

***Gretna Public Schools
District #37
Gretna, NE 68028***

**2009-2010
Certified Agreement/Salary Schedule**

A copy of the Agreement between the Gretna Education Association and the Gretna Board of Education has been prepared for each certified teacher and administrator. It is our hope that this will be helpful to you in clarifying any questions you might have.

Please contact the Gretna Education Association officers or any administrator if you should have a question.

GRETNA EDUCATION ASSOCIATION (GEA)

and

GRETNA BOARD OF EDUCATION

AGREEMENT

THIS AGREEMENT made and entered into this 13th day of July, 2009, by and between the Gretna Education Association and the Gretna Board of Education, Sarpy County, Gretna, Nebraska, effective 2009-2010 school year.

1. The Board of Education recognizes the Gretna Education Association as the sole and exclusive representative for all the certified teachers of the Gretna School District.

2. SALARY SCHEDULE

A. The salary schedule for the teachers of the district shall be in accordance with Exhibit "A" attached. Base \$31,200.00 with schedule as per Exhibit "A".

Beginning with the 1989/90 school year the BA+36 column is eliminated. Those teachers on the BA36 column for the 1988-89 school year will continue to be paid on that column until such time that horizontal movement is achieved.

Beginning with the 1999-2000 school year the MA +27 column is added into the salary schedule.

Beginning with the 2002-2003 school year, the salary schedule for teachers shall be a 4 x 4 salary schedule, as per Exhibit "A".

Beginning with the 2003-2004 school year, Step 16 shall be added to the MA+36 column.

B. Any hours that are to be applied to the salary index that are taken after September 1, 1989, must be graduate hours in education. Under graduate hours for additional endorsements or specialties may be counted if they are requested by the School District and approved in advance by the Superintendent or his/her designate. All of the above must receive the approval of the Superintendent of Schools or his/her designate. The teacher will submit in writing to the Superintendent or his/her designate a list of courses prior to taking the college course(s) proposed for application to the salary index to include course description, graduate or undergraduate, and other pertinent information. A reply in writing, either approving or denying approval will be submitted within ten (10) days to the teacher.

In the case of a dispute over the approval of hours, the final recommendation shall be made by a review board comprised of two administrators appointed by the Superintendent of Schools, the Association President and the Association Professional Rights and Responsibilities Chairman. The teacher may ask for a review and decision by the review board within ten days from receipt of the Superintendent's decision. Any extension of time limitations of this procedure may be extended upon the written mutual agreement of both parties.

C. For additional days to the 188 day contract for teaching responsibilities the teachers will receive 1/188 of their salary for each additional day taught as approved in the teacher's contract. This does not include work in development of curriculum materials.

D. Career Increment: Effective September 1, 1999, career increment will only be valid on the MA + 36 column. An individual who has been frozen on the MA+36 for 2 years is eligible for a \$500.00 increment commencing with the start of the third year.

3. EXTRA DUTY SCHEDULE

The extra duty schedule for the teachers of the district shall be in accordance with Exhibit "B" attached. If a position is dropped, so will the salary for that position. The Board has the right to discontinue or reduce any position.

4. INSURANCE

A. The insurance provided by the Board of Education shall be: Life Insurance in the amount of \$15,000.00. Allow the staff to increase their insurance to levels allowed by insurance carrier by use of payroll deduction from their monthly salary.

B. Health Insurance - as agreed by the negotiation committee for the Gretna Education Association and the Board of Education in the 1977-78 negotiations.

(1) Full family coverage will be provided for all teachers who are under employment by the district on a full time contract. There will be no cash payment or annuity type insurance payment made to a teacher.

(2) The Board of Education reserves final decision as to the insurance company it contracts with for health coverage. The Board of Education will offer health insurance substantially comparable to the current specifications (1980-81); however, if the carrier of the 1980-81 insurance decreases coverage or specifications, the Board of Education may adjust health specifications accordingly.

(3) Dental insurance comparable to the 2004-2005 agreement is included as part of the health insurance coverage.

(4) Starting in the 1995-96 school year, health insurance will be PPO Insurance Coverage.

(5) Starting in the 1999-00 school year, health insurance will be \$100 deductible PPO Insurance Coverage.

(6) Starting in the 2002-2003 school year, health insurance will be \$250 deductible PPO Insurance Coverage.

(7) Starting in the 2006-2007 school year, health insurance will be \$300 deductible PPO Insurance Coverage.

(8) Starting in the 2008-2009 school year, health insurance will be \$550 deductible PPO Insurance Coverage.

(9) Starting in the 2009-2010 school year, health insurance will be \$600 deductible PPO Insurance Coverage.

C. Income Protection - 66 2/3% of basic monthly earnings as described in the schedule of benefits on the individual's policy. Beginning with the 1982-83 contract, the benefits will be paid commencing with the 46th continuous day of disability due to accidental bodily injury or disability due to sickness, as will also be described in the individual's policy. When an employee meets the waiting period required by the insurance company, sick leave will stop and the insurance will take over. Any accumulated unused sick leave may be used at a later time if an employee qualifies for sick leave at that time. When an employee is on disability insurance on contract days, deductions will be at the per diem daily rate.

Beginning with the 1996-97 school year, the cost of the insurance will be added to the teacher salary and the payment of the premium will come from the teacher by way of payroll deduction.

5. SICK LEAVE

Sick leave with pay will be granted on the following basis: ten (10) days for each teacher who is employed for a period of nine (9) months; and one additional day for each month of employment beyond 9 months in that contract year. Sick leave days may be accumulated from year to year until a teacher has accumulated a maximum of 50 days. After three (3) consecutive days of absence for illness, the Principal of the building may request a Physician's certificate in order for it to be counted as sick leave. In addition to personal illness, sick leave may be granted to an individual covered by this contract for an illness of the individual's family that requires the attendance of the individual under contract.

Sick leave may be used as bereavement leave at one (1) day per occurrence. Additional days per occurrence may be granted by the Superintendent.

Sick leave of up to and including ten (10) days per year may be used for the adoption of a child.

6. PERSONAL LEAVE

Two (2) days non-accumulative personal leave, with prior approval of the Principal and Superintendent. Unused personal leave may be used to accumulate sick leave days up to the maximum sick leave allowed or the teacher may choose to receive a \$50.00 payment for each day of unused personal leave (2 per year non accumulative).

7. PROFESSIONAL LEAVE FOR ASSOCIATION DUTIES

Representatives of the Gretna Education Association are granted up to and including five (5) days per year of professional leave for the express purpose, as may be necessary, to conduct business of the association. Requests for professional days for Association duties by representatives of the Association for the express purpose, as may be necessary to conduct business for the Association must be requested in writing and endorsed by the Superintendent of Schools, or his/her designee prior to date of leave. Professional leave days in this section are non-accumulative.

8. GRIEVANCE PROCEDURES

Definition of Terms:

A. Grievance shall mean a claim upon an event or condition which affects the terms and conditions of employment of a teacher, or a group of teachers as specified in the contractual agreement between the Gretna Education Association and the Board of Education and/or the interpretations meaning, or application of the contractual agreement between the Gretna Education Association and the Board of Education.

B. A grievance committee composed of not more than three members of the Association shall be designated by the Association for the purpose of handling grievances.

C. Aggrieved party shall mean the teacher, or a group of teachers, the Association, stating the grievance.

D. Association shall mean the Gretna Education Association.

LEVEL I - PROCEDURES

A. If the aggrieved party believes that they have a grievance, they shall first discuss the matter with the Principal in an effort to resolve the problem. This meeting shall take place within five days of the knowledge of the incident which is the basis of the grievance.

B. The aggrieved party may have a representative of the Association assist her/him in efforts to resolve the problem informally with the Principal.

LEVEL II - PROCEDURES

Step 1

A. If an aggrieved party is not satisfied with the disposition of his/her problem, or if no decision has been rendered following five school days after stating the grievance in the informal procedure, he/she may submit his/her claim as a formal grievance, in writing, to his/her Principal. A copy of the written grievance may be filed with the designated member of the grievance committee.

B. The aggrieved party may present the grievance in writing to their Principal who will arrange for a meeting of the parties in interest within three teaching days. The grievant shall meet with the Principal and may be represented by the Association at the hearing. Within three teaching days of that meeting, the Principal shall render his/her decision in writing to the aggrieved person with a copy, if so requested by the grievant, to the Association. The Superintendent shall receive a copy.

Step 2

A. If satisfactory adjustment of such grievance shall not thereby have been reached, the grievant shall have the right to lodge a written grievance with the Superintendent of Schools within five days of the receipt of the Principal's decision as outlined. A copy of the written grievance may be filed with the designated member of the Grievance Committee.

B. Based on written grievance, a hearing shall be conducted within five teaching days after receipt of the written grievance. The grievant may be represented by the Association at the hearing. A record of such hearing shall be kept by the Superintendent and made available to the parties involved upon request. The Superintendent shall within five teaching days thereafter render his/her decision in writing to the grievant and the Association Grievance Committee.

Step 3

A. If the aggrieved party is not satisfied with the disposition of his/her grievance at Step 2, then within five days of the receipt of the written decision from the Superintendent the aggrieved party may submit a written appeal of the grievance to the Board of Education.

B. Within thirty days, the Board of Education shall conduct a hearing on the grievance, and shall render a decision thereon within ten days following the hearing. The grievant shall have the right to be represented at such a hearing by a representative of the Association. The decision of the Board of Education shall conclude consideration of the grievance by the

Gretna Board of Education, and written copies of the decision shall be sent to the grievant, Superintendent of Schools, and Principal of the grievant.

GENERAL PROVISIONS - GRIEVANCE

1. Any extension of time limitations of this procedure, at any level, may be extended upon the written mutual agreement of both parties.
2. A grievance may be withdrawn at any level without prejudice.
3. No reprisals of any kind shall be taken by the Board of Education, by any member of the administration, or any member of the association against any party in such interest or any other participant in the grievance procedure by reason of such participation.

GRETNA PUBLIC SCHOOLS
SALARY SCHEDULE
EXTRA DUTY
EXHIBIT B

All percentages are to be based on base salary plus individual's years of experience in each coaching position. All athletic department salaries are to be written and covered by a separate contract.

Beginning with the 2009-2010 school year, Step 7 shall be added to the coach/sponsor column of the salary schedule.

ATHLETIC DEPARTMENT

Head Coach Major Sport (Varsity)

Football	13.00
Basketball	13.00
Track	13.00
Wrestling	13.00
Volleyball	13.00
Soccer	13.00
Softball	13.00
Baseball	13.00

Head Coach Minor Sport

Cross Country	8.00
Golf	8.00
Tennis	8.00
Assistant Coach	6.50

Ass't. Coach/Sophomore Coach Major Sport (Varsity)

Football	8.00
Basketball	8.00
Track	8.00
Wrestling	8.00
Volleyball	8.00
Soccer	8.00
Softball	8.00
Baseball	8.00

Freshmen Coach Major Sport

Volleyball	7.00
Football	7.00
Basketball	7.00
Assistant Coach	6.25

Junior High Head Coach

Football	6.00
Basketball	6.00
Wrestling	6.00
Volleyball	6.00
Track	6.00

Junior High Ass't. Coach

Football	5.50
Basketball	5.50
Volleyball	5.50
Wrestling	5.50
Track	5.50

FINE ARTS DEPARTMENT	PERCENTAGE
Speech	13.00
Assistant Speech	6.00
Dramatics	13.00
Ass't. Dramatics	6.00
M.S. Play Production	4.00
Vocal Music - High School	13.00
High School Instrumental Music	13.00
High School Summer Band	6.00
Middle School Instrumental Music	6.00
Middle School Summer Band	8.00
High School Musical - Director	9.00
Elementary Vocal Music	3.00
Middle School Vocal Music	6.00

SPONSORS - OTHER AREAS	PERCENTAGE
Student Council	5.50
M.S. Student Council	4.50
M.S. Gifted	2.00
M.S Annual	2.00
Middle School Art Club	2.00
Middle School H.O.P.E Club	2.00
High School Annual	3.00
Elementary Annual	2.00
Journalism	2.00
FBLA	2.00
FBLA Ass't.	2.00
VICA	2.00
Powerlifting Sponsor	2.00
Foreign Language Clubs	2.00
Academic Decathlon	6.00
Junior Class	5.00
Cheerleading & Pom Pon Sponsors (split by 4)	22.00
G Club	1.00
National Honor Society	4.00
High School Science Club	2.00
Concessions (split by 2 people)	12.00
Running Club	2.00
Scrapbook Club	2.00
Assistant Activity Sponsor (as needed)	2.00

DEPARTMENT HEADS – LEAD TEACHERS	
Elementary K-5	2.00
Middle School 6-8	3.00
High School 9-12	5.00

Weight Supervisor Spring and Summer	\$12.50/hour
Class Coverage	\$11.25 per period

Game Workers

	<u>TAKER</u>	<u>SELLER</u>	
Baseball-one game	\$14.00 to T/S		
Baseball-Varsity/JV	\$25.00 to T/S		
Basketball (2 games)-Varsity/Reserve	\$25.00	\$28.00	
Basketball (1 game)-High School	\$12.00	\$14.00	
Basketball-Varsity/Reserve Doubleheader (3 games)	\$34.00	\$38.00	
Football-Varsity	\$18.00	\$20.00	
Football-Reserve	\$18.00 to T/S		
Soccer Varsity -1 game	\$14.00 to T/S		
Soccer Varsity -double header	\$25.00 to T/S		
Softball -one game	\$14.00 to T/S		
Softball-Varsity/JV	\$25.00 to T/S		
Volleyball (1 game)-High School	\$ 8.00	\$ 9.00	
Volleyball-Varsity/JV/Fresh	\$24.00	\$27.00	
Wrestling Triangular	\$18.00	\$23.00	
Wrestling Dual	\$15.00	\$18.00	
Wrestling JV Dual	\$10.00	\$12.00	
Wrestling Quad-JV	\$12.00	\$18.00	
	<u>SCOREKEEPER</u>	<u>CLOCK</u>	<u>PA</u>
Baseball-Home JV/Varsity	\$40.00	\$36.00	\$18.00
Baseball-Home-Single Game	\$20.00	\$18.00	\$18.00
Baseball- Varsity Only-Away	\$18.00		
Basketball-Home-JV/Varsity	\$40.00	\$40.00	
Basketball-Home-Single Game-Frosh/Reserve/JV	\$15.00	\$15.00	
Basketball (2 games)-Freshman	\$30.00	\$30.00	
(If shorter B game, pay is Pro-rated)			
Basketball Varsity Only- Away	\$18.00		
Football-High School		\$23.00	\$27.00
Football-Statistician-Varsity Only	\$27.00		
Volleyball For :Varsity/Reserve	\$32.00	\$32.00	
Volleyball: Libero Tracker -Varsity Only	\$15.00		
Volleyball For: One game-Varsity	\$18.00	\$16.00	
Volleyball For: 9th grade	\$9.00	\$9.00	
Volleyball Varsity Only- Away	\$18.00		
<u>Line Judges-VOLLEYBALL</u>			
Volleyball -Ninth Grade	\$12.00		
Volleyball -JV & V	\$28.00		

	<u>SCOREKEEPER</u>	<u>CLOCK</u>	<u>PA</u>
Wrestling Dual-Varsity/Reserve	\$27.00	\$27.00	
Wrestling Triangular-Reserve	\$27.00	\$27.00	
Wrestling JV	\$20	\$20	
Wrestling JV Quad	\$23	\$23	
Soccer (single game)	\$18.00		
Soccer (2 games)	\$36.00		
Softball -Home JV /Varsity	\$40.00	\$36.00	\$18.00
Softball-Home-Single Game	\$20.00	\$18.00	\$18.00
Softball - Varsity Only- Away	\$18.00		
7/8 Basketball/Volleyball - per game	\$ 9.00	\$ 9.00	
7/8 Football		\$18.00	
7/8 Wrestling dual	\$18.00	\$18.00	
7/8 Wrestling Triangular	\$25.00	\$25.00	

Video Taping - All varsity events (per game) \$16.00 **(If this is used, head coaches must budget for this.)**

Track Workers	
Dual or Triangular HS or MS	
Field events	\$12.00
Running events	\$16.00
Both	\$27.00

*plus \$9.00 per hour for travel time

(no mileage paid for use of own car unless a school vehicle is not available.)

*Automobile use: Mileage rate commensurate with the annual rate set by the State of Nebraska

**GRETNA PUBLIC SCHOOLS
SALARY SCHEDULE 2009/2010**

	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	Step
1	\$31,200 1.00	\$32,448 1.04	\$33,696 1.08	\$34,944 1.12	\$36,816 1.18	\$38,064 1.22	\$39,312 1.26	\$40,560 1.30	\$41,808 1.34	1
2	\$32,448 1.04	\$33,696 1.08	\$34,944 1.12	\$36,192 1.16	\$38,064 1.22	\$39,312 1.26	\$40,560 1.30	\$41,808 1.34	\$43,056 1.38	2
3	\$33,696 1.08	\$34,944 1.12	\$36,192 1.16	\$37,440 1.20	\$39,312 1.26	\$40,560 1.30	\$41,808 1.34	\$43,056 1.38	\$44,304 1.42	3
4	\$34,944 1.12	\$36,192 1.16	\$37,440 1.20	\$38,688 1.24	\$40,560 1.30	\$41,808 1.34	\$43,056 1.38	\$44,304 1.42	\$45,552 1.46	4
5	\$36,192 1.16	\$37,440 1.20	\$38,688 1.24	\$39,936 1.28	\$41,808 1.34	\$43,056 1.38	\$44,304 1.42	\$45,552 1.46	\$46,800 1.50	5
6	\$37,440 1.20	\$38,688 1.24	\$39,936 1.28	\$41,184 1.32	\$43,056 1.38	\$44,304 1.42	\$45,552 1.46	\$46,800 1.50	\$48,048 1.54	6
7		\$39,936 1.28	\$41,184 1.32	\$42,432 1.36	\$44,304 1.38	\$45,552 1.42	\$46,800 1.50	\$48,048 1.54	\$49,296 1.58	7
8			\$42,432 1.36	\$43,680 1.40	\$45,552 1.42	\$46,800 1.50	\$48,048 1.54	\$49,296 1.58	\$50,544 1.62	8
9				\$44,928 1.44	\$46,800 1.46	\$48,048 1.50	\$49,296 1.54	\$50,544 1.58	\$51,792 1.62	9
10				\$46,176 1.48	\$48,048 1.54	\$49,296 1.58	\$50,544 1.62	\$51,792 1.66	\$53,040 1.70	10
11					\$49,296 1.58	\$50,544 1.62	\$51,792 1.66	\$53,040 1.70	\$54,288 1.74	11
12	(Eliminated)				\$50,544 1.62	\$51,792 1.66	\$53,040 1.70	\$54,288 1.74	\$55,536 1.78	12
13	BA+36 \$51,168 1.64				\$51,792 1.66	\$53,040 1.70	\$54,288 1.74	\$55,536 1.78	\$56,784 1.82	13
14						\$55,536 1.70	\$56,784 1.78	\$58,032 1.82		14
15							\$59,280 1.90	\$60,528 1.94		15
									\$60,528 1.94	16