTE as flat salary to be used as an additional salary for the contract term.
- 2) New hire teachers will start at STEP 2.
- 3) There will be 10 sick leave days earned each year, which may be accumulated to the maximum of 60 days.
- 4) There will be 4 personal days earned each year with no carry over.
- 5) Professional leave may be taken at the discretion of the administration.
- 6) Life and health insurance is available through the District.
- 7) Long Term Disability insurance is provided by the District.

ADDENDUM # 3

EXTRA DUTY EXPERIENCE AND POSITION CHART		
	Position	Percent
1	Activity Director	14%
2	Middle School Activity Director	7%
3	Senior High Head Coach VB,FB,WR,BB,TR	11%
4	Band Director	10%
5	Musical/Play Director	7%
6	FFA Sponsor	9%
7	Vocal Music Director	8%
8	Asst. Sr. High Coach, Golf and CC Head Varsity Coach	7.5%
9	Speech Coach	7%
10	One-Act Play Director	7%
11	Head Middle School Coach	5%
12	Assistant Middle School Coach	4%
13	Assistant Speech Coach	3.5%
14	Assistant One-Act Play Director	3.5%
15	Annual Sponsor	3.5%
16	Assistant Musical/Play Director	3.5%
17	Junior Class Sponsor (each) x 2	3%
18	Mock Trial Sponsor x1	3%
19	Cheerleading x 1	5%
20	Special Education Full-time Teacher Reporting	3%
21	Quiz Bowl Sponsor (HS,MS) x1 each building	2%
22	Student Council (HS,MS,ELEM) x 2 each building if applicable	2%
23	Unified Bowling X1	2%
24	Art Sponsor (WTC) x1	1%
25	GR Club Sponsor x 1	1%
26	National Honor Society Sponsor x 1	1%
27	Freshman Class Sponsor (each) x 2	1%
22	Sophomore Class Sponsor (each) x 2	1%
29	Senior Class Sponsor (each) x 2	1%
30	Middle School Mathcounts x1	1%
31	Journalism x 2	1%
32	Middle School Positive Youth X1	1%
33	ProStart	1%
34	Middle School Speech X 1	1%
35	DL classes (sent only) \$250 per semester	\$250 per semester X # of classes

The Extra-Duty Experience and Position Chart will be based on the following:

- 1.) The Activity Salary Schedule is attached to the Gordon-Rushville Public Schools Teaching base currently \$40,000. The dollar amount for each activity is calculated according to the percentage of that teaching base as specified by the table of activities.
- 2.) An additional 5% of the individual activity base will be added for each year of experience to a maximum of 10 years.
- 3.) The administration and/or school board of the Gordon-Rushville Public Schools retains the privilege of awarding previous experience to incoming activity sponsors.
- 4.) Due to the change in the extra-duty schedule, those sponsors who are currently receiving salaries above this new schedule will be frozen at their current salary until this schedule surpasses them. These sponsors will then be placed on the current schedule.

Gordon-Rushville Public Schools
Agreement for Declination of Health and Dental Insurance in 2024-2025 Negotiated Agreement
between the Gordon-Rushville Public Schools and Gordon-Rushville Education Association Team
(GREAT)

THIS AGREEMENT is entered into the ___ day of _____, _____, by and between the Gordon-Rushville Public School District (School District) and [Insert Name of Faculty Member] (Faculty Member), pursuant to the terms of the Negotiated Agreement between the Gordon-Rushville Public Schools and the Gordon-Rushville Education Association (Negotiated Agreement), with regard to the election by the Faculty Member to decline to enroll in Employee (self-only) tier group health and dental coverage and receive the PPACA employer contribution toward the premium cost for such health and dental insurance set forth in Article X.(2).B.2.b., page 8 of the Negotiated Agreement for the 204-2025 school and contract year; the parties hereto agree as follows:

1. The Faculty Member hereby voluntarily declines to enroll in Employee (self-only) tier group health and dental coverage and receive the PPACA employer contribution toward the premium cost for such health and dental insurance set forth in Article X.(2).B.2.b., page 8 of the Negotiated Agreement and successor agreements thereto, as such paragraph, is amended from time-to-time.

2. In consideration of the School District and Association including in the Negotiated Agreement the flat salary compensation structure notwithstanding potential penalties under the Patient Protection and Affordable Health Care Act (PPACA), the Faculty Member hereby agrees as follows:

a. The Faculty Member shall during the period from September 1, 2024, through August 31, 2025, obtain and maintain “self-only” (Employee level) health insurance coverage which provides at least “Bronze Level” health insurance coverage as defined under PPACA, and shall provide written confirmation thereof to the School District; and,

b. The Faculty Member hereby agrees that should the Faculty Member fail to obtain and maintain health insurance coverage as required by subparagraph 2.a. above at any time during the term of this Negotiated Agreement, or successor agreement thereto, and the School District is assessed a penalty under the PPACA as a result of the employee’s failure to obtain and maintain such health insurance coverage, the Faculty Member shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a flat salary cash stipend, and shall be required to enroll in the Employee “self-only” coverage under the School District’s group health insurance coverage during the open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years.

Sheridan County School District 81-0010, a/k/a Gordon-Rushville Public School District	[Insert Teacher Name]
Dated this ___ day of _____, 20__	Dated this ___ day of _____, 20__

Compassion Leave Request Form

Name: _____

Date requested: _____

Date needed: _____

The number of days needed: _____

Please detail the circumstances as to why you are requesting days from the Compassion Leave Bank.

Days Granted: _____

Reason for denial:

Committee

_____	_____
_____	_____

Extra Duty Assignment Letter

Date _____

Dear _____:

This letter is to inform you that the school district's administration has assigned you to perform the extra duties indicated below for the _____ school year. You will receive extra duty pay for each of these assignments as provided for in the district's negotiated agreement with the local education association. This extra duty salary will be paid in 12 equal installments beginning with the first regular pay period of the contract year in which the services will be rendered.

Assignment	Annual Extra Duty Pay	Amount of Extra Duty Pay per Pay period

Your extra duty assignment will begin on or about June 1 and will conclude on or about May 31 of the upcoming school year. Your extra duty pay will begin about September 1 and will conclude on or about August 30 of the upcoming school year.

As a full-time certificated employee, it is anticipated that you will work more than 1100 hours based solely on your teaching assignment. In addition to your regular teaching duties, you will render service hours toward the performance of each of your listed extra duty assignments throughout the entirety of the contract year. You will dedicate time each month of the contract toward fulfilling your extra duty assignment. In the exercise of your professional judgment, this time should include tasks such as: continuously reviewing best practices for coaching/sponsoring your extra duty; determining any off-season professional development or meetings which you should attend; determining any pre-season or pre-event camps or activities which students should attend; supervising selected pre-season camps or activities; creating records and completing paperwork related to the extra duty; communicating with selected media outlets about the extra duty; training and preparing students prior to the beginning of the competition/activity/event schedule; reviewing or planning the competition/event schedule; studying film, selecting music or scripts, designing sets and costumes, arranging choreography and otherwise preparing for the competition or season; scheduling student meetings and events; actively supervising participating students before, during and after the season/event; study of best practices in sportsmanship and student character growth; and any other identified duties:

_____.

In the event you are assigned an extra duty assignment after August 1 of the school year in which the activity occurs, the district will report the extra duty pay and hours to the Nebraska State Retirement System beginning in the month when you undertake your assignment.

In the event your overall employment and/or your extra duty assignment is terminated prior to the end of the school year, you will not be paid any remaining amounts for extra duty service and those hours will not be reported to the Nebraska State Retirement System.

If you have any questions about your assignments, please contact my office.

Sincerely,

Superintendent of Schools

I acknowledge receipt of this assignment letter on _____, 202_.

Teacher