

ARAPAHOE-HOLBROOK PUBLIC SCHOOL

610 WALNUT STREET, ARAPAHOE, NEBRASKA 68922

PROFESSIONAL NEGOTIATIONS AGREEMENT

Section I. Salary Schedule

- 1) The salary schedule, which is attached and marked "Exhibit A", shall be effective for the 2024-2025 school year with the following stipulations:
 - a) Vertical advancement will be permitted with a maximum of one-step per year.
 - b) Horizontal advancement will be permitted with a maximum of one-step per year.
 - c) Incentive for Hiring – The Board is authorized at its sole discretion to offer incentive pay to attract suitable teacher applicants or to secure a particular suitable teacher applicant. Such incentive pay, to be offered one time only, shall be 5% of the base salary on the salary schedule at the time of hire, payable the following August after approval of a contract by the Board. If a teacher receiving incentive pay fails to remain employed for three (3) full school years for any reason other than the new employee's death or reduction in force, resigns his or her employment with the District for any reason other than termination of the teacher's contract due to reduction in force or death, the teacher shall at once become liable to reimburse the District for such incentive pay via payroll deduction as follows:
 - i) If the teacher completes less than one full year of the three year obligation, the teacher shall fully reimburse the District for all incentive monies paid to the teacher.
 - ii) If the teacher completes one full year but less than two full years of the three year obligation, the teacher shall fully reimburse the District in an amount equal to two-thirds of the incentive monies paid to the teacher.
 - iii) If the teacher completes two full years, but less than three full years of the three year obligation, the teacher shall reimburse the District an amount equal to one-third of the incentive monies paid to the teacher.
- 2) The Extra-Duty schedule, which is attached and marked "Exhibit B", shall be effective for the 2024-2025 school year.

Section II. Insurance

1. The board shall provide health insurance coverage for all professional staff. The District is offering the following health insurance (Blue Cross and Blue Shield) for 2024 - 2025:
 - The school health plan shall consist of the District paying the following premium cost for the employee choice between two Blue Cross Blue Shield policies:

○ \$1,050 health deductible coverage and single dental:

2024-2025 Rates	Employee	Employee & Children	Employee & Spouse	Employee, Spouse, & Children
Health Premium	\$ 777.27	\$ 1,437.98	\$ 1,632.28	\$ 2,191.75
Dental Premium	\$ 30.13	\$ 30.13	\$ 30.13	\$ 30.13
Total	\$ 807.40	\$ 1,468.11	\$ 1,662.41	\$ 2,221.88

○ OR \$3,800 health deductible HSA-Eligible and single dental:

2023-2024 Rates	Employee	Employee & Children	Employee & Spouse	Employee, Spouse, & Children
Health Premium	\$ 655.79	\$ 1,213.26	\$ 1,377.21	\$ 1,849.22
Dental Premium	\$ 30.13	\$ 30.13	\$ 30.13	\$ 30.13
HSA Contribution	\$ 121.48	\$ 224.72	\$ 255.07	\$ 342.53
Total	\$ 807.40	\$ 1,468.11	\$ 1,662.41	\$ 2,221.88

- This District will pay a maximum of one-half of the family health insurance rate per month to the spouse's insurance carrier if employed by another school and the couple elects to use that carrier. The District will not contribute to a plan that constitutes double coverage.

- If both spouses are certificated employees in the District, the District will pay for family dental according to the four-tier system.
2. In the event of accidental death on the job on the school premises, the remainder of an employee's current annual salary will be paid to the next of kin.
 3. Income protection insurance will be paid in full.

Section III. Leave

1. Discretionary leave – 12 days annually, accumulative to 40 days. Leave may only be taken in 2-hour/0.25 day, 4-hour/0.50 day, or 8-hour/1.00 day increments.
 - Certified staff who end the year with enough discretionary days, whereby adding twelve (12) discretionary days for the start of the next year will put their discretionary balance above the limit of 40 days, will be reimbursed up to eight (8) days by the district at 80% of the base substitute rate times the number of days above 40. Payments will occur in August of each year, beginning in 2023.
 - Upon retirement, unused discretionary days will be paid out at half the base substitute rate to retiring teachers that have served the District 12 or more years.
2. Work day – one day for teachers at the end of the first semester, non-accumulative.

Section IV. Benefits for Less Than Full Time Teachers

Less than full time employees will receive salary and benefits, including insurance and leave benefits to which they may be entitled on a pro rata basis equal to their full time equivalency (F.T.E.) as a certificated employee of the District.

For example, a .75 F.T.E. employee would receive 75% of the annual salary provided for in the applicable column of the salary schedule, 75% of health insurance benefits otherwise available (e.g., one-fourth of the premium would be paid by the employee each month) and 75% of the leave days available (e.g., 12 discretionary days at three-fourths time, not 12 discretionary days at full-time).

Section V. Payroll Checks

All teachers will be paid on the 15th of the month beginning in September each school year, with the exception that teachers just beginning their educational experience (1st year overall) will have the option to receive their yearly salary over a 13 month period beginning in August of the year they initiate service with AHPS.

Section VI. Physical Examinations

The Board will no longer require physicals of teachers on staff, but reserve the right to request physicals for teachers on staff at the Board's expense.

Section VII. Extra Duty:

The Arapahoe-Holbrook School Board will honor all extra-duty sponsorships (including head and assistant) pay as long as there is enough participants to fulfill the requirements to compete in competitions in the current school year in junior high football, cheerleading, FCCLA, junior high track, FFA, one-act play, flag team, math-counts, academic teams (elementary, junior high, high school), school musical, junior high volleyball, junior high basketball, junior high wrestling, speech team, cross country, high school track, golf, vocal music, high school football, high school wrestling, high school basketball, instrumental music, high school volleyball, annual, summer weights, athletic director, prom director, high school bowling, and unified high school bowling.

Section VIII. Crisis Management:

The selection of teachers to serve on the Crisis Management Team will be selected by the current members of the Crisis Management Team.

Section IX. Mandatory On-Line Training Courses:

- o Coursework will be made available to staff no later than 7/15.
- o One work-day at the beginning of each school year will be entirely dedicated to the mandatory on-line training coursework.
- o If staff have completed all of the on-line mandatory training coursework, they do not need to be present for the mandatory on-line training course work-day.
- o The deadline for the mandatory on-line training coursework is the end of the work-day dedicated to the mandatory on-line training coursework.

Section X. Compensation for Substituting for another Teacher during Plan Period:

The District will pay when Administration asks a teacher to give up their Plan Period to substitute for another teacher. The rate for all periods except 5th period aka Warrior Time/Student Advisory will be 1/the number of periods in a regular school day, currently 8.5 * the base substitute rate; 5th period aka Warrior Time/Student Advisory will be (1/the number of periods in a regular school day, currently 8.5 * the base substitute rate)/2.

All future negotiations agreements will be attached to this Master Agreement and will be signed by both President and Superintendent.

APPROVED this _____ day of _____, 2024.

School Board President

Date

AEA President

Date

Superintendent

Date

ARAPAHOE-HOLBROOK PUBLIC SCHOOL
SALARY SCHEDULE (4x4)
2024 - 2025

"EXHIBIT A"

38,850	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18
0	1.0000 38,850	1.0400 40,404	1.0800 41,958	1.1200 43,512	1.1600 45,066	1.2000 46,620	1.2400 48,174
1	1.0400 40,404	1.0800 41,958	1.1200 43,512	1.1600 45,066	1.2000 46,620	1.2400 48,174	1.2800 49,728
2	1.0800 41,958	1.1200 43,512	1.1600 45,066	1.2000 46,620	1.2400 48,174	1.2800 49,728	1.3200 51,282
3	1.1200 43,512	1.1600 45,066	1.2000 46,620	1.2400 48,174	1.2800 49,728	1.3200 51,282	1.3600 52,836
4	1.1600 45,066	1.2000 46,620	1.2400 48,174	1.2800 49,728	1.3200 51,282	1.3600 52,836	1.4000 54,390
5	1.2000 46,620	1.2400 48,174	1.2800 49,728	1.3200 51,282	1.3600 52,836	1.4000 54,390	1.4400 55,944
6		1.2800 49,728	1.3200 51,282	1.3600 52,836	1.4000 54,390	1.4400 55,944	1.4800 57,498
7		1.3200 51,282	1.3600 52,836	1.4000 54,390	1.4400 55,944	1.4800 57,498	1.5200 59,052
8			1.4000 54,390	1.4400 55,944	1.4800 57,498	1.5200 59,052	1.5600 60,606
9				1.4800 57,498	1.5200 59,052	1.5600 60,606	1.6000 62,160
10				1.5200 59,052	1.5600 60,606	1.6000 62,160	1.6400 63,714
11					1.6000 62,160	1.6400 63,714	1.6800 65,268
12					1.6400 63,714	1.6800 65,268	1.7200 66,822
13					1.6800 65,268	1.7200 66,822	1.7600 68,376
14					1.7200 66,822	1.7600 68,376	1.8000 69,930
15						1.8000 69,930	1.8400 71,484
16							1.8800 73,038