

2024-2025 NEGOTIATED AGREEMENT

**CRAWFORD BOARD OF
EDUCATION**

**CRAWFORD TEACHERS'
ASSOCIATION**

November 23, 2023

Mission Statement: Crawford Public Schools, in partnership with our parents and community, are committed to challenging our students to develop ownership in their own education and empower each student to become resourceful, respectful, and responsible citizens.

Vision Statement: Graduates of Crawford Public Schools will become lifelong learners with the ability to be successful in Life.

Adopted by Board 11/13/2023

INDEX

Appendix.....	10
Base Salary	3
Fringe Benefits.....	5-6
Clinic and Extra-Duties Assignment	8
Cover Classes.....	9-10
Disability Insurance	6
Extra Duty Assignments	4-5
Fringe Benefit Package	5
Annuity	5
Health and Accident Insurance	5
Amount	5
Leaves	6-8
Pay Schedule	8
Pay Periods.....	9
Placement on Salary Schedule	3-4
Credit.....	4
Graduate Hours	4
Official Transcript.....	4
Placement on the Extra-Duty Schedule	5
Salary Schedule.....	11
Salary Structure.....	3
Horizontal Increments.....	3
Vertical Increments	3
Saving Clause.....	8-9
Signature Page	12
Substitute Teacher Wages.....	10

2024-2025 NEGOTIATED AGREEMENT

The Crawford Teacher's Association and the Crawford Board of Education, District 71, Dawes County, State of Nebraska has negotiated and accepted the following Employment Agreement for the 2024-2025 school year.

1 BASE SALARY

- 1.1 The base salary for the 2024-2025 contract year will be set at \$39,000.
- 1.2 The fringe benefit package (the money set aside to help with health insurance) will be set at \$11,000 for the 2024-2025 contract year for full time certified employees or adjusted for reduced FTE as per contract.
- 1.3 The base salary and fringe benefit package are based on a school calendar consisting of 183 days of service as outlined in the teaching contract.

2 SALARY STRUCTURE

- 2.1 The horizontal salary increments (*movement across the salary schedule*) given for additional hours of education shall be set at 4.5% of the index number.
- 2.2 The vertical salary increment (*movement down the salary schedule*) for additional years of service shall be set at 4.5% of the index number.
- 2.3 The first column of the salary schedule (Bachelor degree with no additional hours) shall contain a total of five (5) steps.
- 2.4 The second column of the salary schedule (Bachelor degree with 9 additional graduate hours) shall contain a total of seven (7) steps.
- 2.5 The third column of the salary schedule (Bachelor degree with 18 additional graduate hours) shall contain a total of nine (9) steps.
- 2.6 The fourth column of the salary schedule (Bachelor degree with 27 additional graduate hours) shall contain a total of eleven (11) steps.
- 2.7 The fifth column of the salary schedule (Bachelor degree with 36 additional graduate hours) shall contain a total of eleven (11) steps.
- 2.8 The sixth column of the salary schedule (Master's degree with no additional graduate hours) shall contain a total of thirteen (13) steps.
- 2.9 The seventh column of the salary schedule (Master's degree with nine (9) additional graduate hours beyond the Master's degree) shall contain a total of fourteen (14) steps.
- 2.10 The eighth column of the salary schedule (Master's degree with eighteen (18) additional graduate hours beyond the Master's degree) shall contain a total of fifteen (15) steps.

3 PLACEMENT ON SALARY SCHEDULE

Starting with the hiring process for the 2002-2003 school year credit on the salary schedule will be given for up to five (5) years of previous teaching experience.

- 3.1 Each teacher shall advance one (1) step vertically, per year, to the limits possible in a column.
- 3.2 Graduate level courses leading to an advance degree shall be recognized for placement on the proper column of the salary schedule. Courses not leading to an advance degree must be approved in advance by the Superintendent and Crawford Board of Education to be used on the salary schedule.

- 3.3 If the graduate hours are leading to an advanced degree, an official copy of the graduate program must be on file in the office and the courses must be a part of the course of study.
 - 3.4 All courses must be a part of an official transcript and must be on file in the Office of the Superintendent on or before September 1 to receive credit during the current year.
 - 3.6 To attain the Master's plus nine (9) column, and eighteen (18) column, the teacher must indicate through proper documentation what their educational goals are, how this will benefit Crawford Schools and must include only graduate level courses in the field or closely related field to their area of teaching. These courses must be approved in advance by the Superintendent and the Crawford Board of Education.
- 4 CRAWFORD PUBLIC SCHOOLS EXTRA DUTY ASSIGNMENTS – See Pay Schedules on pages 12/13
- 5 PLACEMENT ON THE EXTRA-DUTY SCHEDULE
- 5.1 Teachers may be assigned any extra duty assignment by the Superintendent. There will be an attempt to assign full time teachers before the assignment of part-time teachers, but part-time teachers will be given the option of volunteering for any extra duty assignment. If such assignment is made, the teacher will be paid according to the schedule.
 - 5.2 Extra duty pay will be divided into 12 equal installments and added to a staff member's regular pay. (If an activity sponsor is not appointed prior to the initial pay period activity pay would be divided equally by the number of month's remaining on the current year's teaching contract.)
- 6 FRINGE BENEFIT PACKAGE
- 6.1 The Crawford School District will pay each employee a maximum of \$11,000 for the 2024-2025 contract year for full time certified employees, or adjusted rate based on FTE of teaching contract, to be used for fringe benefits (insurance benefits).
 - 6.2 This percentage does not include the cost of the LTD Policy which is carried by the Crawford Public Schools.
 - 6.3 The Crawford School District will provide an IRS 125 plan for all employees who wish to participate. The Crawford School District will bear the cost of the Insurance Premium Only portion of the 125 Plan, the employee will pay any cost for additional benefits of the 125 Plans if they take part in that section of the plan.
 - 6.4 Health and Accident Insurance.
 - 6.4.1 The policy (coverage and carrier) will be determined by the Crawford Teachers' Association.
 - 6.5 Annuity.
 - 6.5.1 The policy coverage and carrier will be determined by the employee.
- 7 DISABILITY INSURANCE
- 7.1 Crawford Board of Education will pay for an Income Protection Insurance (Long Term Disability) plan for all teachers. The Crawford Board of Education will be the sole Determiner of the insurance carrier and the extent of the policy.
- 8 LEAVES
- 8.1 All certificated employees shall be granted eighty (80) hours sick leave and twenty-four (24) hours personal leave per year.
 - 8.1.1 Unused personal leave days at the end of the school year will be reimbursed at the employees per diem rate based on their index rate on the salary schedule (excluding fringe benefits).

- 8.2 The sick leave can be accumulated to a maximum of three hundred sixty (360) hours.
- 8.2.1 The maximum number of accumulated sick leave days an employee can have on the first day of school will be forty-five (45) total days. The yearly ten (10) sick leave days are not counted as accumulated until the end of the school year. Yearly sick leave days must be used prior to using the accumulated sick leave days.
- 8.2.2 When an employee resigns and/or retires from the Crawford School District, they will be reimbursed for unused sick leave days under the following conditions:
- 8.2.2.1 The unused sick leave hours will be converted into days (number of hours divided by eight) and reimbursed at 50% of the daily rate for a certified substitute teacher at the time of resignation or retirement.
(Adopted 08/13/2008)
- 8.2.2.2 A maximum of forty-five (45) sick leave days or the equivalent of three hundred sixty (360) hours will be reimbursed.
- 8.2.2.3 The employee must leave under honorable conditions:
- 8.2.2.3.1 Must resign or retire from the position in good standing, not involved in a hearing and/or a letter of recommended termination.
- 8.2.2.3.2 Must submit a letter of resignation or retirement on or before April 15. If the employee resigns after April 15th, there will be no payment for unused sick leave.
(Adopted 11/16/2007)
- 8.2.2.3.3 In the event an employee is no longer employed due to a reduction in force, the employee will remain eligible for reimbursement of unused sick leave days. Upon receipt of payment of unused sick leave days, the employee shall be considered reimbursed for the unused sick leave and may not buy back the unused sick leave days upon re-employment in the district, but will start with sick leave days as provided by the district for certified staff for use in the contracted year of employment.
- *Intent: Allow employees who have left employment because of a reduction in force to receive payment of unused sick leave upon leaving the district. This shall not infringe on any rights for re-employment, except returning to the district in response to a re-employment call from the district shall result in the re-called employee entering with no accumulated unused sick leave.
- 8.3 If an employee has an FTE of less than 1.00, the leave will be adjusted to equal the FTE of that employee.
- 8.4 The leave may be used for the following reasons:
- 8.4.1 Sick Leave: Teachers may take up to eighty (80) hours of sick leave each year or use their accumulated leave for personal illness or to care for a spouse, child or immediate family member whose illness requires the teachers presence and care. Immediate family is defined as spouse, child, parents, in-laws, grandparents, aunts, uncles, cousins, siblings and grandchildren and step children, parents, grandparents, siblings and grandchildren.
- 8.4.2 Personal Leave: Leave at the discretion of the teacher

- 8.4.3 Bereavement Leave-A total of up to five (5) consecutive days on full pay is allowed for each certified employee for absence in the case of death in the immediate family. Immediate family is defined as spouse, child, parents, in-laws, grandparents, siblings, grandchildren, step children, aunts, uncles, and cousins. Staff members who suffer the death of a child, stepchild or spouse will have five (5) bereavement days plus an additional five (5) bereavement days can be deducted from the employee's accumulated sick leave. This time may also be extended by personal leave.

Bereavement leave is not limited to five (5) days in one year, but covers each death in the family that occurs during the year.

- 8.4.3.1 Additional sick days for bereavement will be available by request by the teacher with approval from the administration.

8.4.4 Professional Leave

- 8.4.5 Union Affairs Leave-Leave as provided under Nebraska State Statute.

- 8.4.6 Maternity/Adoption Leave-Leave as provided under Federal guidelines.

8.5 Application for leave

8.5.1 Sick leave

- 8.5.1.1 The employee shall notify their supervisor concerning the absence as soon as possible, before leave is taken.

- 8.5.1.2 The employee shall follow the procedures as defined by the building principal.

- 8.5.1.3 The employee shall fill out leave forms as soon as they return.

8.5.2 Personal Leave

- 8.5.2.1 The employee must notify their supervisor to arrange the number of days/hours required for this leave.

- 8.5.2.2 If the superintendent rejects the request for leave, the employee may appeal the ruling to the Board of Education.

8.5.3 Bereavement Leave

- 8.5.3.1 The employee must notify the superintendent so a substitute teacher can be arranged.

- 8.5.3.2 If the superintendent rejects the request for leave, the employee may appeal the ruling to the Board of Education.

8.5.4 Professional Leave

- 8.5.4.1 Professional leave is to be used for attending professional functions, observing programs or other programs which may be expected to enhance the teacher's/school's professional capabilities. Requests for leave shall be individually submitted in writing to the Building Principal and Superintendent and approved at least seven (7) days in advance of the beginning date of leave. The Superintendent may make exceptions to this time requirement when unusual circumstances arise. Professional leave days shall be granted without a payroll deduction.

- 8.5.4.1.1 Current mileage pay and reasonable expenses related to the leave shall be granted to the teacher upon approval of the Superintendent.

- 8.5.4.1.2 The school district will pay for the substitute teacher's salary.

8.5.4.1.3 Upon returning; the teacher will meet with the Principal to relay the acquired information. The Principal will then decide if the teacher will be required to present the information to all or part of the Staff.

8.5.4.1.4 If the request for Professional Leave is rejected by the Building Principal and Superintendent, the employee may submit an appeal to the Crawford Board of Education.

8.5.5 Union Affairs Leave

8.5.5.1 A maximum of four (4) additional days of professional leave may be granted under normal leave procedures, to certificated staff members for NSEA Conferences and other affairs of the union.

8.5.5.1.1 The Crawford Teachers Association will reimburse the Crawford School District 71 for any expenses incurred as a result of this leave. This will include the cost of substitute teachers.

8.5.5.1.2 Four (4) days is a maximum for the total staff union affairs leave in a given contract year.

8.5.6 Maternity/Adoption Leave

8.5.6.1 Comply with the Family Medical Leave Act . (see Appendix 5)

8.6 Due Process

8.6.1 If any certificated employee is denied leave after appealing to the Superintendent, the staff member may file a grievance under prevailing Board Policy.

9 EXTRA-DUTIES CLINIC ASSIGNMENTS

9.1 Pre-school and post-school clinics, workshops, in-service, and/or meeting or extra-duties not specifically listed are considered a part of the total teaching contract and may be assigned to any teacher by the Superintendent. (Paragraph three (3) of the standard "Teacher's Contract").

9.2 Pre-school, school time, and post-school clinics, workshops, in-service, and/or meeting established by a Principal, the Superintendent, or the Board will be considered a part of all part time teacher's contract and they will be expected to be in attendance.

10 PAY SCHEDULE

10.1 All teaching salaries shall be paid in twelve (12) equal installments beginning on September 15th and on the 15th of each following month. If the 15th is during a weekend, the salaries will be paid on the preceding Friday.

11 SAVING CLAUSE

11.1 The Crawford School District will allow saving programs as set forth in state and federal law.

11.2 If any provision of any employee association agreement or any application of it to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

11.3 Any contract between the Board and an individual employee hereinafter executed, shall be subject to and consistent with the terms and conditions of the employee association agreement. If the aforesaid contract contains any language inconsistent with its related agreement, the agreement during its duration shall be controlling.

11.4 Nothing in any such agreement shall be construed as an indication that the Certified Staff Negotiation Unit, the Crawford Board of Education, waives their rights with respect to the future negotiability or non-negotiability of items or terms and conditions of employment with respect to

successor agreements. Unless otherwise provided in an employee association agreement, nothing contained therein shall be interpreted and/or applied so as to eliminate, reduce, or otherwise detract from any terms and conditions of employment existing prior to its effective date.

- 11.5 Upon the adoption of this professional agreement the agreement is fully retroactive to the first day of the 2024-2025 school year.

12 COVERING CLASSES

- 12.1 Any Teacher that is assigned to cover for another teacher during their planning period will be paid at (1/7) the prorated certified substitute pay per hour (rounded up to nearest 1/2 hour increments).
- 12.2 EXAMPLE (2hrs x \$17.14) = \$34.28
- 12.3 All coverage must be pre-approved by administration and form submitted at the end of the school day.

**** This Negotiated Agreement will continue until replaced by a successor agreement ****

APPENDIX

THE FOLLOWINGS ITEMS HAVE NOT BEEN NEGOTIATED, BUT ARE INCLUDED IN THIS PACKAGE FOR YOUR INFORMATION.

SUBSTITUTE TEACHERS PAY

Substitute teachers will be paid at the rate of \$120 per day.

Local substitute teachers (non-certified) will be paid at the rate of \$100 per day.

Certified Substitute who has served 20 days or more within a school year will be paid \$145/day.

Non-Certified Substitute who has served 20 days or more within a school year will be paid \$120/day. Certified substitute serving 10 consecutive days, in the same capacity, will be considered a long term substitute and will be paid \$145/day on the 11th day.

Per Diem payments and Salary Docks will be determined by the individual index rate of the employee – excluding Fringe Benefits.

Grievance Policy is found in Board Policy 4003.

Family Medical Leave Act is Board Policy 4007 and 4007A.

Payments for time outside of the teacher contract year will be paid at a rate of \$25 per hour.

Teachers who serve as a mentor for a full school year, will receive a \$500 stipend at the conclusion of the year.

(Adopted 02)

Crawford Public Schools Salary Schedule for 2024-25

BASE RATE = \$39,000

	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
Step 1	1	1.045	1.09	1.135	1.18	1.225	1.27	1.315
	39,000	40,755	42,510	44,265	46,020	47,775	49,530	51,285
Step 2	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
	40,755	42,510	44,265	46,020	47,775	49,530	51,285	53,040
Step 3	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
	42,510	44,265	46,020	47,775	49,530	51,285	53,040	54,795
Step 4	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
	44,265	46,020	47,775	49,530	51,285	53,040	54,795	56,550
Step 5	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
	46,020	47,775	49,530	51,285	53,040	54,795	56,550	58,305
Step 6		1.27	1.315	1.36	1.405	1.45	1.495	1.54
		49,530	51,285	53,040	54,795	56,550	58,305	60,060
Step 7		1.315	1.36	1.405	1.45	1.495	1.54	1.585
		51,285	53,040	54,795	56,550	58,305	60,060	61,815
Step 8			1.405	1.45	1.495	1.54	1.585	1.63
			54,795	56,550	58,305	60,060	61,815	63,570
Step 9			1.45	1.495	1.54	1.585	1.63	1.675
			56,550	58,305	60,060	61,815	63,570	65,325
Step 10				1.54	1.585	1.63	1.675	1.72
				60,060	61,815	63,570	65,325	67,080
Step 11				1.585	1.63	1.675	1.72	1.765
				61,815	63,570	65,325	67,080	68,835
Step 12						1.72	1.765	1.81
						67,080	68,835	70,590
Step 13						1.765	1.81	1.855
						68,835	70,590	72,345
Step 14							1.855	1.9
							72,345	74,100
Step 15								1.945
								75,855

**CRAWFORD PUBLIC SCHOOLS
EXTRA DUTY COACHING AND SPONSORSHIP SALARY SCHEDULE**

BASE PAY: \$39,000

POSITION	1-3 YEARS % OF BASE	1-3 YEARS PAY	4-8 YEARS PERCENT ↑	4-8 YEARS PAY	9+ YEARS PERCENT ↑	9+ YEARS PAY
Activities Director	30.00%	\$11,700.00	1.12%	\$12,136.80	3.080%	\$12,901.20
Head Football Coach	10.00%	\$3,900.00	0.55%	\$4,114.50	1.366%	\$4,432.74
Head Boy's Basketball Coach	10.00%	\$3,900.00	0.55%	\$4,114.50	1.366%	\$4,432.74
Head Girl's Basketball Coach	10.00%	\$3,900.00	0.55%	\$4,114.50	1.366%	\$4,432.74
Head Volleyball Coach	10.00%	\$3,900.00	0.55%	\$4,114.50	1.366%	\$4,432.74
Head Track Coach	10.00%	\$3,900.00	0.55%	\$4,114.50	1.366%	\$4,432.74
Head Wrestling Coach	10.00%	\$3,900.00	0.55%	\$4,114.50	1.366%	\$4,432.74
Music Sponsor	10.00%	\$3,900.00	0.55%	\$4,114.50	1.366%	\$4,432.74
FFA Sponsor	10.00%	\$3,900.00	0.55%	\$4,114.50	1.366%	\$4,432.74
Head Golf Coach	8.00%	\$3,120.00	0.45%	\$3,295.50	1.000%	\$3,510.00
Dance Coach	8.00%	\$3,120.00	0.45%	\$3,295.50	1.000%	\$3,510.00
Head Cross Country Coach	6.00%	\$2,340.00	0.34%	\$2,472.60	0.701%	\$2,613.39
Yearbook Sponsor	6.00%	\$2,340.00	0.34%	\$2,472.60	0.701%	\$2,613.39
Assistant Football Coach	6.00%	\$2,340.00	0.34%	\$2,472.60	0.701%	\$2,613.39
Assistant Boy's Basketball Coach	6.00%	\$2,340.00	0.34%	\$2,472.60	0.701%	\$2,613.39
Assistant Girl's Basketball Coach	6.00%	\$2,340.00	0.34%	\$2,472.60	0.701%	\$2,613.39
Assistant Volleyball Coach	6.00%	\$2,340.00	0.34%	\$2,472.60	0.701%	\$2,613.39
Assistant Track Coach	6.00%	\$2,340.00	0.34%	\$2,472.60	0.701%	\$2,613.39
Assistant Wrestling Coach	6.00%	\$2,340.00	0.34%	\$2,472.60	0.701%	\$2,613.39
Drama/Director School Play	5.00%	\$1,950.00	0.27%	\$2,055.30	0.596%	\$2,182.44
Speech Coach	3.00%	\$1,170.00	0.16%	\$1,233.96	0.491%	\$1,361.49
One Act Coach	3.00%	\$1,170.00	0.16%	\$1,233.96	0.491%	\$1,361.49
eSport Coach	3.00%	\$1,170.00	0.16%	\$1,233.96	0.491%	\$1,361.49
Junior High Football Coach	2.00%	\$780.00	0.11%	\$822.51	0.382%	\$928.98
Junior High Boy's Basketball Coach	2.00%	\$780.00	0.11%	\$822.51	0.382%	\$928.98
Junior High Girl's Basketball Coach	2.00%	\$780.00	0.11%	\$822.51	0.382%	\$928.98
Junior High Wrestling Coach	2.00%	\$780.00	0.11%	\$822.51	0.382%	\$928.98
Junior High Volleyball Coach	2.00%	\$780.00	0.11%	\$822.51	0.382%	\$928.98
Junior High Track Coach	2.00%	\$780.00	0.11%	\$822.51	0.382%	\$928.98
Student Council Sponsor	2.00%	\$780.00	0.11%	\$822.51	0.382%	\$928.98
Assistant Drama Coach	2.00%	\$780.00	0.11%	\$822.51	0.382%	\$928.98
Quiz Bowl Sponsor	2.00%	\$780.00	0.11%	\$822.51	0.382%	\$928.98
National History Day Sponsor	2.00%	\$780.00	0.11%	\$822.51	0.382%	\$928.98
Elem Student Leadership Sponsor	2.00%	\$780.00	0.11%	\$822.51	0.382%	\$928.98

The additional money will be given for the number of years of cumulative experience in the same extra-duty position.

If an individual is moving from junior high coaching to high school coaching they are granted no years of experience.

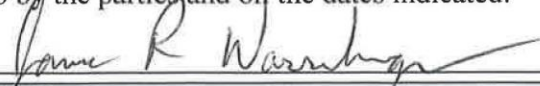
An Assistant Coach/Head Coach moving to a junior high coaching position, in the same extra duty, shall be granted all their years of experience.

If an assistant high school coach moves to a head high school coaching position, in the same extra duty, they shall be granted half their years of experience.

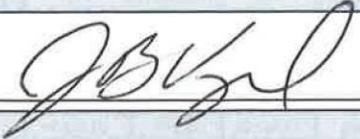
POSITION	% of BASE	COMPENSATION
Senior Class Sponsor	1.50%	\$585.00
Junior Class Sponsor	3.00%	\$1,170.00
Sophomore Class Sponsor	1.50%	\$585.00
Freshman Class Sponsor	1.50%	\$585.00
Eighth Grade Class Sponsor	1.50%	\$585.00
Seventh Grade Class Sponsor	1.50%	\$585.00
Preschool Home Visits	4.00%	\$1,560.00

NEGOTIATED AGREEMENT

This agreement is attested to by the parties and on the dates indicated:

BOARD PRESIDENT:  J.R. Wasserburger

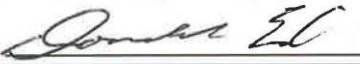
DATE: November 13, 2023

NEGOTIATOR FOR THE BOARD:  Joe Vogel

DATE: November 13, 2023

NEGOTIATOR FOR THE BOARD:  Alicia Robertson

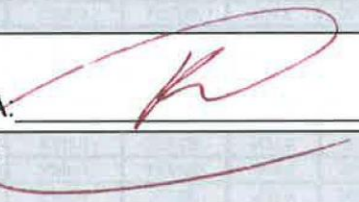
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NEGOTIATOR FOR THE BOARD:  Don Edelman

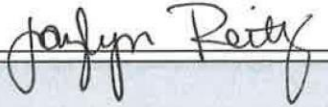
DATE: November 13, 2023

CTA PRESIDENT  Eric Snitily

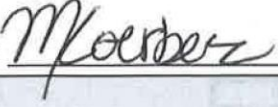
DATE: November 13, 2023

NEGOTIATOR FOR THE CTA:  David Keim

DATE: November 13, 2023

NEGOTIATOR FOR THE CTA:  Jazlyn Reitz

DATE: November 13, 2023

NEGOTIATOR FOR THE CTA:  MiaKayla Koerber

DATE: November 13, 2023