

**Scottsbluff Public Schools
Appendix A-1
Standard Salary Schedule
2024/2025**

Base Salary: \$40,040												
YEAR	BA+00	BA+09	BA+18	BA+27	BA+36	MA+00	MA+09	MA+18	MA+27	MA+36	MA+45	PhD
1	\$40,040	\$41,842	\$43,644	\$45,445	\$47,247	\$49,049	\$50,851	\$52,653	\$54,454	\$56,256	\$58,058	\$59,860
2	\$41,842	\$43,644	\$45,445	\$47,247	\$49,049	\$50,851	\$52,653	\$54,454	\$56,256	\$58,058	\$59,860	\$61,662
3	\$43,644	\$45,445	\$47,247	\$49,049	\$50,851	\$52,653	\$54,454	\$56,256	\$58,058	\$59,860	\$61,662	\$63,463
4	\$45,445	\$47,247	\$49,049	\$50,851	\$52,653	\$54,454	\$56,256	\$58,058	\$59,860	\$61,662	\$63,463	\$65,265
5		\$49,049	\$50,851	\$52,653	\$54,454	\$56,256	\$58,058	\$59,860	\$61,662	\$63,463	\$65,265	\$67,067
6			\$52,653	\$54,454	\$56,256	\$58,058	\$59,860	\$61,662	\$63,463	\$65,265	\$67,067	\$68,869
7				\$56,256	\$58,058	\$59,860	\$61,662	\$63,463	\$65,265	\$67,067	\$68,869	\$70,671
8					\$59,860	\$61,662	\$63,463	\$65,265	\$67,067	\$68,869	\$70,671	\$72,472
9						\$63,463	\$65,265	\$67,067	\$68,869	\$70,671	\$72,472	\$74,274
10						\$65,265	\$67,067	\$68,869	\$70,671	\$72,472	\$74,274	\$76,076
11						\$67,067	\$68,869	\$70,671	\$72,472	\$74,274	\$76,076	\$77,878
12								\$72,472	\$74,274	\$76,076	\$77,878	\$79,680
13								\$74,274	\$76,076	\$77,878	\$79,680	\$81,481
14									\$77,878	\$79,680	\$81,481	\$83,283
15											\$83,283	\$85,085
16											\$85,085	\$86,887
17											\$86,887	\$88,689

The Flat Dollar Salary/Fringe Benefit Stipend Amount of \$11,220 is Not Included in the Above Amounts

Section 125 (Pre-Tax) Election Items Include:

1. Health Insurance – BC/BS NETwork Blue \$1050 Deductible Plan; and Dental Insurance – BCBS 100% A, 75% B and 50% C coverage

Coverage	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
Health Coverage \$1050 Deductible	\$818.18	\$1,513.66	\$1,718.19	\$2,307.10
Health Coverage \$2500 Deductible	\$690.31	\$1,277.12	\$1,449.69	\$1,946.55
Dental Coverage 100% A, 75% B, 50% C	\$30.13	\$55.70	\$63.23	\$84.95

Above rates are before Employer's contribution \$424.16 per month toward Health Coverage

* 2. Flexible Spending Account (Unreimbursed Medical and/or Dependent Care) Expenses ***(Any Unused Dollars Revert to the District)**

3. VSP Vision Insurance (12 mo. Plan) for applicable Single; Single/Children; Single/Spouse; and, Family coverage – per the annual rates established by the insurance provider.

4. Life Insurance

**Scottsbluff Public Schools
Appendix A-3
Standard Salary Schedule
2025/2026**

Base Salary: \$41,070												
YEAR	BA+00	BA+09	BA+18	BA+27	BA+36	MA+00	MA+09	MA+18	MA+27	MA+36	MA+45	PhD
1	\$41,070	\$42,918	\$44,766	\$46,614	\$48,463	\$50,311	\$52,159	\$54,007	\$55,855	\$57,703	\$59,552	\$61,400
2	\$42,918	\$44,766	\$46,614	\$48,463	\$50,311	\$52,159	\$54,007	\$55,855	\$57,703	\$59,552	\$61,400	\$63,248
3	\$44,766	\$46,614	\$48,463	\$50,311	\$52,159	\$54,007	\$55,855	\$57,703	\$59,552	\$61,400	\$63,248	\$65,096
4	\$46,614	\$48,463	\$50,311	\$52,159	\$54,007	\$55,855	\$57,703	\$59,552	\$61,400	\$63,248	\$65,096	\$66,944
5		\$50,311	\$52,159	\$54,007	\$55,855	\$57,703	\$59,552	\$61,400	\$63,248	\$65,096	\$66,944	\$68,792
6			\$54,007	\$55,855	\$57,703	\$59,552	\$61,400	\$63,248	\$65,096	\$66,944	\$68,792	\$70,640
7				\$57,703	\$59,552	\$61,400	\$63,248	\$65,096	\$66,944	\$68,792	\$70,640	\$72,489
8					\$61,400	\$63,248	\$65,096	\$66,944	\$68,792	\$70,640	\$72,489	\$74,337
9						\$65,096	\$66,944	\$68,792	\$70,640	\$72,489	\$74,337	\$76,185
10						\$66,944	\$68,792	\$70,640	\$72,489	\$74,337	\$76,185	\$78,033
11						\$68,792	\$70,640	\$72,489	\$74,337	\$76,185	\$78,033	\$79,881
12								\$74,337	\$76,185	\$78,033	\$79,881	\$81,729
13								\$76,185	\$78,033	\$79,881	\$81,729	\$83,577
14									\$79,881	\$81,729	\$83,577	\$85,426
15											\$85,426	\$87,274
16											\$87,274	\$89,122
17											\$89,122	\$90,970

The Flat Dollar Salary/Fringe Benefit Stipend Amount of \$11,220 is Not Included in the Above Amounts

Section 125 (Pre-Tax) Election Items Include:

1. Health Insurance – BC/BS NEtwork Blue \$1,050 Deductible Plan; and Dental Insurance – BCBS 100% A, 75% B and 50% C coverage – subject to IOC Committee.

Coverage	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
Health Coverage \$1050 Deductible	TBD	TBD	TBD	TBD
Health Coverage \$2500 Deductible	TBD	TBD	TBD	TBD
Dental Coverage 100% A, 75% B, 50% C	TBD	TBD	TBD	TBD

Above rates are before Employer's contribution TBD per month toward Health Coverage

- * 2. Flexible Spending Account (Unreimbursed Medical and/or Dependent Care) Expenses ***(Any Unused Dollars Revert to the District)**

3. VSP Vision Insurance (12 mo. Plan) for applicable Single; Single/Children; Single/Spouse; and, Family coverage – per the annual rates established by the insurance provider.
4. Life Insurance

Scottsbluff Public Schools
Appendix A-4
Standard Salary Schedule
Including Flat Dollar/Fringe Benefit Stipend
2025/2026

YEAR	BA+00	BA+09	BA+18	BA+27	BA+36	MA+00	MA+09	MA+18	MA+27	MA+36	MA+45	PhD
1	1.000 \$41,070 \$11,220	1.045 \$42,918 \$11,220	1.090 \$44,766 \$11,220	1.135 \$46,614 \$11,220	1.180 \$48,463 \$11,220	1.225 \$50,311 \$11,220	1.270 \$52,159 \$11,220	1.315 \$54,007 \$11,220	1.360 \$55,855 \$11,220	1.405 \$57,703 \$11,220	1.450 \$59,552 \$11,220	1.495 \$61,400 \$11,220
Total	\$52,290	\$54,138	\$55,986	\$57,834	\$59,683	\$61,531	\$63,379	\$65,227	\$67,075	\$68,923	\$70,772	\$72,620
2	1.045 \$42,918 \$11,220	1.090 \$44,766 \$11,220	1.135 \$46,614 \$11,220	1.180 \$48,463 \$11,220	1.225 \$50,311 \$11,220	1.270 \$52,159 \$11,220	1.315 \$54,007 \$11,220	1.360 \$55,855 \$11,220	1.405 \$57,703 \$11,220	1.450 \$59,552 \$11,220	1.495 \$61,400 \$11,220	1.540 \$63,248 \$11,220
Total	\$54,138	\$55,986	\$57,834	\$59,683	\$61,531	\$63,379	\$65,227	\$67,075	\$68,923	\$70,772	\$72,620	\$74,468
3	1.090 \$44,766 \$11,220	1.135 \$46,614 \$11,220	1.180 \$48,463 \$11,220	1.225 \$50,311 \$11,220	1.270 \$52,159 \$11,220	1.315 \$54,007 \$11,220	1.360 \$55,855 \$11,220	1.405 \$57,703 \$11,220	1.450 \$59,552 \$11,220	1.495 \$61,400 \$11,220	1.540 \$63,248 \$11,220	1.585 \$65,096 \$11,220
Total	\$55,986	\$57,834	\$59,683	\$61,531	\$63,379	\$65,227	\$67,075	\$68,923	\$70,772	\$72,620	\$74,468	\$76,316
4	1.135 \$46,614 \$11,220	1.180 \$48,463 \$11,220	1.225 \$50,311 \$11,220	1.270 \$52,159 \$11,220	1.315 \$54,007 \$11,220	1.360 \$55,855 \$11,220	1.405 \$57,703 \$11,220	1.450 \$59,552 \$11,220	1.495 \$61,400 \$11,220	1.540 \$63,248 \$11,220	1.585 \$65,096 \$11,220	1.630 \$66,944 \$11,220
Total	\$57,834	\$59,683	\$61,531	\$63,379	\$65,227	\$67,075	\$68,923	\$70,772	\$72,620	\$74,468	\$76,316	\$78,164
5	1.225 \$50,311 \$11,220	1.270 \$52,159 \$11,220	1.315 \$54,007 \$11,220	1.360 \$55,855 \$11,220	1.405 \$57,703 \$11,220	1.450 \$59,552 \$11,220	1.495 \$61,400 \$11,220	1.540 \$63,248 \$11,220	1.585 \$65,096 \$11,220	1.630 \$66,944 \$11,220	1.675 \$68,792 \$11,220	1.720 \$70,640 \$11,220
Total	\$61,531	\$63,379	\$65,227	\$67,075	\$68,923	\$70,772	\$72,620	\$74,468	\$76,316	\$78,164	\$80,012	\$81,860
6	1.270 \$52,159 \$11,220	1.315 \$54,007 \$11,220	1.360 \$55,855 \$11,220	1.405 \$57,703 \$11,220	1.450 \$59,552 \$11,220	1.495 \$61,400 \$11,220	1.540 \$63,248 \$11,220	1.585 \$65,096 \$11,220	1.630 \$66,944 \$11,220	1.675 \$68,792 \$11,220	1.720 \$70,640 \$11,220	1.765 \$72,489 \$11,220
Total	\$65,227	\$67,075	\$68,923	\$70,772	\$72,620	\$74,468	\$76,316	\$78,164	\$80,012	\$81,860	\$83,709	\$85,557
7	1.315 \$54,007 \$11,220	1.360 \$55,855 \$11,220	1.405 \$57,703 \$11,220	1.450 \$59,552 \$11,220	1.495 \$61,400 \$11,220	1.540 \$63,248 \$11,220	1.585 \$65,096 \$11,220	1.630 \$66,944 \$11,220	1.675 \$68,792 \$11,220	1.720 \$70,640 \$11,220	1.765 \$72,489 \$11,220	1.810 \$74,337 \$11,220
Total	\$68,923	\$70,772	\$72,620	\$74,468	\$76,316	\$78,164	\$80,012	\$81,860	\$83,709	\$85,557	\$87,405	\$89,253
8	1.360 \$55,855 \$11,220	1.405 \$57,703 \$11,220	1.450 \$59,552 \$11,220	1.495 \$61,400 \$11,220	1.540 \$63,248 \$11,220	1.585 \$65,096 \$11,220	1.630 \$66,944 \$11,220	1.675 \$68,792 \$11,220	1.720 \$70,640 \$11,220	1.765 \$72,489 \$11,220	1.810 \$74,337 \$11,220	1.855 \$76,185 \$11,220
Total	\$72,620	\$74,468	\$76,316	\$78,164	\$80,012	\$81,860	\$83,709	\$85,557	\$87,405	\$89,253	\$91,101	\$92,949
9	1.405 \$57,703 \$11,220	1.450 \$59,552 \$11,220	1.495 \$61,400 \$11,220	1.540 \$63,248 \$11,220	1.585 \$65,096 \$11,220	1.630 \$66,944 \$11,220	1.675 \$68,792 \$11,220	1.720 \$70,640 \$11,220	1.765 \$72,489 \$11,220	1.810 \$74,337 \$11,220	1.855 \$76,185 \$11,220	1.900 \$78,033 \$11,220
Total	\$76,316	\$78,164	\$80,012	\$81,860	\$83,709	\$85,557	\$87,405	\$89,253	\$91,101	\$92,949	\$94,797	\$96,646
10	1.450 \$59,552 \$11,220	1.495 \$61,400 \$11,220	1.540 \$63,248 \$11,220	1.585 \$65,096 \$11,220	1.630 \$66,944 \$11,220	1.675 \$68,792 \$11,220	1.720 \$70,640 \$11,220	1.765 \$72,489 \$11,220	1.810 \$74,337 \$11,220	1.855 \$76,185 \$11,220	1.900 \$78,033 \$11,220	1.945 \$79,881 \$11,220
Total	\$80,012	\$81,860	\$83,709	\$85,557	\$87,405	\$89,253	\$91,101	\$92,949	\$94,797	\$96,646	\$98,494	\$100,342
11	1.495 \$61,400 \$11,220	1.540 \$63,248 \$11,220	1.585 \$65,096 \$11,220	1.630 \$66,944 \$11,220	1.675 \$68,792 \$11,220	1.720 \$70,640 \$11,220	1.765 \$72,489 \$11,220	1.810 \$74,337 \$11,220	1.855 \$76,185 \$11,220	1.900 \$78,033 \$11,220	1.945 \$79,881 \$11,220	2.000 \$83,577 \$11,220
Total	\$84,708	\$86,556	\$88,404	\$90,252	\$92,100	\$93,948	\$95,796	\$97,644	\$99,492	\$101,340	\$103,188	\$105,036
12	1.540 \$63,248 \$11,220	1.585 \$65,096 \$11,220	1.630 \$66,944 \$11,220	1.675 \$68,792 \$11,220	1.720 \$70,640 \$11,220	1.765 \$72,489 \$11,220	1.810 \$74,337 \$11,220	1.855 \$76,185 \$11,220	1.900 \$78,033 \$11,220	1.945 \$79,881 \$11,220	2.000 \$83,577 \$11,220	2.055 \$87,273 \$11,220
Total	\$88,404	\$90,252	\$92,100	\$93,948	\$95,796	\$97,644	\$99,492	\$101,340	\$103,188	\$105,036	\$106,884	\$108,732
13	1.585 \$65,096 \$11,220	1.630 \$66,944 \$11,220	1.675 \$68,792 \$11,220	1.720 \$70,640 \$11,220	1.765 \$72,489 \$11,220	1.810 \$74,337 \$11,220	1.855 \$76,185 \$11,220	1.900 \$78,033 \$11,220	1.945 \$79,881 \$11,220	2.000 \$83,577 \$11,220	2.055 \$87,273 \$11,220	2.110 \$90,969 \$11,220
Total	\$92,100	\$93,948	\$95,796	\$97,644	\$99,492	\$101,340	\$103,188	\$105,036	\$106,884	\$108,732	\$110,580	\$112,428
14	1.630 \$66,944 \$11,220	1.675 \$68,792 \$11,220	1.720 \$70,640 \$11,220	1.765 \$72,489 \$11,220	1.810 \$74,337 \$11,220	1.855 \$76,185 \$11,220	1.900 \$78,033 \$11,220	1.945 \$79,881 \$11,220	2.000 \$83,577 \$11,220	2.055 \$87,273 \$11,220	2.110 \$90,969 \$11,220	2.165 \$94,665 \$11,220
Total	\$95,796	\$97,644	\$99,492	\$101,340	\$103,188	\$105,036	\$106,884	\$108,732	\$110,580	\$112,428	\$114,276	\$116,124
15	1.675 \$68,792 \$11,220	1.720 \$70,640 \$11,220	1.765 \$72,489 \$11,220	1.810 \$74,337 \$11,220	1.855 \$76,185 \$11,220	1.900 \$78,033 \$11,220	1.945 \$79,881 \$11,220	2.000 \$83,577 \$11,220	2.055 \$87,273 \$11,220	2.110 \$90,969 \$11,220	2.165 \$94,665 \$11,220	2.220 \$98,361 \$11,220
Total	\$99,492	\$101,340	\$103,188	\$105,036	\$106,884	\$108,732	\$110,580	\$112,428	\$114,276	\$116,124	\$117,972	\$119,820
16	1.720 \$70,640 \$11,220	1.765 \$72,489 \$11,220	1.810 \$74,337 \$11,220	1.855 \$76,185 \$11,220	1.900 \$78,033 \$11,220	1.945 \$79,881 \$11,220	2.000 \$83,577 \$11,220	2.055 \$87,273 \$11,220	2.110 \$90,969 \$11,220	2.165 \$94,665 \$11,220	2.220 \$98,361 \$11,220	2.275 \$102,057 \$11,220
Total	\$103,188	\$105,036	\$106,884	\$108,732	\$110,580	\$112,428	\$114,276	\$116,124	\$117,972	\$119,820	\$121,668	\$123,516
17	1.765 \$72,489 \$11,220	1.810 \$74,337 \$11,220	1.855 \$76,185 \$11,220	1.900 \$78,033 \$11,220	1.945 \$79,881 \$11,220	2.000 \$83,577 \$11,220	2.055 \$87,273 \$11,220	2.110 \$90,969 \$11,220	2.165 \$94,665 \$11,220	2.220 \$98,361 \$11,220	2.275 \$102,057 \$11,220	2.330 \$105,753 \$11,220
Total	\$106,884	\$108,732	\$110,580	\$112,428	\$114,276	\$116,124	\$117,972	\$119,820	\$121,668	\$123,516	\$125,364	\$127,212

SCOTTSSLUFF PUBLIC SCHOOLS
SCHEDULE #B-1
EXTRA-STANDARD SERVICES
2024-2025

A salary increment, as listed, will be added to the base salary of each instructor who assumes one of the following responsibilities, in addition to their normal teaching load. A normal load: Elementary – responsibility for a regular elementary classroom, bus duty, playground duties; Middle School – eight daily class periods and Senior High School – eight class periods, participation in routine assignments and sponsorship activities.

Note: Use preceding year's base salary % of \$39,000 for 2023-2024	Salary Range		Percentage	
			Range	
AFJROTC	4,680	7,020	12%	18%
Auditorium Supervisor	1,950	1,950	5%	5%
BMS Concessions	1,950	1,950	5%	5%
BMS Games of Chance Club Sponsor	390	390	1%	1%
BMS Math Counts	390	780	1%	2%
BMS National Honor Society Advisor	780	780	2%	2%
BMS Strategy Games Club Sponsor	390	390	1%	1%
BMS Student Council Sponsor	2,340	3,120	6%	8%
BMS Vocal	780	780	2%	2%
Cheerleader Coach - Senior High	3,900	5,460	10%	14%
Cheerleader Coach Assistant	3,120	4,680	8%	12%
CHOICES Sponsor	4,680	7,020	12%	18%
Circle of Friends Sponsor (2)	2,730	3,900	7%	10%
DECA Advisor	4,680	7,020	12%	18%
DECA Assistant Advisor	3,120	4,680	8%	12%
Dramatics	3,510	5,460	9%	14%
Dramatics Assistant (One Act Play)	1,950	3,510	5%	9%
Drill Team Coach	3,900	5,460	10%	14%
Drill Team Assistant Coach	3,120	4,680	8%	12%
EdRising	4,680	7,020	12%	18%
Esports	4,680	7,020	12%	18%
FCCLA	4,680	7,020	12%	18%
FFA Assistant Sponsor	3,120	4,680	8%	12%
FFA Sponsor	4,680	7,020	12%	18%
Graphic Arts	4,680	7,020	12%	18%
HOSA Advisor	4,680	7,020	12%	18%
HOSA Assistant Advisor	3,120	4,680	8%	12%
Journalism	3,900	5,460	10%	14%
Link Crew Coordinator (1 BMS, 1 SHS)	3,900	3,900	10%	10%
Mock Trial	1,560	2,340	4%	6%
Music, Assistant Band (K-12)	3,120	4,680	8%	12%
Music, Instrumental	4,680	6,630	12%	17%
Music, Orchestra (Strings K-12)	1,560	2,340	4%	6%
Music, Vocal	4,680	6,630	12%	17%
Music, Vocal Assistant	3,120	4,680	8%	12%
ProStart	4,680	7,020	12%	18%
SHS Concessions	3,900	3,900	10%	10%
SHS Math Club	4,680	7,020	12%	18%
SHS Math Club Assistant	3,120	4,680	8%	12%
SHS National Honor Society Advisor	1,365	1,365	3.5%	3.5%

SHS Student Senate Sponsor	2,730	3,900	7%	10%
SkillsUSA	4,680	7,020	12%	18%
Speech/Debate	4,680	7,020	12%	18%
Speech/Debate Assistant (2)	3,120	4,680	8%	12%
TeamMates	1,560	1,560	4%	4%

Special Assignment Positions:

These positions are established by the School Board and administration. These are positions which are related to their normal capacity in an educational setting. They are not considered extra-standard services.

Assistant Activities Director	13,650	35%
BMS Core Team Leader (6)	2,145	5.5%
BMS Exploratory Team Leader	1,365	3.5%
Building HALS Coordinators (RO, LM, LH, WE, LO, 3 BMS)	2,730	7%
Content Area Specialist	6,240	16%
Director of Counseling	2,340	6%
Director of Mental Health Counseling	2,340	6%
Elementary Homework Club/Breakfast Supervision	1,950	5%
ELL Coordinator (1 BMS, 1 SHS)	2,145	5.5%
Freshman Academy Team Leaders (2)	2,145	5.5%
Health Services Coordinator	2,340	6%
Information Technology Specialist	6,240	16%
Literacy (Reading) Coach (LM)	1,560	4%
Literacy (Reading) Coaches (RO, LH, WE, LO)	3,120	8%
School Psychologist	9,360	24%
School Psychologist Coordinator(s)	13,650	35%
SHS Department Chairs Core Departments (Math, LA, Science, SS, ReConnect)	2,145	5.5%
SHS Department Chairs Electives (PE, CTE, For Lang)	1,365	3.5%
Special Education Coordinator	2,340	6%
Speech Language Pathologist – CCC	11,700	30%

	16 Days of Instruction & 4 Hours of Planning	20 Days of Instruction & 5 Hours of Planning	32 Days of Instruction & 8 Hours of Planning	36 Days of Instruction & 9 Hours of Planning
Learning Loss Instructor	600	750	1,200	1,350

BMS Tutoring (3 positions, 1 per grade level)	3,000
SHS Tutoring (2 positions)	3,000

SCOTTSSLUFF PUBLIC SCHOOLS
SCHEDULE #B-2
EXTRA-STANDARD SERVICES
2025-2026

A salary increment, as listed, will be added to the base salary of each instructor who assumes one of the following responsibilities, in addition to their normal teaching load. A normal load: Elementary – responsibility for a regular elementary classroom, bus duty, playground duties; Middle School – eight daily class periods and Senior High School – eight class periods, participation in routine assignments and sponsorship activities.

Note: Use preceding year's base salary % of \$40,040 for 2024-2025	Salary Range		Percentage	
			Range	
AFJROTC	4,805	7,207	12%	18%
Auditorium Supervisor	2,002	2,002	5%	5%
BMS Concessions	2,002	2,002	5%	5%
BMS Games of Chance Club Sponsor	400	400	1%	1%
BMS Math Counts	400	801	1%	2%
BMS National Honor Society Advisor	801	801	2%	2%
BMS Strategy Games Club Sponsor	400	400	1%	1%
BMS Student Council Sponsor	2,402	3,203	6%	8%
BMS Vocal	801	801	2%	2%
Cheerleader Coach - Senior High	4,004	5,606	10%	14%
Cheerleader Coach Assistant	3,203	4,805	8%	12%
CHOICES Sponsor	4,805	7,207	12%	18%
Circle of Friends Sponsor (2)	2,803	4,004	7%	10%
DECA Advisor	4,805	7,207	12%	18%
DECA Assistant Advisor	3,203	4,805	8%	12%
Dramatics	3,604	5,606	9%	14%
Dramatics Assistant (One Act Play)	2,002	3,604	5%	9%
Drill Team Coach	4,004	5,606	10%	14%
Drill Team Assistant Coach	3,203	4,805	8%	12%
EdRising	4,805	7,207	12%	18%
ESports	4,805	7,207	12%	18%
FCCLA	4,805	7,207	12%	18%
FFA Assistant Sponsor	3,203	4,805	8%	12%
FFA Sponsor	4,805	7,207	12%	18%
Graphic Arts	4,805	7,207	12%	18%
HOSA Advisor	4,805	7,207	12%	18%
HOSA Assistant Advisor	3,203	4,805	8%	12%
Journalism	4,004	5,606	10%	14%
Link Crew Coordinator (1 BMS, 1 SHS)	4,004	4,004	10%	10%
Mock Trial	1,602	2,402	4%	6%
Music, Assistant Band (K-12)	3,203	4,805	8%	12%
Music, Instrumental	4,805	6,807	12%	17%
Music, Orchestra (Strings K-12)	1,602	2,402	4%	6%
Music, Vocal	4,805	6,807	12%	17%
Music, Vocal Assistant	3,203	4,805	8%	12%
ProStart	4,805	7,207	12%	18%
SHS Concessions	4,004	4,004	10%	10%
SHS Math Club	4,805	7,207	12%	18%
SHS Math Club Assistant	3,203	4,805	8%	12%
SHS National Honor Society Advisor	1,401	1,401	3.5%	3.5%

SHS Student Senate Sponsor	2,803	4,004	7%	10%
SkillsUSA	4,805	7,207	12%	18%
Speech/Debate	4,805	7,207	12%	18%
Speech/Debate Assistant (2)	3,203	4,805	8%	12%
TeamMates	1,602	1,602	4%	4%

Special Assignment Positions:

These positions are established by the School Board and administration. These are positions which are related to their normal capacity in an educational setting. They are not considered extra-standard services.

Assistant Activities Director	14,014	35%
BMS Core Team Leader (6)	2,202	5.5%
BMS Exploratory Team Leader	1,401	3.5%
Building HALS Coordinators (RO, LM, LH, W, LO, 3 BMS)	2,803	7%
Content Area Specialist	6,406	16%
Director of Counseling	2,402	6%
Director of Mental Health Counseling	2,402	6%
Elementary Homework Club/Breakfast Supervision	2,002	5%
ELL Coordinator (1 BMS, 1 SHS)	2,202	5.5%
Freshman Academy Team Leaders (2)	2,202	5.5%
Health Services Coordinator	2,402	6%
Information Technology Specialist	6,406	16%
Literacy (Reading) Coach (LM)	1,602	4%
Literacy (Reading) Coaches (RO, LH, W, LO)	3,203	8%
School Psychologist	9,610	24%
School Psychologist Coordinator(s)	14,014	35%
SHS Department Chairs Core Departments (Math, LA, Science, SS, ReConnect)	2,202	5.5%
SHS Department Chairs Electives (PE, CTE, For Lang)	1,401	3.5%
Special Education Coordinator	2,402	6%
Speech Language Pathologist – CCC	12,012	30%

	16 Days of Instruction & 4 Hours of Planning	20 Days of Instruction & 5 Hours of Planning	32 Days of Instruction & 8 Hours of Planning	36 Days of Instruction & 9 Hours of Planning
Learning Loss Instructor	600	750	1,200	1,350

BMS Tutoring (3 positions, 1 per grade level)	3,000
SHS Tutoring (2 positions)	3,000

Compensation-in-Lieu of Planning Period:

In the event that a teacher is required to teach in-lieu of a planning period, said teacher will be compensated at the rate of 1/8th of their respective salary amount, including the fringe benefit / flat dollar salary amount.

COACHING DUTIES

Coaching/Sponsorship Duties:

Any new or additional assignments to the coaching or sponsorship duties shall be evaluated according to the degree of difficulty and responsibility and placed accordingly on the Extra-Standard Services or Coaching Schedules. Such evaluation and placement shall be the responsibility of the Board of Education. This schedule is a guideline for pay purposes only and is not a list of guaranteed positions to be filled each year. In sports where there is only one coach, every effort will be made to provide a “same-sex” assistant coach.

SCOTTSDLUFF PUBLIC SCHOOLS
SCHEDULE #C-1
COACHING SERVICES
2024-2025

All coaches shall receive their compensation for assignments in twelve (12) equal monthly payments.

			Percentage			
<i>Note: use preceding year's base salary % of \$39,000 for 2023-2024</i>			Salary Range			
			Range			
FOOTBALL						
Head Coach			5,850	8,190	15%	21%
Varsity Assistant Coach	(6) (each) @		3,510	5,460	9%	14%
Frosh Coach			3,510	4,680	9%	12%
Assistant Frosh Coach	(2) (each) @		2,730	3,510	7%	9%
BMS Football Coordinator			3,120	3,900	8%	10%
BMS Assistant	(5) (each) @		2,340	3,120	6%	8%
BASKETBALL						
Head Coach – Boys			5,850	8,190	15%	21%
Head Coach – Girls			5,850	8,190	15%	21%
JV Coach – Boys			3,510	5,460	9%	14%
JV Coach – Girls			3,510	5,460	9%	14%
Sophomore Coach – Boys			3,510	5,460	9%	14%
Sophomore Coach – Girls			3,510	5,460	9%	14%
Frosh Coach – Boys			3,510	4,680	9%	12%
Frosh Aide – Boys			390	390	1%	1%
Frosh Coach – Girls			3,510	4,680	9%	12%
BMS Head Coach Boys (8 th Grade)			2,340	3,120	6%	8%
BMS Head Coach Boys (7 th Grade)			2,340	3,120	6%	8%
BMS Head Coach Boys (Red Team)			1,560	2,340	4%	6%
BMS Boys Asst Coach	(2) (each) @		1,560	1,560	4%	4%
BMS Boys Asst Coach (Red Team)			780	780	2%	2%
BMS Head Coach Girls (8 th Grade)			2,340	3,120	6%	8%
BMS Head Coach Girls (7 th Grade)			2,340	3,120	6%	8%
BMS Head Coach Girls (Red Team)			1,560	2,340	4%	6%
BMS Girls Asst Coach	(2) (each) @		1,560	1,560	4%	4%
BMS Girls Asst Coach (Red Team)			780	780	2%	2%
Intramural Coach - Boys (Senior High)			2,340	2,340	6%	6%
Intramural Coach - Girls (Senior High)			2,340	2,340	6%	6%
TRACK						
Head Coach			5,850	8,190	15%	21%
Assistant Coach	(7) (each) @		3,510	5,460	9%	14%
	OR					
Head Coach	(2) (each) @		5,850	8,190	15%	21%
Assistant Coach	(6) (each) @		3,510	5,460	9%	14%
BMS Track Coordinator			3,120	3,900	8%	10%
BMS Assistant	(5) (each) @		2,340	3,120	6%	8%
Unified Track	(2) (each) @		780	1,170	2%	3%
SOFTBALL						
Head Coach - Girls			4,680	6,630	12%	17%
Assistant Coach – Girls	(3) (each) @		3,120	4,680	8%	12%
SOCCER						
Head Coach - Boys			4,680	6,630	12%	17%
Head Coach - Girls			4,680	6,630	12%	17%
Assistant Coach – Boys	(2) (each) @		2,340	3,120	6%	8%

	Assistant Coach – Girls		3,120	4,680	8%	12%
	BMS Soccer Coordinator		1,950	1,950	5%	5%
	BMS Assistant Coach	(4)(each)@	1,170	1,170	3%	3%
WRESTLING						
	Head Coach		5,850	8,190	15%	21%
	Assistant Coach	(2) (each)@	3,510	5,460	9%	14%
	High School Adult Aide	(3) (each) @	390	390	1%	1%
	BMS Wrestling Coordinator - Boys		3,120	3,900	8%	10%
	BMS Wrestling Coordinator - Girls		3,120	3,900	8%	10%
	BMS Assistant Coach – Boys		2,340	3,120	6%	8%
	BMS Assistant Coach - Girls		2,340	3,120	6%	8%
SWIMMING						
	Head Coach – Boys/Girls		5,850	8,190	15%	21%
	Assistant Coach	(2) (each) @	3,510	5,460	9%	14%
VOLLEYBALL						
	Head Coach		5,850	8,190	15%	21%
	JV Coach	(2) (each) @	3,510	5,460	9%	14%
	Frosh Coach		3,510	4,680	9%	12%
	Middle School Coordinator		2,730	3,510	7%	9%
	BMS Asst Coach	(3) (each) @	1,560	1,560	4%	4%
	BMS Red Asst Coach	(2) (each) @	780	780	2%	2%
BOWLING						
	Unified Bowling	(2) (each) @	2,730	3,510	7%	9%
	Unified Bowling Assistant Coach		2,340	2,340	6%	6%
TENNIS						
	Head Coach - Girls		3,900	5,460	10%	14%
	Head Coach - Boys		3,900	5,460	10%	14%
	Assistant Coach - Girls		2,730	3,900	7%	10%
	Assistant Coach - Boys		2,730	3,900	7%	10%
GOLF						
	Head Coach - Boys		3,900	5,460	10%	14%
	Head Coach - Girls		3,900	5,460	10%	14%
	Assistant Coach – Boys		2,730	3,900	7%	10%
	Assistant Coach – Girls		2,730	3,900	7%	10%
CROSS COUNTRY COACH						
	Head Coach		4,680	6,630	12%	17%
	Assistant Coach	(2) (each) @	2,730	3,900	7%	10%
	BMS Cross Country Coach – Boys/Girls		3,120	3,120	8%	8%
WEIGHT PROGRAM						
	BMS Equipment Manager		1,170	1,170	3%	3%
	BMS Weight Room / P.E. Department Instructor		2,730	2,730	7%	7%
	Weight Program Season (Fall-Winter Spring)		1,170	2,730	3%	7%
	Summer	(2) (each) @	4,680	4,560	12%	12%

***if actual numbers warrant it, these positions will be created.**

SCOTTSDLUFF PUBLIC SCHOOLS
SCHEDULE #C-2
COACHING SERVICES
2025-2026

All coaches shall receive their compensation for assignments in twelve (12) equal monthly payments.

<i>Note: use preceding year's base salary % of \$40,040 for 2024-2025</i>			Salary Range		Percentage Range	
FOOTBALL						
Head Coach		6,006	8,408	15%	21%	
Varsity Assistant Coach	(6) (each) @	3,604	5,606	9%	14%	
Frosh Coach		3,604	4,805	9%	12%	
Assistant Frosh Coach	(2) (each) @	2,803	3,604	7%	9%	
BMS Football Coordinator		3,203	4,004	8%	10%	
BMS Assistant	(5) (each) @	2,402	3,203	6%	8%	
BASKETBALL						
Head Coach – Boys		6,006	8,408	15%	21%	
Head Coach – Girls		6,006	8,408	15%	21%	
JV Coach – Boys		3,604	5,606	9%	14%	
JV Coach – Girls		3,604	5,606	9%	14%	
Sophomore Coach – Boys		3,604	5,606	9%	14%	
Sophomore Coach – Girls		3,604	5,606	9%	14%	
Frosh Coach – Boys		3,604	4,805	9%	12%	
Frosh Aide – Boys		400	400	1%	1%	
Frosh Coach – Girls		3,604	4,805	9%	12%	
BMS Head Coach Boys (8 th Grade)		2,402	3,203	6%	8%	
BMS Head Coach Boys (7 th Grade)		2,402	3,203	6%	8%	
BMS Head Coach Boys (Red Team)		1,602	2,402	4%	6%	
BMS Boys Asst Coach	(2) (each) @	1,602	1,602	4%	4%	
BMS Boys Asst Coach (Red Team)		801	801	2%	2%	
BMS Head Coach Girls (8 th Grade)		2,402	3,203	6%	8%	
BMS Head Coach Girls (7 th Grade)		2,402	3,203	6%	8%	
BMS Head Coach Girls (Red Team)		1,602	2,402	4%	6%	
BMS Girls Asst Coach	(2) (each) @	1,602	1,602	4%	4%	
BMS Girls Asst Coach (Red Team)		801	801	2%	2%	
Intramural Coach - Boys (Senior High)		2,402	2,402	6%	6%	
Intramural Coach - Girls (Senior High)		2,402	2,402	6%	6%	
TRACK						
Head Coach		6,006	8,408	15%	21%	
Assistant Coach	(7) (each) @ OR	3,604	5,606	9%	14%	
Head Coach	(2) (each)@	6,006	8,408	15%	21%	
Assistant Coach	(6) (each) @	3,604	5,606	9%	14%	
BMS Track Coordinator		3,203	4,004	8%	10%	
BMS Assistant	(5) (each) @	2,402	3,203	6%	8%	
Unified Track	(2) (each) @	801	1,201	2%	3%	
SOFTBALL						
Head Coach - Girls		4,805	6,807	12%	17%	
Assistant Coach – Girls	(3) (each) @	3,203	4,805	8%	12%	
SOCCER						
Head Coach - Boys		4,805	6,807	12%	17%	
Head Coach - Girls		4,805	6,807	12%	17%	
Assistant Coach – Boys	(2) (each) @	2,402	3,203	6%	8%	

	Assistant Coach – Girls		3,203	4,805	8%	12%
	BMS Soccer Coordinator		2,002	2,002	5%	5%
	BMS Assistant Coach	(4)(each)@	1,201	1,201	3%	3%
WRESTLING						
	Head Coach		6,006	8,408	15%	21%
	Assistant Coach	(2) (each)@	3,604	5,606	9%	14%
	High School Adult Aide	(3) (each) @	400	400	1%	1%
	BMS Wrestling Coordinator - Boys		3,203	4,004	8%	10%
	BMS Wrestling Coordinator - Girls		3,203	4,004	8%	10%
	BMS Assistant Coach – Boys		2,402	3,203	6%	8%
	BMS Assistant Coach - Girls		2,402	3,203	6%	8%
SWIMMING						
	Head Coach – Boys/Girls		6,006	8,408	15%	21%
	Assistant Coach	(2) (each) @	3,604	5,606	9%	14%
VOLLEYBALL						
	Head Coach		6,006	8,408	15%	21%
	JV Coach	(2) (each) @	3,604	5,606	9%	14%
	Frosh Coach		3,604	4,805	9%	12%
	Middle School Coordinator		2,803	3,604	7%	9%
	BMS Asst Coach	(3) (each) @	1,602	1,602	4%	4%
	BMS Red Asst Coach	(2) (each) @	801	801	2%	2%
BOWLING						
	Unified Bowling	(2) (each) @	2,803	3,604	7%	9%
	Unified Bowling Assistant Coach		2,402	2,402	6%	6%
TENNIS						
	Head Coach - Girls		4,004	5,606	10%	14%
	Head Coach - Boys		4,004	5,606	10%	14%
	Assistant Coach - Girls		2,803	4,004	7%	10%
	Assistant Coach - Boys		2,803	4,004	7%	10%
GOLF						
	Head Coach - Boys		4,004	5,606	10%	14%
	Head Coach - Girls		4,004	5,606	10%	14%
	Assistant Coach – Boys		2,803	4,004	7%	10%
	Assistant Coach – Girls		2,803	4,004	7%	10%
CROSS COUNTRY COACH						
	Head Coach		4,805	6,807	12%	17%
	Assistant Coach	(2) (each) @	2,803	4,004	7%	10%
	BMS Cross Country Coach – Boys/Girls		3,203	3,203	8%	8%
WEIGHT PROGRAM						
	BMS Equipment Manager		1,201	1,201	3%	3%
	BMS Weight Room / P.E. Department Instructor		2,803	2,803	7%	7%
	Weight Program Season (Fall-Winter Spring)		1,201	2,803	3%	7%
	Summer	(2) (each) @	4,805	4,805	12%	12%

***if actual numbers warrant it, these positions will be created.**

**SCOTTSDLUFF PUBLIC SCHOOLS
EXTENDED CONTRACTS
SCHEDULE #3
2024-2025 & 2025-2026**

COUNSELORS

Senior High (multiple positions)	20 Working Days
Middle School (multiple positions)	15 Working Days

SPECIAL EDUCATION

School Psychologist	20 Working Days
School Psychologist Intern	10 Working Days
Special Education Coordinator	10 Working Days
Special Education Coordinator	20 Working Days

VOCATIONAL

Agricultural	30 Working Days
Agricultural	20 Working Days
Construction (2 Positions)	10 Working Days

INTERNSHIP COORDINATOR/INDUSTRY LIAISON

Senior High	10 Working Days
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READING COACHES (5 Positions)

10 Working Days

CONTENT AREA SPECIALISTS (Multiple Positions)

10 Working Days

TECHNOLOGY

Library Media/Technology Specialist (2 positions)	15 Working Days
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HEALTH SERVICES

Health Services Coordinator	10 Working Days
Health Services (Registered Nurses)	5 Working Days

TEACHERS' COMPENSATION AND FRINGE BENEFITS

1. **Compensation:**

1.1 Salary Schedule Salary: The salary schedule salary of each employee covered by this Agreement shall be determined according to a salary schedule. The total package shall include all dollars provided for salaries; equity payments; health, dental, and long-term disability insurance benefits; social security; and the Board's share of retirement contributions.

1.1.1 Salary Schedule: The salary of each teacher covered by this Agreement for the 2024-2025 and 2025-2026 contract years shall be determined by the following described salary schedules, provided that

- a) A new teacher will be placed no lower on the salary schedule than the 1.09 step and shall stay at that step until their years of service and/or education exceed the 1.09 step.
- b) A new teacher, beginning with the 2024-2025 school year, with previous non-education industry-specific experience in their professional field may be granted years of service if they relate to the employee's assigned teaching area. Industry-specific experience may be granted with one (1) year credit for every two (2) years of industry experience, up to ten (10) years of industry experience, regardless of whether or not the experience was in the educational environment. The Superintendent shall have final authority if the industry experience is relevant to the employee's assigned teaching area. This will be considered the initial placement for the new teacher who shall then follow the natural progression within the negotiated agreement (e.g. the following year they would move down a step to reflect years of experience).
- c) For current teachers, beginning with the 2024-2025 school year, any previous industry-specific experience may be utilized under the same guidelines as section 1.1.1.b. to get the employee no further than Step 5. Should the employee already be at or beyond Step 5, no additional years of industry experience may be granted.
- d) For horizontal advancement in areas of the curriculum where appropriate graduate-level courses are not offered, the Superintendent or designee may approve coursework from other sources, such as technical colleges or industrial training institutions, for advancement on the salary schedule. This coursework must relate to the employee's assigned teaching area. Each one credit hour from the approved coursework will be equivalent to one (1) college credit hour for salary advancement.

1.1.1.1 2024-2025 Salary Schedule: See Appendix A-1 and A-2 attached hereto.

1.1.1.2 2025-2026 Salary Schedule: See Appendix A-3 and A-4 attached hereto.

1.1.2 Base Salary:

1.1.2.1 2024-2025 Contract Year: The base salary for the 2024-2025 contract year shall be \$40,040.

1.1.2.2 2025-2026 Contract Year: The base salary for the 2025-2026 contract year shall be \$41,070.

1.2 Flat Dollar Salary Amount: For all Employees subject to this Agreement employed by the Scottsbluff Public School District employed at any time prior to or during the 2010-2011 school year, the District shall pay such Employee a flat dollar salary amount of \$935 per month for the 2011-2012 school year and future years of employment per full-time certificated employee as part of the salary package, unless the Employee elects to receive the Fringe Benefit Stipend under paragraph 2.1 below. Employees employed at any time after the 2010-2011 school year shall not be eligible to receive the Flat Dollar Salary Amount. A full-time employee is deemed to be one who works thirty (30) or more hours per week. The amount of \$11,220 is the annualized amount based on full-time employment for the entire school year. Certificated staff working half-time or more will have their flat dollar salary amount figured on the percentage of time contracted. The flat dollar salary amount for employment for less than the entire school year shall be calculated on the actual days worked divided by 189 for the contract year. Less than half-time certificated employees will not be eligible for the flat dollar salary amount. Payment of the flat dollar salary amount will be made monthly for 12 months. The Flat Dollar Salary Amount is compensation under Neb. Rev. Stat. § 79-902.35 and is subject to the withholding of the employer and employee contribution to the Nebraska Public Employees Retirement System (NPERS) as required by law.

2. **Fringe Benefits:**

2.1 Fringe Benefit Stipend: For all Employees subject to this Agreement employed by the Scottsbluff Public School District employed at any time after the 2010-2011 school year, the District shall pay such

Employee a Fringe Benefit Stipend of \$935 per month for the respective school year per full-time certificated employee as part of the salary package. An Employee employed at any time prior to or during the 2010-2011 school year may make a one-time irrevocable election to receive the Fringe Benefit Stipend. A full-time employee is deemed to be one who works thirty (30) or more hours per week. The amount of \$11,220 is the annualized amount based on full-time employment for the entire school year. Certificated staff working half-time or more will have their Fringe Benefit Stipend figured on the percentage of time contracted. The Fringe Benefit Stipend for employment for less than the entire school year shall be calculated on the actual days worked divided by 189 for each contract year. Less than half-time certificated employees will not be eligible for the Fringe Benefit Stipend. Payment of the Fringe Benefit Stipend will be made monthly for 12 months. The Fringe Benefit Stipend is NOT compensation under Neb. Rev. Stat. § 79-902.35 and is NOT subject to the withholding of the employer and employee contribution to the Nebraska Public Employees Retirement System (NPERs).

2.2 Health Insurance: Scottsbluff Public Schools shall pay for full-time faculty members (0.75 full-time equivalency) the premium for one-half of the “Employee” (individual) health and dental insurance premium at the \$1,050.00 deductible rate and plan or its successor rate and plan, which includes 100% of A, 75% of B and 50% of C coverage for dental insurance, commencing with the first day of September of each such contract year at renewal rates per Educator’s Health Alliance in effect for such contract year. In those instances where both spouses are employees of Scottsbluff Public Schools, the “Employee” (individual) health and dental insurance premium for the second spouse shall be applied to family coverage. Notwithstanding the foregoing, the Scottsbluff Public Schools and its various bargaining unit group will establish an Insurance Oversight Committee (IOC). The IOC would be comprised of two (2) representatives from the certified, classified, and administrative groups and two (2) from our salaried employees. The IOC would be headed by the Executive Director of Finance. This group would be tasked with determining whether the insurance options given to employees should change for the 2024-2025 and/or 2025-2026 health and dental insurance plan years. If a change in the health and dental insurance plans are made, this agreement will be subject to a reopener at the option of either party to adjust total compensation and attendant benefit based upon the 2021-2022 Association staff which was the basis of the Agreement.

2.3 Sick Leave: Provision is made for nine (9) days sick leave per year, accumulative to one hundred (100) days. Sick leave is granted for personal illness or accident and may be used for illness of children, spouse, and parents. The building principal or immediate supervisor shall approve the sick leave in the designated employee portal to acknowledge that the staff person was in fact gone from the building and using sick leave. A maximum of seventy-five (75) days from accumulated sick leave, for full-time staff, shall be paid at the rate of \$40.00 per sick leave day upon resignation (age 55 minimum) or death.

2.4 Association Leave: The Scottsbluff Education Association will be allowed a total of five (5) days (not per person) for the purposes of transacting Association business. Days in excess of five (5) days will require prior approval by the Superintendent. Cost of substitute for all leave days will be reimbursed by the Association.

2.5 Personal Leave: Three (3) days of personal leave shall be granted each year, PROVIDED, such personal leave days may not be used to extend a holiday break (Thanksgiving, Christmas, and Easter) or absence during the final week of school. Notification to immediate supervisor shall be made as far in advance as possible. Absence for personal reasons beyond the allowed days (as detailed in the above language) will be docked at the rate of 1/189th of the respective teacher’s salary scheduled pay, exclusive of the flat dollar salary amount. Personal leave can be accumulated up to a maximum of five (5) days over a two-year period. Accrued personal leave can be taken up to a maximum of five (5) consecutive days.

“Holiday Extension Day” (HED): Should a teacher wish to extend a holiday break (Thanksgiving, Christmas, and Easter) or absence during the final week of school, limited to one day per school calendar year, they must bear the cost of a substitute teacher at the \$150 Substitute Pay rate for such day; the Substitute Pay to be paid by the teacher through salary reduction.

2.6 Conditional Leave: The Scottsbluff Public Schools provides conditional leave to certified staff. Conditional leave may be granted to a maximum of three (3) days per year, non-cumulative, with the day(s) being charged to sick leave, for the purpose of accommodating special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. The following items are typical of approved requests for conditional leave:

- 2.6.1 Transaction of serious personal business which cannot be arranged at a time other than school hours.
- 2.6.2 Legal arrangements which are related to the immediate family of the employee.
- 2.6.3 Compliance with a court summons.

- 2.6.4 Special examinations administered by a university for an advanced degree program.
- 2.6.5 Extension of death or illness leave.
- 2.6.6 Absence of an employee resulting from mandatory pre-induction physical examination.
- 2.6.7 Attendance at a family member's college graduation and/or college event.
- 2.6.8 Travel time for a funeral or a wedding of the immediate family some distance away.
- 2.6.9 Attend a school age child's activity or event. A child includes a son, daughter, step-son, step-daughter, or a student from whom the employee is guardian or holds power of attorney.
- 2.6.10 Unable to arrive at the school site at the contractual time due to inclement weather. This would include preventing a return to Scottsbluff from an out-of-town trip and weather preventing travel from home to school or school to home.
- 2.6.11 Other events considered of an emergency nature not covered above may be approved by the immediate supervisor and the office of the superintendent.

Application for conditional leave should be submitted to the immediate supervisor as far in advance as possible except in the case of immediate emergency situations.

2.7 Bereavement Leave: A total of up to five (5) consecutive days at full pay is allowed each certificated employee that is employed full-time for absences in case of a death in the immediate family for funeral arrangements and services. Immediate family is defined as wife, husband, father, father-in-law, mother, mother-in-law, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister, sister-in-law, grandchildren, grandparent or a person in the same home as part of the family or someone for whom the employee is guardian or holds power of attorney. Staff members who suffer the death of a child, step-child or spouse will have five (5) bereavement days plus an additional five (5) bereavement days that will be deducted from the employee's sick leave balance. This time may be extended by personal leave.

Employees may be excused, without the loss of pay, for a period of up to one (1) day, to attend funeral services of relatives other than those listed above or to attend funeral services of friends with the prior approval of the building administrator. Bereavement leave is not limited to five (5) days in one (1) year but covers each death in the immediate family that occurs during the year. The maximum number of bereavement leave days shall be no more than fifteen (15) days in any one (1) contract year. Bereavement leave is noncumulative year to year.

2.8 Life Insurance: Life insurance is provided by the District for all employees who work at least .5 FTE (half-time). Life insurance is term insurance--\$15,000 for the employee; \$3,000 for spouse; \$2,000 for dependents. The life insurance is effective the first day of the month following hire date. At age 70 the coverage drops to 50% or \$7,500.

A Voluntary Life Program is available for all employees who work .5 FTE (half-time) including spouse and dependents at the employee's cost to be paid through a salary reduction agreement. Increments of \$5,000 up to 5 times annual salary with a \$500,000 max may be elected for the employee. Spouse coverage is available up to 50% of the employee's election. Dependent child(ren) from live birth to age 26 are eligible for a \$5,000 or \$10,000 life benefit.

2.9 Disability Insurance: The Scottsbluff Public Schools will provide disability insurance to all certified employees who are working at least .5 FTE (half-time), that will commence upon exhaustion of sick leave days, regardless of how many or how few days were available to the employee. Long-term disability monthly payments are 66 2/3% of basic monthly earnings. The insurance is effective the first day of the month following the hire date.

2.10 Sabbatical Leave:

- 2.10.1 This is to be an unpaid leave of absence for a maximum of one (1) year.
- 2.10.2 The individual is guaranteed a teaching position within the School District at the end of the leave period at the same salary step at the time the individual began the leave period. Vertical movement will not be permitted. Only horizontal movement will be allowed.
- 2.10.3 The individual must have completed seven (7) years of continuous service to the Scottsbluff Public Schools.
- 2.10.4 This leave will be limited to three (3) individuals per year beginning with the 1986-87 school year and will be awarded on a first-come/first-serve basis. An individual teacher may be approved only once every seven (7) years.
- 2.10.5 Notification by the individual must be given to the Superintendent in writing, by March 1 preceding the school year for which leave is requested.

- 2.10.6 Notification, in writing, by the individual of his/her intention to return to the service of the Scottsbluff Public Schools must be given to the Superintendent by February 1 during the period of leave.
- 2.10.7 The year of sabbatical leave will not qualify as a year of creditable service to the School District.

3. Miscellaneous Provisions:

3.1 Professional Development: Teachers at the last step of the MA+45 or PhD columns will receive up to \$1,000 every six (6) years to cover the cost of coursework required by law in order to retain the teachers certificate and not to obtain an additional endorsement. Courses to be taken have to be approved by the Superintendent or his designee. To receive payment for the coursework, teachers will present a transcript indicating completion of the course(s) and receipts for tuition, books, and other fees associated with the class(es).

3.2 Professional Growth Incentive: BE IT RESOLVED that the Scottsbluff Education Association and the Scottsbluff Board of Education will work together to establish and enrich the Professional Growth Incentive program to encourage professional growth among individual teachers in the Scottsbluff Public Schools. This program will encourage individual teachers, either singly or in small groups, to develop and inaugurate special additions in subject matter and in programs which will advance the educational system of the Scottsbluff Public Schools. This program must be approved by a committee established by the Scottsbluff Board of Education and the Scottsbluff Education Association. This Committee will consist of twelve (12) members. One (1) Board member from the Curriculum Committee; five (5) representatives from the administration, including the Superintendent, the Executive Director of Curriculum & Instruction, the Executive Director of Student Services and two (2) Principals, one from the elementary level and one from the secondary level; two (2) Senior High Teachers; two (2) Middle School teachers, two (2) Elementary Teachers (of which they are to be current SEA members).

During this Contract, an amount of no greater than \$25,000 nor less than \$10,000 shall be set aside for professional growth incentives. Only those dollars used by the accepted programs will be utilized in professional growth, with the remaining dollars being left in the General Fund of the School District.

3.3 Elementary Planning Time: All elementary teachers in the District will be granted the equivalent of four (4) days per school year for planning purposes.

3.4 Instructional Issues Committee: The Board and SEA will form a Standing Committee, consisting of Board Member/s, Administrator/s, and SEA Members, to review instructional issues.

3.5 Committee Work: The Board and SEA agree that members of any committee, generated either by the Superintendent or the Board, will be paid at the rate of \$30.00 per hour. At the present time, this includes all Curriculum Committees and the Technology Committee. Other committees may be added at future dates.

3.6 Grievance Procedure: The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to the problems that may from time to time arise concerning the interpretation, application or meaning of this Agreement. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the District's employees.

3.7 Teacher Meeting Compensation: The Superintendent and/or their Executive Committee may call a meeting during workdays on the calendar. Staff will be paid at a rate of \$30.00 per hour. In no event shall a staff member be required to attend meetings on more than half of the available staff workdays in the school year.

A. Definitions:

Grievance: Any claim or claims by an employee, a group of employees or the Association that there has been a violation, misinterpretation or misapplication of the terms of this Agreement.

Grievant: Employee, group of employees making the claim as provided in the paragraph above.

Time Limits: All time limits herein shall consist of full-time teacher service days as identified on the school calendar maintained by the School District and attached hereto. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of right to appeal to the next step. Failure of the Board or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.

Grievance Meetings or Hearings: All meetings and hearings held under this procedure up to and including Step 2 shall be conducted in private and shall include only the administration's representatives, the grievant

and the grievant's designated representatives. All parties shall have the right to record the proceedings of any hearing or meeting at all levels of the grievance procedure.

B. Association Representation:

A grievant shall have the right to have Association representatives present to represent the grievant at each level of the grievance procedure. Nothing herein shall be construed as limiting the right of any employee 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 this Agreement.

C. Reprisals:

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

D. Withdrawal of a Grievance:

An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party.

E. Advanced Step Filing:

The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

F. Grievance Procedure:

Informal Resolution. The parties believe that it is usually most desirable for an employee and their immediate supervisor to resolve problems through free and informal communications. When requested by the employee, a representative of the Association may assist in this informal resolution. However, when the grievance remains unresolved, then the grievance shall be processed as follows:

Step 1. The grievant shall present a written grievance to the employee's Principal within thirty (30) days of the event giving rise to the grievance.

A meeting with the Principal shall be held within three (3) days of the filing of the grievance. The Principal shall provide a written answer to the grievance within two (2) days of the meeting.

Step 2. If not resolved at Step 1, the grievant may appeal the Principal's decision by filing a written appeal with the Superintendent within five (5) days of receipt of the Principal's decision.

Step 3. If not resolved at Step 2, the grievant may appeal the Superintendent's decision by filing with the Board president a written appeal within five (5) days of receipt of the Superintendent's decision. The Board president shall schedule a hearing on the grievance before the Board of Education within ten (10) days from the date the appeal is received. The hearing shall be held no later than thirty (30) days from receipt of the appeal. Each party shall have the right to call such witnesses as it deems necessary to develop facts pertinent to the grievance. The Board shall issue a written decision within five (5) days from the date of the hearing to the grievant.

IN WITNESS WHEREOF: the parties have executed this Agreement on the date stated below.

**Scotts Bluff County School District Scottsbluff Education Association
79-0032 a/k/a Scottsbluff Public (SEA)
School District**

Dated this ____ day of March, 2024

Dated this ____ day of March, 2024

(Signature)
Scott Reisig
President, Board of Education

(Signature)
Anne Schmall
Chief Negotiator, SEA

