

***BEATRICE PUBLIC SCHOOLS***

***DISTRICT NO. 15***

***2024-2025***

***NEGOTIATIONS AGREEMENT***

January 15, 2024

This agreement is made and entered into this fifteenth (15) day of January, 2024 by and between the Board of Education School District 15 in Gage County, State of Nebraska, and the Beatrice Education Association, effective for the 2024-2025 contract year.

1. The Board of Education and the Association enter into this agreement with mutual dedication to maintain the harmonious relations that exist between them and to meet the educational needs of the community.
2. The Board recognizes the Association as the exclusive and sole collective negotiation representation for all certified teachers employed by the district so long as the Association retains its rights to conduct collective negotiations on behalf of its members in accordance with Nebraska statutes.
3. The Association recognizes that the Board of Education has the right to manage the operations of the district in all respects consistent with this agreement and Nebraska statutes.

**ARTICLE I**  
**INDEX SALARY SCHEDULE**

The salary schedule for the contracted teachers of the District shall be in accordance with Salary Schedule I attached. The number of steps and index, horizontal and vertical shall be shown on the Base Salary Schedule attached herein. The Base Salary of this contract for 2024-25 shall be \$38,475.

The contract for a full time teacher will be 186 days, except for a teacher new to the district who shall participate in not more than one additional day of workshop activities for orientation purposes.

**ARTICLE II**  
**SALARY ADVANCEMENT**

**1. VERTICAL ADVANCEMENT:**

Employees covered by this agreement will move vertically on the salary schedule provided that they have completed the required service in the prior year. An employee who worked less than one semester in the prior year will not be eligible for vertical movement on the salary schedule. Employees who are at the final level in a column on the salary schedule will not be eligible for further vertical movement unless they move horizontally.

**2. HORIZONTAL ADVANCEMENT:**

A teacher wishing to move horizontally on the salary schedule must meet the following criteria.

- A. All hours applied toward the salary schedule for advancement shall be semester hours or quarter hours converted to semester hours and must be approved in advance by the Superintendent.
- B. All hours beyond the B.A. or B.S. level must be graduate hours.
- C. All courses past BA+9 must be in a course of study leading toward a masters degree in education which has been approved by the superintendent or his/her designee. Staff at BA+10 or higher as of September 1, 2011 will be grandfathered at their current step and may move horizontally without being in a masters or doctoral program. Any teacher less than BA+9 as of September 1, 2011 may move horizontally to BA+9 but to advance beyond must be in an approved masters program. New hires will be placed at appropriate level, but must be in master program to advance beyond their approved entry level.
- D. Any deviation from the stated, allowed courses must be approved by the Superintendent.
- E. Employees earning approved hours to qualify for horizontal movement on the salary schedule must notify the Office of the Superintendent, in writing, on or before June 1 of the year in which they expect to advance.

- F. Progression beyond the Master's column: hours earned in excess of the requirement for the master's degree will not count toward placement on the salary schedule columns beyond the MA00 column. In order to advance horizontally past the MA00 column, hours must be taken after master's degree has been awarded.

Such credit must be completed by September 1 and verification of credit shall be by official transcript. The Superintendent may extend the deadline beyond September 1 when a delay is caused by a college or university.

***ARTICLE III  
EXTRA DUTY SCHEDULE***

Salary pay for additional duties shall be as shown on the Supplementary Salary Schedule 2 attached herein.

***ARTICLE IV  
EXTENDED CONTRACTS***

Certified staff under extended contracts will receive 1/186 of their standard schedule salary for each additional day of service. The Board of Education reserves the right to determine, through its policies, the positions, which qualify for extended pay.

***ARTICLE V  
INSURANCE***

All benefits will be paid according to the terms of the insurance contract in force at the time of claim.

**1. HEALTH/DENTAL**

During the term of this agreement, the Board of Education, as a fringe benefit, shall provide fully paid health insurance. (Four tier plan Employee only, Employee/Children, Employee/Spouse, Employee/Spouse/Children.)

The health insurance plan shall include single dental plan, Option 2, PPO 80% A & B with 50% C coverage.)

Employees new to the District will receive insurance only starting with the 2017/18 school year and will not receive cash-in-lieu. A cash-in-lieu stipend of \$300 per month is offered to a full-time employee who declined insurance coverage if they were employed prior to the 2017/18 school year.

The District will offer the Educators Health Alliance (EHA) dual choice alternate network options consisting of the \$1,200 deductible plan and the \$3,800 deductible Health Savings Account (HSA) eligible plan. If the employee chooses the \$3,800 deductible EHA option, the District shall contribute the difference in the cost of the premium between the \$3,800 and the \$1,200 deductible plan to the employee's individual HSA account.

Insurance changes associated with the dual choice high deductible plan would go into effect at the beginning of a new calendar year.

**2. LIFE**

The board shall provide to each contracted teacher a term life insurance policy with a face value of \$20,000.00 with a \$20,000.00 accidental death and dismemberment benefits coverage. If a contracted teacher chooses not to be included in the plan, the teacher shall notify the business office and coverage will not be provided.

**3. INCOME PROTECTION**

The Board shall provide to each contracted teacher income protection insurance providing for benefits equaling 66 2/3% of the sum of the gross salary of the teacher and the dollar value of the Health Insurance/Fringe Benefit Plan selected by that teacher, with a maximum monthly benefit of \$8,500.00 and a 75 calendar day elimination period. If a contracted teacher chooses not to be included in the plan, the teacher may notify the business office and coverage shall not be provided.

The district shall increase each contracted teacher's wages by an amount equal to the premiums for LTD. (LTD premiums are based upon salary therefore, each teacher's premium will vary). The district will then deduct the premium amount from each teacher's salary after taxes.

**4. PART-TIME EMPLOYEES**

Part-time employees covered by this agreement shall be provided the same benefits and leave available to full-time employees on a pro-rated basis. All employees working a minimum FTE of .50 will be provided full life insurance benefits. Employees who work less than .50 FTE; however, are not eligible for benefits or leave.

***ARTICLE VI  
LEAVE***

All leave policy, professional, sick and personal, shall be administered by the Superintendent or an appointed representative under the direction of the Board of Education.

**1. SICK LEAVE**

Sick Leave will be granted in the amount of six (6) days per year, cumulative to a maximum of sixty (60) days. All sick leave will be charged against this accumulated leave. Sick leave is limited to the individual teacher's personal illness or for the serious illness of a child, spouse, parent, brother, sister, grandchild, grandparent, parent-in-law and adoption of a child. Provided, if married and both employed by the District, only one employee at a time shall be entitled to leave for a sick child except in cases of hospitalization/hospice.

In the event of unprofessional conduct on the part of any employee taking sick leave when not entitled to the same, the Superintendent may deduct up to three (3) days pay and three (3) days accumulated sick leave for each violation from the employee. The employee is guaranteed the right to due process and may, within five (5) days after written notification of the alleged infraction, file a grievance in accordance with the established grievance policy.

The school may request an employee to file a doctor's statement after an absence of five (5) consecutive days, stating the anticipated number of days of absence.

All absences due to temporary disabilities will be treated in compliance with Federal Law. The Superintendent shall be informed of the desired length and purpose of such unpaid leave at the time of the application for leave. Upon termination of the period of disability or unpaid leave, the employee shall be entitled to a teaching position and prior placement on the salary schedule.

## **2. PAID TIME OFF (PTO)**

Paid time off shall refer to absence from school that requires the employee to be away from school for personal matters. All staff will be granted five (5) days of paid time off (PTO).

- A. All days shall be unquestioned.
- B. Staff will be afforded two full days (16 hours) of paid time off that can be used in increments. Four (4) hours can be taken in 30 minute increments to a total of 8. The remaining 12 hours can be taken in 60, 90, or 120 minute increments. A reason for the leave must be listed. Any request over two hours (120 minutes) has to be taken as a half-day. This provision is conditional upon staff arranging for substitutes and receiving administrative approval. Substitute arrangements under this agreement will not be compensated. All remaining PTO requests must be taken in half-day or full day increments.
- C. Paid time off (PTO) requests will be subject to the following restrictions. Request for leave must be submitted two (2) weeks in advance of day of absence. Exceptions for emergencies shall be considered. Leave requests shall be considered based upon the availability of substitutes. Leave shall not be taken during Parent/Teacher Conferences. Leave shall not be taken during inservice sessions. PLCs are not considered in-service for the purposes of this article. Administrators have discretion to allow for more than two days in the second semester. Teachers may be assigned to provide classroom coverage for staff without the right of refusal.

Paid time off (PTO) is unquestioned unless 3 or more consecutive school days are requested or extending a scheduled break for more than one day. This leave will need to be submitted 2 weeks in advance, reason listed, and permission by teacher's building principal. PTO during the first 3 student days and the last 3 student days of each semester will be limited unless the date and event is out of the control of the teacher. This leave will be submitted 2 weeks in advance, list the reason, and permission required from the building principal.

- D. Paid time off (PTO) granted above is not cumulative. Any additional PTO, if granted, will be taken without pay.
- E. If an employee does not use their paid time off day(s), they will be compensated at the rate of \$50.00 per half-day of unused PTO (maximum of four days) to be paid in July

after the conclusion of the current school year. Remaining unused PTO days totaling less than a half-day shall not be compensated.

- F. An employee may elect to move unused PTO day(s) to sick leave. If this option is selected employees will not be compensated as stated item E. above.

### **3. BEREAVEMENT LEAVE**

An employee shall have paid leave for bereavement as follows:

- A. Five (5) consecutive days in the event of each death of the employee's spouse, child, stepchild, parent, or stepparent. Two (2) additional days which do not need to be taken consecutively.
- B. Up to five (5) consecutive days shall be granted in the event of each death of the employee's sister, brother, mother-in-law, father-in-law, or grandchild.
- C. Up to three (3) consecutive days in the event of each death of the employee's grandparent, grandparent-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, niece, nephew, or a person who resides in the employee's household for whose care the employee is legally responsible.
- D. One (1) day in the event of each death of the employee's aunt, uncle, or first cousin.
- E. One (1) day of paid leave (total) per contract year for persons not named above.

Additional days may be granted which shall be charged against accumulated sick leave, with approve from the Superintendent.

### **4. PROFESSIONAL LEAVE**

The district supports the continuing professional development of staff. Professional leave may be granted by the Superintendent upon recommendation of the Building Principal or Superintendent's designee. Whenever appropriate, it is encouraged that the district-wide PLC Leaders be used to assist in the planning or determination of Professional leave.

### **5. SABBATICAL LEAVE**

Sabbatical Leave may be granted by the Board of Education upon application by a teacher through the Superintendent. The length of the sabbatical shall be stated at the time of application. Upon returning the employee shall be entitled to a teaching position and placement on the salary schedule in accordance with training and experience, except that the period of absence will not be counted as experience. The employee, before being granted any sabbatical leave, shall agree to serve one (1) year for each semester of leave. The employee may sign up for individual health and life insurance with the insurance providers at the employee's expense.

### **6. FAMILY MEDICAL LEAVE ACT**

Benefits will be granted under the Family Medical Leave Act to eligible employees for up to twelve (12) weeks of leave for certain medical or family emergencies in a twelve (12) month

period of time. For additional information, see the Beatrice Public School's Board Policy Handbook.

**7. MISCELLANEOUS PROVISIONS**

Teachers shall be granted approval of leave without salary deduction for participation in approved professional and civic activity.

**8. NON-PAID ABSENCE**

Non-paid absence may occur on rare occasions when a staff member needs to be absent outside the leave parameters. In situations beyond the teacher's control when a staff member must be absent, such as during an inservice session, a non-paid absence day will be considered with the superintendent of schools making the final decision.

***ARTICLE VII  
403 (b) PLANS***

The District will cooperate with any certificated staff member who chooses to participate in an investment program under a Internal Revenue Code Section 403(b) provided that the certificated employee executes a "Salary Reduction Agreement" provided by the District, and the vendor of the 403(b) Plan elected by the certificated staff member has entered in to a "Service Provider Agreement" with the District holding the District harmless from any liability that may arise out of such 403(b) Plan, including, but not limited to, tax reporting, notices and income withholding.

***ARTICLE VIII  
GRIEVANCE PROCEDURES***

**A. Purpose**

The purpose of the grievance procedure is to ensure fair and equitable application of the terms of the Negotiated Agreement with the School District's teachers' association. Items unrelated to the Negotiated Agreement may be addressed through Reg-4195 Professional and Educational Support Personnel- Concern Procedure.

**B. Definition of Terms**

1. "Grievance" shall mean any claim or claims by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication of the terms of the Negotiated Agreement.
2. "Aggrieved Person" shall mean any person covered by the provisions of the Negotiated Agreement.

**C. Procedures**

1. Level I



- a. A person who believes that there is grounds for a grievance under the terms of the Negotiated Agreement shall discuss the matter with the building administrator, immediate supervisor or the School District business office, identifying the provision of the Negotiated Agreement at issue attempt to resolve the issue at the building level.
- b. The Aggrieved Person may have a representative assist in an effort(s) to resolve the issue related to application of the Negotiated Agreement informally with the building administrator or immediate supervisor.

## 2. Level II

### STEP ONE

- a. If an Aggrieved Person is not satisfied with the disposition of the issue related to application of the Negotiated Agreement, or if no decision has been rendered at the building or School District business office level following five (5) school days, the Aggrieved Person may submit the claim as a formal grievance, in writing, specifying the contractual provisions alleged to have been violated, to the building administrator, or immediate supervisor or School District Business office. The written grievance shall be filed no later than ten (10) school days after the Level I informal procedure. The grievance should be filed on Grievance Form A. Refer to Reg-4195, Grievance Forms for all grievance forms.
- b. The building administrator, immediate supervisor or School District business office shall, within three (3) school days, render a decision on the issue related to application of the Negotiated Agreement and the reasons therefore in writing on Grievance Form B, to the Aggrieved Person and to the Superintendent of Schools.

### STEP TWO

- a. If the Aggrieved Person is not satisfied with the disposition of the grievance at Step One, or if no decision has been rendered within three (3) school days after the presentation of the grievance in writing, the Aggrieved Person may appeal the written grievance to the Superintendent of Schools. In the case that no decision is rendered, the appeal shall be filed on Grievance Form B no later than ten (10) school days.
- b. The Superintendent of Schools shall act for the administration as Step Two of the grievance procedure. Within (10) school days after receipt of the written appeal for a hearing by the Superintendent of Schools, he or she shall meet with the Aggrieved Person for the purpose of hearing and resolving the grievance. A record of such hearing shall be kept by the Superintendent of Schools, and made available to the parties involved upon request. The Superintendent of Schools shall, within five (5) school days following the hearing, render a decision and reasons therefore, in writing on Grievance Form C, to the Aggrieved Person.

### STEP THREE

- a. If the Aggrieved Person is not satisfied with the disposition of the grievance at Step Two, or if no decision has been rendered within fifteen (15) school days after submission to the superintendent of schools, the Aggrieved Person may appeal the grievance to the Board of Education. In the case that no decision is rendered, the appeal shall be filed on Grievance Form C, no later than twenty (20) school days after submission of the grievance to the superintendent of schools.
- b. Within forty-five (45) school days after receiving the written appeal, the Board of Education, or a committee thereof, shall meet with the Aggrieved Person for the purpose of hearing and resolving the grievance. Within five (5) school days following the submission of the matter, the decision of the board of education shall be rendered in writing on Grievance Form D.

### 3. Level III

- a. If the Aggrieved Person chooses not to accept the decision of the board of education, the Aggrieved Person may, within five (5) school days of receipt of the decision, challenge the decision on Grievance Form D. The challenge shall be filed with the Superintendent of Schools.
- b. Within five (5) school days following receipt of the written challenge, the Board of Education and the aggrieved person shall select a fact-finding board, if appropriate, in the following manner: one member will be selected by the board of education; one member by the Aggrieved Person, and a third member selected by the two members so appointed. If the members appointed by each part fail to agree upon a third party within five (5) school days after their selection, they shall request the Nebraska Department of Education to submit a list of five (5) persons being qualified to serve as members of such board. Upon receipt of such list, the members selected by the parties shall alternately strike names until one name remains and the person not stricken shall become the third member. The Aggrieved Person shall strike the first name. Such fact-finding board shall hear and review the matters relating to the grievance and shall within fifteen (15) school days after the hearing, render a report of its decision. Such recommendations shall receive good faith consideration of the parties as a method of settling the dispute.
- c. The cost of fact-finding shall be shared equally by the board of education and the person grieved.

### D. Rights of the Aggrieved Representative

Any party of interest may be represented at all stages of the grievance procedure by a representative of his or her own choosing.

### E. General Provisions

1. If the written grievance is not filed within thirty (30) school days after the Aggrieved Person knew, or should have known, of the act or condition on which the grievance is based, then the grievance shall be waived.

2. A grievance may be withdrawn at any level with the Aggrieved Person retaining the right to refile, subject to the provision of paragraph 1 above.
3. No reprisals of any kind shall be taken by the board of education, by any member of the administration, or by the Aggrieved Person, against any party in interest, or any other participant in the grievance procedure by such reason of such participation.
4. The forms found in Reg-4195, Grievance Forms, shall be used for the processing of any grievance.
5. If, in the event the administration or the Board of Education shall fail to follow or meet the time limits set forth herein, the grievance shall automatically move to the next step.
6. In the event the Aggrieved Person shall fail to follow the agreed upon procedure, the grievance shall be waived.
7. An Aggrieved Person shall continue to follow administrative directives and policies, and continue to work under the direction of the superintendent of schools and other school administrators, regardless of the pendency of any grievance, until such grievance is properly determined.

***ARTICLE IX  
TEACHER IMPROVEMENT***

A standard evaluation form and procedure shall be used for the primary purpose of improvement of the instructional program of the district by providing the teacher with assistance in professional growth. Administration of this program is the responsibility of the Board of Education. Continuing input concerning the program from teachers and administrators will be solicited and seriously considered by the Board.

***ARTICLE X  
PERSONNEL FILE***

The Board and the Association recognize that it is the teacher's responsibility to review all material in their file. Although the Board agrees to protect the confidentiality of personal references, academic credentials and other personnel file items it shall not establish any separate personnel file which is not available for the teacher's inspection.

***ARTICLE XI  
PROFESSIONAL GROWTH***

Both parties to this contract recognize that statutory requirements for professional growth have been mandated and the Board has adopted standards in accordance with these requirements. The Board may from time to time make changes in said requirements in conformance with the statutes, but such changes shall not become effective until the school year following their adoption. The provisions of this article shall be included in Board policies

***ARTICLE XII***  
***SEPARABILITY***

If any provision of this agreement or any application of this agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

**ARTICLE XIII  
MISCELLANEOUS PROVISIONS**

1. Notice

Whenever any notice is required to be given by either of the parties to the other, pursuant to the provision(s) of this agreement, either party shall do so by letter.

a. If by Association, to Board Secretary at 320 North Fifth Street, Beatrice, Nebraska 68310.

b. If by Board, to Association at Association President's home address.

2. Witness

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed on the 15<sup>th</sup> day of January, 2024.

Beatrice Education Association

By Jennifer Montag  
President

By [Signature]  
Chief Negotiator

[Signature]  
President

Beatrice Board of Education

By [Signature]  
President

By Jarret A. Byard  
Chief Negotiator

Beatrice Public Schools - Salary Schedule, 2024-25

Step	BA00	BA09	BA18	BA27	BA36	MA00	MA09	MA18	MA27	MA45
1	1.00 38,475	1.04 40,014	1.08 41,553	1.12 43,092	1.16 44,631	1.20 46,170	1.24 47,709	1.28 49,248	1.32 50,787	1.36 52,326
2	1.05 40,399	1.09 41,938	1.13 43,477	1.17 45,016	1.21 46,555	1.25 48,094	1.29 49,633	1.33 51,172	1.37 52,711	1.41 54,250
3	1.10 42,323	1.14 43,862	1.18 45,401	1.22 46,940	1.26 48,479	1.30 50,018	1.34 51,557	1.38 53,096	1.42 54,635	1.46 56,174
4	1.15 44,246	1.19 45,785	1.23 47,324	1.27 48,863	1.31 50,402	1.35 51,941	1.39 53,480	1.43 55,019	1.47 56,558	1.51 58,097
5	1.20 46,170	1.24 47,709	1.28 49,248	1.32 50,787	1.36 52,326	1.40 53,865	1.44 55,404	1.48 56,943	1.52 58,482	1.56 60,021
6	1.25 48,094	1.29 49,633	1.33 51,172	1.37 52,711	1.41 54,250	1.45 55,789	1.49 57,328	1.53 58,867	1.57 60,406	1.61 61,945
7		1.34 51,557	1.38 53,096	1.42 54,635	1.46 56,174	1.50 57,713	1.54 59,252	1.58 60,791	1.62 62,330	1.66 63,869
8			1.43 55,019	1.47 56,558	1.51 58,097	1.55 59,636	1.59 61,175	1.63 62,714	1.67 64,253	1.71 65,792
9				1.52 58,482	1.56 60,021	1.60 61,560	1.64 63,099	1.68 64,638	1.72 66,177	1.76 67,716
10					1.61 61,945	1.65 63,484	1.69 65,023	1.73 66,562	1.77 68,101	1.81 69,640
11					1.66 63,869	1.70 65,408	1.74 66,947	1.78 68,486	1.82 70,025	1.86 71,564
12							1.79 68,870	1.83 70,409	1.87 71,948	1.91 73,487
13								1.88 72,333	1.92 73,872	1.96 75,411

**BEATRICE PUBLIC SCHOOLS**  
**Supplementary Salary Schedule No. 2**  
**Special Assignments for Extra Responsibilities**  
**\$38,475 base for 2024/25**

**CATEGORY I**

**CATEGORY II**

Building Technology Facilitators  
MS Student Council  
HS Student Council (if 1 representative move to Category III; 2 representatives- stay at Category II)  
Leadership (if 1 representative move to Category III; 2 representatives- stay at Category II)  
Asst. Summer Weightlifting  
E-Sports  
Unified Bowling

**CATEGORY III**

Academic Activities Facilitators  
Assistant Speech  
Assistant One Act Play  
Assistant Tennis  
Cheerleader Sponsor (Fall)  
Cheerleader Sponsor (Winter)  
Assistant Cheerleader/Dance Sponsor  
Dance Team  
Digital Video Board  
Drama  
One Act Play  
Gr. 7 Boys Basketball (2)  
Gr. 7 Girls Basketball (2)  
Gr. 7 Football (2)  
Gr. 7 Boys Track (2)  
Gr. 7 Girls Track (2)  
Gr. 7 Volleyball (2)  
Gr. 8 Boys Basketball (2)  
Gr. 8 Girls Basketball (2)  
Gr. 8 Football (2)  
Gr. 8 Boys Track (2)  
Gr. 8 Girls Track (2)  
Gr. 8 Volleyball (2)  
Gr. 7-8 Cross Country (2)  
Gr. 7-8 Wrestling (2)  
National Honors Society  
Summer Weightlifting

**CATEGORY IV**

Asst. Varsity Baseball  
Asst. Varsity Cross Country  
Asst. Varsity Boys Soccer  
Asst. Varsity Girls Soccer  
Asst. Varsity Softball

Gr. 9 Boys Basketball  
Gr. 9 Girls Basketball  
Gr. 9 Football  
Gr. 9 Volleyball  
Gr. 9 Wrestling  
MS Vocal  
Elem/MS Band & HS Asst. Band  
Head Varsity Boys Golf  
Head Varsity Boys Tennis  
Head Varsity Girls Golf  
Head Varsity Girls Tennis  
HS-Musical  
Yearbook

**CATEGORY V**

MS Athletic Director  
Head Varsity Diving  
Asst. Varsity Football  
Asst. Varsity Swimming  
Asst. Varsity Track  
Asst. Varsity Girls Volleyball  
Asst. Varsity Wrestling  
Speech  
Head Varsity Cross Country  
FFA

**CATEGORY VI**

Asst. Varsity Boys Basketball  
Asst. Varsity Girls Basketball  
HS Vocal Music  
Head Varsity Baseball  
Head Varsity Softball  
Head Varsity Boys Soccer  
Head Varsity Girls Soccer

**CATEGORY VII**

Band  
Head Varsity Swimming  
Head Varsity Track  
Head Boys Varsity Wrestling  
Head Girls Varsity Wrestling

**CATEGORY VIII**

Head Varsity Girls Basketball  
Head Varsity Boys Basketball  
Head Varsity Football  
Head Varsity Girls Volleyball

**BEATRICE PUBLIC SCHOOLS**  
**SUPPLEMENTAL SALARY SCHEDULE**  
**2024/25**

Category	LVL 1		LVL 2		LVL 3		LVL 4	
	1-2		3-4		5-6		7+	
1	1.00	385.00	2.00	770.00	3.00	1154.00		
2	2.75	1058.00	3.75	1443.00	4.75	1828.00	5.75	2212.00
3	5.50	2116.00	6.50	2501.00	7.50	2886.00	8.50	3270.00
4	8.25	3174.00	9.25	3559.00	10.25	3944.00	11.25	4328.00
5	10.00	3848.00	11.25	4328.00	12.50	4809.00	13.75	5290.00
6	11.75	4521.00	13.00	5002.00	14.25	5483.00	15.50	5964.00
7	13.50	5194.00	14.75	5675.00	16.00	6156.00	17.25	6637.00
8	14.25	5483.00	15.50	5964.00	16.75	6445.00	18.00	6926.00

Percentage is 1.00% of the base salary of current salary schedule each year for teaching duties. No head coach will receive less than their assistant.

Any newly created assignment will be categorized according to the degree of difficulty and its area of responsibility. No teacher shall be paid at any level other than the one actually applicable to the years spent in the particular area responsibility in this system.

Years of experience in a particular extra responsibility outside of this system will be considered in determining the appropriate level, provided however, that a teacher entering this system initially shall be established not to exceed Level 2, Year 4.



**BEATRICE PUBLIC SCHOOLS**  
**Supplementary Salary Schedule No. 2A**  
**Additional Assignments for Extra Responsibilities**  
**2024/25**

<b>Tier 1</b>	<b>Tier 2</b>	<b>Tier 3</b>	<b>Tier 4</b>
24 hours or less	25-74 hours	75-124 hours	125 or more hours
\$250	\$500	\$750	\$1000

**Assignments**

- Skills USA
- Power Drive
- Science Club
- Art Club
- Reading Classics Club (up to 6)
- E-Sports Assistant
- HS FBLA
- HS Key Club
- HS FCCLA
- HS Power Lifting
- HS Hope Squad Sponsor(s)
- MS Hope Squad Sponsors(s)
- HS Circle of Friends

Staff members will be required to log their hours on a form provided by the District. Failure to report hours by the due date will forfeit pay.

Schedule 2A will continue to be open for new applications (positions) per administrative recommendation.