

# **Negotiated Agreement**

**Entered Into  
by**

**Plainview Public Schools  
Board of Education**

**and**

**Plainview Professional Education Association**

**2018-2019 and 2019-2020**

## PREAMBLE

THIS AGREEMENT IS MADE AND ENTERED INTO THIS 14 day of December, 2017, by and between the Board of Education of the School District of Plainview in the county of Pierce in the State of Nebraska (hereinafter referred to as the "Board" or "District" as the context may require) and the Plainview Professional Education Association (hereinafter referred to as the "Association").

The terms of this agreement are for the 2018-2019 and 2019-2020 school years. For the 2018-2019 and 2019-2020 school year the district will again offer the BC/BS \$900 deductible health insurance plan, or the plan that is deemed equivalent to, or replaces, the BC/BS \$900 deductible plan.

## PROCEDURES FOR CONDUCTING NEGOTIATIONS

- A. Negotiations Team – Each negotiations team shall consist of one spokesperson. Each negotiating team may also elect to allow additional observers and consultants at any negotiating session.
- B. Opening Negotiations – The request of the Association to meet and confer, specifying the areas to be discussed for the next contractual year, shall be submitted in writing by the Association to the Superintendent of Schools and the President of the Board of Education on or before September 1 in any given school year. All specific initial proposals from the Association on items which the Board has agreed to negotiate on shall be submitted in detail in writing to the Board's negotiating team at the first formal negotiating session. The provisions of Nebraska State Law will prevail regarding the time elements which must be adhered to by both negotiating parties.
- C. Negotiations Procedure – Designated representative(s) of the Board shall meet at an agreed upon place and time with representatives of the Association for the purpose of effecting a free exchange of facts, opinions, proposals and counterproposals in an effort to reach an understanding and agreement. Following the initial meeting on any matter (to be set as described above), such additional meetings shall be held as the parties may require to reach an understanding on the issue(s) or until an impasse is reached. Meetings shall be held at a time other than the regular school day. Each negotiating team may request a caucus at any time during the negotiating session. No tape recorders are to be allowed and one set of mutual minutes signed by each spokesperson will be used as the official minutes. Robert's Rules of Order, Revised, will be the basis for conducting the negotiation meetings unless specific procedures to the contrary are outlined in this document.
- D. Attendance at Sessions – All negotiation sessions shall be considered to be executive sessions and shall be closed to the press and the public.

- E. Reaching Agreement – Tentative agreements reached by the negotiating teams shall be reduced to writing and submitted first to the Association for approval. Following approval by a majority of the Association membership, the agreement shall then be submitted to the Board. The Board will consider the agreement and the approval of it shall be valid and binding only if negotiations and/or litigations have been completed and no tentative agreement will be official or any item in effect unless and until the Board has ratified a complete agreement. Following Board approval such action as is necessary will be taken to effectuate the agreement.
- F. Resolving differences – The provisions of Nebraska State Law shall be followed in an attempt to resolve any differences which may result from negotiations. The Board and the Association will each pay fees and expenses for their fact-finding representative, and the fees and expenses for the third member of the fact-finding group shall be borne equally by the two parties.

**ARTICLE I**  
Recognition

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all teachers employed by the District.

Teacher shall mean all certificated teaching personnel employed by the district.

**ARTICLE II**  
Teacher Rights

- A. Nothing contained in this Agreement shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.
- B. The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Agreement.

**ARTICLE III**  
Grievance Procedure

- A. Definition of Terms:

Grievance: Any claim or claims by a teacher, a group of teachers, or the Association, hereafter referred to as the PPEA, that conditions exist which adversely affect terms and

conditions of employment or a claim that there has been a violation, misinterpretation, or misapplication of policy, regulations, or contract language.

Grievant: Teacher, group of teachers, or the PPEA making the claim as provided in the paragraph above. The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

B. Procedures:

Level 1: A teacher, group of teachers, or the PPEA who feel they have a grievance should first orally communicate with the administrator to whom they are directly responsible in an effort to resolve the problem. This oral communication must take place within 10 calendar days after the alleged grievance occurred.

Level 2: If the grievance has not been solved at Level 1, the teacher or group of teachers who are members of the PPEA shall set out their grievance in writing and report this alleged grievance to the Professional Rights and Responsibilities Committee of the PPEA and ask this committee to consider the merits of the alleged grievance. This request to the PR&R Committee shall be made within 15 calendar days after the alleged grievance occurred. This committee will meet and act upon such request within 10 calendar days after such action has been requested. If the PR & R Committee does not feel the complaint has merit, it shall indicate this to the complainants, who may continue to press their grievance through the remaining levels with or without the support of the PPEA. If the teacher or group of teachers are not members of the PPEA they may skip Level 2 and register their grievance directly in Level 3. A complete report of the attempts to settle the grievance at each level must be written out and signed by all parties involved and presented to the next level before the grievance will be considered at that level.

Level 3: If the PR&R committee feels that the grievance as presented to them has merit, and if the teacher, group of teachers, or the PPEA involved requests their participation and assistance, the PR&R Committee may make available the services of one of its members to appear with the grievant or grievants at each step in the grievance procedure. If a PR&R Committee member is to accompany the grievant or grievants, a written notification shall be given to the administrator involved. At least five calendar days prior to the conflicts, the administrator may have the option of selecting another member of the administrative staff to assist him at each level of the grievance procedure. The grievant or grievants shall, in 15 calendar days from the alleged grievance or the action by the PR&R Committee, whichever comes later, request a conference with his/her building administrator and shall submit the details of the alleged grievance in writing to his/her building administrator. A staff member who is not a member of the PPEA must submit his/her grievance in writing to the building administrator within 15 calendar days after the occurrence of the alleged grievance.

Level 4: If the grievance is not settled at Level 3 within 10 calendar days, the teacher, group of teachers, or the PPEA may submit a written request within 5 calendar days for a joint conference with the building administrator and the Superintendent of schools.

Level 5: If the grievance is not solved at Level 4 within 10 calendar days, the aggrieved teacher, group of teachers, or the PPEA may submit a written request within 5 calendar days to the Superintendent of schools for a meeting with the Board of Education to be held within 30 calendar days. Such a request will be granted if the teacher, a group of teachers, or the PPEA follow the steps outlined herein.

Level 6: The Board of Education will consider a grievance presented at the completion of Level 5 and the steps outlined herein and will render a decision within 30 calendar days. The decision by the Board of Education will be the final decision in the grievance procedure and will be binding on all parties.

#### **ARTICLE IV** Salary

A. Salary Schedule

The salary of each teacher covered by this agreement shall be determined by the salary schedule. Teachers shall be paid monthly, in twelve equal installments on the twentieth (20<sup>th</sup>) of the month utilizing the direct deposit system. First year teachers may have the option to be paid on a 13-month basis starting with the August 20<sup>th</sup> payroll of their hire year being the first of 13 equal installments.

B. Initial Placement

When hired, teachers shall be credited with all years teaching experience and placed on the schedule according to their degree level. Teachers having one, two or three years of teaching experience at the time they are hired by the Plainview Public School will be placed on Step 3 of the salary schedule.

C. Base Salary

The base salary shall be \$35,375 for the 2018-2019 calendar year and \$36,375 for the 2019-2020 calendar year. If the group health insurance premium increase for the 2019-2020 year is greater than 7%, the base salary for the 2019-2020 year will be \$36,275.

D. Horizontal Movement

Only teachers compensated on the BA+36 or BA+45 lane during the 1989-1990 school year will be eligible to be paid on the BA+45 lane for 1990-1991 and years thereafter. Only teachers compensated on the (BA+36)/MA column during the 2007-2008 school year will be eligible for continued compensation in this column during the 2008-2009 school year and thereafter. Beginning in 2008-2009, teachers receiving 36 hours beyond their BA will be paid in the BA+36 column (column 5). Teachers receiving additional college credit to be applied toward an increase in salary must present written proof of the credits earned to the Superintendent on or before August 20<sup>th</sup> of the contract year to receive an adjustment in the current contract. All hours beyond the Bachelor's degree are subject to Board Policy #407.02.

Graduate hours accepted for advancement to the MA+27 column must follow Board Policy #407.02. All hours applied to the MA+27 column must be approved by the administration prior to the time the hours are taken.

Graduate hours accepted for advancement to the MA+36 column must follow Board Policy #407.02. All hours applied to the MA+36 column must be in a second masters program and approved in advance by the administration, or be in an area specifically requested by the administration.

E. Vertical Movement

Teachers shall be placed on the proper vertical step in accordance with their experience in the district plus credited prior teaching experience. Teachers initially placed on Step 3 of the salary schedule, based upon their prior teaching experience, will be frozen on Step 3 until they have completed their third year of teaching, at which time they will be granted normal vertical movement in relation to their experience.

F. Extra Duty

Where a contractual agreement has been reached between an individual teacher and the district relating to the performance of extra curricular duties, the salary shall be in accordance with the provisions of the extra duty/extra curricular salary schedule.

G. Extended Contracts

Where a contractual agreement has been reached between an individual teacher and the district relating to employment beyond the annual employment periods the salary for that extended contract shall be a prorate extension of that teacher's daily rate of pay for the annual employment period, 1/185<sup>th</sup> of teacher's salary.

H. Class Cover Substitute

Compensation for class cover as a substitute will be made at the rate of \$40 per class or the prorated equivalent if not a full class period. The superintendent will determine which situations qualify for extra pay and compensation forms will be filled out prior to covering a class and signed by teacher and administrator at the time of the request. The principal will prepare this paperwork.

I. Pay for Teaching College Credit Classes

Teachers will be paid \$500 for each college credit class they teach in which there are at least four (4) students enrolled in the college credit class. The four students may be Plainview students and/or students attending school in another district but taking the class through distance learning. In the event the class is taught as a distance learning class, the teacher will be paid both the \$500 for teaching a college credit class and the money they would receive according to the extra duty schedule for teaching a distance learning class.

J. Pay for Activity Events

The amount of pay for each activity event worked will be \$25 per contest; referees will receive \$30 per game. A contest is defined as an event consisting of two games (i.e. two JV basketball games followed by two varsity games would be considered two separate contests).

K. Early Retirement Incentive Pay

The purpose of this early retirement incentive is for the employee and the district to receive a financial benefit when someone takes early retirement. A current certificated employee must be at least 55 years old and have spent fifteen years of employment with the Plainview School District. Part-time employees will have their benefit prorated on the basis of their contractual work time. An eligible employee who elects this option must notify the superintendent in writing on or before February 1<sup>st</sup> of the year he/she will retire by August 31. An eligible employee will receive a benefit of \$7,000 per year for a maximum of five (5) years. The benefit will cease when the employee is eligible for full social security benefits. Payments will begin in January the year following retirement and continue for five years or until the person reaches full social security age. The \$7,000 will be paid on January 20. The appropriate state and federal taxes will be withheld from these payments.

**REQUEST FOR EARLY RETIREMENT INCENTIVE PAY**

To: Plainview Public Schools

I hereby give notice of my intent to retire at the end of this contract year (on or before August 31). I am applying for benefits under the early retirement incentive policy. I am currently employed by Plainview Public Schools and my birth date is \_\_\_\_\_.

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Address: \_\_\_\_\_

You are eligible and approved to receive the following payment(s):

\_\_\_\_\_

Date: \_\_\_\_\_

Superintendent: \_\_\_\_\_

CAF



**ARTICLE V**  
Insurance and Annuities

A. Health Insurance

The Board shall provide all certificated teacher employees with full family health and single dental insurance coverage in accordance with their appropriate Tier under the Educators Health Alliance (BC/BS) program. Participation will be in the \$900 deductible plan. Employees contracted from .4 - .99 FTE will receive a prorated amount.

Qualified individuals electing not to participate in the employer's health insurance plan will receive 30% per month in salary compensation of the total monthly family health and single dental premium, or an amount prorated according to their FTE. This is provided that a teacher shall not be permitted to decline School District provided group health and single dental insurance unless said teacher has filed with the business office on the form provided by the School District an agreement providing (1) for an individual disclaimer which certifies that said teacher is covered by alternate health insurance coverage which provides at least "Bronze Level" health insurance coverage as defined under the Patient Protection and Affordable Care Act (PPACA); and, (2) that should the employee fail to obtain and maintain health insurance coverage as required herein at any time during the term of the Negotiated Agreement, the teacher shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a cash stipend, and shall be required to enroll Employee "self-only" under the School District's group health insurance coverage during the open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years.

The cash insurance payment shall be subject to FICA taxes and federal and state income tax, but is a fringe benefit and shall therefore not be subject to the Nebraska Public Employee Retirement System deduction/payment.

If BC/BS does not offer a \$900 deductible plan, the district will pay for the substitute plan.

B. Disability Insurance

All employees must purchase their own disability insurance through a provider selected by the district. Payments will be made through monthly payroll deductions. To offset these costs, the district will provide \$275 for the 2018-2019 and 2019-2020 school years to be deposited into each employee's Section 125 account. Part-time employees will receive a pro-rata amount.

C. IRS 125 Plan

Each teacher covered by this agreement shall have the option of participating in an IRS Section 125 Flexible Benefit Plan. The administration and participation costs of this benefit shall be paid by the Board of Education. This fund will be administered according to the law. All payroll deductions will be deposited into the proper bank account in a timely fashion.

**ARTICLE VI**  
Terms of Employment

A. Teacher's Contract

Upon initial employment, the teaching contract issued to employees subject to this Agreement shall be on a contract form recommended by the Commissioner of Education. The length of the contract shall be 185 days.

B. Release from Contract

Teachers who wish to be released from their contract shall be released upon written request filed with the Superintendent of Schools. All resignations will be presented to the Board for final acceptance or rejection.

C. Part-Time

Part-time and job-sharing employees will receive a salary and fringe benefits as provided for elsewhere in this agreement. Salary Schedule advancement for experience shall be credited at the rate of one year of experience for each year of employment.

D. Normal Work Day

The normal work day for bargaining unit teachers shall be 8 hours.

E. Reduction in Force

When the Board of Education deems that budget considerations, declining enrollment, or reduction or discontinuation of a particular service requires a reduction or in the number of teachers or administrators to be employed at the beginning of the following year, the Board may amend/terminate the contract of an employee at the close of the school year provided that the following provisions shall apply:

1. On or before March 15 of any school year the Superintendent shall recommend to the Board of Education those grades, areas, or programs where fewer employees are needed or where programs should be discontinued.
2. The school district shall attempt to absorb reductions in a building, department, or program through normal attrition due to resignations, retirement, leaves of absence and/or alternate assignments.
3. No probationary teacher will be retained to render service which a tenured teacher is qualified by reason of certification and endorsement to perform.
4. When tenured teachers are considered for reduction the following criteria will be applied to determine which teacher will be considered for reduction. Each employee will be given an accumulative point total based upon the points and categories listed below. Points are to be figured on a yearly basis, not accumulated over time with the exception of "c. Length of Service" which accumulates up to a total of fifteen points. That employee with the smallest point total will be reduced first.
  - a. Special Training/Skills/Endorsements: (15 points maximum)
    1. Additional Endorsements 1-4 points
    2. Additional course work in teaching area 1-4 points
    3. Special workshops that enhance teaching 1-4 points
    4. Strength of program in place, e.g. drama, music, gifted, etc.-1-4 points
  - b. Contributions to the extracurricular program: (15 points maximum)
    1. Head Coach (all sports) 5 points each
    2. Assistant Coaches, Speech, Summer Music, Summer guidance 4 points each
    3. Jr. High Coaches, Dance, One Acts, Athletic Director, Vocal & Instrumental Music 3 points each
    4. TeamMates Local Coordinator 1 point each
    5. All other positions on extracurricular schedule 2 points each
  - c. Length of Service in District: (15 points maximum)
 

One point for each year as a full time teacher in district. Part-time teaching will be prorated accordingly.
5. Any employee who is to be terminated to effect a reduction in force shall have the rights for notification and hearing as provided in Nebraska statutes. Any employee so terminated shall be considered to have been dismissed with honor and shall,

upon request, be provided a letter to that effect. The terminated teacher will also have 24 month recall rights as provided in statute.

6. An employee under contract with another school district may waive recall but such waiver shall not deprive the employee of his or her right to subsequent recall.
7. If the reduction of an employee, based upon the provisions of this policy, would place the district in non-compliance of any federal or state law or regulations requiring affirmative action employment practices, the district may vary from these provisions as necessary to comply with such laws or regulations.
8. The Board of Education will not change this policy without consulting the PPEA.

## ARTICLE VII

### Leaves

#### Sick Leave

At the beginning of each school year each teacher shall be credited with nine (9) days paid ~~discretionary~~ sick leave allowance to be used for personal or family illness. The unused portion of sick leave allowance shall be accumulated from year to year up to 45 days. Family is defined as siblings, children and parents of the staff member or his/her spouse.

Staff in need of additional sick days may borrow up to four days from the next school year. If the employee leaves the district while still owing sick leave days, the staff member's salary shall be reduced by 185<sup>th</sup> of their total salary for each day borrowed. The employee may elect to have this amount deducted in one lump sum or divided between all remaining paychecks.

Sick Day balances in excess of 45 days at the end of a school year will be paid out at the rate of \$20/day back down to 45 days for employees in their first 10 years of service to the district. The payback rate will be \$30/day for employees over 10 years of service to the district.

When a certificated employee leaves the district, and is no longer under contract with the district, they will be reimbursed \$10 for each day of accumulated sick leave, if and only if, they have at least 45 days of accumulated sick leave remaining at the end of their contract obligations.

### Bereavement Leave

Bereavement leave will be 2 per occurrence. If more time is needed for immediate family or travel time, it will be at the administrator's discretion.

### Personal Leave

Each teacher is granted 2 (two) days of paid personal leave each year. Any teacher having two days unused at year's end, will be allowed three (3) days personal leave the following year. Personal Leave, unpaid to extend Easter, Thanksgiving, Christmas, or summer vacation, will have a payroll deduction equal to their daily per diem rate on salary plus the district's sub pay rate. Any personal leave requested during the month of May will only be granted, with reason, at the discretion of the administration. Personal leave requests are to be in 48 hours prior to the requested leave date, except in cases of emergency, and the administration may choose not to allow more than three (3) teachers personal leave on any given day.

### Professional Leave

Each staff member is granted two (2) days of professional leave per year not to accumulate from year to year. The granting of professional leave is subject to administrative approval.

### Jury Duty Leave

When a staff member is ordered to report for jury duty, full salary will be granted to said staff member. The compensation a staff member receives shall be reimbursed to the school except expense reimbursement.

## **ARTICLE VIII** **Personnel File**

### **A. File**

Any teacher shall have the right, upon request, to review the contents of their personnel file(s) and to receive copies at Board expense of any documents contained therein.

B. Derogatory Material

No material derogatory to a teacher's conduct, service, character, performance or personality shall be placed in the teacher's personnel file unless the teacher has been provided a copy and had prior opportunity to review the material. The teacher shall acknowledge that they had the opportunity to review such material by affixing their signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and their answer shall be reviewed by the superintendent or the superintendent's designee and attached to the file copy.

C. No Separate Files

Although the Board agrees to protect the confidentiality of personal reference, academic credentials and other similar personnel records, it shall not establish any separate personnel file(s) that is not available for the teacher's inspection.

**ARTICLE IX**

Duration of Agreement

This contract shall be effective at the beginning of the 2018-2019 school year and shall continue in effect until a substitute contract is adopted.

**ARTICLE X**

Document Authorization

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed hereon, all on this day and year \_\_\_\_\_.

Plainview Public Education Assn  
Association

Michelle L. Moul  
Its President  
Chris H. H.  
Its Chief Negotiator

Plainview Public Schools #5  
Board of Education

Michael Jansen  
Its President  
Dicki K. Peterson  
Its Chief Negotiator

## Plainview Public Schools

### 2018-2019 Salary Schedule

Step	BA	BA+9	BA+18	BA+27	BA+36	(BA+36)	(BA+45)	MA+18	MA+27	MA+36
						MA	MA+9			
1	\$35,375	\$36,878	\$38,382	\$39,885	\$41,389	\$42,892	\$44,396	\$45,899	\$47,403	\$48,906
	1.0000	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825
2	\$36,878	\$38,382	\$39,885	\$41,389	\$42,892	\$44,396	\$45,899	\$47,403	\$48,906	\$50,409
	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250
3	\$38,382	\$39,885	\$41,389	\$42,892	\$44,396	\$45,899	\$47,403	\$48,906	\$50,409	\$51,913
	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675
4	\$39,885	\$41,389	\$42,892	\$44,396	\$45,899	\$47,403	\$48,906	\$50,409	\$51,913	\$53,416
	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675	1.5100
5	\$41,389	\$42,892	\$44,396	\$45,899	\$47,403	\$48,906	\$50,409	\$51,913	\$53,416	\$54,920
	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675	1.5100	1.5525
6	\$42,892	\$44,396	\$45,899	\$47,403	\$48,906	\$50,409	\$51,913	\$53,416	\$54,920	\$56,423
	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675	1.5100	1.5525	1.5950
7		\$45,899	\$47,403	\$48,906	\$50,409	\$51,913	\$53,416	\$54,920	\$56,423	\$57,927
		1.2975	1.3400	1.3825	1.4250	1.4675	1.5100	1.5525	1.5950	1.6375
8			\$48,906	\$50,409	\$51,913	\$53,416	\$54,920	\$56,423	\$57,927	\$59,430
			1.3825	1.4250	1.4675	1.5100	1.5525	1.5950	1.6375	1.6800
9				\$51,913	\$53,416	\$54,920	\$56,423	\$57,927	\$59,430	\$60,933
				1.4675	1.5100	1.5525	1.5950	1.6375	1.6800	1.7225
10				\$53,416	\$54,920	\$56,423	\$57,927	\$59,430	\$60,933	\$62,437
				1.5100	1.5525	1.5950	1.6375	1.6800	1.7225	1.765
11						\$57,927	\$59,430	\$60,933	\$62,437	\$63,940
						1.6375	1.6800	1.7225	1.765	1.8075
12						\$59,430	\$60,933	\$62,437	\$63,940	\$65,444
						1.6800	1.7225	1.765	1.8075	1.8500
13						\$60,933	\$62,437	\$63,940	\$65,444	\$66,947
						1.7225	1.765	1.8075	1.8500	1.8925
14							\$63,940	\$65,444	\$66,947	\$68,451
							1.8075	1.8500	1.8925	1.9350
15								\$66,947	\$68,451	\$69,954
								1.8925	1.9350	1.9775

**Plainview Public Schools  
2019-2020 Salary Schedule**

Step	BA	BA+9	BA+18	BA+27	BA+36	(BA+36)	(BA+45)	MA+18	MA+27	MA+36
						MA	MA+9			
1	\$36,375	\$37,921	\$39,467	\$41,013	\$42,559	\$44,105	\$45,651	\$47,197	\$48,743	\$50,288
	1.0000	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825
2	\$37,921	\$39,467	\$41,013	\$42,559	\$44,105	\$45,651	\$47,197	\$48,743	\$50,288	\$51,834
	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250
3	\$39,467	\$41,013	\$42,559	\$44,105	\$45,651	\$47,197	\$48,743	\$50,288	\$51,834	\$53,380
	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675
4	\$41,013	\$42,559	\$44,105	\$45,651	\$47,197	\$48,743	\$50,288	\$51,834	\$53,380	\$54,926
	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675	1.5100
5	\$42,559	\$44,105	\$45,651	\$47,197	\$48,743	\$50,288	\$51,834	\$53,380	\$54,926	\$56,472
	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675	1.5100	1.5525
6	\$44,105	\$45,651	\$47,197	\$48,743	\$50,288	\$51,834	\$53,380	\$54,926	\$56,472	\$58,018
	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675	1.5100	1.5525	1.5950
7		\$47,197	\$48,743	\$50,288	\$51,834	\$53,380	\$54,926	\$56,472	\$58,018	\$59,564
		1.2975	1.3400	1.3825	1.4250	1.4675	1.5100	1.5525	1.5950	1.6375
8			\$50,288	\$51,834	\$53,380	\$54,926	\$56,472	\$58,018	\$59,564	\$61,110
			1.3825	1.4250	1.4675	1.5100	1.5525	1.5950	1.6375	1.6800
9				\$53,380	\$54,926	\$56,472	\$58,018	\$59,564	\$61,110	\$62,656
				1.4675	1.5100	1.5525	1.5950	1.6375	1.6800	1.7225
10				\$54,926	\$56,472	\$58,018	\$59,564	\$61,110	\$62,656	\$64,202
				1.5100	1.5525	1.5950	1.6375	1.6800	1.7225	1.765
11						\$59,564	\$61,110	\$62,656	\$64,202	\$65,748
						1.6375	1.6800	1.7225	1.765	1.8075
12						\$61,110	\$62,656	\$64,202	\$65,748	\$67,294
						1.6800	1.7225	1.765	1.8075	1.8500
13						\$62,656	\$64,202	\$65,748	\$67,294	\$68,840
						1.7225	1.765	1.8075	1.8500	1.8925
14							\$65,748	\$67,294	\$68,840	\$70,386
							1.8075	1.8500	1.8925	1.9350
15								\$68,840	\$70,386	\$71,932
								1.8925	1.9350	1.9775



## Plainview Public Schools

2019-2020 Salary Schedule (if EHA rates increase is higher than 7%)

Step	BA	BA+9	BA+18	BA+27	BA+36	(BA+36)	(BA+45)	MA+18	MA+27	MA+36
						MA	MA+9			
1	\$36,275	\$37,817	\$39,358	\$40,900	\$42,442	\$43,983	\$45,525	\$47,067	\$48,609	\$50,150
	1.0000	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825
2	\$37,817	\$39,358	\$40,900	\$42,442	\$43,983	\$45,525	\$47,067	\$48,609	\$50,150	\$51,692
	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250
3	\$39,358	\$40,900	\$42,442	\$43,983	\$45,525	\$47,067	\$48,609	\$50,150	\$51,692	\$53,234
	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675
4	\$40,900	\$42,442	\$43,983	\$45,525	\$47,067	\$48,609	\$50,150	\$51,692	\$53,234	\$54,775
	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675	1.5100
5	\$42,442	\$43,983	\$45,525	\$47,067	\$48,609	\$50,150	\$51,692	\$53,234	\$54,775	\$56,317
	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675	1.5100	1.5525
6	\$43,983	\$45,525	\$47,067	\$48,609	\$50,150	\$51,692	\$53,234	\$54,775	\$56,317	\$57,859
	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675	1.5100	1.5525	1.5950
7		\$47,067	\$48,609	\$50,150	\$51,692	\$53,234	\$54,775	\$56,317	\$57,859	\$59,400
		1.2975	1.3400	1.3825	1.4250	1.4675	1.5100	1.5525	1.5950	1.6375
8			\$50,150	\$51,692	\$53,234	\$54,775	\$56,317	\$57,859	\$59,400	\$60,942
			1.3825	1.4250	1.4675	1.5100	1.5525	1.5950	1.6375	1.6800
9				\$53,234	\$54,775	\$56,317	\$57,859	\$59,400	\$60,942	\$62,484
				1.4675	1.5100	1.5525	1.5950	1.6375	1.6800	1.7225
10				\$54,775	\$56,317	\$57,859	\$59,400	\$60,942	\$62,484	\$64,025
				1.5100	1.5525	1.5950	1.6375	1.6800	1.7225	1.765
11						\$59,400	\$60,942	\$62,484	\$64,025	\$65,567
						1.6375	1.6800	1.7225	1.765	1.8075
12						\$60,942	\$62,484	\$64,025	\$65,567	\$67,109
						1.6800	1.7225	1.765	1.8075	1.8500
13						\$62,484	\$64,025	\$65,567	\$67,109	\$68,650
						1.7225	1.765	1.8075	1.8500	1.8925
14							\$65,567	\$67,109	\$68,650	\$70,192
							1.8075	1.8500	1.8925	1.9350
15								\$68,650	\$70,192	\$71,734
								1.8925	1.9350	1.9775

## PLAINVIEW PUBLIC SCHOOL

EXTRA DUTY SALARY SCHEDULE FOR 2018-2019 (\$35,375) AND 2019-2020 (\$36,375 or \$36,275)

ALL NUMBERS REPRESENT A PERCENTAGE OF THE BASE

YEAR	A	B	C	D	E	F	G	H
1	11.000	9.350	7.150	6.050	3.850	2.750	1.650	1.100
2	11.500	9.775	7.475	6.325	4.025	2.875	1.725	1.150
3	12.000	10.200	7.800	6.600	4.200	3.000	1.800	1.200
4	12.500	10.625	8.125	6.875	4.375	3.125	1.875	1.250
5	13.000	11.050	8.450	7.150	4.550	3.250	1.950	1.300
6	13.500	11.475	8.775	7.425	4.725	3.375	2.025	1.350
7	14.000	11.900	9.100	7.700	4.900	3.500	2.100	1.400
8	14.500	12.325	9.425	7.975	5.075	3.625	2.175	1.450
	Varsity FB, WR	Varsity Track	Asst. FB, WR	Asst. TR, Golf	Inst. Music	Vocal Music	SAT/RTI	Sr./Jr Sponsor
	Varsity BB, VB	Varsity C.C.	Asst. BB, VB	Summer Guid.	Asst. Speech	Yearbook (Class)	Chair (2)	Student Council
	*Activity Directc	Varsity Golf	FFA, FCCLA		Elem. Extra	Dance Team	Teach over DL	Nat'l Honor Soc.
	(not during day)		Speech		Jr. High Coaches	*A.D. during		Sr. Slideshow
			One Act		9th BB	day and summer		
			Yearbook		SPED Coord.			
			(not a class)					

1. Golf coaches are required to purchase their own membership to the Plainview Country Club.

2. Referees will receive \$30/game and other workers will be paid \$25/game.

3. Advantage \$20/session.

4. Summer Weights \$10.30/hr.

5. Advantage Coordinator \$309/yr.

6. Summer School \$20.60/hr.

7. Summer Reading \$20.60/hr.

8. Walking Club \$10.30/hr.

*All hourly and flat-rate compensated duties performed by certificated personnel will receive a raise each year commensurate with the salary base increase.*

*The parties have agreed to all other terms of the 2018-2019/2019-2020 negotiated agreement. To facilitate a close of negotiations and finalize the agreement,*

*the parties agree that compensation for the position of Athletic Director may be negotiated later by the parties if there is a personnel change in the position.*

*Negotiations over the compensation for the position will be the only item to be negotiated after PPEA and BOE agree to the current terms for the*

*2018-2019/2019-2020 agreement, and it will not reopen negotiations on any other subject.*

*\*The placement/compensation for this position will be reconsidered when there is a change in non-administrative personnel fulfilling these duties.*