

**Conestoga Public Schools
2025-2026
Negotiated Master Agreement**

LEAVES

I. SICK LEAVE

Accumulative: At the beginning of each school year, each teacher, subject to his/her full-time equivalency (FTE) ratio, shall be credited with a 10-day sick leave allowance to be used for absences caused by illness or physical ability of the teacher or a member of the teacher's immediate family. The unused portion of such allowance shall accumulate from year to year up to 45 days. (For the purpose of this section, "immediate family" is defined as the teacher's spouse, child, parent, or other person living in the same home as the teacher. Exceptions may be made at the discretion of the superintendent.) The Board shall furnish, upon request, to each teacher, a statement setting forth the total of sick leave credit. Teachers who have accumulated 45 days of sick leave at the end of the school year can bank and carry those days forward to the next school year and start that year with 45 days plus (+) the additional credited 10-day sick leave allowance given ($45+10=55$ sick leave days). Each year, a teacher will not be able to carry forward no more than 45 days.

II. PERSONAL LEAVE

At the beginning of each school year, each teacher, subject to his/her full-time equivalency (FTE) ratio, shall be credited with two (2) days of paid personal leave. Notification to the teacher's principal or other immediate supervisor for personal leave shall be made at least (5) days before taking such leave (except in the case of emergencies). Up to two (2) personal days earned from previous years may be carried forward allowing a maximum of four (4) personal leave days per year.

Upon separation of employment (after a minimum ten (10) years of service with Conestoga), a teacher will receive payment of $\frac{1}{2}$ of the current year substitute teacher pay for unused sick and personal leave. This payment will include any unused accumulative days up to 50 days.

III. PROFESSIONAL LEAVE

Professional leave shall be granted at the discretion of the administration. Teachers should make requests for professional leave in writing, to their building principal.

IV. BEREAVEMENT LEAVE

Teachers shall be granted up to three (3) days of paid bereavement leave in case of each death in the immediate family. In this case, immediate family shall include spouse, child, parent, grandparent, grandchild, mother or father-in-law, sister, brother, son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt, uncle, niece or nephew. The Superintendent may in cases of extended hardship have the authority to grant additional days. Paid days used for bereavement leave for a death other than in the immediate family will be one day.

V. EMERGENCY LEAVE

Emergency leave may be granted by the Superintendent to teachers to be with a family member (defined in the bereavement leave) who is seriously ill and/or in the hospital. Emergency Leave is available only in circumstances where no other leave permitted by the Agreement, board policy, or state or federal law is or would be available. Emergency Leave is unpaid leave, meaning the employee's full pay and benefits costs will be reduced from the employee's pay during the period(s) in which Emergency Leave is taken. Emergency Leave is capped at no more than 15 duty days, at which point the teacher must either return to duty or resign.

VI. LEAVE OF ABSENCE

After a minimum of three years of service, an extended leave may be granted.

1. Requests for leaves of absence must be submitted in writing to the superintendent and will be acted upon by the Board of Education at its next regular meeting.
2. Leaves may be granted for up to one year. To continue leave beyond one year, the employee must reapply each year, by March 1st.
3. During the leave of absence, employees will not receive salary.
4. During the leave of absence, the employee may obtain health insurance coverage through the district group program at their own expense.
5. When an employee wishes to return from leave, he/she shall report this intention in writing to the superintendent on or before March 1st of the year in which the leave is in effect. If no such notice is received on or before March 1st, this will be considered a resignation. The school district shall not be responsible to remind an employee of this regulation.
6. An employee cannot be guaranteed that he/she will return to the position held prior to leave of absence. However, an effort will be made to place the employee in a comparable position upon returning to employment.
7. The employee that is granted a leave of absence will resume their previous placement upon the Salary Schedule.

INSURANCE

The district will pay the \$1050 deductible insurance plan for the teacher based on single, married, single with children, or married with children and single dental insurance. In the event the district employs a teacher and spouse the district will offer married or family dental insurance.

The District will offer long-term disability benefits for certificated staff members employed at .5 FTE or greater.

CONTRACT DAYS

The number of contract days is management prerogative and shall not be negotiated. The Board has determined that the 2025-2026 annual employment period for employees shall be up to 185 contract days.

ATHLETIC PASSES

Each teacher will receive a pass to all home athletic contests, which will admit the teacher, spouse, and children through 8th grade.

SUBSTITUTE TEACHERS

If the administration is unable to find a substitute teacher at a particular time, it may assign another regular teacher to the vacant position. The regular teacher so assigned will receive compensation of \$30.00 per class for the additional duties performed, if the assignment results in no planning period during the student day. Teachers so assigned shall receive pay for the extra duty only if they are not regularly assigned for the time they serve as a substitute.

GRIEVANCE

Any certificated staff member shall have the right to file grievances regarding the implementation, interpretation or application of the terms of this master contract. Such grievance action shall follow the procedure set forth in Policy 4013. A copy of Policy 4013 shall be given to the local association president each year and to new teachers.

PROFESSIONAL GROWTH

See attached Board Policy 4032.

PART TIME TEACHERS

Any teachers employed on less than a full-time basis shall be entitled to and receive all benefits provided full-time teachers on a pro-rated basis. Pro-rating leave for part-time teachers shall be based upon the number of contract days they serve the district.

USE OF SCHOOL DISTRICT COMMUNICATION SYSTEMS

The Association and each member of the certificated staff, subject to the Negotiated Agreement, as a benefit of employment, shall be allowed to make reasonable use of the School District's computer network and communication systems, including teacher's mailboxes, teacher bulletins, intercom, e-mail, telephones, etc.; provided, however, use of communication systems incurring a special toll charge or additional expenditure of school funds shall not be used without prior administrative approval and reimbursement to the School District associated with such use. Use of the School District's communication systems shall not cause unnecessary interruption of school programs. The Association's and an employee's use of district property and communication systems shall comply with all state and federal laws, including the Nebraska Political Accountability and Disclosure Act (NEB. REV. STAT. § 49-1401 through § 49-14,142).

INITIAL PLACEMENT ON THE SALARY SCHEDULE

Initial placement of a newly hired employee with no teaching experience shall be on Step 1 of the index schedule. For a newly hired employee with previous teaching experience in approved and/or accredited schools, the Board shall credit the employee with each year of previous full-time teaching experience, up to fifteen years. Base Salary for 2025-2026 is \$41,500.

NONDISCRIMINATION

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 race, color, religion, sex, disability, or national origin.

SAFETY COMMITTEE

The Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.

JOINT PREPARATION AND CONSTRUCTION

This Negotiated Agreement is the product of a collectively-bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.

MANAGEMENT RIGHTS

Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the District, including, but not limited to, the rights, in accordance with its sole and exclusive judgement and discretion: to reprimand, suspend, discharge, or otherwise discipline employees; to determine the number of employees to be employed; to hire employees, determine their qualifications, and assign and direct their work; to promote, demote, transfer, and recall to work; to suspend, discharge, or discipline employees as provided by statute; to set the standards of productivity and the services to be rendered; to maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; to set the starting and quitting time and the number of hours to be worked; to set the school calendar; determine class sizes; to use independent contractors to perform work or services; to subcontract, contract out, close down, or relocate the District's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service; to control and regulate the methods, materials, processes, curriculum, and equipment and other property of the District; to determine which extracurricular activities may be supported or sponsored; to determine the number, location and operation of departments, divisions, and all other units of the District; to issue, amend and revise policies, rules, regulations, and practices; and to take whatever action is either necessary or advisable to determine, manage, and fulfill the mission of the District and to direct the District's employees. The District's failure to exercise any right, prerogative, or function hereby reserved to it, or the District's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the District's right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

WAIVER OF BARGAINING RIGHTS AND AMENDMENT TO AGREEMENT

During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject

Conestoga Public Schools 2025-2026

Base = \$41,500.00

	BA	BA + 9	BA + 18	BA + 27	BA + 36 MA	MA + 9	MA + 18	MA + 27	MA + 36
1	1.00 \$41,500	1.04 \$43,160	1.08 \$44,820	1.12 \$46,480	1.16 \$48,140	1.20 \$49,800	1.24 \$51,460	1.28 \$53,120	1.32 \$54,780
2	1.04 \$43,160	1.08 \$44,820	1.12 \$46,480	1.16 \$48,140	1.20 \$49,800	1.24 \$51,460	1.28 \$53,120	1.32 \$54,780	1.36 \$56,440
3	1.08 \$44,820	1.12 \$46,480	1.16 \$48,140	1.20 \$49,800	1.24 \$51,460	1.28 \$53,120	1.32 \$54,780	1.36 \$56,440	1.40 \$58,100
4	1.12 \$46,480	1.16 \$48,140	1.20 \$49,800	1.24 \$51,460	1.28 \$53,120	1.32 \$54,780	1.36 \$56,440	1.40 \$58,100	1.44 \$59,760
5	1.16 \$48,140	1.20 \$49,800	1.24 \$51,460	1.28 \$53,120	1.32 \$54,780	1.36 \$56,440	1.40 \$58,100	1.44 \$59,760	1.48 \$61,420
6	1.20 \$49,800	1.24 \$51,460	1.28 \$53,120	1.32 \$54,780	1.36 \$56,440	1.40 \$58,100	1.44 \$59,760	1.48 \$61,420	1.52 \$63,080
7		1.28 \$53,120	1.32 \$54,780	1.36 \$56,440	1.40 \$58,100	1.44 \$59,760	1.48 \$61,420	1.52 \$63,080	1.56 \$64,740
8		1.32 \$54,780	1.36 \$56,440	1.40 \$58,100	1.44 \$59,760	1.48 \$61,420	1.52 \$63,080	1.56 \$64,740	1.60 \$66,400
9			1.40 \$58,100	1.44 \$59,760	1.48 \$61,420	1.52 \$63,080	1.56 \$64,740	1.60 \$66,400	1.64 \$68,060
10			1.44 \$59,760	1.48 \$61,420	1.52 \$63,080	1.56 \$64,740	1.60 \$66,400	1.64 \$68,060	1.68 \$69,720
11				1.52 \$63,080	1.56 \$64,740	1.60 \$66,400	1.64 \$68,060	1.68 \$69,720	1.72 \$71,380
12				1.56 \$64,740	1.60 \$66,400	1.64 \$68,060	1.68 \$69,720	1.72 \$71,380	1.76 \$73,040
13					1.64 \$68,060	1.68 \$69,720	1.72 \$71,380	1.76 \$73,040	1.80 \$74,700
14						1.72 \$71,380	1.76 \$73,040	1.80 \$74,700	1.84 \$76,360
15							1.80 \$74,700	1.84 \$76,360	1.88 \$78,020

MA + 36 Column/Step 15 receives an additional 1% each year. Maximum 2.0 index.

matter as to which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (Neb. Rev. Stat. §§ 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the District or the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association.

DURATION

The terms of this Negotiated Agreement shall remain in full force and effect from year to year until they are superseded by an agreement of the parties or by an order of the Commission of Industrial Relations.

DOCUMENT AUTHORIZATION

This agreement was made and entered into this 11th day of February, 2025, between the Board of Education of the School District #56, Cass County, Nebraska, and the Conestoga Education Association.



Conestoga Education Association
Head Negotiator

Conestoga Board of Education
Chair of Negotiations

*Memorandum of Understanding 2006 is attached and considered part of this Negotiated Agreement.

**Teachers will move vertically and horizontally on the salary schedule and its limitations.

***For the 24-25 school year the MA+36 Column was added. Those individuals that were beyond MA+27 Step 15 in 23-24 will be grandfathered in to receive the additional 1% each year as provided by the previous salary schedule (Max 2.0 index).