

Summary of 2008-2010 Professional Agreement Changes

It was decided through the negotiations process that the Professional Agreement will no longer be printed and sent to all certificated employees. Instead, the Agreement is posted on the LPS web site (click the Human Resources tab and then click Handbooks/Agreements) and a summary of the changes will be sent to employees.

The major changes in the Agreement are:

- The total package increases are 4.5% for 2008-09 and 4.0% in 2009-2010. The package increases include all district costs for salaries; health insurance; extra standard pay; and Social Security and retirement. The salary schedules for 2008-2009 and 2009-2010 are attached.
- The district health insurance contribution to employee-only coverage (formerly called single coverage) was increased so the employee contribution remained at the 2007-08 level. The district contribution for this coverage will increase in 2009-2010 to once again hold the employee harmless from the anticipated premium increase.

The district contributions for the other three rate tiers (employee + spouse, employee + child(ren), and employee + spouse + child(ren)) were set at 60% of the total premium. The 2009-2010 district contributions were set at 65% of the anticipated premiums.

If a certificated employee takes employee+spouse+child(ren) coverage and his/her spouse is an LPS employee who is eligible for district EHA health insurance but who is not taking EHA health insurance, there is an additional district contribution of \$370 per month in 2008-2009 and \$345 per month in 2009-2010. This added contribution is intended to decrease the cost of the employee + spouse + child(ren) coverage to the cost of two employee-only coverages. The added contribution is able to decrease during the 2009-2010 school year due to the increase in the district contribution toward the employee+spouse+child(ren) coverage

Within the cost computations, we estimated an 8% premium increase for the 2009-2010 school year. Since the district's contributions are fixed, the employees' actual contributions for 2009-2010 will be unknown until the actual rates are released next spring.

- Due to changes in federal regulations, alterations were made in the notification deadline necessary for employees to receive their three summer pay checks at the end of June. To exercise this accelerated payment option, a proper written election form must be filed and received by the Payroll Department by July 15th prior to the school year to which the election applies or prior to the first workday of the employees employed after July 15th. The election will remain in effect indefinitely as long as the employee is employed and this election is available to the employee group. The employee may revoke the election effective for a future school year so long as such

revocation is received by the Payroll Office, Box 32, LPSDO on or before July 15th of the school year for which the revocation relates.

- Section 5-2 was altered with the underlined addition - “Employees are not required to notify the school district of outside employment, unless the teacher is also employed by another Nebraska school district or other employer which is under the Nebraska School Employees’ Retirement System.” This addition was necessary to comply with the state statutes concerning teacher retirement.

During the next two years, there will a study of various salary schedules and their long-term effects on teacher salaries.

This fall we discovered that a clause within the Agreement needed to be amended. Currently, the Agreement states that all certificated employees eligible for long term disability (LTD) insurance who were not under an LPS continuing contract during the 2005-2006 school year are required to take LTD insurance. Some employees who retired early and then returned to work were concerned because they are required to take the LTD insurance but any benefit they would receive if they became disabled would be decreased by any payments from disability or retirement benefits under Social Security or benefits through the Nebraska Public Employees Retirement System or other retirement system for school employees. Thus, these employees could have their disability benefit severely decreased.

In order to correct this situation, a memorandum of understanding was agreed upon. Effective November 1, 2008, employees who can prove that they are receiving disability or retirement benefits under Social Security or receiving benefits through the Nebraska Public Employees Retirement System or other retirement system for school employees may opt out of the long term disability insurance regardless of their contractual relationship with the District during the 2005-06 school year.

Employees who wish to opt out of the LTD insurance based upon the new language should contact Kyla Jensby (ext. 1593).

**Lincoln Public Schools
2008-2009 Certificated Employee Salary Schedule**

Step	BA	BA+18	BA+36	MA	MA+18	MA+36	Ph.D.
1	34,908	36,213	36,996	36,996	38,040	39,345	41,433
2	35,408	36,713	37,496	37,496	38,540	39,845	41,933
3	35,933	37,238	38,021	38,021	39,065	40,370	42,458
4	36,458	37,763	38,546	38,546	39,590	40,895	42,983
5	37,527	39,093	40,138	40,138	41,181	42,487	44,574
6	38,596	40,423	41,728	41,728	42,773	44,077	46,165
7	39,665	41,753	43,319	43,319	44,363	45,668	47,757
8	40,734	42,823	44,911	44,911	45,954	46,998	49,347
9	41,803	43,891	46,501	46,501	47,546	48,589	50,938
10	42,873	44,961	48,353	48,353	49,136	50,181	52,530
11		46,029	49,422	49,422	50,727	51,771	54,120
12			51,013	51,013	52,580	53,362	55,711
13			52,605	52,605	53,909	55,215	57,303
14			54,195	54,195	55,501	56,544	58,893
15			55,786	55,786	57,092	58,136	60,485
16			57,117	57,117	58,421	59,466	61,815
17			58,446	58,446	59,752	60,796	62,884
18			59,483	59,483	60,788	61,832	63,920
19			60,271	60,271	61,577	62,620	64,708
20			61,060	61,060	62,365	63,409	65,497
21			62,096	62,096	63,401	64,445	66,533
22			62,829	62,829	64,134	65,178	67,266
23			63,511	63,511	64,816	65,860	67,948
24			64,244	64,244	65,549	66,593	68,681
25			64,978	64,978	66,284	67,327	69,415
26			65,701	65,701	67,006	68,050	70,138

Notes: 1. Continuing employees will move one vertical step where possible for 2008-09.

Monthly District Health Insurance Contribution	
Employee Only	\$408.33
Employee + Child	\$509.95
Employee + Spouse	\$577.18
Empl+Spouse+Child	\$737.60

If a certificated employee takes Employee + Spouse + Child(ren) coverage and his/her spouse is an LPS employee who is eligible for district EHA health insurance but who is not taking EHA health insurance, there is an additional district contribution of \$370 per month in 2008-2009.

Extra Standard/Other Assigned Duties	
Extra Standard Point Value	4.45
Intramurals (Hourly)	9.13
Workshop Participant (Hourly)	23.69
Workshop Leader (Hourly)	35.56
Team Leader (Annual)	5,260
Coordinator (Annual)	10,518
Psychological Stipend (Annual)	5,265
Optional Period (Annual)	5,302

**Lincoln Public Schools
2009-2010 Certificated Employee Salary Schedule**

Step	BA	BA+18	BA+36	MA	MA+18	MA+36	Ph.D.
1	36,008	37,313	38,096	38,096	39,140	40,445	42,533
2	36,498	37,803	38,586	38,586	39,630	40,935	43,023
3	37,023	38,328	39,111	39,111	40,155	41,460	43,548
4	37,573	38,878	39,661	39,661	40,705	42,010	44,098
5	38,123	39,428	40,211	40,211	41,255	42,560	44,648
6	39,217	40,783	41,828	41,828	42,871	44,177	46,264
7	40,311	42,138	43,443	43,443	44,488	45,792	47,880
8	41,405	43,493	45,059	45,059	46,103	47,408	49,497
9	42,499	44,588	46,676	46,676	47,719	48,763	51,112
10	43,593	45,681	48,291	48,291	49,336	50,379	52,728
11		46,776	50,168	50,168	50,951	51,996	54,345
12			51,262	51,262	52,567	53,611	55,960
13			52,878	52,878	54,445	55,227	57,576
14			54,495	54,495	55,799	57,105	59,193
15			56,110	56,110	57,416	58,459	60,808
16			57,726	57,726	59,032	60,076	62,425
17			59,082	59,082	60,386	61,431	63,780
18			60,436	60,436	61,742	62,786	64,874
19			61,498	61,498	62,803	63,847	65,935
20			62,311	62,311	63,617	64,660	66,748
21			63,125	63,125	64,430	65,474	67,562
22			64,186	64,186	65,491	66,535	68,623
23			64,944	64,944	66,249	67,293	69,381
24			65,651	65,651	66,956	68,000	70,088
25			66,409	66,409	67,714	68,758	70,846
26			67,168	67,168	68,474	69,517	71,605
27			67,916	67,916	69,221	70,265	72,353

Notes: 1. Continuing employees will move one vertical step where possible for 2009-10.

Monthly District Health Insurance Contribution	
Employee Only	\$445.84
Employee + Child	\$596.64
Employee + Spouse	\$675.30
Empl+Spouse+Child	\$862.99

If a certificated employee takes Employee + Spouse + Child(ren) coverage and his/her spouse is an LPS employee who is eligible for district EHA health insurance but who is not taking EHA health insurance, there is an additional district contribution of \$345 per month in 2009-2010.

Extra Standard/Other Assigned Duties	
Extra Standard Point Value	4.54
Intramurals (Hourly)	9.31
Workshop Participant (Hourly)	24.17
Workshop Leader (Hourly)	36.27
Team Leader (Annual)	5,365
Coordinator (Annual)	10,729
Psychological Stipend (Annual)	5,371
Optional Period (Annual)	5,408