KEARNEY
PUBLIC SCHOOLS
OWN Your FUTURE

2026 – 2027

Negotiated Agreement

NEGOTIATED AGREEMENT
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Kearney Public Schools
2026-27 NEGOTIATED AGREEMENT

I. AGREEMENT

This Agreement is made and entered into by and between the School Board of District Number 7 of the City of Kearney, Buffalo County, Nebraska (hereinafter called the "Board") and the Kearney Education Association (hereinafter called the "Association") pursuant to the Nebraska Teachers Professional Negotiations Act, the Board having previously recognized the Association as the negotiating agent for the certificated employees of School District Number 7 of Kearney, Nebraska.

II. RECOGNITION

Recognition shall not preclude any employee, regardless of whether or not s/he is a member of the Association, from bringing matters to the attention of the Board. Such consultations shall not alter any collective bargaining agreement which may be in effect.

III. TERMS AND CONDITIONS

The following terms and conditions of employment have been agreed upon:

A. Teacher Employment Contract:

All provisions of the Teacher Employment Contract as per Appendix A, which is attached hereto and made a part of this agreement, shall remain without change or amendment for the duration of this agreement.

B. Salary Schedule:

The amount of each Step on the Salary Schedule is determined by adding the calculated index portion and the flat Non-Indexed portion. For the 2026-27 school year, the indexed base salary of the salary schedule shall be $46,175.

All new hires will be placed at Step 3 not Step 1. They will remain at Step 3 until the successful completion of their 3rd year at which point they will advance to Step 4. In accepting years of experience, employees will be awarded all years of service in which they held a certificate and/or were employed full-time in a similar position. Employees who hold a state issued teaching certificate, but who do not yet hold a Bachelor's degree will be hired as certified staff member and placed at BA+0 Step 1 until they have earned their Bachelor's degree. At that time, they will move to BA+0 Step 3. While employed at BA+0 Step 1, they shall be entitled to all stipends and provisions outlined in this agreement.

The vertical index of the Salary Schedule shall be 4.0 per step. Employees may not move more than one vertical step per year. An employee who worked less than one-half of a year in the prior year will not be eligible for vertical movement on the salary schedule. Employees who are at the final level in a column on the salary schedule will not be eligible for further vertical movement unless they move horizontally in accordance with this Agreement. Employees obtaining the necessary hours to move horizontally on the pay schedule after being frozen at the final level in a column will only be allowed to move one vertical step per year. The horizontal index of the Salary Schedule shall be 4.5 per column. An employee can advance no more than two horizontal steps per year with successful completion of the requisite number of graduate hours. Staff placement procedures and all other provisions of the structure of the Salary Schedule as per Appendix E, which is attached hereto and made a part of this agreement, shall remain unchanged for the duration of this agreement.

Employees can advance horizontally on the salary schedule with successful completion of nine (9) graduate college credit hours from an accredited college or university. The graduate hours must be related to the field of education or teacher's professional field. To advance horizontally on the salary schedule, employees must submit an application to Human Resources for approval of graduate hours prior to taking the courses. Such credit must be completed by September 1 and verification of credit shall be by official transcript. When a delay is caused by a college or university, official grade slips/reports will be accepted after September 1 with prior approval by the Human Resources Director. Graduate college credit hours used for salary advancement in the BA+ range must have been earned after the BA Degree was earned. Credit hours for salary advancement in the MA+ range must have been earned after the MA Degree was earned. No hours earned prior to the date the MA Degree was earned will carry over from the BA level to be counted for MA+ hours. Credits earned after the MA Degree must meet one of the following criteria: 1. Be related to an advanced degree such as an Education Specialist or Doctorate in related educational field. 2. Be in a second Master's degree program 3. Be part of a program that may allow the teacher to teach dual credit coursework 4. Contribute to the staff member's ability to add an additional endorsement or 5. Be in an area approved by the Superintendent or designee based upon the goals of the building or district. Additionally, online coursework and programs will be allowed, but self-paced online courses will only be allowed if they are within an approved program or otherwise in an area approved by the Superintendent or designee based upon the goals of the building or district.

C. Fringe Benefits:
Staff with a minimum FTE of .50 will be eligible for district fringe benefits. Benefits will be prorated based upon the teacher's FTE.

The Board will contribute the amount of $9,800 towards the purchase of any of the Family Health Insurance options of the Educators Health Alliance (EHA) Insurance Plan including Employee Spouse, Employee Children or Employee Family. The Board will contribute the amount of $3,400 towards the purchase of an EHA Single Health Insurance Plan. If the teacher elects not to take any of the EHA Insurance Plans, the teacher forfeits the $9,800/$3,400.

The benefit choice is to be made prior to September first and requests for category changes will not be granted during the remainder of the year except for the qualifying events as set forth in the Membership and Underwriting Guidelines Agreement with the EHA Insurance Plan.

The determination of eligibility for insurance benefits for part-time teachers and eligible dependent children will be in accordance with the guidelines as set forth in the Membership and Underwriting Guidelines Agreement with the EHA Insurance Plan.

If application for EHA health care plan coverage is made after the employee's first thirty (30) days of employment with the district, coverage under this policy is not guaranteed to any employee or their dependents. In addition, the employee and/or dependents will be subject to any waiting periods mandated by the EHA health care plan when application is made after 30 days of employment.

Employee health insurance coverage starts the 1st of the month following a teacher's employment. Part-time teachers with a minimum FTE of .50 will receive a prorated amount. Starting September 1st, premium costs will be paid by the teacher with the dollars received from the Kearney Public Schools for fringe benefits.

Teachers who resign or retire after fulfilling the terms of their contract may request to be paid in full with the payment of their June check. In that circumstance, the district will continue payment of the health insurance coverage for the months of July and August.

Less than full time employees will have their benefit prorated proportionate to their employment terms. The carrier of health and accident insurance for the contract year will be Blue Cross/Blue Shield and the district will participate in the EHA health care program. However, in the interest of obtaining comparable or improved employee coverage at a lower cost, the Board may study and analyze health and accident insurance programs from other qualified carriers. The Board will inform the Association if a study is initiated, and Association leadership will be extended the opportunity to discuss available program alternatives prior to any decision to change insurers. Any study initiated by the Board will be in the interest of obtaining comparable or improved coverage at a lower cost and in that process the Board will obtain the opinion of an independent insurance consultant to ensure that a contemplated new carrier's plan is equal to, or better, than the policy in force prior to any decision by the Board to select a carrier for future health and accident insurance coverage.

Spouse in System
When two teachers are employed by the district, selection of any of the family health insurance plans will entitle each employee to the $9,800 fringe benefit. If both employees select a single health insurance plan, each will be entitled to the $3,400 fringe benefit.

Long Term Disability
The employee pays the premium as a mandatory payroll deduction.

D. Longevity:
A longevity stipend of 1% of the indexed salary base will be awarded to individuals who have been at the BA+36/MA+00 Step 14 level for one year and at the MA+45 Step 16 level for one year. At the BA+36/MA+00 level, once the teacher moves horizontally, they will forfeit the 1% longevity until they reach the MA+45 step 16 level for one year in which they would be eligible for the stipend again.

E. Extra Pay for Extra Responsibility:
The Board shall execute a Contract Amendment for each position of extra pay for extra responsibility as per Appendix G, which is attached hereto and made a part of this agreement.

Contract Amendment(s) shall be issued concurrently with the Teacher Employment Contract, except in cases that are not administratively feasible.

Appendix H which is attached hereto and made part of this agreement shall constitute the method used by the Board for extra responsibility assignment, placement, and payment.

F. Extra Duty:
The Board shall execute an extra duty schedule as per Appendix I & J, which is attached hereto and made a part of this agreement. This shall constitute the method used by the Board for extra duty assignment and payment. S.A.T. Chairs and HAL Stipends are compensated as follows:

	LEVEL I	LEVEL II	LEVEL III	LEVEL IV
	Glenwood	Windy Hills	Sunrise	Bryant
		Buffalo Hills	Park	Emerson
			Meadowlark	Central
			Horizon	Northeast
			KHS	Kenwood
			HAL Building Leaders	HAL Coordinator (District)
Rate	$300 per building	$500 per building	$1,000 per building	$1,500

G. Extra Class Assignment:
Teachers with class assignments beyond the number considered to be a normal load, in each respective building, will be compensated at the rate established for a class coverage.

H. Leave Policies:
Leave policies contained in the negotiated agreement shall remain as per Appendix K-1-12, which is attached hereto and made a part of this agreement. In full force without change or amendment for the duration of this agreement.

I. Grievance Policy:
The grievance policy contained in the negotiated agreement shall be as per Appendix L, which is attached hereto and made a part of this agreement, and shall remain in full force for the duration of this agreement.

J. Extended Contracts:
An extended contract is a contract whose duration exceeds the contract days of the Teacher Employment Contract. In the event that any salary deduction is made for days missed under an extended contract, but not covered by existing paid leave provisions, that deduction shall be made based upon the scheduled duration of the extended contract.

K. Summer Professional Services:
The Board may employ certified personnel for Summer Professional Services. The minimum hourly compensation rate shall be calculated as follows:

Teaching responsibility (Student contact rate), whether of adults or children, will be the salary schedule base divided by 1480 x 1.13.

Non-teaching responsibility (Non-student contact rate) that requires professional expertise will be salary schedule base divided by 1480.

Attendance at professional development opportunities (such as technology workshops) are not covered under this provision and will be compensated at a rate determined by the school district.

L. School Calendar:
The number of contract days of the Teacher Employment Contract shall be 185 days for the school term.

M. New Teacher Days:
If required to attend meetings beyond the 185 contracted calendar days, newly hired teachers will be compensated for the orientation time at the summer non-teaching responsibility contact hourly rate.

N. Class Coverage:
All teachers who cover for another teacher during their plan time, or who take an additional section into their classroom will be paid for the block/period when this happens. Teachers who are reassigned to another role will not be compensated when being reassigned from one position to another as long as they maintain a plan period during the day. Teachers who take on class coverage in this fashion will be paid at the following rates: $45.00 per block at KHS. $26.02 per period at the middle level and HACS. $24.39 per hour or $16.26 per half hour at the elementary level.

IV. IMPLEMENTATION
This agreement entered in to by the Board with the Association shall constitute a commitment by the Board and the Association to the provisions of this agreement for its duration or until amended by an instrument in writing duly executed by both parties.

If any provision of this agreement or any application of it to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

During the term of the Agreement, any contract between the Board and a certificated employee for whom the Association has bargained hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If the employee contract contains any language inconsistent with this Agreement, this Agreement, during the term hereof, shall be controlling.

This agreement shall become effective upon its approval by a majority of the members of the Board and the Association and shall remain in effect until superseded by a successor agreement approved by both parties.

V. TOTALITY OF AGREEMENT
The parties acknowledge that during the negotiations which resulted in this agreement, the Association 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 agreement between the parties for the school year.

Both the Board and the Association, during and for the term of this agreement, voluntarily and unqualifiedly waive the right, and agree that the other shall not be obligated to bargain collectively with respect to any subject or matter, whether or not referred to or covered by this agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this agreement. Nothing herein shall, however, preclude the parties from mutually agreeing to alter, amend, supplement, delete, enlarge, or modify in writing any of the provisions of the agreement.

VI. MANAGEMENT RIGHTS
Anything herein to the contrary notwithstanding, the Board, except as is expressly provided in this agreement, reserves exclusively unto itself all the rights, powers, discretion, authorities, and prerogatives vested in it, whether exercised or not; and nothing herein shall be construed in any manner as constituting a delegation or waiver of any such rights, powers, discretion, authority or prerogative so vested in the Board or its designees.

APPROVED:

President, Kearney Board of Education	President, Kearney Education Association
Date: _____	Date: _____

KEARNEY PUBLIC SCHOOLS
TEACHER'S CONTRACT

FOR CLASS II, III, & VI SCHOOLS
AND CLASS I SCHOOLS WITH A SUPERINTENDENT

THIS CONTRACT made by and between the School District of Kearney, No. 7 in the County of Buffalo, in the State of Nebraska, hereinafter referred to as "District" and _____, a legally qualified teacher, hereinafter referred to as "Teacher".

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about July ___, ____ (Optional Calendar) OR on or about August ___, ____ (Conventional Calendar) and end on or about May ___, _____ (Optional Calendar) OR on and about May ___, _____ (Conventional Calendar), and shall consist of 185 days of service including at least ___ teaching days and that the Teacher hereby agrees to accept such employment at the educational level of _____ , the experience step of , an FTE of ____ at a salary of _____ and under the following conditions:

FIRST: Salary payments for each teacher shall be made in twelve (12) equal monthly installments during the school fiscal year (September 1 through August 31) for which the teacher has been employed, with the first such salary payment being made in September and the last salary payment being made in August of such fiscal year; PROVIDED, that first year teachers may have the option of receiving salary payments in twelve (12) or thirteen (13) equal installments. teacher elects to be paid in thirteen (13) salary payments, the first such salary payment shall be made in August immediately preceding the school fiscal year for which the teacher has been employed, and the remaining twelve salary payments shall be made during the school fiscal year, with the first such salary payment being made in September and the last salary payment being made in August of such fiscal year. In such a circumstance, the must sign a 409A Election Form to defer payment of their compensation over the thirteen (13) month period PRIOR to the date when such employee begins performing service for the first school year.

Teachers shall be paid on the 20th day of each month, or the last preceding school day if the 20th falls on a week-end day.

Additional compensation over and above regular salary compensation, such as extra duty pay and supplemental pay shall be disbursed as it is earned Deductions from compensation shall be taken out as they are reported to the payroll office.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be cancelled or amended by a majority of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the TEACHER'S certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-827, R.R.S. (1982 Supp).

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from his contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the early salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security and TEACHER'S retirement. Other deductions may be withheld as agreed to by the parties of this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the TEACHER'S certificate, as herein listed, is registered in the office of the Superintendent of Schools and that the Teacher shall not be compensated for any services performed prior to the date of registration of his/her certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education in accordance with the timelines outlined by the District. Said Renewal Agreement or renewal contract shall not be offered to the teacher prior to **March 15th**. Contract renewal amendment, termination or cancellation shall also be subject to the requirements of Sections 79-828 through 79-832 R.R.S. (1982 Supp) and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District on or before _____ shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms:

Executed _____, 20_____ _____
Teacher

Executed _____, 20_____ _____
President, Board of Education

KEARNEY PUBLIC SCHOOLS
CONTRACT AMENDMENT

THIS CONTRACT is drawn as an amendment to the TEACHER EMPLOYMENT CONTRACT and represents an agreement between School District Number 7, party of the first part, and _____, party of the second part, hereinafter called TEACHER.

TEACHER agrees to perform certain designated responsibilities (in addition to those called for or implied in the TEACHER EMPLOYMENT CONTRACT) during the 20___-20___ school year.

FIRST: TEACHER is employed for and agrees to perform all necessary responsibilities required of the following position:
_____ CATEGORY _____ LEVEL _____

SECOND: Salary provision for this responsibility amounts to $ _____.

THIRD: The above designated activity is scheduled to begin on _____ and end on _____. Compensation paid under this Contract Amendment shall be disbursed as it is earned. Deductions from compensation shall be taken out as they are reported to the payroll office. TEACHER understands and agrees that the performance of responsibility in relation to the activity may not correspond to the beginning and ending dates of the activity itself, but that work is to be performed as required.

FOURTH: All provisions of paragraph FOURTH of the TEACHER EMPLOYMENT CONTRACT shall pertain to the assignment under this contract amendment.

FIFTH: In the event that any salary deduction is made for days missed, but not covered by existing paid leave provisions, that deduction shall be made under the terms of this contract amendment based upon the scheduled duration of the activity as designated in paragraph THIRD of this contract amendment, and only during the duration that is designated herein.

SIXTH: This contract is null and void if TEACHER does not accept and deliver one signed copy of this contract to the Superintendent of Schools on or before _____, 20_____.

Executed by TEACHER _____, 20_____

_____
Teacher

Executed by DISTRICT_____, 20_____

_____
President, Board of Education

Signed copy of contract amendment received by DISTRICT on _____, 20_____.

BY_____

KEARNEY PUBLIC SCHOOLS
SUMMER PROFESSIONAL SERVICES CONTRACT

THIS CONTRACT is drawn as an amendment to the TEACHER EMPLOYMENT CONTRACT and represents an agreement between School District Number 7, party of the first part, and _____, party of the second part, hereinafter called TEACHER.

FIRST: TEACHER is employed for and agrees to perform all necessary responsibilities required of the following position:

SECOND: Salary provision for this responsibility amounts to $ _____.

THIRD: The above designated activity is scheduled to begin on _____, and end on _____. Compensation paid under this Contract Amendment shall be disbursed as it is earned. Deductions from compensation shall be taken out as they are reported to the payroll office. TEACHER understands and agrees that the performance of responsibility in relation to the activity may not correspond to the beginning and ending dates of the activity itself, but that work is to be performed as required.

FOURTH: The TEACHER shall be covered by the district's liability insurance and Worker's Compensation insurance while carrying out the duties of this contract.

FIFTH: In the event that any salary deduction is made for days missed, but not covered by existing paid leave provisions, that deduction shall be made according to salary terms of this summer school contract.

SIXTH: This contract is null and void if TEACHER does not accept and deliver one signed copy of this contract to the Superintendent of Schools on or before _____, 20_____.

Executed by TEACHER _____, 20_____

_____
Teacher

Executed by the DISTRICT _____, 20_____

_____
President, Board of Education

Signed copy of contract amendment received by DISTRICT on _____, 20_____

BY _____

Compensation and Related Benefits

Payment of Salary

Salary payments for each teacher shall be made in twelve (12) equal monthly installments during the school fiscal year (September 1 through August 31) for which the teacher has been employed, with the first such salary payment being made in September and the last salary payment being made in August of such fiscal year.

Teachers shall be paid on the 20th day of each month, or the last preceding school day if the 20th falls on a weekend day.

Additional compensation over and above regular salary compensation, such as extra duty pay and supplemental pay shall be disbursed as it is earned. Deductions from compensation shall be taken out as they are reported to the payroll office.

Fringe Benefits

The school district shall provide fringe benefits to its employees in accordance with existing policy and conditions.

Employees may request that salary deductions be made for association dues and other items approved by the board.

Legal Reference:	79-872 and 79-873	Association Dues
	79-901	School Retirement System; definition
	79-958	Retirement Contributions

Policy adopted: 11/10/03

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

Appendix F

KEARNEY PUBLIC SCHOOLS

2026-2027 Certified Staff Salary Schedule

Base Salary *$ 46,175.00*

	BA+00	BA+09	BA+18	BA+27	BA+36	MA+00	MA+09	MA+18	MA+27	MA+36	MA+45
Step 1	1.000	1.045	1.090	1.135	1.180	1.180	1.225	1.270	1.315	1.360	1.405
	$ 46,175.00	$ 48,252.88	$ 50,330.75	$ 52,408.63	$ 54,486.50	$ 54,486.50	$ 56,564.38	$ 58,642.25	$ 60,720.13	$ 62,798.00	$ 64,875.88
Step 2	1.040	1.085	1.130	1.175	1.220	1.220	1.265	1.310	1.355	1.400	1.445
	$ 48,022.00	$ 50,099.88	$ 52,177.75	$ 54,255.63	$ 56,333.50	$ 56,333.50	$58,411.38	$ 60,489.25	$ 62,567.13	$ 64,645.00	$ 66,722.88
Step 3	1.080	1.125	1.170	1.215	1.260	1.260	1.305	1.350	1.395	1.440	1.485
	$ 49,869.00	$ 51,946.88	$ 54,024.75	$ 56,102.63	$ 58,180.50	$ 58,180.50	$ 60,258.38	$ 62,336.25	$ 64,414.13	$ 66,492.00	$ 68,569.88
Step 4	1.120	1.165	1.210	1.255	1.300	1.300	1.345	1.390	1.435	1.480	1.525
	$ 51,716.00	$ 53,793.88	$ 55,871.75	$ 57,949.63	$ 60,027.50	$ 60,027.50	$ 62,105.38	$ 64,183.25	$ 66,261.13	$ 68,339.00	$ 70,416.88
Step 5	1.160	1.205	1.250	1.295	1.340	1.340	1.385	1.430	1.475	1.520	1.565
	$ 53,563.00	$ 55,640.88	$ 57,718.75	$ 59,796.63	$ 61,874.50	$ 61,874.50	$ 63,952.38	$ 66,030.25	$ 68,108.13	$ 70,186.00	$ 72,263.88
Step 6	1.200	1.245	1.290	1.335	1.380	1.380	1.425	1.470	1.515	1.560	1.605
	$ 55,410.00	$ 57,487.88	$ 59,565.75	$ 61,643.63	$ 63,721.50	$ 63,721.50	$ 65,799.38	$ 67,877.25	$ 69,955.13	$ 72,033.00	$74,110.88
Step 7	1.240	1.285	1.330	1.375	1.420	1.420	1.465	1.510	1.555	1.600	1.645
	$ 57,257.00	$ 59,334.88	$ 61,412.75	$ 63,490.63	$ 65,568.50	$ 65,568.50	$ 67,646.38	$ 69,724.25	$ 71,802.13	$ 73,880.00	$ 75,957.88
Step 8	1.280	1.325	1.370	1.415	1.460	1.460	1.505	1.550	1.595	1.640	1.685
	$ 59,104.00	$ 61,181.88	$ 63,259.75	$ 65,337.63	$ 67,415.50	$ 67,415.50	$ 69,493.38	$ 71,571.25	$ 73,649.13	$ 75,727.00	$ 77,804.88
Step 9		1.365	1.410	1.455	1.500	1.500	1.545	1.590	1.635	1.680	1.725
		$ 63,028.88	$ 65,106.75	$ 67,184.63	$ 69,262.50	$ 69,262.50	$ 71,340.38	$ 73,418.25	$ 75,496.13	$ 77,574.00	$ 79,651.88
Step 10			1.450	1.495	1.540	1.540	1.585	1.630	1.675	1.720	1.765
			$ 66,953.75	$ 69,031.63	$ 71,109.50	$ 71,109.50	$ 73,187.38	$ 75,265.25	$ 77,343.13	$ 79,421.00	$ 81,498.88
Step 11				1.535	1.580	1.580	1.625	1.670	1.715	1.760	1.805
				$ 70,878.63	$ 72,956.50	$ 72,956.50	$ 75,034.38	$77,112.25	$ 79,190.13	$ 81,268.00	$ 83,345.88
Step 12					1.620	1.620	1.665	1.710	1.755	1.800	1.845
					$ 74,803.50	$ 74,803.50	$ 76,881.38	$ 78,959.25	$ 81,037.13	$83,115.00	$ 85,192.88
Step 13					1.660	1.660	1.705	1.750	1.795	1.840	1.885
					$ 76,650.50	$ 76,650.50	$ 78,728.38	$ 80,806.25	$ 82,884.13	$ 84,962.00	$ 87,039.88
Step 14					1.700	1.700	1.745	1.790	1.835	1.880	1.925
					$ 78,497.50	$ 78,497.50	$ 80,575.38	$ 82,653.25	$ 84,731.13	$ 86,809.00	$ 88,886.88
Step 15										1.920	1.965
										$ 88,656.00	$ 90,733.88
Step 16											2.005
											$ 92,580.88
Longevity					0.01	0.01					0.01
					$ 461.75	$ 461.75					$ 461.75

Longevity: Upon completion of a school year at the following steps,BA+36 Step 14, MA+00 Step 14, and MA+45 Step 16, the certified staff member will receive longevity the following year equal to 1% of the base salary.

NEW CERTIFIED STAFF MEMBER
EXTRA RESPONSIBILITY AGREEMENT

This agreement between _____ a new district extra responsibility certified staff member and Kearney Public Schools District No. 7 is issued and is in effect until such time as a professional negotiations (PN) agreement is approved by the Kearney Education Association employees Kearney Education Association and the Kearney Board of Education for the_____school year. When the_____ PN agreement is approved by both parties all extra responsibility certified staff members will be issued a contract reflecting the provisions of the new PN agreement. In the meantime, and as provided in the_____ PN agreement, the_____ PN agreement will remain in effect until a new agreement is reached. The contract attached is part of that PN agreement and the new district extra responsibility certified employee agrees to abide by the provisions of the attached contract.

Under provisions of the _____ PN agreement, _____, a new district extra responsibility certified employee, has been employed at the extra responsibility category of _____ and the experience level of _____at a salary of_____. It is understood that the salary will be adjusted after a PN agreement for _____ has been approved by both parties. It is further understood that the experience level stated above will be the same level allowed on the _____ contract unless this provision is specifically changed by the _____ PN agreement.

Signed_____ Date_____
New District Extra Responsibility Certified Staff Member

_____ Date_____
President Board of Education

1. All qualified staff members are eligible for duties on this schedule. (See Appendix I)

2. The Principal, Superintendent, or Board of Education shall designate the initial placement on this schedule. Placement for the contract year will be as defined on Appendix I.

3. Individuals may be advanced on the schedule as determined by the Board of Education and recommended by the Superintendent, Principal, and Activities Director. Consideration for advancement will occur after each two (2) year period of performance in a specific assignment. They may recommend one, several, or no salary advancements for each assignment on the schedule. Individuals whose performance does not merit an increase will have a performance review with his/her Principal for the purpose of discussing deficiencies and identifying areas of desired improvement. Satisfactory improvement in performance will result in the individual's being considered for advancement on the schedule the following year.

4. When determining or recommending the placement of the individual upon this schedule, such evaluation will be based upon the following merits:

(a) time spent beyond regular assignment,
(b) time released from regular assignment,
(c) amount of responsibility teacher accepts,
(d) special skills or training required of the teacher.

5. No person's compensation in the same assignment shall be lower than he/she is now receiving. No head coach shall receive less compensation than any one of his/her assistants except for those designated as "head coach" to satisfy NSAA guidelines.

6. Release time for activities on this schedule may be granted in lieu of partial payment for the activity.

7. After an individual has reached the scheduled maximum, further increases may be granted by the Board of Education as a result of an annual review of individual cases by the Activities Director, Principals, Superintendent, and Board of Education.

8. The category, step, and/or release time for extra responsibility shall be indicated on the contract amendment(s).

9. Any addition or deletion of any activity shall be approved by the Board of Education before a change may be made in the number of positions eligible for placement on the extra responsibility schedule.

10. The extra responsibility contracts shall be 97.5% or more of the amount determined by the advancement described in #3, #4 and #7 less the dollar amount for those positions not filled because of budget reductions or inability to secure staff for the position.

11. Changes in the total index, total cost, category placement, and procedures for implementation shall remain negotiable.

12. The extra responsibility index steps shall be a percentage of the salary schedule base salary.

13. The amendment(s) shall be issued concurrently with the Teacher Employment Contract, except in cases that are not administratively feasible.

14. Presently employed Extra Responsibility Personnel who wish to resign a position must notify his/her immediate supervisor in writing prior to the beginning of the activity for which he/she is employed.

Kearney Public Schools
FY 27 Extra Responsibility Category Placement

Hr/Dy		
0.50	**CATEGORY I (2%-5%)**	
	8	Elementary Safety Patrol
	4	MS Weight Room Sponsor
	1	SH 9th Class Sponsor
	1	SH 10th Class Sponsor
	1	SH NHS Sponsor
	6	MS Activities Director
0.75	**CATEGORY II (4%-7%)**	
	4	MS Student Council Sponsor
	2	MS Yearbook Sponsor
	1	SH 11th Class Sponsor
	5	SH Off Season Cond/Summer
1.00	**CATEGORY III (5%-10%)**	
	2	MS Asst. Cross Country
	2	MS Asst Boys Soccer
	2	MS Asst Girls Soccer
	4	8th Asst. Boys Basketball
	4	8th Asst. Girls Basketball
	4	8th Asst. Football
	4	MS Asst. Boys Track
	4	MS Asst. Girls Track
	4	8th Asst. Volleyball
	4	MS Asst. Boys Wrestling
	4	MS Asst. Girls Wrestling
	1	SH 12th Class Sponsor
	1	SH Academic Competitions
	1	SH DAFY Sponsor
	1	SH DECA Sponsor
	1	SH FBLA Sponsor
	1	SH FCCLA Sponsor
	1	SH HOSA Sponsor
	1	SH Key Club Sponsor
	1	SH National Art Honor Society
	1	SH VICA/Skills USA Sponsor
	1	SH FFA
	1	SH Educator's Rising
	1	SH E-Sports
	4	7th Asst. Volleyball
	4	7th Asst. Girls Basketball
	4	7th Asst. Boys Basketball
	1	Asst. Cheerleading Coach
	1	Asst. Dance Coach
	1	District Media
	1	SH Science Olympiad
1.25	**CATEGORY IV (6%-11%)**	
	2	SH SAB Sponsor
	1	SH Color Guard (.20 FTE)
	2	SH Dance Cats
	2	SH Cheerleading Sponsor
1.50	**CATEGORY V (7%-12%)**	
	2	8th Head Boys Basketball
	2	8th Head Girls Basketball
	2	8th Head Football
	2	MS Head Boys Track

Hr/Dy		
1.50	**CATEGORY V (7%-12%)**	
	2	MS Head Girls Track
	2	MS Head Boys Soccer
	2	MS Head Girls Soccer
	2	MS Head Girls Wrestling
	2	8th Head Volleyball
	2	MS Head Boys Wrestling
	1	9th Asst. Boys Basketball
	1	9th Asst. Girls Basketball
	3	9th Asst. Football
	1	9th Asst. Volleyball
	3	MS Band/Orchestra
	2	MS Vocal
	2	MS Head Cross Country
	2	SH Broadcasting Sponsor
	2	7th Head Volleyball
	2	7th Head Girls Basketball
	2	7th Head Boys Basketball
1.75	**CATEGORY VI (9%-14%)**	
	1	9th Head Boys Basketball
	1	9th Head Girls Basketball
	1	9th Head Football
	1	9th Head Volleyball
	1	9th Head Wrestling
	1	SH/MS Asst. Band Director
	1	SH Asst. Drama
	1	SH Asst. Speech/Debate
	2	SH Summer Conditioning
2.00	**CATEGORY VII (11%-17%)**	
	1	SH One Act Play
	1	10th Head Boys Basketball
	1	10th Head Girls Basketball
	1	10th Head Volleyball
	2	SH Asst. Boys Basketball
	2	SH Asst. Girls Basketball
	7	SH Asst. Football
	2	SH Asst. Cross Country
	2	SH Asst. Boys Soccer
	2	SH Asst. Girls Soccer
	2	SH Asst. Girls Softball
	2	SH Asst. Swimming/Diving
	2	SH Asst. Boys Tennis
	2	SH Asst. Girls Tennis
	6	SH Asst. Boys Track
	6	SH Asst. Girls Track
	1	SH Asst. Volleyball
	2	SH Asst. Wrestling
	1	SH Yearbook Sponsor
	2	SH Asst. Baseball
	2	SH Asst. Golf
	1	SH Asst. Girls Wrestling

Hr/Dy		
2.25	**CATEGORY VIII (12%-19%)**	
	3	SH Athletic Trainer
	1	SH Band
	1	SH Debate
	1	SH Drama
	1	SH Head Boys Golf
	1	SH Head Girls Golf
	1	SH Head Boys Cross-Country
	1	SH Head Girls Cross-Country
	1	SH Head Boys Soccer
	1	SH Head Girls Soccer
	1	SH Head Girls Softball
	1	SH Head Swimming/Diving
	1	SH Head Boys Tennis
	1	SH Head Girls Tennis
	1	DT Orchestra
	1	SH Speech
	1	SH Vocal
	1	SH Head Boys Bowling
	1	SH Head Girls Bowling
	2	JROTC Stipend
2.50	**CATEGORY IX (16%-22%)**	
	1	SH Head Boys Basketball
	1	SH Head Girls Basketball
	1	SH Head Football
	1	SH Head Boys Track
	1	SH Head Girls Track
	1	SH Head Volleyball
	1	SH Head Boys Wrestling
	1	SH Head Girls Wrestling
0.00	**CATEGORY X (30%-33%)**	
		SPED Life Skills
		SPED Transition
		SPED TLC
		SPED PSD
		SPED Level II

	% of Base Salary			
Category	Lev I	Lev II	Lev III	Lev IV
I	2	3	4	5
II	4	5	6	7
III	5	7	9	10
IV	6	8	10	11
V	7	9	11	12
VI	9	11	13	14
VII	11	13	15	17
VIII	12	14	16	19
IX	16	18	20	22
X	30	31	32	33

KEARNEY PUBLIC SCHOOLS
EXTRA DUTY SCHEDULE
Senior High School

BASKETBALL GAME DUTY
2 General Supervisor
2 Ticket Sellers
4 Ticket Takers
1 Timer
1 Scorer
2 Supervisors
2 Clock

SOPHOMORE BASKETBALL
1 Timer
1 Scorer
2 Clock

CROSS COUNTRY MEETS
1 Finish Judge
1 Chute Person
1 Starter
1 Scorer
1 Recorder
1 Timer
10 Lines (Course Supervision)

FOOTBALL GAME DUTY
1 General Supervision
3 Ticket Sellers
4 Ticket Takers
3 Chain & Box Workers
2 Supervision-East Bleachers
2 Timers & Scorers

RESERVE FOOTBALL
1 Timer
3 Chain Personnel

SOCCER
2 Scorers
2 Ticket Takers

SOFTBALL
2 Ticket Sellers
1 Clock Person
1 Scorer

TRACK
1 Announcer
1 Finish Clerk
5 Timers
5 Pickers
1 Scorer
5 Field Events

TRACK INVITATIONAL
1 Announcer
1 Finish Clerk
7 Timers
7 Pickers
5 Field Events
1 Seller
1 Scorer
1 Typist

VOLLEYBALL
1 Seller
1 Timer
1 Scorer
1 Linesman

9TH GRADE VOLLEYBALL
1 Seller
1 Timer
1 Scorer
1 Linesman

WRESTLING DUALS
1 Supervisor
1 Timer
1 Scorer
1 Ticket Seller
1 Ticker Taker

WRESTLING TOURNAMENT
1 Head Scorer per session
3 Timers per session
3 Scorers per session
1 Ticket Seller per session
1 Supervisor per session
1 Ticket Taker per session
1 Announcer per session
1 Computer per session

Individuals will be paid $16.50 per hour for performing any of the above assignments.

Appendix J

KEARNEY PUBLIC SCHOOLS
EXTRA DUTY SCHEDULE
Horizon and Sunrise Middle Schools

The Principal shall outline the responsibilities of each duty. Other duties will be voluntary to the point that teachers would indicate their desires to work at certain duties. If adequate acceptable volunteers are not available, the Principal shall appoint teachers to fulfill these duties. Compensation of $16.50/hour will be made on a monthly basis.

NUMBER ON DUTY	FOOTBALL
2	Chain
1	Down Box
2	Supervision
1	Ticket Sales
1	Timer/Scorer
	VOLLEYBALL
2	Linesmen
1	Supervision
2	Timer/Scorer
2	Ticket Sales
	BASKETBALL
1	Ticket Sales
1	Ticket/Supervision
1	Supervision
1	Timer
1	Scorer
	WRESTLING
2	Timers
2	Scorer
1	Ticket Sales
1	Tickets/Supervision
	TRACK
1	Clerk of Start
1	Clerk of Finish
5	Timers
5	Pickers
5	Field Events
1	Scorer
1	Announcer
	DANCE/MUSIC PRODUCTIONS
1	Supervision
	OUT-OF-TOWN SUPERVISION
1	Supervision

Leave

Paid Time Off (PTO) **Appendix K-1**

All certified staff members in Kearney Public Schools will follow a Paid Time Off model beginning in the 2024-25 school year. Paid time off is not subject to the same requirements as sick, bereavement, profession or other types of leave formerly used in KPS. While personal leave may be taken without designating the reason for the leave, the following conditions will apply.

Leave Approval **Appendix K-2**

When possible, employees are asked to enter their leave 24 hours in advance, to provide time to secure a sub. In these situations, leave will be approved by the building principal. Leave entered after 48 hours will not be routed for approval, but documentation may be requested. Examples would also include leave that extends beyond 5 consecutive days, leave that is more than 5 days per term and leave that is entered on a day that is already at the 5% threshold.

Annual Pay Out or Banking of Days **Appendix K-3**

At the conclusion of each school year, employees will have two options with any remaining days from their annual allotment. Employees may add remaining days to their bank up to a max of 50. Employees may cash out any number of their remaining days from the annual allotment of 16 days. Days that are cashed out will be compensated at the rate determined annually in the negotiated agreement ($100 per day). Employees can determine the number of days to be banked or cashed out annually.

Use of Days **Appendix K-4**

Employees must use the 16 days in their annual allotment before accessing days from their bank. Thus, staff cannot use days in their bank for leave reasons and then receive a pay out on their annual allotment. The banked days will only be paid out upon ending employment.

Professional Leave **Appendix K-5**

The employee will not be required to use PTO days for district determined professional events. However, employee requested days will come out of their annual allotment of 16 days. The use of a district approved professional development day should be requested prior to the employee registering for an event to ensure that it is approved.

Sick or Emergency Leave **Appendix K-6**

Sick leave will not be a different category of leave and employees will use their PTO as they would have used their sick time. The Kearney Public Schools District recognizes that unexpected situations may arise that require teachers to be home without providing notice. However, it is also important to provide oversight that avoids abuse and misuse. The sub-system will not require administrator approval for leave entered 24 hours prior to the absence. Teachers who have repeated use of sick or emergency leave or who are suspected of abuse may be contacted by their building principal or the Director of Human Resources and asked to provide clarification or documentation of their absences.

Bereavement Leave **Appendix K-7**

Will be included in the PTO leave bank. In most instances, employees utilize bereavement for a partial day or few days to travel and attend a funeral of a loved one. In these instances, PTO time will be utilized. In catastrophic situations such as the death of a child, spouse, etc., special accommodations or considerations may be made between the employee, administrator and HR Director to allow for additional days after the employee has exhausted their PTO leave.

Gift Days **Appendix K-8**

Beginning in the 2024-25 school year, employees will not be allowed to gift days to other employees. Employees will only have access to leave in their own bank and allotment. If interested, short-term disability policies are offered optionally for employees who elect.

Partial Days **Appendix K-9**

Leave will be calculated in partial increments down to 30-minute increments. The sub system will only identify the need to find a sub when the day is entered as .5. For any leave that is less than .5 day, the employee will secure their own sub within the building and those employees who are covering will be compensated at the rate established in this agreement.

Plan Time Leave **Appendix K-10**

When a staff member needs to leave their building during their plan time to run a brief errand or to tend to an urgent matter the staff member shall be permitted to leave the building, provided they sign in/out on a digital or physical form, or communicate via text/email with their building level admin. These situations should be infrequent, limited to 30 minutes and communicated in advance to building leadership. Teachers should exercise professionalism and not abuse this flexibility, with the understanding that a quick plan period errand can greatly increase staff morale and make their day more efficient. The time allocated for these situations is limited to 30 minutes.

Ending Employment Pay Out **Appendix K-11**

Beginning in 23-24, retiring and resigning employees will be allowed to cash out their PTO bank (max 50), and annual allotment (16) at the end of the school year at a negotiated rate of $100 per day.

Consecutive days **Appendix K-12**

Employees will be limited to taking 5 consecutive days of PTO unless: unless: at the request of district or building leadership for professional purposes, the leave is specifically related to illness or emergency situation, or for other urgent and unavoidable situations with the approval of the HR Director and Administrator. Documentation may be required.

Number of Days Per Term **Appendix K-13**

Employees will be limited to taking 5 days of PTO leave per term unless: at the request of district or building leadership for professional purposes, the leave is specifically related to illness or emergency situation, or for other urgent and unavoidable situations with the approval of the HR Director and Administrator. Documentation may be required.

High Sub Days **Appendix K-14**

High Sub Days will be identified based on the number of leave requests in the system. When that number hits 5% of certified staff, no more PTO requests will be allowed. In special and unavoidable circumstances, PTO time may be allowed with approval of principal and HR Director and as long as the staff member can secure a sub. In the event that a staff member becomes ill on a threshold day, if they utilize PTO for emergency or illness on those days, the district may require proof of illness or emergency.

Pay Dock Days **Appendix K-15**

Employees who encounter urgent and unexpected situations that require them to be absent and do not have any allotted PTO days will be allowed to take a pay dock day at the approval of the principal and Director of Human Resources.

District Assigned Sub vs. Teacher Determined Coverage **Appendix K-16**

For any PTO absence of at least .5 days the district will be responsible for securing a substitute teacher as we do currently. For any leave under 4 hours the teacher will find other staff in their building to cover the leave (with the exception of coaches and sponsors). The staff member who covers will be compensated at the rate determined by the negotiated agreement for coverage and the leave will be entered into the system.

Pre-Approved PTO Absences **Appendix K-17**

The Superintendent or his/her designee may grant six (6) half days or three (3) full days or any combination of full or half days that is equal to three (3) full days of PTO leave to an employee at no loss of pay to the employee.

Discretionary Absences **Appendix K-28**

Discretionary leave will allow teachers to leave the building before school starts (7:45-8:00am) and (3:30 pm) without using PTO. Staff that arrive after 8:00am or leave prior to 3:30 pm will need to enter leave into the system. This leave should be used infrequently to get to an appointment or to tend to an urgent situation. Staff will log this leave on their building form, find their own coverage, and the teacher who covers will not be compensated.

Family Medical Leave Act **Appendix K-19**

All negotiated leaves are used in conjunction with the provisions of the Family Medical Leave Act. The School District shall be entitled to require that paid leaves be substituted for unpaid leaves.

Professional Personal Leave **Appendix K-20**

An employee who is an officer of a state or national professional organization may be granted up to three (3) days leave not subject to their PTO allotment. Teachers may be granted one additional professional leave day to participate in school visitations or field experiences as required by advance degree coursework. Prior approval by Human Resources Director is required. Program requirements beyond one day/per program must be taken as personal leave.
If all available leaves are exhausted, full pay deduction shall be made for absences.

Emergency Leave / Inclement Weather / Jury Duty **Appendix K-21**

In cases of inclement weather, teachers are expected to be in attendance if school is in session. If teachers are absent from school, they may use a personal day, or take a salary deduction to cover their absence.
If called, employees may accept jury duty without any pay deduction. The employee is expected to remit to the district the amount they were paid for jury duty if that amount is less than their daily rate of pay from the school district.
Full pay deduction shall be made for an unauthorized absence

Unpaid Absences Appendix K-22

When an employee has exhausted their personal leave days with no loss of pay for the above cases, they may request five (5) additional days of personal leave with full pay deduction. The employee's salary will be reduced by the amount equal to the hourly rate paid to the employee under the employee's contract of employment with the school district calculated upon the number of contract days specified in the employee's contract and a 7 1/2 hour working day.

Military Leave Appendix K-23

Military leave shall be granted as required by statute.

Health and Hardship Leave Appendix K-24

Leaves of absence for health and/or hardship reasons may be granted by the School Board upon the recommendation of the Superintendent. When health leave is required, a request shall be accompanied by a written statement from a physician indicating the necessity of such leave.

Leave of Absence Appendix K-25

An employee may be granted a leave of absence, without compensation, for personal reasons, for the remainder of the school year, provided that it does not in any way injure the program of the school. Scheduled increment adjustments in salary, and retirement credit shall not be allowed for such a leave.

Political Leave Appendix K-26

Upon request, certificated employees may be granted political leave in accordance with the following provisions:

1. With three (3) weeks' notice, certificated employees may be granted up to four (4) weeks of continuous leave without pay for the purpose of campaigning for their own election, should the certificated employee return to the same position held prior to the leave.
2. If the certificated employee is elected to the office, the Board may return the certificated employee to the same or mutually agreed upon position until such time that the elected term of office necessitates leaving that teaching assignment. Any certificated employee may hold a political office, and continue as a certificated employee as long as it does not interfere with the contractual assignments and duties.
3. The Board may extend to the certificated employee who is elected to a political office, a leave of absence without pay for up to one (1) year.
4. At the conclusion of the political leave as required by the office to which the teacher was elected, the certificated employee may be returned to the same position, or one mutually agreed upon.

Superintendent Approved Absences **Appendix K-27**

The Superintendent or his/her designee may grant six (6) half days or three (3) full days or any combination of full or half days that is equal to three (3) full days of PTO leave to an employee at no loss of pay to the employee.

Grievances Appendix L

Should grievances arise between School District #7 and the Kearney Education Association or teachers under this contract (including provisions of teaching contracts, negotiated settlements, board policies, and supporting rules and regulations), such grievances shall be taken up for settlement under the following procedure within thirty (30) calendar days after the employee and the administration are both aware of the incident.

Step I

The grievance shall be presented orally by the teacher(s), with or without a representative of the Professional Rights and Responsibilities Committee of the Kearney Education Association, to the building principal or the teacher's supervisor.

Step II

If a satisfactory adjustment of such grievance shall not thereby be reached within three (3) school days thereafter, it may be presented in writing to the building principal or immediate supervisor of the grievant(s) who will within five (5) school days thereafter present a decision in writing to the grievant(s).

Step III

If a satisfactory adjustment of such grievance shall not thereby be reached, it may be presented in writing to the superintendent of schools or his or her designated representative who will within five (5) days thereafter present a decision thereon in writing to the grievant(s).

Step IV

If a satisfactory adjustment of such grievance shall not thereby be reached, it shall be presented in writing to the board of education. Within thirty (30) school days after receiving the written appeal, the board of education or a committee there from shall meet with the aggrieved person(s) and with the representative(s) of the Professional Rights and

Responsibilities Committee for the purpose of resolving the grievance. The decision of the board of education shall be rendered in writing within ten (10) school days.

If a satisfactory adjustment of such grievance shall not thereby be reached, the board of education recognizes the rights of the grievant(s) to judicial processes.

Step V

If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the superintendent directly and the processing of such grievance shall be commenced at Step III. The Association may process such a grievance through all levels of the grievance procedure even through the aggrieved person(s) does not wish to do so.

Rule Revised: 2/10/86
Re-Adopted:2/12/90

KEARNEY PUBLIC SCHOOLS
KEARNEY, NEBRASKA

NEGOTIATED AGREEMENT

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