

South Sioux City Community Schools
Negotiated Teachers Agreement

2022-2023 School Year

THIS AGREEMENT IS MADE AND ENTERED INTO this 13th day of December 2021, by and between the Board of Education of the Dakota County School District (No. 22-0011) also known as the South Sioux City Community Schools (hereinafter referred to as the “Board” or “District” as the context may require) and the South Sioux City Education Association (hereinafter referred to as the “Association”).

RECOGNITION STATEMENT: The Board recognizes the Association as the exclusive and sole collective bargaining representative for all regular, certificated teachers employed by the District.

SEVERABILITY: In the event any provision of this Agreement, or any part thereof, is, for any reason, found by a court of competent jurisdiction to be in violation of any state or federal constitution, statute, or regulation, or to be otherwise unenforceable, the remainder of this Agreement, and each other provision or part thereof, shall remain in full force and effect.

DURATION STATEMENT: This contract shall be effective as of the beginning of the 2022-2023 school year. This contract will continue until replaced by a successor agreement.

CONTRACT DAYS: This Agreement is based upon a 186 day contract year. The school calendar may be amended by the Board of Education or Administration due to extenuating circumstances or inclement weather, which may affect scheduled vacations days and/or final work required of the 186 day contract. The School District and the Association acknowledge that the scheduling of the number of contract days and school calendar for each contract and school year is a management prerogative, and may be unilaterally established by the Board of Education prior to the beginning of each school and contract year notwithstanding this paragraph, provided that the School District and the Association shall negotiate the economic impact of any change in the number of contract days in the school term, and amend this agreement accordingly.

NOW, THEREFORE, in consideration of the covenants and conditions as hereinafter set forth, the parties agree as follows:

1. **SALARY SCHEDULE:** The salary schedule attached as Appendix A shall determine the salary of each teacher covered by this Agreement. The base salary for the 2022-2023 shall be \$38,625.

- A. New teachers with no experience will be placed on BA-Step 1.
- B. Continuing teachers will advance vertically one step on the salary schedule. Vertical advancement will be limited to one level in any one year regardless of the teacher's length of time with the school district.
- C. In order to be eligible for horizontal movement, teachers must report additional college credit and provide transcripts supporting horizontal movement on or before August 1.
- D. Graduate hours earned in addition to those that are part of their MA or MS program will not be considered for purposes of horizontal movement on the salary schedule beyond that which would otherwise be appropriate to recognizing the granting of the degree. Beginning with the 09-10 school year, graduate hours taken beyond a BA+18 by any staff member who does not already hold a master's degree or higher, must be part of an accredited graduate program that

will result in an advanced degree. No teacher employed prior to the 2009-2010 school year would have his/her placement on the salary schedule adjusted backward as a result of this section.

- E. Teachers new to the district will be allowed credit for up to ten (10) years teaching experience.
- F. A teacher who has been employed by the District for a minimum of 15 consecutive years and has remained at the Step 15 (MA+45) and on the salary schedule for more than one year, will receive an annual career incentive of \$750.00.

2. EXTRA-DUTY ASSIGNMENTS: See extra-duty salary schedule that is attached hereto as Appendix B, which will be in force during the 2022-2023 school year. The amount of compensation will be based on a percentage of the 2022-2023 base salary see attachment Appendix A.

- A. Extra-duty assignments will be assigned only with the consent of the teacher.
- B. A teacher that is currently assigned an extra-duty assignment, once that teacher has advised the Administration in writing that he or she does not wish to be given an extra-duty assignment which is on the extra-duty schedule, then that assignment can be assigned to that teacher for only an additional two (2) years.
- C. Any staff member who is hired into the District from an outside position as a Coach/Sponsor will be granted all of their years of experience from outside the District. Experience will be accepted only for the sport/activity for which they are being hired. *Volunteer assignments excluded.*
- D. Any coach/sponsor moving from one sport or activity to another within the District will be granted their SSC years of experience if the new assignment is in the same sport/activity. *Volunteer assignments excluded.*
 - *Examples: Assistant Boys' Basketball to Head Boys' Head Basketball; Assistant Boys' Basketball to Assistant Girls' Basketball; 7/8 Boys' Soccer to Assistant (Varsity) Boys' Soccer; Sophomore Class Sponsor to Junior Class Sponsor.*
- E. Any coach who is hired as a head coach from within the District will be credited for their SSC experience, if in the same sport/activity as the head coaching assignment. Outside head coaching experience will not be used for extra-duty stipend placement. *Volunteer assignments excluded.*
 - *Example: Assistant basketball to head basketball. The coach has three (3) years of experience outside the district and five (5) years in the district. The coach will receive five (5) years of experience.*
- F. All prior years of experience as a coach/sponsor in the SSC District (for which a stipend was issued), whether consecutive or not, shall be allowed for extra-duty stipend placement, when experience is in the same sport/activity. *Volunteer assignments excluded.*

3. COMPENSATION TO COVER ANOTHER TEACHER'S CLASS: When the need arises for one teacher to use his/her plan time to cover another teacher's class, the teacher will be compensated at a rate of \$35.00 per clock hour (rounded to the nearest quarter hour).

4. PROFESSIONAL STAFF CONTINUING CREDIT: Present policy to remain in force. Penalty for non-compliance may be considered just cause for nonrenewal of a teacher's contract. This language is consistent with 79-830, Code of Nebraska. See 409.01R1 that is attached hereto as Appendix C.

5. FRINGE BENEFIT PACKAGE: The School District will provide to teachers the following fringe benefit package which shall include employer provided health and dental insurance under the following terms and conditions:

A. **PLAN TYPE:** For the 2022-2023 school year the School District shall provide employees the opportunity to enroll in self only and dependent health and dental insurance under the School District's group health and dental insurance provider for the 2022-2023 contract year, the Educators Health Alliance (EHA) health and dental insurance Blue Preferred \$1050 Deductible Plan with Employee PPO - 80% A & B, with 50% C coverage at the premium cost established annually by the EHA for the 2022-2023 fiscal year. Notwithstanding the foregoing sentence, the School District reserves the right to select a different insurance carrier for any ensuing contract year covered by this agreement, provided only that coverage and benefits of the group health and dental insurance are comparable to those provided under the above described plan in effect for the 2022-2023 contract year, would be at a lower premium rate, that association negotiators will be consulted, and the group insurance carrier will only be changed at the beginning of a new contract year. The District reserves the right to offer and implement an additional/dual deductible health insurance option, along with the \$1050 deductible, for staff members to choose, with the designated health insurance provider for the District.

B. **HEALTH INSURANCE/CASH-IN-LIEU OPTION:** The teacher's subject to this agreement shall be provided the following health and dental insurance/cash-in-lieu of insurance benefit structure:

- (1) The Board agrees to pay the premium for the EHA medical \$1050 deductible plan and option 2 dental coverage for the employee only. For the 2022-2023 school year, the Board will pay \$11,256.60 for family medical and single dental coverage. For employees electing employee and child(ren) medical and single dental, the Board will pay \$10,509.24. For employees electing employee and spouse medical and single dental coverage, the Board will pay \$10,701.84. The Board will pay \$9,334.56 for single coverage. Benefits under this paragraph will be prorated for part-time employees according to their respective full-time equivalency. See Appendix D for 2022-2023 projected rates and District contribution summary.
- (2) Declination of Health Insurance Coverage and Cash-in-Lieu of Insurance Election: A teacher may decline the School District provided Employee ("self only") group health and dental insurance and receive a cash-in-lieu of insurance stipend in the amount of \$475 per month, PROVIDED, that a teacher shall not be allowed to decline Employee (self-only) tier group health and dental coverage unless said Teacher has filed with the superintendent's office on the form provided by the School District and attached hereto as Appendix D an agreement providing (1) for an individual disclaimer which certifies that said Teacher is covered by alternate group, spousal/domestic partner or dependent health insurance coverage which provides at least "Bronze Level" health insurance coverage as defined under the Patient Protection and Affordable Health Care Act (PPACA); and, (2) that should the Teacher fail to obtain and maintain health insurance coverage as required by subparagraph (1) above at any time during the term of this Negotiated Agreement, and the School District incurs a penalty of any kind under the Patient Protection and Affordable Care Act, the Teacher shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a cash stipend, and shall be required to enroll in Employee "self-only" under the School District's group health insurance coverage during an open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years.

6. **LIFE INSURANCE:** Eligible professional staff employees will be provided a \$20,000 life insurance policy.

7. **CONTINUANCE OF INSURANCE BENEFITS:** In the event that a teacher has used paid sick leave of more than twenty (20) consecutive days and continues to be affected with or suffers a medically confirmed illness or

disability that causes the teacher to be confined and/or restricted in such a way as to prevent him/her from performing those active duties which he/she is assigned, insurance benefits shall continue uninterrupted until the end of his/her contract.

8. **SICK LEAVE BENEFIT:** Each year Teachers will have a nine (9) day sick leave benefit. All nine (9) days will be available, as needed, beginning with the first day of the contract year. At the end of the contract year, any unused Sick Leave benefits days will accumulate and be made available for the teachers use in the following year. The maximum number of days that may be accumulated and carried over to the next school year is sixty (60). Any of the nine (9) days that would be lost because of the sixty (60) day maximum accumulation limit, will be bought back by the district at the end of the year. Buy back will be at the rate of seventy five (\$75) dollars per day.

How Sick Leave Benefit days may be used:

- A. **Personal illness:** All nine (9) annual sick leave benefit days plus any days accumulated from prior years can be used for personal illness. For a teacher that has the maximum of sixty (60) days accumulated from prior years, this means for personal illness that teacher could use sixty-nine (69) sick leave days (the accumulated sixty (60) days plus the nine (9) new sick leave days) in one year.

Should a teacher experience the need for additional personal illness days due to an emergency (i.e. hospitalization, accident, emergency surgery, etc.) or extended medical condition* and have no accumulated sick leave available, the teacher's salary will continue for a maximum of an additional ten (10) days (in total for current year) with the compensation being their daily contract rate less \$125.00/day. This section is not to be administered for office visits, preventative care, or other medical issues that are not serious health conditions, for which appointments can be scheduled outside of regular staff hours.

- *Extended medical condition is defined as: A personal medical condition following at least twelve (12) successive absence days due to personal illness in the current school year, requires a continuing treatment regimen which necessitates a full day absence for the treatment, and such treatments cannot be completed outside of the school day.

- B. **Family illness:** Up to ten (10) days of the teacher's available sick leave benefit days may be used annually in the event of illness to the teacher's immediate family. Family members are defined as spouse, child, grandchild, mother, father, current father-in-law, and current mother-in-law of the teacher, brother, sister, grandparent, grandparent-in-law of the teacher or other dependent living in the teacher's home.
- C. **Family medical emergency:** In the event of a medical emergency (i.e. hospitalization, accident, emergency surgery, etc.), a teacher may request the use of up to twenty (20) additional days of their available leave benefit days to be used for family illness each year. A request for the additional days must be made to the superintendent in writing and will only be approved when a medical emergency exists. Additional days for family illness are not intended to be used for family members who have a cold, the flu or other common illnesses. The teacher may be required to provide documentation regarding the medical emergency. Should a teacher experience the need for additional family illness days for emergencies (i.e. hospitalization, accident, emergency surgery, etc.), and have no accumulated sick leave available, they may ask other teachers to donate their sick leave days. A teacher may receive and/or donate a maximum of ten (10) days per year.
- D. **Available Days:** The number of Sick Leave Benefit Days still available for the teachers use will appear on the teacher's check stub monthly.

- E. Teachers with fifteen (15) or more consecutive years of service with the District will, upon retirement, receive seventy-five dollars (\$75) for each unused sick-leave day, up to a maximum of thirty (30) days. Such sum will be added to the teacher's final paycheck from the district.

9. PERSONAL LEAVE DAYS: Teachers will be given three (3) personal days each year, which may be used consecutively within the following provisions. These personal days may be used for leave of a personal nature without submitting a reason for the leave. Personal Leave Days are subject to the following limitations:

- A. When possible a written request for use of personal days should be submitted to building administrators or supervisors at least five (5) days in advance.
- B. Personal Days may not be used for the day before or the day following a scheduled vacation, holiday or break.
- C. Personal time may not be used on a scheduled work day designated as a professional development or school improvement (this limitation is not applicable to scheduled Monday early dismissal days).
- D. Additionally, the administration shall have the prerogative to refuse a request for a personal day based upon availability of substitutes and/or other circumstances. As a rule of thumb the number of personal leaves shall not exceed ten (10) at the K-5 level or ten (10) at the 6-12 level, nor shall they exceed twenty (20) days district wide.
- E. Staff members who reside within the district and have children who attend a school within the district may take one (1) additional day of personal leave per year, subject to the above criteria, to chaperone or attend a trip, event, or activity in which their child is participating. *All three of the issued personal days must be used, or approval issued for an upcoming date(s), prior to the extension of this additional day. If unused, the additional day offering is not subject to payout stipulations as identified in Item #9 (F).*
- F. At the end of the school year, unused Personal Leave days will be bought back from the teacher at the following rate:
 - 1. \$80.00 for one (1) unused day.
 - 2. \$120.00 for one and a half (1.5) unused days.
 - 3. \$160.00 for two (2) unused days.
 - 4. \$200.00 for two and a half (2.5) unused days.
 - 5. \$240.00 for three (3) unused days.

10. BEREAVEMENT LEAVE:

- A. Five (5) days of paid bereavement leave will be granted a certified staff employee in the event of the death of any relative residing in the employee's household and/or the following members (relationship to affected employee): spouse, parent, (natural, foster or in-law), daughter, son, brother, sister, grandchild or grandparents.
- B. Three (3) days of paid bereavement leave will be granted a certified staff employee in the event of the death of the employee's (relationship of affected employee): brother-in-law, sister-in-law, son-in-law, daughter-in-law, uncle, aunt, nephew, or niece.

Bereavement leave is not limited to three or five days in one year, but covers each death in the immediate family which occurs during the year.

- C. Each certified employee shall be entitled to use sick leave for bereavement leave involving the death of a friend or relative not included in previous provision of this policy. This day will be limited to one day per occasion. These days should be requested for in advance to allow time for a substitute to be employed.

11. ASSOCIATION BUSINESS LEAVE: A total of seven (7) days, district wide, will be allowed for Association business with the Association responsible for substitute pay through the school district.

12. GRIEVANCE PROCEDURE: The purpose of this procedure is to secure at the lowest level, equitable solution to the problems which may arise concerning the interpretation, application, and meaning of the terms and conditions of employment in the District. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the District's employees.

- A. A grievant shall have the right to have the Association representative(s) present to represent the grievant at each level of the grievance procedure.
- B. Nothing herein shall be construed as limiting the right of any teacher to discuss their grievance informally with their immediate supervisor and having the grievance adjusted informally. The settlement shall not be inconsistent with the terms of the negotiated agreement.
- C. No reprisals of any kind shall be taken by the Board of Education, the grievant, the administrator or parties of interest, against any individual or group because of participation in this due process procedure.
- D. A grievance may be withdrawn at any level without prejudice
- E. If the written grievance is not filed within twenty-one (21) calendar days after the individual or group knew or should have known of the set of conditions on which the grievance is based, the grievance shall be waived.
- F. The grievance shall be initially filed at the level where the decision or action resulting in the grievance was made.

Level 1 (informal)

Any certified employee of the school system who feels that he/she has a concern may initiate the process by discussing the matter with the building principal or immediate supervisor. A representative of the Association may assist the employee in this resolution. If a resolution to the concern is not obtained through this discussion, the item should then be taken to the District Superintendent. Every attempt should be made to resolve the problem at the informal level.

Level II (formal)

Step 1: Any concern that is not resolved at the informal level may be submitted as a formal grievance. If the aggrieved person is not satisfied with the disposition of his/her problem, or if no decision has been rendered following seven (7) calendar days after stating the problem in the informal procedure, he/she may submit the problem as a formal grievance in writing to his/her principal or supervisor.

Step 2: If a grievance is not resolved at the building level to the satisfaction of the aggrieved person, or if no decision has been rendered within five (5) calendar days after the presentation of the grievance in writing, the individual may appeal the written grievance to the District Superintendent. The appeal to the District Superintendent must be carried out within five (5) calendar days after the written response from the building administrator or when that action was in order. Within seven (7) calendar days the District Superintendent shall meet with the aggrieved person for the purpose of hearing and resolving the grievance. The District Superintendent shall keep a record of such meeting. Within seven (7) calendar days following the meeting with the aggrieved, the decision and reasons therefore shall be submitted to the aggrieved in writing.

Step 3: If the aggrieved person is not satisfied with the disposition of his/her grievance by the District Superintendent or if no decision has been rendered within the allotted time, the aggrieved may appeal the grievance to the Board of Education. The appeal to the Board must be carried out within seven (7) calendar days after receiving the District Superintendent's written decision or when the action was in order. Within

twenty-five (25) calendar days after receiving the aggrieved person's written appeal, the Board shall meet with the aggrieved person for the purpose of hearing and resolving the grievance. Within fourteen (14) calendar days following the meeting with aggrieved, the Board shall render a decision with reasons therefore in writing. Extenuating circumstances may prohibit strict adherence to the above timelines specified in Steps 1, 2, and 3. Every attempt shall be made by all parties involved to adhere to the timelines as established. Certain restrictions must apply at Level II, Step 3, which is listed below.


- A. The grievance may be placed on the agenda of the Board of Education to be heard at their regular or special meeting, or a date may be set by the Board of Education of a particular time and/or place.
- B. A majority of the Board of Education must be present to hear the grievance.
- C. A grievance shall be heard in open session. The grievance may be held in closed session by consent of both parties. All grievances at this level shall be recorded if both parties agree.
- D. Individual Board of Education members may not act as a surrogate for the aggrieved.
- E. The Board of Education's decision shall be rendered only after all the evidence is weighed, such as
 - (1) Tape recordings or memos of meetings held prior to the Board of Education meeting.
 - (2) Private discussion with the District Superintendent and/or Principal concerning their disposition of the original problems.
- F. The Board of Education may call for a hearing on the grievance involving all parties as witnesses.
- G. The decision of the Board of Education will be final. Additional recourse may be sought through the legal system.

COMPLETE AGREEMENT: The parties acknowledge that during the negotiations which have resulted in this Agreement, each of them has 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 thereby are set forth in this Agreement, and that it shall constitute the entire supplemented, deleted, enlarged, or modified, except through the mutual agreement set forth in writing and signed by the parties hereto.

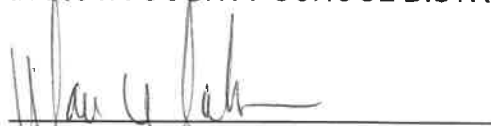
MANAGEMENT RIGHTS: All management rights, prerogatives and authority not specifically limited by the express terms of this agreement or by statutes of the State of Nebraska are retained by the Board of Education and remain exclusively within the rights of the Board.

WHEREFORE, the parties have entered into this Agreement this 13th day of December, 2021, fully intending the same to be binding upon themselves, their receivers and assigns.

ATTEST:


Secretary of the Board of Education

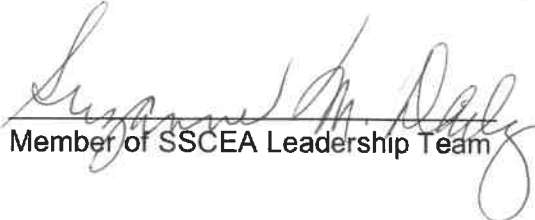
DAKOTA COUNTY SCHOOL DISTRICT NO. 22-0011


President of the Board of Education

ATTEST:


SSCEA Lead Negotiator

SOUTH SIOUX CITY EDUCATION ASSOCIATION


Member of SSCEA Leadership Team

Salary Index Schedule 2022-2023

| Level | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | MA+27 | MA+36 | MA+45 |
|-----------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|-------------------|
| 1 | 1.0000 38,625 | 1.0500 40,556 | 1.1000 42,488 | 1.1500 44,419 | 1.2000 46,350 | 1.2000 46,350 | 1.2500 48,281 | 1.3000 50,213 | 1.3500 52,144 | 1.4000 54,075 | 1.4500 56,006 |
| 2 | 1.0400 40,170 | 1.0900 42,101 | 1.1400 44,033 | 1.1900 45,964 | 1.2400 47,895 | 1.2400 47,895 | 1.2900 49,826 | 1.3400 51,758 | 1.3900 53,689 | 1.4400 55,620 | 1.4900 57,551 |
| 3 | 1.0800 41,715 | 1.1300 43,646 | 1.1800 45,578 | 1.2300 47,509 | 1.2800 49,440 | 1.2800 49,440 | 1.3300 51,371 | 1.3800 53,303 | 1.4300 55,234 | 1.4800 57,165 | 1.5300 59,096 |
| 4 | 1.1200 43,260 | 1.1700 45,191 | 1.2200 47,123 | 1.2700 49,054 | 1.3200 50,985 | 1.3200 50,985 | 1.3700 52,916 | 1.4200 54,848 | 1.4700 56,779 | 1.5200 58,710 | 1.5700 60,641 |
| 5 | 1.1600 44,805 | 1.2100 46,736 | 1.2600 48,668 | 1.3100 50,599 | 1.3600 52,530 | 1.3600 52,530 | 1.4100 54,461 | 1.4600 56,393 | 1.5100 58,324 | 1.5600 60,255 | 1.6100 62,186 |
| 6 | 1.2000 46,350 | 1.2500 48,281 | 1.3000 50,213 | 1.3500 52,144 | 1.4000 54,075 | 1.4000 54,075 | 1.4500 56,006 | 1.5000 57,938 | 1.5500 59,869 | 1.6000 61,800 | 1.6500 63,731 |
| 7 | 1.2400 47,895 | 1.2900 49,826 | 1.3400 51,758 | 1.3900 53,689 | 1.4400 55,620 | 1.4400 55,620 | 1.4900 57,551 | 1.5400 59,483 | 1.5900 61,414 | 1.6400 63,345 | 1.6900 65,276 |
| 8 | 1.2800 49,440 | 1.3300 51,371 | 1.3800 53,303 | 1.4300 55,234 | 1.4800 57,165 | 1.4800 57,165 | 1.5300 59,096 | 1.5800 61,028 | 1.6300 62,959 | 1.6800 64,890 | 1.7300 66,821 |
| 9 | | | | 1.4700 56,779 | 1.5200 58,710 | 1.5200 58,710 | 1.5700 60,641 | 1.6200 62,573 | 1.6700 64,504 | 1.7200 66,435 | 1.7700 68,366 |
| 10 | | | | | 1.5600 60,255 | 1.5600 60,255 | 1.6100 62,186 | 1.6600 64,118 | 1.7100 66,049 | 1.7600 67,980 | 1.8100 69,911 |
| 11 | | | | | 1.6000 61,800 | 1.6000 61,800 | 1.6500 63,731 | 1.7000 65,663 | 1.7500 67,594 | 1.8000 69,525 | 1.8500 71,456 |
| 12 | | | | | 1.6400 63,345 | 1.6400 63,345 | 1.6900 65,276 | 1.7400 67,208 | 1.7900 69,139 | 1.8400 71,070 | 1.8900 73,001 |
| 13 | | | | | | 1.6800 64,890 | 1.7300 66,821 | 1.7800 68,753 | 1.8300 70,684 | 1.8800 72,615 | 1.9300 74,546 |
| 14 | | | | | | | | 1.8200 70,298 | 1.8700 72,229 | 1.9200 74,160 | 1.9700 76,091 |
| 15 | | | | | | | | 1.8600 71,843 | 1.9100 73,774 | 1.9600 75,705 | 2.0100 77,636 |
| 16 | | | | | | | | | | | 2.0100* 78,386 |

*Career Incentive: A teacher who has been employed by the District for a min. of 15 consecutive years and has remained at the Step 15 (MA+45) on the salary schedule for more than one year, will receive an annual career incentive of \$750.00.

| Years of Service | | |
|------------------|------------|---------|
| Category | 1-7 Years* | |
| A | 2% | \$773 |
| B | 5% | \$1,931 |
| C | 7% | \$2,704 |
| D | 8% | \$3,090 |
| E | 11% | \$4,249 |
| F | 14% | \$5,408 |
| G | 16% | \$6,180 |

| Years of Service | | |
|------------------|-----------|---------|
| Category | 8+ Years* | |
| A | 4% | \$1,545 |
| B | 6% | \$2,318 |
| C | 9% | \$3,476 |
| D | 10% | \$3,863 |
| E | 14% | \$5,408 |
| F | 17% | \$6,566 |
| G | 18% | \$6,953 |

* See Negotiated Agreement for Years of Service provisions.

| | | | | | |
|------------------------------|---|-------------------------------|----|---------------------------------|----|
| Football | | Tennis | | Senior High Activities | |
| Head Varsity | G | Head Varsity | F | Fellowship-Christn Athlete | A |
| Assistant Varsity | E | Asst Varsity | D | Flag Team Coordinator | B |
| Sophomore | E | | | Hi Achvr Coord (Acadm Des) | C |
| Freshman | E | Cross Country | | Madrigal Sponsor | D |
| Asst Freshman | E | Head Varsity | F | Math Counts | B |
| 7th/8th Grade | C | 7th/8th Grade | C | Mock Trial Sponsor | D |
| | | | | Mock Trial Asst | A |
| | | Soccer | | Music, Instrumental | G |
| Basketball | | Head Varsity | F | Music, Instrumental Asst | C |
| Head Varsity | G | Assistant Varsity | E | Music, Vocal | G |
| Assistant Varsity | E | 7th/8th Grade | C | Music, Vocal Asst | C |
| Sophomore | E | | | National Honor Society | A |
| Freshman | E | Golf | | Musical (Dir) | F |
| Asst Freshman | E | Head Varsity | F | Musical (Asst) | F |
| 7th & 8th Grade | C | Asst Varsity | D | Play (1-Act) | D |
| 7th & 8th Coordinator | A | | | Publications | D |
| | | Baseball | | S Club | A |
| Swimming | | Head Varsity | F | Skills USA | A |
| Head Varsity | G | Asst Varsity | E | Spanish Club | A |
| Assistant Varsity | E | | | Student Council | E |
| | | Softball | | Wellness Program Coord | 5% |
| Wrestling | | Head Varsity | F | | |
| Head Varsity | F | Asst Varsity | E | Middle School Activities | |
| Assistant Varsity | E | | | Achievement | A |
| Freshman | E | Senior High Activities | | Activities Assistant | E |
| Wrestling Asst (High School) | C | ACT Coordinator | B | High Achiever Coordinator | D |
| 7th & 8th Grade | C | Academic Competition | D | Knowledge Masters | A |
| 7th & 8th Grade Asst | C | Activities Assistant | E | Math Counts | B |
| | | Art Club | A | Memory Book | A |
| Weight Training | | Audio-Visual Sponsor | D | Musical/Drama | C |
| Summer | B | Cheerleading - FB | C | Music, Instrumental | E |
| Fall | B | Cheerleading - BB | C | Music, Instrumental Asst | B |
| Winter | B | Cheerleading Coordinator | C | Music, Vocal | E |
| Spring | B | Class Sponsor - 12th | D | Reading Club | B |
| Middle School | | Class Sponsor - 11th | C | Student Council | B |
| Fall | A | | | | |
| Middle School | | Class Sponsor - 10th | A | | |
| Winter | A | | | | |
| Middle School | | Class Sponsor - 9th | A | Elementary Activities | |
| Spring | A | Concession Sponsor | D | Achievement | A |
| | | Debate | B | Book Club Coordinator | B |
| Track | | Department Chair | B | Book Club Sponsors | A |
| Head Varsity | F | District Web Master | 9% | High Achiever Coordinator | D |
| Assistant Varsity | E | Drill Team Sponsor | C | Music Program | A |
| Freshman | E | Drill Team Asst | B | Phy Ed (music Program) | A |
| 8th Grade | C | Educators Rising | B | | |
| 7th Grade | C | Escape Magazine | A | | |
| 7th/8th Grade Asst | C | eSports Coach | D | | |
| Unified Track Coach | B | eSports Asst. Coach | B | | |
| | | FBLA | B | | |
| Volleyball | | | | | |
| Head Varsity | G | | | | |
| Assistant Varsity | E | | | | |
| Sophomore | E | | | | |
| Freshman | E | | | | |
| 7th & 8th Grade | C | | | | |
| (Unified) Bowling | | | | | |
| Coach | B | | | | |

PROFESSIONAL GROWTH REQUIREMENTS REGULATION

For each six year cycle of employment, all tenured teachers shall earn a minimum of six professional growth credits in accordance with the following criteria:

1. Each teacher's six-year cycle shall begin in the first year that the teacher earns tenure.
2. Six semester hours of graduate credit leading toward a Masters Degree; OR
3. Six semester hours of undergraduate and/or graduate credits approved in advance by the superintendent or his/her designee. Approval will be based on course relevancy to the staff member's current or anticipated teaching assignment in this district; OR
4. One to three of the required six credits may be earned in accordance with the following criteria;
 - a. One to three credits in an approved continuing education course or activity for which no college credit is received, **PROVIDED** approval is given in writing by the superintendent or his/her designee prior to the teacher's participation in the course or activity.
 - b. One to three credits may be earned by serving on district curriculum committees. The assignment and approval of this credit will be made by the superintendent or his/her designee.
 - c. The maximum number of professional growth credits that a teacher can use for movement on the salary schedule during their tenure is three.

It shall be each teacher's responsibility to provide the Administrative Office with the proper documentation of credits earned. College credits must be verified by an official college transcript. For each instance in which a teacher requests administrative approval to pursue non-college credit, the administrative office's letter of approval will specify the means by which the teacher must document satisfactory completion of that specific credit allowance.

PENALTY FOR NON-COMPLIANCE

Non-compliance may result in non-renewal of contract.

Ref: Statute 79-12, 113

APPENDIX D

Nebraska Educator's Health Alliance
 Medical Coverage: Dual Option EHA Preferred \$1050 Ded. Plan/\$3800 High Ded. Plan
 Dental Coverage: PPO 100% A, 75% B, 50% C Coverage

| Benefit Option | Medical Premium | Dental Premium | Total Annual Premium | Monthly HDHP Premium Savings* | Annual District Cost** | Annual Employee Premium | Annual HSA Contribution |
|--|-----------------|----------------|----------------------|-------------------------------|------------------------|-------------------------|-------------------------|
| Family PPO + Single Dental | \$2,110.15 | \$29.54 | \$25,676.28 | N/A | \$11,256.60 | \$14,419.68 | |
| E&S PPO + Single Dental | \$1,571.52 | \$29.54 | \$19,212.72 | N/A | \$10,701.84 | \$8,510.88 | |
| E&C PPO + Single Dental | \$1,384.45 | \$29.54 | \$16,967.88 | N/A | \$10,509.24 | \$6,458.64 | |
| Employee PPO + Single Dental | \$748.34 | \$29.54 | \$9,334.56 | N/A | \$9,334.56 | \$0.00 | |
| Family HDHP + Single Dental | \$1,780.38 | \$29.54 | \$21,719.04 | \$116.96 | \$11,256.60 | \$10,462.44 | |
| E&S HDHP + Single Dental | \$1,325.93 | \$29.54 | \$16,265.64 | \$116.96 | \$10,701.84 | \$5,563.80 | |
| E&C HDHP + Single Dental | \$1,168.10 | \$29.54 | \$14,371.68 | \$116.96 | \$10,509.24 | \$3,862.44 | |
| Employee HDHP + Single Dental | \$631.38 | \$29.54 | \$7,931.04 | \$116.96 | \$7,931.04 | \$0.00 | \$1,403.52 |
| Married Couple Family PPO + Family Dental | \$2,110.15 | \$83.29 | \$26,321.28 | N/A | \$20,591.16 | \$5,730.12 | |
| Married Couple Family HDHP + Family Dental | \$1,780.38 | \$83.29 | \$22,364.04 | \$233.92 | \$20,591.16 | \$1,772.88 | |

*For employees electing the Employee Only HDHP plan, the district will deposit the monthly premium savings into the Employee's HSA account

**Annual Cost to District includes an additional \$1,174.68 contribution towards E&C Health, \$1,367.28 towards E&S Health and \$1,922.04 towards Family Health

The Board agrees to pay \$9,334.56 towards insurance premiums for Employee Only Health and Employee Only Dental. If the Board's contribution is greater than the premium cost, the difference shall be deposited into the employee's HSA account.

The Board agrees to pay \$10,509.24 towards insurance premiums for Employee & Child Health and Employee Only Dental.

The Board agrees to pay \$10,701.84 towards insurance premiums for Employee & Spouse Health and Employee Only Dental.

The Board agrees to pay \$11,256.60 towards insurance premiums for Employee & Family Health and Employee Only Dental.

For Married Couples both employed by SSCCS electing Family Health & any level Dental, the Board agrees to pay \$18,087.36 towards health and dental insurance premiums.

> Married Couples both employed by SSCCS without covered children will be placed on two separate Employee Only Health and Employee Only Dental plans and the board will pay \$9,334.56 towards each insurance premium, with any surplus being deposited into the employee's HSA account
 Dental Premiums for Employee & Children, Employee & Spouse & Employee & Family coverage levels are voluntary, and shall be paid by the Employee except for Married Couples both employed by SSCCS as provided above.