

Longevity Incentive Program

PLATTSMOUTH COMMUNITY SCHOOL DISTRICT
LONGEVITY INCENTIVE PROGRAM

The Plattsmouth School Board recognizes the importance of retaining quality employees, in an effort to effectively and efficiently provide an optimal learning environment for students. The intent of this program is to recognize employees for their ongoing dedication to support the educational program for students in the Plattsmouth Community Schools.

PROGRAM GUIDELINES

Effective beginning with the 2022-2023 school year, and in subsequent years, PCS employees who reach the 10-year milestone or any larger five-year increment in our district at the end of a school year shall receive \$500 compensation for each five-year increment. Partial years are not counted in the calculation. Years of service must be consecutive but need not be in the same position. Beginning with the 2025-2026 school year, employees must be hired on or before Aug. 31 for that school year to count toward the longevity incentive. Time spent in substitute positions does not count towards years of service. Examples are included below.

<u>Milestone</u>	<u>Compensation</u>
<u>10 years</u>	<u>\$1,000</u>
<u>15 years</u>	<u>\$1,500</u>
<u>20 years</u>	<u>\$2,000</u>
<u>25 years</u>	<u>\$2,500</u>
<u>30 years</u>	<u>\$3,000</u>
<u>35 years</u>	<u>\$3,500</u>
<u>40 years</u>	<u>\$4,000</u>
<u>45 years</u>	<u>\$4,500</u>
<u>50 years</u>	<u>\$5,000</u>

The amount payable pursuant to the foregoing shall be computed as soon as is reasonably possible following the end of the school year and shall be payable via electronic payroll to the employee no later than the regular payroll date next following the date on which such amounts are determined.

Adopted: March 14, 2022

Reviewed: Mar. 13, 2023

Revised: Aug. 14, 2023

Reviewed: Mar. 18, 2024

Revised: Aug. 12, 2024
Reviewed: Mar 17, 2025
Revised: Aug. 11, 2025