



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.

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
1	15.000	15.300	15.606	15.918	16.236	16.561	16.892	17.230	17.575	17.926	18.285	18.651	19.024	19.404	19.792	20.188	20.592	21.004	21.424	21.852
2	16.500	16.830	17.167	17.510	17.860	18.217	18.582	18.953	19.332	19.719	20.113	20.516	20.926	21.345	21.771	22.207	22.651	23.104	23.566	24.037
3	18.150	18.513	18.883	19.261	19.646	20.039	20.440	20.849	21.266	21.691	22.125	22.567	23.019	23.479	23.949	24.428	24.916	25.414	25.923	26.441
4	19.965	20.364	20.772	21.187	21.611	22.043	22.484	22.934	23.392	23.860	24.337	24.824	25.320	25.827	26.343	26.870	27.408	27.956	28.515	29.085
5	21.962	22.401	22.849	23.306	23.772	24.248	24.733	25.227	25.732	26.247	26.772	27.307	27.853	28.410	28.978	29.558	30.149	30.752	31.367	31.994
6	24.158	24.641	25.134	25.637	26.149	26.672	27.206	27.750	28.305	28.871	29.448	30.037	30.638	31.251	31.876	32.513	33.164	33.827	34.504	35.194
7	26.573	27.104	27.647	28.199	28.763	29.339	29.926	30.524	31.135	31.757	32.392	33.040	33.701	34.375	35.063	35.764	36.479	37.209	37.953	38.712
8	29.231	29.816	30.412	31.020	31.641	32.273	32.919	33.577	34.249	34.934	35.632	36.345	37.072	37.813	38.570	39.341	40.128	40.930	41.749	42.584
9	31.154	31.777	32.413	33.061	33.722	34.397	35.084	35.786	36.502	37.232	37.977	38.736	39.511	40.301	41.107	41.929	42.768	43.623	44.496	45.385
10	35.369	36.076	36.798	37.534	38.285	39.050	39.831	40.628	41.440	42.269	43.115	43.977	44.856	45.754	46.669	47.602	48.554	49.525	50.516	51.526
11	38.906	39.684	40.478	41.287	42.113	42.955	43.814	44.691	45.585	46.496	47.426	48.375	49.342	50.329	51.336	52.362	53.410	54.478	55.567	56.679

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
1	15.450	15.759	16.074	16.396	16.724	17.058	17.399	17.747	18.102	18.464	18.833	19.210	19.594	19.986	20.386	20.794	21.210	21.634	22.066	22.508
2	16.995	17.335	17.682	18.035	18.396	18.764	19.139	19.522	19.912	20.311	20.717	21.131	21.554	21.985	22.425	22.873	23.330	23.797	24.273	24.759
3	18.695	19.068	19.450	19.839	20.236	20.640	21.053	21.474	21.904	22.342	22.788	23.244	23.709	24.183	24.667	25.160	25.664	26.177	26.700	27.234
4	20.564	20.975	21.395	21.823	22.259	22.704	23.158	23.622	24.094	24.576	25.067	25.569	26.080	26.602	27.134	27.676	28.230	28.794	29.370	29.958
5	22.621	23.073	23.535	24.005	24.486	24.975	25.475	25.984	26.504	27.034	27.575	28.126	28.689	29.262	29.848	30.445	31.054	31.675	32.308	32.954
6	24.883	25.380	25.888	26.406	26.934	27.473	28.022	28.582	29.154	29.737	30.332	30.939	31.557	32.188	32.832	33.489	34.159	34.842	35.539	36.249
7	27.370	27.918	28.476	29.045	29.626	30.219	30.823	31.440	32.069	32.710	33.364	34.031	34.712	35.406	36.114	36.837	37.573	38.325	39.091	39.873
8	30.108	30.710	31.324	31.951	32.590	33.242	33.906	34.585	35.276	35.982	36.701	37.435	38.184	38.948	39.727	40.521	41.332	42.158	43.002	43.862
9	32.089	32.730	33.385	34.053	34.734	35.428	36.137	36.860	37.597	38.349	39.116	39.898	40.696	41.510	42.340	43.187	44.051	44.932	45.830	46.747
10	36.430	37.159	37.902	38.660	39.433	40.222	41.026	41.847	42.684	43.537	44.408	45.296	46.202	47.126	48.069	49.030	50.011	51.011	52.031	53.072
11	40.073	40.875	41.692	42.526	43.376	44.244	45.129	46.031	46.952	47.891	48.849	49.826	50.822	51.839	52.876	53.933	55.012	56.112	57.234	58.379