

NEGOTIATED AGREEMENT

BETWEEN

**LAKEVIEW COMMUNITY SCHOOLS
DISTRICT 71-0005**

AND

LAKEVIEW EDUCATION ASSOCIATION

2025-2026

ARTICLE I

NEGOTIATIONS AGREEMENT

This agreement is made and entered into by and between the Lakeview Education Association and the Board of Education of the School District of Lakeview Community Schools District 71-0005 of Platte County, Columbus, Nebraska.

WHEREAS, representatives of the parties have conducted negotiations, and

WHEREAS, the parties have reached a mutually binding agreement, which has been reduced to writing and signed by each party.

NOW, THEREFORE, the parties do hereby stipulate and agree that the following items have been agreed upon by the parties and shall be incorporated by reference as a part of all teachers' contracts signed for the **2025-2026** school year.

ARTICLE II

SALARY SCHEDULE

1. The base salary for a teacher with a bachelor's degree and no prior experience shall be **\$38,825.00 (2025-2026)**. The vertical steps and horizontal lanes of the schedule are shown on Appendix A, attached hereto and made a part of this agreement. The salary of each teacher covered by this agreement shall be determined by that salary schedule.
2. Where a contractual agreement has been reached between an individual teacher and the District relating to employment beyond the annual employment period as defined by the District, the salary for the extended contract shall be a prorated extension of the teacher's daily rate of pay for the annual employment period.
3. Employees who have earned college credits must notify the Superintendent's office, in writing, prior to August 15th of the forthcoming contractual year if such credits are to be considered toward a change in salary. Employees must subsequently submit transcripts with completed credits shown to verify these additional credits. College credits must be obtained from an accredited college or university with NCATE, CAEP, or AAQEP certification. A current list of NCATE, CAEP, or AAQEP certified institutions will be available in the Superintendent's office.

Employees seeking approval for credits obtained from institutions not on the provided list must submit a written request to the Superintendent for review and approval prior to enrollment in the course of the program. Final approval for credit towards hours taken outside of the provided list will be at the discretion of the superintendent. In exercising that discretion, the superintendent shall at all times be guided by established and relevant board policy.

1. NCATE – The National Council for Accreditation Teachers Education
 2. CAEP – The Council for Accreditation of Educator Preparation
 3. AAQEP – The Accreditation Association for Quality and Assurance in Education Program
4. For all teachers hired by Lakeview Community Schools prior to 1998-99, graduate hours completed prior to working on a master's degree will be used for restricted movement on

the salary schedule beyond a master's degree (i.e.; MA+9). All teachers hired after the 1997-98 school year will not be allowed to use graduate hours completed prior to their master's degree for placement beyond a master's degree.

5. Teachers shall be placed on the proper vertical and horizontal step in accordance with their experience in the district plus credited prior teaching experience, degree and graduate/undergraduate hours. Horizontal and vertical movement on the Salary Schedule shall be restricted to one horizontal and one vertical step in any contract year.
6. Full credit shall be given for years of teaching experience earned not to exceed the salary schedule when determining salary schedule placement.
7. If the situation demands, the Board of Education is given authorization to exceed the schedule limits to hire a needed teacher. However, this is in effect only after all means have been exhausted to hire a teacher on schedule.
8. Teachers hired by Lakeview Community Schools prior to 2025 who qualified for the Experience and Loyalty Pay will continue to receive the \$850. All teachers hired after the 2024-2025 School Year will follow the updated Loyalty Compensation Plan.

All full-time certified teaching staff that have completed their 15th year with Lakeview Community Schools will receive an annual compensation payment of \$850.00. Payment will be paid each year and will be added to the November paycheck. This payment is reflected on Step 15 of the salary schedule.

ARTICLE III EXTRA DUTY SCHEDULE

Compensation for extra-duty assignments shall be according to the extra duty assignment pay schedule, which is attached hereto as Appendix B and made a part of this agreement. All persons eligible to advance on the extra duty index schedule shall be advanced. (See Appendix C).

ARTICLE IV INSURANCE

1. The Board of Education shall provide insurance for a Blue Cross Blue Shield PPO **\$1,050.00 (one thousand fifty dollar)** deductible plan as mutually agreed upon by the Board and the LEA membership. The Board shall pay full family, employee & spouse, employee & children or employee (single) for each teacher based on their family status. In addition, the Board shall pay for single dental for each teacher. Eligible employees may choose the **\$3,800.00 (three thousand eight hundred dollar)** high deductible HSA plan through Blue Cross Blue Shield instead of the \$1,050.00 deductible plan and the District will contribute the 12-month difference in premiums (September through August) into the employees' HSA account in January. Employees who do not fulfill their contractual obligations would be required to return the prorated portion to the district upon their resignation or cancellation/termination of their contract.

2. A cash stipend shall be provided to those employees not subscribing to the district provided health and dental benefits in an amount equal to the annual cost of Employee (single) health and Employee (single) dental insurance coverage.
3. Teachers will pay long-term disability insurance premiums if they choose to participate.
4. A 125 Plan will be provided with the administrative cost to be covered by the District. The annual salary redirection for non-reimbursed medical expenses shall be determined by each individual participant subject to any total pre-tax deduction limit imposed by the IRS.
5. The Board of Education shall provide full benefits for .5 FTE certificated staff with prorated benefits for certificated staff less than .5 FTE.

ARTICLE V LEAVES

1. At the start of each school year, certified teachers are granted 12 days of Paid Time Off (PTO).
2. Any unused PTO days at the end of the contract year will be converted into sick leave and added to the employee's sick leave, up to a maximum of 60 sick leave days.
 - a. PTO covers personal illness, immediate family illness, and personal leave. Immediate family includes spouse, children (including stepchildren), parents (of the employee or spouse), siblings, grandchildren, and grandparents.
 - b. Personal leave is defined as taking a day(s) off work to be used at the discretion of the individual employee.
3. If the absence days used for personal time off exceed seven hundred (700) days, the Board of Education reserves the right to limit the personal time off per year to 10 days per year for future negotiated agreements. If the board exercises their right to limit PTO days to 10 per year, that decision shall be binding and non-negotiable for a period of no less than 3 years.
4. Sick Leave Bank:
 - a. Unused PTO Days shall be distributed to the employee to use for sick leave. Up to a maximum of 60 sick leave days may be accumulated. All PTO Days must be used before an employee is granted sick leave.
5. Medical/Extended Illness Leave Bank:
 - a. Has been established with the following provisions.
 - i. Once an employee's Sick Leave Bank balance reaches the maximum of 60 days, any additional unused PTO days will be transferred to the Medical/Extended Illness Leave Bank.
 1. Medical/Extended Illness Leave Days are intended for use only in cases or extended absences caused by recurrent illness or accidents.
6. Medical/Extend Illness Leave days are not eligible for the District's Sick Leave buy-back policy)
7. Total Maximum Leave:
 - a. PTO – 12 Days Per Year
 - b. Sick Leave Bank: A maximum of 60 days may be accumulated.
 - c. Medical/Extended Illness Leave Bank: A maximum of 60 days may be accumulated.

8. Bereavement Leave:
 - a. Ten (10) days per year for bereavement leave, non-accumulative, will be granted in the event of the death of a spouse, child or parent. Five (5) days per year, non-accumulative, will be granted for other bereavements. A maximum total of 10 bereavement days, non-accumulative, will be granted each year. Additional days may be taken at the discretion of the superintendent and such additional days, if granted, will be deducted from the accumulated sick leave bank.
9. Advance Requests:
 - a. Requests for advances on unearned PTO will not be permitted. An employee is not permitted to go into a negative balance on PTO. Once a zero PTO balance results and the certified staff member is not using accumulated sick/bereavement leave or the personal sick leave bank, and they must be absent, salary deductions will be made on the basis of 1/185th of the teacher's salary schedule placement for each day absent.
10. Professional Leave:
 - a. Two (2) days per year for professional leave, non-accumulative, will be granted at the teacher's discretion with administrative approval. Additional days may be taken with administrative approval.
11. Adoption Leave:
 - a. A maximum of up to thirty (30) days of accumulated sick leave will be granted for adoption leave.
12. Sabbatical Leave:
 - a. After a teacher has been employed by the district for a period of five (5) years, the teacher may apply for a leave of absence of up to one year without pay to: study, travel, teach in a college or university, hold political office, join the Peace Corps, or for another professional reason. The board will carefully consider such a request, and if a suitable teacher can be employed for the period of such absence, the request may be granted. The request must be made in writing to the superintendent no later than March 15 of the school year prior to the leave. The employee shall return to the same FTE as the last year of service and be assigned based on current certification and endorsement.

ARTICLE VI

SUBSTITUTE TEACHING

Staff members can be assigned to substitute teach by the principal according to the following conditions.

- A. When the absence of a teacher is anticipated, the assignment must be made 24-hours in advance.
- B. In the event of an emergency absence of a teacher, the staff member may reserve the option to reject the assignment if the assignment interferes with his/her conference period plans.
- C. All staff substitute assignments will be made only after efforts have been exhausted to find a substitute teacher.
- D. Compensation for staff members for substitute teaching during their planning period will be paid based on the number of minutes they cover. Using the following formula:

(Total Minutes in a year = 60 x 8 x 185 = 88,800 minutes)

Base Salary
88,800 minutes

ARTICLE VII DURATION

This agreement shall continue in full force and effect until a successor agreement is adopted this then is retroactive to the beginning of the school year.

ARTICLE VIII GRIEVANCE POLICY

A grievance policy contained in the Board of Education Policy Handbook (Policy 402.5) is also part and parcel of this negotiated agreement and reference can be made to that document. All new employees will receive a copy of the grievance policy in its entirety.

ARTICLE IX CURRICULUM/STAFF DEVELOPMENT

Curriculum and/or staff development performed by certified staff done during the summer and as requested by administration will be compensated at the rate of \$15.00 per hour. Total cost to the District for all such activity will not exceed \$3,000.00 in any one summer.

ARTICLE X TEACHER CONTRACT RELEASE

The basic policy of the Lakeview Community Schools District concerning a release from a total contract or a duty assigned as a part of the total contract is based on finding a suitable replacement. If a suitable replacement can be found for the total contract or duty assigned, then a release will be granted. However, if a suitable replacement cannot be found, then the assigned duty or sponsorship will remain on the contract. For example, if assistant football coach is listed as a duty on the contract, and the teacher would like to be released from the duty, a suitable replacement must be found before the release will be granted. If a suitable replacement is not found, the assignment of assistant football coach will remain on the contract until such time that a suitable replacement can be found.

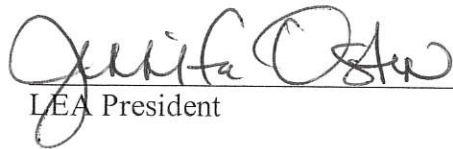
ARTICLE XI SICK LEAVE COMPENSATION

Upon leaving the system, a teacher will be compensated up to a maximum of thirty (30) accumulated sick leave days. The District's Sick Leave Bank buy-back policy does not apply to the Medical/Illness Leave Bank. The rate of compensation will be based on fifty (50) percent of a substitute's rate of pay at the time of separation.

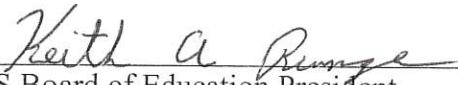
ARTICLE XII EXECUTION

This agreement sets forth the entire intent and understanding of the parties hereto.

In witness whereof, the parties hereto have hereunder caused this instrument to be executed on the **17th** day of **December 2024**.


LEA President


LEA Chief Negotiator


LCS Board of Education President


LCS Board of Education Chief Negotiator

EXTRA DUTY ASSIGNMENT PAY SCHEDULE

The following percentages of the base teaching salary schedule will be paid for special duties and sponsorships assigned to staff members. The activities director will be responsible for the division of extra duty pay percentages on individual contracts with the maximum not to exceed the given percent. Refer to Extra Duty Index Schedule, Appendix C.

Junior High Athletic Director	12%
Varsity Coaching (except Cross Country & Golf)	12%
Instrumental Music	10%
Vocal Music	10%
Assistant Coaches	9%
One Act Play	9%
Speech	9%
Varsity Cross Country & Boys & Girls Golf Coaches	9%
Head Bowling Coach	9%
Cheer/Dance Coach – Head	8%
Freshman Coaches	8%
Junior High Head Coaches	7%
Future Business Leaders of America Sponsorship	6%
High School Student Council Sponsorship	6%
Junior Class Sponsorship	6%
Summer Weight Coach	6%
Assistant Cross Country (#’s justify position)	5%
Assistant Junior High Coaches	5%
Assistant One Act Play	5%
Assistant Speech	5%
Senior Class Sponsorship	5%
Assistant Bowling Coach	5%
Assistant Golf Coach	5%
Assistant Girls Wrestling Coach	5%
Cheer/Dance Coach –Assistant	4%
Concessions Coordinator	4%
Yearbook Sponsorship	4%
K-12 Web Site Manager	3%
Mock Trial Coordinator	3%
National Honor Society	3%
Newspaper Sponsorship	3%
Robotics	3%
Science Club Sponsorship	3%
Before/After School Strength Coordinator	3%
Multicultural Club Sponsorship	2%
Elementary Student Council Sponsorship (4 @ 2% each)	2%
FBLA Assistant Sponsorship (if needed)	2%
Junior High Instrumental Music	2%
Junior High HAL Programs: Math, Science, History Day	2%
Junior High School Student Council Sponsorship	2%
Freshman Class Sponsorship	1%
Sophomore Class Sponsorship	1%

EXTRA DUTY ASSIGNMENT SALARY SCHEDULE

2025-2026

All teachers retained with the same assigned duties will receive a four percent (4%) increment vertically for each year of experience up to ten (10) ten years maximum.

Base	\$ 38,825	\$ 38,825	\$ 38,825	\$ 38,825	\$ 38,825	\$ 38,825
		0.96	0.8	0.72	0.64	0.56
Step	27%	12%	10%	9%	8%	7%
	0.2700	0.1200	0.1000	0.0900	0.0800	0.0700
1	10,483	4,659	3,883	3,494	3,106	2,718
	0.2808	0.1248	0.1040	0.0936	0.0832	0.0728
2	10,902	4,845	4,038	3,634	3,230	2,826
	0.2916	0.1296	0.1080	0.0972	0.0864	0.0756
3	11,321	5,032	4,193	3,774	3,354	2,935
	0.3024	0.1344	0.1120	0.1008	0.0896	0.0784
4	11,741	5,218	4,348	3,914	3,479	3,044
	0.3132	0.1392	0.1160	0.1044	0.0928	0.0812
5	12,160	5,404	4,504	4,053	3,603	3,153
	0.3240	0.1440	0.1200	0.1080	0.0960	0.0840
6	12,579	5,591	4,659	4,193	3,727	3,261
	0.3348	0.1488	0.1240	0.1116	0.0992	0.0868
7	12,999	5,777	4,814	4,333	3,851	3,370
	0.3456	0.1536	0.1280	0.1152	0.1024	0.0896
8	13,418	5,964	4,970	4,473	3,976	3,479
	0.3564	0.1584	0.1320	0.1188	0.1056	0.0924
9	13,837	6,150	5,125	4,612	4,100	3,587
	0.3672	0.1632	0.1360	0.1224	0.1088	0.0952
10	14,257	6,336	5,280	4,752	4,224	3,696
	0.3780	0.1680	0.1400	0.1260	0.1120	0.0980
11	14,676	6,523	5,436	4,892	4,348	3,805

	0.48	0.4	0.32	0.24	0.16	0.08
Step	6%	5%	4%	3%	2%	1%
	0.0600	0.0500	0.0400	0.0300	0.0200	0.0100
1	2,330	1,941	1,553	1,165	777	388
	0.0624	0.0520	0.0416	0.0312	0.0208	0.0104
2	2,423	2,019	1,615	1,211	808	404
	0.0648	0.0540	0.0432	0.0324	0.0216	0.0108
3	2,516	2,097	1,677	1,258	839	419
	0.0672	0.0560	0.0448	0.0336	0.0224	0.0112
4	2,609	2,174	1,739	1,305	870	435
	0.0696	0.0580	0.0464	0.0348	0.0232	0.0116
5	2,702	2,252	1,801	1,351	901	450
	0.0720	0.0600	0.0480	0.0360	0.0240	0.0120
6	2,795	2,330	1,864	1,398	932	466
	0.0744	0.0620	0.0496	0.0372	0.0248	0.0124
7	2,889	2,407	1,926	1,444	963	481
	0.0768	0.0640	0.0512	0.0384	0.0256	0.0128
8	2,982	2,485	1,988	1,491	994	497
	0.0792	0.0660	0.0528	0.0396	0.0264	0.0132
9	3,075	2,562	2,050	1,537	1,025	512
	0.0816	0.0680	0.0544	0.0408	0.0272	0.0136
10	3,168	2,640	2,112	1,584	1,056	528
	0.0840	0.0700	0.0560	0.0420	0.0280	0.0140
11	3,261	2,718	2,174	1,631	1,087	544