



PAPILLION LA VISTA
COMMUNITY SCHOOLS



Discover Greatness

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www.plcschools.org/Apply

Contact Us: 402-537-6200 • AskHR@plcschools.org • www.plcschools.org



for Community. **Be Known** for Dedication. **Be Known** for Opportunity. **Be Known** for Collaboration. **Be Known** for Greatness.

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 just over 12,000 students, PLCS is the fourth largest public school 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. Since 2010, PLCS has held district-wide accreditation from the Cognia (formerly 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 Mission and Beliefs

Mission

The mission of Papillion La Vista Community Schools, an organization dedicated to greatness, is to prepare all students to realize their unique aspirations through rigorous instructional and innovative educational pathways, delivered by highly qualified, passionate educators through bold partnerships with families and community.

We believe:

- In the worth of every individual.
- In building impactful relationships that foster empathy and kindness.
- In an inclusive environment that honors diversity, equity, and access.
- All students can learn and grow.
- In high quality, rigorous foundational, and innovative instruction.
- Supporting mental, emotional, social, and physical well-being is the foundation for student success.
- In creating a culture of engaged students, staff, family, and community.
- In the power of collaboration, communication, and continuous improvement.
- Making data-informed decisions is in the best interest of all students.



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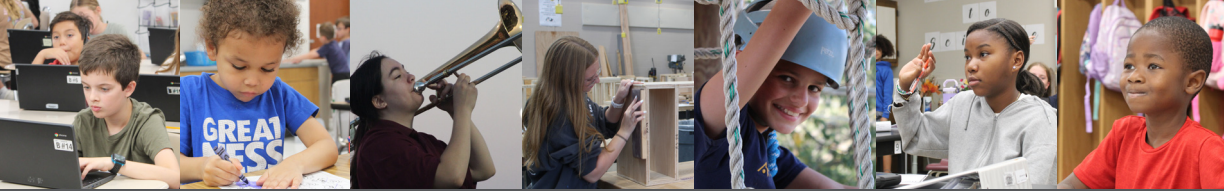
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Be Known for Achievement. **Be Known** for Dedication. **Be Known** for Opportunity. **Be Known** for Collaboration. **Be Known** for Leadership.

Stats About Students

12,038

PLCS Students

Students in PLCS are:

- 28% minority
- 28% free and reduced lunch
- 8% military

PLCS 2023 Graduates

- 95% graduation rate
- 418 students received approximately \$37.4 million in scholarships

Greatness in PLCS Staff

Certified Staff Degrees

All certified teaching staff have a minimum of a bachelor's degree, many have acquired additional hours including **72% with master's degrees**.

Teacher Longevity

The average PLCS teacher has been with the district for **14 years**.

1,728

PLCS Employees

2023-24 Average Class Sizes

Elementary 19.52 • Middle School 20.79 • High School 22.68

Strategic Focus Areas

Three areas of focus were determined through the PLCS strategic planning process. Action teams have been implementing plans to accomplish each of the focus areas.

1 Teaching and Learning

Provide all students with a rigorous core curriculum that honors diversity, maximizes innovative instruction, provides levels of individualized support, and results in demonstrated growth and achievement.

2 Mental Health

Provide each student with the opportunity to learn and refine the skills to achieve the mental, emotional, social, and physical wellbeing necessary for a happy, healthy, and productive lifestyle.

3 Human Resources

Provide all students with highly qualified staff that will foster a positive environment based in relationships. Recruit, develop, and retain a diverse staff to serve all students.

Essential Core Practices

- Professional Learning Communities (PLCs)
- Marzano instructional model
- Guaranteed and viable curriculum
- Positive Behavior Interventions and Supports (PBIS)
- Continuous Improvement Process through MTSS
- Mentoring program for all new teachers
- Balanced literacy
- Personalized learning



2024-2025 Certified Staff Calendar

2 August
New SpEd Certified Staff

5-7 August
New Certified Staff

8 August
First Certified Staff Day

13 August
First day of school
1/2 day: K-7th and 9th
No school: 8th, 10th-12th

AUGUST '24						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

SEPTEMBER '24						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

2 September
No school
Labor Day

3 September
No school
Staff Development

11 October
No school

14 October
No school
Staff Development

OCTOBER '24						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER '24						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

1 November
No Elementary
Elementary Staff
Planning Day

27 November
No school
Staff Development
Trade Day

28-29 November
No school - Fall Break

20 December
End of 1st semester

22-31 December
No school
Winter Break

DECEMBER '24						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

JANUARY '25						
S	M	T	W	Th	F	S
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

1-3 January
No school - Winter Break

6 January
No school
Staff Development

20 January
No school
Staff Development

7 February
No Elementary
Elementary Staff
Planning Day

17 February
No school
Staff Development
Para Conference

FEBRUARY '25						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

MARCH '25						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

10-14 March
No school
Spring Break

31 March
No school
Staff Development

18 April
No school

21 April
No school
Staff Development

APRIL '25						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MAY '25						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

23 May
Last day of school
1/2 day for K-11

26 May
Memorial Day

27-29 May
Possible makeup days

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 and High Schools begin at 8:20 a.m.
every Wednesday


1st Semester is 86.5 days


2nd Semester is 88.5 days = 175 Days


 HS Testing Day

 First/Last Student 1/2 Day

 No School for Teachers or Students

 Staff Development Day,
No School for Students

 No Elementary Only
Staff Development
No School for Elementary Students

 Possible Snow Make-up Day

Competitive Salary

2024-25 Pay Scale

Coming to PLCS with some experience? We are able to grant up to 15 years of actual previous experience plus one step, in the column appropriate with educational attainment, up to and including Step 16.

STEP	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36 Specialist	=PhD EdD
1	1.000 \$39,800	1.045 \$41,591	1.090 \$43,392	1.135 \$45,173	1.180 \$46,964	1.225 \$48,755	1.270 \$50,546	1.315 \$52,337	1.360 \$54,128	1.405 \$55,919
2	1.040 \$41,392	1.085 \$43,183	1.130 \$44,974	1.175 \$46,765	1.220 \$48,556	1.265 \$50,347	1.310 \$52,138	1.355 \$53,929	1.400 \$55,720	1.445 \$57,511
3	1.080 \$42,984	1.125 \$44,775	1.170 \$46,566	1.215 \$48,357	1.260 \$50,148	1.305 \$51,939	1.350 \$53,730	1.395 \$55,521	1.440 \$57,312	1.485 \$59,103
4	1.120 \$44,576	1.165 \$46,367	1.210 \$48,158	1.255 \$49,949	1.300 \$51,740	1.345 \$53,531	1.390 \$55,322	1.435 \$57,113	1.480 \$58,904	1.525 \$60,695
5	1.160 \$46,168	1.205 \$47,959	1.250 \$49,750	1.295 \$51,541	1.340 \$53,332	1.385 \$55,123	1.430 \$56,914	1.475 \$58,705	1.520 \$60,496	1.565 \$62,287
6	1.200 \$47,760	1.245 \$49,551	1.290 \$51,342	1.335 \$53,133	1.380 \$54,924	1.425 \$56,715	1.470 \$58,506	1.515 \$60,297	1.560 \$62,088	1.605 \$63,879
7		1.285 \$51,143	1.330 \$52,934	1.375 \$54,725	1.420 \$56,516	1.465 \$58,307	1.510 \$60,098	1.555 \$61,889	1.600 \$63,680	1.645 \$65,471
8		1.325 \$52,735	1.370 \$54,526	1.415 \$56,317	1.460 \$58,108	1.505 \$59,899	1.550 \$61,690	1.595 \$63,481	1.640 \$65,272	1.685 \$67,063
9			1.410 \$56,118	1.455 \$57,909	1.500 \$59,700	1.545 \$61,491	1.590 \$63,282	1.635 \$65,073	1.680 \$66,864	1.725 \$68,655
10			1.450 \$57,710	1.495 \$59,501	1.540 \$61,292	1.585 \$63,083	1.630 \$64,874	1.675 \$66,665	1.720 \$68,456	1.765 \$70,247
11				1.535 \$61,093	1.580 \$62,884	1.625 \$64,675	1.670 \$66,466	1.715 \$68,257	1.760 \$70,048	1.805 \$71,839
12				1.575 \$62,685	1.620 \$64,476	1.665 \$66,267	1.710 \$68,058	1.755 \$69,849	1.800 \$71,640	1.845 \$73,431
13				1.615 \$64,277	1.660 \$66,068	1.705 \$67,859	1.750 \$69,650	1.795 \$71,441	1.840 \$73,232	1.885 \$75,023
14					1.700 \$67,660	1.745 \$69,451	1.790 \$71,242	1.835 \$73,033	1.880 \$74,824	1.925 \$76,615
15					1.740 \$69,252	1.785 \$71,043	1.830 \$72,834	1.875 \$74,625	1.920 \$76,416	1.965 \$78,207
16					1.780 \$70,844	1.825 \$72,635	1.870 \$74,426	1.915 \$76,217	1.960 \$78,008	2.005 \$79,799
17					1.800 \$71,640	1.845 \$73,431	1.890 \$75,222	1.935 \$77,013	1.980 \$78,804	2.025 \$80,595
18					1.810 \$72,038	1.855 \$73,829	1.900 \$75,620	1.945 \$77,411	1.990 \$79,202	2.035 \$80,993
19					1.820 \$72,436	1.865 \$74,227	1.910 \$76,018	1.955 \$77,809	2.000 \$79,600	2.045 \$81,391
20					1.830 \$72,834	1.875 \$74,625	1.920 \$76,416	1.965 \$78,207	2.010 \$79,998	2.055 \$81,798
21					1.840 \$73,232	1.885 \$75,023	1.930 \$76,814	1.975 \$78,605	2.020 \$80,396	2.065 \$82,187
22					1.860 \$74,028	1.905 \$75,819	1.950 \$77,610	1.995 \$79,401	2.040 \$81,192	2.085 \$82,983
23						1.915 \$76,217	1.960 \$78,008	2.005 \$79,799	2.050 \$81,590	2.095 \$83,381
24						1.925 \$76,615	1.970 \$78,406	2.015 \$80,197	2.060 \$81,988	2.105 \$83,779
25						1.935 \$77,013	1.980 \$78,804	2.025 \$80,595	2.070 \$82,386	2.115 \$84,177
26						1.945 \$77,411	1.990 \$79,202	2.035 \$80,993	2.080 \$82,784	2.125 \$84,575

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: \$71,149.93

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.

	PPO	High Deductible HSA			
	Monthly Premium	Monthly Premium	PLCS Monthly Contribution to Employee HSA	Dental Monthly Premium	Annual Amount Paid by PLCS
Employee Only	\$0.00	\$0.00	\$67.06	\$0.00	\$9,450.00
Employee & Children	\$98.08	\$0.00	\$25.97	\$25.07	\$15,998.62
Employee & Spouse	\$111.33	\$0.00	\$29.45	\$33.10	\$18,111.21
Employee, Spouse & Children	\$149.49	\$0.00	\$39.58	\$54.82	\$24,195.08

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.

Network Selection	PPO				High Deductible/HSA			
	Single		Family		Single		Family	
	Deductible	Out of Pocket Max	Deductible	Out of Pocket Max	Deductible	Out of Pocket Max	Deductible	Out of Pocket Max
Network Blue	\$1,900	\$5,500	\$3,800	\$11,000	\$3,800	\$4,350	\$7,600	\$8,700
Premier Select Blue Choice	\$400	\$5,000	\$800	\$10,000	\$2,500	\$3,500	\$5,000	\$7,000
Blueprint Health	\$400	\$5,000	\$800	\$10,000	\$2,500	\$3,500	\$5,000	\$7,000

Paid Benefits within the Negotiated Agreement

- \$1,500 one-time High Need Certification/Hard to Fill positions additional salary payment with your 1st year of service with PLCS. These areas will be designated by the District.
- Student Teachers will receive a \$3,000 incentive during their student teaching time at PLCS. This will be distributed in 4 installments for each semester.
- Student Teachers who accept employment with the district to begin their teaching career as a new hire in PLCS will be placed on step 2, honoring their prior experience in PLCS.
- Special Education teachers will have two additional days added to the 2024-25 calendar for independent planning time. These days are added per diem pay.

Vision Insurance - Offered as Optional Coverage

Vision insurance is administered by the Vision Service Plan (VSP). Coverage and 2023-24 monthly rates are listed below. Rates may change for the 2024-25 school year.

- Employee \$9.04
- Employee & Children \$19.40
- Employee & Spouse \$18.00
- Employee, Spouse & Children \$30.84

PayFlex

Offers employees savings for medical and childcare expenses. Childcare reimbursement accounts are available to all employees no matter which health plan they select. These accounts are excellent ways to save money on predictable, recurring costs. Medical PayFlex is also available.

Long-Term Disability Insurance

Long-term disability insurance coverage is paid for you by the school district. If you become sick or injured and are unable to work, this insurance will pay 60% of your normal salary and 60% of monthly health benefits after the 60-calendar day elimination period.

Retirement

You are required to participate in the Nebraska School Employees Retirement System if you work 20 hours or more per week. Under current 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 101% or 9.8778% of your gross salary.

Life Insurance - Benefits for the Future

The district pays the premium to provide \$20,000 term life insurance for you. You may elect to purchase supplemental insurance at the rate of \$4.90 per month per each \$20,000 of coverage. You may purchase a maximum of 5 supplements (\$100,000) of additional term life insurance. The premium for 5 supplements is \$24.50 per month (\$4.90 X 5), resulting in a total of \$120,000 of life insurance coverage through the district's life insurance provider. Rates are subject to change for the 2024-25 school year and annually thereafter. A Dependent Basic Life Insurance plan may be added for a monthly premium of \$3.50, this will cover your full family. Coverage amounts are based on the family member, please see the form for additional details.

Employee Assistance Program

You or any member of your immediate family can receive up to 10 free counseling visits with the Best Care Employee Assistance Program. This is a confidential service. Please refer to the pamphlet for more details. Call 402-354-8000 for an appointment.

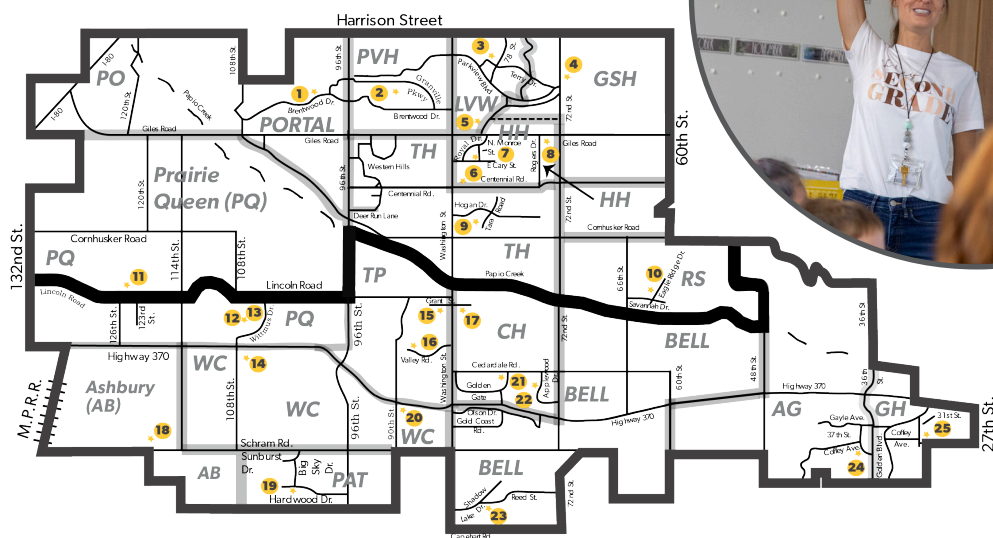
Sick Leave/Personal Leave

Full time certified staff members receive 12 days per year. Three days may be used as personal leave each year and the remaining days can be used as sick leave.

School Choice Benefit

Certified teachers in PLCS have an option to move their child's school to a PLCS school that is convenient for the employee. The annual deadline for employees is February 1st for all applications, however, those hired after February 1st should consult with Student Services for instructions.

Map & Boundaries



1. Portal Elementary

402-898-0425

9920 Brentwood Drive, La Vista, NE 68128

2. Parkview Heights Elementary*

402-898-0433

7609 South 89th Street, La Vista, NE 68128

3. La Vista West Elementary*

402-898-0463

7821 Terry Drive, La Vista, NE 68128

4. G. Stanley Hall Elementary*

402-898-0455

7600 South 72nd Street, La Vista, NE 68128

5. La Vista Middle School

402-898-0436

7900 Edgewood Boulevard, La Vista, NE 68128

6. Papillion La Vista High School

402-898-0400

303 East Cary Street, Papillion, NE 68046

7. Early Childhood Center*

402-514-3243

1211 N. Monroe Street, Papillion, NE 68046

8. Hickory Hill Elementary

402-898-0469

1307 Rogers Drive, Papillion, NE 68046

9. Tara Heights Elementary

402-898-0445

700 Tara Road, Papillion, NE 68046

10. Rumsey Station Elementary*

402-898-0475

110 Eagle Ridge Drive, Papillion, NE 68133

11. Prairie Queen Elementary

402-514-3650

10520 S. 123rd Avenue, Papillion, NE 68046

12. Young Adult Transition Program

402-898-1970

10820 Wittmus Drive Papillion, NE 68046

13. Liberty Middle School

402-514-3600

10820 Wittmus Drive Papillion, NE 68046

14. Papillion La Vista South High School

402-829-4600

10799 Highway 370, Papillion, NE 68046

15. District Office

402-537-6200

420 S Washington Street, Papillion, NE 68046

16. Trumble Park Elementary

402-898-0466

500 Valley Road, Papillion, NE 68046

17. Papillion Middle School

402-898-0424

423 S Washington Street, Papillion, NE 68046

18. Ashbury Elementary*

402-514-3680

11740 S. 120th Street, Papillion, NE 68046

19. Patriot Elementary

402-898-0405

1701 Hardwood Drive, Papillion, NE 68046

20. Walnut Creek Elementary*

402-898-9630

720 Fenwick Street, Papillion, NE 68046

21. Carriage Hill Elementary*

402-898-0449

400 Cedardale Road, Papillion, NE 68046

22. IDEAL Program

402-898-0485

1104 Applewood Drive, Papillion, NE 68046

23. Bell Elementary

402-898-0408

7909 Reed Street, Papillion, NE 68046

24. Anderson Grove Elementary

402-898-0479

11820 South 37th Street, Bellevue, NE 68123

25. Golden Hills Elementary*

402-898-0459

2912 Coffey Avenue, Bellevue, NE 68123

**Building with preschool*

The Papillion La Vista Community Schools does not discriminate on the basis of race, color, national origin, sex, disability, religion, age or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies: Students: Dr. Trent Steele, Director of Secondary Human Resources and Student Services, 420 South Washington Street, Papillion, NE 68046 (402) 537-6214 (trent.steele@plcschools.org). Employees and Others: Dr. Kati Settles, Assistant Superintendent Human Resources, 420 South Washington Street, Papillion, NE 68046 (402) 537-6206 (kati.settles@plcschools.org). Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street #320, Kansas City, Missouri 64106, (816) 268-0550 (voice), or (877) 521-2172 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.