

**Professional Negotiations  
Agreement**

**between the**

**Fillmore Central Education  
Association**

**and the**

**Board of Education  
District #30-0025**

**for the**

**2026-2027 Contract Year**

**ARTICLE I  
NEGOTIATED AGREEMENT**

This agreement is made and entered into by and between the Fillmore Central Education Association and the Board of Education of Fillmore Central Public Schools, District #30-0025, of Fillmore County, Geneva, 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 2026-2027 school year.

**NONDISCRIMINATION STATEMENT:** The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

**ARTICLE II  
SALARY SCHEDULE**

The base salary for a teacher with a bachelor's degree and no prior experience shall be forty one thousand two hundred and fifty dollars (\$41,250) for the 2026-2027 school year. The vertical increment of the schedule shall be four percent (4%) and the horizontal increment shall be four percent (4%). The vertical steps and horizontal lanes of the schedule are shown on Appendix A.

The Board of Education shall grant all years of experience toward initial placement on the salary schedule for experience as a full-time teacher in an accredited school. In instances when the Board deems it necessary, it may grant an applicant additional years of previous experience toward placement on the salary schedule regardless of the applicant's actual experience.

Teachers must have the recommendation of the administrator for vertical advancement on the salary schedule which shall be limited to a maximum of one step per year. Teachers may be recommended to be rehired without advancement on the salary schedule, but in no instance shall a teacher be held two consecutive years on step due to lack of administrative recommendation. If a teacher is not recommended for advancement on the schedule for a second consecutive year, he/she shall be recommended for dismissal or non-renewal of contract. A teacher completing more than one half year (51%) in this District will receive credit for one full year and be eligible to move vertically to the next step on the salary schedule.

Annual horizontal movement shall not be limited to one column. In order to advance horizontally on the salary schedule past the MA column, hours taken must be in courses approved by the Superintendent and must be taken after the Master's degree has been awarded.

**ARTICLE III  
EXTRA-DUTY SCHEDULE**

Compensation for extra-duty assignments shall be according to the extra-duty schedules which are attached hereto as Appendix B and made part of this agreement. Additional coaching positions will be added to the extra duty schedule if/when Fillmore Central adds a board approved sport or activity.

All persons eligible to advance on the extra-duty schedules for 2026-27 shall be advanced.

All staff will assume responsibility for supervision, selling tickets, etc. at two (2) home activities with no compensation paid by the district. After working two home activities, staff will be compensated for additional activity work according to pay schedule shown in "Appendix D". It is the responsibility of the staff member working at the activity to write down hours worked and give those hours to the Activity Director's secretary following the activity. Staff will also be issued both a faculty pass and an SNC pass.

## **ARTICLE IV INSURANCE**

### **1. HEALTH & DENTAL INSURANCE.**

The board agrees to pay in full the premium of health insurance for full-time teachers and the proportion of health insurance premiums equal to the proportionate ratio for part-time teachers. The insurance plan paid by the District for the 2026-2027 school year shall be the Educators Health Alliance (EHA) Blue Preferred \$1,050 Deductible or the \$3,800 HSA Dual Choice. The dental shall be the Educators Health Alliance (EHA) PPO 100% (A), 75% (B), and 50% (C). The coverage provided shall be from one of the following tiers: Employee; Employee and Children; Employee and Spouse; Employee, Spouse and Children. A teacher may, within the administrative framework of the plan, waive any part or all of the benefits granted under this section, but in doing so shall not be entitled to cash in lieu payments. The following specific benefits are available for 2026-2027.

- 1.1 **Employee Coverage:** The board shall pay premiums for employee health plus Employee dental coverage in an amount not to exceed **\$10,964.76** annually.
- 1.2 **Employee and Children Coverage:** The board shall pay premiums for Employee and Children Health plus Employee dental in an amount not to exceed **\$19,950.84** annually.
- 1.3 **Employee and Spouse Coverage:** The board shall pay premiums for Employee and Spouse Health plus Employee dental in an amount not to exceed **\$22,593.48** annually.
- 1.4 **Employee, Spouse, and Children Coverage:** The board shall pay premiums for Employee, Spouse, and Children Health plus Employee dental in an amount not to exceed **\$30,202.56** annually.
- 1.5 **Both employed:** In the case of a married couple that are both employed by the district, the board shall pay, in addition to the qualified tier coverage for Health Insurance, the full premium to provide full family Educators Health Alliance (EHA) PPO 100% (A), 75% (B), and 50% (C) dental insurance.

### **2. LONG TERM DISABILITY INSURANCE.**

The board agrees to provide long term disability insurance to cover each certified employee who is represented by the bargaining unit. The specifications for such insurance shall provide for sixty-six and two-thirds percent (66 2/3%) coverage with a maximum monthly benefit of \$5,556, at end of accumulated sick leave elimination period, waiver of pre-existing conditions, waiver of evidence of insurability, survivorship benefits, benefits integrated with primary social security only and no restrictions on mental conditions.

Beginning in the 1998-99 school year, the Board will pay each certified employee the amount the LTD premium costs, and then this amount will be deducted from the employees check to pay the LTD premium. By doing this, any benefits received will be non-taxable to the employee.

**3. LIFE INSURANCE.**

The board agrees to provide a \$10,000 term life insurance policy for each certified employee.

**ARTICLE V  
TAX SHELTERED ANNUITIES**

The board of education will make tax sheltered annuities available to teachers through payroll deduction.

**ARTICLE VI  
LEAVES**

**1. SICK LEAVE (also see Board Policy #4011 Family Medical Leave Act)**

A teacher shall be granted leave for personal illness, non-elective surgery or other condition resulting in disability in the following manner: Pregnancy related disability and illness shall be considered disability under this provision. Note that FMLA also includes references to adoption leave.

**1.1 Number of Days; Accumulation.**

In the first and each succeeding year of employment, a teacher shall be entitled to ten (10) days of sick leave, accumulative to a maximum of sixty (60) days.

**1.2 Reduction of Sick Leave Entitlement.**

Absence for an hour or a fraction of an hour shall result in the reduction of the teacher's sick leave entitlement by five minute increments for each hour or fraction thereof. Authorized absences preceding or following the school's scheduled class periods shall not result in the reduction of the teacher's sick leave entitlement. Each day's absence for illness or disability-related reasons in excess of the teacher's accumulated sick leave shall result in the loss of a contract day's pay.

**1.3 Use For Family Members and Dependent Children.**

Sick leave of as many as fifteen (15) days per year (non-accumulative) may be used for the following:

- 1.31. Absences required to be with a member of the immediate family for medical care.
- 1.32. Absences required to provide for an immediate family member during an illness or after an accident.
- 1.33. Sick leave may be used for a teacher's or a dependent child's doctor or dental appointment that cannot be scheduled before or after school hours.
- 1.34. One day of sick leave may be used for the birth or a grandchild.

Employees who desire additional unpaid leave may submit a request to the school board as provided in Ne. Rev. Stat 79-838.

**1.4 Certification of Illness, Disability or Ability.**

Any teacher who is absent for five (5) continuous contract days may be required to certify his or her illness, disability or ability to perform teacher duties with a physician's statement which shall be filed with the central administrative office. A teacher who is absent for five (5) or more continuous contract days may be required to certify the dates of the period of his or her illness or disability with a physician's statement.

**1.5 Physical or Mental Examination.**

A physical or mental examination may be required at any time by the Board of Education if a question arises regarding a teacher's health interfering with his or her adequate contractual performance. Such examination shall be at the board's expense and performed by a physician who shall be named by the board.

**1.6 Immediate Family.**

For the purposes of the sick leave provision, immediate family shall mean the teacher's spouse, mother, father, child, grandchild, siblings, grandparents or spouse's mother, father or grandparents.

**1.7 Compensation for Unused Sick Leave**

Certified employees who are maxed out on their sick leave accrual may be paid for up to (5) days of sick leave above the maximum accrual amount. Rate: 50% of the substitute teacher rate the district pays for certificated teachers for each day.

**2. PERSONAL LEAVE.**

Two (2) days of personal leave per year without loss of pay, shall be made available to each teacher for personal leave. Personal leave shall be prorated for those teachers who work less than full-time. Teachers who do not use personal leave shall be entitled to compensation equal to 100% of the daily rate for substitutes for all unused days.

Beginning with the 2023-2024 school year, in the first and each succeeding year of employment, a teacher shall be entitled to two (2) personal days leave, accumulative to a maximum of five (5) days. Only the two days given for the current contract year may be sold back. Teachers can apply for a third personal day each year and be docked at the sub rate, but this day may not be saved.. **Personal leave days cannot be used on Parent-Teacher Conferences days. Personal days cannot be used the first or last day of school unless administration approved. All personal days must be pre-approved by administration.**

If a Fillmore Central teacher has a Fillmore Central school aged child participating in any state level competition and/or recognition for Fillmore Central Public School, the teacher may apply for one additional "personal day" to attend that event without being docked, or having to exhaust their regular "personal days". Only one of these "personal days" may be used each year.

**2.1 Requirements.**

Except in the case of an emergency, a teacher must submit a written request for personal leave at least three (3) working days prior to the teacher's intended day of absence. Teachers in the three attendance centers shall be considered separately for granting personal leave days. Leave requests shall be granted in the order they are requested; however, no more than four (4) teachers total from each attendance center shall be granted personal leave on the same day. At the teacher's discretion, application for personal leave may be made directly to the Superintendent.

A teacher taking personal leave shall make adequate preparation for the work to be performed by the substitute teacher. This obligation shall be cleared with the building principal in advance of the absence.

**2.2 Leave Without Pay.**

The Superintendent may, in his/her sole discretion, authorize leave without pay for the reasons set forth below:

- 2.21 To prepare for participation in professional meetings, conferences and conventions outside the school district.
- 2.22 To accompany a son, daughter or other person in teacher's custody to enroll in an institute of higher learning.
- 2.23 For absence caused by unforeseen circumstances beyond the teacher's control (i.e. travel delays).
- 2.24 To pursue travel of educational and cultural value. This leave shall be limited to a single trip every five years. Leave under this provision shall be with full loss of pay and shall not exceed ten (10) working days.

2.25 To take a business trip which could have been taken care of outside school hours.

2.26 For such other reasons as are deemed proper by the Superintendent.

### **3. PROFESSIONAL LEAVE**

#### **3.1 Professional Leave for Teachers**

Each full-time teacher shall have as many as two (2) days of professional leave (professional leave for part-time teachers shall be prorated according to their FTE). Each teacher must secure administrative approval regarding the proposed leave. The administration shall have the authority to direct teachers to attend additional professional development activities at the administration's discretion. Professional leave taken by a teacher at the administrator's request shall not count against the teacher's two (2) days of professional leave. In special cases, the superintendent shall have the authority, in his/her sole discretion, to grant additional professional leave.

#### **3.2 Professional Leave for Coaches/Sponsors**

Each activity shall be granted two (2) professional leave days to attend a state competition, provided that their team, group or individuals fail to qualify for the state competition. These days may be used by one coach/sponsor, or they may be split between more than one coach/sponsor of that particular activity.

### **4. BEREAVEMENT LEAVE**

A teacher may be granted as many as five (5) days of leave per event because of bereavement in the following manner:

#### **4.1 Leave with Full Pay.**

A teacher may be granted leave with full pay for absence due to grief because of the death of a family member, relative or close friend. In cases of exceptional need, the Superintendent shall have the authority, in his sole discretion, to grant an additional five (5) days of bereavement leave.

#### **4.2 Approval of Leave.**

Bereavement leave shall require the approval of the superintendent of schools. All employees who are granted bereavement leave shall file appropriate forms through their principal to the office of the superintendent in advance of the leave whenever possible and immediately upon returning in other cases.

#### **4.3 Reduction of Bereavement Leave Entitlement.**

Absence for an hour or a fraction of an hour shall result in the reduction of the teacher's bereavement leave entitlement by one hour for each hour or fraction thereof. The school day is defined as seven (7) hours. Authorized absences preceding or following scheduled class periods shall not result in the reduction of the teacher's bereavement leave entitlement. Each day's absence for bereavement purposes in excess of five (5) days shall result in the loss of a contract day's pay.

### **5. SCHOOL ACTIVITY**

Whenever teachers are absent from school due to school activities in which they are supervising students, they shall complete the request for leave form in detail and describe the school activity. Absences due to school activity does not affect any other leave conditions.

## **ARTICLE VII SUBSTITUTE TEACHING**

All teachers who are asked to substitute for their colleagues may decline to do so without recrimination or chastisement if the assignment prevents the teacher from having a normal planning period that day. Teachers who perform substituting duties shall be paid on the hourly basis of a substitute teacher rate. (Hourly rate is based on a 7 hour day.)

**ARTICLE VIII  
WORKPLACE INJURY PREVENTION AND SAFETY COMMITTEE**

Committees, the superintendent shall establish and determine a Workplace Injury Prevention and Safety Committee (Safety Committee) with at least one representative from each school building.

**ARTICLE IX  
GRIEVANCES**

Grievances shall be filed and processed according to the procedure outlined in Appendix C.

**ARTICLE X  
CONTRACTS**

1. Contract Year. The contract year will be one hundred eighty-five (185) contract days for the 2026-2027 school year.

2. Return of Contracts. Teachers shall have fifteen (15) days from the date of issuance to sign and return contracts of employment. The superintendent may extend that deadline to accommodate extenuating circumstances.

**ARTICLE XI  
DURATION**


The duration of this agreement shall be the school year of 2026-2027. The school year shall be defined as the period of time from the commencement of school in August, 2026, to the day preceding the commencement of school in August of the following year.

**ARTICLE XII  
AGREEMENT**

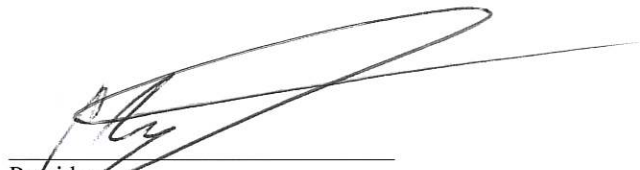
This agreement sets forth the entire intent and understanding of the parties hereto.

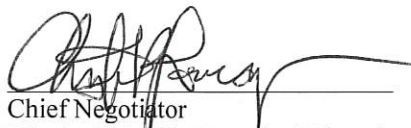
Either party to this agreement may request discussion concerning any part of this agreement which may be in conflict with statute or concerning any oversight. Both parties may mutually agree to open the part of the agreement needed for discussion and may mutually agree to correct it with a memorandum of understanding signed by the chief negotiator of both parties.

Dated this 16 day of Feb, 2026

  
\_\_\_\_\_  
President,  
Education Association

  
\_\_\_\_\_  
Chief Negotiator  
Education Association

  
\_\_\_\_\_  
President  
District #30-0025 Board of Education

  
\_\_\_\_\_  
Chief Negotiator  
District #30-0025 Board of Education



**EXTRA DUTY SCHEDULE**

**2026-2027**

**Base Salary**

**\$41,250.00**

**FILLMORE CENTRAL**

FAALL SPORTS		Coach/Sponsor	Step	1	2	3	4	5	%Assign	Salary
FOOTBALL	Head Varsity Coach			12.00%	13.00%	14.00%	15.00%	16.00%		\$0.00
	Varsity Asst/JV Football			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	Varsity Asst/JV Football			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	Varsity Asst/JV Football			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	Junior High Football			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	Junior High Football			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	Junior High Football (If more than 30)			2.00%	2.50%	3.00%	3.50%	4.00%		\$0.00
VOLLEYBALL	Varsity Head Volleyball			12.00%	13.00%	14.00%	15.00%	16.00%		\$0.00
	Varsity Asst/JV Volleyball			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	**Varsity Asst./JV/Reserve Volleyball			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	8th Grade Volleyball			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	7th Grade Volleyball			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	Junior High Volleyball (If more than 30)			2.00%	2.50%	3.00%	3.50%	4.00%		\$0.00
SOFTBALL	Varsity Head Softball			12.00%	13.00%	14.00%	15.00%	16.00%		\$0.00
	Varsity Asst/Softball			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
CROSS COUNTRY	Cross Country			12.00%	13.00%	14.00%	15.00%	16.00%		\$0.00
	Varsity Asst./JV Cross Country			7.50%	8.00%	8.50%	9.00%	9.50%		\$0.00
WINTER SPORTS		Coach/Sponsor	Step	1	2	3	4	5	%Assign	Salary
BASKETBALL	Varsity Head Boys BB			12.00%	13.00%	14.00%	15.00%	16.00%		\$0.00
	Varsity Asst & JV Boys BB			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	Varsity Asst & Reserve Boys BB			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	8th Boys Basketball			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	7th Boys Basketball			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	Junior High Boys Basketball (If more than 25)			2.00%	2.50%	3.00%	3.50%	4.00%		\$0.00
	Varsity Head Girls BB			12.00%	13.00%	14.00%	15.00%	16.00%		\$0.00
	Varsity Asst & JV Girls BB			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	Varsity Asst & Reserve Girls BB			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	8th Girls Basketball			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	7th Girls Basketball			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	Junior High Girls Basketball (If more than 25)			2.00%	2.50%	3.00%	3.50%	4.00%		\$0.00
WRESTLING	Varsity Head Boys Wrestling			12.00%	13.00%	14.00%	15.00%	16.00%		\$0.00
	Varsity Asst & JV Boys Wrestling			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	Varsity Head Girls Wrestling			12.00%	13.00%	14.00%	15.00%	16.00%		\$0.00
	Varsity Asst & JV Girls Wrestling			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	Jr. High Boys Wrestling			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	Jr. High Girls Wrestling			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	Jr. High Boys Wrestling (If more than 15)			2.00%	2.50%	3.00%	3.50%	4.00%		\$0.00
	Jr. High Girls Wrestling (If more than 15)			2.00%	2.50%	3.00%	3.50%	4.00%		\$0.00
SPRING SPORTS		Coach/Sponsor	Step	1	2	3	4	5	%Assign	Salary
TRACK	Varsity Head Girls Track			12.00%	13.00%	14.00%	15.00%	16.00%		\$0.00
	Varsity Head Boys Track			12.00%	13.00%	14.00%	15.00%	16.00%		\$0.00
	Assistant Track			7.50%	8.00%	8.50%	9.00%	9.50%		\$0.00
	Assistant Track			7.50%	8.00%	8.50%	9.00%	9.50%		\$0.00
	Assistant Track			7.50%	8.00%	8.50%	9.00%	9.50%		\$0.00
	Jr. High Track-Girls			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	Jr. High Track-Boys			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	Junior High Track (If more than 30)			2.00%	2.50%	3.00%	3.50%	4.00%		\$0.00
GOLF	Golf			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
OTHER ACTIVITIES/CLUBS		Coach/Sponsor	Step	1	2	3	4	5	%Assign	Salary
MUSIC	Pep Band / Marching Bd			6.00%	7.00%	8.00%	9.00%	10.00%		\$0.00
	Swing Choir			4.00%	4.50%	5.00%	5.50%	6.00%		\$0.00
	HS Musical Director			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	Assistant HS Musical Director			4.00%	4.50%	5.00%	5.50%	6.00%		\$0.00
DRAMA	Drama Director			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	Assistant Drama Director			4.00%	4.50%	5.00%	5.50%	6.00%		\$0.00
SPEECH	Speech Coach			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	Assistant Speech Coach			4.00%	4.50%	5.00%	5.50%	6.00%		\$0.00
ORGANIZATION	FFA Sponsor			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	FCCLA Sponsor			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
	FBLA Sponsor			8.50%	9.00%	9.50%	10.00%	10.50%		\$0.00
ACTIVITIES	Yearbook Advisor			4.00%	4.50%	5.00%	5.50%	6.00%		\$0.00
	Mock Trial			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	National Honor Society			1.00%	1.25%	1.50%	1.75%	2.00%		\$0.00
	Quiz Bowl Sponsor			2.00%	2.50%	3.00%	3.50%	4.00%		\$0.00
	Head Cheerleading			6.50%	7.00%	7.50%	8.00%	8.50%		\$0.00
	E-Sports (1st School Year Season)			5.00%	5.50%	6.00%	6.50%	7.00%		\$0.00
	E-Sports (2nd School Year Season)			2.50%						\$0.00
E-Sports (3rd School Year Season)			2.50%						\$0.00	
CLASSES	9th Grade Sponsor			1.00%	1.25%	1.50%	1.75%	2.00%		\$0.00
	10th Grade Sponsor			1.00%	1.25%	1.50%	1.75%	2.00%		\$0.00
	11th Grade Sponsor			2.00%	2.50%	3.00%	3.50%	4.00%		\$0.00
	12th Grade Sponsor			2.00%	2.50%	3.00%	3.50%	4.00%		\$0.00

# Grievance Procedure

# Appendix "C"

## PREFACE

**Definition of Grievance.** A grievance is an allegation by an employee, group of employees or the Association that there has been a misunderstanding, interpretation or violation of an express provision of this Agreement or of a board policy.

**Procedural Steps.** The procedure for handling grievances shall be as set forth below.

### **Step 1 - Oral Notice to Principal**

The grievant shall first take up the grievance by presenting it to his or her principal within seven (7) days of the incident or learning 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 or the Association representative shall present the grievance in writing to the principal.

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

### **Step 3 - Written Appeal to the Superintendent of Schools**

If the determination of the principal is not satisfactory to the grievant, the grievant or the Association may appeal it to the Superintendent of Schools. Said appeal shall be presented, in writing, to the office of the Superintendent of Schools within five (5) days of the determination made by the principal.

The Superintendent of Schools shall hold a hearing within five (5) days of receiving the written appeal. The Superintendent shall make a written determination regarding the grievance within five (5) days of the date of the hearing.

### **Step 4 - Appeal to the Board of Education**

If the determination of the Superintendent of Schools is not satisfactory to the grievant, the grievant or the Association may appeal it to the Board of Education 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 and Association of its decision within five (5) days of the hearing.

**Written Presentation.** All grievances presented at Step 2 and subsequent steps of the procedure shall set forth the facts giving rise to the grievance; the provision(s) of the Agreement, board policy alleged to have been violated; the names of the grievant(s); and the remedy sought. All grievance at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee and/or the Association representative. 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 and the grievant's designated representatives.

**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. If a grievant chooses not to have an Association representative assist him or her, the Association, at its discretion, may have a representative present at any meetings, appeals or other proceedings relating to a grievance which has been formally presented. Nothing herein shall be construed as limiting the right of any teacher to discuss his or her grievance informally with his or her immediate supervisor and to have the grievance resolved informally. The Association shall be notified in writing of the issues and settlement before any settlement becomes effective. The settlement shall not be inconsistent with the terms of the negotiated agreement.

**Reprisals.** No reprisals of any kind shall be taken against any employee who utilizes this grievance procedure.

**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. When the Association believes that 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.

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

**Time Limitations.** The time limitations set forth in this procedure are of the essence of the Agreement. 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 the grievance is not timely submitted at Step 1 or Step 2, it shall be deemed waived. If the grievance is not timely appealed to Step 3, 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 the Agreement, the grievance shall automatically proceed to the next step.

## Appendix "D"

The following pay schedule shall be applied for all home events unless otherwise noted. Each staff member is expected to serve in the capacity of either a ticket seller, taker and/or supervisor twice during each school year. Other positions listed on this schedule are voluntary and are filled on a first come, first serve basis subject to final approval by the Activities Director.

### FOOTBALL

Ticket Seller/Taker	\$25.00 per varsity game \$20.00 per JH/JV game
Scoreboard Operator	\$30.00 per varsity game \$25.00 per JH/JV game
Announcer	\$35.00 per varsity game \$30.00 per JV/JH game
Chain Crew (4)	\$15 each per varsity game \$10 eac per JH/JV game
Supervisor	\$50.00 per event

### VOLLEYBALL

Ticket Seller/Taker	\$25.00 per game
Scoreboard Operator	\$25.00 per varsity game \$25.00 per JH/JV game
Scorekeeper	\$25.00 per varsity game \$25.00 per JH/JV game
Supervisor	\$50.00 per event
Linesman	\$30.00 per varsity game
Sub-Varsity Lineman	\$25.00 per match
Libero tracker	\$15.00 per game

### SOFTBALL

Ticket Seller/Taker	\$25.00 per game
Scoreboard Operator	\$25.00 per game
Scorekeeper	\$25.00 per game
Supervisor	\$50.00 per game

### BASKETBALL

Ticket Seller/Taker	\$25.00 per game
Scoreboard Operator	\$25.00 per game \$20.00 per JH/JV game
Shot Clock Operator	\$25.00 per game \$20.00 per JH/JV game
Scorekeeper	\$25.00 per game \$20.00 per JH/JV game
Supervisor	\$50.00 per game

### WRESTLING

Ticket Seller/Taker	\$25.00 per dual/tri/quad \$65.00 per tournament
Scorekeeper	\$25.00 per dual/tri/quad \$55.00 per tournament
Scoreboard Operator	\$25.00 per dual/tri/quad \$55.00 per tournament

Announcer \$25.00 per dual or \$105 per tournament  
Supervision \$50.00 per event

**TRACK**

Ticket Seller/Taker \$25.00 per invite  
No gate for dual/tri/quad  
Announcer \$35.00 per invite  
\$25.00 per dual/tri/quad  
Timer/Computer scorer TBD

Sub-District, District and Conference Athletic event duties and pay will be arranged by the Activities Director.