

**SUPPLEMENTAL AGREEMENT TO THE
2023-2025 NEBRASKA DEPARTMENT OF EDUCATION – NAPE/AFSCME AGREEMENT
NEGOTIATED BY THE PARTIES**

THIS SUPPLEMENTAL AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees (NAPE/AFSCME) and the Nebraska Department of Education to amend the 2023-2025 Collective Bargaining Agreement between the parties. The language outlined and agreed to below shall amend the Collective Bargaining Agreement sections as specified. Except, as set forth in this Supplemental Agreement, the Collective Bargaining Agreement is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Supplemental Agreement and the Collective Bargaining Agreement, the terms of this Supplemental Agreement will prevail.

The following correction shall be made:

Section 15.23D is revised to 15.24.

The following sections shall be added to the Collective Bargaining Agreement as follows:

13.5 Salary Increases. Effective July 3, 2023, the salary for each employee will be adjusted upward by seven percent (7%). The employees will then be placed on the 2023-2024 pay structure and their salaries rounded up to the nearest step. Effective July 1, 2024, the salary for each employee will be adjusted upward with the pay structure adjustment of three percent (3%). Employees who received a satisfactory or better cumulative appraisal rating for calendar year 2023, or who completed their original probation period, will advance one step on the 2024-2025 pay structure.

Employees who are at or above the highest step (20) in their respective pay grade, will be eligible for the same salary increases as employees within the pay grade.

13.5A Due to the consolidation of the classifications Vocational Rehabilitation (VR) Service Specialist, EDB 603, pay grade 4 and VR Senior Service Specialist, EDB 604, pay grade 5 to VR Service Specialist, EDB 604 pay grade 5, and VR Rehabilitation Specialist, EDB 605, pay grade 6 and VR Senior Rehabilitation Specialist, EDB 606, pay grade 7 to VR Rehabilitation Specialist, EDB 606, pay grade 7, employees in the classifications of VR Service Specialist and VR Rehabilitation Specialist with a Nebraska Department of Education (NDE) hire date on or before July 1, 2015 with: (1) less than 14 years of NDE service as of July 1, 2023 will receive an additional one-time, two percent (2%) salary increase beyond the salary increase effective on July 3, 2023, and (2) 14 years or more of NDE service as of July 1, 2023 will receive an additional one-time, four percent (4%) salary increase beyond the salary increase effective on July 3, 2023. These one-time salary increases will be effective the pay period following the effective date of the supplemental agreement.

13.5B Due to the consolidation of the classifications of Disability Determination Section (DDS) Adjudicator Trainee, EDB 501, pay grade 4, DDS Adjudicator I, EDB 503, pay grade 5 and DDS Adjudicator II, EDB 503, pay grade 6 to DDS Examiner, EDB 503, pay grade 6, and the change from DDS Adjudicator III, EDB 504, pay grade 7 to DDS Examiner Specialist, EDB 504, pay grade 7, and consolidation of the classifications DDS Hearings Officer, EDB 505, pay grade 9 and Internal Quality Assurance Examiner, EDB 900, paygrade 9 to DDS Examiner Specialist Advanced, EDB 900, pay

grade 9, employees in the classifications of DDS Examiner Specialist and DDS Examiner Specialist Advanced, with a NDE hire date on or before July 1, 2014 with: (1) less than 14 years of NDE service as of July 1, 2023, will receive an additional one-time, two percent (2%) salary increase beyond the salary increase effective on July 3, 2023; and (2) 14 years or more of NDE service as of July 1, 2023, will receive an additional one-time, four percent (4%) salary increase beyond the salary increase effective on July 3, 2023. These one-time salary increases will be effective the pay period following the effective date of the supplemental agreement.

13.5AC Employees on administrative probation, disciplinary suspension without pay, or suspension with pay as of July 3, 2023, or July 1, 2024, will remain at their current salary until satisfactory completion of all of the requirements of their employment condition.

13.5BD If a suspension is for investigative purposes and the employee is subsequently determined not to be subject to disciplinary action, the actions described in Section 13.5 will be effective retroactive to the date any pay increases would have been granted had the suspension not been in effect.

13.5CE In the event that the Master Contract negotiations result in annual salary increases that differ from those provided for in Section 13.5, the parties agree to meet and discuss salary issues notwithstanding the provisions of Article 1, Section 1.16.

13.5DE In no case will employees receive salaries that are less than the minimum of their pay grade.

14.7 Retired military service members who are eligible for TRICARE and are currently employed by the State of Nebraska may elect to receive their health insurance coverage through TRICARE and forego participation in a group insurance plan offered by the State of Nebraska pursuant to section 14.1. Individuals who do so will receive a flat, monthly stipend paid by the agency.

For those with individual plans the flat, monthly stipend would be in the amount of five-hundred dollars (\$500.00). For those with family plans the flat, monthly stipend would be in the amount of one-thousand dollars (\$1,000.00). It is the employee's responsibility to submit supporting documentation to the agency to show eligibility for the payment under this Section.

15.25 **Mentorship Leave.** Up to one hour per week of paid leave may be granted to employees upon request for participation in the State of Nebraska Youth Mentoring Program. All provisions of Mentorship Leave are to be in accordance with the State of Nebraska Youth Mentoring Program, Mentorship Leave is not considered as work time for the purposes of calculating overtime.

15.25A In order to be eligible for Mentorship Leave, employees must meet the following requirements:

15.25A1 The employee's current performance review is satisfactory and the employee is not currently on a performance improvement plan;

15.25A2 The mentoring program is on the list of approved youth mentoring programs maintained by Mentor Nebraska;

15.25A3 The employee follows agency guidelines in submitting Mentorship Leave requests;

- 15.25A4 The employee meets all background checks and additional requirements of the mentoring program; and
- 15.25A5 The employee signs the "Accident Waiver and Release of Liability" form.
- 15.25B Employees must provide their supervisor with proof (email, confirmation letter, etc.) that they meet all background checks and additional requirements of the mentoring program they choose or any other documentation requested by their supervisor in relation to Mentorship Leave. The agency will verify that the youth mentoring program the employee is volunteering for is on the approved mentoring list maintained by and available on the website of Mentor Nebraska.
- 15.25C The agency may deny a request or withdraw approval for Mentorship Leave if the employee's absence is not in the best interest of the agency, interferes with agency operations and/or services, or the employee does not meet the eligibility requirements. In addition, employees must obtain the prior approval of their supervisor related to the time and date of the week that Mentorship Leave is to be utilized.
- 15.25D Employees must follow the agency's Acceptable Use Policy. Employees are allowed to review the mentoring options on the database using a state computer, however, must do it on lunch or breaks. Any additional use of state equipment must be in alignment with the agency's acceptable use policy.
- 15.25E All participation in volunteer mentoring activities is done on the employee's personal time and should not be considered work time. The "Accident Waiver and Release of Liability Form" must be signed prior to participating in volunteer mentoring activities.

APPENDIX A

NEBRASKA ASSOCIATION OF PUBLIC EMPLOYEES

JOB CLASSIFICATIONS/EMPLOYEES INCLUDED IN THE BARGAINING UNIT

ADMINISTRATION	
Job Code	Job Classification and Pay Grade (PG)
EDB 401	Administrative Associate I – PG 1
EDB 402	Administrative Associate II – PG 2
EDB 403	Administrative Associate III – PG 3
EDB 404	Administrative Associate IV – PG 4
EDB 405	Administrative Specialist I – PG 5
EDB 406	Administrative Specialist II – PG 6
EDB 800	Central Accounting Associate – PG 4
EDB 150	Multimedia Specialist – PG 6
EDB 141	Project Manager – PG 10
DISABILITY DETERMINATION SERVICES	
Job Code	Job Classification and Pay Grade
EDB 505	DDS Hearings Officer – PG 9
EDB 502	Disability Adjudicator I – PG 5
EDB 503	Disability Adjudicator II DDS Examiner – PG 6
EDB 504	Disability Adjudicator III DDS Examiner Specialist – PG 7
EDB 504	Disability Adjudicator Trainee – PG 4
EDB 900	Internal Quality Assurance Examiner DDS Examiner Specialist Advanced – PG 9
EDUCATION SERVICES	
Job Code	Job Classification and Pay Grade
EDB 201	Education Specialist I – PG 6
EDB 202	Education Specialist II – PG 7
EDB 203	Education Specialist III – PG 9
EDB 204	Education Specialist IV – PG 11
INFORMATION TECHNOLOGY	
Job Code	Job Classification and Pay Grade
EDB 101	IT Applications Developer – PG 8
EDB 102	IT Applications Developer Senior – PG 10
EDB 103	IT Applications Developer Lead
EDB 111	IT Data/Database Analyst – PG 8
EDB 112	IT Data/Database Analyst Senior – PG 10
EDB 131	IT Help Desk Specialist – PG 5
EDB 121	IT Infrastructure Support Technician – PG 5
EDB 122	IT Infrastructure Support Analyst – PG 7
EDB 123	IT Infrastructure Support Analyst Senior – PG 9
EDB 041	Statistical Research Specialist – PG 10
EDB 160	Web Developer – PG 9

OFFICE SERVICES	
Job Code	Job Classification and Pay Grade
EDB 701	Office Associate I – PG 1
EDB 702	Office Associate II – PG 2
EDB 703	Office Associate III – PG 3
EDB 704	Office Associate IV – PG 4
PROGRAM SERVICES	
Job Code	Job Classification and Pay Grade
EDB 301	Program Associate I – PG 1
EDB 302	Program Associate II – PG 2
EDB 303	Program Associate III – PG 3
EDB 304	Program Associate IV – PG 4
EDB 305	Program Specialist I – PG 5
EDB 306	Program Specialist II – PG 7
EDB 307	Program Specialist III – PG 9
VOCATIONAL REHABILITATION	
Job Code	Job Classification and Pay Grade
EDB 601	VR Associate – PG 2
EDB 602	VR Senior Associate – PG 3
EDB 603	VR Service Specialist PG 4
EDB 604	VR Senior Service Specialist – PG 5
EDB 605	VR Rehabilitation Specialist – PG 6
EDB 606	VR Senior Rehabilitation Specialist – PG 7

By: *Justin Hubly*
Justin Hubly (Aug 3, 2023 08:36 CDT)
Justin Hubly, Executive Director
NAPE/AFSCME, Local 61

Aug 3, 2023
Date

By: *Brian L Maher*
Brian L Maher (Aug 3, 2023 14:33 CDT)
Brian L. Maher, Commissioner
Nebraska Department of Education

Aug 3, 2023
Date










Supplemental Agreement to 2023-25 CBA 8-2-23

Final Audit Report

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