

WHEELER CENTRAL PUBLIC SCHOOLS
BARTLETT, NEBRASKA
2024-2025 and 2025-2026

1. The salary schedule base will be \$38,000 for the school year of 2024-2025 and a base salary of \$38,800 for the school year 2025-2026 and shall consist of 185 contract days. The board will pay full premium for health insurance for the Educators Health Alliance endorsed insurance \$1050.00 deductible Blue Preferred Health Coverage or a \$3800.00 Deductible HSA-Eligible Dual Choice plan. There are 4 tiers of coverage available for the employee to select from: (1) Employee, (2) Employee and Children, (3) Employee and Spouse, (4) Employee, Spouse and Children. The board also pays full premium for Dental Option 2 which is PPO-100% A, 75% B, and 50% C for the school year 2024-2025 and 2025-2026.

- Wheeler Central School District will provide Long-Term Disability Insurance at the district's expense. Current Policy is 60% of salary(base pay plus extra duty) after 90 calendar days of absences.
- For teachers employed less than a full time contract, the Board shall pay a prorated premium amount equal to the teacher's employment ratio with the district.

(If the health insurance cost goes up 8% or more during either year of the negotiated agreement, the entire negotiation process could be re-opened by the board of education.)

2. Newly-hired teachers will be credited with all years of teaching-experience outside of the Wheeler Central School system. Newly-hired teachers will receive a \$1500 bonus, paid in two equal payments of \$750. The first payment will be paid in September of their first year and the second payment will be in September of their second year.

3. The Board will continue to authorize eligible employees to make contributions to tax sheltered annuity plans of authorized private companies through established payroll deduction procedures under a written IRS compliant 403(b) plan.

4. An official transcript of college credits will be required for verification on the salary schedule. An official transcript of college credits must be filed in the superintendent's office on or before September 1, 2024 (year 2024-2025) and September 1, 2025 {year 2025-2026} for horizontal advancement of position on the salary schedule. Each teacher must hold a Nebraska Teacher's Certificate of the proper category. This must be filed in the office of the superintendent by September 1, 2024 and September 1, 2025.

5. To advance horizontally on the salary schedule, hours for progression will be defined as follows: EDUCATION HOURS OR TEACHING FIELD HOURS ABOVE THOSE REQUIRED FOR A NEBRASKA PRE-STANDARD CERTIFICATE. Final approval of hours for advancement will be the responsibility of the Wheeler Central Board of Education. After a teacher's salary has reached the schedule maximum further increase may be granted as a result of an annual review of individual cases by the superintendent and the Board of Education.

6. Salaries will be paid in twelve (12) equal installments on the 15th of each month, commencing with September.

7. Every teacher will be required to take hours past the B.A. in accordance with the State of Nebraska requirements for Certification.

8. Teacher's contracts will be issued two (2) days following the MARCH Board of Education meeting. Contracts need to be returned within 10 business days of issuance. No extensions will be granted.

9. All of the teacher's duties should be specified on the teacher's contract if at all possible. Any extracurricular duties for the ensuing year will be covered on an individual basis in an Assignment Letter.

10. LEAVES

PROFESSIONAL - Each teacher will be allowed three (3) days of professional leave. No professional leave may be taken without the prior approval of the superintendent

SICK - Each teacher will be granted ten (10) days per year at pay accumulative to forty-five (45) days. Two of the ten days will be personal sick leave, with no reason given. These absences are available upon approval by the superintendent. If not used, these become regular sick leave days at the end of the year.

- At the end of each school year, teachers who have accumulated more than 45 sick days, will be REIMBURSED at a rate of 50% sub pay for each day.
- After serving 5 or more years at Wheeler Central, teachers will be reimbursed for all sick leave days accumulated at a rate of 50% sub pay for each day.

FAMILY - Teachers will receive 2.5 paid non-accumulative family leave days.

PERSONAL - Each teacher will be granted three (3) days of personal leave provided that notification is given to the superintendent. Approval of reason for leave is not necessary.

Half time teachers will receive 50% of the available leaves. They may accumulate sick days up to 20 days. Any teacher working 75% or more of a full time contract will receive all available leaves.

11. SICK LEAVE BANK: The Sick Leave Bank will be reevaluated at the end of this contract.

- Faculty may donate from 1 to 5 days of their own sick leave. Donating is voluntary: no one will be required to donate any days.
- A faculty member must have donated one day to be eligible to borrow days.. Donating must be done within the first two weeks of the school year.
- Any faculty member who wishes to use the sick leave bank must apply to a committee made up of three faculty members, an administrator, and one school board member. In the case that one faculty member of the sick leave bank committee wishes to apply for the sick leave, that member will be temporarily replaced with another faculty member.
- If the faculty member needing to use the sick leave bank is incapacitated, an immediate family member may apply to the committee.
- Any unused days in the sick leave bank shall NOT carry over to the next year.

12. Mileage shall be paid at the State of Nebraska rate and will change as the State rate changes. Mileage will be paid for the following reasons only:

- Any transportation in lieu of bus transportation.
- Any professional leave in which the Board of Education directs that such leave be taken.
- Any conference activities which members of the school system must attend. (All conference activities meetings).
- All NSAA Rules Meetings as attendance is required of coaches and/or directors.

13. Any teacher giving up his/her planning time to substitute for another certified staff member shall be paid, per period (50 minutes), 1/8 of base pay.

14. Any teacher involved with extra school committees, such as steering, multicultural, safety, etc., will receive \$15.00 for each 8 hours contributed or 1 extra personal day for each 16 hours contributed. This does not apply to work done on the curriculum.

15. Each teacher will be allowed two periods of release time at the end of each quarter to figure grades.

16. Any teacher who teaches a combination classroom will receive free lunches.

17. \$5.00 per activity will be paid to any certified staff member who volunteers more than two times for a scheduled school activity.

18. For the 2024-2025 and 2025-2026 school year, the school counselor will receive four extended duty days to be paid at their current contract percentage at the end of the school year to record grades on transcripts.

19. For the 2024-2025 and 2025-2026 school year, the Journalism sponsor will receive up to five (5) extended duty days to be paid at their current contract percentage at the end of the school year to complete The Buzz layout and publication.

20. For the 2024-2025 and 2025-2026 school year, the FFA sponsor will receive up to twenty (20) extended duty days to be paid at their current contract percentage at the end of the school year.

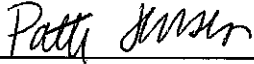
21. Lead Teacher Compensation. If a Lead Teacher is needed, they will be paid 10% of the base. If more than one lead teacher is needed, the 10% will be split evenly at the discretion of the Superintendent and the School Board.

22. A copy of the evaluation instrument will be shared with each teacher at the time of hiring and at the beginning of each school year.

This contract shall be effective as of the beginning of the 2024-2025 school year and shall continue in effect until the end of the 2025-2026 school year. If a new and substitute contract has not been duly entered into prior to the end of the 2024-2025 school year, the terms of this contract shall continue in full force and effect until such substitute contract is adopted. In the event a successor contract has not been agreed to as of August 31, 2025 continuing teachers shall receive horizontal movement, as applicable, on their placement on the salary schedule for the 2024-2025 school year and all years thereafter until the parties otherwise agree.

DOCUMENT AUTHORIZATION
2024-2025 and 2025-2026
MASTER CONTRACT

WHEELER CENTRAL
EDUCATION ASSOCIATION



Patti Jensen, WCEA President

Date 1/23/24

WHEELER CENTRAL
BOARD OF EDUCATION



Drew Kasselder, Board President

Date 1/15/24

2024-25 Wheeler Central Salary Schedule

Index: 4.5 x 4.5

2024-25 Base: \$38,000.00

ADDED 2024-25

Steps	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA		MA + 9	MA + 18
1	\$38,000.00	1.045 \$39,710.00	1.09 \$41,420.00	1.135 \$43,130.00	1.18 \$44,840.00	1.225 \$46,550.00	1.27 \$48,260.00	1.315 \$49,970.00	1.36 \$51,680.00
2	1.045 \$39,710.00	1.09 \$41,420.00	1.135 \$43,130.00	1.18 \$44,840.00	1.225 \$46,550.00	1.27 \$48,260.00	1.315 \$49,970.00	1.36 \$51,680.00	1.405 \$53,390.00
3	1.09 \$41,420.00	1.135 \$43,130.00	1.18 \$44,840.00	1.225 \$46,550.00	1.27 \$48,260.00	1.315 \$49,970.00	1.36 \$51,680.00	1.405 \$53,390.00	1.45 \$55,100.00
4	1.135 \$43,130.00	1.18 \$44,840.00	1.225 \$46,550.00	1.27 \$48,260.00	1.315 \$49,970.00	1.36 \$51,680.00	1.405 \$53,390.00	1.45 \$55,100.00	1.495 \$58,810.00
5	1.18 \$44,840.00	1.225 \$46,550.00	1.27 \$48,260.00	1.315 \$49,970.00	1.36 \$51,680.00	1.405 \$53,390.00	1.45 \$55,100.00	1.54 \$58,810.00	1.585 \$63,650.00
6		1.27 \$48,260.00	1.315 \$49,970.00	1.36 \$51,680.00	1.405 \$53,390.00	1.45 \$55,100.00	1.495 \$58,810.00	1.54 \$61,940.00	1.585 \$66,230.00
7		1.315 \$49,970.00	1.36 \$51,680.00	1.405 \$53,390.00	1.45 \$55,100.00	1.495 \$58,810.00	1.54 \$61,940.00	1.63 \$65,360.00	1.675 \$69,770.00
8			1.405 \$53,390.00	1.45 \$55,100.00	1.495 \$58,810.00	1.54 \$61,940.00	1.585 \$66,230.00	1.63 \$68,780.00	1.72 \$72,200.00
9			1.45 \$55,100.00	1.495 \$58,810.00	1.54 \$61,940.00	1.585 \$66,230.00	1.63 \$68,780.00	1.72 \$72,200.00	1.765 \$75,910.00
10				1.54 \$61,940.00	1.585 \$65,360.00	1.63 \$68,780.00	1.675 \$72,200.00	1.72 \$75,910.00	1.81 \$80,430.00
11				1.585 \$65,360.00	1.63 \$68,780.00	1.675 \$72,200.00	1.72 \$75,910.00	1.765 \$80,430.00	1.855 \$86,780.00
12					1.675 \$72,200.00	1.72 \$75,910.00	1.765 \$80,430.00	1.81 \$84,140.00	1.855 \$89,770.00
13					1.72 \$75,910.00	1.765 \$80,430.00	1.81 \$84,140.00	1.855 \$89,770.00	1.945 \$95,100.00
14						1.81 \$84,140.00	1.855 \$89,770.00	1.945 \$95,100.00	
15							1.945 \$95,100.00		

Teachers may not advance more than one step horizontally and one step vertically in any one year.

2025-26 Wheeler Central Salary Schedule

Index: 4.5 x 4.5

2025-26 Base: \$38,800.00

ADDED 2024-25

Steps	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	MA + 18
1	\$38,800.00	1.045 \$40,546.00	1.09 \$42,292.00	1.135 \$44,038.00	1.18 \$45,784.00	1.225 \$47,530.00	1.27 \$49,276.00	1.315 \$51,022.00
2	1.045 \$40,546.00	1.09 \$42,292.00	1.135 \$44,038.00	1.18 \$45,784.00	1.225 \$47,530.00	1.27 \$49,276.00	1.315 \$51,022.00	1.36 \$52,768.00
3	1.09 \$42,292.00	1.135 \$44,038.00	1.18 \$45,784.00	1.225 \$47,530.00	1.27 \$49,276.00	1.315 \$51,022.00	1.36 \$52,768.00	1.405 \$54,514.00
4	1.135 \$44,038.00	1.18 \$45,784.00	1.225 \$47,530.00	1.27 \$49,276.00	1.315 \$51,022.00	1.36 \$52,768.00	1.405 \$54,514.00	1.45 \$56,260.00
5	1.18 \$45,784.00	1.225 \$47,530.00	1.27 \$49,276.00	1.315 \$51,022.00	1.36 \$52,768.00	1.405 \$54,514.00	1.45 \$56,260.00	1.495 \$58,006.00
6		1.27 \$49,276.00	1.315 \$51,022.00	1.36 \$52,768.00	1.405 \$54,514.00	1.45 \$56,260.00	1.495 \$58,006.00	1.54 \$59,752.00
7		1.315 \$51,022.00	1.36 \$52,768.00	1.405 \$54,514.00	1.45 \$56,260.00	1.495 \$58,006.00	1.54 \$59,752.00	1.585 \$61,498.00
8			1.405 \$54,514.00	1.45 \$56,260.00	1.495 \$58,006.00	1.54 \$59,752.00	1.585 \$61,498.00	1.63 \$63,244.00
9			1.45 \$56,260.00	1.495 \$58,006.00	1.54 \$59,752.00	1.585 \$61,498.00	1.63 \$63,244.00	1.675 \$64,990.00
10				1.54 \$59,752.00	1.585 \$61,498.00	1.63 \$63,244.00	1.675 \$64,990.00	1.72 \$66,736.00
11				1.585 \$61,498.00	1.63 \$63,244.00	1.675 \$64,990.00	1.72 \$66,736.00	1.765 \$68,482.00
12					1.675 \$64,990.00	1.72 \$66,736.00	1.765 \$68,482.00	1.81 \$70,228.00
13					1.72 \$66,736.00	1.765 \$68,482.00	1.81 \$70,228.00	1.855 \$71,974.00
14						1.81 \$70,228.00	1.855 \$71,974.00	1.9 \$73,720.00
15							1.9 \$73,720.00	1.945 \$75,466.00

Teachers may not advance more than one step horizontally and one step vertically in any one year.

**2024-25 and 2025-26
Activity Extra Duty Schedule**

# of Sponsors	Activity Responsibility	% of Base
Activity Director	0 planning periods	20%
	1 planning period	15%
	2 planning periods	10%
1	Curriculum Director	5%
1	Annual Sponsor	5% + 5 additional days
1	FCCLA Sponsor	4%
1	FFA Sponsor	8% + 20 additional days
1	Play Production	4.5%
1	Speech	4.5%
1	JH Speech	2%
1	Senior Class	0.5%
2	Junior Class	3%
1	Sophomore Class	0.5%
1	Freshman Class	0.5%
1	Eighth Grade Class	0.5%
1	Seventh Grade Class	0.5%
1	Music	9%
1	National Honor Society	1%
1	Student Council	2%
1	Title I Coordinator	5%
1	MTSS Coordinator	2%
1	PBIS Coordinator	2%
1	SAT Coordinator	2%
1	LDL Instructor	4%