

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	72.7
Enrollment:	910	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	46	46	46
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,600	Index:	4.5 x 4.5
Starting Salary:	29,600	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7
Vertical Freeze:	86-87		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	3	20.16	37.30	42.34	54.36
PPO:			COMMENTS:			
LIFE	Guardian				5.60	
LTD	Madison				.0039	
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:
PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:					
PERSONAL	2			yes	\$80/day unused
BEREAVEMENT	5				add'l w/appr
PROFESSIONAL	unl.			yes	
ADOPTION	admin approval				
ASSOCIATION	admin approval				

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:

ADAMS CENTRAL									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
0	29,600	30,932	32,264	33,596	34,928	36,260	37,592	38,924	
1	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	30,932	32,264	33,596	34,928	36,260	37,592	38,924	40,256	
3	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
4	32,264	33,596	34,928	36,260	37,592	38,924	40,256	41,588	
5	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
6	33,596	34,928	36,260	37,592	38,924	40,256	41,588	42,920	
7	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
8	34,928	36,260	37,592	38,924	40,256	41,588	42,920	44,252	
9	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
10	36,260	37,592	38,924	40,256	41,588	42,920	44,252	45,584	
11	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
12	37,592	38,924	40,256	41,588	42,920	44,252	45,584	46,916	
13	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	
14		40,256	41,588	42,920	44,252	45,584	46,916	48,248	
15		1.36	1.405	1.45	1.495	1.54	1.585	1.63	
16			42,920	44,252	45,584	46,916	48,248	49,580	
17			1.45	1.495	1.54	1.585	1.63	1.675	
18				45,584	46,916	48,248	49,580	50,912	
19				1.54	1.585	1.63	1.675	1.72	
20					48,248	49,580	50,912	52,244	
21					1.585	1.63	1.675	1.72	
22						49,580	50,912	52,244	
23						1.675	1.72	1.765	
24							50,912	52,244	
25							1.765	1.81	
26								53,576	
27								1.81	
28									54,908
29									1.855
30									56,240
31									1.9
32									57,572
33									1.945
34									58,904
35									1.99

08-09: step added to BA, MA, MA9, MA18 columns

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 45
 Enrollment: 500
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.12
 Planning Time: 50 50 30
 Class Periods/Day: 8 8
 Normal Teaching Load: 8 8

SALARY SCHEDULE

Base: 28,500 Index: 5 x 4
 Starting Salary: 28,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 86-87,87-88, 89-90
 Rollback: 86-87 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
LTD	Madison Nat'l				.00335	
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 22.77
 Ee+Spouse Dental Options: TSA, Cash
 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	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	28,500	29,640	30,780	31,920	33,060	33,060	34,200	35,340	36,480
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	29,925	31,065	32,205	33,345	34,485	34,485	35,625	36,765	37,905
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	31,350	32,490	33,630	34,770	35,910	35,910	37,050	38,190	39,330
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38
4	32,775	33,915	35,055	36,195	37,335	37,335	38,475	39,615	40,755
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	34,200	35,340	36,480	37,620	38,760	38,760	39,900	41,040	42,180
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
6		36,765	37,905	39,045	40,185	40,185	41,325	42,465	43,605
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7			39,330	40,470	41,610	41,610	42,750	43,890	45,030
			1.38	1.42	1.46	1.46	1.50	1.54	1.58
8				41,895	43,035	43,035	44,175	45,315	46,455
				1.47	1.51	1.51	1.55	1.59	1.63
9					44,460	44,460	45,600	46,740	47,880
					1.56	1.56	1.60	1.64	1.68
10						45,885	45,885	47,025	48,165
						1.61	1.61	1.65	1.69
11							48,450	49,590	50,730
							1.70	1.74	1.78
12								51,015	52,155
								1.79	1.83
13									53,580
									1.88

\$300 Annual Professional Dues Benefit upon exceeding MA+27

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	254	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25	
Length of Student Day:	7.33	7.33	7.33	
Planning Time:	55	55	30	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	710.12	806.08	1035.05	426.49	Options:
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	H/A,Cash,TSA	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE	Madison Nat'l				6.45			PART-TIME BENEFITS
LTD	National				.0035			Minimum FTE:0
NON-PARTICIPANT					Single Ins. Amount cash			Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ALLEN							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	27,650	28,756	29,862	30,968	32,074	33,180	34,286
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,756	29,862	30,968	32,074	33,180	34,286	35,392
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,862	30,968	32,074	33,180	34,286	35,392	36,498
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,968	32,074	33,180	34,286	35,392	36,498	37,604
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	32,074	33,180	34,286	35,392	36,498	37,604	38,710
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	33,180	34,286	35,392	36,498	37,604	38,710	39,816
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	34,286	35,392	36,498	37,604	38,710	39,816	40,922
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	35,392	36,498	37,604	38,710	39,816	40,922	42,028
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		37,604	38,710	39,816	40,922	42,028	43,134
		1.36	1.40	1.44	1.48	1.52	1.56
10			39,816	40,922	42,028	43,134	44,240
			1.44	1.48	1.52	1.56	1.60
11				42,028	43,134	44,240	45,346
				1.52	1.56	1.60	1.64
12					44,240	45,346	46,452
					1.60	1.64	1.68
13						46,452	47,558
						1.68	1.72

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	31
Enrollment:	314	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	34.20
DENTAL	BC/BS	1	20.16	20.16	20.16	20.16	Dep. Dental
PPO:			COMMENTS:				
LIFE	Fortis				4.95		
LTD	Hartford						
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	45	yes		
Other Info: 5 for dep.; \$10/day over 45 at EOY					
PERSONAL	3			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	school visitation
ADOPTION					
ASSOCIATION	1				

OTHER DISTRICT POLICIES

	Negotiated/Exists	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	28,000	29,120	30,240	31,360	32,480	33,600	34,720	35,840	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	29,120	30,240	31,360	32,480	33,600	34,720	35,840	36,960	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	30,240	31,360	32,480	33,600	34,720	35,840	36,960	38,080	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	31,360	32,480	33,600	34,720	35,840	36,960	38,080	39,200	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	32,480	33,600	34,720	35,840	36,960	38,080	39,200	40,320	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	33,600	34,720	35,840	36,960	38,080	39,200	40,320	41,440	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7		35,840	36,960	38,080	39,200	40,320	41,440	42,560	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		36,960	38,080	39,200	40,320	41,440	42,560	43,680	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9			39,200	40,320	41,440	42,560	43,680	44,800	
			1.40	1.44	1.48	1.52	1.56	1.60	
10				41,440	42,560	43,680	44,800	45,920	
				1.48	1.52	1.56	1.60	1.64	
11				42,560	43,680	44,800	45,920	47,040	
				1.52	1.56	1.60	1.64	1.68	
12					44,800	45,920	47,040	48,160	
					1.60	1.64	1.68	1.72	
13						47,040	48,160	49,280	
						1.68	1.72	1.76	
14						48,160	49,280	50,400	
						1.72	1.76	1.80	
15							50,400	51,520	
							1.80	1.84	
16								51,520	52,640
								1.84	1.88

08-09 experience allowed from 5 yrs to all, 3 personal days no longer taken from sick leave

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 24.5
 Enrollment: 254
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.57 7.57 7.57
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,950 Index: 4 x 4
 Starting Salary: 25,950 Entry Level Step: 1
 Career Increments: N Experience Allowed: 10
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	448.22	829.21	993.64	1208.63	20.16	Ind. Dental
DENTAL	BC/BS	1	20.16	20.16	20.16	20.16		
PPO: COMMENTS:								
LIFE	Companion Life				3.15			
LTD								
NON-PARTICIPANT								

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: 1/2 sub pay/day up to 40 at separation					
PERSONAL	2				
BEREAVEMENT	2				2 add'l for immed fam death
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Yes

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

ANSELMO-MERNA						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	25,950	26,988	28,026	29,064	30,102	31,140
	1.00	1.04	1.08	1.12	1.16	1.20
2	26,988	28,026	29,064	30,102	31,140	32,178
	1.04	1.08	1.12	1.16	1.20	1.24
3	28,026	29,064	30,102	31,140	32,178	33,216
	1.08	1.12	1.16	1.20	1.24	1.28
4	29,064	30,102	31,140	32,178	33,216	34,254
	1.12	1.16	1.20	1.24	1.28	1.32
5	30,102	31,140	32,178	33,216	34,254	35,292
	1.16	1.20	1.24	1.28	1.32	1.36
6	31,140	32,178	33,216	34,254	35,292	36,330
	1.20	1.24	1.28	1.32	1.36	1.40
7		33,216	34,254	35,292	36,330	37,368
		1.28	1.32	1.36	1.40	1.44
8		34,254	35,292	36,330	37,368	38,406
		1.32	1.36	1.40	1.44	1.48
9			36,330	37,368	38,406	39,444
			1.40	1.44	1.48	1.52
10			37,368	38,406	39,444	40,482
			1.44	1.48	1.52	1.56
11				39,444	40,482	41,520
				1.52	1.56	1.60
12				40,482	41,520	42,558
				1.56	1.60	1.64
13					42,558	43,596
					1.64	1.68
14					43,596	44,634
					1.68	1.72

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 20.5
 Enrollment: 194
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 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: 26,575 Index: 4 x 5
 Starting Salary: 26,575 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE						
LTD	Principal				.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	13	35	yes		
Other Info: Incentive: over 35 @ \$20/day max. 10					
PERSONAL	see sick lv.			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ANSLEY						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9
1	26,575	27,904	29,233	30,561	31,890	33,219
	1.00	1.05	1.10	1.15	1.20	1.25
2	27,638	28,967	30,296	31,624	32,953	34,282
	1.04	1.09	1.14	1.19	1.24	1.29
3	28,701	30,030	31,359	32,687	34,016	35,345
	1.08	1.13	1.18	1.23	1.28	1.33
4	29,764	31,093	32,422	33,750	35,079	36,408
	1.12	1.17	1.22	1.27	1.32	1.37
5	30,827	32,156	33,485	34,813	36,142	37,471
	1.16	1.21	1.26	1.31	1.36	1.41
6	31,890	33,219	34,548	35,876	37,205	38,534
	1.20	1.25	1.30	1.35	1.40	1.45
7	32,953	34,282	35,611	36,939	38,268	39,597
	1.24	1.29	1.34	1.39	1.44	1.49
8		35,345	36,674	38,002	39,331	40,660
		1.33	1.38	1.43	1.48	1.53
9			37,737	39,065	40,394	41,723
			1.42	1.47	1.52	1.57
10				40,128	41,457	42,786
				1.51	1.56	1.61
11					42,520	43,849
					1.60	1.65
12					43,583	44,912
					1.64	1.69
13						45,975
						1.73

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 15.5
 Enrollment: 124
 Length of Teacher Day: 7.67 HS 7.67 JH/MS 7.67 ELEM
 Length of Student Day: 7.25 HS 7.25 JH/MS 7.25 ELEM
 Planning Time: 52 HS 52 JH/MS 52 ELEM
 Class Periods/Day: 8 HS 8 JH/MS 8 ELEM
 Normal Teaching Load: 7 HS 7 JH/MS 7 ELEM

SALARY SCHEDULE

Base: 25,500 Index: 4 x 5
 Starting Salary: 25,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE	Horace Mann						
LTD	Principal Life						
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	30	yes		
Other Info:					
PERSONAL	admin. disc.			yes	
BEREAVEMENT	3				w/appr.
PROFESSIONAL	admin. disc.			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ARCADIA					
Step	BA	BA+9	BA+18	BA+27	BA+36
1	25,500	26,775	28,050	29,325	30,600
	1.00	1.05	1.10	1.15	1.20
2	26,520	27,795	29,070	30,345	31,620
	1.04	1.09	1.14	1.19	1.24
3	27,540	28,815	30,090	31,365	32,640
	1.08	1.13	1.18	1.23	1.28
4	28,560	29,835	31,110	32,385	33,660
	1.12	1.17	1.22	1.27	1.32
5	29,580	30,855	32,130	33,405	34,680
	1.16	1.21	1.26	1.31	1.36
6	30,600	31,875	33,150	34,425	35,700
	1.20	1.25	1.30	1.35	1.40
7	31,620	32,895	34,170	35,445	36,720
	1.24	1.29	1.34	1.39	1.44
8		33,915	35,190	36,465	37,740
		1.33	1.38	1.43	1.48
9			36,210	37,485	38,760
			1.42	1.47	1.52
10			36,720	38,505	39,780
			1.44	1.51	1.56
11				39,525	40,800
				1.55	1.60
12					41,820
					1.64

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:	20.6
Enrollment:	145	HS	JH/MS
Length of Teacher Day:	8	8	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:	26,700	Index:	4 x 5
Starting Salary:	26,700	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	35.12
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	Dep. Dental
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:			COMMENTS:				
LIFE							
LTD	Madison Nat'l						
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
Options:
IRS 125: Y
Flex Accounts: Y
PART-TIME BENEFITS
Minimum FTE: 0
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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	\$250/yr
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

ARNOLD						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9
1	26,700	28,035	29,370	30,705	32,040	33,375
	1.00	1.05	1.10	1.15	1.20	1.25
2	27,768	29,103	30,438	31,773	33,108	34,443
	1.04	1.09	1.14	1.19	1.24	1.29
3	28,836	30,171	31,506	32,841	34,176	35,511
	1.08	1.13	1.18	1.23	1.28	1.33
4	29,904	31,239	32,574	33,909	35,244	36,579
	1.12	1.17	1.22	1.27	1.32	1.37
5	30,972	32,307	33,642	34,977	36,312	37,647
	1.16	1.21	1.26	1.31	1.36	1.41
6	32,040	33,375	34,710	36,045	37,380	38,715
	1.20	1.25	1.30	1.35	1.40	1.45
7	33,108	34,443	35,778	37,113	38,448	39,783
	1.24	1.29	1.34	1.39	1.44	1.49
8	34,176	35,511	36,846	38,181	39,516	40,851
	1.28	1.33	1.38	1.43	1.48	1.53
9	35,244	36,579	37,914	39,249	40,584	41,919
	1.32	1.37	1.42	1.47	1.52	1.57
10		37,647	38,982	40,317	41,652	42,987
		1.41	1.46	1.51	1.56	1.61
11			40,050	41,385	42,720	44,055
			1.50	1.55	1.60	1.65
12				42,453	43,788	45,123
				1.59	1.64	1.69
13				43,521	44,856	46,191
				1.63	1.68	1.73
14					45,924	47,259
					1.72	1.77
15					46,992	48,327
					1.76	1.81
16						49,395
						1.85

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 10
 Enrollment: 91 HS JH/MS ELEM
 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: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 4
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 08-09, 09-10

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	550D	422.23	781.13	856.98	1138.55
DENTAL	BC/BS	2	20.49	37.92	43.04	55.26
PPO:	bd to reimburse \$450 toward dedu					
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	28,340	29,430	30,520	31,610	32,700	33,790	34,880
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,430	30,520	31,610	32,700	33,790	34,880	35,970
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	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
5	31,610	32,700	33,790	34,880	35,970	37,060	38,150
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	32,700	33,790	34,880	35,970	37,060	38,150	39,240
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	33,790	34,880	35,970	37,060	38,150	39,240	40,330
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		35,970	37,060	38,150	39,240	40,330	41,420
		1.32	1.36	1.40	1.44	1.48	1.52
9			38,150	39,240	40,330	41,420	42,510
			1.40	1.44	1.48	1.52	1.56
10				40,330	41,420	42,510	43,600
				1.48	1.52	1.56	1.60
11					42,510	43,600	44,690
					1.56	1.60	1.64

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 60.15
 Enrollment: 848
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: 6.5 6.5 6.25
 Planning Time: 100 100 118
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,500 Index: 4 x 5
 Starting Salary: 30,780 Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 new hires frozen at step 3 for 3 yrs
 Vertical Freeze: 87-88/99-00
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	20.70	Ind. Dental
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70		Options:
PPO:			COMMENTS:					IRS 125: Y
LIFE	Guardian				3.00			Flex Accounts: Y
LTD								PART-TIME BENEFITS
NON-PARTICIPANT					\$166.67/mo.			Minimum FTE: 0.4 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

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

ASHLAND-GREENWOOD									
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	MA+36
BASE	28,500								
	1.00								
1-3	30,780	32,205	33,630	35,055	36,480	37,905	39,330	40,755	42,180
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	31,920	33,345	34,770	36,195	37,620	39,045	40,470	41,895	43,320
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	33,060	34,485	35,910	37,335	38,760	40,185	41,610	43,035	44,460
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	34,200	35,625	37,050	38,475	39,900	41,325	42,750	44,175	45,600
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	35,340	36,765	38,190	39,615	41,040	42,465	43,890	45,315	46,740
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		37,905	39,330	40,755	42,180	43,605	45,030	46,455	47,880
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		39,045	40,470	41,895	43,320	44,745	46,170	47,595	49,020
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			41,610	43,035	44,460	45,885	47,310	48,735	50,160
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			42,750	44,175	45,600	47,025	48,450	49,875	51,300
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				45,315	46,740	48,165	49,590	51,015	52,440
				1.59	1.64	1.69	1.74	1.79	1.84
13					47,880	49,305	50,730	52,155	53,580
					1.68	1.73	1.78	1.83	1.88
14					49,020	50,445	51,870	53,295	54,720
					1.72	1.77	1.82	1.87	1.92
15							53,010	54,435	55,860
							1.86	1.91	1.96

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 103
 Enrollment: 1287
 Length of Teacher Day: 8 HS 8 JH/MS 8 ELEM
 Length of Student Day: 7 7 7
 Planning Time: 85 47 40
 Class Periods/Day: 4 8
 Normal Teaching Load: 3 6

SALARY SCHEDULE

Base: 27,625 Index: 5 x 5
 Starting Salary: 27,625 Entry Level Step: 1
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	Ind. Dental
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:			COMMENTS:				
LIFE							
LTD Principal			.0036				
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 20.70
 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	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+18	MA+27	MA+36
					MA	MA+9	MA+18			
1	27,625	29,006	30,388	31,769	33,150	34,531	35,913	37,294	38,675	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	29,006	30,388	31,769	33,150	34,531	35,913	37,294	38,675	40,056	
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	
3	30,388	31,769	33,150	34,531	35,913	37,294	38,675	40,056	41,438	
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	
4	31,769	33,150	34,531	35,913	37,294	38,675	40,056	41,438	42,819	
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	
5	33,150	34,531	35,913	37,294	38,675	40,056	41,438	42,819	44,200	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
6	34,531	35,913	37,294	38,675	40,056	41,438	42,819	44,200	45,581	
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	
7		37,294	38,675	40,056	41,438	42,819	44,200	45,581	46,963	
		1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	
8			40,056	41,438	42,819	44,200	45,581	46,963	48,344	
			1.45	1.50	1.55	1.60	1.65	1.70	1.75	
9			41,438	42,819	44,200	45,581	46,963	48,344	49,725	
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	
10				44,200	45,581	46,963	48,344	49,725	51,106	
				1.60	1.65	1.70	1.75	1.80	1.85	
11					46,963	48,344	49,725	51,106	52,488	
					1.70	1.75	1.80	1.85	1.90	
12					48,344	49,725	51,106	52,488	53,869	
					1.75	1.80	1.85	1.90	1.95	
13						51,106	52,488	53,869	55,250	
						1.85	1.90	1.95	2.00	
14							53,869	55,250	56,631	
							1.95	2.00	2.05	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 24.375
 Enrollment: 310
 Length of Teacher Day: 7.75 HS 7.75 JH/MS 7.75 ELEM
 Length of Student Day: 7.25 HS 7.25 JH/MS 7.25 ELEM
 Planning Time: 50 HS 50 JH/MS 40 ELEM
 Class Periods/Day: 8 HS 8 JH/MS 8 ELEM
 Normal Teaching Load: 7 HS 7 JH/MS 7 ELEM

SALARY SCHEDULE

Base: 27,700 Index: 4 x 4.5
 Starting Salary: 27,700 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: 01-02
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	38.30	43.47	55.82
PPO:			COMMENTS:			
LIFE						
LTD	Madison Nat'l				.00348	
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	40	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	27,700	28,947	30,193	31,440	32,686	32,686	32,686	33,933	35,179
	1.00	1.045	1.09	1.135	1.18	1.18	1.18	1.225	1.27
2	28,808	30,055	31,301	32,548	33,794	33,794	33,794	35,041	36,287
	1.04	1.085	1.13	1.175	1.22	1.22	1.22	1.265	1.31
3	29,916	31,163	32,409	33,656	34,902	34,902	34,902	36,149	37,395
	1.08	1.125	1.17	1.215	1.26	1.26	1.26	1.305	1.35
4	31,024	32,271	33,517	34,764	36,010	36,010	36,010	37,257	38,503
	1.12	1.165	1.21	1.255	1.3	1.3	1.3	1.345	1.39
5	32,132	33,379	34,625	35,872	37,118	37,118	37,118	38,365	39,611
	1.16	1.205	1.25	1.295	1.34	1.34	1.34	1.385	1.43
6	34,487	35,733	36,980	38,226	38,226	38,226	38,226	39,473	40,719
	1.245	1.29	1.335	1.38	1.38	1.38	1.38	1.425	1.47
7	36,841	38,088	39,334	40,581	41,827	41,827	41,827	43,074	44,320
	1.33	1.375	1.42	1.465	1.51	1.51	1.51	1.555	1.605
8	39,196	40,442	41,689	42,935	44,181	44,181	44,181	45,428	46,674
	1.415	1.46	1.505	1.55	1.6	1.6	1.6	1.645	1.695
9	40,304	41,550	42,797	44,043	45,289	45,289	45,289	46,536	47,782
	1.455	1.5	1.545	1.59	1.635	1.635	1.635	1.68	1.73
10	42,658	43,904	45,150	46,396	47,642	47,642	47,642	48,888	50,134
	1.54	1.585	1.63	1.675	1.72	1.72	1.72	1.765	1.815
11	43,766	45,012	46,258	47,504	48,750	48,750	48,750	50,000	51,250
	1.58	1.625	1.67	1.715	1.76	1.76	1.76	1.805	1.855
12	44,874	46,120	47,366	48,612	49,858	49,858	49,858	51,104	52,350
	1.62	1.665	1.71	1.755	1.8	1.8	1.8	1.845	1.895
13	44,874	46,120	47,366	48,612	49,858	49,858	49,858	51,104	52,350
	1.62	1.66502	1.71	1.755	1.8	1.8	1.8	1.845	1.895
14	44,874	46,120	47,366	48,612	49,858	49,858	49,858	51,104	52,350
	1.62	1.66502	1.71	1.755	1.8	1.8	1.8	1.845	1.895
15	44,874	46,120	47,366	48,612	49,858	49,858	49,858	51,104	52,350
	1.62	1.66502	1.71	1.755	1.8	1.8	1.8	1.845	1.895
16	45,428	46,674	47,920	49,166	50,412	50,412	50,412	51,658	52,904
	1.64	1.68502	1.73	1.775	1.82	1.82	1.82	1.865	1.915
17	45,428	46,674	47,920	49,166	50,412	50,412	50,412	51,658	52,904
	1.64	1.68502	1.73	1.775	1.82	1.82	1.82	1.865	1.915
18	45,428	46,674	47,920	49,166	50,412	50,412	50,412	51,658	52,904
	1.64	1.68502	1.73	1.775	1.82	1.82	1.82	1.865	1.915
19	45,428	46,674	47,920	49,166	50,412	50,412	50,412	51,658	52,904
	1.64	1.68502	1.73	1.775	1.82	1.82	1.82	1.865	1.915
20	45,982	47,228	48,474	49,720	50,966	50,966	50,966	52,212	53,458
	1.66	1.70502	1.75	1.795	1.84	1.84	1.84	1.885	1.935

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25.5
 Enrollment: 302
 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: 27,750 Index: 4 x 4
 Starting Salary: 27,750 Entry Level Step: 1
 Career Increments: N Experience Allowed: 3(D)
 Vertical Freeze: 87-88
 Rollback:
 Multi-year Contract: 08-09, 09-10

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	446.65	Options:
DENTAL	BC/BS	1	20.16	20.16	20.16	20.16	TSA, Cash	IRS 125: Y
PPO:	07-08 change from 300D to 550D COMMENTS:							Flex Accounts: Y
LIFE								PART-TIME BENEFITS
LTD	Madison Nat'l			.0031				Minimum FTE: 0
NON-PARTICIPANT					\$446.65	TSA, Cash		Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info: \$40/day above 40 @ beginning of yr					
PERSONAL	2			yes	admin has discretion to deny, \$
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	adm. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Unpaid emergency-3

BANCROFT-ROSALIE						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9
1	27,750	28,860	29,970	31,080	32,190	33,300
	1.00	1.04	1.08	1.12	1.16	1.20
2	28,860	29,970	31,080	32,190	33,300	34,410
	1.04	1.08	1.12	1.16	1.20	1.24
3	29,970	31,080	32,190	33,300	34,410	35,520
	1.08	1.12	1.16	1.20	1.24	1.28
4	31,080	32,190	33,300	34,410	35,520	36,630
	1.12	1.16	1.20	1.24	1.28	1.32
5	32,190	33,300	34,410	35,520	36,630	37,740
	1.16	1.20	1.24	1.28	1.32	1.36
6	33,300	34,410	35,520	36,630	37,740	38,850
	1.20	1.24	1.28	1.32	1.36	1.40
7	34,410	35,520	36,630	37,740	38,850	39,960
	1.24	1.28	1.32	1.36	1.40	1.44
8	35,520	36,630	37,740	38,850	39,960	41,070
	1.28	1.32	1.36	1.40	1.44	1.48
9		37,740	38,850	39,960	41,070	42,180
		1.36	1.40	1.44	1.48	1.52
10			39,960	41,070	42,180	43,290
			1.44	1.48	1.52	1.56
11				42,180	43,290	44,400
				1.52	1.56	1.60
12					44,400	45,510
					1.60	1.64
13						46,620
						1.68

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	174.2
Enrollment:	2143	HS	JH/MS
Length of Teacher Day:	7.5	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:	30,100	Index:	5 x 4
Starting Salary:	30,100	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:	1/00-01		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
		H/A-Dent				300		
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	Cafeteria	Options: H/A,TSA,Cash
DENTAL	BC/BS	2	20.70	20.70	20.70			
PPO:			COMMENTS:					IRS 125: Y
LIFE	Guardian			4.20				Flex Accounts: Y
LTD	National Ins			.0026(+B)				PART-TIME BENEFITS
NON-PARTICIPANT				\$300 cash-in-lieu				Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:					
PERSONAL	2			yes	\$50/day
BEREAVEMENT	2				+ 2 from pers. lv.; add'l from sic
PROFESSIONAL	unl.			yes	
ADOPTION	10 from sick lv.				w/approv.
ASSOCIATION	3-5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

BEATRICE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+45
1	30,100	31,304	32,508	33,712	34,916	36,120	37,324	38,528	39,732	40,936
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	31,605	32,809	34,013	35,217	36,421	37,625	38,829	40,033	41,237	42,441
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	33,110	34,314	35,518	36,722	37,926	39,130	40,334	41,538	42,742	43,946
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	34,615	35,819	37,023	38,227	39,431	40,635	41,839	43,043	44,247	45,451
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	36,120	37,324	38,528	39,732	40,936	42,140	43,344	44,548	45,752	46,956
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	37,625	38,829	40,033	41,237	42,441	43,645	44,849	46,053	47,257	48,461
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7		40,334	41,538	42,742	43,946	45,150	46,354	47,558	48,762	49,966
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8			43,043	44,247	45,451	46,655	47,859	49,063	50,267	51,471
			1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				45,752	46,956	48,160	49,364	50,568	51,772	52,976
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					48,461	49,665	50,869	52,073	53,277	54,481
					1.61	1.65	1.69	1.73	1.77	1.81
11					49,966	51,170	52,374	53,578	54,782	55,986
					1.66	1.70	1.74	1.78	1.82	1.86
12							53,879	55,083	56,287	57,491
							1.79	1.83	1.87	1.91
13								56,588	57,792	58,996
								1.88	1.92	1.96

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 730.5
 Enrollment: 9682
 Length of Teacher Day: 8
 Length of Student Day: 6.5
 Planning Time: 47
 Class Periods/Day: 7
 Normal Teaching Load: 5

HS	JH/MS	ELEM
8	8	8
6.5	6.5	6.5
43		34
8		
6		

SALARY SCHEDULE

Base: 30,000 Index: 3 x 4
 Starting Salary: 30,000 Entry Level Step: 0
 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	Amount Paid by District		
		H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	300D			
DENTAL	BC/BS	4			
PPO:			COMMENTS:		
LIFE	Reliance				5.50
LTD	National Ins				.00212
NON-PARTICIPANT					

Cafeteria Plan

Individ.	Depend.
407.50	407.50
Cafeteria	Options: Cash, TSA, H/A
	IRS 125: Y
	Flex Accounts:
PART-TIME BENEFITS	
Minimum FTE: 0.5	
Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	110	yes		
Other Info: Upon term. 3 3/4% sal. over 20 yrs.; 1/4 under 20; full day rate over 110 days					
PERSONAL					see sick lv
BEREAVEMENT	see sick lv				
PROFESSIONAL					see sick lv
ADOPTION					
ASSOCIATION	20+5				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

BELLEVUE						
Step	BA	BA+12	BA+24	MA	MA+18	MA+36
				BA+36		
1	30,000	31,200	32,400	33,600	35,400	37,200
	1.00	1.04	1.08	1.12	1.18	1.24
2	30,900	32,400	33,600	34,800	36,600	38,400
	1.03	1.08	1.12	1.16	1.22	1.28
3	31,800	33,600	34,800	36,000	37,800	39,600
	1.06	1.12	1.16	1.20	1.26	1.32
4	32,700	34,800	36,000	37,200	39,000	40,800
	1.09	1.16	1.20	1.24	1.30	1.36
5	33,600	36,000	37,200	38,400	40,200	42,000
	1.12	1.20	1.24	1.28	1.34	1.40
6	34,800	37,500	38,700	39,900	41,700	43,500
	1.16	1.25	1.29	1.33	1.39	1.45
7	36,000	39,000	40,200	41,400	43,200	45,000
	1.20	1.30	1.34	1.38	1.44	1.50
8			41,700	42,900	44,700	46,500
			1.39	1.43	1.49	1.55
9			43,200	44,400	46,200	48,000
			1.44	1.48	1.54	1.60
10			44,700	45,900	47,700	49,500
			1.49	1.53	1.59	1.65
11			47,400	49,200	51,000	52,800
			1.58	1.64	1.70	1.76
12			49,200	51,000	52,800	54,600
			1.64	1.70	1.76	1.82
13			51,000	52,800	54,600	56,400
			1.70	1.76	1.82	1.88
14			52,800	54,600	56,400	58,200
			1.76	1.82	1.88	1.94
15				56,400	58,200	60,000
				1.88	1.94	2.00
16				58,200	60,000	61,800
				1.94	2.00	2.06
17						63,600
						2.12
18						

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	70.075
Enrollment:	1047	HS	JH/MS ELEM
Length of Teacher Day:	8	8	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:	29,250	Index:	4 x 5
Starting Salary:	31,590	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	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	431.82
DENTAL	BC/BS	5	42.67	42.67	42.67	42.67	nd. Prem (less FICA/LTC Options:
PPO:			COMMENTS:				IRS 125: Y
LIFE	Guardian				5.20		Flex Accounts: Y
LTD	Principal				.0031		PART-TIME BENEFITS
NON-PARTICIPANT					\$431.82 Ind. Prem (less FICA/LTD)		Minimum FTE:0.5 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. (12 total)
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: Yes

OTHER LEAVES:

BENNINGTON								
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
Step					MA			
1	29,250	30,713	32,175	33,638	35,100	36,563	38,025	39,488
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	30,420	31,883	33,345	34,808	36,270	37,733	39,195	40,658
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	31,590	33,053	34,515	35,978	37,440	38,903	40,365	41,828
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	32,760	34,223	35,685	37,148	38,610	40,073	41,535	42,998
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	33,930	35,393	36,855	38,318	39,780	41,243	42,705	44,168
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		36,563	38,025	39,488	40,950	42,413	43,875	45,338
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		37,733	39,195	40,658	42,120	43,583	45,045	46,508
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			40,365	41,828	43,290	44,753	46,215	47,678
			1.38	1.43	1.48	1.53	1.58	1.63
9			41,535	42,998	44,460	45,923	47,385	48,848
			1.42	1.47	1.52	1.57	1.62	1.67
10				44,168	45,630	47,093	48,555	50,018
				1.51	1.56	1.61	1.66	1.71
11				45,338	46,800	48,263	49,725	51,188
				1.55	1.60	1.65	1.70	1.75
12					47,970	49,433	50,895	52,358
					1.64	1.69	1.74	1.79
13					49,140	50,603	52,065	53,528
					1.68	1.73	1.78	1.83
14						51,773	53,235	54,698
						1.77	1.82	1.87
15						52,943	54,405	55,868
						1.81	1.86	1.91

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:
 Enrollment: 268
 Length of Teacher Day: 7.75 HS 7.75 JH/MS 7.75 ELEM
 Length of Student Day: 7.66 7.66 7.66
 Planning Time: 51 51 51
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE	Guardian					
LTD	Principal Life				.0039	
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 1
 Contribution:

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 pover 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	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		33,480	34,560	35,640	36,720	37,800	38,880
		1.24	1.28	1.32	1.36	1.40	1.44
7			35,640	36,720	37,800	38,880	39,960
			1.32	1.36	1.40	1.44	1.48
8			36,720	37,800	38,880	39,960	41,040
			1.36	1.40	1.44	1.48	1.52
9				38,880	39,960	41,040	42,120
				1.44	1.48	1.52	1.56
10				39,960	41,040	42,120	43,200
				1.48	1.52	1.56	1.60
11				41,040	42,120	43,200	44,280
				1.52	1.56	1.60	1.64
12					43,200	44,280	45,360
					1.60	1.64	1.68
13					44,280	45,360	46,440
					1.64	1.68	1.72
14					45,360	46,440	47,520
					1.68	1.72	1.76
15						47,520	48,600
						1.76	1.80
16						48,600	49,680
						1.80	1.84

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	176.5
Enrollment:	2360	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6
Planning Time:	85	45	47
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base:	29,505	Index:	4 x 5
Starting Salary:	31,865	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	10(TS)
Vertical Freeze:	85-86, 88-89		
Rollback:			
Multi-year Contract:	08-09, 09-10		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	416.67
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Cash
PPO:	single ins. rec \$250/mo		COMMENTS: if take ind ins, get \$250 cash also				
LIFE							
LTD	Madison Nat'l				.0035		
NON-PARTICIPANT					\$416.67 cash		

Cafeteria Plan

Individ.	Depend.
Options:	
IRS 125:	
Flex Accounts:	
PART-TIME BENEFITS	
Minimum FTE: 0.5	
Contribution: full(LTD)	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency-2 accum. to 4

BLAIR										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	29,505	30,980	32,456	33,931	35,406	35,406	36,881	38,357	39,832	41,307
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	30,685	32,160	33,636	35,111	36,586	36,586	38,061	39,537	41,012	42,487
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	31,865	33,341	34,816	36,291	37,766	37,766	39,242	40,717	42,192	43,667
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	33,046	34,521	35,996	37,471	38,947	38,947	40,422	41,897	43,372	44,848
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	34,226	35,701	37,176	38,652	40,127	40,127	41,602	43,077	44,553	46,028
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6		36,881	38,357	39,832	41,307	41,307	42,782	44,258	45,733	47,208
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7			39,537	41,012	42,487	42,487	43,962	45,438	46,913	48,388
			1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8			40,717	42,192	43,667	43,667	45,143	46,618	48,093	49,568
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9				43,372	44,848	44,848	46,323	47,798	49,273	50,749
				1.47	1.52	1.52	1.57	1.62	1.67	1.72
10					46,028	46,028	47,503	48,978	50,454	51,929
					1.56	1.56	1.61	1.66	1.71	1.76
11					47,208	47,208	48,683	50,159	51,634	53,109
					1.60	1.60	1.65	1.70	1.75	1.80
12					48,388	48,388	49,863	51,339	52,814	54,289
					1.64	1.64	1.69	1.74	1.79	1.84
13					49,568	49,568	51,043	52,519	53,994	55,469
					1.68	1.68	1.73	1.78	1.83	1.88
14					50,749	50,749	52,224	53,699	55,174	56,650
					1.72	1.72	1.77	1.82	1.87	1.92
15								56,355	57,830	
								1.91	1.96	

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

Bloomfield

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	24.03
Enrollment:	248	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:	27,400	Index:	4 x 4
Starting Salary:	27,400	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	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	1050	385.99	714.08	810.56	1040.81
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:	Bd reimb 750/1500 of ded		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				MA			
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	27,400	28,496	29,592	30,688	31,784	32,880	33,976	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	28,496	29,592	30,688	31,784	32,880	33,976	35,072	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	29,592	30,688	31,784	32,880	33,976	35,072	36,168	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	30,688	31,784	32,880	33,976	35,072	36,168	37,264	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	31,784	32,880	33,976	35,072	36,168	37,264	38,360	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	32,880	33,976	35,072	36,168	37,264	38,360	39,456	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7	33,976	35,072	36,168	37,264	38,360	39,456	40,552	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
8		36,168	37,264	38,360	39,456	40,552	41,648	
		1.32	1.36	1.40	1.44	1.48	1.52	
9		37,264	38,360	39,456	40,552	41,648	42,744	
		1.36	1.40	1.44	1.48	1.52	1.56	
10			39,456	40,552	41,648	42,744	43,840	
			1.44	1.48	1.52	1.56	1.60	
11				41,648	42,744	43,840	44,936	
				1.52	1.56	1.60	1.64	
12					43,840	44,936	46,032	
					1.60	1.64	1.68	
13					44,936	46,032	47,128	
					1.64	1.68	1.72	
14					45,484	47,128	48,224	
					1.66	1.72	1.76	
15						47,676	49,320	
						1.74	1.80	

Broken Bow

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 76.8
 Enrollment: 843
 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: 27,650 Index: 4.5 x 4.5
 Starting Salary: 27,650 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback: 87-88
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	66.15
DENTAL	BC/BS	4	38.99	38.99	38.99	38.99	Dep. Dental
PPO:			COMMENTS:				
LIFE	Companion Life				2.30		
LTD							
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	unl.	yes		
Other Info:	10 days can be used for anything				
PERSONAL	from sick lv			yes	
BEREAVEMENT	from sick lv				
PROFESSIONAL	unl.			yes	
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:

Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+27	EDSPEC
1	27,650	28,894	30,139	31,383	32,627	32,627	33,871	35,116	36,360	37,604
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	28,894	30,139	31,383	32,627	33,871	33,871	35,116	36,360	37,604	38,848
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405
3	30,139	31,383	32,627	33,871	35,116	35,116	36,360	37,604	38,848	40,093
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	31,383	32,627	33,871	35,116	36,360	36,360	37,604	38,848	40,093	41,337
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	32,627	33,871	35,116	36,360	37,604	37,604	38,848	40,093	41,337	42,581
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	33,871	35,116	36,360	37,604	38,848	38,848	40,093	41,337	42,581	43,825
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7	35,116	36,360	37,604	38,848	40,093	40,093	41,337	42,581	43,825	45,070
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8		37,604	38,848	40,093	41,337	41,337	42,581	43,825	45,070	46,314
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			40,093	41,337	42,581	42,581	43,825	45,070	46,314	47,558
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				42,581	43,825	43,825	45,070	46,314	47,558	48,802
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11				43,825	45,070	45,070	46,314	47,558	48,802	50,047
				1.585	1.63	1.63	1.675	1.72	1.765	1.81
12				46,314	47,558	47,558	48,802	50,047	51,291	52,535
				1.675	1.72	1.72	1.765	1.81	1.855	1.9
13				47,558	48,802	48,802	50,047	51,291	52,535	53,779
				1.72	1.765	1.765	1.81	1.855	1.9	1.945
14				48,802	50,047	50,047	51,291	52,535	53,779	55,024
					1.765	1.81	1.855	1.9	1.945	1.99
15							52,535	53,779	55,024	
							1.9	1.945	1.99	

Bruning-Davenport

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:		
Enrollment:	173	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:	27,900	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D		425.81	787.75	894.20	1148.20	34.20
DENTAL	BC/BS	1		20.16	20.16	20.16	20.16	Dep. Dental
PPO:			COMMENTS:					
LIFE								
LTD								
NON-PARTICIPANT								

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	\$30 for every day over 50				
PERSONAL	2			yes	\$30/day
BEREAVEMENT					from sick lv
PROFESSIONAL	2			yes	more w/ approval
ADOPTION					from 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: 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	27,900	29,016	30,132	31,248	32,364	33,480	34,596
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,016	30,132	31,248	32,364	33,480	34,596	35,712
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	30,132	31,248	32,364	33,480	34,596	35,712	36,828
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	31,248	32,364	33,480	34,596	35,712	36,828	37,944
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	32,364	33,480	34,596	35,712	36,828	37,944	39,060
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	33,480	34,596	35,712	36,828	37,944	39,060	40,176
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	34,596	35,712	36,828	37,944	39,060	40,176	41,292
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		36,828	37,944	39,060	40,176	41,292	42,408
		1.32	1.36	1.40	1.44	1.48	1.52
9		37,944	39,060	40,176	41,292	42,408	43,524
		1.36	1.40	1.44	1.48	1.52	1.56
10			40,176	41,292	42,408	43,524	44,640
			1.44	1.48	1.52	1.56	1.60
11			41,292	42,408	43,524	44,640	45,756
			1.48	1.52	1.56	1.60	1.64
12					44,640	45,756	46,872
					1.60	1.64	1.68
13						46,872	47,988
						1.68	1.72

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	34.075
Enrollment:	373	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7
Planning Time:	94	94	52
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

Base:	27,200	Index:	4 x 5
Starting Salary:	27,200	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	378.79	490.84	758.21	125
DENTAL	BC/BS	2	20.70	38.30	43.47	55.82	
PPO:	Ind takers rec. caf amt		COMMENTS: will dedcut tax/retirement from caf amt				
LIFE							
LTD							
NON-PARTICIPANT							Cafeteria amount \$450.42

Cafeteria Plan

Individ.	Depend.
450.42	450.42
Options: H/A,Cash-85%	
IRS 125: Y	
Flex Accounts: Y	
PART-TIME BENEFITS	
Minimum FTE: 0.5	
Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BURWELL										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45/MA	MA+9	MA+18	MA+27	
1	27,200	28,560	29,920	31,280	32,640	32,640	34,000	35,360	36,720	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	28,288	29,648	31,008	32,368	33,728	33,728	35,088	36,448	37,808	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	29,376	30,736	32,096	33,456	34,816	34,816	36,176	37,536	38,896	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	30,464	31,824	33,184	34,544	35,904	35,904	37,264	38,624	39,984	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	31,552	32,912	34,272	35,632	36,992	36,992	38,352	39,712	41,072	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6	32,640	34,000	35,360	36,720	38,080	38,080	39,440	40,800	42,160	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7		35,088	36,448	37,808	39,168	39,168	40,528	41,888	43,248	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8			37,536	38,896	40,256	40,256	41,616	42,976	44,336	
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9				39,984	41,344	41,344	42,704	44,064	45,424	
				1.47	1.52	1.52	1.57	1.62	1.67	
10				41,072	42,432	42,432	43,792	45,152	46,512	
				1.51	1.56	1.56	1.61	1.66	1.71	
11					43,520	43,520	44,880	46,240	47,600	
					1.60	1.60	1.65	1.70	1.75	
12						44,608	45,968	47,328	48,688	
						1.64	1.69	1.74	1.79	
13							45,696	47,056	48,416	
							1.68	1.73	1.78	
14							46,784	48,144	49,504	
							1.72	1.77	1.82	
15								50,592	51,952	
								1.86	1.91	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22.5
 Enrollment: 227
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 90 90 40
 Class Periods/Day: 4 4
 Normal Teaching Load: 3 3

SALARY SCHEDULE

Base: 29,000 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	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	2				
PPO:	Ins takers rec \$350 in flex or as caCOMMENTS:					
LIFE						
LTD	Horace Mann				.00433	
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	40	yes		
Other Info: \$75/day for unused					
PERSONAL	4			yes	\$75/day for unused
BEREAVEMENT					
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

Centennial

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	44.55
Enrollment:	503	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:	29,050	Index:	4 x 5
Starting Salary:	29,050	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	(D)
Vertical Freeze:	86-87 Also Horiz.		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD	School Ins.				.0033(thru sal)		
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:	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	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	29,050	30,503	31,955	33,408	34,860	36,313	37,765	39,218		
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35		
2	30,212	31,665	33,117	34,570	36,022	37,475	38,927	40,380		
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39		
3	31,374	32,827	34,279	35,732	37,184	38,637	40,089	41,542		
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43		
4	32,536	33,989	35,441	36,894	38,346	39,799	41,251	42,704		
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47		
5	33,698	35,151	36,603	38,056	39,508	40,961	42,413	43,866		
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51		
6	34,860	36,313	37,765	39,218	40,670	42,123	43,575	45,028		
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55		
7		37,475	38,927	40,380	41,832	43,285	44,737	46,190		
		1.29	1.34	1.39	1.44	1.49	1.54	1.59		
8		38,637	40,089	41,542	42,994	44,447	45,899	47,352		
		1.33	1.38	1.43	1.48	1.53	1.58	1.63		
9			41,251	42,704	44,156	45,609	47,061	48,514		
			1.42	1.47	1.52	1.57	1.62	1.67		
10			42,413	43,866	45,318	46,771	48,223	49,676		
			1.46	1.51	1.56	1.61	1.66	1.71		
11				45,028	46,480	47,933	49,385	50,838		
				1.55	1.60	1.65	1.70	1.75		
12					47,642	49,095	50,547	52,000		
					1.64	1.69	1.74	1.79		
13						50,257	51,709	53,162		
						1.73	1.78	1.83		
14							52,871	54,324		
							1.82	1.87		
15								55,486		
								1.91		

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:
 Enrollment: 561
 Length of Teacher Day: 8 HS 8 JH/MS 8 ELEM
 Length of Student Day: 7.25 7.25 7
 Planning Time: 45 45 45
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,850 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7(D)
 get up to 2 yrs exp on schedule for military service
 Vertical Freeze: 90-91(MA9,MA18)
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	35.12	Options:	
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Guardian							PART-TIME BENEFITS	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:					
PERSONAL	2			yes	accum to 3
BEREAVEMENT	5				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	90.62
Enrollment:	927	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:	29,000	Index:	4.25 x 4.5
Starting Salary:	29,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE	Guardian				16.00		
LTD	Principal						
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	45	yes		
Other Info: \$45/day unused over 45					
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	N
Reduction in Force:	N	
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

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

CHADRON									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
0	29,000	30,305	31,610	32,915	34,220	35,525	36,830	38,135	
		1.045	1.09	1.135	1.18	1.225	1.27	1.315	
1	30,233	31,538	32,843	34,148	35,453	36,758	38,063	39,368	
		1.0425	1.0875	1.1325	1.1775	1.2225	1.2675	1.3125	1.3575
2	31,465	32,770	34,075	35,380	36,685	37,990	39,295	40,600	
		1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4
3	32,698	34,003	35,308	36,613	37,918	39,223	40,528	41,833	
		1.1275	1.1725	1.2175	1.2625	1.3075	1.3525	1.3975	1.4425
4	33,930	35,235	36,540	37,845	39,150	40,455	41,760	43,065	
		1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485
5	35,163	36,468	37,773	39,078	40,383	41,688	42,993	44,298	
		1.2125	1.2575	1.3025	1.3475	1.3925	1.4375	1.4825	1.5275
6		37,700	39,005	40,310	41,615	42,920	44,225	45,530	
		1.3	1.345	1.39	1.435	1.48	1.525	1.57	
7			40,238	41,543	42,848	44,153	45,458	46,763	
			1.3875	1.4325	1.4775	1.5225	1.5675	1.6125	
8				42,775	44,080	45,385	46,690	47,995	
				1.475	1.52	1.565	1.61	1.655	
9					45,313	46,618	47,923	49,228	
					1.5625	1.6075	1.6525	1.6975	
10					46,545	47,850	49,155	50,460	
					1.605	1.65	1.695	1.74	
11					47,778	49,083	50,388	51,693	
					1.6475	1.6925	1.7375	1.7825	
12						50,315	51,620	52,925	
						1.735	1.78	1.825	
13							52,853	54,158	
							1.8225	1.8675	
14								55,390	
								1.91	
15								56,623	
								1.9525	

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

Chambers

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 19.75
 Enrollment: 167
 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 varies
 8 8
 7 7

SALARY SCHEDULE

Base: 26,750 Index: 4 x 4
 Starting Salary: 26,750 Entry Level Step: 0
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE						
LTD Principal						
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	40	yes		
Other Info:					
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION	from 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:

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

Chase County Schools

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	51.6
Enrollment:	545	HS	JH/MS
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.75	6.75
Planning Time:	46	46	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	28,782	Index:	4.5 x 4.5
Starting Salary:	28,782	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	12
Vertical Freeze:			
Rollback:			
Multi-year Contract:	07-08, 08-09		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	20.70	Ind. Dental
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70		Options:
PPO:			COMMENTS:					IRS 125:
LIFE								Flex Accounts:
LTD	Principal			.0028				PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								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

	Negotiated/ Policy	Exists
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	N
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	28,782	30,077	31,372	32,668	33,963	35,258	36,553	37,848	39,144
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	30,077	31,372	32,668	33,963	35,258	36,553	37,848	39,144	40,439
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	31,372	32,668	33,963	35,258	36,553	37,848	39,144	40,439	41,734
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	32,668	33,963	35,258	36,553	37,848	39,144	40,439	41,734	43,029
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	33,963	35,258	36,553	37,848	39,144	40,439	41,734	43,029	44,324
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	35,258	36,553	37,848	39,144	40,439	41,734	43,029	44,324	45,619
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		37,848	39,144	40,439	41,734	43,029	44,324	45,619	46,915
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			40,439	41,734	43,029	44,324	45,619	46,915	48,210
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			41,734	43,029	44,324	45,619	46,915	48,210	49,505
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				44,324	45,619	46,915	48,210	49,505	50,800
				1.54	1.585	1.63	1.675	1.72	1.765
10						48,210	49,505	50,800	52,095
						1.675	1.72	1.765	1.81
11							50,800	52,095	53,391
							1.765	1.81	1.855
12								53,391	54,686
								1.855	1.9

05-06 Merger of Chase Co. HS and Imperial Elementary; 07-08 added PHD column to schedule

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	
Enrollment:	207	HS	JH/MS
		ELEM	
Length of Teacher Day:	7.83	7.83	7.83
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:	26,750	Index:	4 x 4
Starting Salary:	26,750	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
\$1500 stipend may be offered to new hires			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	unk.
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:	Dist pays \$550 deductible		COMMENTS: Dist. pays 1st ded exp of \$550				
LIFE							
LTD	National Ins Co						
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	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.
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: 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	26,750	27,820	28,890	29,960	31,030	31,030	32,100	33,170	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	27,820	28,890	29,960	31,030	32,100	32,100	33,170	34,240	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	28,890	29,960	31,030	32,100	33,170	33,170	34,240	35,310	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	29,960	31,030	32,100	33,170	34,240	34,240	35,310	36,380	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	31,030	32,100	33,170	34,240	35,310	35,310	36,380	37,450	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6	32,100	33,170	34,240	35,310	36,380	36,380	37,450	38,520	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7	33,170	34,240	35,310	36,380	37,450	37,450	38,520	39,590	
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	
8		35,310	36,380	37,450	38,520	38,520	39,590	40,660	
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	
9			37,450	38,520	39,590	39,590	40,660	41,730	
			1.40	1.44	1.48	1.48	1.52	1.56	
10			38,520	39,590	40,660	40,660	41,730	42,800	
			1.44	1.48	1.52	1.52	1.56	1.60	
11				40,660	41,730	41,730	42,800	43,870	
				1.52	1.56	1.56	1.60	1.64	
12					42,800	42,800	43,870	44,940	
					1.60	1.60	1.64	1.68	
13					43,870	43,870	44,940	46,010	
					1.64	1.64	1.68	1.72	
14							46,010	47,080	
							1.72	1.76	

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	193	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.2	7.2	7.08
Planning Time:	48	48	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,385	Index:	4 x 4
Starting Salary:	29,576	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	D
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD	Madison Nat'l						
NON-PARTICIPANT							

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:	yr 1-2 rec 30 days; 10 days for children				
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	27,385	28,480	29,576	30,671	31,767	32,862	33,957
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,480	29,576	30,671	31,767	32,862	33,957	35,053
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,576	30,671	31,767	32,862	33,957	35,053	36,148
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,671	31,767	32,862	33,957	35,053	36,148	37,244
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,767	32,862	33,957	35,053	36,148	37,244	38,339
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	32,862	33,957	35,053	36,148	37,244	38,339	39,434
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	33,957	35,053	36,148	37,244	38,339	39,434	40,530
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		36,148	37,244	38,339	39,434	40,530	41,625
		1.32	1.36	1.40	1.44	1.48	1.52
9			38,339	39,434	40,530	41,625	42,721
			1.40	1.44	1.48	1.52	1.56
10				40,530	41,625	42,721	43,816
				1.48	1.52	1.56	1.60
11				41,625	42,721	43,816	44,911
				1.52	1.56	1.60	1.64
12				42,721	43,816	44,911	46,007
				1.56	1.60	1.64	1.68
13							47,102
							1.72

07-08 New teachers begin on BA step 2 and move to step 3 in 08-09, stay there through 09-10; 06-07 changed MA to BA36, MA18 to MA, new column was added for MA18, 07-08 BA27 steps 11 and 12 and BA 36 step 12 removed and grandfathered;
08-09 new teachers begin on step 3 and stay until have reached 3 yrs exp

Columbus

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	260.14
Enrollment:	3745	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	44	88	
Class Periods/Day:	4	9	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base:	31,125	Index:	4.7 x 5
Starting Salary:	31,125	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	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	645	Individ. Depend.
HEALTH	BC/BS	550D		Cafeteria	645 645
DENTAL	BC/BS	1			Options: H/A, Cash, TSA
PPO:			COMMENTS:		IRS 125: Y
LIFE	Madison Nat'l		6.00		Flex Accounts: Y
LTD					PART-TIME BENEFITS
NON-PARTICIPANT			\$645		Minimum FTE: 0.5
					Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	80	yes		
Other Info:	reimb. \$10/day@retire				
PERSONAL	2			1=yes, 1=no 2 add'l days from Emergency L	
BEREAVEMENT	5				add'l from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
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	31,125	32,681	34,238	35,794	37,350	38,906	40,463	42,019	43,575	45,131	
	1	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45	
2	32,588	34,144	35,700	37,257	38,813	40,369	41,925	43,482	45,038	46,594	
	1.047	1.097	1.147	1.197	1.247	1.297	1.347	1.397	1.447	1.497	
3	34,051	35,607	37,163	38,720	40,276	41,832	43,388	44,945	46,501	48,057	
	1.094	1.144	1.194	1.244	1.294	1.344	1.394	1.444	1.494	1.544	
4	35,514	37,070	38,626	40,182	41,739	43,295	44,851	46,407	47,964	49,520	
	1.141	1.191	1.241	1.291	1.341	1.391	1.441	1.491	1.541	1.591	
5		38,533	40,089	41,645	43,202	44,758	46,314	47,870	49,427	50,983	
		1.238	1.288	1.338	1.388	1.438	1.488	1.538	1.588	1.638	
6			41,552	43,108	44,664	46,221	47,777	49,333	50,889	52,446	
			1.335	1.385	1.435	1.485	1.535	1.585	1.635	1.685	
7				44,571	46,127	47,684	49,240	50,796	52,352	53,909	
				1.432	1.482	1.532	1.582	1.632	1.682	1.732	
8				46,034	47,590	49,146	50,703	52,259	53,815	55,371	
				1.479	1.529	1.579	1.629	1.679	1.729	1.779	
9					49,053	50,609	52,166	53,722	55,278	56,834	
					1.576	1.626	1.676	1.726	1.776	1.826	
10					50,516	52,072	53,628	55,185	56,741	58,297	60,046
					1.623	1.673	1.723	1.773	1.823	1.873	1.92919
11							55,091	56,648	58,204	59,760	61,510
							1.77	1.82	1.87	1.92	1.97623
12									59,667	61,223	62,975
									1.917	1.967	2.0233
13										62,686	64,438
										2.014	2.07031

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

Conestoga

WORKING CONDITIONS

Contract Days: 159 FTE Teachers: 55
 Enrollment: 626
 Length of Teacher Day: 9 9 9
 Length of Student Day: 8 8 8
 Planning Time: 57 57 57
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,100 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 07-08, 08-09

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD	Madison Life				.00262		
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	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	28,100	29,505	30,910	32,315	33,720	33,720	35,125	36,530	37,935	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	29,224	30,629	32,034	33,439	34,844	34,844	36,249	37,654	39,059	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	30,348	31,753	33,158	34,563	35,968	35,968	37,373	38,778	40,183	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	31,472	32,877	34,282	35,687	37,092	37,092	38,497	39,902	41,307	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	32,596	34,001	35,406	36,811	38,216	38,216	39,621	41,026	42,431	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6	33,720	35,125	36,530	37,935	39,340	39,340	40,745	42,150	43,555	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7		36,249	37,654	39,059	40,464	40,464	41,869	43,274	44,679	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8		37,373	38,778	40,183	41,588	41,588	42,993	44,398	45,803	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9			39,902	41,307	42,712	42,712	44,117	45,522	46,927	
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	
10			41,026	42,431	43,836	43,836	45,241	46,646	48,051	
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	
11				43,555	44,960	44,960	46,365	47,770	49,175	
				1.55	1.60	1.60	1.65	1.70	1.75	
12				44,679	46,084	46,084	47,489	48,894	50,299	
				1.59	1.64	1.64	1.69	1.74	1.79	
13					47,208	47,208	48,613	50,018	51,423	
					1.68	1.68	1.73	1.78	1.83	
14							49,737	51,142	52,547	
							1.77	1.82	1.87	
15								52,266	53,671	
								1.86	1.91	

MA+27 column receives an additional 1% year 16 through 22

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	84.5
Enrollment:	989	HS	JH/MS ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7	7	7
Planning Time:	51	48	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	28,750	Index:	4.75 x 4.25
Starting Salary:	28,750	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	86-87, 88-89(Adv)		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE						
LTD	National Ins.				.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	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:	N	
Grievance:	Y	P
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	MA+9	MA+18	MA+27	MA+36
1	28,750	29,972	31,194	32,416	33,638	34,859	36,081	37,303	38,525	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	
2	30,116	31,338	32,559	33,781	35,003	36,225	37,447	38,669	39,891	
	1.0475	1.09	1.1325	1.175	1.2175	1.26	1.3025	1.345	1.3875	
3	31,481	32,703	33,925	35,147	36,369	37,591	38,813	40,034	41,256	
	1.095	1.1375	1.18	1.2225	1.265	1.3075	1.35	1.3925	1.435	
4	32,847	34,069	35,291	36,513	37,734	38,956	40,178	41,400	42,622	
	1.1425	1.185	1.2275	1.27	1.3125	1.355	1.3975	1.44	1.4825	
5	34,213	35,434	36,656	37,878	39,100	40,322	41,544	42,766	43,988	
	1.19	1.2325	1.275	1.3175	1.36	1.4025	1.445	1.4875	1.53	
6	35,578	36,800	38,022	39,244	40,466	41,688	42,909	44,131	45,353	
	1.2375	1.28	1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775	
7		38,166	39,388	40,609	41,831	43,053	44,275	45,497	46,719	
		1.3275	1.37	1.4125	1.455	1.4975	1.54	1.5825	1.625	
8			40,753	41,975	43,197	44,419	45,641	46,863	48,084	
			1.4175	1.46	1.5025	1.545	1.5875	1.63	1.6725	
9				43,341	44,563	45,784	47,006	48,228	49,450	
				1.5075	1.55	1.5925	1.635	1.6775	1.72	
10				44,706	45,928	47,150	48,372	49,594	50,816	
				1.555	1.5975	1.64	1.6825	1.725	1.7675	
11					47,294	48,516	49,738	50,959	52,181	
					1.645	1.6875	1.73	1.7725	1.815	
12					48,659	49,881	51,103	52,325	53,547	
					1.6925	1.735	1.7775	1.82	1.8625	
13							52,469	53,691	54,913	
							1.825	1.8675	1.91	

08-09 MA36 column added

Crawford

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	27.1
Enrollment:	242	HS	JH/MS ELEM
Length of Teacher Day:	8.42	8.42	8.42
Length of Student Day:	7.75	7.75	7
Planning Time:	51	51	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	28,080	Index:	4.5 x 4.5
Starting Salary:	28,080	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH	BC/BS	300D	
DENTAL	BC/BS	2	
PPO:			COMMENTS:
LIFE	Principal		
LTD	Principal		
NON-PARTICIPANT			

Cafeteria Plan

Individ.	Depend.
770.83	770.83
Options:	H/A,Life, TSA,Cash
IRS 125:	Y
Flex Accounts:	Y
PART-TIME BENEFITS	
Minimum FTE:	0.5
Contribution:	fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	unused reimb @ \$35/day, max 45				
PERSONAL	3				
BEREAVEMENT	5				
PROFESSIONAL	See sick lv.				
ADOPTION	See sick lv.				
ASSOCIATION	4				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRAWFORD							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	28,080	29,344	30,607	31,871	32,503	33,134	34,398
	1.00	1.045	1.09	1.135	1.1575	1.18	1.225
2	29,344	30,607	31,871	33,134	33,766	34,398	35,662
	1.045	1.09	1.135	1.18	1.2025	1.225	1.27
3	30,607	31,871	33,134	34,398	35,030	35,662	36,925
	1.09	1.135	1.18	1.225	1.2475	1.27	1.315
4	31,871	33,134	34,398	35,662	36,293	36,925	38,189
	1.135	1.18	1.225	1.27	1.2925	1.315	1.36
5	33,134	34,398	35,662	36,925	37,557	38,189	39,452
	1.18	1.225	1.27	1.315	1.3375	1.36	1.405
6		35,662	36,925	38,189	38,821	39,452	40,716
		1.27	1.315	1.36	1.3825	1.405	1.45
7		36,925	38,189	39,452	40,084	40,716	41,980
		1.315	1.36	1.405	1.4275	1.45	1.495
8			39,452	40,716	41,348	41,980	43,243
			1.405	1.45	1.4725	1.495	1.54
9			40,716	41,980	42,611	43,243	44,507
			1.45	1.495	1.5175	1.54	1.585
10				43,243	43,875	44,507	45,770
				1.54	1.5625	1.585	1.63
11				44,507	45,139	45,770	47,034
				1.585	1.6075	1.63	1.675
12						47,034	48,298
						1.675	1.72
13						48,298	49,561
						1.72	1.765

Crete

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 126.4
 Enrollment: 1644
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day: 6.6 6.6 6.33
 Planning Time: 104 104 50
 Class Periods/Day: 7 7
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 30,000 Index: 4.5 x 4.5
 Starting Salary: 30,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	550D	598.24	910.85	910.85	1169.58	618.94
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Each spouse
PPO:	switch from 300D to 550D 1-1-09 COMMENTS: singles + \$164.51, Ee/Child+\$108.43						
LTD	Fortis				.0031(thru sal)		
NON-PARTICIPANT					\$516.67 in lieu		

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	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: Grandparents

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	30,000	31,350	32,700	34,050		35,400	36,750	38,100	39,450	40,800
	1.00	1.045	1.09	1.135		1.18	1.225	1.27	1.315	1.36
2	31,350	32,700	34,050	35,400		36,750	38,100	39,450	40,800	42,150
	1.045	1.09	1.135	1.18		1.225	1.27	1.315	1.36	1.405
3	32,700	34,050	35,400	36,750	38,100	38,100	39,450	40,800	42,150	43,500
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	34,050	35,400	36,750	38,100	39,450	39,450	40,800	42,150	43,500	44,850
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	35,400	36,750	38,100	39,450	40,800	40,800	42,150	43,500	44,850	46,200
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	36,750	38,100	39,450	40,800	42,150	42,150	43,500	44,850	46,200	47,550
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7		39,450	40,800	42,150	43,500	43,500	44,850	46,200	47,550	48,900
		1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8, 9, 10			42,150	43,500	44,850	44,850	46,200	47,550	48,900	50,250
			1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
11			43,500	44,850	46,200	46,200	47,550	48,900	50,250	51,600
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
12				46,200	47,550	47,550	48,900	50,250	51,600	52,950
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
13					48,900	48,900	50,250	51,600	52,950	54,300
					1.63	1.63	1.675	1.72	1.765	1.81
14					50,250	50,250	51,600	52,950	54,300	55,650
					1.675	1.675	1.72	1.765	1.81	1.855
15							52,950	54,300	55,650	57,000
							1.765	1.81	1.855	1.9
16									57,000	58,350
									1.9	1.945
17										59,700
										1.99

02-03 all experience allowed, 08-09 BA36 column closed to new entrants

Cross County

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 34.75
 Enrollment: 407
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: 7.25 7.25 7.1
 Planning Time: 100 100 100
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,500 Index: 4.5 x 4
 Starting Salary: 27,500 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	Cash
DENTAL	BC/BS	1	20.16	20.16	20.16	20.16	
PPO:			COMMENTS: *pt .375 for LTD (fte)				
LIFE							
LTD	Fort Dearborn						.0030
NON-PARTICIPANT							\$375 Cash

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 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 4
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: Y

OTHER LEAVES: Jury

CROSS COUNTY								
Step	BA	BA+9	BA+18	BA+27	MA	MA+18	MA+36	
1	27,500	28,600	29,700	30,800	31,900	34,100	36,300	
	1.00	1.04	1.08	1.12	1.16	1.24	1.32	
2	28,738	29,838	30,938	32,038	33,138	35,338	37,538	
	1.045	1.085	1.125	1.165	1.205	1.285	1.365	
3	29,975	31,075	32,175	33,275	34,375	36,575	38,775	
	1.09	1.13	1.17	1.21	1.25	1.33	1.41	
4	31,213	32,313	33,413	34,513	35,613	37,813	40,013	
	1.135	1.175	1.215	1.255	1.295	1.375	1.455	
5	32,450	33,550	34,650	35,750	36,850	39,050	41,250	
	1.18	1.22	1.26	1.3	1.34	1.42	1.5	
6	33,688	34,788	35,888	36,988	38,088	40,288	42,488	
	1.225	1.265	1.305	1.345	1.385	1.465	1.545	
7		36,025	37,125	38,225	39,325	41,525	43,725	
		1.31	1.35	1.39	1.43	1.51	1.59	
8		37,263	38,363	39,463	40,563	42,763	44,963	
		1.355	1.395	1.435	1.475	1.555	1.635	
9			39,600	40,700	41,800	44,000	46,200	
			1.44	1.48	1.52	1.6	1.68	
10			40,838	41,938	43,038	45,238	47,438	
			1.485	1.525	1.565	1.645	1.725	
11			41,525	43,175	44,275	46,475	48,675	
			1.51	1.57	1.61	1.69	1.77	
12			42,213	43,863	45,513	47,713	49,913	
			1.535	1.595	1.655	1.735	1.815	
13				44,550	46,200	48,400	51,150	
				1.62	1.68	1.76	1.86	
14				45,238	46,888	49,088	51,838	
				1.645	1.705	1.785	1.885	
15				45,925	47,575	49,775	52,525	
				1.67	1.73	1.81	1.91	
16					48,263	50,463	53,213	
					1.755	1.835	1.935	
17						51,150	53,900	
						1.86	1.96	
18							54,588	
							1.985	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 63.25
 Enrollment: 733
 Length of Teacher Day: 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: 29,000 Index: 4 x 5
 Starting Salary: 29,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	22.77
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE							
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	10	40	yes		
Other Info:					
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	FMLA				see sick lv.
ASSOCIATION	2 (adm. disc.)				

OTHER DISTRICT POLICIES

	Exists	Negotiated/ Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	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	29,000	30,450	31,900	33,350	34,800	36,250	37,700	39,150
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	30,160	31,610	33,060	34,510	35,960	37,410	38,860	40,310
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	31,320	32,770	34,220	35,670	37,120	38,570	40,020	41,470
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	32,480	33,930	35,380	36,830	38,280	39,730	41,180	42,630
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	33,640	35,090	36,540	37,990	39,440	40,890	42,340	43,790
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	34,800	36,250	37,700	39,150	40,600	42,050	43,500	44,950
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	35,960	37,410	38,860	40,310	41,760	43,210	44,660	46,110
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	37,120	38,570	40,020	41,470	42,920	44,370	45,820	47,270
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		39,730	41,180	42,630	44,080	45,530	46,980	48,430
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			42,340	43,790	45,240	46,690	48,140	49,590
			1.46	1.51	1.56	1.61	1.66	1.71
11				44,950	46,400	47,850	49,300	50,750
				1.55	1.60	1.65	1.70	1.75
12					47,560	49,010	50,460	51,910
					1.64	1.69	1.74	1.79
13						50,170	51,620	53,070
						1.73	1.78	1.83
14							52,780	54,230
							1.82	1.87

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:	23.67
Enrollment:	243	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.25
Planning Time:	87	87	87
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,285	Index:	4.5 x 4
Starting Salary:	27,285	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.36
DENTAL	BC/BS	2	20.70	38.30	43.47	55.82
PPO:			COMMENTS:			
LIFE						
LTD	Amer. Fidelity				5.00	
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:	Over 45 up to 10 at 1/4 day rate EOY				
PERSONAL	2			yes	accum to 3
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	27,285	28,376	29,468	30,559	31,651	32,742
	1.00	1.04	1.08	1.12	1.16	1.2
2	28,513	29,604	30,696	31,787	32,878	33,970
	1.045	1.085	1.125	1.165	1.205	1.245
3	29,741	30,832	31,923	33,015	34,106	35,198
	1.09	1.13	1.17	1.21	1.25	1.29
4	30,968	32,060	33,151	34,243	35,334	36,425
	1.135	1.175	1.215	1.255	1.295	1.335
5	32,196	33,288	34,379	35,471	36,562	37,653
	1.18	1.22	1.26	1.30	1.34	1.38
6		34,516	35,607	36,698	37,790	38,881
		1.265	1.305	1.345	1.385	1.425
7		35,743	36,835	37,926	39,018	40,109
		1.31	1.35	1.39	1.43	1.47
8			38,063	39,154	40,245	41,337
			1.395	1.435	1.475	1.515
9				40,382	41,473	42,565
				1.48	1.52	1.56
10				41,610	42,701	43,792
				1.525	1.565	1.605
11					43,929	45,020
					1.61	1.65
12					45,157	46,248
					1.655	1.695
13					46,385	47,476
					1.7	1.74
14					46,998	48,704
					1.7225	1.785

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 248
 Length of Teacher Day: 8
 Length of Student Day: 7.17
 Planning Time: 50
 Class Periods/Day: 7
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 28,100 Index: 4 x 4
 Starting Salary: 28,100 Entry Level Step: 1
 Career Increments: N Experience Allowed: 7
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:	08-09 switch from 300D to 550D			COMMENTS:			
LIFE	Guardian				4.80		
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	10	60	Yes		
Other Info:	sep after 10 yrs \$35/day up to 60 days				
PERSONAL	2			Yes	trade 5 sick for 1 add'l personal
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	3				
ADOPTION	30				w/approv., from sick lv
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

DILLER-ODELL									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,100	29,224	30,348	31,472	32,034	32,596	33,720	34,844	
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	
2	29,224	30,348	31,472	32,596	33,158	33,720	34,844	35,968	
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28	
3	30,348	31,472	32,596	33,720	34,282	34,844	35,968	37,092	
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32	
4	31,472	32,596	33,720	34,844	35,406	35,968	37,092	38,216	
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36	
5	32,596	33,720	34,844	35,968	36,530	37,092	38,216	39,340	
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40	
6	33,720	34,844	35,968	37,092	37,654	38,216	39,340	40,464	
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	
7	34,844	35,968	37,092	38,216	38,778	39,340	40,464	41,588	
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48	
8	35,968	37,092	38,216	39,340	39,902	40,464	41,588	42,712	
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52	
9		38,216	39,340	40,464	41,026	41,588	42,712	43,836	
		1.36	1.40	1.44	1.46	1.48	1.52	1.56	
10			40,464	41,588	42,150	42,712	43,836	44,960	
			1.44	1.48	1.50	1.52	1.56	1.60	
11				42,712	43,274	43,836	44,960	46,084	
				1.52	1.54	1.56	1.60	1.64	
12					44,398	44,960	46,084	47,208	
					1.58	1.60	1.64	1.68	
13					45,522	46,084	47,208	48,332	
					1.62	1.64	1.68	1.72	
14								49,456	
								1.76	
15								50,580	
								1.80	

04-05 BA36 increases base salary 2%, movement from BA36 to MA will also be 2% increase. Any teacher at BA36 in 03-04 is grandfathered.

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 18.28
 Enrollment: 150
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

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

SALARY SCHEDULE

Base: 27,400 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	2	20.70	38.30	43.47	55.82
PPO:	Dist pays last \$450 of ded		COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0
 Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	Incentive: accum over 30 pd @ 50% sub rate at EOY				
PERSONAL	2			yes	acc. to 4; over 2 pd @ 50% sub
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	accum. to 4
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:

DODGE

Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18
1	27,400	28,770	30,140	31,510	32,880	34,250	35,620
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	28,496	29,866	31,236	32,606	33,976	35,346	36,716
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	29,592	30,962	32,332	33,702	35,072	36,442	37,812
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	30,688	32,058	33,428	34,798	36,168	37,538	38,908
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	31,784	33,154	34,524	35,894	37,264	38,634	40,004
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	32,880	34,250	35,620	36,990	38,360	39,730	41,100
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	33,976	35,346	36,716	38,086	39,456	40,826	42,196
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		36,442	37,812	39,182	40,552	41,922	43,292
		1.33	1.38	1.43	1.48	1.53	1.58
9			38,908	40,278	41,648	43,018	44,388
			1.42	1.47	1.52	1.57	1.62
10				41,374	42,744	44,114	45,484
				1.51	1.56	1.61	1.66
11					43,840	45,210	46,580
					1.60	1.65	1.70
12						46,306	47,676
						1.69	1.74

Doniphan-Trumbull

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	46.08
Enrollment:	505	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7
Planning Time:	47	47	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	28,250	Index:	4 x 5
Starting Salary:	28,250	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	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	34.20
DENTAL	BC/BS	1	20.16	20.16	20.16	20.16	Dep. Dental
PPO:	all emp. rec \$166.67 for 125 Plan COMMENTS:						
LIFE	Companion Life				1.90		
LTD	Principal						
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	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 day
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	28,250	29,663	31,075	32,488	33,900	33,900	35,313	36,725	38,138	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	29,380	30,793	32,205	33,618	35,030	35,030	36,443	37,855	39,268	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	30,510	31,923	33,335	34,748	36,160	36,160	37,573	38,985	40,398	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	31,640	33,053	34,465	35,878	37,290	37,290	38,703	40,115	41,528	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	32,770	34,183	35,595	37,008	38,420	38,420	39,833	41,245	42,658	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6		35,313	36,725	38,138	39,550	39,550	40,963	42,375	43,788	
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7		36,443	37,855	39,268	40,680	40,680	42,093	43,505	44,918	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8			38,985	40,398	41,810	41,810	43,223	44,635	46,048	
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9			40,115	41,528	42,940	42,940	44,353	45,765	47,178	
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	
10				42,658	44,070	44,070	45,483	46,895	48,308	
				1.51	1.56	1.56	1.61	1.66	1.71	
11				43,788	45,200	45,200	46,613	48,025	49,438	
				1.55	1.60	1.60	1.65	1.70	1.75	
12					46,330	46,330	47,743	49,155	50,568	
					1.64	1.64	1.69	1.74	1.79	
13					47,460	47,460	48,873	50,285	51,698	
					1.68	1.68	1.73	1.78	1.83	
14							50,003	51,415	52,828	
							1.77	1.82	1.87	
15							51,133	52,545	53,958	
							1.81	1.86	1.91	

08-09 cash in lieu and prof recognition removed

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	23
Enrollment:	236	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	6.7	6.7	6.4
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,700	Index:	4 x 4
Starting Salary:	27,700	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
BA Step 6 = 2%			
Vertical Freeze:	87-88; 00-01		
Rollback:	87-88;00-01		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE	Unknown					
LTD	Fortis				.0046	
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	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	27,700	28,808	29,916	31,024	32,132	32,132	33,240	34,348
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	28,808	29,916	31,024	32,132	33,240	33,240	34,348	35,456
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	29,916	31,024	32,132	33,240	34,348	34,348	35,456	36,564
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	31,024	32,132	33,240	34,348	35,456	35,456	36,564	37,672
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	32,132	33,240	34,348	35,456	36,564	36,564	37,672	38,780
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	33,240	34,348	35,456	36,564	37,672	37,672	38,780	39,888
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		35,456	36,564	37,672	38,780	38,780	39,888	40,996
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		36,564	37,672	38,780	39,888	39,888	40,996	42,104
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			38,780	39,888	40,996	40,996	42,104	43,212
			1.40	1.44	1.48	1.48	1.52	1.56
10				40,996	42,104	42,104	43,212	44,320
				1.48	1.52	1.52	1.56	1.60
11					43,212	43,212	44,320	45,428
					1.56	1.56	1.60	1.64
12						44,320	45,428	46,536
						1.60	1.64	1.68
13							46,536	47,644
							1.68	1.72

Douglas County West

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 62.1
 Enrollment: 547
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 50 50 50
 Class Periods/Day: 8 9
 Normal Teaching Load: 7 8

SALARY SCHEDULE

Base: 29,100 Index: 4 x 4
 Starting Salary: Entry Level Step:
 Career Increments: Y Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	300D				604.17	Cash
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE	Guardian				6.25		
LTD	Madison Nat'l				.0030		
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 604.17 604.17
 Options: added to salary
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE:
 Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: emergency

DOUGLAS COUNTY WEST										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	29,100	30,264	31,428	32,592	33,756	33,756	34,920	36,084	37,248	38,412
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32
2	30,264	31,428	32,592	33,756	34,920	34,920	36,084	37,248	38,412	39,576
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32	1.36
3	31,428	32,592	33,756	34,920	36,084	36,084	37,248	38,412	39,576	40,740
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36	1.40
4	32,592	33,756	34,920	36,084	37,248	37,248	38,412	39,576	40,740	41,904
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40	1.44
5	33,756	34,920	36,084	37,248	38,412	38,412	39,576	40,740	41,904	43,068
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44	1.48
6	34,920	36,084	37,248	38,412	39,576	39,576	40,740	41,904	43,068	44,232
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52
7	36,084	37,248	38,412	39,576	40,740	40,740	41,904	43,068	44,232	45,396
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52	1.56
8		38,412	39,576	40,740	41,904	41,904	43,068	44,232	45,396	46,560
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56	1.60
9			40,740	41,904	43,068	43,068	44,232	45,396	46,560	47,724
			1.40	1.44	1.48	1.48	1.52	1.56	1.60	1.64
10			41,904	43,068	44,232	44,232	45,396	46,560	47,724	48,888
			1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68
11				44,232	45,396	45,396	46,560	47,724	48,888	50,052
				1.52	1.56	1.56	1.60	1.64	1.68	1.72
12					46,560	46,560	47,724	48,888	50,052	51,216
					1.60	1.60	1.64	1.68	1.72	1.76
13					47,724	47,724	48,888	50,052	51,216	52,380
					1.64	1.64	1.68	1.72	1.76	1.80
14					48,888	48,888	50,052	51,216	52,380	53,544
					1.68	1.68	1.72	1.76	1.80	1.84
15								52,380	53,544	54,708
								1.80	1.84	1.88
16										55,872
										1.92

05-06 merger between Valley and Waterloo

Dundy County

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 33.36
 Enrollment: 397
 Length of Teacher Day: 8
 Length of Student Day: 7.25
 Planning Time: 48
 Class Periods/Day: 8
 Normal Teaching Load: 7

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

SALARY SCHEDULE

Base: 28,400 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback: 91-92 (1 stp)
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	Ind. Dental
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:			COMMENTS:				
LIFE							
LTD							
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	10	40	no		
Other Info:	\$25/day over 30 EOY				
PERSONAL	3			yes	accum. 4; buyback max of 2/yr
BEREAVEMENT	10				bereavement/immed fam illness
PROFESSIONAL	2			yes	travel pd (\$100-\$200)
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DUNDY CO.									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,400	29,536	30,672	31,808	32,944	32,944	34,080	35,216	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	29,536	30,672	31,808	32,944	34,080	34,080	35,216	36,352	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	30,672	31,808	32,944	34,080	35,216	35,216	36,352	37,488	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	31,808	32,944	34,080	35,216	36,352	36,352	37,488	38,624	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	32,944	34,080	35,216	36,352	37,488	37,488	38,624	39,760	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6	34,080	35,216	36,352	37,488	38,624	38,624	39,760	40,896	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7	35,216	36,352	37,488	38,624	39,760	39,760	40,896	42,032	
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	
8		37,488	38,624	39,760	40,896	40,896	42,032	43,168	
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	
9			39,760	40,896	42,032	42,032	43,168	44,304	
			1.40	1.44	1.48	1.48	1.52	1.56	
10				42,032	43,168	43,168	44,304	45,440	
				1.48	1.52	1.52	1.56	1.60	
11				43,168	44,304	44,304	45,440	46,576	
				1.52	1.56	1.56	1.60	1.64	
12					45,440	45,440	46,576	47,712	
					1.60	1.60	1.64	1.68	
13						46,576	47,712	48,848	
						1.64	1.68	1.72	
14							48,848	49,984	
							1.72	1.76	
15								51,120	
								1.80	

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

WORKING CONDITIONS

Contract Days: 173 FTE Teachers: 16.1
 Enrollment: 126
 Length of Teacher Day: 8.5 HS JH/MS 8.5 ELEM 8.5
 Length of Student Day: 8 8 8
 Planning Time: 60 60 60
 Class Periods/Day: 7 7
 Normal Teaching Load: 6 6

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	30.73
DENTAL	BC/BS	3	42.82	42.82	42.82	42.82	Cash
PPO:			COMMENTS:				
LIFE							
LTD	National Ins						
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	13	35	yes		
Other Info:	reimb. \$15/day max 12 days				
PERSONAL	see sick lv.			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Negotiated/Exists	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:

ELBA									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	25,250	26,513	27,775	29,038	30,300	30,300	31,563	32,825	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	26,260	27,523	28,785	30,048	31,310	31,310	32,573	33,835	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	27,270	28,533	29,795	31,058	32,320	32,320	33,583	34,845	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	28,280	29,543	30,805	32,068	33,330	33,330	34,593	35,855	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	29,290	30,553	31,815	33,078	34,340	34,340	35,603	36,865	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	30,300	31,563	32,825	34,088	35,350	35,350	36,613	37,875	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7		32,573	33,835	35,098	36,360	36,360	37,623	38,885	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8			34,845	36,108	37,370	37,370	38,633	39,895	
			1.38	1.43	1.48	1.48	1.53	1.58	
9				37,118	38,380	38,380	39,643	40,905	
				1.47	1.52	1.52	1.57	1.62	
10					39,390	39,390	40,653	41,915	
					1.56	1.56	1.61	1.66	
11							41,663	42,925	
							1.65	1.70	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22.375
 Enrollment: 187
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 6

HS JH/MS ELEM
 8 8 8
 7.5 7.5 7.25
 50 50 50
 8 8
 6 6

SALARY SCHEDULE

Base: 27,625 Index: 4 x 4.5
 Starting Salary: 27,625 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze: 89-90
 Rollback: 88-89
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD	Principal						
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	40	yes		
Other Info:	Incentive: Over 40 days at 1/2 sub rate				
PERSONAL	2			no	
BEREAVEMENT	3				from sick lv
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELGIN									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	27,625	28,868	30,111	31,354	32,598	33,841	35,084	36,327	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	28,730	29,973	31,216	32,459	33,703	34,946	36,189	37,432	
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	
3	29,835	31,078	32,321	33,564	34,808	36,051	37,294	38,537	
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	
4	30,940	32,183	33,426	34,669	35,913	37,156	38,399	39,642	
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	
5	32,045	33,288	34,531	35,774	37,018	38,261	39,504	40,747	
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	
6		34,393	35,636	36,879	38,123	39,366	40,609	41,852	
		1.245	1.29	1.335	1.38	1.425	1.47	1.515	
7			36,741	37,984	39,228	40,471	41,714	42,957	
			1.33	1.375	1.42	1.465	1.51	1.555	
8			37,846	39,089	40,333	41,576	42,819	44,062	
			1.37	1.415	1.46	1.505	1.55	1.595	
9				40,194	41,438	42,681	43,924	45,167	
				1.455	1.5	1.545	1.59	1.635	
10				41,299	42,543	43,786	45,029	46,272	
				1.495	1.54	1.585	1.63	1.675	
11						44,891	46,134	47,377	
						1.625	1.67	1.715	

WORKING CONDITIONS

Contract Days:	189	FTE Teachers:	370
Enrollment:	4978	HS	JH/MS ELEM
Length of Teacher Day:	8	8	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:	29,365	Index:	4 x 5
Starting Salary:	31,714	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	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	550D	426.49	770.89	872.18	1113.87	Options:
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	CIL or 2 sgl & \$78
PPO:	those taking ind. also receive \$78 COMMENTS:						IRS 125: Y
LIFE	Madison Nat'l			2.40			Flex Accounts:
LTD	CNA			.0019 (+B)			PART-TIME BENEFITS
NON-PARTICIPANT				\$346.67 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	29,365								
	1.00								
1	31,714	33,182	34,651	36,119	37,587	39,055	40,524	41,992	43,460
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
2	32,889	34,357	35,825	37,294	38,762	40,230	41,698	43,167	44,635
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
3	34,063	35,532	37,000	38,468	39,936	41,405	42,873	44,341	45,809
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
4	35,238	36,706	38,175	39,643	41,111	42,579	44,048	45,516	46,984
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
5		37,881	39,349	40,817	42,286	43,754	45,222	46,690	48,159
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
6		39,055	40,524	41,992	43,460	44,928	46,397	47,865	49,333
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
7		40,230	41,698	43,167	44,635	46,103	47,571	49,040	50,508
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
8			42,873	44,341	45,809	47,278	48,746	50,214	51,682
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
9			44,048	45,516	46,984	48,452	49,921	51,389	52,857
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
10			45,222	46,690	48,159	49,627	51,095	52,563	54,032
			1.54	1.59	1.64	1.69	1.74	1.79	1.84
11				47,865	49,333	50,801	52,270	53,738	55,206
				1.63	1.68	1.73	1.78	1.83	1.88
12				50,508	51,976	53,444	54,913	56,381	57,849
				1.72	1.77	1.82	1.87	1.92	1.97
13				51,682	53,151	54,619	56,087	57,555	59,023
				1.76	1.81	1.86	1.91	1.96	2.01
14						55,794	57,262	58,730	60,198
						1.90	1.95	2.00	2.05
15								59,905	61,373
								2.04	2.09

00-01 vertical freeze

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	286	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5	
Length of Student Day:	7.3	7.3	7.3	
Planning Time:	50	50	30	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	27,900	Index:	4 x 4
Starting Salary:	30,132	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	all
BA+45 and BA+54 available if employed 1986-87			
Vertical Freeze:	88-89,89-90		
Rollback:	2yr(01-02)		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	550D	405.17	749.57	850.86	1092.55	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD	Principal				.0054		
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	20/8	60	yes		
Other Info:	20 1st yr., 8 ea. yr. after				
PERSONAL	2			yes	\$100/day unused, may buy 1 d
BEREAVEMENT	2				immed. fam.-unl.
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: 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	27,900	29,016	30,132	31,248	32,364	33,480	34,596	32,364	33,480	34,596
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.16	1.20	1.24
2	29,016	30,132	31,248	32,364	33,480	34,596	35,712	33,480	34,596	35,712
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.20	1.24	1.28
3	30,132	31,248	32,364	33,480	34,596	35,712	36,828	34,596	35,712	36,828
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.24	1.28	1.32
4	31,248	32,364	33,480	34,596	35,712	36,828	37,944	35,712	36,828	37,944
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.28	1.32	1.36
5	31,806	33,480	34,596	35,712	36,828	37,944	39,060	36,828	37,944	39,060
	1.14	1.20	1.24	1.28	1.32	1.36	1.40	1.32	1.36	1.40
6		34,596	35,712	36,828	37,944	39,060	40,176	37,944	39,060	40,176
		1.24	1.28	1.32	1.36	1.40	1.44	1.36	1.40	1.44
7		35,154	36,828	37,944	39,060	40,176	41,292	39,060	40,176	41,292
		1.26	1.32	1.36	1.40	1.44	1.48	1.40	1.44	1.48
8			37,386	39,060	40,176	41,292	42,408	40,176	41,292	42,408
			1.34	1.40	1.44	1.48	1.52	1.44	1.48	1.52
9				39,618	41,292	42,408	43,524	41,292	42,408	43,524
				1.42	1.48	1.52	1.56	1.48	1.52	1.56
10					42,408	43,524	44,640	42,408	43,524	44,640
					1.52	1.56	1.60	1.52	1.56	1.60
11					42,966	44,640	45,756	43,524	44,640	45,756
					1.54	1.60	1.64	1.56	1.60	1.64
12						45,198	46,872	44,640	45,198	46,872
						1.62	1.68	1.60	1.62	1.68
13							47,430	45,198	46,872	47,988
							1.70	1.62	1.68	1.72
14									47,430	49,104
									1.70	1.76
15										49,662
										1.78

BA45 & BA54 available only to those employed during 86-87 school ; New hires with no experience start on Step 3.

Elm Creek

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 31
 Enrollment: 352
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 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: 27,800 Index: 4 x 4
 Starting Salary: 27,800 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	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	466.67
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Cash
PPO:			COMMENTS:				
LIFE							
LTD	Madison Nat'l				.0039		
NON-PARTICIPANT					\$466.67	Cash	

Cafeteria Plan

Individ. Depend.
 Options: TSA/Cash
 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	45	yes		
Other Info:	Severance: unused day max. 45 at 1/2 sub. Rate				
PERSONAL	2			no	accum. To 3, 1/2 sub pay for un
BEREAVEMENT	5+2/2/3/1				
PROFESSIONAL	2			yes	add'l if requested
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:		

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ELM CREEK										
Step	BA				BA+36		BA+45		MA	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	27,800	28,912	30,024	31,136	32,248	33,360	34,472	35,584		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	28,912	30,024	31,136	32,248	33,360	34,472	35,584	36,696		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	30,024	31,136	32,248	33,360	34,472	35,584	36,696	37,808		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	31,136	32,248	33,360	34,472	35,584	36,696	37,808	38,920		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	32,248	33,360	34,472	35,584	36,696	37,808	38,920	40,032		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6	33,360	34,472	35,584	36,696	37,808	38,920	40,032	41,144		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7		35,584	36,696	37,808	38,920	40,032	41,144	42,256		
		1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8			37,808	38,920	40,032	41,144	42,256	43,368		
			1.36	1.40	1.44	1.48	1.52	1.56		
9				40,032	41,144	42,256	43,368	44,480		
				1.44	1.48	1.52	1.56	1.60		
10				41,144	42,256	43,368	44,480	45,592		
				1.48	1.52	1.56	1.60	1.64		
11					43,368	44,480	45,592	46,704		
					1.56	1.60	1.64	1.68		
12					44,480	45,592	46,704	47,816		
					1.60	1.64	1.68	1.72		
13						46,704	47,816	48,928		
						1.68	1.72	1.76		
14							48,928	50,040		
							1.76	1.80		
15								51,152		
								1.84		

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 24
 Enrollment: 251
 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: 27,000 Index: 4 x 4
 Starting Salary: 27,000 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	72.39
HEALTH	BC/BS	300D					Dep. Dental
DENTAL	BC/BS	5	42.67	42.67	42.67	42.67	
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	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	BA+45	MA+18
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		35,640	36,720	37,800	38,880	39,960	41,040
		1.32	1.36	1.40	1.44	1.48	1.52
9			37,800	38,880	39,960	41,040	42,120
			1.40	1.44	1.48	1.52	1.56
10				39,960	41,040	42,120	43,200
				1.48	1.52	1.56	1.60
11					42,120	43,200	44,280
					1.56	1.60	1.64
12					43,200	44,280	45,360
					1.60	1.64	1.68
13					44,280	45,360	46,440
					1.64	1.68	1.72
14						46,440	47,520
						1.72	1.76

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 28
 Enrollment: 317
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,850 Index: 4 x 4
 Starting Salary: 27,850 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	468.92
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Cash
PPO:			COMMENTS:				
LIFE							
LTD	Madison Nat'l				.0051(thru sal)		
NON-PARTICIPANT					468.92 CIL		

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	60	yes		
Other Info:					
PERSONAL	2+1			yes	1 with sub-dock pay, 1 day carr
BEREAVEMENT	3				add'l from sick
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EMERSON-HUBBARD							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	27,850	28,964	30,078	31,192	32,306	33,420	34,534
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,964	30,078	31,192	32,306	33,420	34,534	35,648
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	30,078	31,192	32,306	33,420	34,534	35,648	36,762
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	31,192	32,306	33,420	34,534	35,648	36,762	37,876
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	32,306	33,420	34,534	35,648	36,762	37,876	38,990
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	33,420	34,534	35,648	36,762	37,876	38,990	40,104
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	34,534	35,648	36,762	37,876	38,990	40,104	41,218
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		36,762	37,876	38,990	40,104	41,218	42,332
		1.32	1.36	1.40	1.44	1.48	1.52
9		37,876	38,990	40,104	41,218	42,332	43,446
		1.36	1.40	1.44	1.48	1.52	1.56
10			40,104	41,218	42,332	43,446	44,560
			1.44	1.48	1.52	1.56	1.60
11			41,218	42,332	43,446	44,560	45,674
			1.48	1.52	1.56	1.60	1.64
12				43,446	44,560	45,674	46,788
				1.56	1.60	1.64	1.68
13					45,674	46,788	47,902
					1.64	1.68	1.72
14					46,788	47,902	49,016
					1.68	1.72	1.76
15						49,016	50,130
						1.76	1.80

7/7/2009

ESU 01-Wakefield

2008-2009
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 39.64
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 27,810 Index: 4 x 4
 Starting Salary: 28,366 Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze: 04-05
 Rollback:
 Multi-year Contract: 07-08, 08-09

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	381.80	546	575.15	740.15
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE	Madison Life				10.29	
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	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	N
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	27,810										
1	1										
1	28,366	29,479	30,591	31,703	33,094	33,094	34,206	35,319	36,431	37,544	40,325
	1.02	1.06	1.1	1.14	1.19	1.19	1.23	1.27	1.31	1.35	1.45
2	28,922	30,035	31,147	32,260	33,650	33,650	34,763	35,875	36,987	38,100	40,881
	1.04	1.08	1.12	1.16	1.21	1.21	1.25	1.29	1.33	1.37	1.47
3	30,035	31,147	32,260	33,372	34,763	34,763	35,875	36,987	38,100	39,212	41,993
	1.08	1.12	1.16	1.2	1.25	1.25	1.29	1.33	1.37	1.41	1.51
4	31,147	32,260	33,372	34,484	35,875	35,875	36,987	38,100	39,212	40,325	43,106
	1.12	1.16	1.2	1.24	1.29	1.29	1.33	1.37	1.41	1.45	1.55
5	32,260	33,372	34,484	35,597	36,987	36,987	38,100	39,212	40,325	41,437	44,218
	1.16	1.2	1.24	1.28	1.33	1.33	1.37	1.41	1.45	1.49	1.59
6	33,372	34,484	35,597	36,709	38,100	38,100	39,212	40,325	41,437	42,549	45,330
	1.2	1.24	1.28	1.32	1.37	1.37	1.41	1.45	1.49	1.53	1.63
7	34,484	35,597	36,709	37,822	39,212	39,212	40,325	41,437	42,549	43,662	46,443
	1.24	1.28	1.32	1.36	1.41	1.41	1.45	1.49	1.53	1.57	1.67
8	36,709	37,822	38,934	40,325	40,325	41,437	42,549	43,662	44,774	45,887	48,668
	1.32	1.36	1.4	1.45	1.45	1.49	1.53	1.57	1.61	1.65	1.75
9	37,822	38,934	40,046	41,437	41,437	42,549	43,662	44,774	45,887	46,999	49,780
	1.36	1.4	1.44	1.49	1.49	1.53	1.57	1.61	1.65	1.69	1.79
10		40,046	41,159	42,549	42,549	43,662	44,774	45,887	46,999	48,111	50,892
		1.44	1.48	1.53	1.53	1.57	1.61	1.65	1.69	1.73	1.83
11		41,159	42,271	43,662	43,662	44,774	45,887	46,999	48,111	49,224	52,005
		1.48	1.52	1.57	1.57	1.61	1.65	1.69	1.73	1.77	1.87
12		43,384	44,496	45,887	45,887	46,999	48,111	49,224	50,336	51,449	54,230
		1.56	1.61	1.65	1.65	1.69	1.73	1.77	1.81	1.85	1.95
13		44,496	45,887	46,999	46,999	48,111	49,224	50,336	51,449	52,561	55,342
		1.6	1.65	1.69	1.69	1.73	1.77	1.81	1.85	1.89	1.99
14		46,026	46,999	48,111	48,111	49,224	50,336	51,449	52,561	53,673	56,454
		1.655	1.69	1.73	1.73	1.77	1.81	1.85	1.89	1.93	2.03
15		48,389	48,389	49,224	49,224	50,336	51,449	52,561	53,673	54,786	57,567
		1.74	1.74	1.77	1.77	1.81	1.85	1.89	1.93	1.97	2.07
16		49,502	49,502	50,753	50,753	51,449	52,561	53,673	54,786	55,899	58,680
		1.78	1.78	1.825	1.825	1.85	1.89	1.93	1.97	2.01	2.11
17		50,614	50,614	51,865	51,865	53,117	53,673	54,786	55,899	57,012	60,070
		1.82	1.82	1.865	1.865	1.91	1.93	1.97	2.01	2.05	2.15
18							54,230	55,481	56,732	57,983	61,460
							1.95	1.995	2.04	2.08	2.18
19							56,593	57,844	59,095	60,346	64,308
							2.035	2.08	2.12	2.16	2.26
20							57,706	58,957	60,208	61,459	65,733
							2.075	2.12	2.16	2.20	2.30
21								60,070	61,321	62,572	67,037
								2.16	2.20	2.24	2.34

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

ESU 02-Fremont

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 26,600 Index: 4.5 x 4.5
 Starting Salary: 31,388 Entry Level Step: 5
 Career Increments: Y Experience Allowed: 5
 Longevity - 4.5% after ea. successive 3 yrs.
 Vertical Freeze: 96-97
 Rollback: 85-86, 90-91
 Multi-year Contract: 07-08, 08-09

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	38.30	43.47	55.82
PPO:			COMMENTS: LTD-District pays 3/4 insurance			
LIFE	Guardian					
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 468.92 468.92
 Cafeteria Options: H/A, TSA, Cash
 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	9	60	yes		
Other Info:					
PERSONAL	2			no	
BEREAVEMENT	5				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: paternity - 2 days

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
BASE	26,600										
1	1.00										
2	27,797										
	1.045										
3	28,994										
	1.09										
4	30,191										
	1.135										
5	31,388	32,585	33,782	34,979	36,176	36,176	37,373	38,570	39,767	40,964	42,161
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	32,585	33,782	34,979	36,176	37,373	37,373	38,570	39,767	40,964	42,161	43,358
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	33,782	34,979	36,176	37,373	38,570	38,570	39,767	40,964	42,161	43,358	44,555
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	36,176	37,373	38,570	39,767	39,767	40,964	42,161	43,358	44,555	45,752	47,146
	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72	1.765
9		38,570	39,767	40,964	40,964	42,161	43,358	44,555	45,752	46,949	48,146
		1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765	1.81
10		40,964	42,161	42,161	43,358	43,358	44,555	45,752	46,949	48,146	49,343
			1.54	1.585	1.585	1.63	1.675	1.72	1.765	1.81	1.855
11			42,161	43,358	43,358	44,555	45,752	46,949	48,146	49,343	50,540
			1.585	1.63	1.63	1.675	1.72	1.765	1.81	1.855	1.9
12			43,358	44,555	44,555	45,752	46,949	48,146	49,343	50,540	51,737
			1.63	1.675	1.675	1.72	1.765	1.81	1.855	1.9	1.945
13			44,555	45,752	45,752	46,949	48,146	49,343	50,540	51,737	52,934
			1.675	1.72	1.72	1.765	1.81	1.855	1.9	1.945	1.99
14			45,752	46,949	46,949	48,146	49,343	50,540	51,737	52,934	54,131
			1.72	1.765	1.765	1.81	1.855	1.9	1.945	1.99	2.035
15						48,146	49,343	50,540	51,737	52,934	54,131
						1.81	1.855	1.9	1.945	1.99	2.035
16						49,343	50,540	51,737	52,934	54,131	55,328
						1.855	1.9	1.945	1.99	2.035	2.08
17						50,540	51,737	52,934	54,131	55,328	56,525
						1.9	1.945	1.99	2.035	2.08	2.125
18							52,934	54,131	55,328	56,525	57,722
							1.99	2.035	2.08	2.125	2.17
19											58,919
											2.215

4 or less yrs of exp. will be placed on step 5 and will advance to step 6 when empl. has attained 5 yrs exp.

ESU 03-Omaha

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 34.48
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day:
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 27,619 Index: 5 x 5
 Starting Salary: 30,381 Entry Level Step: 3
 Career Increments: N Experience Allowed: 10
 Vertical Freeze: 04-05,05-06,07-08,08-09
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D				1170.75
DENTAL	BC/BS	2				Cafeteria
PPO:	08-09 switch from 300D to 550D		COMMENTS:			
LIFE	Guarantee Mut.					
LTD	Nat'l Ins					.0033(thru sal)
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 1170.75
 Options: H/A, Cash, TSA
 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	60	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT					
PROFESSIONAL					
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,305 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type Carrier Option
 HEALTH BC/BS 300D
 DENTAL BC/BS 2
 PPO:
 LIFE Am. Fidelity
 LTD
 NON-PARTICIPANT

Amount Paid by District
 H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
 COMMENTS:

Couple - Benefits
 850
 Cafeteria

Cafeteria Plan

Individ. Depend.
 850 850
 Options: H/A, Dental, LTD, TSA
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type Days/Year Accum. Depend. use Approval Needed Other
 SICK 10 45
 Other Info:
 PERSONAL 3 yes
 BEREAVEMENT 5 immed. fam; 2 days other fam.
 PROFESSIONAL unl. yes
 ADOPTION
 ASSOCIATION

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #05-BEATRICE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	PHD
1	30,305	31,820	33,336	34,851	36,366	37,881	39,397	40,912	42,427	EDSPEC
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	31,517	33,032	34,548	36,063	37,578	39,093	40,609	42,124	43,639	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	32,729	34,245	35,760	37,275	38,790	40,306	41,821	43,336	44,851	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	33,942	35,457	36,972	38,487	40,003	41,518	43,033	44,548	46,064	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	35,154	36,669	38,184	39,700	41,215	42,730	44,245	45,761	47,276	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	36,366	37,881	39,397	40,912	42,427	43,942	45,458	46,973	48,488	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7	37,578	39,093	40,609	42,124	43,639	45,154	46,670	48,185	49,700	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8	38,790	40,306	41,821	43,336	44,851	46,367	47,882	49,397	50,912	
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9		41,518	43,033	44,548	46,064	47,579	49,094	50,609	52,125	
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10			44,245	45,761	47,276	48,791	50,306	51,822	53,337	
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	
11				46,973	48,488	50,003	51,519	53,034	54,549	
				1.55	1.60	1.65	1.70	1.75	1.80	
12					49,700	51,215	52,731	54,246	55,761	
					1.64	1.69	1.74	1.79	1.84	

02-03 freeze schedule at BA step 8, BA+9 step 9, BA+18 step 10, BA_27 step 11 and BA+36 step 12

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 28,150 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	300D	380.99	704.83	800.07	1027.34
DENTAL	BC/BS	2	17.60	32.56	36.95	47.45
PPO:	employee pays 15% of premium		COMMENTS:			
LIFE	Guardian Life					
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

	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: Jury Duty

ESU #06-MILFORD	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
Step												
1	28,150	29,276	30,402	31,528	32,654	33,780	34,906	36,032	37,158	38,284	39,410	40,536
	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	29,276	30,402	31,528	32,654	33,780	34,906	36,032	37,158	38,284	39,410	40,536	41,662
	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	30,402	31,528	32,654	33,780	34,906	36,032	37,158	38,284	39,410	40,536	41,662	42,788
	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	31,528	32,654	33,780	34,906	36,032	37,158	38,284	39,410	40,536	41,662	42,788	43,914
	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	32,654	33,780	34,906	36,032	37,158	38,284	39,410	40,536	41,662	42,788	43,914	45,040
	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	33,780	34,906	36,032	37,158	38,284	39,410	40,536	41,662	42,788	43,914	45,040	46,166
	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	34,062	36,032	37,158	38,284	39,410	40,536	41,662	42,788	43,914	45,040	46,166	47,292
	1.21	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
8	36,314	38,284	39,410	40,536	41,662	42,788	43,914	45,040	46,166	47,292	48,418	49,544
	1.29	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
9		38,566	40,536	41,662	42,788	43,914	45,040	46,166	47,292	48,418	49,544	50,670
		1.37	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
10			41,662	42,788	43,914	45,040	46,166	47,292	48,418	49,544	50,670	51,796
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
11			41,944	43,914	45,040	46,166	47,292	48,418	49,544	50,670	51,796	52,922
			1.49	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
12				45,040	46,166	47,292	48,418	49,544	50,670	51,796	52,922	54,048
				1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
13				45,322	46,448	48,418	49,544	50,670	51,796	52,922	54,048	55,174
				1.61	1.65	1.72	1.76	1.80	1.84	1.88	1.92	1.96
14						49,544	50,670	51,796	52,922	54,048	55,174	56,300
						1.76	1.80	1.84	1.88	1.92	1.96	2.00
15						49,826	50,952	52,078	53,204	54,330	55,456	56,582
						1.77	1.81	1.88	1.92	1.96	2.00	2.04
16								53,204	54,330	55,456	56,582	57,708
								1.89	1.93	1.96	2.00	2.04
17										56,582	57,708	58,834
										2.01	2.05	2.09

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 27.2
 Enrollment: HS JH/MS ELEM
 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	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	300D		224.11	224.11	224.11	224.11	1023.80 equity pay
DENTAL	BC/BS	2		10.35	10.35	10.35	10.35	
PPO:			COMMENTS:					
LIFE	Guardian					5.50		
LTD	National Ins					.0041(+B)		
NON-PARTICIPANT						flat salary \$1023.80		

Cafeteria Plan

Individ. Depend.
 1023.80 1023.80
 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	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	N
Reduction in Force:	Y	P
Sick Bank:	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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 29,000 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 90-91 (H)
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D				800
DENTAL	BC/BS	2				Cafeteria
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						Cafeteria

Cafeteria Plan

Individ. Depend.
 800 800
 Options: H/A,Dent,TSA,
 LTD,Life
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE:0
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	32	no		
Other Info:	Pd. \$40/day over 32, 1/2 unused accumulates				
PERSONAL	2			yes	
BEREAVEMENT	6				1/2 unused accum to 10
PROFESSIONAL	as needed			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:	Y	P

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency-6 (acc 10/pd \$40/day over

ESU #08-NELIGH										
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
0	29,000	30,450	31,900	33,350	34,800	36,250	37,700	39,150	40,600	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
1	30,160	31,610	33,060	34,510	35,960	37,410	38,860	40,310	41,760	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
2	31,320	32,770	34,220	35,670	37,120	38,570	40,020	41,470	42,920	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
3	32,480	33,930	35,380	36,830	38,280	39,730	41,180	42,630	44,080	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
4	33,640	35,090	36,540	37,990	39,440	40,890	42,340	43,790	45,240	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
5	34,800	36,250	37,700	39,150	40,600	42,050	43,500	44,950	46,400	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
6	35,960	37,410	38,860	40,310	41,760	43,210	44,660	46,110	47,560	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
7	37,120	38,570	40,020	41,470	42,920	44,370	45,820	47,270	48,720	
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
8	38,280	39,730	41,180	42,630	44,080	45,530	46,980	48,430	49,880	
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	
9		40,890	42,340	43,790	45,240	46,690	48,140	49,590	51,040	
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	
10			43,500	44,950	46,400	47,850	49,300	50,750	52,200	
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	
11				46,110	47,560	49,010	50,460	51,910	53,360	
				1.59	1.64	1.69	1.74	1.79	1.84	
12					48,720	50,170	51,620	53,070	54,520	
					1.68	1.73	1.78	1.83	1.88	
13						51,330	52,780	54,230	55,680	
						1.77	1.82	1.87	1.92	
14							52,490	53,940	55,390	56,840
							1.81	1.86	1.91	1.96

ESU 09-Hastings

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 28,875 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 *Vert freeze is for MA-MA36 columns only
 Vertical Freeze: 02-03*
 Rollback: 90-91
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20
DENTAL	BC/BS	3	42.82	42.82	42.82	42.82
PPO:			COMMENTS:			
LIFE						
LTD	Principal					
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 72.64
 Dep. Dental Options: H/A
 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:	Sev: after 10 yrs. at ret. \$50/day max. 15 days				
PERSONAL	1,2			yes	Unused aft 1 yr/add to sick lv
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	3			yes	\$125 travel reimb.
ADOPTION ASSOCIATION	FMLA				from sick lv.

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	PHD
1	28,875	30,174	31,474	32,773	34,073	35,372	36,671	37,971	39,270	40,569	41,869
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	30,030	31,329	32,629	33,928	35,228	36,527	37,826	39,126	40,425	41,724	43,024
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	1.49
3	31,185	32,484	33,784	35,083	36,383	37,682	38,981	40,281	41,580	42,879	44,179
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
4	32,340	33,639	34,939	36,238	37,538	38,837	40,136	41,436	42,735	44,034	45,334
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
5	33,495	34,794	36,094	37,393	38,693	39,992	41,291	42,591	43,890	45,189	46,489
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565	1.61
6	34,650	35,949	37,249	38,548	39,848	41,147	42,446	43,746	45,045	46,344	47,644
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605	1.65
7	35,805	37,104	38,404	39,703	41,003	42,302	43,601	44,901	46,200	47,499	48,799
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645	1.69
8	36,960	38,259	39,559	40,858	42,158	43,457	44,756	46,056	47,355	48,654	49,954
	1.28	1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685	1.73
9		39,414	40,714	42,013	43,313	44,612	45,911	47,211	48,510	49,809	51,109
		1.365	1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725	1.77
10			41,869	43,168	44,468	45,767	47,066	48,366	49,665	50,964	52,264
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				44,323	45,623	46,922	48,221	49,521	50,820	52,119	53,419
				1.535	1.58	1.625	1.67	1.715	1.76	1.805	1.85
12						48,077	49,376	50,676	51,975	53,274	54,574
						1.665	1.71	1.755	1.8	1.845	1.89
13							50,531	51,831	53,130	54,429	55,729
							1.75	1.795	1.84	1.885	1.93
14								52,986	54,285	55,584	56,884
								1.835	1.88	1.925	1.97
15									55,440	56,739	58,039
									1.92	1.965	2.01
16										57,894	59,194
										2.005	2.05
17											60,349
											2.09
18											61,504
											2.13

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

ESU 10-Kearney

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25.12
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 28,600 Index: 4.75 x 4
 Starting Salary: 28,600 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	448.22	621.90	705.95	906.47
DENTAL	BC/BS	2	20.70	28.73	32.60	41.87
PPO:			COMMENTS:			
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	as approved				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Family Emergency - 5;Ext. Leave

ESU #10-KEARNEY											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
BASE	28,600	29,744	30,888	32,032	33,176	34,320	35,464	36,608	37,752	38,896	40,040
1	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36	1.4	1.44
2	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
3	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	1.495
4	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
5	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
6	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645	1.685
7	1.29787	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
8	1.38626	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74	1.78	1.82
9	1.47462	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275	1.8675	1.9075
10	1.56301	1.635	1.675	1.715	1.755	1.795	1.835	1.875	1.915	1.955	1.995
11	1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225	1.9625	2.0025	2.0425	2.0825
12	1.73	1.77	1.81	1.85	1.89	1.93	1.97	2.01	2.05	2.09	2.13
13	1.74731	1.78769	1.82811	1.8685	1.9089	1.9493	1.9897	2.0301	2.0705	2.1109	2.1513
14	1.95689	1.99731	2.03773	2.07815	2.11857	2.15899	2.19941	2.23983	2.28025	2.32067	2.36109
05-06 additional salary for employees frozen on bottom steps											

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6 6 6
 Planning Time: 0 0
 Class Periods/Day: 6 6
 Normal Teaching Load: 5 5

SALARY SCHEDULE

Base: 28,050 Index: 4.125 x 4.25
 Starting Salary: 28,050 Entry Level Step: 1
 Career Increments: Experience Allowed: all
 Vertical Freeze: 90-91;94-95
 Rollback:
 Multi-year Contract: 08-09, 09-10

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	700
HEALTH	BC/BS	300D	235	235	235	235	
DENTAL	BC/BS	1					
PPO:			COMMENTS:				
LIFE	Guardian						
LTD	Guarantee Mut.						
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 700 700
 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	60	yes		
Other Info:					
PERSONAL	2				
BEREAVEMENT	3				add'l from sick lv
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	28,050	29,242	30,434	31,626	32,819	32,819	34,011	35,203	36,395	37,587	37,587
	1.00	1.0425	1.085	1.1275	1.17	1.17	1.2125	1.255	1.2975	1.34	1.34
2	29,242	30,434	31,626	32,819	34,011	34,011	35,203	36,395	37,587	38,779	38,779
	1.0425	1.085	1.1275	1.17	1.2125	1.2125	1.255	1.2975	1.34	1.3825	1.3825
3	30,434	31,626	32,819	34,011	35,203	35,203	36,395	37,587	38,779	39,971	39,971
	1.085	1.1275	1.17	1.2125	1.255	1.255	1.2975	1.34	1.3825	1.425	1.425
4	31,626	32,819	34,011	35,203	36,395	36,395	37,587	38,779	39,971	41,163	41,163
	1.1275	1.17	1.2125	1.255	1.2975	1.2975	1.34	1.3825	1.425	1.4675	1.4675
5	32,819	34,011	35,203	36,395	37,587	37,587	38,779	39,971	41,163	42,356	42,356
	1.17	1.2125	1.255	1.2975	1.34	1.34	1.3825	1.425	1.4675	1.51	1.51
6		35,203	36,395	37,587	38,779	38,779	39,971	41,163	42,356	43,548	43,548
		1.255	1.2975	1.34	1.3825	1.3825	1.425	1.4675	1.51	1.5525	1.5525
7		36,395	37,587	38,779	39,971	39,971	41,163	42,356	43,548	44,740	44,740
		1.2975	1.34	1.3825	1.425	1.425	1.4675	1.51	1.5525	1.595	1.595
8		37,587	38,779	39,971	41,163	41,163	42,356	43,548	44,740	45,932	45,932
		1.34	1.3825	1.425	1.4675	1.4675	1.51	1.5525	1.595	1.6375	1.6375
9			39,971	41,163	42,356	42,356	43,548	44,740	45,932	47,124	47,124
			1.425	1.4675	1.51	1.51	1.5525	1.595	1.6375	1.68	1.68
10			41,163	42,356	43,548	43,548	44,740	45,932	47,124	48,316	48,316
			1.4675	1.51	1.5525	1.5525	1.595	1.6375	1.68	1.7225	1.7225
11			42,356	43,548	44,740	44,740	45,932	47,124	48,316	49,508	49,508
			1.51	1.5525	1.595	1.595	1.6375	1.68	1.7225	1.765	1.765
12				44,740	45,932	45,932	47,124	48,316	49,508	50,700	50,700
				1.595	1.6375	1.6375	1.68	1.7225	1.765	1.8075	1.8075
13				45,932	47,124	47,124	48,316	49,508	50,700	51,893	51,893
				1.6375	1.68	1.68	1.7225	1.765	1.8075	1.85	1.85
14				47,124	48,316	48,316	49,508	50,700	51,893	53,085	53,085
				1.68	1.7225	1.7225	1.765	1.8075	1.85	1.8925	1.8925
15					49,508	49,508	50,700	51,893	53,085	54,277	54,277
					1.765	1.765	1.8075	1.85	1.8925	1.935	1.935
16					50,700	50,700	51,893	53,085	54,277	55,469	55,469
					1.8075	1.8075	1.85	1.8925	1.935	1.9775	1.9775
17					51,893	51,893	53,085	54,277	55,469	56,661	56,661
					1.85	1.85	1.8925	1.935	1.9775	2.02	2.02
18					53,085	53,085	54,277	55,469	56,661	57,853	57,853
					1.8925	1.8925	1.935	1.9775	2.02	2.0625	2.0625

ESU 16-Ogallala

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22.8
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day:
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 27,800 Index: 5 x 4
 Starting Salary: 27,800 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
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+36					BA+36				
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	27,800	28,912	30,024	31,136	32,248	33,360	34,472	35,584	36,696	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	29,190	30,302	31,414	32,526	33,638	34,750	35,862	36,974	38,086	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
3	30,580	31,692	32,804	33,916	35,028	36,140	37,252	38,364	39,476	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	
4	31,970	33,082	34,194	35,306	36,418	37,530	38,642	39,754	40,866	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	
5	33,360	34,472	35,584	36,696	37,808	38,920	40,032	41,144	42,256	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
6	34,750	35,862	36,974	38,086	39,198	40,310	41,422	42,534	43,646	
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	
7	36,140	37,252	38,364	39,476	40,588	41,700	42,812	43,924	45,036	
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	
8	37,530	38,642	39,754	40,866	41,978	43,090	44,202	45,314	46,426	
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	
9		40,032	41,144	42,256	43,368	44,480	45,592	46,704	47,816	
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	
10			42,534	43,646	44,758	45,870	46,982	48,094	49,206	
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	
11				45,036	46,148	47,260	48,372	49,484	50,596	
				1.62	1.66	1.70	1.74	1.78	1.82	
12					47,538	48,650	49,762	50,874	51,986	
					1.71	1.75	1.79	1.83	1.87	
13					48,928	50,040	51,152	52,264	53,376	
					1.76	1.80	1.84	1.88	1.92	
14						51,430	52,542	53,654	54,766	
						1.85	1.89	1.93	1.97	
15							53,932	55,044	56,156	
							1.94	1.98	2.02	
16								56,434	57,546	
								2.03	2.07	

ESU 17-Ainsworth

WORKING CONDITIONS

Contract Days: 180 FTE Teachers: 18.7
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day:
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 26,050 Index: 4 x 4
 Starting Salary: 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	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	1229.33	Individ. Depend. 1229.33 1229.33
HEALTH	BC/BS	300D		Cafeteria	Options: H/A,dental,life, LTD,TSA,Cash
DENTAL	BC/BS	2			IRS 125: Flex Accounts:
PPO:			COMMENTS:		PART-TIME BENEFITS
LIFE					Minimum FTE:0
LTD					Contribution: fte
NON-PARTICIPANT				Cafeteria	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	EDSPEC
1	26,050	27,092	28,134	29,176	30,218	31,260	32,302	33,344
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	27,092	28,134	29,176	30,218	31,260	32,302	33,344	34,386
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	28,134	29,176	30,218	31,260	32,302	33,344	34,386	35,428
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	29,176	30,218	31,260	32,302	33,344	34,386	35,428	36,470
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	30,218	31,260	32,302	33,344	34,386	35,428	36,470	37,512
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	31,260	32,302	33,344	34,386	35,428	36,470	37,512	38,554
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	32,302	33,344	34,386	35,428	36,470	37,512	38,554	39,596
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	33,344	34,386	35,428	36,470	37,512	38,554	39,596	40,638
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9	34,386	35,428	36,470	37,512	38,554	39,596	40,638	41,680
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
10	35,428	36,470	37,512	38,554	39,596	40,638	41,680	42,722
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
11	36,470	37,512	38,554	39,596	40,638	41,680	42,722	43,764
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
12		38,554	39,596	40,638	41,680	42,722	43,764	44,806
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
13		39,596	40,638	41,680	42,722	43,764	44,806	45,848
		1.52	1.56	1.60	1.64	1.68	1.72	1.76
14			41,680	42,722	43,764	44,806	45,848	46,890
			1.60	1.64	1.68	1.72	1.76	1.80
15			42,722	43,764	44,806	45,848	46,890	47,932
			1.64	1.68	1.72	1.76	1.80	1.84
16				44,806	45,848	46,890	47,932	48,974
				1.72	1.76	1.80	1.84	1.88
17				45,848	46,890	47,932	48,974	50,016
				1.76	1.80	1.84	1.88	1.92
18					47,932	48,974	50,016	51,058
					1.84	1.88	1.92	1.96
19					48,974	50,016	51,058	52,100
					1.88	1.92	1.96	2.00
20						51,058	52,100	53,142
						1.96	2.00	2.04

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:		
Enrollment:	222	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	52	52	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:	8
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	3	42.82	42.82	42.82	42.82
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ.	Depend.
72.64	
Dep. Dental	Options:
IRS 125: Y	
Flex Accounts:	
PART-TIME BENEFITS	
Minimum FTE:	
Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: Can donate 2 days to sick bank					
PERSONAL	2			yes	+2 from sick lv
BEREAVEMENT	5				more from sick lv
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EUSTIS-FARNAM								
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			38,880	39,960	41,040	42,120	43,200	44,280
			1.44	1.48	1.52	1.56	1.60	1.64
11			39,960	41,040	42,120	43,200	44,280	45,360
			1.48	1.52	1.56	1.60	1.64	1.68
12			41,040	42,120	43,200	44,280	45,360	46,440
			1.52	1.56	1.60	1.64	1.68	1.72
13			43,200	44,280	45,360	46,440	47,520	48,600
			1.60	1.64	1.68	1.72	1.76	1.80
14				45,360	46,440	47,520	48,600	49,680
				1.68	1.72	1.76	1.80	1.84
15					47,520	48,600	49,680	50,760
					1.76	1.80	1.84	1.88
16						49,680	50,760	51,840
						1.84	1.88	1.92

Teachers in BA18 lane steps 11-12 and BA27 step 13 will be grandfathered, steps will be taken away

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 18.4
 Enrollment: 131
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.1 7.1 7
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,000 Index: 4 x 4.25
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:			COMMENTS:				
LIFE							
LTD							
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	8	45	yes		
Other Info:					
PERSONAL	2			yes	trade 5 sick for 1 add'l personal
BEREAVEMENT	from sick lv.				
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:

Exeter-Milligan

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	248	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7	7	7	7
Planning Time:	47	47	60	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	28,000	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS: *pt-.5 full ind or %depend (H/A & dent)				
LIFE							
LTD	Schools Ins				.0046		
NON-PARTICIPANT							

Cafeteria Plan

Individ.	Depend.
Options:	
IRS 125: Y	
Flex Accounts:	
PART-TIME BENEFITS	
Minimum FTE: 0.5	
Contribution: full ind*	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	reimb. \$16/day for unused over 35 at EOY				
PERSONAL	2			yes	\$30/day for unused at EOY
BEREAVEMENT	2				may be used for sick lv.
PROFESSIONAL	2			yes	more with approval
ADOPTION ASSOCIATION	from sick lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

EXETER-MILLIGAN									
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	
1	28,000	29,120	30,240	31,360	32,480	33,600	34,720	35,840	36,960
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	29,120	30,240	31,360	32,480	33,600	34,720	35,840	36,960	38,080
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	30,240	31,360	32,480	33,600	34,720	35,840	36,960	38,080	39,200
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	31,360	32,480	33,600	34,720	35,840	36,960	38,080	39,200	40,320
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	32,480	33,600	34,720	35,840	36,960	38,080	39,200	40,320	41,440
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	33,600	34,720	35,840	36,960	38,080	39,200	40,320	41,440	42,560
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	34,720	35,840	36,960	38,080	39,200	40,320	41,440	42,560	43,680
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	35,840	36,960	38,080	39,200	40,320	41,440	42,560	43,680	44,800
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		38,080	39,200	40,320	41,440	42,560	43,680	44,800	45,920
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				41,440	42,560	43,680	44,800	45,920	47,040
				1.48	1.52	1.56	1.60	1.64	1.68
11				42,560	43,680	44,800	45,920	47,040	48,160
				1.52	1.56	1.60	1.64	1.68	1.72
12					44,800	45,920	47,040	48,160	49,280
					1.60	1.64	1.68	1.72	1.76
13									50,400
									1.80

new district as result of merger 02-03

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 46
 Enrollment: 630
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7 7
 Planning Time: 115 120 120
 Class Periods/Day: 5
 Normal Teaching Load: 4

SALARY SCHEDULE

Base: 28,650 Index: 4 x 4
 Starting Salary: 28,650 Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE	Madison Nat'l				1.62		
LTD	Madison Nat'l						
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	60	Yes		
Other Info:					
PERSONAL	2			2-n; 2-y	2 add'l for sub dock
BEREAVEMENT	5				
PROFESSIONAL	2			Yes	add'l w/ approval
ADOPTION	5				w/approval
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FILLMORE CENTRAL							
Step	BA	BA+9	BA+18	BA+27	BA+36		
					MA	MA+9	MA+18
1	28,650	29,796	30,942	32,088	33,234	34,380	35,526
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,796	30,942	32,088	33,234	34,380	35,526	36,672
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	30,942	32,088	33,234	34,380	35,526	36,672	37,818
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,088	33,234	34,380	35,526	36,672	37,818	38,964
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	33,234	34,380	35,526	36,672	37,818	38,964	40,110
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	34,380	35,526	36,672	37,818	38,964	40,110	41,256
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		36,672	37,818	38,964	40,110	41,256	42,402
		1.28	1.32	1.36	1.40	1.44	1.48
8		37,818	38,964	40,110	41,256	42,402	43,548
		1.32	1.36	1.40	1.44	1.48	1.52
9			40,110	41,256	42,402	43,548	44,694
			1.40	1.44	1.48	1.52	1.56
10			41,256	42,402	43,548	44,694	45,840
			1.44	1.48	1.52	1.56	1.60
11				43,548	44,694	45,840	46,986
				1.52	1.56	1.60	1.64
12				44,694	45,840	46,986	48,132
				1.56	1.60	1.64	1.68
13					46,986	48,132	49,278
					1.64	1.68	1.72
14					48,132	49,278	50,424
					1.68	1.72	1.76
15						50,424	51,570
						1.76	1.80
16						51,570	52,716
						1.80	1.84

Fort Calhoun

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	46.5
Enrollment:	591	HS	JH/MS
		ELEM	
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.2	7.2	6.75
Planning Time:	53	53	35
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	28,050	Index:	4 x 5
Starting Salary:	28,050	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	7
Vertical Freeze:	99-00		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	241.67
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Cash
PPO:			COMMENTS:				
LIFE	Madison Nat'l				4.00		
LTD							
NON-PARTICIPANT						241.67-grandfathered for those under 0	

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	45	yes		
Other Info:					
PERSONAL	2			yes	acc. to 4
BEREAVEMENT	5				immed family
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Negotiated/Exists	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:

FORT CALHOUN										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	28,050	29,453	30,855	32,258	33,660	33,660	35,063	36,465	37,868	39,270
	1	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4
2	29,172	30,575	31,977	33,380	34,782	34,782	36,185	37,587	38,990	40,392
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	30,294	31,697	33,099	34,502	35,904	35,904	37,307	38,709	40,112	41,514
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	31,416	32,819	34,221	35,624	37,026	37,026	38,429	39,831	41,234	42,636
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	32,538	33,941	35,343	36,746	38,148	38,148	39,551	40,953	42,356	43,758
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	33,660	35,063	36,465	37,868	39,270	39,270	40,673	42,075	43,478	44,880
	1.2	1.25	1.3	1.35	1.4	1.4	1.45	1.5	1.55	1.6
7	34,782	36,185	37,587	38,990	40,392	40,392	41,795	43,197	44,600	46,002
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		37,307	38,709	40,112	41,514	41,514	42,917	44,319	45,722	47,124
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9			39,831	41,234	42,636	42,636	44,039	45,441	46,844	48,246
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10				42,356	43,758	43,758	45,161	46,563	47,966	49,368
				1.51	1.56	1.56	1.61	1.66	1.71	1.76
11					44,880	44,880	46,283	47,685	49,088	50,490
					1.6	1.6	1.65	1.7	1.75	1.8
12					46,002	46,002	47,405	48,807	50,210	51,612
					1.64	1.64	1.69	1.74	1.79	1.84
13					47,124	47,124	48,527	49,929	51,332	52,734
					1.68	1.68	1.73	1.78	1.83	1.88
14						48,246	49,649	51,051	52,454	53,856
						1.72	1.77	1.82	1.87	1.92

03-04 allow 7 yrs experience; 08-09 add 1/2 step (2%) to MA, MA9, MA18, MA27, MA36, pay full insurance premium instead of tiered system by number of years

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	32.93
Enrollment:	355	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	48	48	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,400	Index:	4 x 4
Starting Salary:	27,400	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
03-04 BA36 removed frm BA36/MA col. those teachers grandfathered			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	83.33	
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Cash	
PPO:	ind receive add'l \$500/yr cash		COMMENTS:					
LIFE								
LTD	Principal				.003			
NON-PARTICIPANT					\$83.33	Cash		

Cafeteria Plan

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	45	yes		
Other Info:	incl. Bereavement				
PERSONAL	2			yes	accum to 3
BEREAVEMENT	2 - 10				from 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:	N	

SABBATICAL: No

SEVERANCE PAY: No

OTHER LEAVES:

FREEMAN						
Step	BA	BA+9	BA+18	BA+27	MA	MA+18
1	27,400	28,496	29,592	30,688	31,784	32,880
	1.00	1.04	1.08	1.12	1.16	1.20
2	28,496	29,592	30,688	31,784	32,880	33,976
	1.04	1.08	1.12	1.16	1.20	1.24
3	29,592	30,688	31,784	32,880	33,976	35,072
	1.08	1.12	1.16	1.20	1.24	1.28
4	30,688	31,784	32,880	33,976	35,072	36,168
	1.12	1.16	1.20	1.24	1.28	1.32
5	31,784	32,880	33,976	35,072	36,168	37,264
	1.16	1.20	1.24	1.28	1.32	1.36
6	32,880	33,976	35,072	36,168	37,264	38,360
	1.20	1.24	1.28	1.32	1.36	1.40
7		35,072	36,168	37,264	38,360	39,456
		1.28	1.32	1.36	1.40	1.44
8		36,168	37,264	38,360	39,456	40,552
		1.32	1.36	1.40	1.44	1.48
9			38,360	39,456	40,552	41,648
			1.40	1.44	1.48	1.52
10			39,456	40,552	41,648	42,744
			1.44	1.48	1.52	1.56
11				41,648	42,744	43,840
				1.52	1.56	1.60
12				42,744	43,840	44,936
				1.56	1.60	1.64
13					44,936	46,032
					1.64	1.68
14					46,032	47,128
					1.68	1.72

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	334.1
Enrollment:	4599	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	88	60	30
Class Periods/Day:	4	5	
Normal Teaching Load:	3	4	

SALARY SCHEDULE

Base:	29,007	Index:	4.5 x 5
Starting Salary:	29,007	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	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	500	Individ. Depend. 500 500
HEALTH	BC/BS	300D		Cafeteria	Options: H/A, Dental, Life, LTD
DENTAL	Delta Dent	3			IRS 125: Y
PPO:	Emp can chose between Dental or COMMENTS:				Flex Accounts: Y
LIFE	Sun Life				PART-TIME BENEFITS
LTD					Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	unl.	yes		
Other Info: After 15 yrs: to 60 days @ \$70					
PERSONAL	2+1			yes	1 from sick lv, \$110/day EOY fo
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 EDSPEC	MA+45	PHD DOC
1	29,007	30,457	31,908	33,358	34,808	34,808	36,259	37,709	39,159	40,610	42,060	46,411
	1.00	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45	1.6
2	30,312	31,763	33,213	34,663	36,114	36,114	37,564	39,014	40,465	41,915	43,365	47,717
	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	31,618	33,068	34,518	35,969	37,419	37,419	38,869	40,320	41,770	43,220	44,671	49,022
	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	32,923	34,373	35,824	37,274	38,724	38,724	40,175	41,625	43,075	44,526	45,976	50,327
	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	34,228	35,679	37,129	38,579	40,030	40,030	41,480	42,930	44,381	45,831	47,281	51,632
	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	35,534	36,984	38,434	39,885	41,480	41,480	42,930	44,381	45,831	47,281	48,732	53,083
	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	36,839	38,289	39,740	41,190	42,930	42,930	44,381	45,831	47,281	48,732	50,182	54,533
	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		39,595	41,045	42,495	44,381	44,381	45,831	47,281	48,732	50,182	51,632	55,984
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			42,350	43,801	45,831	45,831	47,281	48,732	50,182	51,632	53,083	57,434
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				45,106	47,281	47,281	48,732	50,182	51,632	53,083	54,533	58,884
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				46,411	48,732	48,732	50,182	51,632	53,083	54,533	55,984	60,335
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12					47,717	50,182	50,182	51,632	53,083	54,533	55,984	61,785
					1.645	1.73	1.73	1.78	1.83	1.88	1.93	2.13
13						51,632	53,083	54,533	55,984	57,434	58,884	63,235
						1.78	1.83	1.88	1.93	1.98	2.03	2.18
14						53,083	54,533	55,984	57,434	58,884	60,335	64,686
						1.83	1.88	1.93	1.98	2.03	2.08	2.23
15							55,984	57,434	58,884	60,335	61,785	66,136
							1.93	1.98	2.03	2.08	2.13	2.28

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	25.5
Enrollment:	314	HS	JH/MS
		ELEM	
Length of Teacher Day:	7.5	7.5	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:	7	7	

SALARY SCHEDULE

Base:	27,650	Index:	4.5 x 4
Starting Salary:	27,650	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD	Madison Nat'l				.004		
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	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:	Y	P
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FRIEND								
Step	BA			BA+36			MA	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	27,650	28,756	29,862	30,968	32,074	33,180	34,286	35,392
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28
2	28,894	30,000	31,106	32,212	33,318	34,424	35,530	36,636
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325
3	30,139	31,245	32,351	33,457	34,563	35,669	36,775	37,881
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
4	31,383	32,489	33,595	34,701	35,807	36,913	38,019	39,125
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415
5	32,627	33,733	34,839	35,945	37,051	38,157	39,263	40,369
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46
6	33,871	34,977	36,083	37,189	38,295	39,401	40,507	41,613
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505
7		36,222	37,328	38,434	39,540	40,646	41,752	42,858
		1.31	1.35	1.39	1.43	1.47	1.51	1.55
8		37,466	38,572	39,678	40,784	41,890	42,996	44,102
		1.355	1.395	1.435	1.475	1.515	1.555	1.595
9			39,816	40,922	42,028	43,134	44,240	45,346
			1.44	1.48	1.52	1.56	1.6	1.64
10			41,060	42,166	43,272	44,378	45,484	46,590
			1.485	1.525	1.565	1.605	1.645	1.685
11				43,411	44,517	45,623	46,729	47,835
				1.57	1.61	1.65	1.69	1.73
12				44,655	45,761	46,867	47,973	49,079
				1.615	1.655	1.695	1.735	1.775
13				45,899	47,005	48,111	49,217	50,323
				1.66	1.7	1.74	1.78	1.82
14					48,249	49,355	50,461	51,567
					1.745	1.785	1.825	1.865

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	44.352
Enrollment:	342	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:	27,600	Index:	4 x 5
Starting Salary:	27,600	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	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:	Bd pays up to \$300 of ded for sing					
LIFE	Unknown					
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	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	27,600	28,980	30,360	31,740	33,120	34,500	35,880
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	28,704	30,084	31,464	32,844	34,224	35,604	36,984
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	29,808	31,188	32,568	33,948	35,328	36,708	38,088
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	30,912	32,292	33,672	35,052	36,432	37,812	39,192
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	32,016	33,396	34,776	36,156	37,536	38,916	40,296
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	33,120	34,500	35,880	37,260	38,640	40,020	41,400
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	34,224	35,604	36,984	38,364	39,744	41,124	42,504
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		36,708	38,088	39,468	40,848	42,228	43,608
		1.33	1.38	1.43	1.48	1.53	1.58
9			39,192	40,572	41,952	43,332	44,712
			1.42	1.47	1.52	1.57	1.62
10			40,296	41,676	43,056	44,436	45,816
			1.46	1.51	1.56	1.61	1.66
11				42,780	44,160	45,540	46,920
				1.55	1.60	1.65	1.70
12				43,884	45,264	46,644	48,024
				1.59	1.64	1.69	1.74
13					46,368	47,748	49,128
					1.68	1.73	1.78
14					47,472	48,852	50,232
					1.72	1.77	1.82
15						49,956	51,336
						1.81	1.86

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	
Enrollment:	2161	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6	6.5	6.5
Planning Time:	90	50	50
Class Periods/Day:	4	8	
Normal Teaching Load:	3	7	

SALARY SCHEDULE

Base:	29,400	Index:	4.5 x 4.5
Starting Salary:	30,723	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	300D		117.23	117.23	117.23	117.23	687.50
DENTAL	BC/BS	2						Cafeteria
PPO:			COMMENTS:					
LIFE	Guardian							
LTD	Principal		(thru sal)					
NON-PARTICIPANT								

Cafeteria Plan

Individ.	Depend.
687.50	687.50
Options:	H/A,Dental,Cas h
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	66	yes		
Other Info:	Sev: \$100/day up to 30 days				
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	5				5 immed. Fam/1 others
PROFESSIONAL	unl.			yes	
ADOPTION	per FMLA				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DOC
BASE	29,400											
	1.00											
1	30,723	32,046	33,369	34,692	36,015	37,338	38,661	39,984	41,307	42,630	43,953	45,276
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
2	32,046	33,369	34,692	36,015	37,338	38,661	39,984	41,307	42,630	43,953	45,276	46,599
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
3	33,369	34,692	36,015	37,338	38,661	39,984	41,307	42,630	43,953	45,276	46,599	47,922
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
4	34,692	36,015	37,338	38,661	39,984	41,307	42,630	43,953	45,276	46,599	47,922	49,245
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
5	36,015	37,338	38,661	39,984	41,307	42,630	43,953	45,276	46,599	47,922	49,245	50,568
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
6	37,338	38,661	39,984	41,307	42,630	43,953	45,276	46,599	47,922	49,245	50,568	51,891
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
7		39,984	41,307	42,630	43,953	45,276	46,599	47,922	49,245	50,568	51,891	53,214
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
8			42,630	43,953	45,276	46,599	47,922	49,245	50,568	51,891	53,214	54,537
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
9				45,276	46,599	47,922	49,245	50,568	51,891	53,214	54,537	55,860
				1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9
10						49,245	50,568	51,891	53,214	54,537	55,860	57,183
						1.675	1.72	1.765	1.81	1.855	1.9	1.945
11						50,568	51,891	53,214	54,537	55,860	57,183	58,506
						1.72	1.765	1.81	1.855	1.9	1.945	1.99
12						51,891	53,214	54,537	55,860	57,183	58,506	59,829
						1.765	1.81	1.855	1.9	1.945	1.99	2.035
13								55,860	57,183	58,506	59,829	61,152
								1.9	1.945	1.99	2.035	2.08
14									58,506	59,829	61,152	62,475
									1.99	2.035	2.08	2.125

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 193
 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: 26,000 Index: 4 x 4
 Starting Salary: 26,000 Entry Level Step: 0
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 07-08, 08-09

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	Dep. Dental
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:			COMMENTS:				
LIFE							
LTD	Omaha Life			.0053			
NON-PARTICIPANT							

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

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 70.3
 Enrollment: 921
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5
 Length of Student Day: 6.4 6.4 6.2
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan			
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	300D		448.22	829.21	941.26	1208.63	35.12	Options:	
DENTAL	BC/BS	2		20.70	20.70	20.70	20.70	Dep. Dental		
PPO:			COMMENTS:						IRS 125: Y	
LIFE									Flex Accounts: Y	
LTD	Madison		(thru sal)						PART-TIME BENEFITS	
NON-PARTICIPANT									Minimum FTE: 0.5	
									Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	75	yes		
Other Info:					
PERSONAL	2			yes	\$50/day unused EOY
BEREAVEMENT	10,5,2				immed family; from sick lv.
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				inc. in 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:	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	29,300	30,472	31,644	32,816	33,988	35,160	36,332	37,504	38,676	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	30,765	31,937	33,109	34,281	35,453	36,625	37,797	38,969	40,141	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
3	32,230	33,402	34,574	35,746	36,918	38,090	39,262	40,434	41,606	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	
4	33,695	34,867	36,039	37,211	38,383	39,555	40,727	41,899	43,071	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	
5	35,160	36,332	37,504	38,676	39,848	41,020	42,192	43,364	44,536	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
6		37,797	38,969	40,141	41,313	42,485	43,657	44,829	46,001	
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	
7			40,434	41,606	42,778	43,950	45,122	46,294	47,466	
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	
8				43,071	44,243	45,415	46,587	47,759	48,931	
				1.47	1.51	1.55	1.59	1.63	1.67	
9				44,536	45,708	46,880	48,052	49,224	50,396	
				1.52	1.56	1.60	1.64	1.68	1.72	
10					47,173	48,345	49,517	50,689	51,861	
					1.61	1.65	1.69	1.73	1.77	
11					48,638	49,810	50,982	52,154	53,326	
					1.66	1.70	1.74	1.78	1.82	
12								53,619	54,791	
								1.83	1.87	

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 660
 Enrollment: 8557
 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: 29,780 Index: 4 x 5
 Starting Salary: 30,605 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7
 Vertical Freeze: 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH	BC/BS	550D	
DENTAL	BC/BS	1	
PPO:	08-09 fringe stipend \$158		COMMENTS:
LIFE			
LTD			
NON-PARTICIPANT			

Cafeteria Plan

Individ.	Depend.
583.33	583.33
Options: H/A,Life,Cash	
IRS 125: Y	
Flex Accounts: Y	
PART-TIME BENEFITS	
Minimum FTE:0.4	
Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info: depend. use up to 10 days only					
PERSONAL	2+1				2 full pay + 1 sub deduct
BEREAVEMENT	3				may add to pers.
PROFESSIONAL	unl.			yes	
ADOPTION	20 from sick lv.				
ASSOCIATION	see prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GRAND ISLAND												
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	29,780	31,269	32,758	34,247	35,736	38,714	38,714	40,203	41,692	43,181	44,670	46,159
	1.00	1.05	1.10	1.15	1.20	1.30	1.30	1.35	1.40	1.45	1.50	1.55
Hiring Base	30,605	32,094	33,583	35,072	36,561	39,539	39,539	41,028	42,517	44,006	45,495	46,984
2	30,971	32,460	33,949	35,438	36,927	39,905	39,905	41,394	42,883	44,372	45,861	47,350
	1.04	1.09	1.14	1.19	1.24	1.34	1.34	1.39	1.44	1.49	1.54	1.59
3	32,162	33,651	35,140	36,629	38,118	41,096	41,096	42,585	44,074	45,563	47,052	48,541
	1.08	1.13	1.18	1.23	1.28	1.38	1.38	1.43	1.48	1.53	1.58	1.63
4	33,949	35,438	36,927	38,416	39,905	42,883	42,883	44,372	45,861	47,350	48,839	50,328
	1.14	1.19	1.24	1.29	1.34	1.44	1.44	1.49	1.54	1.59	1.64	1.69
5	35,736	37,225	38,714	40,203	41,692	44,670	44,670	46,159	47,648	49,137	50,626	52,115
	1.20	1.25	1.30	1.35	1.40	1.50	1.50	1.55	1.60	1.65	1.70	1.75
6	37,523	39,012	40,501	41,990	43,479	46,457	46,457	47,946	49,435	50,924	52,413	53,902
	1.26	1.31	1.36	1.41	1.46	1.56	1.56	1.61	1.66	1.71	1.76	1.81
7	39,310	40,799	42,288	43,777	45,266	48,244	48,244	49,733	51,222	52,711	54,200	55,689
	1.32	1.37	1.42	1.47	1.52	1.62	1.62	1.67	1.72	1.77	1.82	1.87
8						50,030	50,030	51,519	53,008	54,497	55,986	57,475
						1.68	1.68	1.73	1.78	1.83	1.88	1.93
9						51,817	51,817	53,306	54,795	56,284	57,773	59,262
						1.74	1.74	1.79	1.84	1.89	1.94	1.99
10											59,560	61,049
											2.00	2.05
11											61,347	62,836
											2.06	2.11

87-88 BA45 column grandfathered, 02-03 PHD/EdD stipend available, 01-02 Longevity increments available after 20 years;
 08-09 hiring base added (stp 1 + 1/2 prior yr total pkg increase x current yr base)

WORKING CONDITIONS

Contract Days:	188	FTE Teachers:	198.52
Enrollment:	2747	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6.5
Planning Time:	52	98	40
Class Periods/Day:	7	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	30,550	Index:	4 x 4
Starting Salary:	30,550	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
at MA36-if frozen at last stp 2 yrs-\$500 3rd yr.			
Vertical Freeze:	84-85, 85-86		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:	08-09 switch from 300D to 550D			COMMENTS:			
LIFE	Madison Nat'l				2.48		
LTD	Madison Nat'l				.0030 (+B)		
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	2			yes	\$50/day for unused days
BEREAVEMENT	see sick lv.				
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

GRETNA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	30,550	31,772	32,994	34,216		36,049	37,271	38,493	39,715	40,937
	1.00	1.04	1.08	1.12		1.18	1.22	1.26	1.30	1.34
2	31,772	32,994	34,216	35,438		37,271	38,493	39,715	40,937	42,159
	1.04	1.08	1.12	1.16		1.22	1.26	1.30	1.34	1.38
3	32,994	34,216	35,438	36,660		38,493	39,715	40,937	42,159	43,381
	1.08	1.12	1.16	1.20		1.26	1.30	1.34	1.38	1.42
4	34,216	35,438	36,660	37,882		39,715	40,937	42,159	43,381	44,603
	1.12	1.16	1.20	1.24		1.30	1.34	1.38	1.42	1.46
5	35,438	36,660	37,882	39,104		40,937	42,159	43,381	44,603	45,825
	1.16	1.20	1.24	1.28		1.34	1.38	1.42	1.46	1.50
6	36,660	37,882	39,104	40,326		42,159	43,381	44,603	45,825	47,047
	1.20	1.24	1.28	1.32		1.38	1.42	1.46	1.50	1.54
7		39,104	40,326	41,548		43,381	44,603	45,825	47,047	48,269
		1.28	1.32	1.36		1.42	1.46	1.50	1.54	1.58
8			41,548	42,770		44,603	45,825	47,047	48,269	49,491
			1.36	1.40		1.46	1.50	1.54	1.58	1.62
9				43,992		45,825	47,047	48,269	49,491	50,713
				1.44		1.50	1.54	1.58	1.62	1.66
10				45,214		47,047	48,269	49,491	50,713	51,935
				1.48		1.54	1.58	1.62	1.66	1.70
11						48,269	49,491	50,713	51,935	53,157
						1.58	1.62	1.66	1.70	1.74
12						49,491	50,713	51,935	53,157	54,379
						1.62	1.66	1.70	1.74	1.78
13						50,102	50,713	51,935	53,157	54,379
						1.64	1.66	1.70	1.74	1.78
14								54,379	55,601	56,823
								1.78	1.82	1.86
15										58,045
										1.90
16										59,267
										1.94

BA+36 grandfathered 89-90

Hampton

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	192	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.25	7.25	7.25	7.25
Planning Time:	50	50	60	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	27,000	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	87-88		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56	
DENTAL	BC/BS	2	20.70	38.30	43.47	55.82	
PPO:	Vision - \$3.95/mo		COMMENTS:				
LIFE	Madison Ntl.				2.22		
LTD	Madison Ntl.				.0056		
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options: H/A

IRS 125: Y
Flex Accounts:
PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: FTE

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HAMPTON					
Step	BA	BA+12	BA+24	BA+36	MA+12
1	27,000	28,080	29,160	31,320	32,400
	1.00	1.04	1.08	1.16	1.20
2	28,080	29,160	30,240	32,400	33,480
	1.04	1.08	1.12	1.20	1.24
3	29,160	30,240	31,320	33,480	34,560
	1.08	1.12	1.16	1.24	1.28
4	30,240	31,320	32,400	34,560	35,640
	1.12	1.16	1.20	1.28	1.32
5	31,320	32,400	33,480	35,640	36,720
	1.16	1.20	1.24	1.32	1.36
6	32,400	33,480	34,560	36,720	37,800
	1.20	1.24	1.28	1.36	1.40
7		34,560	35,640	37,800	38,880
		1.28	1.32	1.40	1.44
8		35,640	36,720	38,880	39,960
		1.32	1.36	1.44	1.48
9		36,720	37,800	39,960	41,040
		1.36	1.40	1.48	1.52
10			38,880	41,040	42,120
			1.44	1.52	1.56
11				42,120	43,200
				1.56	1.60
12				43,200	44,280
				1.60	1.64
13				44,280	45,360
				1.64	1.68
14				45,360	46,440
				1.68	1.72
15				46,440	47,520
				1.72	1.76
16					48,600
					1.80
17					49,680
					1.84

Hartington

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 31
 Enrollment: 262
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7
 Planning Time: 51 51 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,900 Index: 4 x 4
 Starting Salary: 26,900 Entry Level Step: 1
 Career Increments: N Experience Allowed: 6
 Vertical Freeze: 87-88
 Rollback: 86-87 (2 Steps)
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D				866.67
DENTAL	BC/BS	1				Cafeteria
PPO:			COMMENTS:			
LIFE	Madison Nat'l					
LTD	Madison Nat'l					
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 866.67 866.67
 Options: H/A,Dent.,LTD,
 Life,TSA, Cash
 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	70	yes		
Other Info: 5 for depend. use					
PERSONAL	2			yes	may bank up to 3
BEREAVEMENT	7				
PROFESSIONAL	supt. disc.			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:

HARTINGTON							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	26,900	27,976	29,052	30,128	31,204	32,280	33,356
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	27,976	29,052	30,128	31,204	32,280	33,356	34,432
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,052	30,128	31,204	32,280	33,356	34,432	35,508
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,128	31,204	32,280	33,356	34,432	35,508	36,584
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,204	32,280	33,356	34,432	35,508	36,584	37,660
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	32,280	33,356	34,432	35,508	36,584	37,660	38,736
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		34,432	35,508	36,584	37,660	38,736	39,812
		1.28	1.32	1.36	1.40	1.44	1.48
8		35,508	36,584	37,660	38,736	39,812	40,888
		1.32	1.36	1.40	1.44	1.48	1.52
9		36,584	37,660	38,736	39,812	40,888	41,964
		1.36	1.40	1.44	1.48	1.52	1.56
10		37,660	38,736	39,812	40,888	41,964	43,040
		1.40	1.44	1.48	1.52	1.56	1.60
11			39,812	40,888	41,964	43,040	44,116
			1.48	1.52	1.56	1.60	1.64
12				41,964	43,040	44,116	45,192
				1.56	1.60	1.64	1.68
13				43,040	44,116	45,192	46,268
				1.60	1.64	1.68	1.72
14					45,192	46,268	47,344
					1.68	1.72	1.76
15					46,268	47,344	48,420
					1.72	1.76	1.80
16						48,420	49,496
						1.80	1.84

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 26
 Enrollment: 271
 Length of Teacher Day: 8.25 HS JH/MS ELEM 8.25 8.25
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,170 Index: 4 x 4
 Starting Salary: 30,424 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	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	35.12
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	Dep. Dental
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:			COMMENTS:				
LIFE							
LTD	Madison Nat'l				.0045(thru sal.)		
NON-PARTICIPANT							

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	12	40	no		
Other Info:					
PERSONAL	2			yes	\$25/unused day per year up to
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	1			yes	
ADOPTION	30				from sick lv
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: 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	28,170	29,297	30,424	31,550	32,677	33,804	34,931
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,297	30,424	31,550	32,677	33,804	34,931	36,058
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	30,424	31,550	32,677	33,804	34,931	36,058	37,184
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	31,550	32,677	33,804	34,931	36,058	37,184	38,311
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	32,677	33,804	34,931	36,058	37,184	38,311	39,438
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		34,931	36,058	37,184	38,311	39,438	40,565
		1.24	1.28	1.32	1.36	1.40	1.44
7		36,058	37,184	38,311	39,438	40,565	41,692
		1.28	1.32	1.36	1.40	1.44	1.48
8			38,311	39,438	40,565	41,692	42,818
			1.36	1.40	1.44	1.48	1.52
9				40,565	41,692	42,818	43,945
				1.44	1.48	1.52	1.56
10					42,818	43,945	45,072
					1.52	1.56	1.60
11						45,072	46,199
						1.60	1.64
12							47,326
							1.68

BA+36 frozen 1 year after entering

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 275.4
 Enrollment: 3375
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5
 Length of Student Day: 7.5 7 7
 Planning Time: 45 88 40
 Class Periods/Day: 10 9
 Normal Teaching Load: 6.5 6

SALARY SCHEDULE

Base: 29,420 Index: 4.5 x 4.5
 Starting Salary: 29,420 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	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	550D	426.49	749.57	850.86	1092.54	455.15
DENTAL	BC/BS	3	42.82	42.82	42.82	42.82	Full Ins. + \$325

PPO: If take ind. receive add'l \$200 over
 LIFE
 LTD Nat'l School
 NON-PARTICIPANT

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	29,420	30,744	32,068	33,392	34,716	34,716	36,040	37,363	38,687	40,011	41,335
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	30,744	32,068	33,392	34,716	36,040	36,040	37,363	38,687	40,011	41,335	42,659
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	32,068	33,392	34,716	36,040	37,363	37,363	38,687	40,011	41,335	42,659	43,983
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	33,392	34,716	36,040	37,363	38,687	38,687	40,011	41,335	42,659	43,983	45,307
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	34,716	36,040	37,363	38,687	40,011	40,011	41,335	42,659	43,983	45,307	46,631
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	36,040	37,363	38,687	40,011	41,335	41,335	42,659	43,983	45,307	46,631	47,955
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	37,363	38,687	40,011	41,335	42,659	42,659	43,983	45,307	46,631	47,955	49,279
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	38,687	40,011	41,335	42,659	43,983	43,983	45,307	46,631	47,955	49,279	50,602
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			43,100	43,983	45,307	45,307	46,631	47,955	49,279	50,602	51,926
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				45,748	46,631	46,631	47,955	49,279	50,602	51,926	53,250
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					47,955	47,955	49,279	50,602	51,926	53,250	54,574
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12					49,279	49,279	50,602	51,926	53,250	54,574	55,898
					1.675	1.675	1.72	1.765	1.81	1.855	1.9
13						50,602	51,926	53,250	54,574	55,898	57,222
						1.72	1.765	1.81	1.855	1.9	1.945
14						51,926	53,250	54,574	55,898	57,222	58,546
						1.765	1.81	1.855	1.9	1.945	1.99
15										58,546	59,870
										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

Hayes Center

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 21.75
 Enrollment: 159
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.75
 Planning Time: 50 50 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,800 Index: 4 x 4.5
 Starting Salary: 26,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	35.12	Options:	
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD	Principal				.0025			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	Percent of base for tuition				
PERSONAL	1			yes	3 add'l. from sick lv.
BEREAVEMENT	unl.				w/appr.
PROFESSIONAL	unl.			yes	
ADOPTION	Approval				
ASSOCIATION	Approval				

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:

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	41.5
Enrollment:	375	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	50	50	
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	28,400	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1(D)
Career Increments:	Y	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child		Individ. Depend.
HEALTH	BC/BS	300D		Dep. Dental	Options:
DENTAL	BC/BS	1			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts:
LIFE	Guardian				PART-TIME BENEFITS
LTD					Minimum FTE: 1
NON-PARTICIPANT			\$470 annuity		Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
PERSONAL	3			no	1 add w/sub deduct
BEREAVEMENT	see sick lv.				
PROFESSIONAL	adm. disc.			yes	
ADOPTION	5				from sick lv.
ASSOCIATION	see prof. 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:

OTHER LEAVES:

HEMINGFORD									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,400	29,678	30,956	32,234	33,512	34,790	36,068	37,346	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	29,678	30,956	32,234	33,512	34,790	36,068	37,346	38,624	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
3	30,956	32,234	33,512	34,790	36,068	37,346	38,624	39,902	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
4	32,234	33,512	34,790	36,068	37,346	38,624	39,902	41,180	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
5	33,512	34,790	36,068	37,346	38,624	39,902	41,180	42,458	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
6		36,068	37,346	38,624	39,902	41,180	42,458	43,736	
		1.27	1.315	1.36	1.405	1.45	1.495	1.54	
7		37,346	38,624	39,902	41,180	42,458	43,736	45,014	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	
8			39,902	41,180	42,458	43,736	45,014	46,292	
			1.405	1.45	1.495	1.54	1.585	1.63	
9				42,458	43,736	45,014	46,292	47,570	
				1.495	1.54	1.585	1.63	1.675	
10					45,014	46,292	47,570	48,848	
					1.585	1.63	1.675	1.72	
11					46,292	47,570	48,848	50,126	
					1.63	1.675	1.72	1.765	
12						48,848	50,126	51,404	
						1.72	1.765	1.81	
13							51,404	52,682	
							1.81	1.855	
14								53,960	
								1.9	
15								55,238	
								1.945	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 38.78
 Enrollment: 500
 Length of Teacher Day: 8 HS JH/MS ELEM 8 8 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 49 49 49
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,300 Index: 5 x 4
 Starting Salary: Entry Level Step: 0
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	1	20.16	37.30	42.34	54.36
PPO:			COMMENTS:			
LIFE						
LTD	Unk		.0060 (thru sal)			
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:					
PERSONAL	4			yes	
BEREAVEMENT	5				2 for non-family
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HERSHEY								
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	MA+18	MA+27
BASE	27,300							
	1.00							
1	28,665	29,757	30,849	31,941	33,033	34,125	35,217	36,309
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33
2	30,030	31,122	32,214	33,306	34,398	35,490	36,582	37,674
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38
3	31,395	32,487	33,579	34,671	35,763	36,855	37,947	39,039
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43
4	32,760	33,852	34,944	36,036	37,128	38,220	39,312	40,404
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5		35,217	36,309	37,401	38,493	39,585	40,677	41,769
		1.29	1.33	1.37	1.41	1.45	1.49	1.53
6		36,582	37,674	38,766	39,858	40,950	42,042	43,134
		1.34	1.38	1.42	1.46	1.50	1.54	1.58
7			39,039	40,131	41,223	42,315	43,407	44,499
			1.43	1.47	1.51	1.55	1.59	1.63
8			40,404	41,496	42,588	43,680	44,772	45,864
			1.48	1.52	1.56	1.60	1.64	1.68
9				42,861	43,953	45,045	46,137	47,229
				1.57	1.61	1.65	1.69	1.73
10				44,226	45,318	46,410	47,502	48,594
				1.62	1.66	1.70	1.74	1.78
11					46,683	47,775	48,867	49,959
					1.71	1.75	1.79	1.83
12					48,048	49,140	50,232	51,324
					1.76	1.80	1.84	1.88
13						50,505	51,597	52,689
						1.85	1.89	1.93
14							52,962	54,054
							1.94	1.98
15								55,419
								2.03
16								56,784
								2.08

04-05 staff hired prior to 03-04 is grandfathered into a separate schedule. Contact NSEA for details.

High Plains Community

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	33.41
Enrollment:	269	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.33	7.2	7.4
Planning Time:	80	80	80
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base:	28,000	Index:	4 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	1	20.16	20.16	20.16	20.16
PPO:			COMMENTS:			
LIFE						
LTD	Horace Mann					
NON-PARTICIPANT						

Cafeteria Plan

Individ.	Depend.
34.20	
Dep. Dental	
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			no	
BEREAVEMENT	2				w/approv
PROFESSIONAL	adm. approv.			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	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HIGH PLAINS COMMUNITY SCHOOL									
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	
					MA				
1	28,000	29,260	30,520	31,780	33,040	34,300	35,560		
	1.00	1.045	1.09	1.135	1.18	1.225	1.27		
2	29,120	30,380	31,640	32,900	34,160	35,420	36,680		
	1.04	1.085	1.13	1.175	1.22	1.265	1.31		
3	30,240	31,500	32,760	34,020	35,280	36,540	37,800		
	1.08	1.125	1.17	1.215	1.26	1.305	1.35		
4	31,360	32,620	33,880	35,140	36,400	37,660	38,920		
	1.12	1.165	1.21	1.255	1.3	1.345	1.39		
5	32,480	33,740	35,000	36,260	37,520	38,780	40,040		
	1.16	1.205	1.25	1.295	1.34	1.385	1.43		
6	33,600	34,860	36,120	37,380	38,640	39,900	41,160		
	1.2	1.245	1.29	1.335	1.38	1.425	1.47		
7	34,720	35,980	37,240	38,500	39,760	41,020	42,280		
	1.24	1.285	1.33	1.375	1.42	1.465	1.51		
8		37,100	38,360	39,620	40,880	42,140	43,400		
		1.325	1.37	1.415	1.46	1.505	1.55		
9			39,480	40,740	42,000	43,260	44,520		
			1.41	1.455	1.5	1.545	1.59		
10				41,860	43,120	44,380	45,640		
				1.495	1.54	1.585	1.63		
11					44,240	45,500	46,760		
					1.58	1.625	1.67		
12					45,360	46,620	47,880		
					1.62	1.665	1.71		
13						47,740	49,000		
						1.705	1.75		
14							50,120		
							1.79		

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 24
 Enrollment: 234
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 6.5
 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: 10
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	Dep. Dental	Options:
DENTAL	BC/BS	1	20.16	20.16	20.16	20.16		IRS 125: Y
PPO:	Emp pays 1st \$100 of ded; bd pay							Flex Accounts: Y
LIFE	Principal				4.95			PART-TIME BENEFITS
LTD	Principal				.0041			Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Holdrege

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	97.102
Enrollment:	1150	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.6	7.5	7.3
Planning Time:	50	45	45
Class Periods/Day:	8	9	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,800	Index:	4.5 x 4.5
Starting Salary:	30,302	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	4(D)
Vertical Freeze:	85-86		
Rollback:	95-96		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE	Principal				3.88		
LTD	Principal				.0029 (thru sal)		
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	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

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

HOLDREGE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	27,800	29,051	30,302	31,553	32,804	34,055	35,306	36,557	37,808	39,059
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	29,051	30,302	31,553	32,804	34,055	35,306	36,557	37,808	39,059	40,310
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	30,302	31,553	32,804	34,055	35,306	36,557	37,808	39,059	40,310	41,561
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.54
4	31,553	32,804	34,055	35,306	36,557	37,808	39,059	40,310	41,561	42,812
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.54	1.585
5	32,804	34,055	35,306	36,557	37,808	39,059	40,310	41,561	42,812	44,063
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.54	1.585	1.63
6	34,055	35,306	36,557	37,808	39,059	40,310	41,561	42,812	44,063	45,314
	1.225	1.27	1.315	1.36	1.405	1.45	1.54	1.585	1.63	1.675
7	35,306	36,557	37,808	39,059	40,310	41,561	42,812	44,063	45,314	46,565
	1.27	1.315	1.36	1.405	1.45	1.54	1.585	1.63	1.675	1.72
8	36,557	37,808	39,059	40,310	41,561	42,812	44,063	45,314	46,565	47,816
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9			40,310	41,561	42,812	44,063	45,314	46,565	47,816	49,067
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10				42,812	44,063	45,314	46,565	47,816	49,067	50,318
				1.54	1.585	1.63	1.675	1.72	1.765	1.81
11					45,314	46,565	47,816	49,067	50,318	51,569
					1.63	1.675	1.72	1.765	1.81	1.855
12					46,565	47,816	49,067	50,318	51,569	52,820
					1.675	1.72	1.765	1.81	1.855	1.9
13							50,318	51,569	52,820	54,071
							1.81	1.855	1.9	1.945
14								52,820	54,071	
								1.9	1.945	

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	32.175
Enrollment:	396	HS	JH/MS
Length of Teacher Day:	7.8	7.8	7.8
Length of Student Day:	7.28	7.28	7.28
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	26,100	Index:	4 x 4
Starting Salary:	26,100	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	9
part-time teachers over 0.425 rec full h/a			
Vertical Freeze:	87-88		
Rollback:	87-88 (1 Step)		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	426.49	426.49	426.49
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:	Indiv prem paid + "add'l ins allowa COMMENTS:					
LIFE						
LTD						
NON-PARTICIPANT	\$104.17 cash-in-lieu					

Cafeteria Plan

Individ.	Depend.
Options:	
IRS 125: Y	
Flex Accounts: Y	
PART-TIME BENEFITS	
Minimum FTE: 0.425	
Contribution: fte*	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:	Retire: \$20/day				
PERSONAL	2			yes	
BEREAVEMENT	5				
PROFESSIONAL	adm. disc.				
ADOPTION	adm. disc.				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HOMER										
Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	
1	26,100	27,144	28,188	29,232	30,276	31,320	32,364	33,408	34,452	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	27,144	28,188	29,232	30,276	31,320	32,364	33,408	34,452	35,496	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
3	28,188	29,232	30,276	31,320	32,364	33,408	34,452	35,496	36,540	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
4	29,232	30,276	31,320	32,364	33,408	34,452	35,496	36,540	37,584	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
5	30,276	31,320	32,364	33,408	34,452	35,496	36,540	37,584	38,628	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
6	31,320	32,364	33,408	34,452	35,496	36,540	37,584	38,628	39,672	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
7	32,364	33,408	34,452	35,496	36,540	37,584	38,628	39,672	40,716	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
8	33,408	34,452	35,496	36,540	37,584	38,628	39,672	40,716	41,760	
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	
9		35,496	36,540	37,584	38,628	39,672	40,716	41,760	42,804	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	
10		36,540	37,584	38,628	39,672	40,716	41,760	42,804	43,848	
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	
11			38,628	39,672	40,716	41,760	42,804	43,848	44,892	
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	
12					41,760	42,804	43,848	44,892	45,936	
					1.60	1.64	1.68	1.72	1.76	
13						43,848	44,892	45,936	46,980	
						1.68	1.72	1.76	1.80	
14							45,936	46,980	48,024	
							1.76	1.80	1.84	
15								48,024	49,068	
								1.84	1.88	
16									50,112	
									1.92	

Additional insurance amounts based on percentage times the difference in premium between 1050D single and family insurance: Step 1-3 (80%); Step 4-6 (85%); Step 7-9 (90%); Step 10-12 (95%); Step 13 & Above (100%); part time receive allowance & H/A benefits = to fte; 02-03 all experience is allowed

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 19.5
 Enrollment: 190
 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: 29,500 Index: 4 x 4
 Starting Salary: 29,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback: 88-89 (1 Step)
 Multi-year Contract: 08-09, 09-10

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	550	Individ. Depend.	
HEALTH	BC/BS	300D					550	650	
DENTAL	BC/BS	2							
PPO:			COMMENTS:						Options:
LIFE								IRS 125:	
LTD	Am. Fidelity							Flex Accounts:	
NON-PARTICIPANT								PART-TIME BENEFITS	
								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HOWELLS									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	29,500	30,680	31,860	33,040	34,220	34,220	35,400	36,580	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	30,680	31,860	33,040	34,220	35,400	35,400	36,580	37,760	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	31,860	33,040	34,220	35,400	36,580	36,580	37,760	38,940	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	33,040	34,220	35,400	36,580	37,760	37,760	38,940	40,120	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	34,220	35,400	36,580	37,760	38,940	38,940	40,120	41,300	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6	35,400	36,580	37,760	38,940	40,120	40,120	41,300	42,480	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7	36,580	37,760	38,940	40,120	41,300	41,300	42,480	43,660	
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	
8	37,760	38,940	40,120	41,300	42,480	42,480	43,660	44,840	
	1.26	1.32	1.36	1.40	1.44	1.44	1.48	1.52	
9			41,300	42,480	43,660	43,660	44,840	46,020	
			1.40	1.44	1.48	1.48	1.52	1.56	
10			41,890	43,660	44,840	44,840	46,020	47,200	
			1.42	1.48	1.52	1.52	1.56	1.60	
11			42,480	44,250	46,020	46,020	47,200	48,380	
			1.44	1.50	1.56	1.56	1.60	1.64	
12			43,070	44,840	46,610	46,610	48,380	49,560	
			1.46	1.52	1.58	1.58	1.64	1.68	
13				45,430	47,200	47,200	48,970	50,150	
				1.54	1.60	1.60	1.66	1.70	
14						47,790	49,560	50,740	
						1.62	1.68	1.72	
15						48,380	50,150	51,330	
						1.64	1.70	1.74	

Humboldt-Table Rock-Steinauer

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 391
 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: 28,300 Index: 4 x 4
 Starting Salary: 28,300 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE						
LTD	Principal		.0025			
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

HUMBOLDT-TABLE ROCK-STEINAUER								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	28,300	29,432	30,564	31,696	32,828	33,960	35,092	36,224
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	29,432	30,564	31,696	32,828	33,960	35,092	36,224	37,356
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	30,564	31,696	32,828	33,960	35,092	36,224	37,356	38,488
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	31,696	32,828	33,960	35,092	36,224	37,356	38,488	39,620
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	32,828	33,960	35,092	36,224	37,356	38,488	39,620	40,752
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	33,960	35,092	36,224	37,356	38,488	39,620	40,752	41,884
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	35,092	36,224	37,356	38,488	39,620	40,752	41,884	43,016
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		37,356	38,488	39,620	40,752	41,884	43,016	44,148
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			39,620	40,752	41,884	43,016	44,148	45,280
			1.40	1.44	1.48	1.52	1.56	1.60
10				41,884	43,016	44,148	45,280	46,412
				1.48	1.52	1.56	1.60	1.64
11					44,148	45,280	46,412	47,544
					1.56	1.60	1.64	1.68
12						46,412	47,544	48,676
						1.64	1.68	1.72
13							48,676	49,808
							1.72	1.76
14								50,940
								1.80

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

Humphrey

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25.88
 Enrollment: 306
 Length of Teacher Day: 8 8 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: 26,775 Index: 4 x 4
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	35.12	Options:	
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125:	
LIFE							Flex Accounts:		
LTD	National Ins							PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE:	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,7	unl	yes		
Other Info:	Severance: \$15/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:

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 20.5
 Enrollment: 121
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 6.5
 Planning Time: 53 53
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	300D		448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2		20.70	38.30	43.47	55.82
PPO:				COMMENTS:			
LIFE							
LTD	Omaha Life					.0061	
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0
 Contribution: full ind.

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	from sick lv.
BEREAVEMENT	from sick lv.				
PROFESSIONAL	2			yes	\$50 for expenses
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HYANNIS						
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9
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	32,240	33,280	34,320	35,360	36,400	37,440
	1.24	1.28	1.32	1.36	1.40	1.44
8		34,320	35,360	36,400	37,440	38,480
		1.32	1.36	1.40	1.44	1.48
9		35,360	36,400	37,440	38,480	39,520
		1.36	1.40	1.44	1.48	1.52
10			37,440	38,480	39,520	40,560
			1.44	1.48	1.52	1.56
11			38,480	39,520	40,560	41,600
			1.48	1.52	1.56	1.60
12				40,560	41,600	42,640
				1.56	1.60	1.64
13				41,600	42,640	43,680
				1.60	1.64	1.68
14					43,680	44,720
					1.68	1.72
15					44,720	45,760
					1.72	1.76
16						46,800
						1.80
17						47,840
						1.84

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	375.35
Enrollment:	5084	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7	7
Planning Time:	60	57	30
Class Periods/Day:	4	9	
Normal Teaching Load:	3	7.5	

SALARY SCHEDULE

Base:	29,429	Index:	4.5 x 4.5
Starting Salary:	29,429	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	7(D)
Vertical Freeze:	85-86		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	702.08	Individ. Depend. 702.08 702.08
HEALTH	BC/BS	550D		cafeteria	Options: H/A, Cash
DENTAL	BC/BS	2			
PPO:			COMMENTS:		IRS 125: Y
LIFE					Flex Accounts: Y
LTD	Nat'l Ins		.0030		PART-TIME BENEFITS
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+36				
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	29,429	30,753	32,078	33,402	34,726	36,051	37,375	38,699	40,023	41,348
	1	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	30,753	32,078	33,402	34,726	36,051	37,375	38,699	40,023	41,348	42,672
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	32,078	33,402	34,726	36,051	37,375	38,699	40,023	41,348	42,672	43,996
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	33,402	34,726	36,051	37,375	38,699	40,023	41,348	42,672	43,996	45,321
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	34,726	36,051	37,375	38,699	40,023	41,348	42,672	43,996	45,321	46,645
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	36,051	37,375	38,699	40,023	41,348	42,672	43,996	45,321	46,645	47,969
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	37,375	38,699	40,023	41,348	42,672	43,996	45,321	46,645	47,969	49,294
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	38,699	40,023	41,348	42,672	43,996	45,321	46,645	47,969	49,294	50,618
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		41,348	42,672	43,996	45,321	46,645	47,969	49,294	50,618	51,942
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			43,996	45,321	46,645	47,969	49,294	50,618	51,942	53,266
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				46,645	47,969	49,294	50,618	51,942	53,266	54,591
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					49,294	50,618	51,942	53,266	54,591	55,915
					1.675	1.72	1.765	1.81	1.855	1.9
13					50,618	51,942	53,266	54,591	55,915	57,239
					1.72	1.765	1.81	1.855	1.9	1.945
14					51,942	53,266	54,591	55,915	57,239	58,564
					1.765	1.81	1.855	1.9	1.945	1.99
15									58,564	59,888
									1.99	2.035

Longevity increments available on BA36 & MA45 columns

Kenesaw

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 23
 Enrollment: 268
 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: 27,200 Index: 4 x 4
 Starting Salary: 27,200 Entry Level Step: 1
 Career Increments: N Experience Allowed: (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56	34.20	Options:	
DENTAL	BC/BS	1	20.16	20.16	20.16	20.16	Dep. Dental	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD								PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	3			yes	2 add'l from sick lv
BEREAVEMENT	3				w/appr. + 2 sick lv for non-famil
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:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

KENESAW									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	27,200	28,288	29,376	30,464	31,008	31,552	32,640	33,728	
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	
2	28,288	29,376	30,464	31,552	32,096	32,640	33,728	34,816	
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28	
3	29,376	30,464	31,552	32,640	33,184	33,728	34,816	35,904	
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32	
4	30,464	31,552	32,640	33,728	34,272	34,816	35,904	36,992	
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36	
5	31,552	32,640	33,728	34,816	35,360	35,904	36,992	38,080	
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40	
6	32,640	33,728	34,816	35,904	36,448	36,992	38,080	39,168	
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	
7		34,816	35,904	36,992	37,536	38,080	39,168	40,256	
		1.28	1.32	1.36	1.38	1.40	1.44	1.48	
8		35,904	36,992	38,080	38,624	39,168	40,256	41,344	
		1.32	1.36	1.40	1.42	1.44	1.48	1.52	
9		36,992	38,080	39,168	39,712	40,256	41,344	42,432	
		1.36	1.40	1.44	1.46	1.48	1.52	1.56	
10			39,168	40,256	40,800	41,344	42,432	43,520	
			1.44	1.48	1.50	1.52	1.56	1.60	
11				41,344	41,888	42,432	43,520	44,608	
				1.52	1.54	1.56	1.60	1.64	
12						43,520	44,608	45,696	
						1.60	1.64	1.68	

Lakeview Community Schools

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 61
 Enrollment: 761
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 51
 Class Periods/Day: 7
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 27,250 Index: 5 x 4
 Starting Salary: 27,250 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	447.19	Options:	
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	TSA	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD								PART-TIME BENEFITS	
NON-PARTICIPANT							\$417.19 TSA in amt of indiv prem.	Minimum FTE: 0.5	Contribution: full*

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES:

LAKEVIEW COMMUNITY SCHOOLS										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+18	MA+27	MA+36	
1	27,250	28,340	29,430	30,520	31,610	32,700	33,790	34,880	35,970	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	28,613	29,703	30,793	31,883	32,973	34,063	35,153	36,243	37,333	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
3	29,975	31,065	32,155	33,245	34,335	35,425	36,515	37,605	38,695	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	
4	31,338	32,428	33,518	34,608	35,698	36,788	37,878	38,968	40,058	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	
5	32,700	33,790	34,880	35,970	37,060	38,150	39,240	40,330	41,420	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
6	34,063	35,153	36,243	37,333	38,423	39,513	40,603	41,693	42,783	
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	
7	35,425	36,515	37,605	38,695	39,785	40,875	41,965	43,055	44,145	
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	
8	36,788	37,878	38,968	40,058	41,148	42,238	43,328	44,418	45,508	
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	
9		39,240	40,330	41,420	42,510	43,600	44,690	45,780	46,870	
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	
10		40,603	41,693	42,783	43,873	44,963	46,053	47,143	48,233	
		1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	
11			43,055	44,145	45,235	46,325	47,415	48,505	49,595	
			1.58	1.62	1.66	1.70	1.74	1.78	1.82	
12			44,418	45,508	46,598	47,688	48,778	49,868	50,958	
			1.63	1.67	1.71	1.75	1.79	1.83	1.87	
13				46,870	47,960	49,050	50,140	51,230	52,320	
				1.72	1.76	1.80	1.84	1.88	1.92	
14					49,323	50,413	51,503	52,593	53,683	
					1.81	1.85	1.89	1.93	1.97	

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	18.82
Enrollment:	160	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	8	8	8
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	26,500	Index:	4 x 4
Starting Salary:	26,500	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE						
LTD	Principal					
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:
PART-TIME BENEFITS
Minimum FTE: 0.1
Contribution: fte

LEAVES

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

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:

LEIGH							
	BA	BA+9	BA+18	BA+27	MA	MA+15	MA+30
Step					BA+36		
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				40,280	41,340	42,400	43,460
				1.52	1.56	1.60	1.64
12					42,400	43,460	44,520
					1.60	1.64	1.68
13						44,520	45,580
						1.68	1.72

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	21.9
Enrollment:	193	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	6.6	6.6	6.4
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	28,050	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District		
			H/A-Dent	Individ.	EE/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64
DENTAL	BC/BS	2	20.70	20.70	20.70
PPO:	Dist pays 250/500 of ded		COMMENTS:		
LIFE					
LTD					
NON-PARTICIPANT					

Cafeteria Plan

Individ.	Depend.
125	
TSA	Options:
	IRS 125:
	Flex Accounts:
PART-TIME BENEFITS	
Minimum FTE: 0.4	
Contribution: .5 fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

LEWISTON						
Step	BA	BA+9	BA+18	BA+27	BA+36	
					MA	MA+9
1	28,050	29,172	30,294	31,416	32,538	33,660
	1.00	1.04	1.08	1.12	1.16	1.20
2	29,172	30,294	31,416	32,538	33,660	34,782
	1.04	1.08	1.12	1.16	1.20	1.24
3	30,294	31,416	32,538	33,660	34,782	35,904
	1.08	1.12	1.16	1.20	1.24	1.28
4	31,416	32,538	33,660	34,782	35,904	37,026
	1.12	1.16	1.20	1.24	1.28	1.32
5	32,538	33,660	34,782	35,904	37,026	38,148
	1.16	1.20	1.24	1.28	1.32	1.36
6		34,782	35,904	37,026	38,148	39,270
		1.24	1.28	1.32	1.36	1.40
7		35,904	37,026	38,148	39,270	40,392
		1.28	1.32	1.36	1.40	1.44
8			38,148	39,270	40,392	41,514
			1.36	1.40	1.44	1.48
9				40,392	41,514	42,636
				1.44	1.48	1.52
10				41,514	42,636	43,758
				1.48	1.52	1.56
11					43,758	44,880
					1.56	1.60
12					44,880	46,002
					1.60	1.64
13					46,002	47,124
					1.64	1.68
14					47,124	48,246
					1.68	1.72
15					48,246	49,368
					1.72	1.76

Lexington

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 2841
 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: 31,000 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze: 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56	35.12	Options:
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental	Options:
PPO:			COMMENTS:					IRS 125: Y
LIFE								Flex Accounts: Y
LTD	Unk							PART-TIME BENEFITS
NON-PARTICIPANT					(thru sal)			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-immed fam				3 days others
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	MA+9	MA+18	MA+27	MA+36
1	31,000	32,240	33,480	34,720	35,960	37,200	38,440	39,680	40,920	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	32,550	33,790	35,030	36,270	37,510	38,750	39,990	41,230	42,470	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
3	34,100	35,340	36,580	37,820	39,060	40,300	41,540	42,780	44,020	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	
4		36,890	38,130	39,370	40,610	41,850	43,090	44,330	45,570	
		1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	
5			39,680	40,920	42,160	43,400	44,640	45,880	47,120	
			1.28	1.32	1.36	1.40	1.44	1.48	1.52	
6				42,470	43,710	44,950	46,190	47,430	48,670	
				1.37	1.41	1.45	1.49	1.53	1.57	
7				44,020	45,260	46,500	47,740	48,980	50,220	
				1.42	1.46	1.50	1.54	1.58	1.62	
8					46,810	48,050	49,290	50,530	51,770	
					1.51	1.55	1.59	1.63	1.67	
9					48,360	49,600	50,840	52,080	53,320	
					1.56	1.60	1.64	1.68	1.72	
10						51,150	52,390	53,630	54,870	
						1.65	1.69	1.73	1.77	
11							53,940	55,180	56,420	
							1.74	1.78	1.82	
12								56,730	57,970	
								1.83	1.87	

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	29.26
Enrollment:	235	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7	7
Planning Time:	100	100	40
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base:	27,000	Index:	4.5 x 4.5
Starting Salary:	29,430	Entry Level Step:	1*
Career Increments:	N	Experience Allowed:	all
\$100 tuition credit per teacher; new teachers frz at stp 3 for 3 yrs.			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	383.84	710.12	806.08	1035.05
DENTAL	BC/BS	2				
PPO:	ded reimbursed 275/550, dist pay€COMMENTS:					
LIFE	Guardian				3.75	
LTD	Fortis					
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:
PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info: \$25/day over 30					
PERSONAL	2			Yes	accum. to 3
BEREAVEMENT	unl.				immed. fam.
PROFESSIONAL	as appr			Yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

LEYTON							
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18
BASE	27,000						
	1.00						
1	29,430	30,645	31,860	33,075	34,290	35,505	36,720
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	29,430	30,645	31,860	33,075	34,290	35,505	36,720
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	29,430	30,645	31,860	33,075	34,290	35,505	36,720
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	30,645	31,860	33,075	34,290	35,505	36,720	37,935
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	31,860	33,075	34,290	35,505	36,720	37,935	39,150
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	33,075	34,290	35,505	36,720	37,935	39,150	40,365
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7	34,290	35,505	36,720	37,935	39,150	40,365	41,580
	1.27	1.315	1.36	1.405	1.45	1.495	1.54
8	35,505	36,720	37,935	39,150	40,365	41,580	42,795
	1.315	1.36	1.405	1.45	1.495	1.54	1.585
9		37,935	39,150	40,365	41,580	42,795	44,010
		1.405	1.45	1.495	1.54	1.585	1.63
10			40,365	41,580	42,795	44,010	45,225
			1.495	1.54	1.585	1.63	1.675
11			41,580	42,795	44,010	45,225	46,440
			1.54	1.585	1.63	1.675	1.72
12				44,010	45,225	46,440	47,655
				1.63	1.675	1.72	1.765
13					46,440	47,655	48,870
					1.72	1.765	1.81
14					47,655	48,870	50,085
					1.765	1.81	1.855
15					48,870	50,085	51,300
					1.81	1.855	1.9
16						51,300	52,515
						1.9	1.945

WORKING CONDITIONS

Contract Days: 190 FTE Teachers: 2706.6
 Enrollment: 34061
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: vary vary 6.5
 Planning Time: 100 100 95
 Class Periods/Day: 7 7
 Normal Teaching Load: 5 5

SALARY SCHEDULE

Base: 34,908 Index: 0 x 0
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 32
 02-03 indx career stps; 03-04 sch is 21 stps;06-07 move caf to sched
 Vertical Freeze: 95-96
 Rollback:
 Multi-year Contract: 08-09, 09-10

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	370
HEALTH	BC/BS	300D	408.33	509.95	577.18	737.60	
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE	Met Life						
LTD	Jefferson Pilot						
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 Options: H/A,Dent,Life, LTD,Vis,Cash
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE:0
 Contribution: fte*

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	unl.	yes		
Other Info:	\$16.50/hr. accum. s/l after 10 yrs. at sev.				
PERSONAL	see sick lv.				
BEREAVEMENT	5/ea. occur.				w/appr.
PROFESSIONAL	unl.			yes	
ADOPTION	20 from sick lv.				or sub ded.
ASSOCIATION	60, Pres/FT				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Civic, Jury, Catastrophic

LINCOLN													
	BA	BA+18	BA+36	MA+18	MA+36	PHD		BA	BA+18	BA+36	MA+18	MA+36	PHD
Step							Step						
1	34,908	36,213	36,996	38,040	39,345	41,433	14			54,195	55,501	56,544	58,893
	1.00	1.03738	1.05981	1.08972	1.12711	1.18692				1.55251	1.58992	1.6198	1.68709
2	35,408	36,713	37,496	38,540	39,845	41,933	15			55,786	57,092	58,136	60,485
	1.01432	1.05171	1.07414	1.10404	1.14143	1.20124				1.59809	1.6355	1.66541	1.7327
3	35,933	37,238	38,021	39,065	40,370	42,458	16			57,117	58,421	59,466	61,815
	1.02936	1.06675	1.08918	1.11908	1.15647	1.21628				1.63622	1.67357	1.70351	1.7708
4	36,458	37,763	38,546	39,590	40,895	42,983	17			58,446	59,752	60,796	62,884
	1.0444	1.08179	1.10422	1.13412	1.17151	1.23132				1.67429	1.7117	1.74161	1.80142
5	37,527	39,093	40,138	41,181	42,487	44,574	18			59,483	60,788	61,832	63,920
	1.07503	1.11989	1.14982	1.1797	1.21711	1.2769				1.70399	1.74138	1.77128	1.8311
6	38,596	40,423	41,728	42,773	44,077	46,165	19			60,271	61,577	62,620	64,708
	1.10565	1.15799	1.19537	1.22531	1.26266	1.32248				1.72657	1.76398	1.79386	1.85367
7	39,665	41,753	43,319	44,363	45,668	47,757	20			61,060	62,365	63,409	65,497
	1.13627	1.19609	1.24095	1.27085	1.30824	1.36808				1.74917	1.78655	1.81646	1.87627
8	40,734	42,823	44,911	45,954	46,998	49,347	21			62,096	63,401	64,445	66,533
	1.1669	1.22674	1.28655	1.31643	1.34634	1.41363				1.77885	1.81623	1.84614	1.90595
9	41,803	43,891	46,501	47,546	48,589	50,938	22			62,829	64,134	65,178	67,266
	1.19752	1.25733	1.3321	1.36204	1.39192	1.45921				1.79985	1.83723	1.86714	1.92695
10	42,873	44,961	48,353	49,136	50,181	52,530	23			63,511	64,816	65,860	67,948
	1.22817	1.28799	1.38516	1.40759	1.43752	1.50481				1.81938	1.85677	1.88667	1.94649
11		46,029	49,422	50,727	51,771	54,120	24			64,244	65,549	66,593	68,681
		1.31858	1.41578	1.45316	1.48307	1.55036				1.84038	1.87776	1.90767	1.96749
12			51,013	52,580	53,362	55,711	25			64,987	66,284	67,327	69,415
			1.46136	1.50624	1.52865	1.59594				1.86166	1.89882	1.9287	1.98851
13			52,605	53,909	55,215	57,303	26			65,701	67,006	68,050	70,138
			1.50696	1.54432	1.58173	1.64154				1.88212	1.9195	1.94941	2.00922

Louisville

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 44
 Enrollment: 527
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: 6.75 6.75 6.75
 Planning Time: 60 60 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 5 5

SALARY SCHEDULE

Base: 29,240 Index: 5 x 3
 Starting Salary: 29,240 Entry Level Step: 1
 Career Increments: N Experience Allowed: 12(D)
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	435.60
HEALTH	BC/BS	300D	448.22	753.01	842.65	1056.55	Cash
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:			COMMENTS:				
LIFE							
LTD							
NON-PARTICIPANT			\$435.60 Cash				

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	10,11	45	yes		
Other Info: 10 days/yr 1st 5 yrs, 11 days/yr after 5 yrs, 1 day immed fam					
PERSONAL	2,3			yes	2 days/yr 1st 5 yrs, 3 days/yr af
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION	8,10				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:

LOUISVILLE									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	29,240	30,117	30,994	31,872	32,749	33,626	34,503	35,380	36,258
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	30,702	31,579	32,456	33,334	34,211	35,088	35,965	36,842	37,720
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	32,164	33,041	33,918	34,796	35,673	36,550	37,427	38,304	39,182
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	33,626	34,503	35,380	36,258	37,135	38,012	38,889	39,766	40,644
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	35,088	35,965	36,842	37,720	38,597	39,474	40,351	41,228	42,106
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6	36,550	37,427	38,304	39,182	40,059	40,936	41,813	42,690	43,568
	1.25	1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		38,889	39,766	40,644	41,521	42,398	43,275	44,152	45,030
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			41,228	42,106	42,983	43,860	44,737	45,614	46,492
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9				43,568	44,445	45,322	46,199	47,076	47,954
				1.49	1.52	1.55	1.58	1.61	1.64
10					45,907	46,784	47,661	48,538	49,416
					1.57	1.60	1.63	1.66	1.69
11					47,369	48,246	49,123	50,000	50,878
					1.62	1.65	1.68	1.71	1.74
12					48,831	49,708	50,585	51,462	52,340
					1.67	1.70	1.73	1.76	1.79

Loup City

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 33.33
 Enrollment: 323
 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: 28,300 Index: 4 x 5
 Starting Salary: 28,300 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 long. 4% ea. 4 yrs. to 26; 03-04 sal/ins freeze
 Vertical Freeze: 03-04
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	300D	403.40	746.29	847.13	1087.77
DENTAL	BC/BS	3	38.54	38.54	38.54	38.54
PPO:	teacher pays 10% premium		COMMENTS:			
LIFE						
LTD	Omaha Life				.00315	
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 197.78
 Dep. Dental + All Dep Options:
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.45
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOUP CITY							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	28,300	29,715	31,130	32,545	33,960	35,375	36,790
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	29,432	30,847	32,262	33,677	35,092	36,507	37,922
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	30,564	31,979	33,394	34,809	36,224	37,639	39,054
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	31,696	33,111	34,526	35,941	37,356	38,771	40,186
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	32,828	34,243	35,658	37,073	38,488	39,903	41,318
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	33,960	35,375	36,790	38,205	39,620	41,035	42,450
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		36,507	37,922	39,337	40,752	42,167	43,582
		1.29	1.34	1.39	1.44	1.49	1.54
8		37,639	39,054	40,469	41,884	43,299	44,714
		1.33	1.38	1.43	1.48	1.53	1.58
9			40,186	41,601	43,016	44,431	45,846
			1.42	1.47	1.52	1.57	1.62
10				42,733	44,148	45,563	46,978
				1.51	1.56	1.61	1.66
11					45,280	46,695	48,110
					1.60	1.65	1.70
12					46,412	47,827	49,242
					1.64	1.69	1.74
16					47,544	48,959	50,374
					1.68	1.73	1.78
21					48,676	50,091	51,506
					1.72	1.77	1.82
26					49,808	51,223	52,638
					1.76	1.81	1.86

Longevity 4% ea. 4 yrs. to 26

Lyons-Decatur Northeast

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	270	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,200	Index:	4 x 5
Starting Salary:	27,200	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	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	300D		425.81	787.75	894.20	1148.20		
DENTAL	BC/BS	2		20.70	20.70	20.70	20.70		
PPO:				COMMENTS:					
LIFE	Guardian				5.57				Options:
LTD	Madison Nat'l				.0052(thru sal.)				IRS 125: Y
NON-PARTICIPANT									Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.5
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 EOY				
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	MA+9
1	27,200	28,560	29,920	31,280	32,640	34,000	35,360
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	28,288	29,648	31,008	32,368	33,728	35,088	36,448
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	29,376	30,736	32,096	33,456	34,816	36,176	37,536
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	30,464	31,824	33,184	34,544	35,904	37,264	38,624
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5		32,912	34,272	35,632	36,992	38,352	39,712
		1.21	1.26	1.31	1.36	1.41	1.46
6		34,000	35,360	36,720	38,080	39,440	40,800
		1.25	1.30	1.35	1.40	1.45	1.50
7		35,088	36,448	37,808	39,168	40,528	41,888
		1.29	1.34	1.39	1.44	1.49	1.54
8			37,536	38,896	40,256	41,616	42,976
			1.38	1.43	1.48	1.53	1.58
9			38,624	39,984	41,344	42,704	44,064
			1.42	1.47	1.52	1.57	1.62
10			39,712	41,072	42,432	43,792	45,152
			1.46	1.51	1.56	1.61	1.66
11			40,800	42,160	43,520	44,880	46,240
			1.50	1.55	1.60	1.65	1.70
12				43,248	44,608	45,968	47,328
				1.59	1.64	1.69	1.74
13				44,336	45,696	47,056	48,416
				1.63	1.68	1.73	1.78
14				45,424	46,784	48,144	49,504
				1.67	1.72	1.77	1.82
15				46,512	47,872	49,232	50,592
				1.71	1.76	1.81	1.86
16					48,960	50,320	51,680
					1.80	1.85	1.90
17					50,048	51,408	52,768
					1.84	1.89	1.94

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	51
Enrollment:	549	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	6.5	6.5	6.5
Planning Time:	47	40	47
Class Periods/Day:	8	10	
Normal Teaching Load:	6	8	

SALARY SCHEDULE

Base:	28,000	Index:	4 x 5
Starting Salary:	30,240	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	5(D)
Grandfathered steps 94-95.			
Vertical Freeze:	86-87, 87-88		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	1050	406.30	751.65	853.22	1095.59	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:	Dist. pays 500/1000 of ded		COMMENTS:				
LIFE	Horace Mann						3.80
LTD							
NON-PARTICIPANT							equal value incentive

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			no	Accum. 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exist	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: N

OTHER LEAVES: Jury Duty

MADISON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,000	29,400	30,800	32,200	33,600	35,000	36,400	37,800	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	
2	29,120	30,520	31,920	33,320	34,720	36,120	37,520	38,920	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	
3	30,240	31,640	33,040	34,440	35,840	37,240	38,640	40,040	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	
4	31,360	32,760	34,160	35,560	36,960	38,360	39,760	41,160	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	
5	32,480	33,880	35,280	36,680	38,080	39,480	40,880	42,280	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	
6	33,600	35,000	36,400	37,800	39,200	40,600	42,000	43,400	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	
7	34,720	36,120	37,520	38,920	40,320	41,720	43,120	44,520	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	
8		37,240	38,640	40,040	41,440	42,840	44,240	45,640	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	
9			39,760	41,160	42,560	43,960	45,360	46,760	
			1.42	1.47	1.52	1.57	1.62	1.67	
10				42,280	43,680	45,080	46,480	47,880	
				1.51	1.56	1.61	1.66	1.71	
11				43,400	44,800	46,200	47,600	49,000	
				1.55	1.60	1.65	1.70	1.75	
12					45,920	47,320	48,720	50,120	
					1.64	1.69	1.74	1.79	
13					47,040	48,440	49,840	51,240	
					1.68	1.73	1.78	1.83	
14						49,560	50,960	52,360	
						1.77	1.82	1.87	
15								53,480	
								1.91	

03-04: teachers with 2 or fewer years of exp will be placed on stp 3, frozen until 4 yrs exp reached, 08-09 index changed from 4x4.5 to 4x5

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:		
Enrollment:	144	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	52	52	52	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	25,600	Index:	4.5 x 4.5
Starting Salary:	25,600	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	4
Vertical Freeze:			
Rollback:			
Multi-year Contract:	08-09, 09-10		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	Dep. Dental
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:	District will reimb \$300/600 toward COMMENTS:						
LIFE	Madison Nat'l						
LTD	Madison Nat'l						
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:					
PERSONAL	2			no	accum. to 4
BEREAVEMENT	3				per occurrence; add'l from sick
PROFESSIONAL	2			yes	
ADOPTION	as needed				from sick lv with approval
ASSOCIATION	2				

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:

MAYWOOD							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	25,600	26,752	27,904	29,056	30,208	31,360	31,360
	1.00	1.045	1.09	1.135	1.18	1.225	1.225
2	26,752	27,904	29,056	30,208	31,360	32,512	32,512
	1.045	1.09	1.135	1.18	1.225	1.27	1.27
3	27,904	29,056	30,208	31,360	32,512	33,664	33,664
	1.09	1.135	1.18	1.225	1.27	1.315	1.315
4	29,056	30,208	31,360	32,512	33,664	34,816	34,816
	1.135	1.18	1.225	1.27	1.315	1.36	1.36
5	30,208	31,360	32,512	33,664	34,816	35,968	35,968
	1.18	1.225	1.27	1.315	1.36	1.405	1.405
6	31,360	32,512	33,664	34,816	35,968	37,120	37,120
	1.225	1.27	1.315	1.36	1.405	1.45	1.45
7		33,664	34,816	35,968	37,120	38,272	38,272
		1.315	1.36	1.405	1.45	1.495	1.495
8			35,968	37,120	38,272	39,424	39,424
			1.405	1.45	1.495	1.54	1.54
9			37,120	38,272	39,424	40,576	40,576
			1.45	1.495	1.54	1.585	1.585
10				39,424	40,576	41,728	41,728
				1.54	1.585	1.63	1.63
11					41,728	42,880	42,880
					1.63	1.675	1.675
12					42,880	44,032	44,032
					1.675	1.72	1.72
13					44,032	45,184	45,184
					1.72	1.765	1.765
14						46,336	46,336
						1.81	1.81

McPherson County

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:
 Enrollment: 74
 Length of Teacher Day: 8.5 HS JH/MS 8.5 ELEM 8
 Length of Student Day: 7.5 HS JH/MS 7.5 ELEM 7
 Planning Time: 60 HS JH/MS 60 ELEM 60
 Class Periods/Day: 8 HS JH/MS 8 ELEM 8
 Normal Teaching Load: 6 HS JH/MS 6 ELEM 6

SALARY SCHEDULE

Base: 28,000 Index: 4 x 5
 Starting Salary: 28,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	1050	406.30	751.65	853.22	1095.59
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
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	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:

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 26.25
 Enrollment: 206
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6.8 6.8 6.5
 Planning Time: 52 52 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56
DENTAL	BC/BS	2	20.70	38.30	43.47	55.82
PPO:			COMMENTS:			
LIFE	Principal				3.50	
LTD	Principal				.0043(+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	27,100	28,184	29,268	30,352	31,436	32,520	33,604	34,688		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	28,184	29,268	30,352	31,436	32,520	33,604	34,688	35,772		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	29,268	30,352	31,436	32,520	33,604	34,688	35,772	36,856		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	30,352	31,436	32,520	33,604	34,688	35,772	36,856	37,940		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	31,436	32,520	33,604	34,688	35,772	36,856	37,940	39,024		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6	32,520	33,604	34,688	35,772	36,856	37,940	39,024	40,108		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7		34,688	35,772	36,856	37,940	39,024	40,108	41,192		
		1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8		35,772	36,856	37,940	39,024	40,108	41,192	42,276		
		1.32	1.36	1.40	1.44	1.48	1.52	1.56		
9			37,940	39,024	40,108	41,192	42,276	43,360		
			1.40	1.44	1.48	1.52	1.56	1.60		
10			39,024	40,108	41,192	42,276	43,360	44,444		
			1.44	1.48	1.52	1.56	1.60	1.64		
11				41,192	42,276	43,360	44,444	45,528		
				1.52	1.56	1.60	1.64	1.68		
12				42,276	43,360	44,444	45,528	46,612		
				1.56	1.60	1.64	1.68	1.72		
13					44,444	45,528	46,612	47,696		
					1.64	1.68	1.72	1.76		
14					45,528	46,612	47,696	48,780		
					1.68	1.72	1.76	1.80		

Medicine Valley-Curtis

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	24
Enrollment:	217	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.25
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:	10
	96-97 \$1,200 bonus/fte		
Vertical Freeze:	97-98		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
		H/A-Dent				72.64			
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	Dep. Dental	Options:	
DENTAL	BC/BS	3	42.82	42.82	42.82	42.82		IRS 125: Y	
PPO:			COMMENTS:						Flex Accounts: Y
LIFE									
LTD	Nat'l Insurance				.0046			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		
Other Info:	Sev.-upon term. \$30/day on 1st 5 days acc. 60 max				
PERSONAL	3			yes	accum to 4
BEREAVEMENT	3				w/appr.-add'l from sick lv.
PROFESSIONAL	2			yes	\$40/day for exp.
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: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

MEDICINE VALLEY					
Step	BA	BA+9	BA+18	BA+27	MA
1	27,000	28,080	29,160	30,240	31,320
	1.00	1.04	1.08	1.12	1.16
2	28,080	29,160	30,240	31,320	32,400
	1.04	1.08	1.12	1.16	1.20
3	29,160	30,240	31,320	32,400	33,480
	1.08	1.12	1.16	1.20	1.24
4	30,240	31,320	32,400	33,480	34,560
	1.12	1.16	1.20	1.24	1.28
5	31,320	32,400	33,480	34,560	35,640
	1.16	1.20	1.24	1.28	1.32
6		33,480	34,560	35,640	36,720
		1.24	1.28	1.32	1.36
7		34,560	35,640	36,720	37,800
		1.28	1.32	1.36	1.40
8			36,720	37,800	38,880
			1.36	1.40	1.44
9				38,880	39,960
				1.44	1.48
10					41,040
					1.52
11					42,120
					1.56
12					43,200
					1.60
13					44,280
					1.64
14					45,360
					1.68
15					46,440
					1.72
16					47,520
					1.76
17					48,600
					1.80

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	52
Enrollment:	726	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	46	46	46
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,000	Index:	5 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	550D	426.49	631.22	716.51	920.04	265.13
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Full Dep. Coverage*
PPO:	Dist pays 100% single, 80% other						Options:
LIFE	COMMENTS:						IRS 125: Y
LTD							Flex Accounts: Y
NON-PARTICIPANT							PART-TIME BENEFITS
							Minimum FTE: 0.5
							Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	50	yes		
Other Info:					
PERSONAL				yes	from sick lv
BEREAVEMENT	2				3 add'l for immed fam
PROFESSIONAL	3			yes	
ADOPTION	10				from sick lv, add'l 5 emer
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MILFORD									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	30,000	31,200	32,400	33,600	34,800	36,000	37,200	38,400	39,600
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	31,500	32,700	33,900	35,100	36,300	37,500	38,700	39,900	41,100
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	33,000	34,200	35,400	36,600	37,800	39,000	40,200	41,400	42,600
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	34,500	35,700	36,900	38,100	39,300	40,500	41,700	42,900	44,100
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	36,000	37,200	38,400	39,600	40,800	42,000	43,200	44,400	45,600
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	37,500	38,700	39,900	41,100	42,300	43,500	44,700	45,900	47,100
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7		40,200	41,400	42,600	43,800	45,000	46,200	47,400	48,600
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8			42,900	44,100	45,300	46,500	47,700	48,900	50,100
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
9				45,600	46,800	48,000	49,200	50,400	51,600
				1.52	1.56	1.60	1.64	1.68	1.72
10					48,300	49,500	50,700	51,900	53,100
					1.61	1.65	1.69	1.73	1.77
11					49,800	51,000	52,200	53,400	54,600
					1.66	1.70	1.74	1.78	1.82
12						52,500	53,700	54,900	56,100
						1.75	1.79	1.83	1.87
13							55,200	56,400	57,600
							1.84	1.88	1.92

03-04 BA+36 column only open to those on BA+18, BA+27 & BA+36 in 02-03

WORKING CONDITIONS

Contract Days: 194 FTE Teachers: 1633
 Enrollment: 22146
 Length of Teacher Day: 8 8 8
 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: 32,734 Index: x
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 13
 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	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	Self funded	250D	325.28	890.78		37.60	Options:	
DENTAL	United Con		21.50	21.50		Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts: Y	
LIFE	Madison Nat'l			4.00			PART-TIME BENEFITS	
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		
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

Millard	Minimum	Maximum
Degree		
Bachelors	\$32,734	\$62,796
Masters	\$34,990	\$70,259
Educational Specialist	\$40,950	\$70,259
EdD/PhD	\$42,278	\$71,357

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 20.5
 Enrollment: 210
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.3 7.3 6
 Planning Time: 110 110
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	300D	448.22	746.29	847.13	1087.77
DENTAL	BC/BS	2	16.47	16.47	16.47	16.47
PPO:	Dist reimburses ded up to \$150 COMMENTS:					
LIFE	Guardian					
LTD	Fort Dearborn					
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 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	50	yes		
Other Info: 60% of sub rate on 5 days over 50					
PERSONAL	2+1			yes	60% of sub rate on unused lv, 2
BEREAVEMENT	2				w/approval
PROFESSIONAL	3			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: Y

OTHER LEAVES:

MINATARE						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9
1	27,100	28,455	29,810	31,165	32,520	33,875
	1.00	1.05	1.10	1.15	1.20	1.25
2	28,184	29,539	30,894	32,249	33,604	34,959
	1.04	1.09	1.14	1.19	1.24	1.29
3	29,268	30,623	31,978	33,333	34,688	36,043
	1.08	1.13	1.18	1.23	1.28	1.33
4	30,352	31,707	33,062	34,417	35,772	37,127
	1.12	1.17	1.22	1.27	1.32	1.37
5	31,436	32,791	34,146	35,501	36,856	38,211
	1.16	1.21	1.26	1.31	1.36	1.41
6	32,520	33,875	35,230	36,585	37,940	39,295
	1.20	1.25	1.30	1.35	1.40	1.45
7		34,959	36,314	37,669	39,024	40,379
		1.29	1.34	1.39	1.44	1.49
8		36,043	37,398	38,753	40,108	41,463
		1.33	1.38	1.43	1.48	1.53
9			38,482	39,837	41,192	42,547
			1.42	1.47	1.52	1.57
10				40,921	42,276	43,631
				1.51	1.56	1.61
11					43,360	44,715
					1.60	1.65
12						45,799
						1.69

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	67.59
Enrollment:	783	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7	6.5	6.5
Planning Time:	48	43	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,065	Index:	4.5 x 4.5
Starting Salary:	29,065	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	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	35.12	Options:
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE							Flex Accounts: Y	
LTD	Principal Life				.0021		PART-TIME BENEFITS	
NON-PARTICIPANT							Minimum FTE: 0.4	
							Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

	Exist	Negotiated/Policy
Voluntary Separation:	N	P
Grievance:	Y	N
Professional Growth:	Y	N
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	MA+9	MA+18	MA+27	
1	29,065	30,373	31,681	32,989	34,297	35,605	36,913	38,220	39,528	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	30,373	31,681	32,989	34,297	35,605	36,913	38,220	39,528	40,836	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
3	31,681	32,989	34,297	35,605	36,913	38,220	39,528	40,836	42,144	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
4	32,989	34,297	35,605	36,913	38,220	39,528	40,836	42,144	43,452	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
5	34,297	35,605	36,913	38,220	39,528	40,836	42,144	43,452	44,760	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
6		36,913	38,220	39,528	40,836	42,144	43,452	44,760	46,068	
		1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	
7		38,220	39,528	40,836	42,144	43,452	44,760	46,068	47,376	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	
8			40,836	42,144	43,452	44,760	46,068	47,376	48,684	
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	
9				43,452	44,760	46,068	47,376	48,684	49,992	
				1.495	1.54	1.585	1.63	1.675	1.72	
10				44,760	46,068	47,376	48,684	49,992	51,300	
				1.54	1.585	1.63	1.675	1.72	1.765	
11					47,376	48,684	49,992	51,300	52,608	
					1.63	1.675	1.72	1.765	1.81	
12					48,684	49,992	51,300	52,608	53,916	
					1.675	1.72	1.765	1.81	1.855	
13					49,992	51,300	52,608	53,916		
					1.72	1.765	1.81			

79-80 teachers must have MA to qualify for MA/BA+36 column

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 455
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 90 90 30
 Class Periods/Day: 4 4
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 28,500 Index: 4.25 x 4.5
 Starting Salary: 28,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: 15
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	224.11	224.11	224.11	224.11	855	855
DENTAL		2					Cafeteria	Options: H/A, TSA, Cash
PPO:			COMMENTS:					IRS 125: Y
LIFE								Flex Accounts: Y
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Neligh-Oakdale

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	39.5
Enrollment:	401	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	6.5	6.5	6.5
Planning Time:	52	52	55
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,300	Index:	4 x 4
Starting Salary:	27,300	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5(D)
Vertical Freeze:	87-88		
Rollback:	86-87(2); 02-03		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE	Companion						
LTD	Principal				.0035		
NON-PARTICIPANT					1/2 of ins premium in TSA		

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45	yes		
Other Info:					
PERSONAL	2				acc. to 5
BEREAVEMENT	4				3 immed. Fam, 1 non-fam
PROFESSIONAL	flexible			Yes	
ADOPTION	flexible				with approval
ASSOCIATION	flexible				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

NELIGH-OAKDALE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	27,300	28,392	29,484	30,576	31,668	31,668	32,760	33,852	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	28,392	29,484	30,576	31,668	32,760	32,760	33,852	34,944	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	29,484	30,576	31,668	32,760	33,852	33,852	34,944	36,036	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	30,576	31,668	32,760	33,852	34,944	34,944	36,036	37,128	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5			33,852	34,944	36,036	36,036	37,128	38,220	
			1.24	1.28	1.32	1.32	1.36	1.40	
6			34,944	36,036	37,128	37,128	38,220	39,312	
			1.28	1.32	1.36	1.36	1.40	1.44	
7			36,036	37,128	38,220	38,220	39,312	40,404	
			1.32	1.36	1.40	1.40	1.44	1.48	
8				38,220	39,312	39,312	40,404	41,496	
				1.40	1.44	1.44	1.48	1.52	
9				39,312	40,404	40,404	41,496	42,588	
				1.44	1.48	1.48	1.52	1.56	
10					41,496	41,496	42,588	43,680	
					1.52	1.52	1.56	1.60	
11					42,588	42,588	43,680	44,772	
					1.56	1.56	1.60	1.64	
12					43,680	43,680	44,772	45,864	
					1.60	1.60	1.64	1.68	
13							45,864	46,956	
							1.68	1.72	
14								48,048	
								1.76	
15								49,140	
								1.80	
16								50,232	
								1.84	

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	228	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:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	26,775	Index:	4 x 4
Starting Salary:		Entry Level Step:	1(D)
Career Increments:	N	Experience Allowed:	5(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	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	Dep. Dental Options:
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE							PART-TIME BENEFITS
LTD	Madison Ntl.						Minimum FTE: 0.5
NON-PARTICIPANT							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+9
0	26,775	27,846	28,917	29,988	31,059	32,130
	1.00	1.04	1.08	1.12	1.16	1.20
1	27,846	28,917	29,988	31,059	32,130	33,201
	1.04	1.08	1.12	1.16	1.20	1.24
2	28,917	29,988	31,059	32,130	33,201	34,272
	1.08	1.12	1.16	1.20	1.24	1.28
3	29,988	31,059	32,130	33,201	34,272	35,343
	1.12	1.16	1.20	1.24	1.28	1.32
4	31,059	32,130	33,201	34,272	35,343	36,414
	1.16	1.20	1.24	1.28	1.32	1.36
5	32,130	33,201	34,272	35,343	36,414	37,485
	1.20	1.24	1.28	1.32	1.36	1.40
6	33,201	34,272	35,343	36,414	37,485	38,556
	1.24	1.28	1.32	1.36	1.40	1.44
7	34,272	35,343	36,414	37,485	38,556	39,627
	1.28	1.32	1.36	1.40	1.44	1.48
8		36,414	37,485	38,556	39,627	40,698
		1.36	1.40	1.44	1.48	1.52
9			38,556	39,627	40,698	41,769
			1.44	1.48	1.52	1.56
10				40,698	41,769	42,840
				1.52	1.56	1.60
11					42,840	43,911
					1.60	1.64
12						43,911
						1.64
13						46,053
						1.72

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	
Enrollment:	3968	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:	31,195	Index:	4.5 x 4.5
Starting Salary:	31,195	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	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	500
HEALTH	BC/BS	550D		Cafeteria
DENTAL	BC/BS	2		
PPO:			COMMENTS:	
LIFE				
LTD				
NON-PARTICIPANT				

Cafeteria Plan

Individ.	Depend.
500	500
Options:	H/A, Life, LTD
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	75	yes		
Other Info:	max=75 days, no more granted after 75 reached				
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-				

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:

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,195	32,599	34,003	35,406	36,810	38,214	39,618	41,021	42,425	43,829
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	32,599	34,003	35,406	36,810	38,214	39,618	41,021	42,425	43,829	45,233
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	34,003	35,406	36,810	38,214	39,618	41,021	42,425	43,829	45,233	46,637
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	35,406	36,810	38,214	39,618	41,021	42,425	43,829	45,233	46,637	48,040
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	36,810	38,214	39,618	41,021	42,425	43,829	45,233	46,637	48,040	49,444
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	38,214	39,618	41,021	42,425	43,829	45,233	46,637	48,040	49,444	50,848
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7		41,021	42,425	43,829	45,233	46,637	48,040	49,444	50,848	52,252
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			43,829	45,233	46,637	48,040	49,444	50,848	52,252	53,655
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				46,637	48,196	49,600	51,004	52,408	53,811	55,215
				1.495	1.545	1.59	1.635	1.68	1.725	1.77
10					49,756	51,160	52,564	53,967	55,371	56,775
					1.595	1.64	1.685	1.73	1.775	1.82
11					51,316	52,720	54,123	55,527	56,931	58,335
					1.645	1.69	1.735	1.78	1.825	1.87
12						54,279	55,683	57,087	58,491	59,894
						1.74	1.785	1.83	1.875	1.92
13							57,243	58,647	60,050	61,454
							1.835	1.88	1.925	1.97
14								60,206	61,610	63,014
								1.93	1.975	2.02
15									63,170	64,574
									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.

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 131.85
 Enrollment: 1997
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 45 90 50
 Class Periods/Day: 5 15
 Normal Teaching Load:

SALARY SCHEDULE

Base: 31,660 Index: 4 x 5
 Starting Salary: 31,660 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	2	20.70	20.70	20.70	
PPO:			COMMENTS:			
LIFE	SIF				2.60	
LTD	SIF				.00436	
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 35.12
 Dep. Dental 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	50	yes		
Other Info: after 5 yrs; reimbursed \$40/day at termination					
PERSONAL	2			1-yes, 1-no	accum to 5
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	P
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	DOC
1	31,660	33,243	34,826	36,409	37,201	37,992	39,575	41,158	42,741	44,324	45,907
2	32,926	34,509	36,092	37,675	38,467	39,258	40,841	42,424	44,007	45,590	47,173
3	34,193	35,776	37,359	38,942	39,733	40,525	42,108	43,691	45,274	46,857	48,440
4	35,459	37,042	38,625	40,208	41,000	41,791	43,374	44,957	46,540	48,123	49,706
5	36,726	38,309	39,892	41,475	42,266	43,058	44,641	46,224	47,807	49,390	50,973
6	38,309	39,892	41,475	43,058	43,849	44,641	46,224	47,807	49,390	50,973	52,556
7	40,208	41,791	43,374	44,957	45,748	46,540	48,123	49,706	51,289	52,872	54,455
8	42,424	44,007	45,590	47,173	47,964	48,756	50,339	51,922	53,505	55,088	56,671
9	44,957	46,540	48,123	49,706	50,497	51,289	52,872	54,455	56,038	57,621	59,204
10	47,173	48,756	50,339	51,922	52,713	53,505	55,088	56,671	58,254	59,837	61,420
11	49,706	51,289	52,872	54,455	55,246	56,038	57,621	59,204	60,787	62,370	63,953
12	52,556	54,139	55,722	57,305	58,096	58,888	60,471	62,054	63,637	65,220	66,803
13	55,405	56,988	58,571	60,154	60,945	61,737	63,320	64,903	66,486	68,069	69,652
14	58,254	59,837	61,420	63,003	63,794	64,586	66,169	67,752	69,335	70,918	72,501
15	61,103	62,686	64,269	65,852	66,643	67,435	69,018	70,601	72,184	73,767	75,350
16	64,202	65,785	67,368	68,951	69,742	70,534	72,117	73,700	75,283	76,866	78,449
17	67,501	69,084	70,667	72,250	73,041	73,833	75,416	77,000	78,583	80,166	81,749
18	71,000	72,583	74,166	75,749	76,540	77,332	78,915	80,498	82,081	83,664	85,247

Removed first two steps (01-02); BA+36 closed to anyone new after Sept. 1, 2000; 02-03 add 1 step to MA36; 05-06 add 3 longevity increments to MA36 (1%)
 08-09 added DOC column with 3 longevity increments (1%)

North Bend Central

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 461
 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: 27,850 Index: 4 x 5
 Starting Salary: 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 by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	TSA
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:	singles rec \$155 cash		COMMENTS: \$300-ind/\$550-dep annual in 125 plan				
LIFE	Guardian		2.90				
LTD	National Ins		.0040 (+B)				
NON-PARTICIPANT			\$345 Cash				

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: sev: \$25/day over 50 after 5 yrs.					
PERSONAL	2			yes	accum to 4; EOY-\$50/day unus
BEREAVEMENT	from sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	unl.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

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	27,850	28,314	28,778	29,243	30,635	32,028	33,420	34,348	35,277	36,205
	1.00	1.01667	1.03333	1.05	1.1	1.15	1.2	1.23333	1.26667	1.3
2	28,964	29,428	29,892	30,357	31,749	33,142	34,534	35,462	36,391	37,319
	1.04	1.05667	1.07333	1.09	1.14	1.19	1.24	1.27333	1.30667	1.34
3	30,078	30,542	31,006	31,471	32,863	34,256	35,648	36,576	37,505	38,433
	1.08	1.09667	1.11333	1.13	1.18	1.23	1.28	1.31333	1.34667	1.38
4	31,192	31,656	32,120	32,585	33,977	35,370	36,762	37,690	38,619	39,547
	1.12	1.13667	1.15333	1.17	1.22	1.27	1.32	1.35333	1.38667	1.42
5	32,306	32,770	33,234	33,699	35,091	36,484	37,876	38,804	39,733	40,661
	1.16	1.17667	1.19333	1.21	1.26	1.31	1.36	1.39333	1.42667	1.46
6		33,884	34,348	34,813	36,205	37,598	38,990	39,918	40,847	41,775
		1.21667	1.23333	1.25	1.3	1.35	1.4	1.43333	1.46667	1.5
7			35,462	35,927	37,319	38,712	40,104	41,032	41,961	42,889
			1.27333	1.29	1.34	1.39	1.44	1.47333	1.50667	1.54
8				37,041	38,433	39,826	41,218	42,146	43,075	44,003
				1.33	1.38	1.43	1.48	1.51333	1.54667	1.58
9					39,547	40,940	42,332	43,260	44,189	45,117
					1.42	1.47	1.52	1.55333	1.58667	1.62
10					40,661	42,054	43,446	44,374	45,303	46,231
					1.46	1.51	1.56	1.59333	1.62667	1.66
11					41,775	43,168	44,560	45,488	46,417	47,345
					1.5	1.55	1.6	1.63333	1.66667	1.7
12						44,282	45,674	46,602	47,531	48,459
						1.59	1.64	1.67333	1.70667	1.74
13							46,788	47,716	48,645	49,573
							1.68	1.71333	1.74667	1.78
14							47,624	48,552	49,480	50,408
							1.71	1.74333	1.77667	1.81
15							48,459	49,387	50,316	51,244
							1.74	1.77333	1.80667	1.84
16							49,295	50,223	51,151	52,079
							1.77	1.80333	1.83667	1.87
17							50,130	51,058	51,987	52,915
							1.8	1.83333	1.86667	1.9
18							50,966	51,894	52,822	53,750
							1.83	1.86333	1.89667	1.93

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	336
Enrollment:	4220	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6	6	6
Planning Time:	46	46	46
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,140	Index:	5 x 4
Starting Salary:	31,140	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	D
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	500	Individ. Depend. 500 500
HEALTH	BC/BS	300D		Cafeteria	Options: H/A,Dent.,Life, LTD,TSA,Cash
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE					PART-TIME BENEFITS
LTD					Minimum FTE:
NON-PARTICIPANT					Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	75	yes		
Other Info:	Reimb.subpay/day at early retirement				
PERSONAL	3			yes	unused go to sick lv.
BEREAVEMENT	5				5-immed. fam.;2-other
PROFESSIONAL	unl.			yes	
ADOPTION	10				
ASSOCIATION	10				

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:

OTHER LEAVES: Exceptional Circumstances-3

NORTH PLATTE										
Step	BA	BA+9	BA+18	BA+27	BA+45	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,140	32,386	33,631	34,877	36,122	37,368	38,614	39,859	41,105	42,350
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	32,697	33,943	35,188	36,434	37,679	38,925	40,171	41,416	42,662	43,907
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	34,254	35,500	36,745	37,991	39,236	40,482	41,728	42,973	44,219	45,464
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	35,811	37,057	38,302	39,548	40,793	42,039	43,285	44,530	45,776	47,021
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	37,368	38,614	39,859	41,105	42,350	43,596	44,842	46,087	47,333	48,578
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	38,925	40,171	41,416	42,662	43,907	45,153	46,399	47,644	48,890	50,135
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	40,482	41,728	42,973	44,219	45,464	46,710	47,956	49,201	50,447	51,692
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8		43,285	44,530	45,776	47,021	48,267	49,513	50,758	52,004	53,249
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9			46,087	47,333	48,578	49,824	51,070	52,315	53,561	54,806
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				48,890	50,135	51,381	52,627	53,872	55,118	56,363
				1.57	1.61	1.65	1.69	1.73	1.77	1.81
11					51,692	52,938	54,184	55,429	56,675	57,920
					1.66	1.70	1.74	1.78	1.82	1.86
12						54,495	55,741	56,986	58,232	59,477
						1.75	1.79	1.83	1.87	1.91
13							57,298	58,543	59,789	61,034
							1.84	1.88	1.92	1.96
14								60,100	61,346	62,591
								1.93	1.97	2.01
15									62,903	64,148
									2.02	2.06
16										65,705
										2.11

No staff were advanced to BA+45 after 98-99 school yr.

Northwest-Grand Island

WORKING CONDITIONS

Contract Days:	185	FTE Teachers: 104.2		
Enrollment:	1429	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.5	7.5
Planning Time:	56	42	42	42
Class Periods/Day:	7	9		
Normal Teaching Load:	6	8		

SALARY SCHEDULE

Base:	27,900	Index:	4 x 5
Starting Salary:	27,900	Entry Level Step:	1
Career Increments:	Y	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	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
		H/A-Dent				250		
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	TSA	Options:
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70		IRS 125: Y
PPO:	single ins takers rec \$104.17		COMMENTS:					
LIFE	Guardian							Flex Accounts: Y
LTD	National Ins							PART-TIME BENEFITS
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	Admin. discretion
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:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

Oakland-Craig

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 41
 Enrollment: 448
 Length of Teacher Day: 8
 Length of Student Day: 6.25
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS JH/MS ELEM
 8 8 8
 6.25 6.25 6
 50 50 50
 8 8
 7 7

SALARY SCHEDULE

Base: 27,750 Index: 4 x 5
 Starting Salary: 27,750 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD	Fortis				.0046(+B)		
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	48	yes		
Other Info:	Incentive: \$10 per unused day over 48				
PERSONAL	2			no	\$10/day if unused
BEREAVEMENT	5				per occur.
PROFESSIONAL	2			yes	add'l. available
ADOPTION					can use sick lv
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

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

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	27,750	29,138	30,525	31,913	33,300	34,688	36,075	37,463
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	28,860	30,248	31,635	33,023	34,410	35,798	37,185	38,573
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	29,970	31,358	32,745	34,133	35,520	36,908	38,295	39,683
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	31,080	32,468	33,855	35,243	36,630	38,018	39,405	40,793
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	32,190	33,578	34,965	36,353	37,740	39,128	40,515	41,903
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		34,688	36,075	37,463	38,850	40,238	41,625	43,013
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		35,798	37,185	38,573	39,960	41,348	42,735	44,123
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		36,908	38,295	39,683	41,070	42,458	43,845	45,233
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			39,405	40,793	42,180	43,568	44,955	46,343
			1.42	1.47	1.52	1.57	1.62	1.67
10			40,515	41,903	43,290	44,678	46,065	47,453
			1.46	1.51	1.56	1.61	1.66	1.71
11			41,625	43,013	44,400	45,788	47,175	48,563
			1.50	1.55	1.60	1.65	1.70	1.75
12				44,123	45,510	46,898	48,285	49,673
				1.59	1.64	1.69	1.74	1.79
13				45,233	46,620	48,008	49,395	50,783
				1.63	1.68	1.73	1.78	1.83
14					47,730	49,118	50,505	51,893
					1.72	1.77	1.82	1.87
15					48,840	50,228	51,615	53,003
					1.76	1.81	1.86	1.91
16					49,118	50,505	51,893	53,280
					1.77	1.82	1.87	1.92
17					49,395	50,783	52,170	53,558
					1.78	1.83	1.88	1.93
18					49,673	51,060	52,448	53,835
					1.79	1.84	1.89	1.94
19					49,950	51,338	52,725	54,113
					1.80	1.85	1.90	1.95
20					50,228	51,615	53,003	54,390
					1.81	1.86	1.91	1.96

WORKING CONDITIONS

Contract Days:	190	FTE Teachers:	3863.9
Enrollment:	48075	HS	JH/MS ELEM
Length of Teacher Day:	7.3	7.1	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:	32,282	Index:	4 x
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Long. 5.75% of base after 20, 25, 30 yrs			
Vertical Freeze:	84,85,87,89,92,96,98,07		
Rollback:	84-85		
Multi-year Contract:	07-08, 08-09		

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	Dep. Cov. + Ind. Dental	Individ. Depend. Options:
HEALTH	BC/BS	300D			
DENTAL	BC/BS	2			
PPO:	Qualify for dep coverage after 3 yr COMMENTS:				IRS 125: Y
LIFE	United of Omaha				Flex Accounts: Y
LTD	United of Omaha				PART-TIME BENEFITS
NON-PARTICIPANT					Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
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		BA	BA+18	MA	MA+30	DOC
						13	41,321	42,935	46,486	47,777	51,006
Step							1.28	1.33	1.44	1.48	1.58
0	32,282	33,896	37,447	38,738	41,967	14	42,612	44,226	46,486	49,069	52,297
	1.00	1.05	1.16	1.20	1.30		1.32	1.37	1.44	1.52	1.62
1	33,573	35,187	38,738	40,030	43,258	15	43,904	45,518	47,777	50,360	53,588
	1.04	1.09	1.20	1.24	1.34		1.36	1.41	1.48	1.56	1.66
2	33,573	35,187	38,738	40,030	43,258	16	45,195	46,809	49,069	51,651	54,879
	1.04	1.09	1.20	1.24	1.34		1.40	1.45	1.52	1.60	1.70
3	34,865	36,479	40,030	41,321	44,549	17	45,195	46,809	50,360	51,651	54,879
	1.08	1.13	1.24	1.28	1.38		1.40	1.45	1.56	1.60	1.70
4	36,156	37,770	41,321	42,612	45,840	18	46,486	48,100	51,651	52,942	56,171
	1.12	1.17	1.28	1.32	1.42		1.44	1.49	1.60	1.64	1.74
5	37,447	39,061	42,612	43,904	47,132	19	46,486	48,100	51,651	52,942	56,171
	1.16	1.21	1.32	1.36	1.46		1.44	1.49	1.60	1.64	1.74
6	37,447	39,061	42,612	43,904	47,132	20	47,777	49,391	52,942	54,234	57,462
	1.16	1.21	1.32	1.36	1.46		1.48	1.53	1.64	1.68	1.78
7	37,447	39,061	42,612	43,904	47,132	21	47,777	49,391	52,942	54,234	57,462
	1.16	1.21	1.32	1.36	1.46		1.48	1.53	1.63999	1.68001	1.78
8	38,738	40,353	43,904	45,195	48,423	22	49,069	50,683	54,234	55,525	58,753
	1.20	1.25	1.36	1.40	1.50		1.52	1.57	1.68	1.72	1.82
9	38,738	40,353	43,904	45,195	48,423	23	49,069	50,683	54,234	55,525	58,753
	1.20	1.25	1.36	1.40	1.50		1.52	1.57	1.68	1.72	1.82
10	40,030	41,644	43,904	46,486	49,714	24	50,360	51,974	55,525	56,816	60,045
	1.24	1.29	1.36	1.44	1.54		1.56	1.61	1.72	1.76	1.86
11	40,030	41,644	45,195	46,486	49,714	25	50,360	51,974	55,525	56,816	60,045
	1.24	1.29	1.40	1.44	1.54		1.56	1.61	1.72	1.76	1.86
12	41,321	42,935	45,195	47,777	51,006	07-08 No advancement on step					
	1.28	1.33	1.40	1.48	1.58						

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	71
Enrollment:	831	HS	JH/MS
Length of Teacher Day:	8	ELEM	
Length of Student Day:	7		
Planning Time:	51		
Class Periods/Day:	7		
Normal Teaching Load:	6		

SALARY SCHEDULE

Base:	27,475	Index:	4.5 x 4.5
Starting Salary:	27,475	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	93-94		
Rollback:			
Multi-year Contract:	07-08, 08-09		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD							
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	9	35	yes		
Other Info:					
PERSONAL	1			yes	acc. to 3
BEREAVEMENT	use sick lv.				
PROFESSIONAL	1				
ADOPTION	use 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: Yes

SEVERANCE PAY:

OTHER LEAVES: child rearing - 20 days from sick lv.

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	27,475	28,711	29,948	31,184	32,421	33,657	34,893	36,130	37,366	38,602
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	28,711	29,948	31,184	32,421	33,657	34,893	36,130	37,366	38,602	39,839
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	29,948	31,184	32,421	33,657	34,893	36,130	37,366	38,602	39,839	41,075
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	31,184	32,421	33,657	34,893	36,130	37,366	38,602	39,839	41,075	42,312
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	32,421	33,657	34,893	36,130	37,366	38,602	39,839	41,075	42,312	43,548
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	33,657	34,893	36,130	37,366	38,602	39,839	41,075	42,312	43,548	44,784
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	34,893	36,130	37,366	38,602	39,839	41,075	42,312	43,548	44,784	46,021
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	36,130	37,366	38,602	39,839	41,075	42,312	43,548	44,784	46,021	47,257
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		38,602	39,839	41,075	42,312	43,548	44,784	46,021	47,257	48,493
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			41,075	42,312	43,548	44,784	46,021	47,257	48,493	49,730
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				43,548	44,784	46,021	47,257	48,493	49,730	50,966
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					46,021	47,257	48,493	49,730	50,966	52,203
					1.675	1.72	1.765	1.81	1.855	1.9
13						48,493	49,730	50,966	52,203	53,439
						1.765	1.81	1.855	1.9	1.945
14							50,966	52,203	53,439	54,675
							1.855	1.9	1.945	1.99
15								53,439	54,675	55,912
								1.945	1.99	2.035
16									55,912	57,148
									2.035	2.08

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 54
 Enrollment: 517
 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: 28,200 Index: 5 x 4
 Starting Salary: 28,200 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20
DENTAL	BC/BS	5	42.67	42.67	42.67	42.67

PPO: Ind prem takers rec. \$50 annuity COMMENTS:
 LIFE
 LTD
 NON-PARTICIPANT

Cafeteria Plan

Individ. Depend.
 122.39
 Dep Den+\$50 annuity Options: AFLAC
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

SEVERANCE PAY:

OTHER LEAVES:

ORD											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	28,200	29,328	30,456	31,584	32,712	33,840	34,968	36,096	37,224	38,352	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
2	29,610	30,738	31,866	32,994	34,122	35,250	36,378	37,506	38,634	39,762	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41	
3	31,020	32,148	33,276	34,404	35,532	36,660	37,788	38,916	40,044	41,172	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46	
4	32,430	33,558	34,686	35,814	36,942	38,070	39,198	40,326	41,454	42,582	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	
5	33,840	34,968	36,096	37,224	38,352	39,480	40,608	41,736	42,864	43,992	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
6		36,378	37,506	38,634	39,762	40,890	42,018	43,146	44,274	45,402	
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61	
7			38,916	40,044	41,172	42,300	43,428	44,556	45,684	46,812	
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66	
8				41,454	42,582	43,710	44,838	45,966	47,094	48,222	
				1.47	1.51	1.55	1.59	1.63	1.67	1.71	
9				42,864	43,992	45,120	46,248	47,376	48,504	49,632	
				1.52	1.56	1.60	1.64	1.68	1.72	1.76	
10					45,402	46,530	47,658	48,786	49,914	51,042	
					1.61	1.65	1.69	1.73	1.77	1.81	
11					46,812	47,940	49,068	50,196	51,324	52,452	
					1.66	1.70	1.74	1.78	1.82	1.86	
12					48,222	49,350	50,478	51,606	52,734	53,862	
					1.71	1.75	1.79	1.83	1.87	1.91	
13						50,760	51,888	53,016	54,144	55,272	
						1.80	1.84	1.88	1.92	1.96	

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:	25.42
Enrollment:	295	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	6.83	6.83	6.83
Planning Time:	55	55	55
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	27,250	Index:	4 x 4
Starting Salary:	27,250	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	86-87		
Rollback:	86-87		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE						
LTD	National Life				.00435	
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	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+9	MA+18	MA+27	
1	27,250	28,340	29,430	30,520	31,610	32,700	33,790	34,880	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	28,340	29,430	30,520	31,610	32,700	33,790	34,880	35,970	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	29,430	30,520	31,610	32,700	33,790	34,880	35,970	37,060	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	30,520	31,610	32,700	33,790	34,880	35,970	37,060	38,150	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	31,610	32,700	33,790	34,880	35,970	37,060	38,150	39,240	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	32,700	33,790	34,880	35,970	37,060	38,150	39,240	40,330	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7		34,880	35,970	37,060	38,150	39,240	40,330	41,420	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8			37,060	38,150	39,240	40,330	41,420	42,510	
			1.36	1.40	1.44	1.48	1.52	1.56	
9				39,240	40,330	41,420	42,510	43,600	
				1.44	1.48	1.52	1.56	1.60	
10					41,420	42,510	43,600	44,690	
					1.52	1.56	1.60	1.64	
11					42,510	43,600	44,690	45,780	
					1.56	1.60	1.64	1.68	
12					43,600	44,690	45,780	46,870	
					1.60	1.64	1.68	1.72	
13						45,780	46,870	47,960	
						1.68	1.72	1.76	
14							47,960	49,050	
							1.76	1.80	

07-08: experience allowed changed from 6 yrs to all

Palmyra OR 1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 40.6
 Enrollment: 437
 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	6.5
50	50	50
8	8	
7	7	

SALARY SCHEDULE

Base: 29,300 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 86-87;01-02
 Rollback: 86-87 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	250	Options:	
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Cash	IRS 125: Y	
PPO:	Dist pays ded diff between 300D a						COMMENTS:		
LIFE	Guardian				4.75			Flex Accounts: Y	
LTD	Madison Ntl.				.0037(thru sal)			PART-TIME BENEFITS	
NON-PARTICIPANT					\$250 cash			Minimum FTE: 0 Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info: 10 days immediate fam/child					
PERSONAL	2			yes	2 add'l. w/sub. ded.
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Substitute, Jury Duty

PALMYRA-BENNETT(OR #1)									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	29,300	30,472	31,644	32,816	33,988	35,160	36,332	37,504	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	30,472	31,644	32,816	33,988	35,160	36,332	37,504	38,676	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	31,644	32,816	33,988	35,160	36,332	37,504	38,676	39,848	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	32,816	33,988	35,160	36,332	37,504	38,676	39,848	41,020	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	33,988	35,160	36,332	37,504	38,676	39,848	41,020	42,192	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6		36,332	37,504	38,676	39,848	41,020	42,192	43,364	
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7		37,504	38,676	39,848	41,020	42,192	43,364	44,536	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8			39,848	41,020	42,192	43,364	44,536	45,708	
			1.36	1.40	1.44	1.48	1.52	1.56	
9				42,192	43,364	44,536	45,708	46,880	
				1.44	1.48	1.52	1.56	1.60	
10				43,364	44,536	45,708	46,880	48,052	
				1.48	1.52	1.56	1.60	1.64	
11				44,536	45,708	46,880	48,052	49,224	
				1.52	1.56	1.60	1.64	1.68	
12					46,880	48,052	49,224	50,396	
					1.60	1.64	1.68	1.72	
13							50,396	51,568	
							1.72	1.76	

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

Papillion-LaVista

WORKING CONDITIONS

Contract Days:	190	FTE Teachers:	760.5
Enrollment:	9543	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.83	6.58	6.33
Planning Time:	52	45	45
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base:	29,130	Index:	5 x 5
Starting Salary:	29,130	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	12+1
Vertical Freeze:	86-87,89-90,91-92,02-03		
Rollback:	85-86; 02-03		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	550D	426.49	753.04	852.50	1088.80	96.37
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Full Dep. Dental
PPO:	08-09 switch from 300D to 550D		COMMENTS:				
LIFE	Madison Nat'l		3.60				
LTD	ReliaStar		.0027				
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	12	120	yes		
Other Info: Sev:1/2 sub. rate up to 90 days					
PERSONAL	2-4			yes	from sick lv.
BEREAVEMENT	3-5				ea. occur.
PROFESSIONAL				yes	
ADOPTION	all accum. sick lv				
ASSOCIATION	40				

SABBATICAL: Yes

SEVERANCE PAY: Y

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	

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	PHD
1	29,130	30,587	32,043	33,500	34,956	36,413	37,869	39,326	40,782	42,239	43,695
2	30,587	32,043	33,500	34,956	36,413	37,869	39,326	40,782	42,239	43,695	45,152
3	32,043	33,500	34,956	36,413	37,869	39,326	40,782	42,239	43,695	45,152	46,608
4	33,500	34,956	36,413	37,869	39,326	40,782	42,239	43,695	45,152	46,608	48,065
5	34,956	36,413	37,869	39,326	40,782	42,239	43,695	45,152	46,608	48,065	49,521
6	36,413	37,869	39,326	40,782	42,239	43,695	45,152	46,608	48,065	49,521	50,978
7	37,869	39,326	40,782	42,239	43,695	45,152	46,608	48,065	49,521	50,978	52,434
8	39,326	40,782	42,239	43,695	45,152	46,608	48,065	49,521	50,978	52,434	53,891
9	40,782	42,239	43,695	45,152	46,608	48,065	49,521	50,978	52,434	53,891	55,347
10	42,239	43,695	45,152	46,608	48,065	49,521	50,978	52,434	53,891	55,347	56,804
11	43,695	45,152	46,608	48,065	49,521	50,978	52,434	53,891	55,347	56,804	58,260
12	45,152	46,608	48,065	49,521	50,978	52,434	53,891	55,347	56,804	58,260	59,717
13	46,608	48,065	49,521	50,978	52,434	53,891	55,347	56,804	58,260	59,717	61,173
14	48,065	49,521	50,978	52,434	53,891	55,347	56,804	58,260	59,717	61,173	62,630
15	49,521	50,978	52,434	53,891	55,347	56,804	58,260	59,717	61,173	62,630	64,086
16	50,978	52,434	53,891	55,347	56,804	58,260	59,717	61,173	62,630	64,086	65,543
17	52,434	53,891	55,347	56,804	58,260	59,717	61,173	62,630	64,086	65,543	67,000
18	53,891	55,347	56,804	58,260	59,717	61,173	62,630	64,086	65,543	67,000	68,457
19	55,347	56,804	58,260	59,717	61,173	62,630	64,086	65,543	67,000	68,457	69,914
20	56,804	58,260	59,717	61,173	62,630	64,086	65,543	67,000	68,457	69,914	71,371
21	58,260	59,717	61,173	62,630	64,086	65,543	67,000	68,457	69,914	71,371	72,828
22	59,717	61,173	62,630	64,086	65,543	67,000	68,457	69,914	71,371	72,828	74,285
23	61,173	62,630	64,086	65,543	67,000	68,457	69,914	71,371	72,828	74,285	75,742
24	62,630	64,086	65,543	67,000	68,457	69,914	71,371	72,828	74,285	75,742	77,199
25	64,086	65,543	67,000	68,457	69,914	71,371	72,828	74,285	75,742	77,199	78,656
26	65,543	67,000	68,457	69,914	71,371	72,828	74,285	75,742	77,199	78,656	80,113

02-03 Re-numbered steps starting at step 3 through 16 BA-36/MA through PHD/ED have 6 longevity steps that add 2% of base and 4 more steps that are an additional 1% of base; 03-04 vertical freeze, horizontal movement allowed; 1-3 years experience are placed on step one (as shown above), those with more than 3 yrs are placed accordingly; 08-09 new hires who exp placed on step 1, 12 yrs experience allowed - one

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	288	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	
Length of Student Day:	7.33	7.33	7.25	
Planning Time:	49	49	49	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	28,600	Index:	4 x 4
Starting Salary:	28,600	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	34.20
DENTAL	BC/BS	1	20.16	20.16	20.16	20.16	Dep. Dental
PPO:	Ded pd by dist up to 250/500		COMMENTS:				
LIFE							
LTD	Standard Ins				7.00		
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	50	yes		
Other Info:	\$40/day on any above 50 at EOY				
PERSONAL	2			no	2 add'l from sick lv.
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	as needed			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

PAWNEE CITY							
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
Step					BA+36		
1	28,600	29,744	30,888	32,032	33,176	34,320	35,464
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,744	30,888	32,032	33,176	34,320	35,464	36,608
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	30,888	32,032	33,176	34,320	35,464	36,608	37,752
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,032	33,176	34,320	35,464	36,608	37,752	38,896
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	33,176	34,320	35,464	36,608	37,752	38,896	40,040
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	34,320	35,464	36,608	37,752	38,896	40,040	41,184
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	35,464	36,608	37,752	38,896	40,040	41,184	42,328
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		37,752	38,896	40,040	41,184	42,328	43,472
		1.32	1.36	1.40	1.44	1.48	1.52
9			40,040	41,184	42,328	43,472	44,616
			1.40	1.44	1.48	1.52	1.56
10				42,328	43,472	44,616	45,760
				1.48	1.52	1.56	1.60
11					44,616	45,760	46,904
					1.56	1.60	1.64
12					45,760	46,904	48,048
					1.60	1.64	1.68

WORKING CONDITIONS

Contract Days: 181 FTE Teachers: 19.51
 Enrollment: 221
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,850 Index: 4 x 4
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: 10(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	Dep. Dental	Individ. Depend.
HEALTH	BC/BS	300D			Options:
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE					PART-TIME BENEFITS
LTD					Minimum FTE: 0
NON-PARTICIPANT			50% med ins cash in lieu 509.15		Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PAXTON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	27,850	28,964	30,078	31,192	32,306	32,863	33,977	35,091	36,205
	1.00	1.04	1.08	1.12	1.16	1.18	1.22	1.26	1.30
2	28,964	30,078	31,192	32,306	33,420	33,977	35,091	36,205	37,319
	1.04	1.08	1.12	1.16	1.20	1.22	1.26	1.30	1.34
3	30,078	31,192	32,306	33,420	34,534	35,091	36,205	37,319	38,433
	1.08	1.12	1.16	1.20	1.24	1.26	1.30	1.34	1.38
4	31,192	32,306	33,420	34,534	35,648	36,205	37,319	38,433	39,547
	1.12	1.16	1.20	1.24	1.28	1.30	1.34	1.38	1.42
5	32,306	33,420	34,534	35,648	36,762	37,319	38,433	39,547	40,661
	1.16	1.20	1.24	1.28	1.32	1.34	1.38	1.42	1.46
6	33,420	34,534	35,648	36,762	37,876	38,433	39,547	40,661	41,775
	1.20	1.24	1.28	1.32	1.36	1.38	1.42	1.46	1.50
7	34,534	35,648	36,762	37,876	38,990	39,547	40,661	41,775	42,889
	1.24	1.28	1.32	1.36	1.40	1.42	1.46	1.50	1.54
8		36,762	37,876	38,990	40,104	40,661	41,775	42,889	44,003
		1.32	1.36	1.40	1.44	1.46	1.50	1.54	1.58
9			38,990	40,104	41,218	41,775	42,889	44,003	45,117
			1.40	1.44	1.48	1.50	1.54	1.58	1.62
10				41,218	42,332	42,889	44,003	45,117	46,231
				1.48	1.52	1.54	1.58	1.62	1.66
11					43,446	44,003	45,117	46,231	47,345
					1.56	1.58	1.62	1.66	1.70
12							46,231	47,345	48,459
							1.66	1.70	1.74
13								48,459	49,573
								1.74	1.78

07-08 BA+36/MA column changed to BA+36 only; BA+45 column removed; MA column added

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	26.6
Enrollment:	324	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	6.46	6.46	6.25
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	28,150	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Grandfathered Steps	85-86		
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	5	42.67	78.94	89.61	115.06
PPO:			COMMENTS:			
LIFE						
LTD	Madison Nat'l				.0036	
NON-PARTICIPANT					\$469.16	

Cafeteria Plan

Individ.	Depend.
Options:	H/A,Life,Dent,Cash
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	45	yes		
Other Info:	use 0-1 - \$400/2 - \$300/3 - \$200 (all inclusive)				
PERSONAL					
BEREAVEMENT					
PROFESSIONAL	as approved			yes	
ADOPTION	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:

PENDER							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	28,150	29,558	30,965	32,373	33,780	35,188	36,595
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	29,276	30,684	32,091	33,499	34,906	36,314	37,721
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	30,402	31,810	33,217	34,625	36,032	37,440	38,847
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	31,528	32,936	34,343	35,751	37,158	38,566	39,973
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	32,654	34,062	35,469	36,877	38,284	39,692	41,099
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	33,780	35,188	36,595	38,003	39,410	40,818	42,225
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	34,906	36,314	37,721	39,129	40,536	41,944	43,351
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		37,440	38,847	40,255	41,662	43,070	44,477
		1.33	1.38	1.43	1.48	1.53	1.58
9		38,566	39,973	41,381	42,788	44,196	45,603
		1.37	1.42	1.47	1.52	1.57	1.62
10			41,099	42,507	43,914	45,322	46,729
			1.46	1.51	1.56	1.61	1.66
11			42,225	43,633	45,040	46,448	47,855
			1.50	1.55	1.60	1.65	1.70
12				44,759	46,166	47,574	48,981
				1.59	1.64	1.69	1.74
13				45,885	47,292	48,700	50,107
				1.63	1.68	1.73	1.78
14					48,418	49,826	51,233
					1.72	1.77	1.82

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 43.7
 Enrollment: 377
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 100
 Class Periods/Day: 8
 Normal Teaching Load: 6

HS	JH/MS	ELEM
8	8	8
7.5	7.5	7.5
100	100	100
8	8	
6	6	

SALARY SCHEDULE

Base: 28,250 Index: 4 x 4
 Starting Salary: 28,250 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	1	20.16	37.30	42.34	54.36

PPO: Dist to reimburse last \$300/\$600 to
 LIFE
 LTD
 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	13	40			
Other Info:					
PERSONAL	5			yes	4th & 5th days sub deduct
BEREAVEMENT	2				immed. family
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PERKINS COUNTY										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	BA+45	MA+9	MA+18	MA+27
1	28,250	29,380	30,510	31,640	32,770	32,770	33,900	33,900	35,030	36,160
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.20	1.24	1.28
2	29,380	30,510	31,640	32,770	33,900	33,900	35,030	35,030	36,160	37,290
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.24	1.28	1.32
3	30,510	31,640	32,770	33,900	35,030	35,030	36,160	36,160	37,290	38,420
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.28	1.32	1.36
4	31,640	32,770	33,900	35,030	36,160	36,160	37,290	37,290	38,420	39,550
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.32	1.36	1.40
5	32,770	33,900	35,030	36,160	37,290	37,290	38,420	38,420	39,550	40,680
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.36	1.40	1.44
6	33,900	35,030	36,160	37,290	38,420	38,420	39,550	39,550	40,680	41,810
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.40	1.44	1.48
7	35,030	36,160	37,290	38,420	39,550	39,550	40,680	40,680	41,810	42,940
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.44	1.48	1.52
8	36,160	37,290	38,420	39,550	40,680	40,680	41,810	41,810	42,940	44,070
	1.28	1.32	1.36	1.40	1.44	1.44	1.48	1.48	1.52	1.56
9	37,290	38,420	39,550	40,680	41,810	41,810	42,940	42,940	44,070	45,200
	1.32	1.36	1.40	1.44	1.48	1.48	1.52	1.52	1.56	1.60
10	38,420	39,550	40,680	41,810	42,940	42,940	44,070	44,070	45,200	46,330
	1.36	1.40	1.44	1.48	1.52	1.52	1.56	1.56	1.60	1.64
11	39,550	40,680	41,810	42,940	44,070	44,070	45,200	45,200	46,330	47,460
	1.40	1.44	1.48	1.52	1.56	1.56	1.60	1.60	1.64	1.68
12		41,810	42,940	44,070	45,200	45,200	46,330	46,330	47,460	48,590
		1.48	1.52	1.56	1.60	1.60	1.64	1.64	1.68	1.72
13			44,070	45,200	46,330	46,330	47,460	47,460	48,590	49,720
			1.56	1.60	1.64	1.64	1.68	1.68	1.72	1.76
14				46,330	47,460	47,460	48,590	48,590	49,720	50,850
				1.64	1.68	1.68	1.72	1.72	1.76	1.80
15					48,590	48,590	49,720	49,720	50,850	51,980
					1.72	1.72	1.76	1.76	1.80	1.84
16							50,850	50,850	51,980	53,110
							1.80	1.80	1.84	1.88
17									53,110	54,240
									1.88	1.92
18										55,370
										1.96

05-06 merger of Grant and Wheatland

Plainview

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 37.08
 Enrollment: 353
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 50 50 50
 Class Periods/Day: 4 4
 Normal Teaching Load: 3.5 3.5

SALARY SCHEDULE

Base: 27,835 Index: 4 x 4
 Starting Salary: 27,835 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback: 01-02 (2-3 stps)
 Multi-year Contract: 08-09, 09-10

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	390
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Cash
PPO:			COMMENTS:				
LIFE							
LTD Principal							
NON-PARTICIPANT			\$390 cash option				

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45	yes		
Other Info:					
PERSONAL	2			yes	If 2 days unused, 3 days next yr
BEREAVEMENT	1				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PLAINVIEW									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	BA+45		MA+18
							MA+9		
1	27,835	29,018	30,201	31,384	32,567	33,750	34,933	36,116	37,299
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
2	29,018	30,201	31,384	32,567	33,750	34,933	36,116	37,299	38,482
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
3	30,201	31,384	32,567	33,750	34,933	36,116	37,299	38,482	39,665
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
4	31,384	32,567	33,750	34,933	36,116	37,299	38,482	39,665	40,848
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
5	32,567	33,750	34,933	36,116	37,299	38,482	39,665	40,848	42,031
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
6	33,750	34,933	36,116	37,299	38,482	39,665	40,848	42,031	43,214
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
7		36,116	37,299	38,482	39,665	40,848	42,031	43,214	44,397
		1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
8			38,482	39,665	40,848	42,031	43,214	44,397	45,580
			1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375
9				40,848	42,031	43,214	44,397	45,580	46,763
				1.4675	1.51	1.5525	1.595	1.6375	1.68
10					43,214	44,397	45,580	46,763	47,946
					1.5525	1.595	1.6375	1.68	1.7225
11						45,580	46,763	47,946	49,129
						1.6375	1.68	1.7225	1.765
12							46,763	47,946	49,129
							1.68	1.7225	1.765
13							47,946	49,129	50,312
							1.7225	1.765	1.8075
14								50,312	51,495
								1.8075	1.85

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; 08-09 BA+36 column separated from MA column

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	147
Enrollment:	1811	HS	JH/MS
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.35	7.35	7
Planning Time:	45	40	40
Class Periods/Day:	8	4	
Normal Teaching Load:	7	3.5	

SALARY SCHEDULE

Base:	29,800	Index:	4 x 5
Starting Salary:	29,800	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5(D)*
*exp allowed-5 yrs + 1/2 all yrs beyond 5			
Vertical Freeze:			
Rollback:	85-86		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:	emp only takers also rec \$150/mo COMMENTS:					
LIFE	Madison Life				6.00	
LTD	Madison Life				.0064(+B)	
NON-PARTICIPANT					\$618.92 in lieu	

Cafeteria Plan

Individ.	Depend.
618.92	
Cash, 125, or TSA	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	50	yes		
Other Info:					
PERSONAL	2			yes	\$25 per 1/2 day - 2 day max
BEREAVEMENT	10				3 days/occur. to 10
PROFESSIONAL	unl.			yes	
ADOPTION	use sick lv.				
ASSOCIATION	8				

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: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	29,800	31,290	32,780	34,270	35,760	37,250	35,760	37,250	38,740	40,230	41,720	43,210
	1.00	1.05	1.10	1.15	1.20	1.25	1.20	1.25	1.30	1.35	1.40	1.45
2	30,992	32,482	33,972	35,462	36,952	38,442	36,952	38,442	39,932	41,422	42,912	44,402
	1.04	1.09	1.14	1.19	1.24	1.29	1.24	1.29	1.34	1.39	1.44	1.49
3	32,184	33,674	35,164	36,654	38,144	39,634	38,144	39,634	41,124	42,614	44,104	45,594
	1.08	1.13	1.18	1.23	1.28	1.33	1.28	1.33	1.38	1.43	1.48	1.53
4	33,376	34,866	36,356	37,846	39,336	40,826	39,336	40,826	42,316	43,806	45,296	46,786
	1.12	1.17	1.22	1.27	1.32	1.37	1.32	1.37	1.42	1.47	1.52	1.57
5	34,568	36,058	37,548	39,038	40,528	42,018	40,528	42,018	43,508	44,998	46,488	47,978
	1.16	1.21	1.26	1.31	1.36	1.41	1.36	1.41	1.46	1.51	1.56	1.61
6	35,760	37,250	38,740	40,230	41,720	43,210	41,720	43,210	44,700	46,190	47,680	49,170
	1.20	1.25	1.30	1.35	1.40	1.45	1.40	1.45	1.50	1.55	1.60	1.65
7	36,952	38,442	39,932	41,422	42,912	44,402	42,912	44,402	45,892	47,382	48,872	50,362
	1.24	1.29	1.34	1.39	1.44	1.49	1.44	1.49	1.54	1.59	1.64	1.69
8		39,634	41,124	42,614	44,104	45,594	44,104	45,594	47,084	48,574	50,064	51,554
		1.33	1.38	1.43	1.48	1.53	1.48	1.53	1.58	1.63	1.68	1.73
9			42,316	43,806	45,296	46,786	45,296	46,786	48,276	49,766	51,256	52,746
			1.42	1.47	1.52	1.57	1.52	1.57	1.62	1.67	1.72	1.77
10				44,998	46,488	47,978	46,488	47,978	49,468	50,958	52,448	53,938
				1.51	1.56	1.61	1.56	1.61	1.66	1.71	1.76	1.81
11					47,680	49,170	47,680	49,170	50,660	52,150	53,640	55,130
					1.60	1.65	1.60	1.65	1.70	1.75	1.80	1.85
12						48,872	50,362	48,872	50,362	51,852	53,342	54,832
						1.64	1.69	1.64	1.69	1.74	1.79	1.84
13							51,554	50,064	51,554	53,044	54,534	56,024
							1.73	1.68	1.73	1.78	1.83	1.88
14								51,256	52,746	54,236	55,726	57,216
								1.72	1.77	1.82	1.87	1.92
15									55,428	56,918	58,408	59,898
									1.86	1.91	1.96	2.01
16										58,110	59,600	61,090
										1.95	2.00	2.05
17												
18												
19												

07-08 schedule reworked, new hires begin on step 1; BA45 for individuals who took district courses between 1992-1997, column will be removed when these individuals are no longer employed

Potter-Dix

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	22
Enrollment:	216	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:	27,100	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:	93-94 (2 Steps)		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ.	Depend.
35.12	
Dep. Dental	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	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+9	BA+18	BA+27	BA+36	MA+18
1	27,100	28,320	29,539	30,759	31,978	33,198
	1.00	1.045	1.09	1.135	1.18	1.225
2	28,320	29,539	30,759	31,978	33,198	34,417
	1.045	1.09	1.135	1.18	1.225	1.27
3	29,539	30,759	31,978	33,198	34,417	35,637
	1.09	1.135	1.18	1.225	1.27	1.315
4	30,759	31,978	33,198	34,417	35,637	36,856
	1.135	1.18	1.225	1.27	1.315	1.36
5	31,978	33,198	34,417	35,637	36,856	38,076
	1.18	1.225	1.27	1.315	1.36	1.405
6	33,198	34,417	35,637	36,856	38,076	39,295
	1.225	1.27	1.315	1.36	1.405	1.45
7	34,417	35,637	36,856	38,076	39,295	40,515
	1.27	1.315	1.36	1.405	1.45	1.495
8		36,856	38,076	39,295	40,515	41,734
		1.36	1.405	1.45	1.495	1.54
9			39,295	40,515	41,734	42,954
			1.45	1.495	1.54	1.585
10			40,515	41,734	42,954	44,173
			1.495	1.54	1.585	1.63
11				42,954	44,173	45,393
				1.585	1.63	1.675
12				44,173	45,393	46,612
				1.63	1.675	1.72
13					46,612	47,832
					1.72	1.765
14					47,832	49,051
					1.765	1.81
15						50,271
						1.855
16						51,490
						1.9

Prague

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 17
 Enrollment: 115
 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: 26,750 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	Dep. Dental
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:			COMMENTS:				
LIFE	Principal		(thru sal)				
LTD	Principal		\$268.31 cash-in-lieu				
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	12	30	yes		
Other Info:					
PERSONAL	2			yes	from sick lv.
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: Maternity - 5 days

PRAGUE						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9
1	26,750	27,820	28,890	29,960	31,030	32,100
	1.00	1.04	1.08	1.12	1.16	1.20
2	27,820	28,890	29,960	31,030	32,100	33,170
	1.04	1.08	1.12	1.16	1.20	1.24
3	28,890	29,960	31,030	32,100	33,170	34,240
	1.08	1.12	1.16	1.20	1.24	1.28
4	29,960	31,030	32,100	33,170	34,240	35,310
	1.12	1.16	1.20	1.24	1.28	1.32
5	31,030	32,100	33,170	34,240	35,310	36,380
	1.16	1.20	1.24	1.28	1.32	1.36
6	32,100	33,170	34,240	35,310	36,380	37,450
	1.20	1.24	1.28	1.32	1.36	1.40
7		34,240	35,310	36,380	37,450	38,520
		1.28	1.32	1.36	1.40	1.44
8		35,310	36,380	37,450	38,520	39,590
		1.32	1.36	1.40	1.44	1.48
9			37,450	38,520	39,590	40,660
			1.40	1.44	1.48	1.52
10				39,590	40,660	41,730
				1.48	1.52	1.56
11					41,730	42,800
					1.56	1.60
12						43,870
						1.64

WORKING CONDITIONS

Contract Days:	190	FTE Teachers:	237.25
Enrollment:	3095	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	80	80	varies
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	27,250	Index:	5 x 5
Starting Salary:	29,975	Entry Level Step:	3
Career Increments:	Y	Experience Allowed:	12
Vertical Freeze:	86-87, 88-89		
Rollback:	85-86		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	83.33
HEALTH	BC/BS	550D	413.70	749.57	850.86	1060.92	TSA*
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	
PPO:	or 2 ind. hlth plus 83.33		COMMENTS:				
LIFE	Madison Nat'l				3.80		
LTD	Madison Nat'l				.0036		
NON-PARTICIPANT					\$83.33 TSA		

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	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.

RALSTON											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
BASE	27,250										PHD
	1.00										
3	29,975	31,338	32,700	34,063	35,425	36,788	38,150	39,513	40,875	43,600	43,600
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.60
4	31,338	32,700	34,063	35,425	36,788	38,150	39,513	40,875	42,238	44,963	44,963
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65	1.65
5	32,700	34,063	35,425	36,788	38,150	39,513	40,875	42,238	43,600	46,325	46,325
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70	1.70
6	34,063	35,425	36,788	38,150	39,513	40,875	42,238	43,600	44,963	47,688	47,688
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75	1.75
7	35,425	36,788	38,150	39,513	40,875	42,238	43,600	44,963	46,325	49,050	49,050
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80	1.80
8		38,150	39,513	40,875	42,238	43,600	44,963	46,325	47,688	50,413	50,413
		1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85	1.85
9			40,875	42,238	43,600	44,963	46,325	47,688	49,050	51,775	51,775
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90	1.90
10			42,238	43,600	44,963	46,325	47,688	49,050	50,413	53,138	53,138
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95	1.95
11				44,963	46,325	47,688	49,050	50,413	51,775	54,500	54,500
				1.65	1.70	1.75	1.80	1.85	1.90	2.00	2.00
12				46,325	47,688	49,050	50,413	51,775	53,138	55,863	55,863
				1.70	1.75	1.80	1.85	1.90	1.95	2.05	2.05
13				47,688	49,050	50,413	51,775	53,138	54,500	57,225	57,225
				1.75	1.80	1.85	1.90	1.95	2.00	2.10	2.10
14					50,413	51,775	53,138	54,500	55,863	58,588	58,588
					1.85	1.90	1.95	2.00	2.05	2.15	2.15
15					51,775	53,138	54,500	55,863	57,225	59,950	59,950
					1.90	1.95	2.00	2.05	2.10	2.20	2.20
16					53,138	54,500	55,863	57,225	58,588	61,313	61,313
					1.95	2.00	2.05	2.10	2.15	2.25	2.25

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.)

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	40.5
Enrollment:	460	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,750	Index:	4 x 5
Starting Salary:	27,750	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:	86-87		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	468.92
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Annuity
PPO:			COMMENTS:				
LIFE	Guardian				8.00		
LTD							
NON-PARTICIPANT							Annuity in amount of individ H&Dent pr

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	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+9	MA+18				
0	27,750	29,138	30,525	31,913	33,300	34,688	36,075
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	28,860	30,248	31,635	33,023	34,410	35,798	37,185
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	29,970	31,358	32,745	34,133	35,520	36,908	38,295
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	31,080	32,468	33,855	35,243	36,630	38,018	39,405
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	32,190	33,578	34,965	36,353	37,740	39,128	40,515
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5		34,688	36,075	37,463	38,850	40,238	41,625
		1.25	1.30	1.35	1.40	1.45	1.50
6		35,798	37,185	38,573	39,960	41,348	42,735
		1.29	1.34	1.39	1.44	1.49	1.54
7			38,295	39,683	41,070	42,458	43,845
			1.38	1.43	1.48	1.53	1.58
8			39,405	40,793	42,180	43,568	44,955
			1.42	1.47	1.52	1.57	1.62
9				41,903	43,290	44,678	46,065
				1.51	1.56	1.61	1.66
10				43,013	44,400	45,788	47,175
				1.55	1.60	1.65	1.70
11					45,510	46,898	48,285
					1.64	1.69	1.74
12					46,620	48,008	49,395
					1.68	1.73	1.78
13					47,730	49,118	50,505
					1.70	1.75	1.80
14					47,730	49,673	51,060
					1.72	1.79	1.84
15						50,228	51,615
						1.81	1.86

Raymond Central

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	
Enrollment:	659	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	60	60	60
Class Periods/Day:	7	10	
Normal Teaching Load:	6	9	

SALARY SCHEDULE

Base:	30,900	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	6(D)
Long: 11-20 yr, \$350; 21-30, \$600; 31-?, \$850 bonus			
Vertical Freeze:		Rollback:	
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	300D	448.22	448.22	448.22	448.22	468.92
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Ind. Health
PPO:	Bd pays \$12.50/mo to defray ded. COMMENTS: *<.51=FTE benefits						
LIFE							
LTD	Fortis				.002379(+B)		
NON-PARTICIPANT					\$3000/yr cash		

Cafeteria Plan

Individ.	Depend.
Options:	
IRS 125: Y	
Flex Accounts: Y	
PART-TIME BENEFITS	
Minimum FTE: 0.51	
Contribution: full*	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK					
Other Info:	Unused personal days over 45 paid @ \$30/day in June				
PERSONAL	10			yes	Accum. 45;for sick, pers, berea
BEREAVEMENT					
PROFESSIONAL	adm. disc.			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:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

RAYMOND CENTRAL									
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	PHD
1	30,900	32,445	33,990	35,535	37,080	38,625	40,170	41,715	43,260
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	32,136	33,681	35,226	36,771	38,316	39,861	41,406	42,951	44,496
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	33,372	34,917	36,462	38,007	39,552	41,097	42,642	44,187	45,732
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	34,608	36,153	37,698	39,243	40,788	42,333	43,878	45,423	46,968
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	35,844	37,389	38,934	40,479	42,024	43,569	45,114	46,659	48,204
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	37,080	38,625	40,170	41,715	43,260	44,805	46,350	47,895	49,440
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	38,316	39,861	41,406	42,951	44,496	46,041	47,586	49,131	50,676
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		41,097	42,642	44,187	45,732	47,277	48,822	50,367	51,912
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		42,333	43,878	45,423	46,968	48,513	50,058	51,603	53,148
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			45,114	46,659	48,204	49,749	51,294	52,839	54,384
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			46,350	47,895	49,440	50,985	52,530	54,075	55,620
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				49,131	50,676	52,221	53,766	55,311	56,856
				1.59	1.64	1.69	1.74	1.79	1.84
13					51,912	53,457	55,002	56,547	58,092
					1.68	1.73	1.78	1.83	1.88

Teachers hired after 84-85 yr must have MA to be placed in BA+36/MA column; can be placed in PhD column with prior approval only

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:	28.9
Enrollment:	190	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	26,700	Index:	4.25 x 4.25
Starting Salary:	26,700	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	97-98/98-99		
Rollback:	97-98/98-99/01-02		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:	Empl. Reimbursed \$250 of 550D 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	45	yes		
Other Info:					
PERSONAL	3			no	
BEREAVEMENT	unl.				from sick lv.
PROFESSIONAL	4-5			yes	as needed
ADOPTION	as approved				
ASSOCIATION	unl.				

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:

ROCK COUNTY							
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	BA+45	MA+9
1	26,700	27,835	28,970	30,104	31,239	32,374	32,374
		1,0425	1,085	1,1275	1,17	1,2125	
2	27,835	28,970	30,104	31,239	32,374	33,509	33,509
		1,0425	1,085	1,1275	1,17	1,2125	1,255
3	28,970	30,104	31,239	32,374	33,509	34,643	34,643
		1,085	1,1275	1,17	1,2125	1,255	1,2975
4	30,104	31,239	32,374	33,509	34,643	35,778	35,778
		1,1275	1,17	1,2125	1,255	1,2975	1,34
5	31,239	32,374	33,509	34,643	35,778	36,913	36,913
		1,17	1,2125	1,255	1,2975	1,34	1,3825
6	32,374	33,509	34,643	35,778	36,913	38,048	38,048
		1,2125	1,255	1,2975	1,34	1,3825	1,425
7	33,509	34,643	35,778	36,913	38,048	39,182	39,182
		1,255	1,2975	1,34	1,3825	1,425	1,4675
8		35,778	36,913	38,048	39,182	40,317	40,317
		1,34	1,3825	1,425	1,4675	1,4675	1,51
9			38,048	39,182	40,317	41,452	41,452
			1,425	1,4675	1,51	1,5525	1,5525
10			39,182	40,317	41,452	42,587	42,587
			1,4675	1,51	1,5525	1,595	1,595
11				41,452	42,587	43,721	43,721
				1,5525	1,595	1,6375	1,6375
12				42,587	43,721	44,856	44,856
				1,595	1,6375	1,68	1,68
13				43,721	44,856	45,991	45,991
				1,6375	1,68	1,7225	1,7225
14					45,991	47,126	47,126
					1,7225	1,765	1,765
15					47,126	48,260	48,260
					1,765	1,8075	1,8075
16					48,260	49,395	49,395
					1,8075	1,85	1,85
17						50,530	50,530
						1,8925	1,8925

Sandhills-Dunning

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:
 Enrollment: 124
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM
 Length of Student Day: 7.83 7.83 7.25
 Planning Time: 51 51 51
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,550 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze: 07-08
 Rollback: 88-89
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56	35.12	Options:
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental	
PPO:	bd reimburses ded \$275/\$550		COMMENTS:					IRS 125:
LIFE	Prinipal				2.35			Flex Accounts:
LTD	Principal				.0037			PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

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:

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:		
Enrollment:	169	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	6.67	6.67	6.58	
Planning Time:	51	51	65	
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:	0(D)
Career Increments:	N	Experience Allowed:	7(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE	Principal				6.15		
LTD	Principal				.0065		
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	35	yes		
Other Info:	\$20/day over 35 at end of 4th yr				
PERSONAL	3			yes	2 days first 2 yrs
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	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: In school work day (1)

SARGENT						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+15
0	26,000	27,300	28,600	29,900	31,200	32,500
	1.00	1.05	1.10	1.15	1.20	1.25
1	27,040	28,340	29,640	30,940	32,240	33,540
	1.04	1.09	1.14	1.19	1.24	1.29
2	28,080	29,380	30,680	31,980	33,280	34,580
	1.08	1.13	1.18	1.23	1.28	1.33
3	29,120	30,420	31,720	33,020	34,320	35,620
	1.12	1.17	1.22	1.27	1.32	1.37
4	30,160	31,460	32,760	34,060	35,360	36,660
	1.16	1.21	1.26	1.31	1.36	1.41
5		32,500	33,800	35,100	36,400	37,700
		1.25	1.30	1.35	1.40	1.45
6		33,540	34,840	36,140	37,440	38,740
		1.29	1.34	1.39	1.44	1.49
7		34,580	35,880	37,180	38,480	39,780
		1.33	1.38	1.43	1.48	1.53
8		35,620	36,920	38,220	39,520	40,820
		1.37	1.42	1.47	1.52	1.57
9			37,960	39,260	40,560	41,860
			1.46	1.51	1.56	1.61
10				40,300	41,600	42,900
				1.55	1.60	1.65
11				41,340	42,640	43,940
				1.59	1.64	1.69
12					43,680	44,980
					1.68	1.73
13					44,720	46,020
					1.72	1.77
14						47,060
						1.81
15						48,100
						1.85
16						49,140
						1.89

SCNUD 5

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 59.9
 Enrollment: 621
 Length of Teacher Day: 8 HS 8 JH/MS 8 ELEM
 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: 28,800 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE						
LTD	Madison Nat'l		(+Bthru sal)			
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 35.12
 Dep dental
 Options:
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: Sev: after 10 yrs all days @ 25% sub rate					
PERSONAL	2+1			yes	1-sub deduct
BEREAVEMENT	5+5				add'l 5 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: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	SCN UNIFIED DISTRICT #5									
	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27	MA+36
1	28,800	30,240	31,680	33,120	34,560	36,000	37,440	38,880	40,320	41,760
2	29,952	31,392	32,832	34,272	35,712	37,152	38,592	40,032	41,472	42,912
3	31,104	32,544	33,984	35,424	36,864	38,304	39,744	41,184	42,624	43,504
4	32,256	33,696	35,136	36,576	38,016	39,456	40,896	42,336	43,776	44,656
5	33,408	34,848	36,288	37,728	39,168	40,608	42,048	43,488	44,928	46,368
6	34,560	36,000	37,440	38,880	40,320	41,760	43,200	44,640	46,080	47,520
7		37,152	38,592	40,032	41,472	42,912	44,352	45,792	47,232	48,672
8		38,304	39,744	41,184	42,624	44,064	45,504	46,944	48,384	49,864
9			40,896	42,336	43,776	45,216	46,656	48,096	49,536	50,976
10				43,488	44,928	46,368	47,808	49,248	50,688	52,128
11					44,640	46,080	47,520	48,960	50,400	51,840
12						47,232	48,672	50,112	51,552	52,992
13							49,824	51,264	52,704	54,144
14								52,416	53,856	55,296
15									55,008	56,448

Scribner-Snyder

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 32.542
 Enrollment: 303
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM
 Length of Student Day: 7.25 7.25 7.2
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,800 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 08-09, 09-10

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE	Guardian				2.40		
LTD	Omaha Life				.0055		
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	35	yes		
Other Info:	incl. Bereav; reimb. \$25/day over 25 up to 35				
PERSONAL	2			yes	from sick lv.
BEREAVEMENT	admin. disc.				+2 days from sick lv.
PROFESSIONAL	adm. disc.			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:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SCRIBNER-SNYDER										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	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		35,862	37,252	38,642	40,032	41,422	42,812	44,202		
		1.29	1.34	1.39	1.44	1.49	1.54	1.59		
8			38,364	39,754	41,144	42,534	43,924	45,314		
			1.38	1.43	1.48	1.53	1.58	1.63		
9				40,866	42,256	43,646	45,036	46,426		
				1.47	1.52	1.57	1.62	1.67		
10				41,978	43,368	44,758	46,148	47,538		
				1.51	1.56	1.61	1.66	1.71		
11					44,480	45,870	47,260	48,650		
					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		

08-09 MA+27 column added

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	102.8
Enrollment:	1358	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7	7
Planning Time:	90	90	45
Class Periods/Day:	5	8	
Normal Teaching Load:	4	6	

SALARY SCHEDULE

Base:	28,850	Index:	5 x 4
Starting Salary:	28,850	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	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	
DENTAL	BC/BS	2	20.70	38.30	43.47	55.82	
PPO:			COMMENTS:				
LIFE	Provident				3.60		
LTD	Madison Nat'l				.0043		
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: \$20/day over 50					
PERSONAL	see sick lv			yes	
BEREAVEMENT	see 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	28,850	30,004	31,158	32,312	33,466	34,620	35,774	36,928	38,082
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	30,293	31,447	32,601	33,755	34,909	36,063	37,217	38,371	39,525
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	31,735	32,889	34,043	35,197	36,351	37,505	38,659	39,813	40,967
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	33,178	34,332	35,486	36,640	37,794	38,948	40,102	41,256	42,410
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	34,620	35,774	36,928	38,082	39,236	40,390	41,544	42,698	43,852
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	36,063	37,217	38,371	39,525	40,679	41,833	42,987	44,141	45,295
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	37,505	38,659	39,813	40,967	42,121	43,275	44,429	45,583	46,737
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8		40,102	41,256	42,410	43,564	44,718	45,872	47,026	48,180
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9			42,698	43,852	45,006	46,160	47,314	48,468	49,622
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
10				45,295	46,449	47,603	48,757	49,911	51,065
				1.57	1.61	1.65	1.69	1.73	1.77
11					47,891	49,045	50,199	51,353	52,507
					1.66	1.70	1.74	1.78	1.82
12					49,334	50,488	51,642	52,796	53,950
					1.71	1.75	1.79	1.83	1.87
13						51,930	53,084	54,238	55,392
						1.80	1.84	1.88	1.92
14							54,527	55,681	56,835
							1.89	1.93	1.97
15								57,123	58,277
								1.98	2.02
16								58,566	59,720
								2.03	

07-08 BA45 eliminated, current staff is grandfathered

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 26
 Enrollment: 318
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.2 7.2 7.2
 Planning Time: 47 47 45
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,125 Index: 4.5 x 4
 Starting Salary: 28,125 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	38.30	43.37	55.82
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: \$20/day over 35 days @ end of yr					
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

	Negotiated/Exists	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	28,125	29,250	30,375	31,500	32,625	33,750	34,875	
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	
2	29,391	30,516	31,641	32,766	33,891	35,016	36,141	
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	
3	30,656	31,781	32,906	34,031	35,156	36,281	37,406	
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	
4	31,922	33,047	34,172	35,297	36,422	37,547	38,672	
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	
5	33,188	34,313	35,438	36,563	37,688	38,813	39,938	
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	
6		35,578	36,703	37,828	38,953	40,078	41,203	
		1.265	1.305	1.345	1.385	1.425	1.465	
7		36,844	37,969	39,094	40,219	41,344	42,469	
		1.31	1.35	1.39	1.43	1.47	1.51	
8		38,109	39,234	40,359	41,484	42,609	43,734	
		1.355	1.395	1.435	1.475	1.515	1.555	
9		39,375	40,500	41,625	42,750	43,875	45,000	
		1.4	1.44	1.48	1.52	1.56	1.6	
10		40,641	41,766	42,891	44,016	45,141	46,266	
		1.445	1.485	1.525	1.565	1.605	1.645	
11				44,156	45,281	46,406	47,531	
				1.57	1.61	1.65	1.69	
12				45,422	46,547	47,672	48,797	
				1.615	1.655	1.695	1.735	
13					47,813	48,938	50,063	
					1.7	1.74	1.78	
14					49,078	50,203	51,328	
					1.745	1.785	1.825	
15					50,344	51,469	52,594	
					1.79	1.83	1.87	
16						52,734	53,859	
						1.875	1.915	

WORKING CONDITIONS

Contract Days:	181	FTE Teachers:	31.3	
Enrollment:	335	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	7.5	
Length of Student Day:	7.5	7.5	6.75	
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	27,750	Index:	4 x 4
Starting Salary:	27,750	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
BA+36 grandfathered prior to 92-93/added back in 98-99			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	403.40	746.29	847.13	1087.77
DENTAL	BC/BS	4	35.09	64.92	73.69	94.63
PPO:	Dist. pays 90% premium		COMMENTS:			
LIFE	Companion Life		3.20			
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:
PART-TIME BENEFITS
Minimum FTE:
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	13	35	yes		
Other Info: reimb 13 days/yr at \$35/day					
PERSONAL	2			yes	reimb daily rate of pay
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	27,750	28,860	29,970	31,080	32,190	33,300	34,410	35,520		
	1	1.04	1.08	1.12	1.16	1.2	1.24	1.28		
2	28,860	29,970	31,080	32,190	33,300	34,410	35,520	36,630		
	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32		
3	29,970	31,080	32,190	33,300	34,410	35,520	36,630	37,740		
	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36		
4	31,080	32,190	33,300	34,410	35,520	36,630	37,740	38,850		
	1.12	1.16	1.2	1.24	1.28	1.32	1.36	1.4		
5	32,190	33,300	34,410	35,520	36,630	37,740	38,850	39,960		
	1.16	1.2	1.24	1.28	1.32	1.36	1.4	1.44		
6	33,300	34,410	35,520	36,630	37,740	38,850	39,960	41,070		
	1.2	1.24	1.28	1.32	1.36	1.4	1.44	1.48		
7	34,410	35,520	36,630	37,740	38,850	39,960	41,070	42,180		
	1.24	1.28	1.32	1.36	1.4	1.44	1.48	1.52		
8		36,630	37,740	38,850	39,960	41,070	42,180	43,290		
		1.32	1.36	1.4	1.44	1.48	1.52	1.56		
9			38,850	39,960	41,070	42,180	43,290	44,400		
			1.4	1.44	1.48	1.52	1.56	1.6		
10				41,070	42,180	43,290	44,400	45,510		
				1.48	1.52	1.56	1.6	1.64		
11				42,180	43,290	44,400	45,510	46,620		
				1.52	1.56	1.6	1.64	1.68		
12					44,400	45,510	46,620	47,730		
					1.6	1.64	1.68	1.72		
13					45,510	46,620	47,730	48,840		
					1.64	1.68	1.72	1.76		
14						47,730	48,840	49,950		
						1.72	1.76	1.8		
15							49,395	51,060		
							1.78	1.84		
16								51,615		
								1.86		

08-09 yrs exp from 5 yrs to 10 yrs, staff hired prior to 08-09 rec credit for up to 10 yrs exp

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:	22
Enrollment:	131	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,600	Index:	4 x 4
Starting Salary:	27,600	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:	switch from 300D to 550D		COMMENTS:				
LIFE							
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ.	Depend.
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	D			yes	granted @ discretion of supt
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	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		36,432	37,536	38,640	39,744	40,848	41,952
		1.32	1.36	1.40	1.44	1.48	1.52
9		37,536	38,640	39,744	40,848	41,952	43,056
		1.36	1.40	1.44	1.48	1.52	1.56
10			39,744	40,848	41,952	43,056	44,160
			1.44	1.48	1.52	1.56	1.60
11				41,952	43,056	44,160	45,264
				1.52	1.56	1.60	1.64
12					44,160	45,264	46,368
					1.60	1.64	1.68
13						46,368	47,472
						1.68	1.72

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	1249	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.33	7.33	6
Planning Time:	46	44	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,025	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
Vertical Freeze:	88-89		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE	Medical Life				3.30		
LTD	Principle						
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		
Other Info:	Sev: Pd over 35 @ sub.rate max. 110;incl. immed.fam.death				
PERSONAL	2			1-no;1-yes	2 days w/sub. ded.;add'l. w/out
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
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: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Maternity - 15 days

SIDNEY									
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27
0	30,025	31,376	32,727	34,078	35,430	36,781	38,132	39,483	40,834
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	31,376	32,727	34,078	35,430	36,781	38,132	39,483	40,834	42,185
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	32,727	34,078	35,430	36,781	38,132	39,483	40,834	42,185	43,536
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	34,078	35,430	36,781	38,132	39,483	40,834	42,185	43,536	44,887
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	35,430	36,781	38,132	39,483	40,834	42,185	43,536	44,887	46,239
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	36,781	38,132	39,483	40,834	42,185	43,536	44,887	46,239	47,590
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		39,483	40,834	42,185	43,536	44,887	46,239	47,590	48,941
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			42,185	43,536	44,887	46,239	47,590	48,941	50,292
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8				44,887	46,239	47,590	48,941	50,292	51,643
				1.495	1.54	1.585	1.63	1.675	1.72
9					47,590	48,941	50,292	51,643	52,994
					1.585	1.63	1.675	1.72	1.765
10						50,292	51,643	52,994	54,345
						1.675	1.72	1.765	1.81
11							52,994	54,345	55,696
							1.765	1.81	1.855
12								55,696	57,048
								1.855	1.9
Prof. Inc.					48,941			57,048	
					1.63			1.9	

Professional increment beyond bottom of BA36 and MA27. Teacher must earn 6 graduate credit hours in field. Movement is allowed after a minimum period of 5 years.

Silver Lake

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 27.8
 Enrollment: 246
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.17 7.17 7.08
 Planning Time: 45 45 45
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,500 Index: 4 x 4
 Starting Salary: 27,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56	35.12	Options:	
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental		
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD								PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0	
								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	3			yes	trade 4 sick for 2 pers.
BEREAVEMENT					
PROFESSIONAL	2			yes	trade 4 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	27,500	28,600	29,700	30,800	31,900	33,000	34,100	35,200
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	28,600	29,700	30,800	31,900	33,000	34,100	35,200	36,300
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	29,700	30,800	31,900	33,000	34,100	35,200	36,300	37,400
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	30,800	31,900	33,000	34,100	35,200	36,300	37,400	38,500
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	31,900	33,000	34,100	35,200	36,300	37,400	38,500	39,600
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	33,000	34,100	35,200	36,300	37,400	38,500	39,600	40,700
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	34,100	35,200	36,300	37,400	38,500	39,600	40,700	41,800
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	35,200	36,300	37,400	38,500	39,600	40,700	41,800	42,900
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		37,400	38,500	39,600	40,700	41,800	42,900	44,000
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			39,600	40,700	41,800	42,900	44,000	45,100
			1.44	1.48	1.52	1.56	1.60	1.64
11				41,800	42,900	44,000	45,100	46,200
				1.52	1.56	1.60	1.64	1.68
12				42,900	44,000	45,100	46,200	47,300
				1.56	1.60	1.64	1.68	1.72
13					45,100	46,200	47,300	48,400
					1.64	1.68	1.72	1.76

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

South Sarpy Dist 46

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 94.6
 Enrollment: 1065
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: 7.25 7.25 6.5
 Planning Time: 76 76 80
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 30,050 Index: 5 x 3
 Starting Salary: 30,050 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 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	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	550D	433.73	799.78	910.85	1169.58
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:	switch to 550D 1-1-09		COMMENTS:			
LIFE	Madison Nat'l				4.40	
LTD	Madison Nat'l				.0040 (thru sal)	
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 35.12
 Dep. Dental
 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	70	yes		
Other Info: Sev:sub. rate per day (1/2 of days) at retire after 20 yrs.					
PERSONAL	2-no sub			yes	sub pay/day EOY
BEREAVEMENT	unl.				w/approv.
PROFESSIONAL	unl.			yes	
ADOPTION	10				from sick lv.
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								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	30,050	30,952	31,853	32,755	33,656	34,558	35,459	36,361	37,262
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	31,553	32,454	33,356	34,257	35,159	36,060	36,962	37,863	38,765
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	33,055	33,957	34,858	35,760	36,661	37,563	38,464	39,366	40,267
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	34,558	35,459	36,361	37,262	38,164	39,065	39,967	40,868	41,770
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	36,060	36,962	37,863	38,765	39,666	40,568	41,469	42,371	43,272
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6		38,464	39,366	40,267	41,169	42,070	42,972	43,873	44,775
		1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		39,967	40,868	41,770	42,671	43,573	44,474	45,376	46,277
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			42,371	43,272	44,174	45,075	45,977	46,878	47,780
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9			43,873	44,775	45,676	46,578	47,479	48,381	49,282
			1.46	1.49	1.52	1.55	1.58	1.61	1.64
10				46,277	47,179	48,080	48,982	49,883	50,785
				1.54	1.57	1.60	1.63	1.66	1.69
11					48,681	49,583	50,484	51,386	52,287
					1.62	1.65	1.68	1.71	1.74
12					50,184	51,085	51,987	52,888	53,790
					1.67	1.70	1.73	1.76	1.79
13					51,686	52,588	53,489	54,391	55,292
					1.72	1.75	1.78	1.81	1.84
14						54,090	54,992	55,893	56,795
						1.80	1.83	1.86	1.89
15							56,494	57,396	58,297
							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

WORKING CONDITIONS

Contract Days:	188	FTE Teachers:	299
Enrollment:	3696	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.17	7.25	7
Planning Time:	90	54	54
Class Periods/Day:	4	8	
Normal Teaching Load:	3	7	

SALARY SCHEDULE

Base:	30,075	Index:	4 x 5
Starting Salary:	30,075	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
Vertical Freeze:	01-02		
Rollback:	01-02		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	590	Individ. Depend. 590 590
HEALTH	BC/BS	550D		Cafeteria	Options: H/A,TSA,Cash
DENTAL	BC/BS	1			
PPO:			COMMENTS:		IRS 125: Y
LIFE	Guardian		4.20		Flex Accounts: Y
LTD					PART-TIME BENEFITS
NON-PARTICIPANT			\$590 TSA		Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	10 for dep. Use				
PERSONAL	5			yes	Taken from sick leave
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	30,075	31,579	33,083	34,586	36,090	36,090	37,594	39,098	40,601	42,105	43,609
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
2	31,278	32,782	34,286	35,789	37,293	37,293	38,797	40,301	41,804	43,308	44,812
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44	1.49
3	32,481	33,985	35,489	36,992	38,496	38,496	40,000	41,504	43,007	44,511	46,015
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48	1.53
4	33,684	35,188	36,692	38,195	39,699	39,699	41,203	42,707	44,210	45,714	47,218
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52	1.57
5	34,887	36,391	37,895	39,398	40,902	40,902	42,406	43,910	45,413	46,917	48,421
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56	1.61
6	36,090	37,594	39,098	40,601	42,105	42,105	43,609	45,113	46,616	48,120	49,624
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	37,293	38,797	40,301	41,804	43,308	43,308	44,812	46,316	47,819	49,323	50,827
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64	1.69
8	38,496	40,000	41,504	43,007	44,511	44,511	46,015	47,519	49,022	50,526	52,030
	1.28	1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68	1.73
9				44,210	45,714	45,714	47,218	48,722	50,225	51,729	53,233
				1.47	1.52	1.52	1.57	1.62	1.67	1.72	1.77
10					46,917	46,917	48,421	49,925	51,428	52,932	54,436
					1.56	1.56	1.61	1.66	1.71	1.76	1.81
11					48,120	48,120	49,624	51,128	52,631	54,135	55,639
					1.60	1.60	1.65	1.70	1.75	1.80	1.85
12					49,323	49,323	50,827	52,331	53,834	55,338	56,842
					1.64	1.64	1.69	1.74	1.79	1.84	1.89
13						50,526	52,030	53,534	55,037	56,541	58,045
						1.68	1.73	1.78	1.83	1.88	1.93
14								54,737	56,240	57,744	59,248
								1.82	1.87	1.92	1.97
15								55,940	57,443	58,947	60,451
								1.86	1.91	1.96	2.01

Southern

WORKING CONDITIONS

Contract Days: 180 FTE Teachers: 45.5
 Enrollment: 428
 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: 27,700 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	405.17	749.58	894.20	1148.20	Dep. Dental
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	

PPO: District reimburses \$250/\$300 tow
 LIFE
 LTD Jefferson Pilot (thru sal)
 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	12	45	yes		
Other Info:	Reimb. unused lv @ sub rate/day over 10/yr				
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	27,700	28,808	29,916	31,024	32,132	33,240	34,348	35,456	36,564	37,672
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	28,808	29,916	31,024	32,132	33,240	34,348	35,456	36,564	37,672	38,780
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	29,916	31,024	32,132	33,240	34,348	35,456	36,564	37,672	38,780	39,888
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	31,024	32,132	33,240	34,348	35,456	36,564	37,672	38,780	39,888	40,996
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	32,132	33,240	34,348	35,456	36,564	37,672	38,780	39,888	40,996	42,104
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	33,240	34,348	35,456	36,564	37,672	38,780	39,888	40,996	42,104	43,212
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7		35,456	36,564	37,672	38,780	39,888	40,996	42,104	43,212	44,320
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		36,564	37,672	38,780	39,888	40,996	42,104	43,212	44,320	45,428
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9		37,672	38,780	39,888	40,996	42,104	43,212	44,320	45,428	46,536
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			39,888	40,996	42,104	43,212	44,320	45,428	46,536	47,644
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11				42,104	43,212	44,320	45,428	46,536	47,644	48,752
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
12					44,320	45,428	46,536	47,644	48,752	49,860
					1.60	1.64	1.68	1.72	1.76	1.80
13					45,428	46,536	47,644	48,752	49,860	50,968
					1.64	1.68	1.72	1.76	1.80	1.84
14							48,752	49,860	50,968	52,076
							1.76	1.80	1.84	1.88

Southwest

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	38.59
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:	27,250	Index:	4 x 4
Starting Salary:	27,250	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	17
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
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	40			
Other Info:					
PERSONAL	3				
BEREAVEMENT	5				1 from sick lv. for non-family
PROFESSIONAL	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:	Y	N

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

SOUTHWEST							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
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	28,340	29,430	30,520	31,610	32,700	33,790	34,880
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,430	30,520	31,610	32,700	33,790	34,880	35,970
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	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
5	31,610	32,700	33,790	34,880	35,970	37,060	38,150
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	32,700	33,790	34,880	35,970	37,060	38,150	39,240
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		34,880	35,970	37,060	38,150	39,240	40,330
		1.28	1.32	1.36	1.40	1.44	1.48
8			37,060	38,150	39,240	40,330	41,420
			1.36	1.40	1.44	1.48	1.52
9			38,150	39,240	40,330	41,420	42,510
			1.40	1.44	1.48	1.52	1.56
10				40,330	41,420	42,510	43,600
				1.48	1.52	1.56	1.60
11				41,420	42,510	43,600	44,690
				1.52	1.56	1.60	1.64
12				42,510	43,600	44,690	45,780
				1.56	1.60	1.64	1.68
13					44,690	45,780	46,870
					1.64	1.68	1.72
14					45,780	46,870	47,960
					1.68	1.72	1.76
15						47,960	49,050
						1.76	1.80
16							50,140
							1.84
17							51,230
							1.88

05-06 merger of Republican Valley & Twin Valley

Spalding

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 94
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.25
 Planning Time: 90 90 55
 Class Periods/Day: 5 5
 Normal Teaching Load: 4 4

SALARY SCHEDULE

Base: 25,300 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 before 01-02 exp was 3
 Vertical Freeze: 85-86
 Rollback:
 Multi-year Contract: 08-09, 09-10

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
		H/A-Dent					350		
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	Cash	Options:	
DENTAL	BC/BS	2	20.70	20.70	20.70			IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE								PART-TIME BENEFITS	
LTD	Omaha Life							Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	45	yes		
Other Info:					
PERSONAL	3			yes	5 sick leave days = +2 pers day more from sick lv
BEREAVEMENT	2				
PROFESSIONAL	3			yes	
ADOPTION	as needed				
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: Yes

SEVERANCE PAY:

OTHER LEAVES:

SPALDING								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18	
1	25,300	26,565	27,830	29,095	30,360	30,360	31,625	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	
2	26,312	27,577	28,842	30,107	31,372	31,372	32,637	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	
3	27,324	28,589	29,854	31,119	32,384	32,384	33,649	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	
4	28,336	29,601	30,866	32,131	33,396	33,396	34,661	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	
5	29,348	30,613	31,878	33,143	34,408	34,408	35,673	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	
6		31,625	32,890	34,155	35,420	35,420	36,685	
		1.25	1.30	1.35	1.40	1.40	1.45	
7			33,902	35,167	36,432	36,432	37,697	
			1.34	1.39	1.44	1.44	1.49	
8			34,914	36,179	37,444	37,444	38,709	
			1.38	1.43	1.48	1.48	1.53	
9				37,191	38,456	38,456	39,721	
				1.47	1.52	1.52	1.57	
10					39,468	39,468	40,733	
					1.56	1.56	1.61	
11							41,745	
							1.65	

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 24.5
 Enrollment: 146
 Length of Teacher Day: 8 HS 8 JH/MS 8 ELEM
 Length of Student Day: 7.75 7.75 7.75
 Planning Time: 51 51 51
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,100 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	2	20.70	20.70	20.70	
PPO:			COMMENTS:			
LIFE						
LTD	Madison Nat'l					
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 35.12
 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	12,10	35	yes		
Other Info:					
PERSONAL	2			yes	accum. to 4
BEREAVEMENT	see sick lv.				
PROFESSIONAL	supt. 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: Paternity Leave - 30 consec. Days

ST. EDWARD						
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+18
1	27,100	28,320	29,539	30,759	31,978	33,198
	1.00	1.045	1.09	1.135	1.18	1.225
2	28,184	29,404	30,623	31,843	33,062	34,282
	1.04	1.085	1.13	1.175	1.22	1.265
3	29,268	30,488	31,707	32,927	34,146	35,366
	1.08	1.125	1.17	1.215	1.26	1.305
4	30,352	31,572	32,791	34,011	35,230	36,450
	1.12	1.165	1.21	1.255	1.3	1.345
5	31,436	32,656	33,875	35,095	36,314	37,534
	1.16	1.205	1.25	1.295	1.34	1.385
6	32,520	33,740	34,959	36,179	37,398	38,618
	1.2	1.245	1.29	1.335	1.38	1.425
7	33,604	34,824	36,043	37,263	38,482	39,702
	1.24	1.285	1.33	1.375	1.42	1.465
8		35,908	37,127	38,347	39,566	40,786
		1.325	1.37	1.415	1.46	1.505
9			38,211	39,431	40,650	41,870
			1.41	1.455	1.5	1.545
10				40,515	41,734	42,954
				1.495	1.54	1.585
11					42,818	44,038
					1.58	1.625
12						45,122
						1.665

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	632	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7	7	7	7
Planning Time:	45	45	45	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	28,000	Index:	4 x 5
Starting Salary:	28,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	72.64	
DENTAL	BC/BS	3	42.82	42.82	42.82	42.82	Dep. Dental	
PPO:			COMMENTS:					
LIFE								Options:
LTD	Principal							IRS 125: Y
NON-PARTICIPANT								Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	5 for emergency				
PERSONAL	2			yes	accum to 5
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	2			yes	
ADOPTION	10				addtl. w/appr.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency-5 days

ST. PAUL										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18			
1	28,000	29,400	30,800	32,200	33,600	35,000	36,400			
	1.00	1.05	1.10	1.15	1.20	1.25	1.30			
2	29,120	30,520	31,920	33,320	34,720	36,120	37,520			
	1.04	1.09	1.14	1.19	1.24	1.29	1.34			
3	30,240	31,640	33,040	34,440	35,840	37,240	38,640			
	1.08	1.13	1.18	1.23	1.28	1.33	1.38			
4	31,360	32,760	34,160	35,560	36,960	38,360	39,760			
	1.12	1.17	1.22	1.27	1.32	1.37	1.42			
5	32,480	33,880	35,280	36,680	38,080	39,480	40,880			
	1.16	1.21	1.26	1.31	1.36	1.41	1.46			
6	33,600	35,000	36,400	37,800	39,200	40,600	42,000			
	1.20	1.25	1.30	1.35	1.40	1.45	1.50			
7		36,120	37,520	38,920	40,320	41,720	43,120			
		1.29	1.34	1.39	1.44	1.49	1.54			
8			38,640	40,040	41,440	42,840	44,240			
			1.38	1.43	1.48	1.53	1.58			
9			39,760	41,160	42,560	43,960	45,360			
			1.42	1.47	1.52	1.57	1.62			
10				42,280	43,680	45,080	46,480			
				1.51	1.56	1.61	1.66			
11				43,400	44,800	46,200	47,600			
				1.55	1.60	1.65	1.70			
12					45,920	47,320	48,720			
					1.64	1.69	1.74			
13					47,040	48,440	49,840			
					1.68	1.73	1.78			
14						49,560	50,960			
						1.77	1.82			

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 40
 Enrollment: 449
 Length of Teacher Day: 8
 Length of Student Day: 7.3
 Planning Time: 49
 Class Periods/Day: 8
 Normal Teaching Load: 6

HS	JH/MS	ELEM
8	8	8
7.3	7.3	7.3
49	49	55
8	8	
6	6	

SALARY SCHEDULE

Base: 28,500 Index: 4 x 5
 Starting Salary: 28,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 96-97
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	223.60	Options:
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	1/2 ind. prem. cash/TSA	IRS 125: Y
PPO:	250/500 paid by dist for ded		COMMENTS:					Flex Accounts: Y
LIFE	Nat'l Insurance			2.55				PART-TIME BENEFITS
LTD	ReliaStar			.0040				Minimum FTE: 0
NON-PARTICIPANT					\$223.60 - 1/2 ind. prem. cash/TSA			Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	\$10/day over 45 at EOY, 5 days use for fam				
PERSONAL	2			yes	Reimbursed \$20/day, 2 sick da
BEREAVEMENT	3				accum to 10
PROFESSIONAL	adm. disc.			yes	
ADOPTION	30				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STANTON							
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA+18
1	28,500	29,925	31,350	32,775	34,200	35,625	37,050
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	29,640	31,065	32,490	33,915	35,340	36,765	38,190
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	30,780	32,205	33,630	35,055	36,480	37,905	39,330
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	31,920	33,345	34,770	36,195	37,620	39,045	40,470
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	33,060	34,485	35,910	37,335	38,760	40,185	41,610
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6		35,625	37,050	38,475	39,900	41,325	42,750
		1.25	1.30	1.35	1.40	1.45	1.50
7			38,190	39,615	41,040	42,465	43,890
			1.34	1.39	1.44	1.49	1.54
8				40,755	42,180	43,605	45,030
				1.43	1.48	1.53	1.58
9				41,895	43,320	44,745	46,170
				1.47	1.52	1.57	1.62
10					44,460	45,885	47,310
					1.56	1.61	1.66
11					45,600	47,025	48,450
					1.60	1.65	1.70
12					46,740	48,165	49,590
					1.64	1.69	1.74
13					47,880	49,305	50,730
					1.68	1.73	1.78

Stapleton

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 20.75
 Enrollment: 173
 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: 27,184 Index: 4 x 5
 Starting Salary: 27,184 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56
DENTAL	BC/BS	5	21.34	39.47	44.81	57.53
PPO:	emp pays \$150 ded, dist pays last					
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:	sub rate + \$10/day up to 3 days eoy				
PERSONAL	3			yes	sub rate +\$10/day up to 3 days
BEREAVEMENT	2				w/appr.; + 3 from sick lv.
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
0	27,184	28,543	29,902	31,262	32,621	32,621	33,980	35,339
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
1	28,271	29,631	30,990	32,349	33,708	33,708	35,067	36,427
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
2	29,359	30,718	32,077	33,436	34,796	34,796	36,155	37,514
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
3	30,446	31,805	33,164	34,524	35,883	35,883	37,242	38,601
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
4	31,533	32,893	34,252	35,611	36,970	36,970	38,329	39,689
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
5	32,621	33,980	35,339	36,698	38,058	38,058	39,417	40,776
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
6	33,708	35,067	36,427	37,786	39,145	39,145	40,504	41,863
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
7		36,155	37,514	38,873	40,232	40,232	41,592	42,951
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
8			38,601	39,960	41,320	41,320	42,679	44,038
			1.42	1.47	1.52	1.52	1.57	1.62
9				41,048	42,407	42,407	43,766	45,125
				1.51	1.56	1.56	1.61	1.66
10					43,494	43,494	44,854	46,213
					1.60	1.60	1.65	1.70
11						44,582	45,941	47,300
						1.64	1.69	1.74

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	214	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7	7	7	7
Planning Time:	48	48	48	48
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	28,650	Index:	4 x 4
Starting Salary:	28,650	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	166.67
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	TSA
PPO:	Dist reimb 250/500 ded		COMMENTS:				
LIFE	Principal				1.65		
LTD	Principal				.0041		
NON-PARTICIPANT					\$166.67	TSA	

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	45	yes		
Other Info: approve for family use; unused reimb. over 35 @ 1/4 sub. Pay					
PERSONAL	2			yes	
BEREAVEMENT	1-5				1-anyone, 5 immed. family
PROFESSIONAL	unl.				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

STERLING						
	BA	BA+9	BA+18	BA+27	BA+36	MA+9
Step					MA	
1	28,650	29,796	30,942	32,088	33,234	34,380
	1.00	1.04	1.08	1.12	1.16	1.20
2	29,796	30,942	32,088	33,234	34,380	35,526
	1.04	1.08	1.12	1.16	1.20	1.24
3	30,942	32,088	33,234	34,380	35,526	36,672
	1.08	1.12	1.16	1.20	1.24	1.28
4	32,088	33,234	34,380	35,526	36,672	37,818
	1.12	1.16	1.20	1.24	1.28	1.32
5	33,234	34,380	35,526	36,672	37,818	38,964
	1.16	1.20	1.24	1.28	1.32	1.36
6	34,380	35,526	36,672	37,818	38,964	40,110
	1.20	1.24	1.28	1.32	1.36	1.40
7	35,526	36,672	37,818	38,964	40,110	41,256
	1.24	1.28	1.32	1.36	1.40	1.44
8	36,672	37,818	38,964	40,110	41,256	42,402
	1.28	1.32	1.36	1.40	1.44	1.48
9	37,818	38,964	40,110	41,256	42,402	43,548
	1.32	1.36	1.40	1.44	1.48	1.52
10		40,110	41,256	42,402	43,548	44,694
		1.40	1.44	1.48	1.52	1.56
11			42,402	43,548	44,694	45,840
			1.48	1.52	1.56	1.60
12				44,694	45,840	46,986
				1.56	1.60	1.64
13					46,986	48,132
					1.64	1.68

08-09 step added to bottom of each column

WORKING CONDITIONS

Contract Days: 180 FTE Teachers: 20
 Enrollment: 184
 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: 27,000 Index: 4 x 4
 Starting Salary: 27,000 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56
DENTAL	BC/BS	1	20.16	20.16	20.16	20.16
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	4				
PROFESSIONAL	4			yes	\$50 reimb. for 1st 2 days
ADOPTION	60				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:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STUART						
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45
1	27,000	28,080	29,160	30,240	31,320	32,400
	1.00	1.04	1.08	1.12	1.16	1.20
2	28,080	29,160	30,240	31,320	32,400	33,480
	1.04	1.08	1.12	1.16	1.20	1.24
3	29,160	30,240	31,320	32,400	33,480	34,560
	1.08	1.12	1.16	1.20	1.24	1.28
4	30,240	31,320	32,400	33,480	34,560	35,640
	1.12	1.16	1.20	1.24	1.28	1.32
5	31,320	32,400	33,480	34,560	35,640	36,720
	1.16	1.20	1.24	1.28	1.32	1.36
6	32,400	33,480	34,560	35,640	36,720	37,800
	1.20	1.24	1.28	1.32	1.36	1.40
7		34,560	35,640	36,720	37,800	38,880
		1.28	1.32	1.36	1.40	1.44
8			36,720	37,800	38,880	39,960
			1.36	1.40	1.44	1.48
9				38,880	39,960	41,040
				1.44	1.48	1.52
10					41,040	42,120
					1.52	1.56

Sumner-Eddyville-Miller

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 23
 Enrollment: 186
 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: 26,950 Index: 4 x 4
 Starting Salary: 26,950 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE						
LTD	Madison Nat'l				.0043	
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.75
 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

SUMNER-EDDYVILLE-MILLER								
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+9	MA+18
1	26,950	28,028	29,106	30,184	31,262	32,340	33,418	34,496
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	28,028	29,106	30,184	31,262	32,340	33,418	34,496	35,574
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	29,106	30,184	31,262	32,340	33,418	34,496	35,574	36,652
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	30,184	31,262	32,340	33,418	34,496	35,574	36,652	37,730
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	31,262	32,340	33,418	34,496	35,574	36,652	37,730	38,808
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	32,340	33,418	34,496	35,574	36,652	37,730	38,808	39,886
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		34,496	35,574	36,652	37,730	38,808	39,886	40,964
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			36,652	37,730	38,808	39,886	40,964	42,042
			1.36	1.40	1.44	1.48	1.52	1.56
9			37,730	38,808	39,886	40,964	42,042	43,120
			1.40	1.44	1.48	1.52	1.56	1.60
10				39,886	40,964	42,042	43,120	44,198
				1.48	1.52	1.56	1.60	1.64
11					42,042	43,120	44,198	45,276
					1.56	1.60	1.64	1.68
12						44,198	45,276	46,354
						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

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185	FTE Teachers:	Base: 28,825	Index: 4 x 5
Enrollment: 438	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Teacher Day:		Career Increments:	Experience Allowed: all
Length of Student Day:		Vertical Freeze:	
Planning Time:		Rollback:	
Class Periods/Day:		Multi-year Contract:	
Normal Teaching Load:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	35.12		
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental		
PPO:			COMMENTS:						Options:
LIFE									IRS 125:
LTD					.003131 (+B)				Flex Accounts:
NON-PARTICIPANT									PART-TIME BENEFITS
									Minimum FTE: 0.5
									Contribution: FTE

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	Yes		
Other Info: after 10 yrs - 25% sub pay/day					
PERSONAL	3				EOY-pd for xtra or banked for n
BEREAVEMENT	5/3				
PROFESSIONAL					Admin. discretion
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

Negotiated/
Exists Policy

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

SUPERIOR										
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	
Step	MA									
1	28,825	30,266	31,708	33,149	34,590	36,031	37,473	38,914	40,355	1.40
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	29,978	31,419	32,861	34,302	35,743	37,184	38,626	40,067	41,508	1.44
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	31,131	32,572	34,014	35,455	36,896	38,337	39,779	41,220	42,661	1.48
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	32,284	33,725	35,167	36,608	38,049	39,490	40,932	42,373	43,814	1.52
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	33,437	34,878	36,320	37,761	39,202	40,643	42,085	43,526	44,967	1.56
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	34,590	36,031	37,473	38,914	40,355	41,796	43,238	44,679	46,120	1.60
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7		37,184	38,626	40,067	41,508	42,949	44,391	45,832	47,273	1.64
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8		38,337	39,779	41,220	42,661	44,102	45,544	46,985	48,426	1.68
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9			40,932	42,373	43,814	45,255	46,697	48,138	49,579	1.72
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10				43,526	44,967	46,408	47,850	49,291	50,732	1.76
				1.51	1.56	1.61	1.66	1.71	1.76	
11				44,679	46,120	47,561	49,003	50,444	51,885	1.80
				1.55	1.60	1.65	1.70	1.75	1.80	
12					47,273	48,714	50,156	51,597	53,038	1.84
					1.64	1.69	1.74	1.79	1.84	
13					48,426	49,867	51,309	52,750	54,191	1.88
					1.68	1.73	1.78	1.83	1.88	
14					49,579	51,020	52,462	53,903	55,344	1.92
					1.72	1.77	1.82	1.87	1.92	
15						52,173	53,615	55,056	56,497	1.96
						1.81	1.86	1.91	1.96	

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 35.35
 Enrollment: 376
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 51
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS JH/MS ELEM
 8 8 8
 7.5 7.5 7.5
 51 51 51
 8 8
 7 7

SALARY SCHEDULE

Base: 26,400 Index: 5 x 5
 Starting Salary: 26,400 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 89-90
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	
DENTAL	BC/BS	4	38.99	72.13	81.88	105.14	
PPO:	08-09 switch from 300D to 550D COMMENTS: \$361.78 (less ded) if take ind-elig dep						
LIFE							
LTD							
NON-PARTICIPANT	1/2 elig. plan if spouse has other ins						

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	40	yes		
Other Info: Incentive: Under 6 days from 1 to 5 times sub. rate					
PERSONAL	3			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+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	27,720	29,304	30,624	32,208	33,528	34,584	35,904	37,224
	1.05	1.11	1.16	1.22	1.27	1.31	1.36	1.41
3	29,040	31,152	32,736	34,848	36,432	37,488	39,072	40,656
	1.10	1.18	1.24	1.32	1.38	1.42	1.48	1.54
4	30,360	33,000	34,848	37,488	39,336	40,392	42,240	44,088
	1.15	1.25	1.32	1.42	1.49	1.53	1.60	1.67
5	31,680	34,848	36,960	40,128	42,240	43,296	45,408	47,520
	1.20	1.32	1.40	1.52	1.60	1.64	1.72	1.80
6	33,000	36,696	39,072	42,768	45,144	46,200	48,576	50,952
	1.25	1.39	1.48	1.62	1.71	1.75	1.84	1.93

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	38.951
Enrollment:	404	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.83	6.83	6.67
Planning Time:	80	80	85
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,000	Index:	4 x 4
Starting Salary:	29,000	Entry Level Step:	1(D)
Career Increments:	N	Experience Allowed:	all(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	94.90
DENTAL	BC/BS	5	20.16	20.16	20.16	20.16	Dep. Dental
PPO:			COMMENTS:				
LIFE							
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	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	Admin. Approval
ADOPTION	see sick lv.				
ASSOCIATION	see 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:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

SUTTON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+36
1	29,000	30,160	31,320	32,480	33,640	34,800	35,960	37,120	38,280
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	30,160	31,320	32,480	33,640	34,800	35,960	37,120	38,280	39,440
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	31,320	32,480	33,640	34,800	35,960	37,120	38,280	39,440	40,600
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	32,480	33,640	34,800	35,960	37,120	38,280	39,440	40,600	41,760
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	33,640	34,800	35,960	37,120	38,280	39,440	40,600	41,760	42,920
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	34,800	35,960	37,120	38,280	39,440	40,600	41,760	42,920	44,080
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	37,120	38,280	39,440	40,600	41,760	42,920	44,080	45,240	46,400
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	39,440	40,600	41,760	42,920	44,080	45,240	46,400	47,560	48,720
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9	41,760	42,920	44,080	45,240	46,400	47,560	48,720	49,880	51,040
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
10	44,080	45,240	46,400	47,560	48,720	49,880	51,040	52,200	53,360
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
11	46,400	47,560	48,720	49,880	51,040	52,200	53,360	54,520	55,680
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
12	48,720	49,880	51,040	52,200	53,360	54,520	55,680	56,840	58,000
	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
13	51,040	52,200	53,360	54,520	55,680	56,840	58,000	59,160	60,320
	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
14	53,360	54,520	55,680	56,840	58,000	59,160	60,320	61,480	62,640
	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
15	55,680	56,840	58,000	59,160	60,320	61,480	62,640	63,800	64,960
	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88

Syracuse-Dunbar-Avooca

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 62.6
 Enrollment: 753
 Length of Teacher Day: 7.75 HS JH/MS 7.75 ELEM 7.75
 Length of Student Day: 7.25 7.25 7
 Planning Time: 72 72 90
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,900 Index: 5 x 5
 Starting Salary: 28,900 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 '87-'88 eliminate BA+36/grandfathered that column
 Vertical Freeze: 88-89
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	516.67	Individ. Depend. 516.67 516.67
HEALTH	BC/BS	300D		Cafeteria	Options: H/A, Dent
DENTAL	BC/BS	5			
PPO:			COMMENTS:		IRS 125: Y
LIFE	The Principal		4.38		Flex Accounts: Y
LTD	The Principal		.0038		PART-TIME BENEFITS
NON-PARTICIPANT					Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	Sev.-upon term. after 10 yrs. pd 1/2 sub. rate unused days				
PERSONAL	2			yes	from sick lv
BEREAVEMENT	3				per occur.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Negotiated/ Exists	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	28,900	30,345	31,790	33,235	34,680	36,125	37,570	39,015	40,460	43,350	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50	
2	30,345	31,790	33,235	34,680	36,125	37,570	39,015	40,460	41,905	44,795	
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.55	
3	31,790	33,235	34,680	36,125	37,570	39,015	40,460	41,905	43,350	46,240	
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	
4	33,235	34,680	36,125	37,570	39,015	40,460	41,905	43,350	44,795	47,685	
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65	
5	34,680	36,125	37,570	39,015	40,460	41,905	43,350	44,795	46,240	49,130	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70	
6	36,125	37,570	39,015	40,460	41,905	43,350	44,795	46,240	47,685	50,575	
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75	
7	37,570	39,015	40,460	41,905	43,350	44,795	46,240	47,685	49,130	52,020	
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80	
8	39,015	40,460	41,905	43,350	44,795	46,240	47,685	49,130	50,575	53,465	
	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85	
9		41,905	43,350	44,795	46,240	47,685	49,130	50,575	52,020	54,910	
		1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90	
10			44,795	46,240	47,685	49,130	50,575	52,020	53,465	56,355	
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95	
11				47,685	49,130	50,575	52,020	53,465	54,910	57,800	
				1.65	1.70	1.75	1.80	1.85	1.90	2.00	
12					50,575	52,020	53,465	54,910	56,355	59,245	
					1.75	1.80	1.85	1.90	1.95	2.05	
13						53,465	54,910	56,355	57,800	60,690	
						1.85	1.90	1.95	2.00	2.10	
14							56,355	57,800	59,245	62,135	
							1.95	2.00	2.05	2.15	
15								59,245	60,690	63,580	
								2.05	2.10	2.20	

Tekamah-Herman

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	52.51
Enrollment:	573	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:	27,800	Index:	5 x 5
Starting Salary:	27,800	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	Amount Paid by District			Couple - Benefits		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	425.81	787.75	894.20	1092.56	Ind. Dental	
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70		
PPO:	.5 fte 87-88&before full ben; after-1						20.70	
LIFE	Guardian				3.00			
LTD	National				.0040 (+B)			
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	5,10	45	yes		
Other Info: Incent:\$25/day above 40; depend. use-7 days					
PERSONAL	unl.			yes	with admin. Approval
BEREAVEMENT	5				
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: Y

OTHER LEAVES:

TEKAMAH-HERMAN															
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18	Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
1	27,800	29,190	30,580	31,692	32,804	33,360	34,750	18					48,094	50,318	51,708
	1.00	1.05	1.10	1.14	1.18	1.20	1.25						1.73	1.81	1.86
2	29,190	30,580	31,970	33,082	34,194	34,750	36,140	19					48,372	50,596	51,986
	1.05	1.10	1.15	1.19	1.23	1.25	1.30						1.74	1.82	1.87
3	30,580	31,970	33,360	34,472	35,584	36,140	37,530	20					48,650	50,874	52,264
	1.10	1.15	1.20	1.24	1.28	1.30	1.35						1.75	1.83	1.88
4	31,970	33,360	34,750	35,862	36,974	37,530	38,920	21					48,928	51,152	52,542
	1.15	1.20	1.25	1.29	1.33	1.35	1.40						1.76	1.84	1.89
5	33,360	34,750	36,140	37,252	38,364	38,920	40,310	22					49,206	51,430	52,820
	1.20	1.25	1.30	1.34	1.38	1.40	1.45						1.77	1.85	1.90
6	34,750	36,140	37,530	38,642	39,754	40,310	41,700	23					49,484	51,708	53,098
	1.25	1.30	1.35	1.39	1.43	1.45	1.50						1.78	1.86	1.91
7	35,028	37,252	38,642	39,754	40,866	41,422	42,812	24						51,986	53,376
	1.26	1.34	1.39	1.43	1.47	1.49	1.54							1.87	1.92
8		37,530	39,754	40,866	41,978	42,534	43,924	25						52,264	53,654
		1.35	1.43	1.47	1.51	1.53	1.58							1.88	1.93
9		37,808	40,032	41,978	43,090	43,646	45,036	26						52,542	53,932
		1.36	1.44	1.51	1.55	1.57	1.62							1.89	1.94
10		38,086	40,310	42,256	44,202	44,758	46,148	27						52,820	54,210
		1.37	1.45	1.52	1.59	1.61	1.66							1.90	1.95
11		38,364	40,588	42,534	45,314	45,870	47,260	28						53,098	54,488
		1.38	1.46	1.53	1.63	1.65	1.70							1.91	1.96
12		38,642	40,866	42,812	46,426	46,982	48,372	29						53,376	54,766
		1.39	1.47	1.54	1.67	1.69	1.74							1.92	1.97
13			41,144	43,090	46,704	47,816	49,206	30						53,654	55,044
			1.48	1.55	1.68	1.72	1.77							1.93	1.98
14				43,368	46,982	48,372	49,762	31						53,932	55,322
				1.56	1.69	1.74	1.79							1.94	1.99
15					47,260	48,928	50,318	32						54,210	55,600
					1.70	1.76	1.81							1.95	2.00
16					47,538	49,484	50,874	33						54,488	55,878
					1.71	1.78	1.83							1.96	2.01
17					47,816	50,040	51,430	34						54,766	56,156
					1.72	1.80	1.85							1.97	2.02

On BA+36 at step 17, 1% will be added on even numbered years. On MA and MA+18, 1% each after Step 17

Thayer Central

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 33.13
 Enrollment: 384
 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	7.4
50	50	50
8	8	
7	6	

SALARY SCHEDULE

Base: 27,800 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	72.64
HEALTH	BCBS	550D	426.49	789.02	895.64	1150.05	Dep. Dental
DENTAL	BC/BS	3	42.82	42.82	42.82	42.82	
PPO:			COMMENTS:				
LIFE							
LTD	Fortis						
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	50	yes		
Other Info:					
PERSONAL	3			yes	unused reimbursed at sub pay
BEREAVEMENT	5				
PROFESSIONAL	2			yes	accum to 4
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:

SEVERANCE PAY:

OTHER LEAVES: coaches leave-state tourney

THAYER CENTRAL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	27,800	28,912	30,024	31,136	32,248	32,248	33,360	34,472	35,584	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	
2	29,190	30,302	31,414	32,526	33,638	33,638	34,750	35,862	36,974	
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33	
3	30,580	31,692	32,804	33,916	35,028	35,028	36,140	37,252	38,364	
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38	
4	31,970	33,082	34,194	35,306	36,418	36,418	37,530	38,642	39,754	
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43	
5	33,360	34,472	35,584	36,696	37,808	37,808	38,920	40,032	41,144	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	
6	34,750	35,862	36,974	38,086	39,198	39,198	40,310	41,422	42,534	
	1.25	1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53	
7		37,252	38,364	39,476	40,588	40,588	41,700	42,812	43,924	
		1.34	1.38	1.42	1.46	1.46	1.50	1.54	1.58	
8			39,754	40,866	41,978	41,978	43,090	44,202	45,314	
			1.43	1.47	1.51	1.51	1.55	1.59	1.63	
9				42,256	43,368	43,368	44,480	45,592	46,704	
				1.52	1.56	1.56	1.60	1.64	1.68	
10				43,646	44,758	44,758	45,870	46,982	48,094	
				1.57	1.61	1.61	1.65	1.69	1.73	
11					46,148	46,148	47,260	48,372	49,484	
					1.66	1.66	1.70	1.74	1.78	
12					47,538	47,538	48,650	49,762	50,874	
					1.71	1.71	1.75	1.79	1.83	
13					48,233	48,233	49,345	51,152	52,264	
					1.735	1.735	1.775	1.84	1.88	
14					48,928	48,928	50,040	51,847	52,959	
					1.76	1.76	1.8	1.865	1.905	
15						49,623	50,735	52,542	53,654	
						1.785	1.825	1.89	1.93	
16						50,318	51,430	53,237	54,349	
						1.81	1.85	1.915	1.955	
17								53,932	55,044	
								1.94	1.98	

Tri County

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 34.42
 Enrollment: 422
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

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

SALARY SCHEDULE

Base: 28,400 Index: 4 x 4
 Starting Salary: 28,400 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:	Deduct reimb up to 300/individ & 6(COMMENTS:						
LIFE							
LTD	Fortis				.0058		
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 Options: H/A deductible
 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	60	yes		
Other Info:					
PERSONAL	2				1-yes;1-no; \$45/day for unused
BEREAVEMENT	5 immed fam				2 others
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

TRI COUNTY									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	28,400	29,536	30,672	31,808	32,944	34,080	35,216	36,352	37,488
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	29,536	30,672	31,808	32,944	34,080	35,216	36,352	37,488	38,624
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	30,672	31,808	32,944	34,080	35,216	36,352	37,488	38,624	39,760
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	31,808	32,944	34,080	35,216	36,352	37,488	38,624	39,760	40,896
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	32,944	34,080	35,216	36,352	37,488	38,624	39,760	40,896	42,032
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	34,080	35,216	36,352	37,488	38,624	39,760	40,896	42,032	43,168
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	35,216	36,352	37,488	38,624	39,760	40,896	42,032	43,168	44,304
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		37,488	38,624	39,760	40,896	42,032	43,168	44,304	45,440
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			39,760	40,896	42,032	43,168	44,304	45,440	46,576
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				42,032	43,168	44,304	45,440	46,576	47,712
				1.48	1.52	1.56	1.60	1.64	1.68
11					44,304	45,440	46,576	47,712	48,848
					1.56	1.60	1.64	1.68	1.72
12						45,440	46,576	47,712	48,848
						1.60	1.64	1.68	1.72
13							46,576	47,712	48,848
							1.64	1.68	1.72
14								48,848	49,984
								1.72	1.76
15									51,120
									1.80
16									
									53,392
									1.88

up to \$300/individ, \$800/depend, reimbursed to each teacher for deductible expenses

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	41
Enrollment:	524	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	6.83	6.83	6.83
Planning Time:	55	55	varies
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	28,050	Index:	4 x 5
Starting Salary:	28,050	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	550D	426.49	789.08	895.64	1150.05
DENTAL	BC/BS	2	20.70	38.30	43.47	55.82
PPO:			COMMENTS:			
LIFE	Madison Nat'l				5.25	
LTD	Madison Nat'l				(+B)	
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	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:	N	

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

TWIN RIVER							
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA+18
1	28,050	29,453	30,855	32,258	33,660	35,063	36,465
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	29,172	30,575	31,977	33,380	34,782	36,185	37,587
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	30,294	31,697	33,099	34,502	35,904	37,307	38,709
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	31,416	32,819	34,221	35,624	37,026	38,429	39,831
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	32,538	33,941	35,343	36,746	38,148	39,551	40,953
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	33,660	35,063	36,465	37,868	39,270	40,673	42,075
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		36,185	37,587	38,990	40,392	41,795	43,197
		1.29	1.34	1.39	1.44	1.49	1.54
8			38,709	40,112	41,514	42,917	44,319
			1.38	1.43	1.48	1.53	1.58
9			39,831	41,234	42,636	44,039	45,441
			1.42	1.47	1.52	1.57	1.62
10				42,356	43,758	45,161	46,563
				1.51	1.56	1.61	1.66
11					44,880	46,283	47,685
					1.60	1.65	1.70
12					46,002	47,405	48,807
					1.64	1.69	1.74
13						48,527	49,929
						1.73	1.78
14						49,649	51,051
						1.77	1.82
15							52,173
							1.86

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

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 54
 Enrollment: 434
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 6.5
 Planning Time: 55 55 30
 Class Periods/Day: 7 7
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,000 Index: 4 x 4
 Starting Salary: 31,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 98-99
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	4	38.99	72.13	81.88	105.14
PPO:			COMMENTS:			
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	12				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

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: 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	
1	31,000	32,240	33,480	34,720	35,960	37,200	38,440	39,680	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	32,240	33,480	34,720	35,960	37,200	38,440	39,680	40,920	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	33,480	34,720	35,960	37,200	38,440	39,680	40,920	42,160	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	34,720	35,960	37,200	38,440	39,680	40,920	42,160	43,400	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	35,960	37,200	38,440	39,680	40,920	42,160	43,400	44,640	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	37,200	38,440	39,680	40,920	42,160	43,400	44,640	45,880	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	38,440	39,680	40,920	42,160	43,400	44,640	45,880	47,120	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		40,920	42,160	43,400	44,640	45,880	47,120	48,360	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9		42,160	43,400	44,640	45,880	47,120	48,360	49,600	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	
10		43,400	44,640	45,880	47,120	48,360	49,600	50,840	
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	
11		44,640	45,880	47,120	48,360	49,600	50,840	52,080	
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	
12			47,120	48,360	49,600	50,840	52,080	53,320	
			1.52	1.56	1.60	1.64	1.68	1.72	
13			48,360	49,600	50,840	52,080	53,320	54,560	
			1.56	1.60	1.64	1.68	1.72	1.76	
14				50,840	52,080	53,320	54,560	55,800	
				1.64	1.68	1.72	1.76	1.80	

08-09 added a step to each column

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 72.52
 Enrollment: 928
 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: 28,000
 Starting Salary:
 Career Increments: N
 \$600 Stipend last step
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

Index: 4 x 5
 Entry Level Step: 1
 Experience Allowed: all

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	468.92
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Cash*
PPO:	*spouse rcvs \$75/mo if both take i COMMENTS:						
LIFE	Madison Life				2.05		
LTD							
NON-PARTICIPANT						468.92/month	

Cafeteria Plan

Individ. Depend.
 Options: H/A,TSA,Cash
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: 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	28,000	29,400	30,800	32,200	33,600	35,000	36,400	37,800	39,200
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	29,120	30,520	31,920	33,320	34,720	36,120	37,520	38,920	40,320
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	30,240	31,640	33,040	34,440	35,840	37,240	38,640	40,040	41,440
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	31,360	32,760	34,160	35,560	36,960	38,360	39,760	41,160	42,560
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	32,480	33,880	35,280	36,680	38,080	39,480	40,880	42,280	43,680
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	33,600	35,000	36,400	37,800	39,200	40,600	42,000	43,400	44,800
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	34,720	36,120	37,520	38,920	40,320	41,720	43,120	44,520	45,920
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8	35,840	37,240	38,640	40,040	41,440	42,840	44,240	45,640	47,040
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9	36,960	38,360	39,760	41,160	42,560	43,960	45,360	46,760	48,160
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10	38,080	39,480	40,880	42,280	43,680	45,080	46,480	47,880	49,280
	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				43,400	44,800	46,200	47,600	49,000	50,400
				1.55	1.60	1.65	1.70	1.75	1.80
12					45,920	47,320	48,720	50,120	51,520
					1.64	1.69	1.74	1.79	1.84
13					47,040	48,440	49,840	51,240	52,640
					1.68	1.73	1.78	1.83	1.88
14					48,160	49,560	50,960	52,360	53,760
					1.72	1.77	1.82	1.87	1.92
15						50,680	52,080	53,480	54,880
						1.81	1.86	1.91	1.96
16							53,200	54,600	56,000
							1.90	1.95	2.00
17								55,720	57,120
								1.99	2.04
18								56,320	57,720
								2.01	2.06

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 36.9
 Enrollment: 422
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.33
 Planning Time: 40 40 25
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,400 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback: 87-88
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	416.67	Options:
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Cash	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE	Madison Nat'l				14.88			PART-TIME BENEFITS
LTD								Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	Severance-unused at \$10/day, after 10 yrs \$50/day				
PERSONAL	2			yes	\$50/day unused
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	unl.			yes	Unused in bank acc. to 50
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

WAKEFIELD								
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+12	MA+24	MA+36
1	28,400	29,536	30,672	31,808	32,944	34,080	35,216	36,352
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	29,536	30,672	31,808	32,944	34,080	35,216	36,352	37,488
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	30,672	31,808	32,944	34,080	35,216	36,352	37,488	38,624
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	31,808	32,944	34,080	35,216	36,352	37,488	38,624	39,760
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	32,944	34,080	35,216	36,352	37,488	38,624	39,760	40,896
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	34,080	35,216	36,352	37,488	38,624	39,760	40,896	42,032
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	35,216	36,352	37,488	38,624	39,760	40,896	42,032	43,168
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	36,352	37,488	38,624	39,760	40,896	42,032	43,168	44,304
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			39,760	40,896	42,032	43,168	44,304	45,440
			1.40	1.44	1.48	1.52	1.56	1.60
10				42,032	43,168	44,304	45,440	46,576
				1.48	1.52	1.56	1.60	1.64
11				43,168	44,304	45,440	46,576	47,712
				1.52	1.56	1.60	1.64	1.68
12					45,440	46,576	47,712	48,848
					1.60	1.64	1.68	1.72
13						47,712	48,848	49,984
						1.68	1.72	1.76

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 21
 Enrollment: 179
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 49 49 49
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,600 Index: 4 x 4
 Starting Salary: 29,808 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	Amount Paid by District				Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	35.12	Options:		
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental			
PPO:			COMMENTS:						IRS 125:	
LIFE								Flex Accounts:		
LTD	Ft. Dearborn				.0089			PART-TIME BENEFITS		
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	Accum to 5
BEREAVEMENT	2				
PROFESSIONAL	5			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:

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 36
 Enrollment: 305
 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: 31,798
 Starting Salary: 31,798
 Career Increments: N
 BA+36 grandfathered 92-93
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 08-09, 09-10

Index: 4 x 4
 Entry Level Step: 1
 Experience Allowed: all

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	38.30	43.47	55.82
PPO:	Tiered payment sched. 1-7 yrs		COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 120.70
 Ind Dental + Cash
 Options: TSA
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE:
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info:	term aft 10 yr \$30/unused/EOY \$100/day over 45				
PERSONAL	2			yes	
BEREAVEMENT	5				as needed
PROFESSIONAL	2			yes	accum. to 3
ADOPTION	10				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Hospital - 5 days when confined

WALTHILL

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	31,798	33,070	34,342	35,614	36,886	38,158	39,430
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	33,070	34,342	35,614	36,886	38,158	39,430	40,701
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	34,342	35,614	36,886	38,158	39,430	40,701	41,973
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	35,614	36,886	38,158	39,430	40,701	41,973	43,245
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	36,886	38,158	39,430	40,701	41,973	43,245	44,517
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		39,430	40,701	41,973	43,245	44,517	45,789
		1.24	1.28	1.32	1.36	1.40	1.44
7		40,701	41,973	43,245	44,517	45,789	47,061
		1.28	1.32	1.36	1.40	1.44	1.48
8			43,245	44,517	45,789	47,061	48,333
			1.36	1.40	1.44	1.48	1.52
9			44,517	45,789	47,061	48,333	49,605
			1.40	1.44	1.48	1.52	1.56
10				47,061	48,333	49,605	50,877
				1.48	1.52	1.56	1.60
11					49,605	50,877	52,149
					1.56	1.60	1.64
12						52,149	53,421
						1.64	1.68

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 27.016
 Enrollment: 211
 Length of Teacher Day: 8
 Length of Student Day: 6.75
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 27,000 Index: 4 x 5
 Starting Salary: Entry Level Step: (D)
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze: 86-87
 Rollback: 86-87 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child		Individ. Depend.
HEALTH	BC/BS	300D		Dep. Dental	Options:
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE	Guardian				PART-TIME BENEFITS
LTD					Minimum FTE: 1
NON-PARTICIPANT					Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:	Severance: upon term 1/4 of acc. days at sub. rate				
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

WAUNETA-PALISADE						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	27,000	28,350	29,700	31,050	32,400	33,750
	1.00	1.05	1.10	1.15	1.20	1.25
2	28,080	29,430	30,780	32,130	33,480	34,830
	1.04	1.09	1.14	1.19	1.24	1.29
3	29,160	30,510	31,860	33,210	34,560	35,910
	1.08	1.13	1.18	1.23	1.28	1.33
4	30,240	31,590	32,940	34,290	35,640	36,990
	1.12	1.17	1.22	1.27	1.32	1.37
5	31,320	32,670	34,020	35,370	36,720	38,070
	1.16	1.21	1.26	1.31	1.36	1.41
6	32,400	33,750	35,100	36,450	37,800	39,150
	1.20	1.25	1.30	1.35	1.40	1.45
7		34,830	36,180	37,530	38,880	40,230
		1.29	1.34	1.39	1.44	1.49
8			37,260	38,610	39,960	41,310
			1.38	1.43	1.48	1.53
9			38,340	39,690	41,040	42,390
			1.42	1.47	1.52	1.57
10				40,770	42,120	43,470
				1.51	1.56	1.61
11				41,850	43,200	44,550
				1.55	1.60	1.65
12					44,280	45,630
					1.64	1.69
13						46,710
						1.73

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	19.022
Enrollment:	210	HS	JH/MS
			ELEM
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:	27,400	Index:	4 x 4
Starting Salary:		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	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	550D	426.49	789.02	892.64	1150.05	35.12	Options:	
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental		
PPO:			COMMENTS: *.5-.74 ind/.75-.99 depend						IRS 125:
LIFE								Flex Accounts:	
LTD	Mut. of Omaha							PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: *fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	2			no	Accum to 3
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	27,400	28,496	29,592	30,688	31,784	32,880	33,976
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,496	29,592	30,688	31,784	32,880	33,976	35,072
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,592	30,688	31,784	32,880	33,976	35,072	36,168
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,688	31,784	32,880	33,976	35,072	36,168	37,264
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,784	32,880	33,976	35,072	36,168	37,264	38,360
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	32,880	33,976	35,072	36,168	37,264	38,360	39,456
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	33,976	35,072	36,168	37,264	38,360	39,456	40,552
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		36,168	37,264	38,360	39,456	40,552	41,648
		1.32	1.36	1.40	1.44	1.48	1.52
9			38,360	39,456	40,552	41,648	42,744
			1.40	1.44	1.48	1.52	1.56
10				40,552	41,648	42,744	43,840
				1.48	1.52	1.56	1.60
11					42,744	43,840	44,936
					1.56	1.60	1.64
12						43,840	44,936
						1.60	1.64
13							46,032
							1.68
14							
							48,224
							1.76

01-02-.5-.74 fte offered benefits equal to fte; .75-.99 offered benefits equal to full time employees

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 137
 Enrollment: 1768
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 52 42 30
 Class Periods/Day: 7 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 30,535 Index: 5 x 4
 Starting Salary: 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	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	550D	405.17	749.58	850.87	1092.56	35.12
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Dep. Dental
PPO:			COMMENTS:				
LIFE	Lafayette				2.40		
LTD	Lafayette				.003		
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.				
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	MA+9	MA+18	MA+27	MA+36
1	30,535	31,756	32,978	34,199	35,421	36,642	37,863	39,085	40,306	41,527
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	32,062	33,283	34,505	35,726	36,947	38,169	39,390	40,612	41,833	43,054
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	33,589	34,810	36,031	37,253	38,474	39,696	40,917	42,138	43,360	44,581
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	35,115	36,337	37,558	38,779	40,001	41,222	42,444	43,665	44,886	46,107
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5		37,863	39,085	40,306	41,527	42,749	43,970	45,192	46,413	47,634
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6		39,390	40,612	41,833	43,054	44,276	45,497	46,719	47,940	49,161
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7			42,138	43,360	44,581	45,803	47,024	48,245	49,467	50,688
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8				44,886	46,107	47,329	48,551	49,772	50,993	52,214
				1.47	1.51	1.55	1.59	1.63	1.67	1.71
9					47,635	48,856	50,077	51,299	52,520	53,741
					1.56	1.60	1.64	1.68	1.72	1.76
10					49,161	50,383	51,604	52,826	54,047	55,268
					1.61	1.65	1.69	1.73	1.77	1.81
11					50,688	51,910	53,131	54,352	55,574	56,795
					1.66	1.70	1.74	1.78	1.82	1.86
12								55,879	57,100	58,321
								1.83	1.87	1.91
13									58,627	59,848
									1.92	1.96

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 28.5
 Enrollment: 253
 Length of Teacher Day: 8 8 8.5
 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: 27,100 Index: 4 x 4
 Starting Salary: 27,100 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20
DENTAL	BC/BS	2	20.16	20.16	20.16	20.16
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 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	50	yes		
Other Info: reimbursed 1/2 sub pay for days accum over 50					
PERSONAL	4			yes	
BEREAVEMENT	1				2 if more than 200 miles away
PROFESSIONAL	adm. disc.			yes	
ADOPTION	12				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

WEST BOYD						
Step	BA		BA+36		MA	
	BA	BA+9	BA+18	BA+27	MA	MA+9
1	27,100	28,184	29,268	30,352	31,436	32,520
	1.00	1.04	1.08	1.12	1.16	1.20
2	28,184	29,268	30,352	31,436	32,520	33,604
	1.04	1.08	1.12	1.16	1.20	1.24
3	29,268	30,352	31,436	32,520	33,604	34,688
	1.08	1.12	1.16	1.20	1.24	1.28
4	30,352	31,436	32,520	33,604	34,688	35,772
	1.12	1.16	1.20	1.24	1.28	1.32
5	31,436	32,520	33,604	34,688	35,772	36,856
	1.16	1.20	1.24	1.28	1.32	1.36
6	32,520	33,604	34,688	35,772	36,856	37,940
	1.20	1.24	1.28	1.32	1.36	1.40
7	33,604	34,688	35,772	36,856	37,940	39,024
	1.24	1.28	1.32	1.36	1.40	1.44
8		35,772	36,856	37,940	39,024	40,108
		1.32	1.36	1.40	1.44	1.48
9			37,940	39,024	40,108	41,192
			1.40	1.44	1.48	1.52
10			39,024	40,108	41,192	42,276
			1.44	1.48	1.52	1.56
11				41,192	42,276	43,360
				1.52	1.56	1.60
12				42,276	43,360	44,444
				1.56	1.60	1.64

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 68.734
 Enrollment: 762
 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: 27,500 Index: 4 x 5
 Starting Salary: 27,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 07-08, 08-09

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05	Two Ind Policies*	Options:
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70		IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE	Madison Ntl.				2.85			PART-TIME BENEFITS
LTD	Madison Ntl.				.0053 (+B)			Minimum FTE: 0.4
NON-PARTICIPANT								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: \$17/day over 35					
PERSONAL	2			yes	
BEREAVEMENT	unl.				imm. fam; day of death-funeral
PROFESSIONAL	unl.			yes	
ADOPTION					FMLA
ASSOCIATION	see prof lv.				

OTHER DISTRICT POLICIES

		Negotiated/Policy	
		Exists	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	27,500	28,875	30,250	31,625	33,000	34,375	35,750	37,125	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	
2	28,600	29,975	31,350	32,725	34,100	35,475	36,850	38,225	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	
3	29,700	31,075	32,450	33,825	35,200	36,575	37,950	39,325	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	
4	30,800	32,175	33,550	34,925	36,300	37,675	39,050	40,425	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	
5	31,900	33,275	34,650	36,025	37,400	38,775	40,150	41,525	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	
6	33,000	34,375	35,750	37,125	38,500	39,875	41,250	42,625	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	
7		35,475	36,850	38,225	39,600	40,975	42,350	43,725	
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	
8		36,575	37,950	39,325	40,700	42,075	43,450	44,825	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	
9			39,050	40,425	41,800	43,175	44,550	45,925	
			1.42	1.47	1.52	1.57	1.62	1.67	
10			40,150	41,525	42,900	44,275	45,650	47,025	
			1.46	1.51	1.56	1.61	1.66	1.71	
11				42,625	44,000	45,375	46,750	48,125	
				1.55	1.60	1.65	1.70	1.75	
12				43,725	45,100	46,475	47,850	49,225	
				1.59	1.64	1.69	1.74	1.79	
13					46,200	47,575	48,950	50,325	
					1.68	1.73	1.78	1.83	
14					47,300	48,675	50,050	51,425	
					1.72	1.77	1.82	1.87	
15					48,400	49,775	51,150	52,525	
					1.76	1.81	1.86	1.91	

Westside

WORKING CONDITIONS

Contract Days: 198.5 FTE Teachers: 504.89
 Enrollment: 6108
 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: 31,500 Index: 0 x 0
 Starting Salary: 31,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 07-08, 08-09

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	Ind. Dental	Individ. Depend.
HEALTH	BC/BS	550D			Options:
DENTAL	BC/BS	2			IRS 125: Flex Accounts:
PPO:			COMMENTS: must be in dist 2 yrs for full dep H/A		PART-TIME BENEFITS Minimum FTE: 0.5 Contribution: fte
LIFE	Guardian				
LTD	Standard Sec				
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:

Westside				
	BA	BA+36 or MA	MA+30	EdD
I.	198.5 Day - Basic Teacher Contract for First Year Teachers			
	31,500	34,500		
II.	193.5 Day Contract - Basic Teacher Contract for Teachers after the First Year			
	32,199-57,609	35,199-62,149	38,199-64,891	41,199-68,298
III.	193.5 Day Contract - With Responsibilities in Addition to Regular Teaching Duties			
	31,800-61,528	34,800-70,654	37,800-76,167	40,800-79,575
IV.	198.5 up to 213.5 Day Contract - Additional Time Commitment and Responsibilities			
	32,560-70,669	35,560-78,711	38,560-84,067	41,560-87,567
V.	214.5 up to 231 Day Contract - Additional Time Commitment and Responsibilities			
		37,992-84,838	40,992-88,331	43,992-91,567

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	108	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7	7	7	7
Planning Time:	50	50	30	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	24,900	Index:	4.5 x 4.5
Starting Salary:	24,900	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	08-09, 09-10		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20
DENTAL	BC/BS	2	20.70	30.80	43.47	55.82
PPO:			COMMENTS:			
LIFE	Horace Mann				2.04	
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: N
PART-TIME BENEFITS
Minimum FTE:
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	2.5 for dependent leave				
PERSONAL	3			no	
BEREAVEMENT					
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION	2.5				

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:

WHEELER CENTRAL					
Step	BA	BA+9	BA+18	BA+27	MA BA+36
1	25,500	26,648	27,795	28,943	30,090
	1.00	1.045	1.09	1.135	1.18
2	26,648	27,795	28,943	30,090	31,238
	1.045	1.09	1.135	1.18	1.225
3	27,795	28,943	30,090	31,238	32,385
	1.09	1.135	1.18	1.225	1.27
4	28,943	30,090	31,238	32,385	33,533
	1.135	1.18	1.225	1.27	1.315
5	30,090	31,238	32,385	33,533	34,680
	1.18	1.225	1.27	1.315	1.36
6		32,385	33,533	34,680	35,828
		1.27	1.315	1.36	1.405
7		33,533	34,680	35,828	36,975
		1.315	1.36	1.405	1.45
8			35,828	36,975	38,123
			1.405	1.45	1.495
9			36,975	38,123	39,270
			1.45	1.495	1.54
10				39,270	40,418
				1.54	1.585
11				40,418	41,565
				1.585	1.63
12					42,713
					1.675
13					43,860
					1.72

07-08 Frozen staff in BA36/MA will receive add'l 1% of base

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 38.5
 Enrollment: 553
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.3 7.3 7.17
 Planning Time: 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 29,800 Index: 4 x 4
 Starting Salary: 29,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO: married couple gets fam dent & \$€COMMENTS:						
LIFE						
LTD	Nat'l Insurance		.0026 (thru sal)			
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 97.62
 Dep. Dental + caf 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	45	yes		
Other Info: use <10, reimbursed \$10/day for up to 10 days					
PERSONAL	2			yes	unused reimb at 75% of sub rat
BEREAVEMENT	2				3 add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

WILBER-CLATONIA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	29,800	30,992	32,184	33,376	34,568	34,568	35,760	36,952	38,144	39,336
	1	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28	1.32
2	30,992	32,184	33,376	34,568	35,760	35,760	36,952	38,144	39,336	40,528
	1.04	1.08	1.12	1.16	1.2	1.2	1.24	1.28	1.32	1.36
3	32,184	33,376	34,568	35,760	36,952	36,952	38,144	39,336	40,528	41,720
	1.08	1.12	1.16	1.2	1.24	1.24	1.28	1.32	1.36	1.4
4	33,376	34,568	35,760	36,952	38,144	38,144	39,336	40,528	41,720	42,912
	1.12	1.16	1.2	1.24	1.28	1.28	1.32	1.36	1.4	1.44
5	34,568	35,760	36,952	38,144	39,336	39,336	40,528	41,720	42,912	44,104
	1.16	1.2	1.24	1.28	1.32	1.32	1.36	1.4	1.44	1.48
6	35,760	36,952	38,144	39,336	40,528	40,528	41,720	42,912	44,104	45,296
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44	1.48	1.52
7		38,144	39,336	40,528	41,720	41,720	42,912	44,104	45,296	46,488
		1.28	1.32	1.36	1.4	1.4	1.44	1.48	1.52	1.56
8			40,528	41,720	42,912	42,912	44,104	45,296	46,488	47,680
			1.36	1.4	1.44	1.44	1.48	1.52	1.56	1.6
9			41,720	42,912	44,104	44,104	45,296	46,488	47,680	48,872
			1.4	1.44	1.48	1.48	1.52	1.56	1.6	1.64
10				44,104	45,296	45,296	46,488	47,680	48,872	50,064
				1.48	1.52	1.52	1.56	1.6	1.64	1.68
11					46,488	46,488	47,680	48,872	50,064	51,256
					1.56	1.56	1.6	1.64	1.68	1.72
12					47,680	47,680	48,872	50,064	51,256	52,448
					1.6	1.6	1.64	1.68	1.72	1.76
13					48,872	48,872	50,064	51,256	52,448	53,640
					1.64	1.64	1.68	1.72	1.76	1.8
14								52,448	53,640	54,832
								1.76	1.8	1.84
15										56,024
										1.88

Experience allowed: 99-00, 5 yrs; 00-01, board discretion; 01-02, all yrs.
 08-09 MA+27 lane added

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	26
Enrollment:	237	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	45	40	40
Class Periods/Day:	8	10	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	1	20.16	20.16	20.16	20.16
PPO:			COMMENTS:			
LIFE						
LTD	Fortis				8.00	
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	40	yes		
Other Info: reimb 1/2 sub pay for unused, \$300 bonus-no sick days used					
PERSONAL	3			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: Y

OTHER LEAVES: emergency

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

02-03 first year merged

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 47
 Enrollment: 481
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 50 50 30
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 31,640 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze: 00-01
 Rollback:
 Multi-year Contract: 07-08, 08-09

INSURANCE

<i>Type</i>	<i>Carrier</i>	<i>Option</i>	<i>Amount Paid by District</i>
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH	BC/BS	300D	
DENTAL	BC/BS	2	
PPO:	Dist reimb 300/600 ded		COMMENTS:
LIFE	Madison Life		
LTD			
NON-PARTICIPANT			

Cafeteria Plan

Individ. Depend.

 Options:

 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0
 Contribution: fte

LEAVES

<i>Type</i>	<i>Days/Year</i>	<i>Accum.</i>	<i>Depend. use</i>	<i>Approval Needed</i>	<i>Other</i>
SICK	12	35	yes		
Other Info: Reimb. \$60/day over 35 days pd. In June; Incen.: Up to \$20000					
PERSONAL	2			Yes	
BEREAVEMENT	2				add'l from emergency lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency Lv.

Wisner-Pilger

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	43.5
Enrollment:	472	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:	27,585	Index:	4 x 5
Starting Salary:	27,585	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Supt. decides placement of new hires			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse EE/Sp/Child	
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63	468.92
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Cash
PPO:	if took CIL in 06-07, will rec 558.55 COMMENTS:						
LIFE	Guardian				4.50		
LTD	National Ins.				.0049		
NON-PARTICIPANT					\$468.92 in lieu, 558.55/614.67 if took C		

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	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	27,585	28,964	30,344	31,723	33,102	34,481	35,861
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	28,688	30,068	31,447	32,826	34,205	35,585	36,964
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	29,792	31,171	32,550	33,930	35,309	36,688	38,067
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	30,895	32,274	33,654	35,033	36,412	37,791	39,171
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	31,999	33,378	34,757	36,136	37,516	38,895	40,274
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	33,102	34,481	35,861	37,240	38,619	39,998	41,378
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		35,585	36,964	38,343	39,722	41,102	42,481
		1.29	1.34	1.39	1.44	1.49	1.54
8		36,688	38,067	39,447	40,826	42,205	43,584
		1.33	1.38	1.43	1.48	1.53	1.58
9			39,171	40,550	41,929	43,308	44,688
			1.42	1.47	1.52	1.57	1.62
10			40,274	41,653	43,033	44,412	45,791
			1.46	1.51	1.56	1.61	1.66
11			41,378	42,757	44,136	45,515	46,895
			1.50	1.55	1.60	1.65	1.70
12				43,860	45,239	46,619	47,998
				1.59	1.64	1.69	1.74
13				44,964	46,343	47,722	49,101
				1.63	1.68	1.73	1.78
14					47,446	48,825	50,205
					1.72	1.77	1.82
15					48,550	49,929	51,308
					1.76	1.81	1.86
16						51,032	52,412
						1.85	1.90

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	542	HS	JH/MS ELEM
Length of Teacher Day:	7.75	7.75	8
Length of Student Day:	7	7	6.3
Planning Time:	47	80	60
Class Periods/Day:	8	9	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	28,200	Index:	4 x 5
Starting Salary:	28,200	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	300D	425.81	787.75	894.20	1148.20	937.84	Options:	
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70	Each partner	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								PART-TIME BENEFITS	
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

	Negotiated/Exists	Policy
Voluntary Separation:	Y	N
Grievance:	Y	P
Professional Growth:	Y	N
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+36	BA+45	MA+18
	MA	MA+9			MA	MA+9	
0	28,200	29,610	31,020	32,430	33,840	35,250	36,660
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	29,328	30,738	32,148	33,558	34,968	36,378	37,788
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	30,456	31,866	33,276	34,686	36,096	37,506	38,916
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	31,584	32,994	34,404	35,814	37,224	38,634	40,044
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	32,712	34,122	35,532	36,942	38,352	39,762	41,172
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5		35,250	36,660	38,070	39,480	40,890	42,300
		1.25	1.30	1.35	1.40	1.45	1.50
6			37,788	39,198	40,608	42,018	43,428
			1.34	1.39	1.44	1.49	1.54
7			38,916	40,326	41,736	43,146	44,556
			1.38	1.43	1.48	1.53	1.58
8				41,454	42,864	44,274	45,684
				1.47	1.52	1.57	1.62
9				42,582	43,992	45,402	46,812
				1.51	1.56	1.61	1.66
10				43,710	45,120	46,530	47,940
				1.55	1.60	1.65	1.70
11				44,838	46,248	47,658	49,068
				1.59	1.64	1.69	1.74
12					47,376	48,786	50,196
					1.68	1.73	1.78
13					48,504	49,914	51,324
					1.72	1.77	1.82
14						51,042	52,452
						1.81	1.86

WORKING CONDITIONS

Contract Days:	170	FTE Teachers:		
Enrollment:	150	HS	JH/MS	ELEM
Length of Teacher Day:	8.45	8.45	8.45	
Length of Student Day:	8.3	8.3	8.3	
Planning Time:	60	60	60	
Class Periods/Day:	9	9		
Normal Teaching Load:	8	8		

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	550D	426.49	789.02	895.64	1150.05
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE						
LTD	Omaha Life					
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	
BEREAVEMENT	sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	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:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WYNOT						
	BA	BA+9	BA+18	BA+27	MA	MA+9
Step						
1	26,800	27,872	28,944	30,016	31,088	32,160
	1.00	1.04	1.08	1.12	1.16	1.20
2	27,872	28,944	30,016	31,088	32,160	33,232
	1.04	1.08	1.12	1.16	1.20	1.24
3	28,944	30,016	31,088	32,160	33,232	34,304
	1.08	1.12	1.16	1.20	1.24	1.28
4	30,016	31,088	32,160	33,232	34,304	35,376
	1.12	1.16	1.20	1.24	1.28	1.32
5	31,088	32,160	33,232	34,304	35,376	36,448
	1.16	1.20	1.24	1.28	1.32	1.36
6	32,160	33,232	34,304	35,376	36,448	37,520
	1.20	1.24	1.28	1.32	1.36	1.40
7	33,232	34,304	35,376	36,448	37,520	38,592
	1.24	1.28	1.32	1.36	1.40	1.44
8	34,304	35,376	36,448	37,520	38,592	39,664
	1.28	1.32	1.36	1.40	1.44	1.48
9		36,448	37,520	38,592	39,664	40,736
		1.36	1.40	1.44	1.48	1.52
10			38,592	39,664	40,736	41,808
			1.44	1.48	1.52	1.56
11				40,736	41,808	42,880
				1.52	1.56	1.60
12					42,880	43,952
					1.60	1.64
13						45,024
						1.68

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	102.4
Enrollment:	1232	HS	JH/MS ELEM
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:	29,000	Index:	5 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
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:	08-09, 09-10		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	Performax	500D	506.52	870.58	979.84	1457.01	Dep. Dental
DENTAL	Self-insur		21.58	21.58	21.58	21.58	
PPO:			COMMENTS:				
LIFE	School Insur.				7.50		
LTD	School Insur.				.0026 (thru sal)		
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	unl.	unl.	no		
Other Info: 45 consecutive if don't qualify for LTD, 2 days child + 2 sub pay x 1.1					
PERSONAL	1-1-1			yes	1-pd; 1-sub ded; 1 no pay
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., Jury duty

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27
0	29,000	30,160	31,320	32,480	33,640	33,640	34,800	35,960	37,120	
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	1.28	
1	30,450	31,610	32,770	33,930	34,510	35,090	36,250	37,410	38,570	
	1.05	1.09	1.13	1.17	1.19	1.21	1.25	1.29	1.33	
2	31,900	33,060	34,220	35,380	35,960	36,540	37,700	38,860	40,020	
	1.10	1.14	1.18	1.22	1.24	1.26	1.30	1.34	1.38	
3	33,350	34,510	35,670	36,830	37,410	37,990	39,150	40,310	41,470	
	1.15	1.19	1.23	1.27	1.29	1.31	1.35	1.39	1.43	
4	34,800	35,960	37,120	38,280	38,860	39,440	40,600	41,760	42,920	
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	1.48	
5	36,250	37,410	38,570	39,730	40,310	40,890	42,050	43,210	44,370	
	1.25	1.29	1.33	1.37	1.39	1.41	1.45	1.49	1.53	
6		38,860	40,020	41,180	41,760	42,340	43,500	44,660	45,820	
		1.34	1.38	1.42	1.44	1.46	1.50	1.54	1.58	
7			41,470	42,630	43,210	43,790	44,950	46,110	47,270	
			1.43	1.47	1.49	1.51	1.55	1.59	1.63	
8				44,080	44,660	45,240	46,400	47,560	48,720	
				1.52	1.54	1.56	1.60	1.64	1.68	
9					46,110	46,690	47,850	49,010	50,170	
					1.59	1.61	1.65	1.69	1.73	
10						47,560	48,140	49,300	50,460	
						1.64	1.66	1.70	1.74	
11							49,590	50,750	51,910	
							1.71	1.75	1.79	
12								51,040	52,200	
								1.76	1.80	
13									51,040	
									1.85	
14										
									1.76	
15										
									51,765	
									1.785	
16										
17										
18										
19										
20										
21										

Column BA+45/MA steps 13-15 are for BA+45 only; 01-02 change experience allowed from 10 to unl.

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	41.71
Enrollment:	488	HS	JH/MS ELEM
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:	29,162	Index:	4 x 4
Starting Salary:	29,162	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	00-01		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse EE/Sp/Child
HEALTH	BC/BS	300D	448.22	829.21	941.26	1208.63
DENTAL	BC/BS	2	20.70	20.70	20.70	20.70
PPO:			COMMENTS:			
LIFE						
LTD	Madison				.0053	
NON-PARTICIPANT					\$232.23 TSA	

Cafeteria Plan

Individ.	Depend.
267.35	
Dep Dent + TSA	
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	9	45	Yes		
Other Info:	\$40/day EOY				
PERSONAL	2+1				accum to 4, +1=sub deduct, 1/2
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	MA+9	MA+18	MA+27	PHD
1	29,162	30,328	31,495	32,661	33,828	34,994	36,161	37,327	38,494	39,660
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	30,328	31,495	32,661	33,828	34,994	36,161	37,327	38,494	39,660	40,827
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	31,495	32,661	33,828	34,994	36,161	37,327	38,494	39,660	40,827	41,993
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	32,661	33,828	34,994	36,161	37,327	38,494	39,660	40,827	41,993	43,160
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	33,828	34,994	36,161	37,327	38,494	39,660	40,827	41,993	43,160	44,326
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	34,994	36,161	37,327	38,494	39,660	40,827	41,993	43,160	44,326	45,493
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7		37,327	38,494	39,660	40,827	41,993	43,160	44,326	45,493	46,659
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		38,494	39,660	40,827	41,993	43,160	44,326	45,493	46,659	47,826
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9			40,827	41,993	43,160	44,326	45,493	46,659	47,826	48,992
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			41,993	43,160	44,326	45,493	46,659	47,826	48,992	50,159
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11				44,326	45,493	46,659	47,826	48,992	50,159	51,325
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
12				45,493	46,659	47,826	48,992	50,159	51,325	52,492
				1.56	1.60	1.64	1.68	1.72	1.76	1.80
13					47,826	48,992	50,159	51,325	52,492	53,658
					1.64	1.68	1.72	1.76	1.80	1.84
14					48,992	50,159	51,325	52,492	53,658	54,825
					1.68	1.72	1.76	1.80	1.84	1.88