

SCHOOL DISTRICT OF AURORA DISTRICT 4-R
2019-2020 and 2020-2021 SCHOOL YEAR'S NEGOTIATED AGREEMENT

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**SCHOOL DISTRICT OF AURORA
DISTRICT 4R OF HAMILTON COUNTY, NEBRASKA
2019-2020 and 2020-2021 SCHOOL YEAR
NEGOTIATED AGREEMENT**

ARTICLE I -- NEGOTIATED AGREEMENT

This agreement is made and entered into by and between the Aurora Education Association and the Aurora Board of Education for the School District of Aurora, District 4R of Hamilton County, Nebraska.

WHEREAS, representatives of the parties have conducted negotiations, and

WHEREAS, the parties have reached a mutually binding agreement which has been reduced to writing and signed by each party,

NOW THEREFORE, the parties do hereby stipulate that the following items have been agreed upon by the parties and shall be incorporated by reference as a part of all teacher contracts signed for the 2019-2020 and 2020-2021 school year.

ARTICLE II -- SALARY SCHEDULE

The base salary for a teacher with a bachelor's degree and no prior teaching experience shall be \$35,350.00 for the 2019-2020 school year and \$35,850.00 for the 2020-2021 school year. The vertical increment of the salary schedule shall be five percent (5%) of the base amount and the horizontal increment shall be five percent (5%) of the base amount. The number of vertical steps and horizontal lanes are shown on the Salary Schedule attached hereto and made a part hereof. Contract amounts shall be rounded to the nearest dollar figure. Vertical and horizontal movement on the salary schedule shall be limited to one vertical and one horizontal move per school year. If health insurance cost increase by less than 2 percent or higher than 6 percent for the 2020-2021 school year, negotiations may re-open.

New certificated teachers without prior teaching experience hired by Aurora Public Schools will receive half of their first month's salary on or about September 1st of the current contract year.

A. PLACEMENT OF TEACHERS ON THE SALARY SCHEDULE

The Aurora Board of Education will grant credit for ten (10) years teaching experience toward initial placement on the salary schedule for teaching experience outside of the Aurora School District. If the Board deems it necessary, more than ten (10) years of previous teaching experience may be granted toward initial placement on the salary schedule with no credit given beyond actual teaching experience.

Requirements of The Uniformed Services Employment and Redeployment Rights Act of 1994 ("USERRA") and the applicable requirements of the Nebraska Military Code shall be followed.

B. HORIZONTAL ADVANCEMENT ON THE SALARY SCHEDULE:

The following criteria must be met by a teacher who wishes to move horizontally on the salary schedule of the Aurora Public Schools:

1. All hours beyond the bachelor's degree must be graduate hours granted by a recognized graduate institution. Courses meeting such criteria must be listed by the institution as a graduate level course(s).
2. All courses taken to receive credit to move horizontally on the salary schedule must be in the teacher's teaching assignment, the teacher's endorsed area(s) or be a part of an approved advanced program in elementary or secondary education, i.e., courses germane to any graduate program regardless of endorsement sought or whether or not the program is toward a master's degree in elementary or secondary education.

NOTE: Request for courses not meeting the above criteria to receive credit to move horizontally on the salary schedule must be submitted to the office of the superintendent of schools prior to

taking the course. Acceptance of the course for movement on the salary schedule shall be at the discretion of the superintendent of schools.

3. Transcripts of approved courses must be provided to the superintendent of schools by September 10 of each year in order for the course(s) to be used for advancement on the salary schedule.
4. Graduate courses taken in educational administration, in order to be counted as horizontal movement on the salary schedule, must be approved by the superintendent. Criteria for acceptance of such hours is based upon the relationship of the course(s) to the educational process of the Aurora Schools.
5. Graduate hours applied toward the columns beyond the Master's Column of the negotiated salary schedule, must be taken after the teacher has acquired the Master's Degree.
6. Individuals new to the professional teaching staff of the Aurora Public Schools must have on file in the office of the superintendent of schools by September 25th, a complete set of college transcripts. Failure to submit such transcripts by this date, unless arrangements have been made with the superintendent, or his/her designee, will be cause to withhold the teacher's paycheck until the filing is complete.
7. Teachers must provide the superintendent of schools their intent by the second Friday of October of each year, to move horizontally on the salary schedule. Failure to indicate such movement will prevent horizontal movement on the ensuing year's salary schedule. Both vertical and horizontal movement of teachers on the salary schedule shall be included in the calculations for the determination of the package increase.

ARTICLE III -- FRINGE BENEFITS

If an individual is absent beyond days of accrued leave, his/her salary shall be deducted at a rate of 1/185th of the annual base salary for each day. Salary for extra duty assignments shall not be included in the adjustments.

Sick Leave: Teachers shall be provided nine (9) days of sick leave the first year of employment with the Aurora Public Schools. Each year thereafter, four days of sick leave shall be granted. The time granted under this leave may be used for illness, death, and funerals in the teacher's immediate family. Immediate family is defined as father, mother, brother, sister, husband, wife or child.

Personal Leave: Personal Leave shall be granted to teachers at rate of two days per school year. Personal Leave is defined as anything personal not covered under sick leave and will be granted "no questions asked" provided (a) Personal Leave may be taken the day before or the day after a scheduled vacation (summer break is considered a scheduled vacation) but limited to six teachers District-wide; (b) Personal Leave may not be taken the first four days of the school year unless the following conditions are met: (i) if school is in session, the teacher must pay the cost of the substitute teacher, or (ii) if school is not in session but the day requested is considered a teacher contract day, the teacher would be required to "make-up" the time absent at a date and time agreed upon by both the teacher and the building administrator; (c) and, notification of intent to take Personal Leave must be given to the superintendent of schools or designee at least three (3) days in advance of taking the leave. Personal Leave shall be given at a rate of (2) days per year, non-accumulative. Personal Leave, as defined in this section, is not accumulative and if not used will be added to the person's sick leave. **If any of the two days of personal leave granted per year are not utilized, the individual may choose to be compensated for each unused day at the current substitute teacher rate rather than add the unused days to their accumulated sick leave.**

Accumulated Sick Leave: All unused Sick Leave and Personal Leave days shall accumulate. Teachers who have taught five or more years in the Aurora Public Schools shall receive severance pay upon ceasing employment with the Aurora School District. Such pay shall be for each day of accumulated sick and personal leave at a rate of one-fourth (1/4) of the teacher's daily earnings. The daily earnings are to be based on the amount of the teacher's last contract and the number of contract days for that contract year. In the event of the teacher's death and the five-year requirement has been met, the teacher's beneficiary shall receive the compensation.

(NOTE: The foregoing conditions of Sick Leave, Personal Leave and Accumulated Sick Leave only pertains to those individual teachers who have chosen not to participate in the "Absence From Work" provisions as negotiated for the 1999-2000 school year.)

ABSENCE FROM WORK:

Individuals who were non-tenured prior to the 1999-2000 school year and those individuals hired after the 1999-2000 school year will be provided the following:

- (1) **Sick Leave:** Teachers will be entitled to ten (10) sick leave days each year they are employed by the Aurora Public Schools. The time granted under this leave may be used for illness of self, father, mother, brother, sister, husband, wife or child. Sick leave may be accumulated to sixty days (60) days, and this maximum of sixty days would be eligible for severance pay.*

*Severance pay is defined as one-fourth of the teacher's daily earnings based on the last contract and the number of days for that contracted year. This provision applies to all certified staff members who have taught in the Aurora School District for a minimum of five (5) consecutive years. **If a teacher has met the 5-year requirement and changes employment status from full-time to at least 0.5 FTE but less than 1.0 FTE, the individual's severance pay will be calculated as follows: for the years the individual was at 1.0 FTE, the calculated amount shall be based on the last contract the individual had when at a 1.0 FTE. This amount will be calculated and held by the school district until the employee discontinues employment completely. The part-time severance amount will be calculated separately and both amounts will be payable at the end of employment.** If a teacher who has been in the Aurora School system for five or more years dies, his/her beneficiary shall receive any compensation due.

- (2) **Professional Leave:** Professional leave will be granted two (2) days per year, non-accumulative. Use of these days will be at the individual's discretion with prior approval from the building administrator. Professional leave days requested by the school administrator would not be charged against any leave period.
- (3) **Personal Leave:** Personal Leave shall be granted to teachers at a rate of two days per school year. Personal leave is defined as anything personal not covered under sick leave and will be granted "no questions asked" provided (a) Personal Leave may be taken the day before or the day after a scheduled vacation (summer break is considered a scheduled vacation) but limited to six teachers District-wide; (b) Personal Leave may not be taken the first four days of the school year unless the following conditions are met: (i) if school is in session, the teacher must pay the cost of the substitute teacher, or (ii) if school is not in session but the day requested is considered a teacher contract day, the teacher would be required to "make-up" the time absent at a date and time agreed upon by both the teacher and the building administrator, (c) notification of intent to take personal leave must be given to the superintendent of schools or designee at least three (3) days in advance of taking the leave. Personal leave shall be given at a rate of two (2) days per year, non-accumulative. Unused personal leave will be added to their accumulated sick leave. Unused personal leave, once added to the accumulated sick leave shall be used, if needed, as sick leave and will not cause the accumulated sick leave to exceed sixty (60) days. **When an individual has reached the maximum number of accumulated sick days at the beginning of each new contract year and ends the year with 50 or more days; unused personal leave days at the end of each year will be compensated at the current substitute teacher pay rate to be paid in the June payroll.**

Bereavement Leave: All teachers are eligible for Bereavement Leave. Five (5) days will be granted in the event of death of children, spouse, or parents, which will not be charged against accumulated sick leave. An additional five (5) days may be granted. These additional days will be deducted from the accumulated sick leave. Full pay deduction will be made after ten (10) days.

Three (3) days will be granted in the event of death of grandparents, parents-in-law, sister, brother, sons-in-law, daughters-in-law, sister-in-law, brother-in-law, grandchildren, uncles, aunts, nieces, or nephews which would not be counted against accumulated sick leave. Five (5) additional days may be granted and charged against accumulated sick leave. Full pay deduction will be made after (8) days.

Death of a friend or relative (not covered in bereavement leave) would be charged against sick leave (or personal leave if sick leave has been depleted). In the event sick leave and personal leave have been depleted, full pay deductions shall be made.

Annuity Plans: Tax sheltered plans shall be made available to those teachers who wish to take advantage of opportunities made possible by the Internal Revenue Service.

Sabbatical Leave: After a teacher has been employed by the District for a period of five (5) years, the teacher may apply for a leave of absence (Sabbatical Leave) for up to one year without pay. A sabbatical may be granted if there is the prospect of the teacher returning better qualified to teach. Such reasons as advanced study, teaching in a college or university, or approved teacher exchange programs are suitable examples. Similar professional reasons may be accepted but must be approved in advance by the administration and the Board of Education. The board of education will consider such requests, and if a suitable replacement teacher can be employed for the period of the absence, the request may be granted. Requests must be made in writing to the superintendent of schools no later than March 1st of the school year prior to the leave.

Teachers who are granted a sabbatical leave must be prepared to declare their intent to return or not to return by March 15 of the sabbatical year. In addition, the sabbatical teacher must be prepared to verify all educationally related activities during the leave period.

If circumstances prevent the teacher from fulfilling the intent of the sabbatical leave, re-employment of the teacher will be subject to review by the administration and the board of education.

Health, Accident and Major Medical Insurance: Full time, certificated employees of the Aurora Public Schools, who remain in the employ of the District for the full school time, shall receive the dollar amount for single or family insurance premiums for the entire twelve months, September through August. The Aurora Public Schools will provide a family health insurance plan for those teachers who have dependents and single health insurance plan for those teachers who do not have dependents. In the event that a husband and wife are both teachers in the Aurora Public Schools, only one family health insurance plan will be provided; however, both husband and wife will receive single dental coverage, provided by the Aurora District. In the event a teacher of the Aurora Public Schools has a spouse employed in another public school district in the State of Nebraska providing dependent insurance coverage with the same insurance carrier selected by the Aurora Public Schools, the Aurora Public Schools have the option of entering into an agreement with the spouse's school district to share the cost of providing dependent coverage and dental insurance for the married couple.

The Aurora Public Schools shall provide the cost of the health plan endorsed by the Educator's Health Alliance for the **2019-2020** school year. The plan costs for the **2019-2020** school year is based on a four tier plan. The plan shall be the \$1,050 to Blue Preferred Deductible PPO Dental - 80% A & B with 50% C Coverage; teachers will be considered by their eligibility and will be placed accordingly. The four tiers, for 2019-20, which includes Single Dental are as follows per month: Employee - \$636.52; Employee and Child(ren) - \$1,152.96; Employee and Spouse - \$1,304.85, and, Employee, Spouse and Child(ren) - \$1,742.15. The certificated employees shall be considered a separate sub-group for health insurance purposes. If this sub-group meets the criteria of Underwriting Rule 4 of Blue Cross/Blue Shield of Nebraska Educators Health Alliance, will be subject to a five percent (5%) premium rate reduction. In the event the five percent premium rate reduction does not materialize, negotiations for the **2019-2020** school year must reopen. **If the Educators Health Alliance provides a premium holiday during the 2019-2020 school year, negotiations between the Aurora Education Association and the Board of Education will reopen to discuss only premium holiday benefits.**

Long Term Disability Income Insurance: Each full-time teacher shall be provided the benefits of school district long-term disability insurance. The plan provides for 66.67% of the teacher's salary. The Aurora Public Schools shall pay the full premium amount equal to .0039 of the annual salary of the teacher for the 2019-2020 and 2020-2021 school years. All coverage of the long-term disability income insurance shall be limited to the provisions of the insurance policy. The Aurora Education Association shall be notified by should a change in long-term disability income insurance carrier occur.

ARTICLE IV -- OTHER ITEMS OF NEGOTIATIONS

Organization of Agreement: The Aurora Education Association Negotiations Committee and the Aurora Board of Education Negotiations Committee will reorganize the negotiated agreement into the following categories: (1) salary schedule, (2) extra-duty schedule, (3) fringe benefits and (4) other items of negotiations.

Maternity Leave: The Aurora Public Schools is bound by and will comply with all applicable state and federal laws relating to an employee's pregnancy and pregnancy related disability.

Payroll Deductions: Payroll deduction of dues shall be made available to teachers for the National Education Association (NEA), the Nebraska State Education Association (NSEA) and the Aurora Education Association (AEA). The deductions shall be made for the months of September through May. The AEA will pay for any clerical expense to make these deductions.

Voluntary Separation Program: A negotiated agreement between the Aurora Board of Education and the Aurora Education Association has established a Voluntary Separation-Program for the teachers of the Aurora Public Schools. This Program is available only to certified employees of the Aurora Public Schools, which is defined as any certified employee who is regularly employed for the instruction of pupils in the Aurora Public Schools, hereinafter referred to as "Employee". This Program amends, replaces in its entirety, and supersedes any previous policy or agreement by the Aurora Board of Education and the Aurora Education Association.

The administrators of the Aurora Public Schools are specifically not covered by this Program. Administrator means any certified employee such as superintendent, assistant superintendent, principal, assistant principal, school nurse or other supervisory or administrative personnel who do not have as a primary duty the instruction of pupils in the Aurora Public Schools.

The Aurora Public School District has established an Early Retirement Program (hereinafter referred to as the "Program") for the purpose of encouraging eligible employees who are considering an early leaving decision to accelerate their retirement plans. The Program shall be a voluntary program for the eligible employees of the District.

The Program will be paid to Employees in direct ratio of each annual full time equivalency (FTE) during the tenure of the eligible employee. In addition to other requirements for eligibility, as outlined in this Program, the Employee must have completed fifteen (15) years of credited service in the employment of the Aurora Public School District. The employee must be currently employed to be eligible for the Early Retirement Program benefits as outlined by Nebraska Retirement System's Rule of 85.

Credited Service for retirement computations shall mean continuous employment as a certificated employee of the Aurora Public Schools.

Employee's Ineligibility. An employee who has received written notice of possible contract termination or cancellation shall not be eligible to participate in this Program unless (1) the notice of termination or cancellation is withdrawn by the administration or (2), after a hearing before the board of education, the board determines that said employee's employment should not be canceled or terminated. Employees who have had their contracts terminated or cancelled by the board shall not be entitled to participation in this program in any manner whatsoever.

TERMS OF THE AGREEMENT

The parties to this agreement, in consideration of the mutual covenants and stipulations set forth above, hereby agree as follows:

1. **INCORPORATION IN NEGOTIATED AGREEMENT:** This Agreement is made pursuant to the terms of the Aurora Public Schools Negotiated Agreement. The provisions of this Program are incorporated by this reference and made a part of the agreement.
2. **EMPLOYEE RESIGNATION:** The Employee hereby voluntarily, unconditionally and irrevocably (1) resigns his/her teaching position with the Aurora School District effective at the end of the current

school year; in the event the employee is incapacitated or has died, and thus failed to provide a bona fide resignation, the individual's benefits shall be provided; (2) waives any and all future notice of action by the Aurora Board of Education to terminate the Employee's continuing contract; and (3) waives any and all rights the Employee may have under Nebraska Revised Statute 79-824 to 842, as those statutes now exist or as they may be amended. The Employee further authorizes the Aurora Board of Education to advertise for and contract with a replacement certificated employee for the Employee's position for the next school year. Approval of this agreement by the Aurora Board of Education shall constitute an acceptance of the Employee's resignation.

- (3) **VOLUNTARY SEPARATION BENEFITS:** The Program benefits cannot begin until the Employee reaches age 55 in accordance with the Modified Rule of 85 as maintained by the Nebraska School Retirement System. In consideration of the Employee's resignation set forth in the Agreement, the Employee shall receive the following benefit:
 - (a) **COMPUTATION OF BENEFITS:** The Employee shall be paid the benefit amount of \$700.00 per year for each year of credited service in the Aurora Public Schools.
 - (b) **PAYMENT OF BENEFITS:** The benefit amount shall be paid in three equal payments to a post-employment 403 (b) annuity account. Payment shall be due on September 25th of the year in which the Employee resigns and for two successive years.
- (4) **DEFERMENT OF PAYMENTS:** The Board shall have the discretion to defer payments made for the Voluntary Separation-Program.
- (5) **BENEFICIARY DESIGNATION:** The Employee hereby designates _____, whose address is _____, and Social Security number is _____, to be the Employee's beneficiary in case of the Employee's death. In the event of the Employee's death, any sum of money otherwise due to the Employee under the terms of this Agreement will be paid to the designated beneficiary pursuant to the provisions of this Agreement.
- (6) **EMPLOYEE'S VOLUNTARY ACT:** The Employee acknowledges that he/she has had forty-five (45) days to consider the ramifications of participation in the Program; acknowledges that the Employee's participation in said Program is voluntary; and that the Employee was not coerced in any manner to participate in the Program sponsored by the Aurora School District.
- (7) **WAIVER AND RELEASE OF CLAIMS:** By entering into this Agreement, the Employee hereby waives the Employee's rights under the Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protector Act (OWBPA), 29, U.S.C. 621-634, the Employee Separation Income Security Act of 1974 (ERISA), 29 U.S.C. 1001, **et seq.**, the Act Prohibiting Unjust Discrimination in Employment Because of Age, Nebraska Revised Statute 48-1001, **et seq.**, and all other state and federal constitutions, statutes and regulations that relate to the validity of the Program, or any rights or claims arising there under. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This Waiver and Release is given in exchange for consideration in addition to what the Employee is already entitled to receive from the Aurora School District. The Employee acknowledges that he/she has been advised in writing to consult with an attorney before signing this Severance Program Agreement. The Employee further acknowledges that the Employee has had sufficient time to decide whether or not to execute this Agreement, including the Waiver and Release of Claims arising under the ADEA and Act Prohibiting Discrimination in Employment Because of Age.
- (8) **REVOCATION AND CANCELLATION OF AGREEMENT:** The Employee and the Aurora School District acknowledges the Employee may cancel this Contract at any time within seven (7) days after the execution of this agreement by the Employee. In order to cancel this agreement, the Employee must submit a statement, in writing, to the Superintendent of Schools indicating that he/she is exercising his/her right to cancel the agreement.

- (9) **EMPLOYEE NOTIFICATION OF UTILIZATION OF VOLUNTARY SEPARATION-PROGRAM:**
 The Employee desiring to receive the benefits of the Program must notify the superintendent of schools by **April 1st** of the year of retirement. In the event a faculty reduction in force (RIF) notification is received, the employee who qualifies for early retirement will be eligible to apply for such benefits by April 1st or within seven (7) calendar days after the RIF notice is received whichever date is later. Retirement shall be effective as of July 1st of that year.

Date: _____

 Employee

STATE OF NEBRASKA)) ss.
 COUNTY OF HAMILTON)

Subscribed and sworn to before me this _____ day of _____, _____.

 Notary Public

 President, Aurora Board of Education

Date: _____

Grievance Procedure:

A. Purpose

The purposes for which the grievance procedure have been established are as follows:

1. To reduce the potential areas of conflict among teachers, administrators and the board of education.
2. To provide communication through recognized channels among administrators, teachers, the teacher's association and the board of education.
3. To develop improved morale and effectiveness of teachers.

B. Definition of Terms

1. "Grievance" shall mean a claim based upon an event or condition which affects the terms and conditions of employment of a teacher or group of teachers, of the interpretation, meaning or application of any of the policies, rules, regulations, statutes or professionally negotiated contracts of the Aurora School District.
2. "Aggrieved Person" shall mean the teacher or teachers stating the grievance.
3. "Party of Interest" shall mean the aggrieved person and any other person who might be required to take action or against whom action might be taken, in order to resolve the claim.

C. Procedures

1. Level I
 - a. If a teacher believes that a grievance exists, the teacher shall first discuss the matter with the teacher's principal in an effort to resolve the problem.
2. Level II

Step One:

 - a. If the aggrieved person is not satisfied with the disposition of the problem or if no decision has been rendered following five (5) school days after stating the grievance in the informal procedure (Level I), the teacher may submit a claim as a formal grievance, in writing, to the teacher's principal.
 - b. The principal shall, within three (3) school days, render a decision and the reasons for such a decision, in writing, to the aggrieved person, with a copy to the Aurora Education Association and the superintendent of schools.

- c. If a teacher is not directly responsible to a building principal and has cause to file a grievance, the grievance shall be submitted to the administrator of the building where the cause for the grievance originated.

Step Two:

- a. If the aggrieved person is not satisfied with the disposition of the grievance in Step One, or if no decision has been rendered within three (3) school days after the presentation of the grievance in writing the teacher may appeal a written grievance to the superintendent of schools.
- b. The superintendent of schools shall act for the administration at Step Two of the grievance procedure. Within ten (10) school days after receipt of the written appeal, the superintendent of schools shall meet with the aggrieved person(s) for the purpose of the hearing and solving the grievance. A record of such hearing shall be kept by the superintendent of schools and made available to the parties upon request. The superintendent of schools shall, within three (3) school days following the hearing, render a decision and reasons the decision made, in writing, to the aggrieved person, with a copy given to the Aurora Education Association.

STEP THREE:

- a. If the aggrieved person is not satisfied with the disposition of the grievance in Step Two, or if no decision has been rendered within three (3) school days after submission to the superintendent of school, the teacher may appeal the grievance to the Aurora Board of Education.
- b. Within twenty-five (25) school days after receiving the written appeal, the Aurora Board of Education shall meet with the aggrieved person(s), and not more than two representatives, for the purpose of hearing and resolving the grievance. Within five (5) school days after submission of the grievance, the decision of the Aurora Board of Education shall be rendered in writing.

D. Rights of the Teachers to Representation

An aggrieved person may request, in writing, to have a representative from the Aurora Education Association be present at all stages of the Grievance Procedure.

E. General Provision

1. If the written grievance is not filed within thirty (30) days after the teacher knew, or should have known of the accurate condition, the grievance shall be waived.
2. A grievance may be withdrawn at any level of the grievance procedure without prejudice.
3. No reprisal of any kind shall be taken by the Aurora Board of Education, administration or the Aurora Education Association against any party involved in the grievance, or any other participant in the grievance procedure by reason of such participation.
4. The forms appended hereto shall be used for processing the grievance(s).
5. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants involved in the grievance.

GRIEVANCE FORM A
FORMAL GRIEVANCE PRESENTATION

AGGRIEVED PERSON _____ DATE OF PRESENTATION _____

HOME ADDRESS OF AGGRIEVED PERSON _____

SCHOOL _____

BUILDING ADMINISTRATOR _____

SUBJECT AREA OR GRADE _____

NAME OF AURORA EDUCATION ASSOCIATION BUILDING REPRESENTATIVE _____

STATEMENT OF GRIEVANCE:

ACTION REQUESTED:

Signature

GRIEVANCE FORM B

DECISION OF PRINCIPAL

(Level II - Step One)

(To be completed by building principal within three (3) days of formal grievance)

AGGRIEVED PERSON _____ DATE OF PRESENTATION _____

SCHOOL _____ BUILDING PRINCIPAL _____

DECISION, WITH REASONS, OF BUILDING PRINCIPAL (OR OTHER ADMINISTRATOR) :

DATE OF DECISION _____

SIGNATURE OF PRINCIPAL

AGGRIEVED PERSON'S RESPONSE: (To be completed by aggrieved person within three (3) days of building principal's decision):

- () I accept the decision of the building principal.
- () I hereby appeal to the superintendent of school for a hearing of the grievance.

DATE OF RESPONSE _____

Signature of Aggrieved

GRIEVANCE FORM C

DECISION OF THE SUPERINTENDENT OF SCHOOLS

(Level II - Step Two)

(To be completed by the superintendent of schools within three (3) school days after hearing with aggrieved person and any representatives of the Aurora Education Association. The hearing with the superintendent of schools shall be held within ten (10) school days after the receipt for the appeal.)

AGGRIEVED PERSON _____

DATE OF FORMAL
GRIEVANCE PRESENTATION _____

DATE THE APPEAL WAS RECEIVED BY
THE SUPERINTENDENT OF SCHOOLS _____

DATE OF HEARING HELD BY THE
SUPERINTENDENT OF SCHOOLS _____

DECISION, WITH REASONS, BY THE SUPERINTENDENT OF SCHOOLS

DATE OF
DECISION _____
SIGNATURE OF SUPERINTENDENT _____

AGGRIEVED PERSON'S RESPONSE: (To be completed within three (3) school days of superintendent of schools' decision.)

- () I accept the decision of the superintendent of schools.
- () I hereby appeal, to the Aurora Board of Education, a review of this grievance.

DATE OF
RESPONSE _____
Signature of Aggrieved _____

GRIEVANCE FORM D

REVIEW BY AURORA BOARD OF EDUCATION

(Level II - Step Three)

AGGRIEVED
PERSON _____

DATE THE APPEAL WAS RECEIVED
BY THE AURORA BOARD OF EDUCATION _____

DATE OF HEARING HELD BY THE
AURORA BOARD OF EDUCATION _____

DECISION, WITH REASONS, OF THE AURORA BOARD OF EDUCATION:

DATE OF
DECISION _____

SIGNATURE OF BOARD OF EDUCATION PRESIDENT

STAFF/CURRICULUM DEVELOPMENT

Staff will be compensated at the rate of \$20.00 per hour for curriculum and/or staff development done outside of the contract year as requested by the administration.

TEACHERS WORKING ACTIVITIES:

All faculty members and their spouses shall receive activity passes. Each faculty member must work a minimum of one activity per year or find a replacement to work that activity. This activity and all subsequent activities worked will be at the following rate: \$20.00 per activity for the first three (3) hours; \$25.00 for over three (3) hours to five (5) hours, and, \$50.00 for activities that exceed five (5) hours.

DURATION OF AGREEMENT:

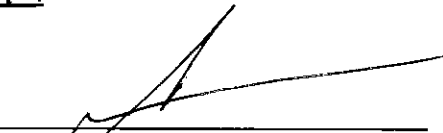
In the event negotiations are completed after the start of a new school year, adjustments in salary, including vertical and horizontal movements of the salary schedule, and fringe benefits, shall be retroactive to the beginning of the new school year.

ARTICLE V -- AGREEMENT AUTHORIZATION

This Negotiated Agreement sets forth the entire intent and understanding of the parties hereto. The signatures of the chief negotiator and president of the Aurora Board of Education and the chief negotiator and president of the Aurora Education Association shall be evidence of the approval of this agreement. In witness, whereof, the parties hereto have hereunder caused this instrument to be executed on

13 day of January, 2019.


Aurora Education Association Chief Negotiator


Aurora Board of Education Chief Negotiator


Aurora Education Association President


Aurora Board of Education President