



**DISCOVER
GREATNESS**

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www.plcschools.org/Apply



PLCS:

A Great Place to Live and Work

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.

Discover the Greatness in Papillion La Vista Community Schools!

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.

16
ELEMENTARY
SCHOOLS

3
MIDDLE
SCHOOLS

2
HIGH
SCHOOLS

1
ALTERNATIVE
PROGRAM

9
BUILDINGS
WITH
PRESCHOOL
PROGRAMS



2024-2025 PLCS Data

ENROLLMENT

12,069

GRADUATION
RATE

96.48%

FREE AND
REDUCED

30.43%

STUDENT
MINORITY

29.33%

STUDENTS IN
MILITARY FAMILIES

8%

EMPLOYEES

1,729

AVERAGE YEARS OF
TEACHING EXPERIENCE

14

TEACHERS WITH
MASTERS DEGREES

71%

AVERAGE CLASS SIZES

19.59

ELEMENTARY

20.85

MIDDLE

24.07

HIGH

Contact HR:

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Dr. Andrew Bell

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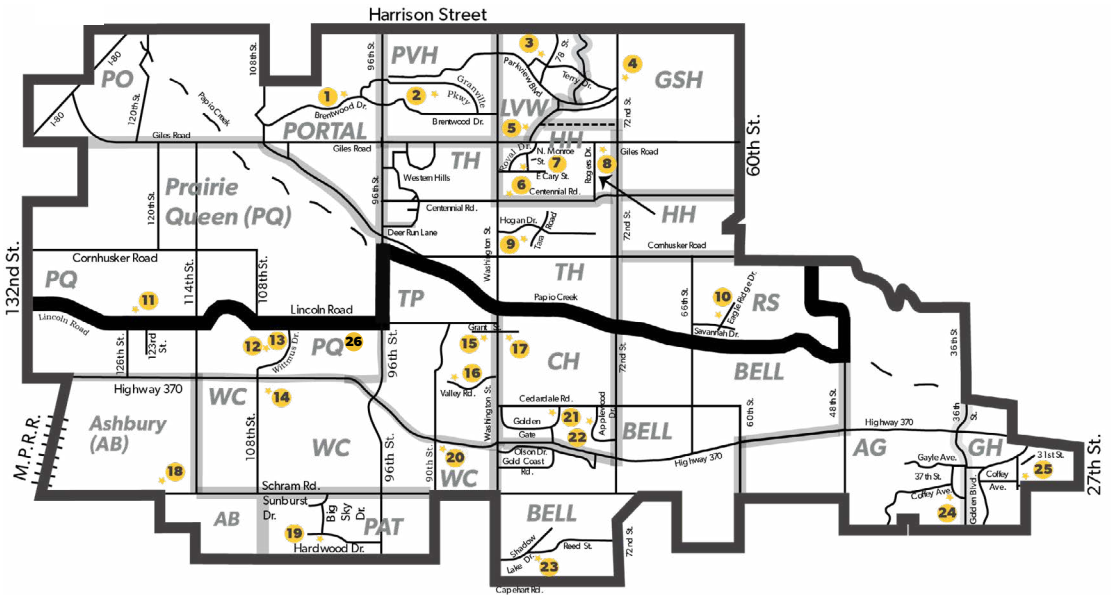
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Map & Boundaries



1. Portal Elementary

402-898-0425
9920 Brentwood Dr, La Vista, NE 68128

2. Parkview Heights Elementary*

402-898-0433
7609 South 89th St, La Vista, NE 68128

3. La Vista West Elementary*

402-898-0463
7821 Terry Dr, La Vista, NE 68128

4. G. Stanley Hall Elementary*

402-898-0455
7600 South 72nd St, La Vista, NE 68128

5. La Vista Middle School

402-898-0436
7900 Edgewood Blvd, La Vista, NE 68128

6. Papillion La Vista High School

402-898-0400
303 East Cary St, Papillion, NE 68046

7. Early Childhood Center*

402-514-3243
1211 N. Monroe St, Papillion, NE 68046

8. Hickory Hill Elementary

402-898-0469
1307 Rogers Dr, Papillion, NE 68046

9. Tara Heights Elementary

402-898-0445
700 Tara Rd, Papillion, NE 68046

10. Rumsey Station Elementary*

402-898-0475
110 Eagle Ridge Dr, Papillion, NE 68133

11. Prairie Queen Elementary

402-514-3650
10520 S. 123rd Ave, Papillion, NE 68046

12. Young Adult Transition Program

402-898-1970
10820 Wittmus Dr, Papillion, NE 68046

13. Liberty Middle School

402-514-3600
10820 Wittmus Dr, 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 St, Papillion, NE 68046

16. Trumble Park Elementary

402-898-0466
500 Valley Rd, Papillion, NE 68046

17. Papillion Middle School

402-898-0424
423 S Washington St, Papillion, NE 68046

18. Ashbury Elementary*

402-514-3680
11740 S. 120th St, Papillion, NE 68046

19. Patriot Elementary

402-898-0405
1701 Hardwood Dr, Papillion, NE 68046

20. Walnut Creek Elementary*

402-898-9630
720 Fenwick St, Papillion, NE 68046

21. Carriage Hill Elementary*

402-898-0449
400 Cedardale Rd, Papillion, NE 68046

22. IDEAL Program

402-898-0485
1104 Applewood Dr, Papillion, NE 68046

23. Bell Elementary

402-898-0408
7909 Reed St, Papillion, NE 68046

24. Anderson Grove Elementary

402-898-0479
11820 South 37th St, Bellevue, NE 68123

25. Golden Hills Elementary*

402-898-0459
2912 Coffey Avenue, Bellevue, NE 68123

26. New Elementary

Opening in Fall 2026
98th Street & Lincoln Road

*Building houses 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. Inquiries regarding non-discrimination policies should be directed to Dr. Trent Steele, Director of Secondary Human Resources & Student Services, at (402) 537-6214 or trent.steele@plcschools.org for students, and to Dr. Kati Settles, Assistant Superintendent of Human Resources, at (402) 537-6206 or kati.settles@plcschools.org for employees and others.

2025-2026 Certified Staff Calendar

1 August
New SPED Certified Staff

August 2025						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					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 2025						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	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 September
No school
Labor Day

2 September
No school
Staff Development

22 September
No school
Staff Development

4-6 August
New Certified Staff

7 August
First Certified Staff Day

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

10 October
No school

October 2025						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			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 2025						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						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						

3 November
No Elementary
Elementary Staff Planning Day

26 November
No school
Staff Development Trade Day

27-28 November
No school - *Fall Break*

13 October
No school
Staff Development

19 December
End of 1st semester

December 2025						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	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 2026						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				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

1-2 January
No school - *Winter Break*

5 January
No school
Staff Development

19 January
No school
Staff Development

22-31 December
No school
Winter Break

6 February
No Elementary
Elementary Staff Planning Day

February 2026						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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 2026						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
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				

16-20 March
No school
Spring Break

16 February
No school
Staff Development Para Conference

3 April
No school

April 2026						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			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 2026						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					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						

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

25 May
Memorial Day

26-28 May
Possible makeup days

6 April
No school
Staff Development

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



New Certified Days



First/Last Student Half Day



No School for Teachers or Students



Staff Development Day



Elementary Staff Planning Day

The calendar reflects 187 days of the 190-day teacher contract. It does not show three paid days for Parent-Teacher Conferences and planning time.



Competitive Salary and Exceptional Benefits

Total Starting Compensation: \$73,600.52

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		Dental Monthly Premium	Annual Amount Paid by PLCS
	Monthly Premium	Monthly Premium	PLCS Monthly Contribution to Employee HSA		
Employee Only	\$0.00	\$0.00	\$70.74	\$0.00	\$9,968.76
Employee & Children	\$103.47	\$0.00	\$27.39	\$26.98	\$16,876.84
Employee & Spouse	\$117.45	\$0.00	\$31.06	\$34.92	\$19,105.50
Employee, Spouse & Children	\$157.70	\$0.00	\$41.75	\$57.83	\$25,523.39

Alternate Network Selections

PLCS insurance plans offer three network selections from which you can choose. The network is selected by you based on your health care needs.

	PPO				High Deductible/HSA			
	Single		Family		Single		Family	
Network Selection	Deduct.	Out of Pocket Max	Deduct.	Out of Pocket Max	Deduct.	Out of Pocket Max	De-duct.	Out of Pocket Max
Network Blue	\$1,900	\$6,500	\$3,800	\$13,000	\$3,800	\$7,600	\$7,600	\$10,700
Premier Select Blue Choice	\$400	\$6,000	\$800	\$12,000	\$2,500	\$5,000	\$5,000	\$9,000
Blueprint Health	\$400	\$6,000	\$800	\$12,000	\$2,500	\$5,000	\$5,000	\$9,000

2025-26 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	1000 \$40,750	1045 \$42,584	1090 \$44,418	1135 \$46,251	1180 \$48,251	1225 \$49,919	1270 \$51,753	1315 \$53,586	1360 \$55,420	1405 \$57,254
2	1040 \$42,380	1085 \$44,214	1130 \$46,048	1175 \$47,881	1220 \$49,715	1265 \$51,549	1310 \$53,383	1355 \$55,216	1400 \$57,050	1445 \$58,884
3	1080 \$44,010	1125 \$45,844	1170 \$47,678	1215 \$49,511	1260 \$51,345	1305 \$53,179	1350 \$55,013	1395 \$56,846	1440 \$58,680	1485 \$60,514
4	1120 \$45,640	1165 \$47,474	1210 \$49,308	1255 \$51,141	1300 \$52,975	1345 \$54,809	1390 \$56,643	1435 \$58,476	1480 \$60,310	1525 \$62,144
5	1160 \$47,270	1205 \$49,104	1250 \$50,938	1295 \$52,771	1340 \$54,605	1385 \$56,439	1430 \$58,273	1475 \$60,106	1520 \$61,940	1565 \$63,774
6	1200 \$48,900	1245 \$50,734	1290 \$52,568	1335 \$54,401	1380 \$56,235	1425 \$58,069	1470 \$59,903	1515 \$61,736	1560 \$63,570	1605 \$65,404
7		1285 \$52,364	1330 \$54,228	1375 \$56,031	1420 \$57,865	1465 \$59,699	1510 \$61,533	1555 \$63,366	1600 \$65,200	1645 \$67,034
8		1325 \$53,994	1370 \$55,828	1415 \$57,661	1460 \$59,495	1505 \$61,329	1550 \$63,163	1595 \$64,996	1640 \$66,840	1685 \$68,664
9			1410 \$57,458	1455 \$59,291	1500 \$61,125	1545 \$62,959	1590 \$64,793	1635 \$66,626	1680 \$68,640	1725 \$70,294
10			1450 \$59,088	1495 \$60,921	1540 \$62,755	1585 \$64,589	1630 \$66,423	1675 \$68,256	1720 \$70,090	1765 \$71,924
11				1535 \$62,551	1580 \$64,385	1625 \$66,219	1670 \$68,053	1715 \$69,886	1760 \$71,720	1805 \$73,554
12				1575 \$64,181	1620 \$66,015	1665 \$67,849	1710 \$69,683	1755 \$71,516	1800 \$73,350	1845 \$75,184
13				1615 \$65,811	1660 \$67,645	1705 \$69,479	1750 \$71,313	1795 \$73,146	1840 \$74,980	1885 \$76,814
14					1700 \$69,645	1745 \$71,479	1790 \$73,313	1835 \$75,146	1880 \$76,980	1925 \$78,814
15					1740 \$70,905	1785 \$72,739	1830 \$74,573	1875 \$76,406	1920 \$78,240	1965 \$80,074
16					1780 \$72,535	1825 \$74,369	1870 \$76,203	1915 \$78,036	1960 \$79,870	2005 \$81,704
17					1800 \$73,350	1845 \$75,184	1890 \$77,018	1935 \$78,851	1980 \$80,685	2025 \$82,519
18					1810 \$73,758	1855 \$75,591	1900 \$77,425	1945 \$79,259	1990 \$81,093	2035 \$82,926
19					1820 \$74,165	1865 \$75,999	1910 \$77,833	1955 \$79,666	2000 \$81,500	2045 \$83,334
20					1830 \$74,573	1875 \$76,406	1920 \$78,240	1965 \$80,074	2010 \$81,908	2055 \$83,741
21					1840 \$74,980	1885 \$76,814	1930 \$78,648	1975 \$80,481	2020 \$82,315	2065 \$84,149
22					1860 \$75,795	1905 \$77,629	1950 \$79,463	1995 \$81,296	2040 \$83,130	2085 \$84,964
23						1915 \$78,036	1960 \$79,870	2005 \$81,704	2050 \$83,538	2095 \$85,371
24						1925 \$78,444	1970 \$80,278	2015 \$82,111	2060 \$83,945	2105 \$85,779
25						1935 \$78,851	1980 \$80,685	2025 \$82,519	2070 \$84,353	2115 \$86,186
26						1945 \$79,259	1990 \$81,093	2035 \$82,926	2080 \$84,760	2125 \$86,594

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.

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 2025-26 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 2024-25 monthly rates are listed below. Rates may change for the 2025-26 school year.

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

Inspira (formerly 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. A medical flexible spending account 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 2025-26 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. Four 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.

Before & After School Childcare Discount

The PLCS Foundation provides Kids Club, a before and after school (as well as summer and out of school days) childcare program in each elementary school. Staff receive a discounted rate for their dependents attending Kids Club.