

PLEASANTON PUBLIC SCHOOLS
 NEGOTIATED AGREEMENT FOR 2018-2019
 PLEASANTON SCHOOL BOARD AND THE PLEASANTON EDUCATION ASSOCIATION

PREAMBLE

This agreement is made and entered into this 11th day of January 2018, by and between the Board of Education of School District 10-0105 of Pleasanton in the County of Buffalo, in the State of Nebraska (hereafter referred to as the "Board" or "District") and the Pleasanton Education Association (hereafter referred to as the "Association"). This agreement will be in effect for one year beginning September 1, 2018 until August 31, 2019. If a newly negotiated agreement has not been duly entered into prior to the end of the previous contract period, the terms of this contract shall continue in full force and effect until such negotiated contract is adopted.

ARTICLE I SALARIES

A. BASE PAY

The base salary shall be \$34,275 with 4% increment per year of experience, and 4.5% per nine hours of graduate credit in the teaching field(s) as approved by the Board of Education. Each increment is to be figured as a percent of the base.

Movement for the 2018-2019 school year on the salary schedule will be limited to a maximum of one step vertically in any one year. Proof of such credit, by college grade reports, photocopy of diploma, affidavit or transcript will be accepted with verification from the college/university office of the registrar. This must be done by September 15th of each year if credit for hours is to be given.

B. EXTRA DUTY --

	PERCENT OF THE BASE						
	1 st	2 nd	3 rd	4 th	5 th	6 th YEAR	
Football Coach (Head)	11	12	13	14	15		
Football Coach (Assistant)	7	8	9	10			
Volleyball Coach (Head)	11	12	13	14	15		
Volleyball Coach (Assistant)	7	8	9	10			
Basketball Coach (Head, Boys & Girls)	11	12	13	14	15	16	
Basketball Coach (Assistant Boys & Girls)	7	8	9	10			
Wrestling	11	12	13	14	15	16	
Wrestling (Assistant)	7	8	9	10			
Track (Head, Girls & Boys)	10	11	12	13	14		
Track (Assistant)	7	8	9				
Golf (Head)	9	10	11	12	13		
Junior High Sports	2% per sport				2018-2019		
Cheerleader Sponsor	2%		1% =		\$342.75		
Senior Class Sponsor	1%		1.5% =		\$514.13		
Junior Class Sponsor (2)	2% (each)		2% =		\$685.50		
Sophomore Class Sponsor	1%		3% =		\$1028.25		
One-Act Play	3%		3.5% =		\$1199.63		
Other Play Sponsor	1.5%		5% =		\$1713.75		
Forensics	3%		6% =		\$2056.50		
Magazine Sales Sponsor	1%		7% =		\$2399.25		
Music	5%		6%		8% =		\$2742.00
Journalism	3.5%(A) 1%(P)		9% =		\$3084.75		
			10% =		\$3427.50		
Coaches who drive Activity Bus	\$25 per trip		11% =		\$3770.25		
Strategic Planning Chairperson/s	(2) 8% total		12% =		\$4113.00		
Technology Coordinator	(2) 9% total		13% =		\$4455.75		
Student Council Sponsor	1%		14% =		\$4798.50		
Dance Team Sponsor	2%		15% =		\$5141.25		
Weights	\$15 hr		16% =		\$5484.00		
State FBLA Compensation	1.5% + Fee						

C. EXPERIENCE

A teacher entering the Pleasanton School System may be given credit for four years experience on the salary schedule, provided such experience has been obtained in a city or town secondary or accredited elementary school.

Experience gained at any one position on the extra duty schedule will be cumulative and need not be consecutive if gained within the same activity.

ARTICLE II INSURANCE

A. HEALTH INSURANCE

The Board of Education shall pay monthly rates equal to the Blue Cross/Blue Shield (PPO, \$900/(\$3500) Deductible HSA-Eligible (Dual Choice Only), Pre-admission Certification Policy; PPO-80% A & B with 50% C coverage for dental-single only) insurance premiums at the rate of \$577.53(\$487.27)28.67 288.09 for Single coverage, \$1068.45(901.48) plus \$28.67 dental for Employee & Child coverage, \$1212.82 (\$1023.29) plus \$28.67 dental for Employee and Spouse coverage, and \$1628.51(1374.01) 28.67 for Family Plan coverage, and \$1628.5180.85 for Family plus Dental if both spouse(s) work in the system for a twelve month period for the contract year. If the employee selects the (\$3500) deductible HSA option, a direct deposit in the amount of the difference between the monthly premiums of the \$900 and (\$3500) deductible policies will be made into the employee's Health Savings Account. A teacher must take the insurance to receive this benefit. The health insurance carrier may be changed by mutual agreement between the Board and the Association.

B. CAFETERIA PLAN

The Board of Education shall offer a K-125 Plan with a limit up to amount allowed by tax code (currently \$2,550) out of pocket expenses. The cafeteria plan carrier may be changed by mutual agreement between the Board and the Association..

ARTICLE III LEAVE

A. SICK LEAVE

Sick leave for teachers is granted for personal illness or injury with full pay in the amount of 10 days per year with accumulation up to 45 days. The sick leave shall be awarded at the beginning of the year. If the teacher does not complete the contract, sick leave days shall be deducted at the prorated rate of 4 per semester. This prorating shall be done at the end of the year. Accumulated sick leave shall be 50 days if 45 days are used for the activation of income protection. When a member of the teaching staff is absent, efforts will be made to employ a certified substitute teacher for the duration of absence.

B. BEREAVEMENT LEAVE

Bereavement (funeral) leave (taken out of sick leave) may be allowed for the death of a spouse, (step) parent, (step) child, (step) brother, (step) sister, grandparent, aunt, uncle, cousin, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, or daughter-in-law. One day of non-family bereavement may be use as sick leave. One additional sick day may be allowed for travel purposes if the services are held outside of a 200-mile radius of Pleasanton.

C. PERSONAL LEAVE

Three days (accumulation of 4 days) of personal leave shall be granted upon written application to the Superintendent by a teacher for any personal matter. Such application should be made at least three days prior to such leave, except in emergency situations. Leave shall be limited to one elementary and one secondary teacher for a day unless approved by the superintendent. Leave shall be granted on a first come basis.

D. PROFESSIONAL LEAVE

Teachers will be allowed unlimited professional leave as approved by the Superintendent.

E. SEVERENCE PAY

Upon leaving the employment of the Pleasanton Public School, a faculty member shall be paid one-half (1/2) a substitute teacher's pay for unused sick leave up to forty (40) days.

Upon leaving the employment of the Pleasanton Public School for the purpose of retirement, a teacher may elect to receive their last three (3) months salary in the May payment.

ARTICLE IV

GRIEVANCE PROCEDURE

		Suggested Time
STEP I	Informal Procedure: Verbal grievance to the Principal	2 working days
STEP II	Formal Procedure: Written grievance to the Principal	2 working days
STEP III	Written grievance to the Superintendent	2 working days
STEP IV	Written grievance to the Board	2 working days
STEP V	Impasse Procedure Grievance to Fact Finding	

PLEASANTON PUBLIC SCHOOL 2018-2019 SALARY SCHEDULE

2017/18	(4x4.5)	\$33,475.00																	
Step	Exp	BA	BA + 9	BA+18	BA +27	BA+36/MA	M+9	MA+18	MA+27										
1	0	\$34,275.00	\$35,817.38	\$37,359.75	\$38,902.13	\$40,444.50	\$41,986.88	\$43,529.25	\$45,071.63										
		1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315										
2	1	\$35,646.00	\$37,188.38	\$38,730.75	\$40,273.13	\$41,815.50	\$43,357.88	\$44,900.25	\$46,442.63										
		1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355										
3	2	\$37,017.00	\$38,559.38	\$40,101.75	\$41,644.13	\$43,186.50	\$44,728.88	\$46,271.25	\$47,813.63										
		1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395										
4	3	\$38,388.00	\$39,930.38	\$41,472.75	\$43,015.13	\$44,557.50	\$46,099.88	\$47,642.25	\$49,184.63										
		1.12	1.165	1.21	1.255	1.30	1.345	1.39	1.435										
5	4	\$39,759.00	\$41,301.38	\$42,843.75	\$44,386.13	\$45,928.50	\$47,470.88	\$49,013.25	\$50,555.63										
		1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475										
6	5	\$42,672.38	\$44,214.75	\$45,757.13	\$47,299.50	\$48,841.88	\$50,384.25	\$51,926.63	\$53,469.00										
		1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56										
7	6	\$45,585.75	\$47,128.13	\$48,670.50	\$50,212.88	\$51,755.25	\$53,297.63	\$54,839.00	\$56,381.38										
		1.33	1.375	1.42	1.47	1.515	1.56	1.61	1.66										
8	7	\$46,956.75	\$48,499.13	\$50,041.50	\$51,583.88	\$53,126.25	\$54,668.63	\$56,211.00	\$57,753.38										
		1.37	1.415	1.46	1.505	1.55	1.60	1.65	1.70										
9	8	\$49,870.13	\$51,412.50	\$52,954.88	\$54,497.25	\$56,039.63	\$57,581.00	\$59,123.38	\$60,665.75										
		1.455	1.50	1.545	1.59	1.64	1.69	1.74	1.79										
10	9	\$51,241.13	\$52,783.50	\$54,325.88	\$55,868.25	\$57,410.63	\$58,953.00	\$60,495.38	\$62,037.75										
		P	1.495	1.54	1.585	1.63	1.68	1.73	1.78										
11	10	\$54,154.50	\$55,696.88	\$57,239.25	\$58,781.63	\$60,324.00	\$61,866.38	\$63,408.75	\$64,951.13										
		1.58	1.625	1.67	1.715	1.76	1.81	1.86	1.91										
12	11	\$55,525.50	\$57,067.88	\$58,610.25	\$60,152.63	\$61,695.00	\$63,237.38	\$64,779.75	\$66,322.13										
		1.62	1.665	1.71	1.755	1.80	1.85	1.90	1.95										
13	12	\$58,438.88	\$59,981.25	\$61,523.63	\$63,066.00	\$64,608.38	\$66,150.75	\$67,693.13	\$69,235.50										
		1.705	1.75	1.795	1.84	1.89	1.94	1.99	2.04										
14	13	\$61,352.25	\$62,894.63	\$64,437.00	\$65,979.38	\$67,521.75	\$69,064.13	\$70,606.50	\$72,148.88										
		1.79	1.835	1.88	1.93	1.98	2.03	2.08	2.13										
15	14	\$64,265.63	\$65,808.00	\$67,350.38	\$68,892.75	\$70,435.13	\$71,977.50	\$73,519.88	\$75,062.25										
		1.875	1.92	1.97	2.02	2.07	2.12	2.17	2.22										

BOARD MEMBERS

STAFF