NEGOTIATED AGREEMENT BY AND BETWEEN THE PAWNEE CITY BOARD OF EDUCATION AND THE PAWNEE CITY EDUCATION ASSOCIATION FOR THE 2026-2027 SCHOOL YEAR

The following changes have been duly negotiated by the Pawnee City Board of Education negotiating committee and the Pawnee City Education Association negotiating committee and are to be inserted appropriately in the positions of superseded material from the previous years' agreements. This negotiations section, with the newly negotiated items inserted and hereinafter described, will be the negotiated agreement between the Board and the Pawnee City Education Association.

Both parties concur that this agreement constitutes complete accord on all matters and that if other proposals have been made or considered, they have been withdrawn in consideration of this agreement.

NEGOTIATED ITEMS FOR 2026-2027:

1. Wording Change in Negotiated Agreement
   - Delete year reference on Page 6, Section V., Subsection B.
2. Salary Schedule
   - Increase base salary by $900, from $41,600 to $42,500
3. Extra Duty
   - Add School Store Supplemental of 6%
   - Increase Broadcasting Supplemental from 2.5% to 6%
   - Add Preschool Gold Assessment Tool Application & Implementation Supplemental. (This is in addition to the extended contract for summer home visits). 8%
4. Increase pay for ticket/book/clock
   - Currently $20 for 1-2 games per night and $25 for 3-4 games per night. Increase to $40 for 1-2 games per night and $50 for 3-4 games per night. Add provision for away games book - $50 if using school transportation, $60 if driving own vehicle.
5. Disability
   - Increase from $7 per month to $10 per month.

President, Board of Education

President, Education Association

Chairman, Board of Education
Negotiating Team

Chairman, Education Association
Negotiating Team

I. SCHEDULE IMPLEMENTATION

A. In hiring teachers, all professional experience within the Pawnee City Schools and all years' professional experience obtained in other educational institutions after completion of the Baccalaureate Degree will be counted for vertical placement on the salary schedule. The Board reserves the right to grant additional experience for the fields in which a shortage of teachers occurs without changing any other salary. This may be continued for the term of employment of that teacher. The Board will also notify the PEA Negotiation Team if an individual is hired under this type of situation.

B. Instructors having contracts extending beyond nine (9) months shall receive additional salaries for those months and/or portion of months as agreed by negotiations between the Board and teacher. In addition, any teachers requested to work on committees during the summer will be paid the current E.S.U. #4 rate of pay.

C. Teachers will be allowed to move steps down, steps across, or both provided that said individuals meet experience and educational qualifications as described below.

   All teachers will be paid on the horizontal index of the present negotiated Salary Schedule for semester credit hours obtained in any one of the ways described below, providing that (1) the hours will relate directly to a subject field the teacher is assigned to teach in the Pawnee City Public Schools, (2) said course work is approved by the Superintendent prior to the start of the current school year, and (3) said coursework is taken from a regionally accredited college or university.

   a. Beyond the Bachelor's Degree: A maximum of nine (9) undergraduate hours may be counted for horizontal movement on the salary schedule. Documentation showing "Successful" Completion of hours beyond Bachelor's Degree shall be on file in the Superintendent's office.

   b. Any hours requested by the Board to meet curriculum or accreditation requirements.

D. Salaries shall be based on hours earned prior to September 1. If a teacher attends summer school with the intention of moving to a new preparation level on the salary schedule, the teacher will notify the Board in writing before July 1.

E. Moves on the salary schedule will be limited to one (1) step vertically and to the correct preparation column.

II. ACTIVITY / EXTRA DUTY SCHEDULE

A. The complete extracurricular schedule is stated as a percent of the base salary from the district's salary schedule (see following page).

B. Class sponsors will progress with their respective class.

C. If a salary deduction is necessary, pay for extra-curricular activities will be deducted if the district has to pay for a substitute.

D. Head Coaches of High School Football, Volleyball, Girls Basketball, Boys Basketball, Track, Wrestling, One Act, and Speech are to be granted: An increase of 1% (to 11%) after 3 years of service as head coach, and an additional 1% (to 12%) after 6 years of service as head coach. This applies retroactively to Football, Volleyball, Basketball, Track and Wrestling head coaches active as head coach in school year 2015-16, retroactively to the One Act head coach active as head coach in school year 2025-26, and retroactively to the Speech head coach active as head coach in school year 2026-27.

Activity / Extra Duty	Index	Amount
Activities Director	16.0%	$6,800
Annual ***	4.0%	$1,700
Assessment Chairperson	10.0%	$4,250
Assistant Athletic Director	4.0%	$1,700
Band	8.0%	$3,400
Boys Basketball - Assistant	7.0%	$2,975
Boys Basketball - Head *	10.0%	$4,250
Boys Golf - Head	7.0%	$2,975
Broadcasting	6.0%	$2,550
Coaches' Aide (as determined)	5.0%	$2,125
Cross Country - Head	5.0%	$2,125
FFA	5.0%	$2,125
Football - Assistant	7.0%	$2,975
Football - Head *	10.0%	$4,250
Girls Basketball - Assistant	7.0%	$2,975
Girls Basketball - Head *	10.0%	$4,250
Jr. High Boys Basketball - Assistant	1.0%	$425
Jr. High Boys Basketball - Head	3.0%	$1,275
Jr. High Football - Assistant **	1.0%	$425
Jr. High Football - Head **	3.0%	$1,275
Jr. High Girls Basketball - Assistant	1.0%	$425
Jr. High Girls Basketball - Head	3.0%	$1,275
Jr. High Track (3)	1.5%	$638
Jr. High Volleyball - Assistant	1.0%	$425
Jr. High Volleyball - Head	3.0%	$1,275
Jr. High Wrestling - Head	1.5%	$638
Mentoring Director	5.0%	$2,125
National Honor Society	0.5%	$213
One Act - Assistant (2)	7.0%	$2,975
One Act - Head *	10.0%	$4,250
Quiz Bowl	1.5%	$638
PBIS Coordinator (2)	2.0%	$850
PBIS Coordinator - Assistant (as needed)	1.0%	$425
Preschool Gold Application & Implementation	8.0%	$3,400
Robotics (2)	2.0%	$850
School Store	6.0%	$2,550
Speech - Assistant (1 or 2 as determined)	7.0%	$2,975
Speech - Head *	10.0%	$4,250
Sponsor - Freshman	0.5%	$213
Sponsor - Sophomore	1.0%	$4,25
Sponsor - Junior	2.0%	$850
Sponsor - Senior	0.5%	$213
Sponsor - Jr. High	3.0%	$1,275
Student Council	3.0%	$1,275
Track - Assistant (3)	7.0%	$2,975
Track - Head *	10.0%	$4,250
Vocal Music	6.0%	$2,550
Volleyball - Assistant	7.0%	$2,975
Volleyball - Head *	10.0%	$4,250
Weight Training	4.5%	$1913
Wrestling - Head *	10.0%	$4,250

* Eligible for index increase identified in Section II, sub-Section D.

** For years in which Jr. High Football is co-oped with another school: If the Head Coach is from Pawnee City that shall

be paid at 5% index; or if the Assistant is from Pawnee City, that shall be paid at a 3% index.
*** Annual shall be paid at a 5% index if the sponsor is also in charge of preparing the school newsletter.

III. OTHER DUTIES

A. Event Helpers - Of all varsity games will be paid $40.00 per night when there are two games on the same evening. If there are three or four games scheduled, the pay will be $50.00 per night. This amount is to be paid with their paycheck at the conclusion of each sports season. For personnel keeping book at away games – compensation will be $50 if using school transportation, $60 if driving own vehicle (employee choice).

B. In-House Subbing - The District will provide teachers with supplemental pay when they are assigned to do in-house subbing. In-house subbing occurs when teachers are assigned to sub either during their plan period or during a time that their district schedule is designated for a different duty. Pay shall be equal to the daily sub rate paid to substitute teachers, prorated to the portion of the day worked (e.g. subbing during a HS plan period would be equal to 1/8 of the daily sub rate). Teachers will be responsible for tracking their own in-house subbing, getting the record approved by their supervising administrator, and submitting it to the district office at the end of each month. This amount is to be paid through payroll on a monthly basis.

C. Lunch Duty - The District will provide teachers who supervise lunch a free school meal. If a teacher doing lunch duty prefers to not take a meal, he or she may request that the District reimburse the teachers the adult meal rate for that day. Teachers will be responsible for tracking their own meal reimbursements, getting the record approved by their supervising administrator, and submitting it to the district office at the end of each month. This amount is to be paid through payroll on a monthly basis.

IV. INSURANCE

A. The District will pay 100% for health insurance premiums on an Educators Health Alliance (EHA) Blue Cross/Blue Shield (BC/BS) 4-tier insurance plan for single or family coverage as needed for full time certificated persons and one half the above for half-time certificated personnel. The insurance will be a $1,200 Deductible 4-tier PPO plan. As alternatives to the $1,200 Deductible 4-tier PPO plan, the teacher may choose a BC/BS Alternative Network plan (either Premier Select BlueChoice or Blueprint Health), or a BC/BS Health Savings Account (HSA)-eligible high deductible plan (either at the traditional $1,200 PPO or Alternative Network coverage levels). If the teacher choses a BC/BS $1,200 Deductible 4-tier PPO plan or Alternative Network plan, the District will pay 100% for health insurance premiums on the plan for single or family coverage as needed. If the teacher chooses an HSA-eligible high deductible plan, the District will pay the difference in premium costs between the HSA-eligible high deductible plan that the teachers chooses, and the level for which the teacher would qualify for a $1,200 Deductible 4-tier PPO plan, into a teacher-owned HSA. The District will choose the HSA financial institution that will be used to house the HSA, and the teacher will be responsible for any HSA setup or maintenance fees. Difference-in-premium-cost payments will be deposited into the teacher's HSA accordingly: Two-thirds deposited at the time of January payroll, and one-third deposited at the time of September payroll. Every contract year the teacher will have the option to change between any of the $1,200 Deductible 4-tier PPO, Alternative Network, or HSA-eligible high deductible plans.

   The District will pay dental insurance for full family coverage for EHA Option 2 – 100% A, 75% B, 50% C Coverage.

B. Disability Insurance - The District will pay $7.00 per month on disability insurance ($84.00 per year) with the remainder to be deducted from the teacher's salary. Half-time teachers will be prorated to $3.50 per month ($42.00 per year) with the remainder to be deducted from teacher's salary.

C. The District will pay 100% for single coverage for vision insurance premiums for full time certificated persons and one half the above for half-time certificated personnel.

V. TEACHER LEAVE

Teacher absences from school and/or contracted workdays will be categorized and administered as described. Any days taken beyond the contracted amount will result in 1/185 deduction of their total salary.

A. PTO (Paid Time Off) Leave –

1. Each year, Twelve days (96 hours) of PTO (Paid Time Off) leave will be granted, on an hourly basis. PTO leave the first two weeks and the last two weeks is discouraged. Leave requested either just before or after a regular holiday would be granted based on substitute availability, unless an emergency arises. If an employee uses all of their Twelve (12) PTO days, they may only use days they have accumulated into their "sick bank" from previous years with an accompanying physician's note. If an employee uses all of their Twelve (12) PTO days and they have accumulated 45 or more sick days, they may have the option of earning one (1) extra PTO day by trading five (5) sick-bank days, requesting only one additional PTO day each year.

    - If, at any point in the year a staff member has a catastrophic event (i.e. birth, surgery, accident, etc.) that affects him or herself or an immediate family member (spouse, parent or child), they must use 5 PTO days (or the balance their remaining PTO days if less than 5) towards this event. If more days are needed for this catastrophic event, then they may begin drawing from their sick bank.

    - If the employee does not use all of their Twelve (12) PTO days for the year, they may choose one of the three following options and must notify the District before the final staff check-out time, at the end of the school year (failure to notify the District office by this time will result in automatic deposit into sick bank for that employee or an automatic buy-back if they have over 50 days in their sick-bank):

        a. District will buy back their unused PTO leave at the following rate (to be included in July Paycheck):

            i. 8 or more PTO days at the rate of $75.00 per day.
            ii. Less than 8 PTO days at the rate of $50.00 per day.

        b. Deposit all unused PTO leave into their sick bank, with a maximum of fifty (50) days of sick leave to be accumulated.

        c. Employee can choose to split their unused PTO leave by:

            i. Depositing some unused days into their sick bank and
            ii. Requesting that the District buy back some unused days at the rate (to be included in the July paycheck) as determined by their total unused leave for the year.

2. Upon leaving the district, the district will buy back any unused sick-bank days at the following rates:

    - If employee has been with the district Ten (10) years or less at $10.00 per day.
    - If employee has been with the district Eleven (11) years or more at $25.00 per day.

B. Contract Days – The number of contract days will be 185 days.

C. Bereavement Leave – A maximum of five (5) days may be granted in the event of a funeral for an immediate family member, with additional days being deducted from their "sick-bank" leave. Immediate family includes spouse, children (to include step and foster children), parents, brothers, sisters, grandparents, and spouse's parents and grandparents.

   Bereavement leave for the funeral of a close friend may be granted at the discretion of the administration, with bereavement days being deducted from their "sick-bank" leave.

D. Paid Maternity Leave – Fifteen (15) days of paid maternity leave will be granted to an employee for the birth of a child, or the adoption of a child who is less than one year of age, after all other days of the employee's available leave have been exhausted. Such leave will only be granted in the contract year of the birth or adoption.

E. Unpaid Leave – For teachers covered by the negotiated agreement who are in their first year of employment with the district and/or are not eligible for FMLA, up to 40 days of unpaid leave will be granted for maternity, adoption, disabling injury, long-term illness, or the care of a spouse, son, daughter, or parent with a serious health condition. When utilizing this leave, the teacher's salary will be reduced on a per diem rate, but all other benefits provided in the negotiated agreement and/or board policy will remain in effect. Such leave will only be granted after all other leave afforded through the negotiated agreement has been applied. Moreover, such leave is only available for teachers in their first year of employment prior to the availability of FMLA leave, or who are otherwise ineligible to receive FMLA. At the point in employment at which FMLA becomes available, the leave provided in this section will not be available.

F. Professional Leave – Professional leave may be granted on an "as needed" basis with administrative approval. The school will provide a substitute when necessary.

G. Sub Deduct Days – no more than two (2) per year. Staff can "buy" a leave day for attending State Activities Association-sanctioned contests at the highest level of competition when their child is participating. The cost of buying this day is the daily rate of a substitute teacher.

VI. SHARING SICK LEAVE

If a certified staff member has an emergency situation that calls for an unusual amount of sick leave need and the individual has used all leave available, then the Board of Education and one or more authorized members of the Pawnee City Education Association may meet and, at that time, agree on the number of sick days to be provided to the applicant.

VII. ASSOCIATION USE OF DISTRICT PROPERTY

The Teachers' Association will be allowed limited use of school computers and Internet for personal use. The Association would be allowed limited use of school equipment for Association business, provided the Board may access the Association a reasonable fee for expendable supplies.

VIII. PAYMENT FOR PROFESSIONAL DEVELOPMENT

The District will pay for the cost of professional growth for primary teaching assignment upon the approval by the administration for registration.

IX. GRIEVANCE PROCEDURE

Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

Procedural Steps. The procedure for handling grievances is as set forth below.

Step 1 - Oral Notice to Principal. The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within seven (7) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Principal. If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

Step 3 - Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination.

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

Grievance Meetings or Hearings. All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses as necessary.

Association Representation. A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

Reprisals. No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

Withdrawal of a Grievance. A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

Advanced Step Filing. A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

Time Limitations. Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

X. SAFETY COMMITTEE

There shall be a Safety Committee hereby accomplished through the collective-bargaining process, as provided in NEB. REV. STAT. § 48-443(2)(A). The Safety Committee shall consist of teachers and at least one administrator, and may consist of other pertinent school or community members, as appointed by the superintendent. The Safety Committee shall perform all functions provided for by state statute.

XI. CONTINUATION OF AGREEMENT

This agreement remains in effect until a new agreement is negotiated. There will be no movement on the salary schedule until the new agreement is ratified by PEA and Board of Education.

PAWNEE CITY SCHOOLS
SALARY SCHEDULE
2026-2027

- **$42,500 – BASE SALARY (4 X 4)**
- **$1,200 – BC/BS Deductible with Alternative Network and Dual Choice High Deductible HSA Options**

	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	$42,500 1.00	$44,200 1.04	$45,900 1.08	$47,600 1.12	$49,300 1.16	$51,000 1.20	$52,700 1.24	$54,400 1.28
2	$44,200 1.04	$45,900 1.08	$47,600 1.12	$49,300 1.16	$51,000 1.20	$52,700 1.24	$54,400 1.28	$56,100 1.32
3	$45,900 1.08	$47,600 1.12	$49,300 1.16	$51,000 1.20	$52,700 1.24	$54,400 1.28	$56,100 1.32	$57,800 1.36
4	$47,600 1.12	$49,300 1.16	$51,000 1.20	$52,700 1.24	$54,400 1.28	$56,100 1.32	$57,800 1.36	$59,500 1.40
5	$49,300 1.16	$51,000 1.20	$52,700 1.24	$54,400 1.28	$56,100 1.32	$57,800 1.36	$59,500 1.40	$61,200 1.44
6	$51,000 1.20	$52,700 1.24	$54,400 1.28	$56,100 1.32	$57,800 1.36	$59,500 1.40	$61,200 1.44	$62,900 1.48
7	$52,700 1.24	$54,400 1.28	$56,100 1.32	$57,800 1.36	$59,500 1.40	$61,200 1.44	$62,900 1.48	$64,600 1.52
8		$56,100 1.32	$57,800 1.36	$59,500 1.40	$61,200 1.44	$62,900 1.48	$64,600 1.52	$66,300 1.56
9			$59,500 1.40	$61,200 1.44	$62,900 1.48	$64,600 1.52	$66,300 1.56	$68,000 1.60
10				$62,900 1.48	$64,600 1.52	$66,300 1.56	$68,000 1.60	$69,700 1.64
11					$66,300 1.56	$68,000 1.60	$69,700 1.64	$71,400 1.68
12					$68,000 1.60	$69,700 1.64	$71,400 1.68	$73,100 1.72