



Ravenna Public Schools

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RAVENNA PUBLIC SCHOOLS NEGOTIATED AGREEMENT 2025-2026

This agreement is made and entered into this 13th day of January, 2025, by and between the Board of Education of the School District #69 of Ravenna in the County of Buffalo, in the State of Nebraska (hereinafter referred to as the "Board") and Ravenna Education Association (hereinafter referred to as the "Association").

General Purpose

The Ravenna Board of Education and the Ravenna Education Association recognize that the development of a quality educational program for the children attending the Public Schools of Ravenna is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The public officials and the Association enter into this agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the education needs of the community.

ARTICLE I

Recognition

The Board recognizes the Association as the exclusive and sole collective negotiating representative for all teachers employed by the District.

Teacher shall mean all certified teaching personnel and other professional personnel employed by the District, but excluding Superintendent, Senior High Principal, and Elementary Principal.

ARTICLE II

Salaries

A. Salary Schedule

The Base Salary for the **2025-2026** school year will be **\$38,500.00** with the increments of 5% for further education and 4% for years of experience, except for the last two steps on columns E, F, and G which are 2% each. A copy of the salary schedule is attached later in this agreement.

B. Extra Duty Schedule

All teachers assigned duties in addition to teaching shall be paid for such duties according to the extra duty schedule attached later in this agreement.

C. Additional Teaching Assignment Compensation

Teachers who are assigned to teach during their planning period or who are assigned to teach an additional period before or after the regular school day will be compensated at a rate of 1/8th of their daily salary amount, as calculated by their placement on the salary schedule.

D. Method of Payment

1. All teachers' salaries including extra duty pay shall be paid in equal monthly installments. Should assigned duties not be completed, salary shall be withheld until completed.

2. All teachers on extended contracts shall be paid the value of their placement on the salary schedule for one contract day for each additional day employed over the specified number of contract days.

ARTICLE III

Insurance and Annuities

A. Health Care Coverage

The Board of Education shall provide health insurance to the teacher with a tiered premium rate. The policy shall be the \$1,050 Deductible Blue Preferred with Utilization Management. A \$3,800 deductible plan will also be available as an option for employees during the 2025-26 school year. The difference in premium between the \$1,050 deductible and the \$3,800 deductible will be paid by the district and deposited in the employee's Health Savings Account.

Health insurance is a 4-tier policy. This will provide a single teacher with a premium of \$863.10 monthly, teacher and child(ren) with a premium of \$1,596.76 monthly, teacher and spouse with a premium of \$1,812.52 monthly, and a married teacher taking the family health plan a premium of \$2,433.76 monthly. All of these policies include individual dental. Additional family dental may be purchased by the teacher. The Board shall provide at the discretion of the teacher, employed by Ravenna Public Schools prior to the 2014-2015 school year, an amount equal to the single premium for any existing insurance, annuity program or as salary, in place of health coverage (called the cash in lieu option). Starting with the 2014-2015 school year any employee hired will no longer receive the cash in lieu option for their insurance. Any employee hired previous to the 2014-2015 school year will retain the option of cash in lieu for the remainder of their employment at Ravenna Public Schools. The Board reserves the right to evaluate other competitive insurance groups each year and to make recommendations concerning the carrier used to provide the health insurance. The carrier for the 2025-26 year will be Blue Cross/ Blue Shield. The school board also offers a Section 125 Plan administered by American Fidelity. In addition to premium payments as in the past, the Section 125 Plan will be expanded to also allow pre-tax opportunities for non-reimbursed medical/dental/vision care expenses plus child care expenses.

B. Disability

The board shall make available for the employee to purchase through payroll deduction group long term disability insurance. Benefits shall be payable upon the thirtieth (30) calendar day of disability at sixty (60%) percent of annual contractual salary. Benefit payments shall continue to age sixty-five (65) or until termination of disability whichever occurs first.

C. Loss of Life

The Board shall provide \$40,000.00 group term Life Insurance for each teacher.

ARTICLE IV

Teacher Employment

PLACEMENT OF SALARY SCHEDULE

1. A valid Nebraska Teaching Certificate.

2. New teachers hired to the school system will be allowed a maximum of sixteen (16) steps on the schedule on the basis of past experience in state approved or fully accredited schools or at the discretion of the superintendent.

3. The Superintendent shall determine the teaching field to which a teacher is assigned and will place him/her on the proper step of the schedule.

4. Academic hours beyond the bachelor's Degree will be recognized for salary increases provided the hours are accumulated in a graduate program of an accredited University or College and provided the hours are related to an area of teaching or leading to an administrative endorsement. Academic hours in undergraduate level courses taken after receiving the bachelor's Degree will receive the same increase in salary as those on the graduate level providing those hours are approved by the superintendent.

5. To receive credit in horizontal steps beyond the BA+9 step in the salary schedule for teachers, the teacher must show that the additional hours would lead to a Masters Degree. This can be shown by presenting a copy of an Official Program of Study supplied by the University or College to the superintendent for approval. Additional hours earned during summer school, off-campus or night classes will be recognized only if complete transcripts are filed in the Superintendent's office by September 1st, of the contract year. No salary shall be paid to a teacher until this is done. It is the responsibility of the superintendent to see that all hours of credit are coded accurately.

6. To be placed on the MA9 or MA18 level a teacher must meet the following conditions:

- a. eligible for MA
- b. additional hours be of graduate level
- c. additional hours to be in teaching field or be some value to the Ravenna Schools

7. A complete transcript shall be placed on file in the school superintendent's office by September 1st, of the contract year.

8. Teachers are only eligible to advance one column or one step in any given year.

ARTICLE V

Leaves

A. Sick Leave

At the beginning of each school year each teacher shall be credited with ten (10) days of sick leave allowance to be used for absences caused by illness or temporary disability of the teacher. Teachers new to the system will be given fifteen (15) days the first year of their employment. Teachers will be allowed to use sick leave for illness in the immediate family: (spouse, children, parents, mother-in-law, father-in-law). Sick leave may accumulate from year to year up to fifty (50) days. A doctor's statement may be required after five (5) days of continued illness. The administration shall furnish to each teacher a written statement at the beginning of each school year setting forth the total sick leave.

B. Personal Leave

There shall be three (3) days personal leave per teacher per year. Personal

leave does not carry over. The number of teachers who take leave at the same time may be restricted by the administration. Application shall be made at least two days in advance. Personal leave may be taken before or after a scheduled vacation with approval of the superintendent. Teachers will be paid \$100 per day for up to two unused personal days per contract year.

C. Professional Leave

Each teacher shall be allowed five (5) days professional leave with administrative approval.

D. Bereavement Leave

A maximum of five (5) sick leave days may be used each year as bereavement leave to allow a staff member to attend funeral services and for the purpose of bereavement. Should the death of a spouse or child cause sickness (physical, emotional, or mental), the staff member may be entitled to use other leave as provided by law or this agreement.

E. Full "Dock Days" Leave

Staff members covered by this agreement are entitled to up to 10 "dock days" of additional leave in excess of the leave provided herein, so long as their leave is otherwise qualifying under another leave provision in this agreement and they have complied with all of the requirements of that provision for taking the leave. Dock day leave will be taken at a reduction of the staff member's total salary and benefit cost per day. This provision shall not apply, and the staff member is not allowed to take dock day leave, if the staff member is eligible for any other type of leave, including but not limited to leaves such as those provided in the agreement, the FMLA, and or Short or long-term disability.

ARTICLE VI

Miscellaneous Provisions

A. Mileage and Expenses

Mileage and expense shall be paid to the individual teacher as follows:

1. to attend curriculum meetings.
2. to attend specific subject area activities in which students are involved.

In each case approval by the Administrator is required in advance.

B. Reimbursement for K-12 teachers using their planning period to substitute.

K-12 teachers that are requested to substitute for a staff member during their planning period will be reimbursed at the rate of \$15.00 per period.

ARTICLE VII

Duration of Agreement

This contract will be effective as of the beginning of the **2025-2026** school

year and shall continue in effect until a substitute contract is adopted, which shall then be fully retroactive to the beginning of the **2025-2026** school year, except that any insurance premium shall be effective as soon as possible after settlement.

ARTICLE VIII

Document Authorization

In witness whereof the parties hereto caused this Contract to be signed by their respective presidents, attested by their respective chief negotiators and their signature to be placed hereon, all on the day and year first above written.

RAVENNA EDUCATION ASSOCIATION

**RAVENNA BOARD OF EDUCATION
DISTRICT #69**

By _____
President

By _____
President

By _____
Chief Negotiator

By _____
Chief Negotiator

Note: As of September 11, 2006, the REA will offer the initial proposal for each year of the negotiation process.

RAVENNA PUBLIC SCHOOLS

2025-2026 SALARY SCHEDULE

Base Salary

\$ 38,500.00

Vert Index: 4%

Horz Index: 5%

Last two steps in columns E, F, & G are: 2%

	A	B	C	D	E	F	G
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	\$ 38,500.00 1.00	\$ 40,425.00 1.05	\$ 42,350.00 1.10	\$ 44,275.00 1.15	\$ 46,200.00 1.20	\$ 48,125.00 1.25	\$ 50,050.00 1.30
1	\$ 40,040.00 1.04	\$ 41,965.00 1.09	\$ 43,890.00 1.14	\$ 45,815.00 1.19	\$ 47,740.00 1.24	\$ 49,665.00 1.29	\$ 51,590.00 1.34
2	\$ 41,580.00 1.08	\$ 43,505.00 1.13	\$ 45,430.00 1.18	\$ 47,355.00 1.23	\$ 49,280.00 1.28	\$ 51,205.00 1.33	\$ 53,130.00 1.38
3	\$ 43,120.00 1.12	\$ 45,045.00 1.17	\$ 46,970.00 1.22	\$ 48,895.00 1.27	\$ 50,820.00 1.32	\$ 52,745.00 1.37	\$ 54,670.00 1.42
4	\$ 44,660.00 1.16	\$ 46,585.00 1.21	\$ 48,510.00 1.26	\$ 50,435.00 1.31	\$ 52,360.00 1.36	\$ 54,285.00 1.41	\$ 56,210.00 1.46
5		\$ 48,125.00 1.25	\$ 50,050.00 1.30	\$ 51,975.00 1.35	\$ 53,900.00 1.40	\$ 55,825.00 1.45	\$ 57,750.00 1.50
6		\$ 49,665.00 1.29	\$ 51,590.00 1.34	\$ 53,515.00 1.39	\$ 55,440.00 1.44	\$ 57,365.00 1.49	\$ 59,290.00 1.54
7			\$ 53,130.00 1.38	\$ 55,055.00 1.43	\$ 56,980.00 1.48	\$ 58,905.00 1.53	\$ 60,830.00 1.58
8			\$ 54,670.00 1.42	\$ 56,595.00 1.47	\$ 58,520.00 1.52	\$ 60,445.00 1.57	\$ 62,370.00 1.62
9				\$ 58,135.00 1.51	\$ 60,060.00 1.56	\$ 61,985.00 1.61	\$ 63,910.00 1.66
10				\$ 59,675.00 1.55	\$ 61,600.00 1.60	\$ 63,525.00 1.65	\$ 65,450.00 1.70
11					\$ 63,140.00 1.64	\$ 65,065.00 1.69	\$ 66,990.00 1.74
12					\$ 64,680.00 1.68	\$ 66,605.00 1.73	\$ 68,530.00 1.78
13					\$ 65,450.00 1.70	\$ 68,145.00 1.77	\$ 70,070.00 1.82
14					\$ 66,220.00 1.72	\$ 68,915.00 1.79	\$ 70,840.00 1.84
15						\$ 69,685.00 1.81	\$ 71,610.00 1.86

2025 - 2026 EXTRA DUTY SCHEDULE

	Base Salary \$38,500		
	Each unit equals 1% of base salary		
	Activities Director	14	
	Head Football	12	
	Asst Football	7	
	Asst Football	7	
	Asst Football	7	
	JH Football	5	
	JH Football	5	
	Head Cross Country	9	
	Asst Cross Country	7	
	Head Volleyball	12	
	Asst Volleyball	7	
	Asst Volleyball	7	
	JH Volleyball	5	
	JH Volleyball	5	
	Girls Golf	7	
	Head Boys Basketball	12	
	Asst Boys Basketball	7	
	Asst Boys Basketball	7	
	JH Boys Basketball	5	
	JH Boys Basketball	5	
	Head Girls Basketball	12	
	Asst Girls Basketball	7	
	Asst Girls Basketball	7	
	JH Girls Basketball	5	
	JH Girls Basketball	5	
	Head Wrestling	12	

	Asst Wrestling	7	
	JH Boys Wrestling	5	
	JH Boys Wrestling	5	
	Head Girls Wrestling	12	
	Asst Girls Wrestling	7	
	JH Girls Wrestling	5	
	JH Girls Wrestling	5	
	Head Track	12	
	Asst Track	5	
	Asst Track	5	
	Asst Track	5	
	Asst Track	5	
	Asst Track	2.5	
	Asst Track	2.5	
	Boys Golf	7	
	Spring Play	6	
	One-Act Play Head Director	7	
	One-Act Play Assistant Director #1	2.5	
	One-Act Play Assistant Director #2	2.5	
	Speech	3	
	Yearbook Sponsor	6	
	Junior Class Sponsor (constant)	3	
	Junior Class Sponsor (rotating)	3	
	Cheer Sponsor	6	
	SkillsUSA	4	
	FBLA Sponsor	6	
	Concession Stand	4	
	Band/Color Guard	5	
	Color Guard	1	
	Vocal Music	3	
All of the above positions will be increased by 10% of the original base for a			

maximum of four years if the teacher remains in the same position.			
	Science Olympiad	2	
	Pep Band	3	
	Student Council	2	
	National Honor Society	1	
	Senior Class Sponsor	2	
	Sophomore Class Sponsor	2	
	Freshman Class Sponsor	2	
	8th Grade Sponsor	1	
	7th Grade Sponsor	1	
	STAR Sponsor	2	
	Summer Conditioning (Wt Room)	7	
	Youth Advisory Board Sponsor	2	
	Special Olympics	1	
	Friends Program	2	
All of the above positions are static and not subject to the 10% increase.			
	Extended Contract	20 Days	
	Extended Contract	10 Days	
	Distance Learning or Dual Credit	\$1,000 per class period per semester	
	FFA Sponsor	\$1,500	
	Secondary HAL($\frac{1}{2}$)	\$750	
	Secondary HAL($\frac{1}{2}$)	\$750	
	Elementary HAL	\$1,500	
	AcaDeca	\$1,300	
	Dance Team	\$1,500	
	Quiz Bowl	\$250	
	Robotics	\$1,500	
	MTSS Problem Solving Team	\$550	

APPENDIX A

Definition of Grievance. A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

Procedural Steps. The procedure for handling grievances is as set forth below.

Step 1 - Oral Notice to Principal. The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within fourteen (14) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Principal. If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

Step 3 - Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination.

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

Step 4 - Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.

Grievance Meetings or Hearings. All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and

shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses as necessary.

Association Representation. A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

Reprisals. No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

Withdrawal of a Grievance. A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

Advanced Step Filing. A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

Time Limitations. Time limitations herein are critical. All references to days are calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step. When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

Requirement to Grieve. This grievance procedure is not discretionary and cannot be waived except through the express written consent of the board. No administrator or board member, individually, has the authority to waive the requirements of this procedure. Any grievance covered by this procedure but not raised pursuant to the requirements herein, including any grievance abandoned, will be forfeited.