ELKHORN
PUBLIC SCHOOLS

STRATEGIC PLANNING

Goal #4: Attract and Retain High Quality Employees

Compensation & Benefits

Competitive Salary Schedules

ELKHORN PUBLIC SCHOOLS

2026-27 Salary Schedule

Base: $43,145

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1/A	1.12 48,322	1.17 50,480	1.22 52,637	1.27 54,794	1.32 56,951	1.37 59,109	1.42 61,266	1.47 63,423	1.52 65,580
2/B	1.16 50,048	1.21 52,205	1.26 54,363	1.31 56,520	1.36 58,677	1.41 60,834	1.46 62,992	1.51 65,149	1.56 67,306
3/C	1.20 51,774	1.25 53,931	1.30 56,089	1.35 58,246	1.40 60,403	1.45 62,560	1.50 64,718	1.55 66,875	1.60 69,032
4/D	1.20 51,774	1.25 53,931	1.30 56,089	1.35 58,246	1.40 60,403	1.45 62,560	1.50 64,718	1.55 66,875	1.60 69,032
5/E		1.29 55,657	1.34 57,814	1.39 59,972	1.44 62,129	1.49 64,286	1.54 66,443	1.59 68,601	1.64 70,758
6/F		1.33 57,383	1.38 59,540	1.43 61,697	1.48 63,855	1.53 66,012	1.58 68,169	1.63 70,326	1.68 72,484
7/G		1.37 59,109	1.42 61,266	1.47 63,423	1.52 65,580	1.57 67,738	1.62 69,895	1.67 72,052	1.72 74,209
8/H			1.46 62,992	1.51 65,149	1.56 67,306	1.61 69,463	1.66 71,621	1.71 73,778	1.76 75,935
9/I			1.50 64,718	1.55 66,875	1.60 69,032	1.65 71,189	1.70 73,347	1.75 75,504	1.80 77,661
10/J			1.54 66,443	1.59 68,601	1.64 70,758	1.69 72,915	1.74 75,072	1.79 77,230	1.84 79,387
11/K				1.63 70,326	1.68 72,484	1.73 74,641	1.78 76,798	1.83 78,955	1.88 81,113
12/L					1.72 74,209	1.77 76,367	1.82 78,524	1.87 80,681	1.92 82,838
13/M					1.76 75,935	1.81 78,092	1.86 80,250	1.91 82,407	1.96 84,564
14/N					1.80 77,661	1.85 79,818	1.90 81,976	1.95 84,133	2.00 86,290
15/O					1.81 78,092	1.86 80,250	1.94 83,701	1.99 85,859	2.04 88,016
16/P							1.95 84,133	2.01 86,721	2.08 89,742
17/Q								2.04 88,016	2.12 91,467
18/R								2.06 88,879	2.14 92,330
19/S								2.09 90,173	2.17 93,625
20/T								2.11 91,036	2.19 94,488
21/U								2.14 92,330	2.22 95,782
22/V									2.24 96,645
23/W									2.27 97,939

Longevity steps on all MA columns are denoted by ▭ and are applied only for current EPS employees.

Starting Salary

2022-2023: **$40,286** 2026-2027: **$48,322**

Average Salary

2022-2023: **$61,980** 2026-2027: **$72,206**

Highest Salary

2022-2023: **$81,318** 2026-2027: **$97,939***

**MA +36 hrs, Doctorate, Specialist and 23+ years of service*

Compensation & Benefits

Metro Area School Districts Salary Comparison

BA Step 1

District	Salary
OPS	$51,380
Elkhorn	**$48,322**
Westside	$46,000
Millard	$45,015
DC West	$44,210
Gretna	$41,815
Papillion	$41,325
Bellevue	$40,534
Bennington	$39,275
Ralston	$38,903

MA Step 15

District	Salary
OPS	$79,329
Elkhorn	**$78,092**
DC West	$74,273
Westside	$73,000
Ralston	$72,072
Papillion	$71,906
Bellevue	$71,340
Gretna	$71,086
Bennington	$69,124
Millard	$67,925

MA +36, Last Step

District	Salary
OPS	$98,432
Elkhorn	**$97,939**
Westside	$92,750
Millard	$88,775
Papillion	$87,816
Gretna	$86,975
Ralston	$85,995
Bellevue	$85,932
DC West	$84,883
Bennington	$84,048.50

Professional Development

Pathways for Continuing Education & Salary Advancement

EPS/UNO Graduate Cohort

Target Audience: Teachers at the BA and BA+9 levels

Degree Options: Multiple degree pathways available at UNO

Collaboration: Shared learning experience with EPS colleagues

Location: Convenient course offerings in Elkhorn

Tuition Coverage: EPS Foundation pays tuition up front (reimbursement model)

Repayment: Participants pay back costs via payroll deduction after advancing on the salary schedule

EPS Salary Advancement





Target Audience: Teachers with MA or MA+

Credit Status: Direct advancement (does not result in college credit)

Collaboration: Shared learning experience with EPS colleagues

Opportunities Include:

- *Assessment Literacy for Classroom Teachers*
- *Data-Driven Decision Making*
- *Behavior Modification*
- *Leadership Academy*
- *Lexia Aspire: The Science of Reading*
- *Early Literacy*

Teacher Pathways & Development

Grow Your Own: Teacher Apprenticeship

11
TAs Participating in Program

5
Student Teaching this Spring

Program Partners

ELKHORN PUBLIC SCHOOLS

NEBRASKA DEPARTMENT OF EDUCATION

Employment & Mentorship Support

- **Salary & Position Security:** TAs maintain their full TA wage and employment position while attending school full-time.
- **Dedicated Mentorship:** TAs are paired directly with an experienced mentor teacher within their assigned school building.

Degree & Certification Pathway

Participants complete coursework to graduate with a degree in **Elementary Education**.

Specialized Endorsements Include:

- **Special Education (Sped)**
- **English Learners (EL)**
- **Early Childhood Education**

Teacher Assistant Professional Development

TA Workshop & Professional Development

3 Hours
PD Workshop for All EPS TAs

14
Sessions Led by District Experts

3 Sessions
Attended by Each TA

Workshop Structure & Highlights

- **February In-Service:** Dedicated 3-hour professional development workshop for all EPS teacher assistants.
- **Interactive Agenda:** Includes Coffee Social, Welcome address, and specialized Breakout Sessions.
- **District Expertise:** 14 course options facilitated directly by experts within the District.
- **Personalized Learning:** Each TA attends 3 targeted breakout sessions to support growth.





Policy & Enrollment Overview

Attendance Options for Certified Staff with School-Aged Children

DISTRICT POLICY

Policy 407.05

The Board has created and implemented rules and procedures for the students of certified staff to attend EPS via option enrollment and intra-district transfer (building assignment).

Staff Option Enrollments

31

2025–2026 School Year

17

2026–2027 School Year

Staff Intra-District Transfers

12

2025–2026 School Year

5

2026–2027 School Year

Other Action Items

Attendance Incentives

Key initiatives designed to encourage and reward staff attendance consistency:

- **Personal Leave Buy-Back**
- **Sick Leave Incentive**
- **Substitute Incentive**

Student Teaching Stipend

Special Education Student Teaching Stipend

Support for candidates entering special education pathways during student teaching placement.

Thank you EPS Foundation!

Generous funding partnership supporting future district educators.

Longevity Steps

Staff Retention & Career Progression

Structured recognition steps acknowledging years of dedicated service to Elkhorn Public Schools.

- Recognizing continuous district commitment
- Salary schedule advancement milestone

Questions?



ELKHORN

PUBLIC SCHOOLS