



NAPE/AFSCME
Nebraska Department of Education Contract
July 1, 2023 - June 30, 2025
Ratification Summary
Questions: help@napeafscme.org or 402.486.3911

Introduction

NAPE/AFSCME and the Nebraska Department of Education reached a tentative agreement on a new contract for the July 1, 2023 - June 30, 2025 biennium on January 12, 2023. All NAPE/AFSCME members have the right to vote to accept or reject the tentative agreement. A virtual ratification meeting will be held on Wednesday, January 25, 2023 at 7pm central/6pm mountain.

Non-members are welcome to attend the ratification meeting for informational purposes. If a non-member chooses to join the union, they will be able to vote.

Ratification Procedures

Ballots will be counted on January 30, 2023. All ballots will be sent via email after the virtual meeting and must be cast no later than 5pm on January 30, 2023. A simple majority of those voting is needed for ratification. If the tentative agreement is ratified, it will take effect on July 1, 2023. If it is rejected, the team will attempt to go back to the negotiating table in an attempt to negotiate without going to impasse. If impasse is declared by NDE, the Nebraska Commission on Industrial Relations will settle the dispute as provided by state law.

Negotiation Team Members

NAPE/AFSCME was represented by the following members on the negotiations team: Cassy Kvasnicka (Program Specialist II - Kearney) and Rita Meier (Program Specialist - Grand Island). NAPE/AFSCME Executive Director Justin Hubly served as Chief Negotiator.

Salaries

A new step salary schedule is created with 20 steps with each step increasing 2% greater than the previous step. Salary grades are renumbered to start with 1.

Please see the attached salary schedule.

On July 1, 2023, employees will have their current salary increased by 7%, and then be placed on the next highest step above that amount.

On July 1, 2024, the minimum salary in each classification will be increased by 3%, and all employees who receive a satisfactory or better performance evaluation for calendar year 2023, or who completed their initial probationary period by December 31, 2023, will advance one step on the salary schedule. (In total 5%+)

Salary Grade Assignments

Grade 1 - Administrative Associate I, Office Associate I, Program Associate I

Grade 2 - Administrative Associate II, Office Associate II, Program Associate II, VR Associate

Grade 3 - Administrative Associate III, Service Desk Specialist, Office Associate III, Program Associate III, VR Senior Associate

Grade 4 - Administrative Associate IV, Office Associate IV, Program Associate IV, Central Accounting Associate, VR Service Specialist, DDS Adjudicator Trainee

Grade 5 - Event Specialist, Procurement Specialist I, Administrative Specialist I, Web Content Specialist, IT Help Desk Specialist, IT Infrastructure Support Technician, Program Specialist I, DDS Adjudicator I, VR Senior Service Specialist

Grade 6 - Education Specialist I, WR Rehabilitation Specialist, DDS Adjudicator II, Multimedia Specialist

Grade 7 - Administrative Specialist II, Fiscal Specialist, Education Specialist II, IT Help Desk Specialist Senior, IT Infrastructure Support Analyst, Service Desk Specialist Senior, Program Specialist II, DDS Adjudicator III, VR Senior Rehabilitation Specialist

Grade 8 - IT Applications Developer, IT Data/Database Analyst

Grade 9 - DDS Hearings Officer, DDHS Internal Quality Assurance Examiner, Education Specialist III, IT Infrastructure Support Analyst Senior, Web Developer, Program Specialist III

Grade 10 - Cyber/Information Security Specialist, IT Applications Developer Senior, IT Data/Database Analyst Senior, Project Manager, Statistical Research Specialist

Grade 11 - Administrative Specialist III, Education Specialist IV, Program Specialist IV

Other Changes

- Article 5.1A - Removes a requirement for a 90 day appraisal for new employees on a six month probationary period, but requires the supervisor to provide ongoing feedback to new employees.
- Article 5.1B - Removes a requirement for a 6 month appraisal for new employees on a twelve month probationary period, but requires the supervisor to provide ongoing feedback to new employees.
- Article 7.1 - Defines the workweek as Monday through Sunday.
- Article 8.2D - Clarifies overtime must be worked in advance.
- Article 11.2A - Removes a requirement for an employee promoting from DDS Adjudicator III to DDS Hearing Officer to go through the classification review process.
- Article 11.2/11.3 - Eliminates promotion and demotion percentage rates. Employees who promote or demote will retain their step on the new salary schedule.
- Article 15.2A3 - Sick leave may be used for any qualifying FMLA leave.
- Article 15.6D - Expands bereavement leave use for Aunt/Uncles and nieces/nephews.
- Article 15.22 - Exempt employees working on a holiday will be paid straight time in addition to holiday pay.

Housekeeping Changes

- All dates are updated.
- Addition of new terms such as Indigenous People's Day, Deputy Commissioner, Juneteenth, new office location, electronic personnel files, etc.

Looking Forward

Continue To Grow Our Union

Our strength and power during negotiations this year is a direct result of the involvement of union members and our record growth. NAPE/AFSCME membership is at a 25 year high, and is over 2,200 members for the first time since 1997. We hope to reach an all time high of 3,000 members by the time we negotiate in 2024. A union is a group of employees who unite together to protect each other's best interests, primarily through contract negotiations. Now is the time to join us! We need you to be an active NAPE/AFSCME member! Join at: www.napeafsmce.org/join-nape

Get Involved - Become a Union Steward

A steward is a worksite leader who is trained on our contract to assist members and ensure the contract is followed at the worksite. Initial training takes just three and half hours and is taught at sites around the state. Training is open to all NAPE/AFSCME members. Express your interest in a training session on our website: www.napeafscme.org

Get Involved - Serve & Lead (Nominations & Elections begin in February)

The NAPE/AFSCME Board of Directors is made up of 25 elected union members from around the state and provides leadership for the union. Any member in good standing for more than one year is eligible to run for seats on the board that they are eligible to hold (i.e, agency representative, area representative, etc.). Nominations for 20 seats will be accepted from February 1-17. Elections will be conducted by mail from March 3-31. The 20 members elected will take office at the June 10, 2023 Board of Directors meeting and serve a two year term.

Get Involved - Be a Delegate (Delegate Assembly is August 25-27, 2023)

The NAPE/AFSCME Biennial Delegate Assembly meets every odd numbered year and is the highest decision making body of the union. The delegates consider bylaw changes, set the dues rate, and elect the five officers of the union. The Delegate Assembly is held in Lincoln, and all expenses are paid by the union. Nominations will be accepted April 3-21. Elections will be conducted by mail from May 1-22. 40 members will be elected in addition to the 25 members of the Board of Directors.

Attend a Local Area Meeting

The first step to getting more involved is by attending a union meeting. Each meeting lasts one hour. Free food and a short training topic is also provided at each meeting, Members are also able to ask questions, voice concerns, and meet/network with other union members. A virtual meeting is also held each month. For a schedule, please visit our website: www.napeafscme.org.