PAPILLION LA VISTA COMMUNITY SCHOOLS

DISCOVER GREATNESS

To apply for a position, visit:
www.plcschools.org/Apply

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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, committed educators through meaningful 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.

17 ELEMENTARY SCHOOLS

3 MIDDLE SCHOOLS

2 HIGH SCHOOLS

1 ALTERNATIVE PROGRAM

9 BUILDINGS WITH PRESCHOOL PROGRAMS

2025-2026 PLCS Data

ENROLLMENT
12,120

GRADUATION RATE
95.09%

FREE AND REDUCED
24.44%

STUDENT MINORITY
30.2%

STUDENTS IN MILITARY FAMILIES
7.2%

EMPLOYEES
1,771

AVERAGE YEARS OF TEACHING EXPERIENCE
14.68

TEACHERS WITH MASTERS DEGREES
71.19%

AVERAGE CLASS SIZES

ELEMENTARY	MIDDLE	HIGH
19.47	**21.12**	**22.44**

Contact HR:

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2026-2027 Certified Staff Calendar

3 August
New SPED Certified Staff

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

August 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					

September 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			

7 September
No school
Labor Day

8 September
No school
Staff Development

9 October
No school

12 October
No school
Staff Development
Paraprofessional Day

October 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

November 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					

2 November
No Elementary
Elementary Staff Development Day

25 November
No school
Staff Development
Trade Day

26-27 November
No school - *Fall Break*

18 December
End of 1st semester

21-31 December
No school
Winter Break

December 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		

January 2027

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 January
No school - *Winter Break*

4 January
No school
Staff Development

18 January
No school
Staff Development

5 February
No Elementary
Elementary Staff Development Day

15 February
No school
Staff Development
Para Conference

February 2027

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 2027

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			

22-26 March
No school
Spring Break

29 March
No school
Staff Development
Possible Makeup Day

26 April
No school
Staff Development
Possible Makeup Day

April 2027

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 2027

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					

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

24-26 May
Possible makeup days

31 May
Memorial Day

School Day Times

Elementary:
8:05 a.m. – 3:05 p.m.
1st Semester 84.5 days;
2nd Semester 88.5 days = 173 days

Middle School:
8:00 a.m. – 3:10 p.m.

High School:
8:00 a.m. – 3:20 p.m.
Middle and High Schools begin at 8:20 a.m. every Wednesday
1st Semester is 85.5 days
2nd Semester is 89.5 days = 175 Days

- New Certified Days
- First/Last Student Half Day
- No School for Staff or Students
- Staff Development Day
- Elementary Staff Planning Day
- Possible Makeup 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: $75,107.55

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	$76.00	$0.00	$10,694.16
Employee & Children	$111.16	$0.00	$29.44	$27.83	$18,116.23
Employee & Spouse	$126.18	$0.00	$33.38	$36.02	$20,510.72
Employee, Spouse & Children	$169.43	$0.00	$44.86	$59.66	$27,406.04

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	Deduct.	Out of Pocket Max
Network Blue	$1,900	$6,500	$3,800	$13,000	$3,800	$5,350	$7,600	$10,700
Premier Select Blue Choice	$400	$6,000	$800	$12,000	$2,500	$4,500	$5,000	$9,000
Blueprint Health	$400	$6,000	$800	$12,000	$2,500	$4,500	$5,000	$9,000

2026-27 Pay Scale

Coming to PLCS with some experience? We are able to grant up to 20 years of actual previous experience plus one step, in the column appropriate with educational attainment, up to and including Step 21.

Joining PLCS for the 2026-27 school year is a base pay of $41,325. For the 2027-28 school year, the base pay is $41,550. Your salary for 2027-28 will be $42,978.00 based on a Bachelor's degree.

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 $41,325	1.045 $43,185	1.090 $45,044	1.135 $46,904	1.180 $48,764	1.225 $50,623	1.270 $52,483	1.315 $54,342	1.360 $56,202	1.405 $58,062
2	1.040 $42,978	1.085 $44,838	1.130 $46,697	1.175 $48,557	1.220 $50,417	1.265 $52,276	1.310 $54,136	1.355 $55,995	1.400 $57,855	1.445 $59,715
3	1.080 $44,631	1.125 $46,491	1.170 $48,350	1.215 $50,210	1.260 $52,070	1.305 $53,929	1.350 $55,789	1.395 $57,648	1.440 $59,508	1.485 $61,368
4	1.120 $46,284	1.165 $48,144	1.210 $50,003	1.255 $51,863	1.300 $53,723	1.345 $55,582	1.390 $57,442	1.435 $59,301	1.480 $61,161	1.525 $63,021
5	1.160 $47,937	1.205 $49,797	1.250 $51,656	1.295 $53,516	1.340 $55,376	1.385 $57,235	1.430 $59,095	1.475 $60,954	1.520 $62,467	1.565 $64,674
6	1.200 $49,590	1.245 $51,450	1.290 $53,309	1.335 $55,169	1.380 $57,029	1.425 $58,888	1.470 $60,748	1.515 $62,607	1.560 $64,467	1.605 $66,327
7		1.285 $53,103	1.330 $54,962	1.375 $56,822	1.420 $58,682	1.465 $60,541	1.510 $62,401	1.555 $64,260	1.600 $66,120	1.645 $67,980
8		1.325 $54,756	1.370 $56,615	1.415 $58,475	1.460 $60,335	1.505 $62,194	1.550 $64,054	1.595 $65,913	1.640 $67,773	1.685 $69,633
9			1.410 $58,268	1.455 $60,128	1.500 $61,988	1.545 $63,847	1.590 $65,707	1.635 $67,566	1.680 $69,426	1.725 $71,286
10			1.450 $59,921	1.495 $61,781	1.540 $63,641	1.585 $65,500	1.630 $67,360	1.675 $69,219	1.720 $71,079	1.765 $72,939
11				1.535 $63,434	1.580 $65,294	1.625 $67,153	1.670 $69,013	1.715 $70,872	1.760 $72,732	1.805 $74,592
12				1.575 $65,087	1.620 $66,947	1.665 $68,806	1.710 $70,666	1.755 $72,525	1.800 $74,385	1.845 $76,245
13				1.615 $66,740	1.660 $68,600	1.705 $70,459	1.750 $72,319	1.795 $74,178	1.840 $76,038	1.885 $77,898
14					1.700 $70,253	1.745 $72,112	1.790 $73,972	1.835 $75,831	1.880 $77,691	1.925 $79,551
15					1.740 $71,906	1.785 $73,765	1.830 $75,625	1.875 $77,831	1.920 $79,344	1.965 $81,204
16					1.780 $73,559	1.825 $75,418	1.870 $77,278	1.915 $79,137	1.960 $80,997	2.005 $82,857
17					1.800 $74,385	1.845 $76,245	1.890 $78,104	1.935 $79,964	1.980 $81,237	2.025 $83,683
18					1.810 $74,798	1.855 $76,658	1.900 $78,518	1.945 $80,790	1.990 $82,237	2.035 $84,096
19					1.820 $75,212	1.865 $77,071	1.910 $78,931	1.955 $80,790	2.000 $82,650	2.045 $84,510
20					1.830 $75,625	1.875 $77,484	1.920 $79,344	1.965 $81,204	2.010 $83,063	2.055 $84,923
21					1.840 $76,038	1.885 $77,898	1.930 $79,757	1.975 $81,617	2.020 $83,477	2.065 $85,336
22					1.860 $76,865	1.905 $78,724	1.950 $80,584	1.995 $82,443	2.040 $84,303	2.085 $86,163
23						1.915 $79,137	1.960 $80,997	2.005 $82,857	2.050 $84,716	2.095 $86,576
24						1.925 $79,551	1.970 $81,410	2.015 $83,270	2.060 $85,130	2.105 $86,989
25						1.935 $79,964	1.980 $81,824	2.025 $83,683	2.070 $85,543	2.115 $87,402
26						1.945 $80,377	1.990 $82,237	2.035 $84,096	2.080 $85,956	2.125 $87,816

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 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 2025-26 monthly rates are listed below. Rates may change for the 2026-27 school year.

- Employee $9.04
- Employee & Spouse $18.00
- Employee & Children $19.40
- 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 LB645 signed on May 6, 2025 the contributions rates for members, employers and the State of Nebraska will be determined by an independent, third-party actuarial valuation report on an annual basis every July 1. For the 2026-27 school year the plan was at a funded status of 100%. This will mean that beginning on July 1, 2026 employee's will contribute 7.25%, and PLCS will contribute 7.32%.

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 2026-27 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. Paid bereavement leave is also available.

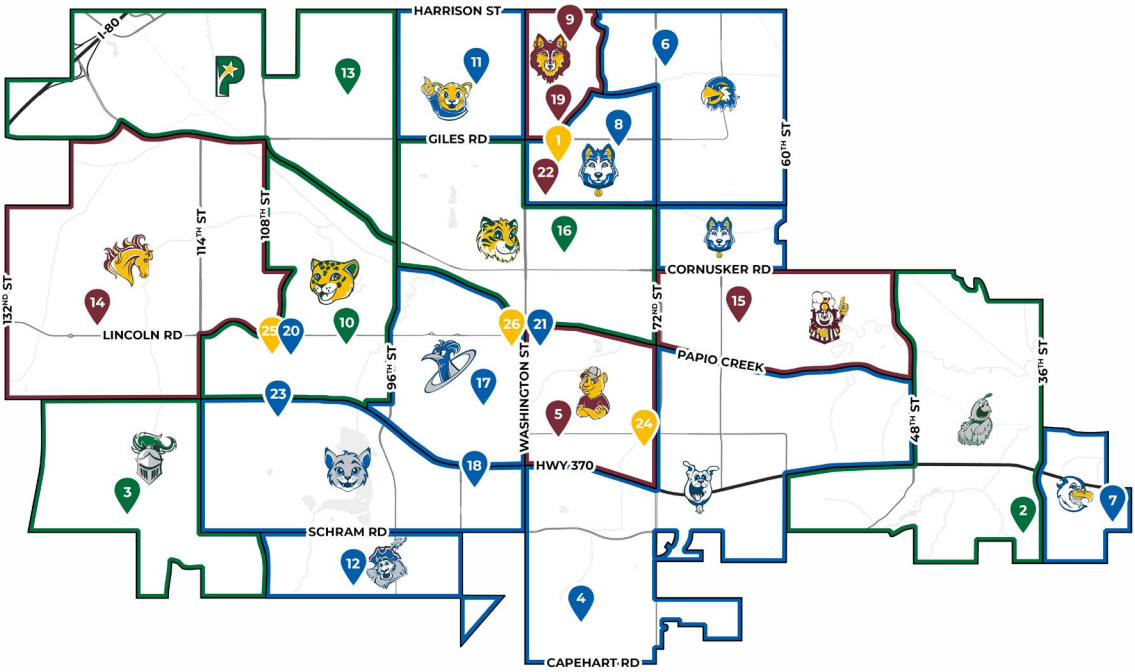
School Choice Benefit

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.

Map & Boundaries



1. Early Childhood Center*
402-514-3243
1211 N. Monroe St, Papillion, NE 68046

2. Anderson Grove Elementary
402-898-0479
11820 South 37th St, Bellevue, NE 68123

3. Ashbury Elementary*
402-514-3680
11740 S. 120th St, Papillion, NE 68046

4. Bell Elementary
402-898-0408
7909 Reed St, Papillion, NE 68046

5. Carriage Hill Elementary*
402-898-0449
400 Cedardale Rd, Papillion, NE 68046

6. G. Stanley Hall Elementary*
402-898-0455
7600 South 72nd St, La Vista, NE 68128

7. Golden Hills Elementary*
402-898-0459
2912 Coffey Avenue, Bellevue, NE 68123

8. Hickory Hill Elementary
402-898-0469
1307 Rogers Dr, Papillion, NE 68046

9. La Vista West Elementary*
402-898-0463
7821 Terry Dr, La Vista, NE 68128

10. Lincoln View Elementary
531-600-7618
9922 Prospect St, Papillion, NE 68046

11. Parkview Heights Elementary*
402-898-0433
7609 South 89th St, La Vista, NE 68128

12. Patriot Elementary
402-898-0405
1701 Hardwood Dr, Papillion, NE 68046

13. Portal Elementary
402-898-0425
9920 Brentwood Dr, La Vista, NE 68128

14. Prairie Queen Elementary
402-514-3650
10520 S. 123rd Ave, Papillion, NE 68046

15. Rumsey Station Elementary*
402-898-0475
110 Eagle Ridge Dr, Papillion, NE 68133

16. Tara Heights Elementary
402-898-0445
700 Tara Rd, Papillion, NE 68046

17. Trumble Park Elementary
402-898-0466
500 Valley Rd, Papillion, NE 68046

18. Walnut Creek Elementary*
402-898-9630
720 Fenwick St, Papillion, NE 68046

19. La Vista Middle School
402-898-0436
7900 Edgewood Blvd, La Vista, NE 68128

20. Liberty Middle School
402-514-3600
10820 Wittmus Dr, Papillion, NE 68046

21. Papillion Middle School
402-898-0424
423 S Washington St, Papillion, NE 68046

22. Papillion La Vista High School
402-898-0400
303 East Cary St, Papillion, NE 68046

23. Papillion La Vista South High School
402-829-4600
10799 Highway 370, Papillion, NE 68046

24. IDEAL Program
402-898-0485
1104 Applewood Dr, Papillion, NE 68046

25. Young Adult Transition Program
402-898-1970
10790 Wittmus Dr, Papillion, NE 68046

26. District Office
402-537-6200
420 S Washington St, Papillion, NE 68046

**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 the Director of Student Services at (402) 537-6200 or studentservices@plcschools.org for students, and to the Assistant Superintendent of Human Resources at (402) 537-6200 or askHR@plcschools.org for employees and others.