NORTH PLATTE PUBLIC SCHOOLS

NORTH PLATTE, NEBRASKA

NORTH PLATTE BOARD OF EDUCATION
AND
NORTH PLATTE EDUCATION ASSOCIATION

MASTER AGREEMENT

2026-2027

January 23, 2026

ARTICLE 1
RECOGNITION AND DEFINITION

Section 1.1. Bargaining Unit Defined: The Board recognizes the North Platte Education Association as the exclusive bargaining representative for all certificated employees of the District exclusive of all employees, full or part time, not employed by the Board under the terms and conditions of a teacher's contract.

Section 1.2. Benefits for Part-Time Employees: Part-time employees covered by this agreement shall be provided the same benefits available to all full-time employees on a pro-rated basis.

Section 1.3. Definitions:

1.3.1. The terms "Board" and "employer" as used in this agreement shall mean the Board of Education of the North Platte Public Schools or its duly authorized representatives.

1.3.2. The term "employee" as used in this agreement shall mean the employees included in the bargaining unit as set forth in Section 1.1.

1.3.3. The term "Association" as used in this agreement shall mean the North Platte Education Association or its duly authorized representatives or agents.

ARTICLE 2
BOARD/EMPLOYEE RIGHTS

Section 2.1. Employee Rights: The terms and conditions of employment listed herein shall not circumscribe the rights enjoyed by School District employees under the protection of federal or state statutes, rules and regulations, or the United States Constitution.

Section 2.2. School District Governance: The Board of Education shall retain the authority to govern the School District as provided by law, and the Board shall reserve the right to exercise all management prerogatives via the Superintendent of Schools and the administrative staff provided said prerogatives are not incongruent with the terms and conditions of employment as stated in this agreement.

ARTICLE 3
ASSOCIATION RIGHTS

Section 3.1. Association Use of District Property:

3.1.1 Conducting Association Business: Representatives of the Association shall be allowed to conduct Association business on school property during school hours provided such business does not disrupt the instructional day, provided such business is not of a political nature.

3.1.2 Facilities Use: The Association shall be allowed the use of the school buildings for public meetings provided such meetings do not result in unscheduled maintenance costs, and provided the meetings are not being held for a political purpose.

3.1.3 Communication System: The Association shall be allowed to make reasonable use of the schools' communication system, including teachers' mail boxes, intercom, teacher bulletins, e-mail, etc. Such use shall not disrupt the instructional day, and provided such use is not intended to advance, influence, or interfere with the political process (i.e. elections). The

only exception to this regulation will be the use of the schools by NPEA for the purpose of conducting political candidate forums for school board elections.

ARTICLE 4
GRIEVANCE PROCEDURE

An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district's employees.

Section 4.1. Definitions:

4.1.1. Grievance: Any claim or claims by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication of the terms of this agreement including terms and conditions of employment.

4.1.2. Grievant: Teacher, groups of teachers, or the Association making the allegation.

Section 4.2. Procedures: The parties believe that it is usually most desirable for an employee and his/her immediate supervisor to resolve problems through free and informal communications. When requested by the teacher, a representative of the Association may assist in the resolution. However, when the grievance remains unresolved then the grievance shall be processed as follows; If new information is filed after Step 1, then a new grievance form must be completed.

Step 1. The grievant shall present the grievance on the approved form (Appendix A) to the supervisor involved. The grievance must contain a detailed description of all facts giving rise to the grievance, the provision(s) of the Agreement or term or condition of employment alleged to have been violated, a list of all witnesses, all relevant documents, and the requested resolution. The grievant shall sign and date the grievance. This communication must take place within fifteen (15) working days after the teacher had knowledge of the alleged grievance. A meeting shall be held within ten (10) working days.The parties shall record this meeting. Within five (5) working days of the meeting the supervisor shall provide a written answer to the grievance and association a written decision.

Step 2. The grievant may appeal the decision in Step 1 to the Superintendent in writing within ten (10) working days of receipt of the answer. The Superintendent shall arrange for an appeal meeting with the grievant within ten (10) working days of receipt of the appeal. Each party shall have the right to call such witnesses as deemed necessary to present the facts pertinent to the grievance. The Superintendent will have five (5) working days from the date of the meeting to provide the grievant and the Association a written decision.

Step 3. If the grievance is not resolved at Step 2, the grievant may appeal the grievance in writing to the Board President within ten (10) working days after receiving the written decision of the Superintendent. Within ten (10) working days from the date the appeal is received the Board President shall schedule a meeting on the grievance before the Board of Education. The meeting shall be held not later than thirty (30) working days from receipt of the appeal. Each party shall have the right to call such witnesses as it deems necessary to present facts pertinent to the grievance. The Board will have five (5) working days from the date of the meeting to notify, in writing, the grievant and the Association of the Board's decision.

Section 4.3. Time Limits: Failure at any level of this grievance procedure to appeal a grievance to the next level within the specified time limits will be considered to be acceptance of the decision rendered at the preceding level. Failure at any level of this procedure to communicate the decision on a grievance within the specified time limits will permit the aggrieved party to

proceed to the next level. For purposes of this article, the term "working days" shall mean any day in which certificated employees are scheduled to work. When a grievance is submitted after the end of the school year, the time limits shall consist of all Central Office hours.

Section 4.4. Separate Grievance File: Grievance, responses to grievances and appeals shall not be placed in the personnel files of any of the participants.

Section 4.5. No Reprisals: No reprisals of any kind shall be taken against any employee who utilizes this grievance process.

Section 4.6. Withdrawal of a Grievance: An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party. Where the Association feels the issues involved should be resolved, the Association may assume the grievance at the point discontinued by the individual and proceed through the remainder of the procedure.

Section 4.7. Advance Step Filing: The grievance shall be initially filed at the level where the decision resulting in the grievance was made. The initial grievance must contain a detailed description of all facts giving rise to the grievance, the provision(s) of the Agreement or term or condition of employment alleged to have been violated, a list of all witnesses, all relevant documents, and the requested resolution. The grievant shall sign and date the grievance. The grievant must present all evidence at this meeting. Both parties shall record this meeting.

Section 4.8. Judicial Appeal: If the grievance is not resolved, to the satisfaction of either party, any teacher has the right to appeal the Board of Education's decision to the State District Court.

ARTICLE 5
SALARIES

Section 5.1. Salary Compensation:

5.1.1 Salary Schedule Salary: The salary of each employee covered by this agreement shall be determined according to a salary schedule. The salary schedule, which is a 5 x 4 index, i.e. 5% Vertical Step Increments and 4% Horizontal Step Increments is attached hereto as Appendix B. The base salary for the 2026-2027 contract year is $43,100. Placement on the Salary Schedule - Placement on the salary schedule will be determined by the Superintendent or designee.

5.1.2 Extra Class Assignment: Teachers with class assignments beyond the number considered to be a normal load, in each respective building, will be compensated at the rate of 1/8 of their salary for each additional class. Compensation will be prorated for classes less than two semesters. For high school staff, this will be 1/16 for a one-term or one-quarter class due to block schedule.

5.1.3 Compensation to Cover Another Teacher's Class During Plan: When determined administratively that there is a need for one teacher to cover another teacher's class, the teacher covering the class will be compensated at the rate of $30.00/regular class or $60.00/block class. Such compensation will only be paid when the teacher covering the class is required to do so during his/her regularly scheduled planning period. Regular class is defined as a 50 minute class period, compensation will be based proportionately if less than 50 minutes. Building administrators or designees are responsible for filing monthly time sheets for compensation. Exception: If a teacher is required to teach their own class plus another class, due to a teacher's absence, they will be compensated accordingly. If said teacher has a

combined class they will be compensated $150 daily. Teachers will be paid proportionately for less than full day combined classes.

5.1.4 Mileage for Employees: When an employee covered by this Agreement is required by the Board in the normal course of his/her employment to use his/her personal vehicle for school business, the employee shall be reimbursed at the allowable automobile rate determined by the State of Nebraska, unless otherwise required by law. Mileage will only be paid for student contact days. Mileage will not be paid to employees for going to or coming to work. Mileage shall be reported on forms developed by the Business Manager or designee.

5.1.5 Salary Corrections: When an error has been made in salary or a benefit deduction, the salary/deduction shall be corrected for the current contract year and the previous contract year only.

5.1.6 Method of Pay: A direct deposit system exists for direct bank deposits of the monthly paychecks. The date of the direct deposits will be the twentieth (20th) of each month. Changes to direct deposit must be made by the first (1st) of each month to be effective on the next payroll.

Section 5.2 Bonus

5.2.1 Signing Bonus: A “new hire” employee is one who has not worked as a certified staff member in NPPSD during the previous school term. As a condition of employment for any new employee hired to teach and are assigned in the areas of PK-12, the teacher must agree to teach in the district for at least three years to qualify for the entire $2500 bonus, which will be paid at the completion of the third year.

5.2.1 District reassignment of employees PK-12, will receive a $500 bonus paid upon the completion of the school year and paid on the June payroll.

5.2.2 A bonus of $500 will be paid to a teacher who agrees to host a student teacher for one or more semesters.

5.2.3 A bonus of $2000, payable in 4/$500 installments will be paid to student teachers for each semester they teach

5.2.4 Longevity: A $1,000 bonus for employees who have been employed with North Platte Public Schools for 10 consecutive years and then increments of 5 years thereafter. Payment will be made in June at the end of the school year. This is only for staff that are returning the following year.

Section 5.3. Horizontal Movement:

5.3.1 Eligibility: Employees covered by this agreement will be eligible for horizontal movement on the salary schedule if they have successfully completed graduate credit hours. Upon reaching BA 18 placement, graduate hours must be from an approved Master's Degree Program, or higher. Hours must count towards that program or graduate hours earned toward a new endorsement area. All graduate programs, additional endorsement areas, or required graduate hours needed to teach dual credit courses must be approved by the Superintendent or designee. North Platte Public Schools Superintendent or designee reserves the right to approve courses outside of a program for salary advancement, if the course is determined to benefit the school district's mission. Prior to registration for such coursework, teachers must submit a program of studies to the Superintendent or designee to take courses for credit toward horizontal advancement on the salary schedule. Such graduate hours must have been earned after the date on which the most recent degree was conferred. These courses should be of the nature that will directly improve the teacher's skills or knowledge to improve student learning. If an error leads to an employee being paid less or more

than they should, the district or employee will promptly rectify the mistake once its discovered. The employee or district will receive the correct amount in the next paycheck, unless both agree on a different repayment schedule.

5.3.1.1 Tuition for undergraduate courses taken at the request of the District will be paid for by the District but will not be allowed for salary advancement. Requests for teachers to take undergraduate courses must be initiated by the Superintendent or designee.

5.3.2 Deadlines: Employees earning approved hours to qualify for horizontal movements on the salary schedule must notify the Human Resource Director in writing. Such credit must be completed by September 1 and verification of credit shall be by official transcript. Under certain circumstances, official grade slips/reports will be accepted until September 1, provided an official transcript is submitted no later than October 1.

Section 5.4. Vertical Movement: Employees covered by this agreement will move vertically on the salary schedule provided that they have completed the required service in the prior year. An employee who worked less than one semester in the prior year will not be eligible for vertical movement on the salary schedule.

Individuals placed on the last step in a column on the salary schedule must qualify for, and be granted, horizontal advancement before they can move vertically again. Refer to Section 5.3.1 and 5.3.2 of this agreement.

Notwithstanding the number of credited years of experience, employees covered by this agreement will advance only one vertical step on the salary schedule in a single year for continuous service. Employees will not be given credit for experience when absent from their duties due to sabbatical leave or extended medical leave. Employees who are re-employed by the District under the terms and conditions of the District's Reduction-in-Force policy will not receive credit for experience due to their right to recall.

Note: Extended medical leave is medical leave whereby an employee is absent from their assigned duties for more than half of the contract year.

Employee(s) who are required to be absent from their assigned duties under the condition of military leave will be granted credit on the experience scale for such leave only if the District is required to do so by law.

Section 5.5. Compensation for Extra-Duty Assignments: The compensation paid to employees covered by this agreement for extra duty assignments shall be in accordance with the extra-duty salary schedule as set forth in Appendices C and C-1. If the individual employee is unable to complete the assignment in Appendix C, the administration reserves the right to adjust compensation as necessary on a pro rata basis of days served to days expected. If an individual employee is unable to complete the assignment in Appendix C-1, the administration reserves the right to determine the compensation adjustment. The adjustment for those assigned duties with known lengths of time will be done on a pro rata basis for days served to days expected. All other assigned duties will be assumed to be year long and adjustments made based on a pro rata basis.

5.5.1 Activity Duties during pandemics and natural disasters: Due to the pandemic and/or natural disaster, an activity may or may not be authorized for student participation for all

or a portion of the activity "season/schedule" by the Board of Education and for interscholastic activities subject to the directives of the Nebraska School Activities Associations (NSAA) authorized by the NSAA, and/or by county, state, and federal health and emergency management officials regarding directives school operation and/or extra-curricular activities. Due to these uncertainties, a coaching/sponsor position for an activity identified below may involve a combination of the following duties:

1. During the period of time when an activity is AUTHORIZED, the coach/sponsor shall perform the duties set forth in the Coach/Sponsor job description and Coach/Sponsor Code of Ethics and the services for such position as directed by the Athletic Director or the Activities Director of North Platte Public Schools.
2. During any period of time an activity is NOT AUTHORIZED, the coach/sponsor shall perform the services to support the activity to which he/she is assigned including: (a) assistance with future development of junior high and highschool activities to encourage and support more student participation, (b) participation in coach/sponsor trainings/staff development with regard to:
    i. Recognition, treatment, and prevention of concussions
    ii. Recognition, response and prevention of bullying and harassment
    iii. Recognition and response to student mental health issues
    iv. Demonstrated understanding of the rules governing the coach/sponsor's activity
    v. Monitoring for COVID-19 protocol compliance at events
    vi. Investigate and learn techniques, technologies, and philosophies relevant to the sport or activity
    vii. Other athletic or activity related assignments as needed
3. Coaches/Sponsors will be paid $15/hour up to 30 hours during the summer months.
4. Team-building activities in preparation for an upcoming activity on are all taken into consideration when stipend is paid equally among 12 months.seas
4. Strength and Conditioning, summer only, will be paid per the attached extra duty schedules.
    a. Staff members that work during the academic school year, zero hour and 5th block, are paid per the hourly negotiated agreement.
5. The salary for the extra-duty assignment shall be paid over a twelve-month period in the coach/sponsor's regular payroll deposit.
6. Any new or additional assignments to the coaching or sponsorship duties shall be evaluated according to the degree of difficulty and responsibility and placed accordingly on the Extra Duty Schedules. Such evaluation and placement shall be the responsibility of the Activities Director and Administration. This schedule is a guideline for pay purposes only and is not a list of guaranteed positions to be filled each year. In Sports where there is only one coach, every effort will be made to provide a “same-sex” assistant coach.
7. Longevity Pay: Coaches and Sponsors on the sanctioned schedule plus Mock Trial, musical, plays, Skills USA, and Student Council will be paid the following after 5 consecutive years based on the teacher salary base

and then increments of 5 years thereafter, per activity. Payment will be made in June at the end of the school year.

1) NPHS 1%
2) MS .5%

8. The Extra Duty Schedules are broken down into two sections
    a. NSAA Sancationed
    b. Other NPPS Supported Activities.

5.5.2 Clubs: Clubs must develop the following and submit to the Activity Director at the appropriate school for consideration.

1. They will need to complete an application and address what educational benefit it does for students. Similar to a syllabus.
2. Expectations for Clubs:
    a. At least 5 students must attend each section to be designated for a club sponsorship and noted on the time log.
    b. Sponsor will be paid $20 hour
    c. 1 ½ hours once a week; Minimum
    d. Sponsors are required to keep a spreadsheet of attendance
    e. Dues are to be paid to the activity office in a designated account in the activity fund for the club to buy the materials needed
    f. When time logs are presented at the end of the month and a summary sheet of activities must be turned in to the appropriate activity director.
    g. All other activities are required to be evaluated and completed yearly.

Section 5.6. Advancement in Absence of Successor Agreement: Should it be necessary to abide by the terms and conditions of employment stated herein beyond the expiration of this agreement because the parties hereto have not completed negotiations for the ensuing contract period, all employees covered by this agreement will be granted earned horizontal and vertical movement.

ARTICLE 6
HEALTH AND DENTAL INSURANCE

Section 6.1. Health and Dental Insurance/Cash-in-Lieu Option. Both parties, recognizing that access to adequate and affordable health care is central to each teacher's ability to carry out his or her professional responsibilities, agree to the following conditions regarding teachers' health insurance benefits.

Employees on less than full-time assignment can receive Health and Dental insurance based on their employment FTE per section 9.1 Sick Leave. The remaining portion will be the employees responsibility

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6.1.1. Plan Type. For the 2026-2027 school year, the School District shall use the Educators Health Alliance (EHA) health and dental insurance Blue Preferred $650 Deductible $2,500 Deductible Dual Choice Plan with Employee PPO - 80% A & B, with 50% C coverage at the premium cost established annually by the EHA for the 2026-2027 fiscal year. New employees are not covered by Health Insurance until September 1. If hired after the start of the school year, coverage begins on the first day of the month following employment.

6.1.1b. $2500 Deductible HSA Plan: For those employees electing the $2500 Deductible I-ISA Plan, the Board shall pay the following amounts toward the monthly insurance premiums at the rates established by the EHA for the levels of coverage for which each certificated employee is qualified:

a. Full monthly premium for employee health and employee dental (100% A, 75% B, 50% C coverage) 782.39+32.79
b. Full monthly premium for employee and spouse health and dental (100% A, 75% B, 50% C coverage) 1447.46+60.62
c. Full monthly premium for employee and children health and dental (100% A, 75% B, 50% C coverage) 1643.06+68.81
d. Full premium for employee, spouse, and children health and dental will be : (100% A, 75% B, 50% C coverage) 2206.19+92.45
e. If an employee chooses dental only and keeps the Cash-in-Lieu; the employee will bear the cost of E, ES, EC or Family dental and not lose the Cash-in-lieu.

6.1.2. If employee elects the lower dual choice option Educators Health Alliance (EHA) health and dental insurance Blue Preferred $650 Deductible, the employee is responsible for underwriting the costs difference between the $2500 and $650 deductible

6.1.3. The following is the calculation for the Cash-in-Lieu insurance stipend; Monthly premium (539.59+28.96)=568.55 x 12=$6,822.60 x 95%=$6,481.47 or rounded to $6,500/12=$541.67 per month.These funds are only for the employees that received the stipend in 2019-2020. If they choose insurance, they lose the stipend.

6.1.4 Any cash-in-lieu of insurance amount received by the employee will be subject to all applicable taxes, but cannot be considered as part of total compensation for State Retirement contribution purposes until such time as we receive a ruling from the State Retirement Office allowing us to calculate State Retirement on the non-indexed compensation.

ARTICLE 7
CONTRACT YEAR-DUTY HOURS-PLANNING TIME

Section 7.1. Annual Employment Period (Contract Days): The Board of Education reserves the right to determine the number of contract days (days of employment for certified staff) per school year.

7.1.1 Teachers will be on duty for 185 days during the school year to be served pursuant to the calendars adopted by the Board of Education. Additional days required of new hires for orientation will be paid 1/185th of that teacher's annual pay.

7.1.2 When inclement weather has prompted the school district to close and staff do not report,an additional five days have been added at the end of the calendar for inclement weather where NPEA and NPPSD Administration will work cooperatively to develop options to fulfill inclement weather days by (1) working on the designated days at the end of the school year (2) use a discretionary leave and (3) dock days.

Section 7.2. Length of Workday: All employees shall be on duty during the hours assigned by the building principal. Duty hours may be adjusted to meet the needs of the North Platte School District in terms of: parent/teacher conferences, inservice activities, staff meetings, and professional development activities. All staff members are required to comply with duty hours unless excused by the building principal.

Section 7.3. Elementary Planning Time: The Association recognizes management prerogative to assign teacher workloads. The District will work to equalize elementary planning time across all buildings.

ARTICLE 8
ASSIGNMENTS

Section 8.1. Assignments: The assignment of duties (i.e.) classroom teaching, supervision, sponsorships, etc. is a management prerogative, and the assignment of said duties shall be made at the discretion of the building principal.

8.1.1. Extra Duty Assignments:

a. Extra-duty assignments shall be made by the building principal or other administrator designated by the Superintendent or designee, provided that before any such assignment is made the building principal or other administrator shall discuss the assignment with the employee.
b. The District reserves the right to assign paid extra-duty responsibilities to any District employee, or other appropriate personnel, as deemed necessary to support and/or maintain school-sponsored activities. Such assignments may be made at the discretion of the administration. No employee shall be compensated for an extra-duty activity unless that employee has been assigned by the administration to sponsor said activity.
c. The extra duty salaries are agreed upon and set forth within this agreement. If the District decides to add a newly created position to the extra duty schedule at any point during the contract year, a meeting with North Platte Education Association will be called to reach agreement on compensation for that position.
d. If two or more employees are assigned to share a duty, compensation for that position will be split based upon the number of persons and the percentage of remuneration assigned to that duty.

Section 8.2 Extra Duty: Employees assigned to perform the following duties outside of the normal school day shall be compensated according to the schedule set forth below:.

All NPPS employees must work 4 activities to receive an activity pass. All employees will receive pay for all work that is performed. Per Nebraska Department of Labor the district will pay at least minimum wage per hour. They will get paid the following:

Employees will receive $20 per hour for each event

Section 8.3 Mandatory Transfer: Classroom teachers who receive a mandatory transfer to another building will be paid for the time that they actually spend moving to the new building. The compensation will be at the affected teacher's per diem rate applied pro-rata, based on an eight hour work day, to the actual number of hours spent moving, but will not exceed two days regardless of the actual amount of time necessary to complete the move. In order to receive this compensation, affected teachers must (a) have preapproval from the Human Resources Director of a written, bona-fide estimate of the time it will take to make the move and (b) after making the move, submit to the Human Resources Director written confirmation of the actual

hours spent moving.

ARTICLE 9
LEAVES

Section 9.1 Sick Leave:

9.1.1. Annual Allowance: Employees covered by this agreement shall be entitled to Eight (8) days of paid leave per year for injury or illness in the "immediate family" or as otherwise allowed under Section 9.2 of this agreement. Note: The term "immediate family" as defined for the purpose of sick leave is not applicable to non-dependent children for maternity reasons. Such leave must be taken as discretionary leave or grandmother, grandfather leave - refer to Section 9.1.8

Employees on less than full-time assignment will receive per diem sick leave based on their employment FTE: Any employee below .5 will not receive sick leave.

94%-100% per diem = 8 days per year
85%-93% per diem = 7 days per year
75%-84% per diem = 6 days per year
65%-74% per diem = 5 days per year
55%-64% per diem = 4 days per year
50%-54% per diem = 3 days per year

9.1.2. Accumulation: Whenever an employee has been absent due to illness or injury in the immediate family for less than Eight (8) days in a contract year, the difference between the Eight (8) days and the number of days the employee has been absent due to illness or injury shall be cumulative to a total of Sixty Four (64). During a given contract year the number of work days an employee may be absent due to an illness or injury in the immediate family shall be the Eight (8) days allocated for that year plus the accumulated unused sick days from previous years up to the maximum allowable. All accumulated sick leave terminates upon resignation, retirement, dismissal or death. After the total sick leave for the current year is used, pay for absences not covered by accumulated sick leave shall be deducted in accordance with Section 5.4 of this agreement.

9.1.3. Extended Use of Leave Due to Illness or Injury: If absence due to illness, injury or maternity (employee, spouse, dependent child) in the immediate family, has involved or will involve five (5) or more work days, the employee upon request of the Human Resource Director either prior to or during such absence, and before the employee returns to work, shall submit to the Human Resource Director a statement from the employee's physician. Such statement shall set forth the date of commencement or anticipated date of commencement of such illness and, if possible, the date of termination or anticipated termination of such illness; shall describe the nature, extent and status of the illness as of such dates and as of the current date; shall explain in detail the effect, if any, of such illness upon the ability of the employee to perform as of such dates and as of the current date the normal duties of such employee's responsibility; and shall contain such information bearing upon whether or not the health of the employee is such as would permit or should require the employee to return to work and to resume and perform normal duties.

9.1.4. Medical Leave of Absence: When an employee has exhausted all sick leave and has not returned to work, he/she will be placed on unpaid sick leave in accordance with the Family Medical Leave Act (FMLA). Ten working days before a new semester convenes, unless at the end of the second semester, the employee must do one of the following:

1. Indicate that he/she will return to work on the first day of the new semester; or
2. Request a leave of absence

If this procedure is not followed, termination will be initiated by the Board.

9.1.5. Donated Sick Leave: Certified staff members may donate up to two of their accumulated sick leave days to another certified staff member who has exhausted all paid leave, and who becomes subject to a pay deduct for absence because said employee requires hospitalization or must be absent from work due to: (1) treatment for cancer; (2) heart attack or heart surgery; (3) accident or injury that required immediate medical attention followed by a physician's directive to remain away from work for rest and recovery; (4) terminal illness, (5) major organ transplant; (6) stroke; (7) tumor or (8) any catastrophic illness or disease comparable to those specifically enumerated in this section as determined by the Human Resource Director who's discretion on the question of eligibility shall be final. NOTE: The need to remain at home for any of the aforementioned reasons must be supported by a physician's statement. The aggregate number of sick leave days that a staff member may receive shall not exceed 60 days, or the number of days that said staff member needs to be placed on Long Term Disability Insurance without pay loss whichever is less.

9.1.6. Certified staff members may use their accumulated sick leave days when a nondependent child requires hospitalization or absence from work due to: (1) treatment for cancer; (2) heart attack or heart surgery; (3) accident, injury, or illness that requires medical attention followed by a physician's directive to remain away from work for recovery; (4) terminal illness; or (5) major organ transplant.

9.1.7. Doctor and Dentist Appointments: The use of sick leave days for routine appointments with Doctors or Dentists during the buildings student contact hours shall be limited as follows:

3 days (24 hours) for employee
3 days (24 hours) for spouse
3 days (24 hours aggregate) for dependent children

Leave taken for Doctor and Dentist appointments beyond the aforementioned days will be subject to salary reduction equal to the employee's per diem rate times 50% or 100% (whichever is applicable). Follow-up visits to a Doctor or Dentist for a diagnosed medical condition will be charged against an employee's accumulated sick leave, and will not be subject to salary reduction.

Note: (1) For implementation purposes, routine shall mean those "ordinary", "necessary", and "routine" services as defined by Blue Cross and Blue Shield policy; (2) Time will be recorded by the principal's secretary.

9.1.8. Grandparent Leave: When an employee covered by this Agreement submits leave for grandparent leave, they may use two sick days. Employees may submit requests for additional leave based upon their available discretionary leave, not to exceed five days. Leave

must be taken within one month of the birth/adoption of a grandchild. Leave must be taken consecutively.

Section 9.2. Definition of Immediate Family and Use of Sick Leave: For the purpose of implementation of 9.1 of this agreement, only the following shall be considered members of the immediate family of an employee: spouse, dependent child (as defined by the Internal Revenue Service), or foster child. Leave under 9.1 of this agreement may be used for a maximum of five days per illness of a non-dependent child, parent, parent-in-law, brother, sister, or legal dependent. An employee may submit a request to the Superintendent of Schools to extend the maximum five day period per illness if such illness of a non-dependent child, child, parent, brother, sister, or legal dependent is of a life-threatening nature. Note: The definition of "immediate family" and allowance of use of sick leave under the second sentence of this Section

9.2 is not applicable to cases involving the birth of a grandchild. Employees who wish to be with their non-dependent children for the birth of a grandchild must use grandparent leave as stipulated in Section 9.3.4 of this agreement.

Section 9.3. Discretionary Leave: Employees covered by this agreement shall be entitled to eight (8) days of discretionary leave during the school year at no loss of pay. Discretionary leave is for activities of an unusual nature that cannot be scheduled outside the teacher's regular duty day.

Employees on less than full-time assignment can receive discretionary leave based on their employment FTE per section 9.1 Sick Leave. The remaining portion will be the employees responsibility.

9.3.1. Application for Discretionary Leave: An employee must request discretionary leave at least five (5) working days in advance of such leave without reason or explanation through district absence processing program. An exception to the five-day requirement in this section may be made by the Human Resource Director provided that the circumstances surrounding the notice are beyond the control of the employee. The event for which the employee is requesting exclusion to the five day requirement must be for leave that occurs on a date that has been set by someone other than the employee, and the event will not be repeated involving said person.

Requests for discretionary leave must be submitted to the building principal (or associate principal) for preliminary approval.

Final approval/denial of all requests for discretionary leave shall be made by the Human Resource Director. Note:When it is not possible for an employee to submit a request for discretionary leave in advance via the School District's official electronic request form, the employee may receive verbal approval from the building principal (or associate principal), and the electronic absence request form must be submitted at the earliest date.

9.3.2. Discretionary Leave Pay Deduct: North Platte Public Schools and North Platte Education Association has agreed upon the dates when it is essential to the school system that teachers are present. Discretionary leave may not be on the first two contract days, the first two student days of each semester, Parent-Teacher Conference days (as designation for assigned building), Professional Learning Days, nor the last student day of fall semester. All parties to this

agreement recognize the importance of, and are committed to, making the best possible use of the professional development time. Making the best use of professional development time will require active participation and open communication.

At the end of the First semester, grades should be turned in before a teacher is allowed to take leave.

Discretionary leave will be granted based upon date of request and availability of Substitutes. Limitations may be placed by the Human Resources Director on the number of employees who can take discretionary leave on any given day. Such limits are necessary based on the availability of substitute teachers. Limitations will apply to all certified staff, regardless of whether an employee's absence requires a substitute.

9.3.3. Exceptions to the Discretionary Leave Pay Deduct: (Note: only available if discretionary days are still available.) A circumstance beyond the control of an employee shall be regarded as an event involving the employee, or a member of his/her immediate family that occurs on a date that is established by someone else, and the event will not be repeated involving said employee or family member. (Example: graduation, wedding) if discretionary leave is granted to an employee under circumstances beyond his/her control, the employee's salary is subject to reduction at a rate equal to the per diem rate paid to substitute teachers even when a substitute is not required.

9.3.4. Two additional aggregate days with substitute pay-deduct may be approved for any combination of the following after all discretionary leave days have been used in accordance with 9.3.1: (1) Legal consultation, (2) Emergency situations, (3) Grandmother, Grandfather leave for normal pregnancy

9.3.5. Unused discretionary Leave: Employees covered by this agreement will be compensated for unused discretionary leave day(s) at $150 per day.

Section 9.4. Adoption Leave: Employees covered by this agreement will be granted adoption leave provided that approval is granted, in advance, by the building principal and the Human Resource Director. Ten days of paid leave per year will be granted upon such approval. The leave days granted herein shall be non-cumulative from year to year. The leave must be applied for and taken within thirty (30) days of placement of a child with an employee for the purpose of adoption. The teacher shall notify his/her immediate supervisor and/or Human Resource Director as soon as possible of a pending adoption.

Section 9.5. Bereavement Leave: Employees covered by this agreement shall be entitled to five (5) days of paid leave for each absence in case of death of the following: spouse, parent, parents-in-law, child, son-in-law, daughter-in-law, grandchild, brother, sister, or legal dependent.

A total of two days of paid leave for each absence in case of death shall be entitled for the following: brother-in-law, sister-in-law, grandparents, niece, nephew, aunt, or uncle. This leave provision is not limited to any number of occurrences during a contract year. One day (per year) of bereavement leave may be used for the death of a friend.

Section 9.6. Professional Leave: Employees covered by this agreement may be granted leave days to attend workshops, conferences, seminars, etc. provided that approval is granted in advance by the building principal or supervisor. Money for travel and expenses may be paid only with advance approval. Full salary will be allowed the employee and the cost of paying a substitute will be borne by the District. Teachers may be granted two professional leave days to complete required program requirements for advanced degrees. Prior approval by the Human Resources Director is required. Program requirements beyond two days/per program must be taken as discretionary leave.

Section 9.7. Jury Duty: Employees covered by this agreement who are required to serve on a jury shall suffer no loss of pay. Jury fees, including reimbursement for expenses, will remain the property of the employee.

Section 9.8. Military Leave: Military leave shall be granted in accordance with applicable law.

Section 9.9. Non-Paid Leave of Absence: Leaves of absence without pay may be granted to employees covered by this agreement who are full-time employees at the time the request for leave is made. Such leaves of absence may be granted for reasons approved by the Board of Education upon recommendation of the Human Resource Director. Leaves of absence are not intended to replace a regular resignation procedure and will be granted only when such a leave of absence would be in the best interest of both the employee and the district as determined by the administration. Leaves of absence may not extend beyond a continuous period of one year. Insofar as possible, the definite period set for a leave shall commence and terminate with the beginning of a new semester.

Section 9.10. Association Leave: The Association shall be granted an aggregate of five days per year to be used for officers (excluding the president) of the Association to attend meetings sponsored by the local, state or national Education Association. The cost of the substitute teacher for persons attending said meetings shall be paid by the Association. In the event that the attendance at the meeting would benefit the district as determined by the Human Resource Director, the cost of the substitute shall be paid by the employer.

The Association President shall be granted up to (10) ten days per year, a maximum of (1) one day per month to manage NPEA business. This must be approved by the Human Resource Director, before they are released. NPEA will reimburse the district for the cost of the Substitute with benefits.

NPEA Leadership will contact Human Resources and Business Office of days that will be taken for Association business

Section 9.11. Services for RIF: Those teachers who have received a notice of Reduction in Force will be provided the following services at the District's expense:

a. Maximum of $20.00 for one day of career counseling services
b. May use one accumulated sick leave day for counseling services
c. May use two accumulated sick leave days for job interviews

Section 9.12 Retirement Planning: Each eligible employee is allowed leave with pay to attend up to two retirement planning programs. You may choose to attend a seminar more than twice,

but such leave is at your expense and your absence is at the discretion of your employer. You may not attend more than one seminar per fiscal year.

Section 9.13 Sick Leave Incentive Program: Employees will receive a sick leave benefit if the following conditions are met:

9.13.1. The employee is at least fifty-five (55) years of age as of September 1 of the school year in which the employee resigns ("resignation year"); for example, this will be September 1, 2027 for the 2026-2027 school year.

9.13.2. The employee has completed 15 or more consecutive years of credited service to the North Platte Public Schools District ("District") as of the conclusion of the resignation year (credited service mean continuous employment with the District as a certificated employee);

9.13.3. The employee has given unconditional written notice of resignation to Human Resources on or before December 1 of the resignation year and the resignation is effective at the end of that school year; and

9.13.4. The employee has not been issued a notice of possible nonrenewal, cancellation, or termination in the resignation year.

9.14.5 The Sick Leave Incentive can be reopened for one (1) day before March 15, 2027, if the employee has (a) treatment for cancer; (b) heart attack or heart surgery; (c) accident or injury that required immediate medical attention followed by a physician's directive to remain away from work for rest and recovery; (d) terminal illness, (e) major organ transplant; (f) stroke; (g) tumor or (h) any catastrophic illness, disease (i) or family situation that has been worked out cooperatively with NPEA and NPPSD Administration whose discretion on the question of eligibility shall be final.

Employees who are paid (or have met the requirements to be paid) the sick leave benefit are ineligible for employment as a certificated employee on a continuing contract with the District for one calendar year after the end of the resignation year.

The sick leave benefit will equal the employee's total number of unused sick days as of the end of employment multiplied by the short term substitute rate per day in effect as of the resignation year, less applicable withholding. The sick leave benefit will be paid in January of the school year following resignation.

ARTICLE 10
PROFESSIONAL GROWTH

Section 10.1 Professional Growth: All certified staff will show evidence of professional growth as required by State Statute § 79-830 and Policy.

ARTICLE 11
MISCELLANEOUS PROVISIONS

Section 11.1 . Non-discrimination:

11.1.1. The Board and the Association agree not to interfere with the right of the employees covered by this agreement to become or not become members of the Association, and that there shall be no discrimination against any employee covered by this agreement because of Association membership or non-membership. Membership in the Association or any other employee organization not affiliated with the District shall not be a condition of employment for any employee covered by this agreement.

Section 11.2. Precedence of Agreement: If there is any conflict between the express written terms of this agreement and the terms of any individual contract between the Board and an individual employee covered by this agreement, the express written terms of this agreement shall prevail.

Section 11.3. Savings and Separability: If any provision of this agreement is or at any time shall be contrary to or unauthorized by law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law; provided that in such event all other provisions of this agreement shall continue in effect.

Section 11.4. Distribution of this Agreement: The District will post on the District's web page.

ARTICLE 12
COMPENSATION FOR WORK ASSIGNED BEYOND "NORMAL" DUTY HOURS

Section 12.1 Compensation Beyond Normal Duty Hours:

12.1.1 The Board may employ certified personnel for Professional Services. The minimum hourly compensation rate shall be calculated as follows:

a. Teaching responsibility, whether of adults or children, will be the salary schedule base divided by 1480 x 1.13. (Rounded to the nearest dollar) Non-teaching responsibility that requires professional expertise (such as curriculum writing, professional development opportunities or special committee work.
b. Expenses (such as but not limited to accommodations, meals, registrations, mileage, parking) associated with out of town conferences will be incurred by the district.
c. Any employee who accepts an assignment directly related to their job description beyond the respective contract days will be compensated at their per diem. Arrangements may be made with payroll to be paid over twelve months per job log if presented by August 1st.

ARTICLE 13
EFFECTIVE AGREEMENT

Section 13.1. Entire Agreement: The parties acknowledge that during the negotiations which resulted in this agreement, the Board and the Association had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at are thereby set forth in this agreement; and that it shall constitute the entire agreement between the parties for the 2026-2027 school year.

Section 13.2. Modification of Agreement: The terms and conditions of this agreement may be modified by alteration, change, addition to, or deletion, only through the voluntary, mutual written consent of both parties.

Section 13.3. Reopen Clause: Reopening of negotiations under this paragraph shall be strictly limited to the issue of how the total compensation agreed to in this Negotiated Agreement will be allocated between salary and non-indexed compensation; all other terms of this Negotiated Agreement, including the amount of total compensation, are agreed upon and not subject to further negotiations.

Section 13.4. Agreement Authorization: In witness thereof, the parties hereto cause this agreement to be signed by their respective presidents, attested by their respective secretaries, and their signatures to be placed thereon, all on this _____ day of _____, 20____.

NORTH PLATTE EDUCATION ASSOCIATION	NORTH PLATTE BOARD OF EDUCATION
_____	_____
President/date	President/date
_____	_____
Secretary/date	Secretary/date

Grievance Procedure

Level 2____
Level 3____
Level 4____

Date: _____

Aggrieved Person(s): _____

Directed to: _____

Statement of Grievance (detail Specific Nature):

State Specific Term of Provision of the Agreement that is being grieved:

Action Request:

To be used only if settled:
Date:_____
Aggrieved: _____
Administrator/Board President: _____
Terms of Agreement

Response:
_____
(Signature Requested)
_____
(date)

Appendix B

North Platte Public Schools											
Salary Schedule											
Base	**43,100**										
Vertical Index	**5.00%**										
Horizontal Index	**4.00%**										
Degree		**BA**	**BA 9**	**BA 18**	**BA 27**	**MA**	**MA 9**	**MA 18**	**MA 27**	**MA 36**	**MA 45**
Increase		**1**	**1.04**	**1.08**	**1.12**	**1.16**	**1.2**	**1.24**	**1.28**	**1.32**	**1.36**
CTE		**Class O**	**Class 1**	**Class 2**	**Class 3**	**Class 4**					
	Step										
1	1	$43,100	$44,824	$46,548	$48,272	$49,996	$51,720	$53,444	$55,168	$56,892	$58,616
1.05	2	$45,255	$46,979	$48,703	$50,427	$52,151	$53,875	$55,599	$57,323	$59,047	$60,771
1.1	3	$47,410	$49,134	$50,858	$52,582	$54,306	$56,030	$57,754	$59,478	$61,202	$62,926
1.15	4	$49,565	$51,289	$53,013	$54,737	$56,461	$58,185	$59,909	$61,633	$63,357	$65,081
1.2	5	$51,720	$53,444	$55,168	$56,892	$58,616	$60,340	$62,064	$63,788	$65,512	$67,236
1.25	6	$53,875	$55,599	$57,323	$59,047	$60,771	$62,495	$64,219	$65,943	$67,667	$69,391
1.3	7	$56,030	$57,754	$59,478	$61,202	$62,926	$64,650	$66,374	$68,098	$69,822	$71,546
1.35	8		$59,909	$61,633	$63,357	$65,081	$66,805	$68,529	$70,253	$71,977	$73,701
1.4	9			$63,788	$65,512	$67,236	$68,960	$70,684	$72,408	$74,132	$75,856
1.45	10				$67,667	$69,391	$71,115	$72,839	$74,563	$76,287	$78,011
1.5	11					$71,546	$73,270	$74,994	$76,718	$78,442	$80,166
1.55	12						$75,425	$77,149	$78,873	$80,597	$82,321
1.6	13							$79,304	$81,028	$82,752	$84,476
1.65	14								$83,183	$84,907	$86,631
1.7	15									$87,062	$88,786
1.75	16										$90,941

Appendix C

Placement of CTE Educators on Certified Salary Schedule

North Platte Public School District (NPPSD) has a strong tradition of valuing student Career and Technical Education (CTE) opportunities. There are approved *CTE programs in agriculture, business, communication, health sciences, human science & education, and skilled technical sciences. These programs deliver consistently updated CTE curricula by certified industry professionals at 6-12 schools, most of whom reach education directly from the industry.

Many of our programs taught by industry professionals are not industries that require a traditional four-year bachelor's degree to become an educator. For instance, the state requires the automotive technology teacher at NPHS to have experience hours in their field and industry licensing to operate both in the profession they represent and as a classroom instructor. NPPSD and NPHS will continue to broaden the CTE programs, where an industry professional with required hours of industry experience can be endorsed by CTE to teach in these programs.

CTE teachers will now be eligible to move on the teacher's schedule (Appendix B). Here are the guiding principles HR will follow for the placement of new CTE staff:

- *Teachers with an instructional schedule of at least 75% CTE courses will be placed on the CTE schedule.*
- *Qualifying CTE Industry experience is granted for initial step placement, and teachers must have verified employment forms as all certified staff.*
- *HR considers all credits upon initial salary placement. Once accepted, the initial placement is final.*
- *HR will make the final determination of which schedule teachers are initially placed.*
- *Current CTE teachers who do not hold a BA, are teaching 75% or more courses, and have a CTE Authorization will move to BA+9/CTE Authorization. CTE Authorization is now equivalent to BA+9. Once on the CTE path, they can advance with CEU credits or independent studies like any other teachers.*

Initial Step Placement

Each CTE teacher shall be placed on the step corresponding to their years of combined experience in excess of the minimum experience required for the Class in which they qualify.

One full year of experience beyond the minimum equals one step. No teacher may be placed above the maximum step for their Class.

Class 0 (BA / Class 0) = BA

– Valid NDE Career Permit

– Minimum 3 years combined experience.

Class 1 (BA+9 / Class 1) = BA +9

– Meets all Class 0 requirements, and – Minimum Associates degree

– Minimum 5 years combined experience.

Class 2 (BA+18 / Class 2) = BA +18

– Meets all Class 1 requirements, and – Minimum 3 current industry-aligned certifications, and

– Minimum 8 years combined experience.

Class 3 (BA+27 / Class 3) = BA 27

– Meets all Class 2 requirements, and either:

(a) Minimum 5 current industry-aligned certifications and 12 years combined experience, or

(b) Two Associate's Degrees and 10 years combined experience.

Class 4 (MA0 / Class 4) = MA 0

– Meets all Class 3 requirements, and – Holds one or more Master-level industry certifications, and

– Minimum 15 years combined experience.

Moving beyond MA 0 will require instructors to take education classes at the university level and earn a BA degree and then move on to a MA degree. Add a line to the salary schedule:

BA	**BA**	**BA**
0	**9**	**18**
Class 0	**Class 1 (BA+9 / Class 1)**	**Class 2 (BA+18 / Class 2)**

BA	**MA**
27	**0**
Class 3 (BA+27 / Class 3)	**Class 4 (MA0 / Class 4)**