Discover the Greatness in Papillion La Vista Community Schools

To apply for a position with Papillion La Vista Community Schools, please go to: papillionlavista.tedk12.com/hire

Contact Us: 402.537.6213 • PLVAskHR@paplv.org • @PLCS_HR
District website: www.plcschools.org
District Facebook: www.facebook.com/PapillionLaVistaCommunitySchools
District Instagram: www.instagram.com/plcschools
District Twitter: www.twitter.com/plcschools
PLCS a Great Place to Live and Work

Come discover the Greatness in Papillion La Vista Community Schools! PLCS has a strong team of staff, parents and community members committed to being known for Greatness. Located just south of Omaha, PLCS residents benefit from a small town atmosphere while still having all of the conveniences of a metropolitan area. Serving nearly 12,000 students, PLCS is the fourth largest district in Nebraska.

The District covers over 30 square miles of both urban and rural areas and is comprised of 16 elementary schools, three middle schools, two high schools and one alternative program. The City of Papillion has been rated as high as 3rd by CNN & Money Magazine best place to live in the country. Since 2010, the PLCS has held district-wide accreditation from the AdvancED Accreditation Commission. This is a prestigious honor held by only select districts throughout the country. Greatness is spread throughout PLCS and the community but true greatness begins with our dedicated staff!

PLCS Purpose and Direction

**Purpose:** The purpose of Papillion La Vista Community Schools is to prepare every student for a successful transition into the next phase of his/her life.

**Direction:** The direction of Papillion La Vista Community Schools is to prepare every student for success through superior educational programs delivered by highly effective educators, who use innovative, research-based strategies in a safe and supportive environment in collaboration with family and community members.

**Values & Beliefs**
- Excellence
- Commitment
- Teamwork
- Continuous Improvement
- Respect
- Hard Work
- We embrace the conviction that ALL students can achieve.

We will Be Known!

Be known for...
- Achievement,
- Dedication,
- Opportunities,
- Collaboration,
- Community.

Be known for Greatness!
Greatness Begins with our Staff

1,668 PLCS Employees

Certified Staff Degrees
All certified teaching staff have a minimum of a bachelor’s degree, many have acquired additional hours including...

- 621 master’s degrees
- 15 educational specialist degrees
- 4 doctorates

There are 4 nationally certified teachers in PLCS.

Teacher Longevity
The average teacher has been with the District for 13.18 years.

Greatness Continues in our Classrooms

2019-20 Average Class Sizes
- Elementary 21.08
- Middle School 20.82
- High School 23.38

PLCS 2019 Graduates
- 95% graduation rate
- 422 students received approximately $29.5 million in scholarships

Where do PLCS Graduates Go?
- 83% post-secondary education
- 4% military
- 3% apprenticeship
- 3% workforce
- 3% undecided
- 6% other

Student Enrollment

<table>
<thead>
<tr>
<th>Year</th>
<th>Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011-12</td>
<td>11,810</td>
</tr>
<tr>
<td>2012-13</td>
<td>13,000</td>
</tr>
<tr>
<td>2013-14</td>
<td>12,000</td>
</tr>
<tr>
<td>2014-15</td>
<td>11,000</td>
</tr>
<tr>
<td>2015-16</td>
<td>10,000</td>
</tr>
<tr>
<td>2016-17</td>
<td>9,000</td>
</tr>
<tr>
<td>2017-18</td>
<td>8,000</td>
</tr>
</tbody>
</table>

Student in PLCS are...
- 24% minority
- 25% free and reduced lunch
- 9% military

Essential Care Practices
- Personal Learning Communities (PLCs)
- Marzano Instructional Model
- Guaranteed & Viable Curriculum
- Positive Behavior Interventions & Supports (PBiS)
- Continuous Improvement Process through MTSS
- Mentoring program for all new teachers

Note: The breakdown of staff for the 19-20 school year, indicated above, is based on the number of employees that are full-time equivalent, not on the number of people.
### 2020-2021 Certified Staff Calendar

#### August '20
- 4 & 5 August: New Teachers
- 6 August: First Teacher Day

#### September '20
- 7 September: No School Labor Day
- 25 September: No School Staff Development

#### October '20
- 9 October: No School
- 12 October: No School Staff Development Para Conference

#### November '20
- 6 November: No School for Elementary Staff Development
- 25 November: No School Staff Development
- 26 & 27 November: No School Fall Break

#### December '20
- 18 December: End of 1st Semester
- 21-31 December: No School Winter Break

#### January '21
- 1 January: No School Winter Break
- 4 & 18 January: No School Staff Development

#### February '21
- 12 February: No School for Elementary Staff Development
- 15 February: No School Staff Development Para Conference

#### March '21
- 15-19 March: No School Spring Break
- 31 March: Memorial Day No Snow Make-up Day

#### April '21
- 2 April: No School
- 5 & 30 April: No School Staff Development

#### May '21
- 21 May: Last Day of School Early Release: K-6 at 11:40 a.m. 7-12 at 11 a.m.
- 24-26 May: Possible Snow Make-up Days
- 31 May: Memorial Day No Snow Make-up Day

### School Day Times

**Elementary:**
- 8:05 a.m. – 3:05 p.m.
  - 1st Semester 85.5 Days;
  - 2nd Semester 87.5 days = 173 days

**Middle School:**
- 8:00 a.m. – 3:10 p.m.

**Senior High:**
- 8:00 a.m. – 3:20 p.m.

Middle & High Schools begin at 8:20 a.m. every Wednesday
- 1st Semester 86.5 Days
- 2nd Semester 88.5 days = 175 Days
## Competitive Salary

Comming to PLCS with some experience? We are able to grant up to 12 years of actual previous experience plus one step, in the column appropriate with educational attainment, up to and including Step 13.

<table>
<thead>
<tr>
<th>STEP</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA+36</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36 Specialist</th>
<th>Ph.D. Ed.D.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$37,765</td>
<td>$39,464</td>
<td>$41,164</td>
<td>$42,863</td>
<td>$44,563</td>
<td>$46,262</td>
<td>$47,962</td>
<td>$49,661</td>
<td>$51,360</td>
<td>$53,060</td>
</tr>
<tr>
<td>2</td>
<td>$39,276</td>
<td>$40,975</td>
<td>$42,674</td>
<td>$44,374</td>
<td>$46,073</td>
<td>$47,773</td>
<td>$49,472</td>
<td>$51,172</td>
<td>$52,871</td>
<td>$54,570</td>
</tr>
<tr>
<td>3</td>
<td>$40,786</td>
<td>$42,486</td>
<td>$44,185</td>
<td>$45,884</td>
<td>$47,584</td>
<td>$49,283</td>
<td>$50,983</td>
<td>$52,682</td>
<td>$54,381</td>
<td>$56,081</td>
</tr>
<tr>
<td>4</td>
<td>$42,297</td>
<td>$43,996</td>
<td>$45,696</td>
<td>$47,395</td>
<td>$49,095</td>
<td>$50,794</td>
<td>$52,493</td>
<td>$54,192</td>
<td>$55,891</td>
<td>$57,592</td>
</tr>
<tr>
<td>5</td>
<td>$43,807</td>
<td>$45,507</td>
<td>$47,206</td>
<td>$48,906</td>
<td>$50,605</td>
<td>$52,305</td>
<td>$54,004</td>
<td>$55,703</td>
<td>$57,402</td>
<td>$59,102</td>
</tr>
<tr>
<td>6</td>
<td>$45,318</td>
<td>$47,017</td>
<td>$48,717</td>
<td>$50,416</td>
<td>$52,116</td>
<td>$53,815</td>
<td>$55,515</td>
<td>$57,214</td>
<td>$58,913</td>
<td>$60,613</td>
</tr>
<tr>
<td>7</td>
<td>$48,528</td>
<td>$50,227</td>
<td>$51,927</td>
<td>$53,626</td>
<td>$55,326</td>
<td>$57,025</td>
<td>$58,725</td>
<td>$60,424</td>
<td>$62,123</td>
<td>$63,823</td>
</tr>
<tr>
<td>8</td>
<td>$50,039</td>
<td>$51,738</td>
<td>$53,437</td>
<td>$55,137</td>
<td>$56,836</td>
<td>$58,536</td>
<td>$60,235</td>
<td>$61,935</td>
<td>$63,634</td>
<td>$65,334</td>
</tr>
<tr>
<td>9</td>
<td>$53,249</td>
<td>$54,948</td>
<td>$56,648</td>
<td>$58,347</td>
<td>$60,046</td>
<td>$61,746</td>
<td>$63,445</td>
<td>$65,145</td>
<td>$66,845</td>
<td>$68,545</td>
</tr>
<tr>
<td>10</td>
<td>$54,959</td>
<td>$56,659</td>
<td>$58,359</td>
<td>$60,059</td>
<td>$61,759</td>
<td>$63,459</td>
<td>$65,158</td>
<td>$66,858</td>
<td>$68,558</td>
<td>$70,258</td>
</tr>
<tr>
<td>11</td>
<td>$57,669</td>
<td>$59,369</td>
<td>$61,069</td>
<td>$62,769</td>
<td>$64,468</td>
<td>$66,168</td>
<td>$67,867</td>
<td>$69,567</td>
<td>$71,267</td>
<td>$72,967</td>
</tr>
<tr>
<td>12</td>
<td>$59,480</td>
<td>$61,180</td>
<td>$62,880</td>
<td>$64,580</td>
<td>$66,279</td>
<td>$67,978</td>
<td>$69,677</td>
<td>$71,377</td>
<td>$73,077</td>
<td>$74,777</td>
</tr>
<tr>
<td>13</td>
<td>$60,990</td>
<td>$62,690</td>
<td>$64,390</td>
<td>$66,090</td>
<td>$67,789</td>
<td>$69,489</td>
<td>$71,189</td>
<td>$72,889</td>
<td>$74,589</td>
<td>$76,289</td>
</tr>
<tr>
<td>14</td>
<td>$64,201</td>
<td>$65,900</td>
<td>$67,600</td>
<td>$69,300</td>
<td>$70,999</td>
<td>$72,699</td>
<td>$74,399</td>
<td>$76,099</td>
<td>$77,799</td>
<td>$79,499</td>
</tr>
<tr>
<td>15</td>
<td>$65,711</td>
<td>$67,411</td>
<td>$69,111</td>
<td>$70,811</td>
<td>$72,510</td>
<td>$74,210</td>
<td>$75,910</td>
<td>$77,610</td>
<td>$79,310</td>
<td>$80,910</td>
</tr>
<tr>
<td>16</td>
<td>$67,222</td>
<td>$68,921</td>
<td>$70,621</td>
<td>$72,321</td>
<td>$74,020</td>
<td>$75,720</td>
<td>$77,420</td>
<td>$79,120</td>
<td>$80,820</td>
<td>$82,520</td>
</tr>
<tr>
<td>17</td>
<td>$69,797</td>
<td>$71,497</td>
<td>$73,197</td>
<td>$74,897</td>
<td>$76,597</td>
<td>$78,307</td>
<td>$79,997</td>
<td>$81,697</td>
<td>$83,397</td>
<td>$85,097</td>
</tr>
<tr>
<td>18</td>
<td>$68,355</td>
<td>$70,054</td>
<td>$71,754</td>
<td>$73,453</td>
<td>$75,153</td>
<td>$76,853</td>
<td>$78,553</td>
<td>$80,253</td>
<td>$81,953</td>
<td>$83,653</td>
</tr>
<tr>
<td>19</td>
<td>$68,732</td>
<td>$70,432</td>
<td>$72,132</td>
<td>$73,832</td>
<td>$75,532</td>
<td>$77,232</td>
<td>$78,932</td>
<td>$80,632</td>
<td>$82,332</td>
<td>$84,032</td>
</tr>
<tr>
<td>20</td>
<td>$69,110</td>
<td>$70,809</td>
<td>$72,509</td>
<td>$74,209</td>
<td>$75,909</td>
<td>$77,609</td>
<td>$79,309</td>
<td>$80,009</td>
<td>$81,709</td>
<td>$83,409</td>
</tr>
<tr>
<td>21</td>
<td>$69,488</td>
<td>$71,187</td>
<td>$72,886</td>
<td>$74,586</td>
<td>$76,286</td>
<td>$77,986</td>
<td>$79,686</td>
<td>$81,386</td>
<td>$83,086</td>
<td>$84,786</td>
</tr>
<tr>
<td>22</td>
<td>$70,243</td>
<td>$71,942</td>
<td>$73,642</td>
<td>$75,342</td>
<td>$77,042</td>
<td>$78,742</td>
<td>$80,442</td>
<td>$82,142</td>
<td>$83,842</td>
<td>$85,542</td>
</tr>
<tr>
<td>23</td>
<td>$72,320</td>
<td>$74,019</td>
<td>$75,719</td>
<td>$77,419</td>
<td>$79,119</td>
<td>$80,819</td>
<td>$82,519</td>
<td>$84,219</td>
<td>$85,919</td>
<td>$87,619</td>
</tr>
<tr>
<td>24</td>
<td>$72,698</td>
<td>$74,397</td>
<td>$76,097</td>
<td>$77,797</td>
<td>$79,497</td>
<td>$81,197</td>
<td>$82,897</td>
<td>$84,597</td>
<td>$86,297</td>
<td>$87,997</td>
</tr>
<tr>
<td>25</td>
<td>$73,075</td>
<td>$74,775</td>
<td>$76,475</td>
<td>$78,175</td>
<td>$80,875</td>
<td>$82,575</td>
<td>$84,275</td>
<td>$85,975</td>
<td>$87,675</td>
<td>$89,375</td>
</tr>
<tr>
<td>26</td>
<td>$73,453</td>
<td>$75,152</td>
<td>$76,852</td>
<td>$78,552</td>
<td>$80,252</td>
<td>$81,952</td>
<td>$83,652</td>
<td>$85,352</td>
<td>$87,052</td>
<td>$88,752</td>
</tr>
</tbody>
</table>

The salary schedule above is called a "4.5 by 4" schedule. This means the annual salary listed in BA-1 is the Base Salary (1.00). For movement on the salary schedule horizontally (for each 9 hrs of approved graduate college credit hours) an employee moves 4.5%; vertically (related but not equal to years of service) the employee receives an increase of 4% of the base salary through Step 16. Step 17 (Level 1) and Step 22 (Level 6) are longevity steps which add an additional 2% of the salary. The remaining longevity steps are an additional 1% of salary.
Exceptional Benefits

Total Starting Compensation: $65,836.21
Total starting compensation including salary and all benefits (based on family insurance) for a 1st year teacher with a bachelor’s degree.

Health Insurance Plans
PLCS pays 100% of the healthcare premium for employee only PPO insurance plans and all high deductible plans. PLCS pays 93% of the premium for all other PPO plans.

<table>
<thead>
<tr>
<th>PPO</th>
<th>High Deductible HSA</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Monthly Premium</td>
<td>Monthly Premium</td>
<td>PLCS Monthly Contribution to Employee HSA</td>
<td>Dental Monthly Premium</td>
<td>Annual Amount Paid by PLCS</td>
</tr>
<tr>
<td>Employee Only</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$56.06</td>
<td>$0.00</td>
<td>$7,953.60</td>
</tr>
<tr>
<td>Employee &amp; Children</td>
<td>$82.01</td>
<td>$0.00</td>
<td>$21.71</td>
<td>$25.07</td>
<td>$13,429.20</td>
</tr>
<tr>
<td>Employee &amp; Spouse</td>
<td>$93.10</td>
<td>$0.00</td>
<td>$24.62</td>
<td>$32.46</td>
<td>$15,195.60</td>
</tr>
<tr>
<td>Employee, Spouse &amp; Children</td>
<td>$125.00</td>
<td>$0.00</td>
<td>$33.08</td>
<td>$53.75</td>
<td>$20,282.52</td>
</tr>
</tbody>
</table>

Alternate Network Selections
PLCS insurance plans offer three network selections you can choose from. The network is selected by you based on your health care needs. For more information, visit www.plcschools.org/CertifiedInformation.

<table>
<thead>
<tr>
<th>PPO</th>
<th>High Deductible/HSA</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Single</td>
<td>Family</td>
<td>Single</td>
<td>Family</td>
<td></td>
</tr>
<tr>
<td>Network Selection</td>
<td>Deductible</td>
<td>Out of Pocket Max</td>
<td>Deductible</td>
<td>Out of Pocket Max</td>
<td>Deductible</td>
</tr>
<tr>
<td>Network Blue</td>
<td>$1,900</td>
<td>$5,500</td>
<td>$3,800</td>
<td>$11,000</td>
<td>$3,600</td>
</tr>
<tr>
<td>Premier Select Blue Choice</td>
<td>$650</td>
<td>$4,600</td>
<td>$1,300</td>
<td>$9,200</td>
<td>$2,850</td>
</tr>
<tr>
<td>Blueprint Health</td>
<td>$0.00</td>
<td>$3,150</td>
<td>$0.00</td>
<td>$6,300</td>
<td>$2,100</td>
</tr>
</tbody>
</table>
Certified staff will accrue sick leave monthly. Full time certified staff members receive 12 days per year. Three to four of these days may be used as Personal Leave each year, depending on number of years employed in the district.

**Sick Leave/Personal Leave**

Certified staff can purchase vision coverage if desired. (Coverage and 2019-20 monthly rates are listed below.)

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Monthly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$9.42</td>
</tr>
<tr>
<td>Employee &amp; Children</td>
<td>$20.17</td>
</tr>
<tr>
<td>Employee &amp; Spouse</td>
<td>$18.87</td>
</tr>
<tr>
<td>Employee, Spouse &amp; Children</td>
<td>$32.27</td>
</tr>
</tbody>
</table>

**Vision Insurance - Offered as Optional Coverage**

Through PayFlex, flexible spending accounts are established. Flexible spending accounts are accounts where money has been taken out of an individual’s check before taxes. That money can then be used for medical expenses not covered by health insurance and/or dependent child care expenses. The registration for these accounts are for a calendar year, typically occurring in late November. These accounts are excellent ways to save money on predictable, recurring costs.

**PayFlex**

**Offers Employees Savings for Medical and Child Care Expenses**

Long-term disability insurance coverage is provided for all certified staff. If an employee becomes sick or injured and unable to work, this insurance pays 60% of your normal salary and 60% of monthly health benefit after the 60-calendar day elimination period.

**Long-Term Disability Insurance**

Per state law, staff is required to participate in the Nebraska School Employees Retirement System. Under current state law your contribution rate is 9.78% of your gross salary and will be deducted from your paycheck and deposited into a retirement account for you. The district is required to match your contributions at the rate of 9.8778% of your gross salary.

**Retirement**

Certified staff receive $20,000 District paid term life insurance. Certified staff may elect to purchase supplemental insurance at the rate of $4.90 per month per $20,000 of coverage. Certified staff may purchase a maximum of 5 supplements ($100,000) of additional term life insurance. The premium for 5 supplements is ($4.90 X 5) $24.50 per month, resulting in a total of $120,000 of life insurance coverage through the district’s life insurance provider. Rates are subject to change annually.

**Life Insurance - Benefits for the Future**

You or any member of your immediate family can receive up to 5 free counseling visits with the Best Care Employee Assistance Program. This is a confidential service.

**Employee Assistance Program**

Certified teachers in PLCS do have an option to move their child’s school to a PLCS school that is convenient for the employee. A February 1 deadline for all applications will need to be followed. Those hired after February 1st should consult with Human Resources for instructions.

**School Choice Benefit**