

David City Public School Board of Education
Special Board Meeting
Wednesday, February 28, 2024 7:30 AM
Board Meeting Room at the High School
750 D St.
David City, NE 68632-1724

1. Call Meeting to Order
 - 1.1. Pledge of Allegiance
 - 1.2. Open Meetings Statement
 - 1.3. Attendance/Absence Approval
2. Agenda Approval
3. Personnel
 - 3.1. Discuss, consider, and take action on staff resignations.
 - 3.2. Discuss, consider, and take action on new teacher contracts for the 2024-25 school year.
4. Adjournment

Dr. Denker and DCPS school board,

I am writing to inform the school of my resignation as DCPS Skilled and Technical Sciences teacher at the conclusion of the 2023-2024 school year. In the past few years I have fallen in love with the growing and building of the T3 business. After thirteen years of teaching STS I found myself stuck in a bit of a rut and always thinking about the next challenge. Mr. Couch and Mr. Lindsley were and are phenomenal principals who always supported me as a teacher and went out of their way to make the teaching job very enjoyable.

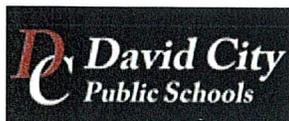
As far as coaching wrestling goes, I feel like I still have a few years of coaching left in me and feel like I owe it to several wrestlers and parents to see out there highschool careers whether it be as a head coach, co-head coach or assistant coach. I also feel like my business has its slowest months during the winter season so maintaining a coaching position, subbing in the classroom or even substitute bus driving could be a possibility.

For the past thirteen years I feel like I have poured my heart into the DC wrestling program (K-12). I fully intend to continue helping within the Scout wrestling program however administration sees fit. It is important to me to see the Scout wrestling program continue to be successful as I hope to see my own sons and daughter be leaders in the wrestling program.

Respectfully,



Tahner Thiem



Chad Denker <denker@dcscouts.org>

Resignation

1 message

Todd Schulze <schulzet@dcscouts.org>

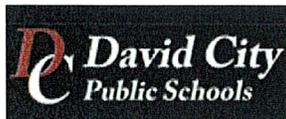
Wed, Feb 21, 2024 at 2:03 PM

To: Chad Denker <Denker@dcscouts.org>

Dr. Denker, please consider this my formal resignation from teaching and coaching duties at David City Public Schools. Thank you for the opportunity to join your staff and help move the basketball program in a better direction. It was the right place and right time for us, but now time has come for Raechel and I to move on to new adventures.

I will inform the team when we have our final meeting and equipment check in this Friday. I would appreciate keeping this private until then. Thank you.

Sincerely,
Todd Schulze



Chad Denker <denker@dcscouts.org>

Letter of Resignation

Lauren Theiler <theilerl@dcscouts.org>
To: Chad Denker <Denker@dcscouts.org>

Thu, Feb 15, 2024 at 4:56 PM

Dear Dr. Denker,

I am writing to formally submit my resignation from my position as a middle school special education teacher at David City Public Schools, effective at the conclusion of the 23-24 school year (after state track of course). After tedious and careful consideration, I have decided to pursue new opportunities in new states to challenge and better myself and my career.

I am so beyond grateful for the experiences, growth, and learning opportunities I have gained during my time at David City Public Schools. I have made so many meaningful/positive connections with administrators, teachers, students, and community members that will forever have a place in my heart. Teaching and coaching at David City Public Schools has pushed me mentally and physically to be a better education and person. There will never be a place quite like David City and that is due to the mission and dedication of all staff members.

I want to express my gratitude to you, the staff, and the students for taking me in, accepting me, and making my time at David City Public Schools unforgettable. I cannot wait to keep in touch with staff and community members to hear about all the successes of this district. I wish the school, the staff, and the students all the best in the future.

Lastly, I want to personally thank you for taking me in, pushing me to be a better person, teacher, and coach, and building a relationship with me. This was not an easy decision, but I am excited to watch this school district continue to grow.

Best wishes,
Lauren Theiler

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Lauren Theiler
Resource Teacher
Assistant Track Coach
Assistant Basketball Coach
David City Elementary School



CONFIDENTIALITY NOTICE:

This message is intended for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited.

If you have received this communication in error, please notify me immediately by reply email or by telephone and immediately delete this message and any attachments.

TEACHER'S CONTRACT 2024-25

THIS CONTRACT made by and between the School District of David City Public Schools, No. 56 in the County of Butler, in the State of Nebraska, hereinafter referred to as "District" and **Michael Bader** a legally qualified teacher, hereinafter referred to as "Teacher."

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the District for a school year, which shall begin on or about August 5, 2024, and end on or about May 23, 2025, and shall consist of 187 days of service including at least 176 teaching days and that the Teacher hereby agrees to accept such employment at a salary of **\$63,460** and under the following conditions:

FIRST: The salary of the Teacher shall be payable in 12 equal installments. The first installment shall be payable on the **20th day of September, 2024** through a system of direct deposit and the remaining installments shall be payable on the 20th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability. Regular, dependable attendance is an essential function of the Teacher's position.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon, provided Teacher shall not unreasonably refuse to accept such assignments.

FOURTH: This contract may be cancelled or amended by a majority of the members of the School Board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) in competency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-827, R.R.S.

FIFTH: That upon cancellation of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such cancellation bears to 187 days of service. Any unearned fractional portion of an installment paid but not earned prior to cancellation of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above state compensation with reference to withholding tax, Social Security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board of Board of Education within this state covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's certificate, as herein listed, is registered in the office of the county superintendent of schools in this county and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reducing to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the District. Said Renewal Agreement or renewal contract shall not be offered to the teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-824 through 79-842 R.R.S. and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District on or before **February 28, 2024** shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms, see page three.

Executed _____, 2024

Teacher's Signature (Michael Bader)

Executed _____, 2024

School District of David City Public Schools
No. 56
County of Butler

BY: _____
Stephanie Summers, Board President

Attest: _____
Kasey Kuhlman, Board Secretary

TWELFTH: Other Contract Terms:

The Salary Schedule hours shown are those you now have. If additional hours are taken this summer:

A. It is your responsibility to notify the Superintendent's office in writing no later than October 15 (for negotiation purposes), if you intend to move horizontally on the schedule for the coming school year. If you fail to notify the office of Superintendent by June 15, you may not be advanced horizontally for the coming year.

B. It is your responsibility to see that complete transcripts of all college credit earned which are pertinent to your placement of the salary schedule or pertinent to meeting State Accreditation Standard shall be on file in the Superintendent's office.

C. If you want to move horizontally on the salary schedule, the official transcripts must be in the Superintendent's office on or before September 1, 2024.

<i>FIRST HIRED 2024-2025 SCHOOL YEAR</i>	
<i>8 Years' Experience</i>	
<i>Base for Year 2024-25</i>	<i>\$41,750</i>
<i>Placement on Salary Schedule:</i>	
<i>Hours</i>	<i>MA+27</i>
<i>Years of Experience</i>	<i>8</i>
<i>Step</i>	<i>9</i>
<i>Index</i>	<i>1.52</i>
Base Salary	\$63,460
Plus	\$750 signing bonus stipend paid in August
<i>Extra Duty Assignment(s):</i>	
Extra Duty Salary	\$0
TOTAL SALARY	\$64,210

Extra duty assignments are at the discretion of the Board of Education/Administration and may be altered, modified, enlarged, diminished or eliminated in the sole discretion of the Board of Education/Administration without violating the basic contract.

BENEFITS: The Board of Education will pay full single or full family membership health insurance premium equal to BluePreferred \$1050 deductible coverage through Blue Cross/Blue Shield and single dental insurance premium equal to **PPO 100% A, 75% B, 50% C** coverage (Option 2) each month the contract is in force. If you will need family dental, please contact bookkeeper for costs. These costs are paid by employee. If both husband and wife are employed by the school district, the Board of Education will also pay family dental insurance. For those teachers who are employed less than full time, the Board of Education will pay the pro rata share of the premium which equals the percentage of employment.

For each teacher who remains in the employ of the Board of Education for the full school year, the Board of Education shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period.

The Board of Education will make available a long-term disability insurance program. All premiums will be paid by the employee.

TEACHER'S CONTRACT 2024-25

THIS CONTRACT made by and between the School District of David City Public Schools, No. 56 in the County of Butler, in the State of Nebraska, hereinafter referred to as "District" and Ella Kissinger-Coble a legally qualified teacher, hereinafter referred to as "Teacher."

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the District for a school year, which shall begin on or about August 5, 2024, and end on or about May 23, 2025, and shall consist of 187 days of service including at least 176 teaching days and that the Teacher hereby agrees to accept such employment at a salary of \$41,750 and under the following conditions:

FIRST: The salary of the Teacher shall be payable in 12 equal installments. The first installment shall be payable on the **20th day of September, 2024** through a system of direct deposit and the remaining installments shall be payable on the 20th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability. Regular, dependable attendance is an essential function of the Teacher's position.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon, provided Teacher shall not unreasonably refuse to accept such assignments.

FOURTH: This contract may be cancelled or amended by a majority of the members of the School Board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) in competency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-827, R.R.S.

FIFTH: That upon cancellation of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such cancellation bears to 187 days of service. Any unearned fractional portion of an installment paid but not earned prior to cancellation of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above state compensation with reference to withholding tax, Social Security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board of Board of Education within this state covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's certificate, as herein listed, is registered in the office of the county superintendent of schools in this county and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reducing to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the District. Said Renewal Agreement or renewal contract shall not be offered to the teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-824 through 79-842 R.R.S. and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District on or before **February 22, 2024** shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms, see page three.

Executed _____, 2024

Teacher's Signature (Ella Kissinger-Coble)

Executed _____, 2024

School District of David City Public Schools
No. 56
County of Butler

BY: _____
Stephanie Summers, Board President

Attest: _____
Kasey Kuhlman, Board Secretary

TWELFTH: Other Contract Terms:

The Salary Schedule hours shown are those you now have. If additional hours are taken this summer:

A. It is your responsibility to notify the Superintendent's office in writing no later than October 15 (for negotiation purposes), if you intend to move horizontally on the schedule for the coming school year. If you fail to notify the office of Superintendent by June 15, you may not be advanced horizontally for the coming year.

B. It is your responsibility to see that complete transcripts of all college credit earned which are pertinent to your placement of the salary schedule or pertinent to meeting State Accreditation Standard shall be on file in the Superintendent's office.

C. It you want to move horizontally on the salary schedule, the official transcripts must be in the Superintendent's office on or before September 1, 2024.

<i>FIRST HIRED 2024-2025 SCHOOL YEAR</i>	
<i>No Experience</i>	
<i>Base for Year 2024-25</i>	<i>\$41,750</i>
<i>Placement on Salary Schedule:</i>	
<i>Hours</i>	<i>BA+0</i>
<i>Years of Experience</i>	<i>0</i>
<i>Step</i>	<i>1</i>
<i>Index</i>	<i>1.20</i>
Base Salary	\$41,750
Plus	\$1500 signing bonus stipend paid in August
<i>Extra Duty Assignment(s):</i>	
<i>Asst Cheer, 1-5 Years, 3.00% of Base, \$1,253</i>	
<i>Asst Dance, 1-5 Years, 2.00% of Base, \$835</i>	
Extra Duty Salary	\$2,088
TOTAL SALARY	\$45,338

Extra duty assignments are at the discretion of the Board of Education/Administration and may be altered, modified, enlarged, diminished or eliminated in the sole discretion of the Board of Education/Administration without violating the basic contract.

BENEFITS: The Board of Education will pay full single or full family membership health insurance premium equal to BluePreferred \$1050 deductible coverage through Blue Cross/Blue Shield and single dental insurance premium equal to **PPO 100% A, 75% B, 50% C** coverage (Option 2) each month the contract is in force. If you will need family dental, please contact bookkeeper for costs. These costs are paid by employee. If both husband and wife are employed by the school district, the Board of Education will also pay family dental insurance. For those teachers who are employed less than full time, the Board of Education will pay the pro rata share of the premium which equals the percentage of employment.

For each teacher who remains in the employ of the Board of Education for the full school year, the Board of Education shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period.

The Board of Education will make available a long-term disability insurance program. All premiums will be paid by the employee.

TEACHER'S CONTRACT 2024-25

THIS CONTRACT made by and between the School District of David City Public Schools, No. 56 in the County of Butler, in the State of Nebraska, hereinafter referred to as "District" and **Payton DeMers-Sahling** a legally qualified teacher, hereinafter referred to as "Teacher."

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the District for a school year, which shall begin on or about August 5, 2024, and end on or about May 23, 2025, and shall consist of 187 days of service including at least 176 teaching days and that the Teacher hereby agrees to accept such employment at a salary of **\$50,100** and under the following conditions:

FIRST: The salary of the Teacher shall be payable in 12 equal installments. The first installment shall be payable on the **20th day of September, 2024** through a system of direct deposit and the remaining installments shall be payable on the 20th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability. Regular, dependable attendance is an essential function of the Teacher's position.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon, provided Teacher shall not unreasonably refuse to accept such assignments.

FOURTH: This contract may be cancelled or amended by a majority of the members of the School Board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) in competency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-827, R.R.S.

FIFTH: That upon cancellation of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such cancellation bears to 187 days of service. Any unearned fractional portion of an installment paid but not earned prior to cancellation of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above state compensation with reference to withholding tax, Social Security, and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board of Board of Education within this state covering a part or all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's certificate, as herein listed, is registered in the office of the county superintendent of schools in this county and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reducing to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the District. Said Renewal Agreement or renewal contract shall not be offered to the teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-824 through 79-842 R.R.S. and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District on or before **February 22, 2024** shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms, see page three.

Executed _____, 2024

Teacher's Signature (Payton DeMers-Sahling)

Executed _____, 2024

School District of David City Public Schools
No. 56
County of Butler

BY: _____
Stephanie Summers, Board President

Attest: _____
Kasey Kuhlman, Board Secretary

TWELFTH: Other Contract Terms:

The Salary Schedule hours shown are those you now have. If additional hours are taken this summer:

A. It is your responsibility to notify the Superintendent's office in writing no later than October 15 (for negotiation purposes), if you intend to move horizontally on the schedule for the coming school year. If you fail to notify the office of Superintendent by June 15, you may not be advanced horizontally for the coming year.

B. It is your responsibility to see that complete transcripts of all college credit earned which are pertinent to your placement of the salary schedule or pertinent to meeting State Accreditation Standard shall be on file in the Superintendent's office.

C. If you want to move horizontally on the salary schedule, the official transcripts must be in the Superintendent's office on or before September 1, 2024.

<i>FIRST HIRED 2024-2025 SCHOOL YEAR</i>	
<i>4 Years' Experience</i>	
<i>Base for Year 2024-25</i>	<i>\$41,750</i>
<i>Placement on Salary Schedule:</i>	
<i>Hours</i>	<i>BA+18</i>
<i>Years of Experience</i>	<i>4</i>
<i>Step</i>	<i>5</i>
<i>Index</i>	<i>1.20</i>
Base Salary	\$50,100
Plus	\$750 signing bonus stipend paid in August
<i>Extra Duty Assignment(s):</i>	
<i>Asst Play Production, 1-5 Years, 4.75% of Base, \$1,983</i>	
<i>Middle School Speech, 1-5 Years, 3.75% of Base, \$1,566</i>	
Extra Duty Salary	\$3,549
TOTAL SALARY	\$54,399

Extra duty assignments are at the discretion of the Board of Education/Administration and may be altered, modified, enlarged, diminished or eliminated in the sole discretion of the Board of Education/Administration without violating the basic contract.

BENEFITS: The Board of Education will pay full single or full family membership health insurance premium equal to BluePreferred \$1050 deductible coverage through Blue Cross/Blue Shield and single dental insurance premium equal to **PPO 100% A, 75% B, 50% C** coverage (Option 2) each month the contract is in force. If you will need family dental, please contact bookkeeper for costs. These costs are paid by employee. If both husband and wife are employed by the school district, the Board of Education will also pay family dental insurance. For those teachers who are employed less than full time, the Board of Education will pay the pro rata share of the premium which equals the percentage of employment.

For each teacher who remains in the employ of the Board of Education for the full school year, the Board of Education shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period.

The Board of Education will make available a long-term disability insurance program. All premiums will be paid by the employee.