

NEGOTIATED AGREEMENT

BETWEEN

LAKEVIEW COMMUNITY SCHOOLS DISTRICT 71-0005

AND

LAKEVIEW EDUCATION ASSOCIATION

2019-2020

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 **2019-2020** school year. This agreement contains a Negotiations Re-Opening Provision that can adjust base salaries or make the agreement null and void if EHA insurance increases are more than 9.5% for the 2020-21 school year. The agreement for 2020-21 will utilize the Negotiations Re-Opening Provision below to determine the base salary or re-opening of negotiations for the 2020-21 agreement:

Negotiations Re-Opening Provision for 2020-21 Negotiations:

- IF insurance increase is between 2.50-6.49% negotiations for 2020-21 is closed and won't re-open.
- IF insurance increase is 9.50% or more negotiations for 2020-21 will re-open.
- IF insurances increases between the following percentages the base salary will adjust:
 - 0.00-0.49% - Add \$150 to base for 2020-21 (\$35,650)
 - 0.50-1.49% - Add \$100 to base for 2020-21 (\$35,600)
 - 1.50-2.49% - Add \$50 to base for 2020-21 (\$35,550)
 - 2.50-6.49% - Keep base as negotiated for 2020-21 (\$35,500)
 - 6.50-7.49% - Reduce \$50 from base for 2020-21 (\$35,450)
 - 7.50-8.49% - Reduce \$100 from base for 2020-21 (\$35,400)
 - 8.50-9.49% - Reduce \$150 from base for 2020-21 (\$35,350)
 - 9.50% more higher - Re-open negotiations for 2020-21

ARTICLE II

SALARY SCHEDULE

1. The base salary for a teacher with a bachelor's degree and no prior experience shall be **\$35,050.00 (2019-20)**. 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. Extended contracts are dictated by the Board of Education in instructional and/or service areas, as the Board deems necessary. Presently, extended contracts are in effect in the following instructional and/or service areas:

Guidance Counselor	15 days
Instrumental Music	7.5 days
Media Specialist	15 days
Vocational Agriculture	40 days
Vocational Industrial Arts	7.5 days

The salary for the extended contracts is arrived at by dividing the teacher's salary by 185 and multiplied by the days of the extended contract.

3. If undergraduate hours are earned, for credit beyond the bachelor's or master's degree, special permission for horizontal and/or vertical movement on the salary schedule must be granted by the administration prior to enrolling in the undergraduate course.
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. Lakeview Community Schools will recognize the value of experience and loyalty to the district of its full time certified teaching staff with the following compensation plan:

All full time certified teaching staff that have already served one year at MA + 36, Step 14 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 health insurance for a Blue Cross Blue Shield PPO **\$1,050.00 (one thousand fifty dollar)** deductible plan 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.

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 beginning of each school year, each certified teacher shall be credited with 12 days of paid time off (PTO) allowance each year. The unused days of such allowance shall be transferred to the sick leave bank for each employee, at the conclusion of the contract year, up to a maximum of 60 sick days. PTO days include personal illness, immediate family illness, and personal leave. The immediate family is defined as a wife or husband, (step) son or (step) daughter, father or mother of the wife or husband, sister or brother, grandchild, grandmother or grandfather.

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.

Personal leave is defined as taking a day(s) off work to be used at the discretion of the individual employee.

Unused PTO shall accumulate up to 60 days of sick leave. All regular PTO days must be exhausted before any days from the individual's accumulated sick leave may be used.

2. A personal sick leave bank has also been established with the following provisions. When accumulated sick leave days have reached the sixty (60) day maximum accumulation, additional allotted days (12 per year to a maximum of 60) will be placed in the individual's personal sick leave bank. These additional days can be used only in the event the individual would, due to a recurrent illness and/or accident, require additional days of sick leave. The District's sick leave buy back policy does not apply to personal sick leave bank days. (Total maximum accumulated sick leave = 60 days, total personal sick leave bank days = 60 days, grand total = 120 days)
3. 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 bereavement. 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 days.
4. 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.
5. 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.
6. A maximum of up to thirty (30) days of accumulated sick leave will be granted for adoption leave.
7. One year sabbatical leave will be available for tenured certificated personnel upon approval of the Board of Education. Certified employees approved for sabbatical leave, shall return to employment with the district at the end of the sabbatical period. The Employee shall return to the same FTE as the last year of the service and be assigned duties 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 \$20.00.

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 buy-back policy does not apply to the personal sick leave bank days. 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.

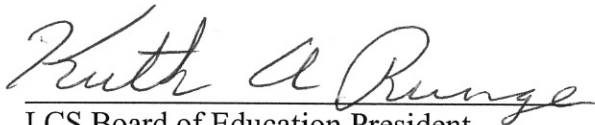
In witness whereof, the parties hereto have hereunder caused this instrument to be executed on the **12th** day of **November, 2018**.



LEA President *Michala Warden*



LEA Chief Negotiator



LCS Board of Education President



LCS Board of Education Chief Negotiator

APPENDIX A
Lakeview Community Schools
Salary Schedule
2019-20

[illegible]

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%
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%
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 Math Counts	2%
Junior High School Student Council Sponsorship	2%
Freshman Class Sponsorship	1%
Sophomore Class Sponsorship	1%

EXTRA DUTY ASSIGNMENT SALARY SCHEDULE

2019-2020

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	\$ 35,050	\$ 35,050	\$ 35,050	\$ 35,050	\$ 35,050	\$ 35,050
		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	9,464	4,206	3,505	3,155	2,804	2,454
	0.2808	0.1248	0.1040	0.0936	0.0832	0.0728
2	9,842	4,374	3,645	3,281	2,916	2,552
	0.2916	0.1296	0.1080	0.0972	0.0864	0.0756
3	10,221	4,542	3,785	3,407	3,028	2,650
	0.3024	0.1344	0.1120	0.1008	0.0896	0.0784
4	10,599	4,711	3,926	3,533	3,140	2,748
	0.3132	0.1392	0.1160	0.1044	0.0928	0.0812
5	10,978	4,879	4,066	3,659	3,253	2,846
	0.3240	0.1440	0.1200	0.1080	0.0960	0.0840
6	11,356	5,047	4,206	3,785	3,365	2,944
	0.3348	0.1488	0.1240	0.1116	0.0992	0.0868
7	11,735	5,215	4,346	3,912	3,477	3,042
	0.3456	0.1536	0.1280	0.1152	0.1024	0.0896
8	12,113	5,384	4,486	4,038	3,589	3,140
	0.3564	0.1584	0.1320	0.1188	0.1056	0.0924
9	12,492	5,552	4,627	4,164	3,701	3,239
	0.3672	0.1632	0.1360	0.1224	0.1088	0.0952
10	12,870	5,720	4,767	4,290	3,813	3,337
	0.3780	0.1680	0.1400	0.1260	0.1120	0.0980
11	13,249	5,888	4,907	4,416	3,926	3,435
	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	2,103	1,753	1,402	1,052	701	351
	0.0624	0.0520	0.0416	0.0312	0.0208	0.0104
2	2,187	1,823	1,458	1,094	729	365
	0.0648	0.0540	0.0432	0.0324	0.0216	0.0108
3	2,271	1,893	1,514	1,136	757	379
	0.0672	0.0560	0.0448	0.0336	0.0224	0.0112
4	2,355	1,963	1,570	1,178	785	393
	0.0696	0.0580	0.0464	0.0348	0.0232	0.0116
5	2,439	2,033	1,626	1,220	813	407
	0.0720	0.0600	0.0480	0.0360	0.0240	0.0120
6	2,524	2,103	1,682	1,262	841	421
	0.0744	0.0620	0.0496	0.0372	0.0248	0.0124
7	2,608	2,173	1,738	1,304	869	435
	0.0768	0.0640	0.0512	0.0384	0.0256	0.0128
8	2,692	2,243	1,795	1,346	897	449
	0.0792	0.0660	0.0528	0.0396	0.0264	0.0132
9	2,776	2,313	1,851	1,388	925	463
	0.0816	0.0680	0.0544	0.0408	0.0272	0.0136
10	2,860	2,383	1,907	1,430	953	477
	0.0840	0.0700	0.0560	0.0420	0.0280	0.0140
11	2,944	2,454	1,963	1,472	981	491