

**ADDENDUM TO THE 2023-2024 & 2024-2025 Negotiated Agreement BY AND BETWEEN THE  
EDUCATIONAL SERVICE UNIT NO. 13 BOARD OF EDUCATION, AND THE  
EDUCATIONAL SERVICE UNIT NO. 13 EDUCATION ASSOCIATION**

THIS ADDENDUM to the “2023-2024 & 2024-2025 Negotiated Agreement” is made by and between the Board of Educational Service Unit No. 13, in the County of Scotts Bluff, in the State of Nebraska (hereinafter referred to as the “Board”), and the Educational Service Unit No. 13 Education Association, Certified Collection Bargaining Agent (hereinafter referred to as “Association”) as follows:

**WHEREAS**, the Board and Association entered into a Negotiated Agreement, providing the terms and conditions of compensation for members of the bargaining unit during the 2023-2024 & 2024-2025 school years; and

**WHEREAS**, the Board and Association jointly desire to amend said Negotiated Agreement to address a one-time Return and Educate Retention Incentive.

**WHEREAS**, the parties acknowledge that fundings into the future for these payments are uncertain, and therefore, Educational Service Unit No. 13 cannot guarantee these funds beyond those dates set forth below.

**WHEREAS**, any payment made pursuant to this Agreement creates no property right in continuing employment.

**NOW, THEREFORE**, the Board and Association agree that the “2023-2024 & 2024-2025 Negotiated Agreement” should be and is hereby amended as follows:

Educational Service Unit No. 13 shall pay a stipend to Head Start certified employees for the 2023-2024 school year as follows:

- a. Each Head Start certified employee who has been employed for less than one year as of March 1, 2023 shall receive a one-time stipend in the amount of \$1,500.00, the amount prorated for each month worked, payable by June 30, 2023.
- b. Each Head Start certified employee who has been employed a minimum of one year and less than five years as of March 1, 2023 shall receive a one-time stipend in the amount of \$2,250.00, payable by June 30, 2023.
- c. Each Head Start certified employee who has been employed more than five years as of March 1, 2023 shall receive a one-time stipend in the amount of \$3,000.00, payable by June 30, 2023.

The Education Service Unit shall pay a stipend to all other Educational Service Unit No. 13 certified employees for the 2023-2024 & 2024-2025 school years as follows:

- a. Each full-time certified employee who has been employed with Educational Service Unit No. 13 less than a year as of July 1, 2023 shall receive a one-time stipend in the amount of \$750.00, the amount prorated for each month worked, payable by September 30, 2023.
- b. Each full-time certified employee who has been employed with Educational Service Unit No. 13 a minimum of one year and less than five years as of July 1, 2023 shall receive a one-time stipend in the amount of \$1,225.00, payable by September 30, 2023.
- c. Each full-time certified employee who has been employed with Educational Service Unit No. 13 more than five years as of July 1, 2023 shall receive a one-time stipend in the amount of \$1,500.00, payable by September 30, 2023.

- d. Each full-time certified employee who has been employed with Educational Service Unit No. 13 less than a year as of July 1, 2024 shall receive a one-time stipend in the amount of \$750.00, the amount prorated for each month worked, payable by September 30, 2024.
- e. Each full-time certified employee who has been employed with Educational Service Unit No. 13 a minimum of one year and less than five years as of July 1, 2024 shall receive a one-time stipend in the amount of \$1,225.00, payable by September 30, 2024.
- f. Each full-time certified employee who has been employed with Educational Service Unit No. 13 more than five years as of July 1, 2024 shall receive a one-time stipend in the amount of \$1,500.00, payable by September 30, 2024.

Any certified employee who receives a stipend as set forth above who does not maintain employment with Educational Service Unit No. 13 through the remainder of the 2023-2024 contract year shall refund to Educational Service Unit No. 13 the stipend received within 30 days of separation from Educational Service Unit No. 13.

All other provisions of the "2023-2024 & 2024-2025 Negotiated Agreement" shall continue in effect without alteration or change.

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed hereon, all on this day and year.

**ESU #13 Education Association**

By: Renee Miller  
Its President

By: Renee Miller  
Its Chief Negotiator

**ESU #13 Board of Education**

By: [Signature]  
Its President

By: [Signature]  
Its Chief Negotiator