

WHY SHOULD YOU

choose



Ralston
PUBLIC SCHOOLS



- **We Are Here to Support You** - Ralston provides a three-year mentoring program to help all new teachers to the district get their career get off to a great start.

- **Opportunities for Loan Forgiveness** - Each of our elementary schools are Title I buildings, allowing teachers in Ralston to participate in one of three different Federal student loan forgiveness programs offered through the US Department of Education.

- **Bond Issue Impacts Every School** - In October of 2021, Ralston Public Schools passed an \$83.75 million dollar bond issue that will update each school's facilities and provide the latest technology in every classroom.

- **Tuition Reimbursement** - The district's tuition reimbursement program provides 12 hours of free graduate tuition for an approved program of study. Teachers who are interested in earning an endorsement in special education or a content-area Master's degree are eligible for 18 hours of free graduate tuition.

- **Outstanding Benefits** - Ralston Public Schools offers generous health and dental benefits, paying between 91.25% and 96% of the teacher's health and dental insurance package.

- **Salary Schedule Benefits Teachers** - Ralston Public Schools offers a 4x5 salary schedule. This provides a 4% salary increase for each year on the salary schedule, and a 5% salary increase for every 9 hours of graduate credit up to a doctorate.

- **Prior Experience Honored** - RPS is now accepting previous years experience for placement on our salary schedule.

- **Weekly Early Student Dismissal** - Ralston's early dismissal time on Friday allows teachers to engage in professional learning and collaboration with their peers on a weekly basis.

- **Sick Leave and Personal Day Buy Back Program** - Teachers can accumulate up to 90 days of paid sick leave. Ralston's sick leave buy-back program provides teachers with cash payouts depending on their sick leave balance and their length of service.

- Each teacher receives between 2-3 personal days per year, bankable up to a maximum of five days. Ralston's personal leave buy-back policies allows teachers to receive a cash incentive for any unused personal leave.

- **Contract Guaranteed Plan Time** - Ralston provides guaranteed weekly planning time to all teachers regardless of their assignment.

- **Guaranteed Life Insurance** - The Board provides a \$20,000 life insurance policy to each employee at no cost to the employee.



For more information on each of these benefits, please contact the Human Resource department at hr@ralstonschools.org.