

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 2023-2024 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 2023-2024 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 2023 - 2024:
  - 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:

2023-2024 Rates	Employee	Employee & Children	Employee & Spouse	Employee, Spouse, & Children
Health Premium	\$762.11	\$1,409.92	\$1,600.44	\$2,148.98
Dental Premium	\$ 29.54	\$ 29.54	\$ 29.54	\$ 29.54
Total	\$791.65	\$1,439.46	\$1,629.98	\$2,178.52

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

2023-2024 Rates	Employee	Employee & Children	Employee & Spouse	Employee, Spouse, & Children
Health Premium	\$643.00	\$1,189.59	\$1,350.33	\$1,813.14
Dental Premium	\$ 29.54	\$ 29.54	\$ 29.54	\$ 29.54
HSA Contribution	\$119.11	\$220.33	\$250.11	\$335.84
Total	\$791.65	\$1,439.46	\$1,629.98	\$2,178.52

- 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 up to the number of days above 40. Payments will occur in August of each year, beginning 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 (1<sup>st</sup> 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 5<sup>th</sup> 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; 5<sup>th</sup> 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 \_\_\_\_\_, 2023.

_____	_____
School Board President	Date

_____	_____
AEA President	Date

_____	_____
Superintendent	Date

**ARAPAHOE-HOLBROOK PUBLIC SCHOOL**  
**SALARY SCHEDULE (4x4)**  
**2023 - 2024**

"EXHIBIT A"

<b>37,750</b>	<b>BA</b>	<b>BA+9</b>	<b>BA+18</b>	<b>BA+27</b>	<b>BA+36/MA</b>	<b>MA+9</b>	<b>MA+18</b>
<b>0</b>	1.0000 37,750	1.0400 39,260	1.0800 40,770	1.1200 42,280	1.1600 43,790	1.2000 45,300	1.2400 46,810
<b>1</b>	1.0400 39,260	1.0800 40,770	1.1200 42,280	1.1600 43,790	1.2000 45,300	1.2400 46,810	1.2800 48,320
<b>2</b>	1.0800 40,770	1.1200 42,280	1.1600 43,790	1.2000 45,300	1.2400 46,810	1.2800 48,320	1.3200 49,830
<b>3</b>	1.1200 42,280	1.1600 43,790	1.2000 45,300	1.2400 46,810	1.2800 48,320	1.3200 49,830	1.3600 51,340
<b>4</b>	1.1600 43,790	1.2000 45,300	1.2400 46,810	1.2800 48,320	1.3200 49,830	1.3600 51,340	1.4000 52,850
<b>5</b>	1.2000 45,300	1.2400 46,810	1.2800 48,320	1.3200 49,830	1.3600 51,340	1.4000 52,850	1.4400 54,360
<b>6</b>		1.2800 48,320	1.3200 49,830	1.3600 51,340	1.4000 52,850	1.4400 54,360	1.4800 55,870
<b>7</b>		1.3200 49,830	1.3600 51,340	1.4000 52,850	1.4400 54,360	1.4800 55,870	1.5200 57,380
<b>8</b>			1.4000 52,850	1.4400 54,360	1.4800 55,870	1.5200 57,380	1.5600 58,890
<b>9</b>				1.4800 55,870	1.5200 57,380	1.5600 58,890	1.6000 60,400
<b>10</b>				1.5200 57,380	1.5600 58,890	1.6000 60,400	1.6400 61,910
<b>11</b>					1.6000 60,400	1.6400 61,910	1.6800 63,420
<b>12</b>					1.6400 61,910	1.6800 63,420	1.7200 64,930
<b>13</b>					1.6800 63,420	1.7200 64,930	1.7600 66,440
<b>14</b>					1.7200 64,930	1.7600 66,440	1.8000 67,950
<b>15</b>						1.8000 67,950	1.8400 69,460
<b>16</b>							1.8800 70,970

**ARAPAHOE-HOLBROOK PUBLIC SCHOOL  
EXTRA DUTY SALARY SCHEDULE  
2023-2024**

	LEVEL I	LEVEL II	LEVEL III	LEVEL IV	LEVEL V	LEVEL VI
ATHLETIC DIRECTOR (1) **Sept/May	ASST JH FBALL (1) **Sept/Oct	HD JH FBALL (1) **Sept/Oct	HD JH TRACK (B/G) W/ ASST (2) **Mar/May	ASST VAR FBALL (2) **Sept/Nov	HD CROSS COUNTRY (1) **Sept/Oct	HD VAR FBALL (1) **Sept/Nov
			(B) (G)		(G/B)	
PROM DIRECTOR (1) **Sept/Mar	ASST JH VBALL (1) **Sept/Oct	HD JH VBALL (1) **Sept/Oct	ASST CROSS COUNTRY** (1) **Sept/Oct	ASST VAR VBALL (1) **Sept/Nov	HD GOLF (1) **Mar/May	HD VAR VBALL (1) **Sept/Nov
	N/A if APS Employee is Head Coach		**Only if 10 or more participate			
	ASST JH BBALL (1-B, 1-G) ** (B) Dec/Feb, (G) Oct/Jan	HD JH BBALL (1-B, 1-G) ** (B) Dec/Feb, (G) Oct/Jan	ANNUAL (1) **Sept/May	ASST VAR BBALL (1-B, 1-G) **Nov/Mar		HD WRESTLING (1) **Nov/Feb
	(B) (G)	(B) (G)		(B) (G)		
	ASST JH TRACK (2) **Mar/May	HD JH WRESTLING (1) **Oct/Dec	ALL SCHOOL PLAY/MUSICAL (1) **Oct/Dec	ASST VAR TRACK (2) **Mar/May		HD BBALL (1-B, 1-G) **Nov/Mar
	(B) (G)			(G/B) (G/B)		(B) (G)
	ONE ACT PLAY (1) **Oct/Dec	CHEERLEADERS (1) **Sept/May	ASST GOLF** (1) **Mar/May	HD JH TRACK (B/G) W/ NO ASST (1) **Mar/May		HD TRACK (1) **Mar/May
			**Only if 10 or more participate	N/A		
	FLAG TEAM (1) **Sept/May	FOCLA (1) **Sept/May		ASST VAR WRESTLING (1) **Nov/Feb		SPEECH TEAM (1) **Nov/Mar
	MATHCOUNTS (1) **Sept/May	FFA (1) **Sept/May		INSTRUMENTAL MUSIC (1) **Sept/May		
	N/A					
	ELEM ACADEMIC TEAM (1) **Oct/Apr	VOCAL MUSIC (1) **Sept/May				
	JH ACADEMIC TEAM (1) **Oct/Apr	HS BOWLING (1) **Nov/Feb				
	HS ACADEMIC TEAM (1) **Oct/Apr	SUMMER WEIGHT TRAINING (1-B, 1-G)				
		XXXXX will be paid \$20/Hour and is not to exceed 90 hours from the day school ends until the day school begins.				
	HS UNIFIED BOWLING (1) **Oct/Dec	XXXXX will be paid \$20/Hour and is not to exceed 90 hours from the day school ends until the day school begins.				

YEARS EXPERIENCE	LEVEL I	LEVEL II	LEVEL III	LEVEL IV	LEVEL V	LEVEL VI
0-1	2 UNITS \$755.00	3 UNITS \$1,132.50	4 UNITS \$1,510.00	6 UNITS \$2,265.00	8 UNITS \$3,020.00	10 UNITS \$3,775.00
2-3	3 UNITS \$1,132.50	4 UNITS \$1,510.00	5 UNITS \$1,887.50	7 UNITS \$2,642.50	9 UNITS \$3,397.50	11 UNITS \$4,152.50
4-5		5 UNITS \$1,887.50	6 UNITS \$2,265.00	8 UNITS \$3,020.00	10 UNITS \$3,775.00	12 UNITS \$4,630.00
6-7			7 UNITS \$2,642.50	9 UNITS \$3,397.50	11 UNITS \$4,152.50	13 UNITS \$4,907.50

\*\* The position of Assistant Cross Country Coach is only to be filled if / when one coach cannot transport the team. A van can hold 10 passengers plus a driver.

\*\* The position of Assistant Golf Coach is only to be filled if / when one coach cannot transport the team. A van can hold 10 passengers plus a driver.

Certified staff will be paid over the 12 months that coincide with their teaching salary. Community coaches will be paid over the particular season for which they are coaching/sponsoring. The only exception is the position of Summer Weight Training which is paid hourly.

If coaching 2 or less Junior High Activities listed on the Extra Duty Schedule and practice takes place in a period identified as such on the Master Schedule during the school day the employee may choose to have no plan period during the particular season they have agreed to coach/sponsor and receive compensation per the Extra Duty Schedule for the assignment OR the employee may request a plan period and not receive compensation for practices that take place in a period identified as such on the Master Schedule during the school day. If coaching 3 or more Junior High Activities listed on the Extra Duty Schedule, the employee will be given a plan period and will receive compensation per the Extra Duty Schedule for the assignments where practices take place in a period identified as such on the Master Schedule during the school day.

The following Extra Duty Hourly Rate is for work after 4:00 pm on a regular school day and 3:00 pm on a Friday schedule.

Due to IRS Regulations All Extra Duty Pay Must be Paid Through Payroll.

Gate	\$10.00 per Hour	Bookkeeper	\$10.00 per Hour
Line Judge	\$10.00 per Hour	Officiating	\$20.00 per Hour
Clock Operator	\$10.00 per Hour	Speech Judge	\$50.00 per Meet