

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 2022-2023 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.
2. The Extra-Duty schedule, which is attached and marked "Exhibit B", shall be effective for the 2022-2023 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 2022 - 2023:
  - 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:

2022-2023 Rates	Employee	Employee & Children	Employee & Spouse	Employee, Spouse, & Children
Health Premium	\$ 710.92	\$ 1,315.23	\$ 1,492.94	\$ 2,004.64
Dental Premium	\$ 29.54	\$ 29.54	\$ 29.54	\$ 29.54
Total	\$ 740.46	\$ 1,344.77	\$ 1,522.48	\$ 2,034.18

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

2022-2023 Rates	Employee	Employee & Children	Employee & Spouse	Employee, Spouse, & Children
Health Premium	\$ 599.81	\$ 1,109.70	\$ 1,259.63	\$ 1,691.36
Dental Premium	\$ 29.54	\$ 29.54	\$ 29.54	\$ 29.54
HSA Contribution	\$ 111.11	\$ 205.53	\$ 233.31	\$ 313.28
Total	\$ 740.46	\$ 1,344.77	\$ 1,522.48	\$ 2,034.18

- 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. 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., 10 sick days at three-fourths time, not 10 sick 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.

**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 \_\_\_\_\_, 2022.

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

\_\_\_\_\_  
Date

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Date

**ARAPAHOE-HOLBROOK PUBLIC SCHOOL**  
**SALARY SCHEDULE (4x4)**  
**2022 - 2023**

"EXHIBIT A"

<b>36,650</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 36,650	1.0400 38,116	1.0800 39,582	1.1200 41,048	1.1600 42,514	1.2000 43,980	1.2400 45,446
<b>1</b>	1.0400 38,116	1.0800 39,582	1.1200 41,048	1.1600 42,514	1.2000 43,980	1.2400 45,446	1.2800 46,912
<b>2</b>	1.0800 39,582	1.1200 41,048	1.1600 42,514	1.2000 43,980	1.2400 45,446	1.2800 46,912	1.3200 48,378
<b>3</b>	1.1200 41,048	1.1600 42,514	1.2000 43,980	1.2400 45,446	1.2800 46,912	1.3200 48,378	1.3600 49,844
<b>4</b>	1.1600 42,514	1.2000 43,980	1.2400 45,446	1.2800 46,912	1.3200 48,378	1.3600 49,844	1.4000 51,310
<b>5</b>	1.2000 43,980	1.2400 45,446	1.2800 46,912	1.3200 48,378	1.3600 49,844	1.4000 51,310	1.4400 52,776
<b>6</b>		1.2800 46,912	1.3200 48,378	1.3600 49,844	1.4000 51,310	1.4400 52,776	1.4800 54,242
<b>7</b>		1.3200 48,378	1.3600 49,844	1.4000 51,310	1.4400 52,776	1.4800 54,242	1.5200 55,708
<b>8</b>			1.4000 51,310	1.4400 52,776	1.4800 54,242	1.5200 55,708	1.5600 57,174
<b>9</b>				1.4800 54,242	1.5200 55,708	1.5600 57,174	1.6000 58,640
<b>10</b>				1.5200 55,708	1.5600 57,174	1.6000 58,640	1.6400 60,106
<b>11</b>					1.6000 58,640	1.6400 60,106	1.6800 61,572
<b>12</b>					1.6400 60,106	1.6800 61,572	1.7200 63,038
<b>13</b>					1.6800 61,572	1.7200 63,038	1.7600 64,504
<b>14</b>					1.7200 63,038	1.7600 64,504	1.8000 65,970
<b>15</b>						1.8000 65,970	1.8400 67,436
<b>16</b>							1.8800 68,902

**ARAPAHOE-HOLBROOK PUBLIC SCHOOL  
EXTRA DUTY SALARY SCHEDULE  
2022-2023**

	LEVEL I	LEVEL II	LEVEL III	LEVEL IV	LEVEL V	LEVEL VI
ATHLETIC DIRECTOR (1) **Paid Sept/May	ASST JH FBALL (1) **Paid Sept/Oct	HD JH FBALL (1) **Paid Sept/Oct	HD JH TRACK (B/G) W/ ASST (2) **Paid Mar/May	ASST VAR FBALL (2) **Paid Sept/Nov	HD CROSS COUNTRY (1) **Paid Sept/Oct	HD VAR FBALL (1) **Paid Sept/Nov
			(B) (G)		(G/B)	
PROM DIRECTOR (1) **Paid Sept/Mar	ASST JH VBALL (1) **Paid Sept/Oct	HD JH VBALL (1) **Paid Sept/Oct	ASST CROSS COUNTRY** (1) **Paid Sept/Oct	ASST VAR VBALL (1) **Paid Sept/Nov	HD GOLF (1) **Paid Mar/May	HD VAR VBALL (1) **Paid Sept/Nov
	N/A if APS Employee is Head Coach		**Only if 10 or more participate			
	ASST JH BBALL (1-B; 1-G) ** (B) Paid Dec/Feb; (G) Paid Oct/Jan	HD JH BBALL (1-B; 1-G) ** (B) Paid Dec/Feb; (G) Paid Oct/Jan	ANNUAL (1) **Paid Sept/May	ASST VAR BBALL (1-B; 1-G) **Paid Nov/Mar		HD WRESTLING (1) **Paid Nov/Feb
	(B) (G)	(B) (G)		(B) (G)		
	ASST JH TRACK (2) **Paid Mar/May	HD JH WRESTLING (1) **Paid Oct/Dec	ALL SCHOOL PLAY/MUSICAL (1) **Paid Oct/Dec	ASST VAR TRACK (2) **Paid Mar/May		HD BBALL (1-B; 1-G) **Paid Nov/Mar
	(B) (G)			(G/B) (G/B)		(B) (G)
	ONE-ACT PLAY (1) **Paid Oct/Dec	CHEERLEADERS (1) **Paid Sept/May	ASST GOLF** (1) **Paid Mar/May	HD JH TRACK (B/G) W/ NO ASST (1) **Paid Mar/May		HD TRACK (1) **Paid Mar/May
			**Only if 10 or more participate	N/A		
	FLAG TEAM (1) **Paid Sept/May	FCCLA (1) **Paid Sept/May		ASST VAR WRESTLING (1) **Paid Nov/Feb		SPEECH TEAM (1) **Paid Nov/Mar
	MATHCOUNTS (1) **Paid Sept/May N/A	FFA (1) **Paid Sept/May		INSTRUMENTAL MUSIC (1) **Paid Sept/May		
	ELEM ACADEMIC TEAM (1) **Paid Oct/Apr	VOCAL MUSIC (1) **Paid Sept/May				
	JH ACADEMIC TEAM (1) **Paid Oct/Apr	HS BOWLING (1) **Paid Nov/Feb				
	HS ACADEMIC TEAM (1) **Paid 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) **Paid 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 \$733.00	3 UNITS \$1,099.50	4 UNITS \$1,466.00	6 UNITS \$2,199.00	8 UNITS \$2,932.00	10 UNITS \$3,665.00
2-3	3 UNITS \$1,099.50	4 UNITS \$1,466.00	5 UNITS \$1,832.50	7 UNITS \$2,565.50	9 UNITS \$3,298.50	11 UNITS \$4,031.50
4-5		5 UNITS \$1,832.50	6 UNITS \$2,199.00	8 UNITS \$2,932.00	10 UNITS \$3,665.00	12 UNITS \$4,398.00
6-7			7 UNITS \$2,565.50	9 UNITS \$3,298.50	11 UNITS \$4,031.50	13 UNITS \$4,764.50

\*\* 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.

All extra duty assignments/positions will be paid in the following manner: 50% of the salary at the beginning of the season or school year if year-round and 50% of the salary at the end of the season or school year if year-round. If the activity/season is partially or fully cancelled, the first 50% will still be paid, regardless. The other 50% will be prorated for a partial season or not paid if the activity/season is fully cancelled.

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