

# **GILTNER PUBLIC SCHOOL**

## **CERTIFICATED STAFF NEGOTIATED AGREEMENT 2021-2022**

The Giltner Board of Education and the Giltner Educators Association mutually agree to the following negotiated schedule of salary and benefits for **one (1) school year (2021-2022)**. All provisions will be in force for the aforementioned one year including those changed where each year is mentioned and those provisions where each year is not mentioned.

### **Provision 1:**

The base salary will be \$37,905.00 for the 2021-2022 school year plus the long/short term payment premium. Certificated teachers shall be required to purchase long-term/short-term disability insurance coverage through the District's long-term/short-term disability insurance carrier. The District will deduct the payments for the insurance premiums from each certificated teacher's salary payment after taxes and make the premium payment to the carrier on the certificated teachers' behalf. Each certificated teacher salary shall be increased by the amount of the cost of his or her long-term/short-term disability insurance premium.

The term of the contract shall be one hundred eighty five (185) days of service.  
(Two attachments show the index with the base salary for the current 2020-2021 school year and the 2021-2022 school year.)

### **Provision 2:**

The salary index shall be 4x4.

### **Provision 3: Health Insurance**

For the 2021-2022 school year, the Board will pay family health and single dental coverage toward any tier for all certificated staff .5 FTE and greater based on the certificated staff's FTE times the premium cost for full family coverage. The Board will pay 100% of family health and single dental coverage for all certificated staff at 1.0 FTE on all tiers. The EHA Health Insurance plan is \$1050/\$3,600 Deductible Dual Option Plan and 80 % A and B dental coverage. Cash payments will not be made to certificated staff in lieu of insurance coverage.

The EHA Health Insurance dual option plan of \$1050/\$3600 beginning January 1, 2021. From September 1-December 31, 2020 the employees will be covered under the \$1050 deductible. For employees who choose the \$3,600 deductible, the difference between the \$1050 deductible premium and the \$3,600 deductible premium will be contributed to the employee's Health Savings Account (HSA).

In the event that a married couple are both certificated staff at Giltner Public School, only one family health insurance plan will be provided. In the event a teacher of Giltner Public School has a spouse employed in another public school district in the state of Nebraska providing dependent insurance coverage, the Giltner Public School will have the option of entering into an agreement with the spouse's school district to share the cost of providing the chosen dependent coverage and dental insurance.

Provision 4: Sick/Bereavement/Maternity/Leave Benefits:

- a. Each teacher will receive (10) sick/non-immediate family bereavement/maternity/leave per current school year. Note is made that when coaches are hired who do not teach for the system, they are not included for such sick/non-immediate family bereavement/maternity/leave found in this agreement, even if they hold a valid Nebraska Teaching Credential.
- b. Sick/non-immediate family bereavement/maternity/leave will be allowed to accumulate to forty (40) such days.
- c. Sick/non-immediate family bereavement/maternity/leave shall be allowed only when the employee or immediate family member is sick. Immediate family is defined as spouse, children, parents, spouse's parents, and respective grandparents/great-grandparents, brothers, sisters, any and all in-laws, nieces, nephews, aunts, and uncles.
- d. For immediate family members, employees will be give three (3) days per occurrence, which will not be deducted from ten (10) sick/non-immediate family bereavement/maternity/leave days. For non-immediate family, such as friend, friend of family, or community member, bereavement days will be deducted from the ten (10) sick/non-immediate family bereavement/maternity/leave days. ,
- e. Additionally, the above mentioned leave may be used as leave for maternity. The leave will be granted in compliance with State and Federal guidelines and after the paid sick/non-immediate family bereavement/maternity/leave is used, pay will be deducted at the daily rate of 1/185 of the annual salary for each unpaid day used for such leave.

Provision 5:

The Giltner Board of Education will grant three (3) days of paid personal leave each year. If the personal days are not used, the Board will buy these days at the current rate afforded a substitute teacher. The payment will be made with the paycheck paid in August of each year. The teacher must submit on or before the July board meeting, their claim of such unused personal days. A personal leave day can be taken in half days, based on an eight hour day.

Provision 6:

Teachers transferring into Giltner Public School will be allowed to transfer a maximum of seven (7) years of teaching experience, or more than 7 years of teaching experience as dictated by supply and demand, at the discretion of the Board or its designee.

Provision 7:

Use of School Owned Property: The Board encourages the Giltner Education Association and/or representatives to conduct Association business on school property before or after normal school hours provided such use does not cause undue interruption of school programs.

Additionally, the Board encourages Association members and the Association to make reasonable use of the school's communication systems, including teachers' mailboxes, teacher bulletins, intercom, email, telephones, etc; provided, however, use of communication systems incurring and additional expenditure of school funds shall not be used without prior administrative approval and reimbursement

to the school associated with such use. Use of the school's communication system shall not cause unnecessary interruption of school programs.

Additionally, it has been the position of the Board and Administration that all staff members become more computer literate. For the reason, teachers are encouraged to use their email and the internet for personal use on a limited basis, along with school use so that teachers are more computer literate.

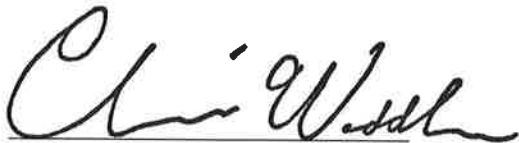
Provision 8:

Any items pertaining to working conditions not contained in this agreement shall be left to the discretion of the Giltner Board of Education or the Board's designee.

The Giltner Board of Education, meeting in a legal meeting, accepts the negotiated salary and benefits agreement for the school year 2021-2022.

(Date of meeting November 16th, 2021)

Date 11-16-2020



President



Secretary

The Giltner Association of Educators, having taken a vote of its membership, hereby accepts the negotiated salary and benefits agreement for the 2021-2022 school year.

Date 12-3-20



President



Secretary