

Ainsworth

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 49.5
 Enrollment: 502
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.5 7.5 7.12
 Planning Time: 50 50 30
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,500 Index: 5 x 4
 Starting Salary: 26,500 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5(D)
 Vertical Freeze: 86-87,87-88, 89-90
 Rollback: 86-87 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	16.47	Indiv.	Depend.
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Ind. Dental	Options: TSA, Cash	
PPO:			COMMENTS:						
LIFE								IRS 125: Y	
LTD	Madison Nat'l				.00335			Flex Accounts: Y	
NON-PARTICIPANT								PART-TIME BENEFITS	
								Minimum FTE: 1	
								Contribution:	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

AINSWORTH										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	26,500	27,560	28,620	29,680	30,740	30,740	31,800	32,860	33,920	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.1600	1.2000	1.2400	1.2800	
2	27,825	28,885	29,945	31,005	32,065	32,065	33,125	34,185	35,245	
	1.0500	1.0900	1.1300	1.1700	1.2100	1.2100	1.2500	1.2900	1.3300	
3	29,150	30,210	31,270	32,330	33,390	33,390	34,450	35,510	36,570	
	1.1000	1.1400	1.1800	1.2200	1.2600	1.2600	1.3000	1.3400	1.3800	
4	30,475	31,535	32,595	33,655	34,715	34,715	35,775	36,835	37,895	
	1.1500	1.1900	1.2300	1.2700	1.3100	1.3100	1.3500	1.3900	1.4300	
5	31,800	32,860	33,920	34,980	36,040	36,040	37,100	38,160	39,220	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.3600	1.4000	1.4400	1.4800	
6		34,185	35,245	36,305	37,365	37,365	38,425	39,485	40,545	
		1.2900	1.3300	1.3700	1.4100	1.4100	1.4500	1.4900	1.5300	
7			36,570	37,630	38,690	38,690	39,750	40,810	41,870	
			1.3800	1.4200	1.4600	1.4600	1.5000	1.5400	1.5800	
8				38,955	40,015	40,015	41,075	42,135	43,195	
				1.4700	1.5100	1.5100	1.5500	1.5900	1.6300	
9					41,340	41,340	42,400	43,460	44,520	
					1.5600	1.5600	1.6000	1.6400	1.6800	
10					42,665	42,665	43,725	44,785	45,845	
					1.6100	1.6100	1.6500	1.6900	1.7300	
11							45,050	46,110	47,170	
							1.7000	1.7400	1.7800	
12								47,435	48,495	
								1.7900	1.8300	
13									49,820	
									1.8800	

\$300 Annual Professional Dues Benefit upon exceeding MA+27; 05-06 moved from 100D to 250D H/A

Allen

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 20.5
 Enrollment: 217
 Length of Teacher Day: 8.25 HS JH/MS 8.25 ELEM 8.25
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 55 55 30
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,000 Index: 4 x 4
 Starting Salary: 26,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: All
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	872.07	343.66	H/A, Cash, TSA	Options:
DENTAL	BC/BS		16.47	58.46	16.47	14.82			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts:
LIFE	Madison Nat'l				6.45				PART-TIME BENEFITS
LTD	National				.0029				Minimum FTE: 0
NON-PARTICIPANT					\$343.66 in lieu				Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	Sev.-upon term. reimb. \$10/day unused over 40				
PERSONAL	2			yes	
BEREAVEMENT	3				over 3 use sick lv
PROFESSIONAL	1-2			yes	admin approval
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ALLEN		MA						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	26,000	27,040	28,080	29,120	30,160	31,200	32,240	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
2	27,040	28,080	29,120	30,160	31,200	32,240	33,280	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
3	28,080	29,120	30,160	31,200	32,240	33,280	34,320	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
4	29,120	30,160	31,200	32,240	33,280	34,320	35,360	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
5	30,160	31,200	32,240	33,280	34,320	35,360	36,400	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
6	31,200	32,240	33,280	34,320	35,360	36,400	37,440	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
7	32,240	33,280	34,320	35,360	36,400	37,440	38,480	
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
8	33,280	34,320	35,360	36,400	37,440	38,480	39,520	
	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
9		35,360	36,400	37,440	38,480	39,520	40,560	
		1.3600	1.4000	1.4400	1.4800	1.5200	1.5600	
10			37,440	38,480	39,520	40,560	41,600	
			1.4400	1.4800	1.5200	1.5600	1.6000	
11				39,520	40,560	41,600	42,640	
				1.5200	1.5600	1.6000	1.6400	
12						42,640	43,680	
						1.6400	1.6800	

Anselmo-Merna

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 232
 Length of Teacher Day: 8
 Length of Student Day: 7.33
 Planning Time: 47
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,000 Index: 4 x 4
 Starting Salary: 25,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: 10
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	16.47	Indiv. Depend.	Options:
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Ind. Dental		
PPO:	100D until 12/31/05 then 250D		COMMENTS:						IRS 125:
LIFE	Principal				5.40				Flex Accounts:
LTD									PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		

Other Info: 2 for depend illness

PERSONAL	2				
BEREAVEMENT	2			2 add'l for immed fam death	
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Family illness (immed. fam. only)

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

ANSELMO-MERNA						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	25,000	26,000	27,000	28,000	29,000	30,000
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000
2	26,000	27,000	28,000	29,000	30,000	31,000
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
3	27,000	28,000	29,000	30,000	31,000	32,000
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
4	28,000	29,000	30,000	31,000	32,000	33,000
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
5	29,000	30,000	31,000	32,000	33,000	34,000
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
6	30,000	31,000	32,000	33,000	34,000	35,000
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
7		32,000	33,000	34,000	35,000	36,000
		1.2800	1.3200	1.3600	1.4000	1.4400
8		33,000	34,000	35,000	36,000	37,000
		1.3200	1.3600	1.4000	1.4400	1.4800
9			35,000	36,000	37,000	38,000
			1.4000	1.4400	1.4800	1.5200
10			36,000	37,000	38,000	39,000
			1.4400	1.4800	1.5200	1.5600
11				38,000	39,000	40,000
				1.5200	1.5600	1.6000
12				39,000	40,000	41,000
				1.5600	1.6000	1.6400
13					41,000	42,000
					1.6400	1.6800
14					42,000	43,000
					1.6800	1.7200

Ansley

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 20
 Enrollment: 211
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.67 7.67 7.67
 Planning Time: 47 47 47
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 24,950 Index: 4 x 4.5
 Starting Salary: 24,950 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO: COMMENTS:						
LIFE						
LTD	Fortis					
NON-PARTICIPANT						

Cafeteria Plan
 Individ. Depend.
 377.63
 Couple - Benefits
 TSA(if hired<04-05)
 Options:
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	35	yes		
Other Info: Incentive:over 30 @ \$20/day max. 10					
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/ Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ANSLEY							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	24,950	26,073	27,196	28,318	29,441	30,564	
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	
2	25,948	27,071	28,194	29,316	30,439	31,562	
	1.0400	1.0850	1.1300	1.1750	1.2200	1.2650	
3	26,946	28,069	29,192	30,314	31,437	32,560	
	1.0800	1.1250	1.1700	1.2150	1.2600	1.3050	
4	27,944	29,067	30,190	31,312	32,435	33,558	
	1.1200	1.1650	1.2100	1.2550	1.3000	1.3450	
5	28,942	30,065	31,188	32,310	33,433	34,556	
	1.1600	1.2050	1.2500	1.2950	1.3400	1.3850	
6	29,940	31,063	32,186	33,308	34,431	35,554	
	1.2000	1.2450	1.2900	1.3350	1.3800	1.4250	
7	30,938	32,061	33,184	34,306	35,429	36,552	
	1.2400	1.2850	1.3300	1.3750	1.4200	1.4650	
8		33,059	34,182	35,304	36,427	37,550	
		1.3250	1.3700	1.4150	1.4600	1.5050	
9			35,180	36,302	37,425	38,548	
			1.4100	1.4550	1.5000	1.5450	
10				37,300	38,423	39,546	
				1.4950	1.5400	1.5850	
11					39,421	40,544	
					1.5800	1.6250	
12					40,419	41,542	
					1.6200	1.6650	
13						42,540	
						1.7050	

Arcadia

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 15
 Enrollment: 111
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7 7 7
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 23,875 Index: 4 x 5
 Starting Salary: 23,875 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	550D 1	343.66	968.97	343.66	968.97	41.99	Individ.	Depend.	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:		
PPO:			COMMENTS:				IRS 125: Y			
LIFE	Horace Mann						Flex Accounts: Y			
LTD	Omaha Life						PART-TIME BENEFITS			
NON-PARTICIPANT							Minimum FTE: 0.5			
							Contribution: fte			

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:					
PERSONAL	admin. disc.			yes	
BEREAVEMENT	3				w/appr.
PROFESSIONAL	admin. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ARCADIA Step	BA	BA+9	BA+18	BA+27	BA+36
1	23,875	25,069	26,263	27,456	28,650
	1.0000	1.0500	1.1000	1.1500	1.2000
2	24,830	26,024	27,218	28,411	29,605
	1.0400	1.0900	1.1400	1.1900	1.2400
3	25,785	26,979	28,173	29,366	30,560
	1.0800	1.1300	1.1800	1.2300	1.2800
4	26,740	27,934	29,128	30,321	31,515
	1.1200	1.1700	1.2200	1.2700	1.3200
5	27,695	28,889	30,083	31,276	32,470
	1.1600	1.2100	1.2600	1.3100	1.3600
6	28,650	29,844	31,038	32,231	33,425
	1.2000	1.2500	1.3000	1.3500	1.4000
7	29,605	30,799	31,993	33,186	34,380
	1.2400	1.2900	1.3400	1.3900	1.4400
8		31,754	32,948	34,141	35,335
		1.3300	1.3800	1.4300	1.4800
9			33,903	35,096	36,290
			1.4200	1.4700	1.5200
10			34,380	36,051	37,245
			1.4400	1.5100	1.5600
11				37,006	38,200
				1.5500	1.6000
12					39,155
					1.6400

Arlington

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	50.04
Enrollment:	596	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	45	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,645	Index:	4 x 5
Starting Salary:	27,645	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
BA+36 grandfathered in 86-87			
Vertical Freeze:			
Rollback:	86-87		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30			377.63	377.63	377.63
DENTAL	BC/BS						Cafeteria		Options: H/A, 125, TSA, Cash
PPO:									IRS 125: Y
LIFE	Madison Life					1.85			Flex Accounts: Y
LTD	Madison Life					.0021			PART-TIME BENEFITS
NON-PARTICIPANT						Cash value of individual ins premium			Minimum FTE: 0.6
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:	Unused over 35 paid in July				
PERSONAL	2			yes	acc. to 5
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	expenses \$20-30
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES:

ARLINGTON									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	27,645	29,028	30,410	31,791	33,174	34,557	35,939	37,321	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	
2	28,751	30,133	31,515	32,898	34,280	35,662	37,044	38,427	
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900	
3	29,856	31,239	32,621	34,003	35,385	36,768	38,150	39,532	
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300	
4	30,963	32,345	33,727	35,109	36,492	37,874	39,256	40,638	
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700	
5	32,068	33,450	34,833	36,215	37,597	38,979	40,362	41,744	
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100	
6	33,174	34,557	35,939	37,321	38,703	40,086	41,468	42,850	
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	
7	34,280	35,662	37,044	38,427	39,809	41,191	42,573	43,956	
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900	
8		36,768	38,150	39,532	40,914	42,297	43,679	45,061	
		1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300	
9			39,256	40,638	42,021	43,403	44,785	46,167	
			1.4200	1.4700	1.5200	1.5700	1.6200	1.6700	
10				41,744	43,126	44,508	45,891	47,273	
				1.5100	1.5600	1.6100	1.6600	1.7100	
11					44,232	45,615	46,997	48,379	
					1.6000	1.6500	1.7000	1.7500	
12						46,720	48,102	49,485	
						1.6900	1.7400	1.7900	
13						47,826	49,208	50,591	
						1.7300	1.7800	1.8300	
14						48,932	50,314	51,696	
						1.7700	1.8200	1.8700	
15							51,419	52,802	
							1.8600	1.9100	
16								53,908	
								1.9500	

Arnold

2006-2007

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 20.6
 Enrollment: 160
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 53
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,650 Index: 4 x 5
 Starting Salary: 25,650 Entry Level Step: 1
 Career Increments: N Experience Allowed: (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Individ.	Depend.
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:						
LIFE			IRS 125: Y						
LTD	Madison Nat'l		Flex Accounts: Y						
NON-PARTICIPANT			PART-TIME BENEFITS						
			Minimum FTE: 0						
			Contribution: fte						

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7,10	45	yes		
Other Info:	Unused over 45pd @25/day max-250.00; Sev:\$25/day to 45				
PERSONAL	2			no	accum. to 5
BEREAVEMENT	3				pay for sub-deduct from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	ARNOLD					
	BA	BA+9	BA+18	BA+27	MA	MA+9
1	25,650	26,933	28,215	29,498	30,780	32,063
2	26,676	27,959	29,241	30,524	31,806	33,089
3	27,702	28,985	30,267	31,550	32,832	34,115
4	28,728	30,011	31,293	32,576	33,858	35,141
5	29,754	31,037	32,319	33,602	34,884	36,167
6	30,780	32,063	33,345	34,628	35,910	37,193
7	31,806	33,089	34,371	35,654	36,936	38,219
8	32,832	34,115	35,397	36,680	37,962	39,245
9	33,858	35,141	36,423	37,706	38,988	40,271
10		36,167	37,449	38,732	40,014	41,297
11		38,475	39,758	41,040	42,323	44,349
12		40,784	42,066	43,349	44,375	46,427
13		43,092	44,375	46,427	48,503	50,581
14		45,401	46,427	48,503	50,581	52,739
15		47,709	48,503	50,581	52,739	54,897
16		50,017	50,581	52,739	54,897	57,055

Ashland-Greenwood

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 60.15
 Enrollment: 855
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5
 Length of Student Day: 6.5 6.5 6.25
 Planning Time: 100 100 118
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,375 Index: 4 x 5
 Starting Salary: 28,485 Entry Level Step: 3
 Career Increments: N Experience Allowed: 15(D)
 new hires frozen at step 3 for 3 yrs
 Vertical Freeze: 87-88/99-00
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	16.47	Indiv.	Depend.
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Ind. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Guardian				3.00			Flex Accounts: Y	
LTD								PART-TIME BENEFITS	
NON-PARTICIPANT					\$166.67/mo.			Minimum FTE: 0.4 Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	Sev-after 15 yrs-1/2 sub rate to 45 days				
PERSONAL	2			yes	accum to 3
BEREAVEMENT	unl.				per occur./4
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/ Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Child's school act.-2 days

ASHLAND-GREENWOOD									
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	MA+36
Base	26,375								
	1.0000								
1-3	28,485	29,804	31,123	32,441	33,760	35,079	36,398	37,716	39,035
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300	1.4800
4	29,540	30,859	32,178	33,496	34,815	36,134	37,453	38,771	40,090
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700	1.5200
5	30,595	31,914	33,233	34,551	35,870	37,189	38,508	39,826	41,145
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100	1.5600
6	31,650	32,969	34,288	35,606	36,925	38,244	39,563	40,881	42,200
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000
7	32,705	34,024	35,343	36,661	37,980	39,299	40,618	41,936	43,255
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900	1.6400
8		35,079	36,398	37,716	39,035	40,354	41,673	42,991	44,310
		1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300	1.6800
9		36,134	37,453	38,771	40,090	41,409	42,728	44,046	45,365
		1.3700	1.4200	1.4700	1.5200	1.5700	1.6200	1.6700	1.7200
10			38,508	39,826	41,145	42,464	43,783	45,101	46,420
			1.4600	1.5100	1.5600	1.6100	1.6600	1.7100	1.7600
11			39,563	40,881	42,200	43,519	44,838	46,156	47,475
			1.5000	1.5500	1.6000	1.6500	1.7000	1.7500	1.8000
12				41,936	43,255	44,574	45,893	47,211	48,530
				1.5900	1.6400	1.6900	1.7400	1.7900	1.8400
13					44,310	45,629	46,948	48,266	49,585
					1.6800	1.7300	1.7800	1.8300	1.8800
14					45,365	46,684	48,003	49,321	50,640
					1.7200	1.7700	1.8200	1.8700	1.9200
15							49,058	50,376	51,695
							1.8600	1.9100	1.9600

Auburn

2006-2007

WORKING CONDITIONS

Contract Days: 181 FTE Teachers: 65
 Enrollment: 861
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 49
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 26,000 Index: 4 x 5
 Starting Salary: 27,040 Entry Level Step: (D)
 Career Increments: N Experience Allowed: (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits
			Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	
DENTAL	BC/BS		16.47	58.46	16.47	58.46	
PPO: COMMENTS:							
LIFE	Guardian				2.76		
LTD	Madison Life				.0034 (+B)		
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE:
 Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	60	no		
Other Info:					
PERSONAL	2			1-yes	max. accum. - 3
BEREAVEMENT	6				accum. to 10
PROFESSIONAL	adm. disc.				
ADOPTION					from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES: Fam. Emerg. from Bereavement

AUBURN	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	27,040	28,340	29,640	30,940	32,240	33,540	34,840	36,140	37,440
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900	1.4400
2	27,040	28,340	29,640	30,940	32,240	33,540	34,840	36,140	37,440
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900	1.4400
3	28,080	29,380	30,680	31,980	33,280	34,580	35,880	37,180	38,480
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300	1.4800
4	29,120	30,420	31,720	33,020	34,320	35,620	36,920	38,220	39,520
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700	1.5200
5	30,160	31,460	32,760	34,060	35,360	36,660	37,960	39,260	40,560
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100	1.5600
6	31,200	32,500	33,800	35,100	36,400	37,700	39,000	40,300	41,600
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000
7	32,240	33,540	34,840	36,140	37,440	38,740	40,040	41,340	42,640
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900	1.6400
8		34,580	35,880	37,180	38,480	39,780	41,080	42,380	43,680
		1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300	1.6800
9			36,920	38,220	39,520	40,820	42,120	43,420	44,720
			1.4200	1.4700	1.5200	1.5700	1.6200	1.6700	1.7200
10				39,260	40,560	41,860	43,160	44,460	45,760
				1.5100	1.5600	1.6100	1.6600	1.7100	1.7600
11					41,600	42,900	44,200	45,500	46,800
					1.6000	1.6500	1.7000	1.7500	1.8000
12						43,940	45,240	46,540	47,840
						1.6900	1.7400	1.7900	1.8400
13							46,280	47,580	48,880
							1.7800	1.8300	1.8800
14								48,620	49,920
								1.8700	1.9200
15									50,960
									1.9600

04-05 change sal sched, col 1/step 1 is 1.04 index and steps 1 & 2 are combined. Remainder of schedule is the same.

Aurora

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 99.125
 Enrollment: 1270
 Length of Teacher Day: 8 HS JH/MS ELEM 8 8
 Length of Student Day: 7 7 6.75
 Planning Time: 47 47 40
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 25,550 Index: 5 x 5
 Starting Salary: 25,550 Entry Level Step: 1
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	16.47	Ind. Dental	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47			IRS 125: Y	
PPO:			COMMENTS: added 2nd leave option - see agt							Flex Accounts:
LIFE									PART-TIME BENEFITS	
LTD	C N A				.0036				Minimum FTE: 0.5	
NON-PARTICIPANT									Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	Sev.-1/4 daily pay unused sick/pers.lv. after 5 yrs.				
PERSONAL	2			yes	unused goes to accum sick lv.
BEREAVEMENT	5				immed family
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

AURORA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	25,550	26,828	28,105	29,383	30,660	31,938	33,215	34,493	35,770	37,048
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500
2	26,828	28,105	29,383	30,660	31,938	33,215	34,493	35,770	37,048	38,325
	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000
3	28,105	29,383	30,660	31,938	33,215	34,493	35,770	37,048	38,325	39,603
	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500
4	29,383	30,660	31,938	33,215	34,493	35,770	37,048	38,325	39,603	40,880
	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000
5	30,660	31,938	33,215	34,493	35,770	37,048	38,325	39,603	40,880	42,158
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000	1.6500
6	31,938	33,215	34,493	35,770	37,048	38,325	39,603	40,880	42,158	43,435
	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000	1.6500	1.7000
7		34,493	35,770	37,048	38,325	39,603	40,880	42,158	43,435	44,713
		1.3500	1.4000	1.4500	1.5000	1.5500	1.6000	1.6500	1.7000	1.7500
8			37,048	38,325	39,603	40,880	42,158	43,435	44,713	45,990
			1.4500	1.5000	1.5500	1.6000	1.6500	1.7000	1.7500	1.8000
9			38,325	39,603	40,880	42,158	43,435	44,713	45,990	47,268
			1.5000	1.5500	1.6000	1.6500	1.7000	1.7500	1.8000	1.8500
10				40,880	42,158	43,435	44,713	45,990	47,268	48,545
				1.6000	1.6500	1.7000	1.7500	1.8000	1.8500	1.9000
11					43,435	44,713	45,990	47,268	48,545	49,823
					1.7000	1.7500	1.8000	1.8500	1.9000	1.9500
12					44,713	45,990	47,268	48,545	49,823	51,100
					1.7500	1.8000	1.8500	1.9000	1.9500	2.0000
13						47,268	48,545	49,823	51,100	52,378
						1.8500	1.9000	1.9500	2.0000	2.0500
14							49,823	51,100	52,378	53,656
							1.9500	2.0000	2.0500	2.1000

03-04 add stp to BA -BA+27, max is 14 stps, add MA+27 column

Axtell

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 23.8
 Enrollment: 304 HS JH/MS ELEM
 Length of Teacher Day: 7.75 7.75 7.75
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 50 50 45
 Class Periods/Day: 8 8
 Normal Teaching Load: 6-7 6-7

SALARY SCHEDULE

Base: 25,150 Index: 4 x 4.5
 Starting Salary: 25,150 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Long.:MA-MA+18 2% base after 4 yrs frozen, ea. 4 yrs.
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	83.33		Options:	
DENTAL	BC/BS		16.47	58.46	16.47	58.46	Cash			
PPO:			COMMENTS:							IRS 125: Y
LIFE										Flex Accounts: Y
LTD	National Ins.									PART-TIME BENEFITS
NON-PARTICIPANT										Minimum FTE: 0
										Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	borrow up to 20; Sev.-Upon term. \$45/day unused days				
PERSONAL	2			yes	2 add'l. from sick lv.; may carry
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency Leave - 2 Days

AXTELL Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18
1	25,150	26,282	27,414	28,545	29,677	29,677	29,677	30,809	31,941
	1,0000	1,0450	1,0900	1,1350	1,1800	1,1800	1,1800	1,2250	1,2700
2	26,156	27,288	28,420	29,551	30,683	30,683	30,683	31,815	32,947
	1,0400	1,0850	1,1300	1,1750	1,2200	1,2200	1,2200	1,2650	1,3100
3	27,162	28,294	29,426	30,557	31,689	31,689	31,689	32,821	33,953
	1,0800	1,1250	1,1700	1,2150	1,2600	1,2600	1,2600	1,3050	1,3500
4	28,168	29,300	30,432	31,563	32,695	32,695	32,695	33,827	34,959
	1,1200	1,1650	1,2100	1,2550	1,3000	1,3000	1,3000	1,3450	1,3900
5	29,174	30,306	31,438	32,569	33,701	33,701	33,701	34,833	35,965
	1,1600	1,2050	1,2500	1,2950	1,3400	1,3400	1,3400	1,3850	1,4300
6		31,312	32,444	33,575	34,707	34,707	34,707	35,839	36,971
		1,2450	1,2900	1,3350	1,3800	1,3800	1,3800	1,4250	1,4700
7			33,450	34,581	35,713	35,713	35,713	36,845	37,977
			1,3300	1,3750	1,4200	1,4200	1,4200	1,4650	1,5100
8				35,587	36,719	36,719	36,719	37,851	38,983
				1,4150	1,4600	1,4600	1,4600	1,5050	1,5500
9				36,593	37,725	37,725	37,725	38,857	39,989
				1,4550	1,5000	1,5000	1,5000	1,5450	1,5900
10					38,731	38,731	38,731	39,863	40,995
					1,5400	1,5400	1,5400	1,5850	1,6300
11						39,737	39,737	40,869	42,001
						1,5800	1,5800	1,6250	1,6700
12							39,737	40,869	42,001
							1,5800	1,6250	1,6700
13							39,737	40,869	42,001
							1,5800	1,6250	1,6700
14							39,737	40,869	42,001
							1,5800	1,6250	1,6700
15							39,737	40,869	42,001
							1,5800	1,6250	1,6700
16							40,743	41,875	43,007
							1,6200	1,6650	1,7100
17							40,743	41,875	43,007
							1,6200	1,6650	1,7100
18							40,743	41,875	43,007
							1,6200	1,6650	1,7100
19							40,743	41,875	43,007
							1,6200	1,6650	1,7100
20							41,246	42,378	43,510
							1,6400	1,6850	1,7300

After being frozen at step 12 for 4 yrs on MA, MA+9 & MA+18 columns, 2% of base added to salary every 4 yrs.

Bancroft-Rosalie

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 23.1
 Enrollment: 298
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 25,450 Index: 4 x 4
 Starting Salary: 25,450 Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze: 87-88
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30	376.50	Options:	
DENTAL	BC/BS		15.34	54.45	15.34	15.34	TSA,Cash	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD	National Ins.				.0031			PART-TIME BENEFITS	
NON-PARTICIPANT						\$376.50 TSA, Cash		Minimum FTE: 0	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	no		
Other Info:	\$40/day above 40 at begin of yr				
PERSONAL	2			yes	admin has discretion to deny
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	adm. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Unpaid emergency-3

BANCROFT-ROSALIE							
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9
					MA	MA+9	
1	25,450	26,468	27,486	28,504	29,522	30,540	30,540
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2000
2	26,468	27,486	28,504	29,522	30,540	31,558	31,558
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2400
3	27,486	28,504	29,522	30,540	31,558	32,576	32,576
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.2800
4	28,504	29,522	30,540	31,558	32,576	33,594	33,594
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3200
5	29,522	30,540	31,558	32,576	33,594	34,612	34,612
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.3600
6	30,540	31,558	32,576	33,594	34,612	35,630	35,630
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4000
7	31,558	32,576	33,594	34,612	35,630	36,648	36,648
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4400
8	32,576	33,594	34,612	35,630	36,648	37,666	37,666
	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.4800
9		34,612	35,630	36,648	37,666	38,684	38,684
		1.3600	1.4000	1.4400	1.4800	1.5200	1.5200
10			36,648	37,666	38,684	39,702	39,702
			1.4400	1.4800	1.5200	1.5600	1.5600
11				38,684	39,702	40,720	40,720
				1.5200	1.5600	1.6000	1.6000
12					40,720	41,738	41,738
					1.6000	1.6400	1.6400
13						42,756	42,756
						1.6800	1.6800

Banner County

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 19.5
 Enrollment: 177
 Length of Teacher Day: 7.5 HS JH/MS ELEM
 Length of Student Day: 6.83 6.83 6.83
 Planning Time: 47 47 47
 Class Periods/Day: 9 9
 Normal Teaching Load: 8 8

SALARY SCHEDULE

Base: 24,750 Index: 4.25 x 4.25
 Starting Salary: 24,750 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 9
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125:	
LIFE								Flex Accounts:	
LTD	Principal							PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,7	45	yes		
Other Info:	10 1st yr, 7 all others				
PERSONAL	3			yes	
BEREAVEMENT					
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BANNER COUNTY								
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45		MA+9
1	24,750	25,802	26,854	27,906	28,958	30,009	31,061	31,061
	1.0000	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2550
2	25,802	26,854	27,906	28,958	30,009	31,061	32,113	32,113
	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.2975
3	26,854	27,906	28,958	30,009	31,061	32,113	33,165	33,165
	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3400
4	27,906	28,958	30,009	31,061	32,113	33,165	34,217	34,217
	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.3825
5	28,958	30,009	31,061	32,113	33,165	34,217	35,269	35,269
	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4250
6	30,009	31,061	32,113	33,165	34,217	35,269	36,321	36,321
	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675	1.4675
7	31,061	32,113	33,165	34,217	35,269	36,321	37,373	37,373
	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675	1.5100	1.5100
8		33,165	34,217	35,269	36,321	37,373	38,424	38,424
		1.3400	1.3825	1.4250	1.4675	1.5100	1.5525	1.5525
9			35,269	36,321	37,373	38,424	39,476	39,476
			1.4250	1.4675	1.5100	1.5525	1.5950	1.5950
10				37,373	38,424	39,476	40,528	40,528
				1.5100	1.5525	1.5950	1.6375	1.6375
11					39,476	40,528	41,580	41,580
					1.5950	1.6375	1.6800	1.6800
12						41,580	42,632	42,632
						1.6800	1.7225	1.7225
13							43,684	43,684
							1.7650	1.7650

Bellevue

2006-2007

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	696.7
Enrollment:	9215	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.5	6.5	6.5
Planning Time:	47	43	34
Class Periods/Day:	7	8	
Normal Teaching Load:	5	6	

SALARY SCHEDULE

Base:	28,100	Index:	3 x 4
Starting Salary:	28,100	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Long. 3.75% basic salary after 20 yrs., all lanes			
Vertical Freeze:	87-88, 88-89		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
		H/A-Dent	Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 4	361.16	1,018.30		
DENTAL	BC/BS					
PPO:						
LIFE	Reliance					
LTD	National Ins					
NON-PARTICIPANT					None	

Amount Paid

By District

Couple - Benefits

321.50
Cafeteria

Cafeteria Plan

Individ. Depend.
321.50 321.50
Options: Cash, TSA, H/A

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	110	yes		

Other Info: Upon term. 3 3/4% sal. over 20 yrs.; 1/4 under 20; full day rate over 110 days

PERSONAL					see sick lv
BEREAVEMENT	see sick lv				
PROFESSIONAL					see sick lv
ADOPTION					
ASSOCIATION	20+5				

OTHER DISTRICT POLICIES

	Exists	Negotiated/ Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BelleVue						
	BA	BA+12	BA+24	BA+36	MA+18	MA+36	BA+45
1	28,100	29,224	30,348	31,472	33,158	34,844	
	1.0000	1.0400	1.0800	1.1200	1.1800	1.2400	
2	28,943	30,348	31,472	32,596	34,282	35,968	
	1.0300	1.0800	1.1200	1.1600	1.2200	1.2800	
3	29,786	31,472	32,596	33,720	35,406	37,092	
	1.0600	1.1200	1.1600	1.2000	1.2600	1.3200	
4	30,629	32,596	33,720	34,844	36,530	38,216	
	1.0900	1.1600	1.2000	1.2400	1.3000	1.3600	
5	31,472	33,720	34,844	35,968	37,654	39,340	
	1.1200	1.2000	1.2400	1.2800	1.3400	1.4000	
6	32,596	35,125	36,249	37,373	39,059	40,745	
	1.1600	1.2500	1.2900	1.3300	1.3900	1.4500	
7	33,720	36,530	37,654	38,778	40,464	42,150	
	1.2000	1.3000	1.3400	1.3800	1.4400	1.5000	
8			39,059	40,183	41,869	43,555	
			1.3900	1.4300	1.4900	1.5500	
9			40,464	41,588	43,274	44,960	
			1.4400	1.4800	1.5400	1.6000	
10			41,869	42,993	44,679	46,365	
			1.4900	1.5300	1.5900	1.6500	
11				44,398	46,084	47,770	
				1.5800	1.6400	1.7000	
12				46,084	47,770	49,456	
				1.6400	1.7000	1.7600	
13				47,770	49,456	51,142	
				1.7000	1.7600	1.8200	
14				49,456	51,142	52,828	
				1.7600	1.8200	1.8800	
15					52,828	54,514	
					1.8800	1.9400	
16					54,514	56,200	
					1.9400	2.0000	
17						57,886	
						2.0600	
18						59,572	
						2.1200	

Bennington

2006-2007

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 62.43
 Enrollment: 825
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.12 7.12 6.75
 Planning Time: 99 99 125
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,750 Index: 4 x 5
 Starting Salary: 28,890 Entry Level Step: 3
 Career Increments: Y Experience Allowed: 10
 new hires stay on stp 3 until eligible for movement by experience
 Vertical Freeze:
 Rollback: 85-86
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 5	361.16	1,018.30	361.16	1018.30	Ind. Prem (less FICA/LTD)	Options:		
DENTAL	BC/BS		40.55	104.87	40.55	40.55		IRS 125: Y	Flex Accounts: Y	
PPO:			COMMENTS:					PART-TIME BENEFITS		
LIFE	Guardian				5.20			Minimum FTE: 0.5		
LTD	Principal				.0039			Contribution: fte		
NON-PARTICIPANT					Ind. Prem (less FICA/LTD)					

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	50	yes		
Other Info:	Incentive-\$30/unused day up to 10 days; 3 can be personal				
PERSONAL	3			yes	incl. in sick lv.
BEREAVEMENT	up to 5				immed. fam.-other from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	2				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

BENNINGTON								
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
Step					MA			
1	26,750	28,088	29,425	30,763	32,100	33,438	34,775	36,113
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500
2	27,820	29,158	30,495	31,833	33,170	34,508	35,845	37,183
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900
3	28,890	30,228	31,565	32,903	34,240	35,578	36,915	38,253
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300
4	29,960	31,298	32,635	33,973	35,310	36,648	37,985	39,323
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700
5	31,030	32,368	33,705	35,043	36,380	37,718	39,055	40,393
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100
6	33,438	34,775	36,113	37,450	38,788	40,125	41,463	42,800
		1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500
7	34,508	35,845	37,183	38,520	39,858	41,195	42,533	43,870
		1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900
8		36,915	38,253	39,590	40,928	42,265	43,603	44,940
		1.3800	1.4300	1.4800	1.5300	1.5800	1.6300	1.6800
9		37,985	39,323	40,660	41,998	43,335	44,673	46,010
		1.4200	1.4700	1.5200	1.5700	1.6200	1.6700	1.7200
10			40,393	41,730	43,068	44,405	45,743	47,080
			1.5100	1.5600	1.6100	1.6600	1.7100	1.7600
11			41,463	42,800	44,138	45,475	46,813	48,150
			1.5500	1.6000	1.6500	1.7000	1.7500	1.8000
12				43,870	45,208	46,545	47,883	49,220
				1.6400	1.6900	1.7400	1.7900	1.8400
13				44,940	46,278	47,615	48,953	50,290
				1.6800	1.7300	1.7800	1.8300	1.8800
14					47,348	48,685	50,023	51,360
					1.7700	1.8200	1.8700	1.9200
15					48,418	49,755	51,093	52,430
					1.8100	1.8600	1.9100	1.9600

Bertrand

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 21.2
 Enrollment: 246
 Length of Teacher Day: 7.17 HS JH/MS ELEM 7.17
 Length of Student Day: 6.83 6.83 6.83
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,000 Index: 4 x 4
 Starting Salary: 25,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30		Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47		IRS 125: Y	
LIFE	Guardian				4.80			Flex Accounts:	
LTD	Principal Life				.0039			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0 Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	40	yes		
Other Info: supp sick lv 20 days w/sub ded; Incent-sub rate pdover 40 days					
PERSONAL	2			no	3
BEREAVEMENT	see sick lv				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv				
ASSOCIATION	see prof lv				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	25,000	26,000	27,000	28,000	29,000	30,000	31,000
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
2	26,000	27,000	28,000	29,000	30,000	31,000	32,000
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
3	27,000	28,000	29,000	30,000	31,000	32,000	33,000
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
4	28,000	29,000	30,000	31,000	32,000	33,000	34,000
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
5	29,000	30,000	31,000	32,000	33,000	34,000	35,000
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
6		31,000	32,000	33,000	34,000	35,000	36,000
		1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
7			33,000	34,000	35,000	36,000	37,000
			1.3200	1.3600	1.4000	1.4400	1.4800
8			34,000	35,000	36,000	37,000	38,000
			1.3600	1.4000	1.4400	1.4800	1.5200
9				36,000	37,000	38,000	39,000
				1.4400	1.4800	1.5200	1.5600
10				37,000	38,000	39,000	40,000
				1.4800	1.5200	1.5600	1.6000
11				38,000	39,000	40,000	41,000
				1.5200	1.5600	1.6000	1.6400
12					40,000	41,000	42,000
					1.6000	1.6400	1.6800
13					41,000	42,000	43,000
					1.6400	1.6800	1.7200
14					42,000	43,000	44,000
					1.6800	1.7200	1.7600
15						44,000	45,000
						1.7600	1.8000
16						45,000	46,000
						1.8000	1.8400

Blair

2006-2007

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 165.5
 Enrollment: 2360
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.5 7.2 6.25
 Planning Time: 85 45 47
 Class Periods/Day: 4 8
 Normal Teaching Load: 3 6

SALARY SCHEDULE

Base: 27,605 Index: 4 x 5
 Starting Salary: 29,813 Entry Level Step: 3
 Career Increments: Y Experience Allowed: 10(TS)
 Contact NSEA for grandfathered steps/half steps are used
 Vertical Freeze: 85-86, 88-89
 Rollback:
 Multi-year Contract: 06-07, 07-08

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	550D 2	343.66	968.97	593.66	968.97	416.67	Options:		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Cash	Options:		
PPO:			COMMENTS: if take ind ins, get \$250 cash also						IRS 125:	
LIFE								Flex Accounts:		
LTD	Madison Nat'l				.0031			PART-TIME BENEFITS		
NON-PARTICIPANT					\$416.67 cash			Minimum FTE: 0.5		
								Contribution: full(LTD)		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	no		
Other Info:	Retirement-sub rate pd for up to 45 max				
PERSONAL	2			1-yes;1-no	
BEREAVEMENT	5				immed family/2 non-family
PROFESSIONAL	unl.				
ADOPTION	See sick lv.				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency-2 accum. to 4

BLAIR	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	27,605	28,985	30,366	31,746	33,126	33,126	34,506	35,887	37,267	38,647
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2000	1.2500	1.3000	1.3500	1.4000
2	28,709	30,089	31,470	32,850	34,230	34,230	35,610	36,991	38,371	39,751
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2400	1.2900	1.3400	1.3900	1.4400
3	29,813	31,194	32,574	33,954	35,334	35,334	36,715	38,095	39,475	40,855
	1.0800	1.1300	1.1800	1.2300	1.2800	1.2800	1.3300	1.3800	1.4300	1.4800
4	30,918	32,298	33,678	35,058	36,439	36,439	37,819	39,199	40,579	41,960
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3200	1.3700	1.4200	1.4700	1.5200
5	32,022	33,402	34,782	36,163	37,543	37,543	38,923	40,303	41,684	43,064
	1.1600	1.2100	1.2600	1.3100	1.3600	1.3600	1.4100	1.4600	1.5100	1.5600
6		34,506	35,887	37,267	38,647	38,647	40,027	41,408	42,788	44,168
		1.2500	1.3000	1.3500	1.4000	1.4000	1.4500	1.5000	1.5500	1.6000
7			36,991	38,371	39,751	39,751	41,131	42,512	43,892	45,272
			1.3400	1.3900	1.4400	1.4400	1.4900	1.5400	1.5900	1.6400
8			38,095	39,475	40,855	40,855	42,236	43,616	44,996	46,376
			1.3800	1.4300	1.4800	1.4800	1.5300	1.5800	1.6300	1.6800
9				40,579	41,960	41,960	43,340	44,720	46,100	47,481
				1.4700	1.5200	1.5200	1.5700	1.6200	1.6700	1.7200
10					43,064	43,064	44,444	45,824	47,205	48,585
					1.5600	1.5600	1.6100	1.6600	1.7100	1.7600
11					44,168	44,168	45,548	46,929	48,309	49,689
					1.6000	1.6000	1.6500	1.7000	1.7500	1.8000
12					45,272	45,272	46,652	48,033	49,413	50,793
					1.6400	1.6400	1.6900	1.7400	1.7900	1.8400
13					46,376	46,376	47,757	49,137	50,517	51,897
					1.6800	1.6800	1.7300	1.7800	1.8300	1.8800
14					47,481	47,481	48,861	50,241	51,621	53,002
					1.7200	1.7200	1.7700	1.8200	1.8700	1.9200
15									52,726	54,106
									1.9100	1.9600

06-07: BA+36 - Discontinued steps 13 & 14, those who were on the steps in 05-06 may remain there

Bridgeport

2006-2007

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:
 Enrollment: 530
 Length of Teacher Day: 8
 Length of Student Day: 7.25
 Planning Time: 50
 Class Periods/Day: 7
 Normal Teaching Load: 6

HS	JH/MS	ELEM
8	8	8
7.25	7.25	7.25
50	50	66
7	7	
6	6	

SALARY SCHEDULE

Base: 27,300 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium	Amount Paid By District
		H/A-Dent	Individ. Depend.	Individ. Depend.
HEALTH	BC/BS	300D 3	361.16 1,018.30	
DENTAL	BC/BS		40.73 105.34	
PPO:				COMMENTS:
LIFE	Principal			12.60
LTD	Principal			
NON-PARTICIPANT				

Amount Paid

Couple - Benefits
 800.00
 Cafeteria

Cafeteria Plan

Individ. Depend.
 800 800
 Options:
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE:
 Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	5	60	yes		
Other Info:					
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	5				per occur.-immed. fam.
PROFESSIONAL	5			yes	
ADOPTION ASSOCIATION	FEMA				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	N	
Sick Bank:	Y	P

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

BRIDGEPORT										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	27,300	28,529	29,757	30,986	32,214	33,443	34,671	35,900	37,128	
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	
2	28,529	29,757	30,986	32,214	33,443	34,671	35,900	37,128	38,357	
	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	
3	29,757	30,986	32,214	33,443	34,671	35,900	37,128	38,357	39,585	
	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	
4	30,986	32,214	33,443	34,671	35,900	37,128	38,357	39,585	40,814	
	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	
5	32,214	33,443	34,671	35,900	37,128	38,357	39,585	40,814	42,042	
	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	
6		34,671	35,900	37,128	38,357	39,585	40,814	42,042	43,271	
		1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	
7		35,900	37,128	38,357	39,585	40,814	42,042	43,271	44,499	
		1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	
8			38,357	39,585	40,814	42,042	43,271	44,499	45,728	
			1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	
9			39,585	40,814	42,042	43,271	44,499	45,728	46,956	
			1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	
10				42,042	43,271	44,499	45,728	46,956	48,185	
				1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	
11				43,271	44,499	45,728	46,956	48,185	49,413	
				1.5850	1.6300	1.6750	1.7200	1.7650	1.8100	
12					45,728	46,956	48,185	49,413	50,642	
					1.6750	1.7200	1.7650	1.8100	1.8550	
13						48,185	49,413	50,642	51,870	
						1.7650	1.8100	1.8550	1.9000	
14							50,642	51,870	53,099	
							1.8550	1.9000	1.9450	
15								53,099	54,327	
								1.9450	1.9900	
16									55,556	
									2.0350	

Broken Bow

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 81.8
 Enrollment: 817
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5
 Length of Student Day: 6.5 6.5 6.5
 Planning Time: 45 45 45
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,650 Index: 4.5 x 4.5
 Starting Salary: 25,650 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback: 87-88
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 4	361.16	1,018.30	348.99	971.46	11.50	Options:		
DENTAL	BC/BS		37.14	96.06	35.43	91.64	% of Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125: Y	
LIFE	Companion Life				2.30			Flex Accounts: Y		
LTD								PART-TIME BENEFITS		
NON-PARTICIPANT								Minimum FTE: 0.5		
								Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		
Other Info:	10 days can be used for anything				
PERSONAL	10			yes	from sick lv.
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	unl.				
ADOPTION	25				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	N	
Reduction in Force:	N	
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BROKEN BOW										
Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+27	
1	25,650	26,804	27,959	29,113	30,267	30,267	31,421	32,576	33,730	
	1.0000	1.0450	1.0900	1.1350	1.1800	1.1800	1.2250	1.2700	1.3150	
2	26,804	27,959	29,113	30,267	31,421	31,421	32,576	33,730	34,884	
	1.0450	1.0900	1.1350	1.1800	1.2250	1.2250	1.2700	1.3150	1.3600	
3	27,959	29,113	30,267	31,421	32,576	32,576	33,730	34,884	36,038	
	1.0900	1.1350	1.1800	1.2250	1.2700	1.2700	1.3150	1.3600	1.4050	
4	29,113	30,267	31,421	32,576	33,730	33,730	34,884	36,038	37,193	
	1.1350	1.1800	1.2250	1.2700	1.3150	1.3150	1.3600	1.4050	1.4500	
5	30,267	31,421	32,576	33,730	34,884	34,884	36,038	37,193	38,347	
	1.1800	1.2250	1.2700	1.3150	1.3600	1.3600	1.4050	1.4500	1.4950	
6	31,421	32,576	33,730	34,884	36,038	36,038	37,193	38,347	39,501	
	1.2250	1.2700	1.3150	1.3600	1.4050	1.4050	1.4500	1.4950	1.5400	
7	32,576	33,730	34,884	36,038	37,193	37,193	38,347	39,501	40,655	
	1.2700	1.3150	1.3600	1.4050	1.4500	1.4500	1.4950	1.5400	1.5850	
8		34,884	36,038	37,193	38,347	38,347	39,501	40,655	41,810	
		1.3600	1.4050	1.4500	1.4950	1.4950	1.5400	1.5850	1.6300	
9			37,193	38,347	39,501	39,501	40,655	41,810	42,964	
			1.4500	1.4950	1.5400	1.5400	1.5850	1.6300	1.6750	
10				39,501	40,655	40,655	41,810	42,964	44,118	
				1.5400	1.5850	1.5850	1.6300	1.6750	1.7200	
11				40,655	41,810	41,810	42,964	44,118	45,272	
				1.5850	1.6300	1.6300	1.6750	1.7200	1.7650	
12					42,964	42,964	44,118	45,272	46,427	
					1.6750	1.6750	1.7200	1.7650	1.8100	
13					44,118	43,541	44,696	46,427	47,581	
					1.7200	1.6975	1.7425	1.8100	1.8550	
14						45,272	46,427	47,004	48,158	
						1.7650	1.8100	1.8325	1.8775	
15								48,735	49,889	
								1.9000	1.9450	

Bruning-Davenport

2006-2007

WORKING CONDITIONS

Contract Days: 180 FTE Teachers:
 Enrollment: 175
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7 7 7
 Planning Time: 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,625 Index: 4 x 4
 Starting Salary: 25,625 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	
			Individ.	Depend.	Individ.	Depend.		
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30		
DENTAL	BC/BS		15.34	54.45	15.34	15.34		
PPO:			COMMENTS:					
LIFE								
LTD								
NON-PARTICIPANT								

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	\$30 for every day over 50				
PERSONAL	2			yes	
BEREAVEMENT					from sick lv
PROFESSIONAL	2			yes	more w/ approval
ADOPTION ASSOCIATION					from sick lv.

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

BRUNING-DAVENPORT UNIFIED SYSTEM								
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18
					MA			
1	25,625	26,650	27,675	28,700	29,725	30,750	31,775	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
2	26,650	27,675	28,700	29,725	30,750	31,775	32,800	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
3	27,675	28,700	29,725	30,750	31,775	32,800	33,825	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
4	28,700	29,725	30,750	31,775	32,800	33,825	34,850	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
5	29,725	30,750	31,775	32,800	33,825	34,850	35,875	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
6	30,750	31,775	32,800	33,825	34,850	35,875	36,900	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
7	31,775	32,800	33,825	34,850	35,875	36,900	37,925	
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
8		33,825	34,850	35,875	36,900	37,925	38,950	
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
9		34,850	35,875	36,900	37,925	38,950	39,975	
		1.3600	1.4000	1.4400	1.4800	1.5200	1.5600	
10			36,900	37,925	38,950	39,975	41,000	
			1.4400	1.4800	1.5200	1.5600	1.6000	
11			37,925	38,950	39,975	41,000	42,025	
			1.4800	1.5200	1.5600	1.6000	1.6400	
12					41,000	42,025	43,050	
					1.6000	1.6400	1.6800	
13						43,050	44,075	
						1.6800	1.7200	

Burwell

2006-2007

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 34.025
 Enrollment: 323
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5
 Length of Student Day: 7 7 7
 Planning Time: 90 90 60
 Class Periods/Day: 4 4
 Normal Teaching Load: 3 3

SALARY SCHEDULE

Base: 25,600 Index: 4 x 5
 Starting Salary: 25,600 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	Dep Cash Benefit*	Options: H/A,Cash-85%	
DENTAL	BC/BS		16.47	58.46	16.47	16.47		IRS 125: Y	
PPO:			COMMENTS: will dedcut tax/retirement from caf amt					Flex Accounts: Y	
LIFE								PART-TIME BENEFITS	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT			Cafeteria amount \$827					Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: 5 days for dependent use					
PERSONAL	2			yes	Accum to 3
BEREAVEMENT	5				
PROFESSIONAL	2			yes	accum to 3
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BURWELL	Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45/MA	MA+9	MA+18	MA+27
1		25,600	26,880	28,160	29,440	30,720	30,720	32,000	33,280	34,560
		1.0000	1.0500	1.1000	1.1500	1.2000	1.2000	1.2500	1.3000	1.3500
2		26,624	27,904	29,184	30,464	31,744	31,744	33,024	34,304	35,584
		1.0400	1.0900	1.1400	1.1900	1.2400	1.2400	1.2900	1.3400	1.3900
3		27,648	28,928	30,208	31,488	32,768	32,768	34,048	35,328	36,608
		1.0800	1.1300	1.1800	1.2300	1.2800	1.2800	1.3300	1.3800	1.4300
4		28,672	29,952	31,232	32,512	33,792	33,792	35,072	36,352	37,632
		1.1200	1.1700	1.2200	1.2700	1.3200	1.3200	1.3700	1.4200	1.4700
5		29,696	30,976	32,256	33,536	34,816	34,816	36,096	37,376	38,656
		1.1600	1.2100	1.2600	1.3100	1.3600	1.3600	1.4100	1.4600	1.5100
6		30,720	32,000	33,280	34,560	35,840	35,840	37,120	38,400	39,680
		1.2000	1.2500	1.3000	1.3500	1.4000	1.4000	1.4500	1.5000	1.5500
7			33,024	34,304	35,584	36,864	36,864	38,144	39,424	40,704
			1.2900	1.3400	1.3900	1.4400	1.4400	1.4900	1.5400	1.5900
8			35,328	36,608	37,888	39,168	39,168	40,448	41,728	43,008
			1.3800	1.4300	1.4800	1.4800	1.4800	1.5300	1.5800	1.6300
9				37,632	38,912	40,192	40,192	41,472	42,752	44,032
				1.4700	1.5200	1.5200	1.5200	1.5700	1.6200	1.6700
10				38,656	39,936	41,216	41,216	42,496	43,776	45,056
				1.5100	1.5600	1.5600	1.5600	1.6100	1.6600	1.7100
11				40,960	42,240	43,520	43,520	44,800	46,080	47,360
				1.6000	1.6000	1.6500	1.6500	1.7000	1.7500	1.8000
12				41,984	43,264	44,544	44,544	45,824	47,104	48,384
				1.6400	1.6900	1.7400	1.7400	1.7900	1.8400	1.8900
13				43,008	44,288	45,568	45,568	46,848	48,128	49,408
				1.6800	1.7300	1.7800	1.7800	1.8300	1.8800	1.9300
14				44,032	45,312	46,592	46,592	47,872	49,152	50,432
				1.7200	1.7700	1.8200	1.8200	1.8700	1.9200	1.9700
15				47,616	48,896	50,176	50,176	51,456	52,736	54,016
				1.8600	1.9100					

Callaway

2006-2007

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 22
 Enrollment: 212
 Length of Teacher Day: 8.25 HS JH/MS 8.25 ELEM 8.25
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 100 100 100
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 25,100 Index: 4 x 5
 Starting Salary: 25,100 Entry Level Step: 1
 Career Increments: N Experience Allowed: unl.
 after 30 yrs in system, \$3000 incentive bonus
 Vertical Freeze: 86-87, 87-88
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits
			Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	
PPO: COMMENTS:							
LIFE	Fort Dearborn				10.50		
LTD	Fort Dearborn				.0086		
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,5	30	yes		
Other Info: 2 days flexible					
PERSONAL	2			yes	
BEREAVEMENT	3				w/approval
PROFESSIONAL	2			yes	acc. to 3; expenses to \$150
ADOPTION					
ASSOCIATION	by request				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CALLAWAY Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	25,100 1.0000	26,355 1.0500	27,610 1.1000	28,865 1.1500	30,120 1.2000	31,375 1.2500	32,630 1.3000
2	26,104 1.0400	27,359 1.0900	28,614 1.1400	29,869 1.1900	31,124 1.2400	32,379 1.2900	33,634 1.3400
3	27,108 1.0800	28,363 1.1300	29,618 1.1800	30,873 1.2300	32,128 1.2800	33,383 1.3300	34,638 1.3800
4	28,112 1.1200	29,367 1.1700	30,622 1.2200	31,877 1.2700	33,132 1.3200	34,387 1.3700	35,642 1.4200
5	29,116 1.1600	30,371 1.2100	31,626 1.2600	32,881 1.3100	34,136 1.3600	35,391 1.4100	36,646 1.4600
6		31,375 1.2500	32,630 1.3000	33,885 1.3500	35,140 1.4000	36,395 1.4500	37,650 1.5000
7			33,634 1.3400	34,889 1.3900	36,144 1.4400	37,399 1.4900	38,654 1.5400
8			34,638 1.3800	35,893 1.4300	37,148 1.4800	38,403 1.5300	39,658 1.5800
9				36,897 1.4700	38,152 1.5200	39,407 1.5700	40,662 1.6200
10				37,901 1.5100	39,156 1.5600	40,411 1.6100	41,666 1.6600
11					40,160 1.6000	41,415 1.6500	42,670 1.7000
12					41,164 1.6400	42,419 1.6900	43,674 1.7400
13						43,423 1.7300	44,678 1.7800
14							45,682 1.8200

Cedar Bluffs

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22.5
 Enrollment: 257
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7 7 7
 Planning Time: 90 90 40
 Class Periods/Day: 4 4
 Normal Teaching Load: 3 3

SALARY SCHEDULE

Base: 26,850 Index: 4 x 4
 Starting Salary: 26,850 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	378.00	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Cash-in-Lieu of Ins.	Options:	
PPO:			COMMENTS:						
LIFE								IRS 125: Y	
LTD	Horace Mann				.0045			Flex Accounts:	
NON-PARTICIPANT					\$378 cash-in-lieu			PART-TIME BENEFITS	
								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	\$75/day for 1st 6 unused				
PERSONAL	4			yes	\$75/day for unused
BEREAVEMENT					
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	CEDAR BLUFFS							
	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18
1	26,850	27,924	28,998	30,072	31,146	32,220	33,294	34,368
	1,0000	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800
2	27,924	28,998	30,072	31,146	32,220	33,294	34,368	35,442
	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200
3	28,998	30,072	31,146	32,220	33,294	34,368	35,442	36,516
	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600
4	30,072	31,146	32,220	33,294	34,368	35,442	36,516	37,590
	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000
5	31,146	32,220	33,294	34,368	35,442	36,516	37,590	38,664
	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400
6	32,220	33,294	34,368	35,442	36,516	37,590	38,664	39,738
	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400	1,4800
7		34,368	35,442	36,516	37,590	38,664	39,738	40,812
		1,2800	1,3200	1,3600	1,4000	1,4400	1,4800	1,5200
8		35,442	36,516	37,590	38,664	39,738	40,812	41,886
		1,3200	1,3600	1,4000	1,4400	1,4800	1,5200	1,5600
9			37,590	38,664	39,738	40,812	41,886	42,960
			1,4000	1,4400	1,4800	1,5200	1,5600	1,6000
10				39,738	40,812	41,886	42,960	44,034
				1,4800	1,5200	1,5600	1,6000	1,6400
11					41,886	42,960	44,034	45,108
					1,5600	1,6000	1,6400	1,6800
12						44,034	45,108	46,182
						1,6400	1,6800	1,7200
13							46,182	47,364
							1,7200	1,7600
14							47,364	48,546
							1,7600	1,8000

06-07 experience allowed changed from all to 5 years

Cedar Rapids

2006-2007

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 16
 Enrollment: 157
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 50 50 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 24,250 Index: 4 x 4.5
 Starting Salary: 24,250 Entry Level Step: 2
 Career Increments: N Experience Allowed: 2 (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		15.34	54.45	15.34	15.34
PPO:			COMMENTS:			
LIFE						
LTD	Omaha Life					
NON-PARTICIPANT						

Amount Paid

Couple - Benefits
39.11

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	3			yes	accum to 5
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CEDAR RAPIDS								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18	
1	24,250	25,341	26,433	27,524	28,615	28,615	29,706	
	1.0000	1.0450	1.0900	1.1350	1.1800	1.1800	1.2250	
2	25,220	26,311	27,403	28,494	29,585	29,585	30,676	
	1.0400	1.0850	1.1300	1.1750	1.2200	1.2200	1.2650	
3	26,190	27,281	28,373	29,464	30,555	30,555	31,646	
	1.0800	1.1250	1.1700	1.2150	1.2600	1.2600	1.3050	
4	27,160	28,251	29,343	30,434	31,525	31,525	32,616	
	1.1200	1.1650	1.2100	1.2550	1.3000	1.3000	1.3450	
5	28,130	29,221	30,313	31,404	32,495	32,495	33,586	
	1.1600	1.2050	1.2500	1.2950	1.3400	1.3400	1.3850	
6	29,100	30,191	31,283	32,374	33,465	33,465	34,556	
	1.2000	1.2450	1.2900	1.3350	1.3800	1.3800	1.4250	
7	30,070	31,161	32,253	33,344	34,435	34,435	35,526	
	1.2400	1.2850	1.3300	1.3750	1.4200	1.4200	1.4650	
8		32,131	33,223	34,314	35,405	35,405	36,496	
		1.3250	1.3700	1.4150	1.4600	1.4600	1.5050	
9			34,193	35,284	36,375	36,375	37,466	
			1.4100	1.4550	1.5000	1.5000	1.5450	
10				36,254	37,345	37,345	38,436	
				1.4950	1.5400	1.5400	1.5850	
11					38,315	38,315	39,406	
					1.5800	1.5800	1.6250	
12							40,376	
							1.6650	

Centennial

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	43.55
Enrollment:	550	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,000	Index:	4 x 5
Starting Salary:	27,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	(D)
Vertical Freeze:	86-87 Also Horiz.		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		
PPO:			COMMENTS:						
LIFE									Options:
LTD	School Ins.				.0033				IRS 125: Y
NON-PARTICIPANT									Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	six or less used-one day reimb. @ sub rate in July				
PERSONAL	2			yes	sub rate/ea day unused
BEREAVEMENT	adm. disc.				
PROFESSIONAL	adm. disc.			yes	exp can be reimb.
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CENTENNIAL	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	27,000	28,351	29,700	31,049	32,400	33,751	35,100	36,451	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	
2	28,080	29,431	30,780	32,131	33,480	34,831	36,180	37,531	
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900	
3	29,160	30,509	31,860	33,211	34,560	35,911	37,260	38,611	
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300	
4	30,240	31,591	32,940	34,291	35,640	36,991	38,340	39,691	
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700	
5	31,320	32,671	34,020	35,371	36,720	38,071	39,420	40,771	
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100	
6	32,400	33,751	35,100	36,451	37,800	39,151	40,500	41,851	
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	
7		34,831	36,180	37,531	38,880	40,231	41,580	42,931	
		1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900	
8		35,911	37,260	38,611	39,960	41,311	42,660	44,011	
		1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300	
9			38,340	39,691	41,040	42,391	43,740	45,091	
			1.4200	1.4700	1.5200	1.5700	1.6200	1.6700	
10			39,420	40,771	42,120	43,471	44,820	46,171	
			1.4600	1.5100	1.5600	1.6100	1.6600	1.7100	
11				41,851	43,200	44,551	45,900	47,251	
				1.5500	1.6000	1.6500	1.7000	1.7500	
12					44,280	45,631	46,980	48,331	
					1.6400	1.6900	1.7400	1.7900	
13						46,711	48,060	49,411	
						1.7300	1.7800	1.8300	
14							49,140	50,491	
							1.8200	1.8700	
15								51,571	
								1.9100	

Chadron

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	940	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5	
Length of Student Day:	6.5	6.25	6.25	
Planning Time:	95	50	45	
Class Periods/Day:	4	8		
Normal Teaching Load:	3	7		

SALARY SCHEDULE

Base:	26,800	Index:	4.25 x 4.5
Starting Salary:	26,800	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	58.46	Dep. Dental		Options:
PPO:			COMMENTS:						IRS 125: Y
LIFE	Guardian				2.19				Flex Accounts: Y
LTD	Principal				.0033				PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: 0.5
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	42	yes		
Other Info:	\$30/day unused over 42				
PERSONAL	see sick lv.			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	see prof lv.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Community Service-35 divid. betw. staff

CHADRON	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
Step 0	26,800	28,006	29,212	30,418	31,624	32,830	34,036	35,242
	1,0000	1,0450	1,0900	1,1350	1,1800	1,2250	1,2700	1,3150
1	27,939	29,145	30,351	31,557	32,763	33,969	35,175	36,381
	1,0425	1,0875	1,1325	1,1775	1,2225	1,2675	1,3125	1,3575
2	29,078	30,284	31,490	32,696	33,902	35,108	36,314	37,520
	1,0850	1,1300	1,1750	1,2200	1,2650	1,3100	1,3550	1,4000
3	30,217	31,423	32,629	33,835	35,041	36,247	37,453	38,659
	1,1275	1,1725	1,2175	1,2625	1,3075	1,3525	1,3975	1,4425
4	31,356	32,562	33,768	34,974	36,180	37,386	38,592	39,798
	1,1700	1,2150	1,2600	1,3050	1,3500	1,3950	1,4400	1,4850
5	32,495	33,701	34,907	36,113	37,319	38,525	39,731	40,937
	1,2125	1,2575	1,3025	1,3475	1,3925	1,4375	1,4825	1,5275
6		34,840	36,046	37,252	38,458	39,664	40,870	42,076
		1,3000	1,3450	1,3900	1,4350	1,4800	1,5250	1,5700
7			37,185	38,391	39,597	40,803	42,009	43,215
			1,3875	1,4325	1,4775	1,5225	1,5675	1,6125
8				39,530	40,736	41,942	43,148	44,354
				1,4750	1,5200	1,5650	1,6100	1,6550
9					41,875	43,081	44,287	45,493
					1,5625	1,6075	1,6525	1,6975
10					43,014	44,220	45,426	46,632
					1,6050	1,6500	1,6950	1,7400
11					44,153	45,359	46,565	47,771
					1,6475	1,6925	1,7375	1,7825
12						46,498	47,704	48,910
						1,7350	1,7800	1,8250
13							48,843	50,049
							1,8225	1,8675
14								51,188
								1,9100
15								52,327
								1,9525

03-04 carry all steps out to step 18, add increments at various steps of last four columns; 05-06 frozen steps before moving to longevity eliminated, last steps are at 14 on MA27.

06-07 longevity eliminated, BA is at 5, MA added step 15

Chase County Schools

2006-2007

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 51.2
 Enrollment: 570
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: 7 7 7
 Planning Time: 47 47 47
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,900 Index: 4.5 x 4.5
 Starting Salary: 25,900 Entry Level Step: 1
 Career Increments: N Experience Allowed: 12
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 05-06, 06-07

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		15.34	54.45	15.34	15.34
PPO:			COMMENTS:			
LIFE						
LTD	Principal				9.08	
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.6

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40			
Other Info:					
PERSONAL	4			yes	
BEREAVEMENT					admin discretion
PROFESSIONAL					admin discretion
ADOPTION					
ASSOCIATION	2				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18
1	25,900	27,066	28,231	29,397	30,174	31,339	32,505	33,670
	1.0000	1.0450	1.0900	1.1350	1.1650	1.2100	1.2550	1.3000
2	27,066	28,231	29,397	30,562	31,339	32,505	33,670	34,836
	1.0450	1.0900	1.1350	1.1800	1.2100	1.2550	1.3000	1.3450
3	28,231	29,397	30,562	31,728	32,505	33,670	34,836	36,001
	1.0900	1.1350	1.1800	1.2250	1.2550	1.3000	1.3450	1.3900
4	29,397	30,562	31,728	32,893	33,670	34,836	36,001	37,167
	1.1350	1.1800	1.2250	1.2700	1.3000	1.3450	1.3900	1.4350
5	30,562	31,728	32,893	34,059	34,836	36,001	37,167	38,332
	1.1800	1.2250	1.2700	1.3150	1.3450	1.3900	1.4350	1.4800
6	31,728	32,893	34,059	35,224	36,001	37,167	38,332	39,498
	1.2250	1.2700	1.3150	1.3600	1.3900	1.4350	1.4800	1.5250
7		34,059	35,224	36,390	37,167	38,332	39,498	40,663
		1.3150	1.3600	1.4050	1.4350	1.4800	1.5250	1.5700
8			36,390	37,555	38,332	39,498	40,663	41,829
			1.4050	1.4500	1.4800	1.5250	1.5700	1.6150
9			37,555	38,721	39,498	40,663	41,829	42,994
			1.4500	1.4950	1.5250	1.5700	1.6150	1.6600
10				39,886	40,663	41,829	42,994	44,160
				1.5400	1.5700	1.6150	1.6600	1.7050
11						42,994	44,160	45,325
						1.6600	1.7050	1.7500
12							45,325	46,491
							1.7500	1.7950
13								47,656
								1.8400

05-06 Merger of Chase Co. HS and Imperial Elementary

Clarkson

2006-2007

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 31.96
 Enrollment: 232
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 24,750 Index: 4 x 4
 Starting Salary: 24,750 Entry Level Step: 1
 Career Increments: N Experience Allowed: 10(D)
 \$1500 stipend may be offered to new hires
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	925.04	968.97	355.61	35% Dep Cov + Ind Dent	Options:
DENTAL	BC/BS		16.47	58.46	16.47	16.47			IRS 125: Flex Accounts:
PPO:	Indiv rcv 60% full family + Ind. P		COMMENTS: Dist. pays 1st ded exp of \$550						
LIFE									PART-TIME BENEFITS
LTD	National Ins Co				.0045				Minimum FTE: 1 Contribution:
NON-PARTICIPANT									

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: depend.use-2;Sev.-unused days up to 30 at 1/2 sub. rate					
PERSONAL	2			yes	accum to 3
BEREAVEMENT	5				w/appr.;accum. - 5
PROFESSIONAL	2			yes	accum to 2
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Hospital (10)

CLARKSON								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	24,750	25,740	26,730	27,720	28,710	28,710	29,700	30,690
	1.0000	1.0400	1.0800	1.1200	1.1600	1.1600	1.2000	1.2400
2	25,740	26,730	27,720	28,710	29,700	29,700	30,690	31,680
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2000	1.2400	1.2800
3	26,730	27,720	28,710	29,700	30,690	30,690	31,680	32,670
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2400	1.2800	1.3200
4	27,720	28,710	29,700	30,690	31,680	31,680	32,670	33,660
	1.1200	1.1600	1.2000	1.2400	1.2800	1.2800	1.3200	1.3600
5	28,710	29,700	30,690	31,680	32,670	32,670	33,660	34,650
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3200	1.3600	1.4000
6	29,700	30,690	31,680	32,670	33,660	33,660	34,650	35,640
	1.2000	1.2400	1.2800	1.3200	1.3600	1.3600	1.4000	1.4400
7	30,690	31,680	32,670	33,660	34,650	34,650	35,640	36,630
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4000	1.4400	1.4800
8		32,670	33,660	34,650	35,640	35,640	36,630	37,620
		1.3200	1.3600	1.4000	1.4400	1.4400	1.4800	1.5200
9			34,650	35,640	36,630	36,630	37,620	38,610
			1.4000	1.4400	1.4800	1.4800	1.5200	1.5600
10			35,640	36,630	37,620	37,620	38,610	39,600
			1.4400	1.4800	1.5200	1.5200	1.5600	1.6000
11				37,620	38,610	38,610	39,600	40,590
				1.5200	1.5600	1.5600	1.6000	1.6400
12					39,600	39,600	40,590	41,580
					1.6000	1.6000	1.6400	1.6800
13					40,590	40,590	41,580	42,570
					1.6400	1.6400	1.6800	1.7200
14							42,570	43,560
							1.7200	1.7600

05-06 experience allowed changed from 5 to 10 years.

Clay Center

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 23.125
 Enrollment: 199
 Length of Teacher Day: 8
 Length of Student Day: 7.2
 Planning Time: 48
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,150 Index: 4 x 4
 Starting Salary: 25,150 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 4
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:	05-06 moved from 250D to 500		COMMENTS:				IRS 125:		
LIFE							Flex Accounts:		
LTD	Madison Nat'l				.0042		PART-TIME BENEFITS		
NON-PARTICIPANT					Only if spouse has other ins		Minimum FTE: 0.5		
							Contribution: full		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	yr 1-2, 30 day max				
PERSONAL	3			yes	acc. to 3
BEREAVEMENT	admin. disc.				
PROFESSIONAL	unl.			yes	adm. appv.
ADOPTION	admin. disc.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CLAY CENTER	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
1	25,150	26,156	27,162	28,168	29,174	30,180	31,186
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
2	26,156	27,162	28,168	29,174	30,180	31,186	32,192
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
3	27,162	28,168	29,174	30,180	31,186	32,192	33,198
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
4	28,168	29,174	30,180	31,186	32,192	33,198	34,204
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
5	29,174	30,180	31,186	32,192	33,198	34,204	35,210
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
6	30,180	31,186	32,192	33,198	34,204	35,210	36,216
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
7	31,186	32,192	33,198	34,204	35,210	36,216	37,222
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
8		33,198	34,204	35,210	36,216	37,222	38,228
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
9			35,210	36,216	37,222	38,228	39,234
			1.4000	1.4400	1.4800	1.5200	1.5600
10				37,222	38,228	39,234	40,240
				1.4800	1.5200	1.5600	1.6000
11					39,234	40,240	41,246
					1.5600	1.6000	1.6400
12						41,246	42,252
						1.6400	1.6800
13							43,258
							1.7200

05-06 moved from 250D to 500D, 06-07 added MA18 column, deleted 2 steps from BA27, 1 step from BA36

Cody-Kilgore

2006-2007

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 20
 Enrollment: 145
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 52
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,600 Index: 4 x 4
 Starting Salary: 25,600 Entry Level Step: 1
 Career Increments: N Experience Allowed: 12
 Vertical Freeze: 90-91
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 1	343.66	968.97	343.66	968.97	39.11	Options:	
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Dep. Dental	Options:	
PPO:	reimb deductible \$300/\$600		COMMENTS:					IRS 125:	
LIFE	Guardian				2.50			Flex Accounts:	
LTD	Guardian				.0075			PART-TIME BENEFITS	
NON-PARTICIPANT					\$50 annuity (ind H/A takers receive als			Minimum FTE: 1	
								Contribution:	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:					
PERSONAL	2			yes	unused add to sick lv.
BEREAVEMENT	as needed				
PROFESSIONAL	3			yes	
ADOPTION	30				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	
Grievance:	N	
Professional Growth:	Y	P
Reduction in Force:	Y	
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CODY-KILGORE								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	
1	25,600	26,624	27,648	28,672	29,696	30,720	31,744	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
2	26,624	27,648	28,672	29,696	30,720	31,744	32,768	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
3	27,648	28,672	29,696	30,720	31,744	32,768	33,792	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
4	28,672	29,696	30,720	31,744	32,768	33,792	34,816	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
5	29,696	30,720	31,744	32,768	33,792	34,816	35,840	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
6		31,744	32,768	33,792	34,816	35,840	36,864	
		1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
7		32,768	33,792	34,816	35,840	36,864	37,888	
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
8			34,816	35,840	36,864	37,888	38,912	
			1.3600	1.4000	1.4400	1.4800	1.5200	
9				36,864	37,888	38,912	39,936	
				1.4400	1.4800	1.5200	1.5600	
10					38,912	39,936	40,960	
					1.5200	1.5600	1.6000	
11						40,960	41,984	
						1.6000	1.6400	
12							43,008	
							1.6800	

Columbus

2006-2007

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 255.04
 Enrollment: 3403
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7 7 7
 Planning Time: 44 44
 Class Periods/Day: 9 9
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 28,850 Index: 4.7 x 5
 Starting Salary: 28,850 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 87-88
 Rollback: 85-86 (2 Steps)
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30		
DENTAL	BC/BS		15.34	54.45		
LIFE	Madison Nat'l				6.00	
LTD						
NON-PARTICIPANT						

Amount Paid

Couple - Benefits
 615.00
 Cafeteria

Cafeteria Plan

Individ. Depend.
 615.00 615.00
 Options: H/A, Cash, TSA
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	80	yes		
PERSONAL	2			1=yes, 1=no 2 add'l days from Emergency L	
BEREAVEMENT	5				add'l from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION	10				from sick lv.
ASSOCIATION	by request				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury, Military

Step	COLUMBUS									
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+36
1	28,850	30,292	31,736	33,178	34,620	36,062	37,506	38,948	40,390	40,390
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	1.4000
2	30,206	31,648	33,090	34,534	35,976	37,418	38,860	40,304	41,746	41,746
	1.0470	1.0970	1.1470	1.1970	1.2470	1.2970	1.3470	1.3970	1.4470	1.4470
3	31,562	33,004	34,446	35,890	37,332	38,774	40,216	41,660	43,102	43,102
	1.0940	1.1440	1.1940	1.2440	1.2940	1.3440	1.3940	1.4440	1.4940	1.4940
4	32,918	34,360	35,802	37,246	38,688	40,130	41,572	43,016	44,458	44,458
	1.1410	1.1910	1.2410	1.2910	1.3410	1.3910	1.4410	1.4910	1.5410	1.5410
5		35,716	37,158	38,602	40,044	41,486	42,928	44,372	45,814	45,814
		1.2380	1.2880	1.3380	1.3880	1.4380	1.4880	1.5380	1.5880	1.5880
6			38,514	39,958	41,400	42,842	44,284	45,728	47,170	47,170
			1.3350	1.3850	1.4350	1.4850	1.5350	1.5850	1.6350	1.6350
7				41,314	42,756	44,198	45,640	47,084	48,526	48,526
				1.4320	1.4820	1.5320	1.5820	1.6320	1.6820	1.6820
8				42,670	44,112	45,554	46,996	48,440	49,882	49,882
				1.4790	1.5290	1.5790	1.6290	1.6790	1.7290	1.7290
9					45,468	46,910	48,352	49,796	51,238	51,238
					1.5760	1.6260	1.6760	1.7260	1.7760	1.7760
10					46,824	48,266	49,708	51,152	52,594	52,594
					1.6230	1.6730	1.7230	1.7730	1.8230	1.8230
11							51,064	52,506	53,950	53,950
							1.7700	1.8200	1.8700	1.8700
12									55,306	55,306
									1.9170	1.9170
13										

Movement to MA+54 not available after 97-98 contract year

Cozad

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 89.81
 Enrollment: 1048
 Length of Teacher Day: 8.25 HS JH/MS ELEM 8.25 8.25
 Length of Student Day:
 Planning Time: 54
 Class Periods/Day: 7 8
 Normal Teaching Load: 6 7

SALARY SCHEDULE

Base: 26,450 Index: 4.75 x 4.25
 Starting Salary: 26,450 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 8
 Vertical Freeze: 86-87, 88-89(Adv)
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	26.87	Ind. Dent + Vision	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47			IRS 125: Y	
PPO:			COMMENTS:							Flex Accounts: Y
LIFE									PART-TIME BENEFITS	
LTD	National Ins.				.0032				Minimum FTE: 0.5	
NON-PARTICIPANT									Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	Borrow up to 10 days from future accum. leave				
PERSONAL	2			yes	
BEREAVEMENT	3-5				accum to 5
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	P

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	COZAD									
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27		
1	26,450	27,574	28,699	29,822	30,947	32,071	33,194	34,319		
	1.0000	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975		
2	27,706	28,831	29,955	31,078	32,203	33,327	34,451	35,576		
	1.0475	1.0900	1.1325	1.1750	1.2175	1.2600	1.3025	1.3450		
3	28,962	30,087	31,211	32,335	33,460	34,583	35,708	36,832		
	1.0950	1.1375	1.1800	1.2225	1.2650	1.3075	1.3500	1.3925		
4	30,219	31,344	32,467	33,592	34,716	35,839	36,964	38,088		
	1.1425	1.1850	1.2275	1.2700	1.3125	1.3550	1.3975	1.4400		
5	31,476	32,600	33,723	34,848	35,972	37,096	38,221	39,344		
	1.1900	1.2325	1.2750	1.3175	1.3600	1.4025	1.4450	1.4875		
6	32,732	33,856	34,980	36,105	37,228	38,353	39,477	40,600		
	1.2375	1.2800	1.3225	1.3650	1.4075	1.4500	1.4925	1.5350		
7		35,112	36,237	37,361	38,484	39,609	40,733	41,857		
		1.3275	1.3700	1.4125	1.4550	1.4975	1.5400	1.5825		
8			37,493	38,617	39,741	40,866	41,989	43,114		
			1.4175	1.4600	1.5025	1.5450	1.5875	1.6300		
9				39,873	40,998	42,122	43,245	44,370		
				1.5075	1.5500	1.5925	1.6350	1.6775		
10				41,129	42,254	43,378	44,502	45,627		
				1.5550	1.5975	1.6400	1.6825	1.7250		
11					43,511	44,634	45,759	46,883		
					1.6450	1.6875	1.7300	1.7725		
12					44,767	45,890	47,015	48,139		
					1.6925	1.7350	1.7775	1.8200		
13							48,272	49,395		
							1.8250	1.8675		

Crawford

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 26
 Enrollment: 270
 Length of Teacher Day: 8.42 HS 8.42 JH/MS 8.42 ELEM
 Length of Student Day: 7.75 7.75 7
 Planning Time: 51 51 45
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,000 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30			691.67	691.67	691.67
DENTAL	BC/BS		15.34	54.45			Cafeteria Plan	Options: H/A,Life, TSA,Cash	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Principal				2.45			Flex Accounts: Y	
LTD	Principal				7.56				
NON-PARTICIPANT									

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		

Other Info: unused reimb @ \$35/day, max 45

PERSONAL See sick lv.
 BEREAVEMENT See sick lv.
 PROFESSIONAL See sick lv.
 ADOPTION See sick lv.
 ASSOCIATION 4

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	N	
Reduction in Force:	Y	P
Sick Bank:	Y	P

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRAWFORD	Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
	1	26,000	27,170	28,340	29,510	30,095	30,680	31,850
		1.0000	1.0450	1.0900	1.1350	1.1575	1.1800	1.2250
	2	27,170	28,340	29,510	30,680	31,265	31,850	33,020
		1.0450	1.0900	1.1350	1.1800	1.2025	1.2250	1.2700
	3	28,340	29,510	30,680	31,850	32,435	33,020	34,190
		1.0900	1.1350	1.1800	1.2250	1.2475	1.2700	1.3150
	4	29,510	30,680	31,850	33,020	33,605	34,190	35,360
		1.1350	1.1800	1.2250	1.2700	1.2925	1.3150	1.3600
	5	30,680	31,850	33,020	34,190	34,775	35,360	36,530
		1.1800	1.2250	1.2700	1.3150	1.3375	1.3600	1.4050
	6		33,020	34,190	35,360	35,945	36,530	37,700
			1.2700	1.3150	1.3600	1.3825	1.4050	1.4500
	7		34,190	35,360	36,530	37,115	37,700	38,870
			1.3150	1.3600	1.4050	1.4275	1.4500	1.4950
	8			36,530	37,700	38,285	38,870	40,040
				1.4050	1.4500	1.4725	1.4950	1.5400
	9			37,700	38,870	39,455	40,040	41,210
				1.4500	1.4950	1.5175	1.5400	1.5850
	10				40,040	40,625	41,210	42,380
					1.5400	1.5625	1.5850	1.6300
	11				41,210	41,795	42,380	43,550
					1.5850	1.6075	1.6300	1.6750
	12						43,550	44,720
							1.6750	1.7200
	13						44,720	45,890
							1.7200	1.7650

Crete

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 124
 Enrollment: 1533
 Length of Teacher Day: 8
 Length of Student Day: 6.55
 Planning Time: 105
 Class Periods/Day: 7
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 27,700 Index: 4.5 x 4.5
 Starting Salary: 27,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		
PPO:			COMMENTS:						
LIFE									Options:
LTD	Fortis				.0031				IRS 125: Y
NON-PARTICIPANT					\$517.38 in lieu				Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		
Other Info:	Sev:after 10 yrs. \$25/unused day to 30				
PERSONAL	2			yes	Accum 10/aft. 10 yrs. \$25/unused
BEREAVEMENT	3				Add'l 5 w/appv.
PROFESSIONAL	unl.			yes	
ADOPTION	6 wks				can use sick lv.
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRETE	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	27,700	28,947	30,193	31,440	32,686	33,933	35,179	36,426	37,672
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600
2	28,947	30,193	31,440	32,686	33,933	35,179	36,426	37,672	38,919
	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050
3	30,193	31,440	32,686	33,933	35,179	36,426	37,672	38,919	40,165
	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500
4	31,440	32,686	33,933	35,179	36,426	37,672	38,919	40,165	41,412
	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950
5	32,686	33,933	35,179	36,426	37,672	38,919	40,165	41,412	42,658
	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400
6, 7, 8	33,933	35,179	36,426	37,672	38,919	40,165	41,412	42,658	43,905
	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850
9		36,426	37,672	38,919	40,165	41,412	42,658	43,905	45,151
		1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300
10			38,919	40,165	41,412	42,658	43,905	45,151	46,398
			1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750
11			40,165	41,412	42,658	43,905	45,151	46,398	47,644
			1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200
12				42,658	43,905	45,151	46,398	47,644	48,891
				1.5400	1.5850	1.6300	1.6750	1.7200	1.7650
13					45,151	46,398	47,644	48,891	50,137
					1.6300	1.6750	1.7200	1.7650	1.8100
14					46,398	47,644	48,891	50,137	51,384
					1.6750	1.7200	1.7650	1.8100	1.8550
15						48,891	50,137	51,384	52,630
						1.7650	1.8100	1.8550	1.9000
16								52,630	53,877
								1.9000	1.9450
17									55,123
									1.9900

02-03 all experience allowed

David City

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 64
 Enrollment: 635
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 47
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 27,000 Index: 4 x 5
 Starting Salary: 27,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

Amount Paid

Couple - Benefits
41.99

Cafeteria Plan

Individ. Depend.

Dep. Dental

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	FMLA				see sick lv.
ASSOCIATION	2 (adm. disc.)				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	N	
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

DAVID CITY	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
Step 1	27,000	28,350	29,700	31,050	32,400	33,750	35,100	36,450
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500
Step 2	28,080	29,430	30,780	32,130	33,480	34,830	36,180	37,530
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900
Step 3	29,160	30,510	31,860	33,210	34,560	35,910	37,260	38,610
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300
Step 4	30,240	31,590	32,940	34,290	35,640	36,990	38,340	39,690
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700
Step 5	31,320	32,670	34,020	35,370	36,720	38,070	39,420	40,770
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100
Step 6	32,400	33,750	35,100	36,450	37,800	39,150	40,500	41,850
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500
Step 7	33,480	34,830	36,180	37,530	38,880	40,230	41,580	42,930
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900
Step 8	34,560	35,910	37,260	38,610	39,960	41,310	42,660	44,010
	1.2800	1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300
Step 9		36,990	38,340	39,690	41,040	42,390	43,740	45,090
		1.3700	1.4200	1.4700	1.5200	1.5700	1.6200	1.6700
Step 10			39,420	40,770	42,120	43,470	44,820	46,170
			1.4600	1.5100	1.5600	1.6100	1.6600	1.7100
Step 11				41,850	43,200	44,550	45,900	47,250
				1.5500	1.6000	1.6500	1.7000	1.7500
Step 12					44,280	45,630	46,980	48,330
					1.6400	1.6900	1.7400	1.7900
Step 13						46,710	48,060	49,410
						1.7300	1.7800	1.8300
Step 14							49,140	50,490
							1.8200	1.8700

Deshler

2006-2007

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 22.67
 Enrollment: 266
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 46
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 24,950 Index: 4.5 x 4
 Starting Salary: 24,950 Entry Level Step: 1
 Career Increments: N Experience Allowed: unl.
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30		Options:	
DENTAL	BC/BS		16.47	58.46	16.47	58.46		IRS 125: Flex Accounts:	
PPO:			COMMENTS:						
LIFE								PART-TIME BENEFITS	
LTD								Minimum FTE: 0	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	Over 45 up to 10 at 1/4 day rate EOY				
PERSONAL	2			yes	
BEREAVEMENT	2				per occur./immediate family
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DESHLER Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	24,950	25,948	26,946	27,944	28,942	29,940
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000
2	26,073	27,071	28,069	29,067	30,065	31,063
	1.0450	1.0850	1.1250	1.1650	1.2050	1.2450
3	27,196	28,194	29,192	30,190	31,188	32,186
	1.0900	1.1300	1.1700	1.2100	1.2500	1.2900
4	28,318	29,316	30,314	31,312	32,310	33,308
	1.1350	1.1750	1.2150	1.2550	1.2950	1.3350
5	29,441	30,439	31,437	32,435	33,433	34,431
	1.1800	1.2200	1.2600	1.3000	1.3400	1.3800
6		31,562	32,560	33,558	34,556	35,554
		1.2650	1.3050	1.3450	1.3850	1.4250
7		32,685	33,683	34,681	35,679	36,677
		1.3100	1.3500	1.3900	1.4300	1.4700
8			34,805	35,803	36,801	37,799
			1.3950	1.4350	1.4750	1.5150
9				36,926	37,924	38,922
				1.4800	1.5200	1.5600
10				38,049	39,047	40,045
				1.5250	1.5650	1.6050
11					40,170	41,168
					1.6100	1.6500
12					41,292	42,290
					1.6550	1.6950
13					42,415	43,413
					1.7000	1.7400
14					42,976	44,536
					1.7225	1.7850

Diller-Odell

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 26.85
 Enrollment: 268
 Length of Teacher Day: 8
 Length of Student Day: 7.25
 Planning Time: 55
 Class Periods/Day: 7
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 25,800 Index: 4 x 4
 Starting Salary: 25,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: 7
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30	41.99	Options:		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125: Y	
LIFE	Guardian				4.80			Flex Accounts: Y		
LTD	National				.0052			PART-TIME BENEFITS		
NON-PARTICIPANT								Minimum FTE: 0.5		
								Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	Yes		
Other Info:					
PERSONAL	2			Yes	trade 5 sick for 1 add'l personal
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	3				
ADOPTION	30				w/approv., from sick lv
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	
Professional Growth:	Y	
Reduction in Force:	Y	
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: No

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	25,800	26,832	27,864	28,896	29,412	29,928	30,960	31,992
	1,000	1,040	1,080	1,120	1,140	1,160	1,200	1,240
2	26,832	27,864	28,896	29,928	30,444	30,960	31,992	33,024
	1,040	1,080	1,120	1,160	1,180	1,200	1,240	1,280
3	27,864	28,896	29,928	30,960	31,476	31,992	33,024	34,056
	1,080	1,120	1,160	1,200	1,220	1,240	1,280	1,320
4	28,896	29,928	30,960	31,992	32,508	33,024	34,056	35,088
	1,120	1,160	1,200	1,240	1,260	1,280	1,320	1,360
5	29,928	30,960	31,992	33,024	33,540	34,056	35,088	36,120
	1,160	1,200	1,240	1,280	1,300	1,320	1,360	1,400
6	30,960	31,992	33,024	34,056	34,572	35,088	36,120	37,152
	1,200	1,240	1,280	1,320	1,340	1,360	1,400	1,440
7	31,992	33,024	34,056	35,088	35,604	36,120	37,152	38,184
	1,240	1,280	1,320	1,360	1,380	1,400	1,440	1,480
8	33,024	34,056	35,088	36,120	36,636	37,152	38,184	39,216
	1,280	1,320	1,360	1,400	1,420	1,440	1,480	1,520
9		35,088	36,120	37,152	37,668	38,184	39,216	40,248
		1,360	1,400	1,440	1,460	1,480	1,520	1,560
10			37,152	38,184	38,700	39,216	40,248	41,280
			1,440	1,480	1,500	1,520	1,560	1,600
11				39,216	39,732	40,248	41,280	42,312
				1,520	1,540	1,560	1,600	1,640
12					40,764	41,280	42,312	43,344
					1,580	1,600	1,640	1,680
13					41,796	42,312	43,344	44,376
					1,620	1,640	1,680	1,720
14								45,408
								1,760
15								46,440
								1,800

BA+36/MA column step 11 is the max step that a person can advance to with a BA+36 without having a Masters degree. To go beyond MA/BA36 must have Masters & add'l hrs must be grad hrs beyond Masters. Added steps to each column 01-02.

Doniphan-Trumbull

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 45.9
 Enrollment: 517
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5
 Length of Student Day: 6.8 6.8 6.8
 Planning Time: 50 50 30
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,700 Index: 4 x 5
 Starting Salary: 25,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 05-06 \$1500 stipend added to salary (.5 and above prorated)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 1	361.16	968.97	385.33	845.86	cash	Options: last \$250 use is discretionary	
DENTAL	BC/BS		15.34	54.45	15.34	13.39		IRS 125: Y	
PPO:	Ind receive add'l \$41.67 cash		COMMENTS:				Flex Accounts: Y		
LIFE	Companion Life				1.90		PART-TIME BENEFITS		
LTD	Principal				16.095		Minimum FTE: 0.5		
NON-PARTICIPANT					\$83.33 cash		Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	45	Yes		
Other Info: pd. 25% of daily rate over 45 days @ EOY (11 days annual lv)					
PERSONAL	2			yes	pd. 25% of base for unused da
BEREAVEMENT					11 days annual lv.
PROFESSIONAL					as assigned
ADOPTION					annual leave
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: No

OTHER LEAVES: Emergency Lv from annual

DONIPHAN-TRUMBULL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	25,700	26,985	28,270	29,555	30,840	30,840	32,125	33,410	34,695	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2000	1.2500	1.3000	1.3500	
2	26,728	28,013	29,298	30,583	31,868	31,868	33,153	34,438	35,723	
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2400	1.2900	1.3400	1.3900	
3	27,756	29,041	30,326	31,611	32,896	32,896	34,181	35,466	36,751	
	1.0800	1.1300	1.1800	1.2300	1.2800	1.2800	1.3300	1.3800	1.4300	
4	28,784	30,069	31,354	32,639	33,924	33,924	35,209	36,494	37,779	
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3200	1.3700	1.4200	1.4700	
5	29,812	31,097	32,382	33,667	34,952	34,952	36,237	37,522	38,807	
	1.1600	1.2100	1.2600	1.3100	1.3600	1.3600	1.4100	1.4600	1.5100	
6		32,125	33,410	34,695	35,980	35,980	37,265	38,550	39,835	
		1.2500	1.3000	1.3500	1.4000	1.4000	1.4500	1.5000	1.5500	
7		33,153	34,438	35,723	37,008	37,008	38,293	39,578	40,863	
		1.2900	1.3400	1.3900	1.4400	1.4400	1.4900	1.5400	1.5900	
8			35,466	36,751	38,036	38,036	39,321	40,606	41,891	
			1.3800	1.4300	1.4800	1.4800	1.5300	1.5800	1.6300	
9			36,494	37,779	39,064	39,064	40,349	41,634	42,919	
			1.4200	1.4700	1.5200	1.5200	1.5700	1.6200	1.6700	
10				38,807	40,092	40,092	41,377	42,662	43,947	
				1.5100	1.5600	1.5600	1.6100	1.6600	1.7100	
11				39,835	41,120	41,120	42,405	43,690	44,975	
				1.5500	1.6000	1.6000	1.6500	1.7000	1.7500	
12					42,148	42,148	43,433	44,718	46,003	
					1.6400	1.6400	1.6900	1.7400	1.7900	
13					43,176	43,176	44,461	45,746	47,031	
					1.6800	1.6800	1.7300	1.7800	1.8300	
14							45,489	46,774	48,059	
							1.7700	1.8200	1.8700	
15							46,517	47,802	49,087	
							1.8100	1.8600	1.9100	
06-07 MA+27 lane added										
03-04 each teacher .5 FTE & up receive \$1500 professional recognition added to salary (pro rated to FTE)										

Dorchester

2006-2007

WORKING CONDITIONS

Contract Days: 185.5 FTE Teachers: 21.75
 Enrollment: 218
 Length of Teacher Day: 8
 Length of Student Day: 7.37
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 25,750 Index: 4 x 4
 Starting Salary: 25,750 Entry Level Step: 1
 Career Increments: N Experience Allowed: unl.
 BA Step 6 = 2%
 Vertical Freeze: 87-88; 00-01
 Rollback: 87-88;00-01
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30		Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE					3.15			PART-TIME BENEFITS	
LTD	Fortis				.0030			Minimum FTE: 0	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
PERSONAL	2			no	acc. to 5; add'l. w/appr. and sal.
BEREAVEMENT	5				
PROFESSIONAL	2			yes	exp can be reimb.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/ Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DORCHESTER							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	25,750	26,780	27,810	28,840	29,870	30,900	31,930
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
2	26,780	27,810	28,840	29,870	30,900	31,930	32,960
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
3	27,810	28,840	29,870	30,900	31,930	32,960	33,990
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
4	28,840	29,870	30,900	31,930	32,960	33,990	35,020
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
5	29,870	30,900	31,930	32,960	33,990	35,020	36,050
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
6	30,385	31,930	32,960	33,990	35,020	36,050	37,080
	1.1800	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
7		32,960	33,990	35,020	36,050	37,080	38,110
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
8		33,990	35,020	36,050	37,080	38,110	39,140
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
9			36,050	37,080	38,110	39,140	40,170
			1.4000	1.4400	1.4800	1.5200	1.5600
10				38,110	39,140	40,170	41,200
				1.4800	1.5200	1.5600	1.6000
11					40,170	41,200	42,230
					1.5600	1.6000	1.6400
12						42,230	43,260
						1.6400	1.6800

Douglas County West

2006-2007

WORKING CONDITIONS

Contract Days: 187 FTE Teachers:
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7
 Planning Time: 45
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 27,650 Index: 4 x 4
 Starting Salary: 27,650 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30			500.00	500	500
DENTAL	BC/BS		16.47	58.46			Cash	Options: added to salary	
PPO:			COMMENTS:					IRS 125:	
LIFE	Unknown				6.25			Flex Accounts:	
LTD	Unknown				.003			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: FTE	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60			
Other Info:					
PERSONAL	2			5	
BEREAVEMENT	5				3 days for near relative, 1 day e
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION	4				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: emergency

DOUGLAS COUNTY WEST										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	27,650	28,756	29,862	30,968	32,074	32,074	33,180	34,286	35,392	
	1,0000	1,0400	1,0800	1,1200	1,1600	1,1600	1,2000	1,2400	1,2800	
2	28,756	29,862	30,968	32,074	33,180	33,180	34,286	35,392	36,498	
	1,0400	1,0800	1,1200	1,1600	1,2000	1,2000	1,2400	1,2800	1,3200	
3	29,862	30,968	32,074	33,180	34,286	34,286	35,392	36,498	37,604	
	1,0800	1,1200	1,1600	1,2000	1,2400	1,2400	1,2800	1,3200	1,3600	
4	30,968	32,074	33,180	34,286	35,392	35,392	36,498	37,604	38,710	
	1,1200	1,1600	1,2000	1,2400	1,2800	1,2800	1,3200	1,3600	1,4000	
5	32,074	33,180	34,286	35,392	36,498	36,498	37,604	38,710	39,816	
	1,1600	1,2000	1,2400	1,2800	1,3200	1,3200	1,3600	1,4000	1,4400	
6	33,180	34,286	35,392	36,498	37,604	37,604	38,710	39,816	40,922	
	1,2000	1,2400	1,2800	1,3200	1,3600	1,3600	1,4000	1,4400	1,4800	
7	34,286	35,392	36,498	37,604	38,710	38,710	39,816	40,922	42,028	
	1,2400	1,2800	1,3200	1,3600	1,4000	1,4000	1,4400	1,4800	1,5200	
8		36,498	37,604	38,710	39,816	39,816	40,922	42,028	43,134	
		1,3200	1,3600	1,4000	1,4400	1,4400	1,4800	1,5200	1,5600	
9			38,710	39,816	40,922	40,922	42,028	43,134	44,240	
			1,4000	1,4400	1,4800	1,4800	1,5200	1,5600	1,6000	
10			39,816	40,922	42,028	42,028	43,134	44,240	45,346	
			1,4400	1,4800	1,5200	1,5200	1,5600	1,6000	1,6400	
11				42,028	43,134	43,134	44,240	45,346	46,452	
				1,5200	1,5600	1,5600	1,6000	1,6400	1,6800	
12					44,240	44,240	45,346	46,452	47,558	
					1,6000	1,6000	1,6400	1,6800	1,7200	
13					45,346	45,346	46,452	47,558	48,664	
					1,6400	1,6400	1,6800	1,7200	1,7600	
14					46,452	46,452	47,558	48,664	49,770	
					1,6800	1,6800	1,7200	1,7600	1,8000	
15								49,770	50,876	
								1,8000	1,8400	
16										

05-06 merger between Valley and Waterloo

Dundy County

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 33.36
 Enrollment: 322
 Length of Teacher Day: 8
 Length of Student Day: 7.25
 Planning Time: 48
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7.25	7.20	7.15
44	44	44
8	8	
7	7	

SALARY SCHEDULE

Base: 26,200 Index: 4 x 4
 Starting Salary: 26,200 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 05-06 moved from 6 yrs experience to all
 Vertical Freeze:
 Rollback: 91-92 (1 stp)
 Multi-year Contract:

INSURANCE

Type **Carrier**
 HEALTH BC/BS
 DENTAL BC/BS
 PPO:
 LIFE
 LTD
 NON-PARTICIPANT

<i>Option</i>		<i>Premium</i>		<i>Amount Paid By District</i>	
H/A-Dent	Individ.	Depend.	Individ.	Depend.	
300D 2	361.16	1,018.30	361.16	1018.30	
	16.47	58.46	16.47	16.47	

Couple - Benefits
 16.47
 Ind. Dental

Cafeteria Plan
 Individ. Depend.

COMMENTS:

IRS 125: Y
 Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0
 Contribution: fte

LEAVES

<i>Type</i>	<i>Days/Year</i>	<i>Accum.</i>	<i>Depend. use</i>	<i>Approval Needed</i>	<i>Other</i>
SICK	10	35	yes		

Other Info: 5 add'l.-dep.; buyback \$25/day over 25 EOY

PERSONAL	2+1			yes	accum. 3; buyback max of 2/yr
BEREAVEMENT	5				add'l. 2 for other
PROFESSIONAL	2			yes	travel pd (\$50-\$125)
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	<i>Exists</i>	<i>Negotiated/Policy</i>
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DUNDY CO.	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	26,200	27,248	28,296	29,344	30,392	30,392	31,440	32,488
	1.0000	1.0400	1.0800	1.1200	1.1600	1.1600	1.2000	1.2400
2	27,248	28,296	29,344	30,392	31,440	31,440	32,488	33,536
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2000	1.2400	1.2800
3	28,296	29,344	30,392	31,440	32,488	32,488	33,536	34,584
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2400	1.2800	1.3200
4	29,344	30,392	31,440	32,488	33,536	33,536	34,584	35,632
	1.1200	1.1600	1.2000	1.2400	1.2800	1.2800	1.3200	1.3600
5	30,392	31,440	32,488	33,536	34,584	34,584	35,632	36,680
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3200	1.3600	1.4000
6	31,440	32,488	33,536	34,584	35,632	35,632	36,680	37,728
	1.2000	1.2400	1.2800	1.3200	1.3600	1.3600	1.4000	1.4400
7	32,488	33,536	34,584	35,632	36,680	36,680	37,728	38,776
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4000	1.4400	1.4800
8		34,584	35,632	36,680	37,728	37,728	38,776	39,824
		1.3200	1.3600	1.4000	1.4400	1.4400	1.4800	1.5200
9			36,680	37,728	38,776	38,776	39,824	40,872
			1.4000	1.4400	1.4800	1.4800	1.5200	1.5600
10				38,776	39,824	39,824	40,872	41,920
				1.4800	1.5200	1.5200	1.5600	1.6000
11					39,824	40,872	41,920	42,968
					1.5200	1.5600	1.6000	1.6400
12						41,920	42,968	44,016
						1.6000	1.6400	1.6800
13							42,968	44,016
							1.6400	1.7200
14								45,064
								1.7200
15								47,160
								1.8000

4 teachers are placed on a 4 X 5 schedule (grandfathering), contact NSEA for details

East Butler

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 32.9
 Enrollment: 343
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.3 7.3 7.3
 Planning Time: 50 50 25
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,400 Index: 4.5 x 4
 Starting Salary: 26,400 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	550D 1	343.66	968.97	343.66	968.97	39.11	Options:		
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Dep. Dental	Options:		
PPO:			COMMENTS:					IRS 125:		
LIFE								Flex Accounts:		
LTD	Madison Nat'l				.00275			PART-TIME BENEFITS		
NON-PARTICIPANT								Minimum FTE:		
								Contribution: FTE		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	Yes		
Other Info: Pd \$25/day up to 6 unused days					
PERSONAL	2			yes	acc. to 3
BEREAVEMENT	3				
PROFESSIONAL	5			yes	add'l. w/appr.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

EAST BUTLER								
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18
					MA	MA+9		
1	26,400	27,456	28,512	29,568	30,624	31,680	32,736	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
2	27,588	28,644	29,700	30,756	31,812	32,868	33,924	
	1.0450	1.0850	1.1250	1.1650	1.2050	1.2450	1.2850	
3	28,776	29,832	30,888	31,944	33,000	34,056	35,112	
	1.0900	1.1300	1.1700	1.2100	1.2500	1.2900	1.3300	
4	29,964	31,020	32,076	33,132	34,188	35,244	36,300	
	1.1350	1.1750	1.2150	1.2550	1.2950	1.3350	1.3750	
5	31,152	32,208	33,264	34,320	35,376	36,432	37,488	
	1.1800	1.2200	1.2600	1.3000	1.3400	1.3800	1.4200	
6	32,340	33,396	34,452	35,508	36,564	37,620	38,676	
	1.2250	1.2650	1.3050	1.3450	1.3850	1.4250	1.4650	
7	33,528	34,584	35,640	36,696	37,752	38,808	39,864	
	1.2700	1.3100	1.3500	1.3900	1.4300	1.4700	1.5100	
8		35,772	36,828	37,884	38,940	39,996	41,052	
		1.3550	1.3950	1.4350	1.4750	1.5150	1.5550	
9			38,016	39,072	40,128	41,184	42,240	
			1.4400	1.4800	1.5200	1.5600	1.6000	
10				40,260	41,316	42,372	43,428	
				1.5250	1.5650	1.6050	1.6450	
11				41,448	42,504	43,560	44,616	
				1.5700	1.6100	1.6500	1.6900	
12					43,692	44,748	45,804	
					1.6550	1.6950	1.7350	
13					44,880	45,936	46,992	
					1.7000	1.7400	1.7800	
14						47,124	48,180	
						1.7850	1.8250	
15							49,368	
							1.8700	

Elba

2006-2007

WORKING CONDITIONS

Contract Days: 173 FTE Teachers: 15
 Enrollment: 125
 Length of Teacher Day: 8.5 HS JH/MS 8.5 ELEM 8.5
 Length of Student Day: 8 8 8
 Planning Time: 60 60 60
 Class Periods/Day: 7 7
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 23,800 Index: 4 x 5
 Starting Salary: 23,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: 4
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	30.73		Options:
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Cash		IRS 125:
PPO:			COMMENTS:						Flex Accounts:
LIFE									PART-TIME BENEFITS
LTD	National Ins				.00765				Minimum FTE: 1
NON-PARTICIPANT									Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	13	35	yes		
Other Info:	reimb. \$15/day max 10 days				
PERSONAL	see sick lv.			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	N
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELBA Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	23,800	24,990	26,180	27,370	28,560	28,560	29,750	30,940
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2000	1.2500	1.3000
2	24,752	25,942	27,132	28,322	29,512	29,512	30,702	31,892
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2400	1.2900	1.3400
3	25,704	26,894	28,084	29,274	30,464	30,464	31,654	32,844
	1.0800	1.1300	1.1800	1.2300	1.2800	1.2800	1.3300	1.3800
4	26,656	27,846	29,036	30,226	31,416	31,416	32,606	33,796
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3200	1.3700	1.4200
5	27,608	28,798	29,988	31,178	32,368	32,368	33,558	34,748
	1.1600	1.2100	1.2600	1.3100	1.3600	1.3600	1.4100	1.4600
6	28,560	29,750	30,940	32,130	33,320	33,320	34,510	35,700
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4000	1.4500	1.5000
7		30,702	31,892	33,082	34,272	34,272	35,462	36,652
		1.2900	1.3400	1.3900	1.4400	1.4400	1.4900	1.5400
8			32,844	34,034	35,224	35,224	36,414	37,604
			1.3800	1.4300	1.4800	1.4800	1.5300	1.5800
9				34,986	36,176	36,176	37,366	38,556
				1.4700	1.5200	1.5200	1.5700	1.6200
10					37,128	37,128	38,318	39,508
					1.5600	1.5600	1.6100	1.6600
11							39,270	40,460
							1.6500	1.7000

Elgin

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 200
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,750 Index: 4 x 4.5
 Starting Salary: 25,750 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze: 89-90
 Rollback: 88-89
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 5	361.16	1,018.30	361.16	1018.30	64.32	Options:		
DENTAL	BC/BS		40.55	104.87	40.55	40.55	Dep. Dental	Options:		
PPO:			COMMENTS:					IRS 125: Y		
LIFE								Flex Accounts: Y		
LTD								PART-TIME BENEFITS		
NON-PARTICIPANT								Minimum FTE: 0.5		
								Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	40	yes		
Other Info:	Incentive: Over 40 days at \$10/day				
PERSONAL	2			no	
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELGIN							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	25,750	26,908	28,068	29,227	30,385	31,543	32,703
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700
2	26,780	27,938	29,097	30,257	31,415	32,573	33,733
	1.0400	1.0850	1.1300	1.1750	1.2200	1.2650	1.3100
3	27,810	28,968	30,128	31,287	32,445	33,603	34,763
	1.0800	1.1250	1.1700	1.2150	1.2600	1.3050	1.3500
4	28,840	29,998	31,158	32,317	33,475	34,633	35,792
	1.1200	1.1650	1.2100	1.2550	1.3000	1.3450	1.3900
5	29,870	31,028	32,188	33,347	34,505	35,663	36,823
	1.1600	1.2050	1.2500	1.2950	1.3400	1.3850	1.4300
6		32,058	33,218	34,377	35,535	36,693	37,853
		1.2450	1.2900	1.3350	1.3800	1.4250	1.4700
7			34,248	35,407	36,565	37,723	38,883
			1.3300	1.3750	1.4200	1.4650	1.5100
8			35,278	36,437	37,595	38,753	39,913
			1.3700	1.4150	1.4600	1.5050	1.5500
9				37,467	38,625	39,783	40,943
				1.4550	1.5000	1.5450	1.5900
10				38,497	39,655	40,813	41,973
				1.4950	1.5400	1.5850	1.6300
11						41,843	43,003
						1.6250	1.6700

Elkhorn

2006-2007

WORKING CONDITIONS

Contract Days: 189 FTE Teachers: 330
 Enrollment: 4250
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 51
 Class Periods/Day: 7
 Normal Teaching Load: 5.5/7

HS JH/MS ELEM
 8 8 7.5
 7 7 6.5
 44 varies
 8
 6

SALARY SCHEDULE

Base: 27,300 Index: 4 x 5
 Starting Salary: 29,484 Entry Level Step: 3
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 90-91,00-01
 Rollback: 01-02
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	333.33	Individ.	Depend.
DENTAL	BC/BS		16.47	58.46	16.47	16.47	CIL or 2 sgl & \$75	Options:	
PPO:	those taking ind. also receive \$7 COMMENTS:								
LIFE					3.00			IRS 125: Y	
LTD	CNA				.00255(+B)			Flex Accounts:	
NON-PARTICIPANT					\$333.33 Cash			PART-TIME BENEFITS	
								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: 15 days if 97-98 was 1st yr. employed					
PERSONAL	2			yes	unused reimb. 1/2 sub rate/day
BEREAVEMENT	4				4-family;2-non-family
PROFESSIONAL	unl.			yes	
ADOPTION	42				from Sick Lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	P

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Extended

Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	MA+36
BASE	27,300								
	1.00								
1	29,484	30,849	32,214	33,579	34,944	36,309	37,674	39,039	40,404
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
2	30,576	31,941	33,306	34,671	36,036	37,401	38,766	40,131	41,496
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
3	31,668	33,033	34,398	35,763	37,128	38,493	39,858	41,223	42,588
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
4	32,760	34,125	35,490	36,855	38,220	39,585	40,950	42,315	43,680
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
5		35,217	36,582	37,947	39,312	40,677	42,042	43,407	44,772
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
6		36,309	37,674	39,039	40,404	41,769	43,134	44,499	45,864
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
7		37,401	38,766	40,131	41,496	42,861	44,226	45,591	46,956
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
8			39,858	41,223	42,588	43,953	45,318	46,683	48,048
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
9			40,950	42,315	43,680	45,045	46,410	47,775	49,140
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
10			42,042	43,407	44,772	46,137	47,502	48,867	50,232
			1.54	1.59	1.64	1.69	1.74	1.79	1.84
11				44,499	45,864	47,229	48,594	49,959	51,324
				1.63	1.68	1.73	1.78	1.83	1.88
12					46,956	48,321	49,686	51,051	52,416
					1.72	1.77	1.82	1.87	1.92
13					48,048	49,413	50,778	52,143	53,508
					1.76	1.81	1.86	1.91	1.96
16							51,870	53,235	54,600
							1.90	1.95	2.00
17									55,692
									2.04

00-01 vertical freeze; 06-07 add 1 step to MA+36

Elkhorn Valley

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	286	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	47	47	30
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	26,500	Index:	4 x 4
Starting Salary:	28,620	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	unl
BA+45 and BA+54 available if employed 1986-87			
Vertical Freeze:	88-89,89-90		
Rollback:	2yr(01-02)		
Multi-year Contract:	06-07, 07-08		

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	349.49	985.41	349.49	985.41	191.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental + \$150 TSA		
PPO:	300D to 550D on 1/1/07		COMMENTS:						
LIFE								IRS 125:	
LTD	Principal				.0054			Flex Accounts:	
NON-PARTICIPANT						\$150.00 TSA		PART-TIME BENEFITS	
								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	20/8	60	yes		
Other Info:	20 1st yr., 8 ea. yr. after				
PERSONAL	3			yes	
BEREAVEMENT	m				immed. fam.-unl.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	N
Reduction in Force:	N	
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELKHORN VALLEY										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	BA+54	MA	MA+9	MA+18
1	26,500	27,560	28,620	29,680	30,740	31,800	32,860	30,740	31,800	32,860
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.1600	1.2000	1.2400
2	27,560	28,620	29,680	30,740	31,800	32,860	33,920	31,800	32,860	33,920
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.2000	1.2400	1.2800
3	28,620	29,680	30,740	31,800	32,860	33,920	34,980	32,860	33,920	34,980
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.2400	1.2800	1.3200
4	29,680	30,740	31,800	32,860	33,920	34,980	36,040	33,920	34,980	36,040
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.2800	1.3200	1.3600
5	30,740	31,800	32,860	33,920	34,980	36,040	37,100	34,980	36,040	37,100
	1.1400	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.3200	1.3600	1.4000
6		32,860	33,920	34,980	36,040	37,100	38,160	36,040	37,100	38,160
		1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.3600	1.4000	1.4400
7		33,390	34,980	36,040	37,100	38,160	39,220	37,100	38,160	39,220
		1.2600	1.3200	1.3600	1.4000	1.4400	1.4800	1.4000	1.4400	1.4800
8			35,510	37,100	38,160	39,220	40,280	38,160	39,220	40,280
			1.3400	1.4000	1.4400	1.4800	1.5200	1.4400	1.4800	1.5200
9				37,630	39,220	40,280	41,340	39,220	40,280	41,340
				1.4200	1.4800	1.5200	1.5600	1.4800	1.5200	1.5600
10					40,280	41,340	42,400	40,280	41,340	42,400
					1.5200	1.5600	1.6000	1.5200	1.5600	1.6000
11					40,810	42,400	43,460	41,340	42,400	43,460
					1.5400	1.6000	1.6400	1.5600	1.6000	1.6400
12						42,930	44,520	42,400	43,460	44,520
						1.6200	1.6800	1.6000	1.6400	1.6800
13							45,050	42,930	44,520	45,580
							1.7000	1.6200	1.6800	1.7200
14								45,050	46,640	
								1.7000	1.7600	
15										47,170
										1.7800

BA45 & BA54 available only to those employed during 86-87 school ; 01-02 removed 2 steps from bottom of each column; 02-03 add back one 1/2 percent step to each column

Elmwood-Murdock

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 38.1
 Enrollment: 450
 Length of Teacher Day: 8 HS JH/MS ELEM 8 8 8
 Length of Student Day: 7.5 7.5 7
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 26,900 Index: 4 x 4
 Starting Salary: 26,900 Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze: 85-86 (Steps 1,2)
 Rollback: 85-86, 86-87
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30	166.67	Options:		
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Cash or TSA	Options:		
PPO:			COMMENTS:						IRS 125: Y	
LIFE	Horace Mann				1.60/3.67			Flex Accounts: Y		
LTD	Madison Nat'l				.0040			PART-TIME BENEFITS		
NON-PARTICIPANT					\$166.67	Cash or TSA		Minimum FTE: 0		
								Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	5				immed. fam.; 2-relative
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Unpaid-Prof. Growth, Foreign Exch.

ELMWOOD-MURDOCK								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	26,900	27,976	29,052	30,128	31,204	32,280	33,356	34,432
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
2	27,976	29,052	30,128	31,204	32,280	33,356	34,432	35,508
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
3	29,052	30,128	31,204	32,280	33,356	34,432	35,508	36,584
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
4	30,128	31,204	32,280	33,356	34,432	35,508	36,584	37,660
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
5	31,204	32,280	33,356	34,432	35,508	36,584	37,660	38,736
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
6	32,280	33,356	34,432	35,508	36,584	37,660	38,736	39,812
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
7	33,356	34,432	35,508	36,584	37,660	38,736	39,812	40,888
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
8		35,508	36,584	37,660	38,736	39,812	40,888	41,964
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	1.5600
9			37,660	38,736	39,812	40,888	41,964	43,040
			1.4000	1.4400	1.4800	1.5200	1.5600	1.6000
10				39,812	40,888	41,964	43,040	44,116
				1.4800	1.5200	1.5600	1.6000	1.6400
11					41,964	43,040	44,116	45,192
					1.5600	1.6000	1.6400	1.6800
12						44,116	45,192	46,268
						1.6400	1.6800	1.7200
13							46,268	47,344
							1.7200	1.7600
14								48,420
								1.8000

05-06 moved from 100D to 250D H/A

Elwood

2006-2007

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 23
 Enrollment: 260
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.85
 Length of Student Day: 7 7 7
 Planning Time: 50 50 80
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 24,650 Index: 4 x 4
 Starting Salary: 24,650 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 5	361.16	1,018.30	361.16	1018.30	64.32	Options:	
DENTAL	BC/BS		40.55	104.87	40.55	40.55	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD	Lafayette Life				.0046			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 1	
								Contribution:	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,7	40	yes		
Other Info:					
PERSONAL	2			yes	accum to 3
BEREAVEMENT	5				3-sick lv;2-pers
PROFESSIONAL	2			yes	
ADOPTION	30				after sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Paternity-2 from sick lv.

Step	ELWOOD				BA+36		BA+45		MA+18
	BA	BA+9	BA+18	BA+27	MA	MA+9			
1	24,650	25,636	26,622	27,608	28,594	29,580	30,566	30,566	
	1,0000	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400	1,2400	
2	25,636	26,622	27,608	28,594	29,580	30,566	31,552	31,552	
	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,2800	
3	26,622	27,608	28,594	29,580	30,566	31,552	32,538	32,538	
	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3200	
4	27,608	28,594	29,580	30,566	31,552	32,538	33,524	33,524	
	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,3600	
5	28,594	29,580	30,566	31,552	32,538	33,524	34,510	34,510	
	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4000	
6	29,580	30,566	31,552	32,538	33,524	34,510	35,496	35,496	
	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400	1,4400	
7	30,566	31,552	32,538	33,524	34,510	35,496	36,482	36,482	
	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400	1,4800	1,4800	
8		32,538	33,524	34,510	35,496	36,482	37,468	37,468	
		1,3200	1,3600	1,4000	1,4400	1,4800	1,5200	1,5200	
9			34,510	35,496	36,482	37,468	38,454	38,454	
			1,4000	1,4400	1,4800	1,5200	1,5600	1,5600	
10				36,482	37,468	38,454	39,440	39,440	
				1,4800	1,5200	1,5600	1,6000	1,6000	
11					38,454	39,440	40,426	40,426	
					1,5600	1,6000	1,6400	1,6400	
12					39,440	40,426	41,412	41,412	
					1,6000	1,6400	1,6800	1,6800	
13					40,426	41,412	42,398	42,398	
					1,6400	1,6800	1,7200	1,7200	
14						42,398	43,384	43,384	
						1,7200	1,7600	1,7600	

Emerson-Hubbard

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 28.5
 Enrollment: 359
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7 7 7
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,750 Index: 4 x 4
 Starting Salary: 25,750 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 4	361.16	1,018.30	361.16	1018.30	377.63	Options:		
DENTAL	BC/BS		37.14	96.06	37.14	96.06	TSA	Options:		
PPO:			COMMENTS:							
LIFE										
LTD	Madison Nat'l									
NON-PARTICIPANT			398.30 CIL				PART-TIME BENEFITS			
								Minimum FTE: 0.5		
								Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	10				w/approval
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EMERSON-HUBBARD								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	25,750	26,780	27,810	28,840	29,870	30,900	31,930	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
2	26,780	27,810	28,840	29,870	30,900	31,930	32,960	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
3	27,810	28,840	29,870	30,900	31,930	32,960	33,990	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
4	28,840	29,870	30,900	31,930	32,960	33,990	35,020	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
5	29,870	30,900	31,930	32,960	33,990	35,020	36,050	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
6	30,900	31,930	32,960	33,990	35,020	36,050	37,080	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
7	31,930	32,960	33,990	35,020	36,050	37,080	38,110	
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
8		33,990	35,020	36,050	37,080	38,110	39,140	
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
9		35,020	36,050	37,080	38,110	39,140	40,170	
		1.3600	1.4000	1.4400	1.4800	1.5200	1.5600	
10			37,080	38,110	39,140	40,170	41,200	
			1.4400	1.4800	1.5200	1.5600	1.6000	
11			38,110	39,140	40,170	41,200	42,230	
			1.4800	1.5200	1.5600	1.6000	1.6400	
12				40,170	41,200	42,230	43,260	
				1.5600	1.6000	1.6400	1.6800	
13					42,230	43,260	44,290	
					1.6400	1.6800	1.7200	
14					43,260	44,290	45,320	
					1.6800	1.7200	1.7600	
15						45,320	46,350	
						1.7600	1.8000	

ESU 01-Wakefield

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 0 HS JH/MS ELEM
 Length of Teacher Day:
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 25,775 Index: 4 x 4.5
 Starting Salary: 26,290 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 \$2,520 stipend (not indexed) added to all salaries
 Vertical Freeze: 04-05
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	330.22	694.17	Cash	Options:	
DENTAL	BC/BS		16.47	58.46	8.11	0.00		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Life				5.67			PART-TIME BENEFITS	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	14	65	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Administrative, Emergency, Civil

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
Base	25,775										
1	26,291	27,322	28,353	29,384	30,672	30,672	31,703	32,734	33,765	34,796	37,374
	1.02	1.06	1.11	1.14	1.19	1.19	1.23	1.27	1.31	1.35	1.45
2	26,806	27,837	28,868	29,899	31,188	31,188	32,219	33,250	34,281	35,312	37,889
	1.04	1.08	1.12	1.16	1.21	1.21	1.25	1.29	1.33	1.37	1.47
3	27,837	28,868	29,899	30,930	32,219	32,219	33,250	34,281	35,312	36,343	38,920
	1.08	1.12	1.16	1.2	1.25	1.25	1.29	1.33	1.37	1.41	1.51
4	28,868	29,899	30,930	31,961	33,250	33,250	34,281	35,312	36,343	37,374	39,951
	1.12	1.16	1.2	1.24	1.29	1.29	1.33	1.37	1.41	1.45	1.55
5	29,899	30,930	31,961	32,992	34,281	34,281	35,312	36,343	37,374	38,405	40,982
	1.16	1.2	1.24	1.28	1.33	1.33	1.37	1.41	1.45	1.49	1.59
6	30,930	31,961	32,992	34,023	35,312	35,312	36,343	37,374	38,405	39,436	42,013
	1.2	1.24	1.28	1.32	1.37	1.37	1.41	1.45	1.49	1.53	1.63
7	31,961	32,992	34,023	35,054	36,343	36,343	37,374	38,405	39,436	40,467	43,044
	1.24	1.28	1.32	1.36	1.41	1.41	1.45	1.49	1.53	1.57	1.67
8	34,023	35,054	36,085	37,374	38,405	38,405	39,436	40,467	41,498	42,529	45,106
	1.32	1.36	1.4	1.45	1.45	1.49	1.53	1.57	1.61	1.65	1.75
9	35,183	36,085	37,116	38,405	39,436	39,436	40,467	41,498	42,529	43,560	46,137
	1.365	1.4	1.44	1.49	1.49	1.53	1.57	1.61	1.65	1.69	1.79
10	37,116	38,147	39,436	40,467	41,498	41,498	42,529	43,560	44,591	45,622	48,199
	1.44	1.48	1.53	1.57	1.57	1.61	1.65	1.69	1.73	1.77	1.87
11	38,147	39,178	40,467	41,498	42,529	42,529	43,560	44,591	45,622	46,653	49,230
	1.48	1.52	1.57	1.57	1.61	1.65	1.69	1.73	1.77	1.81	1.91
12	40,209	41,498	42,529	43,560	44,591	44,591	45,622	46,653	47,684	48,715	51,292
	1.56	1.61	1.61	1.65	1.69	1.69	1.73	1.77	1.81	1.85	1.95
13	41,240	42,529	43,560	44,591	45,622	45,622	46,653	47,684	48,715	49,746	52,323
	1.6	1.65	1.65	1.69	1.73	1.73	1.77	1.81	1.85	1.89	2.03
14	42,658	43,560	44,591	45,622	46,653	46,653	47,684	48,715	49,746	50,777	53,354
	1.655	1.69	1.69	1.73	1.77	1.77	1.81	1.85	1.89	1.93	2.07
15	44,849	44,849	45,622	46,653	47,684	47,684	48,715	49,746	50,777	51,808	54,385
	1.74	1.74	1.77	1.81	1.85	1.85	1.89	1.93	1.97	2.01	2.11
16	45,880	45,880	47,039	47,684	48,715	48,715	49,746	50,777	51,808	52,839	55,412
	1.78	1.78	1.825	1.85	1.89	1.89	1.93	1.97	2.01	2.05	2.15
17	46,911	46,911	48,070	49,230	49,746	49,746	50,777	51,808	52,839	53,870	56,436
	1.82	1.82	1.865	1.91	1.93	1.93	1.97	2.01	2.05	2.09	2.19
18											
19											
20											
21											

06-07 Staff shown in highlighted area cannot move vertically; the Index Factor was not modified from previous schedule. Staff on eliminated steps may move horizontally. Steps that could not be accessed by staff were removed.

ESU 05-Beatrice

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	90	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.1	7.1	7.1
Planning Time:	20	49	
Class Periods/Day:	8	8	
Normal Teaching Load:	8	7	

SALARY SCHEDULE

Base:	27,945	Index:	4 x 5
Starting Salary:	27,945	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30		
DENTAL	BC/BS		15.34	54.45		
PPO:			COMMENTS:			
LIFE	Am. Fidelity				2.50	
LTD						
NON-PARTICIPANT						

Amount Paid

Couple - Benefits	766.00
Cafeteria	

Cafeteria Plan

Individ.	Depend.
766.00	766.00
Options:	H/A, Dental, LTD, TSA
IRS 125:	Y
Flex Accounts:	Y

PART-TIME BENEFITS

Minimum FTE:	0.5
Contribution:	fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45			
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	5				immed. fam; 2 days other fam.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	N
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #05-BEATRICE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	PHD
										EDSPEC
1	27,945	29,342	30,740	32,137	33,534	34,931	36,329	37,726	39,123	39,123
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	1.4000
2	29,063	30,460	31,857	33,255	34,652	36,049	37,446	38,844	40,241	40,241
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900	1.4400	1.4400
3	30,181	31,578	32,975	34,372	35,770	37,167	38,564	39,961	41,359	41,359
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300	1.4800	1.4800
4	31,298	32,696	34,093	35,490	36,887	38,285	39,682	41,079	42,476	42,476
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700	1.5200	1.5200
5	32,416	33,813	35,211	36,608	38,005	39,402	40,800	42,197	43,594	43,594
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100	1.5600	1.5600
6	33,534	34,931	36,329	37,726	39,123	40,520	41,918	43,315	44,712	44,712
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000	1.6000
7	34,652	36,049	37,446	38,844	40,241	41,638	43,035	44,433	45,830	45,830
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900	1.6400	1.6400
8	35,490	37,251	38,564	39,961	41,359	42,756	44,153	45,550	46,948	46,948
	1.2700	1.3330	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300	1.6800	1.6800
9		38,285	39,682	41,079	42,476	43,874	45,271	46,668	48,065	48,065
		1.3700	1.4200	1.4700	1.5200	1.5700	1.6200	1.6700	1.7200	1.7200
10			40,800	42,197	43,594	44,991	46,389	47,786	49,183	49,183
			1.4600	1.5100	1.5600	1.6100	1.6600	1.7100	1.7600	1.7600
11				43,315	44,712	46,109	47,507	48,904	50,301	50,301
				1.5500	1.6000	1.6500	1.7000	1.7500	1.8000	1.8000
12					45,830	47,227	48,624	50,022	51,419	51,419
					1.6400	1.6900	1.7400	1.7900	1.8400	1.8400

01-02 Add PhD/EdD column w/17 steps; add one 2% step to all existing columns; 02-03 remove half steps take schedule down to 12 steps true 5 X 4; freeze schedule at BA step 7, BA+9 step 8, BA+18 step 9, Ba_27 step 10 and BA+36 step 11; move from 100D to 250D health insurance

ESU 06-Milford

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 20.71
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day:
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 26,600 Index: 4 x 4
 Starting Salary: 26,600 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	
			Individ.	Depend.	Individ.	Depend.		
HEALTH	BC/BS	300D 2	361.16	1,018.30	288.93	814.64		
DENTAL	BC/BS		16.47	58.46	13.18	13.18		
PPO:	employee pays 20% of premium		COMMENTS:					
LIFE	Guardian Life							
LTD								
NON-PARTICIPANT								

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	2				
BEREAVEMENT	5				additional w/appr.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

Negotiated/

Exists Policy

Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

ESU #06-MILFORD	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
Step 1	26,600	27,664	28,728	29,792	30,856	31,920	32,984	34,048	35,112	36,176	37,240	38,304
	1,0000	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400
2	27,664	28,728	29,792	30,856	31,920	32,984	34,048	35,112	36,176	37,240	38,304	39,368
	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400	1,4800
3	28,728	29,792	30,856	31,920	32,984	34,048	35,112	36,176	37,240	38,304	39,368	40,432
	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400	1,4800	1,5200
4	29,792	30,856	31,920	32,984	34,048	35,112	36,176	37,240	38,304	39,368	40,432	41,496
	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400	1,4800	1,5200	1,5600
5	30,856	31,920	32,984	34,048	35,112	36,176	37,240	38,304	39,368	40,432	41,496	42,560
	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400	1,4800	1,5200	1,5600	1,6000
6	31,920	32,984	34,048	35,112	36,176	37,240	38,304	39,368	40,432	41,496	42,560	43,624
	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400	1,4800	1,5200	1,5600	1,6000	1,6400
7	32,186	34,048	35,112	36,176	37,240	38,304	39,368	40,432	41,496	42,560	43,624	44,688
	1,2100	1,2800	1,3200	1,3600	1,4000	1,4400	1,4800	1,5200	1,5600	1,6000	1,6400	1,6800
8		34,314	36,176	37,240	38,304	39,368	40,432	41,496	42,560	43,624	44,688	45,752
		1,2900	1,3600	1,4000	1,4400	1,4800	1,5200	1,5600	1,6000	1,6400	1,6800	1,7200
9			36,442	38,304	39,368	40,432	41,496	42,560	43,624	44,688	45,752	46,816
			1,3700	1,4400	1,4800	1,5200	1,5600	1,6000	1,6400	1,6800	1,7200	1,7600
10				39,368	40,432	41,496	42,560	43,624	44,688	45,752	46,816	47,880
				1,4800	1,5200	1,5600	1,6000	1,6400	1,6800	1,7200	1,7600	1,8000
11				39,634	41,496	42,560	43,624	44,688	45,752	46,816	47,880	48,944
				1,4900	1,5600	1,6000	1,6400	1,6800	1,7200	1,7600	1,8000	1,8400
12					42,560	43,624	44,688	45,752	46,816	47,880	48,944	50,008
					1,6000	1,6400	1,6800	1,7200	1,7600	1,8000	1,8400	1,8800
13					42,826	43,890	45,752	46,816	47,880	48,944	50,008	51,072
					1,6100	1,6500	1,7200	1,7600	1,8000	1,8400	1,8800	1,9200
14							46,816	47,880	48,944	50,008	51,072	52,136
							1,7600	1,8000	1,8400	1,8800	1,9200	1,9600
15							47,082	48,146	50,008	51,072	52,136	53,200
							1,7700	1,8100	1,8800	1,9200	1,9600	2,0000
16									50,274	51,338	53,200	54,264
									1,8900	1,9300	2,0000	2,0400
17											53,466	54,530
03-04 add one stp to BA+36/MA, MA+9, MA+18, MA+27 & MA+36												
06-07 add MA Column												

ESU 07-Columbus

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25.4
 Enrollment: 0
 Length of Teacher Day: 8 HS 8 JH/MS 8 ELEM
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 25,620 Index: 4 x 5
 Starting Salary: 25,620 Entry Level Step: 1
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30			800.00	800	800
DENTAL	BC/BS		15.34	54.45			Cafeteria	Options: H/A, Dent., Vision, TSA	
PPO:			COMMENTS: 800 CIL/month					IRS 125: Y	
LIFE	Guardian					6.00		Flex Accounts: Y	
LTD	National Ins					.0041		PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.4	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	40	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	3				per incident
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	admin approval				

OTHER DISTRICT POLICIES

		Exists	Negotiated/Policy
Voluntary Separation:		N	
Grievance:		Y	N
Professional Growth:		Y	P
Reduction in Force:		Y	N
Sick Bank:		Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #07-COLUMBUS												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	25,620	26,901	28,182	29,463	30,744	32,025	33,306	34,587	35,868	37,149	38,430	39,711
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500
2	26,645	27,926	29,207	30,488	31,769	33,050	34,331	35,612	36,893	38,174	39,455	40,736
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900
3	27,670	28,951	30,232	31,513	32,794	34,075	35,356	36,637	37,918	39,199	40,480	41,761
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300
4	28,694	29,975	31,256	32,537	33,818	35,099	36,380	37,661	38,942	40,223	41,504	42,785
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700	1.5200	1.5700	1.6200	1.6700
5	29,719	31,000	32,281	33,562	34,843	36,124	37,405	38,686	39,967	41,248	42,529	43,810
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100	1.5600	1.6100	1.6600	1.7100
6	30,744	32,025	33,306	34,587	35,868	37,149	38,430	39,711	40,992	42,273	43,554	44,835
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000	1.6500	1.7000	1.7500
7	31,769	33,050	34,331	35,612	36,893	38,174	39,455	40,736	42,017	43,298	44,579	45,860
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900	1.6400	1.6900	1.7400	1.7900
8		34,075	35,356	36,637	37,918	39,199	40,480	41,761	43,042	44,323	45,604	46,885
		1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300	1.6800	1.7300	1.7800	1.8300
9		35,099	36,380	37,661	38,942	40,223	41,504	42,785	44,066	45,347	46,628	47,909
		1.3700	1.4200	1.4700	1.5200	1.5700	1.6200	1.6700	1.7200	1.7700	1.8200	1.8700
10		36,124	37,405	38,686	39,967	41,248	42,529	43,810	45,091	46,372	47,653	48,934
		1.4100	1.4600	1.5100	1.5600	1.6100	1.6600	1.7100	1.7600	1.8100	1.8600	1.9100
11					40,992	42,273	43,554	44,835	46,116	47,397	48,678	49,959
					1.6000	1.6500	1.7000	1.7500	1.8000	1.8500	1.9000	1.9500
12					42,017	43,298	44,579	45,860	47,141	48,422	49,703	50,984
					1.6400	1.6900	1.7400	1.7900	1.8400	1.8900	1.9400	1.9900
13					43,042	44,323	45,604	46,885	48,166	49,447	50,728	52,009
					1.6800	1.7300	1.7800	1.8300	1.8800	1.9300	1.9800	2.0300
14					44,066	45,347	46,628	47,909	49,190	50,471	51,752	53,033
					1.7200	1.7700	1.8200	1.8700	1.9200	1.9700	2.0200	2.0700
15					45,091	46,372	47,653	48,934	50,215	51,496	52,777	54,058
					1.7600	1.8100	1.8600	1.9100	1.9600	2.0100	2.0600	2.1100

ESU 09-Hastings

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 26,425 Index: 4 x 4.5
 Starting Salary: 26,425 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 *Vert freeze is for MA-MA36 columns only
 Vertical Freeze: 02-03*
 Rollback: 90-91
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 3	361.16	1,018.30	361.16	1018.30	64.61	Dep. Dental	Options: H/A
DENTAL	BC/BS		40.73	105.34	40.73	40.73			
PPO:			COMMENTS:						
LIFE									IRS 125: Y
LTD	Principal				.0064				Flex Accounts: Y
NON-PARTICIPANT									PART-TIME BENEFITS
									Minimum FTE: 0.5
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: Sev:after 10 yrs. at ret. \$50/day max. 15 days					
PERSONAL	1,2			yes	Unused aft 1 yr/add to sick lv
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	3			yes	\$125 travel reimb.
ADOPTION	FMLA				from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	N	
Reduction in Force:	N	
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	PHD DOC
1	26,425	27,614	28,803	29,992	31,182	32,371	33,560	34,749	35,938	37,127	38,316
	1,000	1,045	1,090	1,135	1,180	1,225	1,270	1,315	1,360	1,405	1,450
2	27,482	28,671	29,860	31,049	32,239	33,428	34,617	35,806	36,995	38,184	39,373
	1,040	1,085	1,130	1,175	1,220	1,265	1,310	1,355	1,400	1,445	1,490
3	28,539	29,728	30,917	32,106	33,296	34,485	35,674	36,863	38,052	39,241	40,430
	1,080	1,125	1,170	1,215	1,260	1,305	1,350	1,395	1,440	1,485	1,530
4	29,596	30,785	31,974	33,163	34,353	35,542	36,731	37,920	39,109	40,298	41,487
	1,120	1,165	1,210	1,255	1,300	1,345	1,390	1,435	1,480	1,525	1,570
5	30,653	31,842	33,031	34,220	35,410	36,599	37,788	38,977	40,166	41,355	42,544
	1,160	1,205	1,250	1,295	1,340	1,385	1,430	1,475	1,520	1,565	1,610
6	31,710	32,899	34,088	35,277	36,467	37,656	38,845	40,034	41,223	42,412	43,601
	1,200	1,245	1,290	1,335	1,380	1,425	1,470	1,515	1,560	1,605	1,650
7	32,767	33,956	35,145	36,334	37,524	38,713	39,902	41,091	42,280	43,469	44,658
	1,240	1,285	1,330	1,375	1,420	1,465	1,510	1,555	1,600	1,645	1,690
8	33,824	35,013	36,202	37,391	38,581	39,770	40,959	42,148	43,337	44,526	45,715
	1,280	1,325	1,370	1,415	1,460	1,505	1,550	1,595	1,640	1,685	1,730
9		36,070	37,259	38,448	39,638	40,827	42,016	43,205	44,394	45,583	46,772
		1,365	1,410	1,455	1,500	1,545	1,590	1,635	1,680	1,725	1,770
10			38,316	39,505	40,695	41,884	43,073	44,262	45,451	46,640	47,829
			1,450	1,495	1,540	1,585	1,630	1,675	1,720	1,765	1,810
11				40,562	41,752	42,941	44,130	45,319	46,508	47,697	48,886
				1,535	1,580	1,625	1,670	1,715	1,760	1,805	1,850
12						43,998	45,187	46,376	47,565	48,754	49,943
						1,665	1,710	1,755	1,800	1,845	1,890
13							46,244	47,433	48,622	49,811	51,000
							1,750	1,795	1,840	1,885	1,930
14								48,490	49,679	50,868	52,057
								1,835	1,880	1,925	1,970
15									50,736	51,925	53,114
									1,920	1,965	2,010
16										52,982	54,171
										2,005	2,050
17											55,228
											2,090
18											56,285
											2,130

02-03 BA+36-MA horiz increment changed from 2.25 to 4.5, schedule is now true 4 X 4.5; 02-03 vertical freeze affects only MA-MA+36 columns

ESU 10-Kearney

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 28
 Enrollment: 0
 Length of Teacher Day: 8 8 8
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 25,950 Index: 4.75 x 4
 Starting Salary: 25,950 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	763.73	377.63	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	43.85	Annuity		
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Guardian				4.20			Flex Accounts: Y	
LTD								PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	24	45	no		
Other Info:	5 for dependents				
PERSONAL	2			yes	
BEREAVEMENT	3				w/appr.
PROFESSIONAL	2			yes	as approved
ADOPTION	as approved				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Family Emergency - 5;Ext. Leave

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	25,950	26,988	28,026	29,064	30,102	31,140	32,178	33,216	34,255	35,292	36,330
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
2	27,184	28,222	29,260	30,298	31,336	32,374	33,412	34,450	35,488	36,526	37,564
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
3	28,416	29,454	30,492	31,530	32,568	33,606	34,644	35,682	36,720	37,758	38,796
	1.0950	1.1350	1.1750	1.2150	1.2550	1.2950	1.3350	1.3750	1.4150	1.4550	1.4950
4	29,649	30,687	31,725	32,763	33,801	34,839	35,877	36,915	37,953	38,991	40,029
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025	1.5425
5	30,881	31,919	32,957	33,995	35,033	36,071	37,109	38,147	39,185	40,223	41,261
	1.1900	1.2300	1.2700	1.3100	1.3500	1.3900	1.4300	1.4700	1.5100	1.5500	1.5900
6	32,114	33,152	34,190	35,228	36,266	37,304	38,342	39,380	40,418	41,456	42,494
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
7	33,346	34,384	35,422	36,460	37,498	38,536	39,574	40,612	41,650	42,688	43,726
	1.2850	1.3250	1.3650	1.4050	1.4450	1.4850	1.5250	1.5650	1.6050	1.6450	1.6850
8	33,680	35,617	36,655	37,693	38,731	39,769	40,807	41,845	42,883	43,921	44,959
	1.2979	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
9		35,973	37,888	38,926	39,964	41,002	42,040	43,078	44,116	45,154	46,192
		1.3863	1.4600	1.5000	1.5400	1.5800	1.6200	1.6600	1.7000	1.7400	1.7800
10			38,266	40,159	41,197	42,235	43,273	44,311	45,349	46,387	47,425
			1.4746	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275
11				40,559	42,429	43,467	44,505	45,543	46,581	47,619	48,657
				1.5630	1.6350	1.6750	1.7150	1.7550	1.7950	1.8350	1.8750
12					43,662	44,700	45,738	46,776	47,814	48,852	49,890
					1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225
13					44,894	45,932	46,970	48,008	49,046	50,084	51,122
					1.7300	1.7700	1.8100	1.8500	1.8900	1.9300	1.9700
14					45,343	46,391	47,440	48,488	49,537	50,585	51,634
					1.7473	1.7877	1.8281	1.8685	1.9089	1.9493	1.9897
15									50,781	51,830	52,878
									1.9569	1.9973	2.0377

05-06 additional salary for employees frozen on bottom steps

ESU 11-Holdrege

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 0
 Length of Teacher Day: 8 8 8
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 25,000 Index: 4 x 4
 Starting Salary: 25,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: 7
 Vertical Freeze: 89-90
 Rollback: 89-90
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30		
DENTAL	BC/BS		15.34	54.45		
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

Amount Paid

Couple - Benefits
 850.00
 Cafeteria

Cafeteria Plan

Individ. Depend.
 850 850
 Options: H/A, Life, TSA

IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	120	yes		
Other Info:	Severance: after 3 yrs. 9 days pd. @ \$25/day				
PERSONAL	2			yes	
BEREAVEMENT	as needed				
PROFESSIONAL	3			yes	
ADOPTION ASSOCIATION	use maternity				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54	PHD	EDSPEC
1	25,000	26,000	27,000	28,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000		
	1,000	1,040	1,080	1,120	1,160	1,200	1,240	1,280	1,320	1,360	1,400	1,440		
2	26,000	27,000	28,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000		
	1,040	1,080	1,120	1,160	1,200	1,240	1,280	1,320	1,360	1,400	1,440	1,480		
3	27,000	28,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000		
	1,080	1,120	1,160	1,200	1,240	1,280	1,320	1,360	1,400	1,440	1,480	1,520		
4	28,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000		
	1,120	1,160	1,200	1,240	1,280	1,320	1,360	1,400	1,440	1,480	1,520	1,560		
5	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000		
	1,160	1,200	1,240	1,280	1,320	1,360	1,400	1,440	1,480	1,520	1,560	1,600		
6	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000	41,000		
	1,200	1,240	1,280	1,320	1,360	1,400	1,440	1,480	1,520	1,560	1,600	1,640		
7	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000	41,000	42,000		
	1,240	1,280	1,320	1,360	1,400	1,440	1,480	1,520	1,560	1,600	1,640	1,680		
8	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000	41,000	42,000	43,000	44,000		
	1,320	1,360	1,400	1,440	1,480	1,520	1,560	1,600	1,640	1,680	1,720	1,760		
9	34,000	35,000	36,000	37,000	38,000	39,000	40,000	41,000	42,000	43,000	44,000	45,000		
	1,400	1,440	1,480	1,520	1,560	1,600	1,640	1,680	1,720	1,760	1,800	1,840		
10	36,000	37,000	38,000	39,000	40,000	41,000	42,000	43,000	44,000	45,000	46,000	47,000		
	1,440	1,480	1,520	1,560	1,600	1,640	1,680	1,720	1,760	1,800	1,840	1,880		
11	37,000	38,000	39,000	40,000	41,000	42,000	43,000	44,000	45,000	46,000	47,000	48,000		
	1,480	1,520	1,560	1,600	1,640	1,680	1,720	1,760	1,800	1,840	1,880	1,920		
12	39,000	40,000	41,000	42,000	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000		
	1,560	1,600	1,640	1,680	1,720	1,760	1,800	1,840	1,880	1,920	1,960	2,000		
13	40,000	41,000	42,000	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000	51,000		
	1,600	1,640	1,680	1,720	1,760	1,800	1,840	1,880	1,920	1,960	2,000	2,040		
14	42,000	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000	51,000	52,000	53,000		
	1,680	1,720	1,760	1,800	1,840	1,880	1,920	1,960	2,000	2,040	2,080	2,120		
15	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000	51,000	52,000	53,000	54,000		
	1,720	1,760	1,800	1,840	1,880	1,920	1,960	2,000	2,040	2,080	2,120	2,160		
16	44,000	45,000	46,000	47,000	48,000	49,000	50,000	51,000	52,000	53,000	54,000	55,000		
	1,760	1,800	1,840	1,880	1,920	1,960	2,000	2,040	2,080	2,120	2,160	2,200		
17	45,000	46,000	47,000	48,000	49,000	50,000	51,000	52,000	53,000	54,000	55,000	56,000		
	1,800	1,840	1,880	1,920	1,960	2,000	2,040	2,080	2,120	2,160	2,200	2,240		
18	46,000	47,000	48,000	49,000	50,000	51,000	52,000	53,000	54,000	55,000	56,000	57,000		
	1,840	1,880	1,920	1,960	2,000	2,040	2,080	2,120	2,160	2,200	2,240	2,280		
19	47,000	48,000	49,000	50,000	51,000	52,000	53,000	54,000	55,000	56,000	57,000	58,000		
	1,880	1,920	1,960	2,000	2,040	2,080	2,120	2,160	2,200	2,240	2,280	2,320		
20	48,000	49,000	50,000	51,000	52,000	53,000	54,000	55,000	56,000	57,000	58,000	59,000		
	1,920	1,960	2,000	2,040	2,080	2,120	2,160	2,200	2,240	2,280	2,320	2,360		
21	49,000	50,000	51,000	52,000	53,000	54,000	55,000	56,000	57,000	58,000	59,000	60,000		
	1,960	2,000	2,040	2,080	2,120	2,160	2,200	2,240	2,280	2,320	2,360	2,400		

Experience increments for BA+36 classification end at Step 15. Experience increments for MA classification continue to Step 21

ESU 16-Ogallala

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 37.12
 Enrollment: 0 HS JH/MS ELEM
 Length of Teacher Day:
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 25,600 Index: 5 x 4
 Starting Salary: 25,600 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	
			Individ.	Depend.	Individ.	Depend.		
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30		
DENTAL	BC/BS		16.47	58.46	16.47	16.47		
PPO:			COMMENTS:					
LIFE								
LTD								
NON-PARTICIPANT								

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	55	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	5				per occur. w/appr.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency

ESU #16-OGALLALA										
Step	BA					MA				
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	25,600	26,624	27,648	28,672	29,696	30,720	31,744	32,768	33,792	34,816
2	1,000	1,040	1,080	1,120	1,160	1,200	1,240	1,280	1,320	1,360
	26,880	27,904	28,928	29,952	30,976	32,000	33,024	34,048	35,072	36,096
3	1,050	1,090	1,130	1,170	1,210	1,250	1,290	1,330	1,370	1,410
	28,160	29,184	30,208	31,232	32,256	33,280	34,304	35,328	36,352	37,376
4	1,100	1,140	1,180	1,220	1,260	1,300	1,340	1,380	1,420	1,460
	29,440	30,464	31,488	32,512	33,536	34,560	35,584	36,608	37,632	38,656
5	1,150	1,190	1,230	1,270	1,310	1,350	1,390	1,430	1,470	1,510
	30,720	31,744	32,768	33,792	34,816	35,840	36,864	37,888	38,912	39,936
6	1,200	1,240	1,280	1,320	1,360	1,400	1,440	1,480	1,520	1,560
	32,000	33,024	34,048	35,072	36,096	37,120	38,144	39,168	40,192	41,216
7	1,250	1,290	1,330	1,370	1,410	1,450	1,490	1,530	1,570	1,610
	1,250	1,290	1,330	1,370	1,410	1,450	1,490	1,530	1,570	1,610
8	33,280	34,304	35,328	36,352	37,376	38,400	39,424	40,448	41,472	42,496
	1,300	1,340	1,380	1,420	1,460	1,500	1,540	1,580	1,620	1,660
9	34,560	35,584	36,608	37,632	38,656	39,680	40,704	41,728	42,752	43,776
	1,350	1,390	1,430	1,470	1,510	1,550	1,590	1,630	1,670	1,710
10	36,864	37,888	38,912	39,936	40,960	41,984	43,008	44,032	45,056	46,080
	1,400	1,440	1,480	1,520	1,560	1,600	1,640	1,680	1,720	1,760
11	39,168	40,192	41,216	42,240	43,264	44,288	45,312	46,336	47,360	48,384
	1,450	1,490	1,530	1,570	1,610	1,650	1,690	1,730	1,770	1,810
12	41,472	42,496	43,520	44,544	45,568	46,592	47,616	48,640	49,664	50,688
	1,500	1,540	1,580	1,620	1,660	1,700	1,740	1,780	1,820	1,860
13	43,776	44,800	45,824	46,848	47,872	48,896	49,920	50,944	51,968	52,992
	1,550	1,590	1,630	1,670	1,710	1,750	1,790	1,830	1,870	1,910
14	45,056	46,080	47,104	48,128	49,152	50,176	51,200	52,224	53,248	54,272
	1,600	1,640	1,680	1,720	1,760	1,800	1,840	1,880	1,920	1,960
15	47,360	48,384	49,408	50,432	51,456	52,480	53,504	54,528	55,552	56,576
	1,650	1,690	1,730	1,770	1,810	1,850	1,890	1,930	1,970	2,010
16	49,664	50,688	51,712	52,736	53,760	54,784	55,808	56,832	57,856	58,880
	1,700	1,740	1,780	1,820	1,860	1,900	1,940	1,980	2,020	2,060
								2,030	2,070	

Eustis-Farnam

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 25
 Enrollment: 209
 Length of Teacher Day: 8
 Length of Student Day: 7.25
 Planning Time: 52
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7.25	7.25	7.25
52	52	50
8	8	
7	7	

SALARY SCHEDULE

Base: 25,000 Index: 4 x 4
 Starting Salary: 25,000 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 3	343.66	968.97	343.66	968.97	64.61	Indiv.	Depend.
DENTAL	BC/BS		40.73	105.34	40.73	40.73	Ind. Dental	Options:	
PPO:	06-07 changed from 250D to 55		COMMENTS:				IRS 125: Y		
LIFE							Flex Accounts:		
LTD							PART-TIME BENEFITS		
NON-PARTICIPANT							Minimum FTE: Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: Can donate 2 days to sick bank					
PERSONAL	4			yes	2 from sick lv
BEREAVEMENT	2				more from sick lv
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	EUSTIS-FARNAM						
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	25,000	26,000	27,000	28,000	29,000	30,000	31,000
2	1,000	1,040	1,080	1,120	1,160	1,200	1,240
	26,000	27,000	28,000	29,000	30,000	31,000	32,000
3	1,040	1,080	1,120	1,160	1,200	1,240	1,280
	27,000	28,000	29,000	30,000	31,000	32,000	33,000
4	1,080	1,120	1,160	1,200	1,240	1,280	1,320
	28,000	29,000	30,000	31,000	32,000	33,000	34,000
5	1,120	1,160	1,200	1,240	1,280	1,320	1,360
	29,000	30,000	31,000	32,000	33,000	34,000	35,000
6	1,160	1,200	1,240	1,280	1,320	1,360	1,400
	30,000	31,000	32,000	33,000	34,000	35,000	36,000
7	1,200	1,240	1,280	1,320	1,360	1,400	1,440
	31,000	32,000	33,000	34,000	35,000	36,000	37,000
8	1,240	1,280	1,320	1,360	1,400	1,440	1,480
	32,000	33,000	34,000	35,000	36,000	37,000	38,000
9	1,280	1,320	1,360	1,400	1,440	1,480	1,520
	33,000	34,000	35,000	36,000	37,000	38,000	39,000
10	1,320	1,360	1,400	1,440	1,480	1,520	1,560
	34,000	35,000	36,000	37,000	38,000	39,000	40,000
11	1,360	1,400	1,440	1,480	1,520	1,560	1,600
		36,000	37,000	38,000	39,000	40,000	41,000
12		1,440	1,480	1,520	1,560	1,600	1,640
			38,000	39,000	40,000	41,000	42,000
13			1,520	1,560	1,600	1,640	1,680
				40,000	41,000	42,000	43,000
14				1,600	1,640	1,680	1,720
					42,000	43,000	44,000
15					1,680	1,720	1,760
						44,000	45,000
						1,760	1,800

06-07 changed from 250D to 550D

Exeter-Milligan

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	265	HS	JH/MS
Length of Teacher Day:	8	8	ELEM
Length of Student Day:	7	7	7
Planning Time:	47	47	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	25,300	Index:	4 x 4
Starting Salary:	25,300	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99		Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		IRS 125: Y	
PPO:			COMMENTS: *pt-.5 full ind or %depend (H/A & dent)							Flex Accounts:
LIFE									PART-TIME BENEFITS	
LTD	Schools Ins				.0046				Minimum FTE: 0.5	
NON-PARTICIPANT									Contribution: full ind*	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	reimb. \$12/day for unused over 35 at EOY				
PERSONAL	2			yes	\$30/day for unused at EOY
BEREAVEMENT	2				may be used for sick lv.
PROFESSIONAL	2			yes	more with approval
ADOPTION ASSOCIATION	from sick lv.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

EXETER-MILLIGAN								
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18
					MA	MA+9		
1	25,300	26,312	27,324	28,336	29,348	30,360	31,372	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
2	26,312	27,324	28,336	29,348	30,360	31,372	32,384	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
3	27,324	28,336	29,348	30,360	31,372	32,384	33,396	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
4	28,336	29,348	30,360	31,372	32,384	33,396	34,408	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
5	29,348	30,360	31,372	32,384	33,396	34,408	35,420	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
6	30,360	31,372	32,384	33,396	34,408	35,420	36,432	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
7	31,372	32,384	33,396	34,408	35,420	36,432	37,444	
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
8	32,384	33,396	34,408	35,420	36,432	37,444	38,456	
	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
9		34,408	35,420	36,432	37,444	38,456	39,468	
		1.3600	1.4000	1.4400	1.4800	1.5200	1.5600	
10				37,444	38,456	39,468	40,480	
				1.4800	1.5200	1.5600	1.6000	
11				38,456	39,468	40,480	41,492	
				1.5200	1.5600	1.6000	1.6400	
12					40,480	41,492	42,504	
					1.6000	1.6400	1.6800	
13							43,516	
							1.7200	

Fairbury

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 71.8
 Enrollment: 894
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.25 7.25 7
 Planning Time: 92 92 60
 Class Periods/Day: 4 4
 Normal Teaching Load: 3 3

SALARY SCHEDULE

Base: 26,000 Index: 4 x 5
 Starting Salary: 26,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30	39.11	Options:		
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125: Y	
LIFE								Flex Accounts: Y		
LTD	National Ins				.0037	(+B)			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE:		
								Contribution:		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	70	yes		
Other Info:					
PERSONAL	3-4			yes	3rd day at sub rate; 4th 1/185th
BEREAVEMENT	5				per occur.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Military

Step	FAIRBURY										
	BA	BA+9	BA+18	BA+27	BA+36		MA	MA+9	MA+18	MA+27	MA+36
1	26,000	27,300	28,600	29,900	31,200	32,500	33,800	35,100	36,400		
	1,000	1,050	1,100	1,150	1,200	1,250	1,300	1,350	1,400		
2	27,040	28,340	29,640	30,940	32,240	33,540	34,840	36,140	37,440		
	1,040	1,090	1,140	1,190	1,240	1,290	1,340	1,390	1,440		
3	28,080	29,380	30,680	31,980	33,280	34,580	35,880	37,180	38,480		
	1,080	1,130	1,180	1,230	1,280	1,330	1,380	1,430	1,480		
4	29,120	30,420	31,720	33,020	34,320	35,620	36,920	38,220	39,520		
	1,120	1,170	1,220	1,270	1,320	1,370	1,420	1,470	1,520		
5	30,160	31,460	32,760	34,060	35,360	36,660	37,960	39,260	40,560		
	1,160	1,210	1,260	1,310	1,360	1,410	1,460	1,510	1,560		
6		32,500	33,800	35,100	36,400	37,700	39,000	40,300	41,600		
		1,250	1,300	1,350	1,400	1,450	1,500	1,550	1,600		
7			34,840	36,140	37,440	38,740	40,040	41,340	42,640		
			1,340	1,390	1,440	1,490	1,540	1,590	1,640		
8			35,880	37,180	38,480	39,780	41,080	42,380	43,680		
			1,380	1,430	1,480	1,530	1,580	1,630	1,680		
9				38,220	39,520	40,820	42,120	43,420	44,720		
				1,470	1,520	1,570	1,620	1,670	1,720		
10				39,260	40,560	41,860	43,160	44,460	45,760		
				1,510	1,560	1,610	1,660	1,710	1,760		
11				40,300	41,600	42,900	44,200	45,500	46,800		
				1,550	1,600	1,650	1,700	1,750	1,800		
12					42,640	43,940	45,240	46,540	47,840		
					1,640	1,690	1,740	1,790	1,840		
13					43,680	44,980	46,280	47,580	48,880		
					1,680	1,730	1,780	1,830	1,880		
14					44,720	46,020	47,320	48,620	49,920		
					1,720	1,770	1,820	1,870	1,920		
15							48,360	49,660	50,960		
							1,860	1,910	1,960		
16									52,000		
									2,000		

Fillmore Central

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 45.625
 Enrollment: 593
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 115 120 120
 Class Periods/Day: 5
 Normal Teaching Load: 4

SALARY SCHEDULE

Base: 26,975 Index: 4 x 4
 Starting Salary: 26,975 Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Madison Nat'l				1.62			Flex Accounts: Y	
LTD	Madison Nat'l				.0027			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.4	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	Yes		
Other Info:					
PERSONAL	2			2-n; 2-y	2 add'l for sub dock
BEREAVEMENT	as needed				
PROFESSIONAL	2			Yes	add'l w/ approval
ADOPTION	5				w/approval
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FILLMORE CENTRAL							
Step	BA	BA+9	BA+18	BA+27	BA+36		
					MA	MA+9	MA+18
1	26,975	28,054	29,133	30,212	31,291	32,370	33,449
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
2	28,054	29,133	30,212	31,291	32,370	33,449	34,528
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
3	29,133	30,212	31,291	32,370	33,449	34,528	35,607
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
4	30,212	31,291	32,370	33,449	34,528	35,607	36,686
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
5	31,291	32,370	33,449	34,528	35,607	36,686	37,765
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
6	32,370	33,449	34,528	35,607	36,686	37,765	38,844
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
7		34,528	35,607	36,686	37,765	38,844	39,923
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
8		35,607	36,686	37,765	38,844	39,923	41,002
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
9			37,765	38,844	39,923	41,002	42,081
			1.4000	1.4400	1.4800	1.5200	1.5600
10			38,844	39,923	41,002	42,081	43,160
			1.4400	1.4800	1.5200	1.5600	1.6000
11				41,002	42,081	43,160	44,239
				1.5200	1.5600	1.6000	1.6400
12				42,081	43,160	44,239	45,318
				1.5600	1.6000	1.6400	1.6800
13					44,239	45,318	46,397
					1.6400	1.6800	1.7200
14					45,318	46,397	47,476
					1.6800	1.7200	1.7600
15						47,476	48,555
						1.7600	1.8000
16						48,555	49,634
						1.8000	1.8400

Fort Calhoun

2006-2007

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 47.1
 Enrollment: 600
 Length of Teacher Day: 7.75 HS JH/MS ELEM 7.75 7.75 7.75
 Length of Student Day: 7.2 7.2 6.75
 Planning Time: 53 53 35
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 26,025 Index: 4 x 5
 Starting Salary: 26,025 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7
 Vertical Freeze: 99-00
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	239.58		Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Cash			
PPO:	tiered system- 4th yr, full family i		COMMENTS: if take ind H/A also receive \$239.58/mo							IRS 125: Y
LIFE	Madison Nat'l									Flex Accounts:
LTD										PART-TIME BENEFITS
NON-PARTICIPANT										Minimum FTE: 0.5
								Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	acc. to 4
BEREAVEMENT	5				immed family
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FORT CALHOUN										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	26,025	27,327	28,628	29,928	31,230	31,230	32,532	33,833	35,134	36,435
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2000	1.2500	1.3000	1.3500	1.4000
2	27,066	28,368	29,669	30,970	32,271	32,271	33,573	34,874	36,174	37,476
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2400	1.2900	1.3400	1.3900	1.4400
3	28,107	29,408	30,710	32,011	33,312	33,312	34,614	35,915	37,216	38,517
	1.0800	1.1300	1.1800	1.2300	1.2800	1.2800	1.3300	1.3800	1.4300	1.4800
4	29,148	30,450	31,751	33,052	34,353	34,353	35,655	36,956	38,257	39,558
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3200	1.3700	1.4200	1.4700	1.5200
5	30,189	31,491	32,792	34,093	35,394	35,394	36,696	37,997	39,298	40,599
	1.1600	1.2100	1.2600	1.3100	1.3600	1.3600	1.4100	1.4600	1.5100	1.5600
6	31,230	32,532	33,833	35,134	36,435	36,435	37,737	39,038	40,339	41,640
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4000	1.4500	1.5000	1.5500	1.6000
7	32,271	33,573	34,874	36,174	37,476	37,476	38,778	40,079	41,380	42,681
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4400	1.4900	1.5400	1.5900	1.6400
8		34,614	35,915	37,216	38,517	38,517	39,819	41,120	42,421	43,722
		1.3300	1.3800	1.4300	1.4800	1.4800	1.5300	1.5800	1.6300	1.6800
9			36,956	38,257	39,558	39,558	40,860	42,161	43,462	44,763
			1.4200	1.4700	1.5200	1.5200	1.5700	1.6200	1.6700	1.7200
10				39,298	40,599	40,599	41,901	43,202	44,503	45,804
				1.5100	1.5600	1.5600	1.6100	1.6600	1.7100	1.7600
11					41,640	41,640	42,942	44,243	45,544	46,845
					1.6000	1.6000	1.6500	1.7000	1.7500	1.8000
12						42,681	43,983	45,284	46,585	47,886
						1.6400	1.6900	1.7400	1.7900	1.8400
13							43,722	45,024	46,325	47,626
							1.6800	1.7300	1.7800	1.8300
14								44,243	45,544	46,845
								1.7000	1.7500	1.8000
									48,146	49,448
									1.8500	1.9000

Dependent health insurance premiums are paid on a tier system; everyone gets single premium plus: 1st yr - 70% of difference between premiums; 2nd yr - 80% of difference; 3rd yr - 90% of difference; 4th yr - 100% of difference; 06-07 added step to MA, MA9, MA18, MA27, MA36

Franklin

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 340 HS JH/MS ELEM
 Length of Teacher Day: 7.66 7.66 7.66
 Length of Student Day: 6.66 6.66 6.66
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 24,800 Index: 4 x 5
 Starting Salary: 24,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze: 87-88
 Rollback: 87-88 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99		Options:
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		IRS 125: Flex Accounts:
PPO:			COMMENTS:						
LIFE	Fort Dearborn				6.00				PART-TIME BENEFITS
LTD	Fortis				.0044				Minimum FTE: 0 Contribution: fte
NON-PARTICIPANT									

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9+1	45	yes		
Other Info: 1=flex day medical or personal					
PERSONAL	2			yes	
BEREAVEMENT	5				
PROFESSIONAL	2			yes	1 from Sick Lv. w/appr.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

FRANKLIN Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	24,800	26,040	27,280	28,520	29,760	31,000
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500
2	25,792	27,032	28,272	29,512	30,752	31,992
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900
3	26,784	28,024	29,264	30,504	31,744	32,984
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300
4	27,776	29,016	30,256	31,496	32,736	33,976
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700
5	28,768	30,008	31,248	32,488	33,728	34,968
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100
6	29,760	31,000	32,240	33,480	34,720	35,960
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500
7	31,992	33,232	34,472	35,712	36,952	38,192
	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400
8	32,984	34,224	35,464	36,704	37,944	39,184
	1.3300	1.3800	1.4300	1.4800	1.5300	1.5800
9		35,216	36,456	37,696	38,936	40,176
		1.4200	1.4700	1.5200	1.5700	1.6200
10		36,208	37,448	38,688	39,928	41,168
		1.4600	1.5100	1.5600	1.6100	1.6600
11			38,440	39,680	40,920	42,160
			1.5500	1.6000	1.6500	1.7000
12			39,432	40,672	41,912	43,152
			1.5900	1.6400	1.6900	1.7400
13				41,664	42,904	44,144
				1.6800	1.7300	1.7800
14				42,656	43,896	45,136
				1.7200	1.7700	1.8200
15					44,888	46,128
					1.8100	1.8600
16					45,880	47,120
					1.8500	1.9000

Friend

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 24.25
 Enrollment: 331
 Length of Teacher Day: 8
 Length of Student Day: 7.3
 Planning Time: 51
 Class Periods/Day: 8
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 25,300 Index: 4.5 x 4
 Starting Salary: 25,300 Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		
PPO:			COMMENTS:						
LIFE									
LTD	National				.0056				
NON-PARTICIPANT									

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	fam. ill. w/app; at term. \$10/day reimb. if 60 accumulated				
PERSONAL	2			yes	+1 sub deduct
BEREAVEMENT	see sick lv.				
PROFESSIONAL	as needed			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FRIEND	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	25,300	26,312	27,324	28,336	29,348	30,360	31,372	32,384
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
2	26,439	27,451	28,463	29,475	30,487	31,499	32,511	33,523
	1.0450	1.0850	1.1250	1.1650	1.2050	1.2450	1.2850	1.3250
3	27,577	28,589	29,601	30,613	31,625	32,637	33,649	34,661
	1.0900	1.1300	1.1700	1.2100	1.2500	1.2900	1.3300	1.3700
4	28,716	29,728	30,740	31,752	32,764	33,776	34,788	35,800
	1.1350	1.1750	1.2150	1.2550	1.2950	1.3350	1.3750	1.4150
5	29,854	30,866	31,878	32,890	33,902	34,914	35,926	36,938
	1.1800	1.2200	1.2600	1.3000	1.3400	1.3800	1.4200	1.4600
6	30,993	32,005	33,017	34,029	35,041	36,053	37,065	38,077
	1.2250	1.2650	1.3050	1.3450	1.3850	1.4250	1.4650	1.5050
7		33,143	34,155	35,167	36,179	37,191	38,203	39,215
		1.3100	1.3500	1.3900	1.4300	1.4700	1.5100	1.5500
8		34,282	35,294	36,306	37,318	38,330	39,342	40,354
		1.3550	1.3950	1.4350	1.4750	1.5150	1.5550	1.5950
9			36,432	37,444	38,456	39,468	40,480	41,492
			1.4400	1.4800	1.5200	1.5600	1.6000	1.6400
10			37,571	38,583	39,595	40,607	41,619	42,631
			1.4850	1.5250	1.5650	1.6050	1.6450	1.6850
11				39,721	40,733	41,745	42,757	43,769
				1.5700	1.6100	1.6500	1.6900	1.7300
12				40,860	41,872	42,884	43,896	44,908
				1.6150	1.6550	1.6950	1.7350	1.7750
13				41,998	43,010	44,022	45,034	46,046
				1.6600	1.7000	1.7400	1.7800	1.8200
14					44,149	45,161	46,173	47,185
					1.7450	1.7850	1.8250	1.8650

03-04 moved from 4 X 4 index to 4 X 4.5

Fullerton

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	335	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25	
Length of Student Day:	7.5	7.5	7	
Planning Time:	50	50	95	
Class Periods/Day:	8	8		
Normal Teaching Load:	6	6		

SALARY SCHEDULE

Base:	25,650	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:	86-87 Steps 1-5		
Rollback:	86-87		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30		Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								PART-TIME BENEFITS	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			no	Reimb. \$20/day for unused eac
BEREAVEMENT	5				add'l @ supt. discretion
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/ Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	FULLERTON							
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	25,650	26,933	28,215	29,498	30,780	32,063	33,345	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	
2	26,676	27,959	29,241	30,524	31,806	33,089	34,371	
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	
3	27,702	28,985	30,267	31,550	32,832	34,115	35,397	
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	
4	28,728	30,011	31,293	32,576	33,858	35,141	36,423	
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	
5	29,754	31,037	32,319	33,602	34,884	36,167	37,449	
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	
6	30,780	32,063	33,345	34,628	35,910	37,193	38,475	
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	
7	31,806	33,089	34,371	35,654	36,936	38,219	39,501	
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	
8		34,115	35,397	36,680	37,962	39,245	40,527	
		1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	
9			36,423	37,706	38,988	40,271	41,553	
			1.4200	1.4700	1.5200	1.5700	1.6200	
10			37,449	38,732	40,014	41,297	42,579	
			1.4600	1.5100	1.5600	1.6100	1.6600	
11				39,758	41,040	42,323	43,605	
				1.5500	1.6000	1.6500	1.7000	
12				40,784	42,066	43,349	44,631	
				1.5900	1.6400	1.6900	1.7400	
13					43,092	44,375	45,657	
					1.6800	1.7300	1.7800	
14					44,118	45,401	46,683	
					1.7200	1.7700	1.8200	
15						46,427	47,709	
						1.8100	1.8600	

02-03 added step to BA+18, BA+27, MA/BA+36 and MA+18; 03-04 add MA+9 with 15 steps

Gering

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 153.52
 Enrollment: 1959
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 6 6.5 6.5
 Planning Time: 90 50 50
 Class Periods/Day: 4 8
 Normal Teaching Load: 3 7

SALARY SCHEDULE

Base: 27,425 Index: 4.5 x 4.5
 Starting Salary: 28,659 Entry Level Step: 1
 Career Increments: N Experience Allowed: 14
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30			687.50	687.50	687.50
DENTAL	BC/BS		16.47	58.46			Cafeteria	Options: H/A,Dental,Cash	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Guardian				4.60/5.06			Flex Accounts: Y	
LTD	Principal				.0033			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	66	yes		
Other Info:	14 fam. ill. days are from sick lv.				
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	unl.				5 immed. Fam/1 others
PROFESSIONAL	unl.			yes	
ADOPTION	per FMLA				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	N
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GERING Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	28,659	29,893	31,127	32,362	33,596	34,830	36,064	37,298	38,532
	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050
2	29,893	31,127	32,362	33,596	34,830	36,064	37,298	38,532	39,766
	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500
3	31,127	32,362	33,596	34,830	36,064	37,298	38,532	39,766	41,000
	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950
4	32,362	33,596	34,830	36,064	37,298	38,532	39,766	41,000	42,235
	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400
5	33,596	34,830	36,064	37,298	38,532	39,766	41,000	42,235	43,469
	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850
6	34,830	36,064	37,298	38,532	39,766	41,000	42,235	43,469	44,703
	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300
7		37,298	38,532	39,766	41,000	42,235	43,469	44,703	45,937
		1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750
8			39,766	41,000	42,235	43,469	44,703	45,937	47,171
			1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200
9				42,235	43,469	44,703	45,937	47,171	48,405
				1.5400	1.5850	1.6300	1.6750	1.7200	1.7650
10						45,937	47,171	48,405	49,639
						1.6750	1.7200	1.7650	1.8100
11						47,171	48,405	49,639	50,873
						1.7200	1.7650	1.8100	1.8550
12						48,405	49,639	50,873	52,108
						1.7650	1.8100	1.8550	1.9000
13								52,108	53,342
								1.9000	1.9450
14									54,576
									1.9900

03-04 removed 1st step of schedule, start salary is 1.045 index

Gibbon

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 45.6
 Enrollment: 565
 Length of Teacher Day: 8
 Length of Student Day: 6.1
 Planning Time: 46
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
6.1	6.1	6.1
46	46	30
8	8	
7	7	

SALARY SCHEDULE

Base: 26,400 Index: 4 x 5
 Starting Salary: 26,400 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		
PPO:	06-07 250D to 550D		COMMENTS:					IRS 125: Y	
LIFE	Madison Nat'l				7.60			Flex Accounts: Y	
LTD	Madison Nat'l				.0046			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.01	
								Contribution:	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10, 5	45	yes		
Other Info:	5 days for dependent use, 10 days yr 1&2				
PERSONAL	2,1			2-yes, 1-no acc. to 3	
BEREAVEMENT	2				from sick lv.
PROFESSIONAL	2			yes	accum. 2
ADOPTION	10				from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: maternity

GIBBON Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	26,400	27,720	29,040	30,360	31,680	33,000	34,320	35,640	36,960
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000
2	27,456	28,776	30,096	31,416	32,736	34,056	35,376	36,696	38,016
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900	1.4400
3	28,512	29,832	31,152	32,472	33,792	35,112	36,432	37,752	39,072
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300	1.4800
4	29,568	30,888	32,208	33,528	34,848	36,168	37,488	38,808	40,128
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700	1.5200
5	30,624	31,944	33,264	34,584	35,904	37,224	38,544	39,864	41,184
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100	1.5600
6		33,000	34,320	35,640	36,960	38,280	39,600	40,920	42,240
		1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000
7			35,376	36,696	38,016	39,336	40,656	41,976	43,296
			1.3400	1.3900	1.4400	1.4900	1.5400	1.5900	1.6400
8				37,752	39,072	40,392	41,712	43,032	44,352
				1.4300	1.4800	1.5300	1.5800	1.6300	1.6800
9				38,808	40,128	41,448	42,768	44,088	45,408
				1.4700	1.5200	1.5700	1.6200	1.6700	1.7200
10				39,864	41,184	42,504	43,824	45,144	46,464
				1.5100	1.5600	1.6100	1.6600	1.7100	1.7600
11					42,240	43,560	44,880	46,200	47,520
					1.6000	1.6500	1.7000	1.7500	1.8000
12					43,296	44,616	45,936	47,256	48,576
					1.6400	1.6900	1.7400	1.7900	1.8400
13					44,352	45,672	46,992	48,312	49,632
					1.6800	1.7300	1.7800	1.8300	1.8800
14							48,048	49,368	50,688
							1.8200	1.8700	1.9200
15									51,744
									1.9600

06-07 change to 550D from 250D

Giltner

2006-2007

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	
Enrollment:	200	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	25,000	Index:	4 x 4
Starting Salary:	25,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	05-06, 06-07		

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125:	
LIFE							Flex Accounts:		
LTD	Omaha Life				.0053			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: full	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	50		yes		
Other Info:	25-full pay/25-half pay				
PERSONAL	2			yes	pd \$80/day if unused
BEREAVEMENT	from sick lv.				
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

GILTNER						
Step	BA	BA+9	BA+18	BA+27	BA+36	
	MA	MA+18				
1	25,000	26,000	27,000	28,000	29,000	30,000
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000
2	26,000	27,000	28,000	29,000	30,000	31,000
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
3	27,000	28,000	29,000	30,000	31,000	32,000
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
4	28,000	29,000	30,000	31,000	32,000	33,000
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
5	29,000	30,000	31,000	32,000	33,000	34,000
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
6	30,000	31,000	32,000	33,000	34,000	35,000
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
7		32,000	33,000	34,000	35,000	36,000
		1.2800	1.3200	1.3600	1.4000	1.4400
8			34,000	35,000	36,000	37,000
			1.3600	1.4000	1.4400	1.4800
9			35,000	36,000	37,000	38,000
			1.4000	1.4400	1.4800	1.5200
10				37,000	38,000	39,000
				1.4800	1.5200	1.5600
11				38,000	39,000	40,000
				1.5200	1.5600	1.6000
12					40,000	41,000
					1.6000	1.6400
13						42,000
						1.6800

Gordon-Rushville

2006-2007

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 96
 Enrollment: 709
 Length of Teacher Day: 7.75 HS JH/MS 7.75 ELEM 8
 Length of Student Day: 7.25 7.25 7
 Planning Time: 48 47 30
 Class Periods/Day: 8 7
 Normal Teaching Load: 7 6

SALARY SCHEDULE

Base: 26,900 Index: 4.5 x 4.5
 Starting Salary: 26,900 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium	
			Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97
DENTAL	BC/BS		16.47	58.46
PPO:			COMMENTS:	
LIFE				
LTD				
NON-PARTICIPANT				

Amount Paid

By District	
Individ.	Depend.

Couple - Benefits

850.00
 Cash Option

Cafeteria Plan

Individ.	Depend.
850	850
Options: HA/Dent/Cash/Caf	
IRS 125: Y	
Flex Accounts: Y	

PART-TIME BENEFITS

Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:					
PERSONAL	4			yes	
BEREAVEMENT	5				
PROFESSIONAL	unl.			yes	
ADOPTION ASSOCIATION					from sick lv.

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: N

SEVERANCE PAY:

OTHER LEAVES:

GORDON-RUSHVILLE									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	26,900	28,111	29,321	30,532	31,742	32,953	34,163	35,374	
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	
2	28,111	29,321	30,532	31,742	32,953	34,163	35,374	36,584	
	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	
3	29,321	30,532	31,742	32,953	34,163	35,374	36,584	37,795	
	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	
4	30,532	31,742	32,953	34,163	35,374	36,584	37,795	39,005	
	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	
5	31,742	32,953	34,163	35,374	36,584	37,795	39,005	40,216	
	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	
6	32,953	34,163	35,374	36,584	37,795	39,005	40,216	41,426	
	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	
7		35,374	36,584	37,795	39,005	40,216	41,426	42,637	
		1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	
8			37,795	39,005	40,216	41,426	42,637	43,847	
			1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	
9				40,216	41,426	42,637	43,847	45,058	
				1.4950	1.5400	1.5850	1.6300	1.6750	
10					42,637	43,847	45,058	46,268	
					1.5850	1.6300	1.6750	1.7200	
11					43,847	45,058	46,268	47,479	
					1.6300	1.6750	1.7200	1.7650	
12							47,479	48,689	
							1.7650	1.8100	
13							48,689	49,900	
							1.8100	1.8550	
14								51,110	
								1.9000	

Gothenburg

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 66.1
 Enrollment: 878
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5
 Length of Student Day: 6.4 6.4 6.2
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,400 Index: 5 x 4
 Starting Salary: 26,400 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30	39.11	Options:	
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD	Madison							PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	75	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	10				immed family from sick lv.
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				inc. in sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

		Negotiated/Policy	
		Exists	
Voluntary Separation:		N	
Grievance:		Y	P
Professional Growth:		Y	P
Reduction in Force:		Y	P
Sick Bank:		N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GOTHENBURG										
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	26,400	27,456	28,512	29,568	30,624	31,680	32,736	33,792	34,848	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
2	27,720	28,776	29,832	30,888	31,944	33,000	34,056	35,112	36,168	
	1.0500	1.0900	1.1300	1.1700	1.2100	1.2500	1.2900	1.3300	1.3700	
3	29,040	30,096	31,152	32,208	33,264	34,320	35,376	36,432	37,488	
	1.1000	1.1400	1.1800	1.2200	1.2600	1.3000	1.3400	1.3800	1.4200	
4	30,360	31,416	32,472	33,528	34,584	35,640	36,696	37,752	38,808	
	1.1500	1.1900	1.2300	1.2700	1.3100	1.3500	1.3900	1.4300	1.4700	
5	31,680	32,736	33,792	34,848	35,904	36,960	38,016	39,072	40,128	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
6	33,000	34,056	35,112	36,168	37,224	38,280	39,336	40,392	41,448	
	1.2500	1.2900	1.3300	1.3700	1.4100	1.4500	1.4900	1.5300	1.5700	
7		35,376	36,432	37,488	38,544	39,600	40,656	41,712	42,768	
		1.3400	1.3800	1.4200	1.4600	1.5000	1.5400	1.5800	1.6200	
8			37,752	38,808	39,864	40,920	41,976	43,032	44,088	
			1.4300	1.4700	1.5100	1.5500	1.5900	1.6300	1.6700	
9				40,128	41,184	42,240	43,296	44,352	45,408	
				1.5200	1.5600	1.6000	1.6400	1.6800	1.7200	
10				41,448	42,504	43,560	44,616	45,672	46,728	
				1.5700	1.6100	1.6500	1.6900	1.7300	1.7700	
11					43,824	44,880	45,936	46,992	48,048	
					1.6600	1.7000	1.7400	1.7800	1.8200	
12					45,144	46,200	47,256	48,312	49,368	
					1.7100	1.7500	1.7900	1.8300	1.8700	
13								49,632	50,688	
								1.8800	1.9200	

Grand Island

2006-2007

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 660
 Enrollment: 7000
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 27,570 Index: 4 x 5
 Starting Salary: 27,570 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7
 Index amt + 5900 cafeteria
 Vertical Freeze: 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	550D 1	343.66 968.97
DENTAL	BC/BS		15.34 54.45

PPO:
LIFE
LTD
NON-PARTICIPANT

Amount Paid

By District
 Individ. Depend.

Couple - Benefits
 516.67
 Cafeteria

Cafeteria Plan

Individ. Depend.
 516.67 516.67
 Options: H/A,Life,Cash

IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:	depend. use up to 10 days only				
PERSONAL	2				
BEREAVEMENT	3				max. 6; may add to pers.
PROFESSIONAL	unl.			yes	
ADOPTION	20 from sick lv.				
ASSOCIATION	see prof. lv.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GRAND ISLAND												
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	27,570	28,949	30,327	31,706	33,084	35,841	35,841	37,220	38,598	39,977	41,355	42,734
	1.0000	1.0500	1.1000	1.1500	1.2000	1.3000	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500
2	28,673	30,051	31,430	32,808	34,187	36,944	36,944	38,322	39,701	41,079	42,458	43,836
	1.0400	1.0900	1.1400	1.1900	1.2400	1.3400	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900
3	29,776	31,154	32,533	33,911	35,290	38,047	38,047	39,425	40,804	42,182	43,561	44,939
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3800	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300
4	31,430	32,808	34,187	35,565	36,944	39,701	39,701	41,079	42,458	43,836	45,215	46,593
	1.1400	1.1900	1.2400	1.2900	1.3400	1.4400	1.4400	1.4900	1.5400	1.5900	1.6400	1.6900
5	33,084	34,463	35,841	37,220	38,598	41,355	41,355	42,734	44,112	45,491	46,869	48,248
	1.2000	1.2500	1.3000	1.3500	1.4000	1.5000	1.5000	1.5500	1.6000	1.6500	1.7000	1.7500
6	34,738	36,117	37,495	38,874	40,252	43,009	43,009	44,388	45,766	47,145	48,523	49,902
	1.2600	1.3100	1.3600	1.4100	1.4600	1.5600	1.5600	1.6100	1.6600	1.7100	1.7600	1.8100
7	36,392	37,771	39,149	40,528	41,906	44,663	44,663	46,042	47,420	48,799	50,177	51,556
	1.3200	1.3700	1.4200	1.4700	1.5200	1.6200	1.6200	1.6700	1.7200	1.7700	1.8200	1.8700
8						46,318	46,318	47,696	49,075	50,453	51,832	53,210
						1.6800	1.6800	1.7300	1.7800	1.8300	1.8800	1.9300
9						47,972	47,972	49,350	50,729	52,107	53,486	54,864
						1.7400	1.7400	1.7900	1.8400	1.8900	1.9400	1.9900
10											55,140	56,519
											2.0000	2.0500
11											56,794	58,173
											2.0600	2.1100

04-05 add 1 4% stp to bottom of each column; for 05-06 that stp becomes 6%

Greeley-Wolbach

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25
 Enrollment: 191
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 24,700 Index: 4 x 5
 Starting Salary: 24,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 3	361.16	1,018.30	361.16	1018.30	64.61	Options:		
DENTAL	BC/BS		40.73	105.34	40.73	40.73	Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125:	
LIFE	Madison Nat'l				5.52			Flex Accounts:		
LTD								PART-TIME BENEFITS		
NON-PARTICIPANT								Minimum FTE:		
								Contribution:		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30			
Other Info:	\$15/day after 30 accum				
PERSONAL	2				\$15/day unused
BEREAVEMENT	4				1 non-family
PROFESSIONAL	3				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

Negotiated/Exists Policy
 Voluntary Separation:
 Grievance:
 Professional Growth:
 Reduction in Force:
 Sick Bank:

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES: Emergency - 2 days

GREELEY-WOLBACH								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	24,700	25,935	27,170	28,405	29,640	29,640	30,875	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2000	1.2500	
2	25,688	26,923	28,158	29,393	30,628	30,628	31,863	
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2400	1.2900	
3	26,676	27,911	29,146	30,381	31,616	31,616	32,851	
	1.0800	1.1300	1.1800	1.2300	1.2800	1.2800	1.3300	
4	27,664	28,899	30,134	31,369	32,604	32,604	33,839	
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3200	1.3700	
5	28,652	29,887	31,122	32,357	33,592	33,592	34,827	
	1.1600	1.2100	1.2600	1.3100	1.3600	1.3600	1.4100	
6	29,640	30,875	32,110	33,345	34,580	34,580	35,815	
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4000	1.4500	
7		31,863	33,098	34,333	35,568	35,568	36,803	
		1.2900	1.3400	1.3900	1.4400	1.4400	1.4900	
8			34,086	35,321	36,556	36,556	37,791	
			1.3800	1.4300	1.4800	1.4800	1.5300	
9			35,074	36,309	37,544	37,544	38,779	
			1.4200	1.4700	1.5200	1.5200	1.5700	
10				37,297	38,532	38,532	39,767	
				1.5100	1.5600	1.5600	1.6100	
11					39,520	39,520	40,755	
					1.6000	1.6000	1.6500	
12							41,743	
							1.6900	

Gretna

2006-2007

WORKING CONDITIONS

Contract Days: 188 FTE Teachers: 168.65
 Enrollment: 2271
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5
 Length of Student Day: 6.5 6.5 6.5
 Planning Time: 54 98 40
 Class Periods/Day: 7 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 28,450 Index: 4 x 4
 Starting Salary: 28,450 Entry Level Step: 1
 Career Increments: Y Experience Allowed: All
 at MA36-if frozen at last stp 2 yrs-\$500 3rd yr.
 Vertical Freeze: 84-85, 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Ind. Dental	Options:
DENTAL	BC/BS		16.47	58.46	16.47	16.47			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts:
LIFE	Madison Nat'l				2.48				PART-TIME BENEFITS
LTD	Madison Nat'l				.0030				Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
PERSONAL	2			yes	\$50/day for unused days
BEREAVEMENT	see sick lv.				
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

GRETNA Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	28,450	29,588	30,726	31,864		33,571	34,709	35,847	36,985
	1.0000	1.0400	1.0800	1.1200		1.1800	1.2200	1.2600	1.3000
2	29,588	30,726	31,864	33,002		34,709	35,847	36,985	38,123
	1.0400	1.0800	1.1200	1.1600		1.2200	1.2600	1.3000	1.3400
3	30,726	31,864	33,002	34,140		35,847	36,985	38,123	39,261
	1.0800	1.1200	1.1600	1.2000		1.2600	1.3000	1.3400	1.3800
4	31,864	33,002	34,140	35,278		36,985	38,123	39,261	40,399
	1.1200	1.1600	1.2000	1.2400		1.3000	1.3400	1.3800	1.4200
5	33,002	34,140	35,278	36,416		38,123	39,261	40,399	41,537
	1.1600	1.2000	1.2400	1.2800		1.3400	1.3800	1.4200	1.4600
6	34,140	35,278	36,416	37,554		39,261	40,399	41,537	42,675
	1.2000	1.2400	1.2800	1.3200		1.3800	1.4200	1.4600	1.5000
7		36,416	37,554	38,692		40,399	41,537	42,675	43,813
		1.2800	1.3200	1.3600		1.4200	1.4600	1.5000	1.5400
8			38,692	39,830		41,537	42,675	43,813	44,951
			1.3600	1.4000		1.4600	1.5000	1.5400	1.5800
9				40,968		42,675	43,813	44,951	46,089
				1.4400		1.5000	1.5400	1.5800	1.6200
10				42,106		43,813	44,951	46,089	47,227
				1.4800		1.5400	1.5800	1.6200	1.6600
11					44,382	44,951	46,089	47,227	48,365
					1.5600	1.5800	1.6200	1.6600	1.7000
12					45,520	46,089	47,227	48,365	49,503
					1.6000	1.6200	1.6600	1.7000	1.7400
13						47,227	48,365	49,503	50,641
						1.6600	1.7000	1.7400	1.7800
14								50,641	51,779
								1.7800	1.8200
15									
16									

BA+36 grandfathered 89-90; 02-03 add stp 16 to MA+36

Hampton

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 151
 Length of Teacher Day: 8
 Length of Student Day: 7.25
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,450 Index: 4 x 4
 Starting Salary: 25,450 Entry Level Step: 1
 Career Increments: N Experience Allowed: 17
 Vertical Freeze: 87-88
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	814.64
DENTAL	BC/BS		15.34	54.45	15.34	43.56
PPO: COMMENTS:						
LIFE	Madison Ntl.				2.30	
LTD	Madison Ntl.				.0075	
NON-PARTICIPANT						

Cafeteria Plan
 Individ. Depend.
 214.55
 Full Dep. Coverage Options: H/A
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 1
 Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info:					
PERSONAL	2			yes	accum 3
BEREAVEMENT	5 from sick lv.				
PROFESSIONAL	as needed			Yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	N	
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HAMPTON					
Step	BA		BA+36		MA+12
	BA	BA+12	BA+24	MA	
1	25,450	26,468	27,486	29,522	30,540
	1.0000	1.0400	1.0800	1.1600	1.2000
2	26,468	27,486	28,504	30,540	31,558
	1.0400	1.0800	1.1200	1.2000	1.2400
3	27,486	28,504	29,522	31,558	32,576
	1.0800	1.1200	1.1600	1.2400	1.2800
4	28,504	29,522	30,540	32,576	33,594
	1.1200	1.1600	1.2000	1.2800	1.3200
5	29,522	30,540	31,558	33,594	34,612
	1.1600	1.2000	1.2400	1.3200	1.3600
6	30,540	31,558	32,576	34,612	35,630
	1.2000	1.2400	1.2800	1.3600	1.4000
7		32,576	33,594	35,630	36,648
		1.2800	1.3200	1.4000	1.4400
8		33,594	34,612	36,648	37,666
		1.3200	1.3600	1.4400	1.4800
9		34,612	35,630	37,666	38,684
		1.3600	1.4000	1.4800	1.5200
10			36,648	38,684	39,702
			1.4400	1.5200	1.5600
11				39,702	40,720
				1.5600	1.6000
12				40,720	41,738
				1.6000	1.6400
13				41,738	42,756
				1.6400	1.6800
14				42,756	43,774
				1.6800	1.7200
15				43,774	44,792
				1.7200	1.7600
16					45,810
					1.8000
17					46,828
					1.8400

Harvard

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 24.5
 Enrollment: 250
 Length of Teacher Day: 8.25 HS JH/MS ELEM 8.25 8.25
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,700 Index: 4 x 4
 Starting Salary: Entry Level Step: 3
 Career Increments: N Experience Allowed: all
 BA+36,45,54 frozen 1 yr after entering; Not apply to MA
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Dep. Dental	Options:
DENTAL	BC/BS		16.47	58.46	16.47	16.47			IRS 125: Flex Accounts:
PPO:			COMMENTS:						
LIFE									PART-TIME BENEFITS
LTD	Madison Nat'l				.0045	(thru sal.)			Minimum FTE: 0.5 Contribution: full
NON-PARTICIPANT									

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	40	no		
Other Info:					
PERSONAL	2			yes	\$25/unused day per year up to
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	1			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HARVARD	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	26,700	27,768	28,836	29,904	30,972	32,040	33,108	34,176	35,244
	1,0000	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200
2	27,768	28,836	29,904	30,972	32,040	33,108	34,176	35,244	36,312
	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600
3	28,836	29,904	30,972	32,040	33,108	34,176	35,244	36,312	37,380
	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000
4	29,904	30,972	32,040	33,108	34,176	35,244	36,312	37,380	38,448
	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400
5	30,972	32,040	33,108	34,176	35,244	36,312	37,380	38,448	39,516
	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400	1,4800
6	32,040	33,108	34,176	35,244	36,312	37,380	38,448	39,516	40,584
	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400	1,4800	1,5200
7		34,176	35,244	36,312	37,380	38,448	39,516	40,584	41,652
		1,2800	1,3200	1,3600	1,4000	1,4400	1,4800	1,5200	1,5600
8		35,244	36,312	37,380	38,448	39,516	40,584	41,652	42,720
		1,3200	1,3600	1,4000	1,4400	1,4800	1,5200	1,5600	1,6000
9			37,380	38,448	39,516	40,584	41,652	42,720	43,788
			1,4000	1,4400	1,4800	1,5200	1,5600	1,6000	1,6400
10			38,448	39,516	40,584	41,652	42,720	43,788	44,856
			1,4400	1,4800	1,5200	1,5600	1,6000	1,6400	1,6800
11				40,584	41,652	42,720	43,788	44,856	45,924
				1,5200	1,5600	1,6000	1,6400	1,6800	1,7200
12				41,652	42,720	43,788	44,856	45,924	46,992
				1,5600	1,6000	1,6400	1,6800	1,7200	1,7600
13					43,788	44,856	45,924	46,992	48,060
					1,6400	1,6800	1,7200	1,7600	1,8000
14					44,856	45,924	46,992	48,060	49,128
					1,6800	1,7200	1,7600	1,8000	1,8400
15						46,992	48,060	49,128	50,196
						1,7600	1,8000	1,8400	1,8800
16						48,060	49,128	50,196	51,264
						1,8000	1,8400	1,8800	1,9200
17							50,196	51,264	52,332
							1,8800	1,9200	1,9600
18							51,264	52,332	53,400
							1,9200	1,9600	2,0000
19								53,400	54,468
								2,0000	2,0400
20								54,468	55,536
								2,0400	2,0800
21									56,604
									2,1200
22									57,672
									2,1600

BA+36 frozen 1 year after entering

Hastings

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 255.86
 Enrollment: 3244
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: 6.75 6.7 6.25
 Planning Time: 62 90 60
 Class Periods/Day: 8 9
 Normal Teaching Load: 6.5 7

SALARY SCHEDULE

Base: 27,100 Index: 4.5 x 4.5
 Starting Salary: 27,100 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 10
 Those with a doctorate receive \$500/yr.
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 05-06, 06-07

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 3	343.66	968.97	543.66	920.52	440.10	Full Ins. + \$325	Options: Cash
DENTAL	BC/BS		40.73	105.34	40.73	38.69			
PPO:	If take ind. receive add'l \$200 ov		COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD	Nat'l School				.00342				PART-TIME BENEFITS
NON-PARTICIPANT							\$275/month no ins-if taking indiv add'l \$		Minimum FTE: 0.4 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		
Other Info:	\$20/day at retirement				
PERSONAL	2			yes	1-sub. ded.
BEREAVEMENT	5				w/approv.
PROFESSIONAL	4			yes	
ADOPTION	5				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	P

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Family parenting-5;spec. pers.-2

HASTINGS											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	27,100	28,319	29,539	30,758	31,979	31,979	33,198	34,417	35,637	36,856	38,075
	1.0000	1.0450	1.0900	1.1350	1.1800	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050
2	28,319	29,539	30,758	31,979	33,198	33,198	34,417	35,637	36,856	38,075	39,295
	1.0450	1.0900	1.1350	1.1800	1.2250	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500
3	29,539	30,758	31,979	33,198	34,417	34,417	35,637	36,856	38,075	39,295	40,514
	1.0900	1.1350	1.1800	1.2250	1.2700	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950
4	30,758	31,979	33,198	34,417	35,637	35,637	36,856	38,075	39,295	40,514	41,735
	1.1350	1.1800	1.2250	1.2700	1.3150	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400
5	31,979	33,198	34,417	35,637	36,856	36,856	38,075	39,295	40,514	41,735	42,954
	1.1800	1.2250	1.2700	1.3150	1.3600	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850
6	33,198	34,417	35,637	36,856	38,075	38,075	39,295	40,514	41,735	42,954	44,173
	1.2250	1.2700	1.3150	1.3600	1.4050	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300
7	34,417	35,637	36,856	38,075	39,295	39,295	40,514	41,735	42,954	44,173	45,393
	1.2700	1.3150	1.3600	1.4050	1.4500	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750
8	35,637	36,856	38,075	39,295	40,514	40,514	41,735	42,954	44,173	45,393	46,612
	1.3150	1.3600	1.4050	1.4500	1.4950	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200
9			39,702	40,514	41,735	41,735	42,954	44,173	45,393	46,612	47,831
			1.4650	1.4950	1.5400	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650
10			42,141	42,954	44,173	44,173	45,393	46,612	47,831	49,051	50,270
			1.5550	1.5850	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100	1.8550
11			44,173	44,173	45,393	45,393	46,612	47,831	49,051	50,270	51,491
			1.6300	1.6300	1.6750	1.6750	1.7200	1.7650	1.8100	1.8550	1.9000
12			45,393	45,393	46,612	46,612	47,831	49,051	50,270	51,491	52,710
			1.6750	1.6750	1.7200	1.7200	1.7650	1.8100	1.8550	1.9000	1.9450
13			46,612	47,831	49,051	49,051	50,270	51,491	52,710	53,929	55,149
			1.7200	1.7650	1.8100	1.8100	1.8550	1.9000	1.9450	1.9900	2.0350
14			47,831	49,051	50,270	50,270	51,491	52,710	53,929	55,149	56,368
			1.7650	1.8100	1.8550	1.8550	1.9000	1.9450	1.9900	2.0350	2.0800
15										53,929	55,149
										1.9900	2.0350

Teachers at BA+36 prior to September 1, 1972 shall remain on Level 14; 02-03 staff frozen at bottom of MA+45 will be given add'l 1/5% of base each yr on that step

Hay Springs

2006-2007

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 26
 Enrollment: 200
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.5 7.5 7.25
 Planning Time: 57 57 50
 Class Periods/Day: 7 7
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 25,600 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30			
DENTAL	BC/BS		15.34	54.45	15.34	15.34			
PPO:			COMMENTS:						
LIFE									
LTD									
NON-PARTICIPANT									

Options:
 IRS 125:
 Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	45	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT (See Sick Lv.)					
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HAY SPRINGS								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	25,600	26,752	27,904	29,056	30,208	30,208	31,360	
	1.0000	1.0450	1.0900	1.1350	1.1800	1.1800	1.2250	
2	26,752	27,904	29,056	30,208	31,360	31,360	32,512	
	1.0450	1.0900	1.1350	1.1800	1.2250	1.2250	1.2700	
3	27,904	29,056	30,208	31,360	32,512	32,512	33,664	
	1.0900	1.1350	1.1800	1.2250	1.2700	1.2700	1.3150	
4	29,056	30,208	31,360	32,512	33,664	33,664	34,816	
	1.1350	1.1800	1.2250	1.2700	1.3150	1.3150	1.3600	
5	30,208	31,360	32,512	33,664	34,816	34,816	35,968	
	1.1800	1.2250	1.2700	1.3150	1.3600	1.3600	1.4050	
6	31,360	32,512	33,664	34,816	35,968	35,968	37,120	
	1.2250	1.2700	1.3150	1.3600	1.4050	1.4050	1.4500	
7		33,664	34,816	35,968	37,120	37,120	38,272	
		1.3150	1.3600	1.4050	1.4500	1.4500	1.4950	
8		34,816	35,968	37,120	38,272	38,272	39,424	
		1.3600	1.4050	1.4500	1.4950	1.4950	1.5400	
9			37,120	38,272	39,424	39,424	40,576	
			1.4500	1.4950	1.5400	1.5400	1.5850	
10				39,424	40,576	40,576	41,728	
				1.5400	1.5850	1.5850	1.6300	
11				40,576	41,728	41,728	42,880	
				1.5850	1.6300	1.6300	1.6750	
12					42,880	42,880	44,032	
					1.6750	1.6750	1.7200	
13							45,184	
							1.7650	

Heartland

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 36.525
 Enrollment: 336
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5
 Length of Student Day: 6.5 7.25 7.25
 Planning Time: 93 91 65
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,000 Index: 4 x 4
 Starting Salary: 28,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 4	361.16	1,018.30	361.16	1018.30	58.92	Options:		
DENTAL	BC/BS		37.14	96.06	37.14	37.14	Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125: Y	
LIFE								Flex Accounts:		
LTD	Madison Nat'l				.0035				PART-TIME BENEFITS	
NON-PARTICIPANT									Minimum FTE: 0.5	
									Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	Yes		
Other Info:	reimb. \$20/day over 40 unused EOY				
PERSONAL	2			yes	accum to 4
BEREAVEMENT	5				
PROFESSIONAL	2			yes	accum. to 4
ADOPTION	see sick lv.				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	HEARTLAND									
	BA	BA+9	BA+18	BA+27	BA+36	BA+42		MA+9	MA+18	
1	28,000	29,120	30,240	31,360	31,920	32,480	33,040	33,600	34,160	34,720
	1.0000	1.0400	1.0800	1.1200	1.1400	1.1600	1.2000	1.2000	1.2400	1.2400
2	29,120	30,240	31,360	32,480	33,040	33,600	34,160	34,720	35,280	35,840
	1.0400	1.0800	1.1200	1.1600	1.1800	1.2000	1.2000	1.2400	1.2400	1.2800
3	30,240	31,360	32,480	33,600	34,160	34,720	35,280	35,840	36,400	36,960
	1.0800	1.1200	1.1600	1.2000	1.2200	1.2400	1.2400	1.2800	1.2800	1.3200
4	31,360	32,480	33,600	34,720	35,280	35,840	36,400	36,960	37,520	38,080
	1.1200	1.1600	1.2000	1.2400	1.2600	1.2800	1.2800	1.3200	1.3200	1.3600
5	32,480	33,600	34,720	35,840	36,400	36,960	37,520	38,080	38,640	39,200
	1.1600	1.2000	1.2400	1.2800	1.3000	1.3200	1.3200	1.3600	1.3600	1.4000
6	33,600	34,720	35,840	36,960	37,520	38,080	38,640	39,200	39,760	40,320
	1.2000	1.2400	1.2800	1.3200	1.3400	1.3600	1.3600	1.4000	1.4000	1.4400
7		35,840	36,960	38,080	38,640	39,200	39,760	40,320	40,880	41,440
		1.2800	1.3200	1.3600	1.3800	1.4000	1.4000	1.4400	1.4400	1.4800
8			38,080	39,200	39,760	40,320	40,880	41,440	42,000	42,560
			1.3600	1.4000	1.4200	1.4400	1.4400	1.4800	1.4800	1.5200
9				40,320	40,880	41,440	42,000	42,560	43,120	43,680
				1.4400	1.4600	1.4800	1.4800	1.5200	1.5200	1.5600
10				41,440	42,000	42,560	43,120	43,680	44,240	44,800
				1.4800	1.5000	1.5200	1.5200	1.5600	1.5600	1.6000
11				42,560	43,120	43,680	44,240	44,800	45,360	45,920
				1.5200	1.5400	1.5600	1.5600	1.6000	1.6000	1.6400
12					44,240	44,800	45,360	45,920	46,480	47,040
					1.5800	1.6000	1.6000	1.6400	1.6400	1.6800
13						45,920	46,480	47,040	47,600	48,160
						1.6400	1.6400	1.6800	1.6800	1.7200
14							48,160	48,720	49,280	49,840
							1.7200	1.7200	1.7600	1.7600
15									50,400	50,960
									1.8000	1.8000

Hershey

2006-2007

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:
 Enrollment: 521
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 49
 Class Periods/Day: 7
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 24,700 Index: 5 x 4
 Starting Salary: 24,700 Entry Level Step: 0
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		15.34	54.45	15.34	54.45
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Amount Paid

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	4			yes	
BEREAVEMENT	5				
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+9	MA+18	MA+27
0	24,700	25,688	26,676	27,664	28,652	29,640	30,628	31,616	
1	1,000	1,040	1,080	1,120	1,160	1,200	1,240	1,280	
2	25,935	26,923	27,911	28,899	29,887	30,875	31,863	32,851	
3	1,050	1,090	1,130	1,170	1,210	1,250	1,290	1,330	
4	27,170	28,158	29,146	30,134	31,122	32,110	33,098	34,086	
5	1,100	1,140	1,180	1,220	1,260	1,300	1,340	1,380	
6	28,405	29,393	30,381	31,369	32,357	33,345	34,333	35,321	
7	1,150	1,190	1,230	1,270	1,310	1,350	1,390	1,430	
8	29,640	30,628	31,616	32,604	33,592	34,580	35,568	36,556	
9	1,200	1,240	1,280	1,320	1,360	1,400	1,440	1,480	
10	31,863	32,851	33,839	34,827	35,815	36,803	37,791	38,779	
11	1,290	1,330	1,370	1,410	1,450	1,490	1,530	1,570	
12	33,098	34,086	35,074	36,062	37,050	38,038	39,026	40,014	
13	1,340	1,380	1,420	1,460	1,500	1,540	1,580	1,620	
14	35,321	36,309	37,297	38,285	39,273	40,261	41,249	42,237	
15	1,430	1,470	1,510	1,550	1,590	1,630	1,670	1,710	
16	36,556	37,544	38,532	39,520	40,508	41,496	42,484	43,472	
17	1,480	1,520	1,560	1,600	1,640	1,680	1,720	1,760	
18	38,779	39,767	40,755	41,743	42,731	43,719	44,707	45,695	
19	1,570	1,610	1,650	1,690	1,730	1,770	1,810	1,850	
20	40,014	41,002	41,990	42,978	43,966	44,954	45,942	46,930	
21	1,620	1,660	1,700	1,740	1,780	1,820	1,860	1,900	
22	42,237	43,225	44,213	45,201	46,189	47,177	48,165	49,153	
23	1,710	1,750	1,790	1,830	1,870	1,910	1,950	1,990	
24	43,472	44,460	45,448	46,436	47,424	48,412	49,400	50,388	
25	1,760	1,800	1,840	1,880	1,920	1,960	2,000	2,040	
26		45,695	46,683	47,671	48,659	49,647	50,635	51,623	
27		1,850	1,890	1,930	1,970	2,010	2,050	2,090	
28		47,918	48,906	49,894	50,882	51,870	52,858	53,846	
29		1,940	1,980	2,020	2,060	2,100	2,140	2,180	
30			50,141	51,129	52,117	53,105	54,093	55,081	
31			2,030	2,070	2,110	2,150	2,190	2,230	
32			51,376	52,364	53,352	54,340	55,328	56,316	
33			2,080	2,120	2,160	2,200	2,240	2,280	

Steps 16-25 on MA27, index 2.08
 04-05 staff hired prior to 03-04 is grandfathered into a separate schedule. Contact NSEA for details.

Hitchcock County

2006-2007

WORKING CONDITIONS

Contract Days: 186.5 FTE Teachers: 34.5
 Enrollment: 290
 Length of Teacher Day: 8 HS JH/MS ELEM 8 8
 Length of Student Day: 7.16 7.16 7
 Planning Time: 49 49 49
 Class Periods/Day: 7 7
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 25,250 Index: 4 x 4
 Starting Salary: 25,250 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 1	343.66	968.97	343.66	968.97	39.11	Dep. Dental	Options:
DENTAL	BC/BS		15.34	54.45	15.34	15.34			IRS 125: Y
PPO:	Emp pays 1st \$100 of ded; bd p		COMMENTS:						Flex Accounts: Y
LIFE	Principal				4.95				PART-TIME BENEFITS
LTD	Principal				.0041				Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info:					
PERSONAL	2			No	accumulate to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			Yes	\$50.00 stipend/year
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HITCHCOCK CO.									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	25,250	26,260	27,270	28,280	29,290	29,290	30,300	31,310	
	1,0000	1,0400	1,0800	1,1200	1,1600	1,1600	1,2000	1,2400	
2	26,260	27,270	28,280	29,290	30,300	30,300	31,310	32,320	
	1,0400	1,0800	1,1200	1,1600	1,2000	1,2000	1,2400	1,2800	
3	27,270	28,280	29,290	30,300	31,310	31,310	32,320	33,330	
	1,0800	1,1200	1,1600	1,2000	1,2400	1,2400	1,2800	1,3200	
4	28,280	29,290	30,300	31,310	32,320	32,320	33,330	34,340	
	1,1200	1,1600	1,2000	1,2400	1,2800	1,2800	1,3200	1,3600	
5	29,290	30,300	31,310	32,320	33,330	33,330	34,340	35,350	
	1,1600	1,2000	1,2400	1,2800	1,3200	1,3200	1,3600	1,4000	
6	30,300	31,310	32,320	33,330	34,340	34,340	35,350	36,360	
	1,2000	1,2400	1,2800	1,3200	1,3600	1,3600	1,4000	1,4400	
7	31,310	32,320	33,330	34,340	35,350	35,350	36,360	37,370	
	1,2400	1,2800	1,3200	1,3600	1,4000	1,4000	1,4400	1,4800	
8		33,330	34,340	35,350	36,360	36,360	37,370	38,380	
		1,3200	1,3600	1,4000	1,4400	1,4400	1,4800	1,5200	
9			35,350	36,360	37,370	37,370	38,380	39,390	
			1,4000	1,4400	1,4800	1,4800	1,5200	1,5600	
10				37,370	38,380	38,380	39,390	40,400	
				1,4800	1,5200	1,5200	1,5600	1,6000	
11				38,380	39,390	39,390	40,400	41,410	
				1,5200	1,5600	1,5600	1,6000	1,6400	
12					40,400	40,400	41,410	42,420	
					1,6000	1,6000	1,6400	1,6800	
13					41,410	41,410	42,420	43,430	
					1,6400	1,6400	1,6800	1,7200	
14						42,420	43,430	44,440	
						1,6800	1,7200	1,7600	
15							44,440	45,450	
							1,7600	1,8000	
16								46,460	
								1,8400	

Homer

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 32
 Enrollment: 400
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,350 Index: 4 x 4
 Starting Salary: 25,350 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 87-88
 Rollback: 87-88 (1 Step)
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	See Below	361.16 + allowance*	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE									
LTD									
NON-PARTICIPANT									

PART-TIME BENEFITS

Minimum FTE: 0.32
 Contribution: fte*

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	no		
Other Info:	Retire:\$20/day				
PERSONAL	2			yes	
BEREAVEMENT	5				
PROFESSIONAL	adm. disc.				
ADOPTION	adm. disc.				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	N
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HOMER Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
1	25,350	26,364	27,378	28,392	29,406	30,420	31,434	32,448	33,462
	1,000	1,040	1,080	1,120	1,160	1,200	1,240	1,280	1,320
2	26,364	27,378	28,392	29,406	30,420	31,434	32,448	33,462	34,476
	1,040	1,080	1,120	1,160	1,200	1,240	1,280	1,320	1,360
3	27,378	28,392	29,406	30,420	31,434	32,448	33,462	34,476	35,490
	1,080	1,120	1,160	1,200	1,240	1,280	1,320	1,360	1,400
4	28,392	29,406	30,420	31,434	32,448	33,462	34,476	35,490	36,504
	1,120	1,160	1,200	1,240	1,280	1,320	1,360	1,400	1,440
5	29,406	30,420	31,434	32,448	33,462	34,476	35,490	36,504	37,518
	1,160	1,200	1,240	1,280	1,320	1,360	1,400	1,440	1,480
6	30,420	31,434	32,448	33,462	34,476	35,490	36,504	37,518	38,532
	1,200	1,240	1,280	1,320	1,360	1,400	1,440	1,480	1,520
7	31,434	32,448	33,462	34,476	35,490	36,504	37,518	38,532	39,546
	1,240	1,280	1,320	1,360	1,400	1,440	1,480	1,520	1,560
8	32,448	33,462	34,476	35,490	36,504	37,518	38,532	39,546	40,560
	1,280	1,320	1,360	1,400	1,440	1,480	1,520	1,560	1,600
9		34,476	35,490	36,504	37,518	38,532	39,546	40,560	41,574
		1,360	1,400	1,440	1,480	1,520	1,560	1,600	1,640
10		35,490	36,504	37,518	38,532	39,546	40,560	41,574	42,588
		1,400	1,440	1,480	1,520	1,560	1,600	1,640	1,680
11		37,518	38,532	39,546	40,560	41,574	42,588	43,602	44,616
		1,480	1,520	1,560	1,600	1,640	1,680	1,720	1,760
12					40,560	41,574	42,588	43,602	44,616
					1,600	1,640	1,680	1,720	1,760
13						42,588	43,602	44,616	45,630
						1,680	1,720	1,760	1,800
14							44,616	45,630	46,644
							1,760	1,800	1,840
15								46,644	47,658
								1,840	1,880
16									48,672
									1,920

Additional insurance amounts based on percentage times the difference in premium between single and family insurance: Step 1-3 (80%); Step 4-6 (85%); Step 7-9 (90%); Step 10-12 (95%); Step 13 & Above (100%); part time receive allowance & H/A benefits = to fte; 02-03 all experience is allowed

Humboldt-Table Rock-Steinauer

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 38
 Enrollment: 380
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7.5	7.5	7.5
50	50	50
8	8	
7	7	

SALARY SCHEDULE

Base: 26,250 Index: 4 x 4
 Starting Salary: 26,250 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	
			Individ.	Depend.	Individ.	Depend.		
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30		
DENTAL	BC/BS		16.47	58.46	16.47	16.47		
PPO:			COMMENTS:					
LIFE								
LTD	Principal				.0025			
NON-PARTICIPANT								

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE:

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	reimb \$25/day up to 60 days				
PERSONAL	3			yes	2 - sub deduct from sick lv.
BEREAVEMENT	5				
PROFESSIONAL	adm. disc.				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	N	
Sick Bank:	N	

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

HUMBOLDT-TABLE ROCK-STEINAUER								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	26,250	27,300	28,350	29,400	30,450	31,500	32,550	33,600
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
2	27,300	28,350	29,400	30,450	31,500	32,550	33,600	34,650
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
3	28,350	29,400	30,450	31,500	32,550	33,600	34,650	35,700
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
4	29,400	30,450	31,500	32,550	33,600	34,650	35,700	36,750
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
5	30,450	31,500	32,550	33,600	34,650	35,700	36,750	37,800
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
6	31,500	32,550	33,600	34,650	35,700	36,750	37,800	38,850
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
7	32,550	33,600	34,650	35,700	36,750	37,800	38,850	39,900
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
8		34,650	35,700	36,750	37,800	38,850	39,900	40,950
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	1.5600
9			36,750	37,800	38,850	39,900	40,950	42,000
			1.4000	1.4400	1.4800	1.5200	1.5600	1.6000
10				38,850	39,900	40,950	42,000	43,050
				1.4800	1.5200	1.5600	1.6000	1.6400
11					40,950	42,000	43,050	44,100
					1.5600	1.6000	1.6400	1.6800
12						43,050	44,100	45,150
						1.6400	1.6800	1.7200
13							45,150	46,200
							1.7200	1.7600
14								47,250
								1.8000

01-02 grandfathered BA+36 column when districts merged, teachers on BA+36 stayed on MA

Kenesaw

2006-2007

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 22
 Enrollment: 254
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 6-7

SALARY SCHEDULE

Base: 25,175 Index: 4 x 4
 Starting Salary: 25,175 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 1	343.66	968.97	343.66	968.97	39.11		
DENTAL	BC/BS		15.34	15.34	15.34	54.45	Dep. Dental		
PPO:	06-07 250D to 550D		COMMENTS:						
LIFE									Options:
LTD									IRS 125: Y
NON-PARTICIPANT									Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1
 Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	3			yes	2 add'l from sick lv
BEREAVEMENT	3				w/appr.
PROFESSIONAL	unl.			yes	
ADOPTION	10				accum. 40
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

KENESAW									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	25,175	26,182	27,189	28,196	28,700	29,203	30,210	31,217	
	1.0000	1.0400	1.0800	1.1200	1.1400	1.1600	1.2000	1.2400	1.2800
2	26,182	27,189	28,196	29,203	29,707	30,210	31,217	32,224	33,231
	1.0400	1.0800	1.1200	1.1600	1.1800	1.2000	1.2400	1.2800	1.3200
3	27,189	28,196	29,203	30,210	30,714	31,217	32,224	33,231	34,238
	1.0800	1.1200	1.1600	1.2000	1.2200	1.2400	1.2800	1.3200	1.3600
4	28,196	29,203	30,210	31,217	31,721	32,224	33,231	34,238	35,245
	1.1200	1.1600	1.2000	1.2400	1.2600	1.2800	1.3200	1.3600	1.4000
5	29,203	30,210	31,217	32,224	32,728	33,231	34,238	35,245	36,252
	1.1600	1.2000	1.2400	1.2800	1.3000	1.3200	1.3600	1.4000	1.4400
6	30,210	31,217	32,224	33,231	33,735	34,238	35,245	36,252	37,259
	1.2000	1.2400	1.2800	1.3200	1.3400	1.3600	1.4000	1.4400	1.4800
7		32,224	33,231	34,238	34,742	35,245	36,252	37,259	38,266
		1.2800	1.3200	1.3600	1.3800	1.4000	1.4400	1.4800	1.5200
8		33,231	34,238	35,245	35,749	36,252	37,259	38,266	39,273
		1.3200	1.3600	1.4000	1.4200	1.4400	1.4800	1.5200	1.5600
9		34,238	35,245	36,252	36,756	37,259	38,266	39,273	40,280
		1.3600	1.4000	1.4400	1.4600	1.4800	1.5200	1.5600	1.6000
10			36,252	37,259	37,763	38,266	39,273	40,280	41,287
			1.4400	1.4800	1.5000	1.5200	1.5600	1.6000	1.6400
11				38,266	38,770	39,273	40,280	41,287	42,294
				1.5200	1.5400	1.5600	1.6000	1.6400	1.6800
12						40,280	41,287	42,294	43,301
						1.6000	1.6400	1.6800	1.7200
06-07 move from 250D to 550D									

Keya Paha County

2006-2007

WORKING CONDITIONS

Contract Days: 180 FTE Teachers: 17.25
 Enrollment: 115
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 82 0
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 26,000 Index: 4 x 4
 Starting Salary: 26,000 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze:
 Rollback: 93-94
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	380.80	Options:	
DENTAL	BC/BS		37.14	96.06	37.14	96.06	Cash	Options:	
PPO:			COMMENTS:						
LIFE			IRS 125:						
LTD			Flex Accounts:						
NON-PARTICIPANT			PART-TIME BENEFITS						
			Minimum FTE:						
			Contribution:						

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12,10	30	yes		
Other Info:					
PERSONAL	2			yes	add'l. w/o pay
BEREAVEMENT	admin. disc.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

KEYA PAHA COUNTY							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	26,000	27,040	28,080	29,120	30,160	31,200	32,240
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
2	27,040	28,080	29,120	30,160	31,200	32,240	33,280
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
3	28,080	29,120	30,160	31,200	32,240	33,280	34,320
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
4	29,120	30,160	31,200	32,240	33,280	34,320	35,360
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
5	30,160	31,200	32,240	33,280	34,320	35,360	36,400
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
6	31,200	32,240	33,280	34,320	35,360	36,400	37,440
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
7	32,240	33,280	34,320	35,360	36,400	37,440	38,480
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
8			35,360	36,400	37,440	38,480	39,520
			1.3600	1.4000	1.4400	1.4800	1.5200
9				37,440	38,480	39,520	40,560
				1.4400	1.4800	1.5200	1.5600
10					39,520	40,560	41,600
					1.5200	1.5600	1.6000
11						41,600	42,640
						1.6000	1.6400

Lakeview Community Schools

2006-2007

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 63.7
 Enrollment: 746
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 51
 Class Periods/Day: 7
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 25,900 Index: 5 x 4
 Starting Salary: 25,900 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	343.66	TSA	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47			IRS 125: Y	
PPO:			COMMENTS:							Flex Accounts: Y
LIFE										PART-TIME BENEFITS
LTD										Minimum FTE: 0.5
NON-PARTICIPANT			TSA in amt of indiv. prem.							Contribution: full*

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	60	yes		
Other Info:	12 days in PTO bank for sick, pers				
PERSONAL	PTO				
BEREAVEMENT	10+5				
PROFESSIONAL	2			yes	
ADOPTION	30				from sick lv.
ASSOCIATION					

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES:

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

LAKEVIEW COMMUNITY SCHOOLS										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+18	MA+27	MA+36	
1	25,900	26,936	27,972	29,008	30,044	31,080	32,116	33,152	34,188	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
2	27,195	28,231	29,267	30,303	31,339	32,375	33,411	34,447	35,483	
	1.0500	1.0900	1.1300	1.1700	1.2100	1.2500	1.2900	1.3300	1.3700	
3	28,490	29,526	30,562	31,598	32,634	33,670	34,706	35,742	36,778	
	1.1000	1.1400	1.1800	1.2200	1.2600	1.3000	1.3400	1.3800	1.4200	
4	29,785	30,821	31,857	32,893	33,929	34,965	36,001	37,037	38,073	
	1.1500	1.1900	1.2300	1.2700	1.3100	1.3500	1.3900	1.4300	1.4700	
5	31,080	32,116	33,152	34,188	35,224	36,260	37,296	38,332	39,368	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
6	32,375	33,411	34,447	35,483	36,519	37,555	38,591	39,627	40,663	
	1.2500	1.2900	1.3300	1.3700	1.4100	1.4500	1.4900	1.5300	1.5700	
7	33,670	34,706	35,742	36,778	37,814	38,850	39,886	40,922	41,958	
	1.3000	1.3400	1.3800	1.4200	1.4600	1.5000	1.5400	1.5800	1.6200	
8	34,965	36,001	37,037	38,073	39,109	40,145	41,181	42,217	43,253	
	1.3500	1.3900	1.4300	1.4700	1.5100	1.5500	1.5900	1.6300	1.6700	
9		37,296	38,332	39,368	40,404	41,440	42,476	43,512	44,548	
		1.4400	1.4800	1.5200	1.5600	1.6000	1.6400	1.6800	1.7200	
10		38,591	39,627	40,663	41,699	42,735	43,771	44,807	45,843	
		1.4900	1.5300	1.5700	1.6100	1.6500	1.6900	1.7300	1.7700	
11			40,922	41,958	42,994	44,030	45,066	46,102	47,138	
			1.5800	1.6200	1.6600	1.7000	1.7400	1.7800	1.8200	
12			42,217	43,253	44,289	45,325	46,361	47,397	48,433	
			1.6300	1.6700	1.7100	1.7500	1.7900	1.8300	1.8700	
13				44,548	45,584	46,620	47,656	48,692	49,728	
				1.7200	1.7600	1.8000	1.8400	1.8800	1.9200	
14					46,879	47,915	48,951	49,987	51,023	
					1.8100	1.8500	1.8900	1.9300	1.9700	

Laurel-Concord

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 34.65
 Enrollment: 380
 Length of Teacher Day: 8
 Length of Student Day: 7.3
 Planning Time: 48
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,600 Index: 4 x 4
 Starting Salary: 25,600 Entry Level Step: 1
 Career Increments: N Experience Allowed: 16
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97		
DENTAL	BC/BS		16.47	58.46		
PPO: COMMENTS:						
LIFE	Madison Nat'l				4.00	
LTD	Madison Nat'l				.0039	
NON-PARTICIPANT						

Amount Paid

Couple - Benefits
 1,050.00
 Cafeteria

Cafeteria Plan

Individ. Depend.
 1,050.00 1,050.00
 Options: H/A-TSA-Cash-Life-LTD
 IRS 125: Y
 Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	unl.				see sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LAUREL-CONCORD							
Step	BA	BA+9	BA+18	BA+27	BA+36		
					MA	MA+9	MA+18
1	25,600	26,624	27,648	28,672	29,696	30,720	31,744
	1,0000	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400
2	26,624	27,648	28,672	29,696	30,720	31,744	32,768
	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800
3	27,648	28,672	29,696	30,720	31,744	32,768	33,792
	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200
4	28,672	29,696	30,720	31,744	32,768	33,792	34,816
	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600
5	29,696	30,720	31,744	32,768	33,792	34,816	35,840
	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000
6	30,720	31,744	32,768	33,792	34,816	35,840	36,864
	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400
7	31,744	32,768	33,792	34,816	35,840	36,864	37,888
	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400	1,4800
8		33,792	34,816	35,840	36,864	37,888	38,912
		1,3200	1,3600	1,4000	1,4400	1,4800	1,5200
9			35,840	36,864	37,888	38,912	39,936
			1,4000	1,4400	1,4800	1,5200	1,5600
10				37,888	38,912	39,936	40,960
				1,4800	1,5200	1,5600	1,6000
11				38,912	39,936	40,960	41,984
				1,5200	1,5600	1,6000	1,6400
12					40,960	41,984	43,008
					1,6000	1,6400	1,6800
13					41,984	43,008	44,032
					1,6400	1,6800	1,7200
14					42,496	44,032	45,056
					1,6600	1,7200	1,7600
15						44,544	46,080
						1,7400	1,8000
16							46,592
							1,8200

01-02 added one 1/2 step to the MA, MA+9 & MA+18 columns

Lewiston

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	21.9
Enrollment:	182	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	6.6	6.6	6.4
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	25,600	Index:	4 x 4
Starting Salary:	25,600	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	125.00	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	TSA if both take ind.	Options:	
PPO:	singles also get \$125 TSA		COMMENTS:					IRS 125:	
LIFE								Flex Accounts:	
LTD								PART-TIME BENEFITS	
NON-PARTICIPANT					\$125 TSA			Minimum FTE: 0.4	
								Contribution: .5 fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	52	yes		
Other Info:	family-5; pd \$5/day unused at separation				
PERSONAL	2.5			yes	
BEREAVEMENT					trade 2 sick lv. for 1 bereav.
PROFESSIONAL				yes	admin approval
ADOPTION					
ASSOCIATION	as requested				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	LEWISTON					
	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9
1	25,600	26,624	27,648	28,672	29,696	30,720
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000
2	26,624	27,648	28,672	29,696	30,720	31,744
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
3	27,648	28,672	29,696	30,720	31,744	32,768
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
4	28,672	29,696	30,720	31,744	32,768	33,792
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
5	29,696	30,720	31,744	32,768	33,792	34,816
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
6		31,744	32,768	33,792	34,816	35,840
		1.2400	1.2800	1.3200	1.3600	1.4000
7		32,768	33,792	34,816	35,840	36,864
		1.2800	1.3200	1.3600	1.4000	1.4400
8			34,816	35,840	36,864	37,888
			1.3600	1.4000	1.4400	1.4800
9				36,864	37,888	38,912
				1.4400	1.4800	1.5200
10				37,888	38,912	39,936
				1.4800	1.5200	1.5600
11					39,936	40,960
					1.5600	1.6000
12					40,960	41,984
					1.6000	1.6400
13					41,984	43,008
					1.6400	1.6800

03-04 add one step to BA+27 column

Lexington

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	2700	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7	7	7	7
Planning Time:	50	44	40	
Class Periods/Day:	7	8		
Normal Teaching Load:	6	7		

SALARY SCHEDULE

Base:	29,300	Index:	5 x 4
Starting Salary:	29,300	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
Vertical Freeze:	85-86		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		Options:
PPO:			COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD									PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: 0.4
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	65	yes		
Other Info:					
PERSONAL	2			yes	2nd day given after 10 yrs
BEREAVEMENT	5				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

LEXINGTON										
Step	BA+45					MA+45				
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	29,300	30,472	31,644	32,816	33,988	35,160	36,332	37,504	38,676	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
2	30,765	31,937	33,109	34,281	35,453	36,625	37,797	38,969	40,141	
	1.0500	1.0900	1.1300	1.1700	1.2100	1.2500	1.2900	1.3300	1.3700	
3	32,230	33,402	34,574	35,746	36,918	38,090	39,262	40,434	41,606	
	1.1000	1.1400	1.1800	1.2200	1.2600	1.3000	1.3400	1.3800	1.4200	
4		34,867	36,039	37,211	38,383	39,555	40,727	41,899	43,071	
		1.1900	1.2300	1.2700	1.3100	1.3500	1.3900	1.4300	1.4700	
5			37,504	38,676	39,848	41,020	42,192	43,364	44,536	
			1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
6				40,141	41,313	42,485	43,657	44,829	46,001	
				1.3700	1.4100	1.4500	1.4900	1.5300	1.5700	
7				41,606	42,778	43,950	45,122	46,294	47,466	
				1.4200	1.4600	1.5000	1.5400	1.5800	1.6200	
8					44,243	45,415	46,587	47,759	48,931	
					1.5100	1.5500	1.5900	1.6300	1.6700	
9					45,708	46,880	48,052	49,224	50,396	
					1.5600	1.6000	1.6400	1.6800	1.7200	
10						48,345	49,517	50,689	51,861	
						1.6500	1.6900	1.7300	1.7700	
11							50,982	52,154	53,326	
							1.7400	1.7800	1.8200	
12								53,619	54,791	
								1.8300	1.8700	

Leyton

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 29.26
 Enrollment: 240
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 100
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7.5	7	7
100	100	40
8	9	
7	8	

SALARY SCHEDULE

Base: 24,800 Index: 4.5 x 4.5
 Starting Salary: 27,032 Entry Level Step: 3
 Career Increments: N Experience Allowed: 5
 \$100 tuition credit per teacher; new teachers frz at stp 3 for 3 yrs.
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits
			Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	550D 2	343.66	968.97	309.29	872.07	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	
PPO:	ded. Reimbursed 250/450		COMMENTS:				
LIFE	Guardian				3.75		
LTD	Fortis				1.15		
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info: 30% fam. use					
PERSONAL	2			Yes	accum. to 3
BEREAVEMENT	unl.				immed. fam.
PROFESSIONAL	as appr			Yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

LEYTON	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18
Step	24,800						
BASE	1,0000						
1	27,032	28,148	29,264	30,380	31,496	32,612	33,728
	1,0900	1,1350	1,1800	1,2250	1,2700	1,3150	1,3600
2	27,032	28,148	29,264	30,380	31,496	32,612	33,728
	1,0900	1,1350	1,1800	1,2250	1,2700	1,3150	1,3600
3	27,032	28,148	29,264	30,380	31,496	32,612	33,728
	1,0900	1,1350	1,1800	1,2250	1,2700	1,3150	1,3600
4	28,148	29,264	30,380	31,496	32,612	33,728	34,844
	1,1350	1,1800	1,2250	1,2700	1,3150	1,3600	1,4050
5	29,264	30,380	31,496	32,612	33,728	34,844	35,960
	1,1800	1,2250	1,2700	1,3150	1,3600	1,4050	1,4500
6	30,380	31,496	32,612	33,728	34,844	35,960	37,076
	1,2250	1,2700	1,3150	1,3600	1,4050	1,4500	1,4950
7	31,496	32,612	33,728	34,844	35,960	37,076	38,192
	1,2700	1,3150	1,3600	1,4050	1,4500	1,4950	1,5400
8	32,612	33,728	34,844	35,960	37,076	38,192	39,308
	1,3150	1,3600	1,4050	1,4500	1,4950	1,5400	1,5850
9		34,844	35,960	37,076	38,192	39,308	40,424
		1,4050	1,4500	1,4950	1,5400	1,5850	1,6300
10			37,076	38,192	39,308	40,424	41,540
			1,4950	1,5400	1,5850	1,6300	1,6750
11			38,192	39,308	40,424	41,540	42,656
			1,5400	1,5850	1,6300	1,6750	1,7200
12				40,424	41,540	42,656	43,772
				1,6300	1,6750	1,7200	1,7650
13					42,656	43,772	44,888
					1,7200	1,7650	1,8100
14					43,772	44,888	46,004
					1,7650	1,8100	1,8550
15					44,888	46,004	47,120
					1,8100	1,8550	1,9000
16						47,120	48,236
						1,9000	1,9450

Lincoln

2006-2007

WORKING CONDITIONS

Contract Days: 190 FTE Teachers: 2706.6
 Enrollment: 32500
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5
 Length of Student Day: vary vary 6.5
 Planning Time: 100 100 95
 Class Periods/Day: 7 7
 Normal Teaching Load: 5 5

SALARY SCHEDULE

Base: 32,847 Index: 0 x 0
 Starting Salary: 32,847 Entry Level Step: 1
 Career Increments: N Experience Allowed: 30
 02-03 indx career stps; 03-04 sch is 21 stps; 06-07 move caf to sched
 Vertical Freeze: 95-96
 Rollback:
 Multi-year Contract: 06-07, 07-08

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	290.00	378.00		Options: H/A,Dent,Life, LTD,Vis,Cash	
DENTAL	BC/BS		16.47	58.46				IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Met Life				1.38			PART-TIME BENEFITS	
LTD	Jefferson Pilot				.0043-.0089			Minimum FTE: 0	
NON-PARTICIPANT								Contribution: fte*	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	unl.	yes		
Other Info:	\$1/hr. accum. s/l over 20 or \$6/hr. after 10 yrs. at sev.				
PERSONAL	see sick lv.				
BEREAVEMENT	5/ea. occur.				w/appr.
PROFESSIONAL	unl.			yes	
ADOPTION	20 from sick lv.				sub ded.
ASSOCIATION	60, Pres/FT				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	N
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Civic, Jury, Catastrophic

LINCOLN															
Step	BA	BA+18	BA+36	MA	MA+18	MA+36	PHD		BA	BA+18	BA+36	MA	MA+18	MA+36	PHD
1	32,847	34,152	34,935	35,979	37,284	39,372		13				52,400	53,706	54,750	57,099
	1.0000	1.0397	1.0636	1.0954	1.1351	1.1986						1.5953	1.6350	1.6668	1.7383
2	33,347	34,652	35,435	36,479	37,784	39,872		14				53,706	55,010	56,055	58,404
	1.0152	1.0550	1.0788	1.1106	1.1503	1.2139						1.6350	1.6747	1.7065	1.7781
3	34,391	35,957	37,002	38,045	39,351	41,438		15				55,010	56,316	57,360	59,448
	1.0470	1.0947	1.1265	1.1582	1.1980	1.2615						1.6747	1.7145	1.7463	1.8098
4	35,435	37,262	38,567	39,612	40,916	43,004		16				56,022	57,327	58,371	60,459
	1.0788	1.1344	1.1741	1.2060	1.2457	1.3092						1.7055	1.7453	1.7771	1.8406
5	36,479	38,567	40,133	41,177	42,482	44,571		17				56,785	58,091	59,134	61,222
	1.1106	1.1741	1.2218	1.2536	1.2933	1.3569						1.7288	1.7685	1.8003	1.8639
6	37,523	39,612	41,700	42,743	43,787	46,136		18				57,549	58,854	59,898	61,986
	1.1424	1.2060	1.2695	1.3013	1.3331	1.4046						1.7520	1.7918	1.8235	1.8871
7	38,567	40,655	43,265	44,310	45,353	47,702		19				58,560	59,865	60,909	62,997
	1.1741	1.2377	1.3172	1.3490	1.3807	1.4522						1.7828	1.8225	1.8543	1.9179
8	39,612	41,700	45,092	45,875	46,920	49,269		20				59,268	60,573	61,617	63,705
	1.2060	1.2695	1.3728	1.3966	1.4284	1.5000						1.8044	1.8441	1.8759	1.9394
9	40,655	42,743	46,136	47,441	48,485	50,834		21				59,925	61,230	62,274	64,362
	1.2377	1.3013	1.4046	1.4443	1.4761	1.5476						1.8244	1.8641	1.8959	1.9594
10	41,700	43,787	47,702	49,269	50,051	52,400		22				60,633	61,938	62,982	65,070
	1.2695	1.3331	1.4522	1.5000	1.5238	1.5953						1.8459	1.8857	1.9174	1.9810
11		44,831	49,269	50,573	51,879	53,967		23				61,343	62,649	63,690	65,780
		1.3648	1.5000	1.5397	1.5794	1.6430						1.8675	1.9073	1.9390	2.0026
12			50,834	52,140	53,183	55,532		24				62,041	63,346	64,388	66,478
			1.5476	1.5874	1.6191	1.6906						1.8888	1.9285	1.9602	2.0239

*03-04 add one step at bottom of schedule; 06-07 move cafet \$\$ to salary schedule

Litchfield

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 16
 Enrollment: 140
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 52
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7.5	7.5	7.5
52	52	52
8	8	
7	7	

SALARY SCHEDULE

Base: 24,600 Index: 4 x 5
 Starting Salary: 24,600 Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: 4 yrs
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Options:		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep Dental	Options:		
PPO:			COMMENTS:						IRS 125:	
LIFE	Guardian				3.45			Flex Accounts:		
LTD	Madison Nat'l				.0046			PART-TIME BENEFITS		
NON-PARTICIPANT					377.63	Cash or TSA		Minimum FTE: 0.5		
								Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	3			yes	accum to 4
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION	2				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

Step	LITCHFIELD							
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	24,600	25,830	27,060	28,290	29,520	30,750	31,980	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	
2	25,584	26,814	28,044	29,274	30,504	31,734	32,964	
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	
3	26,568	27,798	29,028	30,258	31,488	32,718	33,948	
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	
4	27,552	28,782	30,012	31,242	32,472	33,702	34,932	
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	
5	28,536	29,766	30,996	32,226	33,456	34,686	35,916	
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	
6	29,520	30,750	31,980	33,210	34,440	35,670	36,900	
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	
7		31,734	32,964	34,194	35,424	36,654	37,884	
		1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	
8			33,948	35,178	36,408	37,638	38,868	
			1.3800	1.4300	1.4800	1.5300	1.5800	
9				36,162	37,392	38,622	39,852	
				1.4700	1.5200	1.5700	1.6200	
10					38,376	39,606	40,836	
					1.5600	1.6100	1.6600	
11					39,360	40,590	41,820	
					1.6000	1.6500	1.7000	
12						41,574	42,804	
						1.6900	1.7400	
13							43,788	
							1.7800	

Logan View

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day:
 Length of Student Day:
 Planning Time:
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 26,000 Index: 5 x 4
 Starting Salary: 26,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: 15
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	349.49	985.41	349.49	985.41	41.99	Dep. Dental	Options:
DENTAL	BC/BS		16.47	58.46	16.47	16.47			
PPO:	300D to 550D on Jan 1, 2007		COMMENTS:						IRS 125:
LIFE									Flex Accounts:
LTD									PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: 0.5
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	40			
Other Info:	PTO				
PERSONAL	PTO				
BEREAVEMENT	PTO				
PROFESSIONAL					
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

Negotiated/
Exists Policy

Voluntary Separation:
 Grievance:
 Professional Growth:
 Reduction in Force:
 Sick Bank:

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOGAN VIEW									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	26,000	27,040	28,080	29,120	30,160	30,160	31,200	32,240	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.1600	1.2000	1.2400	
2	27,300	28,340	29,380	30,420	31,460	31,460	32,500	33,540	
	1.0500	1.0900	1.1300	1.1700	1.2100	1.2100	1.2500	1.2900	
3	28,600	29,640	30,680	31,720	32,760	32,760	33,800	34,840	
	1.1000	1.1400	1.1800	1.2200	1.2600	1.2600	1.3000	1.3400	
4	29,900	30,940	31,980	33,020	34,060	34,060	35,100	36,140	
	1.1500	1.1900	1.2300	1.2700	1.3100	1.3100	1.3500	1.3900	
5	31,200	32,240	33,280	34,320	35,360	35,360	36,400	37,440	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.3600	1.4000	1.4400	
6		33,540	34,580	35,620	36,660	36,660	37,700	38,740	
		1.2900	1.3300	1.3700	1.4100	1.4100	1.4500	1.4900	
7			35,880	36,920	37,960	37,960	39,000	40,040	
			1.3800	1.4200	1.4600	1.4600	1.5000	1.5400	
8				38,220	39,260	39,260	40,300	41,340	
				1.4700	1.5100	1.5100	1.5500	1.5900	
9				39,520	40,560	40,560	41,600	42,640	
				1.5200	1.5600	1.5600	1.6000	1.6400	
10					41,860	41,860	42,900	43,940	
					1.6100	1.6100	1.6500	1.6900	
11					43,160	43,160	44,200	45,240	
					1.6600	1.6600	1.7000	1.7400	
12						43,810	45,500	46,540	
						1.6850	1.7500	1.7900	
13						44,460	46,150	47,190	
						1.7100	1.7750	1.8150	
14						45,110	46,800	47,840	
						1.7350	1.8000	1.8400	
15							47,450	48,490	
							1.8250	1.8650	
16								49,140	
								1.8900	

Loomis

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 21.991
 Enrollment: 217
 Length of Teacher Day: 7.8 HS JH/MS ELEM 7.8 7.8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 52 52 vary
 Class Periods/Day: 7 7
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 25,000 Index: 4 x 4
 Starting Salary: 25,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 05-07 5 yrs experience; 07-08 and forward all experience
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30	100.00	Options:		
DENTAL	BC/BS		15.34	54.45	15.34	15.34	TSA	Options:		
PPO:			COMMENTS:						IRS 125: Y	
LIFE								Flex Accounts: Y		
LTD	Fortis				.0034			PART-TIME BENEFITS		
NON-PARTICIPANT					\$100 TSA			Minimum FTE: 0.5		
								Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	at termination \$30/day unused				
PERSONAL	2			no	accum. to 3
BEREAVEMENT	from sick lv.				no restrictions
PROFESSIONAL	3			yes	
ADOPTION	from sick lv				
ASSOCIATION	from pers lv				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

LOOMIS								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	25,000	26,000	27,000	28,000	29,000	30,000	31,000	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
2	26,000	27,000	28,000	29,000	30,000	31,000	32,000	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
3	27,000	28,000	29,000	30,000	31,000	32,000	33,000	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
4	28,000	29,000	30,000	31,000	32,000	33,000	34,000	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
5	29,000	30,000	31,000	32,000	33,000	34,000	35,000	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
6	30,000	31,000	32,000	33,000	34,000	35,000	36,000	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
7		32,000	33,000	34,000	35,000	36,000	37,000	
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
8			34,000	35,000	36,000	37,000	38,000	
			1.3600	1.4000	1.4400	1.4800	1.5200	
9				36,000	37,000	38,000	39,000	
				1.4400	1.4800	1.5200	1.5600	
10					38,000	39,000	40,000	
					1.5200	1.5600	1.6000	
11					39,000	40,000	41,000	
					1.5600	1.6000	1.6400	
12						41,000	42,000	
						1.6400	1.6800	
13							43,000	
							1.7200	

Loup City

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	33.83
Enrollment:	321	HS	JH/MS
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.45	6.75	6.65
Planning Time:	47	45	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	26,300	Index:	4 x 5
Starting Salary:	26,300	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	unl.
BA+36 gr.fath 6-90;Long. 4% ea. 4 yrs. to 26; 03-04 sal/ins freeze			
Vertical Freeze:	03-04	Rollback:	
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 3	361.16	1,018.30	325.04	916.47	170.51	Dep. Dental + All Dep	Options:	
DENTAL	BC/BS		40.73	105.34	36.66	36.66			IRS 125: Y	
PPO:			COMMENTS:							Flex Accounts: Y
LIFE									PART-TIME BENEFITS	
LTD	Omaha Life				.00315				Minimum FTE: 0.4	
NON-PARTICIPANT									Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	60	60	no		
Other Info:	with approval				
PERSONAL	2			yes	acc. to 5
BEREAVEMENT	3				
PROFESSIONAL	1			yes	acc. to 2
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOUP CITY Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	26,300	27,616	28,930	30,246	31,560	32,876	34,190
	1,090	1,050	1,100	1,150	1,200	1,250	1,300
2	27,352	28,668	29,982	31,298	32,612	33,928	35,242
	1,040	1,090	1,140	1,190	1,240	1,290	1,340
3	28,404	29,720	31,034	32,350	33,664	34,980	36,294
	1,080	1,130	1,180	1,230	1,280	1,330	1,380
4	29,456	30,772	32,086	33,402	34,716	36,032	37,346
	1,120	1,170	1,220	1,270	1,320	1,370	1,420
5	30,508	31,824	33,138	34,454	35,768	37,084	38,398
	1,160	1,210	1,260	1,310	1,360	1,410	1,460
6	31,560	32,876	34,190	35,506	36,820	38,136	39,450
	1,200	1,250	1,300	1,350	1,400	1,450	1,500
7		33,928	35,242	36,558	37,872	39,188	40,502
		1,290	1,340	1,390	1,440	1,490	1,540
8		34,980	36,294	37,610	38,924	40,240	41,554
		1,330	1,380	1,430	1,480	1,530	1,580
9			37,346	38,662	39,976	41,292	42,606
			1,420	1,470	1,520	1,570	1,620
10				39,714	41,028	42,344	43,658
				1,510	1,560	1,610	1,660
11					42,080	43,396	44,710
					1,600	1,650	1,700
12					43,132	44,448	45,762
					1,640	1,690	1,740
13					43,132	44,448	45,762
					1,640	1,690	1,740
14					43,132	44,448	45,762
					1,640	1,690	1,740
15					43,132	44,448	45,762
					1,640	1,690	1,740
16					44,184	45,500	46,814
					1,680	1,730	1,780
17					44,184	45,500	46,814
					1,680	1,730	1,780
18					44,184	45,500	46,814
					1,680	1,730	1,780
19					44,184	45,500	46,814
					1,680	1,730	1,780
20					44,184	45,500	46,814
					1,680	1,730	1,780
21					45,236	46,552	47,866
					1,720	1,770	1,820
22					45,236	46,552	47,866
					1,720	1,770	1,820
23					45,236	46,552	47,866
					1,720	1,770	1,820
24					45,236	46,552	47,866
					1,720	1,770	1,820
25					45,236	46,552	47,866
					1,720	1,770	1,820
26					46,288	47,604	48,918
					1,760	1,810	1,860

Lyons-Decatur Northeast

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 30.25
 Enrollment: 320
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: 7 7 7
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,350 Index: 4 x 5
 Starting Salary: 25,350 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 84-85 grandfathered steps
 Vertical Freeze: 88-89
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Indiv. Dental	Options:
DENTAL	BC/BS		16.47	58.46	16.47	16.47			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts:
LIFE	Guardian				5.57				PART-TIME BENEFITS
LTD	Madison Nat'l				.0052(thru sal.)				Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: full indiv

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	Unused over 30 pd. \$15/day end of yr.				
PERSONAL	2			Yes	
BEREAVEMENT	unl.				
PROFESSIONAL	2			yes	from sick lv.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	25,350	26,618	27,885	29,153	30,420	31,688	32,955	34,222
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500
2	26,364	27,632	28,899	30,167	31,434	32,702	33,969	35,236
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900
3	27,378	28,646	29,913	31,181	32,448	33,716	34,983	36,250
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300
4	28,392	29,660	30,927	32,195	33,462	34,730	35,997	37,264
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700
5		30,674	31,941	33,209	34,476	35,744	37,011	38,278
		1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100
6		31,688	32,955	34,223	35,490	36,758	38,025	39,292
		1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500
7		32,702	33,969	35,237	36,504	37,772	39,039	40,306
		1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900
8			34,983	36,251	37,518	38,786	40,053	41,320
			1.3800	1.4300	1.4800	1.5300	1.5800	1.6300
9			35,997	37,265	38,532	39,800	41,067	42,334
			1.4200	1.4700	1.5200	1.5700	1.6200	1.6700
10			37,011	38,279	39,546	40,814	42,081	43,348
			1.4600	1.5100	1.5600	1.6100	1.6600	1.7100
11			38,025	39,293	40,560	41,828	43,095	44,362
			1.5000	1.5500	1.6000	1.6500	1.7000	1.7500
12				40,307	41,574	42,842	44,109	45,376
				1.5900	1.6400	1.6900	1.7400	1.7900
13				41,321	42,588	43,856	45,123	46,390
				1.6300	1.6800	1.7300	1.7800	1.8300
14				42,335	43,602	44,870	46,137	47,404
				1.6700	1.7200	1.7700	1.8200	1.8700
15				43,349	44,616	45,884	47,151	48,418
				1.7100	1.7600	1.8100	1.8600	1.9100
16					45,630	46,898	48,165	49,432
					1.8000	1.8500	1.9000	1.9500
17					46,644	47,912	49,179	50,446
					1.8400	1.8900	1.9400	1.9900

Malcolm

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 40
 Enrollment: 458
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 26,800 Index: 4 x 4
 Starting Salary: 26,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 88-89
 Rollback: 88-89 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium
HEALTH	BC/BS	300D 2	361.16 1,018.30
DENTAL	BC/BS		16.47 58.46
PPO:			COMMENTS:
LIFE			
LTD	Fortis		.0031(thru sal)
NON-PARTICIPANT			

Amount Paid

By District
Individ. Depend.

Couple - Benefits
 558.33
 Cafeteria

Cafeteria Plan

Individ. Depend.
 558.33 558.33
 Options: H/A,LTD,TSA,
 Life,Cash,Canc
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
PERSONAL	2			yes	accum to 3 (buy back 2 @ 33%
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	1			yes	add'l at admin. disc.
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/ Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MALCOLM Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	26,800	27,872	28,944	30,016	31,088	31,624	32,696	33,768	34,840
	1.0000	1.0400	1.0800	1.1200	1.1600	1.1800	1.2200	1.2600	1.3000
2	27,872	28,944	30,016	31,088	32,160	32,696	33,768	34,840	35,912
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2200	1.2600	1.3000	1.3400
3	28,944	30,016	31,088	32,160	33,232	33,768	34,840	35,912	36,984
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2600	1.3000	1.3400	1.3800
4	30,016	31,088	32,160	33,232	34,304	34,840	35,912	36,984	38,056
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3000	1.3400	1.3800	1.4200
5	31,088	32,160	33,232	34,304	35,376	35,912	36,984	38,056	39,128
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3400	1.3800	1.4200	1.4600
6	32,160	33,232	34,304	35,376	36,448	36,984	38,056	39,128	40,200
	1.2000	1.2400	1.2800	1.3200	1.3600	1.3800	1.4200	1.4600	1.5000
7	33,232	34,304	35,376	36,448	37,520	38,056	39,128	40,200	41,272
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4200	1.4600	1.5000	1.5400
8		35,376	36,448	37,520	38,592	39,128	40,200	41,272	42,344
		1.3200	1.3600	1.4000	1.4400	1.4600	1.5000	1.5400	1.5800
9			37,520	38,592	39,664	40,200	41,272	42,344	43,416
			1.4000	1.4400	1.4800	1.5000	1.5400	1.5800	1.6200
10				39,664	40,736	41,272	42,344	43,416	44,488
				1.4800	1.5200	1.5400	1.5800	1.6200	1.6600
11					41,808	42,344	43,416	44,488	45,560
					1.5600	1.5800	1.6200	1.6600	1.7000
12					42,880	43,416	44,488	45,560	46,632
					1.6000	1.6200	1.6600	1.7000	1.7400
13					43,952	44,488	45,560	46,632	47,704
					1.6400	1.6600	1.7000	1.7400	1.7800
14					45,024	45,560	46,632	47,704	48,776
					1.6800	1.7000	1.7400	1.7800	1.8200

06-07 MA column added

McCool Junction

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 21
 Enrollment: 243
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,200 Index: 4 x 4
 Starting Salary: 25,200 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 4
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 06-07, 07-08

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30		Options:		
DENTAL	BC/BS		16.47	58.46	16.47	16.47		IRS 125:		
PPO:			COMMENTS:						Flex Accounts:	
LIFE								PART-TIME BENEFITS		
LTD	Omaha Life				.0078			Minimum FTE: 0.5		
NON-PARTICIPANT								Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	reimburse unused @\$20/day over 30 days				
PERSONAL	2			yes	reimburse unused @\$30/day
BEREAVEMENT	unl.				need approv. from supt & bd
PROFESSIONAL	5			yes	
ADOPTION	unl.				up to 30 w/app.
ASSOCIATION	up to 30				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MCCOOL JUNCTION									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	25,200	26,208	27,216	28,224	29,232	29,232	30,240	31,248	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.1600	1.2000	1.2400	1.2400
2	26,208	27,216	28,224	29,232	30,240	30,240	31,248	32,256	32,256
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2000	1.2400	1.2800	1.2800
3	27,216	28,224	29,232	30,240	31,248	31,248	32,256	33,264	33,264
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2400	1.2800	1.3200	1.3200
4	28,224	29,232	30,240	31,248	32,256	32,256	33,264	34,272	34,272
	1.1200	1.1600	1.2000	1.2400	1.2800	1.2800	1.3200	1.3600	1.3600
5	29,232	30,240	31,248	32,256	33,264	33,264	34,272	35,280	35,280
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3200	1.3600	1.4000	1.4000
6	30,240	31,248	32,256	33,264	34,272	34,272	35,280	36,288	36,288
	1.2000	1.2400	1.2800	1.3200	1.3600	1.3600	1.4000	1.4400	1.4400
7	31,248	32,256	33,264	34,272	35,280	35,280	36,288	37,296	37,296
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4000	1.4400	1.4800	1.4800
8		33,264	34,272	35,280	36,288	36,288	37,296	38,304	38,304
		1.3200	1.3600	1.4000	1.4400	1.4400	1.4800	1.5200	1.5200
9			35,280	36,288	37,296	37,296	38,304	39,312	39,312
			1.4000	1.4400	1.4800	1.4800	1.5200	1.5600	1.5600
10				37,296	38,304	38,304	39,312	40,320	40,320
				1.4800	1.5200	1.5200	1.5600	1.6000	1.6000
11					39,312	39,312	40,320	41,328	41,328
					1.5600	1.5600	1.6000	1.6400	1.6400
12							41,328	42,336	42,336
							1.6400	1.6800	1.6800
13								43,344	43,344
								1.7200	1.7200

McPherson County

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 12.5
 Enrollment: 76
 Length of Teacher Day: 8.5 HS JH/MS 8.5 ELEM 8.5
 Length of Student Day: 7.5 7 7
 Planning Time: 52 0
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,300 Index: 4 x 5
 Starting Salary: 25,300 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	1050 2	299.33	844.01	299.33	844.01	41.99	Individ.	Depend.
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:						
LIFE			IRS 125:						
LTD			Flex Accounts:						
NON-PARTICIPANT			PART-TIME BENEFITS						
			Minimum FTE: 0.5						
			Contribution: fte						

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:					
PERSONAL	3			yes	Combined Pers/Prof
BEREAVEMENT					
PROFESSIONAL	as needed			yes	
ADOPTION					
ASSOCIATION	as needed				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MCPHERSON COUNTY						
Step	BA	BA+9	BA+18	BA+27	BA+36	
1	25,300	26,565	27,830	29,095	30,360	
	1.0000	1.0500	1.1000	1.1500	1.2000	
2	26,312	27,577	28,842	30,107	31,372	
	1.0400	1.0900	1.1400	1.1900	1.2400	
3	27,324	28,589	29,854	31,119	32,384	
	1.0800	1.1300	1.1800	1.2300	1.2800	
4	28,336	29,601	30,866	32,131	33,396	
	1.1200	1.1700	1.2200	1.2700	1.3200	
5	29,348	30,613	31,878	33,143	34,408	
	1.1600	1.2100	1.2600	1.3100	1.3600	
6	30,360	31,625	32,890	34,155	35,420	
	1.2000	1.2500	1.3000	1.3500	1.4000	
7		32,637	33,902	35,167	36,432	
		1.2900	1.3400	1.3900	1.4400	
8		33,649	34,914	36,179	37,444	
		1.3300	1.3800	1.4300	1.4800	
9			35,926	37,191	38,456	
			1.4200	1.4700	1.5200	
10			36,938	38,203	39,468	
			1.4600	1.5100	1.5600	
11				39,215	40,480	
				1.5500	1.6000	
12					41,492	
					1.6400	

Mead

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 27.75
 Enrollment: 230
 Length of Teacher Day: 8
 Length of Student Day: 6.7
 Planning Time: 48
 Class Periods/Day: 8
 Normal Teaching Load: 6

HS	JH/MS	ELEM
8	8	8
6.7	6.7	6.5
48	48	55
8	8	
6	6	

SALARY SCHEDULE

Base: 25,300 Index: 4 x 4
 Starting Salary: 25,300 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	100.00		
DENTAL	BC/BS		16.47	58.46	16.47	58.46	Cash/month		
PPO:	05-06 moved from 250D to 500		COMMENTS:						Options:
LIFE	Principal				3.50				IRS 125: Y
LTD									Flex Accounts: Y
NON-PARTICIPANT					\$100 Cash				PART-TIME BENEFITS
									Minimum FTE: 0.4
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		

Other Info:

PERSONAL	2			yes	
BEREAVEMENT	as needed				add'l w/ approval
PROFESSIONAL	2			Yes	
ADOPTION					
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Good Cause

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

MEAD	Step	BA+36								
		BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
	1	25,300	26,312	27,324	28,336	29,348	30,360	31,372	32,384	32,384
		1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.2800
	2	26,312	27,324	28,336	29,348	30,360	31,372	32,384	33,396	33,396
		1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3200
	3	27,324	28,336	29,348	30,360	31,372	32,384	33,396	34,408	34,408
		1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.3600
	4	28,336	29,348	30,360	31,372	32,384	33,396	34,408	35,420	35,420
		1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4000
	5	29,348	30,360	31,372	32,384	33,396	34,408	35,420	36,432	36,432
		1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4400
	6	30,360	31,372	32,384	33,396	34,408	35,420	36,432	37,444	37,444
		1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.4800
	7		32,384	33,396	34,408	35,420	36,432	37,444	38,456	38,456
			1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	1.5200
	8		33,396	34,408	35,420	36,432	37,444	38,456	39,468	39,468
			1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	1.5600	1.5600
	9			35,420	36,432	37,444	38,456	39,468	40,480	40,480
				1.4000	1.4400	1.4800	1.5200	1.5600	1.6000	1.6000
	10			36,432	37,444	38,456	39,468	40,480	41,492	41,492
				1.4400	1.4800	1.5200	1.5600	1.6000	1.6400	1.6400
	11				38,456	39,468	40,480	41,492	42,504	42,504
					1.5200	1.5600	1.6000	1.6400	1.6800	1.6800
	12				39,468	40,480	41,492	42,504	43,516	43,516
					1.5600	1.6000	1.6400	1.6800	1.7200	1.7200
	13					41,492	42,504	43,516	44,528	44,528
						1.6400	1.6800	1.7200	1.7600	1.7600
	14					42,504	43,516	44,528	45,540	45,540
						1.6800	1.7200	1.7600	1.8000	1.8000

Milford

2006-2007

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 52
 Enrollment: 750
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 46
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 27,700 Index: 5 x 4
 Starting Salary: 27,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	775.18
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:	chg from 250D to 550D 1/1/06		COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Cafeteria Plan
 Individ. Depend.
 235.96
 Full Dep. Coverage Options:
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE:
 Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	50	yes		
Other Info:					
PERSONAL				yes	from sick lv
BEREAVEMENT	3				
PROFESSIONAL	3			yes	
ADOPTION	5				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MILFORD Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	27,700 1.0000	28,808 1.0400	29,916 1.0800	31,024 1.1200	32,132 1.1600	33,240 1.2000	34,348 1.2400	35,456 1.2800	36,564 1.3200
2	29,085 1.0500	30,193 1.0900	31,301 1.1300	32,409 1.1700	33,517 1.2100	34,625 1.2500	35,733 1.2900	36,841 1.3300	37,949 1.3700
3	30,470 1.1000	31,578 1.1400	32,686 1.1800	33,794 1.2200	34,902 1.2600	36,010 1.3000	37,118 1.3400	38,226 1.3800	39,334 1.4200
4	31,855 1.1500	32,963 1.1900	34,071 1.2300	35,179 1.2700	36,287 1.3100	37,395 1.3500	38,503 1.3900	39,611 1.4300	40,719 1.4700
5	33,240 1.2000	34,348 1.2400	35,456 1.2800	36,564 1.3200	37,672 1.3600	38,780 1.4000	39,888 1.4400	40,996 1.4800	42,104 1.5200
6	34,625 1.2500	35,733 1.2900	36,841 1.3300	37,949 1.3700	39,057 1.4100	40,165 1.4500	41,273 1.4900	42,381 1.5300	43,489 1.5700
7		37,118 1.3400	38,226 1.3800	39,334 1.4200	40,442 1.4600	41,550 1.5000	42,658 1.5400	43,766 1.5800	44,874 1.6200
8			39,611 1.4300	40,719 1.4700	41,827 1.5100	42,935 1.5500	44,043 1.5900	45,151 1.6300	46,259 1.6700
9				42,104 1.5200	43,212 1.5600	44,320 1.6000	45,428 1.6400	46,536 1.6800	47,644 1.7200
10					44,597 1.6100	45,705 1.6500	46,813 1.6900	47,921 1.7300	49,029 1.7700
11					45,982 1.6600	47,090 1.7000	48,198 1.7400	49,306 1.7800	50,414 1.8200
12						48,475 1.7500	49,583 1.7900	50,691 1.8300	51,799 1.8700
13							50,968 1.8400	52,076 1.8800	53,184 1.9200

Minden

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 803
 Length of Teacher Day: 8
 Length of Student Day: 7.17
 Planning Time: 48
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 26,240 Index: 4.5 x 4.5
 Starting Salary: 26,240 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 BA+36 grandfathered for employees before 79-80
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	58.46	Dep. Dental		
PPO:	06-07 change from 250D to 550		COMMENTS:						Options:
LIFE									IRS 125: Y
LTD	Principal Life				.0021				Flex Accounts: Y
NON-PARTICIPANT									PART-TIME BENEFITS
									Minimum FTE: 0.4
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	6	unl.	yes		
Other Info:	may donate 1 to sick leave bank				
PERSONAL	2			yes	
BEREAVEMENT	see personal lv.				
PROFESSIONAL	2			yes	
ADOPTION	6 wks unpaid				
ASSOCIATION	see prof. lv.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

Step	MINDEN								
	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	
1	26,240	27,421	28,602	29,783	30,963	32,145	33,325	34,506	35,686
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600
2	27,421	28,602	29,783	30,963	32,145	33,325	34,506	35,686	36,868
	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050
3	28,602	29,783	30,963	32,145	33,325	34,506	35,686	36,868	38,048
	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500
4	29,783	30,963	32,145	33,325	34,506	35,686	36,868	38,048	39,229
	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950
5	30,963	32,145	33,325	34,506	35,686	36,868	38,048	39,229	40,410
	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400
6		33,325	34,506	35,686	36,868	38,048	39,229	40,410	41,591
		1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850
7		34,506	35,686	36,868	38,048	39,229	40,410	41,591	42,771
		1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300
8		36,868	38,048	39,229	40,410	41,591	42,771	43,953	45,133
		1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200
9			39,229	40,410	41,591	42,771	43,953	45,133	46,314
			1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650
10			40,410	41,591	42,771	43,953	45,133	46,314	47,494
			1.5400	1.5850	1.6300	1.6750	1.7200	1.7650	1.8100
11				42,771	43,953	45,133	46,314	47,494	48,676
				1.6300	1.6750	1.7200	1.7650	1.8100	1.8550
12				43,953	45,133	46,314	47,494	48,676	49,858
				1.6750	1.7200	1.7650	1.8100	1.8550	1.9000
13				45,133	46,314	47,494	48,676	49,858	51,040
				1.7200	1.7650	1.8100	1.8550	1.9000	1.9450

79-80 teachers must have MA to qualify for MA/BA+36 column
 06-07 change from 250D to 550D

Morrill

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:		HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	90	90	30
Class Periods/Day:	4	4	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	27,000	Index:	4.25 x 4.5
Starting Salary:	27,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	15
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30			787.50	787.50	787.50
DENTAL	BC/BS		16.47	58.46			Cafeteria		Options: H/A, TSA, Cash
PPO:			COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD									PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: 0.4
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	incl. funeral lv.;family-3 days				
PERSONAL	1+1			1-Y,1-N	at termination buy back unused
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			w/appr.	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	N	
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MORRILL	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	27,000	28,215	29,429	30,645	31,860	33,075	34,289	35,505	36,720
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600
2	28,147	29,362	30,578	31,793	33,007	34,222	35,438	36,653	37,867
	1.0425	1.0875	1.1325	1.1775	1.2225	1.2675	1.3125	1.3575	1.4025
3	29,295	30,509	31,725	32,940	34,155	35,369	36,585	37,800	39,015
	1.0850	1.1300	1.1750	1.2200	1.2650	1.3100	1.3550	1.4000	1.4450
4	30,442	31,658	32,873	34,087	35,302	36,518	37,733	38,947	40,162
	1.1275	1.1725	1.2175	1.2625	1.3075	1.3525	1.3975	1.4425	1.4875
5	31,591	32,805	34,020	35,235	36,449	37,665	38,880	40,095	41,309
	1.1700	1.2150	1.2600	1.3050	1.3500	1.3950	1.4400	1.4850	1.5300
6		33,953	35,167	36,382	37,598	38,813	40,027	41,242	42,458
		1.2575	1.3025	1.3475	1.3925	1.4375	1.4825	1.5275	1.5725
7		35,100	36,315	37,529	38,745	39,960	41,175	42,389	43,605
		1.3000	1.3450	1.3900	1.4350	1.4800	1.5250	1.5700	1.6150
8			37,462	38,678	39,893	41,107	42,322	43,538	44,753
			1.3875	1.4325	1.4775	1.5225	1.5675	1.6125	1.6575
9			38,609	39,825	41,040	42,255	43,469	44,685	45,900
			1.4300	1.4750	1.5200	1.5650	1.6100	1.6550	1.7000
10				40,973	42,187	43,402	44,618	45,833	47,047
				1.5175	1.5625	1.6075	1.6525	1.6975	1.7425
11				42,120	43,335	44,549	45,765	46,980	48,195
				1.5600	1.6050	1.6500	1.6950	1.7400	1.7850
12						45,698	46,913	48,127	49,342
						1.6925	1.7375	1.7825	1.8275
13						46,845	48,060	49,275	50,489
						1.7350	1.7800	1.8250	1.8700
14							49,207	50,422	51,638
							1.8225	1.8675	1.9125
15							50,355	51,569	52,785
							1.8650	1.9100	1.9550
16								52,718	53,933
								1.9525	1.9975
17								53,865	55,080
								1.9950	2.0400
18								55,013	56,295
								2.0375	2.0850

Neligh-Oakdale

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	37.6
Enrollment:	385	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.4	7.4	7.4
Planning Time:	52	52	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	25,800	Index:	4 x 4
Starting Salary:	25,800	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:	87-88		
Rollback:	86-87(2); 02-03		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		
PPO:			COMMENTS:						
LIFE	Companion				1.40				Options:
LTD									IRS 125:
NON-PARTICIPANT									Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45	yes		
Other Info:					
PERSONAL	2				acc. to 5
BEREAVEMENT	flexible				With approval
PROFESSIONAL	flexible			Yes	
ADOPTION	flexible				with approval
ASSOCIATION	flexible				

OTHER DISTRICT POLICIES

	Exists	Negotiated/ Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	N
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

NELIGH-OAKDALE								
Step	BA	BA+9	BA+18	BA+27	BA+36 BA+45	MA	MA+9	MA+18
1	25,800	26,832	27,864	28,896	29,928	29,928	30,960	31,992
	1,0000	1,0400	1,0800	1,1200	1,1600	1,1600	1,2000	1,2400
2	26,832	27,864	28,896	29,928	30,960	30,960	31,992	33,024
	1,0400	1,0800	1,1200	1,1600	1,2000	1,2000	1,2400	1,2800
3	27,864	28,896	29,928	30,960	31,992	31,992	33,024	34,056
	1,0800	1,1200	1,1600	1,2000	1,2400	1,2400	1,2800	1,3200
4	28,896	29,928	30,960	31,992	33,024	33,024	34,056	35,088
	1,1200	1,1600	1,2000	1,2400	1,2800	1,2800	1,3200	1,3600
5			31,992	33,024	34,056	34,056	35,088	36,120
			1,2400	1,2800	1,3200	1,3200	1,3600	1,4000
6			33,024	34,056	35,088	35,088	36,120	37,152
			1,2800	1,3200	1,3600	1,3600	1,4000	1,4400
7			34,056	35,088	36,120	36,120	37,152	38,184
			1,3200	1,3600	1,4000	1,4000	1,4400	1,4800
8				36,120	37,152	37,152	38,184	39,216
				1,4000	1,4400	1,4400	1,4800	1,5200
9				37,152	38,184	38,184	39,216	40,248
				1,4400	1,4800	1,4800	1,5200	1,5600
10					39,216	39,216	40,248	41,280
					1,5200	1,5200	1,5600	1,6000
11					40,248	40,248	41,280	42,312
					1,5600	1,5600	1,6000	1,6400
12					41,280	41,280	42,312	43,344
					1,6000	1,6000	1,6400	1,6800
13							43,344	44,376
							1,6800	1,7200
14								45,408
								1,7600
15								46,440
								1,8000
16								47,472
								1,8400

Must have MA to proceed to BA+36/MA step 14; 02-03 took one step from bottom of BA9, BA18 & BA27, two steps from bottom of BA36/MA, MA9 and MA18; BA36/MA has 2.5 step roll back, then 1 full step up vertical left for existing staff in that lane, all will move up 1 step next year, no one frozen

Newman Grove

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	25
Enrollment:	255	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	90	90	90
Class Periods/Day:	4	5	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

Base:	24,800	Index:	4 x 4
Starting Salary:	24,800	Entry Level Step:	1(D)
Career Increments:	N	Experience Allowed:	all (D)
5% after 4 yrs. BA+9; Ind. neg. after MA+9(14); Incent. \$2500			
Vertical Freeze:	86-87, 87-88		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD	Madison Ntl.				.0057			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	at retirement dist to buy back days @ \$50/day up to \$1,500				
PERSONAL	2			no	
BEREAVEMENT	unl.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	Adm. Disc.				

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

NEWMAN GROVE							
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9
					MA		
1	24,800	25,792	26,784	27,776	28,768	29,760	29,760
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2000
2	25,792	26,784	27,776	28,768	29,760	30,752	30,752
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2400
3	26,784	27,776	28,768	29,760	30,752	31,744	31,744
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.2800
4	27,776	28,768	29,760	30,752	31,744	32,736	32,736
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3200
5	28,768	29,760	30,752	31,744	32,736	33,728	33,728
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.3600
6	29,760	30,752	31,744	32,736	33,728	34,720	34,720
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4000
7	30,752	31,744	32,736	33,728	34,720	35,712	35,712
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4400
8	31,744	32,736	33,728	34,720	35,712	36,704	36,704
	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.4800
9		33,728	34,720	35,712	36,704	37,696	37,696
		1.3600	1.4000	1.4400	1.4800	1.5200	1.5200
10			35,712	36,704	37,696	38,688	38,688
			1.4400	1.4800	1.5200	1.5600	1.5600
11				37,696	38,688	39,680	39,680
				1.5200	1.5600	1.6000	1.6000
12					39,680	40,672	40,672
					1.6000	1.6400	1.6400
13					40,672	41,664	41,664
					1.6400	1.6800	1.6800
14						42,656	42,656
						1.7200	1.7200

Norfolk

2006-2007

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	325.4
Enrollment:	4111	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7	7
Planning Time:	50	47	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	28,886	Index:	4.5 x 4.5
Starting Salary:	28,886	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5/6
02-03, new hires at step 2 remain there for yr. 2			
Vertical Freeze:	86-87,97-98		
Rollback:	89-90		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97			500.00	500	500
DENTAL	BC/BS		16.47	58.46			Cafeteria	Options: H/A, Life, LTD	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD								PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.4	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		

Other Info:

PERSONAL	2			yes	1 no pay-w/o app;reim \$200 E
BEREAVEMENT	5				add'l. to 12 w/appr.
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION	Pres.-unl.;other-3				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

NORFOLK										
Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+27	
1	28,886	30,186	31,485	32,785		34,086	35,386	36,685	37,985	
	1.0000	1.0450	1.0900	1.1350		1.1800	1.2250	1.2700	1.3150	
2	30,186	31,485	32,785	34,086		35,386	36,685	37,985	39,285	
	1.0450	1.0900	1.1350	1.1800		1.2250	1.2700	1.3150	1.3600	
3	31,485	32,785	34,086	35,386		36,685	37,985	39,285	40,584	
	1.0900	1.1350	1.1800	1.2250		1.2700	1.3150	1.3600	1.4050	
4	32,785	34,086	35,386	36,685		37,985	39,285	40,584	41,884	
	1.1350	1.1800	1.2250	1.2700		1.3150	1.3600	1.4050	1.4500	
5	34,086	35,386	36,685	37,985		39,285	40,584	41,884	43,185	
	1.1800	1.2250	1.2700	1.3150		1.3600	1.4050	1.4500	1.4950	
6	35,386	36,685	37,985	39,285		40,584	41,884	43,185	44,485	
	1.2250	1.2700	1.3150	1.3600		1.4050	1.4500	1.4950	1.5400	
7		37,985	39,285	40,584		41,884	43,185	44,485	45,784	
		1.3150	1.3600	1.4050		1.4500	1.4950	1.5400	1.5850	
8			40,584	41,884		43,185	44,485	45,784	47,084	
			1.4050	1.4500		1.4950	1.5400	1.5850	1.6300	
9				43,185		44,629	45,928	47,228	48,529	
				1.4950		1.5450	1.5900	1.6350	1.6800	
10						46,074	47,373	48,673	49,973	
						1.5950	1.6400	1.6850	1.7300	
11					47,517	47,517	48,817	50,117	51,418	
					1.6450	1.6450	1.6900	1.7350	1.7800	
12							50,262	51,562	52,861	
							1.7400	1.7850	1.8300	
13								53,005	54,306	
								1.8350	1.8800	
14									55,750	
									1.9300	
15										

Staff frozen on MA45 for 3 yrs shall be pd annually an amt = to 1% of base salary beginning in the 4th yr. BA+45 dropped in 00-01. Teachers frozen in step & lane. 02-03 & 03-04 beginning teachers start on step 2. New to district (w/experience) on BA, BA+9 & BA+18 may bring 4 yrs and start on step 5. New to district (w/exp) on MA+45 may bring 5 yrs and start on step 6.

Norris

2006-2007

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 126.4
 Enrollment: 1925
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 45
 Class Periods/Day: 8
 Normal Teaching Load: 6

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	45	45	55
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 29,250 Index: 4 x 5
 Starting Salary: 29,250 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	349.49	985.41	349.49	985.41	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		
PPO:	250D to 550D Jan 1, 07		COMMENTS:						
LIFE	SIF				3.60				Options:
LTD	SIF				.00436				IRS 125: Y
NON-PARTICIPANT									Flex Accounts: Y

PART-TIME BENEFITS
 Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	after 5 yrs; reimbursed \$40/day at termination				
PERSONAL	2			1-yes, 1-no	
BEREAVEMENT	2				add'l. from sick lv.
PROFESSIONAL	adm. disc.				
ADOPTION	10				from sick lv.
ASSOCIATION	as needed				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

NORRIS Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	29,250	30,713	32,175	33,638	34,369	35,100	36,563	38,025	39,488
	1.0000	1.0500	1.1000	1.1500	1.1750	1.2000	1.2500	1.3000	1.3500
2	30,420	31,883	33,345	34,808	35,539	36,270	37,733	39,195	40,658
	1.0400	1.0900	1.1400	1.1900	1.2150	1.2400	1.2900	1.3400	1.3900
3	31,590	33,053	34,515	35,978	36,709	37,440	38,903	40,365	41,828
	1.0800	1.1300	1.1800	1.2300	1.2550	1.2800	1.3300	1.3800	1.4300
4	32,760	34,223	35,685	37,148	37,879	38,610	40,073	41,535	42,998
	1.1200	1.1700	1.2200	1.2700	1.2950	1.3200	1.3700	1.4200	1.4700
5	33,930	35,393	36,855	38,318	39,049	39,780	41,243	42,705	44,168
	1.1600	1.2100	1.2600	1.3100	1.3350	1.3600	1.4100	1.4600	1.5100
6		36,563	38,025	39,488	40,219	40,950	42,413	43,875	45,338
		1.2500	1.3000	1.3500	1.3750	1.4000	1.4500	1.5000	1.5500
7			39,195	40,658	41,389	42,120	43,583	45,045	46,508
			1.3400	1.3900	1.4150	1.4400	1.4900	1.5400	1.5900
8			40,365	41,828	42,559	43,290	44,753	46,215	47,678
			1.3800	1.4300	1.4550	1.4800	1.5300	1.5800	1.6300
9				42,998	43,729	44,460	45,923	47,385	48,848
				1.4700	1.4950	1.5200	1.5700	1.6200	1.6700
10					44,899	45,630	47,093	48,555	50,018
					1.5350	1.5600	1.6100	1.6600	1.7100
11						46,800	48,263	49,725	51,188
						1.6000	1.6500	1.7000	1.7500
12							49,433	50,895	52,358
							1.6900	1.7400	1.7900
13									53,528
									1.8300
14									
15									
16									
17									

Removed first two steps (01-02); BA+36 closed to anyone new after Sept. 1, 2000; 02-03 add 1 stp to MA36; 05-06 add 3 longevity increments to MA36 (1%)

North Loup-Scotia

2006-2007

WORKING CONDITIONS

Contract Days: 181 FTE Teachers: 26
 Enrollment: 198
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 24,700 Index: 4 x 4.5
 Starting Salary: 24,700 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5(D)
 Vertical Freeze: 87-88 Also Horiz.
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:			COMMENTS:			
LIFE						
LTD	National Ins		.0065(+B)			
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 41.99
 Dep. Dental
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.25
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	40	yes		
Other Info: \$15/day unused over 40 to \$150 max					
PERSONAL	2			yes	
BEREAVEMENT	from sick lv.				w/appr.
PROFESSIONAL	2			yes	w/appr.
ADOPTION	see sick lv.				
ASSOCIATION	see pers. lv.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	N	
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

NORTH LOUP-SCOTIA								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	24,700	25,812	26,923	28,034	29,146	30,257	31,369	
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	
2	25,688	26,800	27,911	29,022	30,134	31,245	32,357	
	1.0400	1.0850	1.1300	1.1750	1.2200	1.2650	1.3100	
3	26,676	27,788	28,899	30,010	31,122	32,233	33,345	
	1.0800	1.1250	1.1700	1.2150	1.2600	1.3050	1.3500	
4	27,664	28,776	29,887	30,998	32,110	33,221	34,333	
	1.1200	1.1650	1.2100	1.2550	1.3000	1.3450	1.3900	
5	28,652	29,764	30,875	31,987	33,098	34,209	35,321	
	1.1600	1.2050	1.2500	1.2950	1.3400	1.3850	1.4300	
6	29,640	30,752	31,863	32,975	34,086	35,197	36,309	
	1.2000	1.2450	1.2900	1.3350	1.3800	1.4250	1.4700	
7		31,740	32,851	33,963	35,074	36,185	37,297	
		1.2850	1.3300	1.3750	1.4200	1.4650	1.5100	
8			33,839	34,951	36,062	37,173	38,285	
			1.3700	1.4150	1.4600	1.5050	1.5500	
9				35,939	37,050	38,162	39,273	
				1.4550	1.5000	1.5450	1.5900	
10					38,038	39,150	40,261	
					1.5400	1.5850	1.6300	
11					39,026	40,138	41,249	
					1.5800	1.6250	1.6700	
12						41,126	42,237	
						1.6650	1.7100	
13						42,114	43,225	
						1.7050	1.7500	
14							44,213	
							1.7900	

Northwest-Grand Island

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	104.84
Enrollment:	1386	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	51	42	42
Class Periods/Day:	7	9	
Normal Teaching Load:	6	8	

SALARY SCHEDULE

Base:	25,800	Index:	4 x 5
Starting Salary:	25,800	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	12(D)
Career Incentive: \$750 MA/BA+45 (bottomed out) or above			
Vertical Freeze:	86-87		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	465.33	1018.30	250.00	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	58.46	TSA		
PPO:	Single ins. receive add'l	104.17	COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD	National Ins				.0030			PART-TIME BENEFITS	
NON-PARTICIPANT					\$250 flex spending account			Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: Incentive-over 50 pd. @ \$50/day - max. 10					
PERSONAL	2			yes	accum to 4; over 2 reimb \$50/d
BEREAVEMENT	unl.				w/appr.
PROFESSIONAL	unl.			yes	
ADOPTION	from sick lv.				
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

NORTHWEST (GRAND ISLAND)										
Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+36	
1	25,800	27,090	28,380	29,670	30,960	30,960	32,250	33,540	36,120	
	1,0000	1,0500	1,1000	1,1500	1,2000	1,2000	1,2500	1,3000	1,4000	
2	26,832	28,122	29,412	30,702	31,992	31,992	33,282	34,572	37,152	
	1,0400	1,0900	1,1400	1,1900	1,2400	1,2400	1,2900	1,3400	1,4400	
3	27,864	29,154	30,444	31,734	33,024	33,024	34,314	35,604	38,184	
	1,0800	1,1300	1,1800	1,2300	1,2800	1,2800	1,3300	1,3800	1,4800	
4	28,896	30,186	31,476	32,766	34,056	34,056	35,346	36,636	39,216	
	1,1200	1,1700	1,2200	1,2700	1,3200	1,3200	1,3700	1,4200	1,5200	
5	29,928	31,218	32,508	33,798	35,088	35,088	36,378	37,668	40,248	
	1,1600	1,2100	1,2600	1,3100	1,3600	1,3600	1,4100	1,4600	1,5600	
6	30,960	32,250	33,540	34,830	36,120	36,120	37,410	38,700	41,280	
	1,2000	1,2500	1,3000	1,3500	1,4000	1,4000	1,4500	1,5000	1,6000	
7	31,992	33,282	34,572	35,862	37,152	37,152	38,442	39,732	42,312	
	1,2400	1,2900	1,3400	1,3900	1,4400	1,4400	1,4900	1,5400	1,6400	
8		34,314	35,604	36,894	38,184	38,184	39,474	40,764	43,344	
		1,3300	1,3800	1,4300	1,4800	1,4800	1,5300	1,5800	1,6800	
9		35,346	36,636	37,926	39,216	39,216	40,506	41,796	44,376	
		1,3700	1,4200	1,4700	1,5200	1,5200	1,5700	1,6200	1,7200	
10			37,668	38,958	40,248	40,248	41,538	42,828	45,408	
			1,4600	1,5100	1,5600	1,5600	1,6100	1,6600	1,7600	
11			38,700	39,990	41,280	41,280	42,570	43,860	46,440	
			1,5000	1,5500	1,6000	1,6000	1,6500	1,7000	1,8000	
12				41,022	42,312	42,312	43,602	44,892	47,472	
				1,5900	1,6400	1,6400	1,6900	1,7400	1,8400	
13				42,054	43,344	43,344	44,634	45,924	48,504	
				1,6300	1,6800	1,6800	1,7300	1,7800	1,8800	
14				43,086	44,376	44,376	45,666	46,956	49,536	
				1,6700	1,7200	1,7200	1,7700	1,8200	1,9200	
15				44,118	45,408	45,408	46,698	47,988	50,568	
				1,7100	1,7600	1,7600	1,8100	1,8600	1,9600	
16				46,440	46,440	46,440	47,730	49,020	51,600	
				1,8000	1,8000	1,8000	1,8500	1,9000	2,0000	
17				47,190	47,190	47,190	48,480	49,770	52,350	
				1,8291	1,8291	1,8291	1,8800	1,9300	2,0300	
18							49,512	50,802	53,382	
							1,9191	1,9691	2,0691	

Oakland-Craig

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 37
 Enrollment: 430
 Length of Teacher Day: 8
 Length of Student Day: 7.55
 Planning Time: 45
 Class Periods/Day: 7
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 25,925 Index: 4 x 5
 Starting Salary: 25,925 Entry Level Step: 1
 Career Increments: N Experience Allowed: All
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Options:		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125: Y	
LIFE								Flex Accounts:		
LTD	Fortis				.0046 (+B)				PART-TIME BENEFITS	
NON-PARTICIPANT									Minimum FTE: 0.43	
									Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	48	yes		
Other Info: Incentive: \$10 per unused day over 48					
PERSONAL	2			no	\$10/day if unused
BEREAVEMENT	5				per occur.
PROFESSIONAL	2			yes	add'l. available
ADOPTION					can use sick lv
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/ Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Family Sick - 5; Emergency-with apprv.

OAKLAND-CRAIG							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	25,925	27,222	28,518	29,813	31,110	32,407	33,703
	1,000	1,050	1,100	1,150	1,200	1,250	1,300
2	26,962	28,258	29,554	30,851	32,147	33,443	34,740
	1,040	1,090	1,140	1,190	1,240	1,290	1,340
3	27,999	29,295	30,592	31,887	33,184	34,480	35,777
	1,080	1,130	1,180	1,230	1,280	1,330	1,380
4	29,036	30,333	31,628	32,925	34,221	35,518	36,814
	1,120	1,170	1,220	1,270	1,320	1,370	1,420
5	30,073	31,369	32,666	33,962	35,258	36,554	37,851
	1,160	1,210	1,260	1,310	1,360	1,410	1,460
6		32,407	33,703	34,998	36,295	37,592	38,888
		1,250	1,300	1,350	1,400	1,450	1,500
7		33,443	34,739	36,036	37,332	38,628	39,925
		1,290	1,340	1,390	1,440	1,490	1,540
8		34,480	35,777	37,072	38,369	39,665	40,962
		1,330	1,380	1,430	1,480	1,530	1,580
9			36,813	38,110	39,406	40,703	41,999
			1,420	1,470	1,520	1,570	1,620
10			37,851	39,147	40,443	41,739	43,036
			1,460	1,510	1,560	1,610	1,660
11			38,888	40,183	41,480	42,777	44,073
			1,500	1,550	1,600	1,650	1,700
12				41,221	42,517	43,813	45,110
				1,590	1,640	1,690	1,740
13				42,257	43,554	44,850	46,147
				1,630	1,680	1,730	1,780
14					44,591	45,888	47,184
					1,720	1,770	1,820
15					45,628	46,924	48,221
					1,760	1,810	1,860
16					45,888	47,183	48,480
					1,770	1,820	1,870
17					46,147	47,442	48,739
					1,780	1,830	1,880
18					46,406	47,702	48,999
					1,790	1,840	1,890
19					46,665	47,962	49,258
					1,800	1,850	1,900
20					46,924	48,221	49,517
					1,810	1,860	1,910

Ogallala

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	1050	HS	JH/MS
Length of Teacher Day:	8	8	ELEM
Length of Student Day:	6	6	6
Planning Time:	92	46	46
Class Periods/Day:	4	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	26,650	Index:	5 x 4
Starting Salary:	26,650	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	All
Vertical Freeze:	85-86 Also Horiz.		
Rollback:	87-88		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	By District	Individ.		Depend.	Individ.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	952.59	39.11		
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Dep. Dental		
PPO:			COMMENTS:						
LIFE									Options:
LTD	AFLAC				.0058				IRS 125: Y
NON-PARTICIPANT									Flex Accounts: Y

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	10 yr 1/15 yr 2/20 yr 3/ 25 yr 4/30 yr 5 & on				
PERSONAL	2			yes	
BEREAVEMENT	5				immediate family
PROFESSIONAL	unl.				
ADOPTION	unl.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/ Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OGALLALA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	26,650	27,716	28,782	29,848	30,914	30,914	31,980	33,046	34,112	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.1600	1.2000	1.2400	1.2800	
2	27,983	29,049	30,115	31,181	32,247	32,247	33,313	34,379	35,445	
	1.0500	1.0900	1.1300	1.1700	1.2100	1.2100	1.2500	1.2900	1.3300	
3	29,315	30,381	31,447	32,513	33,579	33,579	34,645	35,711	36,777	
	1.1000	1.1400	1.1800	1.2200	1.2600	1.2600	1.3000	1.3400	1.3800	
4	30,648	31,714	32,780	33,846	34,912	34,912	35,978	37,044	38,110	
	1.1500	1.1900	1.2300	1.2700	1.3100	1.3100	1.3500	1.3900	1.4300	
5		33,046	34,112	35,178	36,244	36,244	37,310	38,376	39,442	
		1.2400	1.2800	1.3200	1.3600	1.3600	1.4000	1.4400	1.4800	
6			35,445	36,511	37,577	37,577	38,643	39,709	40,775	
			1.3300	1.3700	1.4100	1.4100	1.4500	1.4900	1.5300	
7			36,777	37,843	38,909	38,909	39,975	41,041	42,107	
			1.3800	1.4200	1.4600	1.4600	1.5000	1.5400	1.5800	
8				39,176	40,242	40,242	41,308	42,374	43,440	
				1.4700	1.5100	1.5100	1.5500	1.5900	1.6300	
9					41,574	41,574	42,640	43,706	44,772	
					1.5600	1.5600	1.6000	1.6400	1.6800	
10					42,907	42,907	43,973	45,039	46,105	
					1.6100	1.6100	1.6500	1.6900	1.7300	
11					44,239	44,239	45,305	46,371	47,437	
					1.6600	1.6600	1.7000	1.7400	1.7800	
12						45,572	46,638	47,704	48,770	
						1.7100	1.7500	1.7900	1.8300	
13							47,970	49,036	50,102	
							1.8000	1.8400	1.8800	
14								50,369	51,435	
								1.8900	1.9300	
15									52,767	
									1.9800	

Omaha

2006-2007

WORKING CONDITIONS

Contract Days: 190 FTE Teachers: 3721.0
 Enrollment: 46685
 Length of Teacher Day: 7.3 HS JH/MS ELEM 7.1
 Length of Student Day: 7 6.25 6.25
 Planning Time: 86 82 40
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 30,525 Index: 4 x
 Starting Salary: 30,525 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 10
 Long. 5.75% of base after 20, 25, 30 yrs
 Vertical Freeze: 84,85,87,89,92,96,98
 Rollback: 84-85
 Multi-year Contract: 05-06, 06-07

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	755.44	279.33	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Cov. + Ind. Dental	Options:	
PPO:	Qualify for dep coverage after 3		COMMENTS:					IRS 125: Y	
LIFE	United of Omaha				6.25			Flex Accounts: Y	
LTD	United of Omaha				.0020			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
PERSONAL	2			yes	unused added to sick lv.
BEREAVEMENT	4+1				over 200 miles=5 days
PROFESSIONAL	unl.			yes	
ADOPTION	30 (sick lv.)				one parent
ASSOCIATION	unl. by practice				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY: yes

OTHER LEAVES: Emergency-2

OMAHA Step	BA	BA+18	MA	MA+30	DOC
1	30,525	32,051	35,409	36,630	39,683
	1,0900	1,0500	1,1600	1,2000	1,3000
2	31,746	33,272	36,630	37,851	40,904
	1,0400	1,0900	1,2000	1,2400	1,3400
3	32,967	34,493	37,851	39,072	42,125
	1,0800	1,1300	1,2400	1,2800	1,3800
4	34,188	35,714	39,072	40,293	43,346
	1,1200	1,1700	1,2800	1,3200	1,4200
5	35,409	36,935	40,293	41,514	44,567
	1,1600	1,2100	1,3200	1,3600	1,4600
6	36,630	38,156	41,514	42,735	45,788
	1,2000	1,2500	1,3600	1,4000	1,5000
7	37,851	39,377	42,735	43,956	47,009
	1,2400	1,2900	1,4000	1,4400	1,5400
8	39,072	40,598	43,956	45,177	48,230
	1,2800	1,3300	1,4400	1,4800	1,5800
9	40,293	41,819	45,177	46,398	49,451
	1,3200	1,3700	1,4800	1,5200	1,6200
10	41,514	43,040	46,398	47,619	50,672
	1,3600	1,4100	1,5200	1,5600	1,6600
11	42,735	44,261	47,619	48,840	51,893
	1,4000	1,4500	1,5600	1,6000	1,7000
12	43,956	45,482	48,840	50,061	53,114
	1,4400	1,4900	1,6000	1,6400	1,7400
13	45,177	46,703	50,061	51,282	54,335
	1,4800	1,5300	1,6400	1,6800	1,7800
14	46,398	47,924	51,282	52,503	55,556
	1,5200	1,5700	1,6800	1,7200	1,8200
15	47,619	49,145	52,503	53,724	56,777
	1,5600	1,6100	1,7200	1,7600	1,8600
16	48,840	50,367	53,724	54,945	57,998
	1,5900	1,6392	1,7475	1,7869	1,8854
17	49,462	50,945	54,207	55,393	58,358
	1,6204	1,6689	1,7758	1,8147	1,9118
18	50,443	51,925	55,186	56,372	59,336
	1,6525	1,7011	1,8079	1,8467	1,9438
19	50,568	51,993	55,720	57,971	60,222
	1,6566	1,7033	1,8254	1,8991	1,9729
20	51,252	52,363	56,590	58,815	61,039
	1,6790	1,7154	1,8539	1,9268	1,9996
21	52,218	53,296	57,400	59,560	61,720
	1,7106	1,7460	1,8804	1,9512	2,0219
22	52,966	54,046	58,150	60,310	62,470
	1,7352	1,7705	1,9050	1,9758	2,0465
23	54,003	55,083	59,187	61,347	63,507
	1,7691	1,8045	1,9390	2,0097	2,0805
24	55,262	56,342	60,446	62,606	64,766
	1,8104	1,8458	1,9802	2,0510	2,1217

06-07 added 1 step to each column

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 54
 Enrollment: 538
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 90
 Class Periods/Day: 8
 Normal Teaching Load: 6

HS	JH/MS	ELEM
8	8	8
7.5	7.5	7.5
90	90	60
8	8	
6	6	

SALARY SCHEDULE

Base: 25,750 Index: 5 x 4
 Starting Salary: 25,750 Entry Level Step: 1
 Career Increments: N Experience Allowed: variable
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 5	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		40.55	104.87	40.55	40.55
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Amount Paid

Couple - Benefits
 114.32
 Dep Den+\$50 annuity

Cafeteria Plan

Individ. Depend.
 Options: AFLAC
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
PERSONAL					included in sick leave
BEREAVEMENT					included in sick leave
PROFESSIONAL	unl.			yes	
ADOPTION ASSOCIATION					FMLA

Other Info: 10-for all lv, 60-limit to sick lv;\$20/day for unused over 60

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

ORD	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	25,750	26,780	27,810	28,840	29,870	30,900	31,930	32,960	33,990
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
2	27,038	28,068	29,098	30,128	31,158	32,188	33,218	34,248	35,278
	1.0500	1.0900	1.1300	1.1700	1.2100	1.2500	1.2900	1.3300	1.3700
3	28,325	29,355	30,385	31,415	32,445	33,475	34,505	35,535	36,565
	1.1000	1.1400	1.1800	1.2200	1.2600	1.3000	1.3400	1.3800	1.4200
4	29,613	30,643	31,673	32,703	33,733	34,763	35,793	36,823	37,853
	1.1500	1.1900	1.2300	1.2700	1.3100	1.3500	1.3900	1.4300	1.4700
5	30,900	31,930	32,960	33,990	35,020	36,050	37,080	38,110	39,140
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
6		33,218	34,248	35,278	36,308	37,338	38,368	39,398	40,428
		1.2900	1.3300	1.3700	1.4100	1.4500	1.4900	1.5300	1.5700
7			35,535	36,565	37,595	38,625	39,655	40,685	41,715
			1.3800	1.4200	1.4600	1.5000	1.5400	1.5800	1.6200
8				37,853	38,883	39,913	40,943	41,973	43,003
				1.4700	1.5100	1.5500	1.5900	1.6300	1.6700
9				39,140	40,170	41,200	42,230	43,260	44,290
				1.5200	1.5600	1.6000	1.6400	1.6800	1.7200
10					41,458	42,488	43,518	44,548	45,578
					1.6100	1.6500	1.6900	1.7300	1.7700
11					42,745	43,775	44,805	45,835	46,865
					1.6600	1.7000	1.7400	1.7800	1.8200
12					44,033	45,063	46,093	47,123	48,153
					1.7100	1.7500	1.7900	1.8300	1.8700
13						46,350	47,380	48,410	49,440
						1.8000	1.8400	1.8800	1.9200

Osceola

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	300	HS	JH/MS
Length of Teacher Day:	8	8	ELEM
Length of Student Day:	7	7	7
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	25,700	Index:	4 x 4.5
Starting Salary:	25,700	Entry Level Step:	1(D)
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30	39.11		
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Dep. Dental		
PPO:			COMMENTS:						
LIFE									Options:
LTD	Madison Nat'l				.005				IRS 125: Y
NON-PARTICIPANT									Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	43	yes		
Other Info:					
PERSONAL	2			no	acc. to 2
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			1-yes;1-no	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/ Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

Step	OSCEOLA							
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	25,700	26,857	28,013	29,169	30,326	31,482	32,639	
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	
2	26,728	27,885	29,041	30,197	31,354	32,510	33,667	
	1.0400	1.0850	1.1300	1.1750	1.2200	1.2650	1.3100	
3	27,756	28,913	30,069	31,225	32,382	33,538	34,695	
	1.0800	1.1250	1.1700	1.2150	1.2600	1.3050	1.3500	
4	28,784	29,941	31,097	32,253	33,410	34,566	35,723	
	1.1200	1.1650	1.2100	1.2550	1.3000	1.3450	1.3900	
5	29,812	30,969	32,125	33,282	34,438	35,594	36,751	
	1.1600	1.2050	1.2500	1.2950	1.3400	1.3850	1.4300	
6	30,840	31,997	33,153	34,310	35,466	36,622	37,779	
	1.2000	1.2450	1.2900	1.3350	1.3800	1.4250	1.4700	
7	31,868	33,025	34,181	35,338	36,494	37,650	38,807	
	1.2400	1.2850	1.3300	1.3750	1.4200	1.4650	1.5100	
8		34,053	35,209	36,366	37,522	38,678	39,835	
		1.3250	1.3700	1.4150	1.4600	1.5050	1.5500	
9		35,081	36,237	37,394	38,550	39,707	40,863	
		1.3650	1.4100	1.4550	1.5000	1.5450	1.5900	
10			37,265	38,422	39,578	40,735	41,891	
			1.4500	1.4950	1.5400	1.5850	1.6300	
11				39,450	40,606	41,763	42,919	
				1.5350	1.5800	1.6250	1.6700	
12					41,634	42,791	43,947	
					1.6200	1.6650	1.7100	
13						43,819	44,975	
						1.7050	1.7500	
14							46,003	
							1.7900	

Osmond

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22.5
 Enrollment: 275
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5
 Length of Student Day: 6.67 6.67 6.35
 Planning Time: 50 50 45
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,800 Index: 4 x 4
 Starting Salary: 25,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5 (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	550D 1	343.66	968.97	343.66	968.97	39.11	Options:		
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Dep. Dental	Options:		
PPO:			COMMENTS:					IRS 125:		
LIFE	Madison Ntl.				1.80			Flex Accounts:		
LTD	School Ins.				.0049			PART-TIME BENEFITS		
NON-PARTICIPANT					\$300 TSA			Minimum FTE: 0.5		
								Contribution: full ind.		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7,10	35	yes		
Other Info:					
PERSONAL	3			yes	1 day either pers. or prof.
BEREAVEMENT	2				Imm Fam; Add'l from sick w/ap
PROFESSIONAL	see pers lv			yes	
ADOPTION	see sick lv				
ASSOCIATION	see prof lv				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	OSMOND						
	BA	BA+9	BA+18	BA+27	BA+36		MA+9
1	25,800	26,832	27,864	28,896	29,928	30,960	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	
2	26,832	27,864	28,896	29,928	30,960	31,992	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
3	27,864	28,896	29,928	30,960	31,992	33,024	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
4	28,896	29,928	30,960	31,992	33,024	34,056	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
5	29,928	30,960	31,992	33,024	34,056	35,088	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
6	30,960	31,992	33,024	34,056	35,088	36,120	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
7	31,992	33,024	34,056	35,088	36,120	37,152	
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
8	32,508	34,056	35,088	36,120	37,152	38,184	
	1.2600	1.3200	1.3600	1.4000	1.4400	1.4800	
9		34,572	36,120	37,152	38,184	39,216	
		1.3400	1.4000	1.4400	1.4800	1.5200	
10			36,636	38,184	39,216	40,248	
			1.4200	1.4800	1.5200	1.5600	
11				38,700	40,248	41,280	
				1.5000	1.5600	1.6000	
12					40,764	42,312	
					1.5800	1.6400	
13						42,828	
						1.6600	

Overton

2006-2007

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:	25.7
Enrollment:	305	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7	8	8
Planning Time:	55	7	7
Class Periods/Day:	7	55	55
Normal Teaching Load:	6	7	7
		6	6

SALARY SCHEDULE

Base:	24,850	Index:	4 x 4
Starting Salary:	24,850	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	12
Vertical Freeze:	86-87		
Rollback:	86-87		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	By District	Individ.		Depend.	Individ.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30	39.11		
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Dep. Dental		
PPO:			COMMENTS:						
LIFE									Options:
LTD	National Life				.00435				IRS 125: Y
NON-PARTICIPANT									Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1
Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	Sev:1/2 sub. rate for unused				
PERSONAL	2			yes	
BEREAVEMENT	2				
PROFESSIONAL	2			yes	
ADOPTION	2				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

OVERTON										
Step	BA					BA+36		MA		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	24,850	25,844	26,838	27,832	28,826	29,820	30,814	31,808		
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800		
2	25,844	26,838	27,832	28,826	29,820	30,814	31,808	32,802		
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200		
3	26,838	27,832	28,826	29,820	30,814	31,808	32,802	33,796		
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600		
4	27,832	28,826	29,820	30,814	31,808	32,802	33,796	34,790		
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000		
5	28,826	29,820	30,814	31,808	32,802	33,796	34,790	35,784		
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400		
6	29,820	30,814	31,808	32,802	33,796	34,790	35,784	36,778		
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800		
7		31,808	32,802	33,796	34,790	35,784	36,778	37,772		
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200		
8			33,796	34,790	35,784	36,778	37,772	38,766		
			1.3600	1.4000	1.4400	1.4800	1.5200	1.5600		
9				35,784	36,778	37,772	38,766	39,760		
				1.4400	1.4800	1.5200	1.5600	1.6000		
10					37,772	38,766	39,760	40,754		
					1.5200	1.5600	1.6000	1.6400		
11						39,760	40,754	41,748		
						1.6000	1.6400	1.6800		
12							41,748	42,742		
							1.6800	1.7200		
13								43,736		
								1.7600		

Palmer

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 18
 Enrollment: 228
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 52
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7.5	7.5	7.5
52	52	45
8	8	
7	7	

SALARY SCHEDULE

Base: 25,250 Index: 4 x 4.5
 Starting Salary: 25,250 Entry Level Step: (D)
 Career Increments: N Experience Allowed: (D)
 Vertical Freeze: 87-88
 Rollback:
 Multi-year Contract:

INSURANCE

Type **Carrier**
 HEALTH BC/BS
 DENTAL BC/BS
 PPO:
 LIFE
 LTD
 NON-PARTICIPANT

		<i>Option</i>		<i>Premium</i>		<i>Amount Paid By District</i>	
		H/A-Dent	Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30	
DENTAL	BC/BS		15.34	54.45	15.34	15.34	

COMMENTS:

Cafeteria Plan
 Individ. Depend.
 39.11
 Couple - Benefits
 Dep. Dental
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

<i>Type</i>	<i>Days/Year</i>	<i>Accum.</i>	<i>Depend. use</i>	<i>Approval Needed</i>	<i>Other</i>
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	accum. to 5
BEREAVEMENT	5				per occurrence
PROFESSIONAL	3			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	<i>Exists</i>	<i>Negotiated/ Policy</i>
Voluntary Separation:	N	
Grievance:	N	
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

PALMER						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+18
1	25,250	26,386	27,523	28,659	29,795	30,931
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250
2	26,260	27,396	28,533	29,669	30,805	31,941
	1.0400	1.0850	1.1300	1.1750	1.2200	1.2650
3	27,270	28,406	29,543	30,679	31,815	32,951
	1.0800	1.1250	1.1700	1.2150	1.2600	1.3050
4	28,280	29,416	30,553	31,689	32,825	33,961
	1.1200	1.1650	1.2100	1.2550	1.3000	1.3450
5	29,290	30,426	31,563	32,699	33,835	34,971
	1.1600	1.2050	1.2500	1.2950	1.3400	1.3850
6	30,300	31,436	32,573	33,709	34,845	35,981
	1.2000	1.2450	1.2900	1.3350	1.3800	1.4250
7		32,446	33,583	34,719	35,855	36,991
		1.2850	1.3300	1.3750	1.4200	1.4650
8			34,593	35,729	36,865	38,001
			1.3700	1.4150	1.4600	1.5050
9			35,603	36,739	37,875	39,011
			1.4100	1.4550	1.5000	1.5450
10				37,749	38,885	40,021
				1.4950	1.5400	1.5850
11					39,895	41,031
					1.5800	1.6250
12						42,041
						1.6650

Palmyra OR 1

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 41.11
 Enrollment: 490
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.5 7.5 6.5
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,500 Index: 4 x 4
 Starting Salary: 27,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 86-87;01-02
 Rollback: 86-87 Last Step
 Multi-year Contract: 06-07, 07-08

INSURANCE

Type	Carrier	Option	Premium				Amount Paid		Couple - Benefits		Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.	By District		41.99	Dep. Dental	Individ.	Depend.
HEALTH	BC/BS	300D 2	349.49	985.41	349.49	985.41						Options:
DENTAL	BC/BS		16.47	58.46	16.47	16.47						IRS 125: Y
PPO:	**300D will change to 550D in J COMMENTS: \$75.20/mo if taking depend dental ONLY											Flex Accounts: Y
LIFE	Guardian					4.75						PART-TIME BENEFITS
LTD	Madison Ntl.					.0037 (thru sal)						Minimum FTE: 0
NON-PARTICIPANT						\$208.33 cash						Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	2 add'l. w/sub. ded.
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	p
Reduction in Force:	N	
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Substitute, Jury Duty

Step	PALMYRA-BENNETT(OR #1)							
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	27,500	28,600	29,700	30,800	31,900	33,000	34,100	35,200
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
2	28,600	29,700	30,800	31,900	33,000	34,100	35,200	36,300
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
3	29,700	30,800	31,900	33,000	34,100	35,200	36,300	37,400
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
4	30,800	31,900	33,000	34,100	35,200	36,300	37,400	38,500
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
5	31,900	33,000	34,100	35,200	36,300	37,400	38,500	39,600
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
6		34,100	35,200	36,300	37,400	38,500	39,600	40,700
		1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
7		35,200	36,300	37,400	38,500	39,600	40,700	41,800
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
8			37,400	38,500	39,600	40,700	41,800	42,900
			1.3600	1.4000	1.4400	1.4800	1.5200	1.5600
9				39,600	40,700	41,800	42,900	44,000
				1.4400	1.4800	1.5200	1.5600	1.6000
10				40,700	41,800	42,900	44,000	45,100
				1.4800	1.5200	1.5600	1.6000	1.6400
11				41,250	42,900	44,000	45,100	46,200
				1.5000	1.5600	1.6000	1.6400	1.6800
12					43,450	44,550	46,200	47,300
					1.5800	1.6200	1.6800	1.7200
13							46,750	47,850
							1.7000	1.7400

02-03 grandfather steps and cut off bottom of schedule to 10 steps; 03-04 add back 1 step to MA & MA+9 and 2 steps to MA+18 & MA+27

06-07 add 1 step to BA+27, MA, MA+9, MA+18, MA+27

Papillion-LaVista

2006-2007

WORKING CONDITIONS

Contract Days: 190 FTE Teachers: 694.62
 Enrollment: 8804
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6.83 6.58 6.33
 Planning Time: 52 45 45
 Class Periods/Day: 7 8
 Normal Teaching Load: 6 7

SALARY SCHEDULE

Base: 27,600 Index: 5 x 5
 Starting Salary: 27,600 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 13
 Long-4% after 5 yrs on BA36/after 10 yrs on MA36&PhD/EdD
 Vertical Freeze: 86-87,89-90,91-92, 02-03
 Rollback: 85-86; 02-03
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium	Amount Paid By District	Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	961.29	96.12 Full Dep. Dental
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Options:
PPO:					COMMENTS: staff portion of prem up from 6% to 7%		IRS 125: Y
LIFE	Madison Nat'l				4.00		Flex Accounts: Y
LTD	ReliaStar				.0032		PART-TIME BENEFITS
NON-PARTICIPANT							Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	120	yes		
Other Info: Sev:1/2 sub. rate up to 90 days					
PERSONAL	2-4			yes	from sick lv.
BEREAVEMENT	3-5				ea. occur.
PROFESSIONAL				yes	
ADOPTION	all accum. sick lv				
ASSOCIATION	32 for assoc				

OTHER DISTRICT POLICIES

SABBATICAL: Yes SEVERANCE PAY: Y

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	N
Sick Bank:	N	

PAPILLION-LAVISTA

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	EDSPEC	PHD
1	27,600	28,980	30,360	31,740	33,120	34,500	35,880	37,260	38,640	40,020
2	28,980	30,360	31,740	33,120	34,500	35,880	37,260	38,640	40,020	41,400
3	30,360	31,740	33,120	34,500	35,880	37,260	38,640	40,020	41,400	42,780
4	31,740	33,120	34,500	35,880	37,260	38,640	40,020	41,400	42,780	44,160
5	33,120	34,500	35,880	37,260	38,640	40,020	41,400	42,780	44,160	45,540
6	34,500	35,880	37,260	38,640	40,020	41,400	42,780	44,160	45,540	46,920
7	35,880	37,260	38,640	40,020	41,400	42,780	44,160	45,540	46,920	48,300
8	37,260	38,640	40,020	41,400	42,780	44,160	45,540	46,920	48,300	49,680
9	38,640	40,020	41,400	42,780	44,160	45,540	46,920	48,300	49,680	51,060
10	40,020	41,400	42,780	44,160	45,540	46,920	48,300	49,680	51,060	52,440
11	41,400	42,780	44,160	45,540	46,920	48,300	49,680	51,060	52,440	53,820
12	42,780	44,160	45,540	46,920	48,300	49,680	51,060	52,440	53,820	55,200
13	44,160	45,540	46,920	48,300	49,680	51,060	52,440	53,820	55,200	56,580
14	45,540	46,920	48,300	49,680	51,060	52,440	53,820	55,200	56,580	57,960
15	46,920	48,300	49,680	51,060	52,440	53,820	55,200	56,580	57,960	59,340
16	48,300	49,680	51,060	52,440	53,820	55,200	56,580	57,960	59,340	60,720
17	49,680	51,060	52,440	53,820	55,200	56,580	57,960	59,340	60,720	62,100
18	51,060	52,440	53,820	55,200	56,580	57,960	59,340	60,720	62,100	63,480
19	52,440	53,820	55,200	56,580	57,960	59,340	60,720	62,100	63,480	64,860
20	53,820	55,200	56,580	57,960	59,340	60,720	62,100	63,480	64,860	66,240
21	55,200	56,580	57,960	59,340	60,720	62,100	63,480	64,860	66,240	67,620
22	56,580	57,960	59,340	60,720	62,100	63,480	64,860	66,240	67,620	69,000
23	57,960	59,340	60,720	62,100	63,480	64,860	66,240	67,620	69,000	70,380
24	59,340	60,720	62,100	63,480	64,860	66,240	67,620	69,000	70,380	71,760

Paxton

2006-2007

WORKING CONDITIONS

Contract Days:	181	FTE Teachers:	19.51
Enrollment:	215	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.5	8	8
Planning Time:	50	7.5	7.5
Class Periods/Day:	8	50	50
Normal Teaching Load:	7	8	8
		7	7

SALARY SCHEDULE

Base:	26,197	Index:	4 x 4
Starting Salary:	26,197	Entry Level Step:	1(D)
Career Increments:	N	Experience Allowed:	10(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:	05-06, 06-07		

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		
PPO:			COMMENTS:						
LIFE									Options:
LTD									IRS 125: Y
NON-PARTICIPANT									Flex Accounts: Y
									PART-TIME BENEFITS
									Minimum FTE: 0
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:	\$25/day unused over 35, 20 acum days for immed fam use				
PERSONAL	4				3-full pay;1-sub. ded.; add unus
BEREAVEMENT	see personal lv.				
PROFESSIONAL	2			yes	
ADOPTION	see personal lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PAXTON									
Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	BA+45	MA+9	MA+18	MA+27
1	26,197	27,245	28,293	29,341	30,389	30,912	31,436	32,484	33,008
	1.0000	1.0400	1.0800	1.1200	1.1600	1.1800	1.2000	1.2400	1.2600
2	27,245	28,293	29,341	30,389	31,436	31,960	32,484	33,532	34,056
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2200	1.2400	1.2800	1.3000
3	28,293	29,341	30,389	31,436	32,484	33,008	33,532	34,580	35,104
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2600	1.2800	1.3200	1.3400
4	29,341	30,389	31,436	32,484	33,532	34,056	34,580	35,628	36,152
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3000	1.3200	1.3600	1.3800
5	30,389	31,436	32,484	33,532	34,580	35,104	35,628	36,676	37,200
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3400	1.3600	1.4000	1.4200
6	31,436	32,484	33,532	34,580	35,628	36,152	36,676	37,724	38,248
	1.2000	1.2400	1.2800	1.3200	1.3600	1.3800	1.4000	1.4400	1.4600
7	32,484	33,532	34,580	35,628	36,676	37,200	37,724	38,772	39,296
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4200	1.4400	1.4800	1.5000
8		34,580	35,628	36,676	37,724	38,248	38,772	39,819	40,343
		1.3200	1.3600	1.4000	1.4400	1.4600	1.4800	1.5200	1.5400
9			36,676	37,724	38,772	39,296	39,819	40,867	41,391
			1.4000	1.4400	1.4800	1.5000	1.5200	1.5600	1.5800
10				38,772	39,819	40,343	40,867	41,915	42,439
				1.4800	1.5200	1.5400	1.5600	1.6000	1.6200
11					40,867	41,391	41,915	42,963	43,487
					1.5600	1.5800	1.6000	1.6400	1.6600
12							42,963	44,011	44,535
							1.6400	1.6800	1.7000
13								45,059	45,583
								1.7200	1.7400

Pierce

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 63.21
 Enrollment: 708
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM
 Length of Student Day: 7.5 7.5 7
 Planning Time: 90 90 45
 Class Periods/Day: 4 4
 Normal Teaching Load: 3 3

SALARY SCHEDULE

Base: 26,700 Index: 4 x 5
 Starting Salary: 26,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	1050 2	327.38	923.09	327.38	923.09	141.99	Dep. Dental + \$100 TSA	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47			IRS 125: Y	
PPO:			COMMENTS:							Flex Accounts: Y
LIFE									PART-TIME BENEFITS	
LTD	Assurant				.0035				Minimum FTE: 0.5	
NON-PARTICIPANT									Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	5	30	yes		
Other Info:					
PERSONAL	2			yes	acc. to 5; district pays sub rate
BEREAVEMENT	5				w/appr.
PROFESSIONAL	5			yes	
ADOPTION	20 + 10				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PIERCE Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	26,700	28,035	29,370	30,705	32,040	33,375	34,710	36,045	37,380
	1,0000	1,0500	1,1000	1,1500	1,2000	1,2500	1,3000	1,3500	1,4000
2	27,768	29,103	30,438	31,773	33,108	34,443	35,778	37,113	38,448
	1,0400	1,0900	1,1400	1,1900	1,2400	1,2900	1,3400	1,3900	1,4400
3	28,836	30,171	31,506	32,841	34,176	35,511	36,846	38,181	39,516
	1,0800	1,1300	1,1800	1,2300	1,2800	1,3300	1,3800	1,4300	1,4800
4	29,904	31,239	32,574	33,909	35,244	36,579	37,914	39,249	40,584
	1,1200	1,1700	1,2200	1,2700	1,3200	1,3700	1,4200	1,4700	1,5200
5	30,972	32,307	33,642	34,977	36,312	37,647	38,982	40,317	41,652
	1,1600	1,2100	1,2600	1,3100	1,3600	1,4100	1,4600	1,5100	1,5600
6	32,040	33,375	34,710	36,045	37,380	38,715	40,050	41,385	42,720
	1,2000	1,2500	1,3000	1,3500	1,4000	1,4500	1,5000	1,5500	1,6000
7	33,108	34,443	35,778	37,113	38,448	39,783	41,118	42,453	43,788
	1,2400	1,2900	1,3400	1,3900	1,4400	1,4900	1,5400	1,5900	1,6400
8	34,176	35,511	36,846	38,181	39,516	40,851	42,186	43,521	44,856
	1,2800	1,3300	1,3800	1,4300	1,4800	1,5300	1,5800	1,6300	1,6800
9	35,244	36,579	37,914	39,249	40,584	41,919	43,254	44,589	45,924
	1,3200	1,3700	1,4200	1,4700	1,5200	1,5700	1,6200	1,6700	1,7200
10		37,647	38,982	40,317	41,652	42,987	44,322	45,657	46,992
		1,4100	1,4600	1,5100	1,5600	1,6100	1,6600	1,7100	1,7600
11			40,050	41,385	42,720	44,055	45,390	46,725	48,060
			1,5000	1,6000	1,6500	1,7000	1,7500	1,8000	1,8500
12				42,453	43,788	45,123	46,458	47,793	49,128
				1,5900	1,6400	1,6900	1,7400	1,7900	1,8400
13				43,521	44,856	46,191	47,526	48,861	50,196
				1,6300	1,6800	1,7300	1,7800	1,8300	1,8800
14					45,924	47,259	48,594	49,929	51,264
					1,7200	1,7700	1,8200	1,8700	1,9200
15						48,327	49,662	50,997	52,332
						1,8100	1,8600	1,9100	1,9600
16							50,730	52,065	53,400
							1,9000	1,9500	2,0000
17								53,133	54,468
								1,9900	2,0400
18									55,536
									2,0800

District pays full deductible after employee has met \$550/single & \$1100/family

Plainview

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 37.7
 Enrollment: 416
 Length of Teacher Day: 8
 Length of Student Day: 7.25
 Planning Time: 140
 Class Periods/Day: 4
 Normal Teaching Load: 3

SALARY SCHEDULE

Base: 27,000 Index: 4 x 4
 Starting Salary: 27,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback: 01-02 (2-3 stps)
 Multi-year Contract: 06-07, 07-08

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	360.00	Options: H/A., Dent., Life, TSA, Cash	
DENTAL	BC/BS		16.47	58.46	16.47	16.47		IRS 125: Y	
PPO:	06-07 move to 550D from 250D		COMMENTS:						
LIFE								Flex Accounts: Y	
LTD	Principal				.0016			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.25 Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	45	yes		
Other Info:	Family - 8				
PERSONAL	2			yes	If 2 days unused, 3 days next y
BEREAVEMENT	1				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION	5				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PLAINVIEW	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	MA+18
1	27,000	28,080	29,160	30,240	31,320	32,400	33,480
	1,0000	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400
2	28,080	29,160	30,240	31,320	32,400	33,480	34,560
	1,0400	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800
3	29,160	30,240	31,320	32,400	33,480	34,560	35,640
	1,0800	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200
4	30,240	31,320	32,400	33,480	34,560	35,640	36,720
	1,1200	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600
5	31,320	32,400	33,480	34,560	35,640	36,720	37,800
	1,1600	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000
6	32,400	33,480	34,560	35,640	36,720	37,800	38,880
	1,2000	1,2400	1,2800	1,3200	1,3600	1,4000	1,4400
7		34,560	35,640	36,720	37,800	38,880	39,960
		1,2800	1,3200	1,3600	1,4000	1,4400	1,4800
8			36,720	37,800	38,880	39,960	41,040
			1,3600	1,4000	1,4400	1,4800	1,5200
9				38,880	39,960	41,040	42,120
				1,4400	1,4800	1,5200	1,5600
10					41,040	42,120	43,200
					1,5200	1,5600	1,6000
11						42,120	44,280
						1,5600	1,6000
12							45,360
							1,6400
13							
							1,6800
14							
							1,7200
15							
							1,7600
							1,8000

Only teachers compensated on BA+36 or BA+45 during 89-90 school yr. will be eligible to be pd on BA+45 for 90-91 and yrs thereafter. 01-02, teachers on BA, BA+9 & BA+18 will be rolled back 2 yrs, teacher on other 4 lanes will be rolled back 3 yrs; 02-03 add one step at bottom of each lane

Prague

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 140
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7.5	7.5	7.5
50	50	60
8	8	
7	7	

SALARY SCHEDULE

Base: 24,750 Index: 4 x 4
 Starting Salary: 24,750 Entry Level Step: 1
 Career Increments: N Experience Allowed: all (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits
			Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental
PPO:			COMMENTS:				
LIFE	Principal				1.70		
LTD	Principal				.0045		
NON-PARTICIPANT					226.58 cash-in-lieu		

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	30	yes		
Other Info:					
PERSONAL	2			yes	from sick lv.
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2-3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Maternity - 5 days

Step	PRAGUE					
	BA	BA+9	BA+18	BA+27	BA+36	MA+9
1	24,750	25,740	26,730	27,720	28,710	29,700
2	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000
	25,740	26,730	27,720	28,710	29,700	30,690
3	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
	26,730	27,720	28,710	29,700	30,690	31,680
4	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
	27,720	28,710	29,700	30,690	31,680	32,670
5	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
	28,710	29,700	30,690	31,680	32,670	33,660
6	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
	29,700	30,690	31,680	32,670	33,660	34,650
7	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
		31,680	32,670	33,660	34,650	35,640
8		1.2800	1.3200	1.3600	1.4000	1.4400
		32,670	33,660	34,650	35,640	36,630
9		1.3200	1.3600	1.4000	1.4400	1.4800
			34,650	35,640	36,630	37,620
10			1.4000	1.4400	1.4800	1.5200
				36,630	37,620	38,610
11				1.4800	1.5200	1.5600
					38,610	39,600
12					1.5600	1.6000
						40,590
						1.6400

Ravenna

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 40
 Enrollment: 484
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 49
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,800 Index: 4 x 5
 Starting Salary: 25,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	377.63	Options:		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Annuity	Options:		
PPO:			COMMENTS:						IRS 125: Y	
LIFE	Guardian				4.00			Flex Accounts: Y		
LTD								PART-TIME BENEFITS		
NON-PARTICIPANT							Annuity in amount of individ H&Dent pr	Minimum FTE: 0.5		
								Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15,10	40	yes		

Other Info: family use-10

PERSONAL	2			yes	accum. to 3
BEREAVEMENT	5				Bereavement/Emergency
PROFESSIONAL	5			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

RAVENNA							
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	BA+54 MA+18
1	25,800	27,090	28,380	29,670	30,960	32,250	33,540
	1,000	1,050	1,100	1,150	1,200	1,250	1,300
2	26,832	28,122	29,412	30,702	31,992	33,282	34,572
	1,040	1,090	1,140	1,190	1,240	1,290	1,340
3	27,864	29,154	30,444	31,734	33,024	34,314	35,604
	1,080	1,130	1,180	1,230	1,280	1,330	1,380
4	28,896	30,186	31,476	32,766	34,056	35,346	36,636
	1,120	1,170	1,220	1,270	1,320	1,370	1,420
5	29,928	31,218	32,508	33,798	35,088	36,378	37,668
	1,160	1,210	1,260	1,310	1,360	1,410	1,460
6		32,250	33,540	34,830	36,120	37,410	38,700
		1,250	1,300	1,350	1,400	1,450	1,500
7		33,282	34,572	35,862	37,152	38,442	39,732
		1,290	1,340	1,390	1,440	1,490	1,540
8		35,604	36,894	38,184	39,474	40,764	42,054
		1,380	1,430	1,480	1,530	1,580	1,630
9		36,636	37,926	39,216	40,506	41,796	43,086
		1,420	1,470	1,520	1,570	1,620	1,670
10			38,958	40,248	41,538	42,828	44,118
			1,510	1,560	1,610	1,660	1,710
11			39,990	41,280	42,570	43,860	45,150
			1,550	1,600	1,650	1,700	1,750
12				42,312	43,602	44,892	46,182
				1,640	1,690	1,740	1,790
13				43,344	44,634	45,924	47,214
				1,680	1,730	1,780	1,830
14				43,860	45,150	46,440	47,730
				1,700	1,750	1,800	1,850
15				44,376	45,666	46,956	48,246
				1,720	1,770	1,820	1,870
16					46,698	47,988	49,278
					1,810	1,860	1,910

Red Cloud

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 24.925
 Enrollment: 259 HS JH/MS ELEM
 Length of Teacher Day: 8.25 8.25 8.25
 Length of Student Day: 7.42 7.42 7.42
 Planning Time: 51 51 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,700 Index: 4 x 4
 Starting Salary: 25,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: 6*
 *experience 4-full; 4-1/2 w/max of 6
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 4	343.66	968.97	343.66	968.97	58.92	Dep. Dental	Options:
DENTAL	BC/BS		37.14	96.06	37.14	37.14			IRS 125:
PPO:	dist will reimb up to \$300 toward		COMMENTS: dist will reimb up to \$400 for deduct						Flex Accounts:
LIFE	Fort Dearborn				3.25				PART-TIME BENEFITS
LTD	Principal				.0046				Minimum FTE: 0.8
NON-PARTICIPANT									Contribution: full

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	40	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	4			yes	
ADOPTION ASSOCIATION	supt. disc.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	N	
Reduction in Force:	N	
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

Step	RED CLOUD							
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	25,700	26,728	27,756	28,784	29,812	30,840	31,868	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
2	26,728	27,756	28,784	29,812	30,840	31,868	32,896	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
3	27,756	28,784	29,812	30,840	31,868	32,896	33,924	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
4	28,784	29,812	30,840	31,868	32,896	33,924	34,952	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
5	29,812	30,840	31,868	32,896	33,924	34,952	35,980	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
6	30,840	31,868	32,896	33,924	34,952	35,980	37,008	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
7	31,868	32,896	33,924	34,952	35,980	37,008	38,036	
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
8		33,924	34,952	35,980	37,008	38,036	39,064	
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
9			35,980	37,008	38,036	39,064	40,092	
			1.4000	1.4400	1.4800	1.5200	1.5600	
10				38,036	39,064	40,092	41,120	
				1.4800	1.5200	1.5600	1.6000	
11					40,092	41,120	42,148	
					1.5600	1.6000	1.6400	
12						42,148	43,176	
						1.6400	1.6800	
13							44,204	
							1.7200	

Sandhills-Dunning

2006-2007

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 18
 Enrollment: 121
 Length of Teacher Day: 8.25 HS JH/MS 8.25 ELEM 8.25
 Length of Student Day: 7.33 7.33 7
 Planning Time: 52 52 52
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 24,750 Index: 4 x 5
 Starting Salary: 24,750 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback: 88-89
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125:	
LIFE	Prinipal				2.25			Flex Accounts:	
LTD	Principal				.0025			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE:	
								Contribution:	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	PTO-10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs				
PERSONAL				yes	from PTO
BEREAVEMENT					from PTO
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

	Exists	Negotiated/ Policy
Voluntary Separation:	N	
Grievance:	N	
Professional Growth:	Y	N
Reduction in Force:	N	
Sick Bank:	Y	N

SANDHILLS-DUNNING							
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9
					MA	MA+9	
1	24,750	25,988	27,225	28,463	29,700	30,938	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	
2	25,740	26,978	28,215	29,453	30,690	31,928	
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	
3	26,730	27,968	29,205	30,443	31,680	32,918	
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	
4	27,720	28,958	30,195	31,433	32,670	33,908	
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	
5	28,710	29,948	31,185	32,423	33,660	34,898	
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	
6		30,938	32,175	33,413	34,650	35,888	
		1.2500	1.3000	1.3500	1.4000	1.4500	
7			33,165	34,403	35,640	36,878	
			1.3400	1.3900	1.4400	1.4900	
8			34,155	35,393	36,630	37,868	
			1.3800	1.4300	1.4800	1.5300	
9				36,383	37,620	38,858	
				1.4700	1.5200	1.5700	
10				37,373	38,610	39,848	
				1.5100	1.5600	1.6100	
11					39,600	40,838	
					1.6000	1.6500	
12					40,590	41,828	
					1.6400	1.6900	
13					41,580	42,818	
					1.6800	1.7300	

Sargent

2006-2007

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:
 Enrollment: 183
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 51
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7.5	7.5	7.5
51	51	51
8	8	
7	7	

SALARY SCHEDULE

Base: 24,500 Index: 4 x 5
 Starting Salary: 24,500 Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Individ.	Depend.
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Madison Nat'l				6.90			Flex Accounts: Y	
LTD	Madison Nat'l							PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 1	
								Contribution:	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info: \$20/day over 35 at end of 3rd yr					
PERSONAL	3			yes	
BEREAVEMENT	5				
PROFESSIONAL	3			yes	add'l w/approval
ADOPTION	10-Dad				from sick lv. for mom
ASSOCIATION	2				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

SARGENT						
Step	BA+36					
	BA	BA+9	BA+18	BA+27	MA	MA+15
1	24,500	25,726	26,950	28,174	29,400	30,626
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500
2	25,480	26,706	27,930	29,156	30,380	31,606
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900
3	26,460	27,684	28,910	30,136	31,360	32,586
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300
4	27,440	28,666	29,890	31,116	32,340	33,566
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700
5	28,420	29,646	30,870	32,096	33,320	34,546
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100
6		30,626	31,850	33,076	34,300	35,526
		1.2500	1.3000	1.3500	1.4000	1.4500
7		31,606	32,830	34,054	35,280	36,506
		1.2900	1.3400	1.3900	1.4400	1.4900
8		32,586	33,810	35,036	36,260	37,486
		1.3300	1.3800	1.4300	1.4800	1.5300
9		33,566	34,790	36,016	37,240	38,466
		1.3700	1.4200	1.4700	1.5200	1.5700
10			35,770	36,996	38,220	39,446
			1.4600	1.5100	1.5600	1.6100
11				37,976	39,200	40,426
				1.5500	1.6000	1.6500
12				38,956	40,180	41,406
				1.5900	1.6400	1.6900
13					41,160	42,386
					1.6800	1.7300
14					42,140	43,366
					1.7200	1.7700
15						44,346
						1.8100
16						45,326
						1.8500

Schuyler Community

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	117.8
Enrollment:	1508	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:		50	40
Class Periods/Day:	4	7	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base:	27,300	Index:	5 x 5
Starting Salary:	27,300	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
\$1000 signing bonus for new teachers			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		
PPO:									
LIFE	Companion Life				2.85/7.60				Options:
LTD	Principal Life				.0052				IRS 125:
NON-PARTICIPANT									Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
PERSONAL	2			yes	accum. to 4
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

SCHUYLER COMMUNITY									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	
1	27,300	28,665	30,030	31,395	32,760	34,125	35,490	36,855	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	
2	28,392	29,757	31,122	32,487	33,852	35,217	36,582	37,947	
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900	
3	29,484	30,849	32,214	33,579	34,944	36,309	37,674	39,039	
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300	
4	30,576	31,941	33,306	34,671	36,036	37,401	38,766	40,131	
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700	
5	31,668	33,033	34,398	35,763	37,128	38,493	39,858	41,223	
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100	
6	32,760	34,125	35,490	36,855	38,220	39,585	40,950	42,315	
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	
7	33,852	35,217	36,582	37,947	39,312	40,677	42,042	43,407	
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900	
8		36,309	37,674	39,039	40,404	41,769	43,134	44,499	
		1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300	
9		37,401	38,766	40,131	41,496	42,861	44,226	45,591	
		1.3700	1.4200	1.4700	1.5200	1.5700	1.6200	1.6700	
10			39,858	41,223	42,588	43,953	45,318	46,683	
			1.4600	1.5100	1.5600	1.6100	1.6600	1.7100	
11				42,315	43,680	45,045	46,410	47,775	
				1.5500	1.6000	1.6500	1.7000	1.7500	
12					44,772	46,137	47,502	48,867	
					1.6400	1.6900	1.7400	1.7900	
13					45,864	47,229	48,594	49,959	
					1.6800	1.7300	1.7800	1.8300	
14					46,956	48,321	49,686	51,051	
					1.7200	1.7700	1.8200	1.8700	
15					48,048	49,413	50,778	52,143	
					1.7600	1.8100	1.8600	1.9100	
16							51,870	53,235	
							1.9000	1.9500	
17								54,327	
								1.9900	

SCNUD 5

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 1013
 Length of Teacher Day: 8
 Length of Student Day: 7.25
 Planning Time: 47
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 26,625 Index: 4 x 5
 Starting Salary: 26,625 Entry Level Step: 1
 Career Increments: N Experience Allowed: All
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep dental		
PPO:			COMMENTS:						
LIFE									
LTD	Madison Nat'l								
NON-PARTICIPANT									

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2+1			yes	1-sub deduct
BEREAVEMENT	5+5				add'l from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL:

SEVERANCE PAY: N

OTHER LEAVES:

SCN UNIFIED DISTRICT #5	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
Step 1	26,625	27,956	29,288	30,619	31,950	33,281	34,613	35,944	37,275	38,606
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500
Step 2	27,690	29,021	30,353	31,684	33,015	34,346	35,678	37,009	38,340	39,671
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900
Step 3	28,755	30,086	31,418	32,749	34,080	35,411	36,743	38,074	39,405	40,736
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300	1.4800	1.5300
Step 4	29,820	31,151	32,483	33,814	35,145	36,476	37,808	39,139	40,470	41,801
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700	1.5200	1.5700
Step 5	30,885	32,216	33,548	34,879	36,210	37,541	38,873	40,204	41,535	42,866
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100	1.5600	1.6100
Step 6	31,950	33,281	34,613	35,944	37,275	38,606	39,938	41,269	42,600	43,931
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000	1.6500
Step 7		34,346	35,678	37,009	38,340	39,671	41,003	42,334	43,665	45,000
		1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900	1.6400	1.6900
Step 8		35,411	36,743	38,074	39,405	40,736	42,068	43,399	44,730	46,061
		1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300	1.6800	1.7300
Step 9			37,808	39,139	40,470	41,801	43,133	44,464	45,795	47,126
			1.4200	1.4700	1.5200	1.5700	1.6200	1.6700	1.7200	1.7700
Step 10				40,204	41,535	42,866	44,198	45,529	46,860	48,191
				1.5100	1.5600	1.6100	1.6600	1.7100	1.7600	1.8100
Step 11				41,269	42,600	43,931	45,263	46,594	47,925	49,256
				1.5500	1.6000	1.6500	1.7000	1.7500	1.8000	1.8500
Step 12					43,665	44,996	46,328	47,659	48,990	50,321
					1.6400	1.6900	1.7400	1.7900	1.8400	1.8900
Step 13					44,730	46,061	47,393	48,724	50,055	51,386
					1.6800	1.7300	1.7800	1.8300	1.8800	1.9300
Step 14					45,795	47,126	48,458	49,789	51,120	52,451
					1.7200	1.7700	1.8200	1.8700	1.9200	1.9700
Step 15						48,191	49,523	50,854	52,185	53,516
						1.8100	1.8600	1.9100	1.9600	2.0100

Shelby

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 24
 Enrollment: 295
 Length of Teacher Day: 8
 Length of Student Day: 7.2
 Planning Time: 47
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,800 Index: 4.5 x 4
 Starting Salary: 25,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: All
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		16.47	58.46	16.47	58.46
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Cafeteria Plan
 Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	2			yes	1-w/approv.;1-not
BEREAVEMENT	3+2				2 from sick leave
PROFESSIONAL	1			yes	1 add'l. w/appr.
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SHELBY Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	25,800	26,832	27,864	28,896	29,928	30,960
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000
2	26,961	27,993	29,025	30,057	31,089	32,121
	1.0450	1.0850	1.1250	1.1650	1.2050	1.2450
3	28,122	29,154	30,186	31,218	32,250	33,282
	1.0900	1.1300	1.1700	1.2100	1.2500	1.2900
4	29,283	30,315	31,347	32,379	33,411	34,443
	1.1350	1.1750	1.2150	1.2550	1.2950	1.3350
5	30,444	31,476	32,508	33,540	34,572	35,604
	1.1800	1.2200	1.2600	1.3000	1.3400	1.3800
6		32,637	33,669	34,701	35,733	36,765
		1.2650	1.3050	1.3450	1.3850	1.4250
7		33,798	34,830	35,862	36,894	37,926
		1.3100	1.3500	1.3900	1.4300	1.4700
8		34,959	35,991	37,023	38,055	39,087
		1.3550	1.3950	1.4350	1.4750	1.5150
9		36,120	37,152	38,184	39,216	40,248
		1.4000	1.4400	1.4800	1.5200	1.5600
10		37,281	38,313	39,345	40,377	41,409
		1.4450	1.4850	1.5250	1.5650	1.6050
11				40,506	41,538	42,570
				1.5700	1.6100	1.6500
12				41,667	42,699	43,731
				1.6150	1.6550	1.6950
13					43,860	44,892
					1.7000	1.7400
14					45,021	46,053
					1.7450	1.7850
15					46,182	47,214
					1.7900	1.8300
16						48,375
						1.8750

Shickley

2006-2007

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 22
 Enrollment: 129
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7.5	7.5	7.5
50	50	50
8	8	
7	7	

SALARY SCHEDULE

Base: 24,600 Index: 4 x 4
 Starting Salary: 24,600 Entry Level Step: 1
 Career Increments: N Experience Allowed: 10
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		
PPO:			COMMENTS:						
LIFE									Options:
LTD									IRS 125:
NON-PARTICIPANT									Flex Accounts:

PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte/ind HA

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SHICKLEY								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	
1	24,600	25,584	26,568	27,552	28,536	29,520	30,504	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
2	25,584	26,568	27,552	28,536	29,520	30,504	31,488	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
3	26,568	27,552	28,536	29,520	30,504	31,488	32,472	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
4	27,552	28,536	29,520	30,504	31,488	32,472	33,456	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
5	28,536	29,520	30,504	31,488	32,472	33,456	34,440	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
6	29,520	30,504	31,488	32,472	33,456	34,440	35,424	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
7		31,488	32,472	33,456	34,440	35,424	36,408	
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
8		32,472	33,456	34,440	35,424	36,408	37,392	
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
9		33,456	34,440	35,424	36,408	37,392	38,376	
		1.3600	1.4000	1.4400	1.4800	1.5200	1.5600	
10			35,424	36,408	37,392	38,376	39,360	
			1.4400	1.4800	1.5200	1.5600	1.6000	
11				37,392	38,376	39,360	40,344	
				1.5200	1.5600	1.6000	1.6400	
12					39,360	40,344	41,328	
					1.6000	1.6400	1.6800	
13						41,328	42,312	
						1.6800	1.7200	

Silver Lake

2006-2007

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 28.75
 Enrollment: 230
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 45
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7	7	7
45	45	45
8	8	
7	7	

SALARY SCHEDULE

Base: 25,450 Index: 4 x 4
 Starting Salary: 25,450 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		
PPO:			COMMENTS:						
LIFE									Options:
LTD									IRS 125: Y
NON-PARTICIPANT									Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE:
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info: reimb. max. 10 over 40 @ eoy (1/2 sub rate)					
PERSONAL	2+1			yes	trade 2 sick for 1 pers.
BEREAVEMENT					
PROFESSIONAL	2+1			yes	trade 2 sick for 1 prof.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SILVER LAKE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	25,450	26,468	27,486	28,504	29,522	30,540	31,558	32,576	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
2	26,468	27,486	28,504	29,522	30,540	31,558	32,576	33,594	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
3	27,486	28,504	29,522	30,540	31,558	32,576	33,594	34,612	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
4	28,504	29,522	30,540	31,558	32,576	33,594	34,612	35,630	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
5	29,522	30,540	31,558	32,576	33,594	34,612	35,630	36,648	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
6	30,540	31,558	32,576	33,594	34,612	35,630	36,648	37,666	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
7	31,558	32,576	33,594	34,612	35,630	36,648	37,666	38,684	
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
8		33,594	34,612	35,630	36,648	37,666	38,684	39,702	
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	1.5600	
9			35,630	36,648	37,666	38,684	39,702	40,720	
			1.4000	1.4400	1.4800	1.5200	1.5600	1.6000	
10				37,666	38,684	39,702	40,720	41,738	
				1.4800	1.5200	1.5600	1.6000	1.6400	
11				38,684	39,702	40,720	41,738	42,756	
				1.5200	1.5600	1.6000	1.6400	1.6800	
12					40,720	41,738	42,756	43,774	
					1.6000	1.6400	1.6800	1.7200	
13					41,738	42,756	43,774	44,792	
					1.6400	1.6800	1.7200	1.7600	

01-02 bottom 2 stps removed from each column. Stps will reappear one stp/yr beginning 02-03. 02-03 one stp returned at bottom of each column. 03-04 one stp returned at bottom ea column; moved from 100D to 250D H/A. 06-07one stp added to bottom ea column.

Sioux County

2006-2007

WORKING CONDITIONS

Contract Days: 175 FTE Teachers: 24.72
 Enrollment: 110
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 57 0
 Class Periods/Day: 7
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 24,400 Index: 4 x 4
 Starting Salary: 24,400 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	
			Individ.	Depend.	Individ.	Depend.		
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30		
DENTAL	BC/BS		16.47	58.46	16.47	16.47		
PPO:			COMMENTS:					
LIFE								
LTD								
NON-PARTICIPANT								

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.51
 Contribution: individual

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT					
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SIOUX COUNTY									
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+12	MA+24	MA+36	
1	24,400	25,376	26,352	27,328	28,304	29,280	30,256	31,232	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
2	25,376	26,352	27,328	28,304	29,280	30,256	31,232	32,208	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
3	26,352	27,328	28,304	29,280	30,256	31,232	32,208	33,184	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
4	27,328	28,304	29,280	30,256	31,232	32,208	33,184	34,160	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
5	28,304	29,280	30,256	31,232	32,208	33,184	34,160	35,136	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
6	29,280	30,256	31,232	32,208	33,184	34,160	35,136	36,112	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
7	30,256	31,232	32,208	33,184	34,160	35,136	36,112	37,088	
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
8				34,160	35,136	36,112	37,088	38,064	
				1.4000	1.4400	1.4800	1.5200	1.5600	
9				35,136	36,112	37,088	38,064	39,040	
				1.4400	1.4800	1.5200	1.5600	1.6000	
10					37,088	38,064	39,040	40,016	
					1.5200	1.5600	1.6000	1.6400	
11					38,064	39,040	40,016	40,992	
					1.5600	1.6000	1.6400	1.6800	
12						40,016	40,992	41,968	
						1.6400	1.6800	1.7200	
13							41,968	42,944	
							1.7200	1.7600	
14								43,920	
								1.8000	

South Sarpy Dist 46

2006-2007

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 89.7
 Enrollment: 1066
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6.5 6.5 6.25
 Planning Time: 105 105 90
 Class Periods/Day: 8 8
 Normal Teaching Load: 6+1 6+1

SALARY SCHEDULE

Base: 27,650 Index: 5 x 3
 Starting Salary: 27,650 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all less 2 yrs
 Long.-3% after 5 yrs. on MA+36-3% every 5 yrs.
 Vertical Freeze: 85-86,86-87,92-93
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Options:		
DENTAL	BC/BS		16.47	58.46	16.47	58.46	Dep. Dental			
PPO:			COMMENTS:						IRS 125: Y	
LIFE	Madison Nat'l				4.40			Flex Accounts: Y		
LTD	Madison Nat'l				.0040			PART-TIME BENEFITS		
NON-PARTICIPANT								Minimum FTE: 0.4		
								Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	70	yes		
Other Info:	Sev:sub. rate per day at retire after 15 yrs.				
PERSONAL	2-no sub			yes	sub pay/day if don't use either
BEREAVEMENT	unl.				w/approv.
PROFESSIONAL	1			yes	possibly more
ADOPTION	10				from sick lv.
ASSOCIATION	3				

OTHER DISTRICT POLICIES

	Negotiated/Policy	
	Exists	Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Emergency as needed

SARPY DIST. #46									
Step	BA					MA			
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	27,650	28,480	29,309	30,139	30,968	31,798	32,627	33,457	34,286
	1,000	1,030	1,060	1,090	1,120	1,150	1,180	1,210	1,240
2	29,033	29,862	30,692	31,521	32,351	33,180	34,010	34,839	35,669
	1,050	1,080	1,110	1,140	1,170	1,200	1,230	1,260	1,290
3	30,415	31,245	32,074	32,904	33,733	34,563	35,392	36,222	37,051
	1,100	1,130	1,160	1,190	1,220	1,250	1,280	1,310	1,340
4	31,798	32,627	33,457	34,286	35,116	35,945	36,775	37,604	38,434
	1,150	1,180	1,210	1,240	1,270	1,300	1,330	1,360	1,390
5	33,180	34,010	34,839	35,669	36,498	37,328	38,157	38,987	39,816
	1,200	1,230	1,260	1,290	1,320	1,350	1,380	1,410	1,440
6		35,392	36,222	37,051	37,881	38,710	39,540	40,369	41,199
		1,280	1,310	1,340	1,370	1,400	1,430	1,460	1,490
7		36,775	37,604	38,434	39,263	40,093	40,922	41,752	42,581
		1,330	1,360	1,390	1,420	1,450	1,480	1,510	1,540
8			38,987	39,816	40,646	41,475	42,305	43,134	43,964
			1,410	1,440	1,470	1,500	1,530	1,560	1,590
9			40,369	41,199	42,028	42,858	43,687	44,517	45,346
			1,460	1,490	1,520	1,550	1,580	1,610	1,640
10				42,581	43,411	44,240	45,070	45,899	46,729
				1,540	1,570	1,600	1,630	1,660	1,690
11					44,793	45,623	46,452	47,282	48,111
					1,620	1,650	1,680	1,710	1,740
12					46,176	47,005	47,835	48,664	49,494
					1,670	1,700	1,730	1,760	1,790
13					47,558	48,388	49,217	50,047	50,876
					1,720	1,750	1,780	1,810	1,840
14						49,770	50,600	51,429	52,259
						1,800	1,830	1,860	1,890
15							51,982	52,812	53,641
							1,880	1,910	1,940

Schedule starts at step 3 and teachers are allowed movement the following year; 02-03 eliminated first 2 and bottom 2 steps from schedule; 03-04 add MA+27/15 steps

South Sioux City

2006-2007

WORKING CONDITIONS

Contract Days: 188 FTE Teachers:
 Enrollment: 3640
 Length of Teacher Day: 7.75 HS JH/MS ELEM 7.75 7.75
 Length of Student Day: 7 7 7
 Planning Time: 90 41 40
 Class Periods/Day: 4 10
 Normal Teaching Load: 3 9/8

SALARY SCHEDULE

Base: 28,225 Index: 4 x 5
 Starting Salary: 29,354 Entry Level Step: 2
 Career Increments: N Experience Allowed: 10
 BA placed stp 2 frz 2 yrs, BA9 & above, stp 1
 Vertical Freeze: 01-02
 Rollback: 01-02
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 1	343.66	968.97			525.00	525.00	575.00
DENTAL	BC/BS		15.34	54.45			Cafeteria	Options: H/A, TSA, Cash	
PPO:	06-07 will move from 300D to 55		COMMENTS:					IRS 125: Y	
LIFE	Guardian				4.80			Flex Accounts: Y	
LTD	Nat'l Insurance				.0049			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: 10 for dep. Use					
PERSONAL	2			yes	reimb \$150 if 2 unused; \$50 if 1
BEREAVEMENT	unl.				
PROFESSIONAL	unl.			yes	
ADOPTION	case by case				
ASSOCIATION	7 district wide				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: 1 emergency day/mo.

SO. SIOUX CITY	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	28,225	29,636	31,048	32,459	33,870	33,870	35,281	36,693	38,104	39,515	40,926
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500
2	29,354	30,765	32,177	33,588	34,999	34,999	36,410	37,822	39,233	40,644	42,055
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900
3	30,483	31,894	33,306	34,717	36,128	36,128	37,539	38,951	40,362	41,773	43,184
	1.0800	1.1300	1.1800	1.2300	1.2800	1.2800	1.3300	1.3800	1.4300	1.4800	1.5300
4	31,612	33,023	34,435	35,846	37,257	37,257	38,668	40,080	41,491	42,902	44,313
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3200	1.3700	1.4200	1.4700	1.5200	1.5700
5	32,741	34,152	35,564	36,975	38,386	38,386	39,797	41,209	42,620	44,031	45,442
	1.1600	1.2100	1.2600	1.3100	1.3600	1.3600	1.4100	1.4600	1.5100	1.5600	1.6100
6	33,870	35,281	36,693	38,104	39,515	39,515	40,926	42,338	43,749	45,160	46,571
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4000	1.4500	1.5000	1.5500	1.6000	1.6500
7	34,999	36,410	37,822	39,233	40,644	40,644	42,055	43,467	44,878	46,289	47,700
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4400	1.4900	1.5400	1.5900	1.6400	1.6900
8	36,128	37,539	38,951	40,362	41,773	41,773	43,184	44,596	46,007	47,418	48,829
	1.2800	1.3300	1.3800	1.4300	1.4800	1.4800	1.5300	1.5800	1.6300	1.6800	1.7300
9				41,491	42,902	42,902	44,313	45,725	47,136	48,547	49,958
				1.4700	1.5200	1.5200	1.5700	1.6200	1.6700	1.7200	1.7700
10				44,031	45,442	45,442	46,854	48,265	49,676	51,087	
				1.5600	1.6100	1.6100	1.6600	1.7100	1.7600	1.8100	
11				45,160	46,571	46,571	47,983	49,394	50,805	52,216	
				1.6000	1.6500	1.6500	1.7000	1.7500	1.8000	1.8500	
12				46,289	47,700	47,700	49,112	50,523	51,934	53,345	
				1.6400	1.6900	1.6900	1.7400	1.7900	1.8400	1.8900	
13					47,418	48,829	50,241	51,652	53,063	54,474	
					1.6800	1.7300	1.7800	1.8300	1.8800	1.9300	
14							51,370	52,781	54,192	55,603	
							1.8200	1.8700	1.9200	1.9700	
15							52,499	53,910	55,321	56,732	
							1.8600	1.9100	1.9600	2.0100	

Southern

2006-2007

WORKING CONDITIONS

Contract Days: 180 FTE Teachers: 45.5
 Enrollment: 494
 Length of Teacher Day: 8
 Length of Student Day: 7.25
 Planning Time: 56
 Class Periods/Day: 7
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 25,600 Index: 4 x 4
 Starting Salary: 25,600 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 06-07, 07-08

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:	District reimburses \$250/\$300 to		COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts:	
LTD	Jefferson Pilot				.0041			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info:	Reimb. unused lv after 15 yrs @ \$10/day to 45				
PERSONAL				yes	from sick leave
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION	Yes				with approval
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

SOUTHERN (WYMORE)									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+36	
1	25,600	26,624	27,648	28,672	29,696	30,720	31,744	32,768	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
2	26,624	27,648	28,672	29,696	30,720	31,744	32,768	33,792	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
3	27,648	28,672	29,696	30,720	31,744	32,768	33,792	34,816	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
4	28,672	29,696	30,720	31,744	32,768	33,792	34,816	35,840	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
5	29,696	30,720	31,744	32,768	33,792	34,816	35,840	36,864	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
6	30,720	31,744	32,768	33,792	34,816	35,840	36,864	37,888	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
7		32,768	33,792	34,816	35,840	36,864	37,888	38,912	
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
8		33,792	34,816	35,840	36,864	37,888	38,912	39,936	
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	1.5600	
9		34,816	35,840	36,864	37,888	38,912	39,936	40,960	
		1.3600	1.4000	1.4400	1.4800	1.5200	1.5600	1.6000	
10			36,864	37,888	38,912	39,936	40,960	41,984	
			1.4400	1.4800	1.5200	1.5600	1.6000	1.6400	
11				38,912	39,936	40,960	41,984	43,008	
				1.5200	1.5600	1.6000	1.6400	1.6800	
12					40,960	41,984	43,008	44,032	
					1.6000	1.6400	1.6800	1.7200	
13						41,984	43,008	44,032	
						1.6400	1.6800	1.7200	
14								45,056	
								46,080	
								1.7600	1.8000

St. Paul

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	651	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7	7	7	7
Planning Time:	45	45	45	45
Class Periods/Day:	8	8	8	8
Normal Teaching Load:	7	7	7	7

SALARY SCHEDULE

Base:	26,150	Index:	4 x 5
Starting Salary:	26,150	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 3	343.66	968.97	343.66	968.97	64.61		
DENTAL	BC/BS		40.73	105.34	40.73	40.73	Dep. Dental		
PPO:			COMMENTS:						
LIFE									Options:
LTD	Principal				.0033				IRS 125: Y
NON-PARTICIPANT									Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	5 for emergency				
PERSONAL	2			yes	accum to 5
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	2			yes	
ADOPTION	10				add'l. w/appr.
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	N
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

Step	ST. PAUL							
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	26,150	27,458	28,765	30,073	31,380	32,688	33,995	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	
2	27,196	28,504	29,811	31,119	32,426	33,734	35,041	
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	
3	28,242	29,550	30,857	32,165	33,472	34,780	36,087	
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	
4	29,288	30,596	31,903	33,211	34,518	35,826	37,133	
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	
5	30,334	31,642	32,949	34,257	35,564	36,872	38,179	
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	
6	31,380	32,688	33,995	35,303	36,610	37,918	39,225	
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	
7		33,734	35,041	36,349	37,656	38,964	40,271	
		1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	
8			36,087	37,395	38,702	40,010	41,317	
			1.3800	1.4300	1.4800	1.5300	1.5800	
9			37,133	38,441	39,748	41,056	42,363	
			1.4200	1.4700	1.5200	1.5700	1.6200	
10				39,487	40,794	42,102	43,409	
				1.5100	1.5600	1.6100	1.6600	
11				40,533	41,840	43,148	44,455	
				1.5500	1.6000	1.6500	1.7000	
12					42,886	44,194	45,501	
					1.6400	1.6900	1.7400	
13					43,932	45,240	46,547	
					1.6800	1.7300	1.7800	
14						46,286	47,593	
						1.7700	1.8200	

Stanton

2006-2007

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 40
 Enrollment: 435
 Length of Teacher Day: 8
 Length of Student Day: 7.3
 Planning Time: 49
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 26,700 Index: 4 x 5
 Starting Salary: 26,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 96-97
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	349.49	985.41	349.49	985.41	180.07	1/2 ind. prem. cash/TSA	Options:
DENTAL	BC/BS		16.47	58.46	16.47	16.47			
PPO:	300D to 550D Jan 1, 2007		COMMENTS:						IRS 125: Y
LIFE	Nat'l Insurance				2.55				Flex Accounts: Y
LTD	ReliaStar				.0040				PART-TIME BENEFITS
NON-PARTICIPANT							1/2 ind. prem. cash/TSA		Minimum FTE: 0 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: \$10/day over 45 at EOY					
PERSONAL	2			yes	Reimbursed \$20/day
BEREAVEMENT	3				accum to 10
PROFESSIONAL	adm. disc.			yes	
ADOPTION	30				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STANTON								
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA+18	
	MA	MA+9						
1	26,700	28,035	29,370	30,705	32,040	33,375		34,710
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500		1.3000
2	27,768	29,103	30,438	31,773	33,108	34,443		35,778
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900		1.3400
3	28,836	30,171	31,506	32,841	34,176	35,511		36,846
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300		1.3800
4	29,904	31,239	32,574	33,909	35,244	36,579		37,914
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700		1.4200
5	30,972	32,307	33,642	34,977	36,312	37,647		38,982
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100		1.4600
6		33,375	34,710	36,045	37,380	38,715		40,050
		1.2500	1.3000	1.3500	1.4000	1.4500		1.5000
7			35,778	37,113	38,448	39,783		41,118
			1.3400	1.3900	1.4400	1.4900		1.5400
8				38,181	39,516	40,851		42,186
				1.4300	1.4800	1.5300		1.5800
9				39,249	40,584	41,919		43,254
				1.4700	1.5200	1.5700		1.6200
10					41,652	42,987		44,322
					1.5600	1.6100		1.6600
11					42,720	44,055		45,390
					1.6000	1.6500		1.7000
12					43,788	45,123		46,458
					1.6400	1.6900		1.7400
13					44,856	46,191		47,526
					1.6800	1.7300		1.7800

Stapleton

2006-2007

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 19.75
 Enrollment: 170
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7	7	7
50	50	50
8	8	
7	7	

SALARY SCHEDULE

Base: 25,500 Index: 4 x 5
 Starting Salary: 25,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits
			Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	550D 5	343.66	968.97	343.66	968.97	
DENTAL	BC/BS		40.55	104.87	15.34	54.45	
PPO:	100D changed to 550D, dist pay COMMENTS:						
LIFE							
LTD	School Ins.				.0063		
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: 5 for dep. use					
PERSONAL	3			yes	
BEREAVEMENT	2				w/appr.
PROFESSIONAL	2			yes	\$200/yr. expenses
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STAPLETON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	25,500	26,775	28,050	29,325	30,600	30,600	31,875	33,150	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2000	1.2500	1.3000	
2	26,520	27,795	29,070	30,345	31,620	31,620	32,895	34,170	
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2400	1.2900	1.3400	
3	27,540	28,815	30,090	31,365	32,640	32,640	33,915	35,190	
	1.0800	1.1300	1.1800	1.2300	1.2800	1.2800	1.3300	1.3800	
4	28,560	29,835	31,110	32,385	33,660	33,660	34,935	36,210	
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3200	1.3700	1.4200	
5	29,580	30,855	32,130	33,405	34,680	34,680	35,955	37,230	
	1.1600	1.2100	1.2600	1.3100	1.3600	1.3600	1.4100	1.4600	
6	30,600	31,875	33,150	34,425	35,700	35,700	36,975	38,250	
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4000	1.4500	1.5000	
7	31,620	32,895	34,170	35,445	36,720	36,720	37,995	39,270	
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4400	1.4900	1.5400	
8		33,915	35,190	36,465	37,740	37,740	39,015	40,290	
		1.3300	1.3800	1.4300	1.4800	1.4800	1.5300	1.5800	
9			36,210	37,485	38,760	38,760	40,035	41,310	
			1.4200	1.4700	1.5200	1.5200	1.5700	1.6200	
10				38,505	39,780	39,780	41,055	42,330	
				1.5100	1.5600	1.5600	1.6100	1.6600	
11					40,800	40,800	42,075	43,350	
					1.6000	1.6000	1.6500	1.7000	
12					41,820	41,820	43,095	44,370	
					1.6400	1.6400	1.6900	1.7400	

06-07 100D changed to 550D

Sumner-Eddyville-Miller

2006-2007

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 20
 Enrollment: 183
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 48
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 24,900 Index: 4 x 4
 Starting Salary: 24,900 Entry Level Step: 1
 Career Increments: N Experience Allowed: 11
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	100.00	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	TSA	Options:	
PPO:			COMMENTS:						
LIFE								IRS 125: Y	
LTD	Madison Nat'l				.0043			Flex Accounts: Y	
NON-PARTICIPANT								PART-TIME BENEFITS	
								Minimum FTE: 0.5	
								Contribution: fte*	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	50	yes		
Other Info:	Sev-unused reimb. at 1/2 sub rate				
PERSONAL	2			yes	unused goes to sick lv.
BEREAVEMENT	3				add'l w/ bd approval
PROFESSIONAL	2			yes	\$25/day max. \$50
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency - 5 with approval

SUMNER-EDDYVILLE-MIL								
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+9	MA+18
1	24,900	25,896	26,892	27,888	28,884	29,880	30,876	31,872
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
2	25,896	26,892	27,888	28,884	29,880	30,876	31,872	32,868
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
3	26,892	27,888	28,884	29,880	30,876	31,872	32,868	33,864
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
4	27,888	28,884	29,880	30,876	31,872	32,868	33,864	34,860
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
5	28,884	29,880	30,876	31,872	32,868	33,864	34,860	35,856
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
6	29,880	30,876	31,872	32,868	33,864	34,860	35,856	36,852
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
7		31,872	32,868	33,864	34,860	35,856	36,852	37,848
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
8			33,864	34,860	35,856	36,852	37,848	38,844
			1.3600	1.4000	1.4400	1.4800	1.5200	1.5600
9			34,860	35,856	36,852	37,848	38,844	39,840
			1.4000	1.4400	1.4800	1.5200	1.5600	1.6000
10				36,852	37,848	38,844	39,840	40,836
				1.4800	1.5200	1.5600	1.6000	1.6400
11					38,844	39,840	40,836	41,832
					1.5600	1.6000	1.6400	1.6800
12						40,836	41,832	42,828
						1.6400	1.6800	1.7200

Sutton

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 41.156
 Enrollment: 389
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: 6.83 6.83 6.67
 Planning Time: 85 85 85
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,950 Index: 4 x 4
 Starting Salary: 26,950 Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: unl.(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 5	361.16	1,018.30	361.16	1018.30	89.53	Dep. Dental	Options:	
DENTAL	BC/BS		40.55	104.87	15.34	15.34			IRS 125: Y	
PPO:			COMMENTS:							Flex Accounts: Y
LIFE										PART-TIME BENEFITS
LTD										Minimum FTE: 0.5
NON-PARTICIPANT										Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	EOY Incent:over 50 days acc. pd \$10 per/day				
PERSONAL	2			yes	"long-term pers lv" policy
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION	see prof lv.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

SUTTON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+36
1	26,950	28,028	29,106	30,184	31,262	32,340	33,418	34,496	35,574
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
2	28,028	29,106	30,184	31,262	32,340	33,418	34,496	35,574	36,652
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
3	29,106	30,184	31,262	32,340	33,418	34,496	35,574	36,652	37,730
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
4	30,184	31,262	32,340	33,418	34,496	35,574	36,652	37,730	38,808
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
5	31,262	32,340	33,418	34,496	35,574	36,652	37,730	38,808	39,886
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
6	32,340	33,418	34,496	35,574	36,652	37,730	38,808	39,886	40,964
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
7		34,496	35,574	36,652	37,730	38,808	39,886	40,964	42,042
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	1.5600
8			36,652	37,730	38,808	39,886	40,964	42,042	43,120
			1.3600	1.4000	1.4400	1.4800	1.5200	1.5600	1.6000
9				38,808	39,886	40,964	42,042	43,120	44,198
				1.4400	1.4800	1.5200	1.5600	1.6000	1.6400
10				39,886	40,964	42,042	43,120	44,198	45,276
				1.4800	1.5200	1.5600	1.6000	1.6400	1.6800
11					42,042	43,120	44,198	45,276	46,354
					1.5600	1.6000	1.6400	1.6800	1.7200
12					43,120	44,198	45,276	46,354	47,432
					1.6000	1.6400	1.6800	1.7200	1.7600
13						45,276	46,354	47,432	48,510
						1.6800	1.7200	1.7600	1.8000
14							47,432	48,510	49,588
							1.7600	1.8000	1.8400
15								49,588	50,666
								1.8400	1.8800

Syracuse-Dunbar-Avooca

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	62.6
Enrollment:	795	HS	JH/MS
			ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7	7	7.0
Planning Time:	82	82	90
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	26,050	Index:	5 x 5
Starting Salary:	26,050	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
'87-'88 eliminate BA+36/grandfathered that column			
Vertical Freeze:	88-89		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 5	361.16	1,018.30			500.00	500	500
DENTAL	BC/BS		40.55	104.87			Cafeteria	Options: H/A, Dent	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	The Principal				4.38			Flex Accounts: Y	
LTD	The Principal				.0038			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	Sev.-upon term. after 10 yrs. pd 1/2 sub. rate unused days				
PERSONAL	1			yes	from sick lv
BEREAVEMENT	3				per occur.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

SYRACUSE-DUNBAR-AVOCA										
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	26,050	27,353	28,655	29,958	31,260	32,563	33,865	35,168	36,470	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	
2	27,353	28,655	29,958	31,260	32,563	33,865	35,168	36,470	37,773	
	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	
3	28,655	29,958	31,260	32,563	33,865	35,168	36,470	37,773	39,075	
	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	
4	29,958	31,260	32,563	33,865	35,168	36,470	37,773	39,075	40,378	
	1.1500	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	
5	31,260	32,563	33,865	35,168	36,470	37,773	39,075	40,378	41,680	
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000	
6	32,563	33,865	35,168	36,470	37,773	39,075	40,378	41,680	42,983	
	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000	1.6500	
7	33,865	35,168	36,470	37,773	39,075	40,378	41,680	42,983	44,285	
	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000	1.6500	1.7000	
8	35,168	36,470	37,773	39,075	40,378	41,680	42,983	44,285	45,588	
	1.3500	1.4000	1.4500	1.5000	1.5500	1.6000	1.6500	1.7000	1.7500	
9		37,773	39,075	40,378	41,680	42,983	44,285	45,588	46,890	
		1.4500	1.5000	1.5500	1.6000	1.6500	1.7000	1.7500	1.8000	
10			40,378	41,680	42,983	44,285	45,588	46,890	48,193	
			1.5500	1.6000	1.6500	1.7000	1.7500	1.8000	1.8500	
11				42,983	44,285	45,588	46,890	48,193	49,495	
				1.6500	1.7000	1.7500	1.8000	1.8500	1.9000	
12					45,588	46,890	48,193	49,495	50,798	
					1.7500	1.8000	1.8500	1.9000	1.9500	
13						48,193	49,495	50,798	52,100	
						1.8500	1.9000	1.9500	2.0000	
14							50,798	52,100	53,403	
							1.9500	2.0000	2.0500	
15								53,403	54,705	
								2.0500	2.1000	

Tekamah-Herman

2006-2007

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	51.25
Enrollment:	580	HS	JH/MS
		ELEM	
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7	7	7
Planning Time:	47	47	32
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	25,975	Index:	5 x 5
Starting Salary:	25,975	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
MA,MA+18 1% ea aft Stp 17 (92-93),BA+36 same (97-98); not full 5X5			
Vertical Freeze:	88-89		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	16.47	Ind. Dental	Options:
DENTAL	BC/BS		16.47	58.46	16.47	16.47			
PPO:	.5 fte 87-88&before full ben; afte		COMMENTS: .5 fte 87-88&before full ben; after-fte						IRS 125: Y
LIFE	Guardian				3.00				Flex Accounts: Y
LTD	National				.0040				PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: 0.5
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	5,10	45	yes		
Other Info: Incent:\$25/day above 40; depend. use-7 days					
PERSONAL	unl.			yes	with admin. Approval
BEREAVEMENT	unl.				from sick lv.
PROFESSIONAL	unl.				
ADOPTION	unl.				
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

		Exists	Negotiated/Policy
Voluntary Separation:	Y	P	
Grievance:	Y	N	
Professional Growth:	Y	N	
Reduction in Force:	Y	N	
Sick Bank:	N		

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
1	25,975	27,274	28,573	29,872	30,651	31,170	32,469
	1,000	1,050	1,100	1,140	1,180	1,200	1,250
2	27,274	28,573	29,871	30,910	31,949	32,469	33,768
	1,050	1,100	1,150	1,190	1,230	1,250	1,300
3	28,573	29,871	31,170	32,209	33,248	33,768	35,066
	1,100	1,150	1,200	1,240	1,280	1,300	1,350
4	29,871	31,170	32,469	33,508	34,547	35,066	36,365
	1,150	1,200	1,250	1,290	1,330	1,350	1,400
5	31,170	32,469	33,768	34,807	35,846	36,365	37,664
	1,200	1,250	1,300	1,340	1,380	1,400	1,450
6	32,469	33,768	35,066	36,105	37,144	37,664	38,963
	1,250	1,300	1,350	1,390	1,430	1,450	1,500
7	32,729	34,807	36,105	37,144	38,183	38,703	40,002
	1,260	1,340	1,390	1,430	1,470	1,490	1,540
8		35,066	37,144	38,183	39,222	39,742	41,041
		1,350	1,430	1,470	1,510	1,530	1,580
9		35,326	37,404	39,222	40,261	40,781	42,080
		1,360	1,440	1,510	1,550	1,570	1,620
10		35,586	37,664	39,482	41,300	41,820	43,119
		1,370	1,450	1,520	1,590	1,610	1,660
11		35,846	37,924	39,742	42,339	42,859	44,158
		1,380	1,460	1,530	1,630	1,650	1,700
12		36,105	38,183	40,002	43,378	43,898	45,197
		1,390	1,470	1,540	1,670	1,690	1,740
13			38,443	40,261	43,638	44,677	45,976
			1,480	1,550	1,680	1,720	1,770
14				40,521	43,898	45,197	46,495
				1,560	1,690	1,740	1,790
15					44,158	45,716	47,015
					1,700	1,760	1,810
16					44,417	46,236	47,534
					1,710	1,780	1,830
17					44,677	46,755	48,054
					1,720	1,800	1,850
18						47,015	48,314
						1,810	1,860
19						47,275	48,573
						1,820	1,870
20						47,534	48,833
						1,830	1,880
21						47,794	49,093
						1,840	1,890
22						48,054	49,353
						1,850	1,900
23						48,314	49,612
						1,860	1,910
24						48,573	49,872
						1,870	1,920
25						48,833	50,132
						1,880	1,930

On BA+36 at step 17, 1% will be added on even numbered years. On MA and MA+18, 1% each after Step 17

Twin River

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 44
 Enrollment: 516
 Length of Teacher Day: 8
 Length of Student Day: 7.3
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 26,300 Index: 4 x 5
 Starting Salary: 26,300 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97		Options:	
DENTAL	BC/BS		16.47	58.46	16.47	58.46		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Madison Nat'l				3.15			PART-TIME BENEFITS	
LTD	Madison Nat'l				.0029			Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: \$15/day max of 10					
PERSONAL	2			yes	
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	P

SABBATICAL:

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA+18
1	26,300	27,615	28,930	30,245	31,560	32,875	34,190
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000
2	27,352	28,667	29,982	31,297	32,612	33,927	35,242
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400
3	28,404	29,719	31,034	32,349	33,664	34,979	36,294
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800
4	29,456	30,771	32,086	33,401	34,716	36,031	37,346
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200
5	30,508	31,823	33,138	34,453	35,768	37,083	38,398
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600
6	31,560	32,875	34,190	35,505	36,820	38,135	39,450
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000
7		33,927	35,242	36,557	37,872	39,187	40,502
		1.2900	1.3400	1.3900	1.4400	1.4900	1.5400
8			36,294	37,609	38,924	40,239	41,554
			1.3800	1.4300	1.4800	1.5300	1.5800
9			37,346	38,661	39,976	41,291	42,606
			1.4200	1.4700	1.5200	1.5700	1.6200
10				39,713	41,028	42,343	43,658
				1.5100	1.5600	1.6100	1.6600
11					42,080	43,395	44,710
					1.6000	1.6500	1.7000
12					43,132	44,447	45,762
					1.6400	1.6900	1.7400
13						45,499	46,814
						1.7300	1.7800
14						46,551	47,866
						1.7700	1.8200
15							48,918
							1.8600

Merger of Silver Creek, Genoa & Monroe 01-02 is first year

Wakefield

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 36.9
 Enrollment: 464
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 40
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7.5	7.5	7.33
40	40	25
8	8	
7	7	

SALARY SCHEDULE

Base: 26,150 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback: 87-88
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	377.63		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	TSA,Cash		
PPO:			COMMENTS:						
LIFE	Madison Nat'l								
LTD									
NON-PARTICIPANT									

Options:
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,5	50	yes		
Other Info:	Severance-unused at \$10/day				
PERSONAL	2			yes	\$20/day unused
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	unl.			yes	Unused in bank acc. to 50
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

WAKEFIELD	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+12	MA+24	MA+36
1	26,150	27,196	28,242	29,288	30,334	31,380	32,426	33,472
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
2	27,196	28,242	29,288	30,334	31,380	32,426	33,472	34,518
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
3	28,242	29,288	30,334	31,380	32,426	33,472	34,518	35,564
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
4	29,288	30,334	31,380	32,426	33,472	34,518	35,564	36,610
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
5	30,334	31,380	32,426	33,472	34,518	35,564	36,610	37,656
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
6	31,380	32,426	33,472	34,518	35,564	36,610	37,656	38,702
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
7	32,426	33,472	34,518	35,564	36,610	37,656	38,702	39,748
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
8	33,472	34,518	35,564	36,610	37,656	38,702	39,748	40,794
	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	1.5600
9			36,610	37,656	38,702	39,748	40,794	41,840
			1.4000	1.4400	1.4800	1.5200	1.5600	1.6000
10				38,702	39,748	40,794	41,840	42,886
				1.4800	1.5200	1.5600	1.6000	1.6400
11				39,748	40,794	41,840	42,886	43,932
				1.5200	1.5600	1.6000	1.6400	1.6800
12					41,840	42,886	43,932	44,978
					1.6000	1.6400	1.6800	1.7200
13						43,932	44,978	46,024
						1.6800	1.7200	1.7600

Wallace 65R

2006-2007

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	21
Enrollment:	188	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	25,700	Index:	4 x 4
Starting Salary:	27,756	Entry Level Step:	3
Career Increments:	Y	Experience Allowed:	5
New hires step 3, remain for 3 years			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental		
PPO:			COMMENTS:						
LIFE									Options:
LTD	Ft. Dearborn				.0083				IRS 125:
NON-PARTICIPANT									Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: full

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	dist buys back over 30 @ \$10/day; lv system pd 1/2 sub rate to 30 unused				
PERSONAL	2			yes	
BEREAVEMENT	5-from sick lv.				immediate family
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	N	
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

Step	WALLACE					
	BA	BA+9	BA+18	BA+27	BA+36	MA+9
1	25,700	26,728	27,756	28,784	29,812	30,840
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000
2	26,728	27,756	28,784	29,812	30,840	31,868
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
3	27,756	28,784	29,812	30,840	31,868	32,896
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
4	28,784	29,812	30,840	31,868	32,896	33,924
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
5	29,812	30,840	31,868	32,896	33,924	34,952
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
6	30,840	31,868	32,896	33,924	34,952	35,980
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
7		32,896	33,924	34,952	35,980	37,008
		1.2800	1.3200	1.3600	1.4000	1.4400
8			34,952	35,980	37,008	38,036
			1.3600	1.4000	1.4400	1.4800
9				37,008	38,036	39,064
				1.4400	1.4800	1.5200
10				38,036	39,064	40,092
				1.4800	1.5200	1.5600
11					40,092	41,120
					1.5600	1.6000

Wauneta-Palisade

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 27.016
 Enrollment: 225
 Length of Teacher Day: 8
 Length of Student Day: 6.75
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 25,000 Index: 4 x 5
 Starting Salary: 25,000 Entry Level Step: (D)
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze: 86-87
 Rollback: 86-87 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:						
LIFE	Guardian								
LTD									
NON-PARTICIPANT									

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:	Severance: upon term 1/4 of acc. days at sub. rate				
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

WAUNETA-PALISADE						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	25,000	26,250	27,500	28,750	30,000	31,250
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500
2	26,000	27,250	28,500	29,750	31,000	32,250
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900
3	27,000	28,250	29,500	30,750	32,000	33,250
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300
4	28,000	29,250	30,500	31,750	33,000	34,250
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700
5	29,000	30,250	31,500	32,750	34,000	35,250
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100
6	30,000	31,250	32,500	33,750	35,000	36,250
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500
7		32,250	33,500	34,750	36,000	37,250
		1.2900	1.3400	1.3900	1.4400	1.4900
8			34,500	35,750	37,000	38,250
			1.3800	1.4300	1.4800	1.5300
9			35,500	36,750	38,000	39,250
			1.4200	1.4700	1.5200	1.5700
10				37,750	39,000	40,250
				1.5100	1.5600	1.6100
11				38,750	40,000	41,250
				1.5500	1.6000	1.6500
12					41,000	42,250
					1.6400	1.6900
13						43,250
						1.7300

Wausa

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 18.48
 Enrollment: 207
 Length of Teacher Day: 8
 Length of Student Day: 6.67
 Planning Time: 49
 Class Periods/Day: 8
 Normal Teaching Load: 6

HS	JH/MS	ELEM
8	8	8
6.67	6.67	6.67
49	49	49
8	8	
6	6	

SALARY SCHEDULE

Base: 24,700 Index: 4 x 4
 Starting Salary: 24,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 LTD neg. 94-95, carrier to be determined
 Vertical Freeze: 86-87, 87-88, 98-99
 Rollback: 86-87 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	41.99	Options:		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:		
PPO:			COMMENTS: *.5-.74 ind/.75-.99 depend						IRS 125:	
LIFE								Flex Accounts:		
LTD	Mut. of Omaha				.0040			PART-TIME BENEFITS		
NON-PARTICIPANT								Minimum FTE: 0.5		
								Contribution: *fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	2			no	
BEREAVEMENT	4				per occurrence
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WAUSA Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	24,700	25,688	26,676	27,664	28,652	29,640	30,628
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
2	25,688	26,676	27,664	28,652	29,640	30,628	31,616
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
3	26,676	27,664	28,652	29,640	30,628	31,616	32,604
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
4	27,664	28,652	29,640	30,628	31,616	32,604	33,592
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
5	28,652	29,640	30,628	31,616	32,604	33,592	34,580
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
6	29,640	30,628	31,616	32,604	33,592	34,580	35,568
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
7	30,628	31,616	32,604	33,592	34,580	35,568	36,556
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
8		32,604	33,592	34,580	35,568	36,556	37,544
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
9			34,580	35,568	36,556	37,544	38,532
			1.4000	1.4400	1.4800	1.5200	1.5600
10				36,556	37,544	38,532	39,520
				1.4800	1.5200	1.5600	1.6000
11					38,532	39,520	40,508
					1.5600	1.6000	1.6400
12						39,520	40,508
						1.6000	1.6800
13							41,496
							42,484
							1.6800
							1.7200

03-04 district reimburses \$400/\$800 toward deductible; 01-02 .5-.74 fte offered individ insurance w/option to purchase family; .75-.99 offered full dependent or individual

West Boyd Unified

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 29.5
 Enrollment: 275
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8.5
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 50 45 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,400 Index: 4 x 4
 Starting Salary: 25,400 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 11
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30	376.50	Ind. prem amt in Cash	Options:
DENTAL	BC/BS		15.34	54.45	15.34	15.34			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts:
LIFE									PART-TIME BENEFITS
LTD									Minimum FTE: 1
NON-PARTICIPANT						\$376.50 in lieu			Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	reimbursed 1/2 sub pay for days accum over 50				
PERSONAL	4			yes	
BEREAVEMENT	1				2 if more than 200 miles away
PROFESSIONAL	adm. disc.			yes	
ADOPTION	12				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

WEST BOYD UNIFIED						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9
1	25,400	26,416	27,432	28,448	29,464	30,480
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000
2	26,416	27,432	28,448	29,464	30,480	31,496
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
3	27,432	28,448	29,464	30,480	31,496	32,512
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
4	28,448	29,464	30,480	31,496	32,512	33,528
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
5	29,464	30,480	31,496	32,512	33,528	34,544
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
6	30,480	31,496	32,512	33,528	34,544	35,560
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
7	31,496	32,512	33,528	34,544	35,560	36,576
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
8		33,528	34,544	35,560	36,576	37,592
		1.3200	1.3600	1.4000	1.4400	1.4800
9			35,560	36,576	37,592	38,608
			1.4000	1.4400	1.4800	1.5200
10			36,576	37,592	38,608	39,624
			1.4400	1.4800	1.5200	1.5600
11				38,608	39,624	40,640
				1.5200	1.5600	1.6000
12				39,624	40,640	41,656
				1.5600	1.6000	1.6400

West Point

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 57.6
 Enrollment: 650
 Length of Teacher Day: 7.5
 Length of Student Day: 6.75
 Planning Time: 52
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 26,100 Index: 4 x 5
 Starting Salary: 26,100 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 05-06, 06-07

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	Two Ind Policies*	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47		IRS 125:	
PPO:	Bd pays \$250/\$500 to 125 plan		COMMENTS: Bd pays \$250/\$500 to 125 plan					Flex Accounts:	
LIFE	Madison Ntl.				2.85			PART-TIME BENEFITS	
LTD	Madison Ntl.				.0053 (+B)			Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: \$17/day over 35					
PERSONAL	2			yes	
BEREAVEMENT	unl.				imm. fam; day of death-funeral
PROFESSIONAL	unl.			yes	
ADOPTION					FMLA
ASSOCIATION	see prof lv.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WEST POINT	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
Step 1	26,100	27,405	28,710	30,015	31,320	32,625	33,930	35,235
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500
2	27,144	28,449	29,754	31,059	32,364	33,669	34,974	36,279
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400	1.3900
3	28,188	29,493	30,798	32,103	33,408	34,713	36,018	37,323
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800	1.4300
4	29,232	30,537	31,842	33,147	34,452	35,757	37,062	38,367
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200	1.4700
5	30,276	31,581	32,886	34,191	35,496	36,801	38,106	39,411
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600	1.5100
6	31,320	32,625	33,930	35,235	36,540	37,845	39,150	40,455
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000	1.5500
7		33,669	34,974	36,279	37,584	38,889	40,194	41,499
		1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.5900
8		34,713	36,018	37,323	38,628	39,933	41,238	42,543
		1.3300	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300
9			37,062	38,367	39,672	40,977	42,282	43,587
			1.4200	1.4700	1.5200	1.5700	1.6200	1.6700
10			38,106	39,411	40,716	42,021	43,326	44,631
			1.4600	1.5100	1.5600	1.6100	1.6600	1.7100
11				40,455	41,760	43,065	44,370	45,675
				1.5500	1.6000	1.6500	1.7000	1.7500
12				41,499	42,804	44,109	45,414	46,719
				1.5900	1.6400	1.6900	1.7400	1.7900
13					43,848	45,153	46,458	47,763
					1.6800	1.7300	1.7800	1.8300
14					44,892	46,197	47,502	48,807
					1.7200	1.7700	1.8200	1.8700
15					45,936	47,241	48,546	49,851
					1.7600	1.8100	1.8600	1.9100

03-04 added steps to BA+9 through BA+27

06-07 added 2.5% to MA, MA+9, MA+18,

Wilber-Clatonia

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 38
 Enrollment: 535
 Length of Teacher Day: 8
 Length of Student Day: 7.26
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 27,500 Index: 4 x 4
 Starting Salary: 27,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Options:		
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental			
PPO:			COMMENTS:						IRS 125: Y	
LIFE								Flex Accounts: Y		
LTD	Nat'l Ins. Comp				.0026(thru sal)			PART-TIME BENEFITS		
NON-PARTICIPANT								Minimum FTE: 0.8		
								Contribution: full*		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: use <10, reimbursed \$10/day for up to 10 days					
PERSONAL	2			yes	unused reimb at 75% of sub rat
BEREAVEMENT	2				3 add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

WILBER-CLATONIA										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+36		
1	27,500	28,600	29,700	30,800	31,900	33,000	34,100	35,200		
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800		
2	28,600	29,700	30,800	31,900	33,000	34,100	35,200	36,300		
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200		
3	29,700	30,800	31,900	33,000	34,100	35,200	36,300	37,400		
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600		
4	30,800	31,900	33,000	34,100	35,200	36,300	37,400	38,500		
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000		
5	31,900	33,000	34,100	35,200	36,300	37,400	38,500	39,600		
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400		
6	33,000	34,100	35,200	36,300	37,400	38,500	39,600	40,700		
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800		
7		35,200	36,300	37,400	38,500	39,600	40,700	41,800		
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200		
8			37,400	38,500	39,600	40,700	41,800	42,900		
			1.3600	1.4000	1.4400	1.4800	1.5200	1.5600		
9			38,500	39,600	40,700	41,800	42,900	44,000		
			1.4000	1.4400	1.4800	1.5200	1.5600	1.6000		
10				40,700	41,800	42,900	44,000	45,100		
				1.4800	1.5200	1.5600	1.6000	1.6400		
11					42,900	44,000	45,100	46,200		
					1.5600	1.6000	1.6400	1.6800		
12					44,000	45,100	46,200	47,300		
					1.6000	1.6400	1.6800	1.7200		
13					45,100	46,200	47,300	48,400		
					1.6400	1.6800	1.7200	1.7600		
14							48,400	49,500		
							1.7600	1.8000		
15								50,600		
								1.8400		

Wilcox-Hildreth

2006-2007

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 25
 Enrollment: 304
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 24,900 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 6
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30	361.16	1018.30	500.00	Individ.	Depend.
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Cash-in-lieu	Options:	
PPO:			COMMENTS:						
LIFE								IRS 125: Y	
LTD	Fortis				.0035			Flex Accounts: Y	
NON-PARTICIPANT								PART-TIME BENEFITS	
								Minimum FTE: 1	
								Contribution:	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	reimb 1/2 sub pay for unused				
PERSONAL	2			no	
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION	admin approval				
ASSOCIATION	adm approval				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WILCOX-HILDRETH							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	24,900	25,896	26,892	27,888	28,884	28,884	29,880
	1.0000	1.0400	1.0800	1.1200	1.1600	1.1600	1.2000
2	25,896	26,892	27,888	28,884	29,880	29,880	30,876
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2000	1.2400
3	26,892	27,888	28,884	29,880	30,876	30,876	31,872
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2400	1.2800
4	27,888	28,884	29,880	30,876	31,872	31,872	32,868
	1.1200	1.1600	1.2000	1.2400	1.2800	1.2800	1.3200
5	28,884	29,880	30,876	31,872	32,868	32,868	33,864
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3200	1.3600
6		30,876	31,872	32,868	33,864	33,864	34,860
		1.2400	1.2800	1.3200	1.3600	1.3600	1.4000
7			32,868	33,864	34,860	34,860	35,856
			1.3200	1.3600	1.4000	1.4000	1.4400
8				34,860	35,856	35,856	36,852
				1.4000	1.4400	1.4400	1.4800
9				35,856	36,852	36,852	37,848
				1.4400	1.4800	1.4800	1.5200
10					37,848	37,848	38,844
					1.5200	1.5200	1.5600
11					38,844	38,844	39,840
					1.5600	1.5600	1.6000
12					39,840	39,840	40,836
					1.6000	1.6000	1.6400
13						40,836	41,832
						1.6400	1.6800
14							42,828
							1.7200

02-03 first year merged

Wisner-Pilger

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 39.5
 Enrollment: 500
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7 7 7
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 25,700 Index: 4 x 5
 Starting Salary: 25,700 Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: all (D)
 Supt. decides placement of new hires
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	517.39	Individ.	Depend.
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Cash	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Guardian				4.50			Flex Accounts:	
LTD	National Ins.				.0049			PART-TIME BENEFITS	
NON-PARTICIPANT					\$517.39 in lieu			Minimum FTE: 0 Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: Severance: \$10/day unused up to 45					
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	2				from Sick Lv.
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

WISNER-PILGER							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	25,700	26,985	28,270	29,555	30,840	32,125	33,410
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2500	1.3000
2	26,728	28,013	29,298	30,583	31,868	33,153	34,438
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2900	1.3400
3	27,756	29,041	30,326	31,611	32,896	34,181	35,466
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300	1.3800
4	28,784	30,069	31,354	32,639	33,924	35,209	36,494
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700	1.4200
5	29,812	31,097	32,382	33,667	34,952	36,237	37,522
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100	1.4600
6	30,840	32,125	33,410	34,695	35,980	37,265	38,550
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.5000
7		33,153	34,438	35,723	37,008	38,293	39,578
		1.2900	1.3400	1.3900	1.4400	1.4900	1.5400
8		34,181	35,466	36,751	38,036	39,321	40,606
		1.3300	1.3800	1.4300	1.4800	1.5300	1.5800
9			36,494	37,779	39,064	40,349	41,634
			1.4200	1.4700	1.5200	1.5700	1.6200
10			37,522	38,807	40,092	41,377	42,662
			1.4600	1.5100	1.5600	1.6100	1.6600
11			38,550	39,835	41,120	42,405	43,690
			1.5000	1.5500	1.6000	1.6500	1.7000
12				40,863	42,148	43,433	44,718
				1.5900	1.6400	1.6900	1.7400
13				41,891	43,176	44,461	45,746
				1.6300	1.6800	1.7300	1.7800
14					44,204	45,489	46,774
					1.7200	1.7700	1.8200
15					45,232	46,517	47,802
					1.7600	1.8100	1.8600
16						47,545	48,830
						1.8500	1.9000

Wood River Rural

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 47
 Enrollment: 553
 Length of Teacher Day: 7.75 HS JH/MS 7.75 ELEM
 Length of Student Day: 7 7
 Planning Time: 47 47
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,900 Index: 4 x 5
 Starting Salary: 25,900 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5 (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Individ.	Depend.
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:						
LIFE									
LTD	Principal		.0033						
NON-PARTICIPANT									

IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	20 first year; incl. fam. bereav.				
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WOOD RIVER RURAL									
Step	BA	BA+9	BA+18	BA+27	BA+42	MA	MA+9	MA+18	
0	25,900	27,195	28,490	29,785	31,080	31,080	32,375	33,670	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2000	1.2500	1.3000	
1	26,936	28,231	29,526	30,821	32,116	32,116	33,411	34,706	
	1.0400	1.0900	1.1400	1.1900	1.2400	1.2400	1.2900	1.3400	
2	27,972	29,267	30,562	31,857	33,152	33,152	34,447	35,742	
	1.0800	1.1300	1.1800	1.2300	1.2800	1.2800	1.3300	1.3800	
3	29,008	30,303	31,598	32,893	34,188	34,188	35,483	36,778	
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3200	1.3700	1.4200	
4	30,044	31,339	32,634	33,929	35,224	35,224	36,519	37,814	
	1.1600	1.2100	1.2600	1.3100	1.3600	1.3600	1.4100	1.4600	
5		32,375	33,670	34,965	36,260	36,260	37,555	38,850	
		1.2500	1.3000	1.3500	1.4000	1.4000	1.4500	1.5000	
6			34,706	36,001	37,296	37,296	38,591	39,886	
			1.3400	1.3900	1.4400	1.4400	1.4900	1.5400	
7			35,742	37,037	38,332	38,332	39,627	40,922	
			1.3800	1.4300	1.4800	1.4800	1.5300	1.5800	
8				38,073	39,368	39,368	40,663	41,958	
				1.4700	1.5200	1.5200	1.5700	1.6200	
9				39,109	40,404	40,404	41,699	42,994	
				1.5100	1.5600	1.5600	1.6100	1.6600	
10				40,145	41,440	41,440	42,735	44,030	
				1.5500	1.6000	1.6000	1.6500	1.7000	
11				41,181	42,476	42,476	43,771	45,066	
				1.5900	1.6400	1.6400	1.6900	1.7400	
12					43,512	43,512	44,807	46,102	
					1.6800	1.6800	1.7300	1.7800	
13					44,548	44,548	45,843	47,138	
					1.7200	1.7200	1.7700	1.8200	
14							46,879	48,174	
							1.8100	1.8600	

York

2006-2007

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	103.6
Enrollment:	1237	HS	JH/MS
Length of Teacher Day:	7.5	7.5	ELEM
Length of Student Day:	6.5	6.25	6.25
Planning Time:	52	45	40
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base:	26,800	Index:	5 x 4
Starting Salary:	26,800	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	21
Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.			
Vertical Freeze:	86-87		
Rollback:	86-87 Bottom		
Multi-year Contract:	06-07, 07-08		

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	Self-Insured	250D	367.86	1,037.19	367.86	1037.19	47.65		
DENTAL	Self-insur		20.75	68.40	20.75	20.75	Dep. Dental		
PPO:			COMMENTS:						
LIFE	School Insur.				7.50				Options:
LTD	School Insur.				.0026				IRS 125: Y
NON-PARTICIPANT									Flex Accounts: Y

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	unl.	unl.	no		
Other Info: 45 consecutive if don't qualify for LTD					
PERSONAL	1-1-1			yes	1-pd; 1-sub ded; 1 no pay; 4 ad
BEREAVEMENT	10				with appr. for family
PROFESSIONAL	unl.			yes	
ADOPTION	10				
ASSOCIATION	as needed				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	N
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency - 10 max.

YORK	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+9	MA+18	MA+27
1	26,800	27,872	28,944	30,016	30,552	31,088	32,160	33,232	34,304
	1,0000	1,0400	1,0800	1,1200	1,1400	1,1600	1,2000	1,2400	1,2800
2	28,140	29,212	30,284	31,356	31,892	32,428	33,500	34,572	35,644
	1,0500	1,0900	1,1300	1,1700	1,1900	1,2100	1,2500	1,2900	1,3300
3	29,480	30,552	31,624	32,696	33,232	33,768	34,840	35,912	36,984
	1,1000	1,1400	1,1800	1,2200	1,2400	1,2600	1,3000	1,3400	1,3800
4	30,820	31,892	32,964	34,036	34,572	35,108	36,180	37,252	38,324
	1,1500	1,1900	1,2300	1,2700	1,2900	1,3100	1,3500	1,3900	1,4300
5	32,160	33,232	34,304	35,376	35,912	36,448	37,520	38,592	39,664
	1,2000	1,2400	1,2800	1,3200	1,3400	1,3600	1,4000	1,4400	1,4800
6	33,500	34,572	35,644	36,716	37,252	37,788	38,860	39,932	41,004
	1,2500	1,2900	1,3300	1,3700	1,3900	1,4100	1,4500	1,4900	1,5300
7		35,912	36,984	38,056	38,592	39,128	40,200	41,272	42,344
		1,3400	1,3800	1,4200	1,4400	1,4600	1,5000	1,5400	1,5800
8			38,324	39,396	39,932	40,468	41,540	42,612	43,684
			1,4300	1,4700	1,4900	1,5100	1,5500	1,5900	1,6300
9				40,736	41,272	41,808	42,880	43,952	45,024
				1,5200	1,5400	1,5600	1,6000	1,6400	1,6800
10					42,612	43,148	44,220	45,292	46,364
					1,5900	1,6100	1,6500	1,6900	1,7300
11					43,952	44,488	45,560	46,632	47,704
					1,6400	1,6600	1,7000	1,7400	1,7800
12						45,828	46,900	47,972	49,044
						1,7100	1,7500	1,7900	1,8300
13						47,168	48,240	49,312	50,384
						1,7600	1,8000	1,8400	1,8800
14						47,168	49,580	50,652	51,724
						1,7600	1,8500	1,8900	1,9300
15						47,168		51,992	53,064
						1,7600		1,9400	1,9800
16						47,839			54,404
						1,7850			2,0300
17									54,404
									2,0300
18									55,075
									2,0550
19									55,075
									2,0550
20									55,744
									2,0800
21									55,744
									2,0800
22									56,415
									2,1050

Column BA+45/MA steps 14-16 are for BA+45 only; 01-02 change experience allowed from 10 to unl.

Yutan

2006-2007

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 40.91
 Enrollment: 506
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7	7	7
50	50	vary
8	8	
7	7	

SALARY SCHEDULE

Base: 26,940 Index: 4 x 4
 Starting Salary: 26,940 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 00-01
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Guardian Dent + TSA	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts:	
LTD	Madison				.0053			PART-TIME BENEFITS	
NON-PARTICIPANT					\$250 TSA			Minimum FTE: 0.4	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45	Yes		
Other Info:					
PERSONAL	2				accum to 4
BEREAVEMENT	2				
PROFESSIONAL					admin approval
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

YUTAN	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	PHD
Step 1	26,940	28,017	29,095	30,173	31,251	32,328	33,405	34,483	36,639
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3600
Step 2	28,017	29,095	30,173	31,251	32,328	33,405	34,483	35,561	37,716
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.4000
Step 3	29,095	30,173	31,251	32,328	33,405	34,483	35,561	36,639	38,793
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4400
Step 4	30,173	31,251	32,328	33,405	34,483	35,561	36,639	37,716	39,871
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4800
Step 5	31,251	32,328	33,405	34,483	35,561	36,639	37,716	38,793	40,949
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.5200
Step 6	32,328	33,405	34,483	35,561	36,639	37,716	38,793	39,871	42,027
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5600
Step 7		34,483	35,561	36,639	37,716	38,793	39,871	40,949	43,104
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	1.6000
Step 8		35,561	36,639	37,716	38,793	39,871	40,949	42,027	44,181
		1.3200	1.4000	1.4400	1.4800	1.5200	1.5600	1.6000	1.6400
Step 9			37,716	38,793	39,871	40,949	42,027	43,104	45,259
			1.4000	1.4400	1.4800	1.5200	1.5600	1.6000	1.6800
Step 10			38,793	39,871	40,949	42,027	43,104	44,181	46,337
			1.4400	1.5200	1.5600	1.6000	1.6400	1.6800	1.7200
Step 11				40,949	42,027	43,104	44,181	45,259	47,415
				1.5200	1.5600	1.6000	1.6400	1.6800	1.7600
Step 12				42,027	43,104	44,181	45,259	46,337	48,492
				1.5600	1.6000	1.6400	1.6800	1.7200	1.8000
Step 13					44,181	45,259	46,337	47,415	49,569
					1.6400	1.6800	1.7200	1.7600	1.8400
Step 14					45,259	46,337	47,415	48,492	50,647
					1.6800	1.7200	1.7600	1.8000	1.8800