



# Ainsworth

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 48.5  
 Enrollment: 500  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 50  
 Class Periods/Day: 8  
 Normal Teaching Load: 8

## SALARY SCHEDULE

Base: 27,500 Index: 5 x 4  
 Starting Salary: 27,500 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	390.13	1,099.97	390.13	1099.97	43.67	Options: TSA, Cash	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental		
PPO:			COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD	Madison Nat'l								<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									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	27,500	28,600	29,700	30,800	31,900	31,900	33,000	34,100	35,200
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	28,875	29,975	31,075	32,175	33,275	33,275	34,375	35,475	36,575
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	30,250	31,350	32,450	33,550	34,650	34,650	35,750	36,850	37,950
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38
4	31,625	32,725	33,825	34,925	36,025	36,025	37,125	38,225	39,325
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	33,000	34,100	35,200	36,300	37,400	37,400	38,500	39,600	40,700
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
6		35,475	36,575	37,675	38,775	38,775	39,875	40,975	42,075
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7			37,950	39,050	40,150	40,150	41,250	42,350	43,450
			1.38	1.42	1.46	1.46	1.50	1.54	1.58
8				40,425	41,525	41,525	42,625	43,725	44,825
				1.47	1.51	1.51	1.55	1.59	1.63
9					42,900	42,900	44,000	45,100	46,200
					1.56	1.56	1.60	1.64	1.68
10					44,275	44,275	45,375	46,475	47,575
					1.61	1.61	1.65	1.69	1.73
11							46,750	47,850	48,950
							1.70	1.74	1.78
12								49,225	50,325
								1.79	1.83
13									51,700
									1.88

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

# Alma

2007-2008

## WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	30.7
Enrollment:	323	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 4
Starting Salary:	27,000	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	390.13	1,099.97	390.13	1099.97	40.68	Individ.	Depend.
DENTAL	BC/BS		15.95	56.63	15.95	15.95	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Fortis				4.95			Flex Accounts:	
LTD	Hartford				.00504			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0	
								Contribution: fte	

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	5 for dep.; \$10/day over 45 at EOY				
PERSONAL	3			yes	from sick lv. for pers. or bereav
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	school visitation
ADOPTION					
ASSOCIATION	1				

## 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:

ALMA Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	27,000	28,080	29,160	30,240	31,320	32,400	33,480	34,560
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	28,080	29,160	30,240	31,320	32,400	33,480	34,560	35,640
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	29,160	30,240	31,320	32,400	33,480	34,560	35,640	36,720
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	30,240	31,320	32,400	33,480	34,560	35,640	36,720	37,800
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	31,320	32,400	33,480	34,560	35,640	36,720	37,800	38,880
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	32,400	33,480	34,560	35,640	36,720	37,800	38,880	39,960
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		34,560	35,640	36,720	37,800	38,880	39,960	41,040
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		35,640	36,720	37,800	38,880	39,960	41,040	42,120
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			37,800	38,880	39,960	41,040	42,120	43,200
			1.40	1.44	1.48	1.52	1.56	1.60
10				39,960	41,040	42,120	43,200	44,280
				1.48	1.52	1.56	1.60	1.64
11				41,040	42,120	43,200	44,280	45,360
				1.52	1.56	1.60	1.64	1.68
12					43,200	44,280	45,360	46,440
					1.60	1.64	1.68	1.72
13						45,360	46,440	47,520
						1.68	1.72	1.76
14						46,440	47,520	48,600
						1.72	1.76	1.80
15							48,600	49,680
							1.80	1.84
16							49,680	50,760
							1.84	1.88

03-04 add MA+18 with 16 steps



# Anselmo-Merna

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	24.5
Enrollment:	241	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.66	7.66	7.66
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

## SALARY SCHEDULE

Base:	25,375	Index:	4 x 4
Starting Salary:	25,375	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	390.13	1,099.97	390.13	1099.97	17.13	Ind. Dental	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125:
PPO:			COMMENTS:						Flex Accounts:
LIFE	Principal				5.40				<b>PART-TIME BENEFITS</b>
LTD									Minimum FTE:
NON-PARTICIPANT									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					

## 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: Family illness (immed. fam. only)

ANSELMO-MERNA						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	25,375	26,390	27,405	28,420	29,435	30,450
	1.00	1.04	1.08	1.12	1.16	1.20
2	26,390	27,405	28,420	29,435	30,450	31,465
	1.04	1.08	1.12	1.16	1.20	1.24
3	27,405	28,420	29,435	30,450	31,465	32,480
	1.08	1.12	1.16	1.20	1.24	1.28
4	28,420	29,435	30,450	31,465	32,480	33,495
	1.12	1.16	1.20	1.24	1.28	1.32
5	29,435	30,450	31,465	32,480	33,495	34,510
	1.16	1.20	1.24	1.28	1.32	1.36
6	30,450	31,465	32,480	33,495	34,510	35,525
	1.20	1.24	1.28	1.32	1.36	1.40
7		32,480	33,495	34,510	35,525	36,540
		1.28	1.32	1.36	1.40	1.44
8		33,495	34,510	35,525	36,540	37,555
		1.32	1.36	1.40	1.44	1.48
9			35,525	36,540	37,555	38,570
			1.40	1.44	1.48	1.52
10			36,540	37,555	38,570	39,585
			1.44	1.48	1.52	1.56
11				38,570	39,585	40,600
				1.52	1.56	1.60
12				39,585	40,600	41,615
				1.56	1.60	1.64
13					41,615	42,630
					1.64	1.68
14					42,630	43,645
					1.68	1.72

# Ansley

2007-2008

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 19  
 Enrollment: 205  
 Length of Teacher Day: 8 HS 8 JH/MS 8 ELEM  
 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: 25,575 Index: 4 x 5  
 Starting Salary: 25,575 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	390.13	1,099.97	390.13	1099.97		
DENTAL	BC/BS		17.13	60.80	17.13	17.13		
PPO:			COMMENTS:					
LIFE								
LTD	Fortis				.0032			
NON-PARTICIPANT								

**Cafeteria Plan**

Individ. Depend.  
 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	1			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	25,575	26,854	28,133	29,411	30,690	31,969	
	1.00	1.05	1.10	1.15	1.20	1.25	
2	26,598	27,877	29,156	30,434	31,713	32,992	
	1.04	1.09	1.14	1.19	1.24	1.29	
3	27,621	28,900	30,179	31,457	32,736	34,015	
	1.08	1.13	1.18	1.23	1.28	1.33	
4	28,644	29,923	31,202	32,480	33,759	35,038	
	1.12	1.17	1.22	1.27	1.32	1.37	
5	29,667	30,946	32,225	33,503	34,782	36,061	
	1.16	1.21	1.26	1.31	1.36	1.41	
6	30,690	31,969	33,248	34,526	35,805	37,084	
	1.20	1.25	1.30	1.35	1.40	1.45	
7	31,713	32,992	34,271	35,549	36,828	38,107	
	1.24	1.29	1.34	1.39	1.44	1.49	
8		34,015	35,294	36,572	37,851	39,130	
		1.33	1.38	1.43	1.48	1.53	
9			36,317	37,595	38,874	40,153	
			1.42	1.47	1.52	1.57	
10				38,618	39,897	41,176	
				1.51	1.56	1.61	
11					40,920	42,199	
					1.60	1.65	
12					42,199	43,478	
					1.65	1.70	
13						44,501	
						1.74	

07-08 increase in horizontal index from 4.5% to 5%

# Arapahoe

2007-2008

**WORKING CONDITIONS**

Contract Days: 183 FTE Teachers: 27.625  
 Enrollment: 331  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 51  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

**SALARY SCHEDULE**

Base: 26,250 Index: 4 x 4  
 Starting Salary: 26,250 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 12(D)  
 Vertical Freeze: 88-89  
 Rollback: 88-89 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	371.22	1,046.68	371.22	1046.68	43.67	Dep. Dental	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y
PPO:	07-08 Change to 550D, reimb \$		COMMENTS:						Flex Accounts: Y
LIFE									<b>PART-TIME BENEFITS</b>
LTD	Principal				.0038				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			yes	
BEREAVEMENT	2				
PROFESSIONAL	2			yes	with admin permission
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:**

ARAPAHOE								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
0	26,250	27,300	28,350	29,400	30,450	31,500	32,550	33,600
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	27,300	28,350	29,400	30,450	31,500	32,550	33,600	34,650
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	28,350	29,400	30,450	31,500	32,550	33,600	34,650	35,700
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	29,400	30,450	31,500	32,550	33,600	34,650	35,700	36,750
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	30,450	31,500	32,550	33,600	34,650	35,700	36,750	37,800
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	31,500	32,550	33,600	34,650	35,700	36,750	37,800	38,850
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6		33,600	34,650	35,700	36,750	37,800	38,850	39,900
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		34,650	35,700	36,750	37,800	38,850	39,900	40,950
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			36,750	37,800	38,850	39,900	40,950	42,000
			1.40	1.44	1.48	1.52	1.56	1.60
9				38,850	39,900	40,950	42,000	43,050
				1.48	1.52	1.56	1.60	1.64
10				39,900	40,950	42,000	43,050	44,100
				1.52	1.56	1.60	1.64	1.68
11					42,000	43,050	44,100	45,150
					1.60	1.64	1.68	1.72
12					43,050	44,100	45,150	46,200
					1.64	1.68	1.72	1.76
13					44,100	45,150	46,200	47,250
					1.68	1.72	1.76	1.80
14					45,150	46,200	47,250	48,300
					1.72	1.76	1.80	1.84
15						47,250	48,300	49,350
						1.80	1.84	1.88
16							49,350	50,400
							1.88	1.92

# Arnold

2007-2008

## WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 20.6  
 Enrollment: 151  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 53 53 53  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 26,200 Index: 4 x 5  
 Starting Salary: 26,200 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	390.13	1,099.97	390.13	1099.97	43.67	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO:			COMMENTS:						
LIFE								IRS 125: Y	
LTD	Madison Nat'l				.0061			Flex Accounts: Y	
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>	
								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:

ARNOLD						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9
1	26,200	27,510	28,820	30,130	31,440	32,750
	1.00	1.05	1.10	1.15	1.20	1.25
2	27,248	28,558	29,868	31,178	32,488	33,798
	1.04	1.09	1.14	1.19	1.24	1.29
3	28,296	29,606	30,916	32,226	33,536	34,846
	1.08	1.13	1.18	1.23	1.28	1.33
4	29,344	30,654	31,964	33,274	34,584	35,894
	1.12	1.17	1.22	1.27	1.32	1.37
5	30,392	31,702	33,012	34,322	35,632	36,942
	1.16	1.21	1.26	1.31	1.36	1.41
6	31,440	32,750	34,060	35,370	36,680	37,990
	1.20	1.25	1.30	1.35	1.40	1.45
7	32,488	33,798	35,108	36,418	37,728	39,038
	1.24	1.29	1.34	1.39	1.44	1.49
8	33,536	34,846	36,156	37,466	38,776	40,086
	1.28	1.33	1.38	1.43	1.48	1.53
9	34,584	35,894	37,204	38,514	39,824	41,134
	1.32	1.37	1.42	1.47	1.52	1.57
10		36,942	38,252	39,562	40,872	42,182
		1.41	1.46	1.51	1.56	1.61
11			39,300	40,610	41,920	43,230
			1.50	1.55	1.60	1.65
12				41,658	42,968	44,278
				1.59	1.64	1.69
13				42,706	44,016	45,326
				1.63	1.68	1.73
14					45,064	46,374
					1.72	1.77
15					46,112	47,422
					1.76	1.81
16						48,470
						1.85



# Arthur Co HS

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 10  
 Enrollment: 94  
 Length of Teacher Day: 8  
 Length of Student Day: 7.25  
 Planning Time: 51  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

## SALARY SCHEDULE

Base: 27,250 Index: 3 x 4  
 Starting Salary: 27,250 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	550D 2	371.22	1,046.68	367.51	1036.21	
DENTAL	BC/BS		17.13	60.80	16.96	16.96	
PPO:	bd to reimburse \$450 toward de		COMMENTS:				
LIFE	Unknown						
LTD	School Ins Fund		.0071				
NON-PARTICIPANT							

## Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

## PART-TIME BENEFITS

Minimum FTE: 1

Contribution:

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info: Sev-Pd salary/period up to 20 days					
PERSONAL	2			yes	
BEREAVEMENT					from sick lv
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

## OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

## OTHER LEAVES:

ARTHUR CO. HS							
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	BA+54
1	27,250	28,340	29,430	30,520	31,610	32,700	33,790
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,068	29,158	30,248	31,338	32,428	33,518	34,608
	1.03	1.07	1.11	1.15	1.19	1.23	1.27
3	28,885	29,975	31,065	32,155	33,245	34,335	35,425
	1.06	1.10	1.14	1.18	1.22	1.26	1.30
4	29,703	30,793	31,883	32,973	34,063	35,153	36,243
	1.09	1.13	1.17	1.21	1.25	1.29	1.33
5	30,520	31,610	32,700	33,790	34,880	35,970	37,060
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
6	31,338	32,428	33,518	34,608	35,698	36,788	37,878
	1.15	1.19	1.23	1.27	1.31	1.35	1.39
7	32,155	33,245	34,335	35,425	36,515	37,605	38,695
	1.18	1.22	1.26	1.30	1.34	1.38	1.42
8		34,063	35,153	36,243	37,333	38,423	39,513
		1.25	1.29	1.33	1.37	1.41	1.45
9			35,970	37,060	38,150	39,240	40,330
			1.32	1.36	1.40	1.44	1.48
10				37,878	38,968	40,058	41,148
				1.39	1.43	1.47	1.51
11					39,785	40,875	41,965
					1.46	1.50	1.54

# Aurora

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 99.125  
 Enrollment: 1281  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 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: 26,500 Index: 5 x 5  
 Starting Salary: 26,500 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	390.13	1,099.97	390.13	1099.97	17.13	Ind. Dental	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y	
PPO:			COMMENTS: added 2nd leave option - see agt							Flex Accounts:
LIFE									<b>PART-TIME BENEFITS</b>	
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+9	MA+18	MA+27	MA+36
1	26,500	27,825	29,150	30,475	31,800	33,125	34,450	35,775	37,100	38,425
	1	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45
2	27,825	29,150	30,475	31,800	33,125	34,450	35,775	37,100	38,425	39,750
	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45	1.5
3	29,150	30,475	31,800	33,125	34,450	35,775	37,100	38,425	39,750	41,075
	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45	1.5	1.55
4	30,475	31,800	33,125	34,450	35,775	37,100	38,425	39,750	41,075	42,400
	1.15	1.2	1.25	1.3	1.35	1.4	1.45	1.5	1.55	1.6
5	31,800	33,125	34,450	35,775	37,100	38,425	39,750	41,075	42,400	43,725
	1.2	1.25	1.3	1.35	1.4	1.45	1.5	1.55	1.6	1.65
6	33,125	34,450	35,775	37,100	38,425	39,750	41,075	42,400	43,725	45,050
	1.25	1.3	1.35	1.4	1.45	1.5	1.55	1.6	1.65	1.7
7		35,775	37,100	38,425	39,750	41,075	42,400	43,725	45,050	46,375
		1.35	1.4	1.45	1.5	1.55	1.6	1.65	1.7	1.75
8			38,425	39,750	41,075	42,400	43,725	45,050	46,375	47,700
			1.45	1.5	1.55	1.6	1.65	1.7	1.75	1.8
9			39,750	41,075	42,400	43,725	45,050	46,375	47,700	49,025
			1.5	1.55	1.6	1.65	1.7	1.75	1.8	1.85
10				42,400	43,725	45,050	46,375	47,700	49,025	50,350
				1.6	1.65	1.7	1.75	1.8	1.85	1.9
11					45,050	46,375	47,700	49,025	50,350	51,675
					1.7	1.75	1.8	1.85	1.9	1.95
12					46,375	47,700	49,025	50,350	51,675	53,000
					1.75	1.8	1.85	1.9	1.95	2
13						49,025	50,350	51,675	53,000	54,325
						1.85	1.9	1.95	2	2.05
14							51,675	53,000	54,325	
							1.95	2	2.05	

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

# Axtell

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 24.375  
 Enrollment: 324  
 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: 7 7

### SALARY SCHEDULE

Base: 26,300 Index: 4 x 4.5  
 Starting Salary: 26,300 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	390.13	1,099.97	390.13	1099.97	83.33	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	60.80	Cash		
PPO:			COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD	National Ins.				.00348				<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT					\$83.33 cash				Minimum FTE: 0.5
									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

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18
1	26,300	27,484	28,667	29,851	31,034	31,034	31,034	32,218	33,401
		1,045	1,09	1,135	1,18	1,18	1,18	1,225	1,27
2	27,352	28,536	29,719	30,903	32,086	32,086	32,086	33,270	34,453
		1,04	1,085	1,13	1,175	1,22	1,22	1,265	1,31
3	28,404	29,588	30,771	31,955	33,138	33,138	33,138	34,322	35,505
		1,08	1,125	1,17	1,215	1,26	1,26	1,305	1,35
4	29,456	30,640	31,823	33,007	34,190	34,190	34,190	35,374	36,557
		1,12	1,165	1,21	1,255	1,3	1,3	1,345	1,39
5	30,508	31,692	32,875	34,059	35,242	35,242	35,242	36,426	37,609
		1,16	1,205	1,25	1,295	1,34	1,34	1,385	1,43
6		32,744	33,927	35,111	36,294	36,294	36,294	37,478	38,661
		1,245	1,29	1,335	1,38	1,38	1,38	1,425	1,47
7			34,979	36,163	37,346	37,346	37,346	38,530	39,713
			1,33	1,375	1,42	1,42	1,42	1,465	1,51
8				37,215	38,398	38,398	38,398	39,582	40,765
				1,415	1,46	1,46	1,46	1,505	1,55
9				38,267	39,450	39,450	39,450	40,634	41,817
				1,455	1,5	1,5	1,5	1,545	1,59
10					40,502	40,502	40,502	41,686	42,869
					1,54	1,54	1,54	1,585	1,63
11						41,554	41,554	42,738	43,921
						1,58	1,58	1,625	1,67
12							42,606	43,790	44,973
							1,62	1,665	1,71
13							42,606	43,790	44,973
							1,62	1,665	1,71
14							42,606	43,790	44,973
							1,62	1,665	1,71
15							42,606	43,790	44,973
							1,62	1,665	1,71
16							43,132	44,316	45,499
							1,64	1,685	1,73
17							43,132	44,316	45,499
							1,64	1,685	1,73
18							43,132	44,316	45,499
							1,64	1,685	1,73
19							43,132	44,316	45,499
							1,64	1,685	1,73
20							43,658	44,842	46,025
							1,66	1,705	1,75

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

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 24.6  
 Enrollment: 296  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 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: 26,650 Index: 4 x 4  
 Starting Salary: 26,650 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 3  
 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	550D 1	371.22	1,046.68	371.22	1046.68	387.17	Options:	
DENTAL	BC/BS		15.95	56.63	15.95	15.95	TSA,Cash	IRS 125: Y	
PPO:	07-08 change from 300D to 550		COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	National Ins.				.0031			Minimum FTE: 0	
NON-PARTICIPANT						\$387.17 TSA, Cash		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	MA+9
1	26,650	27,716	28,782	29,848	30,914	31,980
	1.00	1.04	1.08	1.12	1.16	1.20
2	27,716	28,782	29,848	30,914	31,980	33,046
	1.04	1.08	1.12	1.16	1.20	1.24
3	28,782	29,848	30,914	31,980	33,046	34,112
	1.08	1.12	1.16	1.20	1.24	1.28
4	29,848	30,914	31,980	33,046	34,112	35,178
	1.12	1.16	1.20	1.24	1.28	1.32
5	30,914	31,980	33,046	34,112	35,178	36,244
	1.16	1.20	1.24	1.28	1.32	1.36
6	31,980	33,046	34,112	35,178	36,244	37,310
	1.20	1.24	1.28	1.32	1.36	1.40
7	33,046	34,112	35,178	36,244	37,310	38,376
	1.24	1.28	1.32	1.36	1.40	1.44
8	34,112	35,178	36,244	37,310	38,376	39,442
	1.28	1.32	1.36	1.40	1.44	1.48
9		36,244	37,310	38,376	39,442	40,508
		1.36	1.40	1.44	1.48	1.52
10			38,376	39,442	40,508	41,574
			1.44	1.48	1.52	1.56
11				40,508	41,574	42,640
				1.52	1.56	1.60
12					42,640	43,706
					1.60	1.64
13						44,772
						1.68

# Battle Creek

2007-2008

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 474  
 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: 26,500 Index: 4 x 4.5  
 Starting Salary: 28,620 Entry Level Step: 3  
 Career Increments: N Experience Allowed: 10  
 \$1050 for 9 hrs credit one time if frozen at bottom right  
 Vertical Freeze: & horiz 99-00  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	
			Individ.	Depend.	Individ.	Depend.		
HEALTH	BC/BS	300D 1	390.13	1,099.97	390.13	1099.97	200.00	
DENTAL	BC/BS		15.95	56.63	15.95	56.63	Annuity	
PPO:			COMMENTS:					
LIFE								
LTD	Madison Nat'l				.0044			
NON-PARTICIPANT					\$200 annuity			

**Cafeteria Plan**

Individ. Depend.  
 Options: One-time Ded. Payment  
 IRS 125:  
 Flex Accounts: Y  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.75  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	if use only 2, get add'l personal day				
PERSONAL	2			no	accum to 3, \$100/day unused
BEREAVEMENT	3				per occur.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Military leave (dist. pays diff.)

BATTLE CREEK								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
1	26,500	27,693	28,885	30,078	31,270	32,463	33,655	34,848
	1	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	27,560	28,753	29,945	31,138	32,330	33,523	34,715	35,908
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	28,620	29,813	31,005	32,198	33,390	34,583	35,775	36,968
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	29,680	30,873	32,065	33,258	34,450	35,643	36,835	38,028
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	30,740	31,933	33,125	34,318	35,510	36,703	37,895	39,088
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6	31,800	32,993	34,185	35,378	36,570	37,763	38,955	40,148
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515
7	32,860	34,053	35,245	36,438	37,630	38,823	40,015	41,208
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555
8		35,113	36,305	37,498	38,690	39,883	41,075	42,268
		1.325	1.37	1.415	1.46	1.505	1.55	1.595
9		36,173	37,365	38,558	39,750	40,943	42,135	43,328
		1.365	1.41	1.455	1.5	1.545	1.59	1.635
10			38,425	39,618	40,810	42,003	43,195	44,388
			1.45	1.495	1.54	1.585	1.63	1.675
11			39,485	40,678	41,870	43,063	44,255	45,448
			1.49	1.535	1.58	1.625	1.67	1.715
12				41,738	42,930	44,123	45,315	46,508
				1.575	1.62	1.665	1.71	1.755
13				42,798	43,990	45,183	46,375	47,568
				1.615	1.66	1.705	1.75	1.795
14					45,050	46,243	47,435	48,628
					1.7	1.745	1.79	1.835
15					46,110	47,303	48,495	49,688
					1.74	1.785	1.83	1.875
16							49,555	50,748
							1.87	1.915
17								51,808
								1.955

02-03 added MA+27 column

# Beatrice

2007-2008

### WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 170.7  
 Enrollment: 2180  
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5  
 Length of Student Day: 6.73 6.42 6.17  
 Planning Time: 45 41 46  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 6 6

### SALARY SCHEDULE

Base: 29,100 Index: 5 x 4  
 Starting Salary: 29,100 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback: 1/00-01  
 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	550D 2	371.22	1,046.68	371.22	1046.68	300.00	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Cafeteria	Options: H/A,TSA,Cash	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Guardian				4.20			Flex Accounts: Y	
LTD	National Ins				.0026 (+B)			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT					\$300 cash-in-lieu			Minimum FTE: 0.5 Contribution: fte	

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	60	yes					
Other Info:						<i>Negotiated/</i>		
PERSONAL	2			yes	1 unquestioned day	<i>Exists</i>	<i>Policy</i>	
BEREAVEMENT	2				2 from pers. lv.; add'l from sick	Voluntary Separation:	N	
PROFESSIONAL	unl.			yes		Grievance:	Y N	
ADOPTION	10 from sick lv.				w/approv.	Professional Growth:	Y N	
ASSOCIATION	3-5					Reduction in Force:	Y P	
						Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

### OTHER LEAVES:

BEATRICE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+45
1	29,100	30,264	31,428	32,592	33,756	34,920	36,084	37,248	38,412	39,576
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	30,555	31,719	32,883	34,047	35,211	36,375	37,539	38,703	39,867	41,031
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	32,010	33,174	34,338	35,502	36,666	37,830	38,994	40,158	41,322	42,486
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	33,465	34,629	35,793	36,957	38,121	39,285	40,449	41,613	42,777	43,941
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	34,920	36,084	37,248	38,412	39,576	40,740	41,904	43,068	44,232	45,396
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	36,375	37,539	38,703	39,867	41,031	42,195	43,359	44,523	45,687	46,851
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7		38,994	40,158	41,322	42,486	43,650	44,814	45,978	47,142	48,306
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8			41,613	42,777	43,941	45,105	46,269	47,433	48,597	49,761
			1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				44,232	45,396	46,560	47,724	48,888	50,052	51,216
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					46,851	48,015	49,179	50,343	51,507	52,671
					1.61	1.65	1.69	1.73	1.77	1.81
11					48,306	49,470	50,634	51,798	52,962	54,126
					1.66	1.70	1.74	1.78	1.82	1.86
12							52,089	53,253	54,417	55,581
							1.79	1.83	1.87	1.91
13								54,708	55,872	57,036
								1.88	1.92	1.96
06-07 added one step to each column										

# Bellevue

2007-2008

### WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 711.15  
 Enrollment: 9492  
 Length of Teacher Day: 8  
 Length of Student Day: 6.5  
 Planning Time: 47  
 Class Periods/Day: 7  
 Normal Teaching Load: 5

### SALARY SCHEDULE

Base: 29,170 Index: 3 x 4  
 Starting Salary: 29,170 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		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 4	390.13	1,099.97			359.00	359	359
DENTAL	BC/BS		38.63	99.90			Cafeteria	Options: Cash, TSA, H/A	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Reliance					5.50		Flex Accounts:	
LTD	National Ins					.00212		<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT						None		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:

BELLEVUE						
	BA	BA+12	BA+24	MA	MA+18	MA+36
Step				BA+36		
1	29,170	30,337	31,504	32,670	34,421	36,171
	1.00	1.04	1.08	1.12	1.18	1.24
2	30,045	31,504	32,670	33,837	35,587	37,338
	1.03	1.08	1.12	1.16	1.22	1.28
3	30,920	32,670	33,837	35,004	36,754	38,504
	1.06	1.12	1.16	1.20	1.26	1.32
4	31,795	33,837	35,004	36,171	37,921	39,671
	1.09	1.16	1.20	1.24	1.30	1.36
5	32,670	35,004	36,171	37,338	39,088	40,838
	1.12	1.20	1.24	1.28	1.34	1.40
6	33,837	36,463	37,629	38,796	40,546	42,297
	1.16	1.25	1.29	1.33	1.39	1.45
7	35,004	37,921	39,088	40,255	42,005	43,755
	1.20	1.30	1.34	1.38	1.44	1.50
8			40,546	41,713	43,463	45,214
			1.39	1.43	1.49	1.55
9			42,005	43,172	44,922	46,672
			1.44	1.48	1.54	1.60
10			43,463	44,630	46,380	48,131
			1.49	1.53	1.59	1.65
11				46,089	47,839	49,589
				1.58	1.64	1.70
12				47,839	49,589	51,339
				1.64	1.70	1.76
13				49,589	51,339	53,089
				1.70	1.76	1.82
14				51,339	53,089	54,840
				1.76	1.82	1.88
15					54,840	56,590
					1.88	1.94
16					56,590	58,340
					1.94	2.00
17						60,090
						2.06
18						61,840
						2.12

# Bennington

2007-2008

## WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 70.075  
 Enrollment: 962  
 Length of Teacher Day: 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: 27,600 Index: 4 x 5  
 Starting Salary: 29,808 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	390.13	1,099.97	390.13	1099.97	397.54	Ind. Prem (less FICA/LTD)	Options:
DENTAL	BC/BS		42.17	109.06	42.17	42.17			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE	Guardian				5.20				<b>PART-TIME BENEFITS</b>
LTD	Principal				.0039				Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

## 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	27,600	28,980	30,360	31,740	33,120	34,500	35,880	37,260
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	28,704	30,084	31,464	32,844	34,224	35,604	36,984	38,364
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	29,808	31,188	32,568	33,948	35,328	36,708	38,088	39,468
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	30,912	32,292	33,672	35,052	36,432	37,812	39,192	40,572
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	32,016	33,396	34,776	36,156	37,536	38,916	40,296	41,676
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		34,500	35,880	37,260	38,640	40,020	41,400	42,780
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		35,604	36,984	38,364	39,744	41,124	42,504	43,884
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			38,088	39,468	40,848	42,228	43,608	44,988
			1.38	1.43	1.48	1.53	1.58	1.63
9			39,192	40,572	41,952	43,332	44,712	46,092
			1.42	1.47	1.52	1.57	1.62	1.67
10				41,676	43,056	44,436	45,816	47,196
				1.51	1.56	1.61	1.66	1.71
11				42,780	44,160	45,540	46,920	48,300
				1.55	1.60	1.65	1.70	1.75
12					45,264	46,644	48,024	49,404
					1.64	1.69	1.74	1.79
13					46,368	47,748	49,128	50,508
					1.68	1.73	1.78	1.83
14						48,852	50,232	51,612
						1.77	1.82	1.87
15						49,956	51,336	52,716
						1.81	1.86	1.91



# Bertrand

2007-2008

## WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 23  
 Enrollment: 257  
 Length of Teacher Day: 7.17 7.17 7.17  
 Length of Student Day: 6.83 6.83 6.83  
 Planning Time: 51 51 51  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 6 6

## SALARY SCHEDULE

Base: 25,800 Index: 4 x 4  
 Starting Salary: 25,800 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	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97
DENTAL	BC/BS		17.13	60.80	17.13	17.13
PPO: COMMENTS:						
LIFE	Guardian				4.80	
LTD	Principal Life				.0039	
NON-PARTICIPANT						

## Cafeteria Plan

Individ. Depend.  
 Options:  
 IRS 125: Y  
 Flex Accounts:  
**PART-TIME BENEFITS**  
 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 pcover 40 days					
PERSONAL	2			no	3
BEREAVEMENT	see sick lv				
PROFESSIONAL	5			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:

BERTRAND									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9		
1	25,800	26,832	27,864	28,896	29,928	30,960	31,992		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24		
2	26,832	27,864	28,896	29,928	30,960	31,992	33,024		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
3	27,864	28,896	29,928	30,960	31,992	33,024	34,056		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
4	28,896	29,928	30,960	31,992	33,024	34,056	35,088		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
5	29,928	30,960	31,992	33,024	34,056	35,088	36,120		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
6		31,992	33,024	34,056	35,088	36,120	37,152		
		1.24	1.28	1.32	1.36	1.40	1.44		
7			34,056	35,088	36,120	37,152	38,184		
			1.32	1.36	1.40	1.44	1.48		
8			35,088	36,120	37,152	38,184	39,216		
			1.36	1.40	1.44	1.48	1.52		
9				37,152	38,184	39,216	40,248		
				1.44	1.48	1.52	1.56		
10				38,184	39,216	40,248	41,280		
				1.48	1.52	1.56	1.60		
11				39,216	40,248	41,280	42,312		
				1.52	1.56	1.60	1.64		
12					41,280	42,312	43,344		
					1.60	1.64	1.68		
13					42,312	43,344	44,376		
					1.64	1.68	1.72		
14					43,344	44,376	45,408		
					1.68	1.72	1.76		
15						45,408	46,440		
						1.76	1.80		
16						46,440	47,472		
						1.80	1.84		

# Blair

2007-2008

## WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 169  
 Enrollment: 2417  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 85  
 Class Periods/Day: 4  
 Normal Teaching Load: 3

HS JH/MS ELEM  
 8 8 8  
 7.5 7.2 6.25  
 45 47  
 8  
 6

## SALARY SCHEDULE

Base: 28,405 Index: 4 x 5  
 Starting Salary: 30,677 Entry Level Step: 3  
 Career Increments: Y Experience Allowed: 10(TS)  
 Vertical Freeze: 85-86, 88-89  
 Rollback:  
 Multi-year Contract: 06-07, 07-08

## INSURANCE

Type	Carrier	Option	Amount Paid				Couple - Benefits	Cafeteria Plan	
			Premium		By District			Individ.	Depend.
		H/A-Dent	Individ.	Depend.	Individ.	Depend.	416.67	Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68	621.22	1046.68	Cash	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13		IRS 125:	
PPO:	single ins. rec \$250/mo		COMMENTS: if take ind ins, get \$250 cash also					Flex Accounts:	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l				.0031			Minimum FTE: 0.5	
NON-PARTICIPANT					\$416.67 cash			Contribution: full(LTD)	

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	45	no					
Other Info: Retirement-sub rate pd for up to 45 max						<i>Negotiated/</i>		
PERSONAL	2			1-yes;1-no		<i>Exists</i>	<i>Policy</i>	
BEREAVEMENT	5				immed family/2 non-family	Voluntary Separation:	Y	P
PROFESSIONAL	unl.					Grievance:	Y	N
ADOPTION	See sick lv.					Professional Growth:	Y	N
ASSOCIATION	5					Reduction in Force:	Y	P
						Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency-2 accum. to 4

BLAIR										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	28,405	29,825	31,246	32,666	34,086	34,086	35,506	36,927	38,347	39,767
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	29,541	30,961	32,382	33,802	35,222	35,222	36,642	38,063	39,483	40,903
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	30,677	32,098	33,518	34,938	36,358	36,358	37,779	39,199	40,619	42,039
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	31,814	33,234	34,654	36,074	37,495	37,495	38,915	40,335	41,755	43,176
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	32,950	34,370	35,790	37,211	38,631	38,631	40,051	41,471	42,892	44,312
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6		35,506	36,927	38,347	39,767	39,767	41,187	42,608	44,028	45,448
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7			38,063	39,483	40,903	40,903	42,323	43,744	45,164	46,584
			1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8			39,199	40,619	42,039	42,039	43,460	44,880	46,300	47,720
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9				41,755	43,176	43,176	44,596	46,016	47,436	48,857
				1.47	1.52	1.52	1.57	1.62	1.67	1.72
10					44,312	44,312	45,732	47,152	48,573	49,993
					1.56	1.56	1.61	1.66	1.71	1.76
11					45,448	45,448	46,868	48,289	49,709	51,129
					1.60	1.60	1.65	1.70	1.75	1.80
12					46,584	46,584	48,004	49,425	50,845	52,265
					1.64	1.64	1.69	1.74	1.79	1.84
13					47,720	47,720	49,141	50,561	51,981	53,401
					1.68	1.68	1.73	1.78	1.83	1.88
14					48,857	48,857	50,277	51,697	53,117	54,538
					1.72	1.72	1.77	1.82	1.87	1.92
15									54,254	55,674
									1.91	1.96

05-06 staff on BA 36 step 13 or 14 will continue to remain on those steps, others may reach step 12 only

# Bloomfield

2007-2008

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	22.5
Enrollment:	240	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.2
Planning Time:	95	95	95
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	26,350	Index:	4 x 4
Starting Salary:	26,350	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Indiv. Negot. after frozen on MA+18 for 2 yrs			
Vertical Freeze:	86-87		
Rollback:	86-87 (Last 2)		
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	
			Individ.	Depend.	Individ.	Depend.		
HEALTH	BC/BS	1050 1	353.64	997.12	353.64	997.12		
DENTAL	BC/BS		15.95	56.63	15.95	15.95		
PPO:			COMMENTS:					
LIFE								
LTD								
NON-PARTICIPANT								

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	45	yes		
Other Info: at retirement: \$40/unused day					
PERSONAL	3			no	reimbursed \$50/day unused
BEREAVEMENT	see sick lv.				
PROFESSIONAL	1			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

**BLOOMFIELD**

Step	MA						
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	26,350	27,404	28,458	29,512	30,566	31,620	32,674
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	27,404	28,458	29,512	30,566	31,620	32,674	33,728
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	28,458	29,512	30,566	31,620	32,674	33,728	34,782
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	29,512	30,566	31,620	32,674	33,728	34,782	35,836
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	30,566	31,620	32,674	33,728	34,782	35,836	36,890
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	31,620	32,674	33,728	34,782	35,836	36,890	37,944
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	32,674	33,728	34,782	35,836	36,890	37,944	38,998
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		34,782	35,836	36,890	37,944	38,998	40,052
		1.32	1.36	1.40	1.44	1.48	1.52
9		35,836	36,890	37,944	38,998	40,052	41,106
		1.36	1.40	1.44	1.48	1.52	1.56
10			37,944	38,998	40,052	41,106	42,160
			1.44	1.48	1.52	1.56	1.60
11				40,052	41,106	42,160	43,214
				1.52	1.56	1.60	1.64
12					42,160	43,214	44,268
					1.60	1.64	1.68
13					43,214	44,268	45,322
					1.64	1.68	1.72
14					43,741	45,322	46,376
					1.66	1.72	1.76
15						45,849	47,430
						1.74	1.80

# Blue Hill

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 31.75  
 Enrollment: 403  
 Length of Teacher Day: 8  
 Length of Student Day: 6.8  
 Planning Time: 50  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
6.8	6.8	6.8
50	50	50
8	8	
7	7	

## SALARY SCHEDULE

Base: 26,700 Index: 4 x 4  
 Starting Salary: 26,700 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 17  
 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	371.22	1,046.68	371.22	1046.68	125.00	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Cash		
PPO:	Dist reimb up to \$400 toward de		COMMENTS:					IRS 125: Y	
LIFE	Guardian				7.00			Flex Accounts: Y	
LTD	Madison Nat'l				.0038			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5	Contribution: fte

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	40	yes		
Other Info:					
PERSONAL	4			yes	
BEREAVEMENT	see personal lv.				
PROFESSIONAL	1			yes	
ADOPTION	see personal 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:	N	

SABBATICAL: No

SEVERANCE PAY:

## OTHER LEAVES:

BLUE HILL									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18		
1	26,700	27,768	28,836	29,904	30,972	32,040	33,108		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24		
2	27,768	28,836	29,904	30,972	32,040	33,108	34,176		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
3	28,836	29,904	30,972	32,040	33,108	34,176	35,244		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
4	29,904	30,972	32,040	33,108	34,176	35,244	36,312		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
5	30,972	32,040	33,108	34,176	35,244	36,312	37,380		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
6	32,040	33,108	34,176	35,244	36,312	37,380	38,448		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
7		34,176	35,244	36,312	37,380	38,448	39,516		
		1.28	1.32	1.36	1.40	1.44	1.48		
8		35,244	36,312	37,380	38,448	39,516	40,584		
		1.32	1.36	1.40	1.44	1.48	1.52		
9			37,380	38,448	39,516	40,584	41,652		
			1.40	1.44	1.48	1.52	1.56		
10				39,516	40,584	41,652	42,720		
				1.48	1.52	1.56	1.60		
11				40,584	41,652	42,720	43,788		
				1.52	1.56	1.60	1.64		
12					42,720	43,788	44,856		
					1.60	1.64	1.68		
13					43,788	44,856	45,924		
					1.64	1.68	1.72		
14					44,856	45,924	46,992		
					1.68	1.72	1.76		
15						46,992	48,060		
						1.76	1.80		
16						48,060	49,128		
						1.80	1.84		
17							50,196		
							1.88		

03-04 last 3 steps on last 3 columns now 4% steps

# Boone Central

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	56.8
Enrollment:	618	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.9	6.4	6.7
Planning Time:	50	50	50
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:	(D)
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	550D 2	371.22	1,046.68	371.22	1046.68	17.13	Ind. Dental	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE									<b>PART-TIME BENEFITS</b>
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			1-y,1-n	1 add'l if < 1 sick day used
BEREAVEMENT	15				Unused-accum. 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: Sabbatical w/appvl.

BOONE CENTRAL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	25,900	27,195	28,490	29,785	31,080	31,080	32,375	33,670	34,965	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	26,936	28,231	29,526	30,821	32,116	32,116	33,411	34,706	36,001	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	27,972	29,267	30,562	31,857	33,152	33,152	34,447	35,742	37,037	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	29,008	30,303	31,598	32,893	34,188	34,188	35,483	36,778	38,073	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	30,044	31,339	32,634	33,929	35,224	35,224	36,519	37,814	39,109	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6		32,375	33,670	34,965	36,260	36,260	37,555	38,850	40,145	
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7		33,411	34,706	36,001	37,296	37,296	38,591	39,886	41,181	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8		34,447	35,742	37,037	38,332	38,332	39,627	40,922	42,217	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9			36,778	38,073	39,368	39,368	40,663	41,958	43,253	
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	
10				39,109	40,404	40,404	41,699	42,994	44,289	
				1.51	1.56	1.56	1.61	1.66	1.71	
11				40,145	41,440	41,440	42,735	44,030	45,325	
				1.55	1.60	1.60	1.65	1.70	1.75	
12					42,476	42,476	43,771	45,066	46,361	
					1.64	1.64	1.69	1.74	1.79	
13					43,512	43,512	44,807	46,102	47,397	
					1.68	1.68	1.73	1.78	1.83	
14					44,548	44,548	45,843	47,138	48,433	
					1.72	1.72	1.77	1.82	1.87	
15							46,879	48,174	49,469	
							1.81	1.86	1.91	
16								49,210	50,505	
								1.90	1.95	
17									51,541	
									1.99	

02-03 removed BA+45 from MA+9 column, add one step to MA+27 column

# Broken Bow

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 76.8  
 Enrollment: 809  
 Length of Teacher Day: 7.5 7.5 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: 26,650 Index: 4.5 x 4.5  
 Starting Salary: 26,650 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	390.13	1,099.97	377.02	1049.37	11.50	Individ.	Depend.
DENTAL	BC/BS		38.68	99.90	37.33	95.31	% of Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Companion Life				2.30			Flex Accounts: Y	
LTD							<b>PART-TIME BENEFITS</b>		
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					
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	EDSPEC
1	26,650	27,849	29,049	30,248	31,447	31,447	32,646	33,846	35,045	36,244
	1	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	27,849	29,049	30,248	31,447	32,646	32,646	33,846	35,045	36,244	37,443
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405
3	29,049	30,248	31,447	32,646	33,846	33,846	35,045	36,244	37,443	38,643
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	30,248	31,447	32,646	33,846	35,045	35,045	36,244	37,443	38,643	39,842
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	31,447	32,646	33,846	35,045	36,244	36,244	37,443	38,643	39,842	41,041
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	32,646	33,846	35,045	36,244	37,443	37,443	38,643	39,842	41,041	42,240
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7	33,846	35,045	36,244	37,443	38,643	38,643	39,842	41,041	42,240	43,440
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8		36,244	37,443	38,643	39,842	39,842	41,041	42,240	43,440	44,639
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			38,643	39,842	41,041	41,041	42,240	43,440	44,639	45,838
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				41,041	42,240	42,240	43,440	44,639	45,838	47,037
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11				42,240	43,440	43,440	44,639	45,838	47,037	48,237
				1.585	1.63	1.63	1.675	1.72	1.765	1.81
12					44,639	44,639	45,838	47,037	48,237	49,436
					1.675	1.675	1.72	1.765	1.81	1.855
13					45,838	45,838	47,037	48,237	49,436	50,635
					1.72	1.72	1.765	1.81	1.855	1.9
14						47,037	48,237	49,436	50,635	51,834
						1.765	1.81	1.855	1.9	1.945
15								50,635	51,834	53,034
								1.9	1.945	1.99

# Bruning-Davenport

2007-2008

## WORKING CONDITIONS

Contract Days: 182 FTE Teachers:  
 Enrollment: 177  
 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: 26,778 Index: 4 x 4  
 Starting Salary: 26,778 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	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 1	390.13	1,099.97	390.13	1099.97	40.68	Individ.	Depend.
DENTAL	BC/BS		15.95	56.63	15.95	15.95	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125:	
LIFE								Flex Accounts:	
LTD								<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								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	from sick lv
BEREAVEMENT					
PROFESSIONAL	2			yes	more w/ approval
ADOPTION					from sick lv.
ASSOCIATION					

## OTHER DISTRICT POLICIES

	Negotiated/ Policy	Exists
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
1	26,778	27,849	28,920	29,991	31,062	32,134	33,205
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	27,849	28,920	29,991	31,062	32,134	33,205	34,276
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	28,920	29,991	31,062	32,134	33,205	34,276	35,347
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	29,991	31,062	32,134	33,205	34,276	35,347	36,418
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,062	32,134	33,205	34,276	35,347	36,418	37,489
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	32,134	33,205	34,276	35,347	36,418	37,489	38,560
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	33,205	34,276	35,347	36,418	37,489	38,560	39,631
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		35,347	36,418	37,489	38,560	39,631	40,703
		1.32	1.36	1.40	1.44	1.48	1.52
9		36,418	37,489	38,560	39,631	40,703	41,774
		1.36	1.40	1.44	1.48	1.52	1.56
10			38,560	39,631	40,703	41,774	42,845
			1.44	1.48	1.52	1.56	1.60
11			39,631	40,703	41,774	42,845	43,916
			1.48	1.52	1.56	1.60	1.64
12					42,845	43,916	44,987
					1.60	1.64	1.68
13						44,987	46,058
						1.68	1.72









# Centennial

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 44.55  
 Enrollment: 516  
 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: 27,700 Index: 4 x 5  
 Starting Salary: 27,700 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	390.13	1,099.97	390.13	1099.97	43.67	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO:			COMMENTS:						
LIFE								IRS 125: Y	
LTD	School Ins.				.0033			Flex Accounts:	
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>	
								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

Step	BA		BA+9		BA+18		BA+27		BA+36		MA		MA+9		MA+18		MA+27		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	BA+36	MA	MA+9	MA+18	MA+27	BA	BA+9	BA+18	BA+27	MA	
1	27,700	29,085	30,470	31,855	33,240	34,625	36,010	37,395	38,780	40,165	41,550	42,935	44,320	45,705	47,090	48,475	49,860	51,245	52,630
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90
2	28,808	30,193	31,578	32,963	34,348	35,733	37,118	38,503	39,888	41,273	42,658	44,043	45,428	46,813	48,198	49,583	50,968	52,353	53,738
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94
3	29,916	31,301	32,686	34,071	35,456	36,841	38,226	39,611	40,996	42,381	43,766	45,151	46,536	47,921	49,306	50,691	52,076	53,461	54,846
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83	1.88	1.93	1.98
4	31,024	32,409	33,794	35,179	36,564	37,949	39,334	40,719	42,104	43,489	44,874	46,259	47,644	49,029	50,414	51,799	53,184	54,569	55,954
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87	1.92	1.97	2.02
5	32,132	33,517	34,902	36,287	37,672	39,057	40,442	41,827	43,212	44,597	45,982	47,367	48,752	50,137	51,522	52,907	54,292	55,677	57,062
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91	1.96	2.01	2.06
6	33,240	34,625	36,010	37,395	38,780	40,165	41,550	42,935	44,320	45,705	47,090	48,475	49,860	51,245	52,630	54,015	55,400	56,785	58,170
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.05	2.10
7		35,733	37,118	38,503	39,888	41,273	42,658	44,043	45,428	46,813	48,198	49,583	50,968	52,353	53,738	55,123	56,508	57,893	59,278
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99	2.04	2.09	2.14
8		36,841	38,226	39,611	40,996	42,381	43,766	45,151	46,536	47,921	49,306	50,691	52,076	53,461	54,846	56,231	57,616	59,001	60,386
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18
9			39,334	40,719	42,104	43,489	44,874	46,259	47,644	49,029	50,414	51,799	53,184	54,569	55,954	57,339	58,724	60,109	61,494
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.22
10			40,442	41,827	43,212	44,597	45,982	47,367	48,752	50,137	51,522	52,907	54,292	55,677	57,062	58,447	59,832	61,217	62,602
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.26
11				42,935	44,320	45,705	47,090	48,475	49,860	51,245	52,630	54,015	55,400	56,785	58,170	59,555	60,940	62,325	63,710
				1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.25	2.30
12					45,428	46,813	48,198	49,583	50,968	52,353	53,738	55,123	56,508	57,893	59,278	60,663	62,048	63,433	64,818
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.24	2.29	2.34
13						47,921	49,306	50,691	52,076	53,461	54,846	56,231	57,616	59,001	60,386	61,771	63,156	64,541	65,926
						1.73	1.78	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18	2.23	2.28	2.33	2.38
14							50,414	51,799	53,184	54,569	55,954	57,339	58,724	60,109	61,494	62,879	64,264	65,649	67,034
							1.82	1.87	1.92	1.97	2.02	2.07	2.12	2.17	2.22	2.27	2.32	2.37	2.42
15								52,907	54,292	55,677	57,062	58,447	59,832	61,217	62,602	63,987	65,372	66,757	68,142
								1.91	1.96	2.01	2.06	2.11	2.16	2.21	2.26	2.31	2.36	2.41	2.46

# Chadron

2007-2008

### WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	86.69
Enrollment:	918	HS	JH/MS
			ELEM
Length of Teacher Day:	8.15	8.15	8.15
Length of Student Day:	7.15	7	7
Planning Time:	95	42	45
Class Periods/Day:	4	9	
Normal Teaching Load:	3	8	

### SALARY SCHEDULE

Base:	27,700	Index:	4.25 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	550D 2	371.22	1,046.68	371.22	1046.68	43.67	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO:			COMMENTS:						IRS 125: Y
LIFE	Guardian				2.55			Flex Accounts: Y	
LTD	Principal				.0033			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	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:	Y	N
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	N
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	27,700	28,947	30,193	31,440	32,686	33,933	35,179	36,426
	1	1,045	1,09	1,135	1,18	1,225	1,27	1,315
1	28,877	30,124	31,370	32,617	33,863	35,110	36,356	37,603
	1,0425	1,0875	1,1325	1,1775	1,2225	1,2675	1,3125	1,3575
2	30,055	31,301	32,548	33,794	35,041	36,287	37,534	38,780
	1,085	1,13	1,175	1,22	1,265	1,31	1,355	1,4
3	31,232	32,478	33,725	34,971	36,218	37,464	38,711	39,957
	1,1275	1,1725	1,2175	1,2625	1,3075	1,3525	1,3975	1,4425
4	32,409	33,656	34,902	36,149	37,395	38,642	39,888	41,135
	1,17	1,215	1,26	1,305	1,35	1,395	1,44	1,485
5	33,586	34,833	36,079	37,326	38,572	39,819	41,065	42,312
	1,2125	1,2575	1,3025	1,3475	1,3925	1,4375	1,4825	1,5275
6		36,010	37,257	38,503	39,750	40,996	42,243	43,489
		1.3	1,345	1,39	1,435	1,48	1,525	1,57
7			38,434	39,680	40,927	42,173	43,420	44,666
			1,3875	1,4325	1,4775	1,5225	1,5675	1,6125
8				40,858	42,104	43,351	44,597	45,844
				1,475	1,52	1,565	1,61	1,655
9					43,281	44,528	45,774	47,021
					1,5625	1,6075	1,6525	1,6975
10					44,459	45,705	46,952	48,198
					1,605	1,65	1,695	1,74
11					45,636	46,882	48,129	49,375
					1,6475	1,6925	1,7375	1,7825
12						48,060	49,306	50,553
						1,735	1,78	1,825
13							50,483	51,730
							1,8225	1,8675
14								52,907
								1,91
15								54,084
								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 step 5 & MA 27 is step 15

# Chase County Schools

2007-2008

**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers: 49.6  
 Enrollment: 530  
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5  
 Length of Student Day: 6.5 6.75 6.75  
 Planning Time: 45 45 45  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 26,800 Index: 4.5 x 4.5  
 Starting Salary: 26,800 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 12  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 07-08, 08-09

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits
			Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	550D 2	371.22	1,046.68	377.52	1064.44	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	
PPO:	01/01/08 switch from 300D to 55 COMMENTS:						
LIFE							
LTD	Principal				.0027		
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:**

CHASE COUNTY SCHOOLS									
Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	PHD
0	26,800	28,006	29,212	30,418	31,624	33,634	34,840	36,046	37,252
	1	1.045	1.09	1.135	1.18	1.255	1.3	1.345	1.39
1	28,006	29,212	30,418	31,624	33,634	34,840	36,046	37,252	38,458
	1.045	1.09	1.135	1.18	1.255	1.3	1.345	1.39	1.435
2	29,212	30,418	31,624	33,634	34,840	36,046	37,252	38,458	39,664
	1.09	1.135	1.18	1.255	1.3	1.345	1.39	1.435	1.48
3	30,418	31,624	33,634	34,840	36,046	37,252	38,458	39,664	40,870
	1.135	1.18	1.255	1.3	1.345	1.39	1.435	1.48	1.525
4	31,624	33,634	34,840	36,046	37,252	38,458	39,664	40,870	42,076
	1.18	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
5	33,634	34,840	36,046	37,252	38,458	39,664	40,870	42,076	43,282
	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57	1.615
6		36,046	37,252	38,458	39,664	40,870	42,076	43,282	44,488
		1.345	1.39	1.435	1.48	1.525	1.57	1.615	1.66
7			38,458	39,664	40,870	42,076	43,282	44,488	45,694
			1.435	1.48	1.525	1.57	1.615	1.66	1.705
8			39,664	40,870	42,076	43,282	44,488	45,694	46,900
			1.48	1.525	1.57	1.615	1.66	1.705	1.75
9				42,076	43,282	44,488	45,694	46,900	48,106
				1.57	1.615	1.66	1.705	1.75	1.795
10						45,694	46,900	48,106	49,312
						1.705	1.75	1.795	1.84
11							48,106	49,312	50,518
							1.795	1.84	1.885
12								50,518	51,724
								1.885	1.93

# Clarkson

2007-2008

**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers: 32  
 Enrollment: 215  
 Length of Teacher Day: 7.83 HS 7.83 JH/MS 7.83 ELEM  
 Length of Student Day: 7.33 7.33 7.33  
 Planning Time: 50 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 25,500 Index: 4 x 4  
 Starting Salary: 25,500 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	371.22	1,046.68	371.22	1046.68	35% Dep Cov + Ind Dent	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13		IRS 125:	
PPO:	Indiv rcv 60% full family + Ind. P		COMMENTS: Dist. pays 1st ded exp of \$550					Flex Accounts:	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	National Ins Co				.0045			Minimum FTE: 1	
NON-PARTICIPANT								Contribution:	

**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	25,500	26,520	27,540	28,560	29,580	29,580	30,600	31,620	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	26,520	27,540	28,560	29,580	30,600	30,600	31,620	32,640	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	27,540	28,560	29,580	30,600	31,620	31,620	32,640	33,660	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	28,560	29,580	30,600	31,620	32,640	32,640	33,660	34,680	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	29,580	30,600	31,620	32,640	33,660	33,660	34,680	35,700	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6	30,600	31,620	32,640	33,660	34,680	34,680	35,700	36,720	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7	31,620	32,640	33,660	34,680	35,700	35,700	36,720	37,740	
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	
8		33,660	34,680	35,700	36,720	36,720	37,740	38,760	
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	
9			35,700	36,720	37,740	37,740	38,760	39,780	
			1.40	1.44	1.48	1.48	1.52	1.56	
10			36,720	37,740	38,760	38,760	39,780	40,800	
			1.44	1.48	1.52	1.52	1.56	1.60	
11				38,760	39,780	39,780	40,800	41,820	
				1.52	1.56	1.56	1.60	1.64	
12					40,800	40,800	41,820	42,840	
					1.60	1.60	1.64	1.68	
13					41,820	41,820	42,840	43,860	
					1.64	1.64	1.68	1.72	
14							43,860	44,880	
							1.72	1.76	

District reimburses deductible up to \$550; 05-06 experience allowed changed from 5 to 10 years.

# Clay Center

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22.95  
 Enrollment: 197  
 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: 26,300 Index: 4 x 4  
 Starting Salary: 27,352 Entry Level Step: 2  
 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	550D 2	371.22	1,046.68	371.22	1046.68	43.67	Options:		
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125:	
LIFE								Flex Accounts:		
LTD	Madison Nat'l				.0042			<b>PART-TIME BENEFITS</b>		
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							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
1	26,300	27,352	28,404	29,456	30,508	31,560	32,612
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	27,352	28,404	29,456	30,508	31,560	32,612	33,664
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	28,404	29,456	30,508	31,560	32,612	33,664	34,716
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	29,456	30,508	31,560	32,612	33,664	34,716	35,768
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	30,508	31,560	32,612	33,664	34,716	35,768	36,820
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	31,560	32,612	33,664	34,716	35,768	36,820	37,872
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	32,612	33,664	34,716	35,768	36,820	37,872	38,924
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		34,716	35,768	36,820	37,872	38,924	39,976
		1.32	1.36	1.40	1.44	1.48	1.52
9			36,820	37,872	38,924	39,976	41,028
			1.40	1.44	1.48	1.52	1.56
10				38,924	39,976	41,028	42,080
				1.48	1.52	1.56	1.60
11				39,976	41,028	42,080	43,132
				1.52	1.56	1.60	1.64
12				41,028	42,080	43,132	44,184
				1.56	1.60	1.64	1.68
13							45,236
							1.72

07-08 New teachers begin on BA step 2 and remain there through 08-09; 06-07 added MA18 column, 2 steps from BA27, 1 step from BA36 no longer exist - no new movement to these steps. Those teachers currently in the steps will be grandfathered.





# Columbus

2007-2008

## WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 254.09  
 Enrollment: 3535  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 44  
 Class Periods/Day: 4  
 Normal Teaching Load: 3

HS JH/MS ELEM  
 8 8 8  
 7.5 7.5 7.5  
 88  
 9  
 6

## SALARY SCHEDULE

Base: 29,800 Index: 4.7 x 5  
 Starting Salary: 29,800 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	390.13	1,099.97		
DENTAL	BC/BS		15.95	56.63		
LIFE	Madison Nat'l				6.00	
NON-PARTICIPANT					\$645	

## Amount Paid

Couple - Benefits  
 645.00  
 Cafeteria

## Cafeteria Plan

Individ. Depend.  
 645 645  
 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:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury, Military

## COLUMBUS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54
1	29,800	31,290	32,780	34,270	35,760	37,250	38,740	40,230	41,720	43,210	
	1	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45	
2	31,201	32,691	34,181	35,671	37,161	38,651	40,141	41,631	43,121	44,611	
	1.047	1.097	1.147	1.197	1.247	1.297	1.347	1.397	1.447	1.497	
3	32,601	34,091	35,581	37,071	38,561	40,051	41,541	43,031	44,521	46,011	
	1.094	1.144	1.194	1.244	1.294	1.344	1.394	1.444	1.494	1.544	
4	34,002	35,492	36,982	38,472	39,962	41,452	42,942	44,432	45,922	47,412	
	1.141	1.191	1.241	1.291	1.341	1.391	1.441	1.491	1.541	1.591	
5		36,892	38,382	39,872	41,362	42,852	44,342	45,832	47,322	48,812	
		1.238	1.288	1.338	1.388	1.438	1.488	1.538	1.588	1.638	
6			39,783	41,273	42,763	44,253	45,743	47,233	48,723	50,213	
			1.335	1.385	1.435	1.485	1.535	1.585	1.635	1.685	
7				42,674	44,164	45,654	47,144	48,634	50,124	51,614	
				1.432	1.482	1.532	1.582	1.632	1.682	1.732	
8				44,074	45,564	47,054	48,544	50,034	51,524	53,014	
				1.479	1.529	1.579	1.629	1.679	1.729	1.779	
9					46,965	48,455	49,945	51,435	52,925	54,415	
					1.576	1.626	1.676	1.726	1.776	1.826	
10					48,365	49,855	51,345	52,835	54,325	55,815	57,490
					1.623	1.673	1.723	1.773	1.823	1.873	1.92919
11							52,746	54,236	55,726	57,216	58,892
							1.77	1.82	1.87	1.92	1.97623
12									57,127	58,617	60,294
									1.917	1.967	2.0233
13										60,017	61,695
										2.014	2.07031

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

# Conestoga

2007-2008

## WORKING CONDITIONS

Contract Days: 160 FTE Teachers: 55  
 Enrollment: 632  
 Length of Teacher Day: 9  
 Length of Student Day: 8  
 Planning Time: 57  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

HS	JH/MS	ELEM
9	9	9
8	8	8
57	57	57
8	8	
7	7	

## SALARY SCHEDULE

Base: 27,100 Index: 4 x 5  
 Starting Salary: 27,100 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 6  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 07-08, 08-09

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68
DENTAL	BC/BS		17.13	60.80	17.13	17.13
PPO:			COMMENTS:			
LIFE						
LTD	Madison Life		.00262			
NON-PARTICIPANT						

## Cafeteria Plan

Individ. Depend.  
 43.67  
 Dep. Dental  
 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	12	50	yes		
Other Info: Unused: \$25/day up to \$125 max.					
PERSONAL	3			1-yes, 1-no	
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
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:	N	

SABBATICAL: Yes

SEVERANCE PAY:

## OTHER LEAVES:

CONESTOGA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	27,100	28,455	29,810	31,165	32,520	32,520	33,875	35,230	36,585	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	28,184	29,539	30,894	32,249	33,604	33,604	34,959	36,314	37,669	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	29,268	30,623	31,978	33,333	34,688	34,688	36,043	37,398	38,753	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	30,352	31,707	33,062	34,417	35,772	35,772	37,127	38,482	39,837	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	31,436	32,791	34,146	35,501	36,856	36,856	38,211	39,566	40,921	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6	32,520	33,875	35,230	36,585	37,940	37,940	39,295	40,650	42,005	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7		34,959	36,314	37,669	39,024	39,024	40,379	41,734	43,089	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8		36,043	37,398	38,753	40,108	40,108	41,463	42,818	44,173	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9			38,482	39,837	41,192	41,192	42,547	43,902	45,257	
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	
10			39,566	40,921	42,276	42,276	43,631	44,986	46,341	
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	
11				42,005	43,360	43,360	44,715	46,070	47,425	
				1.55	1.60	1.60	1.65	1.70	1.75	
12				43,089	44,444	44,444	45,799	47,154	48,509	
				1.59	1.64	1.64	1.69	1.74	1.79	
13					45,528	45,528	46,883	48,238	49,593	
					1.68	1.68	1.73	1.78	1.83	
14							47,967	49,322	50,677	
							1.77	1.82	1.87	
15								50,406	51,761	
								1.86	1.91	

MA+27 column receives an additional 1% after the first year

# Cozad

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 82.5  
 Enrollment: 976  
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5  
 Length of Student Day: 6.25 6.25 6.01  
 Planning Time: 95 95 95  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 27,550 Index: 4.75 x 4.25  
 Starting Salary: 27,550 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 8  
 Vertical Freeze: 86-87, 88-89(Adv)  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Amount Paid				Couple - Benefits	Cafeteria Plan	
			Premium		By District			Individ.	Depend.
		H/A-Dent	Individ.	Depend.	Individ.	Depend.	27.53		
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97	Ind. Dent + Vision	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
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	N

SABBATICAL: No

SEVERANCE PAY:

## OTHER LEAVES:

COZAD										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27		
1	27,550	28,721	29,892	31,063	32,234	33,404	34,575	35,746		
	1	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975		
2	28,859	30,030	31,200	32,371	33,542	34,713	35,884	37,055		
	1.0475	1.09	1.1325	1.175	1.2175	1.26	1.3025	1.345		
3	30,167	31,338	32,509	33,680	34,851	36,022	37,193	38,363		
	1.095	1.1375	1.18	1.2225	1.265	1.3075	1.35	1.3925		
4	31,476	32,647	33,818	34,989	36,159	37,330	38,501	39,672		
	1.1425	1.185	1.2275	1.27	1.3125	1.355	1.3975	1.44		
5	32,785	33,955	35,126	36,297	37,468	38,639	39,810	40,981		
	1.19	1.2325	1.275	1.3175	1.36	1.4025	1.445	1.4875		
6	34,093	35,264	36,435	37,606	38,777	39,948	41,118	42,289		
	1.2375	1.28	1.3225	1.365	1.4075	1.45	1.4925	1.535		
7		36,573	37,744	38,914	40,085	41,256	42,427	43,598		
		1.3275	1.37	1.4125	1.455	1.4975	1.54	1.5825		
8			39,052	40,223	41,394	42,565	43,736	44,907		
			1.4175	1.46	1.5025	1.545	1.5875	1.63		
9				41,532	42,703	43,873	45,044	46,215		
				1.5075	1.55	1.5925	1.635	1.6775		
10				42,840	44,011	45,182	46,353	47,524		
				1.555	1.5975	1.64	1.6825	1.725		
11					45,320	46,491	47,662	48,832		
					1.645	1.6875	1.73	1.7725		
12					46,628	47,799	48,970	50,141		
					1.6925	1.735	1.7775	1.82		
13							50,279	51,450		
							1.825	1.8675		



# Crete

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 122.6  
 Enrollment: 1533  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 6.6 6.6 6.25  
 Planning Time: 50 100 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 6

### SALARY SCHEDULE

Base: 28,525 Index: 4.5 x 4.5  
 Starting Salary: 28,525 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	390.13	1,099.97	390.13	1099.97	43.67	Options:		
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125: Y	
LIFE								Flex Accounts: Y		
LTD	Fortis				.0031				<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT					\$558.55 in lieu			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										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	28,525	29,809	31,092	32,376	33,660	34,943	36,227	37,510	38,794	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	29,809	31,092	32,376	33,660	34,943	36,227	37,510	38,794	40,078	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
3	31,092	32,376	33,660	34,943	36,227	37,510	38,794	40,078	41,361	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
4	32,376	33,660	34,943	36,227	37,510	38,794	40,078	41,361	42,645	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
5	33,660	34,943	36,227	37,510	38,794	40,078	41,361	42,645	43,929	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
6	34,943	36,227	37,510	38,794	40,078	41,361	42,645	43,929	45,212	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	
7,8,9		37,510	38,794	40,078	41,361	42,645	43,929	45,212	46,496	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	
10			40,078	41,361	42,645	43,929	45,212	46,496	47,779	
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	
11			41,361	42,645	43,929	45,212	46,496	47,779	49,063	
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	
12				43,929	45,212	46,496	47,779	49,063	50,347	
				1.54	1.585	1.63	1.675	1.72	1.765	
13					46,496	47,779	49,063	50,347	51,630	
					1.63	1.675	1.72	1.765	1.81	
14						47,779	49,063	50,347	51,630	
						1.675	1.72	1.765	1.81	
15							50,347	51,630	52,914	
							1.765	1.81	1.855	
16									54,198	
									1.9	
17										56,765
										1.99

02-03 all experience allowed

# Cross County

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 34.125  
 Enrollment: 396  
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5  
 Length of Student Day: 7.25 7 7.1  
 Planning Time: 105 100 100  
 Class Periods/Day: 8 9  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 26,500 Index: 4.5 x 4  
 Starting Salary: 26,500 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 1	390.13	1,099.97	390.13	1099.97	406.08	Options:	
DENTAL	BC/BS		15.95	56.63	15.95	15.95	Cash		
PPO:			COMMENTS: *pt .375 for LTD (fte)						
LIFE									IRS 125: Y
LTD	Fort Dearborn				.0028				Flex Accounts:
NON-PARTICIPANT						406.08	Cash		<b>PART-TIME BENEFITS</b>
									Minimum FTE: 0.4
									Contribution: fte (H/A)*

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	45	Yes		
Other Info:	\$20/day above 40 (5 days max.)				
PERSONAL	2			Yes	accum to 3
BEREAVEMENT	2				add'l from sick or personal lv.
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	N

SABBATICAL: No

SEVERANCE PAY: N

## OTHER LEAVES:

CROSS COUNTY									
Step	BA	BA+9	BA+18	BA+27	MA	MA+18	MA+36		
1	26,500	27,560	28,620	29,680	30,740	32,860	34,980		
	1	1.04	1.08	1.12	1.16	1.24	1.32		
2	27,693	28,753	29,813	30,873	31,933	34,053	36,173		
	1.045	1.085	1.125	1.165	1.205	1.285	1.365		
3	28,885	29,945	31,005	32,065	33,125	35,245	37,365		
	1.09	1.13	1.17	1.21	1.25	1.33	1.41		
4	30,078	31,138	32,198	33,258	34,318	36,438	38,558		
	1.135	1.175	1.215	1.255	1.295	1.375	1.455		
5	31,270	32,330	33,390	34,450	35,510	37,630	39,750		
	1.18	1.22	1.26	1.3	1.34	1.42	1.5		
6	32,463	33,523	34,583	35,643	36,703	38,823	40,943		
	1.225	1.265	1.305	1.345	1.385	1.465	1.545		
7		34,715	35,775	36,835	37,895	40,015	42,135		
		1.31	1.35	1.39	1.43	1.51	1.59		
8		35,908	36,968	38,028	39,088	41,208	43,328		
		1.355	1.395	1.435	1.475	1.555	1.635		
9			38,160	39,220	40,280	42,400	44,520		
			1.44	1.48	1.52	1.6	1.68		
10			39,353	40,413	41,473	43,593	45,713		
			1.485	1.525	1.565	1.645	1.725		
11			40,015	41,605	42,665	44,785	46,905		
			1.51	1.57	1.61	1.69	1.77		
12			40,678	42,268	43,858	45,978	48,098		
			1.535	1.595	1.655	1.735	1.815		
13				42,930	44,520	46,640	49,290		
				1.62	1.68	1.76	1.86		
14				43,593	45,183	47,303	49,953		
				1.645	1.705	1.785	1.885		
15				44,255	45,845	47,965	50,615		
				1.67	1.73	1.81	1.91		
16					46,508	48,628	51,278		
					1.755	1.835	1.935		
17						49,290	51,940		
						1.86	1.96		
18							52,603		
							1.985		

# David City

2007-2008

**WORKING CONDITIONS**

Contract Days: 185    FTE Teachers: 63.9  
 Enrollment: 711  
 Length of Teacher Day: 8    HS    JH/MS    ELEM    8    8    8  
 Length of Student Day: 6.37    6.37    5.83  
 Planning Time: 47    47    50  
 Class Periods/Day: 8    8  
 Normal Teaching Load: 7    7

**SALARY SCHEDULE**

Base: 27,800    Index: 4 x 5  
 Starting Salary: 27,800    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	300D 2	390.13	1,099.97	390.13	1099.97	43.67	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO:			COMMENTS:						
LIFE								IRS 125: Y	
LTD								Flex Accounts: Y	
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>	
								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:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

DAVID CITY									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	27,800	29,190	30,580	31,970	33,360	34,750	36,140	37,530	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	
2	28,912	30,302	31,692	33,082	34,472	35,862	37,252	38,642	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	
3	30,024	31,414	32,804	34,194	35,584	36,974	38,364	39,754	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	
4	31,136	32,526	33,916	35,306	36,696	38,086	39,476	40,866	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	
5	32,248	33,638	35,028	36,418	37,808	39,198	40,588	41,978	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	
6	33,360	34,750	36,140	37,530	38,920	40,310	41,700	43,090	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	
7	34,472	35,862	37,252	38,642	40,032	41,422	42,812	44,202	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	
8	35,584	36,974	38,364	39,754	41,144	42,534	43,924	45,314	
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	
9		38,086	39,476	40,866	42,256	43,646	45,036	46,426	
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	
10			40,588	41,978	43,368	44,758	46,148	47,538	
			1.46	1.51	1.56	1.61	1.66	1.71	
11				43,090	44,480	45,870	47,260	48,650	
				1.55	1.60	1.65	1.70	1.75	
12					45,592	46,982	48,372	49,762	
					1.64	1.69	1.74	1.79	
13						48,094	49,484	50,874	
						1.73	1.78	1.83	
14							50,596	51,986	
							1.82	1.87	

# Deshler

2007-2008

### WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 22.67  
 Enrollment: 243  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 46  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
7.5	7.5	7.25
46	46	46
8	8	
7	7	

### SALARY SCHEDULE

Base: 25,695 Index: 4.5 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5 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	390.13	1,099.97	390.13	1099.97		Options:	
DENTAL	BC/BS		17.13	60.80	17.13	60.80		IRS 125: Flex Accounts:	
PPO: COMMENTS:									
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Amer. Fidelity				5.00			Minimum FTE: 0.5 Contribution: fte	
NON-PARTICIPANT									

### 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	5				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	25,695	26,723	27,751	28,778	29,806	30,834
	1	1.04	1.08	1.12	1.16	1.2
2	26,851	27,879	28,907	29,935	30,962	31,990
	1.045	1.085	1.125	1.165	1.205	1.245
3	28,008	29,035	30,063	31,091	32,119	33,147
	1.09	1.13	1.17	1.21	1.25	1.29
4	29,164	30,192	31,219	32,247	33,275	34,303
	1.135	1.175	1.215	1.255	1.295	1.335
5	30,320	31,348	32,376	33,404	34,431	35,459
	1.18	1.22	1.26	1.3	1.34	1.38
6		32,504	33,532	34,560	35,588	36,615
		1.265	1.305	1.345	1.385	1.425
7		33,660	34,688	35,716	36,744	37,772
		1.31	1.35	1.39	1.43	1.47
8			35,845	36,872	37,900	38,928
			1.395	1.435	1.475	1.515
9				38,029	39,056	40,084
				1.48	1.52	1.56
10				39,185	40,213	41,240
				1.525	1.565	1.605
11					41,369	42,397
					1.61	1.65
12					42,525	43,553
					1.655	1.695
13					43,682	44,709
					1.7	1.74
14					44,260	45,866
					1.725	1.785



# Diller-Odell

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers:  
 Enrollment: 259  
 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: 26,800 Index: 4 x 4  
 Starting Salary: 26,800 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
			Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97	43.67
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental
LIFE	Guardian				4.80		
NON-PARTICIPANT							

### Cafeteria Plan

Individ. Depend.  
 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	60	Yes		
PERSONAL	2			Yes	trade 5 sick for 1 add'l personal
BEREAVEMENT	3				add'l from sick lv.
ADOPTION	30				w/approv., from sick lv

### OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	N	
Reduction in Force:	Y	P
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	26,800	27,872	28,944	30,016	30,552	31,088	32,160	33,232
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	27,872	28,944	30,016	31,088	31,624	32,160	33,232	34,304
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	28,944	30,016	31,088	32,160	32,696	33,232	34,304	35,376
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	30,016	31,088	32,160	33,232	33,768	34,304	35,376	36,448
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	31,088	32,160	33,232	34,304	34,840	35,376	36,448	37,520
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	32,160	33,232	34,304	35,376	35,912	36,448	37,520	38,592
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	33,232	34,304	35,376	36,448	36,984	37,520	38,592	39,664
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8	34,304	35,376	36,448	37,520	38,056	38,592	39,664	40,736
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		36,448	37,520	38,592	39,128	39,664	40,736	41,808
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			38,592	39,664	40,200	40,736	41,808	42,880
			1.44	1.48	1.50	1.52	1.56	1.60
11				40,736	41,272	41,808	42,880	43,952
				1.52	1.54	1.56	1.60	1.64
12					42,344	42,880	43,952	45,024
					1.58	1.60	1.64	1.68
13					43,416	43,952	45,024	46,096
					1.62	1.64	1.68	1.72
14								47,168
								1.76
15								48,240
								1.80

BA+36/MA column step 13 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

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	46.2
Enrollment:	538	HS	JH/MS
		ELEM	
Length of Teacher Day:	7.5	7.5	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:	26,550	Index:	4 x 5
Starting Salary:	28,550	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.
		H/A-Dent					250.00	166.67	166.67
HEALTH	BC/BS	550D 1	371.22	1,046.68	412.89	879.96	cash/125 Plan	Options:	
DENTAL	BC/BS		15.95	56.63	15.95	15.95		IRS 125: Y	
PPO:	all emp. rec \$166.67 for 125 Pla		COMMENTS:					Flex Accounts: Y	
LIFE	Companion Life				1.90			<b>PART-TIME BENEFITS</b>	
LTD	Principal				.0047			Minimum FTE: 0.5	
NON-PARTICIPANT							\$83.33 cash+166.67 in 125 Plan	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	26,550	27,878	29,205	30,533	31,860	31,860	33,188	34,515	35,843
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	27,612	28,940	30,267	31,595	32,922	32,922	34,250	35,577	36,905
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	28,674	30,002	31,329	32,657	33,984	33,984	35,312	36,639	37,967
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	29,736	31,064	32,391	33,719	35,046	35,046	36,374	37,701	39,029
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	30,798	32,126	33,453	34,781	36,108	36,108	37,436	38,763	40,091
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6		33,188	34,515	35,843	37,170	37,170	38,498	39,825	41,153
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		34,250	35,577	36,905	38,232	38,232	39,560	40,887	42,215
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8			36,639	37,967	39,294	39,294	40,622	41,949	43,277
			1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			37,701	39,029	40,356	40,356	41,684	43,011	44,339
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10				40,091	41,418	41,418	42,746	44,073	45,401
				1.51	1.56	1.56	1.61	1.66	1.71
11				41,153	42,480	42,480	43,808	45,135	46,463
				1.55	1.60	1.60	1.65	1.70	1.75
12					43,542	43,542	44,870	46,197	47,525
					1.64	1.64	1.69	1.74	1.79
13					44,604	44,604	45,932	47,259	48,587
					1.68	1.68	1.73	1.78	1.83
14							46,994	48,321	49,649
							1.77	1.82	1.87
15							48,056	49,383	50,711
							1.81	1.86	1.91

06-07 added MA+27 to Sal Sched, each teacher .5FTE & up receive 1500 prof. recognition - added to salary (prorated to FTE) 03-04 each teacher .5 FTE & up receive \$3500 professional recognition added to salary (pro rated to FTE)

# Dorchester

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 21.75  
 Enrollment: 244  
 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: 26,450 Index: 4 x 4  
 Starting Salary: 26,450 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	390.13	1,099.97	390.13	1099.97		Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Unknown				3.15			<b>PART-TIME BENEFITS</b>	
LTD	Fortis				.0043			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	MA+9	MA+18
1	26,450	27,508	28,566	29,624	30,682	31,740	32,798
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	27,508	28,566	29,624	30,682	31,740	32,798	33,856
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	28,566	29,624	30,682	31,740	32,798	33,856	34,914
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	29,624	30,682	31,740	32,798	33,856	34,914	35,972
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	30,682	31,740	32,798	33,856	34,914	35,972	37,030
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	31,740	32,798	33,856	34,914	35,972	37,030	38,088
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		33,856	34,914	35,972	37,030	38,088	39,146
		1.28	1.32	1.36	1.40	1.44	1.48
8		34,914	35,972	37,030	38,088	39,146	40,204
		1.32	1.36	1.40	1.44	1.48	1.52
9			37,030	38,088	39,146	40,204	41,262
			1.40	1.44	1.48	1.52	1.56
10				39,146	40,204	41,262	42,320
				1.48	1.52	1.56	1.60
11					41,262	42,320	43,378
					1.56	1.60	1.64
12						43,378	44,436
						1.64	1.68



# Elgin

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 23  
 Enrollment: 201  
 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: 26,550 Index: 4 x 4.5  
 Starting Salary: 26,550 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	390.13	1,099.97	390.13	1099.97	66.89	Options:		
DENTAL	BC/BS		42.17	109.06	42.17	42.17	Dep. Dental	Options:		
PPO:			COMMENTS:					IRS 125: Y		
LIFE								Flex Accounts: Y		
LTD	Unknown							<b>PART-TIME BENEFITS</b>		
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	MA+18
1	26,550	27,745	28,940	30,134	31,329	32,524	33,719	34,913
	1	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	27,612	28,807	30,002	31,196	32,391	33,586	34,781	35,975
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	28,674	29,869	31,064	32,258	33,453	34,648	35,843	37,037
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	29,736	30,931	32,126	33,320	34,515	35,710	36,905	38,099
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	30,798	31,993	33,188	34,382	35,577	36,772	37,967	39,161
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		33,055	34,250	35,444	36,639	37,834	39,029	40,223
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			35,312	36,506	37,701	38,896	40,091	41,285
			1.33	1.375	1.42	1.465	1.51	1.555
8			36,374	37,568	38,763	39,958	41,153	42,347
			1.37	1.415	1.46	1.505	1.55	1.595
9				38,630	39,825	41,020	42,215	43,409
				1.455	1.5	1.545	1.59	1.635
10				39,692	40,887	42,082	43,277	44,471
				1.495	1.54	1.585	1.63	1.675
11						43,144	44,339	45,533
						1.625	1.67	1.715

07-08 added MA+18 Column

# Elkhorn

2007-2008

### WORKING CONDITIONS

Contract Days: 189 FTE Teachers: 350.7  
 Enrollment: 4614  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 7.5  
 Length of Student Day: 7 7 6.5  
 Planning Time: 51 44 varies  
 Class Periods/Day: 7 8  
 Normal Teaching Load: 5.5/7 6

### SALARY SCHEDULE

Base: 28,230 Index: 4 x 5  
 Starting Salary: 30,488 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze: 90-91,00-01  
 Rollback: 01-02  
 Multi-year Contract: 07-08, 08-09

### INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68	333.33	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	CIL or 2 sgl & \$75	Options:	
PPO:	those taking ind. also receive \$7		COMMENTS:					IRS 125: Y	
LIFE					3.60			Flex Accounts:	
LTD	CNA				.00255(+B)			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT					\$333.33 Cash			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

ELKHORN									
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	MA+36
BASE	28,230								
1	30,488	31,900	33,311	34,723	36,134	37,546	38,957	40,369	41,780
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
2	31,618	33,029	34,441	35,852	37,264	38,675	40,087	41,498	42,910
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
3	32,747	34,158	35,570	36,981	38,393	39,804	41,216	42,627	44,039
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
4	33,876	35,288	36,699	38,111	39,522	40,934	42,345	43,757	45,168
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
5	36,417	37,828	39,240	40,651	42,063	43,474	44,886	46,297	47,709
	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
6	37,546	38,957	40,369	41,780	43,192	44,603	46,015	47,426	48,838
	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
7	38,675	40,087	41,498	42,910	44,321	45,733	47,144	48,556	49,967
	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
8	41,216	42,627	44,039	45,450	46,862	48,273	49,685	51,096	52,508
	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86
9	42,345	43,757	45,168	46,580	47,991	49,403	50,814	52,226	53,637
	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90
10	43,474	44,886	46,297	47,709	49,120	50,532	51,943	53,354	54,766
	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94
11	46,015	47,426	48,838	50,249	51,661	53,072	54,483	55,894	57,305
	1.63	1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03
12	48,556	49,967	51,379	52,790	54,201	55,612	57,023	58,434	59,845
	1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07	2.12
13	49,685	51,096	52,508	53,919	55,330	56,741	58,152	59,563	60,974
	1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11	2.16
14	53,637	55,049	56,460	57,871	59,282	60,693	62,104	63,515	64,926
	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.25	2.30
15	57,589	59,000	60,411	61,822	63,233	64,644	66,055	67,466	68,877
	2.04	2.09	2.14	2.19	2.24	2.29	2.34	2.39	2.44

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

# Elkhorn Valley

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	278	HS	JH/MS	ELEM
Length of Teacher Day:	8	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:	26,900	Index:	4 x 4
Starting Salary:	29,052	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	371.22	1,046.68	371.22	1046.68	208.17		
DENTAL	BC/BS		17.63	60.80	17.63	17.63	Dep. Dental + \$165 TSA	Options:	
PPO:			COMMENTS:					IRS 125:	
LIFE							Flex Accounts:		
LTD	Principal				.0054			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT					\$165.00 TSA			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	26,900	27,976	29,052	30,128	31,204	32,280	33,356	31,204	32,280	33,356
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.16	1.20	1.24
2	27,976	29,052	30,128	31,204	32,280	33,356	34,432	32,280	33,356	34,432
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.20	1.24	1.28
3	29,052	30,128	31,204	32,280	33,356	34,432	35,508	33,356	34,432	35,508
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.24	1.28	1.32
4	30,128	31,204	32,280	33,356	34,432	35,508	36,584	34,432	35,508	36,584
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.28	1.32	1.36
5	30,666	32,280	33,356	34,432	35,508	36,584	37,660	35,508	36,584	37,660
	1.14	1.20	1.24	1.28	1.32	1.36	1.40	1.32	1.36	1.40
6		33,356	34,432	35,508	36,584	37,660	38,736	36,584	37,660	38,736
		1.24	1.28	1.32	1.36	1.40	1.44	1.36	1.40	1.44
7		33,894	35,508	36,584	37,660	38,736	39,812	37,660	38,736	39,812
		1.26	1.32	1.36	1.40	1.44	1.48	1.40	1.44	1.48
8			36,046	37,660	38,736	39,812	40,888	38,736	39,812	40,888
			1.34	1.40	1.44	1.48	1.52	1.44	1.48	1.52
9				38,198	39,812	40,888	41,964	39,812	40,888	41,964
				1.42	1.48	1.52	1.56	1.48	1.52	1.56
10					40,888	41,964	43,040	40,888	41,964	43,040
					1.52	1.56	1.60	1.52	1.56	1.60
11					41,426	43,040	44,116	41,964	43,040	44,116
					1.54	1.60	1.64	1.56	1.60	1.64
12						43,578	45,192	43,040	44,116	45,192
						1.62	1.68	1.60	1.64	1.68
13							45,730	43,578	45,192	46,268
							1.70	1.62	1.68	1.72
14									45,730	47,344
									1.70	1.76
15										47,882
										1.78

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  
New teachers with 2 or less years of experience begin at step 3, remain until 3 years experience has accumulated

# Elm Creek

2007-2008

### WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 30  
 Enrollment: 347  
 Length of Teacher Day: 7.5 HS 7.5 JH/MS 7.5 ELEM  
 Length of Student Day: 6.5 6.5 6.5  
 Planning Time: 48 48 48  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

### SALARY SCHEDULE

Base: 26,300 Index: 4 x 4  
 Starting Salary: 26,300 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 8  
 Longevity: 2% every 4 yrs. BA\_27 thru MA+18 - taken off 97-98  
 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	390.13	1,099.97	390.13	1099.97	435.00	Options: TSA/Cash	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	TSA,Cash		
PPO:	Indiv receive \$27.74 annuity als		COMMENTS: *.5 FTE-full ind, .5 dep., .5 TSA						
LIFE								IRS 125: Y	
LTD	Madison Nat'l				.0039			Flex Accounts:	
NON-PARTICIPANT					\$435 TSA			<b>PART-TIME BENEFITS</b>	
								Minimum FTE: 0.5	
								Contribution: fte*	

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	55	yes		
Other Info:	Severance: unused day max. 45 at 1/2 sub. Rate				
PERSONAL	2			no	accum. To 3
BEREAVEMENT	5+2/2/3/1				
PROFESSIONAL	2			yes	add'l if requested
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:		

SABBATICAL: No

SEVERANCE PAY: Y

### OTHER LEAVES:

ELM CREEK										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+18	MA+27		
1	26,300	27,352	28,404	29,456	30,508	31,560	32,612	33,664		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	27,352	28,404	29,456	30,508	31,560	32,612	33,664	34,716		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	28,404	29,456	30,508	31,560	32,612	33,664	34,716	35,768		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	29,456	30,508	31,560	32,612	33,664	34,716	35,768	36,820		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	30,508	31,560	32,612	33,664	34,716	35,768	36,820	37,872		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6	31,560	32,612	33,664	34,716	35,768	36,820	37,872	38,924		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7		33,664	34,716	35,768	36,820	37,872	38,924	39,976		
		1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8			35,768	36,820	37,872	38,924	39,976	41,028		
			1.36	1.40	1.44	1.48	1.52	1.56		
9				37,872	38,924	39,976	41,028	42,080		
				1.44	1.48	1.52	1.56	1.60		
10				38,924	39,976	41,028	42,080	43,132		
				1.48	1.52	1.56	1.60	1.64		
11					41,028	42,080	43,132	44,184		
					1.56	1.60	1.64	1.68		
12					42,080	43,132	44,184	45,236		
					1.60	1.64	1.68	1.72		
13						44,184	45,236	46,288		
						1.68	1.72	1.76		
14							46,288	47,340		
							1.76	1.80		
15								48,392		
								1.84		



# Elwood

2007-2008

**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers: 24  
 Enrollment: 267  
 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 80  
 8 8  
 7 7

**SALARY SCHEDULE**

Base: 26,000 Index: 4 x 4  
 Starting Salary: 26,000 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 5	390.13	1,099.97	390.13	1099.97	66.89	
DENTAL	BC/BS		42.17	109.06	42.17	42.17	Dep. Dental	
PPO:			COMMENTS:					
LIFE								
LTD	Principal				.0046			
NON-PARTICIPANT								

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

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.

ELWOOD									
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	MA+18		
1	26,000	27,040	28,080	29,120	30,160	31,200	32,240		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24		
2	27,040	28,080	29,120	30,160	31,200	32,240	33,280		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
3	28,080	29,120	30,160	31,200	32,240	33,280	34,320		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
4	29,120	30,160	31,200	32,240	33,280	34,320	35,360		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
5	30,160	31,200	32,240	33,280	34,320	35,360	36,400		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
6	31,200	32,240	33,280	34,320	35,360	36,400	37,440		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
7	32,240	33,280	34,320	35,360	36,400	37,440	38,480		
	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
8		34,320	35,360	36,400	37,440	38,480	39,520		
		1.32	1.36	1.40	1.44	1.48	1.52		
9			36,400	37,440	38,480	39,520	40,560		
			1.40	1.44	1.48	1.52	1.56		
10				38,480	39,520	40,560	41,600		
				1.48	1.52	1.56	1.60		
11					40,560	41,600	42,640		
					1.56	1.60	1.64		
12					41,600	42,640	43,680		
					1.60	1.64	1.68		
13					42,640	43,680	44,720		
					1.64	1.68	1.72		
14						44,720	45,760		
						1.72	1.76		

02-03 BA+45 must include add'l teaching endorsement upon completion, not in admin or guidance

# ESU 01-Wakefield

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 35.28  
 Enrollment: 0  
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5 7.5  
 Length of Student Day:  
 Planning Time: 0 0  
 Class Periods/Day:  
 Normal Teaching Load:

### SALARY SCHEDULE

Base: 26,935 Index: 4 x 4  
 Starting Salary: 27,474 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 8  
 \$2,800 stipend (not indexed) added to all salaries  
 Vertical Freeze: 04-05  
 Rollback:  
 Multi-year Contract: 07-08, 08-09

### INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68	341.67	700.00		Options:	
DENTAL	BC/BS		17.13	60.80				IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Life				10.29			<b>PART-TIME BENEFITS</b>	
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	26,935										
1	27,474	28,551	29,629	30,706	32,053	32,053	33,130	34,207	35,285	36,362	39,056
	1.02	1.06	1.1	1.14	1.19	1.19	1.23	1.27	1.31	1.35	1.45
2	28,012	29,090	30,167	31,245	32,591	32,591	33,669	34,746	35,824	36,901	39,594
	1.04	1.08	1.12	1.16	1.21	1.21	1.25	1.29	1.33	1.37	1.47
3	29,090	30,167	31,245	32,322	33,669	33,669	34,746	35,824	36,901	37,978	40,672
	1.08	1.12	1.16	1.2	1.25	1.25	1.29	1.33	1.37	1.41	1.51
4	30,167	31,245	32,322	33,399	34,746	34,746	35,824	36,901	37,978	39,056	41,749
	1.12	1.16	1.2	1.24	1.29	1.29	1.33	1.37	1.41	1.45	1.55
5	31,245	32,322	33,399	34,477	35,824	35,824	36,901	37,978	39,056	40,133	42,827
	1.16	1.2	1.24	1.28	1.33	1.33	1.37	1.41	1.45	1.49	1.59
6	32,322	33,399	34,477	35,554	36,901	36,901	37,978	39,056	40,133	41,211	43,904
	1.2	1.24	1.28	1.32	1.37	1.37	1.41	1.45	1.49	1.53	1.63
7	33,399	34,477	35,554	36,632	37,978	37,978	39,056	40,133	41,211	42,288	44,981
	1.24	1.28	1.32	1.36	1.41	1.41	1.45	1.49	1.53	1.57	1.67
8		35,554	36,632	37,709	39,056	39,056	40,133	41,211	42,288	43,365	46,059
		1.32	1.36	1.4	1.45	1.45	1.49	1.53	1.57	1.61	1.71
9		36,766	37,709	38,786	40,133	40,133	41,211	42,288	43,365	44,443	47,136
		1.365	1.4	1.44	1.49	1.49	1.53	1.57	1.61	1.65	1.75
10			38,786	39,864	41,211	41,211	42,288	43,365	44,443	45,520	48,214
			1.44	1.48	1.53	1.53	1.57	1.61	1.65	1.69	1.79
11			39,864	40,941	42,288	42,288	43,365	44,443	45,520	46,598	49,291
			1.48	1.52	1.57	1.57	1.61	1.65	1.69	1.73	1.83
12				42,019	43,365	43,365	44,443	45,520	46,598	47,675	50,368
				1.56	1.61	1.61	1.65	1.69	1.73	1.77	1.87
13				43,096	44,443	44,443	45,520	46,598	47,675	48,752	51,446
				1.6	1.65	1.65	1.69	1.73	1.77	1.81	1.91
14				44,577	45,520	45,520	46,598	47,675	48,752	49,830	52,523
				1.655	1.69	1.69	1.73	1.77	1.81	1.85	1.95
15					46,867	46,867	47,675	48,752	49,830	50,907	53,601
					1.74	1.74	1.77	1.81	1.85	1.89	1.99
16					47,944	47,944	49,156	49,830	50,907	51,985	54,678
					1.78	1.78	1.825	1.85	1.89	1.93	2.03
17					49,022	49,022	50,234	51,446	51,985	53,062	55,755
					1.82	1.82	1.865	1.91	1.93	1.97	2.07
18								52,523	53,735	54,947	56,833
								1.95	1.995	2.04	2.11
19									54,813	56,025	58,449
									2.035	2.08	2.17
20									55,890	57,102	59,526
									2.075	2.12	2.21
21										58,180	60,604
										2.16	2.25

04-05 staff within eliminated areas will be grandfathered; new movement to those areas not permitted

# ESU 07-Columbus

2007-2008

**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: 26,550 Index: 4 x 5  
 Starting Salary: 26,550 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	390.13	1,099.97			900.00	900	900
DENTAL	BC/BS		17.13	60.80			Cafeteria	Options: H/A, Dent., Vision, TSA	
PPO:			COMMENTS: 900 CIL/month					IRS 125: Y	
LIFE	Guardian					6.00		Flex Accounts: Y	
LTD	National Ins					.0041 (+B)		<b>PART-TIME BENEFITS</b>	
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	26,550	27,878	29,205	30,533	31,860	33,188	34,515	35,843	37,170	38,498	39,825	41,153	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	
2	27,612	28,940	30,267	31,595	32,922	34,250	35,577	36,905	38,232	39,560	40,887	42,215	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	
3	28,674	30,002	31,329	32,657	33,984	35,312	36,639	37,967	39,294	40,622	41,949	43,277	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	
4	29,736	31,064	32,391	33,719	35,046	36,374	37,701	39,029	40,356	41,684	43,011	44,339	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	
5	30,798	32,126	33,453	34,781	36,108	37,436	38,763	40,091	41,418	42,746	44,073	45,401	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71	
6	31,860	33,188	34,515	35,843	37,170	38,498	39,825	41,153	42,480	43,808	45,135	46,463	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	
7	32,922	34,250	35,577	36,905	38,232	39,560	40,887	42,215	43,542	44,870	46,197	47,525	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79	
8		35,312	36,639	37,967	39,294	40,622	41,949	43,277	44,604	45,932	47,259	48,587	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83	
9		36,374	37,701	39,029	40,356	41,684	43,011	44,339	45,666	46,994	48,321	49,649	
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87	
10		37,436	38,763	40,091	41,418	42,746	44,073	45,401	46,728	48,056	49,383	50,711	
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91	
11					42,480	43,808	45,135	46,463	47,790	49,118	50,445	51,773	
					1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	
12					43,542	44,870	46,197	47,525	48,852	50,180	51,507	52,835	
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99	
13					44,604	45,932	47,259	48,587	49,914	51,242	52,569	53,897	
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03	
14					45,666	46,994	48,321	49,649	50,976	52,304	53,631	54,959	
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07	
15					46,728	48,056	49,383	50,711	52,038	53,366	54,693	56,021	
					1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11	

# ESU 10-Kearney

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 26.3  
 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: 26,900 Index: 4.75 x 4  
 Starting Salary: 26,900 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	390.13	1,099.97	390.13	824.98	
DENTAL	BC/BS		17.13	60.80	17.13	45.60	
LIFE	Guardian				4.20		
LTD							
NON-PARTICIPANT							

### Cafeteria Plan

Individ. Depend.

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	24	45	no		
Other Info:	5 for dependents				
PERSONAL	2			yes	
BEREAVEMENT	3				w/appr.
PROFESSIONAL	2			yes	as approved
ADOPTION ASSOCIATION	as approved				

### 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	MA+45
1	26,900	27,976	29,052	30,128	31,204	32,280	33,356	34,432	35,508	36,584	37,660
	1	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36	1.4
2	28,178	29,254	30,330	31,406	32,482	33,558	34,634	35,710	36,786	37,862	38,938
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
3	29,456	30,532	31,608	32,684	33,760	34,836	35,912	36,988	38,064	39,140	40,216
	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	1.495
4	30,733	31,809	32,885	33,961	35,037	36,113	37,189	38,265	39,341	40,417	41,493
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025	1.5425
5	32,011	33,087	34,163	35,239	36,315	37,391	38,467	39,543	40,619	41,695	42,771
	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
6	33,289	34,365	35,441	36,517	37,593	38,669	39,745	40,821	41,897	42,973	44,049
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
7	34,567	35,643	36,719	37,795	38,871	39,947	41,023	42,099	43,175	44,251	45,327
	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645	1.685
8	34,913	36,920	37,996	39,072	40,148	41,224	42,300	43,376	44,452	45,528	46,604
	1.29788	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
9		37,289	39,274	40,350	41,426	42,502	43,578	44,654	45,730	46,806	47,882
		1.38621	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74	1.78
10			39,667	41,628	42,704	43,780	44,856	45,932	47,008	48,084	49,160
			1.47461	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275
11				42,044	43,982	45,058	46,134	47,210	48,286	49,362	50,438
				1.56297	1.635	1.675	1.715	1.755	1.795	1.835	1.875
12					45,259	46,335	47,411	48,487	49,563	50,639	51,715
					1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225
13					46,537	47,613	48,689	49,765	50,841	51,917	52,993
					1.73	1.77	1.81	1.85	1.89	1.93	1.97
14					47,002	48,089	49,176	50,263	51,350	52,437	53,524
					1.74729	1.7877	1.8281	1.86851	1.9375	1.9775	2.0175
15									52,640	53,727	54,814
									1.95688	1.99729	2.0377

05-06 additional salary for employees frozen on bottom steps

# ESU 11-Holdrege

2007-2008

### 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: 25,050 Index: 4 x 4  
 Starting Salary: 25,050 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	
			Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97
DENTAL	BC/BS		17.13	60.80
PPO:				
LIFE				
LTD				
NON-PARTICIPANT				

### Amount Paid

By District	
Individ.	Depend.

### Couple - Benefits

949.17  
Cafeteria

### Cafeteria Plan

Individ.	Depend.
949.17	949.17
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	use maternity				
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: Yes

SEVERANCE PAY: Y

### OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27	MA+36	MA+45	MA+54	EDSPEC
1	25,050	26,052	27,054	28,056	29,058	30,060	31,062	32,064	33,066	34,068	35,070	36,072	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
2	26,052	27,054	28,056	29,058	30,060	31,062	32,064	33,066	34,068	35,070	36,072	37,074	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
3	27,054	28,056	29,058	30,060	31,062	32,064	33,066	34,068	35,070	36,072	37,074	38,076	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
4	28,056	29,058	30,060	31,062	32,064	33,066	34,068	35,070	36,072	37,074	38,076	39,078	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
5	29,058	30,060	31,062	32,064	33,066	34,068	35,070	36,072	37,074	38,076	39,078	40,080	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	
6	30,060	31,062	32,064	33,066	34,068	35,070	36,072	37,074	38,076	39,078	40,080	41,082	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	
7	31,062	32,064	33,066	34,068	35,070	36,072	37,074	38,076	39,078	40,080	41,082	42,084	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	
8	33,066	34,068	35,070	36,072	37,074	38,076	39,078	40,080	41,082	42,084	43,086	44,088	
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	
9	34,068	35,070	36,072	37,074	38,076	39,078	40,080	41,082	42,084	43,086	44,088	45,090	
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	
10		36,072	37,074	38,076	39,078	40,080	41,082	42,084	43,086	44,088	45,090	46,092	
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	
11		37,074	38,076	39,078	40,080	41,082	42,084	43,086	44,088	45,090	46,092	47,094	
		1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	
12			39,078	40,080	41,082	42,084	43,086	44,088	45,090	46,092	47,094	48,096	
			1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	
13			40,080	41,082	42,084	43,086	44,088	45,090	46,092	47,094	48,096	49,098	
			1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96	
14				42,084	43,086	44,088	45,090	46,092	47,094	48,096	49,098	50,100	
				1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00	
15				43,086	44,088	45,090	46,092	47,094	48,096	49,098	50,100	51,102	
				1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04	
16				44,088	45,090	46,092	47,094	48,096	49,098	50,100	51,102	52,104	
				1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08	
17				45,090	46,092	47,094	48,096	49,098	50,100	51,102	52,104	53,106	
				1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12	
18				46,092	47,094	48,096	49,098	50,100	51,102	52,104	53,106	54,108	
				1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16	
19				47,094	48,096	49,098	50,100	51,102	52,104	53,106	54,108	55,110	
				1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20	
20				48,096	49,098	50,100	51,102	52,104	53,106	54,108	55,110	56,112	
				1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24	
21				49,098	50,100	51,102	52,104	53,106	54,108	55,110	56,112	57,114	
				1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24	2.28	

Experience increments for BA+36 classification end at Step 14. Experience increments for MA classification continue to Step 20

# ESU 16-Ogallala

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22.45  
 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: 26,700 Index: 5 x 4  
 Starting Salary: 26,700 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	390.13	1,099.97	390.13	1099.97		
DENTAL	BC/BS		17.13	60.80	17.13	17.13		
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	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	36,312
	1	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36
2	28,035	29,103	30,171	31,239	32,307	33,375	34,443	35,511	36,579	37,647
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	29,370	30,438	31,506	32,574	33,642	34,710	35,778	36,846	37,914	38,982
	1.1	1.14	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46
4	30,705	31,773	32,841	33,909	34,977	36,045	37,113	38,181	39,249	40,317
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	32,040	33,108	34,176	35,244	36,312	37,380	38,448	39,516	40,584	41,652
	1.2	1.24	1.28	1.32	1.36	1.4	1.44	1.48	1.52	1.56
6	33,375	34,443	35,511	36,579	37,647	38,715	39,783	40,851	41,919	42,987
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	34,710	35,778	36,846	37,914	38,982	40,050	41,118	42,186	43,254	44,322
	1.3	1.34	1.38	1.42	1.46	1.5	1.54	1.58	1.62	1.66
8	36,045	37,113	38,181	39,249	40,317	41,385	42,453	43,521	44,589	45,657
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9		38,448	39,516	40,584	41,652	42,720	43,788	44,856	45,924	46,992
		1.44	1.48	1.52	1.56	1.6	1.64	1.68	1.72	1.76
10			40,851	41,919	42,987	44,055	45,123	46,191	47,259	48,327
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81
11				43,254	44,322	45,390	46,458	47,526	48,594	49,662
				1.62	1.66	1.7	1.74	1.78	1.82	1.86
12					45,657	46,725	47,793	48,861	49,929	50,997
					1.71	1.75	1.79	1.83	1.87	1.91
13					46,992	48,060	49,128	50,196	51,264	52,332
					1.76	1.8	1.84	1.88	1.92	1.96
14						49,395	50,463	51,531	52,599	53,667
						1.85	1.89	1.93	1.97	2.01
15							51,798	52,866	53,934	54,999
							1.94	1.98	2.02	2.06
16								54,201	55,269	56,337
								2.03	2.07	2.11

# ESU 17-Ainsworth

2007-2008

## WORKING CONDITIONS

Contract Days: 180 FTE Teachers: 18.7  
 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: 25,550 Index: 4 x 4  
 Starting Salary: 25,550 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5 (D)  
 \$500 for adv degree after 5 yrs at bottom of sched  
 Vertical Freeze: 90-91  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Premium	Amount Paid By District
		H/A-Dent	Individ. Depend.	Individ. Depend.
HEALTH	BC/BS	300D 2	390.13 1,099.97	
DENTAL	BC/BS		17.13 60.80	
PPO:			COMMENTS:	
LIFE				
LTD				
NON-PARTICIPANT				Cafeteria

## Amount Paid

Couple - Benefits  
 1,117.08  
 Cafeteria

## Cafeteria Plan

Individ. Depend.  
 1117.08 1117.08  
 Options: H/A,dental,life,  
 LTD,TSA,Cash  
 IRS 125:  
 Flex Accounts:  
**PART-TIME BENEFITS**  
 Minimum FTE: 0  
 Contribution: fte

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	60	yes		
Other Info:					
PERSONAL	2			yes	reimb. \$100/day unused at EO
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	expenses pd to \$125
ADOPTION					
ASSOCIATION					

## OTHER DISTRICT POLICIES

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

SABBATICAL: No

## SEVERANCE PAY:

## OTHER LEAVES:

ESU #17-AINSWORTH									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	EDSPEC	
1	25,550	26,572	27,594	28,616	29,638	30,660	31,682	32,704	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	26,572	27,594	28,616	29,638	30,660	31,682	32,704	33,726	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	27,594	28,616	29,638	30,660	31,682	32,704	33,726	34,748	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	28,616	29,638	30,660	31,682	32,704	33,726	34,748	35,770	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	29,638	30,660	31,682	32,704	33,726	34,748	35,770	36,792	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	30,660	31,682	32,704	33,726	34,748	35,770	36,792	37,814	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	31,682	32,704	33,726	34,748	35,770	36,792	37,814	38,836	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8	32,704	33,726	34,748	35,770	36,792	37,814	38,836	39,858	
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9	33,726	34,748	35,770	36,792	37,814	38,836	39,858	40,880	
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	
10	34,748	35,770	36,792	37,814	38,836	39,858	40,880	41,902	
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	
11	35,770	36,792	37,814	38,836	39,858	40,880	41,902	42,924	
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	
12		37,814	38,836	39,858	40,880	41,902	42,924	43,946	
		1.48	1.52	1.56	1.60	1.64	1.68	1.72	
13		38,836	39,858	40,880	41,902	42,924	43,946	44,968	
		1.52	1.56	1.60	1.64	1.68	1.72	1.76	
14			40,880	41,902	42,924	43,946	44,968	45,990	
			1.60	1.64	1.68	1.72	1.76	1.80	
15			41,902	42,924	43,946	44,968	45,990	47,012	
			1.64	1.68	1.72	1.76	1.80	1.84	
16				43,946	44,968	45,990	47,012	48,034	
				1.72	1.76	1.80	1.84	1.88	
17				44,968	45,990	47,012	48,034	49,056	
				1.76	1.80	1.84	1.88	1.92	
18					47,012	48,034	49,056	50,078	
					1.84	1.88	1.92	1.96	
19					48,034	49,056	50,078	51,100	
					1.88	1.92	1.96	2.00	
20						50,078	51,100	52,122	
						1.96	2.00	2.04	





# Fillmore Central

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 46  
 Enrollment: 631  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 115  
 Class Periods/Day: 5  
 Normal Teaching Load: 4

## SALARY SCHEDULE

Base: 27,700 Index: 4 x 4  
 Starting Salary: 27,700 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	390.13	1,099.97	390.13	1099.97	43.67	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental		
PPO:			COMMENTS:						
LIFE	Madison Nat'l				1.62				Options:
LTD	Madison Nat'l				.0027				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	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+9	MA+18	
1	27,700	28,808	29,916	31,024	32,132	33,240	34,348	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	28,808	29,916	31,024	32,132	33,240	34,348	35,456	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	29,916	31,024	32,132	33,240	34,348	35,456	36,564	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	31,024	32,132	33,240	34,348	35,456	36,564	37,672	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	32,132	33,240	34,348	35,456	36,564	37,672	38,780	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	33,240	34,348	35,456	36,564	37,672	38,780	39,888	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7		35,456	36,564	37,672	38,780	39,888	40,996	
		1.28	1.32	1.36	1.40	1.44	1.48	
8		36,564	37,672	38,780	39,888	40,996	42,104	
		1.32	1.36	1.40	1.44	1.48	1.52	
9			38,780	39,888	40,996	42,104	43,212	
			1.40	1.44	1.48	1.52	1.56	
10			39,888	40,996	42,104	43,212	44,320	
			1.44	1.48	1.52	1.56	1.60	
11				42,104	43,212	44,320	45,428	
				1.52	1.56	1.60	1.64	
12				43,212	44,320	45,428	46,536	
				1.56	1.60	1.64	1.68	
13					45,428	46,536	47,644	
					1.64	1.68	1.72	
14					46,536	47,644	48,752	
					1.68	1.72	1.76	
15						48,752	49,860	
						1.76	1.80	
16						49,860	50,968	
						1.80	1.84	

# Fort Calhoun

2007-2008

## WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 46.5  
 Enrollment: 597  
 Length of Teacher Day: 7.75 HS 7.75 JH/MS 7.75 ELEM  
 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: 27,050 Index: 4 x 5  
 Starting Salary: 27,050 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 7  
 Vertical Freeze: 99-00  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Amount Paid				Couple - Benefits	Cafeteria Plan	
			Premium	By District		Individ. Depend.		Individ. Depend.	Individ. Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97	241.67	Cash	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y
PPO:	tiered system- 4th yr, full family i COMMENTS: if take ind H/A also receive \$241.67/mo								Flex Accounts:
LIFE	Madison Nat'l				4.00				<b>PART-TIME BENEFITS</b>
LTD									Minimum FTE: 0.5
NON-PARTICIPANT					\$241.67				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	27,050	28,403	29,755	31,108	32,460	32,460	33,813	35,165	36,518	37,870	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	
2	28,132	29,485	30,837	32,190	33,542	33,542	34,895	36,247	37,600	38,952	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44	
3	29,214	30,567	31,919	33,272	34,624	34,624	35,977	37,329	38,682	40,034	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48	
4	30,296	31,649	33,001	34,354	35,706	35,706	37,059	38,411	39,764	41,116	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52	
5	31,378	32,731	34,083	35,436	36,788	36,788	38,141	39,493	40,846	42,198	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56	
6	32,460	33,813	35,165	36,518	37,870	37,870	39,223	40,575	41,928	43,280	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	
7	33,542	34,895	36,247	37,600	38,952	38,952	40,305	41,657	43,010	44,362	
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64	
8		35,977	37,329	38,682	40,034	40,034	41,387	42,739	44,092	45,444	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68	
9			38,411	39,764	41,116	41,116	42,469	43,821	45,174	46,526	
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72	
10				40,846	42,198	42,198	43,551	44,903	46,256	47,608	
				1.51	1.56	1.56	1.61	1.66	1.71	1.76	
11					43,280	43,280	44,633	45,985	47,338	48,690	
					1.60	1.60	1.65	1.70	1.75	1.80	
12					44,362	44,362	45,715	47,067	48,420	49,772	
					1.64	1.64	1.69	1.74	1.79	1.84	
13					45,444	45,444	46,797	48,149	49,502	50,854	
					1.68	1.68	1.73	1.78	1.83	1.88	
14						45,985	47,338	48,690	50,043	51,395	
						1.70	1.75	1.80	1.85	1.90	

03-04 allow 7 yrs experience; Dependent health insurance premiums are paid on a tier system: 1st yr - 70% of total premium; 2nd yr - 80% of total premium; 3rd yr - 90% of total 4th yr - 100% of total premium 06-07 added step to MA, MA9, MA18, MA27, MA36



# Fremont

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers:  
 Enrollment: 4544  
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5  
 Length of Student Day: 7 7 7  
 Planning Time: 90 55 30  
 Class Periods/Day: 4 7  
 Normal Teaching Load: 3 4

## SALARY SCHEDULE

Base: 28,081 Index: 4.5 x 5  
 Starting Salary: 28,081 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 5(D)  
 Long. 4% ea. 4 yrs after frozen 4 yrs  
 Vertical Freeze:  
 Rollback: 85-86  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 3	390.13	1,099.97		
DENTAL	Delta Dent		42.36	109.55		
LIFE	Sun Life				1.40	
LTD						
NON-PARTICIPANT						

## Amount Paid

Couple - Benefits  
 500.00  
 Cafeteria

## Cafeteria Plan

Individ. Depend.  
 500 500  
 Options: H/A, Dental, Life, LT  
 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	7	unl.	yes		
PERSONAL	3			yes	1 from sick lv
BEREAVEMENT	5				3 family/1 non-family
PROFESSIONAL	unl.			yes	
ADOPTION	30				from 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:	Y	N

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Paternity

FREMONT												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	PHD
										EDSPEC		DOC
1	28,081	29,485	30,889	32,293	33,697	33,697	35,101	36,505	37,909	39,313	40,717	44,930
	1	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45	1.6
2	29,345	30,749	32,153	33,557	34,961	34,961	36,365	37,769	39,173	40,577	41,981	46,193
	1.045	1.095	1.145	1.195	1.245	1.245	1.295	1.345	1.395	1.445	1.495	1.645
3	30,608	32,012	33,416	34,820	36,224	36,224	37,629	39,033	40,437	41,841	43,245	47,457
	1.09	1.14	1.19	1.24	1.29	1.29	1.34	1.39	1.44	1.49	1.54	1.69
4	31,872	33,276	34,680	36,084	37,488	37,488	38,892	40,296	41,700	43,104	44,508	48,721
	1.135	1.185	1.235	1.285	1.335	1.335	1.385	1.435	1.485	1.535	1.585	1.735
5	33,136	34,540	35,944	37,348	38,752	38,752	40,156	41,560	42,964	44,368	45,772	49,984
	1.18	1.23	1.28	1.33	1.38	1.38	1.43	1.48	1.53	1.58	1.63	1.78
6	34,399	35,803	37,207	38,611	40,015	40,015	41,419	42,823	44,227	45,631	47,035	51,248
	1.225	1.275	1.325	1.375	1.43	1.43	1.48	1.53	1.58	1.63	1.68	1.83
7	35,663	37,067	38,471	39,875	41,279	41,279	42,683	44,087	45,491	46,895	48,299	52,512
	1.27	1.32	1.37	1.42	1.48	1.48	1.53	1.58	1.63	1.68	1.73	1.88
8		38,331	39,735	41,139	42,543	42,543	43,947	45,351	46,755	48,159	49,563	53,776
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			40,998	42,402	43,806	43,806	45,210	46,614	48,018	49,422	50,826	55,039
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				43,666	45,070	45,070	46,474	47,878	49,282	50,686	52,090	56,303
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				44,930	46,334	46,334	47,738	49,142	50,546	51,950	53,354	57,567
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12				46,193	47,597	47,597	48,999	50,403	51,807	53,211	54,615	58,828
				1.645	1.73	1.73	1.78	1.83	1.88	1.93	1.98	2.13
13						49,984	51,388	52,792	54,196	55,600	57,004	61,217
						1.78	1.83	1.88	1.93	1.98	2.03	2.18
14						51,388	52,792	54,196	55,600	57,004	58,408	62,621
						1.83	1.88	1.93	1.98	2.03	2.08	2.23
15						54,196	55,600	57,004	58,408	59,812	61,216	65,429
						1.93	1.98	2.03	2.08	2.13	2.18	2.28

# Friend

2007-2008

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 25.5  
 Enrollment: 315  
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5  
 Length of Student Day: 7.25 7.25 7.25  
 Planning Time: 50 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 6 6

**SALARY SCHEDULE**

Base: 26,150 Index: 4.5 x 4  
 Starting Salary: 26,150 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	390.13	1,099.97	390.13	1099.97	43.67	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD	National				.0038			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	\$20/day reimb. at separation				
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	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

**OTHER LEAVES:**

Step	FRIEND								
	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27
1	26,150	27,196	28,242	29,288	30,334	31,380	32,426	33,472	34,518
	1	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32
2	27,327	28,373	29,419	30,465	31,511	32,557	33,603	34,649	35,695
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325	1.365
3	28,504	29,550	30,596	31,642	32,688	33,734	34,780	35,826	36,872
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
4	29,680	30,726	31,772	32,818	33,864	34,910	35,956	37,002	38,048
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455
5	30,857	31,903	32,949	33,995	35,041	36,087	37,133	38,179	39,225
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46	1.5
6	32,034	33,080	34,126	35,172	36,218	37,264	38,310	39,356	40,402
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505	1.545
7		34,257	35,303	36,349	37,395	38,441	39,487	40,533	41,579
		1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
8		35,433	36,479	37,525	38,571	39,617	40,663	41,709	42,755
		1.355	1.395	1.435	1.475	1.515	1.555	1.595	1.635
9			37,656	38,702	39,748	40,794	41,840	42,886	43,932
			1.44	1.48	1.52	1.56	1.6	1.64	1.68
10			38,833	39,879	40,925	41,971	43,017	44,063	45,109
			1.485	1.525	1.565	1.605	1.645	1.685	1.725
11				41,056	42,102	43,148	44,194	45,240	46,286
				1.57	1.61	1.65	1.69	1.73	1.77
12				42,232	43,278	44,324	45,370	46,416	47,462
				1.615	1.655	1.695	1.735	1.775	1.815
13				43,409	44,455	45,501	46,547	47,593	48,639
				1.66	1.7	1.74	1.78	1.82	1.86
14					45,632	46,678	47,724	48,770	49,816
					1.745	1.785	1.825	1.865	1.905

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

# Fullerton

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	333	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:	100	100	95	
Class Periods/Day:	9	9		
Normal Teaching Load:	6	6		

## SALARY SCHEDULE

Base:	26,600	Index:	4 x 5
Starting Salary:	26,600	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	390.13	1,099.97	390.13	1099.97		Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Unknown				1.85			<b>PART-TIME BENEFITS</b>	
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:

FULLERTON							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	26,600	27,930	29,260	30,590	31,920	33,250	34,580
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	27,664	28,994	30,324	31,654	32,984	34,314	35,644
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	28,728	30,058	31,388	32,718	34,048	35,378	36,708
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	29,792	31,122	32,452	33,782	35,112	36,442	37,772
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	30,856	32,186	33,516	34,846	36,176	37,506	38,836
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	31,920	33,250	34,580	35,910	37,240	38,570	39,900
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	32,984	34,314	35,644	36,974	38,304	39,634	40,964
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		35,378	36,708	38,038	39,368	40,698	42,028
		1.33	1.38	1.43	1.48	1.53	1.58
9			37,772	39,102	40,432	41,762	43,092
			1.42	1.47	1.52	1.57	1.62
10			38,836	40,166	41,496	42,826	44,156
			1.46	1.51	1.56	1.61	1.66
11				41,230	42,560	43,890	45,220
				1.55	1.60	1.65	1.70
12				42,294	43,624	44,954	46,284
				1.59	1.64	1.69	1.74
13					44,688	46,018	47,348
					1.68	1.73	1.78
14					45,752	47,082	48,412
					1.72	1.77	1.82
15						48,146	49,476
						1.81	1.86

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



# Giltner

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers:  
 Enrollment: 199  
 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: 25,500 Index: 4 x 4  
 Starting Salary: 25,500 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 07-08, 08-09

### INSURANCE

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

**Option** **Premium** **Amount Paid**  
 H/A-Dent Individ. Depend. **By District**  
 Individ. Depend. Individ. Depend.  
 300D 2 390.13 1,099.97 390.13 1099.97  
 17.13 60.80 17.13 17.13  
 COMMENTS:  
 .0053

**Cafeteria Plan**  
 Individ. Depend.  
 Options:  
 IRS 125:  
 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:  
 PERSONAL 2 yes pd \$80/day if unused  
 BEREAVEMENT from sick lv.  
 PROFESSIONAL 2 yes  
 ADOPTION  
 ASSOCIATION

### OTHER DISTRICT POLICIES

**Negotiated/**  
**Exists 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	25,500	26,520	27,540	28,560	29,580	30,600
	1.00	1.04	1.08	1.12	1.16	1.20
2	26,520	27,540	28,560	29,580	30,600	31,620
	1.04	1.08	1.12	1.16	1.20	1.24
3	27,540	28,560	29,580	30,600	31,620	32,640
	1.08	1.12	1.16	1.20	1.24	1.28
4	28,560	29,580	30,600	31,620	32,640	33,660
	1.12	1.16	1.20	1.24	1.28	1.32
5	29,580	30,600	31,620	32,640	33,660	34,680
	1.16	1.20	1.24	1.28	1.32	1.36
6	30,600	31,620	32,640	33,660	34,680	35,700
	1.20	1.24	1.28	1.32	1.36	1.40
7		32,640	33,660	34,680	35,700	36,720
		1.28	1.32	1.36	1.40	1.44
8			34,680	35,700	36,720	37,740
			1.36	1.40	1.44	1.48
9			35,700	36,720	37,740	38,760
			1.40	1.44	1.48	1.52
10				37,740	38,760	39,780
				1.48	1.52	1.56
11				38,760	39,780	40,800
				1.52	1.56	1.60
12					40,800	41,820
					1.60	1.64
13						42,840
						1.68





# Gothenburg

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 68.1  
 Enrollment: 899  
 Length of Teacher Day: 7.5 HS 7.5 JH/MS 7.5 ELEM  
 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: 28,100 Index: 5 x 4  
 Starting Salary: 28,100 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	390.13	1,099.97	390.13	1099.97	43.67	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD	Madison							<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	75	yes					
Other Info:						<i>Negotiated/</i>		
PERSONAL	2			yes		<i>Exists</i>	<i>Policy</i>	
BEREAVEMENT	10				immed family from sick lv.	Voluntary Separation:	N	
PROFESSIONAL	adm. disc.			yes		Grievance:	Y P	
ADOPTION	10				inc. in sick lv.	Professional Growth:	Y P	
ASSOCIATION						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	28,100	29,224	30,348	31,472	32,596	33,720	34,844	35,968	37,092
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	29,505	30,629	31,753	32,877	34,001	35,125	36,249	37,373	38,497
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	30,910	32,034	33,158	34,282	35,406	36,530	37,654	38,778	39,902
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	32,315	33,439	34,563	35,687	36,811	37,935	39,059	40,183	41,307
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	33,720	34,844	35,968	37,092	38,216	39,340	40,464	41,588	42,712
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		36,249	37,373	38,497	39,621	40,745	41,869	42,993	44,117
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			38,778	39,902	41,026	42,150	43,274	44,398	45,522
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				41,307	42,431	43,555	44,679	45,803	46,927
				1.47	1.51	1.55	1.59	1.63	1.67
9				42,712	43,836	44,960	46,084	47,208	48,332
				1.52	1.56	1.60	1.64	1.68	1.72
10					45,241	46,365	47,489	48,613	49,737
					1.61	1.65	1.69	1.73	1.77
11					46,646	47,770	48,894	50,018	51,142
					1.66	1.70	1.74	1.78	1.82
12								51,423	52,547
								1.83	1.87

07-08 removal of bottom step from all columns



# Harvard

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25  
 Enrollment: 271  
 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: 48 48 48  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 27,350 Index: 4 x 4  
 Starting Salary: 29,538 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	390.13	1,099.97	390.13	1099.97	43.67	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125:	
LIFE								Flex Accounts:	
LTD	Madison Nat'l				.0045(thru sal.)			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: full	

## 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 from sick lv.
BEREAVEMENT	5				
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							
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	BA+54 MA+18
1	27,350	28,444	29,538	30,632	31,726	32,820	33,914
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,444	29,538	30,632	31,726	32,820	33,914	35,008
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,538	30,632	31,726	32,820	33,914	35,008	36,102
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,632	31,726	32,820	33,914	35,008	36,102	37,196
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,726	32,820	33,914	35,008	36,102	37,196	38,290
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		33,914	35,008	36,102	37,196	38,290	39,384
		1.24	1.28	1.32	1.36	1.40	1.44
7		35,008	36,102	37,196	38,290	39,384	40,478
		1.28	1.32	1.36	1.40	1.44	1.48
8			37,196	38,290	39,384	40,478	41,572
			1.36	1.40	1.44	1.48	1.52
9				39,384	40,478	41,572	42,666
				1.44	1.48	1.52	1.56
10					41,572	42,666	43,760
					1.52	1.56	1.60
11						43,760	44,854
						1.60	1.64
12							45,948
							1.68

BA+36, BA+45, BA+54 frozen 1 year after entering

# Hastings

2007-2008

### WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	265.53
Enrollment:	3369	HS	JH/MS ELEM
Length of Teacher Day:	7.5	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:	28,100	Index:	4.5 x 4.5
Starting Salary:	28,100	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Those with a doctorate receive \$500/yr.			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	07-08, 08-09		

### INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 3	371.22	1,046.68	571.22	994.35	444.52	Full Ins. + \$325	Options: Cash
DENTAL	BC/BS		42.36	109.55	42.36	42.36			
PPO:	If take ind. receive add'l \$200 ov		COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD	Nat'l School				.00342				<b>PART-TIME BENEFITS</b>
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	28,100	29,365	30,629	31,894	33,158	33,158	34,423	35,687	36,952	38,216	39,481
	1	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	29,365	30,629	31,894	33,158	34,423	34,423	35,687	36,952	38,216	39,481	40,745
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	30,629	31,894	33,158	34,423	35,687	35,687	36,952	38,216	39,481	40,745	42,010
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	31,894	33,158	34,423	35,687	36,952	36,952	38,216	39,481	40,745	42,010	43,274
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	33,158	34,423	35,687	36,952	38,216	38,216	39,481	40,745	42,010	43,274	44,539
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	34,423	35,687	36,952	38,216	39,481	39,481	40,745	42,010	43,274	44,539	45,803
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	35,687	36,952	38,216	39,481	40,745	40,745	42,010	43,274	44,539	45,803	47,068
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	36,952	38,216	39,481	40,745	42,010	42,010	43,274	44,539	45,803	47,068	48,332
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			41,167	42,010	43,274	43,274	44,539	45,803	47,068	48,332	49,597
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				43,696	44,539	44,539	45,803	47,068	48,332	49,597	50,861
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					45,803	45,803	47,068	48,332	49,597	50,861	52,126
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12					47,068	47,068	48,332	49,597	50,861	52,126	53,390
					1.675	1.675	1.72	1.765	1.81	1.855	1.9
13						48,332	49,597	50,861	52,126	53,390	54,655
						1.72	1.765	1.81	1.855	1.9	1.945
14						49,597	50,861	52,126	53,390	54,655	55,919
						1.765	1.81	1.855	1.9	1.945	1.99
15										55,919	57,184
										1.99	2.035

02-03 staff frozen at bottom of MA+45 will be given add'l 1.5% of base each yr on that step



# Hitchcock County

2007-2008

**WORKING CONDITIONS**

Contract Days: 182 FTE Teachers:  
 Enrollment: 238  
 Length of Teacher Day: 8  
 Length of Student Day: 7.16  
 Planning Time: 49  
 Class Periods/Day: 7  
 Normal Teaching Load: 6

**SALARY SCHEDULE**

Base: 26,000 Index: 4 x 4  
 Starting Salary: 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	550D 1	371.22	1,046.68	371.22	1046.68	40.68	Dep. Dental	Options:
DENTAL	BC/BS		15.95	56.63	15.95	15.95			IRS 125: Y
PPO:	Emp pays 1st \$100 of ded; bd p		COMMENTS:						Flex Accounts: Y
LIFE	Principal				4.95				<b>PART-TIME BENEFITS</b>
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	26,000	27,040	28,080	29,120	30,160	30,160	31,200	32,240	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	27,040	28,080	29,120	30,160	31,200	31,200	32,240	33,280	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	28,080	29,120	30,160	31,200	32,240	32,240	33,280	34,320	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	29,120	30,160	31,200	32,240	33,280	33,280	34,320	35,360	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	30,160	31,200	32,240	33,280	34,320	34,320	35,360	36,400	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6	31,200	32,240	33,280	34,320	35,360	35,360	36,400	37,440	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7	32,240	33,280	34,320	35,360	36,400	36,400	37,440	38,480	
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	
8		34,320	35,360	36,400	37,440	37,440	38,480	39,520	
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	
9			36,400	37,440	38,480	38,480	39,520	40,560	
			1.40	1.44	1.48	1.48	1.52	1.56	
10				38,480	39,520	39,520	40,560	41,600	
				1.48	1.52	1.52	1.56	1.60	
11				39,520	40,560	40,560	41,600	42,640	
				1.52	1.56	1.56	1.60	1.64	
12					41,600	41,600	42,640	43,680	
					1.60	1.60	1.64	1.68	
13					42,640	42,640	43,680	44,720	
					1.64	1.64	1.68	1.72	
14						43,680	44,720	45,760	
						1.68	1.72	1.76	
15							45,760	46,800	
							1.76	1.80	
16								47,840	
								1.84	

07-08 experience allowed changed from 5 to 10 yrs.

# Holdrege

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	104.9
Enrollment:	1116	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.6	7.33	7
Planning Time:	50	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	6	

## SALARY SCHEDULE

Base:	26,400	Index:	4.5 x 4.5
Starting Salary:	28,776	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	4
Vertical Freeze:	85-86		
Rollback:	95-96		
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	371.22	1,046.68	371.22	1046.68	43.67	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental		
PPO:	06-07: 250D to 550D on 1/1/07		COMMENTS:					IRS 125: Y	
LIFE	Principal				3.88			Flex Accounts:	
LTD	Principal				.0029			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.4	
								Contribution: fte	

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:					
PERSONAL	2			yes	acc. to 4
BEREAVEMENT	see sick lv.				max 1/funeral ext'd family
PROFESSIONAL	2			yes	
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: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

HOLDREGE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	
1	26,400	27,588	28,776	29,964	31,152	32,340	33,528	34,716	35,904	
	1.00	1.05	1.09	1.14	1.18	1.23	1.27	1.32	1.36	
2	27,588	28,776	29,964	31,152	32,340	33,528	34,716	35,904	37,092	
	1.05	1.09	1.14	1.18	1.23	1.27	1.32	1.36	1.41	
3	28,776	29,964	31,152	32,340	33,528	34,716	35,904	37,092	38,280	
	1.09	1.14	1.18	1.23	1.27	1.32	1.36	1.41	1.45	
4	29,964	31,152	32,340	33,528	34,716	35,904	37,092	38,280	39,468	
	1.14	1.18	1.23	1.27	1.32	1.36	1.41	1.45	1.50	
5	31,152	32,340	33,528	34,716	35,904	37,092	38,280	39,468	40,656	
	1.18	1.23	1.27	1.32	1.36	1.41	1.45	1.50	1.54	
6	32,340	33,528	34,716	35,904	37,092	38,280	39,468	40,656	41,844	
	1.23	1.27	1.32	1.36	1.41	1.45	1.50	1.54	1.59	
7	33,528	34,716	35,904	37,092	38,280	39,468	40,656	41,844	43,032	
	1.27	1.32	1.36	1.41	1.45	1.50	1.54	1.59	1.63	
8	34,716	35,904	37,092	38,280	39,468	40,656	41,844	43,032	44,220	
	1.32	1.36	1.41	1.45	1.50	1.54	1.59	1.63	1.68	
9			38,280	39,468	40,656	41,844	43,032	44,220	45,408	
			1.45	1.50	1.54	1.59	1.63	1.68	1.72	
10				40,656	41,844	43,032	44,220	45,408	46,596	
				1.54	1.59	1.63	1.68	1.72	1.77	
11					43,032	44,220	45,408	46,596	47,784	
					1.63	1.68	1.72	1.77	1.81	
12					44,220	45,408	46,596	47,784	48,972	
					1.68	1.72	1.77	1.81	1.86	
13							47,784	48,972	50,160	
							1.81	1.86	1.90	
14								50,160	51,348	
								1.90	1.95	



# Humphrey

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25.88  
 Enrollment: 226  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 Length of Student Day: 7.25 7.25 7.25  
 Planning Time: 45 45 45  
 Class Periods/Day: 6 8  
 Normal Teaching Load: 5 7

## SALARY SCHEDULE

Base: 25,925 Index: 4 x 4  
 Starting Salary: 25,925 Entry Level Step: 1(D)  
 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	550D 2	371.22	1,046.68	371.22	1046.68	43.67	Options:		
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125:	
LIFE								Flex Accounts:		
LTD	National Ins				.00371			<b>PART-TIME BENEFITS</b>		
NON-PARTICIPANT								Minimum FTE: 1		
								Contribution:		

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,7	unl.	yes		
Other Info:	Severance:\$15 per unused day over 40				
PERSONAL	2			no	sub rate/unused day
BEREAVEMENT	5				add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION	from prof. lv.				

## 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: Y

## OTHER LEAVES:

HUMPHREY							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	25,925	26,962	27,999	29,036	30,073	31,110	32,147
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	26,962	27,999	29,036	30,073	31,110	32,147	33,184
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	27,999	29,036	30,073	31,110	32,147	33,184	34,221
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	29,036	30,073	31,110	32,147	33,184	34,221	35,258
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	30,073	31,110	32,147	33,184	34,221	35,258	36,295
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	31,110	32,147	33,184	34,221	35,258	36,295	37,332
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	32,147	33,184	34,221	35,258	36,295	37,332	38,369
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	33,184	34,221	35,258	36,295	37,332	38,369	39,406
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		35,258	36,295	37,332	38,369	39,406	40,443
		1.36	1.40	1.44	1.48	1.52	1.56
10			37,332	38,369	39,406	40,443	41,480
			1.44	1.48	1.52	1.56	1.60
11				39,406	40,443	41,480	42,517
				1.52	1.56	1.60	1.64
12					41,480	42,517	43,554
					1.60	1.64	1.68
13					42,517	43,554	44,591
					1.64	1.68	1.72
14						44,591	45,628
						1.72	1.76

# Johnson-Brock

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 20.8  
 Enrollment: 271  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 Length of Student Day: 7.35 7.35 7.25  
 Planning Time: 52 52 60  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 26,500 Index: 4 x 4  
 Starting Salary: Entry Level Step: (D)  
 Career Increments: N Experience Allowed: all (D)  
 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	371.22	1,046.68	371.22	1046.68		Options:	
DENTAL	BC/BS		17.13	60.80	17.13	60.80		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l				.0045			Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte-% sgl	

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	from sick lv.				
PROFESSIONAL	admin. disc.			yes	
ADOPTION	admin. disc.				
ASSOCIATION	3 (off/deleg)				

## 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:

JOHNSON-BROCK							
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18
1	26,500	27,560	28,620	29,680	30,740	31,800	32,860
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	27,560	28,620	29,680	30,740	31,800	32,860	33,920
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	28,620	29,680	30,740	31,800	32,860	33,920	34,980
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	29,680	30,740	31,800	32,860	33,920	34,980	36,040
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	30,740	31,800	32,860	33,920	34,980	36,040	37,100
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	31,800	32,860	33,920	34,980	36,040	37,100	38,160
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	32,860	33,920	34,980	36,040	37,100	38,160	39,220
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		34,980	36,040	37,100	38,160	39,220	40,280
		1.32	1.36	1.40	1.44	1.48	1.52
9			37,100	38,160	39,220	40,280	41,340
			1.40	1.44	1.48	1.52	1.56
10				39,220	40,280	41,340	42,400
				1.48	1.52	1.56	1.60
11					41,340	42,400	43,460
					1.56	1.60	1.64
12						43,460	44,520
						1.64	1.68
13							45,580
							1.72

07-08 last columns in schedule changed from MA15 to MA9 and MA30 to MA18

# Kearney

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 346.47  
 Enrollment: 5040  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5 6.75 6.75  
 Planning Time: 60 57 30  
 Class Periods/Day: 4 9  
 Normal Teaching Load: 3.25 7.5

## SALARY SCHEDULE

Base: 28,129 Index: 4.5 x 4.5  
 Starting Salary: 28,129 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 7(D)  
 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	371.22	1,046.68			702.08	702.08	702.08
DENTAL	BC/BS		17.13	60.80			cafeteria times FTE		Options: H/A, Cash
PPO:			COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD	Nat'l Ins				.0030				<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.5 Contribution: fte-BCBS*

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	80	yes		
Other Info:	20 days for dep./1/2 sub pay at retire.				
PERSONAL	3				one more by borrowing from ot
BEREAVEMENT	unl.				based on type of use;with appr
PROFESSIONAL	2			yes	
ADOPTION	10				w/approv.
ASSOCIATION	3				

## 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: Y

## OTHER LEAVES:

KEARNEY										
Step	BA+36					MA				
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	28,129	29,395	30,661	31,926	33,192	34,458	35,724	36,990	38,255	39,521
	1	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	29,395	30,661	31,926	33,192	34,458	35,724	36,990	38,255	39,521	40,787
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	30,661	31,926	33,192	34,458	35,724	36,990	38,255	39,521	40,787	42,053
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	31,926	33,192	34,458	35,724	36,990	38,255	39,521	40,787	42,053	43,319
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	33,192	34,458	35,724	36,990	38,255	39,521	40,787	42,053	43,319	44,584
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	34,458	35,724	36,990	38,255	39,521	40,787	42,053	43,319	44,584	45,850
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	35,724	36,990	38,255	39,521	40,787	42,053	43,319	44,584	45,850	47,116
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	36,990	38,255	39,521	40,787	42,053	43,319	44,584	45,850	47,116	48,382
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		39,521	40,787	42,053	43,319	44,584	45,850	47,116	48,382	49,648
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			42,053	43,319	44,584	45,850	47,116	48,382	49,648	50,913
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				44,584	45,850	47,116	48,382	49,648	50,913	52,179
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					47,116	48,382	49,648	50,913	52,179	53,445
					1.675	1.72	1.765	1.81	1.855	1.9
13					48,382	49,648	50,913	52,179	53,445	54,711
					1.72	1.765	1.81	1.855	1.9	1.945
14					49,648	50,913	52,179	53,445	54,711	55,977
					1.765	1.81	1.855	1.9	1.945	1.99
15									55,977	57,243
									1.99	2.035

Longevity increments available on BA36 & MA45 columns.

# Kenesaw

2007-2008

**WORKING CONDITIONS**

Contract Days: 182 FTE Teachers: 24  
 Enrollment: 262  
 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: 26,000 Index: 4 x 4  
 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	550D 1	371.22	1,046.68	371.22	1046.68	40.68	Options:	
DENTAL	BC/BS		15.95	56.63	15.95	15.95	Dep. Dental	Options:	
PPO:			COMMENTS:						
LIFE								IRS 125: Y	
LTD								Flex Accounts: Y	
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>	
								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:	Y	P
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	26,000	27,040	28,080	29,120	29,640	30,160	31,200	32,240
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	27,040	28,080	29,120	30,160	30,680	31,200	32,240	33,280
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	28,080	29,120	30,160	31,200	31,720	32,240	33,280	34,320
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	29,120	30,160	31,200	32,240	32,760	33,280	34,320	35,360
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	30,160	31,200	32,240	33,280	33,800	34,320	35,360	36,400
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	31,200	32,240	33,280	34,320	34,840	35,360	36,400	37,440
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		33,280	34,320	35,360	35,880	36,400	37,440	38,480
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8		34,320	35,360	36,400	36,920	37,440	38,480	39,520
		1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		35,360	36,400	37,440	37,960	38,480	39,520	40,560
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			37,440	38,480	39,000	39,520	40,560	41,600
			1.44	1.48	1.50	1.52	1.56	1.60
11				39,520	40,040	40,560	41,600	42,640
				1.52	1.54	1.56	1.60	1.64
12						41,600	42,640	43,680
						1.60	1.64	1.68

06-07 change from 250D to 550D.

# Kimball

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 58  
 Enrollment: 587  
 Length of Teacher Day: 8  
 Length of Student Day: 7.25  
 Planning Time: 48  
 Class Periods/Day: 9  
 Normal Teaching Load: 8

## SALARY SCHEDULE

Base: 27,500 Index: 4 x 5  
 Starting Salary: 27,500 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: all  
 Other: Vert. Incr. are % of column base.  
 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	390.13	1,099.97	390.13	1099.97	43.67	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental		
PPO:			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	8	60	yes		
Other Info:	flex days				
PERSONAL					
BEREAVEMENT	5				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	1-officers only				

## 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:

KIMBALL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	27,500	28,875	30,250	31,625	33,000	34,375	35,750	37,125	38,500	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	28,600	29,975	31,350	32,725	34,100	35,475	36,850	38,225	39,600	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	29,700	31,075	32,450	33,825	35,200	36,575	37,950	39,325	40,700	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	30,800	32,175	33,550	34,925	36,300	37,675	39,050	40,425	41,800	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	31,900	33,275	34,650	36,025	37,400	38,775	40,150	41,525	42,900	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6		34,375	35,750	37,125	38,500	39,875	41,250	42,625	44,000	
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7		35,475	36,850	38,225	39,600	40,975	42,350	43,725	45,100	
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8			37,950	39,325	40,700	42,075	43,450	44,825	46,200	
			1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9				40,425	41,800	43,175	44,550	45,925	47,300	
				1.47	1.52	1.57	1.62	1.67	1.72	
10					42,900	44,275	45,650	47,025	48,400	
					1.56	1.61	1.66	1.71	1.76	
11						44,000	45,375	46,750	48,125	49,500
						1.60	1.65	1.70	1.75	1.80
12							45,100	46,475	47,850	49,225
							1.64	1.69	1.74	1.79
13								47,575	48,950	50,325
								1.73	1.78	1.83
14									50,050	51,425
									1.82	1.87
15										52,525
										1.91
16										
										53,900
17										
										1.96
18										
										53,900
19										
										1.96
20										
										55,000
										2.00

Advancement to Step 20 is obtained after being at Step 15 for 5 years.

# Laurel-Concord

2007-2008

## WORKING CONDITIONS

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

## SALARY SCHEDULE

Base:	26,400	Index:	4 x 4
Starting Salary:	26,400	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	3
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68		
DENTAL	BC/BS		17.13	60.80		
PPO:						
LIFE	Madison Nat'l					
LTD	Madison Nat'l					
NON-PARTICIPANT						

## Amount Paid

Couple - Benefits	1,137.50
Cafeteria	

## Cafeteria Plan

Individ.	Depend.	
1137.50	1137.50	1137.50
Options:	H/A-TSA-Cash-	Life-LTD
IRS 125:	Y	
Flex Accounts:		
<b>PART-TIME BENEFITS</b>		
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	26,400	27,456	28,512	29,568	30,624	31,680	32,736	33,792
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	27,456	28,512	29,568	30,624	31,680	32,736	33,792	34,848
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	28,512	29,568	30,624	31,680	32,736	33,792	34,848	35,904
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	29,568	30,624	31,680	32,736	33,792	34,848	35,904	36,960
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	30,624	31,680	32,736	33,792	34,848	35,904	36,960	38,016
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	31,680	32,736	33,792	34,848	35,904	36,960	38,016	39,072
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	32,736	33,792	34,848	35,904	36,960	38,016	39,072	40,128
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		34,848	35,904	36,960	38,016	39,072	40,128	41,184
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			36,960	38,016	39,072	40,128	41,184	42,240
			1.40	1.44	1.48	1.52	1.56	1.60
10				39,072	40,128	41,184	42,240	43,296
				1.48	1.52	1.56	1.60	1.64
11				40,128	41,184	42,240	43,296	44,352
				1.52	1.56	1.60	1.64	1.68
12					42,240	43,296	44,352	45,408
					1.60	1.64	1.68	1.72
13					43,296	44,352	45,408	46,464
					1.64	1.68	1.72	1.76
14					44,352	45,408	46,464	47,520
					1.68	1.72	1.76	1.80
15						46,464	47,520	48,576
						1.76	1.80	1.84
16							48,576	49,632
							1.80	1.84

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

# Leigh

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers:  
 Enrollment: 167  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.25 7.25 7  
 Planning Time: 50 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

### SALARY SCHEDULE

Base: 25,550 Index: 4 x 4  
 Starting Salary: 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	390.13	1,099.97	390.13	1099.97		Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13		IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Principal				.0031			Minimum FTE: 0.1	
NON-PARTICIPANT								Contribution: fte	

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	6	34	yes		
Other Info:	Sev: \$20/day unused				
PERSONAL	4			yes	can use 2 sick for 1 personal
BEREAVEMENT	ee sick or pers l				
PROFESSIONAL	2			yes	acc. to 5
ADOPTION	30				
ASSOCIATION					

### OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

### OTHER LEAVES:

Step	LEIGH						
	BA	BA+9	BA+18	BA+27	MA BA+36	MA+15	MA+30
1	25,550	26,572	27,594	28,616	29,638	30,660	31,682
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	26,572	27,594	28,616	29,638	30,660	31,682	32,704
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	27,594	28,616	29,638	30,660	31,682	32,704	33,726
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	28,616	29,638	30,660	31,682	32,704	33,726	34,748
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	29,638	30,660	31,682	32,704	33,726	34,748	35,770
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	30,660	31,682	32,704	33,726	34,748	35,770	36,792
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	31,682	32,704	33,726	34,748	35,770	36,792	37,814
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		33,726	34,748	35,770	36,792	37,814	38,836
		1.32	1.36	1.40	1.44	1.48	1.52
9			35,770	36,792	37,814	38,836	39,858
			1.40	1.44	1.48	1.52	1.56
10				37,814	38,836	39,858	40,880
				1.48	1.52	1.56	1.60
11				38,836	39,858	40,880	41,902
				1.52	1.56	1.60	1.64
12					40,880	41,902	42,924
					1.60	1.64	1.68
13						42,924	43,946
						1.68	1.72

06-07 added step to BA36/MA, MA15, MA30

# Lexington

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers:  
 Enrollment: 2953  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 50  
 Class Periods/Day: 7  
 Normal Teaching Load: 6

## SALARY SCHEDULE

Base: 29,925 Index: 5 x 4  
 Starting Salary: 29,925 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 5  
 Vertical Freeze: 85-86  
 Rollback:  
 Multi-year Contract:

## INSURANCE

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

Option	Premium		Amount Paid By District	
	Individ.	Depend.	Individ.	Depend.
	H/A-Dent			
550D 2	371.22	1,046.68	371.22	1046.68
	17.13	60.80	17.13	17.13

COMMENTS:

**Couple - Benefits**  
 43.67  
 Dep. Dental

**Cafeteria Plan**  
 Individ. Depend.  
 Options:  
 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	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	BA+9	BA+18	BA+27	BA+45	MA+9	MA+18	MA+27	MA+36	
1	29,925	31,122	32,319	33,516	34,713	35,910	37,107	38,304	39,501	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	31,421	32,618	33,815	35,012	36,209	37,406	38,603	39,800	40,997	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
3	32,918	34,115	35,312	36,509	37,706	38,903	40,100	41,297	42,494	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	
4		35,611	36,808	38,005	39,202	40,399	41,596	42,793	43,990	
		1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	
5			38,304	39,501	40,698	41,895	43,092	44,289	45,486	
			1.28	1.32	1.36	1.40	1.44	1.48	1.52	
6				40,997	42,194	43,391	44,588	45,785	46,982	
				1.37	1.41	1.45	1.49	1.53	1.57	
7				42,494	43,691	44,888	46,085	47,282	48,479	
				1.42	1.46	1.50	1.54	1.58	1.62	
8					45,187	46,384	47,581	48,778	49,975	
					1.51	1.55	1.59	1.63	1.67	
9					46,683	47,880	49,077	50,274	51,471	
					1.56	1.60	1.64	1.68	1.72	
10						49,376	50,573	51,770	52,967	
						1.65	1.69	1.73	1.77	
11							52,070	53,267	54,464	
							1.74	1.78	1.82	
12								54,763	55,960	
								1.83	1.87	







# Loup City

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	33.33
Enrollment:	363	HS	JH/MS
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.8	6.7
Planning Time:	50	45	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

## SALARY SCHEDULE

Base:	27,300	Index:	4 x 5
Starting Salary:	27,300	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	390.13	1,099.97	351.12	989.97	181.43		
DENTAL	BC/BS		42.36	109.55	38.12	38.12	Dep. Dental + All Dep		Options:
PPO:			COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD	Omaha Life				.00315				<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.4
									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	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	27,300	28,665	30,030	31,395	32,760	34,125	35,490
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	28,392	29,757	31,122	32,487	33,852	35,217	36,582
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	29,484	30,849	32,214	33,579	34,944	36,309	37,674
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	30,576	31,941	33,306	34,671	36,036	37,401	38,766
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	31,668	33,033	34,398	35,763	37,128	38,493	39,858
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	32,760	34,125	35,490	36,855	38,220	39,585	40,950
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		35,217	36,582	37,947	39,312	40,677	42,042
		1.29	1.34	1.39	1.44	1.49	1.54
8		36,309	37,674	39,039	40,404	41,769	43,134
		1.33	1.38	1.43	1.48	1.53	1.58
9			38,766	40,131	41,496	42,861	44,226
			1.42	1.47	1.52	1.57	1.62
10				41,223	42,588	43,953	45,318
				1.51	1.56	1.61	1.66
11					43,680	45,045	46,410
					1.60	1.65	1.70
12					44,772	46,137	47,502
					1.64	1.69	1.74
13					44,772	46,137	47,502
					1.64	1.69	1.74
14					44,772	46,137	47,502
					1.64	1.69	1.74
15					44,772	46,137	47,502
					1.64	1.69	1.74
16					45,864	47,229	48,594
					1.68	1.73	1.78
17					45,864	47,229	48,594
					1.68	1.73	1.78
18					45,864	47,229	48,594
					1.68	1.73	1.78
19					45,864	47,229	48,594
					1.68	1.73	1.78
20					45,864	47,229	48,594
					1.68	1.73	1.78
21					46,956	48,321	49,686
					1.72	1.77	1.82
22					46,956	48,321	49,686
					1.72	1.77	1.82
23					46,956	48,321	49,686
					1.72	1.77	1.82
24					46,956	48,321	49,686
					1.72	1.77	1.82
25					46,956	48,321	49,686
					1.72	1.77	1.82
26					48,048	49,413	50,778
					1.76	1.81	1.86

# Lyons-Decatur Northeast

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	30.25
Enrollment:	264	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	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:	26,350	Index:	4 x 5
Starting Salary:	26,350	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.
		H/A-Dent					43.67		
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97	Indiv. Dental		Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts:
LIFE	Guardian				5.58				<b>PART-TIME BENEFITS</b>
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	40	yes		
Other Info:	Unused over 40 pd. \$15/day end of yr.				
PERSONAL	2			Yes	accum to 3
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:

LYONS-DECATUR							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	26,350	27,668	28,985	30,303	31,620	32,938	34,255
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	27,404	28,722	30,039	31,357	32,674	33,992	35,309
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	28,458	29,776	31,093	32,411	33,728	35,046	36,363
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	29,512	30,830	32,147	33,465	34,782	36,100	37,417
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5		31,884	33,201	34,519	35,836	37,154	38,471
		1.21	1.26	1.31	1.36	1.41	1.46
6		32,938	34,255	35,573	36,890	38,208	39,525
		1.25	1.30	1.35	1.40	1.45	1.50
7		33,992	35,309	36,627	37,944	39,262	40,579
		1.29	1.34	1.39	1.44	1.49	1.54
8			36,363	37,681	38,998	40,316	41,633
			1.38	1.43	1.48	1.53	1.58
9			37,417	38,735	40,052	41,370	42,687
			1.42	1.47	1.52	1.57	1.62
10			38,471	39,789	41,106	42,424	43,741
			1.46	1.51	1.56	1.61	1.66
11			39,525	40,843	42,160	43,478	44,795
			1.50	1.55	1.60	1.65	1.70
12				41,897	43,214	44,532	45,849
				1.59	1.64	1.69	1.74
13				42,951	44,268	45,586	46,903
				1.63	1.68	1.73	1.78
14				44,005	45,322	46,640	47,957
				1.67	1.72	1.77	1.82
15				45,059	46,376	47,694	49,011
				1.71	1.76	1.81	1.86
16					47,430	48,748	50,065
					1.80	1.85	1.90
17					48,484	49,802	51,119
					1.84	1.89	1.94







# McPherson County

2007-2008

## WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 13.6  
 Enrollment: 73  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 6 6 6  
 Planning Time: 50 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## 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	1050 2	353.64	997.12	353.64	997.12	515.69	1/2 fam + single dent	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Flex Accounts:
PPO:			COMMENTS:						
LIFE									<b>PART-TIME BENEFITS</b>
LTD									Minimum FTE: 0.5
NON-PARTICIPANT							1/2 fam. + single dental \$515.69		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	5				
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	25,600	26,880	28,160	29,440	30,720
	1.00	1.05	1.10	1.15	1.20
2	26,624	27,904	29,184	30,464	31,744
	1.04	1.09	1.14	1.19	1.24
3	27,648	28,928	30,208	31,488	32,768
	1.08	1.13	1.18	1.23	1.28
4	28,672	29,952	31,232	32,512	33,792
	1.12	1.17	1.22	1.27	1.32
5	29,696	30,976	32,256	33,536	34,816
	1.16	1.21	1.26	1.31	1.36
6	30,720	32,000	33,280	34,560	35,840
	1.20	1.25	1.30	1.35	1.40
7		33,024	34,304	35,584	36,864
		1.29	1.34	1.39	1.44
8		34,048	35,328	36,608	37,888
		1.33	1.38	1.43	1.48
9		35,072	36,352	37,632	38,912
		1.37	1.42	1.47	1.52
10			37,376	38,656	39,936
			1.46	1.51	1.56
11			38,400	39,680	40,960
			1.50	1.55	1.60
12				40,704	41,984
				1.59	1.64
13					43,008
					1.68

07-08 step added to BA9, BA18, BA27, and BA36



# Mead

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 26.25  
 Enrollment: 209  
 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: 26,400 Index: 4 x 4  
 Starting Salary: 26,400 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 2	371.22	1,046.68	371.22	1046.68	
DENTAL	BC/BS		17.13	60.80	17.13	60.80	
PPO:			COMMENTS:				
LIFE	Principal				3.50		
LTD	Principal				.0046 (+B)		
NON-PARTICIPANT							

### Cafeteria Plan

Individ. Depend.  
 Options:  
 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	45	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	as needed				add'l w/ approval
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	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MEAD									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	
1	26,400	27,456	28,512	29,568	30,624	31,680	32,736	33,792	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	27,456	28,512	29,568	30,624	31,680	32,736	33,792	34,848	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	28,512	29,568	30,624	31,680	32,736	33,792	34,848	35,904	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	29,568	30,624	31,680	32,736	33,792	34,848	35,904	36,960	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	30,624	31,680	32,736	33,792	34,848	35,904	36,960	38,016	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	31,680	32,736	33,792	34,848	35,904	36,960	38,016	39,072	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7		33,792	34,848	35,904	36,960	38,016	39,072	40,128	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		34,848	35,904	36,960	38,016	39,072	40,128	41,184	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9			36,960	38,016	39,072	40,128	41,184	42,240	
			1.40	1.44	1.48	1.52	1.56	1.60	
10			38,016	39,072	40,128	41,184	42,240	43,296	
			1.44	1.48	1.52	1.56	1.60	1.64	
11				40,128	41,184	42,240	43,296	44,352	
				1.52	1.56	1.60	1.64	1.68	
12				41,184	42,240	43,296	44,352	45,408	
				1.56	1.60	1.64	1.68	1.72	
13					43,296	44,352	45,408	46,464	
					1.64	1.68	1.72	1.76	
14					44,352	45,408	46,464	47,520	
					1.68	1.72	1.76	1.80	



# Millard

2007-2008

**WORKING CONDITIONS**

Contract Days: 193 FTE Teachers: 1573  
 Enrollment: 22009  
 Length of Teacher Day: 8 HS 8 JH/MS 8 ELEM  
 Length of Student Day: 7 7 6.5  
 Planning Time: 50 50 30  
 Class Periods/Day: 4 8  
 Normal Teaching Load: 3.5 6

**SALARY SCHEDULE**

Base: 31,475 Index: x  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 12 yrs  
 Incen. \$372,500; Long. 14 or + yrs and no 07-08 stipend = 2% add'l sal  
 Vertical Freeze: 86-87,91-92  
 Rollback: 84-85  
 Multi-year Contract: 07-08, 08-09

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	Self funded	250D	325.28	890.78	325.28	890.78	37.60	Options:	
DENTAL	United Con		21.50	59.10	21.50	21.50	Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Nat'l				4.00			<b>PART-TIME BENEFITS</b>	
LTD								Minimum FTE: 0.438	
NON-PARTICIPANT							Cash options: \$325.28 or \$157.40 (w/i	Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	92	yes		
Other Info:	reimb all unused at \$60/day @ retirement; over 80 reimb @ \$50 EOY				
PERSONAL	1			No	from sick lv.
BEREAVEMENT	4				from sick lv/per occurrence
PROFESSIONAL					
ADOPTION	FMLA				
ASSOCIATION	18 for district				

**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:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Bus/Emerg Lv-2 from sick lv

# Minden

2007-2008

### WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	825	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	6.5	6.5	6.5	
Planning Time:	48	43	45	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

### SALARY SCHEDULE

Base:	27,475	Index:	4.5 x 4.5
Starting Salary:	27,475	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	371.22	1,046.68	371.22	1046.68	43.67	Dep. Dental	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y
PPO:	06-07 change from 250D to 550		COMMENTS:						Flex Accounts: Y
LIFE									<b>PART-TIME BENEFITS</b>
LTD	Principal Life				.0021				Minimum FTE: 0.4
NON-PARTICIPANT									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:

MINDEN										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27		
0	27,475	28,711	29,948	31,184	32,421	33,657	34,893	36,130	36,130	
	1	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.315	
1	28,711	29,948	31,184	32,421	33,657	34,893	36,130	37,366	37,366	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.36	
2	29,948	31,184	32,421	33,657	34,893	36,130	37,366	38,602	38,602	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.405	
3	31,184	32,421	33,657	34,893	36,130	37,366	38,602	39,839	39,839	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.45	
4	32,421	33,657	34,893	36,130	37,366	38,602	39,839	41,075	41,075	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.495	
5		34,893	36,130	37,366	38,602	39,839	41,075	42,312	42,312	
		1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.54	
6		36,130	37,366	38,602	39,839	41,075	42,312	43,548	43,548	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.585	
7			38,602	39,839	41,075	42,312	43,548	44,784	44,784	
			1.405	1.45	1.495	1.54	1.585	1.63	1.63	
8				41,075	42,312	43,548	44,784	46,021	46,021	
				1.495	1.54	1.585	1.63	1.675	1.675	
9				42,312	43,548	44,784	46,021	47,257	47,257	
				1.54	1.585	1.63	1.675	1.72	1.72	
10					44,784	46,021	47,257	48,493	48,493	
					1.63	1.675	1.72	1.765	1.765	
11					46,021	47,257	48,493	49,730	49,730	
					1.675	1.72	1.765	1.81	1.81	
12					47,257	48,493	49,730	50,966	50,966	
					1.72	1.765	1.81	1.855	1.855	

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



# Neligh-Oakdale

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	37.6
Enrollment:	361	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7
Planning Time:	51	51	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

## SALARY SCHEDULE

Base:	26,800	Index:	4 x 4
Starting Salary:	26,800	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	390.13	1,099.97	390.13	1099.97	43.67	Options:		
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125:	
LIFE	Companion				1.55			Flex Accounts:		
LTD	Principal				.0035			<b>PART-TIME BENEFITS</b>		
NON-PARTICIPANT					1/2 of ins premium in TSA			Minimum FTE:		
								Contribution:		

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	
SICK	9	45	yes				
Other Info:							
PERSONAL	2				acc. to 5		
BEREAVEMENT	4				3 immed. Fam, 1 non-fam	Voluntary Separation:	Y P
PROFESSIONAL	flexible			Yes		Grievance:	Y N
ADOPTION	flexible				with approval	Professional Growth:	Y P
ASSOCIATION	flexible					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	26,800	27,872	28,944	30,016	31,088	31,088	32,160	33,232
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	27,872	28,944	30,016	31,088	32,160	32,160	33,232	34,304
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	28,944	30,016	31,088	32,160	33,232	33,232	34,304	35,376
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	30,016	31,088	32,160	33,232	34,304	34,304	35,376	36,448
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5			33,232	34,304	35,376	35,376	36,448	37,520
			1.24	1.28	1.32	1.32	1.36	1.40
6			34,304	35,376	36,448	36,448	37,520	38,592
			1.28	1.32	1.36	1.36	1.40	1.44
7			35,376	36,448	37,520	37,520	38,592	39,664
			1.32	1.36	1.40	1.40	1.44	1.48
8				37,520	38,592	38,592	39,664	40,736
				1.40	1.44	1.44	1.48	1.52
9				38,592	39,664	39,664	40,736	41,808
				1.44	1.48	1.48	1.52	1.56
10					40,736	40,736	41,808	42,880
					1.52	1.52	1.56	1.60
11					41,808	41,808	42,880	43,952
					1.56	1.56	1.60	1.64
12					42,880	42,880	43,952	45,024
					1.60	1.60	1.64	1.68
13							45,024	46,096
							1.68	1.72
14								47,168
								1.76
15								48,240
								1.80
16								49,312
								1.84

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

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	245	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	4	
Normal Teaching Load:	3	3	

## SALARY SCHEDULE

Base:	25,700	Index:	4 x 4
Starting Salary:	25,700	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		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	By District	Individ.		Depend.	Individ.
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68	43.67		
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental		
PPO:			COMMENTS:						
LIFE									Options:
LTD	Madison Ntl.				.0057				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:	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.				

## 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:

NEWMAN GROVE						
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9
0	25,700	26,728	27,756	28,784	29,812	30,840
	1.00	1.04	1.08	1.12	1.16	1.20
1	26,728	27,756	28,784	29,812	30,840	31,868
	1.04	1.08	1.12	1.16	1.20	1.24
2	27,756	28,784	29,812	30,840	31,868	32,896
	1.08	1.12	1.16	1.20	1.24	1.28
3	28,784	29,812	30,840	31,868	32,896	33,924
	1.12	1.16	1.20	1.24	1.28	1.32
4	29,812	30,840	31,868	32,896	33,924	34,952
	1.16	1.20	1.24	1.28	1.32	1.36
5	30,840	31,868	32,896	33,924	34,952	35,980
	1.20	1.24	1.28	1.32	1.36	1.40
6	31,868	32,896	33,924	34,952	35,980	37,008
	1.24	1.28	1.32	1.36	1.40	1.44
7	32,896	33,924	34,952	35,980	37,008	38,036
	1.28	1.32	1.36	1.40	1.44	1.48
8		34,952	35,980	37,008	38,036	39,064
		1.36	1.40	1.44	1.48	1.52
9			37,008	38,036	39,064	40,092
			1.44	1.48	1.52	1.56
10				39,064	40,092	41,120
				1.52	1.56	1.60
11					41,120	42,148
					1.60	1.64
12					42,148	43,176
					1.64	1.68
13						44,204
						1.72





# Norfolk

2007-2008

## WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	325.4
Enrollment:	3944	HS	JH/MS
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:	30,100	Index:	4.5 x 4.5
Starting Salary:	30,100	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	4/5
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	371.22	1,046.68			500.00	500	500
DENTAL	BC/BS		17.13	60.80			Cafeteria	Options: H/A, Life, LTD	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD								<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT						\$500		Minimum FTE: 0.4	
								Contribution: fte	

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	2			yes	1 no pay-w/o app;reim \$200 EO
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	MA+36	MA+45
1	30,100	31,455	32,809	34,164		35,518	36,873	38,227	39,582	40,936	42,291
	1	1,045	1,09	1,135		1,18	1,225	1,27	1,315	1,36	1,405
2	31,455	32,809	34,164	35,518		36,873	38,227	39,582	40,936	42,291	43,645
	1,045	1,09	1,135	1,18		1,225	1,27	1,315	1,36	1,405	1,45
3	32,809	34,164	35,518	36,873		38,227	39,582	40,936	42,291	43,645	45,000
	1,09	1,135	1,18	1,225		1,27	1,315	1,36	1,405	1,45	1,495
4	34,164	35,518	36,873	38,227		39,582	40,936	42,291	43,645	45,000	46,354
	1,135	1,18	1,225	1,27		1,315	1,36	1,405	1,45	1,495	1,54
5	35,518	36,873	38,227	39,582		40,936	42,291	43,645	45,000	46,354	47,709
	1,18	1,225	1,27	1,315		1,36	1,405	1,45	1,495	1,54	1,585
6	36,873	38,227	39,582	40,936		42,291	43,645	45,000	46,354	47,709	49,063
	1,225	1,27	1,315	1,36		1,405	1,45	1,495	1,54	1,585	1,63
7		39,582	40,936	42,291		43,645	45,000	46,354	47,709	49,063	50,418
		1,315	1,36	1,405		1,45	1,495	1,54	1,585	1,63	1,675
8			42,291	43,645		45,000	46,354	47,709	49,063	50,418	51,772
			1,405	1,45		1,495	1,54	1,585	1,63	1,675	1,72
9				45,000		46,505	47,859	49,214	50,568	51,923	53,277
				1,495		1,545	1,59	1,635	1,68	1,725	1,77
10						48,010	49,364	50,719	52,073	53,428	54,782
						1,595	1,64	1,685	1,73	1,775	1,82
11					49,515	49,515	50,869	52,224	53,578	54,933	56,287
					1,645	1,645	1,69	1,735	1,78	1,825	1,87
12							52,374	53,729	55,083	56,438	57,792
							1,74	1,785	1,83	1,875	1,92
13								55,234	56,588	57,943	59,297
								1,835	1,88	1,925	1,97
14									58,093	59,448	60,802
									1,93	1,975	2,02
15										60,953	62,307
										2,025	2,07

Staff frozen on step 15 of MA45 shall be pd annually an amt = to 1% of base salary beginning in the 1st yr, add'l 1% added each year up to 15%. BA+45 dropped in 00-01. New to district (w/experience) on BA, BA+9 & BA+18 may bring 4 yrs. New to district (w/exp) on BA+27 through MA+45 may bring 5 yrs.

# Norris

2007-2008

## WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	129.5
Enrollment:	1943	HS	JH/MS
Length of Teacher Day:	8	ELEM	8
Length of Student Day:	7		7
Planning Time:	105	105	105
Class Periods/Day:	6	12	
Normal Teaching Load:	5	9	

## SALARY SCHEDULE

Base:	30,500	Index:	4 x 5
Starting Salary:	30,500	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
Vertical Freeze:	86-87		
Rollback:			
Multi-year Contract:			

## INSURANCE

Type	Carrier	Option	Amount Paid				Couple - Benefits	Cafeteria Plan	
			Premium		By District			Individ.	Depend.
		H/A-Dent	Individ.	Depend.	Individ.	Depend.	43.67		
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68	Dep. Dental		Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE	SIF				3.60				<b>PART-TIME BENEFITS</b>
LTD	SIF				.00436				Minimum FTE: 0.4
NON-PARTICIPANT									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	MA+36
1	30,500	32,025	33,550	35,075	35,838	36,600	38,125	39,650	41,175	42,700
	1	1.05	1.1	1.15	1.175	1.2	1.25	1.3	1.35	1.4
2	31,720	33,245	34,770	36,295	37,058	37,820	39,345	40,870	42,395	43,920
	1.04	1.09	1.14	1.19	1.215	1.24	1.29	1.34	1.39	1.44
3	32,940	34,465	35,990	37,515	38,278	39,040	40,565	42,090	43,615	45,140
	1.08	1.13	1.18	1.23	1.255	1.28	1.33	1.38	1.43	1.48
4	34,160	35,685	37,210	38,735	39,498	40,260	41,785	43,310	44,835	46,360
	1.12	1.17	1.22	1.27	1.295	1.32	1.37	1.42	1.47	1.52
5	35,380	36,905	38,430	39,955	40,718	41,480	43,005	44,530	46,055	47,580
	1.16	1.21	1.26	1.31	1.335	1.36	1.41	1.46	1.51	1.56
6		38,125	39,650	41,175	41,938	42,700	44,225	45,750	47,275	48,800
		1.25	1.3	1.35	1.375	1.4	1.45	1.5	1.55	1.6
7			40,870	42,395	43,158	43,920	45,445	46,970	48,495	50,020
			1.34	1.39	1.415	1.44	1.49	1.54	1.59	1.64
8			42,090	43,615	44,378	45,140	46,665	48,190	49,715	51,240
			1.38	1.43	1.455	1.48	1.53	1.58	1.63	1.68
9				44,835	45,598	46,360	47,885	49,410	50,935	52,460
				1.47	1.495	1.52	1.57	1.62	1.67	1.72
10					46,818	47,580	49,105	50,630	52,155	53,680
					1.535	1.56	1.61	1.66	1.71	1.76
11						48,800	50,325	51,850	53,375	54,900
						1.6	1.65	1.7	1.75	1.8
12							51,545	53,070	54,595	56,120
							1.69	1.74	1.79	1.84
13									55,815	57,340
									1.83	1.88
14										58,560
										1.92
15										58,865
										1.93
16										59,170
										1.94
17										59,475
										1.95

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

# North Bend Central

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 42.5  
 Enrollment: 464  
 Length of Teacher Day: 8  
 Length of Student Day: 7.1  
 Planning Time: 50  
 Class Periods/Day: 7  
 Normal Teaching Load: 6

## SALARY SCHEDULE

Base: 26,750 Index: 4 x 5  
 Starting Salary: 28,890 Entry Level Step: 3  
 Career Increments: N Experience Allowed: all  
 no vert. movement 1st 3 yrs.  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Amount Paid				Couple - Benefits	Cafeteria Plan	
			Premium	By District		345.00		Individ.	Depend.
		H/A-Dent	Individ.	Depend.	Individ.		Depend.	TSA	Options:
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68			
DENTAL	BC/BS		17.13	60.80	17.13	17.13			
PPO:	ind takers receive \$155		COMMENTS: \$300-ind/\$550-dep annual in 125 plan						IRS 125: Y
LIFE	Guardian				2.70			Flex Accounts:	
LTD	National Ins				.0049 (+B)			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT					TSA - \$345			Minimum FTE: 0.5	
								Contribution: fte	

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	50	yes					
Other Info: sev: \$25/day over 50 after 5 yrs.								
PERSONAL	2			yes	accum to 3; EOY-\$50/day unus			
BEREAVEMENT					from sick lv.	Voluntary Separation:	Y	P
PROFESSIONAL	2			yes		Grievance:	Y	P
ADOPTION	unl.					Professional Growth:	Y	P
ASSOCIATION						Reduction in Force:	Y	P
						Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

## OTHER LEAVES:

NORTH BEND CENTRAL										
Step	BA	BA+3	BA+6	BA+9	BA+18	BA+27	MA	MA+6	MA+12	MA+18
1	26,750	27,196	27,642	28,088	29,425	30,763	32,100	32,992	33,883	34,775
	1	1.01667	1.03333	1.05	1.1	1.15	1.2	1.23333	1.26667	1.3
2	27,820	28,266	28,712	29,158	30,495	31,833	33,170	34,062	34,953	35,845
	1.04	1.05667	1.07333	1.09	1.14	1.19	1.24	1.27333	1.30667	1.34
3	28,890	29,336	29,782	30,228	31,565	32,903	34,240	35,132	36,023	36,915
	1.08	1.09667	1.11333	1.13	1.18	1.23	1.28	1.31333	1.34667	1.38
4	29,960	30,406	30,852	31,298	32,635	33,973	35,310	36,202	37,093	37,985
	1.12	1.13667	1.15333	1.17	1.22	1.27	1.32	1.35333	1.38667	1.42
5	31,030	31,476	31,922	32,368	33,705	35,043	36,380	37,272	38,163	39,055
	1.16	1.17667	1.19333	1.21	1.26	1.31	1.36	1.39333	1.42667	1.46
6		32,546	32,992	33,438	34,775	36,113	37,450	38,342	39,233	40,125
		1.21667	1.23333	1.25	1.3	1.35	1.4	1.43333	1.46667	1.5
7			34,062	34,508	35,845	37,183	38,520	39,412	40,303	41,195
			1.27333	1.29	1.34	1.39	1.44	1.47333	1.50667	1.54
8				35,578	36,915	38,253	39,590	40,482	41,373	42,265
				1.33	1.38	1.43	1.48	1.51333	1.54667	1.58
9					37,985	39,323	40,660	41,552	42,443	43,335
					1.42	1.47	1.52	1.55333	1.58667	1.62
10					39,055	40,393	41,730	42,622	43,513	44,405
					1.46	1.51	1.56	1.59333	1.62667	1.66
11					40,125	41,463	42,800	43,692	44,583	45,475
					1.5	1.55	1.6	1.63333	1.66667	1.7
12						42,533	43,870	44,762	45,653	46,545
						1.59	1.64	1.67333	1.70667	1.74
13							44,940	45,832	46,723	47,615
							1.68	1.71333	1.74667	1.78
14							45,743	46,634	47,526	48,418
							1.71	1.74333	1.77667	1.81
15							46,545	47,437	48,328	49,220
							1.74	1.77333	1.80667	1.84
16							47,348	48,239	49,131	50,023
							1.77	1.80333	1.83667	1.87
17							48,150	49,042	49,933	50,825
							1.8	1.83333	1.86667	1.9
18							48,953	49,844	50,736	51,628
							1.83	1.86333	1.89667	1.93

# Northwest-Grand Island

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	104.2
Enrollment:	1399	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	56	42	42
Class Periods/Day:	7	9	
Normal Teaching Load:	6	8	

## SALARY SCHEDULE

Base:	26,900	Index:	4 x 5
Starting Salary:	26,900	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	550D 2	371.22	1,046.68	371.22	1046.68	250.00	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	TSA		
PPO:	Those taking single ins. receive		COMMENTS:						IRS 125: Y
LIFE	Guardian				4.75				Flex Accounts: Y
LTD	National Ins				.0030				<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT					\$250/mo TSA				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	PHD
0	26,900	28,245	29,590	30,935	32,280	32,280	33,625	34,970	37,660	40,350
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.40	1.50
1	27,976	29,321	30,666	32,011	33,356	33,356	34,701	36,046	38,736	41,426
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.44	1.54
2	29,052	30,397	31,742	33,087	34,432	34,432	35,777	37,122	39,812	42,502
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.48	1.58
3	30,128	31,473	32,818	34,163	35,508	35,508	36,853	38,198	40,888	43,578
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.52	1.62
4	31,204	32,549	33,894	35,239	36,584	36,584	37,929	39,274	41,964	44,654
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.56	1.66
5	32,280	33,625	34,970	36,315	37,660	37,660	39,005	40,350	43,040	45,730
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.60	1.70
6	33,356	34,701	36,046	37,391	38,736	38,736	40,081	41,426	44,116	46,806
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.64	1.74
7		35,777	37,122	38,467	39,812	39,812	41,157	42,502	45,192	47,882
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.68	1.78
8		36,853	38,198	39,543	40,888	40,888	42,233	43,578	46,268	48,958
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.72	1.82
9			39,274	40,619	41,964	41,964	43,309	44,654	47,344	50,034
			1.46	1.51	1.56	1.56	1.61	1.66	1.76	1.86
10			40,350	41,695	43,040	43,040	44,385	45,730	48,420	51,110
			1.50	1.55	1.60	1.60	1.65	1.70	1.80	1.90
11				42,771	44,116	44,116	45,461	46,806	49,496	52,186
				1.59	1.64	1.64	1.69	1.74	1.84	1.94
12				43,847	45,192	45,192	46,537	47,882	50,572	53,262
				1.63	1.68	1.68	1.73	1.78	1.88	1.98
13				44,923	46,268	46,268	47,613	48,958	51,648	54,338
				1.67	1.72	1.72	1.77	1.82	1.92	2.02
14				45,999	47,344	47,344	48,689	50,034	52,724	55,414
				1.71	1.76	1.76	1.81	1.86	1.96	2.06
15					48,420	48,420	49,765	51,110	53,800	56,490
					1.80	1.80	1.85	1.90	2.00	2.10
16							50,841	52,186	54,876	57,566
							1.89	1.94	2.04	2.14

# Oakland-Craig

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 39  
 Enrollment: 419  
 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: 26,725 Index: 4 x 5  
 Starting Salary: 26,725 Entry Level Step: 1  
 Career Increments: N Experience Allowed: All  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

## INSURANCE

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

**Option** **Premium** **Amount Paid**  
 H/A-Dent Individ. Depend. **By District**  
 Individ. Depend. Individ. Depend.  
 300D 2 390.13 1,099.97 390.13 1099.97  
 17.13 60.80 17.13 17.13  
 COMMENTS:  
 .0046 (+B)

**Cafeteria Plan**  
 Individ. Depend.  
 43.67  
 Dep. Dental Options:  
 IRS 125: Y  
 Flex Accounts:  
**PART-TIME BENEFITS**  
 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

**Negotiated/**  
**Exists 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	MA+18
1	26,725	28,061	29,398	30,734	32,070	33,406	34,743	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	27,794	29,130	30,467	31,803	33,139	34,475	35,812	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	28,863	30,199	31,536	32,872	34,208	35,544	36,881	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	29,932	31,268	32,605	33,941	35,277	36,613	37,950	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	31,001	32,337	33,674	35,010	36,346	37,682	39,019	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6		33,406	34,743	36,079	37,415	38,751	40,088	
		1.25	1.30	1.35	1.40	1.45	1.50	
7		34,475	35,812	37,148	38,484	39,820	41,157	
		1.29	1.34	1.39	1.44	1.49	1.54	
8		35,544	36,881	38,217	39,553	40,889	42,226	
		1.33	1.38	1.43	1.48	1.53	1.58	
9			37,950	39,286	40,622	41,958	43,295	
			1.42	1.47	1.52	1.57	1.62	
10			39,019	40,355	41,691	43,027	44,364	
			1.46	1.51	1.56	1.61	1.66	
11			40,088	41,424	42,760	44,096	45,433	
			1.50	1.55	1.60	1.65	1.70	
12				42,493	43,829	45,165	46,502	
				1.59	1.64	1.69	1.74	
13				43,562	44,898	46,234	47,571	
				1.63	1.68	1.73	1.78	
14					45,967	47,303	48,640	
					1.72	1.77	1.82	
15					47,036	48,372	49,709	
					1.76	1.81	1.86	
16					47,303	48,640	49,976	
					1.77	1.82	1.87	
17					47,571	48,907	50,243	
					1.78	1.83	1.88	
18					47,838	49,174	50,510	
					1.79	1.84	1.89	
19					48,105	49,441	50,778	
					1.80	1.85	1.90	
20					48,372	49,709	51,045	
					1.81	1.86	1.91	

# Omaha

2007-2008

### WORKING CONDITIONS

Contract Days: 190 FTE Teachers: 3863.9  
 Enrollment: 47758  
 Length of Teacher Day: 7.3 HS JH/MS 7.1 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: 31,825 Index: 4 x  
 Starting Salary: 31,825 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: 07-08, 08-09

### INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	816.03	301.07	Dep. Cov. + Ind. Dental	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y
PPO:	Qualify for dep coverage after 3		COMMENTS:						Flex Accounts: Y
LIFE	United of Omaha				6.25				<b>PART-TIME BENEFITS</b>
LTD	United of Omaha				.0060				Minimum FTE: 0.5
NON-PARTICIPANT									
Contribution: fte									

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info: Sev-after 18 yrs. unused sick lv. at 1/2 daily rate					
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	BA	BA+18	MA	MA+30	DOC
Step 1	31,825	33,416	36,917	38,190	41,373
	1	1.05	1.16	1.2	1.3
2	33,098	34,689	38,190	39,463	42,646
	1.04	1.09	1.2	1.24	1.34
3	34,371	35,962	39,463	40,736	43,919
	1.08	1.13	1.24	1.28	1.38
4	35,644	37,235	40,736	42,009	45,192
	1.12	1.17	1.28	1.32	1.42
5	36,917	38,508	42,009	43,282	46,465
	1.16	1.21	1.32	1.36	1.46
6	38,190	39,781	43,282	44,555	47,738
	1.2	1.25	1.36	1.4	1.5
7	39,463	41,054	44,555	45,828	49,011
	1.24	1.29	1.4	1.44	1.54
8	40,736	42,327	45,828	47,101	50,284
	1.28	1.33	1.44	1.48	1.58
9	42,009	43,600	47,101	48,374	51,557
	1.32	1.37	1.48	1.52	1.62
10	43,282	44,873	48,374	49,647	52,830
	1.36	1.41	1.52	1.56	1.66
11	44,555	46,146	49,647	50,920	54,103
	1.4	1.45	1.56	1.6	1.7
12	45,828	47,419	50,920	52,193	55,376
	1.44	1.49	1.6	1.64	1.74
13	47,101	48,692	52,193	53,466	56,649
	1.48	1.53	1.64	1.68	1.78
14	48,374	49,965	53,466	54,739	57,922
	1.52	1.57	1.68	1.72	1.82
15	49,647	51,238	54,739	56,012	59,195
	1.56	1.61	1.72	1.76	1.86
16	50,920	51,612	54,918	56,120	59,494
	1.57452	1.62174	1.72562	1.78339	1.86942
17	51,037	52,520	55,782	56,968	59,933
	1.60368	1.65026	1.75276	1.79003	1.88321
18	52,018	53,500	56,761	57,947	60,911
	1.6345	1.68108	1.78353	1.82079	1.91393
19	52,143	53,568	57,295	59,546	61,797
	1.63843	1.68321	1.80031	1.87104	1.94178
20	52,827	53,938	58,165	60,390	62,614
	1.65992	1.69483	1.82765	1.89756	1.96745
21	53,791	54,871	58,975	61,135	63,295
	1.69021	1.72415	1.8531	1.92097	1.98985
22	54,541	55,621	59,725	61,885	64,045
	1.71378	1.74771	1.87667	1.94454	2.01241
23	55,578	56,658	60,762	62,922	65,082
	1.74636	1.78028	1.90924	1.97711	2.04498
24	56,837	57,917	62,021	64,181	66,341
	1.78592	1.81986	1.94881	2.01668	2.08454

# Ord

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 54  
 Enrollment: 511  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 90  
 Class Periods/Day: 8  
 Normal Teaching Load: 6

### SALARY SCHEDULE

Base: 26,900 Index: 5 x 4  
 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		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 5	390.13	1,099.97	390.13	1099.97	116.89	Options: AFLAC	
DENTAL	BC/BS		42.17	109.06	42.17	42.17	Dep Den+\$50 annuity		
PPO:	Ind prem takers rec. \$50 annuity		COMMENTS:				IRS 125: Y		
LIFE							Flex Accounts: Y		
LTD							<b>PART-TIME BENEFITS</b>		
NON-PARTICIPANT							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					FMLA
ASSOCIATION					

### OTHER DISTRICT POLICIES

		Negotiated/Policy	
		Exists	
Other Info:	10-for all lv, 60-limit to sick lv; \$20/day for unused over 60		
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											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	26,900	27,976	29,052	30,128	31,204	32,280	33,356	34,432	35,508	36,584	36,584
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.36
2	28,245	29,321	30,397	31,473	32,549	33,625	34,701	35,777	36,853	37,929	37,929
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41	1.41
3	29,590	30,666	31,742	32,818	33,894	34,970	36,046	37,122	38,198	39,274	39,274
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46	1.46
4	30,935	32,011	33,087	34,163	35,239	36,315	37,391	38,467	39,543	40,619	40,619
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.51
5	32,280	33,356	34,432	35,508	36,584	37,660	38,736	39,812	40,888	41,964	41,964
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.56
6		34,701	35,777	36,853	37,929	39,005	40,081	41,157	42,233	43,309	43,309
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61	1.61
7			37,122	38,198	39,274	40,350	41,426	42,502	43,578	44,654	44,654
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66	1.66
8				39,543	40,619	41,695	42,771	43,847	44,923	45,999	45,999
				1.47	1.51	1.55	1.59	1.63	1.67	1.71	1.71
9				40,888	41,964	43,040	44,116	45,192	46,268	47,344	47,344
				1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.76
10					43,309	44,385	45,461	46,537	47,613	48,689	48,689
					1.61	1.65	1.69	1.73	1.77	1.81	1.81
11					44,654	45,730	46,806	47,882	48,958	50,034	50,034
					1.66	1.70	1.74	1.78	1.82	1.86	1.86
12					45,999	47,075	48,151	49,227	50,303	51,379	51,379
					1.71	1.75	1.79	1.83	1.87	1.91	1.91
13						48,420	49,496	50,572	51,648	52,724	52,724
						1.80	1.84	1.88	1.92	1.96	1.96

04-05 added MA+27 column





# Osmond

2007-2008

### WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	23.75
Enrollment:	255	HS	JH/MS
Length of Teacher Day:	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:	7	7	

### SALARY SCHEDULE

Base:	27,000	Index:	4 x 4
Starting Salary:	27,000	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	550D 2	371.22	1,046.68	371.22	1046.68	350.00	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	TSA	Options:	
PPO:			COMMENTS:					IRS 125:	
LIFE	Madison Ntl.							Flex Accounts:	
LTD	School Ins.							<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT						\$350 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:

OSMOND							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	27,000	28,080	29,160	30,240	31,320	32,400	33,480
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,080	29,160	30,240	31,320	32,400	33,480	34,560
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,160	30,240	31,320	32,400	33,480	34,560	35,640
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,240	31,320	32,400	33,480	34,560	35,640	36,720
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,320	32,400	33,480	34,560	35,640	36,720	37,800
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	32,400	33,480	34,560	35,640	36,720	37,800	38,880
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	33,480	34,560	35,640	36,720	37,800	38,880	39,960
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	34,020	35,640	36,720	37,800	38,880	39,960	41,040
	1.26	1.32	1.36	1.40	1.44	1.48	1.52
9		36,180	37,800	38,880	39,960	41,040	42,120
		1.34	1.40	1.44	1.48	1.52	1.56
10			38,340	39,960	41,040	42,120	43,200
			1.42	1.48	1.52	1.56	1.60
11				40,500	42,120	43,200	44,280
				1.50	1.56	1.60	1.64
12					42,660	43,740	44,820
					1.58	1.64	1.68
13							44,820
							1.66

04-05 add .2%step to bottom of ea column 05-06 and 06-07 two year contract

# Overton

2007-2008

**WORKING CONDITIONS**

Contract Days: 182 FTE Teachers: 25.2  
 Enrollment: 301  
 Length of Teacher Day: 8  
 Length of Student Day: 6.83  
 Planning Time: 55  
 Class Periods/Day: 7  
 Normal Teaching Load: 6

**SALARY SCHEDULE**

Base: 26,200 Index: 4 x 4  
 Starting Salary: 26,200 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze: 86-87  
 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	550D 1	371.22	1,046.68	371.22	1046.68	40.68	Options:		
DENTAL	BC/BS		15.95	56.63	15.95	15.95	Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125: Y	
LIFE								Flex Accounts: Y		
LTD	National Life				.00435			<b>PART-TIME BENEFITS</b>		
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: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+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	26,250	27,300	28,350	29,400	30,450	31,500	32,550	33,600	33,600
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.28
2	27,300	28,350	29,400	30,450	31,500	32,550	33,600	34,650	34,650
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.32
3	28,350	29,400	30,450	31,500	32,550	33,600	34,650	35,700	35,700
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.36
4	29,400	30,450	31,500	32,550	33,600	34,650	35,700	36,750	36,750
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.40
5	30,450	31,500	32,550	33,600	34,650	35,700	36,750	37,800	37,800
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.44
6	31,500	32,550	33,600	34,650	35,700	36,750	37,800	38,850	38,850
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.48
7		33,600	34,650	35,700	36,750	37,800	38,850	39,900	39,900
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.52
8			35,700	36,750	37,800	38,850	39,900	40,950	40,950
			1.36	1.40	1.44	1.48	1.52	1.56	1.56
9				37,800	38,850	39,900	40,950	42,000	42,000
				1.44	1.48	1.52	1.56	1.60	1.60
10					39,900	40,950	42,000	43,050	43,050
					1.52	1.56	1.60	1.64	1.64
11					40,950	42,000	43,050	44,100	44,100
					1.56	1.60	1.64	1.68	1.68
12					42,000	43,050	44,100	45,150	45,150
					1.60	1.64	1.68	1.72	1.72
13						44,100	45,150	46,200	46,200
						1.68	1.72	1.76	1.76
14							46,200	47,250	47,250
							1.76	1.80	1.80

07-08: add 2 steps to BA+36/MA, MA+9, MA+18, add 1 step to MA+27, experience allowed changed from 6 yrs to all

# Palmer

2007-2008

## WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 18  
 Enrollment: 237  
 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: 26,300 Index: 4 x 4.5  
 Starting Salary: 26,300 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.	
300D 1		390.13	1,099.97	390.13	1099.97		
		15.95	56.63	15.95	15.95		

COMMENTS:

**Couple - Benefits**  
 40.68  
 Dep. Dental

**Cafeteria Plan**  
 Individ. Depend.  
 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	MA+18
1	26,300	27,484	28,667	29,851	31,034	32,218
	1	1.045	1.09	1.135	1.18	1.225
2	27,352	28,536	29,719	30,903	32,086	33,270
	1.04	1.085	1.13	1.175	1.22	1.265
3	28,404	29,588	30,771	31,955	33,138	34,322
	1.08	1.125	1.17	1.215	1.26	1.305
4	29,456	30,640	31,823	33,007	34,190	35,374
	1.12	1.165	1.21	1.255	1.3	1.345
5	30,508	31,692	32,875	34,059	35,242	36,426
	1.16	1.205	1.25	1.295	1.34	1.385
6	31,560	32,744	33,927	35,111	36,294	37,478
	1.2	1.245	1.29	1.335	1.38	1.425
7		33,796	34,979	36,163	37,346	38,530
		1.285	1.33	1.375	1.42	1.465
8			36,031	37,215	38,398	39,582
			1.37	1.415	1.46	1.505
9			37,083	38,267	39,450	40,634
			1.41	1.455	1.5	1.545
10				39,319	40,502	41,686
				1.495	1.54	1.585
11					41,554	42,738
					1.58	1.625
12						43,790
						1.665



# Pender

2007-2008

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 26.6  
 Enrollment: 321  
 Length of Teacher Day: 8  
 Length of Student Day: 6.46  
 Planning Time: 50  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

**SALARY SCHEDULE**

Base: 26,800 Index: 4 x 5  
 Starting Salary: 26,800 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Grandfathered Steps 85-86  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium
HEALTH	BC/BS	300D 5	390.13 1,099.97
DENTAL	BC/BS		42.17 109.06
PPO: COMMENTS:			
LTD	Madison Nat'l		.0036
NON-PARTICIPANT			

**Amount Paid**

By District	Couple - Benefits
Individ. Depend.	605.00
Individ. Depend.	1/2 Dep. Cafeteria

**Cafeteria Plan**

Individ.	Depend.
435	1210
Options: H/A,Life,Dent, Cash	
IRS 125: Y	
Flex Accounts: Y	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.5	
Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info: use 0 - \$300/1 or 2 - \$200/3 - \$100 (all inclusive)					

**PERSONAL**

**BEREAVEMENT**

PROFESSIONAL as approved yes

ADOPTION FMLA

**ASSOCIATION**

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**OTHER DISTRICT POLICIES**

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

PENDER							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
0	26,800	28,140	29,480	30,820	32,160	33,500	34,840
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	27,872	29,212	30,552	31,892	33,232	34,572	35,912
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	28,944	30,284	31,624	32,964	34,304	35,644	36,984
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	30,016	31,356	32,696	34,036	35,376	36,716	38,056
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	31,088	32,428	33,768	35,108	36,448	37,788	39,128
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5	32,160	33,500	34,840	36,180	37,520	38,860	40,200
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
6	33,232	34,572	35,912	37,252	38,592	39,932	41,272
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
7		35,644	36,984	38,324	39,664	41,004	42,344
		1.33	1.38	1.43	1.48	1.53	1.58
8		36,716	38,056	39,396	40,736	42,076	43,416
		1.37	1.42	1.47	1.52	1.57	1.62
9			39,128	40,468	41,808	43,148	44,488
			1.46	1.51	1.56	1.61	1.66
10			40,200	41,540	42,880	44,220	45,560
			1.50	1.55	1.60	1.65	1.70
11				42,612	43,952	45,292	46,632
				1.59	1.64	1.69	1.74
12				43,684	45,024	46,364	47,704
				1.63	1.68	1.73	1.78
13					46,096	47,436	48,776
					1.72	1.77	1.82



# Plainview

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 37.08  
 Enrollment: 405  
 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: 27,600 Index: 4 x 4  
 Starting Salary: 27,600 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**  
 HEALTH BC/BS  
 DENTAL BC/BS  
 PPO:  
 LIFE  
 LTD Principal  
 NON-PARTICIPANT

**Option** **Premium** **Amount Paid**  
 H/A-Dent Individ. Depend. **By District**  
 Individ. Depend. **Couple - Benefits**  
 550D 2 371.22 1,046.68 371.22 1046.68  
 17.13 60.80 17.13 17.13  
 COMMENTS:  
 .0016  
 \$360 cash option

## Cafeteria Plan

Individ. Depend.  
 360.00  
 Cash  
 Options: H/A., Dent., Life, TSA, Cash  
 IRS 125: Y  
 Flex Accounts: Y  
**PART-TIME BENEFITS**  
 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							
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA
1	27,600	28,704	29,808	30,912	32,016	33,120	34,224
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,704	29,808	30,912	32,016	33,120	34,224	35,328
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,808	30,912	32,016	33,120	34,224	35,328	36,432
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,912	32,016	33,120	34,224	35,328	36,432	37,536
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	32,016	33,120	34,224	35,328	36,432	37,536	38,640
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	33,120	34,224	35,328	36,432	37,536	38,640	39,744
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		35,328	36,432	37,536	38,640	39,744	40,848
		1.28	1.32	1.36	1.40	1.44	1.48
8			37,536	38,640	39,744	40,848	41,952
			1.36	1.40	1.44	1.48	1.52
9				39,744	40,848	41,952	43,056
				1.44	1.48	1.52	1.56
10					41,952	43,056	44,160
					1.52	1.56	1.60
11						43,056	44,160
						1.56	1.60
12							44,160
							1.60
13							
							45,264
							1.64
14							
							46,368
							1.68
15							
							48,576
							1.76
							49,680
							1.80

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







# Potter-Dix

2007-2008

## WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	22
Enrollment:	209	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	50
Class Periods/Day:	4	8	
Normal Teaching Load:	3.5	7	

## SALARY SCHEDULE

Base:	26,000	Index:	4.5 x 4.5
Starting Salary:	26,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:	93-94 (2 Steps)		
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	390.13	1,099.97	390.13	1099.97	43.67	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO:			COMMENTS:						
LIFE								IRS 125:	
LTD								Flex Accounts:	
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>	
								Minimum FTE: 0.5	
								Contribution: fte	

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	add'l. w/no pay; incl. fam. bereav.				
PERSONAL	3			yes	add'l. w/o pay
BEREAVEMENT	(See Sick Lv.)				
PROFESSIONAL	2			no	
ADOPTION	see sick lv.				
ASSOCIATION	1				

## 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:

POTTER-DIX						
Step	BA		BA+36		MA+18	
	BA	BA+9	BA+18	BA+27	MA	MA+18
1	26,000	27,170	28,340	29,510	30,680	31,850
	1	1.045	1.09	1.135	1.18	1.225
2	27,170	28,340	29,510	30,680	31,850	33,020
	1.045	1.09	1.135	1.18	1.225	1.27
3	28,340	29,510	30,680	31,850	33,020	34,190
	1.09	1.135	1.18	1.225	1.27	1.315
4	29,510	30,680	31,850	33,020	34,190	35,360
	1.135	1.18	1.225	1.27	1.315	1.36
5	30,680	31,850	33,020	34,190	35,360	36,530
	1.18	1.225	1.27	1.315	1.36	1.405
6	31,850	33,020	34,190	35,360	36,530	37,700
	1.225	1.27	1.315	1.36	1.405	1.45
7	33,020	34,190	35,360	36,530	37,700	38,870
	1.27	1.315	1.36	1.405	1.45	1.495
8		35,360	36,530	37,700	38,870	40,040
		1.36	1.405	1.45	1.495	1.54
9			37,700	38,870	40,040	41,210
			1.45	1.495	1.54	1.585
10			38,870	40,040	41,210	42,380
			1.495	1.54	1.585	1.63
11				41,210	42,380	43,550
				1.585	1.63	1.675
12				42,380	43,550	44,720
				1.63	1.675	1.72
13					44,720	45,890
					1.72	1.765
14					45,890	47,060
					1.765	1.81
15						48,230
						1.855
16						49,400
						1.9

# Prague

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 17  
 Enrollment: 123  
 Length of Teacher Day: 8 8 8  
 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: 25,650 Index: 4 x 4  
 Starting Salary: 25,650 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	550D 2	371.22	1,046.68	371.22	1046.68	43.67	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO:	07-08 switch to 550D from 300D		COMMENTS:				IRS 125:		
LIFE	Principal				1.75		Flex Accounts:		
LTD	Principal				.0048		<b>PART-TIME BENEFITS</b>		
NON-PARTICIPANT					233.01	cash-in-lieu	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

PRAGUE						
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9
1	25,650	26,676	27,702	28,728	29,754	30,780
	1.00	1.04	1.08	1.12	1.16	1.20
2	26,676	27,702	28,728	29,754	30,780	31,806
	1.04	1.08	1.12	1.16	1.20	1.24
3	27,702	28,728	29,754	30,780	31,806	32,832
	1.08	1.12	1.16	1.20	1.24	1.28
4	28,728	29,754	30,780	31,806	32,832	33,858
	1.12	1.16	1.20	1.24	1.28	1.32
5	29,754	30,780	31,806	32,832	33,858	34,884
	1.16	1.20	1.24	1.28	1.32	1.36
6	30,780	31,806	32,832	33,858	34,884	35,910
	1.20	1.24	1.28	1.32	1.36	1.40
7		32,832	33,858	34,884	35,910	36,936
		1.28	1.32	1.36	1.40	1.44
8		33,858	34,884	35,910	36,936	37,962
		1.32	1.36	1.40	1.44	1.48
9			35,910	36,936	37,962	38,988
			1.40	1.44	1.48	1.52
10				37,962	38,988	40,014
				1.48	1.52	1.56
11					40,014	41,040
					1.56	1.60
12						42,066
						1.64

# Ralston

2007-2008

## WORKING CONDITIONS

Contract Days: 190 FTE Teachers: 237.25  
 Enrollment: 3278  
 Length of Teacher Day: 8 HS JH/MS ELEM 8 8 8  
 Length of Student Day: 7.25 7.25 6.75  
 Planning Time: 80 80 varies  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 8 6

## SALARY SCHEDULE

Base: 26,390 Index: 5 x 5  
 Starting Salary: 29,029 Entry Level Step: 3  
 Career Increments: Y Experience Allowed: 11  
 Vertical Freeze: 86-87, 88-89  
 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	550D 2	371.22	1,046.68	360.08	965.56	127.00	Options:	
DENTAL	BC/BS		17.13	60.80	16.62	15.81	Dep + \$83.33*	Options:	
PPO:	*OR 2 ind hlth + 2 Ind dental +\$		COMMENTS:					IRS 125: Y	
LIFE	Madison Nat'l				3.80			Flex Accounts: Y	
LTD	Madison Nat'l				.0036			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT					\$83.33			Minimum FTE: 0.5	
								Contribution: fte	

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	90	yes		
Other Info: after 8 yrs. - \$65/day up to 90 at term.					
PERSONAL	2-3			yes	3 after 20 yrs
BEREAVEMENT	7				
PROFESSIONAL	3				
ADOPTION	FMLA				
ASSOCIATION	17				

## 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: Y

OTHER LEAVES: Judicial/1 day pd.

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
BASE	26,390											
1.00												
3	29,029	30,349	31,668	32,988	34,307	35,627	36,946	38,266	39,585	40,905	42,224	43,544
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
4	30,349	31,668	32,988	34,307	35,627	36,946	38,266	39,585	40,905	42,224	43,544	44,863
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70
5	31,668	32,988	34,307	35,627	36,946	38,266	39,585	40,905	42,224	43,544	44,863	46,183
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75
6	32,988	34,307	35,627	36,946	38,266	39,585	40,905	42,224	43,544	44,863	46,183	47,502
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80
7	34,307	35,627	36,946	38,266	39,585	40,905	42,224	43,544	44,863	46,183	47,502	48,822
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
8		36,946	38,266	39,585	40,905	42,224	43,544	44,863	46,183	47,502	48,822	50,141
		1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90
9			39,585	40,905	42,224	43,544	44,863	46,183	47,502	48,822	50,141	51,461
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95
10			40,905	42,224	43,544	44,863	46,183	47,502	48,822	50,141	51,461	52,780
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00
11				43,544	44,863	46,183	47,502	48,822	50,141	51,461	52,780	54,100
				1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.05
12				44,863	46,183	47,502	48,822	50,141	51,461	52,780	54,100	55,419
				1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.05	2.10
13				46,183	47,502	48,822	50,141	51,461	52,780	54,100	55,419	56,739
				1.75	1.80	1.85	1.90	1.95	2.00	2.05	2.10	2.15
14					48,822	50,141	51,461	52,780	54,100	55,419	56,739	58,058
					1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20
15					50,141	51,461	52,780	54,100	55,419	56,739	58,058	59,378
					1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.25
16					51,461	52,780	54,100	55,419	56,739	58,058	59,378	60,697
					1.95	2.00	2.05	2.10	2.15	2.20	2.25	2.30

Longevity - Employee who reaches last step in BA36/MA through MA27 receives add'l comp at rate of .015 added to index 17th yr, .03 at 20th yr, .05 at 23rd yr, .07 at 26th yr.  
 Employee who has reached last step in MA36 or above receives .025 added to index at start of 17th yr and receives add'l .005 added to index for each following year up to 30th yr of service. (.03 at 18th yr, .035 at 19th yr, .04 at 20th yr, etc.)



# Ravenna

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 41.31  
 Enrollment: 456  
 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: 26,750 Index: 4 x 5  
 Starting Salary: 26,750 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	390.13	1,099.97	390.13	1099.97	407.26	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Annuity	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Guardian				8.00			Flex Accounts: Y	
LTD								<b>PART-TIME BENEFITS</b>	
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	BA+45	BA+54	
					MA	MA+9	MA+18	
0	26,750	28,088	29,425	30,763	32,100	33,438	34,775	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
1	27,820	29,158	30,495	31,833	33,170	34,508	35,845	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
2	28,890	30,228	31,565	32,903	34,240	35,578	36,915	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
3	29,960	31,298	32,635	33,973	35,310	36,648	37,985	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
4	31,030	32,368	33,705	35,043	36,380	37,718	39,055	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
5		33,438	34,775	36,113	37,450	38,788	40,125	
		1.25	1.30	1.35	1.40	1.45	1.50	
6		34,508	35,845	37,183	38,520	39,858	41,195	
		1.29	1.34	1.39	1.44	1.49	1.54	
7			36,915	38,253	39,590	40,928	42,265	
			1.38	1.43	1.48	1.53	1.58	
8			37,985	39,323	40,660	41,998	43,335	
			1.42	1.47	1.52	1.57	1.62	
9				40,393	41,730	43,068	44,405	
				1.51	1.56	1.61	1.66	
10				41,463	42,800	44,138	45,475	
				1.55	1.60	1.65	1.70	
11					43,870	45,208	46,545	
					1.64	1.69	1.74	
12					44,940	46,278	47,615	
					1.68	1.73	1.78	
13					45,475	47,348	48,685	
					1.70	1.77	1.82	
14					46,010	47,883	49,220	
					1.72	1.79	1.84	
15						48,418	49,755	
						1.81	1.86	

01-02 added 2% stps

# Sandhills-Dunning

2007-2008

## WORKING CONDITIONS

Contract Days: 186 FTE Teachers:  
 Enrollment: 120  
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM  
 Length of Student Day: 7.33 7.33 7  
 Planning Time: 51 51 51  
 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: 07-08  
 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	371.22	1,046.68	371.22	1046.68	43.67	Dep. Dental	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125:
PPO:	bd reimburses ded \$275/\$550		COMMENTS:						Flex Accounts:
LIFE	Prinipal				2.35				<b>PART-TIME BENEFITS</b>
LTD	Principal				.0037				Minimum FTE:
NON-PARTICIPANT									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

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

SABBATICAL: No

SEVERANCE PAY: Y

## OTHER LEAVES:

SANDHILLS-DUNNING							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	24,750	25,988	27,225	28,463	29,700	30,938	
	1.00	1.05	1.10	1.15	1.20	1.25	
2	25,740	26,978	28,215	29,453	30,690	31,928	
	1.04	1.09	1.14	1.19	1.24	1.29	
3	26,730	27,968	29,205	30,443	31,680	32,918	
	1.08	1.13	1.18	1.23	1.28	1.33	
4	27,720	28,958	30,195	31,433	32,670	33,908	
	1.12	1.17	1.22	1.27	1.32	1.37	
5	28,710	29,948	31,185	32,423	33,660	34,898	
	1.16	1.21	1.26	1.31	1.36	1.41	
6		30,938	32,175	33,413	34,650	35,888	
		1.25	1.30	1.35	1.40	1.45	
7			33,165	34,403	35,640	36,878	
			1.34	1.39	1.44	1.49	
8			34,155	35,393	36,630	37,868	
			1.38	1.43	1.48	1.53	
9				36,383	37,620	38,858	
				1.47	1.52	1.57	
10				37,373	38,610	39,848	
				1.51	1.56	1.61	
11					39,600	40,838	
					1.60	1.65	
12					40,590	41,828	
					1.64	1.69	
13					41,580	42,818	
					1.68	1.73	

07-08 vertical and horizontal freeze, teachers will be allowed to move two steps each way for 08-09

# Sargent

2007-2008

**WORKING CONDITIONS**

Contract Days: 182 FTE Teachers:  
 Enrollment: 170  
 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: 24,800 Index: 4 x 5  
 Starting Salary: 24,800 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	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97
DENTAL	BC/BS		17.13	60.80	17.13	17.13
PPO:			COMMENTS:			
LIFE	Madison Nat'l				6.15	
LTD	Madison Nat'l				.0065	
NON-PARTICIPANT						

**Cafeteria Plan**

Individ. Depend.  
 43.67  
 Dep. Dental  
 Options:  
 IRS 125: Y  
 Flex Accounts: Y  
**PART-TIME BENEFITS**  
 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	BA+9	BA+18	BA+27	BA+36 MA	MA+15
0	24,800	26,040	27,280	28,520	29,760	31,000
	1.00	1.05	1.10	1.15	1.20	1.25
1	25,792	27,032	28,272	29,512	30,752	31,992
	1.04	1.09	1.14	1.19	1.24	1.29
2	26,784	28,024	29,264	30,504	31,744	32,984
	1.08	1.13	1.18	1.23	1.28	1.33
3	27,776	29,016	30,256	31,496	32,736	33,976
	1.12	1.17	1.22	1.27	1.32	1.37
4	28,768	30,008	31,248	32,488	33,728	34,968
	1.16	1.21	1.26	1.31	1.36	1.41
5		31,000	32,240	33,480	34,720	35,960
		1.25	1.30	1.35	1.40	1.45
6		31,992	33,232	34,472	35,712	36,952
		1.29	1.34	1.39	1.44	1.49
7		32,984	34,224	35,464	36,704	37,944
		1.33	1.38	1.43	1.48	1.53
8		33,976	35,216	36,456	37,696	38,936
		1.37	1.42	1.47	1.52	1.57
9			36,208	37,448	38,688	39,928
			1.46	1.51	1.56	1.61
10				38,440	39,680	40,920
				1.55	1.60	1.65
11				39,432	40,672	41,912
				1.59	1.64	1.69
12					41,664	42,904
					1.68	1.73
13					42,656	43,896
					1.72	1.77
14						44,888
						1.81
15						45,880
						1.85
16						46,872
						1.89



# SCNUD 5

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 59.9  
 Enrollment: 655  
 Length of Teacher Day: 8  
 Length of Student Day: 7.25 7.25 7.25  
 Planning Time: 47 47  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

### SALARY SCHEDULE

Base: 27,325 Index: 4 x 5  
 Starting Salary: 27,375 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	390.13	1,099.97	390.13	1099.97	43.67	Options:		
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep dental	Options:		
PPO:			COMMENTS:						IRS 125: Y	
LIFE									Flex Accounts: Y	
LTD	Madison Nat'l						.0033(+Bthru sal)		<b>PART-TIME BENEFITS</b>	
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+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+9	MA+18	MA+27	MA+36
Step					MA				
1	27,375	28,744	30,113	31,481	32,850	34,219	35,588	36,956	38,325
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	28,470	29,839	31,208	32,576	33,945	35,314	36,683	38,051	39,420
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	29,565	30,934	32,303	33,671	35,040	36,409	37,778	39,146	40,515
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	30,660	32,029	33,398	34,766	36,135	37,504	38,873	40,241	41,610
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	31,755	33,124	34,493	35,861	37,230	38,599	39,968	41,336	42,705
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	32,850	34,219	35,588	36,956	38,325	39,694	41,063	42,431	43,800
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		35,314	36,683	38,051	39,420	40,789	42,158	43,526	44,895
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		36,409	37,778	39,146	40,515	41,884	43,253	44,621	45,990
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			38,873	40,241	41,610	42,979	44,348	45,716	47,085
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				41,336	42,705	44,074	45,443	46,811	48,180
				1.51	1.56	1.61	1.66	1.71	1.76
11				42,431	43,800	45,169	46,538	47,906	49,275
				1.55	1.60	1.65	1.70	1.75	1.80
12					44,895	46,264	47,633	49,001	50,370
					1.64	1.69	1.74	1.79	1.84
13					45,990	47,359	48,728	50,096	51,465
					1.68	1.73	1.78	1.83	1.88
14					47,085	48,454	49,823	51,191	52,560
					1.72	1.77	1.82	1.87	1.92
15						49,549	50,918	52,286	53,655
						1.81	1.86	1.91	1.96

# Seward

2007-2008

### WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 99.6  
 Enrollment: 1357  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 Length of Student Day: 7.5 7 7  
 Planning Time: 90 86 80  
 Class Periods/Day: 4 8  
 Normal Teaching Load: 3 6

### SALARY SCHEDULE

Base: 27,150 Index: 5 x 4  
 Starting Salary: 27,150 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 8(D)  
 Move to MA+27 Step 16 only in 93-94; then step=to exper.  
 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	390.13	1,099.97	390.13	1099.97		
DENTAL	BC/BS		17.13	60.80	17.13	60.80		
PPO:			COMMENTS:					
LIFE								
LTD	Madison Ntl.				.00395			
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	50	yes		
Other Info:					
PERSONAL	0-7			yes	2-pd;3 sub. ded.; 2 reimb. 1/18
BEREAVEMENT	up to 10				comes from sick lv.
PROFESSIONAL	9			yes	admin. disc.
ADOPTION	10				5-pd;5-sub.ded.
ASSOCIATION	3 (Pres.)				

### 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: Y

### OTHER LEAVES:

SEWARD									
Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+27
1	27,150	28,236	29,322	30,408	31,494	31,494	32,580	33,666	34,752
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	28,508	29,594	30,680	31,766	32,852	32,852	33,938	35,024	36,110
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	29,865	30,951	32,037	33,123	34,209	34,209	35,295	36,381	37,467
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38
4	31,223	32,309	33,395	34,481	35,567	35,567	36,653	37,739	38,825
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	32,580	33,666	34,752	35,838	36,924	36,924	38,010	39,096	40,182
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
6	33,938	35,024	36,110	37,196	38,282	38,282	39,368	40,454	41,540
	1.25	1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7	35,295	36,381	37,467	38,553	39,639	39,639	40,725	41,811	42,897
	1.30	1.34	1.38	1.42	1.46	1.46	1.50	1.54	1.58
8		37,739	38,825	39,911	40,997	40,997	42,083	43,169	44,255
		1.39	1.43	1.47	1.51	1.51	1.55	1.59	1.63
9			40,182	41,268	42,354	42,354	43,440	44,526	45,612
			1.48	1.52	1.56	1.56	1.60	1.64	1.68
10				42,626	43,712	43,712	44,798	45,884	46,970
				1.57	1.61	1.61	1.65	1.69	1.73
11					45,069	45,069	46,155	47,241	48,327
					1.66	1.66	1.70	1.74	1.78
12					46,427	46,427	47,513	48,599	49,685
					1.71	1.71	1.75	1.79	1.83
13						48,870	48,870	49,956	51,042
						1.80	1.80	1.84	1.88
14							51,314	52,400	53,486
							1.89	1.93	1.97
15								53,757	54,843
								1.98	2.02
16								55,115	56,201
								2.03	2.07
17								55,115	56,201
								2.03	2.07
18								55,115	56,201
								2.03	2.07
19								55,115	56,201
								2.03	2.07
20								56,472	57,558
								2.08	2.12

# Shelby

2007-2008

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 24  
 Enrollment: 304  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.2 7.2 7.2  
 Planning Time: 47 47 47  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

### SALARY SCHEDULE

Base: 26,575 Index: 4.5 x 4  
 Starting Salary: 26,575 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
			Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	
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	MA+18	
1	26,575	27,638	28,701	29,764	30,827	31,890	32,953	
	1	1.04	1.08	1.12	1.16	1.2	1.24	
2	27,771	28,834	29,897	30,960	32,023	33,086	34,149	
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	
3	28,967	30,030	31,093	32,156	33,219	34,282	35,345	
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	
4	30,163	31,226	32,289	33,352	34,415	35,478	36,541	
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	
5	31,359	32,422	33,485	34,548	35,611	36,674	37,737	
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	
6		33,617	34,680	35,743	36,806	37,869	38,932	
		1.265	1.305	1.345	1.385	1.425	1.465	
7		34,813	35,876	36,939	38,002	39,065	40,128	
		1.31	1.35	1.39	1.43	1.47	1.51	
8		36,009	37,072	38,135	39,198	40,261	41,324	
		1.355	1.395	1.435	1.475	1.515	1.555	
9		37,205	38,268	39,331	40,394	41,457	42,520	
		1.4	1.44	1.48	1.52	1.56	1.6	
10		38,401	39,464	40,527	41,590	42,653	43,716	
		1.445	1.485	1.525	1.565	1.605	1.645	
11				41,723	42,786	43,849	44,912	
				1.57	1.61	1.65	1.69	
12				42,919	43,982	45,045	46,108	
				1.615	1.655	1.695	1.735	
13					45,178	46,241	47,304	
					1.7	1.74	1.78	
14					46,373	47,436	48,499	
					1.745	1.785	1.825	
15					47,569	48,632	49,695	
					1.79	1.83	1.87	
16						49,828	50,891	
						1.875	1.915	

07-08 added MA+18 column

# Shelton

2007-2008

### WORKING CONDITIONS

Contract Days:	181	FTE Teachers:	32
Enrollment:	325	HS	JH/MS
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	6.75
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

### SALARY SCHEDULE

Base:	26,750	Index:	4 x 4
Starting Salary:	26,750	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
BA+36 grandfathered prior to 92-93/added back in 98-99			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

### INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 4	390.13	1,099.97	351.12	979.97
DENTAL	BC/BS		38.63	99.90	34.77	89.91
PPO:			COMMENTS:			
LIFE	Companion Life				3.20	
LTD						
NON-PARTICIPANT						

### Amount Paid

### Cafeteria Plan

Individ. Depend.

9.99  
Dep. Dental

Options:

IRS 125: Y

Flex Accounts:

### PART-TIME BENEFITS

Minimum FTE: 1

Contribution:

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:	Family use-5; reimb 10 days/yr at \$35/day				
PERSONAL	2			yes	
BEREAVEMENT	5				
PROFESSIONAL	2			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:	N	

SABBATICAL: No

SEVERANCE PAY:

### OTHER LEAVES:

SHELTON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	26,750	27,820	28,890	29,960	31,030	32,100	33,170	34,240	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	27,820	28,890	29,960	31,030	32,100	33,170	34,240	35,310	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	28,890	29,960	31,030	32,100	33,170	34,240	35,310	36,380	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	29,960	31,030	32,100	33,170	34,240	35,310	36,380	37,450	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	31,030	32,100	33,170	34,240	35,310	36,380	37,450	38,520	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	32,100	33,170	34,240	35,310	36,380	37,450	38,520	39,590	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	33,170	34,240	35,310	36,380	37,450	38,520	39,590	40,660	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		35,310	36,380	37,450	38,520	39,590	40,660	41,730	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9			37,450	38,520	39,590	40,660	41,730	42,800	
			1.40	1.44	1.48	1.52	1.56	1.60	
10				39,590	40,660	41,730	42,800	43,870	
				1.48	1.52	1.56	1.60	1.64	
11				40,660	41,730	42,800	43,870	44,940	
				1.52	1.56	1.60	1.64	1.68	
12					42,800	43,870	44,940	46,010	
					1.60	1.64	1.68	1.72	
13					43,870	44,940	46,010	47,080	
					1.64	1.68	1.72	1.76	
14						46,010	47,080	48,150	
						1.72	1.76	1.80	
15							47,615	49,220	
							1.78	1.84	
16								49,755	
								1.86	

02-03 Add one step to all columns except MA+18, add separate MA column with 14 steps

# Shickley

2007-2008

## WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 23  
 Enrollment: 139  
 Length of Teacher Day: 8  
 Length of Student Day: 6.7  
 Planning Time: 50  
 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: 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	390.13	1,099.97	390.13	1099.97	43.67	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental		
PPO:			COMMENTS:						
LIFE									
LTD									
NON-PARTICIPANT									

Options:  
 IRS 125:  
 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	25,600	26,624	27,648	28,672	29,696	30,720	31,744
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	26,624	27,648	28,672	29,696	30,720	31,744	32,768
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	27,648	28,672	29,696	30,720	31,744	32,768	33,792
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	28,672	29,696	30,720	31,744	32,768	33,792	34,816
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	29,696	30,720	31,744	32,768	33,792	34,816	35,840
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	30,720	31,744	32,768	33,792	34,816	35,840	36,864
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		32,768	33,792	34,816	35,840	36,864	37,888
		1.28	1.32	1.36	1.40	1.44	1.48
8		33,792	34,816	35,840	36,864	37,888	38,912
		1.32	1.36	1.40	1.44	1.48	1.52
9		34,816	35,840	36,864	37,888	38,912	39,936
		1.36	1.40	1.44	1.48	1.52	1.56
10			36,864	37,888	38,912	39,936	40,960
			1.44	1.48	1.52	1.56	1.60
11				38,912	39,936	40,960	41,984
				1.52	1.56	1.60	1.64
12					40,960	41,984	43,008
					1.60	1.64	1.68
13						43,008	44,032
						1.68	1.72

# Silver Lake

2007-2008

### WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 27.8  
 Enrollment: 234  
 Length of Teacher Day: 8  
 Length of Student Day: 7.17  
 Planning Time: 45  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

### SALARY SCHEDULE

Base: 26,450 Index: 4 x 4  
 Starting Salary: 26,450 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	371.22	1,046.68	371.22	1046.68	43.67	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD								<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								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	26,450	27,508	28,566	29,624	30,682	31,740	32,798	33,856		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	27,508	28,566	29,624	30,682	31,740	32,798	33,856	34,914		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	28,566	29,624	30,682	31,740	32,798	33,856	34,914	35,972		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	29,624	30,682	31,740	32,798	33,856	34,914	35,972	37,030		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	30,682	31,740	32,798	33,856	34,914	35,972	37,030	38,088		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6	31,740	32,798	33,856	34,914	35,972	37,030	38,088	39,146		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7	32,798	33,856	34,914	35,972	37,030	38,088	39,146	40,204		
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8	33,856	34,914	35,972	37,030	38,088	39,146	40,204	41,262		
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56		
9		35,972	37,030	38,088	39,146	40,204	41,262	42,320		
		1.36	1.40	1.44	1.48	1.52	1.56	1.60		
10			38,088	39,146	40,204	41,262	42,320	43,378		
			1.44	1.48	1.52	1.56	1.60	1.64		
11				40,204	41,262	42,320	43,378	44,436		
				1.52	1.56	1.60	1.64	1.68		
12				41,262	42,320	43,378	44,436	45,494		
				1.56	1.60	1.64	1.68	1.72		
13					43,378	44,436	45,494	46,552		
					1.64	1.68	1.72	1.76		

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. 06-07 one stp added to bottom ea column;  
 07-08 step added to bottom of BA, BA9, BA18, BA27







# South Sarpy Dist 46

2007-2008

## WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 90.5  
 Enrollment: 1082  
 Length of Teacher Day: 7.5 7.5 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: 6 6

## SALARY SCHEDULE

Base: 28,650 Index: 5 x 3  
 Starting Salary: 28,650 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	390.13	1,099.97	390.13	1099.97	43.67	Options:		
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental			
PPO:			COMMENTS:						IRS 125: Y	
LIFE	Madison Nat'l				4.38			Flex Accounts: Y		
LTD	Madison Nat'l				.0040			<b>PART-TIME BENEFITS</b>		
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 w/approv.
BEREAVEMENT	unl.				possibly more from sick lv.
PROFESSIONAL	1			yes	
ADOPTION	10				
ASSOCIATION	3				

## OTHER DISTRICT POLICIES

	Exists	Negotiated/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+36					MA			
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	28,650	29,510	30,369	31,229	32,088	32,948	33,807	34,667	35,526
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	30,083	30,942	31,802	32,661	33,521	34,380	35,240	36,099	36,959
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	31,515	32,375	33,234	34,094	34,953	35,813	36,672	37,532	38,391
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	32,948	33,807	34,667	35,526	36,386	37,245	38,105	38,964	39,824
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	34,380	35,240	36,099	36,959	37,818	38,678	39,537	40,397	41,256
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6		36,672	37,532	38,391	39,251	40,110	40,970	41,829	42,689
		1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		38,105	38,964	39,824	40,683	41,543	42,402	43,262	44,121
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			40,397	41,256	42,116	42,975	43,835	44,694	45,554
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9			41,829	42,689	43,548	44,408	45,267	46,127	46,986
			1.46	1.49	1.52	1.55	1.58	1.61	1.64
10				44,121	44,981	45,840	46,700	47,559	48,419
				1.54	1.57	1.60	1.63	1.66	1.69
11					46,413	47,273	48,132	48,992	49,851
					1.62	1.65	1.68	1.71	1.74
12					47,846	48,705	49,565	50,424	51,284
					1.67	1.70	1.73	1.76	1.79
13					49,278	50,138	50,997	51,857	52,716
					1.72	1.75	1.78	1.81	1.84
14						51,570	52,430	53,289	54,149
						1.80	1.83	1.86	1.89
15							53,862	54,722	55,581
							1.88	1.91	1.94

07-08 teachers receive credit for all years experience; 06-07 teachers new to district since 8/1/02 will have 2 yrs exp deducted on placement; 02-03 eliminated first 2 and bottom 2 steps from schedule; 03-04 add MA+27/15 steps

# South Sioux City

2007-2008

## WORKING CONDITIONS

Contract Days:	188	FTE Teachers:	
Enrollment:	3659	HS	JH/MS
Length of Teacher Day:	7.75	7.75	ELEM
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:	28,725	Index:	4 x 5
Starting Salary:	28,725	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
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	371.22	1,046.68			590.00	590	590
DENTAL	BC/BS		15.95	56.63			Cafeteria	Options: H/A,TSA,Cash	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Guardian				4.80			Flex Accounts: Y	
LTD								<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT					\$590			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												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	
1	28,725	30,161	31,598	33,034	34,470	34,470	35,906	37,343	38,779	40,215	41,651	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45	
2	29,874	31,310	32,747	34,183	35,619	35,619	37,055	38,492	39,928	41,364	42,800	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44	1.49	
3	31,023	32,459	33,896	35,332	36,768	36,768	38,204	39,641	41,077	42,513	43,949	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48	1.53	
4	32,172	33,608	35,045	36,481	37,917	37,917	39,353	40,790	42,226	43,662	45,098	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52	1.57	
5	33,321	34,757	36,194	37,630	39,066	39,066	40,502	41,939	43,375	44,811	46,247	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56	1.61	
6	34,470	35,906	37,343	38,779	40,215	40,215	41,651	43,088	44,524	45,960	47,396	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65	
7	35,619	37,055	38,492	39,928	41,364	41,364	42,800	44,237	45,673	47,109	48,545	
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64	1.69	
8	36,768	38,204	39,641	41,077	42,513	42,513	43,949	45,386	46,822	48,258	49,694	
	1.28	1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68	1.73	
9				42,226	43,662	43,662	45,098	46,535	47,971	49,407	50,843	
				1.47	1.52	1.52	1.57	1.62	1.67	1.72	1.77	
10					44,811	44,811	46,247	47,684	49,120	50,556	51,992	
					1.56	1.56	1.61	1.66	1.71	1.76	1.81	
11					45,960	45,960	47,396	48,833	50,269	51,705	53,141	
					1.60	1.60	1.65	1.70	1.75	1.80	1.85	
12					47,109	47,109	48,545	49,982	51,418	52,854	54,290	
					1.64	1.64	1.69	1.74	1.79	1.84	1.89	
13						48,258	49,694	51,131	52,567	54,003	55,439	
						1.68	1.73	1.78	1.83	1.88	1.93	
14								52,280	53,716	55,152	56,588	
								1.82	1.87	1.92	1.97	
15								53,429	54,865	56,301	57,737	
								1.86	1.91	1.96	2.01	

# Southern

2007-2008

### WORKING CONDITIONS

Contract Days: 180 FTE Teachers: 45.5  
 Enrollment: 452  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.25 7.25 6.48  
 Planning Time: 56 56 60  
 Class Periods/Day: 7 7  
 Normal Teaching Load: 6 6

### SALARY SCHEDULE

Base: 26,958 Index: 4 x 4  
 Starting Salary: 26,958 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	371.21	1,046.68	371.21	1046.68	43.67	Dep. Dental	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y
PPO:	District reimburses \$250/\$300 to		COMMENTS:						Flex Accounts:
LIFE									<b>PART-TIME BENEFITS</b>
LTD	Jefferson Pilot				.0044				Minimum FTE: 0.5
NON-PARTICIPANT									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	26,958	28,036	29,115	30,193	31,271	32,350	33,428	34,506	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	28,036	29,115	30,193	31,271	32,350	33,428	34,506	35,585	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	29,115	30,193	31,271	32,350	33,428	34,506	35,585	36,663	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	30,193	31,271	32,350	33,428	34,506	35,585	36,663	37,741	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	31,271	32,350	33,428	34,506	35,585	36,663	37,741	38,820	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	32,350	33,428	34,506	35,585	36,663	37,741	38,820	39,898	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7		34,506	35,585	36,663	37,741	38,820	39,898	40,976	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		35,585	36,663	37,741	38,820	39,898	40,976	42,054	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9		36,663	37,741	38,820	39,898	40,976	42,054	43,133	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	
10			38,820	39,898	40,976	42,054	43,133	44,211	
			1.44	1.48	1.52	1.56	1.60	1.64	
11				40,976	42,054	43,133	44,211	45,289	
				1.52	1.56	1.60	1.64	1.68	
12					43,133	44,211	45,289	46,368	
					1.60	1.64	1.68	1.72	
13					44,211	45,289	46,368	47,446	
					1.64	1.68	1.72	1.76	
14							47,446	48,524	
							1.76	1.80	



# Southwest

2007-2008

### WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	42.43
Enrollment:	342	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	54	70	50
Class Periods/Day:	8	10	
Normal Teaching Load:	6	6	

### SALARY SCHEDULE

Base:	26,750	Index:	4 x 4
Starting Salary:	26,750	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
		H/A-Dent	Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97
DENTAL	BC/BS		17.13	60.80	17.13	17.13
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

### Amount Paid

43.67
Dep. Dental

### Cafeteria Plan

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

### LEAVES

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

### OTHER DISTRICT POLICIES

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

### SABBATICAL:

### SEVERANCE PAY:

### OTHER LEAVES:

SOUTHWEST								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	26,750	27,820	28,890	29,960	31,030	32,100	33,170	34,240
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	27,820	28,890	29,960	31,030	32,100	33,170	34,240	35,310
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	28,890	29,960	31,030	32,100	33,170	34,240	35,310	36,380
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	29,960	31,030	32,100	33,170	34,240	35,310	36,380	37,450
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	31,030	32,100	33,170	34,240	35,310	36,380	37,450	38,520
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	32,100	33,170	34,240	35,310	36,380	37,450	38,520	39,590
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		34,240	35,310	36,380	37,450	38,520	39,590	40,660
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			36,380	37,450	38,520	39,590	40,660	41,730
			1.36	1.40	1.44	1.48	1.52	1.56
9			37,450	38,520	39,590	40,660	41,730	42,800
			1.40	1.44	1.48	1.52	1.56	1.60
10				39,590	40,660	41,730	42,800	43,870
				1.48	1.52	1.56	1.60	1.64
11				40,660	41,730	42,800	43,870	44,940
				1.52	1.56	1.60	1.64	1.68
12				41,730	42,800	43,870	44,940	46,010
				1.56	1.60	1.64	1.68	1.72
13					43,870	44,940	46,010	47,080
					1.64	1.68	1.72	1.76
14					44,940	46,010	47,080	48,150
					1.68	1.72	1.76	1.80
15						47,080	48,150	49,220
						1.76	1.80	1.84
16							49,220	50,290
							1.84	1.88
17								

# Stanton

2007-2008

### WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 40  
 Enrollment: 442  
 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: 27,500 Index: 4 x 5  
 Starting Salary: 27,500 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 By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68	194.18	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	1/2 ind. prem. cash/TSA	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Nat'l Insurance				2.55				
LTD	ReliaStar				.0040				
NON-PARTICIPANT					\$194.18 - 1/2 ind. prem. cash/TSA			<b>PART-TIME BENEFITS</b>	
								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 MA	BA+54 MA+9	MA+18
1	27,500	28,875	30,250	31,625	33,000	34,375	35,750
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	28,600	29,975	31,350	32,725	34,100	35,475	36,850
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	29,700	31,075	32,450	33,825	35,200	36,575	37,950
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	30,800	32,175	33,550	34,925	36,300	37,675	39,050
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	31,900	33,275	34,650	36,025	37,400	38,775	40,150
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6		34,375	35,750	37,125	38,500	39,875	41,250
		1.25	1.30	1.35	1.40	1.45	1.50
7			36,850	38,225	39,600	40,975	42,350
			1.34	1.39	1.44	1.49	1.54
8				39,325	40,700	42,075	43,450
				1.43	1.48	1.53	1.58
9				40,425	41,800	43,175	44,550
				1.47	1.52	1.57	1.62
10					42,900	44,275	45,650
					1.56	1.61	1.66
11					44,000	45,375	46,750
					1.60	1.65	1.70
12					45,100	46,475	47,850
					1.64	1.69	1.74
13					46,200	47,575	48,950
					1.68	1.73	1.78

# Stapleton

2007-2008

## WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 20.75  
 Enrollment: 204  
 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: 26,265 Index: 4 x 5  
 Starting Salary: 26,265 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	550D 5	371.22	1,046.68	371.22	1046.68
DENTAL	BC/BS		42.17	109.06	15.95	56.63
PPO:	emp pays \$150 ded, dist pays la		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	26,265	27,578	28,892	30,205	31,518	31,518	32,831	34,145
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	27,316	28,629	29,942	31,255	32,569	32,569	33,882	35,195
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	28,366	29,679	30,993	32,306	33,619	33,619	34,932	36,246
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	29,417	30,730	32,043	33,357	34,670	34,670	35,983	37,296
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	30,467	31,781	33,094	34,407	35,720	35,720	37,034	38,347
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	31,518	32,831	34,145	35,458	36,771	36,771	38,084	39,398
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	32,569	33,882	35,195	36,508	37,822	37,822	39,135	40,448
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		34,932	36,246	37,559	38,872	38,872	40,185	41,499
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			37,296	38,610	39,923	39,923	41,236	42,549
			1.42	1.47	1.52	1.52	1.57	1.62
10				39,660	40,973	40,973	42,287	43,600
				1.51	1.56	1.56	1.61	1.66
11					42,024	42,024	43,337	44,651
					1.60	1.60	1.65	1.70
12					43,075	43,075	44,388	45,701
					1.64	1.64	1.69	1.74

# Stuart

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 20  
 Enrollment: 172  
 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: 26,000 Index: 4 x 4  
 Starting Salary: 26,000 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	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	550D 1	371.22	1,046.68	371.22	1046.68	40.68	Individ.	Depend.	
DENTAL	BC/BS		15.95	56.63	15.95	15.95	Dep. Dental			
PPO:			COMMENTS:							
LIFE									Options:	
LTD									IRS 125:	
NON-PARTICIPANT									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	
BEREAVEMENT	4				
PROFESSIONAL	4			yes	\$50 reimb. for 1st 2 days
ADOPTION	30				FMLA
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:

STUART						
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45
1	26,000	27,040	28,080	29,120	30,160	31,200
	1.00	1.04	1.08	1.12	1.16	1.20
2	27,040	28,080	29,120	30,160	31,200	32,240
	1.04	1.08	1.12	1.16	1.20	1.24
3	28,080	29,120	30,160	31,200	32,240	33,280
	1.08	1.12	1.16	1.20	1.24	1.28
4	29,120	30,160	31,200	32,240	33,280	34,320
	1.12	1.16	1.20	1.24	1.28	1.32
5	30,160	31,200	32,240	33,280	34,320	35,360
	1.16	1.20	1.24	1.28	1.32	1.36
6	31,200	32,240	33,280	34,320	35,360	36,400
	1.20	1.24	1.28	1.32	1.36	1.40
7		33,280	34,320	35,360	36,400	37,440
		1.28	1.32	1.36	1.40	1.44
8			35,360	36,400	37,440	38,480
			1.36	1.40	1.44	1.48
9				37,440	38,480	39,520
				1.44	1.48	1.52
10					39,520	40,560
					1.52	1.56



# Sumner-Eddyville-Miller

2007-2008

**WORKING CONDITIONS**

Contract Days: 182 FTE Teachers: 24  
 Enrollment: 175  
 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: 25,850 Index: 4 x 4  
 Starting Salary: 25,850 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid				Couple - Benefits	Cafeteria Plan	
			Premium		By District			Individ.	Depend.
		H/A-Dent	Individ.	Depend.	Individ.	Depend.	100.00		
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97	TSA		Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE									<b>PART-TIME BENEFITS</b>
LTD	Madison Nat'l				.0043				Minimum FTE: 0.75
NON-PARTICIPANT					\$100/mo TSA				Contribution: full

**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-MILLER**

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+9	MA+18
1	25,850	26,884	27,918	28,952	29,986	31,020	32,054	33,088
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	26,884	27,918	28,952	29,986	31,020	32,054	33,088	34,122
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	27,918	28,952	29,986	31,020	32,054	33,088	34,122	35,156
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	28,952	29,986	31,020	32,054	33,088	34,122	35,156	36,190
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	29,986	31,020	32,054	33,088	34,122	35,156	36,190	37,224
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	31,020	32,054	33,088	34,122	35,156	36,190	37,224	38,258
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		33,088	34,122	35,156	36,190	37,224	38,258	39,292
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			35,156	36,190	37,224	38,258	39,292	40,326
			1.36	1.40	1.44	1.48	1.52	1.56
9			36,190	37,224	38,258	39,292	40,326	41,360
			1.40	1.44	1.48	1.52	1.56	1.60
10				38,258	39,292	40,326	41,360	42,394
				1.48	1.52	1.56	1.60	1.64
11					40,326	41,360	42,394	43,428
					1.56	1.60	1.64	1.68
12						42,394	43,428	44,462
						1.64	1.68	1.72

02-03 \$10,000 insurance deductible pool; to be used by teachers, first come first served; \$500 maximum per teacher

# Sutherland

2007-2008

### WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 36.35  
 Enrollment: 392  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 51  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

### SALARY SCHEDULE

Base: 25,400 Index: 5 x 5  
 Starting Salary: 25,400 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: all  
 Vertical Freeze: 89-90  
 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	390.13	1,099.97	390.13	1099.97		Options:		
DENTAL	BC/BS		38.63	99.90	38.63	99.90		IRS 125: Y		
PPO:			COMMENTS: \$385.56 (less ded) if take ind-elig dep						Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>		
LTD								Minimum FTE: 1		
NON-PARTICIPANT						\$599.94 (less deductions) if spouse ha		Contribution:		

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	Incentive: Under 6 days from 1 to 5 times sub. rate				
PERSONAL	2			no	Unused days paid at sub. rate
BEREAVEMENT	5				w/approval
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:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Maternity, Jury

SUTHERLAND									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45			
	MA	MA+9	MA+18	MA+27	MA	MA+9	MA+18	MA+27	
1	25,400	26,416	27,432	28,448	29,464	30,480	31,496	32,512	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	26,670	28,194	29,464	30,988	32,258	33,274	34,544	35,814	
	1.05	1.11	1.16	1.22	1.27	1.31	1.36	1.41	
3	27,940	29,972	31,496	33,528	35,052	36,068	37,592	39,116	
	1.10	1.18	1.24	1.32	1.38	1.42	1.48	1.54	
4	29,210	31,750	33,528	36,068	37,846	38,862	40,640	42,418	
	1.15	1.25	1.32	1.42	1.49	1.53	1.60	1.67	
5	30,480	33,528	35,560	38,608	40,640	41,656	43,688	45,720	
	1.20	1.32	1.40	1.52	1.60	1.64	1.72	1.80	
6	31,750	35,306	37,592	41,148	43,434	44,450	46,736	49,022	
	1.25	1.39	1.48	1.62	1.71	1.75	1.84	1.93	

# Sutton

2007-2008

### WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 40.156  
 Enrollment: 413  
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 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: 27,850 Index: 4 x 4  
 Starting Salary: 27,850 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	390.13	1,099.67	390.13	1099.97	93.11	Individ.	Depend.
DENTAL	BC/BS		42.17	109.06	15.95	15.95	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD								<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5	
								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	
	BA	BA+9	BA+18	BA+27	BA	MA	MA+9	MA+18	MA+36	
1	27,850	28,964	30,078	31,192	32,306	33,420	34,534	35,648	36,762	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	28,964	30,078	31,192	32,306	33,420	34,534	35,648	36,762	37,876	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
3	30,078	31,192	32,306	33,420	34,534	35,648	36,762	37,876	38,990	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
4	31,192	32,306	33,420	34,534	35,648	36,762	37,876	38,990	40,104	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
5	32,306	33,420	34,534	35,648	36,762	37,876	38,990	40,104	41,218	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
6	33,420	34,534	35,648	36,762	37,876	38,990	40,104	41,218	42,332	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
7		35,648	36,762	37,876	38,990	40,104	41,218	42,332	43,446	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
8			37,876	38,990	40,104	41,218	42,332	43,446	44,560	
			1.36	1.40	1.44	1.48	1.52	1.56	1.60	
9				40,104	41,218	42,332	43,446	44,560	45,674	
				1.44	1.48	1.52	1.56	1.60	1.64	
10				41,218	42,332	43,446	44,560	45,674	46,788	
				1.48	1.52	1.56	1.60	1.64	1.68	
11					43,446	44,560	45,674	46,788	47,902	
					1.56	1.60	1.64	1.68	1.72	
12					44,560	45,674	46,788	47,902	49,016	
					1.60	1.64	1.68	1.72	1.76	
13						46,788	47,902	49,016	50,130	
						1.68	1.72	1.76	1.80	
14							49,016	50,130	51,244	
							1.76	1.80	1.84	
15								51,244	52,358	
								1.84	1.88	

# Syracuse-Dunbar-Avoca

2007-2008

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 62.6  
 Enrollment: 782  
 Length of Teacher Day: 7.75 HS 7.75 JH/MS 7.75 ELEM  
 Length of Student Day: 7 7 7.0  
 Planning Time: 72 72 90  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 27,700 Index: 5 x 5  
 Starting Salary: 27,700 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
		H/A-Dent	Individ. Depend.	Individ. Depend.
HEALTH	BC/BS	300D 5	390.13 1,099.97	
DENTAL	BC/BS		42.17 109.55	
PPO: COMMENTS:				
LIFE	The Principal			4.38
LTD	The Principal			.0038
NON-PARTICIPANT				

**Amount Paid**

**Couple - Benefits**  
 508.33  
 Cafeteria

**Cafeteria Plan**

Individ. Depend.  
 508.33 508.33  
 Options: H/A, Dent  
 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	50	yes		
Other Info: Sev.-upon term. after 10 yrs. pd 1/2 sub. rate unused days					
PERSONAL	2			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:** Emergency

SYRACUSE-DUNBAR-AVOCA											
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	DOC	
1	27,700	29,085	30,470	31,855	33,240	34,625	36,010	37,395	38,780	41,550	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50	
2	29,085	30,470	31,855	33,240	34,625	36,010	37,395	38,780	40,165	42,935	
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.55	
3	30,470	31,855	33,240	34,625	36,010	37,395	38,780	40,165	41,550	44,320	
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	
4	31,855	33,240	34,625	36,010	37,395	38,780	40,165	41,550	42,935	45,705	
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65	
5	33,240	34,625	36,010	37,395	38,780	40,165	41,550	42,935	44,320	47,090	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70	
6	34,625	36,010	37,395	38,780	40,165	41,550	42,935	44,320	45,705	48,475	
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75	
7	36,010	37,395	38,780	40,165	41,550	42,935	44,320	45,705	47,090	49,860	
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80	
8	37,395	38,780	40,165	41,550	42,935	44,320	45,705	47,090	48,475	51,245	
	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85	
9		40,165	41,550	42,935	44,320	45,705	47,090	48,475	49,860	52,630	
		1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90	
10			42,935	44,320	45,705	47,090	48,475	49,860	51,245	54,015	
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95	
11				45,705	47,090	48,475	49,860	51,245	52,630	55,400	
				1.65	1.70	1.75	1.80	1.85	1.90	2.00	
12					48,475	49,860	51,245	52,630	54,015	56,785	
					1.75	1.80	1.85	1.90	1.95	2.05	
13						51,245	52,630	54,015	55,400	58,170	
						1.85	1.90	1.95	2.00	2.10	
14							54,015	55,400	56,785	59,555	
							1.95	2.00	2.05	2.15	
15								56,785	58,170	60,940	
								2.05	2.10	2.20	

# Tekamah-Herman

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	52.25
Enrollment:	636	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:	26,775	Index:	5 x 5
Starting Salary:	26,775	Entry Level Step:	1
Career Increments:	N	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	390.13	1,099.97	390.13	1099.97	17.13	Ind. Dental	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y
PPO:	.5 fte 87-88&before full ben; afte		COMMENTS: .5 fte 87-88&before full ben; after-fte						
LIFE	Guardian				3.00				Flex Accounts: Y
LTD	National				.0040				<b>PART-TIME BENEFITS</b>
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	26,775	28,114	29,453	30,524	31,595	32,130	33,469
	1,000	1,050	1,100	1,140	1,180	1,200	1,225
2	28,114	29,453	30,791	31,862	32,833	33,469	34,808
	1,050	1,100	1,150	1,190	1,230	1,250	1,300
3	29,453	30,791	32,130	33,201	34,272	34,808	36,146
	1,100	1,150	1,200	1,240	1,280	1,300	1,350
4	30,791	32,130	33,469	34,540	35,611	36,146	37,485
	1,150	1,200	1,250	1,290	1,330	1,350	1,400
5	32,130	33,469	34,808	35,879	36,950	37,485	38,824
	1,200	1,250	1,300	1,340	1,380	1,400	1,450
6	33,469	34,808	36,146	37,217	38,288	38,824	40,163
	1,250	1,300	1,350	1,390	1,430	1,450	1,500
7	33,737	35,879	37,217	38,288	39,359	39,895	41,234
	1,260	1,340	1,390	1,430	1,470	1,490	1,540
8		36,146	38,288	39,359	40,430	40,966	42,305
		1,350	1,430	1,470	1,510	1,530	1,580
9		36,414	38,556	40,430	41,501	42,037	43,376
		1,360	1,440	1,510	1,550	1,570	1,620
10		36,682	38,824	40,698	42,572	43,108	44,447
		1,370	1,450	1,520	1,560	1,580	1,630
11		36,950	39,092	40,966	43,643	44,179	45,518
		1,380	1,460	1,530	1,570	1,590	1,640
12		37,217	39,359	41,234	44,714	45,250	46,589
		1,390	1,470	1,540	1,580	1,600	1,650
13			39,627	41,501	44,982	46,053	47,392
			1,480	1,550	1,680	1,720	1,770
14				41,769	45,250	46,589	47,927
				1,560	1,690	1,740	1,790
15					45,818	47,124	48,463
					1,700	1,760	1,810
16					45,785	47,660	48,998
						1,710	1,780
17					46,053	48,195	49,534
						1,720	1,800
18						48,463	49,802
						1,810	1,860
19						48,731	50,069
						1,820	1,870
20						48,998	50,337
						1,830	1,880
21						49,266	50,605
						1,840	1,890
22						49,534	50,873
						1,850	1,900
23						49,802	51,140
						1,860	1,910
24						50,069	51,408
						1,870	1,920
25						50,337	51,676
						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

# Theford Rural

2007-2008

## WORKING CONDITIONS

Contract Days: 182 FTE Teachers:  
 Enrollment: 126  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.25 7.25 7.25  
 Planning Time: 52 52 52  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 26,000 Index: 4 x 5  
 Starting Salary: 26,000 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	371.22	1,046.68	371.22	1046.68	43.67	Options:		
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:		
PPO:			COMMENTS:						IRS 125:	
LIFE								Flex Accounts:		
LTD	Fortis				5.00			<b>PART-TIME BENEFITS</b>		
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	3			yes	
BEREAVEMENT	5				w/appr.
PROFESSIONAL	2			yes	
ADOPTION	20				
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:

THEDFORD								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	26,000	27,300	28,600	29,900	31,200	32,500	33,800	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	27,040	28,340	29,640	30,940	32,240	33,540	34,840	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	28,080	29,380	30,680	31,980	33,280	34,580	35,880	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	29,120	30,420	31,720	33,020	34,320	35,620	36,920	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	30,160	31,460	32,760	34,060	35,360	36,660	37,960	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6	31,200	32,500	33,800	35,100	36,400	37,700	39,000	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	
7	32,240	33,540	34,840	36,140	37,440	38,740	40,040	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	
8		34,580	35,880	37,180	38,480	39,780	41,080	
		1.33	1.38	1.43	1.48	1.53	1.58	
9			36,920	38,220	39,520	40,820	42,120	
			1.42	1.47	1.52	1.57	1.62	
10				39,260	40,560	41,860	43,160	
				1.51	1.56	1.61	1.66	
11					41,600	42,900	44,200	
					1.60	1.65	1.70	
12					42,640	43,940	45,240	
					1.64	1.69	1.74	
13						44,980	46,280	
						1.73	1.78	
14							47,320	
							1.82	

07-08 add step to MA/BA36, MA9, MA18

# Twin River

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 41  
 Enrollment: 524  
 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: 27,100 Index: 4 x 5  
 Starting Salary: 27,100 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	371.22	1,046.68	371.22	1046.68	43.67	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Madison Nat'l				3.15			Flex Accounts:	
LTD	Madison Nat'l				.0029(+B)			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5 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	accum. To 4
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:

TWIN RIVER														
Step	BA		BA+9		BA+18		BA+27		BA+36		BA+54		MA	
	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54	MA+63
1	27,100	28,455	29,810	31,165	32,520	33,875	35,230	36,585	37,940	39,295	40,650	42,005	43,360	44,715
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
2	28,184	29,539	30,894	32,249	33,604	34,959	36,314	37,669	39,024	40,379	41,734	43,089	44,444	45,799
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
3	29,268	30,623	31,978	33,333	34,688	36,043	37,398	38,753	40,108	41,463	42,818	44,173	45,528	46,883
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
4	30,352	31,707	33,062	34,417	35,772	37,127	38,482	39,837	41,192	42,547	43,902	45,257	46,612	47,967
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
5	31,436	32,791	34,146	35,501	36,856	38,211	39,566	40,921	42,276	43,631	44,986	46,341	47,696	49,051
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
6	32,520	33,875	35,230	36,585	37,940	39,295	40,650	42,005	43,360	44,715	46,070	47,425	48,780	50,135
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
7		34,959	36,314	37,669	39,024	40,379	41,734	43,089	44,444	45,799	47,154	48,509	49,864	51,219
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89
8			37,398	38,753	40,108	41,463	42,818	44,173	45,528	46,883	48,238	49,593	50,948	52,303
			1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83	1.88	1.93
9			38,482	39,837	41,192	42,547	43,902	45,257	46,612	47,967	49,322	50,677	52,032	53,387
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87	1.92	1.97
10				40,921	42,276	43,631	44,986	46,341	47,696	49,051	50,406	51,761	53,116	54,471
				1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91	1.96	2.01
11					43,360	44,715	46,070	47,425	48,780	50,135	51,490	52,845	54,200	55,555
					1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.05
12					44,444	45,799	47,154	48,509	49,864	51,219	52,574	53,929	55,284	56,639
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99	2.04	2.09
13						46,883	48,238	49,593	50,948	52,303	53,658	55,013	56,368	57,723
						1.73	1.78	1.83	1.88	1.93	1.98	2.03	2.08	2.13
14						47,967	49,322	50,677	52,032	53,387	54,742	56,097	57,452	58,807
						1.77	1.82	1.87	1.92	1.97	2.02	2.07	2.12	2.17
15							50,406	51,761	53,116	54,471	55,826	57,181	58,536	59,891
							1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21

Merger of Silver Creek, Genoa & Monroe 01-02 is first year

# Umonhon Nation

2007-2008

## WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 45  
 Enrollment: 408  
 Length of Teacher Day: 8  
 Length of Student Day: 7.66  
 Planning Time: 55  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

## SALARY SCHEDULE

Base: 30,200 Index: 4 x 4  
 Starting Salary: 30,200 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: all  
 Vertical Freeze: 98-99  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits
			Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	300D 4	390.13	1,099.97	390.13	1099.97	
DENTAL	BC/BS		38.63	99.90	38.63	99.90	
PPO:	07-08:550D to 300D-no longer r		COMMENTS: yrs1-4 depend pay 25% of premium				
LIFE							
LTD	Madison Nat'l				.0036		
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	11	60	yes		
Other Info:	reimb. for sick lv. at ret after 15 yrs.				
PERSONAL	3			yes	acc. to 5
BEREAVEMENT	8				
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: Court, Military

## OMAHA NATION (MACY)

Step	BA		BA+9		BA+18		BA+27		BA+36		MA+9		MA+18		MA+27	
	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA
1	30,200		31,408		32,616		33,824		35,032		36,240		37,448		38,656	
	1.00		1.04		1.08		1.12		1.16		1.20		1.24		1.28	
2	31,408		32,616		33,824		35,032		36,240		37,448		38,656		39,864	
	1.04		1.08		1.12		1.16		1.20		1.24		1.28		1.32	
3	32,616		33,824		35,032		36,240		37,448		38,656		39,864		41,072	
	1.08		1.12		1.16		1.20		1.24		1.28		1.32		1.36	
4	33,824		35,032		36,240		37,448		38,656		39,864		41,072		42,280	
	1.12		1.16		1.20		1.24		1.28		1.32		1.36		1.40	
5	35,032		36,240		37,448		38,656		39,864		41,072		42,280		43,488	
	1.16		1.20		1.24		1.28		1.32		1.36		1.40		1.44	
6	36,240		37,448		38,656		39,864		41,072		42,280		43,488		44,696	
	1.20		1.24		1.28		1.32		1.36		1.40		1.44		1.48	
7			38,656		39,864		41,072		42,280		43,488		44,696		45,904	
			1.28		1.32		1.36		1.40		1.44		1.48		1.52	
8			39,864		41,072		42,280		43,488		44,696		45,904		47,112	
			1.32		1.36		1.40		1.44		1.48		1.52		1.56	
9			41,072		42,280		43,488		44,696		45,904		47,112		48,320	
			1.36		1.40		1.44		1.48		1.52		1.56		1.60	
10			42,280		43,488		44,696		45,904		47,112		48,320		49,528	
			1.40		1.44		1.48		1.52		1.56		1.60		1.64	
11					44,696		45,904		47,112		48,320		49,528		50,736	
					1.48		1.52		1.56		1.60		1.64		1.68	
12					45,904		47,112		48,320		49,528		50,736		51,944	
					1.52		1.56		1.60		1.64		1.68		1.72	
13							48,320		49,528		50,736		51,944		53,152	
							1.60		1.64		1.68		1.72		1.76	

01-02 took off steps on BA, BA+9, BA+18 columns





# Wahoo

2007-2008

### WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 72.52  
 Enrollment: 927  
 Length of Teacher Day: 8  
 Length of Student Day: 7.2  
 Planning Time: 50  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

### SALARY SCHEDULE

Base: 26,800 Index: 4 x 5  
 Starting Salary: 26,800 Entry Level Step: 1  
 Career Increments: N Experience Allowed: All  
 \$600 Stipend last step  
 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	390.13	1,099.97	390.13	1099.97	407.26	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Cash	Options: H/A,TSA,Cash	
PPO:	spouse rcvs \$75/mo if both take		COMMENTS:					IRS 125: Y	
LIFE	Madison Life				2.05			Flex Accounts: Y	
LTD								<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT					407.26/month			Minimum FTE: 0.5 Contribution: fte	

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: also for bereav. lv. and emerg. lv.					
PERSONAL	2			yes	accum to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION	adm. disc.				

### 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:

WAHOO									
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
Step									
1	26,800	28,140	29,480	30,820	32,160	33,500	34,840	36,180	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	
2	27,872	29,212	30,552	31,892	33,232	34,572	35,912	37,252	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	
3	28,944	30,284	31,624	32,964	34,304	35,644	36,984	38,324	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	
4	30,016	31,356	32,696	34,036	35,376	36,716	38,056	39,396	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	
5	31,088	32,428	33,768	35,108	36,448	37,788	39,128	40,468	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	
6	32,160	33,500	34,840	36,180	37,520	38,860	40,200	41,540	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	
7	33,232	34,572	35,912	37,252	38,592	39,932	41,272	42,612	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	
8	34,304	35,644	36,984	38,324	39,664	41,004	42,344	43,684	
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	
9	35,376	36,716	38,056	39,396	40,736	42,076	43,416	44,756	
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	
10	36,448	37,788	39,128	40,468	41,808	43,148	44,488	45,828	
	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71	
11				41,540	42,880	44,220	45,560	46,900	
				1.55	1.60	1.65	1.70	1.75	
12					43,952	45,292	46,632	47,972	
					1.64	1.69	1.74	1.79	
13					45,024	46,364	47,704	49,044	
					1.68	1.73	1.78	1.83	
14					46,096	47,436	48,776	50,116	
					1.72	1.77	1.82	1.87	
15						48,508	49,848	51,188	
						1.81	1.86	1.91	
16							50,920	52,260	
							1.90	1.95	
17								53,332	
								1.99	
18								53,932	
								2.01239	

00-01, 01-02 & 02-03 new hires placed on step 3 and allowed movement

# Wallace 65R

2007-2008

## WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 21  
 Enrollment: 171  
 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: 26,700 Index: 4 x 4  
 Starting Salary: 28,836 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	390.13	1,099.97	390.13	1099.97	43.67	Individ.	Depend.
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:	
PPO: COMMENTS:								IRS 125:	
LIFE								Flex Accounts:	
LTD Ft. Dearborn								<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								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:

WALLACE						
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9
1	26,700	27,768	28,836	29,904	30,972	32,040
	1.00	1.04	1.08	1.12	1.16	1.20
2	27,768	28,836	29,904	30,972	32,040	33,108
	1.04	1.08	1.12	1.16	1.20	1.24
3	28,836	29,904	30,972	32,040	33,108	34,176
	1.08	1.12	1.16	1.20	1.24	1.28
4	29,904	30,972	32,040	33,108	34,176	35,244
	1.12	1.16	1.20	1.24	1.28	1.32
5	30,972	32,040	33,108	34,176	35,244	36,312
	1.16	1.20	1.24	1.28	1.32	1.36
6	32,040	33,108	34,176	35,244	36,312	37,380
	1.20	1.24	1.28	1.32	1.36	1.40
7		34,176	35,244	36,312	37,380	38,448
		1.28	1.32	1.36	1.40	1.44
8			36,312	37,380	38,448	39,516
			1.36	1.40	1.44	1.48
9				38,448	39,516	40,584
				1.44	1.48	1.52
10				39,516	40,584	41,652
				1.48	1.52	1.56
11					41,652	42,720
					1.56	1.60

# Wausa

2007-2008

### WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	19.022
Enrollment:	208	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.4	7.4	7.4
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

### SALARY SCHEDULE

Base:	25,700	Index:	4 x 4
Starting Salary:	25,700	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
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		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68	43.67	Options:		
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental	Options:		
PPO:			COMMENTS: *.5-.74 ind/.75-.99 depend						IRS 125:	
LIFE								Flex Accounts:		
LTD	Mut. of Omaha				.0043			<b>PART-TIME BENEFITS</b>		
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	25,700	26,728	27,756	28,784	29,812	30,840	31,868
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	26,728	27,756	28,784	29,812	30,840	31,868	32,896
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	27,756	28,784	29,812	30,840	31,868	32,896	33,924
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	28,784	29,812	30,840	31,868	32,896	33,924	34,952
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	29,812	30,840	31,868	32,896	33,924	34,952	35,980
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	30,840	31,868	32,896	33,924	34,952	35,980	37,008
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	31,868	32,896	33,924	34,952	35,980	37,008	38,036
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		33,924	34,952	35,980	37,008	38,036	39,064
		1.32	1.36	1.40	1.44	1.48	1.52
9			35,980	37,008	38,036	39,064	40,092
			1.40	1.44	1.48	1.52	1.56
10				38,036	39,064	40,092	41,120
				1.48	1.52	1.56	1.60
11					40,092	41,120	42,148
					1.56	1.60	1.64
12					41,120	42,148	43,176
					1.60	1.64	1.68
13						43,176	44,204
						1.68	1.72
14							45,232
							1.76

07-08 add 1 step to MA+18 column; 01-02 .5-.74 fte offered individ insurance w/option to purchase famli; .75-.99 offered full dependent or individual

# Waverly

2007-2008

## WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 137  
 Enrollment: 1733  
 Length of Teacher Day: 8  
 Length of Student Day: 7  
 Planning Time: 52  
 Class Periods/Day: 7  
 Normal Teaching Load: 6

## SALARY SCHEDULE

Base: 29,335 Index: 5 x 4  
 Starting Salary: 29,335 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: all  
 after 15 yrs: BA36/MA-.005; MA9&MA18-.0075; MA36-.01 prev yr sal.  
 Vertical Freeze: 85-86  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits
			Individ.	Depend.	Individ.	Depend.	
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	
PPO:			COMMENTS:				
LIFE	Lafayette				2.40		
LTD	Lafayette				.0030		
NON-PARTICIPANT							

## Cafeteria Plan

Individ. Depend.  
 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	60	yes		
Other Info: incl. death lv.; Sev.-upon term. after 10 yrs \$20/unused days					
PERSONAL	2			yes	\$95 per day unused in summer
BEREAVEMENT	3+2 from sick lv.				
PROFESSIONAL	admin. disc. yes				
ADOPTION	) + 10 from sick l				
ASSOCIATION	2				

## OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

## OTHER LEAVES:

WAVERLY											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36		
1	29,335	30,508	31,682	32,855	34,029	35,202	36,375	37,549	38,722		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
2	30,802	31,975	33,149	34,322	35,495	36,669	37,842	39,016	40,189		
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37		
3	32,269	33,442	34,615	35,789	36,962	38,136	39,309	40,482	41,656		
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42		
4	33,735	34,909	36,082	37,255	38,429	39,602	40,776	41,949	43,122		
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47		
5		36,375	37,549	38,722	39,896	41,069	42,242	43,416	44,589		
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52		
6		37,842	39,016	40,189	41,362	42,536	43,709	44,883	46,056		
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57		
7			40,482	41,656	42,829	44,003	45,176	46,349	47,523		
			1.38	1.42	1.46	1.50	1.54	1.58	1.62		
8				43,122	44,296	45,469	46,643	47,816	48,989		
				1.47	1.51	1.55	1.59	1.63	1.67		
9					45,763	46,936	48,109	49,283	50,456		
					1.56	1.60	1.64	1.68	1.72		
10					47,229	48,403	49,576	50,750	51,923		
					1.61	1.65	1.69	1.73	1.77		
11					48,696	49,870	51,043	52,216	53,390		
					1.66	1.70	1.74	1.78	1.82		
12								53,683	54,856		
								1.83	1.87		
13									56,323		
									1.92		

# West Point

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 68.387  
 Enrollment: 725  
 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: 26,850 Index: 4 x 5  
 Starting Salary: 26,850 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 07-08, 08-09

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68	Two Ind Policies*	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13		IRS 125:	
PPO:	Bd pays \$250/\$500 to 125 plan		COMMENTS:				Flex Accounts:		
LIFE	Madison Ntl.				2.85		<b>PART-TIME BENEFITS</b>		
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								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	26,850	28,193	29,535	30,878	32,220	33,563	34,905	36,248
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	27,924	29,267	30,609	31,952	33,294	34,637	35,979	37,322
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	28,998	30,341	31,683	33,026	34,368	35,711	37,053	38,396
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	30,072	31,415	32,757	34,100	35,442	36,785	38,127	39,470
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	31,146	32,489	33,831	35,174	36,516	37,859	39,201	40,544
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	32,220	33,563	34,905	36,248	37,590	38,933	40,275	41,618
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		34,637	35,979	37,322	38,664	40,007	41,349	42,692
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		35,711	37,053	38,396	39,738	41,081	42,423	43,766
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			38,127	39,470	40,812	42,155	43,497	44,840
			1.42	1.47	1.52	1.57	1.62	1.67
10			39,201	40,544	41,886	43,229	44,571	45,914
			1.46	1.51	1.56	1.61	1.66	1.71
11				41,618	42,960	44,303	45,645	46,988
				1.55	1.60	1.65	1.70	1.75
12				42,692	44,034	45,377	46,719	48,062
				1.59	1.64	1.69	1.74	1.79
13					45,108	46,451	47,793	49,136
					1.68	1.73	1.78	1.83
14					46,182	47,525	48,867	50,210
					1.72	1.77	1.82	1.87
15					47,256	48,599	49,941	51,284
					1.76	1.81	1.86	1.91

03-04 added steps to BA+9 through BA+27 06-07 added 2.5% to MA, MA+9, MA+18

# Westside

2007-2008

**WORKING CONDITIONS**

Contract Days: 198.5 FTE Teachers:  
 Enrollment: 6127  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 Length of Student Day: 7.1 7 6.5  
 Planning Time:  
 Class Periods/Day: 13 7  
 Normal Teaching Load: 9 6

**SALARY SCHEDULE**

Base: 31,200 Index: 0 x 0  
 Starting Salary: 31,200 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 07-08, 08-09

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68	17.13	Ind. Dental	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Flex Accounts:	
PPO:			COMMENTS: must be in dist 2 yrs for full dep H/A							<b>PART-TIME BENEFITS</b>
LIFE	Guardian				13.26				Minimum FTE: 0.5	
LTD	Standard Sec				.0023				Contribution: fte	
NON-PARTICIPANT										

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	unl.	no	no		
Other Info:					
PERSONAL	1			yes	
BEREAVEMENT	5				Upon approval
PROFESSIONAL	unl.			yes	
ADOPTION	10				w/appr.
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:**

# Wilcox-Hildreth

2007-2008

## WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 25  
 Enrollment: 243  
 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	10	
7	9	

## 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 1	371.22	1,046.68	371.22	1046.68	500.00	Individ.	Depend.
DENTAL	BC/BS		15.95	56.63	15.95	15.95	Cash-in-lieu	Options:	
PPO:	07-08 300D to 550D		COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD	Fortis				.0035			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT					\$500.00/mo in lieu			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	26,000	27,040	28,080	29,120	30,160	30,160	31,200
	1.00	1.04	1.08	1.12	1.16	1.16	1.20
2	27,040	28,080	29,120	30,160	31,200	31,200	32,240
	1.04	1.08	1.12	1.16	1.20	1.20	1.24
3	28,080	29,120	30,160	31,200	32,240	32,240	33,280
	1.08	1.12	1.16	1.20	1.24	1.24	1.28
4	29,120	30,160	31,200	32,240	33,280	33,280	34,320
	1.12	1.16	1.20	1.24	1.28	1.28	1.32
5	30,160	31,200	32,240	33,280	34,320	34,320	35,360
	1.16	1.20	1.24	1.28	1.32	1.32	1.36
6		32,240	33,280	34,320	35,360	35,360	36,400
		1.24	1.28	1.32	1.36	1.36	1.40
7			34,320	35,360	36,400	36,400	37,440
			1.32	1.36	1.40	1.40	1.44
8				36,400	37,440	37,440	38,480
				1.40	1.44	1.44	1.48
9				37,440	38,480	38,480	39,520
				1.44	1.48	1.48	1.52
10					39,520	39,520	40,560
					1.52	1.52	1.56
11					40,560	40,560	41,600
					1.56	1.56	1.60
12					41,600	41,600	42,640
					1.60	1.60	1.64
13						42,640	43,680
						1.64	1.68
14							44,720
							1.72

02-03 first year merged



# Wisner-Pilger

2007-2008

## WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	41
Enrollment:	491	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	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:	26,400	Index:	4 x 5
Starting Salary:	26,400	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	390.13	1,099.97	390.13	1099.97	407.26	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Cash		
PPO:	if took CIL in 06-07, will rec \$55		COMMENTS:						IRS 125: Y
LIFE	Guardian								Flex Accounts:
LTD	National Ins.								<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT							\$407.26 in lieu, 558.55 if took CIL in 06		Minimum FTE: 0.5
									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	26,400	27,720	29,040	30,360	31,680	33,000	34,320
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	27,456	28,776	30,096	31,416	32,736	34,056	35,376
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	28,512	29,832	31,152	32,472	33,792	35,112	36,432
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	29,568	30,888	32,208	33,528	34,848	36,168	37,488
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	30,624	31,944	33,264	34,584	35,904	37,224	38,544
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	31,680	33,000	34,320	35,640	36,960	38,280	39,600
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		34,056	35,376	36,696	38,016	39,336	40,656
		1.29	1.34	1.39	1.44	1.49	1.54
8		35,112	36,432	37,752	39,072	40,392	41,712
		1.33	1.38	1.43	1.48	1.53	1.58
9			37,488	38,808	40,128	41,448	42,768
			1.42	1.47	1.52	1.57	1.62
10			38,544	39,864	41,184	42,504	43,824
			1.46	1.51	1.56	1.61	1.66
11			39,600	40,920	42,240	43,560	44,880
			1.50	1.55	1.60	1.65	1.70
12				41,976	43,296	44,616	45,936
				1.59	1.64	1.69	1.74
13				43,032	44,352	45,672	46,992
				1.63	1.68	1.73	1.78
14					45,408	46,728	48,048
					1.72	1.77	1.82
15					46,464	47,784	49,104
					1.76	1.81	1.86
16						48,840	50,160
						1.85	1.90

# Wood River Rural

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 48.98  
 Enrollment: 543  
 Length of Teacher Day: 7.75 7.75  
 Length of Student Day: 7 7  
 Planning Time: 47 47  
 Class Periods/Day: 8 9  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 26,900 Index: 4 x 5  
 Starting Salary: 26,900 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	390.13	1,099.97	390.13	1099.97		Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Principal				.0033			Minimum FTE: 0.5	
NON-PARTICIPANT								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	
1	26,900	28,245	29,590	30,935	32,280	32,280	33,625	34,970	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	27,976	29,321	30,666	32,011	33,356	33,356	34,701	36,046	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	29,052	30,397	31,742	33,087	34,432	34,432	35,777	37,122	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	30,128	31,473	32,818	34,163	35,508	35,508	36,853	38,198	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	31,204	32,549	33,894	35,239	36,584	36,584	37,929	39,274	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6		33,625	34,970	36,315	37,660	37,660	39,005	40,350	
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7			36,046	37,391	38,736	38,736	40,081	41,426	
			1.34	1.39	1.44	1.44	1.49	1.54	
8			37,122	38,467	39,812	39,812	41,157	42,502	
			1.38	1.43	1.48	1.48	1.53	1.58	
9				39,543	40,888	40,888	42,233	43,578	
				1.47	1.52	1.52	1.57	1.62	
10				40,619	41,964	41,964	43,309	44,654	
				1.51	1.56	1.56	1.61	1.66	
11				41,695	43,040	43,040	44,385	45,730	
				1.55	1.60	1.60	1.65	1.70	
12				42,771	44,116	44,116	45,461	46,806	
				1.59	1.64	1.64	1.69	1.74	
13					45,192	45,192	46,537	47,882	
					1.68	1.68	1.73	1.78	
14					46,268	46,268	47,613	48,958	
					1.72	1.72	1.77	1.82	
15							48,689	50,034	
							1.81	1.86	

# York

2007-2008

### WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	102.4
Enrollment:	1252	HS	JH/MS
Length of Teacher Day:	7.5	7.5	7.25
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:	27,800	Index:	5 x 4
Starting Salary:	27,800	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	Performax	500D	493.37	1,192.50	493.37	1192.50	47.65	Options:	
DENTAL	Self-insur		20.75	68.40	20.75	20.75	Dep. Dental		
PPO:			COMMENTS:						IRS 125: Y
LIFE	School Insur.				7.50			Flex Accounts: Y	
LTD	School Insur.				.0026			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								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 apprv.; for family
PROFESSIONAL	6			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.

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27
1	27,800	28,912	30,024	31,136	31,692	32,248	33,360	34,472	35,584	
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	1.28	
2	29,190	30,302	31,414	32,526	33,082	33,638	34,750	35,862	36,974	
	1.05	1.09	1.13	1.17	1.19	1.21	1.25	1.29	1.33	
3	30,580	31,692	32,804	33,916	34,472	35,028	36,140	37,252	38,364	
	1.10	1.14	1.18	1.22	1.24	1.26	1.30	1.34	1.38	
4	31,970	33,082	34,194	35,306	35,862	36,418	37,530	38,642	39,754	
	1.15	1.19	1.23	1.27	1.29	1.31	1.35	1.39	1.43	
5	33,360	34,472	35,584	36,696	37,252	37,808	38,920	40,032	41,144	
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	1.48	
6	34,750	35,862	36,974	38,086	38,642	39,198	40,310	41,422	42,534	
	1.25	1.29	1.33	1.37	1.39	1.41	1.45	1.49	1.53	
7		37,252	38,364	39,476	40,032	40,588	41,700	42,812	43,924	
		1.34	1.38	1.42	1.44	1.46	1.50	1.54	1.58	
8			39,754	40,866	41,422	41,978	43,090	44,202	45,314	
			1.43	1.47	1.49	1.51	1.55	1.59	1.63	
9				42,256	42,812	43,368	44,480	45,592	46,704	
				1.52	1.54	1.56	1.60	1.64	1.68	
10					44,202	44,758	45,870	46,982	48,094	
					1.59	1.61	1.65	1.69	1.73	
11					45,592	46,148	47,260	48,372	49,484	
					1.64	1.66	1.70	1.74	1.78	
12						47,538	48,650	49,762	50,874	
						1.71	1.75	1.79	1.83	
13						48,928	50,040	51,152	52,264	
						1.76	1.80	1.84	1.88	
14						48,928	51,430	52,542	53,654	
						1.76	1.85	1.89	1.93	
15						48,928		53,932	55,044	
						1.76		1.94	1.98	
16						49,623			56,434	
						1.79			2.03	
17									56,434	
									2.03	
18									57,129	
									2.06	
19									57,129	
									2.06	
20									57,824	
									2.08	
21									57,824	
									2.08	
22									58,519	
									2.11	

Column BA+45/MA steps 14-16 are for BA+45 only; 01-02 change experience allowed from 10 to unl.

# Yutan

2007-2008

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 41.71  
 Enrollment: 480  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7 7 7  
 Planning Time: 50 50 vary  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 27,740 Index: 4 x 4  
 Starting Salary: 27,740 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	390.13	1,099.97	390.13	1099.97	293.67	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep Dent + TSA	Options:	
PPO:			COMMENTS:						
LIFE								IRS 125: Y	
LTD	Madison				.0053			Flex Accounts:	
NON-PARTICIPANT					\$250 TSA			<b>PART-TIME BENEFITS</b>	
								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										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	PHD	
1	27,740	28,850	29,959	31,069	32,178	33,288	34,398	35,507	37,226	37,726
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.36	1.36
2	28,850	29,959	31,069	32,178	33,288	34,398	35,507	36,617	38,836	38,836
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.40	1.40
3	29,959	31,069	32,178	33,288	34,398	35,507	36,617	37,726	39,946	39,946
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.44	1.44
4	31,069	32,178	33,288	34,398	35,507	36,617	37,726	38,836	41,055	41,055
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.48	1.48
5	32,178	33,288	34,398	35,507	36,617	37,726	38,836	39,946	42,165	42,165
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.52	1.52
6	33,288	34,398	35,507	36,617	37,726	38,836	39,946	41,055	43,274	43,274
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.56	1.56
7		35,507	36,617	37,726	38,836	39,946	41,055	42,165	44,384	44,384
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.60	1.60
8		36,617	37,726	38,836	39,946	41,055	42,165	43,274	45,494	45,494
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.64	1.64
9			38,836	39,946	41,055	42,165	43,274	44,384	46,603	46,603
			1.40	1.44	1.48	1.52	1.56	1.60	1.68	1.68
10			39,946	41,055	42,165	43,274	44,384	45,494	47,713	47,713
			1.44	1.48	1.52	1.56	1.60	1.64	1.72	1.72
11				42,165	43,274	44,384	45,494	46,603	48,822	48,822
				1.52	1.56	1.60	1.64	1.68	1.76	1.76
12				43,274	44,384	45,494	46,603	47,713	49,932	49,932
				1.56	1.60	1.64	1.68	1.72	1.80	1.80
13					45,494	46,603	47,713	48,822	51,042	51,042
					1.64	1.68	1.72	1.76	1.84	1.84
14					46,603	47,713	48,822	49,932	52,151	52,151
					1.68	1.72	1.76	1.80	1.88	1.88