

## **Agenda**

1. Osceola Public Schools Board of Education Information
2. Opening Procedures
  - 2.1. Call the Meeting to Order
  - 2.2. Roll Call
  - 2.3. Excuse Board Members Who Are Absent
3. Recognition of Visitors/Communications from the Public
4. Reports
  - 4.1. AD Report
  - 4.2. Principals Reports
    - 4.2.1. Elementary Report
    - 4.2.2. MS/HS Report
  - 4.3. Superintendent's Report
  - 4.4. Board Reports
5. Action Items
  - 5.1. Consent Agenda
    - 5.1.1. Approval of the Previous Meeting's Minutes
    - 5.1.2. Treasurer's Report
    - 5.1.3. Payment of general fund claims in the amount of \$302,961.75
  - 5.2. Consider, discuss and take all necessary action on
    - 5.2.1. Consider, discuss, and take all necessary action on approving Osceola Public Schools as a future site for the United Way JAG (Jobs for America's Graduates) program.
    - 5.2.2. Consider, discuss and take all necessary action on approval of the final negotiated agreement for the 2024-2025 school year with Osceola Education Association representing teachers in the district.
    - 5.2.3. Consider, discuss, and take all necessary action on approving a renewed agreement for the Polk County Slammers softball coop with High Plains and Cross County with no significant changes for the years 2024-2025 and 2025-2026.
    - 5.2.4. Consider, discuss, and take all necessary action on approving the use of 6th graders for junior high sports when the total male or female count is less than 12.
6. Next Meeting Dates and Times
  - 6.1. Regular meeting January 8, 2024, 7:00 PM at the Osceola Middle/High School Media Center.
7. Adjournment

## **Jeffrey Elementary**

December 11, 2023

Brett Webster

- MAPs/NSCAS testing will be done for Winter this week.
- Fastbridge Testing will also be done at the end of next week
- Last day for students Friday the 22<sup>nd</sup> @ 1:30.
- Winter Concert is Tuesday the 12th at 7 PM.
- AR party will be a movie in the old cafeteria for students.
- Jan. 3<sup>rd</sup> we will have Teacher Inservice.
- Instructional Rounds for teachers went very well in November. Teachers are learning from each other.

**Board of Education Regular Meeting**  
Middle School/High School Media Center  
565 Kimmel Street  
Osceola, NE 68651  
November 13, 2023 @ 7:00 PM

1. Osceola Public Schools Board of Education Information

Notice of this meeting was posted at the Jeffrey Elementary School, Osceola Middle School/High School, Pinnacle Bank of Osceola, and the Osceola Post Office on November 9, 2023. This notice was also published in *The Polk County News* on the same date. A copy of the agenda items is tentative and may be changed by the Board if necessary.

2. Opening Procedures

2.1. Call the Meeting to Order

President Michael Neujahr called the regular meeting to order at 7:00 PM and informed those in attendance that a current copy of the Open Meetings Act is posted in the meeting room, then directed the public to its location.

2.2. Roll Call

Jennifer Boruch:	Present	Michael Neujahr:	Present
Anthony Mestl:	Present	Jena Ockander:	Present
Daisy Naber:	Present	Eric Yungdahl:	Present

Also present were Superintendent Jason Lavaley, Principal Brent Breckner, Principal Brett Webster, Activities Director Evan Feezell and Debra Berry.

2.3. Excuse Board Members Who Are Absent

There were no board members absent.

3. Approval of Agenda

To approve the agenda as written passed with a motion by Jennifer Boruch and a second by Daisy Naber.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

4. Recognition of Visitors/Communications from the Public

There were no patrons present.

5. Reports

5.1. Student Body President Report

Student Body President Creighton Sterup was not at the meeting because of extra-curricular activities practices.

5.2. AD Report

Activities Director Evan Feezell gave his written and oral report about: the number of students

participating in winter sports and activities; MS/HS Concert is scheduled for Tuesday, November 14th; the One Act Team will perform for the students on Tuesday, November 14th; CRC One Act is Wednesday, November 15th; "Boys and Girls Basketball Jamboree" will be at Adams Central on November 25th; Boys and Girls MS Basketball will play at McCool Junction on November 29th; Wrestling will be participating at the Lakeview Tournament on December 1st; and proposals that were voted on by NSAA.

NSAA voted and passed the first vote in our NSAA district the following:

1. Coaches and sponsors will no longer have to take the 3 classes required by NDE or pay for another background check. Individual schools will take this over.
2. The use of student managers for basketball drills and practices.
3. 35-second clock for Class C.
4. Class A and B for Girls Wrestling.
5. For One Act, Outstanding Performers Awards will be given at the District and State level instead of male and female acting awards.
6. 2 hours of organized practice a week 10 weeks prior to the season.
7. New football classifications except for Class D schools.
8. For Class A sports only, schools take care of when sports can practice not the NSAA.
9. By 2024-2025, all coaches have to be AED/CPR certified.

### 5.3. Principals Reports

#### 5.3.1. Elementary Report

Principal Brett Webster gave his written and oral report about: the Elementary Holiday Concert is scheduled for 7:00 PM, December 12th at the new gym; "Donuts with Grownups" will be starting at 7:40 on December 1st; plaques are being hung in the cafeteria for high scores in MAP testing; the "Reader of the Month" board is hanging in the hallway; a Teammates program coordinator is being sought; the Book Fair sold \$2,547.78 worth of books, so the school should receive a \$1,000.00 in free books; the Elementary School Store Fundraiser raised \$188.48 in donations and \$1,495.00 in gift cards; MAP and Fastbridge testing will be in December; teachers took a 3-hour training about CKLA on November 8th; items were taken to Good Samaritan to celebrate Halloween and upcoming Thanksgiving; and the AR Party for the Elementary will be watching Polar Express in the old cafeteria.

#### 5.3.2. MS/HS Report

Middle/High School Principal Brent Breckner gave his written and oral report about: all fall testing is completed; exploring SAEBRS Data; hosted Leadership Learning Rounds on October 17th; Parent-Teacher Conferences had an overall attendance of around 60%; beginning interventions in reading and math; professional development working on explicit instruction for vocabulary; working on the NWEA/NSCAS testing during December; Flex times; and upcoming events.

### 5.4. Superintendent's Report

Superintendent Jason Lavaley gave his written and oral report about: storm damage still being addressed; the admission prices will increase to \$6.00 and \$4.00 due to CRC rules; recommended by school lawyers not to adopt a policy about transgenes in athletics at this time, but to deal with the issues on a case-by-case basis; a petition supporting the EPIC tax

(consumption tax in place of property tax) is being passed around communities in the State of Nebraska; State Education Conference is scheduled November 15th - 17th; NASB updates; and the Superintendent's calendar.

## 5.5. Board Reports

Board Member Jennifer Boruch gave a report about the measurements of the fencing needed at the learning farm. Negotiations Committee updated the board on Negotiations with Osceola Education Association.

## 6. Action Items

### 6.1. Consent Agenda

To approve the consent agenda passed with a motion by Jennifer Boruch and a second by Eric Yungdahl.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

#### 6.1.1. Approval of the Previous Meeting's Minutes

#### 6.1.2. Treasurer's Report

6.1.3. Payment of general fund claims in the amount of \$384,967.90

6.1.4. Payment of depreciation fund claim in the amount of \$15,000.00

6.1.5. Payment of bond fund claims of \$92,858.75

### 6.2. Consider, discuss and take all necessary action on

6.2.1. Mr. Kyle Overturf, CPA, from AMGL, PC to review the audit of the 2022-2023 district finances.

Mr. Kyle Overturf, CPA, from AMGL, PC, reviewed the 2022-2023 district audit with the Board.

6.2.2. Consider, discuss and take all necessary action to approve district audit for fiscal year 2022-2023.

To accept the 2022-2023 audit of district finance that was performed by certified accountants representing AMGL, PC passed with a motion by Jena Ockander and a second by Jennifer Boruch.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

6.2.3. Amend Policy 6005 Academic Credits and Graduation.

To amend Board Policy 6005 "Academic Credits and Graduation" to include Financial Literacy as per state statute passed with a motion by Anthony Mestl and a second by Daisy Naber.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

### 6.2.4. Superintendent Evaluation

The Board reviewed the Superintendent's evaluation with Superintendent Jason Lavaley.

## 7. Discussion Items

7.1. Potential ESU 7 Complex Special Education Program starting 2024-2025

Superintendent Jason Lavaley reviewed with the Board about a potential ESU 7 Complex Special Education Program for nonverbal, complex students with behavior issues starting the 2024-2025 school year. The proposals are as follows:

Option A: \$30,000 over 5 years for the building + \$65,000 per year tuition

Option B: \$40 per day (\$7,000 per year) for the building + \$65,000 per year tuition

Option C: Pay as you go, \$65,000 per year tuition + 10% increase due to no commitment

Costs include a 1 to 1 para, teacher, building, and learning materials.

7.2. Continuing the softball coop with High Plains and Cross County.

Superintendent Jason Lavaley updated the Board about continuing the softball co-op with High Plains Community Schools and Cross County Community Schools.

8. Next Meeting Dates and Times

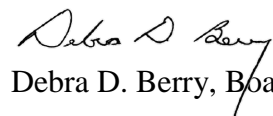
8.1. Regular meeting December 11, 2023, 6:00 PM at the Osceola Middle/High School Media Center.

9. Adjournment

To adjourn meeting at 8:58 PM passed with a motion by Jennifer Boruch and a second by Daisy Naber.

Jennifer Boruch: Yea, Anthony Mestl: Yea, Daisy Naber: Yea, Michael Neujahr: Yea, Jena Ockander: Yea, Eric Yungdahl: Yea

Respectfully submitted,



Debra D. Berry, Board Secretary Appointed

**Board Report – Monthly  
GENERAL FUND**

Posted - During Check Cycle; Processing Month 12/2023

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
35147	AMGL CPAs & ADVISORS	DISTRICT AUDIT	11,375.00
35148	AUGIE'S AUTOBODY REPAIR	WINDSHIELD REPAIRS	807.55
35149	BLAZERWORKS	SPEECH SERVICES	3,660.96
35150	CENTRAL NEBRASKA REHABILITATION SERVICES	OT/PT SERVICES	3,968.30
35151	CITY OF OSCEOLA	WATER/SEWER/COMPACTOR	2,214.44
35152	CONTROL SERVICES, INC.	MAINT. CONTRACT	2,325.96
35153	CUBBY'S INC.	FUEL	47.20
35154	EAKES OFFICE PLUS	SUPPLIES	910.03
35155	ENGEL, RONNIE	COMPUTER PARTS REIMB.	307.12
35156	ESSENTIAL SCREENS	BACKGROUND CHECKS	124.05
35158	ESU #7 PRODUCTION DEPARTMENT	SUPPLIES	1,951.66
35159	ESU #7 SPECIAL EDUCATION DEPT	SPED SERVICES	15,450.64
35157	ESU #7	COMPUTER MAINT.	855.13
35160	FOLLETT CONTENT SOLUTIONS, LLC	LIBRARY BOOKS	234.97
35161	FRONTIER COOPERATIVE COMPANY	FUEL	2,902.92
35162	GARY'S PLUMBING, LLC	SUPPLIES	47.52
35187	HAYS CONSTRUCTION	REPAIRS	159.88
35164	HOME DEPOT PRO, THE	SUPPLIES	711.62
35165	JACKSON SERVICES, INC.	RUG SERVICE	334.18
35166	KAUP, DYLAN	CPR TRAINING REIMB.	21.94
35167	KUHNEL, CAROLYN	CPR TRAINING REIMB.	16.88
35168	MATHESON TRI-GAS, INC.	SUPPLIES	107.12
35169	NATIONWIDE MUTUAL INSURANCE COMPANY	BOND INSURANCE	300.00
35170	OSCEOLA FOOD MART	SUPPLIES	369.23
35171	OSCEOLA PUBLIC SCHOOLS	PRESCHOOL MILK REIMB.	262.35
35172	OSCEOLA TIRE AND SERVICE, LLC	PARTS/LABOR/REPAIRS	345.96
35173	PINNACLE BANK	SUPPLIES	770.99
35174	PINNACLE BANK	SUPPLIES	691.65
35175	POLK COUNTY HEALTH DEPARTMENT	NURSING FEES	1,232.50
35176	POLK COUNTY RPPD	ELECTRICITY	11,424.41
35177	PRAIRIE CREEK FAMILY MEDICINE	BUS DRIVER PHYSICALS	160.00
35178	QUADIENT FINANCE USA, INC.	POSTAGE	799.42
35179	SPARROW PUBLICATIONS, LLC	PRINTING	347.00
35180	SPORT SAFE TESTING SERVICE, INC.	RANDOM DRUG TESTING	589.00
35181	TONNIGES CHEVROLET, INC.	PARTS/LABOR/REPAIRS	1,067.65
35182	TSA TEAMS	TEAMS COMPETITION REGISTRATION	250.00
35183	UNIVERSITY OF NEBRASKA - LINCOLN	MATH DAY 2024 REGISTRATION	130.00

**Board Report - Monthly**

Posted - During Check Cycle; Processing Month 12/2023

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
35184	WELLS FARGO VENDOR FINANCIAL SERVICES, LLC	COPIER LEASE	208.96
35185	WINDSTREAM	STATE INTERNET CONTRACT	142.67
35186	WOODRIVER ENERGY LLC	NATURAL GAS	<u>2,253.48</u>
<b>Checking Account Total:</b>			<b>69,880.34</b>

Checking 1

610	ESTECH SYSTEMS, INC.	PHONE SERVICES	125.28
612	FARM BUREAU FINANCIAL SERVICES	LIFE INSURANCE	13.81
611	MG TRUST COMPANY	ANNUITIES PAYABLE	990.00
613	OPTUM	FLEX PLAN FUNDING	1,450.37
609	PLIC - SBD GRAND ISLAND	LTD INSURANCE	2,216.29
608	TIME MANAGEMENT SYSTEMS, INC.	PAYROLL TIME SYSTEM	<u>1,580.00</u>
<b>Checking Account Total:</b>			<b>6,375.75</b>

Checking 4

2266	CITY OF OSCEOLA	BUILDING PERMIT FOR LEARNING FARM FENCING	30.00
2267	HOMETOWN LEASING	FLOOR SCRUBBER LEASE	474.97
2265	OPTUM	FLEX PLAN FUNDING	150.00
2268	POLK COUNTY TREASURER'S OFFICE	BUS REGISTRATION	10.00
2269	POSTMASTER	NEWSLETTERS / POSTAGE	<u>122.42</u>
<b>Checking Account Total:</b>			<b><u>787.39</u></b>

**TOTAL CHECKS & PREPAIDS**  
**TOTAL PAYROLL**  
**GRAND TOTAL**

**77,043.48**  
**302,961.75**  
**380,005.23**

**NEGOTIATED AGREEMENT BETWEEN  
POLK COUNTY SCHOOL DISTRICT NO. 72-0019,  
A/K/A OSCEOLA PUBLIC SCHOOLS  
AND THE OSCEOLA EDUCATION ASSOCIATION  
FOR THE 2024-2025 SCHOOL YEAR**

THIS AGREEMENT is made this 11th day of December, 2023 by and between the Board of Education of Polk County School District No. 72-0019, in the State of Nebraska (hereinafter referred to as the “Board” or “District” as the context may require) and the Osceola Education Association (hereinafter referred to as the “Association”).

1. The base salary for the 2024-2025 school year shall be \$39,700 payable on a 4% x 4.5% step index salary schedule as attached hereto as Appendix “A” and incorporated herein by this reference as though set forth in full.
  
2. The Board shall provide Educator’s Health Alliance Blue Cross Blue Shield Preferred \$1,200 deductible in either family or individual health and PPO 100% A, 75% B & 50% C dental insurance (Previous 80-80-50 plan no longer exists, this is its replacement) or the option of Educator’s Health Alliance Blue Cross Blue Shield \$3,800 deductible with Health Savings Account (HSA)

Certificated employees who are employed 50.0% or more shall be provided, at District expense, the same health and dental benefits provided full-time certificated employees on a pro-rata basis.

Married couples, who are both faculty members of the District, will be provided one of the following health insurance benefits for which they qualify:

- a. If the married couple has dependents, the married couple shall be provided one Family Membership health insurance policy and family dental insurance; and
  
  - b. If the married couple does not have dependents, the married couple shall be provided a Single Membership health insurance policy with single dental insurance.
3. The Board agrees to pay the full insurance premium of an income Protection Plan. The insurance coverage shall provide any qualifying disabled individual disability insurance coverage of  $66 \frac{2}{3}$  of the certificated person’s salary. The policy shall provide forty-five calendar days waiting period.
  
  4. The Board agrees to provide and make available to all certificated staff a 125 Cafeteria Plan only if they do not participate in the Educator’s Health Alliance Blue Cross Blue Shield \$3,800 deductible HSA plan.
  
  5. The provisions for the application of teaching experience on the salary schedule are as follows:
    - a. The District may allow all prior years of teaching experience at the discretion of the superintendent of schools and /or the board of education;

6. Hours over the BA will be accepted for horizontal advancement on the schedule as follows:
  - a. Full credit for all graduate hours in the teaching field.
  - b. Full credit for all undergraduate hours earned after the BA at the request of the administration; and
  - c. Half credit for all graduate hours earned in professional education outside the specific teaching field.

7. Teacher educational fund

A total of \$10,000 per year will be available for educational credits

**Definitions:**

For the purpose of defining the terms of this contract, the following definitions will apply:

- “district” will refer to Osceola Public School District 72-0019,
  - “teacher” will refer to a district employee whose function is performing classroom instruction, reference resource management, student resource management, and guidance, and other duties that require post-secondary degree education to perform the function of that employee's position,
- “administrator” will refer to the district employee whose title and function includes superintendent or principal;
- “administration” will refer to the collective set of district administrators;
- “college course” will refer to class work culminating in an end-of-term grade that is not deemed as an audit or pass/fail at an accredited post-secondary education institution;

**Purpose:**

This benefit is made available to the teachers employed by the district to provide financial relief allowing them to pursue educational enhancement that returns benefit to the district.

**Procedure:**

Procedure is outlined in Google Classroom. Open Google Classroom and register for the course using the following code: qprhkhf

- a. The teacher will **notify the administration prior to registering** for a college course they are interested in taking in order to get the courses approved. Courses must be approved by administration to qualify for this benefit. Courses may be approved by the school district if it is determined that the course will benefit the students and the school district.
- b. The teacher will then **provide the administration with estimated costs** associated with the course(s). **Only tuition costs are reimbursable.**
- c. Then the **teacher will register for the college course and provide the administration with a copy of a successful registration** of the college course.
- d. The teacher will complete the course and when the grades for the college course are made available, **the teacher will supply an official report of the grade achieved along with a receipt or other proof of the amount the teacher paid to take the college course (tuition)**, to the administration. Provided that there are funds for the college course or courses, verification of **attaining at least a “B” in the college course**, and proof that the teacher has paid for the college course, the district will reimburse the teacher for the cost of the tuition.

**District Limitations:**

A total of **\$10,000 per year** will be available to teachers and be distributed as follows: The tuition funds will be distributed at the start of every school year for the previous school year (i.e. courses taken during the school year of 2023-2024 and Summer of 2024 will be distributed in August of 2024). Please do not miss deadlines. All paperwork (Administrator Approval, Course Registration and Cost, and Final Transcript) are due by August 20th for the courses taken in the Summer and Spring of the current calendar year and the previous Fall.

Distribution of funds will be on a tiered system. Once all transcripts are collected, money will be distributed based on the number of courses you took.

Tier 1: First course a teacher takes.

Tier 2: Second course a teacher takes.

Tier 3: Third course a teacher takes.

Tier 4: Fourth course a teacher takes

All tuition will be reimbursed up to \$10,000 starting by paying for Tier 1 courses. If there is money left over, money will begin to be distributed to Tier 2 courses. This will continue until all courses have been paid for, money has run out, or there is not enough to cover a Tier fully. At which point, the remaining money will be distributed to all personas at that Tier equally.

**Qualifying Courses:**

College courses that are eligible for the benefit must either be

- a. in, relating to, or a prerequisite for college courses, specific to the **subject area or subject matter the teacher is teaching in the district**; or
- b. in, relating to, or a prerequisite for college courses, specific to a **new endorsed instructional area that is pre-approved by the administration**.

\*College **courses in administration**, unless specifically required for reference material, resource management, student guidance, or requested by the district **will not be covered by this benefit**.

8. The payment for extra duties, as provided for under the extra duty payment schedule, shall be in addition to the yearly increase.
9. Each full-time employee shall be eligible for sick leave, without loss of pay as follows:
  - a. Subject to the terms of paragraph 3, on the first day of each school year, an employee shall be eligible to receive ten days of sick leave during the school year. Eligibility for sick leave is granted at no other time, except in the case of an employee hired after the first day of the school year. First year teachers are eligible to receive twelve days of sick leave for their first year teaching in the district.
  - b. Subject to the terms of paragraph 3, days of sick leave not used in one school year shall be added to the days of sick leave which an employee is eligible to receive on the first day of the following year, except that no employee shall be credited with more than forty-five days of sick leave. An employee may receive in one year all sick leave thus accumulated. Should a teacher, as of the last day of any school year, accumulate more than thirty-five (35) unused sick leave days, the teacher will be entitled to, on or before June 15th immediately following the school year, turn back to the school district any unused sick days in excess of thirty-five (35) days, and shall be paid by the School district twenty-five dollars (\$25.00) for each day the teacher is entitled to. Such payment will be made with

the July paycheck.

- c. Sick leave is granted for leave for personal illness, medical and dental appointments, or for illness in the employee's immediate family, i.e. father, mother, son, daughter, husband, or wife. Sick leave may also be granted for an employee's sibling in the situation of extenuating circumstances or an emergency situation with the approval of the superintendent of schools.
  - d. Each teacher shall be granted 3 non-accumulating paid bereavement days per occurrence in the event of the death of the teacher and spouse's immediate family, including spouse, child, child's spouse, parent, grandparent, grandchild, sibling, sibling's spouse, aunt, uncle and 1<sup>st</sup> cousin. Each teacher will also be granted 1 paid bereavement day per year to be used in the case of the death of a close personal friend.
    - i. Additional bereavement leave may be granted by the administration through the availability and use of sick leave.
    - ii. Bereavement leave for other relationships (i.e. close personal friend) may be granted by the administration through the availability and use of sick leave.
  - e. A retiring teacher that has been employed by Osceola Public Schools for 10 or more consecutive years and retires from Osceola Public Schools will be eligible for compensation of remaining unused sick leave at \$50 per day.
  - f. Employees hired after the first day of the school year shall be eligible to receive one day of sick leave for each month of employment or any part thereof, during the remainder of that school year. Thereafter eligibility for sick leave is determined as provided in paragraphs (a) to (d), both inclusive.
10. A school employee may be granted one day of leave annually without loss of pay for the purpose of attending a professional meeting. Prior administrative approval is required. An additional day may be granted if it is arranged ahead of time with the administration.

Professional meetings shall be defined as any activity where a staff member will receive formal instruction by a certificated instructor in either his/her teaching fields or in the paid activities that he/she coaches or sponsors. Requests for professional leave for other reasons are to be brought to the Board. A second day of professional leave may be granted consecutively or at another time by the Superintendent under the above professional meeting definition. Reimbursement for expenses shall be made for both days of professional leave up to the negotiated limit. This limit shall apply to both days as a total. Professional leave reimbursement may be paid for a Saturday, Sunday, or any other non-paid day professional leave is granted upon request. The actual day of leave may still be used at a later date without paid expenses. The \$40 limit applied to both days together.

District 72-0019 will annually budget an amount equal to \$40 multiplied by the number of full time classroom teachers for professional leave expense allowances. Up to \$40 will be paid to each teacher who submits documented expense claims for registration, fees, lodging, meals, (and travel).

If a cash balance of the above budgeted amount remains at the end of the school year, teachers whose documented professional leave expenses exceeded \$40 will be eligible for additional reimbursement. If the total of the unpaid balance of the claims is less than the remaining balance, the remainder will be paid in full. However, if the unpaid portion exceeds the remaining balance, this balance will be prorated to the claimants.

11. Three days of personal leave shall be granted upon notification to the Superintendent. A teacher may acquire a 4<sup>th</sup> personal day per contract year by trading 2 sick leave days for an extra personal day. The District will buy back any unused personal days at a rate of \$80/day of unused personal leave. A teacher will not be reimbursed for the 4th personal day that they traded sick leave to obtain.
12. In the event the teacher anticipates a horizontal increase due to additional summer study, he/she must inform the Superintendent in writing prior to June 1 of the present academic year. His/her contract will not show this horizontal increase but will be revised to do so at the beginning of the school term when evidence of the teacher's grade transcript of work completed has been presented to the Superintendent.
13. A teacher may advance one step horizontally, and one step vertically per year on the salary schedule. However, through extra courses and a full summer of study it is possible to advance two steps horizontally.
14. A teacher may be assigned to substitute for another teacher without extra compensation if the substitute teacher's own class(es) will not be in session at the time. The substituting teacher will be paid \$30 for each occasion when such service deprives the teacher of his/her assigned preparation period that same day.
15. All bargaining unit members shall be given written notice of their teaching and extra-duty assignments for the forthcoming year no later than 1 month before the start of school. In the event that changes in such schedules or assignments are proposed after that date, all teachers affected shall be notified in writing by the Administration prior to the change being made.
16. The District will contribute \$250 annually to the Osceola Education Association for the purpose of it subscribing to professional journals. The OEA will order the subscriptions and make payment for the journals from its treasury.
17. One Copy of the Grievance Procedure, which was negotiated by the Osceola Education Association and District 72-0019 is kept in the OEA files. Another copy is filed in the Superintendent's office.
18. This contract shall be effective for the 2024-2025 school years. If a new and substitute contract has not been enter into prior to the end of the 2023-2024 school year, the terms of this contract, except for the provisions of paragraph 2, shall continue in full force and effective until such

substitute contract is adopted, which shall then be fully retroactive to the beginning of the 2024-2025 school year.

19. Definition of work day:

The length of the school day and starting and ending times shall be selected by the Board. The length of the normal school day shall be no more than eight hours, which includes thirty minutes of duty-free lunch. The contract days identified by the Board shall be specifically set forth in each teacher's contract.

This agreement was adopted by the Osceola Education Association on the 9th day of January, 2024 and adopted by the Board of Education of the School District on the 9th day of January 2024.

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President, Osceola Education Association

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President, Board of Education

## Appendix "A"

<b>Step</b>	<b>Column</b>	<b>Proposed Osceola Salary Schedule 2024-25</b>						
0.040	0.045							
\$39,700								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	1.000 39,700.00	1.045 41,486.50	1.090 43,273.00	1.135 45,059.50	1.180 46,846.00	1.180 46,846.00	1.225 48,632.50	1.270 50,419.00
2	1.040 41,288.00	1.085 43,074.50	1.130 44,861.00	1.175 46,647.50	1.220 48,434.00	1.220 48,434.00	1.265 50,220.50	1.310 52,007.00
3	1.080 42,876.00	1.125 44,662.50	1.170 46,449.00	1.215 48,235.50	1.260 50,022.00	1.260 50,022.00	1.305 51,808.50	1.350 53,595.00
4	1.120 44,464.00	1.165 46,250.50	1.210 48,037.00	1.255 49,823.50	1.300 51,610.00	1.300 51,610.00	1.345 53,396.50	1.390 55,183.00
5	1.160 46,052.00	1.205 47,838.50	1.250 49,625.00	1.295 51,411.50	1.340 53,198.00	1.340 53,198.00	1.385 54,984.50	1.430 56,771.00
6	1.200 47,640.00	1.245 49,426.50	1.290 51,213.00	1.335 52,999.50	1.380 54,786.00	1.380 54,786.00	1.425 56,572.50	1.470 58,359.00
7	1.240 49,228.00	1.285 51,014.50	1.330 52,801.00	1.375 54,587.50	1.420 56,374.00	1.420 56,374.00	1.465 58,160.50	1.510 59,947.00
8	1.280 50,816.00	1.325 52,602.50	1.370 54,389.00	1.415 56,175.50	1.460 57,962.00	1.460 57,962.00	1.505 59,748.50	1.550 61,535.00
9		1.365 54,190.50	1.410 55,977.00	1.455 57,763.50	1.500 59,550.00	1.500 59,550.00	1.545 61,336.50	1.590 63,123.00
10		1.405 55,778.50	1.450 57,565.00	1.495 59,351.50	1.540 61,138.00	1.540 61,138.00	1.585 62,924.50	1.630 64,711.00
11			1.490 59,153.00	1.535 60,939.50	1.580 62,726.00	1.580 62,726.00	1.625 64,512.50	1.670 66,299.00
12				1.575 62,527.50	1.620 64,314.00	1.620 64,314.00	1.665 66,100.50	1.710 67,887.00
13					1.660 65,902.00	1.660 65,902.00	1.705 67,688.50	1.750 69,475.00
14						1.700 67,490.00	1.745 69,276.50	1.790 71,063.00
15							1.785 70,864.50	1.830 72,651.00
	Superintendent							
16								1.870 74,239.00

*Dr. Jim Lauf*