

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 2025-2026 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 2025-2026 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 2025 - 2026:
  - 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:

2025-2026 Rates	Employee	Employee & Children	Employee & Spouse	Employee, Spouse, & Children
Health Premium	\$ 819.95	\$ 1,516.92	\$ 1,721.89	\$ 2,312.07
Dental Premium	\$ 31.78	\$ 31.78	\$ 31.78	\$ 31.78
Total	\$ 851.73	\$ 1,548.70	\$ 1,753.67	\$ 2,343.85

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

2025-2026 Rates	Employee	Employee & Children	Employee & Spouse	Employee, Spouse, & Children
Health Premium	\$ 691.80	\$ 1,279.87	\$ 1,452.82	\$ 1,950.75
Dental Premium	\$ 31.78	\$ 31.78	\$ 31.78	\$ 31.78
HSA Contribution	\$ 128.15	\$ 237.05	\$ 269.07	\$ 361.32
Total	\$ 851.73	\$ 1,548.70	\$ 1,753.67	\$ 2,343.85

- 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. Long-Term Disability and Short-Term Disability Insurance premiums will be paid in full by the District.

### **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 (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 \_\_\_\_\_, 2025.

\_\_\_\_\_  
School Board President

\_\_\_\_\_  
Date

\_\_\_\_\_  
AEA President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Date

**ARAPAHOE-HOLBROOK PUBLIC SCHOOL**  
**SALARY SCHEDULE (4x4)**  
**2025 - 2026**

"EXHIBIT A"

40,000	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18
1	1.0000 40,000	1.0400 41,600	1.0800 43,200	1.1200 44,800	1.1600 46,400	1.2000 48,000	1.2400 49,600
2	1.0400 41,600	1.0800 43,200	1.1200 44,800	1.1600 46,400	1.2000 48,000	1.2400 49,600	1.2800 51,200
3	1.0800 43,200	1.1200 44,800	1.1600 46,400	1.2000 48,000	1.2400 49,600	1.2800 51,200	1.3200 52,800
4	1.1200 44,800	1.1600 46,400	1.2000 48,000	1.2400 49,600	1.2800 51,200	1.3200 52,800	1.3600 54,400
5	1.1600 46,400	1.2000 48,000	1.2400 49,600	1.2800 51,200	1.3200 52,800	1.3600 54,400	1.4000 56,000
6	1.2000 48,000	1.2400 49,600	1.2800 51,200	1.3200 52,800	1.3600 54,400	1.4000 56,000	1.4400 57,600
7		1.2800 51,200	1.3200 52,800	1.3600 54,400	1.4000 56,000	1.4400 57,600	1.4800 59,200
8		1.3200 52,800	1.3600 54,400	1.4000 56,000	1.4400 57,600	1.4800 59,200	1.5200 60,800
9			1.4000 56,000	1.4400 57,600	1.4800 59,200	1.5200 60,800	1.5600 62,400
10				1.4800 59,200	1.5200 60,800	1.5600 62,400	1.6000 64,000
11				1.5200 60,800	1.5600 62,400	1.6000 64,000	1.6400 65,600
12					1.6000 64,000	1.6400 65,600	1.6800 67,200
13					1.6400 65,600	1.6800 67,200	1.7200 68,800
14					1.6800 67,200	1.7200 68,800	1.7600 70,400
15					1.7200 68,800	1.7600 70,400	1.8000 72,000
16						1.8000 72,000	1.8400 73,600
17							1.8800 75,200

**ARAPAHOE-HOLBROOK PUBLIC SCHOOL  
SALARY SCHEDULE (4x4) \*MID-YEAR HIRE  
2025 - 2026**

"EXHIBIT A-1"

40,000	BA*	BA+9*	BA+18*	BA+27*	BA+36/MA*	MA+9*	MA+18*
1	0.5000 20,000	0.5200 20,800	0.5400 21,600	0.5600 22,400	0.5800 23,200	0.6000 24,000	0.6200 24,800
2	1.0200 40,800	1.0600 42,400	1.1000 44,000	1.1400 45,600	1.1800 47,200	1.2200 48,800	1.2600 50,400
3	1.0600 42,400	1.1000 44,000	1.1400 45,600	1.1800 47,200	1.2200 48,800	1.2600 50,400	1.3000 52,000
4	1.1000 44,000	1.1400 45,600	1.1800 47,200	1.2200 48,800	1.2600 50,400	1.3000 52,000	1.3400 53,600
5	1.1400 45,600	1.1800 47,200	1.2200 48,800	1.2600 50,400	1.3000 52,000	1.3400 53,600	1.3800 55,200
6	1.1800 47,200	1.2200 48,800	1.2600 50,400	1.3000 52,000	1.3400 53,600	1.3800 55,200	1.4200 56,800
7	1.2000 48,000	1.2600 50,400	1.3000 52,000	1.3400 53,600	1.3800 55,200	1.4200 56,800	1.4600 58,400
8		1.3000 52,000	1.3400 53,600	1.3800 55,200	1.4200 56,800	1.4600 58,400	1.5000 60,000
9		1.3200 52,800	1.3800 55,200	1.4200 56,800	1.4600 58,400	1.5000 60,000	1.5400 61,600
10			1.4000 56,000	1.4600 58,400	1.5000 60,000	1.5400 61,600	1.5800 63,200
11				1.5000 60,000	1.5400 61,600	1.5800 63,200	1.6200 64,800
12				1.5200 60,800	1.5800 63,200	1.6200 64,800	1.6600 66,400
13					1.6200 64,800	1.6600 66,400	1.7000 68,000
14					1.6600 66,400	1.7000 68,000	1.7400 69,600
15					1.7000 68,000	1.7400 69,600	1.7800 71,200
16					1.7200 68,800	1.7800 71,200	1.8200 72,800
17						1.8000 72,000	1.8600 74,400
18							1.8800 75,200



**ARAPAHOE-HOLBROOK PUBLIC SCHOOL  
EXTRA DUTY SALARY SCHEDULE  
2025-2026**

	LEVEL I	LEVEL II	LEVEL III	LEVEL IV	LEVEL V	LEVEL VI
<b>ATHLETIC DIRECTOR (1)</b> **Sept/May	<b>ASST JH FBALL (1)</b> **Sept/Oct	<b>HD JH FBALL (1)</b> **Sept/Oct	<b>HD JH TRACK (G/B Combined) (1)</b> **Mar/May	<b>ASST VAR FBALL (2)</b> **Sept/Nov	<b>HD JH/HS CROSS COUNTRY (1)</b> **Sept/Oct	<b>HD VAR FBALL (1)</b> **Sept/Nov
			(G/B)		(G/B)	
<b>PROM DIRECTOR (1)</b> **Sept/Mar	<b>ASST JH VBALL (1)</b> **Sept/Oct	<b>HD JH VBALL (1)</b> **Sept/Oct	<b>ASST JH/HS CROSS COUNTRY** (1)</b> **Sept/Oct	<b>ASST VAR VBALL (1)</b> **Sept/Nov	<b>HD GOLF (1)</b> **Mar/May	<b>HD VAR VBALL (1)</b> **Sept/Nov
	N/A if APS Employee is Head Coach		(G/B)			
	<b>ASST JH BBALL (1-B; 1-G)</b> ** (B) Dec/Feb; (G) Oct/Jan	<b>HD JH BBALL (1-B; 1-G)</b> ** (B) Dec/Feb; (G) Oct/Jan	<b>ANNUAL (1)</b> **Sept/May	<b>ASST VAR BBALL (1-B; 1-G)</b> **Nov/Mar		<b>HD WRESTLING (1)</b> **Nov/Feb
	(B)	(B)		(B)		
	(G)	(G)		(G)		
	<b>ASST JH TRACK (2)</b> **Mar/May	<b>HD JH TRACK (G/B Separate) (2)</b> **Mar/May	<b>ALL SCHOOL PLAY/MUSICAL (1)</b> **Oct/Dec	<b>ASST VAR TRACK (2)</b> **Mar/May		<b>HD BBALL (1-B; 1-G)</b> **Nov/Mar
	(G/B)	(G)		(G/B)		(B)
	(G/B)	(B)		(G/B)		(G)
		<b>HD JH WRESTLING (1)</b> **Oct/Dec	<b>ASST GOLF** (1)</b> **Mar/May	<b>ASST VAR WRESTLING (1)</b> **Nov/Feb		<b>HD TRACK (G/B Combined) (1)</b> **Mar/May
			**Only if 10 or more participate			(G/B)
	<b>ONE-ACT PLAY (1)</b> **Oct/Dec	<b>CHEERLEADERS (1)</b> **Sept/May		<b>INSTRUMENTAL MUSIC (1)</b> **Sept/May		<b>SPEECH TEAM (1)</b> **Nov/Mar
	<b>FLAG TEAM (1)</b> **Sept/May	<b>FCCLA (1)</b> **Sept/May				
	<b>MATHCOUNTS (1)</b> **Sept/May	<b>FFA (1)</b> **Sept/May				
	N/A					
	<b>ELEM ACADEMIC TEAM (1)</b> **Oct/Apr	<b>VOCAL MUSIC (1)</b> **Sept/May				
	<b>JH ACADEMIC TEAM (1)</b> **Oct/Apr	<b>HS BOWLING (1)</b> **Nov/Feb				
	<b>HS ACADEMIC TEAM (1)</b> **Oct/Apr	<b>SUMMER WEIGHT TRAINING (1-B; 1-G)</b>				
		XXXXXX will be paid \$20/Hour and is not to exceed 90 hours from the day school ends until the day school begins.				
	<b>HS UNIFIED BOWLING (1)</b> **Oct/Dec	XXXXXX 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
1-2	2 UNITS \$800.00	3 UNITS \$1,200.00	4 UNITS \$1,600.00	6 UNITS \$2,400.00	8 UNITS \$3,200.00	10 UNITS \$4,000.00
3-4	3 UNITS \$1,200.00	4 UNITS \$1,600.00	5 UNITS \$2,000.00	7 UNITS \$2,800.00	9 UNITS \$3,600.00	11 UNITS \$4,400.00
5-6		5 UNITS \$2,000.00	6 UNITS \$2,400.00	8 UNITS \$3,200.00	10 UNITS \$4,000.00	12 UNITS \$4,800.00
7-8			7 UNITS \$2,800.00	9 UNITS \$3,600.00	11 UNITS \$4,400.00	13 UNITS \$5,200.00

\*\* 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	\$13.00 per Hour	Bookkeeper	\$13.00 per Hour
Line Judge	\$13.00 per Hour	Officiating	\$20.00 per Hour
Clock Operator	\$13.00 per Hour	Speech Judge	\$50.00 per Meet

_____ School Board President Signature	_____ AEA President Signature	_____ Superintendent Signature
_____ Date	_____ Date	_____ Date