



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	506	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.15	
Planning Time:	50	50	30	
Class Periods/Day:	8	8		
Normal Teaching Load:	8	8		

**SALARY SCHEDULE**

Base:	29,150	Index:	5 x 4
Starting Salary:	29,150	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			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	350D		455.59	842.86	956.75	1257.45	Ee+Spouse Dental	Options: TSA, Cash
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11		IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE									<b>PART-TIME BENEFITS</b>
LTD	Madison Nat'l				.00335				Minimum FTE: 1
NON-PARTICIPANT									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	29,150	30,316	31,482	32,648	33,814	33,814	34,980	36,146	37,312
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	30,608	31,774	32,940	34,106	35,272	35,272	36,438	37,604	38,770
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	32,065	33,231	34,397	35,563	36,729	36,729	37,895	39,061	40,227
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38
4	33,523	34,689	35,855	37,021	38,187	38,187	39,353	40,519	41,685
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	34,980	36,146	37,312	38,478	39,644	39,644	40,810	41,976	43,142
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
6		37,604	38,770	39,936	41,102	41,102	42,268	43,434	44,600
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7			40,227	41,393	42,559	42,559	43,725	44,891	46,057
			1.38	1.42	1.46	1.46	1.50	1.54	1.58
8				42,851	44,017	44,017	45,183	46,349	47,515
				1.47	1.51	1.51	1.55	1.59	1.63
9					45,474	45,474	46,640	47,806	48,972
					1.56	1.56	1.60	1.64	1.68
10					46,932	46,932	48,098	49,264	50,430
					1.61	1.61	1.65	1.69	1.73
11							49,555	50,721	51,887
							1.70	1.74	1.78
12								52,179	53,345
								1.79	1.83
13									54,802
									1.88

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

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	256	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:	28,700	Index:	4 x 4
Starting Salary:	28,700	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	600D	454.72	757.13	859.43	1129.54	H/A,Cash,TSA	Options:
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11		IRS 125: Y
PPO:	Dist pays 90% family premium		COMMENTS:					Flex Accounts:
LIFE	Madison Nat'l							<b>PART-TIME BENEFITS</b>
LTD	National							Minimum FTE: 0
NON-PARTICIPANT						Single ins amt 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**

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

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

ALLEN							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	28,700	29,848	30,996	32,144	33,292	34,440	35,588
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,848	30,996	32,144	33,292	34,440	35,588	36,736
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	30,996	32,144	33,292	34,440	35,588	36,736	37,884
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,144	33,292	34,440	35,588	36,736	37,884	39,032
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	33,292	34,440	35,588	36,736	37,884	39,032	40,180
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	34,440	35,588	36,736	37,884	39,032	40,180	41,328
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	35,588	36,736	37,884	39,032	40,180	41,328	42,476
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	36,736	37,884	39,032	40,180	41,328	42,476	43,624
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		39,032	40,180	41,328	42,476	43,624	44,772
		1.36	1.40	1.44	1.48	1.52	1.56
10			41,328	42,476	43,624	44,772	45,920
			1.44	1.48	1.52	1.56	1.60
11				43,624	44,772	45,920	47,068
				1.52	1.56	1.60	1.64
12					45,920	47,068	48,216
					1.60	1.64	1.68
13						48,216	49,364
						1.68	1.72



**WORKING CONDITIONS**

Contract Days: 183 FTE Teachers: 31  
 Enrollment: 318  
 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: 28,500 Index: 4 x 4  
 Starting Salary: 28,500 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45	22.61 or 36.17	Options:	
DENTAL	BC/BS	1	20.55	20.55	20.55	20.55	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Fortis				2.90			<b>PART-TIME BENEFITS</b>	
LTD	Hartford				.0044			Minimum FTE: 0.5	
NON-PARTICIPANT								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**

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

SABBATICAL: No

SEVERANCE PAY:

**OTHER LEAVES:**

ALMA									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,500	29,640	30,780	31,920	33,060	34,200	35,340	36,480	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	29,640	30,780	31,920	33,060	34,200	35,340	36,480	37,620	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	30,780	31,920	33,060	34,200	35,340	36,480	37,620	38,760	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	31,920	33,060	34,200	35,340	36,480	37,620	38,760	39,900	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	33,060	34,200	35,340	36,480	37,620	38,760	39,900	41,040	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	34,200	35,340	36,480	37,620	38,760	39,900	41,040	42,180	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7		36,480	37,620	38,760	39,900	41,040	42,180	43,320	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		37,620	38,760	39,900	41,040	42,180	43,320	44,460	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9			39,900	41,040	42,180	43,320	44,460	45,600	
			1.40	1.44	1.48	1.52	1.56	1.60	
10				42,180	43,320	44,460	45,600	46,740	
				1.48	1.52	1.56	1.60	1.64	
11				43,320	44,460	45,600	46,740	47,880	
				1.52	1.56	1.60	1.64	1.68	
12					45,600	46,740	47,880	49,020	
					1.60	1.64	1.68	1.72	
13						47,880	49,020	50,160	
						1.68	1.72	1.76	
14						49,020	50,160	51,300	
						1.72	1.76	1.80	
15							51,300	52,440	
							1.80	1.84	
16							52,440	53,580	
							1.84	1.88	



**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:	23.5
Enrollment:	242	HS	JH/MS
Length of Teacher Day:	8	ELEM	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:	26,800	Index:	4 x 4
Starting Salary:	26,800	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	Individ.
HEALTH	BC/BS	350D		455.59	842.86	956.75	1257.45	21.11	Ind. Dental
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11		
PPO:			COMMENTS:						Options:
LIFE	Companion Life					3.15			IRS 125:
LTD									Flex Accounts:
NON-PARTICIPANT									<b>PART-TIME BENEFITS</b>
									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**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

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

ANSELMO-MERNA						
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
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		34,304	35,376	36,448	37,520	38,592
		1.28	1.32	1.36	1.40	1.44
8		35,376	36,448	37,520	38,592	39,664
		1.32	1.36	1.40	1.44	1.48
9			37,520	38,592	39,664	40,736
			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				41,808	42,880	43,952
				1.56	1.60	1.64
13					43,952	45,024
					1.64	1.68
14					45,024	46,096
					1.68	1.72

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	182	HS	JH/MS
Length of Teacher Day:	8.5	8.5	ELEM
Length of Student Day:	8	8	8
Planning Time:	52	52	52
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:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	09-10, 10-11		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:			COMMENTS:			
LIFE						
LTD	Fortis					
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	13	35	yes		
Other Info:	Incentive:over 30 @ \$20/day max. 10				
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	1			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

ANSLEY							
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9
1	27,200	28,560	29,920	31,280	32,640	34,000	
	1.00	1.05	1.10	1.15	1.20	1.25	
2	28,288	29,648	31,008	32,368	33,728	35,088	
	1.04	1.09	1.14	1.19	1.24	1.29	
3	29,376	30,736	32,096	33,456	34,816	36,176	
	1.08	1.13	1.18	1.23	1.28	1.33	
4	30,464	31,824	33,184	34,544	35,904	37,264	
	1.12	1.17	1.22	1.27	1.32	1.37	
5	31,552	32,912	34,272	35,632	36,992	38,352	
	1.16	1.21	1.26	1.31	1.36	1.41	
6	32,640	34,000	35,360	36,720	38,080	39,440	
	1.20	1.25	1.30	1.35	1.40	1.45	
7	33,728	35,088	36,448	37,808	39,168	40,528	
	1.24	1.29	1.34	1.39	1.44	1.49	
8	34,816	36,176	37,536	38,896	40,256	41,616	
	1.28	1.33	1.38	1.43	1.48	1.53	
9		37,264	38,624	39,984	41,344	42,704	
		1.37	1.42	1.47	1.52	1.57	
10			39,712	41,072	42,432	43,792	
			1.46	1.51	1.56	1.61	
11				42,160	43,520	44,880	
				1.55	1.60	1.65	
12					44,608	45,968	
					1.64	1.69	
13					45,696	47,056	
					1.68	1.73	
14						48,144	
						1.77	

07-08 change in horizontal index - 4.5% to 5%





**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 18  
 Enrollment: 137  
 Length of Teacher Day: 8.5 HS JH/MS 8.5 ELEM 8.5  
 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: 26,200 Index: 4 x 5  
 Starting Salary: 26,200 Entry Level Step: 1  
 Career Increments: N Experience Allowed: D  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp or Dep Dental	IRS 125: Y	
PPO:	Dist pays 475/950 of ded		COMMENTS:				Flex Accounts: Y		
LIFE	Horace Mann								
LTD	Principal Life								
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>	
								Minimum FTE: 0.5	
								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	26,200	27,510	28,820	30,130	31,440
	1.00	1.05	1.10	1.15	1.20
2	27,248	28,558	29,868	31,178	32,488
	1.04	1.09	1.14	1.19	1.24
3	28,296	29,606	30,916	32,226	33,536
	1.08	1.13	1.18	1.23	1.28
4	29,344	30,654	31,964	33,274	34,584
	1.12	1.17	1.22	1.27	1.32
5	30,392	31,702	33,012	34,322	35,632
	1.16	1.21	1.26	1.31	1.36
6	31,440	32,750	34,060	35,370	36,680
	1.20	1.25	1.30	1.35	1.40
7	32,488	33,798	35,108	36,418	37,728
	1.24	1.29	1.34	1.39	1.44
8		34,846	36,156	37,466	38,776
		1.33	1.38	1.43	1.48
9			37,204	38,514	39,824
			1.42	1.47	1.52
10			38,252	39,562	40,872
			1.46	1.51	1.56
11				40,610	41,920
				1.55	1.60
12					42,968
					1.64



**WORKING CONDITIONS**

Contract Days: 182 FTE Teachers: 17  
 Enrollment: 129  
 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: 27,050 Index: 4 x 5  
 Starting Salary: 27,050 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
HEALTH	BC/BS	350D	479.57	887.22	1007.11	1323.63	23.20 or 37.15	Options:
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp or Dep Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE								<b>PART-TIME BENEFITS</b>
LTD	Principal				.0061			Minimum FTE: 0
NON-PARTICIPANT								Contribution: ft

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7,10	45	yes		
PERSONAL	2			no	accum. to 5
BEREAVEMENT	5 - immed. Fam				pay for sub-deduct from sick lv.
PROFESSIONAL	2			yes	\$250/yr
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Other Info:	Exists	Negotiated/Policy
Other Info:	Unused over 45pd @25/day max-250.00; Sev:\$25/day to 45		
Voluntary Separation:		Y	N
Grievance:		Y	N
Professional Growth:		Y	N
Reduction in Force:		Y	P
Sick Bank:		N	

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

ARNOLD						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	27,050	28,403	29,755	31,108	32,460	33,813
	1.00	1.05	1.10	1.15	1.20	1.25
2	28,132	29,485	30,837	32,190	33,542	34,895
	1.04	1.09	1.14	1.19	1.24	1.29
3	29,214	30,567	31,919	33,272	34,624	35,977
	1.08	1.13	1.18	1.23	1.28	1.33
4	30,296	31,649	33,001	34,354	35,706	37,059
	1.12	1.17	1.22	1.27	1.32	1.37
5	31,378	32,731	34,083	35,436	36,788	38,141
	1.16	1.21	1.26	1.31	1.36	1.41
6	32,460	33,813	35,165	36,518	37,870	39,223
	1.20	1.25	1.30	1.35	1.40	1.45
7	33,542	34,895	36,247	37,600	38,952	40,305
	1.24	1.29	1.34	1.39	1.44	1.49
8	34,624	35,977	37,329	38,682	40,034	41,387
	1.28	1.33	1.38	1.43	1.48	1.53
9	35,706	37,059	38,411	39,764	41,116	42,469
	1.32	1.37	1.42	1.47	1.52	1.57
10		38,141	39,493	40,846	42,198	43,551
		1.41	1.46	1.51	1.56	1.61
11			40,575	41,928	43,280	44,633
			1.50	1.55	1.60	1.65
12				43,010	44,362	45,715
				1.59	1.64	1.69
13				44,092	45,444	46,797
				1.63	1.68	1.73
14					46,526	47,879
					1.72	1.77
15					47,608	48,961
					1.76	1.81
16						50,043
						1.85

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 90  
 Length of Teacher Day: 8.5 HS JH/MS 8.5 ELEM 8.5  
 Length of Student Day: 8 8 8  
 Planning Time: 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 27,500 Index: 4 x 4  
 Starting Salary: 27,500 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 08-09, 09-10

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	450.17	832.84	945.37	1242.49
DENTAL	BC/BS	2	20.90	38.65	43.87	57.68
PPO:	bd to reimburse \$450 toward dedu					
LIFE	Unknown					
LTD	School Ins Fund					
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: 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	N
Professional Growth:	Y	P
Reduction in Force:	Y	N
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	27,500	28,600	29,700	30,800	31,900	33,000	34,100
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,600	29,700	30,800	31,900	33,000	34,100	35,200
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,700	30,800	31,900	33,000	34,100	35,200	36,300
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,800	31,900	33,000	34,100	35,200	36,300	37,400
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,900	33,000	34,100	35,200	36,300	37,400	38,500
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	33,000	34,100	35,200	36,300	37,400	38,500	39,600
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	34,100	35,200	36,300	37,400	38,500	39,600	40,700
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		36,300	37,400	38,500	39,600	40,700	41,800
		1.32	1.36	1.40	1.44	1.48	1.52
9			38,500	39,600	40,700	41,800	42,900
			1.40	1.44	1.48	1.52	1.56
10				40,700	41,800	42,900	44,000
				1.48	1.52	1.56	1.60
11					42,900	44,000	45,100
					1.56	1.60	1.64

08-09 salary sched index change to 4x4

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 60.15  
 Enrollment: 870  
 HS JH/MS ELEM  
 Length of Teacher Day: 7.5 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: 29,215 Index: 4 x 5  
 Starting Salary: 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: 09-10, 10-11

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	Ind. Dental
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:			COMMENTS:				21.11
LIFE	Guardian				3.00		
LTD							
NON-PARTICIPANT					\$166.67/mo.		

**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: 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**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

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

ASHLAND-GREENWOOD									
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	MA+36
BASE	29,215								
	1.00								
1-3	31,552	33,013	34,474	35,934	37,395	38,856	40,317	41,777	43,238
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	32,721	34,182	35,642	37,103	38,564	40,025	41,485	42,946	44,407
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	33,889	35,350	36,811	38,272	39,732	41,193	42,654	44,115	45,575
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	35,058	36,519	37,980	39,440	40,901	42,362	43,823	45,283	46,744
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	36,227	37,687	39,148	40,609	42,070	43,530	44,991	46,452	47,913
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		38,856	40,317	41,777	43,238	44,699	46,160	47,620	49,081
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		40,025	41,485	42,946	44,407	45,868	47,328	48,789	50,250
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			42,654	44,115	45,575	47,036	48,497	49,958	51,418
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			43,823	45,283	46,744	48,205	49,666	51,126	52,587
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				46,452	47,913	49,373	50,834	52,295	53,756
				1.59	1.64	1.69	1.74	1.79	1.84
13					49,081	50,542	52,003	53,463	54,924
					1.68	1.73	1.78	1.83	1.88
14					50,250	51,711	53,171	54,632	56,093
					1.72	1.77	1.82	1.87	1.92
15							54,340	55,801	57,261
							1.86	1.91	1.96

**WORKING CONDITIONS**

Contract Days:	181	FTE Teachers:	
Enrollment:	833	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7
Planning Time:	49	49	vary
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	30,056	Index:	4 x 5
Starting Salary:	30,056	Entry Level Step:	1(D)
Career Increments:	Y	Experience Allowed:	D
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	600D	431.98	799.19	907.17
DENTAL	BC/BS	2	21.11	39.04	44.31
PPO:					
LIFE	Guardian				2.38
LTD	Madison Life				.00315 (+B)
NON-PARTICIPANT					

**Cafeteria Plan**

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

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** N

**OTHER LEAVES:** Fam. Emerg.from Bereavement

AUBURN									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	30,056	31,559	33,062	34,564	36,067	37,570	39,073	40,576	42,078
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	31,258	32,761	34,264	35,767	37,269	38,772	40,275	41,778	43,281
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	32,460	33,963	35,466	36,969	38,472	39,974	41,477	42,980	44,483
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	33,663	35,166	36,668	38,171	39,674	41,177	42,680	44,182	45,685
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	34,865	36,368	37,871	39,373	40,876	42,379	43,882	45,385	46,887
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	36,067	37,570	39,073	40,576	42,078	43,581	45,084	46,587	48,090
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	37,269	38,772	40,275	41,778	43,281	44,783	46,286	47,789	49,292
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		39,974	41,477	42,980	44,483	45,986	47,488	48,991	50,494
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			42,680	44,182	45,685	47,188	48,691	50,194	51,696
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				45,385	46,887	48,390	49,893	51,396	52,899
				1.51	1.56	1.61	1.66	1.71	1.76
11					48,090	49,592	51,095	52,598	54,101
					1.60	1.65	1.70	1.75	1.80
12						50,795	52,297	53,800	55,303
						1.69	1.74	1.79	1.84
13							53,500	55,002	56,505
							1.78	1.83	1.88
14								56,205	57,708
								1.87	1.92
15									58,910
									1.96

09-10 eliminated advanced placement, new teachers with no exp now begin on the base

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 108.1  
 Enrollment: 1260  
 Length of Teacher Day: 8 8 8  
 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: 28,600 Index: 5 x 5  
 Starting Salary: 28,600 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	21.11
HEALTH	BC/BS	350D	479.57	887.22	1007.11	1323.63	Ind. Dental
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:			COMMENTS:				
LIFE							
LTD	Principal				.0039		
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	60	yes		
Other Info:	Sev.-1/4 daily pay unused sick/pers.lv. after 5 yrs.				
PERSONAL	2			yes	unused goes to accum sick lv.
BEREAVEMENT	5				immed family
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

AURORA									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	28,600	30,030	31,460	32,890	34,320	35,750	37,180	38,610	40,040
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	30,030	31,460	32,890	34,320	35,750	37,180	38,610	40,040	41,470
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
3	31,460	32,890	34,320	35,750	37,180	38,610	40,040	41,470	42,900
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50
4	32,890	34,320	35,750	37,180	38,610	40,040	41,470	42,900	44,330
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
5	34,320	35,750	37,180	38,610	40,040	41,470	42,900	44,330	45,760
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	35,750	37,180	38,610	40,040	41,470	42,900	44,330	45,760	47,190
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
7		38,610	40,040	41,470	42,900	44,330	45,760	47,190	48,620
		1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70
8			41,470	42,900	44,330	45,760	47,190	48,620	50,050
			1.45	1.50	1.55	1.60	1.65	1.70	1.75
9			42,900	44,330	45,760	47,190	48,620	50,050	51,480
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
10				45,760	47,190	48,620	50,050	51,480	52,910
				1.60	1.65	1.70	1.75	1.80	1.85
11					48,620	50,050	51,480	52,910	54,340
					1.70	1.75	1.80	1.85	1.90
12					50,050	51,480	52,910	54,340	55,770
					1.75	1.80	1.85	1.90	1.95
13						52,910	54,340	55,770	57,200
						1.85	1.90	1.95	2.00
14							55,770	57,200	58,630
							1.95	2.00	2.05



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	24.375
Enrollment:	304	HS	JH/MS
		ELEM	
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,500	Index:	4 x 4.5
Starting Salary:	28,500	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
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			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45
DENTAL	BC/BS	2	21.11	39.04	44.31	58.26
PPO:			COMMENTS:			
LIFE						
LTD	Madison Nat'l				.00348	
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:** Emergency Leave - 2 Days

AXTELL									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18
1	28,500	29,783	31,065	32,348	33,630	33,630	33,630	34,913	36,195
	1.00	1.045	1.09	1.135	1.18	1.18	1.18	1.225	1.27
2	29,640	30,923	32,205	33,488	34,770	34,770	34,770	36,053	37,335
	1.04	1.085	1.13	1.175	1.22	1.22	1.22	1.265	1.31
3	30,780	32,063	33,345	34,628	35,910	35,910	35,910	37,193	38,475
	1.08	1.125	1.17	1.215	1.26	1.26	1.26	1.305	1.35
4	31,920	33,203	34,485	35,768	37,050	37,050	37,050	38,333	39,615
	1.12	1.165	1.21	1.255	1.3	1.3	1.3	1.345	1.39
5	33,060	34,343	35,625	36,908	38,190	38,190	38,190	39,473	40,755
	1.16	1.205	1.25	1.295	1.34	1.34	1.34	1.385	1.43
6		35,483	36,765	38,048	39,330	39,330	39,330	40,613	41,895
		1.245	1.29	1.335	1.38	1.38	1.38	1.425	1.47
7			37,905	39,188	40,470	40,470	40,470	41,753	43,035
			1.33	1.375	1.42	1.42	1.42	1.465	1.51
8				40,328	41,610	41,610	41,610	42,893	44,175
				1.415	1.46	1.46	1.46	1.505	1.55
9				41,468	42,750	42,750	42,750	44,033	45,315
				1.455	1.5	1.5	1.5	1.545	1.59
10					43,890	43,890	43,890	45,173	46,455
					1.54	1.54	1.54	1.585	1.63
11						45,030	45,030	46,313	47,595
						1.58	1.58	1.625	1.67
12							46,170	47,453	48,735
							1.62	1.665	1.71
13							46,170	47,453	48,735
							1.62	1.66502	1.71
14							46,170	47,453	48,735
							1.62	1.66502	1.71
15							46,170	47,453	48,735
							1.62	1.66502	1.71
16							46,740	48,023	49,305
							1.64	1.68502	1.73
17							46,740	48,023	49,305
							1.64	1.68502	1.73
18							46,740	48,023	49,305
							1.64	1.68502	1.73
19							46,740	48,023	49,305
							1.64	1.68502	1.73
20							47,310	48,593	49,875
							1.66	1.70502	1.75

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

# Bancroft-Rosalie

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	24.6
Enrollment:	315	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	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:	28,750	Index:	4 x 4
Starting Salary:		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	Individ.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	TSA,Cash	Options:	
DENTAL	BC/BS	1	20.55	20.55	20.55	20.55		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	National Ins.							Minimum FTE: 0	
NON-PARTICIPANT						\$475.27 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:** emergency-3 days sub pay

BANCROFT-ROSALIE						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	28,750	29,900	31,050	32,200	33,350	34,500
	1.00	1.04	1.08	1.12	1.16	1.20
2	29,900	31,050	32,200	33,350	34,500	35,650
	1.04	1.08	1.12	1.16	1.20	1.24
3	31,050	32,200	33,350	34,500	35,650	36,800
	1.08	1.12	1.16	1.20	1.24	1.28
4	32,200	33,350	34,500	35,650	36,800	37,950
	1.12	1.16	1.20	1.24	1.28	1.32
5	33,350	34,500	35,650	36,800	37,950	39,100
	1.16	1.20	1.24	1.28	1.32	1.36
6	34,500	35,650	36,800	37,950	39,100	40,250
	1.20	1.24	1.28	1.32	1.36	1.40
7	35,650	36,800	37,950	39,100	40,250	41,400
	1.24	1.28	1.32	1.36	1.40	1.44
8	36,800	37,950	39,100	40,250	41,400	42,550
	1.28	1.32	1.36	1.40	1.44	1.48
9		39,100	40,250	41,400	42,550	43,700
		1.36	1.40	1.44	1.48	1.52
10			41,400	42,550	43,700	44,850
			1.44	1.48	1.52	1.56
11				43,700	44,850	46,000
				1.52	1.56	1.60
12					46,000	47,150
					1.60	1.64
13						48,300
						1.68

# Banner County

**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:	19.5
Enrollment:	178	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7
Planning Time:	50	50	65
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,300	Index:	4.5 x 4.5
Starting Salary:	28,300	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	9
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	350D		455.59	842.86	956.75	1257.45	23.20 or 37.15 Sp or Dep Dental	Options:
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11		IRS 125: Flex Accounts:
PPO:			COMMENTS:						
LIFE									
LTD	Principal					.0043			<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.5 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,7	45	yes		
Other Info:	10 1st yr, 7 all others, 50% sub pay for days over 45				
PERSONAL	3			yes	
BEREAVEMENT					
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

BANNER COUNTY									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	
1	28,300	29,574	30,847	32,121	33,394	34,668	35,304	36,578	
	1.00	1.045	1.09	1.135	1.18	1.225	1.2475	1.2925	
2	29,574	30,847	32,121	33,394	34,668	35,941	36,578	37,851	
	1.045	1.09	1.135	1.18	1.225	1.27	1.2925	1.3375	
3	30,847	32,121	33,394	34,668	35,941	37,215	37,851	39,125	
	1.09	1.135	1.18	1.225	1.27	1.315	1.3375	1.3825	
4	32,121	33,394	34,668	35,941	37,215	38,488	39,125	40,398	
	1.135	1.18	1.225	1.27	1.315	1.36	1.3825	1.4275	
5	33,394	34,668	35,941	37,215	38,488	39,762	40,398	41,672	
	1.18	1.225	1.27	1.315	1.36	1.405	1.4275	1.4725	
6	34,668	35,941	37,215	38,488	39,762	41,035	41,672	42,945	
	1.225	1.27	1.315	1.36	1.405	1.45	1.4725	1.5175	
7	35,941	37,215	38,488	39,762	41,035	42,309	42,945	44,219	
	1.27	1.315	1.36	1.405	1.45	1.495	1.5175	1.5625	
8		38,488	39,762	41,035	42,309	43,582	44,219	45,492	
		1.36	1.405	1.45	1.495	1.54	1.5625	1.6075	
9			41,035	42,309	43,582	44,856	45,492	46,766	
			1.45	1.495	1.54	1.585	1.6075	1.6525	
10				43,582	44,856	46,129	46,766	48,039	
				1.54	1.585	1.63	1.6525	1.6975	
11					46,129	47,403	48,039	49,313	
					1.63	1.675	1.6975	1.7425	
12						48,676	49,313	50,586	
						1.72	1.7425	1.7875	
13							50,586	51,860	
							1.7875	1.8325	



**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:		
Enrollment:	2194	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5	
Length of Student Day:	6.77	6.77	6.33	
Planning Time:	45	41	46	
Class Periods/Day:	8	8		
Normal Teaching Load:	6	6		

**SALARY SCHEDULE**

Base:	30,700	Index:	5 x 4
Starting Salary:	30,700	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
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	Cash
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:			COMMENTS:				
LIFE	Guardian				3.00		
LTD	National Ins				.0026 (+B)		
NON-PARTICIPANT					\$300 cash-in-lieu		

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	60	yes		
Other Info:					
PERSONAL	3			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:	Y	P

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

**BEATRICE**

Step	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+45	
1	30,700	31,928	33,156	34,384	35,612	36,840	38,068	39,296	40,524	41,752
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	32,235	33,463	34,691	35,919	37,147	38,375	39,603	40,831	42,059	43,287
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	33,770	34,998	36,226	37,454	38,682	39,910	41,138	42,366	43,594	44,822
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	35,305	36,533	37,761	38,989	40,217	41,445	42,673	43,901	45,129	46,357
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	36,840	38,068	39,296	40,524	41,752	42,980	44,208	45,436	46,664	47,892
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	38,375	39,603	40,831	42,059	43,287	44,515	45,743	46,971	48,199	49,427
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7		41,138	42,366	43,594	44,822	46,050	47,278	48,506	49,734	50,962
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8			43,901	45,129	46,357	47,585	48,813	50,041	51,269	52,497
			1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				46,664	47,892	49,120	50,348	51,576	52,804	54,032
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					49,427	50,655	51,883	53,111	54,339	55,567
					1.61	1.65	1.69	1.73	1.77	1.81
11					50,962	52,190	53,418	54,646	55,874	57,102
					1.66	1.70	1.74	1.78	1.82	1.86
12						54,953	56,181	57,409	58,637	
						1.79	1.83	1.87	1.91	
13							57,716	58,944	60,172	
							1.88	1.92	1.96	

**WORKING CONDITIONS**

Contract Days:	187	FTE Teachers:	
Enrollment:	9774	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6.5
Planning Time:	47	44	34
Class Periods/Day:	7	8	
Normal Teaching Load:	5	6	

**SALARY SCHEDULE**

Base:	30,890	Index:	3 x 4
Starting Salary:	30,890	Entry Level Step:	0
Career Increments:	Y	Experience Allowed:	11
Long. 3.75% basic salary after 20 yrs., all lanes			
Vertical Freeze:	87-88,88-89,09-10		
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	432.50
HEALTH	BC/BS	350D		Cafeteria
DENTAL	BC/BS	4		
PPO:			COMMENTS:	
LIFE	National Ins		5.50	
LTD	National Ins		.00212	
NON-PARTICIPANT				

**Cafeteria Plan**

Individ.	Depend.
432.50	432.50
Options:	Cash, TSA, H/A
IRS 125:	Y
Flex Accounts:	
<b>PART-TIME BENEFITS</b>	
Minimum FTE:	0.5
Contribution:	fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	110	yes		
Other Info:	Upon term. 3.75% sal. over 20 yrs.; 1/4 under 20; full day rate over 110 days				
PERSONAL					see sick lv
BEREAVEMENT	see sick lv				
PROFESSIONAL					see sick lv
ADOPTION					
ASSOCIATION	20+5				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

BELLEVUE						
	BA	BA + 12	BA + 24	MA BA + 36	MA + 18	MA + 36
Step						
1	30,890	32,126	33,361	34,597	36,450	38,304
	1.00	1.04	1.08	1.12	1.18	1.24
2	31,817	33,361	34,597	35,832	37,686	39,539
	1.03	1.08	1.12	1.16	1.22	1.28
3	32,743	34,597	35,832	37,068	38,921	40,775
	1.06	1.12	1.16	1.20	1.26	1.32
4	33,670	35,832	37,068	38,304	40,157	42,010
	1.09	1.16	1.20	1.24	1.30	1.36
5	34,597	37,068	38,304	39,539	41,393	43,246
	1.12	1.20	1.24	1.28	1.34	1.40
6	35,832	38,613	39,848	41,084	42,937	44,791
	1.16	1.25	1.29	1.33	1.39	1.45
7	37,068	40,157	41,393	42,628	44,482	46,335
	1.20	1.30	1.34	1.38	1.44	1.50
8			42,937	44,173	46,026	47,880
			1.39	1.43	1.49	1.55
9			44,482	45,717	47,571	49,424
			1.44	1.48	1.54	1.60
10			46,026	47,262	49,115	50,969
			1.49	1.53	1.59	1.65
11				48,806	50,660	52,513
				1.58	1.64	1.70
12				50,660	52,513	54,366
				1.64	1.70	1.76
13				52,513	54,366	56,220
				1.70	1.76	1.82
14				54,366	56,220	58,073
				1.76	1.82	1.88
15					58,073	59,927
					1.88	1.94
16					59,927	61,780
					1.94	2.00
17						63,633
						2.06
18						65,487
						2.12

**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	70.075
Enrollment:	1209	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:	30,000	Index:	4 x 5
Starting Salary:	32,400	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.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	458.56	Ind. Prem (less FICA/LTC)	Options:
DENTAL	BC/BS	5	43.50	43.50	43.50	43.50			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE	Guardian				5.20				
LTD	Principal				.0031				<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT					\$458.56 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:** Y

**OTHER LEAVES:**

BENNINGTON								
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
Step					MA			
1	30,000	31,500	33,000	34,500	36,000	37,500	39,000	40,500
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	31,200	32,700	34,200	35,700	37,200	38,700	40,200	41,700
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	32,400	33,900	35,400	36,900	38,400	39,900	41,400	42,900
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	33,600	35,100	36,600	38,100	39,600	41,100	42,600	44,100
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	34,800	36,300	37,800	39,300	40,800	42,300	43,800	45,300
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		37,500	39,000	40,500	42,000	43,500	45,000	46,500
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		38,700	40,200	41,700	43,200	44,700	46,200	47,700
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			41,400	42,900	44,400	45,900	47,400	48,900
			1.38	1.43	1.48	1.53	1.58	1.63
9			42,600	44,100	45,600	47,100	48,600	50,100
			1.42	1.47	1.52	1.57	1.62	1.67
10				45,300	46,800	48,300	49,800	51,300
				1.51	1.56	1.61	1.66	1.71
11				46,500	48,000	49,500	51,000	52,500
				1.55	1.60	1.65	1.70	1.75
12					49,200	50,700	52,200	53,700
					1.64	1.69	1.74	1.79
13					50,400	51,900	53,400	54,900
					1.68	1.73	1.78	1.83
14						53,100	54,600	56,100
						1.77	1.82	1.87
15						54,300	55,800	57,300
						1.81	1.86	1.91

**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:	
Enrollment:	257	HS	JH/MS
		ELEM	
Length of Teacher Day:	7.75	7.75	7.75
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:	27,550	Index:	4 x 4
Starting Salary:	27,550	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	EE/Sp/Child
HEALTH	BC/BS	350D		479.57	887.22	1007.11	1323.63	
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	
PPO:				COMMENTS:				
LIFE	Guardian							
LTD	Principal Life					.0039		
NON-PARTICIPANT								

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	40	yes		
Other Info: 9 days 1st yr, 7 days thereafter					
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	27,550	28,652	29,754	30,856	31,958	33,060	34,162
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,652	29,754	30,856	31,958	33,060	34,162	35,264
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,754	30,856	31,958	33,060	34,162	35,264	36,366
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,856	31,958	33,060	34,162	35,264	36,366	37,468
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,958	33,060	34,162	35,264	36,366	37,468	38,570
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		34,162	35,264	36,366	37,468	38,570	39,672
		1.24	1.28	1.32	1.36	1.40	1.44
7			36,366	37,468	38,570	39,672	40,774
			1.32	1.36	1.40	1.44	1.48
8			37,468	38,570	39,672	40,774	41,876
			1.36	1.40	1.44	1.48	1.52
9				39,672	40,774	41,876	42,978
				1.44	1.48	1.52	1.56
10				40,774	41,876	42,978	44,080
				1.48	1.52	1.56	1.60
11				41,876	42,978	44,080	45,182
				1.52	1.56	1.60	1.64
12					44,080	45,182	46,284
					1.60	1.64	1.68
13					45,182	46,284	47,386
					1.64	1.68	1.72
14					46,284	47,386	48,488
					1.68	1.72	1.76
15						48,488	49,590
						1.76	1.80
16						49,590	50,692
						1.80	1.84



**WORKING CONDITIONS**

Contract Days:	187	FTE Teachers:	
Enrollment:	2353	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6
Planning Time:	85	45	50
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

**SALARY SCHEDULE**

Base:	30,205	Index:	4 x 5
Starting Salary:	32,621	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	600D	454.72	841.25	954.92	1255.04	Cash
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:	single ins. rec \$250/mo		COMMENTS: if take ind ins, get \$250 cash also				
LIFE							
LTD	Madison Nat'l				.0027		
NON-PARTICIPANT					\$416.67 cash		

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125:	
Flex Accounts:	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.5	
Contribution: Only 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	1 unused \$50, 2 @ \$150
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	30,205	31,715	33,226	34,736	36,246	36,246	37,756	39,267	40,777	42,287
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	31,413	32,923	34,434	35,944	37,454	37,454	38,964	40,475	41,985	43,495
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	32,621	34,132	35,642	37,152	38,662	38,662	40,173	41,683	43,193	44,703
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	33,830	35,340	36,850	38,360	39,871	39,871	41,381	42,891	44,401	45,912
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	35,038	36,548	38,058	39,569	41,079	41,079	42,589	44,099	45,610	47,120
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6		37,756	39,267	40,777	42,287	42,287	43,797	45,308	46,818	48,328
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7			40,475	41,985	43,495	43,495	45,005	46,516	48,026	49,536
			1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8			41,683	43,193	44,703	44,703	46,214	47,724	49,234	50,744
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9				44,401	45,912	45,912	47,422	48,932	50,442	51,953
				1.47	1.52	1.52	1.57	1.62	1.67	1.72
10					47,120	47,120	48,630	50,140	51,651	53,161
					1.56	1.56	1.61	1.66	1.71	1.76
11					48,328	48,328	49,838	51,349	52,859	54,369
					1.60	1.60	1.65	1.70	1.75	1.80
12					49,536	49,536	51,046	52,557	54,067	55,577
					1.64	1.64	1.69	1.74	1.79	1.84
13					50,744	50,744	52,255	53,765	55,275	56,785
					1.68	1.68	1.73	1.78	1.83	1.88
14					51,953	51,953	53,463	54,973	56,483	57,994
					1.72	1.72	1.77	1.82	1.87	1.92
15									57,692	59,202
									1.91	1.96

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







**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:	
Enrollment:	207	HS	JH/MS
		ELEM	
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:	27,100	Index:	4 x 4
Starting Salary:		Entry Level Step:	up to 2
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:	93-94		
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04
DENTAL	BC/BS	5	43.50	43.50	43.50	43.50
PPO:	Dist reimb ded 250/500		COMMENTS:			
LIFE						
LTD	Fortis					
NON-PARTICIPANT			250 cash-in-lieu			

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2.5			yes	sub avail., \$35/day unused
BEREAVEMENT	3				add'l w/sub pay
PROFESSIONAL	2			yes	add'l. w/appr.
ADOPTION	see sick lv.				
ASSOCIATION	by request				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

BRADY							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	27,100	28,184	29,268	30,352	31,436	32,520	33,604
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,184	29,268	30,352	31,436	32,520	33,604	34,688
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,268	30,352	31,436	32,520	33,604	34,688	35,772
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,352	31,436	32,520	33,604	34,688	35,772	36,856
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,436	32,520	33,604	34,688	35,772	36,856	37,940
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	32,520	33,604	34,688	35,772	36,856	37,940	39,024
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	33,604	34,688	35,772	36,856	37,940	39,024	40,108
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		35,772	36,856	37,940	39,024	40,108	41,192
		1.32	1.36	1.40	1.44	1.48	1.52
9			37,940	39,024	40,108	41,192	42,276
			1.40	1.44	1.48	1.52	1.56
10				40,108	41,192	42,276	43,360
				1.48	1.52	1.56	1.60
11					42,276	43,360	44,444
					1.56	1.60	1.64
12						44,444	45,528
						1.64	1.68
13							46,612
							1.72
14							
15							



# Broken Bow

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	880	HS	JH/MS
Length of Teacher Day:	7.5	7.5	ELEM
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:	29,150	Index:	4.5 x 4.5
Starting Salary:	29,150	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:	87-88		
Multi-year Contract:	09-10, 10-11		

**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	600D	439.85	813.75	923.70	1214.01	43.72 or 69.96	Options:	
DENTAL	BC/BS	4	39.75	39.75	39.75	39.75	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Companion Life							<b>PART-TIME BENEFITS</b>	
LTD								Minimum FTE: 0.4	
NON-PARTICIPANT								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:**

**BROKEN BOW**

Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+27	EDSPEC
1	29,150	30,462	31,774	33,085	34,397	34,397	35,709	37,021	38,332	39,644
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	30,462	31,774	33,085	34,397	35,709	35,709	37,021	38,332	39,644	40,956
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405
3	31,774	33,085	34,397	35,709	37,021	37,021	38,332	39,644	40,956	42,268
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	33,085	34,397	35,709	37,021	38,332	38,332	39,644	40,956	42,268	43,579
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	34,397	35,709	37,021	38,332	39,644	39,644	40,956	42,268	43,579	44,891
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	35,709	37,021	38,332	39,644	40,956	40,956	42,268	43,579	44,891	46,203
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7	37,021	38,332	39,644	40,956	42,268	42,268	43,579	44,891	46,203	47,515
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8		39,644	40,956	42,268	43,579	43,579	44,891	46,203	47,515	48,826
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			42,268	43,579	44,891	44,891	46,203	47,515	48,826	50,138
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				44,891	46,203	46,203	47,515	48,826	50,138	51,450
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11				46,203	47,515	47,515	48,826	50,138	51,450	52,762
				1.585	1.63	1.63	1.675	1.72	1.765	1.81
12					48,826	48,826	50,138	51,450	52,762	54,073
					1.675	1.675	1.72	1.765	1.81	1.855
13					50,138	50,138	51,450	52,762	54,073	55,385
					1.72	1.72	1.765	1.81	1.855	1.9
14						51,450	52,762	54,073	55,385	56,697
						1.765	1.81	1.855	1.9	1.945
15								55,385	56,697	58,009
								1.9	1.945	1.99

# Bruning-Davenport

**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:		
Enrollment:	162	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:	6	6		

**SALARY SCHEDULE**

Base:	28,800	Index:	4 x 4
Starting Salary:	28,800	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45	22.61 or 36.17 Sp or Dep Dental	Options:	
DENTAL	BC/BS	1	20.55	20.55	20.55	20.55		IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE							<b>PART-TIME BENEFITS</b>		
LTD							Minimum FTE: 0.5		
NON-PARTICIPANT							Contribution: fte		

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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 + 36						
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	28,800	29,952	31,104	32,256	33,408	34,560	35,712
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,952	31,104	32,256	33,408	34,560	35,712	36,864
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	31,104	32,256	33,408	34,560	35,712	36,864	38,016
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,256	33,408	34,560	35,712	36,864	38,016	39,168
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	33,408	34,560	35,712	36,864	38,016	39,168	40,320
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	34,560	35,712	36,864	38,016	39,168	40,320	41,472
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	35,712	36,864	38,016	39,168	40,320	41,472	42,624
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		38,016	39,168	40,320	41,472	42,624	43,776
		1.32	1.36	1.40	1.44	1.48	1.52
9		39,168	40,320	41,472	42,624	43,776	44,928
		1.36	1.40	1.44	1.48	1.52	1.56
10			41,472	42,624	43,776	44,928	46,080
			1.44	1.48	1.52	1.56	1.60
11			42,624	43,776	44,928	46,080	47,232
			1.48	1.52	1.56	1.60	1.64
12					46,080	47,232	48,384
					1.60	1.64	1.68
13						48,384	49,536
						1.68	1.72



**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers: 35.25  
 Enrollment: 385  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 94  
 Class Periods/Day: 4  
 Normal Teaching Load: 3

**SALARY SCHEDULE**

Base: 28,200 Index: 4 x 5  
 Starting Salary: 28,200 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	EE/Sp/Child	450.42
HEALTH	BC/BS	600D	454.72	390.83	504.50	804.62	125
DENTAL	BC/BS	2	21.11	39.04	44.31	58.26	

PPO: COMMENTS: will dedcut tax/retirement from caf amt  
 LIFE  
 LTD  
 NON-PARTICIPANT

**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	28,200	29,610	31,020	32,430	33,840	33,840	33,840	35,250	36,660	38,070
	1.00	1.05	1.10	1.15	1.20	1.20	1.20	1.25	1.30	1.35
2	29,328	30,738	32,148	33,558	34,968	34,968	34,968	36,378	37,788	39,198
	1.04	1.09	1.14	1.19	1.24	1.24	1.24	1.29	1.34	1.39
3	30,456	31,866	33,276	34,686	36,096	36,096	36,096	37,506	38,916	40,326
	1.08	1.13	1.18	1.23	1.28	1.28	1.28	1.33	1.38	1.43
4	31,584	32,994	34,404	35,814	37,224	37,224	37,224	38,634	40,044	41,454
	1.12	1.17	1.22	1.27	1.32	1.32	1.32	1.37	1.42	1.47
5	32,712	34,122	35,532	36,942	38,352	38,352	38,352	39,762	41,172	42,582
	1.16	1.21	1.26	1.31	1.36	1.36	1.36	1.41	1.46	1.51
6	33,840	35,250	36,660	38,070	39,480	39,480	39,480	40,890	42,300	43,710
	1.20	1.25	1.30	1.35	1.40	1.40	1.40	1.45	1.50	1.55
7		36,378	37,788	39,198	40,608	40,608	40,608	42,018	43,428	44,838
		1.29	1.34	1.39	1.44	1.44	1.44	1.49	1.54	1.59
8			38,916	40,326	41,736	41,736	41,736	43,146	44,556	45,966
			1.38	1.43	1.48	1.48	1.48	1.53	1.58	1.63
9				41,454	42,864	42,864	42,864	44,274	45,684	47,094
				1.47	1.52	1.52	1.52	1.57	1.62	1.67
10				42,582	43,992	43,992	43,992	45,402	46,812	48,222
				1.51	1.56	1.56	1.56	1.61	1.66	1.71
11					45,120	45,120	45,120	46,530	47,940	49,350
					1.60	1.60	1.60	1.65	1.70	1.75
12						46,248	46,248	47,658	49,068	50,478
						1.64	1.64	1.69	1.74	1.79
13						47,376	47,376	48,786	50,196	51,606
						1.68	1.68	1.73	1.78	1.83
14							48,504	49,914	51,324	52,734
							1.72	1.77	1.82	1.87
15									52,452	53,862
									1.86	1.91









**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 42  
 Enrollment: 477  
 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: 29,750 Index: 4 x 5  
 Starting Salary: 29,750 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			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:			COMMENTS:			
LIFE			(thru sal)			
LTD School Ins.						
NON-PARTICIPANT						

**Cafeteria Plan**

Individ. Depend.  
 23.20 or 37.15  
 Sp or Dep. Dental  
 Options:  
 IRS 125: Y  
 Flex Accounts:  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.5  
 Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

CENTENNIAL										
Step	BA		BA+9		BA+18		BA+27		BA+36	
									MA	
1	29,750	31,238	32,725	34,213	35,700	37,188	38,675	40,163		
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35		
2	30,940	32,428	33,915	35,403	36,890	38,378	39,865	41,353		
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39		
3	32,130	33,618	35,105	36,593	38,080	39,568	41,055	42,543		
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43		
4	33,320	34,808	36,295	37,783	39,270	40,758	42,245	43,733		
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47		
5	34,510	35,998	37,485	38,973	40,460	41,948	43,435	44,923		
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51		
6	35,700	37,188	38,675	40,163	41,650	43,138	44,625	46,113		
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55		
7		38,378	39,865	41,353	42,840	44,328	45,815	47,303		
		1.29	1.34	1.39	1.44	1.49	1.54	1.59		
8		39,568	41,055	42,543	44,030	45,518	47,005	48,493		
		1.33	1.38	1.43	1.48	1.53	1.58	1.63		
9			42,245	43,733	45,220	46,708	48,195	49,683		
			1.42	1.47	1.52	1.57	1.62	1.67		
10			43,435	44,923	46,410	47,898	49,385	50,873		
			1.46	1.51	1.56	1.61	1.66	1.71		
11				46,113	47,600	49,088	50,575	52,063		
				1.55	1.60	1.65	1.70	1.75		
12					48,790	50,278	51,765	53,253		
					1.64	1.69	1.74	1.79		
13						51,468	52,955	54,443		
						1.73	1.78	1.83		
14							54,145	55,633		
							1.82	1.87		
15								56,823		
								1.91		

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 59  
 Enrollment: 779  
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 7.5  
 Length of Student Day: 6.63 6.63 6.48  
 Planning Time: 91 137 110  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 28,700 Index: 5 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5(D)  
 Vertical Freeze: 85-86, 87-88  
 Rollback: 87-88 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	600D		Dep. Dental	Options:
DENTAL		2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: N
LIFE					<b>PART-TIME BENEFITS</b>
LTD	Madison Ntl.				Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	Sev.-after 10 yrs, 1/3 daily rate for unused days				
PERSONAL	1-2			no	unused reimb. @ sub rate
BEREAVEMENT	unl.				adm approval
PROFESSIONAL	1			yes	
ADOPTION	as needed				
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:** Y

**OTHER LEAVES:**







# Chadron

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	90.3
Enrollment:	977	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:	29,500	Index:	4.5 x 4.5
Starting Salary:	29,500	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	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Guardian				2.40			<b>PART-TIME BENEFITS</b>	
LTD	Principal				.0029(thru sal)			Minimum FTE: 0.5	
NON-PARTICIPANT								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:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	P

**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	29,500	30,828	32,155	33,483	34,810	36,138	37,465	38,793
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	30,828	32,155	33,483	34,810	36,138	37,465	38,793	40,120
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	32,155	33,483	34,810	36,138	37,465	38,793	40,120	41,448
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	33,483	34,810	36,138	37,465	38,793	40,120	41,448	42,775
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	34,810	36,138	37,465	38,793	40,120	41,448	42,775	44,103
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	36,138	37,465	38,793	40,120	41,448	42,775	44,103	45,430
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		38,793	40,120	41,448	42,775	44,103	45,430	46,758
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7			41,448	42,775	44,103	45,430	46,758	48,085
			1.405	1.45	1.495	1.54	1.585	1.63
8				44,103	45,430	46,758	48,085	49,413
				1.495	1.54	1.585	1.63	1.675
9					46,758	48,085	49,413	50,740
					1.585	1.63	1.675	1.72
10					48,085	49,413	50,740	52,068
					1.63	1.675	1.72	1.765
11					49,413	50,740	52,068	53,395
					1.675	1.72	1.765	1.81
12						52,068	53,395	54,723
						1.765	1.81	1.855
13							54,723	56,050
							1.855	1.9
14								57,378
								1.945
15								58,705
								1.99

09-10 vertical index from 4.25 to 4.5; 06-07 longevity eliminated, BA is at step 5 & MA 27 is step 15

**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers:  
 Enrollment: 160  
 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: 27,500 Index: 4 x 4  
 Starting Salary: 27,500 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	350D	479.57	887.22	1007.11	1323.63
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
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							
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
Step							
1	27,500	28,600	29,700	30,800	31,900	33,000	34,100
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,600	29,700	30,800	31,900	33,000	34,100	35,200
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,700	30,800	31,900	33,000	34,100	35,200	36,300
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,800	31,900	33,000	34,100	35,200	36,300	37,400
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,900	33,000	34,100	35,200	36,300	37,400	38,500
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	33,000	34,100	35,200	36,300	37,400	38,500	39,600
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		35,200	36,300	37,400	38,500	39,600	40,700
		1.28	1.32	1.36	1.40	1.44	1.48
8			37,400	38,500	39,600	40,700	41,800
			1.36	1.40	1.44	1.48	1.52
9				39,600	40,700	41,800	42,900
				1.44	1.48	1.52	1.56
10				40,700	41,800	42,900	44,000
				1.48	1.52	1.56	1.60
11				41,800	42,900	44,000	45,100
				1.52	1.56	1.60	1.64
12					44,000	45,100	46,200
					1.60	1.64	1.68
13						46,200	47,300
						1.68	1.72
14						47,300	48,400
						1.72	1.76

**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers: 52.6  
 Enrollment: 552  
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 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: 29,600 Index: 4.5 x 4.5  
 Starting Salary: 29,600 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 12  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 09-10, 10-11

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	Ind. Dental
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:	Dist pays \$250 toward ded		COMMENTS:				
LIFE							
LTD	Principal				.0027		
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			
Other Info:					
PERSONAL	4			yes	
BEREAVEMENT					admin discretion
PROFESSIONAL					admin discretion
ADOPTION					
ASSOCIATION	2				

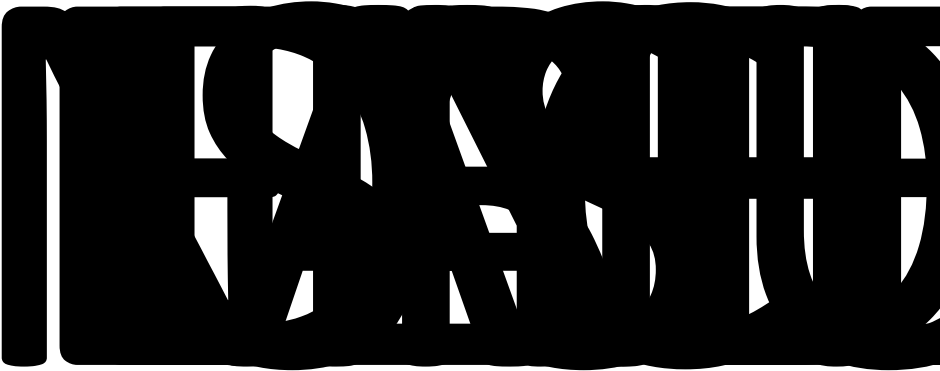
**OTHER DISTRICT POLICIES**

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

**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER LEAVES:**

			
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# Clarkson

**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers:  
 Enrollment: 185  
 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: 27,875 Index: 4 x 4  
 Starting Salary: 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			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:	Dist pays \$600 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	27,875	28,990	30,105	31,220	32,335	32,335	33,450	34,565
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	28,990	30,105	31,220	32,335	33,450	33,450	34,565	35,680
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	30,105	31,220	32,335	33,450	34,565	34,565	35,680	36,795
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	31,220	32,335	33,450	34,565	35,680	35,680	36,795	37,910
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	32,335	33,450	34,565	35,680	36,795	36,795	37,910	39,025
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	33,450	34,565	35,680	36,795	37,910	37,910	39,025	40,140
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	34,565	35,680	36,795	37,910	39,025	39,025	40,140	41,255
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		36,795	37,910	39,025	40,140	40,140	41,255	42,370
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			39,025	40,140	41,255	41,255	42,370	43,485
			1.40	1.44	1.48	1.48	1.52	1.56
10			40,140	41,255	42,370	42,370	43,485	44,600
			1.44	1.48	1.52	1.52	1.56	1.60
11				42,370	43,485	43,485	44,600	45,715
				1.52	1.56	1.56	1.60	1.64
12					44,600	44,600	45,715	46,830
					1.60	1.60	1.64	1.68
13					45,715	45,715	46,830	47,945
					1.64	1.64	1.68	1.72
14							47,945	49,060
							1.72	1.76

# Clay Center

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	173	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:	28,185	Index:	4 x 4
Starting Salary:	30,440	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	EE/Sp/Child	23.20 or 37.15 Sp or Dep. Dental
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:			COMMENTS:				
LIFE							
LTD	Madison Nat'l				.0042		
NON-PARTICIPANT							

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125:	
Flex Accounts:	
<b>PART-TIME BENEFITS</b>	
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 adult family				
PERSONAL	3			yes	
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	28,185	29,312	30,440	31,567	32,695	33,822	34,949
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,312	30,440	31,567	32,695	33,822	34,949	36,077
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	30,440	31,567	32,695	33,822	34,949	36,077	37,204
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	31,567	32,695	33,822	34,949	36,077	37,204	38,332
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	32,695	33,822	34,949	36,077	37,204	38,332	39,459
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	33,822	34,949	36,077	37,204	38,332	39,459	40,586
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	34,949	36,077	37,204	38,332	39,459	40,586	41,714
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		37,204	38,332	39,459	40,586	41,714	42,841
		1.32	1.36	1.40	1.44	1.48	1.52
9			39,459	40,586	41,714	42,841	43,969
			1.40	1.44	1.48	1.52	1.56
10				41,714	42,841	43,969	45,096
				1.48	1.52	1.56	1.60
11				42,841	43,969	45,096	46,223
				1.52	1.56	1.60	1.64
12				43,969	45,096	46,223	47,351
				1.56	1.60	1.64	1.68
13							48,478
							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



**WORKING CONDITIONS**

Contract Days: 186 FTE Teachers: 260.14  
 Enrollment: 3636  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 44  
 Class Periods/Day: 4  
 Normal Teaching Load: 3

**SALARY SCHEDULE**

Base: 31,950 Index: 4.7 x 5  
 Starting Salary: 31,950 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	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	645
HEALTH	BC/BS	600D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE	Madison Nat'l				7.00		
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

Individ. Depend.  
 645 645  
 Options: H/A, Cash, TSA  
 IRS 125: Y  
 Flex Accounts: Y  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.5  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	80	yes		
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	31,950	33,548	35,145	36,743	38,340	39,938	41,535	43,133	44,730	46,328		
	1.00	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45		
2	33,452	35,049	36,647	38,244	39,842	41,439	43,037	44,634	46,232	47,829		
	1.047	1.097	1.147	1.197	1.247	1.297	1.347	1.397	1.447	1.497		
3	34,953	36,551	38,148	39,746	41,343	42,941	44,538	46,136	47,733	49,331		
	1.094	1.144	1.194	1.244	1.294	1.344	1.394	1.444	1.494	1.544		
4	36,455	38,052	39,650	41,247	42,845	44,442	46,040	47,637	49,235	50,832		
	1.141	1.191	1.241	1.291	1.341	1.391	1.441	1.491	1.541	1.591		
5		39,554	41,152	42,749	44,347	45,944	47,542	49,139	50,737	52,334		
		1.238	1.288	1.338	1.388	1.438	1.488	1.538	1.588	1.638		
6			42,653	44,251	45,848	47,446	49,043	50,641	52,238	53,836		
			1.335	1.385	1.435	1.485	1.535	1.585	1.635	1.685		
7				45,752	47,350	48,947	50,545	52,142	53,740	55,337		
				1.432	1.482	1.532	1.582	1.632	1.682	1.732		
8				47,254	48,852	50,449	52,047	53,644	55,242	56,839		
				1.479	1.529	1.579	1.629	1.679	1.729	1.779		
9					50,353	51,951	53,548	55,146	56,743	58,341		
					1.576	1.626	1.676	1.726	1.776	1.826		
10					51,855	53,452	55,050	56,647	58,245	59,842		
					1.623	1.673	1.723	1.773	1.823	1.873		
11							56,552	58,149	59,747	61,344		
							1.77	1.82	1.87	1.92		
12									61,248	62,846		
									1.917	1.967		
13										64,347	66,146	
										2.014	2.07031	

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

**WORKING CONDITIONS**

Contract Days:	158	FTE Teachers:		
Enrollment:	657	HS	JH/MS	ELEM
Length of Teacher Day:	9	9	9	
Length of Student Day:	8	8	7.75	
Planning Time:	52	52	45	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	29,100	Index:	4 x 5
Starting Salary:	29,100	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	8
Vertical Freeze:			
Rollback:			
Multi-year Contract:	09-10, 10-11		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	23.20 or 37.15 Sp or Dep. Dental
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:			COMMENTS:				
LIFE							
LTD	Madison Life						
NON-PARTICIPANT							

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125: Y	
Flex Accounts:	
<b>PART-TIME BENEFITS</b>	
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	29,100	30,555	32,010	33,465	34,920	34,920	36,375	37,830	39,285
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	30,264	31,719	33,174	34,629	36,084	36,084	37,539	38,994	40,449
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	31,428	32,883	34,338	35,793	37,248	37,248	38,703	40,158	41,613
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	32,592	34,047	35,502	36,957	38,412	38,412	39,867	41,322	42,777
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	33,756	35,211	36,666	38,121	39,576	39,576	41,031	42,486	43,941
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6	34,920	36,375	37,830	39,285	40,740	40,740	42,195	43,650	45,105
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		37,539	38,994	40,449	41,904	41,904	43,359	44,814	46,269
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8		38,703	40,158	41,613	43,068	43,068	44,523	45,978	47,433
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			41,322	42,777	44,232	44,232	45,687	47,142	48,597
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10			42,486	43,941	45,396	45,396	46,851	48,306	49,761
			1.46	1.51	1.56	1.56	1.61	1.66	1.71
11				45,105	46,560	46,560	48,015	49,470	50,925
				1.55	1.60	1.60	1.65	1.70	1.75
12				46,269	47,724	47,724	49,179	50,634	52,089
				1.59	1.64	1.64	1.69	1.74	1.79
13					48,888	48,888	50,343	51,798	53,253
					1.68	1.68	1.73	1.78	1.83
14							51,507	52,962	54,417
							1.77	1.82	1.87
15								54,126	55,581
								1.86	1.91

MA+27 column receives an additional 1% year 16 through 24



**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 86.5  
 Enrollment: 1005  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7 7 7  
 Planning Time: 51 48 40  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 30,050 Index: 4.75 x 4.25  
 Starting Salary: 30,050 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				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.86
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	Ind. Dent + Vision
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:	single vision \$10.75/mo		COMMENTS:				
LIFE							
LTD	National Ins.						
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+9	MA+18	MA+27	MA+36	
1	30,050	31,327	32,604	33,881	35,159	36,436	37,713	38,990	40,267	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	
2	31,477	32,755	34,032	35,309	36,586	37,863	39,140	40,417	41,694	
	1.0475	1.09	1.1325	1.175	1.2175	1.26	1.3025	1.345	1.3875	
3	32,905	34,182	35,459	36,736	38,013	39,290	40,568	41,845	43,122	
	1.095	1.1375	1.18	1.2225	1.265	1.3075	1.35	1.3925	1.435	
4	34,332	35,609	36,886	38,164	39,441	40,718	41,995	43,272	44,549	
	1.1425	1.185	1.2275	1.27	1.3125	1.355	1.3975	1.44	1.4825	
5	35,760	37,037	38,314	39,591	40,868	42,145	43,422	44,699	45,977	
	1.19	1.2325	1.275	1.3175	1.36	1.4025	1.445	1.4875	1.53	
6	37,187	38,464	39,741	41,018	42,295	43,573	44,850	46,127	47,404	
	1.2375	1.28	1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775	
7		39,891	41,169	42,446	43,723	45,000	46,277	47,554	48,831	
		1.3275	1.37	1.4125	1.455	1.4975	1.54	1.5825	1.625	
8			42,596	43,873	45,150	46,427	47,704	48,982	50,259	
			1.4175	1.46	1.5025	1.545	1.5875	1.63	1.6725	
9				45,300	46,578	47,855	49,132	50,409	51,686	
				1.5075	1.55	1.5925	1.635	1.6775	1.72	
10				46,728	48,005	49,282	50,559	51,836	53,113	
				1.555	1.5975	1.64	1.6825	1.725	1.7675	
11					49,432	50,709	51,987	53,264	54,541	
					1.645	1.6875	1.73	1.7725	1.815	
12					50,860	52,137	53,414	54,691	55,968	
					1.6925	1.735	1.7775	1.82	1.8625	
13							54,841	56,118	57,396	
							1.825	1.8675	1.91	

**WORKING CONDITIONS**

Contract Days: 183 FTE Teachers: 27.6  
 Enrollment: 239  
 Length of Teacher Day: 8.42 HS 8.42 JH/MS 8.42 ELEM  
 Length of Student Day: 7.75 7.75 7  
 Planning Time: 55 55 45  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 28,922 Index: 4.5 x 4.5  
 Starting Salary: 28,922 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

**Type Carrier Option**  
 HEALTH BC/BS 350D  
 DENTAL BC/BS 2  
 PPO:  
 LIFE Principal  
 LTD Principal  
 NON-PARTICIPANT

**Option Amount Paid by District**  
 H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child

**Couple - Benefits**  
 770.83  
 Cafeteria Plan

**Cafeteria Plan**  
 Individ. Depend.  
 770.83 770.83  
 Options: H/A,Life, TSA,Cash  
 IRS 125: Y  
 Flex Accounts: Y

COMMENTS:

**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	28,922	30,223	31,525	32,826	33,477	34,128	35,429
	1.00	1.045	1.09	1.135	1.1575	1.18	1.225
2	30,223	31,525	32,826	34,128	34,779	35,429	36,731
	1.045	1.09	1.135	1.18	1.2025	1.225	1.27
3	31,525	32,826	34,128	35,429	36,080	36,731	38,032
	1.09	1.135	1.18	1.225	1.2475	1.27	1.315
4	32,826	34,128	35,429	36,731	37,382	38,032	39,334
	1.135	1.18	1.225	1.27	1.2925	1.315	1.36
5	34,128	35,429	36,731	38,032	38,683	39,334	40,635
	1.18	1.225	1.27	1.315	1.3375	1.36	1.405
6		36,731	38,032	39,334	39,985	40,635	41,937
		1.27	1.315	1.36	1.3825	1.405	1.45
7		38,032	39,334	40,635	41,286	41,937	43,238
		1.315	1.36	1.405	1.4275	1.45	1.495
8			40,635	41,937	42,588	43,238	44,540
			1.405	1.45	1.4725	1.495	1.54
9			41,937	43,238	43,889	44,540	45,841
			1.45	1.495	1.5175	1.54	1.585
10				44,540	45,191	45,841	47,143
				1.54	1.5625	1.585	1.63
11				45,841	46,492	47,143	48,444
				1.585	1.6075	1.63	1.675
12						48,444	49,746
						1.675	1.72
13						49,746	51,047
						1.72	1.765





**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:		
Enrollment:	1685	HS	JH/MS	ELEM
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:	30,625	Index:	4.5 x 4.5
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
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	Each spouse
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:			COMMENTS: singles + \$200.53, Ee/Child+\$113.67				
LIFE							
LTD	Fortis				(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/unus
BEREAVEMENT	3				Add'l 5 w/appv.
PROFESSIONAL	unl.			yes	
ADOPTION	6 wks				can use sick lv.
ASSOCIATION	unl.				

**OTHER DISTRICT POLICIES**

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

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

CRETE											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	
1	30,625	32,003	33,381	34,759		36,138	37,516	38,894	40,272	41,650	
	1.00	1.045	1.09	1.135		1.18	1.225	1.27	1.315	1.36	
2	32,003	33,381	34,759	36,138		37,516	38,894	40,272	41,650	43,028	
	1.045	1.09	1.135	1.18		1.225	1.27	1.315	1.36	1.405	
3	33,381	34,759	36,138	37,516		38,894	40,272	41,650	43,028	44,406	
	1.09	1.135	1.18	1.225		1.27	1.315	1.36	1.405	1.45	
4	34,759	36,138	37,516	38,894	40,272	40,272	41,650	43,028	44,406	45,784	
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	
5	36,138	37,516	38,894	40,272	41,650	41,650	43,028	44,406	45,784	47,163	
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	
6	37,516	38,894	40,272	41,650	43,028	43,028	44,406	45,784	47,163	48,541	
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	
7		40,272	41,650	43,028	44,406	44,406	45,784	47,163	48,541	49,919	
		1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	
8			43,028	44,406	45,784	45,784	47,163	48,541	49,919	51,297	
			1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	
9, 10, 11			44,406	45,784	47,163	47,163	48,541	49,919	51,297	52,675	
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72	
12				47,163	48,541	48,541	49,919	51,297	52,675	54,053	
				1.54	1.585	1.585	1.63	1.675	1.72	1.765	
13					49,919	49,919	51,297	52,675	54,053	55,431	
					1.63	1.63	1.675	1.72	1.765	1.81	
14					51,297	51,297	52,675	54,053	55,431	56,809	
					1.675	1.675	1.72	1.765	1.81	1.855	
15							54,053	55,431	56,809	58,188	
							1.765	1.81	1.855	1.9	
16									58,188	59,566	
									1.9	1.945	
17										60,944	
										1.99	

02-03 all experience allowed, 09-10 BA36 column closed to new entrants

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	32
Enrollment:	360	HS	JH/MS
Length of Teacher Day:	8	ELEM	8
Length of Student Day:	7		7
Planning Time:	90		90
Class Periods/Day:	4		4
Normal Teaching Load:	3		3

**SALARY SCHEDULE**

Base:	29,200	Index:	4 x 4
Starting Salary:	29,200	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:	86-87;92-93		
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	600D		616.97	841.25	954.92	1255.04	Cash	Options:
DENTAL	BC/BS	2		21.11	21.11	21.11			IRS 125:
PPO:			COMMENTS:						Flex Accounts:
LIFE	Principal Life					4.88			<b>PART-TIME BENEFITS</b>
LTD	Principal Life					.0045			Minimum FTE: 0
NON-PARTICIPANT						\$638.08 Cash			Contribution: ft

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	4			yes	\$50/day unused reimbursed
BEREAVEMENT	2				
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

SABBATICAL: Yes

SEVERANCE PAY:

**OTHER LEAVES:**

CROFTON							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36 MA	BA + 48 MA + 9	MA + 18
1	29,200 1.00	30,368 1.04	31,536 1.08	32,704 1.12	33,872 1.16	35,040 1.20	36,208 1.24
2	30,368 1.04	31,536 1.08	32,704 1.12	33,872 1.16	35,040 1.20	36,208 1.24	37,376 1.28
3	31,536 1.08	32,704 1.12	33,872 1.16	35,040 1.20	36,208 1.24	37,376 1.28	38,544 1.32
4	32,704 1.12	33,872 1.16	35,040 1.20	36,208 1.24	37,376 1.28	38,544 1.32	39,712 1.36
5	33,872 1.16	35,040 1.20	36,208 1.24	37,376 1.28	38,544 1.32	39,712 1.36	40,880 1.40
6		36,208 1.24	37,376 1.28	38,544 1.32	39,712 1.36	40,880 1.40	42,048 1.44
7			38,544 1.32	39,712 1.36	40,880 1.40	42,048 1.44	43,216 1.48
8				40,880 1.40	42,048 1.44	43,216 1.48	44,384 1.52
9				42,048 1.44	43,216 1.48	44,384 1.52	45,552 1.56
10				43,216 1.48	44,384 1.52	45,552 1.56	46,720 1.60
11				44,384 1.52	45,552 1.56	46,720 1.60	47,888 1.64
12					46,720 1.60	47,888 1.64	49,056 1.68
13					47,888 1.64	49,056 1.68	50,224 1.72
14					49,056 1.68	50,224 1.72	51,392 1.76
15					50,224 1.72	51,392 1.76	52,560 1.80
16						52,560 1.80	53,728 1.84
17						53,144 1.82	54,896 1.88
18							55,480 1.90



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	722	HS	JH/MS	ELEM
Length of Teacher Day:	8	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:	29,800	Index:	4 x 5
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				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D		455.59	842.86	956.75	1257.45	23.20 or 37.15	Options:
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	Sp or Dep. Dental	
PPO:			COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD									<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.5
									Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	29,800	31,290	32,780	34,270	35,760	37,250	38,740	40,230
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	30,992	32,482	33,972	35,462	36,952	38,442	39,932	41,422
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	32,184	33,674	35,164	36,654	38,144	39,634	41,124	42,614
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	33,376	34,866	36,356	37,846	39,336	40,826	42,316	43,806
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	34,568	36,058	37,548	39,038	40,528	42,018	43,508	44,998
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	35,760	37,250	38,740	40,230	41,720	43,210	44,700	46,190
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	36,952	38,442	39,932	41,422	42,912	44,402	45,892	47,382
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	38,144	39,634	41,124	42,614	44,104	45,594	47,084	48,574
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		40,826	42,316	43,806	45,296	46,786	48,276	49,766
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			43,508	44,998	46,488	47,978	49,468	50,958
			1.46	1.51	1.56	1.61	1.66	1.71
11				46,190	47,680	49,170	50,660	52,150
				1.55	1.60	1.65	1.70	1.75
12					48,872	50,362	51,852	53,342
					1.64	1.69	1.74	1.79
13						51,554	53,044	54,534
						1.73	1.78	1.83
14							54,236	55,726
							1.82	1.87



**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:	23.67	
Enrollment:	234	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:	27,685	Index:	4.5 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5+1 for 2
*Years experience: 5 yrs + 1 for every 2 beyond 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	350D		455.59	842.86	956.75	1257.45	
DENTAL	BC/BS	2		21.11	39.04	44.31	58.26	
PPO:			COMMENTS:					
LIFE								
LTD	Amer. Fidelity					5.00		
NON-PARTICIPANT								

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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./immed family+5 fro
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:**

D E S H L E R						
S t e p	B A	B A + 9	B A + 1 8	B A + 2 7	M A	M A + 9
1	27,685	28,792	29,900	31,007	32,115	33,222
	1.00	1.04	1.08	1.12	1.16	1.20
2	28,931	30,038	31,146	32,253	33,360	34,468
	1.045	1.085	1.125	1.165	1.205	1.245
3	30,177	31,284	32,391	33,499	34,606	35,714
	1.09	1.13	1.17	1.21	1.25	1.29
4	31,422	32,530	33,637	34,745	35,852	36,959
	1.135	1.175	1.215	1.255	1.295	1.335
5	32,668	33,776	34,883	35,991	37,098	38,205
	1.18	1.22	1.26	1.30	1.34	1.38
6		35,022	36,129	37,236	38,344	39,451
		1.265	1.305	1.345	1.385	1.425
7		36,267	37,375	38,482	39,590	40,697
		1.31	1.35	1.39	1.43	1.47
8			38,621	39,728	40,835	41,943
			1.395	1.435	1.475	1.515
9				40,974	42,081	43,189
				1.48	1.52	1.56
10				42,220	43,327	44,434
				1.525	1.565	1.605
11					44,573	45,680
					1.61	1.65
12					45,819	46,926
					1.655	1.695
13					47,065	48,172
					1.7	1.74
14					47,687	49,418
					1.7225	1.785

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	269	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	50	50	
Class Periods/Day:	7	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	29,000	Index:	4 x 4
Starting Salary:	29,000	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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Guardian							<b>PART-TIME BENEFITS</b>	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	29,000	30,160	31,320	32,480	33,060	33,640	34,800	35,960
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	30,160	31,320	32,480	33,640	34,220	34,800	35,960	37,120
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	31,320	32,480	33,640	34,800	35,380	35,960	37,120	38,280
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	32,480	33,640	34,800	35,960	36,540	37,120	38,280	39,440
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	33,640	34,800	35,960	37,120	37,700	38,280	39,440	40,600
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	34,800	35,960	37,120	38,280	38,860	39,440	40,600	41,760
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	35,960	37,120	38,280	39,440	40,020	40,600	41,760	42,920
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8	37,120	38,280	39,440	40,600	41,180	41,760	42,920	44,080
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		39,440	40,600	41,760	42,340	42,920	44,080	45,240
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			41,760	42,920	43,500	44,080	45,240	46,400
			1.44	1.48	1.50	1.52	1.56	1.60
11				44,080	44,660	45,240	46,400	47,560
				1.52	1.54	1.56	1.60	1.64
12					45,820	46,400	47,560	48,720
					1.58	1.60	1.64	1.68
13					46,980	47,560	48,720	49,880
					1.62	1.64	1.68	1.72
14								51,040
								1.76
15								52,200
								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.



# Doniphan-Trumbull

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	47.53
Enrollment:	492	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:	29,000	Index:	4 x 5
Starting Salary:	29,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	11
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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	22.61 or 36.17	Options:	
DENTAL	BC/BS	1	20.55	20.55	20.55	20.55	Sp or Dep. Dental	IRS 125: Y	
PPO:	all emp. rec \$166.67 for 125 Plan COMMENTS:							Flex Accounts: Y	
LIFE	Companion Life				1.90		PART-TIME BENEFITS		
LTD	Principal				.0052		Minimum FTE: 0.5		
NON-PARTICIPANT							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				yes	from annual leave
BEREAVEMENT					from annual lv.
PROFESSIONAL					as assigned
ADOPTION					from 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	29,000	30,450	31,900	33,350	34,800	34,800	36,250	37,700	39,150
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	30,160	31,610	33,060	34,510	35,960	35,960	37,410	38,860	40,310
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	31,320	32,770	34,220	35,670	37,120	37,120	38,570	40,020	41,470
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	32,480	33,930	35,380	36,830	38,280	38,280	39,730	41,180	42,630
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	33,640	35,090	36,540	37,990	39,440	39,440	40,890	42,340	43,790
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6		36,250	37,700	39,150	40,600	40,600	42,050	43,500	44,950
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		37,410	38,860	40,310	41,760	41,760	43,210	44,660	46,110
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8			40,020	41,470	42,920	42,920	44,370	45,820	47,270
			1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			41,180	42,630	44,080	44,080	45,530	46,980	48,430
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10				43,790	45,240	45,240	46,690	48,140	49,590
				1.51	1.56	1.56	1.61	1.66	1.71
11				44,950	46,400	46,400	47,850	49,300	50,750
				1.55	1.60	1.60	1.65	1.70	1.75
12					47,560	47,560	49,010	50,460	51,910
					1.64	1.64	1.69	1.74	1.79
13					48,720	48,720	50,170	51,620	53,070
					1.68	1.68	1.73	1.78	1.83
14							51,330	52,780	54,230
							1.77	1.82	1.87
15							52,490	53,940	55,390
							1.81	1.86	1.91

08-09 cash in lieu and prof recognition removed

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	209	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
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:		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				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D		455.59	842.86	956.75	1257.45	Options:	
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Principal					3.15		<b>PART-TIME BENEFITS</b>	
LTD	Principal					.0046		Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
PERSONAL	2			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	28,600	29,744	30,888	32,032	33,176	33,176	34,320	35,464
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	29,744	30,888	32,032	33,176	34,320	34,320	35,464	36,608
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	30,888	32,032	33,176	34,320	35,464	35,464	36,608	37,752
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	32,032	33,176	34,320	35,464	36,608	36,608	37,752	38,896
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	33,176	34,320	35,464	36,608	37,752	37,752	38,896	40,040
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	34,320	35,464	36,608	37,752	38,896	38,896	40,040	41,184
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		36,608	37,752	38,896	40,040	40,040	41,184	42,328
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		37,752	38,896	40,040	41,184	41,184	42,328	43,472
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			40,040	41,184	42,328	42,328	43,472	44,616
			1.40	1.44	1.48	1.48	1.52	1.56
10				42,328	43,472	43,472	44,616	45,760
				1.48	1.52	1.52	1.56	1.60
11					44,616	44,616	45,760	46,904
					1.56	1.56	1.60	1.64
12						45,760	46,904	48,048
						1.60	1.64	1.68
13							48,048	49,192
							1.68	1.72

**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:		
Enrollment:	403	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.25	7.20	7.15	
Planning Time:	48	44	44	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	29,000	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	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	350D		479.57	887.22	1007.11	1323.63	21.11	Ind. Dental	Options:
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11			IRS 125: Y
PPO:			COMMENTS:							Flex Accounts:
LIFE										<b>PART-TIME BENEFITS</b>
LTD										Minimum FTE: 0
NON-PARTICIPANT										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	29,000	30,160	31,320	32,480	33,640	33,640	34,800	35,960	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	30,160	31,320	32,480	33,640	34,800	34,800	35,960	37,120	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	31,320	32,480	33,640	34,800	35,960	35,960	37,120	38,280	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	32,480	33,640	34,800	35,960	37,120	37,120	38,280	39,440	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	33,640	34,800	35,960	37,120	38,280	38,280	39,440	40,600	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6	34,800	35,960	37,120	38,280	39,440	39,440	40,600	41,760	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7	35,960	37,120	38,280	39,440	40,600	40,600	41,760	42,920	
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	
8		38,280	39,440	40,600	41,760	41,760	42,920	44,080	
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	
9			40,600	41,760	42,920	42,920	44,080	45,240	
			1.40	1.44	1.48	1.48	1.52	1.56	
10				42,920	44,080	44,080	45,240	46,400	
				1.48	1.52	1.52	1.56	1.60	
11				44,080	45,240	45,240	46,400	47,560	
				1.52	1.56	1.56	1.60	1.64	
12					46,400	46,400	47,560	48,720	
					1.60	1.60	1.64	1.68	
13						47,560	48,720	49,880	
						1.64	1.68	1.72	
14							49,880	51,040	
							1.72	1.76	
15								52,200	
								1.80	

7 teachers are placed on a 4 X 5 schedule (grandfathering)



**WORKING CONDITIONS**

Contract Days:	173	FTE Teachers:	16.1
Enrollment:	123	HS	JH/MS
		ELEM	
Length of Teacher Day:	8.5	8.5	8.5
Length of Student Day:	8	8	8
Planning Time:	58	58	60
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	26,800	Index:	4 x 5
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			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	600D		431.98	799.19	907.17	1192.29	Cash	Options:
DENTAL	BC/BS	3		20.55	38.02	43.16	56.72		IRS 125:
PPO:				COMMENTS:					Flex Accounts:
LIFE									<b>PART-TIME BENEFITS</b>
LTD	National Ins				.00765				Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	35	yes		
Other Info:					
PERSONAL	2			yes	reimb. \$15/day eoy
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	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	26,800	28,140	29,480	30,820	32,160	32,160	33,500	34,840	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	27,872	29,212	30,552	31,892	33,232	33,232	34,572	35,912	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	28,944	30,284	31,624	32,964	34,304	34,304	35,644	36,984	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	30,016	31,356	32,696	34,036	35,376	35,376	36,716	38,056	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	31,088	32,428	33,768	35,108	36,448	36,448	37,788	39,128	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	32,160	33,500	34,840	36,180	37,520	37,520	38,860	40,200	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7		34,572	35,912	37,252	38,592	38,592	39,932	41,272	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8			36,984	38,324	39,664	39,664	41,004	42,344	
			1.38	1.43	1.48	1.48	1.53	1.58	
9				39,396	40,736	40,736	42,076	43,416	
				1.47	1.52	1.52	1.57	1.62	
10					41,808	41,808	43,148	44,488	
					1.56	1.56	1.61	1.66	
11							44,220	45,560	
							1.65	1.70	



**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 23  
 Enrollment: 168  
 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: 28,730 Index: 4 x 4.5  
 Starting Salary: 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	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	350D		479.57	887.22	1007.11	1323.63	23.20 or 37.15	Options:
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	Sp or Dep. Dental	
PPO:			COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD	Principal					.0038			<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.4 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	28,730	30,023	31,316	32,609	33,901	35,194	36,487	37,780	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	29,879	31,172	32,465	33,758	35,051	36,343	37,636	38,929	
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	
3	31,028	32,321	33,614	34,907	36,200	37,493	38,786	40,078	
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	
4	32,178	33,470	34,763	36,056	37,349	38,642	39,935	41,228	
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	
5	33,327	34,620	35,913	37,205	38,498	39,791	41,084	42,377	
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	
6		35,769	37,062	38,355	39,647	40,940	42,233	43,526	
		1.245	1.29	1.335	1.38	1.425	1.47	1.515	
7			38,211	39,504	40,797	42,089	43,382	44,675	
			1.33	1.375	1.42	1.465	1.51	1.555	
8			39,360	40,653	41,946	43,239	44,532	45,824	
			1.37	1.415	1.46	1.505	1.55	1.595	
9				41,802	43,095	44,388	45,681	46,974	
				1.455	1.5	1.545	1.59	1.635	
10				42,951	44,244	45,537	46,830	48,123	
				1.495	1.54	1.585	1.63	1.675	
11						46,686	47,979	49,272	
						1.625	1.67	1.715	



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	278	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:	49	49	30	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	28,400	Index:	4 x 4
Starting Salary:	30,672	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
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	Dep. Dental+403b
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:	Singles: \$165/mo to 403b		COMMENTS:				
LIFE							
LTD	Principal				.0054 (thru sal)		
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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+54	MA	MA+9	MA+18
1	28,400	29,536	30,672	31,808	32,944	35,216	32,944	34,080	35,216
	1.00	1.04	1.08	1.12	1.16	1.24	1.16	1.20	1.24
2	29,536	30,672	31,808	32,944	34,080	36,352	34,080	35,216	36,352
	1.04	1.08	1.12	1.16	1.20	1.28	1.20	1.24	1.28
3	30,672	31,808	32,944	34,080	35,216	37,488	35,216	36,352	37,488
	1.08	1.12	1.16	1.20	1.24	1.32	1.24	1.28	1.32
4	31,808	32,944	34,080	35,216	36,352	38,624	36,352	37,488	38,624
	1.12	1.16	1.20	1.24	1.28	1.36	1.28	1.32	1.36
5	32,944	34,080	35,216	36,352	37,488	39,760	37,488	38,624	39,760
	1.16	1.20	1.24	1.28	1.32	1.40	1.32	1.36	1.40
6		35,216	36,352	37,488	38,624	40,896	38,624	39,760	40,896
		1.24	1.28	1.32	1.36	1.44	1.36	1.40	1.44
7		36,352	37,488	38,624	39,760	42,032	39,760	40,896	42,032
		1.28	1.32	1.36	1.40	1.48	1.40	1.44	1.48
8			38,624	39,760	40,896	43,168	40,896	42,032	43,168
			1.36	1.40	1.44	1.52	1.44	1.48	1.52
9				40,896	42,032	44,304	42,032	43,168	44,304
				1.44	1.48	1.56	1.48	1.52	1.56
10					43,168	45,440	43,168	44,304	45,440
					1.52	1.60	1.52	1.56	1.60
11					44,304	46,576	44,304	45,440	46,576
					1.56	1.64	1.56	1.60	1.64
12						47,712	45,440	46,008	47,712
						1.68	1.60	1.62	1.68
13						48,848	46,576	47,712	48,848
						1.72	1.64	1.68	1.72
14								48,848	49,984
								1.72	1.76
15									51,120
									1.80

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

**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:		
Enrollment:	319	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:	48	48	48	
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:	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	EE/Sp/Child	471.84
HEALTH	BC/BS	350D	479.57	887.22	1007.11	1323.63	Cash
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:			COMMENTS:				
LIFE							
LTD	Madison Nat'l				.0039		
NON-PARTICIPANT					\$471.84	Cash	

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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 u
BEREAVEMENT	5+2/2/3/1				
PROFESSIONAL	2			yes	add'l if requested
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

ELM CREEK								
Step	BA		BA+9		BA+18		BA+27	
	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+18	MA+27
1	28,600	29,744	30,888	32,032	33,176	34,320	35,464	36,608
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	29,744	30,888	32,032	33,176	34,320	35,464	36,608	37,752
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	30,888	32,032	33,176	34,320	35,464	36,608	37,752	38,896
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	32,032	33,176	34,320	35,464	36,608	37,752	38,896	40,040
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	33,176	34,320	35,464	36,608	37,752	38,896	40,040	41,184
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	34,320	35,464	36,608	37,752	38,896	40,040	41,184	42,328
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		36,608	37,752	38,896	40,040	41,184	42,328	43,472
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			38,896	40,040	41,184	42,328	43,472	44,616
			1.36	1.40	1.44	1.48	1.52	1.56
9				41,184	42,328	43,472	44,616	45,760
				1.44	1.48	1.52	1.56	1.60
10				42,328	43,472	44,616	45,760	46,904
				1.48	1.52	1.56	1.60	1.64
11					44,616	45,760	46,904	48,048
					1.56	1.60	1.64	1.68
12					45,760	46,904	48,048	49,192
					1.60	1.64	1.68	1.72
13						48,048	49,192	50,336
						1.68	1.72	1.76
14							50,336	51,480
							1.76	1.80
15								52,624
								1.84

09-10 BA45 removed from schedule, but teachers already there are grandfathered



**WORKING CONDITIONS**

Contract Days:	184	FTE Teachers:	
Enrollment:	261	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	80
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	27,940	Index:	4 x 4
Starting Salary:	27,940	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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	48.17 or 76.56	Options:	
DENTAL	BC/BS	5	43.50	43.50	43.50	43.50	Sp or Dep. Dental	IRS 125: Y	
PPO:	09-10 change from 300D to 600D COMMENTS:							Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Principal			.0049				Minimum FTE: 1	
NON-PARTICIPANT								Contribution:	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: 10 days @ 1/2 sub rate eoy					
PERSONAL	2			yes	accum to 3
BEREAVEMENT	3				+2 from 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	N
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	
	BA	BA+9	BA+18	BA+27	BA+36	BA+45	BA+18	BA+27	BA+36	BA+45	BA+18	BA+27
1	27,940	29,058	30,175	31,293	32,410	33,528	34,646	35,763	36,881	37,998	39,116	40,234
	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	29,058	30,175	31,293	32,410	33,528	34,646	35,763	36,881	37,998	39,116	40,234	41,351
	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	30,175	31,293	32,410	33,528	34,646	35,763	36,881	37,998	39,116	40,234	41,351	42,469
	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	31,293	32,410	33,528	34,646	35,763	36,881	37,998	39,116	40,234	41,351	42,469	43,586
	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	32,410	33,528	34,646	35,763	36,881	37,998	39,116	40,234	41,351	42,469	43,586	44,704
	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	33,528	34,646	35,763	36,881	37,998	39,116	40,234	41,351	42,469	43,586	44,704	45,822
	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	34,646	35,763	36,881	37,998	39,116	40,234	41,351	42,469	43,586	44,704	45,822	46,939
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
8		36,881	37,998	39,116	40,234	41,351	42,469	43,586	44,704	45,822	46,939	48,057
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9			39,116	40,234	41,351	42,469	43,586	44,704	45,822	46,939	48,057	49,174
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				41,351	42,469	43,586	44,704	45,822	46,939	48,057	49,174	50,291
				1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11					43,586	44,704	45,822	46,939	48,057	49,174	50,291	51,408
					1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12					44,704	45,822	46,939	48,057	49,174	50,291	51,408	52,525
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					45,822	46,939	48,057	49,174	50,291	51,408	52,525	53,642
					1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
14					46,939	48,057	49,174	50,291	51,408	52,525	53,642	54,759
					1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
					48,057	49,174	50,291	51,408	52,525	53,642	54,759	55,876
					1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00

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



**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: 28,420 Index: 4 x 4  
 Starting Salary: 28,988 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 8  
 Vertical Freeze: 04-05  
 Rollback:  
 Multi-year Contract: 09-10, 10-11

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	600D	409.02	586.02	621.02	816.02	
DENTAL	BC/BS	2	18.98	18.98	18.98	18.98	
PPO:	flat salary \$233.33		COMMENTS:				
LIFE	Madison Life				10.29		
LTD							
NON-PARTICIPANT					flat salary \$233.33		

**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	EDSPEE
Base	28,420										
1	28,988	30,125	31,262	32,399	33,820	33,820	34,957	36,093	37,230	38,367	41,209
2	29,557	30,694	31,830	32,967	34,388	34,388	35,525	36,662	37,799	38,935	41,777
3	30,694	31,830	32,967	34,104	35,525	35,525	36,662	37,799	38,935	40,072	42,914
4	31,830	32,967	34,104	35,241	36,662	36,662	37,799	38,935	40,072	41,209	44,051
5	32,967	34,104	35,241	36,378	37,799	37,799	38,935	40,072	41,209	42,346	45,188
6	34,104	35,241	36,378	37,514	38,935	38,935	40,072	41,209	42,346	43,483	46,325
7	35,241	36,378	37,514	38,651	40,072	40,072	41,209	42,346	43,483	44,619	47,461
8		37,514	38,651	39,788	41,209	41,209	42,346	43,483	44,619	45,756	48,598
9			39,788	40,925	42,346	42,346	43,483	44,619	45,756	46,893	49,735
10				40,925	42,062	43,483	43,483	44,619	45,756	46,893	50,872
11					43,483	44,619	44,619	45,756	46,893	48,030	51,910
12						44,619	45,756	46,893	48,030	49,167	53,047
13							46,893	48,030	49,167	50,303	54,184
14								48,030	49,167	51,440	55,321
15									50,303	51,440	56,458
16										52,577	57,595
17											58,732
18											59,869
19											61,006
20											62,143
21											63,280

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



**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: 27,150 Index: 4.5 x 4.5  
 Starting Salary: 32,037 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: 09-10, 10-11

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	476.70
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45	Cafeteria
DENTAL	BC/BS	2	21.11	39.04	44.31	58.26	
PPO:			COMMENTS: *LTD-District pays 3/4(.003525)				
LIFE	Guardian		11.75				
LTD	Unknown		.0047 (thru sal)*				
NON-PARTICIPANT							

**Cafeteria Plan**

Individ. Depend.  
 476.70 476.70  
 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

ESU #02-FREMONT											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	27,150										
	1.00										
2											
3											
4											
5	32,037	33,259	34,481	35,702	36,924	36,924	38,146	39,368	40,589	41,811	43,033
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	33,259	34,481	35,702	36,924	38,146	38,146	39,368	40,589	41,811	43,033	44,255
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	34,481	35,702	36,924	38,146	39,368	39,368	40,589	41,811	43,033	44,255	45,476
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8		36,924	38,146	39,368	40,589	40,589	41,811	43,033	44,255	45,476	46,698
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			39,368	40,589	41,811	41,811	43,033	44,255	45,476	46,698	47,920
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				41,811	43,033	43,033	44,255	45,476	46,698	47,920	49,142
				1.54	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					43,033	44,255	44,255	45,476	46,698	47,920	49,142
					1.585	1.63	1.63	1.675	1.72	1.765	1.81
12						44,255	45,476	46,698	47,920	49,142	50,363
						1.63	1.675	1.72	1.765	1.81	1.855
13							45,476	46,698	47,920	49,142	50,363
							1.675	1.72	1.765	1.81	1.855
14								46,698	47,920	49,142	50,363
								1.72	1.765	1.81	1.855
15									49,142	50,363	51,585
									1.81	1.855	1.9
16										50,363	51,585
										1.855	1.945
17											52,807
											1.945
18											
											1.99
19											
											2.035
											2.08
											2.125
											2.17
											2.215

Emp with 4 or less years of exp will advance to step 6 when 5 yrs of exp has been attained



# ESU 05-Beatrice

**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: 31,675 Index: 4 x 5  
 Starting Salary: 31,675 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 EE/Sp/Child	850
HEALTH	BC/BS	600D		Cafeteria
DENTAL	BC/BS	2		
PPO:			COMMENTS:	
LIFE	Am. Fidelity		2.50	
LTD				
NON-PARTICIPANT				

**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:	months of empl + 1				
PERSONAL	3			yes	
BEREAVEMENT	5				immed. fam; 2 days other fam.
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:

ESU #05-BEATRICE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	PHD	EDSPEC
1	31,675	33,259	34,843	36,426	38,010	39,594	41,178	42,761	44,345	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	32,942	34,526	36,110	37,693	39,277	40,861	42,445	44,028	45,612	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	34,209	35,793	37,377	38,960	40,544	42,128	43,712	45,295	46,879	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	35,476	37,060	38,644	40,227	41,811	43,395	44,979	46,562	48,146	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	36,743	38,327	39,911	41,494	43,078	44,662	46,246	47,829	49,413	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	38,010	39,594	41,178	42,761	44,345	45,929	47,513	49,096	50,680	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7	39,277	40,861	42,445	44,028	45,612	47,196	48,780	50,363	51,947	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8	40,544	42,128	43,712	45,295	46,879	48,463	50,047	51,630	53,214	
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9		43,395	44,979	46,562	48,146	49,730	51,314	52,897	54,481	
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10			46,246	47,829	49,413	50,997	52,581	54,164	55,748	
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	
11				49,096	50,680	52,264	53,848	55,431	57,015	
				1.55	1.60	1.65	1.70	1.75	1.80	
12					51,947	53,531	55,115	56,698	58,282	
					1.64	1.69	1.74	1.79	1.84	

02-03 freeze schedule at BA step 7, BA+9 step 8, BA+18 step 9, BA\_27 step 10 and BA+36 step 11

**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: 29,150 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	EE/Spouse	
HEALTH	BC/BS	350D	407.63	754.14	856.04	1125.09	157.72 or 207.28 Full Premium
DENTAL	BC/BS	2	17.94	33.18	37.66	49.52	
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**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	29,150	30,316	31,482	32,648	33,814	34,980	36,146	37,312	38,478	39,644	40,810	41,976
	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	30,316	31,482	32,648	33,814	34,980	36,146	37,312	38,478	39,644	40,810	41,976	43,142
	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	31,482	32,648	33,814	34,980	36,146	37,312	38,478	39,644	40,810	41,976	43,142	44,308
	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	32,648	33,814	34,980	36,146	37,312	38,478	39,644	40,810	41,976	43,142	44,308	45,474
	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	33,814	34,980	36,146	37,312	38,478	39,644	40,810	41,976	43,142	44,308	45,474	46,640
	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	34,980	36,146	37,312	38,478	39,644	40,810	41,976	43,142	44,308	45,474	46,640	47,806
	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	35,272	37,312	38,478	39,644	40,810	41,976	43,142	44,308	45,474	46,640	47,806	48,972
	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		37,604	39,644	40,810	41,976	43,142	44,308	45,474	46,640	47,806	48,972	50,138
		1.29	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9			39,936	41,976	43,142	44,308	45,474	46,640	47,806	48,972	50,138	51,304
			1.37	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				43,142	44,308	45,474	46,640	47,806	48,972	50,138	51,304	52,470
				1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11				43,434	45,474	46,640	47,806	48,972	50,138	51,304	52,470	53,636
				1.49	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12					46,640	47,806	48,972	50,138	51,304	52,470	53,636	54,802
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					46,932	48,098	50,138	51,304	52,470	53,636	54,802	55,968
					1.61	1.65	1.72	1.76	1.80	1.84	1.88	1.92
14						51,304	52,470	53,636	54,802	55,968	57,134	58,300
						1.76	1.80	1.84	1.88	1.92	1.96	2.00
15						51,596	52,762	54,802	55,968	57,134	58,300	59,466
						1.77	1.81	1.88	1.92	1.96	2.00	2.04
16								55,094	56,260	58,300	59,466	60,632
								1.89	1.93	2.00	2.04	2.08
17										58,592	59,758	60,924
										2.01	2.05	2.09

1% increase for teachers frozen on vertical columns

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 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: 27,115 Index: 4 x 5  
 Starting Salary: 27,115 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	350D		239.79	239.79	239.79	239.79	1023.80
DENTAL	BC/BS	2		10.56	10.56	10.56	10.56	equity pay
PPO:				COMMENTS:				
LIFE	Guardian						5.50	
LTD	National Ins						.0041(+B)	
NON-PARTICIPANT							equity comp \$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:**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	27,115	28,471	29,827	31,182	32,538	33,894	35,250	36,605	37,961	39,317	40,673	42,028
	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	28,200	29,555	30,911	32,267	33,623	34,978	36,334	37,690	39,046	40,401	41,757	43,113
	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	29,284	30,640	31,996	33,351	34,707	36,063	37,419	38,774	40,130	41,486	42,842	44,197
	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	30,369	31,725	33,080	34,436	35,792	37,148	38,503	39,859	41,215	42,571	43,926	45,282
	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	31,453	32,809	34,165	35,521	36,876	38,232	39,588	40,944	42,299	43,655	45,011	46,367
	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	32,538	33,894	35,250	36,605	37,961	39,317	40,673	42,028	43,384	44,740	46,096	47,451
	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	33,623	34,978	36,334	37,690	39,046	40,401	41,757	43,113	44,469	45,824	47,180	48,536
	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		36,063	37,419	38,774	40,130	41,486	42,842	44,197	45,553	46,909	48,265	49,620
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83
9		37,148	38,503	39,859	41,215	42,571	43,926	45,282	46,638	47,994	49,349	50,705
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87
10		38,232	39,588	40,944	42,299	43,655	45,011	46,367	47,722	49,078	50,434	51,790
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91
11					43,384	44,740	46,096	47,451	48,807	50,163	51,519	52,874
					1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95
12					44,469	45,824	47,180	48,536	49,892	51,247	52,603	53,959
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99
13					45,553	46,909	48,265	49,620	50,976	52,332	53,688	55,043
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03
14					46,638	47,994	49,349	50,705	52,061	53,417	54,772	56,128
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07
15					47,722	49,078	50,434	51,790	53,145	54,501	55,857	57,213
					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: 30,000 Index: 4 x 5  
 Starting Salary: Entry Level Step: 0  
 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	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	800	Individ. Depend. 800 800
HEALTH	BC/BS	350D		Cafeteria	Options: H/A,Dent,TSA, LTD,Life
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts:
LIFE					<b>PART-TIME BENEFITS</b>
LTD					Minimum FTE: 0
NON-PARTICIPANT			Cafeteria		Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES
SICK	11	32	no			
Other Info:	Pd. \$40/day over 32, 1/2 unused accumulates					<b>Negotiated/</b>
PERSONAL	2			yes		<b>Exists Policy</b>
BEREAVEMENT	6				accum to 10	Voluntary Separation: N
PROFESSIONAL	as needed			yes		Grievance: Y P
ADOPTION						Professional Growth: N
ASSOCIATION						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	30,000	31,500	33,000	34,500	36,000	37,500	39,000	40,500	42,000
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	31,200	32,700	34,200	35,700	37,200	38,700	40,200	41,700	43,200
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	32,400	33,900	35,400	36,900	38,400	39,900	41,400	42,900	44,400
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	33,600	35,100	36,600	38,100	39,600	41,100	42,600	44,100	45,600
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	34,800	36,300	37,800	39,300	40,800	42,300	43,800	45,300	46,800
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	36,000	37,500	39,000	40,500	42,000	43,500	45,000	46,500	48,000
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	37,200	38,700	40,200	41,700	43,200	44,700	46,200	47,700	49,200
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7	38,400	39,900	41,400	42,900	44,400	45,900	47,400	48,900	50,400
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8	39,600	41,100	42,600	44,100	45,600	47,100	48,600	50,100	51,600
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
9		42,300	43,800	45,300	46,800	48,300	49,800	51,300	52,800
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
10			45,000	46,500	48,000	49,500	51,000	52,500	54,000
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
11				47,700	49,200	50,700	52,200	53,700	55,200
				1.59	1.64	1.69	1.74	1.79	1.84
12					50,400	51,900	53,400	54,900	56,400
					1.68	1.73	1.78	1.83	1.88
13						53,100	54,600	56,100	57,600
						1.77	1.82	1.87	1.92
14						54,300	55,800	57,300	58,800
						1.81	1.86	1.91	1.96

**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: 29,925 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				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45	23.20 or 37.15	Options: H/A	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Principal				.0049			Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

ESU #09-HASTINGS											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	PHD DOC
1	29,925	31,272	32,618	33,965	35,312	36,658	38,005	39,351	40,698	42,045	43,391
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	31,122	32,469	33,815	35,162	36,509	37,855	39,202	40,548	41,895	43,242	44,588
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	1.49
3	32,319	33,666	35,012	36,359	37,706	39,052	40,399	41,745	43,092	44,439	45,785
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
4	33,516	34,863	36,209	37,556	38,903	40,249	41,596	42,942	44,289	45,636	46,982
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
5	34,713	36,060	37,406	38,753	40,100	41,446	42,793	44,139	45,486	46,833	48,179
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565	1.61
6	35,910	37,257	38,603	39,950	41,297	42,643	43,990	45,336	46,683	48,030	49,376
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605	1.65
7	37,107	38,454	39,800	41,147	42,494	43,840	45,187	46,533	47,880	49,227	50,573
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645	1.69
8	38,304	39,651	40,997	42,344	43,691	45,037	46,384	47,730	49,077	50,424	51,770
	1.28	1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685	1.73
9		40,848	42,194	43,541	44,888	46,234	47,581	48,927	50,274	51,621	52,967
		1.365	1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725	1.77
10			43,391	44,738	46,085	47,431	48,778	50,124	51,471	52,818	54,164
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				45,935	47,282	48,628	49,975	51,321	52,668	54,015	55,361
				1.535	1.58	1.625	1.67	1.715	1.76	1.805	1.85
12						49,825	51,172	52,518	53,865	55,212	56,558
						1.665	1.71	1.755	1.8	1.845	1.89
13							52,369	53,715	55,062	56,409	57,755
							1.75	1.795	1.84	1.885	1.93
14								54,912	56,259	57,606	58,952
								1.835	1.88	1.925	1.97
15									57,456	58,803	60,149
									1.92	1.965	2.01
16										60,000	61,346
										2.005	2.05
17											62,543
											2.09
18											63,740
											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:  
 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: 29,200 Index: 4.75 x 4  
 Starting Salary: 29,200 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	
HEALTH	BC/BS	350D		479.57	673.59	767.46	1015.31
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11
PPO:			COMMENTS:				
LIFE	Guardian					4.20	
LTD	Unknown					.0048 (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	24	45	no		
Other Info: 5 for dependents					
PERSONAL	2			yes	
BEREAVEMENT	3				w/appr.
PROFESSIONAL	2			yes	as approved
ADOPTION	as approved				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Family Emergency - 5;Ext. Leave

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
BASE	29,200	30,368	31,536	32,704	33,872	35,040	36,208	37,376	38,544	39,712	40,880
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36	1.4
1	30,587	31,755	32,923	34,091	35,259	36,427	37,595	38,763	39,931	41,099	42,267
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
2	31,974	33,142	34,310	35,478	36,646	37,814	38,982	40,150	41,318	42,486	43,654
	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	1.495
3	33,361	34,529	35,697	36,865	38,033	39,201	40,369	41,537	42,705	43,873	45,041
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025	1.5425
4	34,748	35,916	37,084	38,252	39,420	40,588	41,756	42,924	44,092	45,260	46,428
	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
5	36,135	37,303	38,471	39,639	40,807	41,975	43,143	44,311	45,479	46,647	47,815
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
6	37,522	38,690	39,858	41,026	42,194	43,362	44,530	45,698	46,866	48,034	49,202
	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645	1.685
7	37,897	40,077	41,245	42,413	43,581	44,749	45,917	47,085	48,253	49,421	50,589
	1.29785	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
8		40,478	42,632	43,800	44,968	46,136	47,304	48,472	49,640	50,808	51,976
		1.38623	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74	1.78
9			43,058	45,187	46,355	47,523	48,691	49,859	51,027	52,195	53,363
			1.47459	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275
10				45,639	47,742	48,910	50,078	51,246	52,414	53,582	54,750
				1.56298	1.635	1.675	1.715	1.755	1.795	1.835	1.875
11					49,129	50,297	51,465	52,633	53,801	54,969	56,137
					1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225
12					50,516	51,684	52,852	54,020	55,188	56,356	57,524
					1.73	1.77	1.81	1.85	1.89	1.93	1.97
13					51,021	52,201	53,381	54,560	55,740	56,920	58,100
					1.74729	1.78771	1.82812	1.86854	1.90895	1.94936	1.98977
14								57,141	58,320	59,500	
								1.95688	1.99729	2.03770	

05-06 additional salary for employees frozen on bottom steps



# ESU 11-Holdrege

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 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: 28,100 Index: 4 x 4  
 Starting Salary: 28,100 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 7(D)  
 Vertical Freeze: 89-90  
 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	966.67
HEALTH	BC/BS	350D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE							
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

Individ. Depend.  
 966.67 966.67  
 Options: H/A, Life, TSA  
 IRS 125: Y  
 Flex Accounts: Y  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.4  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	120	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	as needed				
PROFESSIONAL	3			yes	
ADOPTION	use maternity				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54	EDSPEC	PHD
1	28,100	29,224	30,348	31,472	32,596	33,720	34,844	35,968	37,092	38,216	39,340	40,464		
	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	29,224	30,348	31,472	32,596	33,720	34,844	35,968	37,092	38,216	39,340	40,464	41,588		
	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	30,348	31,472	32,596	33,720	34,844	35,968	37,092	38,216	39,340	40,464	41,588	42,712		
	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	31,472	32,596	33,720	34,844	35,968	37,092	38,216	39,340	40,464	41,588	42,712	43,836		
	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	32,596	33,720	34,844	35,968	37,092	38,216	39,340	40,464	41,588	42,712	43,836	44,960		
	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	33,720	34,844	35,968	37,092	38,216	39,340	40,464	41,588	42,712	43,836	44,960	46,084		
	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	34,844	35,968	37,092	38,216	39,340	40,464	41,588	42,712	43,836	44,960	46,084	47,208		
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68		
8		37,092	38,216	39,340	40,464	41,588	42,712	43,836	44,960	46,084	47,208	48,332		
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72		
9		38,216	39,340	40,464	41,588	42,712	43,836	44,960	46,084	47,208	48,332	49,456		
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76		
10			40,464	41,588	42,712	43,836	44,960	46,084	47,208	48,332	49,456	50,580		
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80		
11			41,588	42,712	43,836	44,960	46,084	47,208	48,332	49,456	50,580	51,704		
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84		
12				43,836	44,960	46,084	47,208	48,332	49,456	50,580	51,704	52,828		
				1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88		
13				44,960	46,084	47,208	48,332	49,456	50,580	51,704	52,828	53,952		
				1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92		
14					47,208	48,332	49,456	50,580	51,704	52,828	53,952	55,076		
					1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96		
15					48,332	49,456	50,580	51,704	52,828	53,952	55,076	56,200		
					1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00		
16					49,456	50,580	51,704	52,828	53,952	55,076	56,200	57,324		
					1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04		
17					50,580	51,704	52,828	53,952	55,076	56,200	57,324	58,448		
					1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08		
18					51,704	52,828	53,952	55,076	56,200	57,324	58,448	59,572		
					1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12		
19					52,828	53,952	55,076	56,200	57,324	58,448	59,572	60,696		
					1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16		
20					53,952	55,076	56,200	57,324	58,448	59,572	60,696	61,820		
					1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20		
21					55,076	56,200	57,324	58,448	59,572	60,696	61,820	62,944		
					1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24		

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

**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:	29,400	Index:	4.25 x 4.25
Starting Salary:		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	350D	275	275	275	275	Flat Salary
DENTAL	BC/BS	1					
PPO:			COMMENTS:				
LIFE	Guardian					6.00	
LTD	Guarantee Mut.					.0054 (+B)	
NON-PARTICIPANT						Flat Salary \$700/mo	

**Cafeteria Plan**

Individ.	Depend.
700	700
Options:	
IRS 125:	
Flex Accounts:	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.5	
Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:					
PERSONAL	2				
BEREAVEMENT	3				
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
immed fam only, add'l from sick	Y	P
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:**

ESU #13-SCOTTSBLUFF											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	29,400	30,650	31,899	33,149	34,398	34,398	35,648	36,897	38,147	39,396	39,396
	1.00	1.0425	1.085	1.1275	1.17	1.17	1.2125	1.255	1.2975	1.34	1.34
2	30,650	31,899	33,149	34,398	35,648	35,648	36,897	38,147	39,396	40,646	40,646
	1.0425	1.085	1.1275	1.17	1.2125	1.2125	1.255	1.2975	1.34	1.3825	1.3825
3	31,899	33,149	34,398	35,648	36,897	36,897	38,147	39,396	40,646	41,895	41,895
	1.085	1.1275	1.17	1.2125	1.255	1.255	1.2975	1.34	1.3825	1.425	1.425
4	33,149	34,398	35,648	36,897	38,147	38,147	39,396	40,646	41,895	43,145	43,145
	1.1275	1.17	1.2125	1.255	1.2975	1.2975	1.34	1.3825	1.425	1.4675	1.4675
5	34,398	35,648	36,897	38,147	39,396	39,396	40,646	41,895	43,145	44,394	44,394
	1.17	1.2125	1.255	1.2975	1.34	1.34	1.3825	1.425	1.4675	1.51	1.51
6	36,897	38,147	39,396	40,646	41,895	41,895	43,145	44,394	45,644	46,893	46,893
	1.255	1.2975	1.34	1.3825	1.425	1.425	1.4675	1.51	1.5525	1.595	1.595
7	38,147	39,396	40,646	41,895	43,145	43,145	44,394	45,644	46,893	48,143	48,143
	1.2975	1.34	1.3825	1.425	1.4675	1.4675	1.51	1.5525	1.595	1.6375	1.6375
8	39,396	40,646	41,895	43,145	44,394	44,394	45,644	46,893	48,143	49,392	49,392
	1.34	1.3825	1.425	1.4675	1.51	1.51	1.5525	1.595	1.6375	1.68	1.68
9			41,895	43,145	44,394	44,394	45,644	46,893	48,143	49,392	49,392
			1.425	1.4675	1.51	1.51	1.5525	1.595	1.6375	1.68	1.68
10			43,145	44,394	45,644	45,644	46,893	48,143	49,392	50,642	50,642
			1.4675	1.51	1.5525	1.5525	1.595	1.6375	1.68	1.7225	1.7225
11			44,394	45,644	46,893	46,893	48,143	49,392	50,642	51,891	51,891
			1.51	1.5525	1.595	1.595	1.6375	1.68	1.7225	1.765	1.765
12			46,893	48,143	49,392	49,392	50,642	51,891	53,141	54,390	54,390
			1.595	1.6375	1.68	1.68	1.7225	1.765	1.8075	1.85	1.85
13			48,143	49,392	50,642	50,642	51,891	53,141	54,390	55,640	55,640
			1.6375	1.68	1.7225	1.7225	1.765	1.8075	1.85	1.8925	1.8925
14			49,392	50,642	51,891	51,891	53,141	54,390	55,640	56,889	56,889
			1.68	1.7225	1.765	1.765	1.8075	1.85	1.8925	1.935	1.935
15			51,891	53,141	54,390	54,390	55,640	56,889	58,139	59,388	59,388
			1.765	1.8075	1.85	1.85	1.8925	1.935	1.9775	2.02	2.02
16			53,141	54,390	55,640	55,640	56,889	58,139	59,388	60,638	60,638
			1.8075	1.85	1.8925	1.8925	1.935	1.9775	2.02	2.0625	2.0625
17			54,390	55,640	56,889	56,889	58,139	59,388	60,638	61,887	61,887
			1.85	1.8925	1.935	1.935	1.9775	2.02	2.0625	2.1075	2.1075
18			55,640	56,889	58,139	58,139	59,388	60,638	61,887	63,136	63,136
			1.8925	1.935	1.9775	1.9775	2.02	2.0625	2.1075	2.1525	2.1525

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 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: 28,500 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		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	479.57	887.22	1007.11	1323.63	Cash	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11		
PPO:			COMMENTS:					
LIFE								
LTD								
NON-PARTICIPANT					\$125 CIL			

**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	3			yes	reimbursed \$80/day up to 2 if u
BEREAVEMENT	2				w/approval; add'l from sick lv
PROFESSIONAL	admin. disc.			yes	no pay
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	P

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Jury Leave

**ESU #15-TRENTON**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	MA+45
0	28,500	29,925	31,350	32,775	34,200	35,625	37,050	38,475	39,900	41,325
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
1	29,640	31,065	32,490	33,915	35,340	36,765	38,190	39,615	41,040	42,465
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49
2	30,780	32,205	33,630	35,055	36,480	37,905	39,330	40,755	42,180	43,605
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53
3	31,920	33,345	34,770	36,195	37,620	39,045	40,470	41,895	43,320	44,745
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57
4	33,060	34,485	35,910	37,335	38,760	40,185	41,610	43,035	44,460	45,885
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61
5	34,200	35,625	37,050	38,475	39,900	41,325	42,750	44,175	45,600	47,025
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
6	35,340	36,765	38,190	39,615	41,040	42,465	43,890	45,315	46,740	48,165
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
7	36,480	37,905	39,330	40,755	42,180	43,605	45,030	46,455	47,880	49,305
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
8	37,620	39,045	40,470	41,895	43,320	44,745	46,170	47,595	49,020	50,445
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
9		40,185	41,610	43,035	44,460	45,885	47,310	48,735	50,160	51,585
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
10			42,750	44,175	45,600	47,025	48,450	49,875	51,300	52,725
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
11				45,315	46,740	48,165	49,590	51,015	52,440	53,865
				1.59	1.64	1.69	1.74	1.79	1.84	1.89
12					47,880	49,305	50,730	52,155	53,580	55,005
					1.68	1.73	1.78	1.83	1.88	1.93
13						50,445	51,870	53,295	54,720	56,145
						1.77	1.82	1.87	1.92	1.97

# ESU 16-Ogallala

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

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	479.57	887.22	1007.11	1323.63
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
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	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	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Emergency

ESU #16-OGALLALA									
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18	MA + 27	MA + 36
1	28,250	29,380	30,510	31,640	32,770	33,900	35,030	36,160	37,290
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	29,663	30,793	31,923	33,053	34,183	35,313	36,443	37,573	38,703
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	31,075	32,205	33,335	34,465	35,595	36,725	37,855	38,985	40,115
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	32,488	33,618	34,748	35,878	37,008	38,138	39,268	40,398	41,528
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	33,900	35,030	36,160	37,290	38,420	39,550	40,680	41,810	42,940
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	35,313	36,443	37,573	38,703	39,833	40,963	42,093	43,223	44,353
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	36,725	37,855	38,985	40,115	41,245	42,375	43,505	44,635	45,765
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	38,138	39,268	40,398	41,528	42,658	43,788	44,918	46,048	47,178
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		40,680	41,810	42,940	44,070	45,200	46,330	47,460	48,590
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10			43,223	44,353	45,483	46,613	47,743	48,873	50,003
			1.53	1.57	1.61	1.65	1.69	1.73	1.77
11				45,765	46,895	48,025	49,155	50,285	51,415
				1.62	1.66	1.70	1.74	1.78	1.82
12					48,308	49,438	50,568	51,698	52,828
					1.71	1.75	1.79	1.83	1.87
13					49,720	50,850	51,980	53,110	54,240
					1.76	1.80	1.84	1.88	1.92
14						52,263	53,393	54,523	55,653
						1.85	1.89	1.93	1.97
15							54,805	55,935	57,065
							1.94	1.98	2.02
16								57,348	58,478
								2.03	2.07

**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: 26,500 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	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1344.75
HEALTH	BC/BS	350D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE							
LTD							
NON-PARTICIPANT							Cafeteria

**Cafeteria Plan**

Individ. Depend.  
 1344.75 1344.75  
 Options: H/A,dental,life,  
 LTD,TSA,Cash  
 IRS 125:  
 Flex Accounts:  
**PART-TIME BENEFITS**  
 Minimum FTE: 0  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	60	yes		
Other Info:					
PERSONAL	2			yes	reimb. \$100/day unused at EO
BEREAVEMENT	see sick lv.				
PROFESSIONAL	as needed			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	26,500	27,560	28,620	29,680	30,740	31,800	32,860	33,920
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	27,560	28,620	29,680	30,740	31,800	32,860	33,920	34,980
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	28,620	29,680	30,740	31,800	32,860	33,920	34,980	36,040
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	29,680	30,740	31,800	32,860	33,920	34,980	36,040	37,100
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	30,740	31,800	32,860	33,920	34,980	36,040	37,100	38,160
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	31,800	32,860	33,920	34,980	36,040	37,100	38,160	39,220
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	32,860	33,920	34,980	36,040	37,100	38,160	39,220	40,280
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	33,920	34,980	36,040	37,100	38,160	39,220	40,280	41,340
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9	34,980	36,040	37,100	38,160	39,220	40,280	41,340	42,400
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
10	36,040	37,100	38,160	39,220	40,280	41,340	42,400	43,460
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
11	37,100	38,160	39,220	40,280	41,340	42,400	43,460	44,520
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
12		39,220	40,280	41,340	42,400	43,460	44,520	45,580
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
13		40,280	41,340	42,400	43,460	44,520	45,580	46,640
		1.52	1.56	1.60	1.64	1.68	1.72	1.76
14			42,400	43,460	44,520	45,580	46,640	47,700
			1.60	1.64	1.68	1.72	1.76	1.80
15			43,460	44,520	45,580	46,640	47,700	48,760
			1.64	1.68	1.72	1.76	1.80	1.84
16				45,580	46,640	47,700	48,760	49,820
				1.72	1.76	1.80	1.84	1.88
17				46,640	47,700	48,760	49,820	50,880
				1.76	1.80	1.84	1.88	1.92
18					48,760	49,820	50,880	51,940
					1.84	1.88	1.92	1.96
19					49,820	50,880	51,940	53,000
					1.88	1.92	1.96	2.00
20						51,940	53,000	54,060
						1.96	2.00	2.04

**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:	25
Enrollment:	198	HS	JH/MS
Length of Teacher Day:	8	ELEM	8
Length of Student Day:	7.5		7.5
Planning Time:	52		50
Class Periods/Day:	8		8
Normal Teaching Load:	7		7

**SALARY SCHEDULE**

Base:	27,450	Index:	4 x 4
Starting Salary:	27,450	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	8
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	600D	454.72	841.25	954.92	1255.04	48.02 or 76.82	Options:	
DENTAL	BC/BS	3	43.65	43.65	43.65	43.65	Sp or Dep. Dental		
PPO:			COMMENTS:						IRS 125: Y
LIFE								Flex Accounts:	
LTD	Principal				.0032				<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.5 Contribution: fte

**LEAVES**

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

SABBATICAL: No

SEVERANCE PAY:

**OTHER LEAVES:**

EUSTIS-FARNAM							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18
1	27,450	28,548	29,646	30,744	31,842	32,940	34,038
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,548	29,646	30,744	31,842	32,940	34,038	35,136
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,646	30,744	31,842	32,940	34,038	35,136	36,234
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,744	31,842	32,940	34,038	35,136	36,234	37,332
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,842	32,940	34,038	35,136	36,234	37,332	38,430
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	32,940	34,038	35,136	36,234	37,332	38,430	39,528
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		35,136	36,234	37,332	38,430	39,528	40,626
		1.28	1.32	1.36	1.40	1.44	1.48
8		36,234	37,332	38,430	39,528	40,626	41,724
		1.32	1.36	1.40	1.44	1.48	1.52
9			38,430	39,528	40,626	41,724	42,822
			1.40	1.44	1.48	1.52	1.56
10			39,528	40,626	41,724	42,822	43,920
			1.44	1.48	1.52	1.56	1.60
11			40,626	41,724	42,822	43,920	45,018
			1.48	1.52	1.56	1.60	1.64
12			41,724	42,822	43,920	45,018	46,116
			1.52	1.56	1.60	1.64	1.68
13				43,920	45,018	46,116	47,214
				1.60	1.64	1.68	1.72
14					46,116	47,214	48,312
					1.68	1.72	1.76
15						48,312	49,410
						1.76	1.80
16							50,508
							1.84

Teachers in BA 18 lane steps 11-12 and BA 27 step 13 will be grandfathered, no further movement onto these steps

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 18  
 Enrollment: 121  
 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: 27,650 Index: 4 x 4.25  
 Starting Salary: 27,650 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11

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 3 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:**

EWING									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	27,650	28,825	30,000	31,175	32,351	33,526	34,701	35,876	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	
2	28,756	29,931	31,106	32,281	33,457	34,632	35,807	36,982	
	1.04	1.0825	1.125	1.1675	1.21	1.2525	1.295	1.3375	
3	29,862	31,037	32,212	33,387	34,563	35,738	36,913	38,088	
	1.08	1.1225	1.165	1.2075	1.25	1.2925	1.335	1.3775	
4	30,968	32,143	33,318	34,493	35,669	36,844	38,019	39,194	
	1.12	1.1625	1.205	1.2475	1.29	1.3325	1.375	1.4175	
5	32,074	33,249	34,424	35,599	36,775	37,950	39,125	40,300	
	1.16	1.2025	1.245	1.2875	1.33	1.3725	1.415	1.4575	
6	33,180	34,355	35,530	36,705	37,881	39,056	40,231	41,406	
	1.2	1.2425	1.285	1.3275	1.37	1.4125	1.455	1.4975	
7	34,286	35,461	36,636	37,811	38,987	40,162	41,337	42,512	
	1.24	1.2825	1.325	1.3675	1.41	1.4525	1.495	1.5375	
8		36,567	37,742	38,917	40,093	41,268	42,443	43,618	
		1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775	
9			38,848	40,023	41,199	42,374	43,549	44,724	
			1.405	1.4475	1.49	1.5325	1.575	1.6175	
10				41,129	42,305	43,480	44,655	45,830	
				1.4875	1.53	1.5725	1.615	1.6575	
11						44,586	45,761	46,936	
						1.6125	1.655	1.6975	
12							46,867	48,042	
							1.695	1.7375	







# Fillmore Central

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 46  
 Enrollment: 594  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 Length of Student Day: 7.5 7 7  
 Planning Time: 90 105 105  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

**SALARY SCHEDULE**

Base: 29,400 Index: 4 x 4  
 Starting Salary: 29,400 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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Nat'l				1.62			<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l				.0067			Minimum FTE: 0.4	
NON-PARTICIPANT								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 + 9	MA + 18
1	29,400	30,576	31,752	32,928	34,104	35,280	36,456
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	30,576	31,752	32,928	34,104	35,280	36,456	37,632
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	31,752	32,928	34,104	35,280	36,456	37,632	38,808
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,928	34,104	35,280	36,456	37,632	38,808	39,984
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	34,104	35,280	36,456	37,632	38,808	39,984	41,160
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	35,280	36,456	37,632	38,808	39,984	41,160	42,336
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		37,632	38,808	39,984	41,160	42,336	43,512
		1.28	1.32	1.36	1.40	1.44	1.48
8		38,808	39,984	41,160	42,336	43,512	44,688
		1.32	1.36	1.40	1.44	1.48	1.52
9			41,160	42,336	43,512	44,688	45,864
			1.40	1.44	1.48	1.52	1.56
10			42,336	43,512	44,688	45,864	47,040
			1.44	1.48	1.52	1.56	1.60
11				44,688	45,864	47,040	48,216
				1.52	1.56	1.60	1.64
12				45,864	47,040	48,216	49,392
				1.56	1.60	1.64	1.68
13					48,216	49,392	50,568
					1.64	1.68	1.72
14					49,392	50,568	51,744
					1.68	1.72	1.76
15						51,744	52,920
						1.76	1.80
16						52,920	54,096
						1.80	1.84

**WORKING CONDITIONS**

Contract Days: 187 FTE Teachers: 45.5  
 Enrollment: 586  
 Length of Teacher Day: 7.75 HS 7.75 JH/MS 7.75 ELEM  
 Length of Student Day: 7.17 7.17 6.75  
 Planning Time: 53 53 35  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 6 6

**SALARY SCHEDULE**

Base: 28,975 Index: 4 x 5  
 Starting Salary: 28,975 Entry Level Step: 1  
 Career Increments: N 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	EE/Sp/Child	
HEALTH	BC/BS	350D	479.57	887.22	1007.11	1323.63	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
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**

	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:**

FORT CALHOUN										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	28,975	30,424	31,873	33,321	34,770	34,770	36,219	37,668	39,116	40,565
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	30,134	31,583	33,032	34,480	35,929	35,929	37,378	38,827	40,275	41,724
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	31,293	32,742	34,191	35,639	37,088	37,088	38,537	39,986	41,434	42,883
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	32,452	33,901	35,350	36,798	38,247	38,247	39,696	41,145	42,593	44,042
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	33,611	35,060	36,509	37,957	39,406	39,406	40,855	42,304	43,752	45,201
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	34,770	36,219	37,668	39,116	40,565	40,565	42,014	43,463	44,911	46,360
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	35,929	37,378	38,827	40,275	41,724	41,724	43,173	44,622	46,070	47,519
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		38,537	39,986	41,434	42,883	42,883	44,332	45,781	47,229	48,678
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9			41,145	42,593	44,042	44,042	45,491	46,940	48,388	49,837
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10				43,752	45,201	45,201	46,650	48,099	49,547	50,996
				1.51	1.56	1.56	1.61	1.66	1.71	1.76
11					46,360	46,360	47,809	49,258	50,706	52,155
					1.60	1.60	1.65	1.70	1.75	1.80
12					47,519	47,519	48,968	50,417	51,865	53,314
					1.64	1.64	1.69	1.74	1.79	1.84
13					48,678	48,678	50,127	51,576	53,024	54,473
					1.68	1.68	1.73	1.78	1.83	1.88
14						49,837	51,286	52,735	54,183	55,632
						1.72	1.77	1.82	1.87	1.92



# Freeman

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 357  
 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: 28,800 Index: 4 x 4  
 Starting Salary: 28,800 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		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	Cash	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11		
PPO:	ind receive add'l \$500/yr cash		COMMENTS:				83.33	
LIFE								
LTD	Principal							
NON-PARTICIPANT							\$83.33 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	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	28,800	29,952	31,104	32,256	33,408	34,560
	1.00	1.04	1.08	1.12	1.16	1.20
2	29,952	31,104	32,256	33,408	34,560	35,712
	1.04	1.08	1.12	1.16	1.20	1.24
3	31,104	32,256	33,408	34,560	35,712	36,864
	1.08	1.12	1.16	1.20	1.24	1.28
4	32,256	33,408	34,560	35,712	36,864	38,016
	1.12	1.16	1.20	1.24	1.28	1.32
5	33,408	34,560	35,712	36,864	38,016	39,168
	1.16	1.20	1.24	1.28	1.32	1.36
6	34,560	35,712	36,864	38,016	39,168	40,320
	1.20	1.24	1.28	1.32	1.36	1.40
7		36,864	38,016	39,168	40,320	41,472
		1.28	1.32	1.36	1.40	1.44
8		38,016	39,168	40,320	41,472	42,624
		1.32	1.36	1.40	1.44	1.48
9			40,320	41,472	42,624	43,776
			1.40	1.44	1.48	1.52
10			41,472	42,624	43,776	44,928
			1.44	1.48	1.52	1.56
11				43,776	44,928	46,080
				1.52	1.56	1.60
12				44,928	46,080	47,232
				1.56	1.60	1.64
13					47,232	48,384
					1.64	1.68
14					48,384	49,536
					1.68	1.72

03-04 BA36 removed from MA column, those in the column during that time were grandfathered

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	334.1
Enrollment:	4570	HS	JH/MS
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:	29,546	Index:	4.5 x 5
Starting Salary:	29,546	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.
HEALTH	BC/BS	600D		Cafeteria	Options: H/A, Dental, Life, LT
DENTAL	BC/BS	3			IRS 125: Y
PPO:	Emp can chose between Dental or				Flex Accounts: Y
LIFE	Sun Life				
LTD					
NON-PARTICIPANT					

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	unl.	yes		
Other Info: After 15 yrs:to 60 days @ \$70					
PERSONAL	3			yes	\$130/day EOY for 3 days
BEREAVEMENT	5				3 family/1 non-family
PROFESSIONAL	unl.			yes	
ADOPTION	30				from sick lv.
ASSOCIATION	see prof lv				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:** Paternity

**FREMONT**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	PHD
										EDSPEC		DOC
1	29,546	31,023	32,501	33,978	35,455	35,455	36,933	38,410	39,887	41,364	42,842	47,274
	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	30,876	32,353	33,830	35,307	36,785	36,785	38,262	39,739	41,217	42,694	44,171	48,603
	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	32,205	33,682	35,160	36,637	38,114	38,114	39,592	41,069	42,546	44,024	45,501	49,933
	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	33,535	35,012	36,489	37,967	39,444	39,444	40,921	42,399	43,876	45,353	46,830	51,262
	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	34,864	36,342	37,819	39,296	40,773	40,773	42,251	43,728	45,205	46,683	48,160	52,592
	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	36,194	37,671	39,148	40,626	42,103	42,103	43,580	45,057	46,534	48,011	49,488	54,005
	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	37,523	39,001	40,478	41,955	43,432	43,432	44,909	46,386	47,863	49,340	50,817	55,544
	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		40,330	41,808	43,285	44,762	44,762	46,239	47,716	49,193	50,670	52,147	57,024
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			43,137	44,614	46,091	46,091	47,568	49,045	50,522	52,000	53,477	58,501
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				45,944	47,421	47,421	48,898	50,375	51,852	53,329	54,806	59,978
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				47,274	48,751	48,751	50,228	51,705	53,182	54,659	56,136	61,456
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12				48,603	50,080	50,080	51,557	53,034	54,511	55,988	57,465	62,933
				1.645	1.73	1.73	1.78	1.83	1.88	1.93	1.98	2.13
13					52,592	54,069	55,546	57,024	58,481	59,938	61,395	66,863
					1.78	1.83	1.88	1.93	1.98	2.03	2.08	2.18
14					54,069	55,546	57,024	58,501	59,978	61,456	62,933	68,401
					1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.23
15					57,024	58,501	59,978	61,456	62,933	64,410	65,888	71,356
					1.93	1.98	2.03	2.08	2.13	2.18	2.23	2.28

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	26.5
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:	28,450	Index:	4.5 x 4
Starting Salary:	28,450	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	350D	455.59	842.86	956.75	1257.45	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l				.0040			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/day reimb. at separation				
PERSONAL	2			yes	+1 sub deduct
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	add'l as needed
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:**

Step	FRIEND								
	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27
					MA				
1	28,450	29,588	30,726	31,864	33,002		34,140	35,278	36,416
	1.00	1.04	1.08	1.12	1.16		1.2	1.24	1.28
2	29,730	30,868	32,006	33,144	34,282		35,420	36,558	37,696
	1.045	1.085	1.125	1.165	1.205		1.245	1.285	1.325
3	31,011	32,149	33,287	34,425	35,563		36,701	37,839	38,977
	1.09	1.13	1.17	1.21	1.25		1.29	1.33	1.37
4	32,291	33,429	34,567	35,705	36,843		37,981	39,119	40,257
	1.135	1.175	1.215	1.255	1.295		1.335	1.375	1.415
5	33,571	34,709	35,847	36,985	38,123		39,261	40,399	41,537
	1.18	1.22	1.26	1.3	1.34		1.38	1.42	1.46
6	34,851	35,989	37,127	38,265	39,403		40,541	41,679	42,817
	1.225	1.265	1.305	1.345	1.385		1.425	1.465	1.505
7		37,270	38,408	39,546	40,684		41,822	42,960	44,098
		1.31	1.35	1.39	1.43		1.47	1.51	1.55
8		38,550	39,688	40,826	41,964		43,102	44,240	45,378
		1.355	1.395	1.435	1.475		1.515	1.555	1.595
9			40,968	42,106	43,244		44,382	45,520	46,658
			1.44	1.48	1.52		1.56	1.6	1.64
10			42,248	43,386	44,524		45,662	46,800	47,938
			1.485	1.525	1.565		1.605	1.645	1.685
11				44,667	45,805		46,943	48,081	49,219
				1.57	1.61		1.65	1.69	1.73
12				45,947	47,085		48,223	49,361	50,499
				1.615	1.655		1.695	1.735	1.775
13				47,227	48,365		49,503	50,641	51,779
				1.66	1.7		1.74	1.78	1.82
14					49,645		50,783	51,921	53,059
					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:		
Enrollment:	329	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:	28,600	Index:	4 x 5
Starting Salary:	28,600	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	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:	Bd pays up to \$350 of ded for sing					
LIFE	Unknown					
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

FULLERTON							
Step	B A + 36						
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18
1	28,600	30,030	31,460	32,890	34,320	35,750	37,180
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	29,744	31,174	32,604	34,034	35,464	36,894	38,324
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	30,888	32,318	33,748	35,178	36,608	38,038	39,468
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	32,032	33,462	34,892	36,322	37,752	39,182	40,612
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	33,176	34,606	36,036	37,466	38,896	40,326	41,756
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	34,320	35,750	37,180	38,610	40,040	41,470	42,900
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	35,464	36,894	38,324	39,754	41,184	42,614	44,044
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		38,038	39,468	40,898	42,328	43,758	45,188
		1.33	1.38	1.43	1.48	1.53	1.58
9			40,612	42,042	43,472	44,902	46,332
			1.42	1.47	1.52	1.57	1.62
10			41,756	43,186	44,616	46,046	47,476
			1.46	1.51	1.56	1.61	1.66
11				44,330	45,760	47,190	48,620
				1.55	1.60	1.65	1.70
12				45,474	46,904	48,334	49,764
				1.59	1.64	1.69	1.74
13					48,048	49,478	50,908
					1.68	1.73	1.78
14					49,192	50,622	52,052
					1.72	1.77	1.82
15						51,766	53,196
						1.81	1.86









**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	193	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:	0
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	09-10, 10-11		

**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	600D	454.72	841.25	954.92	1255.04	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Omaha Life				.0053			Minimum FTE: 0.5	
NON-PARTICIPANT								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 + 18
1	28,000	29,120	30,240	31,360	32,480	33,600
	1.00	1.04	1.08	1.12	1.16	1.20
2	29,120	30,240	31,360	32,480	33,600	34,720
	1.04	1.08	1.12	1.16	1.20	1.24
3	30,240	31,360	32,480	33,600	34,720	35,840
	1.08	1.12	1.16	1.20	1.24	1.28
4	31,360	32,480	33,600	34,720	35,840	36,960
	1.12	1.16	1.20	1.24	1.28	1.32
5	32,480	33,600	34,720	35,840	36,960	38,080
	1.16	1.20	1.24	1.28	1.32	1.36
6	33,600	34,720	35,840	36,960	38,080	39,200
	1.20	1.24	1.28	1.32	1.36	1.40
7		35,840	36,960	38,080	39,200	40,320
		1.28	1.32	1.36	1.40	1.44
8			38,080	39,200	40,320	41,440
			1.36	1.40	1.44	1.48
9			39,200	40,320	41,440	42,560
			1.40	1.44	1.48	1.52
10				41,440	42,560	43,680
				1.48	1.52	1.56
11				42,560	43,680	44,800
				1.52	1.56	1.60
12					44,800	45,920
					1.60	1.64
13						47,040
						1.68

**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:		
Enrollment:	751	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8	7.5	
Length of Student Day:	7.8	7.5	7.33	
Planning Time:	48	75	30	
Class Periods/Day:	8	7		
Normal Teaching Load:	7	5		

**SALARY SCHEDULE**

Base:	28,100	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	09-10		
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	1050	Individ. Depend. 1050 1050
HEALTH	BC/BS	600D		Cash	Options: HA/Dent/Cash/ Caf
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE					<b>PART-TIME BENEFITS</b>
LTD					Minimum FTE: 0.4
NON-PARTICIPANT					Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:					
PERSONAL	4			yes	sub rate/day EOY
BEREAVEMENT	5				
PROFESSIONAL	unl.			yes	
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:	Y	N

SABBATICAL: N

SEVERANCE PAY:

OTHER LEAVES:

GORDON-RUSHVILLE								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	28,100	29,365	30,629	31,894	33,158	34,423	35,687	36,952
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	29,365	30,629	31,894	33,158	34,423	35,687	36,952	38,216
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	30,629	31,894	33,158	34,423	35,687	36,952	38,216	39,481
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
4	31,894	33,158	34,423	35,687	36,952	38,216	39,481	40,745
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
5	33,158	34,423	35,687	36,952	38,216	39,481	40,745	42,010
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
6	34,423	35,687	36,952	38,216	39,481	40,745	42,010	43,274
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
7		36,952	38,216	39,481	40,745	42,010	43,274	44,539
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
8			39,481	40,745	42,010	43,274	44,539	45,803
			1.405	1.45	1.495	1.54	1.585	1.63
9				42,010	43,274	44,539	45,803	47,068
				1.495	1.54	1.585	1.63	1.675
10					44,539	45,803	47,068	48,332
					1.585	1.63	1.675	1.72
11					45,803	47,068	48,332	49,597
					1.63	1.675	1.72	1.765
12							49,597	50,861
							1.765	1.81
13							50,861	52,126
							1.81	1.855
14								53,390
								1.9

09-10 freeze in base salary and movement; frozen movement will be added and included with regular movement for 2010-2011

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 71.938  
 Enrollment: 921  
 Length of Teacher Day: 7.5 7.5 7.5  
 Length of Student Day: 6.6 6.6 6.6  
 Planning Time: 48 48 40  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 30,075 Index: 5 x 4  
 Starting Salary: 30,075 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	600D	463	856.57	972.32	1277.90	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp or Dep. Dental		
PPO:	09-10 will switch to 600D on 1/1/1(COMMENTS:							IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD	Madison							<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
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	30,075	31,278	32,481	33,684	34,887	36,090	37,293	38,496	39,699
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	31,579	32,782	33,985	35,188	36,391	37,594	38,797	40,000	41,203
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	33,083	34,286	35,489	36,692	37,895	39,098	40,301	41,504	42,707
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	34,586	35,789	36,992	38,195	39,398	40,601	41,804	43,007	44,210
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	36,090	37,293	38,496	39,699	40,902	42,105	43,308	44,511	45,714
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		38,797	40,000	41,203	42,406	43,609	44,812	46,015	47,218
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			41,504	42,707	43,910	45,113	46,316	47,519	48,722
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				44,210	45,413	46,616	47,819	49,022	50,225
				1.47	1.51	1.55	1.59	1.63	1.67
9				45,714	46,917	48,120	49,323	50,526	51,729
				1.52	1.56	1.60	1.64	1.68	1.72
10					48,421	49,624	50,827	52,030	53,233
					1.61	1.65	1.69	1.73	1.77
11					49,925	51,128	52,331	53,534	54,737
					1.66	1.70	1.74	1.78	1.82
12								55,037	56,240
								1.83	1.87

# Grand Island

**WORKING CONDITIONS**

Contract Days: 187 FTE Teachers: 660  
 Enrollment: 8920  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.5 7.5 7  
 Planning Time: 50 45 varies  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 6 6

**SALARY SCHEDULE**

Base: 30,390 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 7  
 Vertical Freeze: 85-86  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

<b>Type</b>	<b>Carrier</b>	<b>Option</b>	<b>Amount Paid by District</b>	<b>Couple - Benefits</b>	<b>Cafeteria Plan</b>
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child		Individ. Depend. 625* 625*
HEALTH	BC/BS	800D		Cafeteria+Stipend	Options: H/A,Life,Cash
DENTAL	BC/BS	1			
PPO:	Fringe Benefit Stipend \$165.06		COMMENTS:		IRS 125: Y
LIFE					Flex Accounts: Y
LTD					<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT					Minimum FTE: 0.4 Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	<b>Exists</b>	<b>Negotiated/Policy</b>
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	30,390	31,910	33,429	34,949	36,468	39,507	39,507	41,027	42,546	44,066	45,585	47,105
	1.00	1.05	1.10	1.15	1.20	1.30	1.30	1.35	1.40	1.45	1.50	1.55
2	31,606	33,125	34,645	36,164	37,684	40,723	40,723	42,242	43,762	45,281	46,801	48,320
	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	32,821	34,341	35,860	37,380	38,899	41,938	41,938	43,458	44,977	46,497	48,016	49,536
	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	34,645	36,164	37,684	39,203	40,723	43,762	43,762	45,281	46,801	48,320	49,840	51,359
	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	36,468	37,988	39,507	41,027	42,546	45,585	45,585	47,105	48,624	50,144	51,663	53,183
	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	38,291	39,811	41,330	42,850	44,369	47,408	47,408	48,928	50,447	51,967	53,486	55,006
	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	40,115	41,634	43,154	44,673	46,193	49,232	49,232	50,751	52,271	53,790	55,310	56,829
	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						51,055	51,055	52,575	54,094	55,614	57,133	58,653
						1.68	1.68	1.73	1.78	1.83	1.88	1.93
9						52,879	52,879	54,398	55,918	57,437	58,957	60,476
						1.74	1.74	1.79	1.84	1.89	1.94	1.99
10											60,780	62,300
											2.00	2.05
11											62,603	64,123
											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:	
Enrollment:	2921	HS	JH/MS
Length of Teacher Day:	7.5	7.5	ELEM
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:	31,200	Index:	4 x 4
Starting Salary:	31,200	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			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:			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:	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.5	
Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
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	31,200	32,448	33,696	34,944		36,816	38,064	39,312	40,560	41,808
	1.00	1.04	1.08	1.12		1.18	1.22	1.26	1.30	1.34
2	32,448	33,696	34,944	36,192		38,064	39,312	40,560	41,808	43,056
	1.04	1.08	1.12	1.16		1.22	1.26	1.30	1.34	1.38
3	33,696	34,944	36,192	37,440		39,312	40,560	41,808	43,056	44,304
	1.08	1.12	1.16	1.20		1.26	1.30	1.34	1.38	1.42
4	34,944	36,192	37,440	38,688		40,560	41,808	43,056	44,304	45,552
	1.12	1.16	1.20	1.24		1.30	1.34	1.38	1.42	1.46
5	36,192	37,440	38,688	39,936		41,808	43,056	44,304	45,552	46,800
	1.16	1.20	1.24	1.28		1.34	1.38	1.42	1.46	1.50
6	37,440	38,688	39,936	41,184		43,056	44,304	45,552	46,800	48,048
	1.20	1.24	1.28	1.32		1.38	1.42	1.46	1.50	1.54
7		39,936	41,184	42,432		44,304	45,552	46,800	48,048	49,296
		1.28	1.32	1.36		1.42	1.46	1.50	1.54	1.58
8			42,432	43,680		45,552	46,800	48,048	49,296	50,544
			1.36	1.40		1.46	1.50	1.54	1.58	1.62
9				44,928		46,800	48,048	49,296	50,544	51,792
				1.44		1.50	1.54	1.58	1.62	1.66
10				46,176		48,048	49,296	50,544	51,792	53,040
				1.48		1.54	1.58	1.62	1.66	1.70
11						49,296	50,544	51,792	53,040	54,288
						1.58	1.62	1.66	1.70	1.74
12						50,544	51,792	53,040	54,288	55,536
						1.62	1.66	1.70	1.74	1.78
13					51,168	51,792	53,040	54,288	55,536	56,784
					1.64	1.66	1.70	1.74	1.78	1.82
14								55,536	56,784	58,032
								1.78	1.82	1.86
15										59,280
										1.90
16										60,528
										1.94

BA+36 grandfathered 89-90

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	197	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	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:	all
Vertical Freeze:	87-88		
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	600D	454.72	841.25	954.92	1255.04
DENTAL	BC/BS	2	21.11	39.04	44.31	58.26
PPO:	Vision - \$4.40/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:	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.5	
Contribution: FTE	

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

H A M P T O N					
Step	BA	BA + 1 2	BA + 2 4	BA + 3 6	MA + 1 2
1	28,000	29,120	30,240	32,480	33,600
	1.00	1.04	1.08	1.16	1.20
2	29,120	30,240	31,360	33,600	34,720
	1.04	1.08	1.12	1.20	1.24
3	30,240	31,360	32,480	34,720	35,840
	1.08	1.12	1.16	1.24	1.28
4	31,360	32,480	33,600	35,840	36,960
	1.12	1.16	1.20	1.28	1.32
5	32,480	33,600	34,720	36,960	38,080
	1.16	1.20	1.24	1.32	1.36
6	33,600	34,720	35,840	38,080	39,200
	1.20	1.24	1.28	1.36	1.40
7		35,840	36,960	39,200	40,320
		1.28	1.32	1.40	1.44
8		36,960	38,080	40,320	41,440
		1.32	1.36	1.44	1.48
9		38,080	39,200	41,440	42,560
		1.36	1.40	1.48	1.52
10			40,320	42,560	43,680
			1.44	1.52	1.56
11				43,680	44,800
				1.56	1.60
12				44,800	45,920
				1.60	1.64
13				45,920	47,040
				1.64	1.68
14				47,040	48,160
				1.68	1.72
15				48,160	49,280
				1.72	1.76
16					50,400
					1.80
17					51,520
					1.84

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	31
Enrollment:	272	HS	JH/MS
Length of Teacher Day:	8	ELEM	8
Length of Student Day:	7.5		7
Planning Time:	51		50
Class Periods/Day:	8		8
Normal Teaching Load:	7		7

**SALARY SCHEDULE**

Base:	27,450	Index:	4 x 4
Starting Salary:	27,450	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	900
HEALTH	BC/BS	350D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE	Madison Nat'l						
LTD	Madison Nat'l				.0049		
NON-PARTICIPANT							

**Cafeteria Plan**

Individ.	Depend.
900	900
Options: H/A,Dent.,LTD, Life,TSA, Cash	
IRS 125: Y	
Flex Accounts: Y	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.5	
Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	70	yes		
Other Info: 5 for depend. use					
PERSONAL	2			yes	may carry 1 day over
BEREAVEMENT	7				
PROFESSIONAL	supt. disc.			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

SABBATICAL: Yes

SEVERANCE PAY:

**OTHER LEAVES:**

HARTINGTON							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	27,450	28,548	29,646	30,744	31,842	32,940	34,038
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	28,548	29,646	30,744	31,842	32,940	34,038	35,136
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	29,646	30,744	31,842	32,940	34,038	35,136	36,234
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	30,744	31,842	32,940	34,038	35,136	36,234	37,332
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,842	32,940	34,038	35,136	36,234	37,332	38,430
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	32,940	34,038	35,136	36,234	37,332	38,430	39,528
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		35,136	36,234	37,332	38,430	39,528	40,626
		1.28	1.32	1.36	1.40	1.44	1.48
8		36,234	37,332	38,430	39,528	40,626	41,724
		1.32	1.36	1.40	1.44	1.48	1.52
9		37,332	38,430	39,528	40,626	41,724	42,822
		1.36	1.40	1.44	1.48	1.52	1.56
10		38,430	39,528	40,626	41,724	42,822	43,920
		1.40	1.44	1.48	1.52	1.56	1.60
11			40,626	41,724	42,822	43,920	45,018
			1.48	1.52	1.56	1.60	1.64
12				42,822	43,920	45,018	46,116
				1.56	1.60	1.64	1.68
13				43,920	45,018	46,116	47,214
				1.60	1.64	1.68	1.72
14					46,116	47,214	48,312
					1.68	1.72	1.76
15					47,214	48,312	49,410
					1.72	1.76	1.80
16						49,410	50,508
						1.80	1.84

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	26
Enrollment:	280	HS	JH/MS
		ELEM	
Length of Teacher Day:	8.25	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:	28,900	Index:	4 x 4
Starting Salary:	31,212	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	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	479.57	887.22	1007.11	1323.63	23.20 or 37.15	Options:
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp or Dep. Dental	
PPO:			COMMENTS:					IRS 125:
LIFE								Flex Accounts:
LTD	Madison Nat'l		(thru sal.)					<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: full

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	40	no		
Other Info:					
PERSONAL	2			yes	\$75/day/year up to \$150 eoy
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	28,900	30,056	31,212	32,368	33,524	34,680	35,836
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	30,056	31,212	32,368	33,524	34,680	35,836	36,992
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	31,212	32,368	33,524	34,680	35,836	36,992	38,148
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,368	33,524	34,680	35,836	36,992	38,148	39,304
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	33,524	34,680	35,836	36,992	38,148	39,304	40,460
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		35,836	36,992	38,148	39,304	40,460	41,616
		1.24	1.28	1.32	1.36	1.40	1.44
7		36,992	38,148	39,304	40,460	41,616	42,772
		1.28	1.32	1.36	1.40	1.44	1.48
8			39,304	40,460	41,616	42,772	43,928
			1.36	1.40	1.44	1.48	1.52
9				41,616	42,772	43,928	45,084
				1.44	1.48	1.52	1.56
10					43,928	45,084	46,240
					1.52	1.56	1.60
11						46,240	47,396
						1.60	1.64
12							48,552
							1.68

BA+36 frozen 1 year after entering

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	275.4
Enrollment:	3531	HS	JH/MS
		ELEM	
Length of Teacher Day:	7.5	7.5	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:	30,000	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Those with a doctorate receive \$500/yr.			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	09-10, 10-11		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	454.72	799.19	907.17	1192.29	Full Ins. + \$325
DENTAL	BC/BS	3	43.65	43.65	43.65	43.65	
PPO:	Dist pays 95% H/A premium for fa						COMMENTS:
LIFE							
LTD	Nat'l School						
NON-PARTICIPANT							\$275/mo no ins-if taking indiv add'l \$20

**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	30,000	31,350	32,700	34,050	35,400	35,400	36,750	38,100	39,450	40,800	42,150
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	31,350	32,700	34,050	35,400	36,750	36,750	38,100	39,450	40,800	42,150	43,500
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	32,700	34,050	35,400	36,750	38,100	38,100	39,450	40,800	42,150	43,500	44,850
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	34,050	35,400	36,750	38,100	39,450	39,450	40,800	42,150	43,500	44,850	46,200
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	35,400	36,750	38,100	39,450	40,800	40,800	42,150	43,500	44,850	46,200	47,550
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	36,750	38,100	39,450	40,800	42,150	42,150	43,500	44,850	46,200	47,550	48,900
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	38,100	39,450	40,800	42,150	43,500	43,500	44,850	46,200	47,550	48,900	50,250
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	39,450	40,800	42,150	43,500	44,850	44,850	46,200	47,550	48,900	50,250	51,600
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			43,950	44,850	46,200	46,200	47,550	48,900	50,250	51,600	52,950
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				46,650	47,550	47,550	48,900	50,250	51,600	52,950	54,300
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					48,900	48,900	50,250	51,600	52,950	54,300	55,650
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12						50,250	50,250	51,600	52,950	54,300	55,650
						1.675	1.675	1.72	1.765	1.81	1.855
13							51,600	52,950	54,300	55,650	57,000
							1.72	1.765	1.81	1.855	1.9
14								52,950	54,300	55,650	57,000
								1.765	1.81	1.855	1.9
15										59,700	61,050
										1.99	2.035

02-03 staff frozen at bottom of MA45 will be given add'l 1.5% of base every yr on that step

# Hayes Center

**WORKING CONDITIONS**

Contract Days:	184	FTE Teachers:	21.75
Enrollment:	148	HS	JH/MS
			ELEM
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:	28,000	Index:	4 x 4.5
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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D		455.59	842.86	956.75	1257.45	37.15	Dep. Dental
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11		
PPO:			COMMENTS:						Options:
LIFE									IRS 125: Y
LTD	Principal								Flex Accounts: Y
NON-PARTICIPANT									<b>PART-TIME BENEFITS</b>
									Minimum FTE: 0.5
									Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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:**

HAYES CENTER						
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	28,000	29,260	30,520	31,780	33,040	34,300
	1.00	1.045	1.09	1.135	1.18	1.225
2	29,120	30,380	31,640	32,900	34,160	35,420
	1.04	1.085	1.13	1.175	1.22	1.265
3	30,240	31,500	32,760	34,020	35,280	36,540
	1.08	1.125	1.17	1.215	1.26	1.305
4	31,360	32,620	33,880	35,140	36,400	37,660
	1.12	1.165	1.21	1.255	1.3	1.345
5	32,480	33,740	35,000	36,260	37,520	38,780
	1.16	1.205	1.25	1.295	1.34	1.385
6		34,860	36,120	37,380	38,640	39,900
		1.245	1.29	1.335	1.38	1.425
7		35,980	37,240	38,500	39,760	41,020
		1.285	1.33	1.375	1.42	1.465
8			38,360	39,620	40,880	42,140
			1.37	1.415	1.46	1.505
9				40,740	42,000	43,260
				1.455	1.5	1.545
10				41,860	43,120	44,380
				1.495	1.54	1.585
11					44,240	45,500
					1.58	1.625
12						46,620
						1.665
13						47,740
						1.705
14						48,860
						1.745

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 31.75  
 Enrollment: 327  
 Length of Teacher Day: 7.5 7.5 7.5  
 Length of Student Day: 6.5 6.5 6.5  
 Planning Time: 97 97 97  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 30,600 Index: 4 x 4  
 Starting Salary: 30,600 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 8  
 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	350D	455.59	842.86	956.75	1257.45	43.72		
DENTAL	BC/BS	4	39.75	39.75	39.75	39.75	69.96	Options:	
PPO:	BC/BS 5%		COMMENTS:				Sp or Dep. Dental		
LIFE								IRS 125: Y	
LTD	Madison Nat'l				.0035			Flex Accounts:	
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>	
								Minimum FTE: 0.5	
								Contribution: fte	

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

HEARTLAND																
Step	BA		BA+9		BA+18		BA+27		BA+36		BA+42		MA+9		MA+18	
											MA					
1	30,600	31,824	33,048	34,272	35,496	36,720	37,944	39,168	40,392	41,616	42,840	44,064	45,288	46,512	47,736	48,960
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
2	31,824	33,048	34,272	35,496	36,720	37,944	39,168	40,392	41,616	42,840	44,064	45,288	46,512	47,736	48,960	50,184
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
3	33,048	34,272	35,496	36,720	37,944	39,168	40,392	41,616	42,840	44,064	45,288	46,512	47,736	48,960	50,184	51,408
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
4	34,272	35,496	36,720	37,944	39,168	40,392	41,616	42,840	44,064	45,288	46,512	47,736	48,960	50,184	51,408	52,632
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
5	35,496	36,720	37,944	39,168	40,392	41,616	42,840	44,064	45,288	46,512	47,736	48,960	50,184	51,408	52,632	53,856
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
6	36,720	37,944	39,168	40,392	41,616	42,840	44,064	45,288	46,512	47,736	48,960	50,184	51,408	52,632	53,856	55,080
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
7		39,168	40,392	41,616	42,840	44,064	45,288	46,512	47,736	48,960	50,184	51,408	52,632	53,856	55,080	56,304
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
8			41,616	42,840	44,064	45,288	46,512	47,736	48,960	50,184	51,408	52,632	53,856	55,080	56,304	57,528
			1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
9				44,064	45,288	46,512	47,736	48,960	50,184	51,408	52,632	53,856	55,080	56,304	57,528	58,752
				1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
10					45,288	46,512	47,736	48,960	50,184	51,408	52,632	53,856	55,080	56,304	57,528	58,752
					1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
11						46,512	47,736	48,960	50,184	51,408	52,632	53,856	55,080	56,304	57,528	58,752
						1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
12							48,348	49,572	50,796	52,020	53,244	54,468	55,692	56,916	58,140	59,364
							1.58	1.62	1.66	1.70	1.74	1.78	1.82	1.86	1.90	1.94
13								50,184	51,408	52,632	53,856	55,080	56,304	57,528	58,752	59,976
								1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
14									52,632	53,856	55,080	56,304	57,528	58,752	59,976	61,200
									1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00
15										55,080	56,304	57,528	58,752	59,976	61,200	62,424
										1.76	1.80	1.84	1.88	1.92	1.96	2.00





**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	513	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,200	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			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45
DENTAL	BC/BS	1	20.55	38.02	43.16	56.72
PPO:			COMMENTS:			
LIFE						
LTD	Unknown				.0060 (thru sal)	
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

HERSHEY								
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	MA+18	MA+27
BASE	28,200							
	1.00							
1	29,610	30,738	31,866	32,994	34,122	35,250	36,378	37,506
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33
2	31,020	32,148	33,276	34,404	35,532	36,660	37,788	38,916
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38
3	32,430	33,558	34,686	35,814	36,942	38,070	39,198	40,326
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43
4	33,840	34,968	36,096	37,224	38,352	39,480	40,608	41,736
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5		36,378	37,506	38,634	39,762	40,890	42,018	43,146
		1.29	1.33	1.37	1.41	1.45	1.49	1.53
6		37,788	38,916	40,044	41,172	42,300	43,428	44,556
		1.34	1.38	1.42	1.46	1.50	1.54	1.58
7			40,326	41,454	42,582	43,710	44,838	45,966
			1.43	1.47	1.51	1.55	1.59	1.63
8			41,736	42,864	43,992	45,120	46,248	47,376
			1.48	1.52	1.56	1.60	1.64	1.68
9				44,274	45,402	46,530	47,658	48,786
				1.57	1.61	1.65	1.69	1.73
10				45,684	46,812	47,940	49,068	50,196
				1.62	1.66	1.70	1.74	1.78
11					48,222	49,350	50,478	51,606
					1.71	1.75	1.79	1.83
12					49,632	50,760	51,888	53,016
					1.76	1.80	1.84	1.88
13						52,170	53,298	54,426
						1.85	1.89	1.93
14							54,708	55,836
							1.94	1.98
15								57,246
								2.03
16								58,656
								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:	255	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:	29,000	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				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	22.61 or 36.17	Options:	
DENTAL	BC/BS	1	20.55	20.55	20.55	20.55	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Horace Mann				13.75			Minimum FTE: 0.4	
NON-PARTICIPANT								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	29,000	1.00	30,305	1.045	31,610	1.09	32,915	1.135	34,220	1.18	35,525	1.225	36,830	1.27
2	30,160	1.04	31,465	1.085	32,770	1.13	34,075	1.175	35,380	1.22	36,685	1.265	37,990	1.31
3	31,320	1.08	32,625	1.125	33,930	1.17	35,235	1.215	36,540	1.26	37,845	1.305	39,150	1.35
4	32,480	1.12	33,785	1.165	35,090	1.21	36,395	1.255	37,700	1.3	39,005	1.345	40,310	1.39
5	33,640	1.16	34,945	1.205	36,250	1.25	37,555	1.295	38,860	1.34	40,165	1.385	41,470	1.43
6	34,800	1.2	36,105	1.245	37,410	1.29	38,715	1.335	40,020	1.38	41,325	1.425	42,630	1.47
7	35,960	1.24	37,265	1.285	38,570	1.33	39,875	1.375	41,180	1.42	42,485	1.465	43,790	1.51
8			38,425	1.325	39,730	1.37	41,035	1.415	42,340	1.46	43,645	1.505	44,950	1.55
9					40,890	1.41	42,195	1.455	43,500	1.5	44,805	1.545	46,110	1.59
10							43,355	1.495	44,660	1.54	45,965	1.585	47,270	1.63
11									45,820	1.58	47,125	1.625	48,430	1.67
12									46,980	1.62	48,285	1.665	49,590	1.71
13											49,445	1.705	50,750	1.75
14													51,910	1.79



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	95.355
Enrollment:	1123	HS	JH/MS
		ELEM	
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:	29,100	Index:	4.5 x 4.5
Starting Salary:	31,719	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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Principal				3.88			<b>PART-TIME BENEFITS</b>	
LTD	Principal				.0017 (thru sal)			Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	
SICK	10	90	yes				
Other Info:						<i>Negotiated/</i>	
PERSONAL	2			yes	acc. to 4	<i>Exists</i>	<i>Policy</i>
BEREAVEMENT	see sick lv.				max 1/funeral ext'd family	Voluntary Separation:	N
PROFESSIONAL	2			yes		Grievance:	Y P
ADOPTION						Professional Growth:	Y P
ASSOCIATION						Reduction in Force:	Y P
						Sick Bank:	N

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Jury Duty

**HOLDREGE**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	29,100	30,410	31,719	33,029	34,338	35,648	36,957	38,267	39,576
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	30,410	31,719	33,029	34,338	35,648	36,957	38,267	39,576	40,886
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	31,719	33,029	34,338	35,648	36,957	38,267	39,576	40,886	42,195
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	33,029	34,338	35,648	36,957	38,267	39,576	40,886	42,195	43,505
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	34,338	35,648	36,957	38,267	39,576	40,886	42,195	43,505	44,814
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	35,648	36,957	38,267	39,576	40,886	42,195	43,505	44,814	46,124
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7	36,957	38,267	39,576	40,886	42,195	43,505	44,814	46,124	47,433
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8	38,267	39,576	40,886	42,195	43,505	44,814	46,124	47,433	48,743
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			42,195	43,505	44,814	46,124	47,433	48,743	50,052
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				44,814	46,124	47,433	48,743	50,052	51,362
				1.54	1.585	1.63	1.675	1.72	1.765
11					47,433	48,743	50,052	51,362	52,671
					1.63	1.675	1.72	1.765	1.81
12					48,743	50,052	51,362	52,671	53,981
					1.675	1.72	1.765	1.81	1.855
13							52,671	53,981	55,290
							1.81	1.855	1.9
14								55,290	56,600
								1.9	1.945

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	386	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:	26,350	Index:	4 x 4
Starting Salary:	26,350	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				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	104.17
HEALTH	BC/BS	600D	454.72	454.72	454.72	454.72	Cash
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
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	
<b>PART-TIME BENEFITS</b>	
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	26,350	27,404	28,458	29,512	30,566	31,620	32,674	33,728	34,782	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	27,404	28,458	29,512	30,566	31,620	32,674	33,728	34,782	35,836	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
3	28,458	29,512	30,566	31,620	32,674	33,728	34,782	35,836	36,890	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
4	29,512	30,566	31,620	32,674	33,728	34,782	35,836	36,890	37,944	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
5	30,566	31,620	32,674	33,728	34,782	35,836	36,890	37,944	38,998	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
6	31,620	32,674	33,728	34,782	35,836	36,890	37,944	38,998	40,052	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
7	32,674	33,728	34,782	35,836	36,890	37,944	38,998	40,052	41,106	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
8	33,728	34,782	35,836	36,890	37,944	38,998	40,052	41,106	42,160	
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	
9		35,836	36,890	37,944	38,998	40,052	41,106	42,160	43,214	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	
10		36,890	37,944	38,998	40,052	41,106	42,160	43,214	44,268	
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	
11			38,998	40,052	41,106	42,160	43,214	44,268	45,322	
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	
12					42,160	43,214	44,268	45,322	46,376	
					1.60	1.64	1.68	1.72	1.76	
13						44,268	45,322	46,376	47,430	
						1.68	1.72	1.76	1.80	
14							46,376	47,430	48,484	
							1.76	1.80	1.84	
15								48,484	49,538	
								1.84	1.88	
16									50,592	
									1.92	

Additional insurance amounts based on percentage times the difference in premium between single and family insurance (1100D): 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:	160	HS	JH/MS
Length of Teacher Day:	8	ELEM	8
Length of Student Day:	7	7	7
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	31,000	Index:	4 x 4
Starting Salary:	31,000	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	350D		Ind. Cafeteria	Options:
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts:
LIFE					<b>PART-TIME BENEFITS</b>
LTD	Am. Fidelity				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			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	31,000	32,240	33,480	34,720	35,960	35,960	37,200	38,440
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	32,240	33,480	34,720	35,960	37,200	37,200	38,440	39,680
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	33,480	34,720	35,960	37,200	38,440	38,440	39,680	40,920
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	34,720	35,960	37,200	38,440	39,680	39,680	40,920	42,160
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	35,960	37,200	38,440	39,680	40,920	40,920	42,160	43,400
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	37,200	38,440	39,680	40,920	42,160	42,160	43,400	44,640
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	38,440	39,680	40,920	42,160	43,400	43,400	44,640	45,880
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8	39,680	40,920	42,160	43,400	44,640	44,640	45,880	47,120
	1.26	1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			43,400	44,640	45,880	45,880	47,120	48,360
			1.40	1.44	1.48	1.48	1.52	1.56
10			44,020	45,880	47,120	47,120	48,360	49,600
			1.42	1.48	1.52	1.52	1.56	1.60
11			44,640	46,500	48,360	48,360	49,600	50,840
			1.44	1.50	1.56	1.56	1.60	1.64
12			45,260	47,120	48,980	48,980	50,840	52,080
			1.46	1.52	1.58	1.58	1.64	1.68
13				47,740	49,600	49,600	51,460	52,700
				1.54	1.60	1.60	1.66	1.70
14						50,220	52,080	53,320
						1.62	1.68	1.72
15						50,840	52,700	53,940
						1.64	1.70	1.74

# Humboldt-Table Rock-Steinauer

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 443  
 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: 29,300 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 09-10, 10-11

**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	600D		463	856.57	972.32	1277.90	23.20 or 37.15	Options:
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	Sp or Dep. Dental	
PPO:			COMMENTS:						
LIFE									IRS 125: Y
LTD	Principal								Flex Accounts:
NON-PARTICIPANT									<b>PART-TIME BENEFITS</b>
									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	2+1			yes	1 - 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:	Y	

**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	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	35,160	36,332	37,504	38,676	39,848	41,020	42,192	43,364
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	36,332	37,504	38,676	39,848	41,020	42,192	43,364	44,536
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		38,676	39,848	41,020	42,192	43,364	44,536	45,708
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			41,020	42,192	43,364	44,536	45,708	46,880
			1.40	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					45,708	46,880	48,052	49,224
					1.56	1.60	1.64	1.68
12						48,052	49,224	50,396
						1.64	1.68	1.72
13							50,396	51,568
							1.72	1.76
14								52,740
								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:	
Enrollment:	259	HS	JH/MS
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:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	27,900	Index:	4 x 4
Starting Salary:	27,900	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	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D		454.72	841.25	954.92	1255.04	23.20 or 37.15 Sp or Dep Dental	Options:
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11		IRS 125: Flex Accounts:
PPO:			COMMENTS:						
LIFE									
LTD	National Ins					.00371			<b>PART-TIME BENEFITS</b>
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:**

HUMPHREY									
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	33,480	34,596	34,596
	1.00	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.24
2	29,016	30,132	31,248	32,364	33,480	34,596	34,596	35,712	35,712
	1.04	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.28
3	30,132	31,248	32,364	33,480	34,596	35,712	35,712	36,828	36,828
	1.08	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.32
4	31,248	32,364	33,480	34,596	35,712	36,828	36,828	37,944	37,944
	1.12	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.36
5	32,364	33,480	34,596	35,712	36,828	37,944	37,944	39,060	39,060
	1.16	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.40
6	33,480	34,596	35,712	36,828	37,944	39,060	39,060	40,176	40,176
	1.20	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.44
7	34,596	35,712	36,828	37,944	39,060	40,176	40,176	41,292	41,292
	1.24	1.28	1.32	1.36	1.40	1.44	1.44	1.48	1.48
8	35,712	36,828	37,944	39,060	40,176	41,292	41,292	42,408	42,408
	1.28	1.32	1.36	1.40	1.44	1.48	1.48	1.52	1.52
9		37,944	39,060	40,176	41,292	42,408	42,408	43,524	43,524
		1.36	1.40	1.44	1.48	1.52	1.52	1.56	1.56
10			40,176	41,292	42,408	43,524	43,524	44,640	44,640
			1.44	1.48	1.52	1.56	1.56	1.60	1.60
11				42,408	43,524	44,640	44,640	45,756	45,756
				1.52	1.56	1.60	1.60	1.64	1.64
12					44,640	45,756	45,756	46,872	46,872
					1.60	1.64	1.64	1.68	1.68
13						45,756	45,756	46,872	46,872
						1.64	1.68	1.72	1.72
14							47,988	49,104	49,104
							1.72	1.76	1.76









**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 379.05  
 Enrollment: 5215  
 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: 30,129 Index: 4.5 x 4.5  
 Starting Salary: 30,129 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 7(D)  
 Vertical Freeze: 85-86  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

**Type Carrier**  
 HEALTH BC/BS  
 DENTAL BC/BS  
 PPO:  
 LIFE  
 LTD Nat'l Ins  
 NON-PARTICIPANT

**Option**  
 H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child  
 600D 175 175 175 175  
 2  
 COMMENTS:  
 .0030

**Couple - Benefits**  
 766.67  
 cafeteria+fringe

**Cafeteria Plan**

Individ. Depend.  
 591.67 591.67  
 Options: H/A, Cash  
 IRS 125: Y  
 Flex Accounts: Y  
**PART-TIME BENEFITS**  
 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	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	MA+45
1	30,129	31,485	32,841	34,196	35,552	36,908	38,264	39,620	40,975	42,331
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	31,485	32,841	34,196	35,552	36,908	38,264	39,620	40,975	42,331	43,687
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	32,841	34,196	35,552	36,908	38,264	39,620	40,975	42,331	43,687	45,043
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	34,196	35,552	36,908	38,264	39,620	40,975	42,331	43,687	45,043	46,399
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	35,552	36,908	38,264	39,620	40,975	42,331	43,687	45,043	46,399	47,754
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	36,908	38,264	39,620	40,975	42,331	43,687	45,043	46,399	47,754	49,110
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	38,264	39,620	40,975	42,331	43,687	45,043	46,399	47,754	49,110	50,466
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	39,620	40,975	42,331	43,687	45,043	46,399	47,754	49,110	50,466	51,822
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		42,331	43,687	45,043	46,399	47,754	49,110	50,466	51,822	53,178
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			45,043	46,399	47,754	49,110	50,466	51,822	53,178	54,533
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				47,754	49,110	50,466	51,822	53,178	54,533	55,889
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					50,466	51,822	53,178	54,533	55,889	57,245
					1.675	1.72	1.765	1.81	1.855	1.9
13						51,822	53,178	54,533	55,889	57,245
						1.72	1.765	1.81	1.855	1.945
14							53,178	54,533	55,889	57,245
							1.765	1.81	1.855	1.945
15										59,957
										1.99
										2.035

Longevity increments available on BA36 & MA45 columns

**WORKING CONDITIONS**

Contract Days: 182 FTE Teachers: 23  
 Enrollment: 275  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 50 50 40  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 28,200 Index: 4 x 4  
 Starting Salary: 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	Individ.
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	22.16 or 36.17 Sp or Dep Dental	Options:	
DENTAL	BC/BS	1	20.55	20.55	20.55	20.55	IRS 125: Y		
PPO:	COMMENTS:						Flex Accounts: Y		
LIFE							<b>PART-TIME BENEFITS</b>		
LTD							Minimum FTE: 0.5		
NON-PARTICIPANT							Contribution: fte		

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	3			yes	2 add'l from sick lv with admin approval
BEREAVEMENT	unl.				
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	28,200	29,328	30,456	31,584	32,148	32,712	33,840	34,968	
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	
2	29,328	30,456	31,584	32,712	33,276	33,840	34,968	36,096	
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28	
3	30,456	31,584	32,712	33,840	34,404	34,968	36,096	37,224	
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32	
4	31,584	32,712	33,840	34,968	35,532	36,096	37,224	38,352	
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36	
5	32,712	33,840	34,968	36,096	36,660	37,224	38,352	39,480	
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40	
6	33,840	34,968	36,096	37,224	37,788	38,352	39,480	40,608	
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	
7		36,096	37,224	38,352	38,916	39,480	40,608	41,736	
		1.28	1.32	1.36	1.38	1.40	1.44	1.48	
8		37,224	38,352	39,480	40,044	40,608	41,736	42,864	
		1.32	1.36	1.40	1.42	1.44	1.48	1.52	
9		38,352	39,480	40,608	41,172	41,736	42,864	43,992	
		1.36	1.40	1.44	1.46	1.48	1.52	1.56	
10			40,608	41,736	42,300	42,864	43,992	45,120	
			1.44	1.48	1.50	1.52	1.56	1.60	
11				42,864	43,428	43,992	45,120	46,248	
				1.52	1.54	1.56	1.60	1.64	
12						45,120	46,248	47,376	
						1.60	1.64	1.68	

# Keya Paha County

**WORKING CONDITIONS**

Contract Days: 180 FTE Teachers: 16  
 Enrollment: 104  
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 50 50 30  
 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: 6  
 Vertical Freeze:  
 Rollback: 93-94  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29
DENTAL	BC/BS	4	39.75	73.53	83.47	109.71
PPO:	Dist reimburses 400/800		COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	12 days 1st yr				
PERSONAL	2			yes	add'l. w/o pay
BEREAVEMENT	admin. disc.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

KEYA PAHA COUNTY									
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	34,720	35,840	36,960	38,080	39,200	40,320	41,440	42,560	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8			38,080	39,200	40,320	41,440	42,560	43,680	
			1.36	1.40	1.44	1.48	1.52	1.56	
9				40,320	41,440	42,560	43,680	44,800	
				1.44	1.48	1.52	1.56	1.60	
10						43,680	44,800	45,920	
						1.56	1.60	1.64	
11							45,920	47,040	
							1.64	1.68	

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	566	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.25	7.25	7.2	
Planning Time:	48	48	0	
Class Periods/Day:	9	9		
Normal Teaching Load:	8	8		

**SALARY SCHEDULE**

Base:	28,800	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
Other: Vert. Incr. are % of column base.			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	350D		455.59	842.86	956.75	1257.45	23.20 or 37.15 Sp or Dep Dental
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	
PPO:			COMMENTS:					
LIFE								
LTD								
NON-PARTICIPANT								

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	60	yes		
Other Info:	PTO				
PERSONAL	PTO				
BEREAVEMENT	5				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	1-officers only				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

KIMBALL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	28,800	30,240	31,680	33,120	34,560	36,000	37,440	38,880	40,320	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	29,952	31,392	32,832	34,272	35,712	37,152	38,592	40,032	41,472	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	31,104	32,544	33,984	35,424	36,864	38,304	39,744	41,184	42,624	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	32,256	33,696	35,136	36,576	38,016	39,456	40,896	42,336	43,776	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	33,408	34,848	36,288	37,728	39,168	40,608	42,048	43,488	44,928	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6		36,000	37,440	38,880	40,320	41,760	43,200	44,640	46,080	
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7		37,152	38,592	40,032	41,472	42,912	44,352	45,792	47,232	
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8			39,744	41,184	42,624	44,064	45,504	46,944	48,384	
			1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9				42,336	43,776	45,216	46,656	48,096	49,536	
				1.47	1.52	1.57	1.62	1.67	1.72	
10					44,928	46,368	47,808	49,248	50,688	
					1.56	1.61	1.66	1.71	1.76	
11					46,080	47,520	48,960	50,400	51,840	
					1.60	1.65	1.70	1.75	1.80	
12					47,232	48,672	50,112	51,552	52,992	
					1.64	1.69	1.74	1.79	1.84	
13						49,824	51,264	52,704	54,144	
						1.73	1.78	1.83	1.88	
14							52,416	53,856	55,296	
							1.82	1.87	1.92	
15								55,008	56,448	
								1.91	1.96	
20									57,600	
										2.00

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

**WORKING CONDITIONS**

Contract Days:	184	FTE Teachers:	61
Enrollment:	720	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	51	51	51
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	28,600	Index:	5 x 4
Starting Salary:	28,600	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	600D	454.72	841.25	954.92	1255.04	TSA	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE									
LTD									
NON-PARTICIPANT						\$475.83 TSA			

**PART-TIME BENEFITS**

Minimum FTE: 0.5  
Contribution: full\*

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	120	yes		
Other Info:	12 days in PTO bank for sick, pers				
PERSONAL	PTO				
BEREAVEMENT	10,5				10-spouse, child, parent 5-oth
PROFESSIONAL	2			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:	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	28,600	29,744	30,888	32,032	33,176	34,320	35,464	36,608	37,752
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	30,030	31,174	32,318	33,462	34,606	35,750	36,894	38,038	39,182
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	31,460	32,604	33,748	34,892	36,036	37,180	38,324	39,468	40,612
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	32,890	34,034	35,178	36,322	37,466	38,610	39,754	40,898	42,042
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	34,320	35,464	36,608	37,752	38,896	40,040	41,184	42,328	43,472
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	35,750	36,894	38,038	39,182	40,326	41,470	42,614	43,758	44,902
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	37,180	38,324	39,468	40,612	41,756	42,900	44,044	45,188	46,332
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	38,610	39,754	40,898	42,042	43,186	44,330	45,474	46,618	47,762
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		41,184	42,328	43,472	44,616	45,760	46,904	48,048	49,192
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10		42,614	43,758	44,902	46,046	47,190	48,334	49,478	50,622
		1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77
11			45,188	46,332	47,476	48,620	49,764	50,908	52,052
			1.58	1.62	1.66	1.70	1.74	1.78	1.82
12			46,618	47,762	48,906	50,050	51,194	52,338	53,482
			1.63	1.67	1.71	1.75	1.79	1.83	1.87
13				49,192	50,336	51,480	52,624	53,768	54,912
				1.72	1.76	1.80	1.84	1.88	1.92
14					51,766	52,910	54,054	55,198	56,342
					1.81	1.85	1.89	1.93	1.97





**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	18.82
Enrollment:	148	HS	JH/MS
Length of Teacher Day:	8	ELEM	8
Length of Student Day:	8		8
Planning Time:	50		50
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			
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:			COMMENTS:			
LIFE						
LTD	Principal					
NON-PARTICIPANT						

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125:	
Flex Accounts:	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.1	
Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	6	34	yes		
Other Info: Sev:\$40/day unused					
PERSONAL	6			yes	unused goes to sick accum
BEREAVEMENT	2				
PROFESSIONAL	2			yes	acc. to 5
ADOPTION	30				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
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	28,000	29,120	30,240	31,360	32,480	33,600	34,720
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,120	30,240	31,360	32,480	33,600	34,720	35,840
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	30,240	31,360	32,480	33,600	34,720	35,840	36,960
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	31,360	32,480	33,600	34,720	35,840	36,960	38,080
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	32,480	33,600	34,720	35,840	36,960	38,080	39,200
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	33,600	34,720	35,840	36,960	38,080	39,200	40,320
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	34,720	35,840	36,960	38,080	39,200	40,320	41,440
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		36,960	38,080	39,200	40,320	41,440	42,560
		1.32	1.36	1.40	1.44	1.48	1.52
9			39,200	40,320	41,440	42,560	43,680
			1.40	1.44	1.48	1.52	1.56
10				41,440	42,560	43,680	44,800
				1.48	1.52	1.56	1.60
11				42,560	43,680	44,800	45,920
				1.52	1.56	1.60	1.64
12					44,800	45,920	47,040
					1.60	1.64	1.68
13						47,040	48,160
						1.68	1.72



**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 2805  
 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: 31,000 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	Individ. Depend.
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	Options:
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE							<b>PART-TIME BENEFITS</b>
LTD	Unk		(thru sal)				Minimum FTE: 0.4
NON-PARTICIPANT							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 ASSOCIATION	see sick 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:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:** N

**OTHER LEAVES:**

LEXINGTON									
Step	BA	BA+9	BA+18	BA+27	BA+45	MA+9	MA+18	MA+27	MA+36
1	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: 190 FTE Teachers:  
Enrollment: 34973 HS JH/MS ELEM  
Length of Teacher Day: 7.5 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: 36,008 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 345  
HEALTH BC/BS 350D 445.84 596.64 675.30 862.99  
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

Negotiated/ Policy  
Exists  
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

Table with columns: LINCOLN, BA, BA+18, BA+36, MA+18, MA+36, PHD. Rows 1-14 showing salary progression.

Table with columns: BA, BA+18, BA+36, MA+18, MA+36, PHD. Rows 15-27 showing salary progression.









**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	529	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	
Length of Student Day:	7.25	7.25	7.25	
Planning Time:	75	75	75	
Class Periods/Day:	10	10		
Normal Teaching Load:	6	6		

**SALARY SCHEDULE**

Base:	30,380	Index:	5 x 3
Starting Salary:	30,380	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	12(D)
Vertical Freeze:	86-87		
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	Individ.
HEALTH	BC/BS	350D		479.57	805.69	901.60	1154.82	Cash	Options:
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11		IRS 125: Y
PPO:				COMMENTS:					Flex Accounts: Y
LIFE									<b>PART-TIME BENEFITS</b>
LTD									Minimum FTE: 0.5
NON-PARTICIPANT						\$465.10 Cash			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	30,380	31,291	32,203	33,114	34,026	34,937	35,848	36,760	37,671
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	31,899	32,810	33,722	34,633	35,545	36,456	37,367	38,279	39,190
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	33,418	34,329	35,241	36,152	37,064	37,975	38,886	39,798	40,709
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	34,937	35,848	36,760	37,671	38,583	39,494	40,405	41,317	42,228
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	36,456	37,367	38,279	39,190	40,102	41,013	41,924	42,836	43,747
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6	37,975	38,886	39,798	40,709	41,621	42,532	43,443	44,355	45,266
	1.25	1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		40,405	41,317	42,228	43,140	44,051	44,962	45,874	46,785
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			42,836	43,747	44,659	45,570	46,481	47,393	48,304
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9				45,266	46,178	47,089	48,000	48,912	49,823
				1.49	1.52	1.55	1.58	1.61	1.64
10					47,697	48,608	49,519	50,431	51,342
					1.57	1.60	1.63	1.66	1.69
11					49,216	50,127	51,038	51,950	52,861
					1.62	1.65	1.68	1.71	1.74
12					50,735	51,646	52,557	53,469	54,380
					1.67	1.70	1.73	1.76	1.79

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	31.21
Enrollment:	327	HS	JH/MS
		ELEM	
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:	28,840	Index:	4 x 5
Starting Salary:	28,840	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				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D		431.61	798.50	906.40	1191.27	153.09 or 213.54	Options:
DENTAL	BC/BS	3		39.29	39.29	39.29	39.29	Dental + All Dep	
PPO:	teacher pays 10% premium		COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD									<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.45
									Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	60	60	yes		
Other Info: with approval; 8 days for children					
PERSONAL	2			yes	acc. to 5
BEREAVEMENT	8				
PROFESSIONAL	1			yes	acc. to 2
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:**

LOUP CITY								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	
1	28,840	30,282	31,724	33,166	34,608	36,050	37,492	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	29,994	31,436	32,878	34,320	35,762	37,204	38,646	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	31,147	32,589	34,031	35,473	36,915	38,357	39,799	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	32,301	33,743	35,185	36,627	38,069	39,511	40,953	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	33,454	34,896	36,338	37,780	39,222	40,664	42,106	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6	34,608	36,050	37,492	38,934	40,376	41,818	43,260	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	
7		37,204	38,646	40,088	41,530	42,972	44,414	
		1.29	1.34	1.39	1.44	1.49	1.54	
8		38,357	39,799	41,241	42,683	44,125	45,567	
		1.33	1.38	1.43	1.48	1.53	1.58	
9			40,953	42,395	43,837	45,279	46,721	
			1.42	1.47	1.52	1.57	1.62	
10				43,548	44,990	46,432	47,874	
				1.51	1.56	1.61	1.66	
11					46,144	47,586	49,028	
					1.60	1.65	1.70	
12					47,298	48,740	50,182	
					1.64	1.69	1.74	
16					48,451	49,893	51,335	
					1.68	1.73	1.78	
21					49,605	51,047	52,489	
					1.72	1.77	1.82	
26					50,758	52,200	53,642	
					1.76	1.81	1.86	

Longevity 4% ea. 4 yrs. to 26

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 15  
 Enrollment: 106  
 Length of Teacher Day: 8 HS 8 JH/MS 8 ELEM  
 Length of Student Day: 6 6 6  
 Planning Time: 48 48 48  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 26,200 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 10  
 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	600D	454.72	841.25	954.92	1255.04
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:	Ded reimburse \$400/sgl or fam		COMMENTS:			
LIFE	Madison Nat'l					
LTD	School Ins.					
NON-PARTICIPANT						

**Cafeteria Plan**

Individ. Depend.  
 Options:  
 IRS 125:  
 Flex Accounts:  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.28  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info: 40% sub/day unused over 35 end of 4th yr.					
PERSONAL	see sick lv.			1-yes;1-no	
BEREAVEMENT	3-immed fam				
PROFESSIONAL	admin. disc.			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:	N	

SABBATICAL: No

SEVERANCE PAY:

**OTHER LEAVES:**

LOUP COUNTY							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	26,200	27,510	28,820	30,130	31,440	32,750	34,060
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	27,248	28,558	29,868	31,178	32,488	33,798	35,108
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	28,296	29,606	30,916	32,226	33,536	34,846	36,156
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	29,344	30,654	31,964	33,274	34,584	35,894	37,204
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	30,392	31,702	33,012	34,322	35,632	36,942	38,252
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	30,916	32,750	34,060	35,370	36,680	37,990	39,300
	1.18	1.25	1.30	1.35	1.40	1.45	1.50
7		33,274	35,108	36,418	37,728	39,038	40,348
		1.27	1.34	1.39	1.44	1.49	1.54
8			35,632	37,466	38,776	40,086	41,396
			1.36	1.43	1.48	1.53	1.58
9				38,514	39,824	41,134	42,444
				1.47	1.52	1.57	1.62
10				39,038	40,872	42,182	43,492
				1.49	1.56	1.61	1.66
11					41,920	43,230	44,540
					1.60	1.65	1.70
12					42,444	44,278	45,588
					1.62	1.69	1.74
13						44,802	46,112
						1.71	1.76



# Lyons-Decatur Northeast

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	281	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7	7
Planning Time:	50	50	50	50
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	28,675	Index:	4 x 5
Starting Salary:	28,675	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	600D		431.98	799.19	907.17	1192.29	21.11	Ind Dental
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11		
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: 0.4  
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:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

LYONS-DECATUR							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	28,675	30,109	31,543	32,976	34,410	35,844	37,278
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	29,822	31,256	32,690	34,123	35,557	36,991	38,425
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	30,969	32,403	33,837	35,270	36,704	38,138	39,572
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	32,116	33,550	34,984	36,417	37,851	39,285	40,719
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5		34,697	36,131	37,564	38,998	40,432	41,866
		1.21	1.26	1.31	1.36	1.41	1.46
6		35,844	37,278	38,711	40,145	41,579	43,013
		1.25	1.30	1.35	1.40	1.45	1.50
7		36,991	38,425	39,858	41,292	42,726	44,160
		1.29	1.34	1.39	1.44	1.49	1.54
8			39,572	41,005	42,439	43,873	45,307
			1.38	1.43	1.48	1.53	1.58
9			40,719	42,152	43,586	45,020	46,454
			1.42	1.47	1.52	1.57	1.62
10			41,866	43,299	44,733	46,167	47,601
			1.46	1.51	1.56	1.61	1.66
11			43,013	44,446	45,880	47,314	48,748
			1.50	1.55	1.60	1.65	1.70
12				45,593	47,027	48,461	49,895
				1.59	1.64	1.69	1.74
13				46,740	48,174	49,608	51,042
				1.63	1.68	1.73	1.78
14				47,887	49,321	50,755	52,189
				1.67	1.72	1.77	1.82
15				49,034	50,468	51,902	53,336
				1.71	1.76	1.81	1.86
16					51,615	53,049	54,483
					1.80	1.85	1.90
17					52,762	54,196	55,630
					1.84	1.89	1.94

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	52
Enrollment:	508	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	6.35	6.35	6.35
Planning Time:	49	80	45
Class Periods/Day:	8	11	
Normal Teaching Load:	6	8	

**SALARY SCHEDULE**

Base:	28,750	Index:	4 x 5
Starting Salary:	31,050	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	600D	454.72	841.25	954.92	1255.04	23.20 or 37.15 Sp or Dep Dental
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:	Dist. pays 600/1200		COMMENTS:				
LIFE	Horace Mann						3.80
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125: Y	
Flex Accounts: Y	
<b>PART-TIME BENEFITS</b>	
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	+1(w/sub pay) if sick lv @ max
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			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:** N

**OTHER LEAVES:** Jury Duty

**MADISON**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	28,750	30,188	31,625	33,063	34,500	35,938	37,375	38,813
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	29,900	31,338	32,775	34,213	35,650	37,088	38,525	39,963
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	31,050	32,488	33,925	35,363	36,800	38,238	39,675	41,113
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	32,200	33,638	35,075	36,513	37,950	39,388	40,825	42,263
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	33,350	34,788	36,225	37,663	39,100	40,538	41,975	43,413
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	34,500	35,938	37,375	38,813	40,250	41,688	43,125	44,563
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	35,650	37,088	38,525	39,963	41,400	42,838	44,275	45,713
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		38,238	39,675	41,113	42,550	43,988	45,425	46,863
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			40,825	42,263	43,700	45,138	46,575	48,013
			1.42	1.47	1.52	1.57	1.62	1.67
10				43,413	44,850	46,288	47,725	49,163
				1.51	1.56	1.61	1.66	1.71
11				44,563	46,000	47,438	48,875	50,313
				1.55	1.60	1.65	1.70	1.75
12					47,150	48,588	50,025	51,463
					1.64	1.69	1.74	1.79
13					48,300	49,738	51,175	52,613
					1.68	1.73	1.78	1.83
14						50,888	52,325	53,763
						1.77	1.82	1.87
15								54,913
								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:	185	FTE Teachers:	
Enrollment:	481	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:	30,150	Index:	4 x 4
Starting Salary:	30,150	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	88-89		
Rollback:	88-89 Last Step		
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	575
HEALTH	BC/BS	800D		Cafeteria
DENTAL	BC/BS	2		
PPO:			COMMENTS:	
LIFE				
LTD	Fortis		.0035 (thru sal)	
NON-PARTICIPANT				

**Cafeteria Plan**

Individ.	Depend.
575	575
Options:	H/A,LTD,TSA, Life,Cash,Canc
IRS 125:	Y
Flex Accounts:	Y

**PART-TIME BENEFITS**

Minimum FTE:	0
Contribution:	fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	33% sub pay/day over 40 EOY				
PERSONAL	2			yes	accum to 3 (buy back 2 @ 67%
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	1			yes	add'l at admin. disc.
ADOPTION ASSOCIATION	see sick lv.				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

MALCOLM									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	30,150	31,356	32,562	33,768	34,974	36,180	37,386	38,592	39,798
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	31,356	32,562	33,768	34,974	36,180	37,386	38,592	39,798	41,004
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	32,562	33,768	34,974	36,180	37,386	38,592	39,798	41,004	42,210
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	33,768	34,974	36,180	37,386	38,592	39,798	41,004	42,210	43,416
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	34,974	36,180	37,386	38,592	39,798	41,004	42,210	43,416	44,622
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	36,180	37,386	38,592	39,798	41,004	42,210	43,416	44,622	45,828
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	37,386	38,592	39,798	41,004	42,210	43,416	44,622	45,828	47,034
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		39,798	41,004	42,210	43,416	44,622	45,828	47,034	48,240
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			42,210	43,416	44,622	45,828	47,034	48,240	49,446
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				44,622	45,828	47,034	48,240	49,446	50,652
				1.48	1.52	1.56	1.60	1.64	1.68
11					47,034	48,240	49,446	50,652	51,858
					1.56	1.60	1.64	1.68	1.72
12					48,240	49,446	50,652	51,858	53,064
					1.60	1.64	1.68	1.72	1.76
13					49,446	50,652	51,858	53,064	54,270
					1.64	1.68	1.72	1.76	1.80
14					50,652	51,858	53,064	54,270	55,476
					1.68	1.72	1.76	1.80	1.84
15						53,064	54,270	55,476	56,682
						1.76	1.80	1.84	1.88

**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers:  
 Enrollment: 296  
 Length of Teacher Day: 7.75 HS 7.75 JH/MS 7.75 ELEM  
 Length of Student Day: 7.33 7.33 7.25  
 Planning Time: 52 52 45  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 6 6

**SALARY SCHEDULE**

Base: 28,072 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	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	1194.50	Individ. Depend. 1194.50 1194.50 Options: H/A,TSA,Cash
HEALTH	BC/BS	350D		Cafeteria	
DENTAL	BC/BS	3			
PPO:			COMMENTS:		IRS 125: Y Flex Accounts: Y
LIFE					<b>PART-TIME BENEFITS</b>
LTD	Madison Nat'l		5.00		Minimum FTE: 1 Contribution: fte
NON-PARTICIPANT					

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	Add'l 10 full pay, 60 sub. Ded. For serious ill or inj				
PERSONAL	3			yes	sub pay/day @ eoy
BEREAVEMENT	5				plus 1 day travel
PROFESSIONAL	2			yes	bank to 3
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:**

**OTHER LEAVES:**











**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	83	HS	JH/MS	ELEM
Length of Teacher Day:	8.5	8.5	8	
Length of Student Day:	7.5	7.5	7	
Planning Time:	60	60	60	
Class Periods/Day:	8	8		
Normal Teaching Load:	6	7		

**SALARY SCHEDULE**

Base:	28,800	Index:	4 x 5
Starting Salary:	28,800	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	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	1100	420.93	778.72	883.94	1161.75	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE							<b>PART-TIME BENEFITS</b>	
LTD							Minimum FTE: 0.5	
NON-PARTICIPANT							Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	PTO				
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
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:		
Enrollment:	234	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7	7	7	7
Planning Time:	52	52	48	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	27,550	Index:	4 x 4
Starting Salary:	27,550	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	600D	431.98	799.19	907.17	1192.29
DENTAL	BC/BS	2	21.11	39.04	44.31	58.26
PPO:			COMMENTS:			
LIFE	Principal				3.50	
LTD	Principal				(+B)	
NON-PARTICIPANT						

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125:	Y
Flex Accounts:	Y
<b>PART-TIME BENEFITS</b>	
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	75% sub pay/day
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	27,550	28,652	29,754	30,856	31,958	33,060	34,162	35,264		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	28,652	29,754	30,856	31,958	33,060	34,162	35,264	36,366		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	29,754	30,856	31,958	33,060	34,162	35,264	36,366	37,468		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	30,856	31,958	33,060	34,162	35,264	36,366	37,468	38,570		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	31,958	33,060	34,162	35,264	36,366	37,468	38,570	39,672		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6	33,060	34,162	35,264	36,366	37,468	38,570	39,672	40,774		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7		35,264	36,366	37,468	38,570	39,672	40,774	41,876		
		1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8		36,366	37,468	38,570	39,672	40,774	41,876	42,978		
		1.32	1.36	1.40	1.44	1.48	1.52	1.56		
9			38,570	39,672	40,774	41,876	42,978	44,080		
			1.40	1.44	1.48	1.52	1.56	1.60		
10			39,672	40,774	41,876	42,978	44,080	45,182		
			1.44	1.48	1.52	1.56	1.60	1.64		
11				41,876	42,978	44,080	45,182	46,284		
				1.52	1.56	1.60	1.64	1.68		
12				42,978	44,080	45,182	46,284	47,386		
				1.56	1.60	1.64	1.68	1.72		
13					45,182	46,284	47,386	48,488		
					1.64	1.68	1.72	1.76		
14					46,284	47,386	48,488	49,590		
					1.68	1.72	1.76	1.80		

# Medicine Valley-Curtis

**WORKING CONDITIONS**

Contract Days:	184	FTE Teachers:	24
Enrollment:	204	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:	27,500	Index:	4 x 4
Starting Salary:	27,500	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	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D		455.59	842.86	956.75	1257.45	48.02 or 76.82	Options:
DENTAL	BC/BS	3		43.65	43.65	43.65	43.65	Sp. or Dep. Dental	
PPO:			COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD	Nat'l Insurance					.0046			<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.5
									Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		
Other Info:	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	N
Grievance:	Y	P
Professional Growth:	Y	N
Reduction in Force:	N	
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY: Y

**OTHER LEAVES:**

M E D I C I N E V A L L E Y - C U R T					
Step	BA	BA + 9	BA + 18	BA + 27	MA
1	27,500 1,00	28,600 1,04	29,700 1,08	30,800 1,12	31,900 1,16
2	28,600 1,04	29,700 1,08	30,800 1,12	31,900 1,16	33,000 1,20
3	29,700 1,08	30,800 1,12	31,900 1,16	33,000 1,20	34,100 1,24
4	30,800 1,12	31,900 1,16	33,000 1,20	34,100 1,24	35,200 1,28
5	31,900 1,16	33,000 1,20	34,100 1,24	35,200 1,28	36,300 1,32
6		34,100 1,24	35,200 1,28	36,300 1,32	37,400 1,36
7		35,200 1,28	36,300 1,32	37,400 1,36	38,500 1,40
8			37,400 1,36	38,500 1,40	39,600 1,44
9				39,600 1,44	40,700 1,48
10					41,800 1,52
11					42,900 1,56
12					44,000 1,60
13					45,100 1,64
14					46,200 1,68
15					47,300 1,72
16					48,400 1,76
17					49,500 1,80



**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	52
Enrollment:	735	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:	30,600	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
HEALTH	BC/BS	600D	454.72	673	763.94	1004.03
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:	Dist pays 100% single, 80% other COMMENTS:					
LIFE						
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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	30,600	31,824	33,048	34,272	35,496	36,720	37,944	39,168	40,392
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,130	33,354	34,578	35,802	37,026	38,250	39,474	40,698	41,922
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	33,660	34,884	36,108	37,332	38,556	39,780	41,004	42,228	43,452
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	35,190	36,414	37,638	38,862	40,086	41,310	42,534	43,758	44,982
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	36,720	37,944	39,168	40,392	41,616	42,840	44,064	45,288	46,512
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	38,250	39,474	40,698	41,922	43,146	44,370	45,594	46,818	48,042
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7		41,004	42,228	43,452	44,676	45,900	47,124	48,348	49,572
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8			43,758	44,982	46,206	47,430	48,654	49,878	51,102
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
9				46,512	47,736	48,960	50,184	51,408	52,632
				1.52	1.56	1.60	1.64	1.68	1.72
10					49,266	50,490	51,714	52,938	54,162
					1.61	1.65	1.69	1.73	1.77
11					50,796	52,020	53,244	54,468	55,692
					1.66	1.70	1.74	1.78	1.82
12						53,550	54,774	55,998	57,222
						1.75	1.79	1.83	1.87
13							56,304	57,528	58,752
							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:  
 Enrollment: 22658  
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM  
 Length of Student Day: 7.25 7 6.75  
 Planning Time: 50 45 30  
 Class Periods/Day: 4 8  
 Normal Teaching Load: 3.5 6

**SALARY SCHEDULE**

Base: 34,383 Index: x  
 Starting Salary: 34,383 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: 09-10, 10-11

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	Self funded	350D	349.68	957.60	957.60	957.60	Dep. Dental
DENTAL	United Con		25.16	25.16	25.16	25.16	
PPO:			COMMENTS:				
LIFE	Madison Nat'l			4.00			
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

Individ. Depend.  
 Options:  
 IRS 125: Y  
 Flex Accounts: Y  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.438  
 Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

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

<b>MILLARD</b>				
	<b>EA</b>	<b>MA</b>	<b>ESSE</b>	<b>PD</b>
<b>\$p</b>				
<b>Nh</b>	<b>3,333</b>	<b>3,533</b>	<b>4,299</b>	<b>4,327</b>
<b>MA</b>	<b>6,445</b>	<b>7,198</b>	<b>7,198</b>	<b>7,306</b>

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	69.3
Enrollment:	782	HS	JH/MS
		ELEM	
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:	29,425	Index:	4.5 x 4.5
Starting Salary:	29,425	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	Individ.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp. or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Principal Life				.0024			Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	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+9	MA+18	MA+27		
0	29,425	30,749	32,073	33,397	34,722	36,046	37,370	38,694		
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315		
1	30,749	32,073	33,397	34,722	36,046	37,370	38,694	40,018		
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36		
2	32,073	33,397	34,722	36,046	37,370	38,694	40,018	41,342		
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405		
3	33,397	34,722	36,046	37,370	38,694	40,018	41,342	42,666		
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45		
4	34,722	36,046	37,370	38,694	40,018	41,342	42,666	43,990		
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495		
5		37,370	38,694	40,018	41,342	42,666	43,990	45,315		
		1.27	1.315	1.36	1.405	1.45	1.495	1.54		
6		38,694	40,018	41,342	42,666	43,990	45,315	46,639		
		1.315	1.36	1.405	1.45	1.495	1.54	1.585		
7			41,342	42,666	43,990	45,315	46,639	47,963		
			1.405	1.45	1.495	1.54	1.585	1.63		
8				43,990	45,315	46,639	47,963	49,287		
				1.495	1.54	1.585	1.63	1.675		
9				45,315	46,639	47,963	49,287	50,611		
				1.54	1.585	1.63	1.675	1.72		
10					47,963	49,287	50,611	51,935		
					1.63	1.675	1.72	1.765		
11					49,287	50,611	51,935	53,259		
					1.675	1.72	1.765	1.81		
12					50,611	51,935	53,259	54,583		
					1.72	1.765	1.81	1.855		

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









**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	433	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	6.5	8	8
Planning Time:	52	6.5	6.5
Class Periods/Day:	8	50	
Normal Teaching Load:	7		

**SALARY SCHEDULE**

Base:	27,400	Index:	4 x 4
Starting Salary:	27,400	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
Vertical Freeze:	87-88		
Rollback:	86-87(2); 02-03		
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	350D	479.57	887.22	1007.11	1323.63	23.20 or 37.15	Options:
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp. or Dep. Dental	IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE	Companion				1.55			<b>PART-TIME BENEFITS</b>
LTD	Principal				.0035			Minimum FTE:
NON-PARTICIPANT					1/2 of ins premium in TSA			Contribution: fte

**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:** Emergency- 3 days

NELIGH-OAKDALE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	27,400	28,496	29,592	30,688	31,784	31,784	32,880	33,976	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	28,496	29,592	30,688	31,784	32,880	32,880	33,976	35,072	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	29,592	30,688	31,784	32,880	33,976	33,976	35,072	36,168	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	30,688	31,784	32,880	33,976	35,072	35,072	36,168	37,264	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	31,784	32,880	33,976	35,072	36,168	36,168	37,264	38,360	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6		33,976	35,072	36,168	37,264	37,264	38,360	39,456	
		1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7			36,168	37,264	38,360	38,360	39,456	40,552	
			1.32	1.36	1.40	1.40	1.44	1.48	
8			37,264	38,360	39,456	39,456	40,552	41,648	
			1.36	1.40	1.44	1.44	1.48	1.52	
9				39,456	40,552	40,552	41,648	42,744	
				1.44	1.48	1.48	1.52	1.56	
10				40,552	41,648	41,648	42,744	43,840	
				1.48	1.52	1.52	1.56	1.60	
11					42,744	42,744	43,840	44,936	
					1.56	1.56	1.60	1.64	
12					43,840	43,840	44,936	46,032	
					1.60	1.60	1.64	1.68	
13					44,936	44,936	46,032	47,128	
					1.64	1.64	1.68	1.72	
14					46,032	46,032	47,128	48,224	
					1.68	1.68	1.72	1.76	
15								49,320	
								1.80	
16								50,416	
								1.84	
17								51,512	
								1.88	

02-03 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:	24
Enrollment:	205	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	90	90	90
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

**SALARY SCHEDULE**

Base:	27,600	Index:	4 x 4
Starting Salary:		Entry Level Step:	0(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	600D	431.98	799.19	907.17	1192.29	23.20 or 37.15 Sp. or Dep. Dental
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Options:
PPO:			COMMENTS:				IRS 125: Y
LIFE							Flex Accounts: Y
LTD	Madison Ntl.				.0057		<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT							Minimum FTE: 0.5 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	at retirement \$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: Y

**OTHER LEAVES:**

NEWMAN GROVE						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
0	27,600	28,704	29,808	30,912	32,016	33,120
	1.00	1.04	1.08	1.12	1.16	1.20
1	28,704	29,808	30,912	32,016	33,120	34,224
	1.04	1.08	1.12	1.16	1.20	1.24
2	29,808	30,912	32,016	33,120	34,224	35,328
	1.08	1.12	1.16	1.20	1.24	1.28
3	30,912	32,016	33,120	34,224	35,328	36,432
	1.12	1.16	1.20	1.24	1.28	1.32
4	32,016	33,120	34,224	35,328	36,432	37,536
	1.16	1.20	1.24	1.28	1.32	1.36
5	33,120	34,224	35,328	36,432	37,536	38,640
	1.20	1.24	1.28	1.32	1.36	1.40
6	34,224	35,328	36,432	37,536	38,640	39,744
	1.24	1.28	1.32	1.36	1.40	1.44
7	35,328	36,432	37,536	38,640	39,744	40,848
	1.28	1.32	1.36	1.40	1.44	1.48
8		37,536	38,640	39,744	40,848	41,952
		1.36	1.40	1.44	1.48	1.52
9			39,744	40,848	41,952	43,056
			1.44	1.48	1.52	1.56
10				41,952	43,056	44,160
				1.52	1.56	1.60
11					44,160	45,264
					1.60	1.64
12						46,368
					1.64	1.68
13						47,472
						1.72

# Niobrara

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 20.5  
 Enrollment: 145  
 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: 29,000 Index: 4 x 4  
 Starting Salary: 29,000 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	600D	431.98	799.19	907.17	1192.29	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp. or Dep. Dental	IRS 125: Flex Accounts:	
PPO:	Dist reimburses \$300/\$600 toward							COMMENTS:	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	National Ins			.0043				Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: .5 sub rate reimbursed for days over 60					
PERSONAL	2				
BEREAVEMENT	5				
PROFESSIONAL	2				
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:**

**SEVERANCE PAY:**

**OTHER LEAVES:**

NIOBRARA									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	29,000	30,160	31,320	32,480	33,060	33,640	34,800	35,960	
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	
2	30,160	31,320	32,480	33,640	34,220	34,800	35,960	37,120	
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28	
3	31,320	32,480	33,640	34,800	35,380	35,960	37,120	38,280	
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32	
4	32,480	33,640	34,800	35,960	36,540	37,120	38,280	39,440	
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36	
5	33,640	34,800	35,960	37,120	37,700	38,280	39,440	40,600	
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40	
6	34,800	35,960	37,120	38,280	38,860	39,440	40,600	41,760	
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	
7		37,120	38,280	39,440	40,020	40,600	41,760	42,920	
		1.28	1.32	1.36	1.38	1.40	1.44	1.48	
8			39,440	40,600	41,180	41,760	42,920	44,080	
			1.36	1.40	1.42	1.44	1.48	1.52	
9				41,760	42,340	42,920	44,080	45,240	
				1.44	1.46	1.48	1.52	1.56	
10					43,500	44,080	45,240	46,400	
					1.50	1.52	1.56	1.60	
11							46,400	47,560	
							1.60	1.64	

**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	323.99
Enrollment:	4005	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7	7
Planning Time:	50	47	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	32,000	Index:	4.5 x 4.5
Starting Salary:	32,000	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	600D		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	
<b>PART-TIME BENEFITS</b>	
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 E
BEREAVEMENT	5				add'l to 12 w/appr.
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION	Pres.-unl.;other-3				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

NORFOLK										
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	32,000	33,440	34,880	36,320	37,760	39,200	40,640	42,080	43,520	44,960
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	33,440	34,880	36,320	37,760	39,200	40,640	42,080	43,520	44,960	46,400
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	34,880	36,320	37,760	39,200	40,640	42,080	43,520	44,960	46,400	47,840
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	36,320	37,760	39,200	40,640	42,080	43,520	44,960	46,400	47,840	49,280
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	37,760	39,200	40,640	42,080	43,520	44,960	46,400	47,840	49,280	50,720
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	39,200	40,640	42,080	43,520	44,960	46,400	47,840	49,280	50,720	52,160
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7		42,080	43,520	44,960	46,400	47,840	49,280	50,720	52,160	53,600
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			44,960	46,400	47,840	49,280	50,720	52,160	53,600	55,040
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				47,840	49,440	50,880	52,320	53,760	55,200	56,640
				1.495	1.545	1.59	1.635	1.68	1.725	1.77
10					51,040	52,480	53,920	55,360	56,800	58,240
					1.595	1.64	1.685	1.73	1.775	1.82
11					52,640	54,080	55,520	56,960	58,400	59,840
					1.645	1.69	1.735	1.78	1.825	1.87
12						55,680	57,120	58,560	60,000	61,440
						1.74	1.785	1.83	1.875	1.92
13							58,720	60,160	61,600	63,040
							1.835	1.88	1.925	1.97
14								61,760	63,200	64,640
								1.93	1.975	2.02
15									64,800	66,240
									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. Teachers frozen in step & lane. 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:  
 Enrollment: 2034  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7 7 7  
 Planning Time: 45 45 50  
 Class Periods/Day: 6 misc  
 Normal Teaching Load:

**SALARY SCHEDULE**

Base: 32,000 Index: 4 x 5  
 Starting Salary: 32,000 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	600D	431.98	799.19	907.17	1192.29
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:			COMMENTS:			
LIFE	Lincoln Finan				2.40	
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	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	N
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

NORRIS											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	32,000	33,600	35,200	36,800	37,600	38,400	40,000	41,600	43,200	44,800	46,400
	1.00	1.05	1.1	1.15	1.175	1.2	1.25	1.3	1.35	1.4	1.45
2	33,280	34,880	36,480	38,080	38,880	39,680	41,280	42,880	44,480	46,080	47,680
	1.04	1.09	1.14	1.19	1.215	1.24	1.29	1.34	1.39	1.44	1.49
3	34,560	36,160	37,760	39,360	40,160	40,960	42,560	44,160	45,760	47,360	48,960
	1.08	1.13	1.18	1.23	1.255	1.28	1.33	1.38	1.43	1.48	1.53
4	35,840	37,440	39,040	40,640	41,440	42,240	43,840	45,440	47,040	48,640	50,240
	1.12	1.17	1.22	1.27	1.295	1.32	1.37	1.42	1.47	1.52	1.57
5	37,120	38,720	40,320	41,920	42,720	43,520	45,120	46,720	48,320	49,920	51,520
	1.16	1.21	1.26	1.31	1.335	1.36	1.41	1.46	1.51	1.56	1.61
6		40,000	41,600	43,200	44,000	44,800	46,400	48,000	49,600	51,200	52,800
		1.25	1.3	1.35	1.375	1.4	1.45	1.5	1.55	1.6	1.65
7			42,880	44,480	45,280	46,080	47,680	49,280	50,880	52,480	54,080
			1.34	1.39	1.415	1.44	1.49	1.54	1.59	1.64	1.69
8			44,160	45,760	46,560	47,360	48,960	50,560	52,160	53,760	55,360
			1.38	1.43	1.455	1.48	1.53	1.58	1.63	1.68	1.73
9				47,040	47,840	48,640	50,240	51,840	53,440	55,040	56,640
				1.47	1.495	1.52	1.57	1.62	1.67	1.72	1.77
10					49,120	49,920	51,520	53,120	54,720	56,320	57,920
					1.535	1.56	1.61	1.66	1.71	1.76	1.81
11						51,200	52,800	54,400	56,000	57,600	59,200
						1.6	1.65	1.7	1.75	1.8	1.85
12							54,080	55,680	57,280	58,880	60,480
							1.69	1.74	1.79	1.84	1.89
13									58,560	60,160	61,760
									1.83	1.88	1.93
14										61,440	63,040
										1.92	1.97
L1										61,760	63,360
										1.93	1.98
L2										62,080	63,680
										1.94	1.99
L3										62,400	64,000
										1.95	2
L4										62,720	64,320
										1.96	2.01

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

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	487	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.1	7.1	7
Planning Time:	50	50	50
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	28,700	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	345
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	Cash
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:	singles rec \$155 cash		COMMENTS: \$300-ind/\$550-dep annual in 125 plan				
LIFE	Guardian						
LTD	National Ins		(+B)				
NON-PARTICIPANT			\$345 Cash				

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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			
							BA+36	MA+6	MA+12	MA+18
1	28,700	29,178	29,657	30,135	31,570	33,005	34,440	35,397	36,353	37,310
	1.00	1.01667	1.03333	1.05	1.1	1.15	1.2	1.23333	1.26667	1.3
2	29,848	30,326	30,805	31,283	32,718	34,153	35,588	36,545	37,501	38,458
	1.04	1.05667	1.07333	1.09	1.14	1.19	1.24	1.27333	1.30667	1.34
3	30,996	31,474	31,953	32,431	33,866	35,301	36,736	37,693	38,649	39,606
	1.08	1.09667	1.11333	1.13	1.18	1.23	1.28	1.31333	1.34667	1.38
4	32,144	32,622	33,101	33,579	35,014	36,449	37,884	38,841	39,797	40,754
	1.12	1.13667	1.15333	1.17	1.22	1.27	1.32	1.35333	1.38667	1.42
5	33,292	33,770	34,249	34,727	36,162	37,597	39,032	39,989	40,945	41,902
	1.16	1.17667	1.19333	1.21	1.26	1.31	1.36	1.39333	1.42667	1.46
6		34,918	35,397	35,875	37,310	38,745	40,180	41,137	42,093	43,050
		1.21667	1.23333	1.25	1.3	1.35	1.4	1.43333	1.46667	1.5
7			36,545	37,023	38,458	39,893	41,328	42,285	43,241	44,198
			1.27333	1.29	1.34	1.39	1.44	1.47333	1.50667	1.54
8				38,171	39,606	41,041	42,476	43,433	44,389	45,346
				1.33	1.38	1.43	1.48	1.51333	1.54667	1.58
9					40,754	42,189	43,624	44,581	45,537	46,494
					1.42	1.47	1.52	1.55333	1.58667	1.62
10					41,902	43,337	44,772	45,729	46,685	47,642
					1.46	1.51	1.56	1.59333	1.62667	1.66
11					43,050	44,485	45,920	46,877	47,833	48,790
					1.5	1.55	1.6	1.63333	1.66667	1.7
12						45,633	47,068	48,025	48,981	49,938
						1.59	1.64	1.67333	1.70667	1.74
13							48,216	49,173	50,129	51,086
							1.68	1.71333	1.74667	1.78
14							49,077	50,034	50,990	51,947
							1.71	1.74333	1.77667	1.81
15							49,938	50,895	51,851	52,808
							1.74	1.77333	1.80667	1.84
16							50,799	51,756	52,712	53,669
							1.77	1.80333	1.83667	1.87
17							51,660	52,617	53,573	54,530
							1.8	1.83333	1.86667	1.9
18							52,521	53,478	54,434	55,391
							1.83	1.86333	1.89667	1.93



**WORKING CONDITIONS**

Contract Days:	187	FTE Teachers:	
Enrollment:	4137	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:	31,840	Index:	5 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	D
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	350D	
DENTAL	BC/BS	2	
PPO:			
LIFE			
LTD			
NON-PARTICIPANT			

COMMENTS:

**Cafeteria Plan**

Individ.	Depend.
500	500
Options:	H/A,Dent.,Life, LTD,TSA,Cash
IRS 125:	Y
Flex Accounts:	Y

**PART-TIME BENEFITS**

Minimum FTE:
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	2+1			yes	1 sub pay; 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	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,840	33,114	34,387	35,661	36,934	38,208	39,482	40,755	42,029	43,302
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	33,432	34,706	35,979	37,253	38,526	39,800	41,074	42,347	43,621	44,894
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	35,024	36,298	37,571	38,845	40,118	41,392	42,666	43,939	45,213	46,486
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	36,616	37,890	39,163	40,437	41,710	42,984	44,258	45,531	46,805	48,078
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	38,208	39,482	40,755	42,029	43,302	44,576	45,850	47,123	48,397	49,670
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	39,800	41,074	42,347	43,621	44,894	46,168	47,442	48,715	49,989	51,262
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	41,392	42,666	43,939	45,213	46,486	47,760	49,034	50,307	51,581	52,854
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8		44,258	45,531	46,805	48,078	49,352	50,626	51,899	53,173	54,446
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9			47,123	48,397	49,670	50,944	52,218	53,491	54,765	56,038
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				49,989	51,262	52,536	53,810	55,083	56,357	57,630
				1.57	1.61	1.65	1.69	1.73	1.77	1.81
11					52,854	54,128	55,402	56,675	57,949	59,222
					1.66	1.70	1.74	1.78	1.82	1.86
12						55,720	56,994	58,267	59,541	60,814
						1.75	1.79	1.83	1.87	1.91
13							58,586	59,859	61,133	62,406
							1.84	1.88	1.92	1.96
14								61,451	62,725	63,998
								1.93	1.97	2.01
15									64,317	65,590
									2.02	2.06
16										67,182
										2.11

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

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	104.2
Enrollment:	1439	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	56	45	45
Class Periods/Day:	7	9	
Normal Teaching Load:	6	8	

**SALARY SCHEDULE**

Base:	28,675	Index:	4 x 5
Starting Salary:	28,675	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	12(D)
Career Incentive:\$500 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	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	TSA	Options:	
DENTAL	BC/BS	2	21.11	39.04	44.31	58.26		IRS 125: Y	
PPO:	single ins takers rec \$104.17		COMMENTS:					Flex Accounts: Y	
LIFE	Guardian				4.75				
LTD	Madison Nat'l				.003(thru sal)			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT					\$250/mo TSA			Minimum FTE: 0.5	
								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	50	yes					
Other Info: Incentive-over 50 pd. @ \$50/day - max. 10						<i>Negotiated/</i>		
PERSONAL	2			yes	accum to 4; over 2 reimb \$50/d	<i>Exists</i>	<i>Policy</i>	
BEREAVEMENT	unl.				w/appr.	Voluntary Separation:	Y	P
PROFESSIONAL	unl.			yes	Admin. discretion	Grievance:	Y	P
ADOPTION	from sick lv.					Professional Growth:	Y	P
ASSOCIATION	unl.					Reduction in Force:	Y	P
						Sick Bank:	Y	N

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

NORTHWEST (GRAND ISLAND)										
Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+36	PHD
0	28,675	30,109	31,543	32,976	34,410	34,410	35,844	37,278	40,145	43,013
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.40	1.50
1	29,822	31,256	32,690	34,123	35,557	35,557	36,991	38,425	41,292	44,160
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.44	1.54
2	30,969	32,403	33,837	35,270	36,704	36,704	38,138	39,572	42,439	45,307
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.48	1.58
3	32,116	33,550	34,984	36,417	37,851	37,851	39,285	40,719	43,586	46,454
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.52	1.62
4	33,263	34,697	36,131	37,564	38,998	38,998	40,432	41,866	44,733	47,601
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.56	1.66
5	34,410	35,844	37,278	38,711	40,145	40,145	41,579	43,013	45,880	48,748
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.60	1.70
6	35,557	36,991	38,425	39,858	41,292	41,292	42,726	44,160	47,027	49,895
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.64	1.74
7		38,138	39,572	41,005	42,439	42,439	43,873	45,307	48,174	51,042
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.68	1.78
8		39,285	40,719	42,152	43,586	43,586	45,020	46,454	49,321	52,189
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.72	1.82
9			41,866	43,299	44,733	44,733	46,167	47,601	50,468	53,336
			1.46	1.51	1.56	1.56	1.61	1.66	1.76	1.86
10			43,013	44,446	45,880	45,880	47,314	48,748	51,615	54,483
			1.50	1.55	1.60	1.60	1.65	1.70	1.80	1.90
11				45,593	47,027	47,027	48,461	49,895	52,762	55,630
				1.59	1.64	1.64	1.69	1.74	1.84	1.94
12				46,740	48,174	48,174	49,608	51,042	53,909	56,777
				1.63	1.68	1.68	1.73	1.78	1.88	1.98
13				47,887	49,321	49,321	50,755	52,189	55,056	57,924
				1.67	1.72	1.72	1.77	1.82	1.92	2.02
14				49,034	50,468	50,468	51,902	53,336	56,203	59,071
				1.71	1.76	1.76	1.81	1.86	1.96	2.06
15					51,615	51,615	53,049	54,483	57,350	60,218
					1.80	1.80	1.85	1.90	2.00	2.10
16							54,196	55,630	58,497	61,365
							1.89	1.94	2.04	2.14



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	439	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	6.25	6.25	6
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,550	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	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	350D		455.59	842.86	956.75	1257.45	23.20 or 37.15 Sp. or Dep. Dental
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	
PPO:			COMMENTS:					
LIFE								
LTD	Fortis					(+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.

OAKLAND-CRAIG								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
1	28,550	29,978	31,405	32,833	34,260	35,688	37,115	38,543
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	29,692	31,120	32,547	33,975	35,402	36,830	38,257	39,685
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	30,834	32,262	33,689	35,117	36,544	37,972	39,399	40,827
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	31,976	33,404	34,831	36,259	37,686	39,114	40,541	41,969
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	33,118	34,546	35,973	37,401	38,828	40,256	41,683	43,111
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		35,688	37,115	38,543	39,970	41,398	42,825	44,253
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		36,830	38,257	39,685	41,112	42,540	43,967	45,395
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		37,972	39,399	40,827	42,254	43,682	45,109	46,537
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			40,541	41,969	43,396	44,824	46,251	47,679
			1.42	1.47	1.52	1.57	1.62	1.67
10			41,683	43,111	44,538	45,966	47,393	48,821
			1.46	1.51	1.56	1.61	1.66	1.71
11			42,825	44,253	45,680	47,108	48,535	49,963
			1.50	1.55	1.60	1.65	1.70	1.75
12				45,395	46,822	48,250	49,677	51,105
				1.59	1.64	1.69	1.74	1.79
13				46,537	47,964	49,392	50,819	52,247
				1.63	1.68	1.73	1.78	1.83
14					49,106	50,534	51,961	53,389
					1.72	1.77	1.82	1.87
15					50,248	51,676	53,103	54,531
					1.76	1.81	1.86	1.91
16					50,534	51,961	53,389	54,816
					1.77	1.82	1.87	1.92
17					50,819	52,247	53,674	55,102
					1.78	1.83	1.88	1.93
18					51,105	52,532	53,960	55,387
					1.79	1.84	1.89	1.94
19					51,390	52,818	54,245	55,673
					1.80	1.85	1.90	1.95
20					51,676	53,103	54,531	55,958
					1.81	1.86	1.91	1.96

### WORKING CONDITIONS

Contract Days: 190 FTE Teachers: 3863.9  
 Enrollment: 49191  
 Length of Teacher Day: 7.3 JH/MS 7.1 ELEM 7.1  
 Length of Student Day: 7 6.25 6.25  
 Planning Time: 86 82 40  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 6 6

### SALARY SCHEDULE

Base: 32,485 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:

### INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	479.57	532.33*	604.27*	794.18*
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:	*Qualify for dep coverage after 3 y					
LIFE	United of Omaha				6.00	
LTD	United of Omaha				.0023	
NON-PARTICIPANT						

### Cafeteria Plan

Individ. Depend.  
 423.95 or 550.56  
 Dep. Cov. + Ind. 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	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				
<b>SABBATICAL:</b>	Yes				
<b>SEVERANCE PAY:</b>	yes				
<b>OTHER LEAVES:</b>	Emergency-2				

### 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	

O	M	A	H	A	B	A	B	A	+ 18	M	A	M	A	+ 30	D	O	C
1	32,485				34,109					37,682				38,982	4,223	1	
2	33,784				35,408					38,982				4,028	4,353	0	
3	35,084				36,708					4,028				4,158	4,482	9	
4	36,383				38,008					4,158				4,288	4,612	8	
5	37,682				39,307					4,288				4,418	4,742	8	
6	38,982				40,607					4,418				4,547	4,872	8	
7	40,282				41,906					4,547				4,677	5,002	7	
8	41,581				43,205					4,677				4,802	5,132	7	
9	42,880				44,504					4,802				4,927	5,262	6	
10	44,180				45,804					4,927				5,052	5,392	5	
11	45,479				47,103					5,052				5,177	5,522	4	
12	46,778				48,402					5,177				5,302	5,652	4	
13	48,077				49,702					5,302				5,427	5,782	3	
14	49,376				51,001					5,427				5,552	5,912	2	
15	50,675				52,301					5,552				5,677	6,042	2	
16	51,974				53,600					5,677				5,802	6,172	1	
17	53,273				54,900					5,802				5,927	6,302	1	
18	54,572				56,200					5,927				6,052	6,432	0	
19	55,871				57,500					6,052				6,177	6,562	0	
20	57,170				58,800					6,177				6,302	6,692	0	
21	58,469				60,100					6,302				6,427	6,822	0	
22	59,768				61,400					6,427				6,552	6,952	0	
23	61,067				62,700					6,552				6,677	7,082	0	
24	62,366				64,000					6,677				6,802	7,212	0	
25	63,665				65,300					6,802				6,927	7,342	0	
26	64,964				66,600					6,927				7,052	7,472	0	

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	792	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7	8	8
Planning Time:	7	7	7
Class Periods/Day:	57	57	65
Normal Teaching Load:	7	7	
	6	6	

**SALARY SCHEDULE**

Base:	28,000	Index:	4.5 x 4.5
Starting Salary:	28,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	93-94		
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	23.20 or 37.15	Individ. Depend.
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45	Sp. or Dep. Dental	Options:
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE								<b>PART-TIME BENEFITS</b>
LTD								Minimum FTE: 0.4
NON-PARTICIPANT								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	35	yes		
Other Info:					
PERSONAL	2			yes	acc. to 3
BEREAVEMENT	3				From sick leave
PROFESSIONAL	1				
ADOPTION	use 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:**

**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	28,000	29,260	30,520	31,780	33,040	34,300	35,560	36,820	38,080	39,340
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	29,260	30,520	31,780	33,040	34,300	35,560	36,820	38,080	39,340	40,600
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	30,520	31,780	33,040	34,300	35,560	36,820	38,080	39,340	40,600	41,860
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	31,780	33,040	34,300	35,560	36,820	38,080	39,340	40,600	41,860	43,120
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	33,040	34,300	35,560	36,820	38,080	39,340	40,600	41,860	43,120	44,380
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	34,300	35,560	36,820	38,080	39,340	40,600	41,860	43,120	44,380	45,640
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	35,560	36,820	38,080	39,340	40,600	41,860	43,120	44,380	45,640	46,900
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	36,820	38,080	39,340	40,600	41,860	43,120	44,380	45,640	46,900	48,160
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		39,340	40,600	41,860	43,120	44,380	45,640	46,900	48,160	49,420
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			41,860	43,120	44,380	45,640	46,900	48,160	49,420	50,680
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				44,380	45,640	46,900	48,160	49,420	50,680	51,940
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					46,900	48,160	49,420	50,680	51,940	53,200
					1.675	1.72	1.765	1.81	1.855	1.9
13						49,420	50,680	51,940	53,200	54,460
						1.765	1.81	1.855	1.9	1.945
14							51,940	53,200	54,460	55,720
							1.855	1.9	1.945	1.99
15								54,460	55,720	56,980
								1.945	1.99	2.035
16									56,980	58,240
									2.035	2.08

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 53  
 Enrollment: 557  
 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: 29,000 Index: 5 x 4  
 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			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45
DENTAL	BC/BS	5	43.50	43.50	43.50	43.50

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

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 0.5  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		

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

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

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	25
Enrollment:	293	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	49	49	40
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	28,900	Index:	4 x 4.5
Starting Salary:	28,900	Entry Level Step:	1(D)
Career Increments:	Y	Experience Allowed:	all (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	600D		431.98	799.19	907.17	1192.29	22.16 or 36.17	Options:
DENTAL	BC/BS	1		20.55	20.55	20.55	20.55	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:						Flex Accounts:
LIFE									<b>PART-TIME BENEFITS</b>
LTD	Madison Nat'l								Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER LEAVES:**

**OSCEOLA**

Step	BA		BA+9		BA+18		BA+27		BA+36		MA+9		MA+18	
									MA		MA		MA	
1	28,900	1.00	30,201	1.045	31,501	1.09	32,802	1.135	34,102	1.18	35,403	1.225	36,703	1.27
2	30,056	1.04	31,357	1.085	32,657	1.13	33,958	1.175	35,258	1.22	36,559	1.265	37,859	1.31
3	31,212	1.08	32,513	1.125	33,813	1.17	35,114	1.215	36,414	1.26	37,715	1.305	39,015	1.35
4	32,368	1.12	33,669	1.165	34,969	1.21	36,270	1.255	37,570	1.3	38,871	1.345	40,171	1.39
5	33,524	1.16	34,825	1.205	36,125	1.25	37,426	1.295	38,726	1.34	40,027	1.385	41,327	1.43
6	34,680	1.2	35,981	1.245	37,281	1.29	38,582	1.335	39,882	1.38	41,183	1.425	42,483	1.47
7	35,836	1.24	37,137	1.285	38,437	1.33	39,738	1.375	41,038	1.42	42,339	1.465	43,639	1.51
8			38,293	1.325	39,593	1.37	40,894	1.415	42,194	1.46	43,495	1.505	44,795	1.55
9			39,449	1.365	40,749	1.41	42,050	1.455	43,350	1.5	44,651	1.545	45,951	1.59
10					41,905	1.45	43,206	1.495	44,506	1.54	45,807	1.585	47,107	1.63
11							44,362	1.535	45,662	1.58	46,963	1.625	48,263	1.67
12									46,818	1.62	48,119	1.665	49,419	1.71
13											49,275	1.705	50,575	1.75
14													51,731	1.79

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	23.75
Enrollment:	243	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,450	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	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	454.92	841.25	954.92	1255.04	TSA	Options:
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11		IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE	Madison Ntl.							<b>PART-TIME BENEFITS</b>
LTD	School Ins.							Minimum FTE: 0.5
NON-PARTICIPANT					\$350 TSA			Contribution: full ind.

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

OSMOND							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	28,450	29,588	30,726	31,864	33,002	34,140	34,140
	1.00	1.04	1.08	1.12	1.16	1.20	1.20
2	29,588	30,726	31,864	33,002	34,140	35,278	35,278
	1.04	1.08	1.12	1.16	1.20	1.24	1.24
3	30,726	31,864	33,002	34,140	35,278	36,416	36,416
	1.08	1.12	1.16	1.20	1.24	1.28	1.28
4	31,864	33,002	34,140	35,278	36,416	37,554	37,554
	1.12	1.16	1.20	1.24	1.28	1.32	1.32
5	33,002	34,140	35,278	36,416	37,554	38,692	38,692
	1.16	1.20	1.24	1.28	1.32	1.36	1.36
6	34,140	35,278	36,416	37,554	38,692	39,830	39,830
	1.20	1.24	1.28	1.32	1.36	1.40	1.40
7	35,278	36,416	37,554	38,692	39,830	40,968	40,968
	1.24	1.28	1.32	1.36	1.40	1.44	1.44
8	36,416	37,554	38,692	39,830	40,968	42,106	42,106
	1.28	1.32	1.36	1.40	1.44	1.48	1.48
9	37,554	38,692	39,830	40,968	42,106	43,244	43,244
	1.32	1.36	1.40	1.44	1.48	1.52	1.52
10		39,830	40,968	42,106	43,244	44,382	44,382
		1.40	1.44	1.48	1.52	1.56	1.56
11			42,106	43,244	44,382	45,520	45,520
			1.48	1.52	1.56	1.60	1.60
12				44,382	45,520	46,658	46,658
				1.56	1.60	1.64	1.64
13					46,658	47,796	47,796
					1.64	1.68	1.68
14						48,934	48,934
						1.72	1.72

**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:		
Enrollment:	316	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7	7	7	7
Planning Time:	45	45	55	
Class Periods/Day:	7	7		
Normal Teaching Load:	6	6		

**SALARY SCHEDULE**

Base:	28,150	Index:	4 x 4
Starting Salary:	28,150	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	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	600D		431.98	799.19	907.17	1192.29	23.20 or 37.15	Options:	
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	Sp. or Dep. Dental		
PPO:			COMMENTS:						IRS 125: Y	
LIFE									Flex Accounts: Y	
LTD	National Life				.00435				<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT									Minimum FTE: 0.5 Contribution: FTE	

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

OVERTON									
Step	BA			BA+36			MA		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	28,150	29,276	30,402	31,528	32,654	33,780	34,906	36,032	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	29,276	30,402	31,528	32,654	33,780	34,906	36,032	37,158	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	30,402	31,528	32,654	33,780	34,906	36,032	37,158	38,284	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	31,528	32,654	33,780	34,906	36,032	37,158	38,284	39,410	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	32,654	33,780	34,906	36,032	37,158	38,284	39,410	40,536	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	33,780	34,906	36,032	37,158	38,284	39,410	40,536	41,662	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7		36,032	37,158	38,284	39,410	40,536	41,662	42,788	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8			38,284	39,410	40,536	41,662	42,788	43,914	
			1.36	1.40	1.44	1.48	1.52	1.56	
9				40,536	41,662	42,788	43,914	45,040	
				1.44	1.48	1.52	1.56	1.60	
10					42,788	43,914	45,040	46,166	
					1.52	1.56	1.60	1.64	
11					43,914	45,040	46,166	47,292	
					1.56	1.60	1.64	1.68	
12					45,040	46,166	47,292	48,418	
					1.60	1.64	1.68	1.72	
13						47,292	48,418	49,544	
						1.68	1.72	1.76	
14							49,544	50,670	
							1.76	1.80	

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







## WORKING CONDITIONS

Contract Days:	190	FTE Teachers:	
Enrollment:	9804	HS	JH/MS
Length of Teacher Day:	8	ELEM	
Length of Student Day:	6.33	8	8
Planning Time:	52	6.16	5.83
Class Periods/Day:	8	45	45
Normal Teaching Load:	6	8	6

## SALARY SCHEDULE

Base:	30,130	Index:	5 x 5
Starting Salary:	30,130	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	12+1
V. Freeze 86-87, 89-90			
Vertical Freeze:	91-92,03-04,08-09,09-10		
Rollback:	85-86; 02-03		
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	600D	454.72	780.88	886.60	1165.71
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:	Emp pays 7% premium		COMMENTS:			
LIFE	Madison Nat'l		3.60			
LTD	ReliaStar		.0027 (+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	120	yes		
Other Info: Sev:1/2 sub. rate up to 12 days					
PERSONAL	2-4			yes	from sick lv.
BEREAVEMENT	3-5				ea. occur.
PROFESSIONAL				yes	
ADOPTION	all accum. sick lv				
ASSOCIATION	40				

## 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:

PAPILLION-LAVISTA											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	PHD
	30,130	31,637	33,143	34,650	36,156	37,663	39,169	40,676	42,182	43,689	45,195
1	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50
2	31,637	33,143	34,650	36,156	37,663	39,169	40,676	42,182	43,689	45,195	46,702
3	33,143	34,650	36,156	37,663	39,169	40,676	42,182	43,689	45,195	46,702	48,208
4	34,650	36,156	37,663	39,169	40,676	42,182	43,689	45,195	46,702	48,208	49,715
5	36,156	37,663	39,169	40,676	42,182	43,689	45,195	46,702	48,208	49,715	51,221
6	37,663	39,169	40,676	42,182	43,689	45,195	46,702	48,208	49,715	51,221	52,728
7	39,169	40,676	42,182	43,689	45,195	46,702	48,208	49,715	51,221	52,728	54,234
8	40,676	42,182	43,689	45,195	46,702	48,208	49,715	51,221	52,728	54,234	55,741
9	42,182	43,689	45,195	46,702	48,208	49,715	51,221	52,728	54,234	55,741	57,247
10	43,689	45,195	46,702	48,208	49,715	51,221	52,728	54,234	55,741	57,247	58,754
11	45,195	46,702	48,208	49,715	51,221	52,728	54,234	55,741	57,247	58,754	60,260
12	46,702	48,208	49,715	51,221	52,728	54,234	55,741	57,247	58,754	60,260	61,767
13	48,208	49,715	51,221	52,728	54,234	55,741	57,247	58,754	60,260	61,767	63,273
14	49,715	51,221	52,728	54,234	55,741	57,247	58,754	60,260	61,767	63,273	64,780
15	51,221	52,728	54,234	55,741	57,247	58,754	60,260	61,767	63,273	64,780	66,286
16	52,728	54,234	55,741	57,247	58,754	60,260	61,767	63,273	64,780	66,286	67,793
17	54,234	55,741	57,247	58,754	60,260	61,767	63,273	64,780	66,286	67,793	69,300
18	55,741	57,247	58,754	60,260	61,767	63,273	64,780	66,286	67,793	69,300	70,807
19	57,247	58,754	60,260	61,767	63,273	64,780	66,286	67,793	69,300	70,807	72,314
20	58,754	60,260	61,767	63,273	64,780	66,286	67,793	69,300	70,807	72,314	73,821
21	60,260	61,767	63,273	64,780	66,286	67,793	69,300	70,807	72,314	73,821	75,328
22	61,767	63,273	64,780	66,286	67,793	69,300	70,807	72,314	73,821	75,328	76,835
23	63,273	64,780	66,286	67,793	69,300	70,807	72,314	73,821	75,328	76,835	78,342
24	64,780	66,286	67,793	69,300	70,807	72,314	73,821	75,328	76,835	78,342	79,849
25	66,286	67,793	69,300	70,807	72,314	73,821	75,328	76,835	78,342	79,849	81,356
26	67,793	69,300	70,807	72,314	73,821	75,328	76,835	78,342	79,849	81,356	82,863
27	69,300	70,807	72,314	73,821	75,328	76,835	78,342	79,849	81,356	82,863	84,370
28	70,807	72,314	73,821	75,328	76,835	78,342	79,849	81,356	82,863	84,370	85,877
29	72,314	73,821	75,328	76,835	78,342	79,849	81,356	82,863	84,370	85,877	87,384
30	73,821	75,328	76,835	78,342	79,849	81,356	82,863	84,370	85,877	87,384	88,891
31	75,328	76,835	78,342	79,849	81,356	82,863	84,370	85,877	87,384	88,891	90,398
32	76,835	78,342	79,849	81,356	82,863	84,370	85,877	87,384	88,891	90,398	91,905
33	78,342	79,849	81,356	82,863	84,370	85,877	87,384	88,891	90,398	91,905	93,412
34	79,849	81,356	82,863	84,370	85,877	87,384	88,891	90,398	91,905	93,412	94,919
35	81,356	82,863	84,370	85,877	87,384	88,891	90,398	91,905	93,412	94,919	96,426
36	82,863	84,370	85,877	87,384	88,891	90,398	91,905	93,412	94,919	96,426	97,933
37	84,370	85,877	87,384	88,891	90,398	91,905	93,412	94,919	96,426	97,933	99,440
38	85,877	87,384	88,891	90,398	91,905	93,412	94,919	96,426	97,933	99,440	100,947
39	87,384	88,891	90,398	91,905	93,412	94,919	96,426	97,933	99,440	100,947	102,454
40	88,891	90,398	91,905	93,412	94,919	96,426	97,933	99,440	100,947	102,454	103,961
41	90,398	91,905	93,412	94,919	96,426	97,933	99,440	100,947	102,454	103,961	105,468
42	91,905	93,412	94,919	96,426	97,933	99,440	100,947	102,454	103,961	105,468	106,975
43	93,412	94,919	96,426	97,933	99,440	100,947	102,454	103,961	105,468	106,975	108,482
44	94,919	96,426	97,933	99,440	100,947	102,454	103,961	105,468	106,975	108,482	110,000
45	96,426	97,933	99,440	100,947	102,454	103,961	105,468	106,975	108,482	110,000	111,507
46	97,933	99,440	100,947	102,454	103,961	105,468	106,975	108,482	110,000	111,507	113,014
47	99,440	100,947	102,454	103,961	105,468	106,975	108,482	110,000	111,507	113,014	114,521
48	100,947	102,454	103,961	105,468	106,975	108,482	110,000	111,507	113,014	114,521	116,028
49	102,454	103,961	105,468	106,975	108,482	110,000	111,507	113,014	114,521	116,028	117,535
50	103,961	105,468	106,975	108,482	110,000	111,507	113,014	114,521	116,028	117,535	119,042
51	105,468	106,975	108,482	110,000	111,507	113,014	114,521	116,028	117,535	119,042	120,549
52	106,975	108,482	110,000	111,507	113,014	114,521	116,028	117,535	119,042	120,549	122,056
53	108,482	110,000	111,507	113,014	114,521	116,028	117,535	119,042	120,549	122,056	123,563
54	110,000	111,507	113,014	114,521	116,028	117,535	119,042	120,549	122,056	123,563	125,070
55	111,507	113,014	114,521	116,028	117,535	119,042	120,549	122,056	123,563	125,070	126,577
56	113,014	114,521	116,028	117,535	119,042	120,549	122,056	123,563	125,070	126,577	128,084
57	114,521	116,028	117,535	119,042	120,549	122,056	123,563	125,070	126,577	128,084	129,591
58	116,028	117,535	119,042	120,549	122,056	123,563	125,070	126,577	128,084	129,591	131,098
59	117,535	119,042	120,549	122,056	123,563	125,070	126,577	128,084	129,591	131,098	132,605
60	119,042	120,549	122,056	123,563	125,070	126,577	128,084	129,591	131,098	132,605	134,112
61	120,549	122,056	123,563	125,070	126,577	128,084	129,591	131,098	132,605	134,112	135,619
62	122,056	123,563	125,070	126,577	128,084	129,591	131,098	132,605	134,112	135,619	137,126
63	123,563	125,070	126,577	128,084	129,591	131,098	132,605	134,112	135,619	137,126	138,633
64	125,070	126,577	128,084	129,591	131,098	132,605	134,112	135,619	137,126	138,633	140,140
65	126,577	128,084	129,591	131,098	132,605	134,112	135,619	137,126	138,633	140,140	141,647
66	128,084	129,591	131,098	132,605	134,112	135,619	137,126	138,633	140,140	141,647	143,154
67	129,591	131,098	132,605	134,112	135,619	137,126	138,633	140,140	141,647	143,154	144,661
68	131,098	132,605	134,112	135,619	137,126	138,633	140,140	141,647	143,154	144,661	146,168
69	132,605	134,112	135,619	137,126	138,633	140,140	141,647	143,154	144,661	146,168	147,675
70	134,112	135,619	137,126	138,633	140,140	141,647	143,154	144,661	146,168	147,675	

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	294	HS	JH/MS	ELEM
Length of Teacher Day:	8	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:	29,575	Index:	4 x 4
Starting Salary:	29,575	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	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp. or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Standard Ins				7.00			Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: \$30/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**

	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:**

PAWNEE CITY							
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
Step					BA+36		
1	29,575	30,758	31,941	33,124	34,307	35,490	36,673
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	30,758	31,941	33,124	34,307	35,490	36,673	37,856
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	31,941	33,124	34,307	35,490	36,673	37,856	39,039
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	33,124	34,307	35,490	36,673	37,856	39,039	40,222
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	34,307	35,490	36,673	37,856	39,039	40,222	41,405
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	35,490	36,673	37,856	39,039	40,222	41,405	42,588
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	36,673	37,856	39,039	40,222	41,405	42,588	43,771
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		39,039	40,222	41,405	42,588	43,771	44,954
		1.32	1.36	1.40	1.44	1.48	1.52
9			41,405	42,588	43,771	44,954	46,137
			1.40	1.44	1.48	1.52	1.56
10				43,771	44,954	46,137	47,320
				1.48	1.52	1.56	1.60
11					46,137	47,320	48,503
					1.56	1.60	1.64
12					47,320	48,503	49,686
					1.60	1.64	1.68

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 27.2  
 Enrollment: 347  
 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: 28,800 Index: 4 x 5  
 Starting Salary: 28,800 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Grandfathered Steps 85-86  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	498.22
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	Cash
DENTAL	BC/BS	5	43.50	80.47	91.36	120.06	
PPO:			COMMENTS:				
LIFE							
LTD	Madison Nat'l		.0036				
NON-PARTICIPANT			\$498.22 cash				

**Cafeteria Plan**

Individ. Depend.  
 Options: H/A,Life,Dent, 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	12	45	yes		
Other Info: use 0-1 - \$400/2 - \$300/3 - \$200 (all inclusive)					

**PERSONAL**

**BEREAVEMENT**

PROFESSIONAL as approved

ADOPTION FMLA

**ASSOCIATION**

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**OTHER DISTRICT POLICIES**

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

**PENDER**

Step	BA		BA+9		BA+18		BA+27		BA+36		MA+9		MA+18	
	BA	BA+9	BA+9	BA+18	BA+18	BA+27	BA+27	BA+36	BA+36	MA+9	MA+9	MA+18	MA+18	
1	28,800	30,240	1.00	31,680	1.10	33,120	1.15	34,560	1.20	36,000	1.25	37,440	1.30	
2	29,952	31,392	1.04	32,832	1.14	34,272	1.19	35,712	1.24	37,152	1.29	38,592	1.34	
3	31,104	32,544	1.08	33,984	1.18	35,424	1.23	36,864	1.28	38,304	1.33	39,744	1.38	
4	32,256	33,696	1.12	35,136	1.22	36,576	1.27	38,016	1.32	39,456	1.37	40,896	1.42	
5	33,408	34,848	1.16	36,288	1.26	37,728	1.31	39,168	1.36	40,608	1.41	42,048	1.46	
6	34,560	36,000	1.20	37,440	1.30	38,880	1.35	40,320	1.40	41,760	1.45	43,200	1.50	
7	35,712	37,152	1.24	38,592	1.34	40,032	1.39	41,472	1.44	42,912	1.49	44,352	1.54	
8		38,304	1.33	39,744	1.38	41,184	1.43	42,624	1.48	44,064	1.53	45,504	1.58	
9		39,456	1.37	40,896	1.42	42,336	1.47	43,776	1.52	45,216	1.57	46,656	1.62	
10			1.46	42,048	1.51	43,488	1.56	44,928	1.61	46,368	1.66	47,808	1.71	
11			1.50	43,200	1.55	44,640	1.60	46,080	1.65	47,520	1.70	48,960	1.75	
12			1.54	44,352	1.59	45,792	1.64	47,232	1.69	48,672	1.74	50,112	1.79	
13			1.58	45,504	1.63	46,944	1.68	48,384	1.73	49,824	1.78	51,264	1.83	
14			1.62	46,656	1.67	48,192	1.72	49,536	1.77	50,976	1.82	52,416	1.87	

**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:	45.7	
Enrollment:	393	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	100	100	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	6	6		

**SALARY SCHEDULE**

Base:	29,100	Index:	4 x 4
Starting Salary:	29,100	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			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04
DENTAL	BC/BS	1	20.55	38.02	43.16	56.72

PPO: Dist to reimburse last \$300/\$600 to  
LIFE  
LTD  
NON-PARTICIPANT

**Cafeteria Plan**

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

**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**

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

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	29,100	30,264	31,428	32,592	33,756	33,756	34,920	34,920	36,084	37,248	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.20	1.24	1.28	
2	30,264	31,428	32,592	33,756	34,920	34,920	36,084	36,084	37,248	38,412	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.24	1.28	1.32	
3	31,428	32,592	33,756	34,920	36,084	36,084	37,248	37,248	38,412	39,576	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.28	1.32	1.36	
4	32,592	33,756	34,920	36,084	37,248	37,248	38,412	38,412	39,576	40,740	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.32	1.36	1.40	
5	33,756	34,920	36,084	37,248	38,412	38,412	39,576	39,576	40,740	41,904	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.36	1.40	1.44	
6	34,920	36,084	37,248	38,412	39,576	39,576	40,740	40,740	41,904	43,068	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.40	1.44	1.48	
7	36,084	37,248	38,412	39,576	40,740	40,740	41,904	41,904	43,068	44,232	
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.44	1.48	1.52	
8	37,248	38,412	39,576	40,740	41,904	41,904	43,068	43,068	44,232	45,396	
	1.28	1.32	1.36	1.40	1.44	1.44	1.48	1.48	1.52	1.56	
9	38,412	39,576	40,740	41,904	43,068	43,068	44,232	44,232	45,396	46,560	
	1.32	1.36	1.40	1.44	1.48	1.48	1.52	1.52	1.56	1.60	
10	39,576	40,740	41,904	43,068	44,232	44,232	45,396	45,396	46,560	47,724	
	1.36	1.40	1.44	1.48	1.52	1.52	1.56	1.56	1.60	1.64	
11	40,740	41,904	43,068	44,232	45,396	45,396	46,560	46,560	47,724	48,888	
	1.40	1.44	1.48	1.52	1.56	1.56	1.60	1.60	1.64	1.68	
12		43,068	44,232	45,396	46,560	46,560	47,724	47,724	48,888	50,052	
		1.48	1.52	1.56	1.60	1.60	1.64	1.64	1.68	1.72	
13			45,396	46,560	47,724	47,724	48,888	48,888	50,052	51,216	
			1.56	1.60	1.64	1.64	1.68	1.68	1.72	1.76	
14				47,724	48,888	48,888	50,052	50,052	51,216	52,380	
				1.64	1.68	1.68	1.72	1.72	1.76	1.80	
15					50,052	50,052	51,216	51,216	52,380	53,544	
					1.72	1.72	1.76	1.76	1.80	1.84	
16							52,380	52,380	53,544	54,708	
							1.80	1.80	1.84	1.88	
17									54,708	55,872	
									1.88	1.92	
18										57,036	
										1.96	

05-06 merger of Grant and Wheatland



**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 37.08  
 Enrollment: 367  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.15 7.15 7.15  
 Planning Time: 50 50 50  
 Class Periods/Day: 4 4  
 Normal Teaching Load: 3.5 3.5

**SALARY SCHEDULE**

Base: 28,935 Index: 4 x 4  
 Starting Salary: 28,935 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	EE/Sp/Child	390
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	Cash
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:			COMMENTS:				
LIFE							
LTD	Principal						
NON-PARTICIPANT							

**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 y
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	28,935	30,165	31,394	32,624	33,854	35,084	36,313		37,543
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255		1.2975
2	30,165	31,394	32,624	33,854	35,084	36,313	37,543		38,773
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975		1.34
3	31,394	32,624	33,854	35,084	36,313	37,543	38,773		40,003
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34		1.3825
4	32,624	33,854	35,084	36,313	37,543	38,773	40,003		41,232
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825		1.425
5	33,854	35,084	36,313	37,543	38,773	40,003	41,232		42,462
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425		1.4675
6	35,084	36,313	37,543	38,773	40,003	41,232	42,462		43,692
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675		1.51
7		37,543	38,773	40,003	41,232	42,462	43,692		44,922
		1.2975	1.34	1.3825	1.425	1.4675	1.51		1.5525
8			40,003	41,232	42,462	43,692	44,922		46,151
			1.3825	1.425	1.4675	1.51	1.5525		1.595
9				42,462	43,692	44,922	46,151		47,381
				1.4675	1.51	1.5525	1.595		1.6375
10					44,922	46,151	47,381		48,611
					1.5525	1.595	1.6375		1.68
11						47,381	48,611		49,841
						1.6375	1.68		1.7225
12							48,611		51,070
							1.68		1.765
13									52,300
							1.7225		1.8075
14									53,530
							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 M*

**WORKING CONDITIONS**

Contract Days: 187 FTE Teachers: 147  
 Enrollment: 1836  
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM  
 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: 30,300 Index: 4 x 5  
 Starting Salary: 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			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	350D	479.57	887.22	1007.11	1323.63	Cash, 125, or TSA
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:	Ind only takers also rec \$150/mo			COMMENTS:			
LIFE	Madison Life				6.00		
LTD	Madison Life				.0064(+B)		
NON-PARTICIPANT					\$650.68 in lieu		

**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			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:**

PLATTSMOUTH												
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	30,300	31,815	33,330	34,845	36,360	37,875	36,360	37,875	39,390	40,905	42,420	43,935
	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	31,512	33,027	34,542	36,057	37,572	39,087	37,572	39,087	40,602	42,117	43,632	45,147
	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	32,724	34,239	35,754	37,269	38,784	40,299	38,784	40,299	41,814	43,329	44,844	46,359
	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	33,936	35,451	36,966	38,481	39,996	41,511	39,996	41,511	43,026	44,541	46,056	47,571
	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	35,148	36,663	38,178	39,693	41,208	42,723	41,208	42,723	44,238	45,753	47,268	48,783
	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	36,360	37,875	39,390	40,905	42,420	43,935	42,420	43,935	45,450	46,965	48,480	49,995
	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	37,572	39,087	40,602	42,117	43,632	45,147	43,632	45,147	46,662	48,177	49,692	51,207
	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		40,299	41,814	43,329	44,844	46,359	44,844	46,359	47,874	49,389	50,904	52,419
		1.33	1.38	1.43	1.48	1.53	1.48	1.53	1.58	1.63	1.68	1.73
9			43,026	44,541	46,056	47,571	46,056	47,571	49,086	50,601	52,116	53,631
			1.42	1.47	1.52	1.57	1.52	1.57	1.62	1.67	1.72	1.77
10				45,753	47,268	48,783	47,268	48,783	50,298	51,813	53,328	54,843
				1.51	1.56	1.61	1.56	1.61	1.66	1.71	1.76	1.81
11					48,480	49,995	48,480	49,995	51,510	53,025	54,540	56,055
					1.60	1.65	1.60	1.65	1.70	1.75	1.80	1.85
12					49,692	51,207	49,692	51,207	52,722	54,237	55,752	57,267
					1.64	1.69	1.64	1.69	1.74	1.79	1.84	1.89
13						52,419	50,904	52,419	53,934	55,449	56,964	58,479
						1.73	1.68	1.73	1.78	1.83	1.88	1.93
14							52,116	53,631	55,146	56,661	58,176	59,691
							1.72	1.77	1.82	1.87	1.92	1.97
15									56,358	57,873	59,388	60,903
									1.86	1.91	1.96	2.01
16										59,085	60,600	62,115
										1.95	2.00	2.05

07-08 schedule reworked, new hires begin on step 1; BA45 for individuals who took district courses between 1992-1997, 08-09 change to a 4X5 sched







**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:	23.5
Enrollment:	191	HS	JH/MS
		ELEM	
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	50	45	60
Class Periods/Day:	5	8	
Normal Teaching Load:	4.5	7	

**SALARY SCHEDULE**

Base:	28,100	Index:	4.5 x 4.5
Starting Salary:	28,100	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				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	23.20 or 37.15
HEALTH	BC/BS	350D	455.59	842.86	956.76	1257.45	Sp. or Dep. Dental
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:			COMMENTS:				
LIFE							
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	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:	N	
Reduction in Force:	N	
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	28,100	29,365	30,629	31,894	33,158	34,423
	1.00	1.045	1.09	1.135	1.18	1.225
2	29,365	30,629	31,894	33,158	34,423	35,687
	1.045	1.09	1.135	1.18	1.225	1.27
3	30,629	31,894	33,158	34,423	35,687	36,952
	1.09	1.135	1.18	1.225	1.27	1.315
4	31,894	33,158	34,423	35,687	36,952	38,216
	1.135	1.18	1.225	1.27	1.315	1.36
5	33,158	34,423	35,687	36,952	38,216	39,481
	1.18	1.225	1.27	1.315	1.36	1.405
6	34,423	35,687	36,952	38,216	39,481	40,745
	1.225	1.27	1.315	1.36	1.405	1.45
7	35,687	36,952	38,216	39,481	40,745	42,010
	1.27	1.315	1.36	1.405	1.45	1.495
8		38,216	39,481	40,745	42,010	43,274
		1.36	1.405	1.45	1.495	1.54
9			40,745	42,010	43,274	44,539
			1.45	1.495	1.54	1.585
10			42,010	43,274	44,539	45,803
			1.495	1.54	1.585	1.63
11				44,539	45,803	47,068
				1.585	1.63	1.675
12				45,803	47,068	48,332
				1.63	1.675	1.72
13					48,332	49,597
					1.72	1.765
14					49,597	50,861
					1.765	1.81
15						52,126
						1.855
16						53,390
						1.9

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 17  
 Enrollment: 111  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 51 51 51  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 27,250 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	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp. or Dep. Dental	IRS 125: Flex Accounts:	
PPO:			COMMENTS:						
LIFE	Principal				2.05		PART-TIME BENEFITS		
LTD	Principal				.0045 (thru sal)		Minimum FTE: 0.5		
NON-PARTICIPANT					\$272.83 cash-in-lieu		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



**WORKING CONDITIONS**

Contract Days:	190	FTE Teachers:	253.80
Enrollment:	3160	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	6.75
Planning Time:	80	80	varies
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	27,950	Index:	5 x 5
Starting Salary:	30,745	Entry Level Step:	3
Career Increments:	Y	Experience Allowed:	13
Vertical Freeze:	86-87, 88-89		
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.
HEALTH	BC/BS	600D	441.08	811.81	907.17	1157.77	TSA+Dep. Dental*	Options:	
DENTAL	BC/BS	2	20.48	20.48	20.48	20.48		IRS 125: Y	
PPO:	*or 2 ind. hlth plus 83.33		COMMENTS:					Flex Accounts: Y	
LIFE	Madison Nat'l							<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l		.0036					Minimum FTE: 0.5	
NON-PARTICIPANT			\$83.33 TSA					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	27,950										
	1.00										
3	30,745	32,143	33,540	34,938	36,335	37,733	39,130	40,528	41,925	44,720	44,720
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60	1.60
4	32,143	33,540	34,938	36,335	37,733	39,130	40,528	41,925	43,323	46,118	46,118
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65	1.65
5	33,540	34,938	36,335	37,733	39,130	40,528	41,925	43,323	44,720	47,515	47,515
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70	1.70
6	34,938	36,335	37,733	39,130	40,528	41,925	43,323	44,720	46,118	48,913	48,913
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75	1.75
7	36,335	37,733	39,130	40,528	41,925	43,323	44,720	46,118	47,515	50,310	50,310
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80	1.80
8		39,130	40,528	41,925	43,323	44,720	46,118	47,515	48,913	51,708	51,708
		1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85	1.85
9			41,925	43,323	44,720	46,118	47,515	48,913	50,310	53,105	53,105
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90	1.90
10			43,323	44,720	46,118	47,515	48,913	50,310	51,708	54,503	54,503
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95	1.95
11				46,118	47,515	48,913	50,310	51,708	53,105	55,900	55,900
				1.65	1.70	1.75	1.80	1.85	1.90	2.00	2.00
12				47,515	48,913	50,310	51,708	53,105	54,503	57,298	57,298
				1.70	1.75	1.80	1.85	1.90	1.95	2.05	2.05
13				48,913	50,310	51,708	53,105	54,503	55,900	58,695	58,695
				1.75	1.80	1.85	1.90	1.95	2.00	2.10	2.10
14					51,708	53,105	54,503	55,900	57,298	60,093	60,093
					1.85	1.90	1.95	2.00	2.05	2.15	2.15
15					53,105	54,503	55,900	57,298	58,695	61,490	61,490
					1.90	1.95	2.00	2.05	2.10	2.20	2.20
16					54,503	55,900	57,298	58,695	60,093	62,888	62,888
					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.)



# Ravenna

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	41.63
Enrollment:	461	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:	28,850	Index:	4 x 5
Starting Salary:	28,850	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
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
HEALTH	BC/BS	600D		454.72	841.25	954.92	1255.04	475.83
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	Annuity
PPO:			COMMENTS:					
LIFE	Guardian					8.00		
LTD								
NON-PARTICIPANT						\$475.83	Annuity	

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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	MA	MA+9	MA+18		
0	28,850	30,293	31,735	33,178	34,620	36,063	37,505		
	1.00	1.05	1.10	1.15	1.20	1.25	1.30		
1	30,004	31,447	32,889	34,332	35,774	37,217	38,659		
	1.04	1.09	1.14	1.19	1.24	1.29	1.34		
2	31,158	32,601	34,043	35,486	36,928	38,371	39,813		
	1.08	1.13	1.18	1.23	1.28	1.33	1.38		
3	32,312	33,755	35,197	36,640	38,082	39,525	40,967		
	1.12	1.17	1.22	1.27	1.32	1.37	1.42		
4	33,466	34,909	36,351	37,794	39,236	40,679	42,121		
	1.16	1.21	1.26	1.31	1.36	1.41	1.46		
5		36,063	37,505	38,948	40,390	41,833	43,275		
		1.25	1.30	1.35	1.40	1.45	1.50		
6		37,217	38,659	40,102	41,544	42,987	44,429		
		1.29	1.34	1.39	1.44	1.49	1.54		
7			39,813	41,256	42,698	44,141	45,583		
			1.38	1.43	1.48	1.53	1.58		
8			40,967	42,410	43,852	45,295	46,737		
			1.42	1.47	1.52	1.57	1.62		
9				43,564	45,006	46,449	47,891		
				1.51	1.56	1.61	1.66		
10				44,718	46,160	47,603	49,045		
				1.55	1.60	1.65	1.70		
11					47,314	48,757	50,199		
					1.64	1.69	1.74		
12					48,468	49,911	51,353		
					1.68	1.73	1.78		
13					49,045	51,065	52,507		
					1.70	1.77	1.82		
14					49,622	51,642	53,084		
					1.72	1.79	1.84		
15						52,219	53,661		
						1.81	1.86		

09-10: BA 36, BA 45, BA 54 removed from schedule, MA column added

# Raymond Central

**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	
Enrollment:	652	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:	31,900	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	500.68
HEALTH	BC/BS	350D	479.57	479.57	479.57	479.57	Ind. Health
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:	Bd pays \$12.50/mo to defray dedt.COMMENTS: *<.51=FTE benefits						
LIFE							
LTD	Fortis				.002808 (+B)		
NON-PARTICIPANT					\$3250/yr cash		

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125: Y	
Flex Accounts: Y	
<b>PART-TIME BENEFITS</b>	
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	DOC
1	31,900	33,495	35,090	36,685	38,280	39,875	41,470	43,065	44,660
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	33,176	34,771	36,366	37,961	39,556	41,151	42,746	44,341	45,936
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	34,452	36,047	37,642	39,237	40,832	42,427	44,022	45,617	47,212
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	35,728	37,323	38,918	40,513	42,108	43,703	45,298	46,893	48,488
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	37,004	38,599	40,194	41,789	43,384	44,979	46,574	48,169	49,764
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	38,280	39,875	41,470	43,065	44,660	46,255	47,850	49,445	51,040
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	39,556	41,151	42,746	44,341	45,936	47,531	49,126	50,721	52,316
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		42,427	44,022	45,617	47,212	48,807	50,402	51,997	53,592
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		43,703	45,298	46,893	48,488	50,083	51,678	53,273	54,868
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			46,574	48,169	49,764	51,359	52,954	54,549	56,144
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			47,850	49,445	51,040	52,635	54,230	55,825	57,420
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				50,721	52,316	53,911	55,506	57,101	58,696
				1.59	1.64	1.69	1.74	1.79	1.84
13					53,592	55,187	56,782	58,377	59,972
					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:	173	FTE Teachers:		
Enrollment:	105	HS	JH/MS	ELEM
Length of Teacher Day:	8.5	8.5	8.5	
Length of Student Day:	8	8	8	
Planning Time:	55	55	30-50	
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:	Y	Experience Allowed:	5
End of Lane Stipend 2nd yr on step all lanes			
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	350D	479.57	813.87	933.76	1250.28	Or Ind. + \$91.67
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:	Ind also receive 91.67		COMMENTS: \$91.67 incentive for those taking ind.				
LIFE							
LTD	CNA				.0028		
NON-PARTICIPANT					\$166.67 Cash		

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	30	yes		

Other Info: Ind. Sick lv. Bank up to 60 days max.

**PERSONAL**

BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

RISING CITY						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
0	28,500					
	1.00					
1	30,780	32,205	33,630	35,055	36,480	37,905
	1.08	1.13	1.18	1.23	1.28	1.33
2	31,350	32,775	34,200	35,625	37,050	38,475
	1.10	1.15	1.20	1.25	1.30	1.35
3	31,920	33,345	34,770	36,195	37,620	39,045
	1.12	1.17	1.22	1.27	1.32	1.37
4	33,060	34,485	35,910	37,335	38,760	40,185
	1.16	1.21	1.26	1.31	1.36	1.41
5	34,200	35,625	37,050	38,475	39,900	41,325
	1.20	1.25	1.30	1.35	1.40	1.45
6	35,340	36,765	38,190	39,615	41,040	42,465
	1.24	1.29	1.34	1.39	1.44	1.49
7	36,480	37,905	39,330	40,755	42,180	43,605
	1.28	1.33	1.38	1.43	1.48	1.53
8		39,045	40,470	41,895	43,320	44,745
		1.37	1.42	1.47	1.52	1.57
9			41,610	43,035	44,460	45,885
			1.46	1.51	1.56	1.61
10			42,750	44,175	45,600	47,025
			1.50	1.55	1.60	1.65
11				45,315	46,740	48,165
				1.59	1.64	1.69
12				46,455	47,880	49,305
				1.63	1.68	1.73
13					49,020	50,445
					1.72	1.77
14					50,160	51,585
					1.76	1.81

**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:	28.9	
Enrollment:	194	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:	27,325	Index:	4.25 x 4.25
Starting Salary:	27,325	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	1100D	399.88	739.78	839.74	1103.65
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:	Empl. reimbursed \$800 of 1100D COMMENTS:					
LIFE						
LTD	Madison Nat'l			.0031		
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
1	27,325	28,486	29,648	30,809	31,970	33,132
	1,00	1,0425	1,085	1,1275	1,17	1,2125
2	28,486	29,648	30,809	31,970	33,132	34,293
	1,0425	1,085	1,1275	1,17	1,2125	1,255
3	29,648	30,809	31,970	33,132	34,293	35,454
	1,085	1,1275	1,17	1,2125	1,255	1,2975
4	30,809	31,970	33,132	34,293	35,454	36,616
	1,1275	1,17	1,2125	1,255	1,2975	1,34
5	31,970	33,132	34,293	35,454	36,616	37,777
	1,17	1,2125	1,255	1,2975	1,34	1,3825
6	33,132	34,293	35,454	36,616	37,777	38,938
	1,2125	1,255	1,2975	1,34	1,3825	1,425
7	34,293	35,454	36,616	37,777	38,938	40,099
	1,255	1,2975	1,34	1,3825	1,425	1,4675
8		36,616	37,777	38,938	40,099	41,261
		1,34	1,3825	1,425	1,4675	1,51
9			38,938	40,099	41,261	42,422
			1,425	1,4675	1,51	1,5525
10			40,099	41,261	42,422	43,583
			1,4675	1,51	1,5525	1,595
11				42,422	43,583	44,745
				1,5525	1,595	1,6375
12				43,583	44,745	45,906
				1,595	1,6375	1,68
13				44,745	45,906	47,067
				1,6375	1,68	1,7225
14					47,067	48,229
					1,7225	1,765
15					48,229	49,390
					1,765	1,8075
16					49,390	50,551
					1,8075	1,85
17						51,713
						1,8925



**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:	
Enrollment:	170	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	6.67	6.67	6.67
Planning Time:	50	50	65
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	26,300	Index:	4 x 5
Starting Salary:	26,300	Entry Level Step:	0
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	350D		455.59	842.86	956.75	1257.45	23.20 or 37.15	Options:
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	Sp. or Dep. Dental	
PPO:			COMMENTS:						IRS 125: Y
LIFE	Principal					6.15			Flex Accounts: Y
LTD	Principal								<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.5
									Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:	\$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)

S A R G E N T						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 15
0	26,300	27,615	28,930	30,245	31,560	32,875
	1.00	1.05	1.10	1.15	1.20	1.25
1	27,352	28,667	29,982	31,297	32,612	33,927
	1.04	1.09	1.14	1.19	1.24	1.29
2	28,404	29,719	31,034	32,349	33,664	34,979
	1.08	1.13	1.18	1.23	1.28	1.33
3	29,456	30,771	32,086	33,401	34,716	36,031
	1.12	1.17	1.22	1.27	1.32	1.37
4	30,508	31,823	33,138	34,453	35,768	37,083
	1.16	1.21	1.26	1.31	1.36	1.41
5		32,875	34,190	35,505	36,820	38,135
		1.25	1.30	1.35	1.40	1.45
6		33,927	35,242	36,557	37,872	39,187
		1.29	1.34	1.39	1.44	1.49
7		34,979	36,294	37,609	38,924	40,239
		1.33	1.38	1.43	1.48	1.53
8		36,031	37,346	38,661	39,976	41,291
		1.37	1.42	1.47	1.52	1.57
9			38,398	39,713	41,028	42,343
			1.46	1.51	1.56	1.61
10				40,765	42,080	43,395
				1.55	1.60	1.65
11				41,817	43,132	44,447
				1.59	1.64	1.69
12					44,184	45,499
					1.68	1.73
13					45,236	46,551
					1.72	1.77
14						47,603
						1.81
15						48,655
						1.85
16						49,707
						1.89



# SCNUD 5

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 58.5  
 Enrollment: 652  
 HS JH/MS ELEM  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.25 7.25 7.25  
 Planning Time: 47 47  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 29,400 Index: 4 x 5  
 Starting Salary: 29,400 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	23.20 or 37.15 Sp. or Dep. Dental
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:			COMMENTS:				
LIFE							
LTD	Madison Nat'l					.0033 (+Bthru 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	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:**

SCN UNIFIED DISTRICT #5										
	BA	BA + 9	BA + 18	BA + 27	BA + 36		MA + 9	MA + 18	MA + 27	MA + 36
Step					MA					
1	29,400	30,870	32,340	33,810	35,280		36,750	38,220	39,690	41,160
	1.00	1.05	1.10	1.15	1.20		1.25	1.30	1.35	1.40
2	30,576	32,046	33,516	34,986	36,456		37,926	39,396	40,866	42,336
	1.04	1.09	1.14	1.19	1.24		1.29	1.34	1.39	1.44
3	31,752	33,222	34,692	36,162	37,632		39,102	40,572	42,042	43,512
	1.08	1.13	1.18	1.23	1.28		1.33	1.38	1.43	1.48
4	32,928	34,398	35,868	37,338	38,808		40,278	41,748	43,218	44,688
	1.12	1.17	1.22	1.27	1.32		1.37	1.42	1.47	1.52
5	34,104	35,574	37,044	38,514	39,984		41,454	42,924	44,394	45,864
	1.16	1.21	1.26	1.31	1.36		1.41	1.46	1.51	1.56
6	35,280	36,750	38,220	39,690	41,160		42,630	44,100	45,570	47,040
	1.20	1.25	1.30	1.35	1.40		1.45	1.50	1.55	1.60
7		37,926	39,396	40,866	42,336		43,806	45,276	46,746	48,216
		1.29	1.34	1.39	1.44		1.49	1.54	1.59	1.64
8		39,102	40,572	42,042	43,512		44,982	46,452	47,922	49,392
		1.33	1.38	1.43	1.48		1.53	1.58	1.63	1.68
9			41,748	43,218	44,688		46,158	47,628	49,098	50,568
			1.42	1.47	1.52		1.57	1.62	1.67	1.72
10				44,394	45,864		47,334	48,804	50,274	51,744
				1.51	1.56		1.61	1.66	1.71	1.76
11				45,570	47,040		48,510	49,980	51,450	52,920
				1.55	1.60		1.65	1.70	1.75	1.80
12					48,216		49,686	51,156	52,626	54,096
					1.64		1.69	1.74	1.79	1.84
13					49,392		50,862	52,332	53,802	55,272
					1.68		1.73	1.78	1.83	1.88
14					50,568		52,038	53,508	54,978	56,448
					1.72		1.77	1.82	1.87	1.92
15							53,214	54,684	56,154	57,624
							1.81	1.86	1.91	1.96







**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	103.8
Enrollment:	1369	HS	JH/MS
		ELEM	
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:	29,600	Index:	5 x 4
Starting Salary:	29,600	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			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	439.85	813.75	923.70	1214.01
DENTAL	BC/BS	2	21.11	39.04	44.31	58.26
PPO:	1/1/10 plan changes from 350D to 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	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	29,600	30,784	31,968	33,152	34,336	35,520	36,704	37,888		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	31,080	32,264	33,448	34,632	35,816	37,000	38,184	39,368		
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33		
3	32,560	33,744	34,928	36,112	37,296	38,480	39,664	40,848		
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38		
4	34,040	35,224	36,408	37,592	38,776	39,960	41,144	42,328		
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43		
5	35,520	36,704	37,888	39,072	40,256	41,440	42,624	43,808		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
6	37,000	38,184	39,368	40,552	41,736	42,920	44,104	45,288		
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53		
7	38,480	39,664	40,848	42,032	43,216	44,400	45,584	46,768		
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58		
8		41,144	42,328	43,512	44,696	45,880	47,064	48,248		
		1.39	1.43	1.47	1.51	1.55	1.59	1.63		
9			43,808	44,992	46,176	47,360	48,544	49,728		
			1.48	1.52	1.56	1.60	1.64	1.68		
10				46,472	47,656	48,840	50,024	51,208		
				1.57	1.61	1.65	1.69	1.73		
11					49,136	50,320	51,504	52,688		
					1.66	1.70	1.74	1.78		
12					50,616	51,800	52,984	54,168		
					1.71	1.75	1.79	1.83		
13						53,280	54,464	55,648		
						1.80	1.84	1.88		
14							55,944	57,128		
							1.89	1.93		
15								58,608		
								1.98		
16								60,088		
								2.03		

07-08 BA45 eliminated, current staff is grandfathered

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	334	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	6.62	6.62	6.62
Planning Time:	47	47	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,975	Index:	4.5 x 4
Starting Salary:	28,975	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	350D	455.59	842.86	956.75	1257.45
DENTAL	BC/BS	2	21.11	39.04	44.31	58.26
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125:	
Flex Accounts:	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.49	
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**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

SHELBY							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	28,975	30,134	31,293	32,452	33,611	34,770	35,929
	1.00	1.04	1.08	1.12	1.16	1.2	1.24
2	30,279	31,438	32,597	33,756	34,915	36,074	37,233
	1.045	1.085	1.125	1.165	1.205	1.245	1.285
3	31,583	32,742	33,901	35,060	36,219	37,378	38,537
	1.09	1.13	1.17	1.21	1.25	1.29	1.33
4	32,887	34,046	35,205	36,364	37,523	38,682	39,841
	1.135	1.175	1.215	1.255	1.295	1.335	1.375
5	34,191	35,350	36,509	37,668	38,827	39,986	41,145
	1.18	1.22	1.26	1.3	1.34	1.38	1.42
6		36,653	37,812	38,971	40,130	41,289	42,448
		1.265	1.305	1.345	1.385	1.425	1.465
7		37,957	39,116	40,275	41,434	42,593	43,752
		1.31	1.35	1.39	1.43	1.47	1.51
8		39,261	40,420	41,579	42,738	43,897	45,056
		1.355	1.395	1.435	1.475	1.515	1.555
9		40,565	41,724	42,883	44,042	45,201	46,360
		1.4	1.44	1.48	1.52	1.56	1.6
10		41,869	43,028	44,187	45,346	46,505	47,664
		1.445	1.485	1.525	1.565	1.605	1.645
11				45,491	46,650	47,809	48,968
				1.57	1.61	1.65	1.69
12				46,795	47,954	49,113	50,272
				1.615	1.655	1.695	1.735
13					49,258	50,417	51,576
					1.7	1.74	1.78
14					50,561	51,720	52,879
					1.745	1.785	1.825
15					51,865	53,024	54,183
					1.79	1.83	1.87
16						54,328	55,487
						1.875	1.915

**WORKING CONDITIONS**

Contract Days:	181	FTE Teachers:	
Enrollment:	333	HS	JH/MS ELEM
Length of Teacher Day:	8	8	7.5
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,200	Index:	4 x 4
Starting Salary:	28,200	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			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04
DENTAL	BC/BS	4	39.75	73.53	83.47	109.71
PPO:			COMMENTS:			
LIFE	Companion Life				3.20	
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	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	28,200	29,328	30,456	31,584	32,712	33,840	34,968	36,096	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	29,328	30,456	31,584	32,712	33,840	34,968	36,096	37,224	37,224
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.32
3	30,456	31,584	32,712	33,840	34,968	36,096	37,224	38,352	38,352
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.36
4	31,584	32,712	33,840	34,968	36,096	37,224	38,352	39,480	39,480
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.40
5	32,712	33,840	34,968	36,096	37,224	38,352	39,480	40,608	40,608
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.44
6	33,840	34,968	36,096	37,224	38,352	39,480	40,608	41,736	41,736
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.48
7	34,968	36,096	37,224	38,352	39,480	40,608	41,736	42,864	42,864
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.52
8		37,224	38,352	39,480	40,608	41,736	42,864	43,992	43,992
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.56
9			39,480	40,608	41,736	42,864	43,992	45,120	45,120
			1.40	1.44	1.48	1.52	1.56	1.60	1.60
10				41,736	42,864	43,992	45,120	46,248	46,248
				1.48	1.52	1.56	1.60	1.64	1.64
11					42,864	43,992	45,120	46,248	47,376
					1.52	1.56	1.60	1.64	1.68
12						45,120	46,248	47,376	48,504
						1.60	1.64	1.68	1.72
13							46,248	47,376	48,504
							1.64	1.68	1.72
14								48,504	49,632
								1.72	1.76
15									50,196
									1.78
16									
									52,452
									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: 183 FTE Teachers: 22  
 Enrollment: 133  
 Length of Teacher Day: 7.5 HS 7.5 JH/MS 7.5 ELEM  
 Length of Student Day: 7 7 7  
 Planning Time: 48 48 30  
 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: 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	600D	431.98	799.19	907.17	1192.29	23.20 or 37.15 Sp. or Dep. Dental
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
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	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		36,608	37,752	38,896	40,040	41,184	42,328
		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		38,896	40,040	41,184	42,328	43,472	44,616
		1.36	1.40	1.44	1.48	1.52	1.56
10			41,184	42,328	43,472	44,616	45,760
			1.44	1.48	1.52	1.56	1.60
11				43,472	44,616	45,760	46,904
				1.52	1.56	1.60	1.64
12					45,760	46,904	48,048
					1.60	1.64	1.68
13						48,048	49,192
						1.68	1.72



**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:		
Enrollment:	245	HS	JH/MS	ELEM
Length of Teacher Day:	8	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:	28,400	Index:	4 x 4
Starting Salary:	28,400	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	600D		431.98	799.19	907.17	1192.29	23.20 or 37.15	Options:
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE									<b>PART-TIME BENEFITS</b>
LTD									Minimum FTE: 0
NON-PARTICIPANT									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	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		38,624	39,760	40,896	42,032	43,168	44,304	45,440
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			40,896	42,032	43,168	44,304	45,440	46,576
			1.44	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				44,304	45,440	46,576	47,712	48,848
				1.56	1.60	1.64	1.68	1.72
13					46,576	47,712	48,848	49,984
					1.64	1.68	1.72	1.76







# South Sarpy Dist 46

**WORKING CONDITIONS**

Contract Days:	187	FTE Teachers:	
Enrollment:	1055	HS	JH/MS ELEM
Length of Teacher Day:	7.5	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:	30,475	Index:	5 x 3
Starting Salary:		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			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	23.20 or 37.15	Options:
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp. or Dep. Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE	Madison Nat'l				4.40			Flex Accounts: Y
LTD	Madison Nat'l				.0040 (thru sal)			<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.4 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	70	yes		
Other Info: Sev:sub. rate per day (1/2 of days) at retire after 20 yrs.					
PERSONAL	2			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	30,475	31,389	32,304	33,218	34,132	35,046	35,961	36,875	37,789	
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24	
2	31,999	32,913	33,827	34,742	35,656	36,570	37,484	38,399	39,313	
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29	
3	33,523	34,437	35,351	36,265	37,180	38,094	39,008	39,922	40,837	
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34	
4	35,046	35,961	36,875	37,789	38,703	39,618	40,532	41,446	42,360	
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	
5	36,570	37,484	38,399	39,313	40,227	41,141	42,056	42,970	43,884	
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44	
6		39,008	39,922	40,837	41,751	42,665	43,579	44,494	45,408	
		1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49	
7		40,532	41,446	42,360	43,275	44,189	45,103	46,017	46,932	
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54	
8			42,970	43,884	44,798	45,713	46,627	47,541	48,455	
			1.41	1.44	1.47	1.50	1.53	1.56	1.59	
9			44,494	45,408	46,322	47,236	48,151	49,065	49,979	
			1.46	1.49	1.52	1.55	1.58	1.61	1.64	
10				46,932	47,846	48,760	49,674	50,589	51,503	
				1.54	1.57	1.60	1.63	1.66	1.69	
11					49,370	50,284	51,198	52,112	53,027	
					1.62	1.65	1.68	1.71	1.74	
12					50,893	51,808	52,722	53,636	54,550	
					1.67	1.70	1.73	1.76	1.79	
13					52,417	53,331	54,246	55,160	56,074	
					1.72	1.75	1.78	1.81	1.84	
14						54,855	55,769	56,684	57,598	
						1.80	1.83	1.86	1.89	
15							57,293	58,207	59,122	
							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

**WORKING CONDITIONS**

Contract Days:	188	FTE Teachers:	299
Enrollment:	3823	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:	30,950	Index:	4 x 5
Starting Salary:		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	605	Individ. Depend. 605 605
HEALTH	BC/BS	600D		Cafeteria	Options: H/A,TSA,Cash
DENTAL	BC/BS	1			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE	Guardian				<b>PART-TIME BENEFITS</b>
LTD					Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	30,950	32,498	34,045	35,593	37,140	37,140	38,688	40,235	41,783	43,330	44,878
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
2	32,188	33,736	35,283	36,831	38,378	38,378	39,926	41,473	43,021	44,568	46,116
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44	1.49
3	33,426	34,974	36,521	38,069	39,616	39,616	41,164	42,711	44,259	45,806	47,354
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48	1.53
4	34,664	36,212	37,759	39,307	40,854	40,854	42,402	43,949	45,497	47,044	48,592
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52	1.57
5	35,902	37,450	38,997	40,545	42,092	42,092	43,640	45,187	46,735	48,282	49,830
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56	1.61
6	37,140	38,688	40,235	41,783	43,330	43,330	44,878	46,425	47,973	49,520	51,068
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	38,378	39,926	41,473	43,021	44,568	44,568	46,116	47,663	49,211	50,758	52,306
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64	1.69
8	39,616	41,164	42,711	44,259	45,806	45,806	47,354	48,901	50,449	51,996	53,544
	1.28	1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68	1.73
9				45,497	47,044	47,044	48,592	50,139	51,687	53,234	54,782
				1.47	1.52	1.52	1.57	1.62	1.67	1.72	1.77
10					48,282	48,282	49,830	51,377	52,925	54,472	56,020
					1.56	1.56	1.61	1.66	1.71	1.76	1.81
11					49,520	49,520	51,068	52,615	54,163	55,710	57,258
					1.60	1.60	1.65	1.70	1.75	1.80	1.85
12					50,758	50,758	52,306	53,853	55,401	56,948	58,496
					1.64	1.64	1.69	1.74	1.79	1.84	1.89
13						51,996	53,544	55,091	56,639	58,186	59,734
						1.68	1.73	1.78	1.83	1.88	1.93
14								56,329	57,877	59,424	60,972
								1.82	1.87	1.92	1.97
15								57,567	59,115	60,662	62,210
								1.86	1.91	1.96	2.01

**WORKING CONDITIONS**

Contract Days: 180 FTE Teachers: 43.35  
 Enrollment: 411  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.25 7.25 6.48  
 Planning Time: 50 50 60  
 Class Periods/Day: 7 7  
 Normal Teaching Load: 6 6

**SALARY SCHEDULE**

Base: 28,550 Index: 4 x 4  
 Starting Salary: 28,550 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	600D	431.98	799.19	907.17	1192.29
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11

PPO: District reimburses \$250/\$300 tow  
 LIFE  
 LTD Jefferson Pilot .0044 (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	13	50	yes		
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**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+36
1	28,550	29,692	30,834	31,976	33,118	34,260	35,402	36,544
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	29,692	30,834	31,976	33,118	34,260	35,402	36,544	37,686
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	30,834	31,976	33,118	34,260	35,402	36,544	37,686	38,828
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	31,976	33,118	34,260	35,402	36,544	37,686	38,828	39,970
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	33,118	34,260	35,402	36,544	37,686	38,828	39,970	41,112
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	34,260	35,402	36,544	37,686	38,828	39,970	41,112	42,254
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		36,544	37,686	38,828	39,970	41,112	42,254	43,396
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		37,686	38,828	39,970	41,112	42,254	43,396	44,538
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		38,828	39,970	41,112	42,254	43,396	44,538	45,680
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			41,112	42,254	43,396	44,538	45,680	46,822
			1.44	1.48	1.52	1.56	1.60	1.64
11				43,396	44,538	45,680	46,822	47,964
				1.52	1.56	1.60	1.64	1.68
12					45,680	46,822	47,964	49,106
					1.60	1.64	1.68	1.72
13						46,822	47,964	49,106
						1.64	1.68	1.72
14							50,248	51,390
							1.76	1.80



**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:	38.59	
Enrollment:	341	HS	JH/MS	ELEM
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:	28,250	Index:	4 x 4
Starting Salary:	28,250	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	17
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	350D		455.59	842.86	956.75	1257.45	23.20 or 37.15 Sp. or Dep. Dental
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	
PPO:			COMMENTS:					
LIFE								
LTD								
NON-PARTICIPANT								

**Cafeteria Plan**

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

**LEAVES**

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

S O U T H W E S T							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18
1	28,250	29,380	30,510	31,640	32,770	33,900	35,030
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,380	30,510	31,640	32,770	33,900	35,030	36,160
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	30,510	31,640	32,770	33,900	35,030	36,160	37,290
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	31,640	32,770	33,900	35,030	36,160	37,290	38,420
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	32,770	33,900	35,030	36,160	37,290	38,420	39,550
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	33,900	35,030	36,160	37,290	38,420	39,550	40,680
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		36,160	37,290	38,420	39,550	40,680	41,810
		1.28	1.32	1.36	1.40	1.44	1.48
8			38,420	39,550	40,680	41,810	42,940
			1.36	1.40	1.44	1.48	1.52
9				39,550	40,680	41,810	42,940
				1.44	1.48	1.52	1.56
10					41,810	42,940	44,070
					1.48	1.52	1.56
11						42,940	44,070
						1.56	1.60
12							44,070
							1.60
13							
							46,330
							1.64
14							
							47,460
							1.68
15							
							49,720
							1.76
16							
							51,980
							1.84
17							
							53,110
							1.88



**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:		
Enrollment:	156	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.75	7.75	7.75	7.75
Planning Time:	51	51	51	51
Class Periods/Day:	8	8	8	8
Normal Teaching Load:	7	7	7	7

**SALARY SCHEDULE**

Base:	27,900	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				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp. or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l				5.00			Minimum FTE:	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	14,12	35	yes		
Other Info:	14 first yr, 12 other yrs				
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	27,900	29,156	30,411	31,667	32,922	34,178
	1.00	1.045	1.09	1.135	1.18	1.225
2	29,016	30,272	31,527	32,783	34,038	35,294
	1.04	1.085	1.13	1.175	1.22	1.265
3	30,132	31,388	32,643	33,899	35,154	36,410
	1.08	1.125	1.17	1.215	1.26	1.305
4	31,248	32,504	33,759	35,015	36,270	37,526
	1.12	1.165	1.21	1.255	1.3	1.345
5	32,364	33,620	34,875	36,131	37,386	38,642
	1.16	1.205	1.25	1.295	1.34	1.385
6	33,480	34,736	35,991	37,247	38,502	39,758
	1.2	1.245	1.29	1.335	1.38	1.425
7	34,596	35,852	37,107	38,363	39,618	40,874
	1.24	1.285	1.33	1.375	1.42	1.465
8		36,968	38,223	39,479	40,734	41,990
		1.325	1.37	1.415	1.46	1.505
9			39,339	40,595	41,850	43,106
			1.41	1.455	1.5	1.545
10				41,711	42,966	44,222
				1.495	1.54	1.585
11					44,082	45,338
					1.58	1.625
12						46,454
						1.665

08-09 yrs exp changed from 5 to all



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	47
Enrollment:	652	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	45	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,650	Index:	4 x 5
Starting Salary:	28,650	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	Individ.
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	48.02 or 76.82	Options:	
DENTAL	BC/BS	3	43.65	43.65	43.65	43.65	Sp. or Dep. Dental	IRS 125: Y	
PPO:	5% BC/BS discount		COMMENTS:					Flex Accounts:	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Principal				.0033			Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Emergency-5 days

ST. PAUL									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18		
1	28,650	30,083	31,515	32,948	34,380	35,813	37,245		
	1.00	1.05	1.10	1.15	1.20	1.25	1.30		
2	29,796	31,229	32,661	34,094	35,526	36,959	38,391		
	1.04	1.09	1.14	1.19	1.24	1.29	1.34		
3	30,942	32,375	33,807	35,240	36,672	38,105	39,537		
	1.08	1.13	1.18	1.23	1.28	1.33	1.38		
4	32,088	33,521	34,953	36,386	37,818	39,251	40,683		
	1.12	1.17	1.22	1.27	1.32	1.37	1.42		
5	33,234	34,667	36,099	37,532	38,964	40,397	41,829		
	1.16	1.21	1.26	1.31	1.36	1.41	1.46		
6	34,380	35,813	37,245	38,678	40,110	41,543	42,975		
	1.20	1.25	1.30	1.35	1.40	1.45	1.50		
7		36,959	38,391	39,824	41,256	42,689	44,121		
		1.29	1.34	1.39	1.44	1.49	1.54		
8			39,537	40,970	42,402	43,835	45,267		
			1.38	1.43	1.48	1.53	1.58		
9			40,683	42,116	43,548	44,981	46,413		
			1.42	1.47	1.52	1.57	1.62		
10				43,262	44,694	46,127	47,559		
				1.51	1.56	1.61	1.66		
11				44,408	45,840	47,273	48,705		
				1.55	1.60	1.65	1.70		
12					46,986	48,419	49,851		
					1.64	1.69	1.74		
13					48,132	49,565	50,997		
					1.68	1.73	1.78		
14						50,711	52,143		
						1.77	1.82		

**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	39
Enrollment:	469	HS	JH/MS
Length of Teacher Day:	8	ELEM	8
Length of Student Day:	7.3		7.3
Planning Time:	49		55
Class Periods/Day:	8		8
Normal Teaching Load:	6		6

**SALARY SCHEDULE**

Base:	29,100	Index:	4 x 5
Starting Salary:	29,100	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	Individ.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	1/2 ind. prem. cash/TSA	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11		IRS 125: Y	
PPO:	250/500 paid by dist for ded		COMMENTS:					Flex Accounts: Y	
LIFE	Nat'l Insurance						2.55	<b>PART-TIME BENEFITS</b>	
LTD	ReliaStar						.0040	Minimum FTE: 0	
NON-PARTICIPANT							\$250.34 Cash	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	29,100	30,555	32,010	33,465	34,920	36,375	37,830	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	30,264	31,719	33,174	34,629	36,084	37,539	38,994	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	31,428	32,883	34,338	35,793	37,248	38,703	40,158	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	32,592	34,047	35,502	36,957	38,412	39,867	41,322	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	33,756	35,211	36,666	38,121	39,576	41,031	42,486	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6		36,375	37,830	39,285	40,740	42,195	43,650	
		1.25	1.30	1.35	1.40	1.45	1.50	
7			38,994	40,449	41,904	43,359	44,814	
			1.34	1.39	1.44	1.49	1.54	
8				41,613	43,068	44,523	45,978	
				1.43	1.48	1.53	1.58	
9				42,777	44,232	45,687	47,142	
				1.47	1.52	1.57	1.62	
10					45,396	46,851	48,306	
					1.56	1.61	1.66	
11					46,560	48,015	49,470	
					1.60	1.65	1.70	
12					47,724	49,179	50,634	
					1.64	1.69	1.74	
13					48,888	50,343	51,798	
					1.68	1.73	1.78	

**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:	20.75
Enrollment:	176	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:	27,700	Index:	4 x 5
Starting Salary:	27,700	Entry Level Step:	0
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	600D	431.98	799.19	907.17	1192.29
DENTAL	BC/BS	5	21.75	40.24	45.68	60.03
PPO:	emp pays \$350 ded, dist pays last					
LIFE						
LTD	School Ins.				.0063	
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	27,700	29,085	30,470	31,855	33,240	33,240	34,625	36,010
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
1	28,808	30,193	31,578	32,963	34,348	34,348	35,733	37,118
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
2	29,916	31,301	32,686	34,071	35,456	35,456	36,841	38,226
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
3	31,024	32,409	33,794	35,179	36,564	36,564	37,949	39,334
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
4	32,132	33,517	34,902	36,287	37,672	37,672	39,057	40,442
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
5	33,240	34,625	36,010	37,395	38,780	38,780	40,165	41,550
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
6	34,348	35,733	37,118	38,503	39,888	39,888	41,273	42,658
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
7		36,841	38,226	39,611	40,996	40,996	42,381	43,766
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
8			39,334	40,719	42,104	42,104	43,489	44,874
			1.42	1.47	1.52	1.52	1.57	1.62
9				41,827	43,212	43,212	44,597	45,982
				1.51	1.56	1.56	1.61	1.66
10					44,320	44,320	45,705	47,090
					1.60	1.60	1.65	1.70
11					45,428	45,428	46,813	48,198
					1.64	1.64	1.69	1.74

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 216  
 Length of Teacher Day: 9  
 Length of Student Day: 8.5  
 Planning Time: 52  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

**SALARY SCHEDULE**

Base: 28,750 Index: 4 x 4  
 Starting Salary: 28,750 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	600D	454.72	841.25	954.92	1255.04	TSA
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:	Bd pays diff btwn 350D & 600D		COMMENTS:				166.67
LIFE							
LTD	Principal						
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		
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	P
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	28,750	29,900	31,050	32,200	33,350	34,500
	1.00	1.04	1.08	1.12	1.16	1.20
2	29,900	31,050	32,200	33,350	34,500	35,650
	1.04	1.08	1.12	1.16	1.20	1.24
3	31,050	32,200	33,350	34,500	35,650	36,800
	1.08	1.12	1.16	1.20	1.24	1.28
4	32,200	33,350	34,500	35,650	36,800	37,950
	1.12	1.16	1.20	1.24	1.28	1.32
5	33,350	34,500	35,650	36,800	37,950	39,100
	1.16	1.20	1.24	1.28	1.32	1.36
6	34,500	35,650	36,800	37,950	39,100	40,250
	1.20	1.24	1.28	1.32	1.36	1.40
7	35,650	36,800	37,950	39,100	40,250	41,400
	1.24	1.28	1.32	1.36	1.40	1.44
8	36,800	37,950	39,100	40,250	41,400	42,550
	1.28	1.32	1.36	1.40	1.44	1.48
9	37,950	39,100	40,250	41,400	42,550	43,700
	1.32	1.36	1.40	1.44	1.48	1.52
10		40,250	41,400	42,550	43,700	44,850
		1.40	1.44	1.48	1.52	1.56
11			42,550	43,700	44,850	46,000
			1.48	1.52	1.56	1.60
12				44,850	46,000	47,150
				1.56	1.60	1.64
13					47,150	48,300
					1.64	1.68

08-09 step added to bottom of each column

**WORKING CONDITIONS**

Contract Days: 180 FTE Teachers:  
 Enrollment: 170  
 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: 0  
 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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	22.61 or 36.17	Options:	
DENTAL	BC/BS	1	20.55	20.55	20.55	20.55	Sp. or Dep. Dental	IRS 125: Flex Accounts:	
PPO:			COMMENTS:					PART-TIME BENEFITS	
LIFE								Minimum FTE: 0.4	
LTD								Contribution: fte	
NON-PARTICIPANT									

**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**

	Negotiated/ Policy	Exists
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	27,600	28,704	29,808	30,912	32,016	33,120
	1.00	1.04	1.08	1.12	1.16	1.20
2	28,704	29,808	30,912	32,016	33,120	34,224
	1.04	1.08	1.12	1.16	1.20	1.24
3	29,808	30,912	32,016	33,120	34,224	35,328
	1.08	1.12	1.16	1.20	1.24	1.28
4	30,912	32,016	33,120	34,224	35,328	36,432
	1.12	1.16	1.20	1.24	1.28	1.32
5	32,016	33,120	34,224	35,328	36,432	37,536
	1.16	1.20	1.24	1.28	1.32	1.36
6	33,120	34,224	35,328	36,432	37,536	38,640
	1.20	1.24	1.28	1.32	1.36	1.40
7		35,328	36,432	37,536	38,640	39,744
		1.28	1.32	1.36	1.40	1.44
8			37,536	38,640	39,744	40,848
			1.36	1.40	1.44	1.48
9				39,744	40,848	41,952
				1.44	1.48	1.52
10					41,952	43,056
					1.52	1.56

# Sumner-Eddyville-Miller

**WORKING CONDITIONS**

Contract Days: 183 FTE Teachers: 23  
 Enrollment: 191  
 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: 27,950 Index: 4 x 4  
 Starting Salary: 27,950 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
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 + 45						MA + 9	MA + 18
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA		
1	27,950	29,068	30,186	31,304	32,422	33,540	34,658	35,776
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	29,068	30,186	31,304	32,422	33,540	34,658	35,776	36,894
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	30,186	31,304	32,422	33,540	34,658	35,776	36,894	38,012
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	31,304	32,422	33,540	34,658	35,776	36,894	38,012	39,130
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	32,422	33,540	34,658	35,776	36,894	38,012	39,130	40,248
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	33,540	34,658	35,776	36,894	38,012	39,130	40,248	41,366
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		35,776	36,894	38,012	39,130	40,248	41,366	42,484
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			38,012	39,130	40,248	41,366	42,484	43,602
			1.36	1.40	1.44	1.48	1.52	1.56
9			39,130	40,248	41,366	42,484	43,602	44,720
			1.40	1.44	1.48	1.52	1.56	1.60
10				41,366	42,484	43,602	44,720	45,838
				1.48	1.52	1.56	1.60	1.64
11					43,602	44,720	45,838	46,956
					1.56	1.60	1.64	1.68
12						45,838	46,956	48,074
						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**

Contract Days:	185	FTE Teachers:	37.1
Enrollment:	459	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	97	97	95
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	29,525	Index:	4 x 5
Starting Salary:	29,525	Entry Level Step:	1
Career Increments:		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	350D		455.59	842.86	956.75	1257.45	23.20 or 37.15	Options:
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11	Sp. or Dep. Dental	IRS 125:
PPO:			COMMENTS:						Flex Accounts:
LIFE									<b>PART-TIME BENEFITS</b>
LTD	Principal					.00313(+Bthru sal)			Minimum FTE: 0.5
NON-PARTICIPANT									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	2				EOY-pd for xtra or banked for n
BEREAVEMENT	5/3				
PROFESSIONAL					Admin. discretion
ADOPTION					
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:	N	

**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	M A								
1	29,525	31,001	32,478	33,954	35,430	36,906	38,383	39,859	41,335
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	30,706	32,182	33,659	35,135	36,611	38,087	39,564	41,040	42,516
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	31,887	33,363	34,840	36,316	37,792	39,268	40,745	42,221	43,697
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	33,068	34,544	36,021	37,497	38,973	40,449	41,926	43,402	44,878
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	34,249	35,725	37,202	38,678	40,154	41,630	43,107	44,583	46,059
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	35,430	36,906	38,383	39,859	41,335	42,811	44,288	45,764	47,240
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		38,087	39,564	41,040	42,516	43,992	45,469	46,945	48,421
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		39,268	40,745	42,221	43,697	45,173	46,650	48,126	49,602
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			41,926	43,402	44,878	46,354	47,831	49,307	50,783
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				44,583	46,059	47,535	49,012	50,488	51,964
				1.51	1.56	1.61	1.66	1.71	1.76
11				45,764	47,240	48,716	50,193	51,669	53,145
				1.55	1.60	1.65	1.70	1.75	1.80
12					48,421	49,897	51,374	52,850	54,326
					1.64	1.69	1.74	1.79	1.84
13					49,602	51,078	52,555	54,031	55,507
					1.68	1.73	1.78	1.83	1.88
14					50,783	52,259	53,736	55,212	56,688
					1.72	1.77	1.82	1.87	1.92
15						53,440	54,917	56,393	57,869
						1.81	1.86	1.91	1.96

**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers: 35.35  
 Enrollment: 377  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 51 51 51  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 26,800 Index: 5 x 5  
 Starting Salary: 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	600D	454.72	841.25	954.92	1255.04	
DENTAL	BC/BS	4	39.75	73.53	83.47	109.71	
PPO:	Dist pays 250/500 of ded cost		COMMENTS: \$435.14 (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	26,800	27,872	28,944	30,016	31,088	32,160	33,232	34,304
	100	104	108	112	116	120	124	128
2	28,140	29,748	31,088	32,688	34,088	35,108	36,448	37,788
	105	111	116	122	127	131	136	141
3	29,480	31,624	33,232	35,376	36,984	38,056	39,664	41,272
	110	118	124	132	138	142	148	154
4	30,820	33,500	35,376	38,056	39,982	41,004	42,880	44,756
	115	125	132	142	149	153	160	167
5	32,160	35,376	37,520	40,736	42,880	43,952	46,096	48,240
	120	132	140	152	160	164	172	180
6	33,500	37,252	39,664	43,416	45,888	46,900	49,312	51,724
	125	139	148	162	171	175	184	198





# Syracuse-Dunbar-Avoca

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 742  
 Length of Teacher Day: 7.75 HS 7.75 JH/MS 7.75 ELEM  
 Length of Student Day: 6.8 6.8 6.5  
 Planning Time: 72 72 90  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 29,725 Index: 5 x 5  
 Starting Salary: 29,725 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**

<b>Type</b>	<b>Carrier</b>	<b>Option</b>	<b>Amount Paid by District</b>	<b>Couple - Benefits</b>	<b>Cafeteria Plan</b>
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	516.67	Individ. Depend. 516.67 516.67 Options: H/A, Dent
HEALTH	BC/BS	350D			IRS 125: Y
DENTAL	BC/BS	5		Cafeteria	Flex Accounts: Y
PPO:			COMMENTS:		<b>PART-TIME BENEFITS</b>
LIFE	The Principal		4.38		Minimum FTE: 0.5
LTD	The Principal		.0038 (thru sal)		Contribution: fte
NON-PARTICIPANT					

**LEAVES**

<b>Type</b>	<b>Days/Year</b>	<b>Accum.</b>	<b>Depend. use</b>	<b>Approval Needed</b>	<b>Other</b>
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**

	<b>Exists</b>	<b>Negotiated/Policy</b>
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	29,725	31,211	32,698	34,184	35,670	37,156	38,643	40,129	41,615	44,588
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	31,211	32,698	34,184	35,670	37,156	38,643	40,129	41,615	43,101	46,074
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.55
3	32,698	34,184	35,670	37,156	38,643	40,129	41,615	43,101	44,588	47,560
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60
4	34,184	35,670	37,156	38,643	40,129	41,615	43,101	44,588	46,074	49,046
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65
5	35,670	37,156	38,643	40,129	41,615	43,101	44,588	46,074	47,560	50,533
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
6	37,156	38,643	40,129	41,615	43,101	44,588	46,074	47,560	49,046	52,019
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75
7	38,643	40,129	41,615	43,101	44,588	46,074	47,560	49,046	50,533	53,505
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80
8	40,129	41,615	43,101	44,588	46,074	47,560	49,046	50,533	52,019	54,991
	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85
9		43,101	44,588	46,074	47,560	49,046	50,533	52,019	53,505	56,478
		1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90
10			46,074	47,560	49,046	50,533	52,019	53,505	54,991	57,964
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95
11				49,046	50,533	52,019	53,505	54,991	56,478	59,450
				1.65	1.70	1.75	1.80	1.85	1.90	2.00
12					52,019	53,505	54,991	56,478	57,964	60,936
					1.75	1.80	1.85	1.90	1.95	2.05
13						54,991	56,478	57,964	59,450	62,423
						1.85	1.90	1.95	2.00	2.10
14							57,964	59,450	60,936	63,909
							1.95	2.00	2.05	2.15
15								60,936	62,423	65,395
								2.05	2.10	2.20

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	52.475
Enrollment:	566	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:	28,575	Index:	5 x 5
Starting Salary:	28,575	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	350D	455.59	842.86	956.75	1257.45	Ind. Dental	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11		
PPO:	.5 fte 87-88&before full ben; after-1						21.11	
LIFE	Guardian				3.00			
LTD	National				(+B)			
NON-PARTICIPANT								

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	5,10	45	yes		
Other Info: Incent:\$25/day above 40; depend. use-7 days					
PERSONAL	2			yes	accum to 3
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								18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35			
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18																					
1	28,575	30,004	31,433	32,576	33,719	34,290	35,719																			49,435	51,721	53,150
	1.00	1.05	1.10	1.14	1.18	1.20	1.25																			1.73	1.81	1.86
2	30,004	31,433	32,861	34,004	35,147	35,719	37,148																			49,721	52,007	53,435
	1.05	1.10	1.15	1.19	1.23	1.25	1.30																			1.74	1.82	1.87
3	31,433	32,861	34,290	35,433	36,576	37,148	38,576																			50,006	52,292	53,721
	1.10	1.15	1.20	1.24	1.28	1.30	1.35																			1.75	1.83	1.88
4	32,861	34,290	35,719	36,862	38,005	38,576	40,005																			50,292	52,578	54,007
	1.15	1.20	1.25	1.29	1.33	1.35	1.40																			1.76	1.84	1.89
5	34,290	35,719	37,148	38,291	39,434	40,005	41,434																			50,578	52,864	54,293
	1.20	1.25	1.30	1.34	1.38	1.40	1.45																			1.77	1.85	1.90
6	35,719	37,148	38,576	39,719	40,862	41,434	42,863																			50,864	53,150	54,578
	1.25	1.30	1.35	1.39	1.43	1.45	1.50																			1.78	1.86	1.91
7	36,005	38,291	39,719	40,862	42,005	42,577	44,006																			51,149	53,435	54,864
	1.26	1.34	1.39	1.43	1.47	1.49	1.54																			1.79	1.87	1.92
8		38,576	40,862	42,005	43,148	43,720	45,149																				53,721	55,150
		1.35	1.43	1.47	1.51	1.53	1.58																				1.88	1.93
9		38,862	41,148	43,148	44,291	44,863	46,292																				54,007	55,436
		1.36	1.44	1.51	1.55	1.57	1.62																				1.89	1.94
10		39,148	41,434	43,434	45,434	46,006	47,435																				54,293	55,721
		1.37	1.45	1.52	1.59	1.61	1.66																				1.90	1.95
11		39,434	41,720	43,720	46,577	47,149	48,578																				54,578	56,007
		1.38	1.46	1.53	1.63	1.65	1.70																				1.91	1.96
12		39,719	42,005	44,006	47,200	48,292	49,721																				54,864	56,293
		1.39	1.47	1.54	1.67	1.69	1.74																				1.92	1.97
13			42,291	44,291	48,006	49,149	50,578																				55,150	56,579
			1.48	1.55	1.68	1.72	1.77																				1.93	1.98
14				44,577	48,292	49,721	51,149																				55,436	56,864
				1.56	1.69	1.74	1.79																				1.94	1.99
15					48,578	50,292	51,721																				55,721	57,150
					1.70	1.76	1.81																				1.95	2.00
16					48,863	50,864	52,292																				56,007	57,436
					1.71	1.78	1.83																				1.96	2.01
17					49,149	51,435	52,864																				56,293	57,722
					1.72	1.80	1.85																				1.97	2.02
																											56,579	58,007
																											1.98	2.03

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:	33.75
Enrollment:	410	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.4
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	6	

**SALARY SCHEDULE**

Base:	28,400	Index:	5 x 4
Starting Salary:	28,400	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	BCBS	600D	454.72	841.25	954.92	1255.04	48.02 or 76.82
DENTAL	BC/BS	3	43.65	43.65	43.65	43.65	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD	Principal				.0041		
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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	N
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	28,400	29,536	30,672	31,808	32,944	32,944	34,080	35,216	36,352	
	1.00	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28	
2	29,820	30,956	32,092	33,228	34,364	34,364	35,500	36,636	37,772	
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33	
3	31,240	32,376	33,512	34,648	35,784	35,784	36,920	38,056	39,192	
	1.1	1.14	1.18	1.22	1.26	1.26	1.3	1.34	1.38	
4	32,660	33,796	34,932	36,068	37,204	37,204	38,340	39,476	40,612	
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43	
5	34,080	35,216	36,352	37,488	38,624	38,624	39,760	40,896	42,032	
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44	1.48	
6	35,500	36,636	37,772	38,908	40,044	40,044	41,180	42,316	43,452	
	1.25	1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53	
7		38,056	39,192	40,328	41,464	41,464	42,600	43,736	44,872	
		1.34	1.38	1.42	1.46	1.46	1.5	1.54	1.58	
8		41,748	42,884	44,020	45,156	45,156	46,292	47,428	48,564	
		1.43	1.47	1.51	1.55	1.55	1.59	1.63	1.67	
9		43,168	44,304	45,440	46,576	46,576	47,712	48,848	49,984	
		1.52	1.56	1.6	1.64	1.64	1.68	1.72	1.76	
10		44,588	45,724	46,860	47,996	47,996	49,132	50,268	51,404	
		1.57	1.61	1.65	1.69	1.69	1.73	1.77	1.81	
11		47,144	48,280	49,416	50,552	50,552	51,688	52,824	53,960	
		1.66	1.7	1.74	1.78	1.78	1.82	1.86	1.9	
12		48,564	49,700	50,836	51,972	51,972	53,108	54,244	55,380	
		1.71	1.75	1.79	1.83	1.83	1.87	1.91	1.95	
13		49,274	50,410	51,546	52,682	52,682	53,818	54,954	56,090	
		1.735	1.775	1.815	1.855	1.855	1.895	1.935	1.975	
14		49,984	51,120	52,256	53,392	53,392	54,528	55,664	56,800	
		1.76	1.8	1.84	1.88	1.88	1.92	1.96	2.0	
15		50,694	51,830	52,966	54,102	54,102	55,238	56,374	57,510	
		1.785	1.825	1.865	1.905	1.905	1.945	1.985	2.025	
16		51,404	52,540	53,676	54,812	54,812	55,948	57,084	58,220	
		1.81	1.85	1.89	1.93	1.93	1.97	2.01	2.05	
17		55,096	56,232	57,368	58,504	58,504	59,640	60,776	61,912	
		1.94	1.98	2.02	2.06	2.06	2.1	2.14	2.18	

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 34.42  
 Enrollment: 417  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 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: 29,300 Index: 4 x 4  
 Starting Salary: 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
HEALTH	BC/BS	350D	479.57	887.22	1007.11	1323.63
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:	Deduct reimb up to 350/700		COMMENTS:			
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: \$25 up to 10 days					
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	
	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	35,160	36,332	37,504	38,676	39,848	41,020	42,192	43,364		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7	36,332	37,504	38,676	39,848	41,020	42,192	43,364	44,536		
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8		38,676	39,848	41,020	42,192	43,364	44,536	45,708		
		1.32	1.36	1.40	1.44	1.48	1.52	1.56		
9			41,020	42,192	43,364	44,536	45,708	46,880		
			1.40	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					45,708	46,880	48,052	49,224		
					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					48,052	49,224	50,396	51,568		
					1.64	1.68	1.72	1.76		
14						50,396	51,568	52,740		
						1.72	1.76	1.80		
15							52,740	53,912		
							1.80	1.84		
16								55,084		
								1.88		

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	42
Enrollment:	515	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.33	7.33	7.33
Planning Time:	52	52	varies
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**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
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29
DENTAL	BC/BS	2	21.11	39.04	44.31	58.26
PPO:			COMMENTS:			
LIFE	Madison Nat'l				5.25	
LTD	Madison Nat'l				.0031(+B)	
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	B A		B A + 9		B A + 18		B A + 27	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	
1	29,000	30,450	31,900	33,350	34,800	36,250	37,700	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	30,160	31,610	33,060	34,510	35,960	37,410	38,860	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	31,320	32,770	34,220	35,670	37,120	38,570	40,020	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	32,480	33,930	35,380	36,830	38,280	39,730	41,180	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	33,640	35,090	36,540	37,990	39,440	40,890	42,340	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6	34,800	36,250	37,700	39,150	40,600	42,050	43,500	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	
7		37,410	38,860	40,310	41,760	43,210	44,660	
		1.29	1.34	1.39	1.44	1.49	1.54	
8			40,020	41,470	42,920	44,370	45,820	
			1.38	1.43	1.48	1.53	1.58	
9			41,180	42,630	44,080	45,530	46,980	
			1.42	1.47	1.52	1.57	1.62	
10				43,790	45,240	46,690	48,140	
				1.51	1.56	1.61	1.66	
11					46,400	47,850	49,300	
					1.60	1.65	1.70	
12					47,560	49,010	50,460	
					1.64	1.69	1.74	
13						50,170	51,620	
						1.73	1.78	
14						51,330	52,780	
						1.77	1.82	
15							53,940	
							1.86	

# Umonhon Nation

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	54
Enrollment:	374	HS	JH/MS
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:	32,000	Index:	4 x 4
Starting Salary:	32,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	98-99		
Rollback:			
Multi-year Contract:	09-10, 10-11		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	455.59	842.86	956.75	1257.45
DENTAL	BC/BS	4	39.75	73.53	83.47	109.71
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: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	20	60	yes		
Other Info:	\$50/day over 60 days				
PERSONAL	PTO			yes	
BEREAVEMENT	As needed				
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:** Y

**OTHER LEAVES:** Court, Military

OMAHA NATION (MACY)									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	
1	32,000	33,280	34,560	35,840	37,120	38,400	39,680	40,960	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	33,280	34,560	35,840	37,120	38,400	39,680	40,960	42,240	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	34,560	35,840	37,120	38,400	39,680	40,960	42,240	43,520	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	35,840	37,120	38,400	39,680	40,960	42,240	43,520	44,800	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	37,120	38,400	39,680	40,960	42,240	43,520	44,800	46,080	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	38,400	39,680	40,960	42,240	43,520	44,800	46,080	47,360	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	39,680	40,960	42,240	43,520	44,800	46,080	47,360	48,640	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		42,240	43,520	44,800	46,080	47,360	48,640	49,920	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9		43,520	44,800	46,080	47,360	48,640	49,920	51,200	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	
10		44,800	46,080	47,360	48,640	49,920	51,200	52,480	
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	
11		46,080	47,360	48,640	49,920	51,200	52,480	53,760	
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	
12			48,640	49,920	51,200	52,480	53,760	55,040	
			1.52	1.56	1.60	1.64	1.68	1.72	
13			49,920	51,200	52,480	53,760	55,040	56,320	
			1.56	1.60	1.64	1.68	1.72	1.76	
14				52,480	53,760	55,040	56,320	57,600	
				1.64	1.68	1.72	1.76	1.80	





**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	72.52
Enrollment:	942	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.15	7.15	7
Planning Time:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,500	Index:	4 x 5
Starting Salary:	28,500	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
\$600 Stipend last step			
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	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	479.57	887.22	1007.11	1323.63
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11
PPO:	*spouse rcvs \$75/mo if both take εCOMMENTS:					
LIFE	Madison Life				2.05	
LTD						
NON-PARTICIPANT					\$500.68	Cash

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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:**

W A H O O									
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
Step									
1	28,500	29,925	31,350	32,775	34,200	35,625	37,050	38,475	39,900
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	29,640	31,065	32,490	33,915	35,340	36,765	38,190	39,615	41,040
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
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	36,480	37,905	39,330	40,755	42,180	43,605	45,030	46,455	47,880
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9	37,620	39,045	40,470	41,895	43,320	44,745	46,170	47,595	49,020
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10	38,760	40,185	41,610	43,035	44,460	45,885	47,310	48,735	50,160
	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				44,175	45,600	47,025	48,450	49,875	51,300
				1.55	1.60	1.65	1.70	1.75	1.80
12					46,740	48,165	49,590	51,015	52,440
					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						51,585	53,010	54,435	55,860
						1.81	1.86	1.91	1.96
16							54,150	55,575	57,000
							1.90	1.95	2.00
17								56,715	58,140
								1.99	2.04
18								57,315	58,740
								2.01	2.06

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

# Wakefield

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 36.9  
 Enrollment: 410  
 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: 29,200 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	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
		H/A-Dent					416.67		
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	Cash	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Madison Nat'l							<b>PART-TIME BENEFITS</b>	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT						\$416.67 cash		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**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

# NEED SALARY SCHEDULE

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	354	HS	JH/MS
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:	33,070	Index:	4 x 4
Starting Salary:	33,070	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
BA+36 grandfathered 92-93			
Vertical Freeze:			
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	Individ.
HEALTH	BC/BS	350D	479.57	887.22	954.92	1255.04	Ind Dental + Cash	Options: TSA	
DENTAL	BC/BS	2	21.11	39.04	44.31	58.26		IRS 125:	
PPO:	Tiered payment sched. 1-7 yrs		COMMENTS:					Flex Accounts:	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD								Minimum FTE:	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	12	45	yes			<i>Negotiated/</i>		
Other Info:	term aft 10 yr \$30/unused/EOY \$100/day over 45					<i>Exists Policy</i>		
PERSONAL	2			yes		Voluntary Separation:	N	
BEREAVEMENT	5				each occur., +5 from sick	Grievance:	Y	P
PROFESSIONAL	2			yes	accum. to 3	Professional Growth:	Y	P
ADOPTION	10					Reduction in Force:	Y	P
ASSOCIATION						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	33,070	34,393	35,716	37,038	38,361	39,684	41,007
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,393	35,716	37,038	38,361	39,684	41,007	42,330
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	35,716	37,038	38,361	39,684	41,007	42,330	43,652
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,038	38,361	39,684	41,007	42,330	43,652	44,975
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,361	39,684	41,007	42,330	43,652	44,975	46,298
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		41,007	42,330	43,652	44,975	46,298	47,621
		1.24	1.28	1.32	1.36	1.40	1.44
7		42,330	43,652	44,975	46,298	47,621	48,944
		1.28	1.32	1.36	1.40	1.44	1.48
8			44,975	46,298	47,621	48,944	50,266
			1.36	1.40	1.44	1.48	1.52
9			46,298	47,621	48,944	50,266	51,589
			1.40	1.44	1.48	1.52	1.56
10				48,944	50,266	51,589	52,912
				1.48	1.52	1.56	1.60
11					51,589	52,912	54,235
					1.56	1.60	1.64
12						54,235	55,558
						1.64	1.68

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	19.5
Enrollment:	209	HS	JH/MS
Length of Teacher Day:	8	ELEM	8
Length of Student Day:	7.5	8	8
Planning Time:	50	7.5	7.5
Class Periods/Day:	8	50	50
Normal Teaching Load:	6	8	8
		6	6

**SALARY SCHEDULE**

Base:	28,400	Index:	4 x 4
Starting Salary:	28,400	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	600D	454.72	841.25	954.92	1255.04	23.20 or 37.15	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Sp. or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Mut. of Omaha							Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: *fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	2			no	
BEREAVEMENT	4				per occurrence
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

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

01-02 .5-.74 fte offered benefits equal to fte; .75-.99 offered benefits equal to full time employees







**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 27  
 Enrollment: 251  
 Length of Teacher Day: 8 8 8.5  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 54 54 54  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 28,100 Index: 4 x 4  
 Starting Salary: 28,100 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 09-10, 10-11

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	350D		455.59	842.86	956.75 1257.45
DENTAL	BC/BS	2		20.55	20.55	20.55
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**

	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:** N

**OTHER LEAVES:**

**WEST BOYD UNIFIED**

Step	BA + 36					
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	28,100	29,224	30,348	31,472	32,596	33,720
	1.00	1.04	1.08	1.12	1.16	1.20
2	29,224	30,348	31,472	32,596	33,720	34,844
	1.04	1.08	1.12	1.16	1.20	1.24
3	30,348	31,472	32,596	33,720	34,844	35,968
	1.08	1.12	1.16	1.20	1.24	1.28
4	31,472	32,596	33,720	34,844	35,968	37,092
	1.12	1.16	1.20	1.24	1.28	1.32
5	32,596	33,720	34,844	35,968	37,092	38,216
	1.16	1.20	1.24	1.28	1.32	1.36
6	33,720	34,844	35,968	37,092	38,216	39,340
	1.20	1.24	1.28	1.32	1.36	1.40
7	34,844	35,968	37,092	38,216	39,340	40,464
	1.24	1.28	1.32	1.36	1.40	1.44
8		37,092	38,216	39,340	40,464	41,588
		1.32	1.36	1.40	1.44	1.48
9			39,340	40,464	41,588	42,712
			1.40	1.44	1.48	1.52
10			40,464	41,588	42,712	43,836
			1.44	1.48	1.52	1.56
11				42,712	43,836	44,960
				1.52	1.56	1.60
12				43,836	44,960	46,084
				1.56	1.60	1.64





**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 795  
 HS JH/MS ELEM  
 Length of Teacher Day: 7.5 7.5  
 Length of Student Day: 6.75 6.5  
 Planning Time: 49 40  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

**SALARY SCHEDULE**

Base: 30,000 Index: 4 x 5  
 Starting Salary: 30,000 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 09-10, 10-11

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	21.11
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	Two Ind Policies*
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:			COMMENTS:				
LIFE	Madison Ntl.				2.85		
LTD	Madison Ntl.				.0053 (+B)		
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: \$17/day over 35					
PERSONAL	2			yes	
BEREAVEMENT	unl.				imm. fam; day of death-funeral
PROFESSIONAL	unl.			yes	
ADOPTION					FMLA
ASSOCIATION	see prof lv.				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

WEST POINT								
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	MA + 18
1	30,000	31,500	33,000	34,500	36,000	37,500	39,000	40,500
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	31,200	32,700	34,200	35,700	37,200	38,700	40,200	41,700
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	32,400	33,900	35,400	36,900	38,400	39,900	41,400	42,900
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	33,600	35,100	36,600	38,100	39,600	41,100	42,600	44,100
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	34,800	36,300	37,800	39,300	40,800	42,300	43,800	45,300
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	36,000	37,500	39,000	40,500	42,000	43,500	45,000	46,500
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		38,700	40,200	41,700	43,200	44,700	46,200	47,700
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		39,900	41,400	42,900	44,400	45,900	47,400	48,900
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			42,600	44,100	45,600	47,100	48,600	50,100
			1.42	1.47	1.52	1.57	1.62	1.67
10			43,800	45,300	46,800	48,300	49,800	51,300
			1.46	1.51	1.56	1.61	1.66	1.71
11				46,500	48,000	49,500	51,000	52,500
				1.55	1.60	1.65	1.70	1.75
12				47,700	49,200	50,700	52,200	53,700
				1.59	1.64	1.69	1.74	1.79
13					50,400	51,900	53,400	54,900
					1.68	1.73	1.78	1.83
14					51,600	53,100	54,600	56,100
					1.72	1.77	1.82	1.87
15					52,800	54,300	55,800	57,300
					1.76	1.81	1.86	1.91

**WORKING CONDITIONS**

Contract Days: 198.5 FTE Teachers: 504.89  
 Enrollment: 6080  
 Length of Teacher Day: 8 8 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: 34,200 Index: 0 x 0  
 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	600D	454.72	841.25	954.92	1255.04	Options:
DENTAL	BC/BS	2	21.11	39.04	44.31	58.26	IRS 125:
PPO:			COMMENTS: must be in dist 2 yrs for full dep H/A				Flex Accounts:
LIFE	Guardian						<b>PART-TIME BENEFITS</b>
LTD	Standard Sec						Minimum FTE: 0.5
NON-PARTICIPANT							Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	unl.	no	no					
Other Info:								
PERSONAL	1			yes			<i>Negotiated/</i>	
BEREAVEMENT	5				Upon approval	Voluntary Separation:	<i>Exists</i>	<i>Policy</i>
PROFESSIONAL	unl.			yes		Grievance:	Y	P
ADOPTION	10				w/appr.	Professional Growth:	Y	P
ASSOCIATION						Reduction in Force:	Y	P
						Sick Bank:	N	

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

Westside					
	BA	BA+36 or MA	MA+30		EdD
<b>I.</b>	<b>198.5 Day - Basic Teacher Contract for First Year Teachers</b>				
	34,200		37,200		
<b>II.</b>	<b>193.5 Day Contract - Basic Teacher Contract for Teachers after the First Year</b>				
	35,900-60,543	38,900-65,233	41,900-68,065		44,900-71,585
<b>III.</b>	<b>193.5 Day Contract - With Responsibilities in Addition to Regular Teaching Duties</b>				
	34,410-64,591	37,410-74,019	40,410-79,714		43,410-83,234
<b>IV.</b>	<b>198.5 up to 213.5 Day Contract - Additional Time Commitment and Responsibilities</b>				
	35,000-74,034	38,000-82,341	41,000-87,874		44,000-91,490
<b>V.</b>	<b>214.5 up to 231 Day Contract - Additional Time Commitment and Responsibilities</b>				
		40,560-88,671	43,560-92,279		46,560-95,622

# Wheeler Central

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 17  
 Enrollment: 117  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 55 55 30  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 25,500 Index: 4.5 x 4.5  
 Starting Salary: 25,500 Entry Level Step: 1  
 Career Increments: Y 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	350D		455.59	842.86	956.75 1257.45
DENTAL	BC/BS	2		21.11	39.04	44.31 58.26
PPO:			COMMENTS:			
LIFE	Horace Mann					2.05
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:**

W H E E L E R C E N T R A L					
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 BA 36/MA will receive add'l 1% of base

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 38.5  
 Enrollment: 568  
 Length of Teacher Day: 8 8 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: 31,025 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	EE/Spouse	
HEALTH	BC/BS	600D	463	856.57	972.32	1277.90	39.87 or 53.82 Dep. Dental + caf
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	
PPO:	married couple gets fam dent & \$10 COMMENTS:						
LIFE							
LTD	Nat'l Insurance						.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	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	MA+9	MA+18	MA+27	MA+36	
1	31,025	32,266	33,507	34,748	35,989	37,230	38,471	39,712	40,953	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	32,266	33,507	34,748	35,989	37,230	38,471	39,712	40,953	42,194	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
3	33,507	34,748	35,989	37,230	38,471	39,712	40,953	42,194	43,435	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
4	34,748	35,989	37,230	38,471	39,712	40,953	42,194	43,435	44,676	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
5	35,989	37,230	38,471	39,712	40,953	42,194	43,435	44,676	45,917	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
6	37,230	38,471	39,712	40,953	42,194	43,435	44,676	45,917	47,158	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
7		39,712	40,953	42,194	43,435	44,676	45,917	47,158	48,399	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
8			42,194	43,435	44,676	45,917	47,158	48,399	49,640	
			1.36	1.40	1.44	1.48	1.52	1.56	1.60	
9			43,435	44,676	45,917	47,158	48,399	49,640	50,881	
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	
10				45,917	47,158	48,399	49,640	50,881	52,122	
				1.48	1.52	1.56	1.60	1.64	1.68	
11					48,399	49,640	50,881	52,122	53,363	
					1.56	1.60	1.64	1.68	1.72	
12					49,640	50,881	52,122	53,363	54,604	
					1.60	1.64	1.68	1.72	1.76	
13					50,881	52,122	53,363	54,604	55,845	
					1.64	1.68	1.72	1.76	1.80	
14							54,604	55,845	57,086	
							1.76	1.80	1.84	
15									58,327	
									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: 25.2  
 Enrollment: 235  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7 7 7  
 Planning Time: 52 40 40  
 Class Periods/Day: 8 10  
 Normal Teaching Load: 7 8

**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
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29
DENTAL	BC/BS	1	20.55	20.55	20.55	20.55
PPO:			COMMENTS:			
LIFE						
LTD	Principal			.0039		
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	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









**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	43.5
Enrollment:	455	HS	JH/MS
Length of Teacher Day:	8	ELEM	8
Length of Student Day:	7		7
Planning Time:	50		50
Class Periods/Day:	8		8
Normal Teaching Load:	6		6

**SALARY SCHEDULE**

Base:	28,479	Index:	4 x 5
Starting Salary:	28,479	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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	454.72	841.25	954.92	1255.04	Cash	Options:	
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11		IRS 125: Y	
PPO:	if took CIL in 06-07, will rec 558.55							Flex Accounts:	
LIFE	Guardian				4.50		<b>PART-TIME BENEFITS</b>		
LTD	National Ins.				.0049		Minimum FTE: 0.5		
NON-PARTICIPANT					\$475.83 in lieu, 558.55/638.08 if took C		Contribution: fte		

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	45	yes			<i>Negotiated/</i>		
Other Info: Severance:\$10/day unused up to 45						<i>Exists</i>	<i>Policy</i>	
PERSONAL	2			yes	accum. to 6	Voluntary Separation:	Y	P
BEREAVEMENT	2				from Sick Lv.	Grievance:	Y	P
PROFESSIONAL	3			yes		Professional Growth:	Y	P
ADOPTION						Reduction in Force:	Y	P
ASSOCIATION						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	28,479	29,903	31,327	32,751	34,175	35,599	37,023
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	29,618	31,042	32,466	33,890	35,314	36,738	38,162
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	30,757	32,181	33,605	35,029	36,453	37,877	39,301
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	31,896	33,320	34,744	36,168	37,592	39,016	40,440
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	33,036	34,460	35,884	37,307	38,731	40,155	41,579
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	34,175	35,599	37,023	38,447	39,871	41,295	42,719
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		36,738	38,162	39,586	41,010	42,434	43,858
		1.29	1.34	1.39	1.44	1.49	1.54
8		37,877	39,301	40,725	42,149	43,573	44,997
		1.33	1.38	1.43	1.48	1.53	1.58
9			40,440	41,864	43,288	44,712	46,136
			1.42	1.47	1.52	1.57	1.62
10			41,579	43,003	44,427	45,851	47,275
			1.46	1.51	1.56	1.61	1.66
11			42,719	44,142	45,566	46,990	48,414
			1.50	1.55	1.60	1.65	1.70
12				45,282	46,706	48,130	49,553
				1.59	1.64	1.69	1.74
13				46,421	47,845	49,269	50,693
				1.63	1.68	1.73	1.78
14					48,984	50,408	51,832
					1.72	1.77	1.82
15					50,123	51,547	52,971
					1.76	1.81	1.86
16						52,686	54,110
						1.85	1.90

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 546  
 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
50	90	60
8	9	
7	7	

**SALARY SCHEDULE**

Base: 29,500 Index: 4 x 5  
 Starting Salary: 29,500 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. Depend.
HEALTH	BC/BS	600D	431.98	799.19	907.17	1192.29	Options:
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE							<b>PART-TIME BENEFITS</b>
LTD	Principal				.0033		Minimum FTE: 0.5
NON-PARTICIPANT							Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: leave after 5 yrs - \$100/day for 30 days					
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

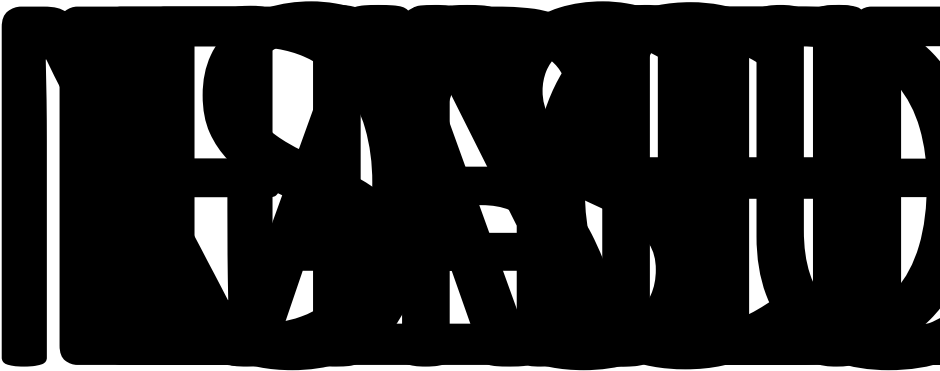
**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Yes

**OTHER LEAVES:**

		
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**WORKING CONDITIONS**

Contract Days:	170	FTE Teachers:	16.03
Enrollment:	167	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:	50	50	50
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

**SALARY SCHEDULE**

Base:	27,750	Index:	4 x 4
Starting Salary:	27,750	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	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	600D		454.72	841.25	954.92	1255.04		Options:
DENTAL	BC/BS	2		21.11	21.11	21.11	21.11		IRS 125:
PPO:			COMMENTS:						Flex Accounts:
LIFE									<b>PART-TIME BENEFITS</b>
LTD	National				.0051				Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	35	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	sick lv				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

W Y N O T						
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
<b>Step</b>						
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:	187	FTE Teachers:	102.4	
Enrollment:	1252	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:	29,800	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	49.56
HEALTH	Performax	500D	496.08	841	944	1395	Dep. Dental
DENTAL	Self-insur		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	
<b>PART-TIME BENEFITS</b>	
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

YORK									
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	BA + 45	MA + 9	MA + 18	MA + 27
0	29,800	30,992	32,184	33,376	33,972	34,568	35,760	36,952	38,144
1	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	1.28
1	31,290	32,482	33,674	34,866	35,462	36,058	37,250	38,442	39,634
2	1.05	1.09	1.13	1.17	1.19	1.21	1.25	1.29	1.33
2	32,780	33,972	35,164	36,356	36,952	37,548	38,740	39,932	41,124
3	1.10	1.14	1.18	1.22	1.24	1.26	1.30	1.34	1.38
3	34,270	35,462	36,654	37,846	38,442	39,038	40,230	41,422	42,614
4	1.15	1.19	1.23	1.27	1.29	1.31	1.35	1.39	1.43
4	35,760	36,952	38,144	39,336	39,932	40,528	41,720	42,912	44,104
5	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	1.48
5	37,250	38,442	39,634	40,826	41,422	42,018	43,210	44,402	45,594
6	1.25	1.29	1.33	1.37	1.39	1.41	1.45	1.49	1.53
6		39,932	41,124	42,316	42,912	43,508	44,700	45,892	47,084
7		1.34	1.38	1.42	1.44	1.46	1.50	1.54	1.58
7			42,614	43,806	44,402	44,998	46,190	47,382	48,574
8			1.43	1.47	1.49	1.51	1.55	1.59	1.63
8				45,296	45,892	46,488	47,680	48,872	50,064
9				1.52	1.54	1.56	1.60	1.64	1.68
9					47,382	47,978	49,170	50,362	51,554
10					1.59	1.61	1.65	1.69	1.73
10						48,872	49,468	50,660	51,852
11					1.64	1.66	1.70	1.74	1.78
11							50,958	52,150	53,342
12							1.71	1.75	1.79
12								52,448	53,640
13							1.76	1.80	1.84
13								52,448	53,640
14							1.76	1.85	1.89
14								52,448	53,640
15							1.76	1.94	1.98
15								53,193	54,385
16								1.785	2.03
16									60,494
17									2.03
17									61,239
18									2.055
18									61,239
19									2.055
19									61,984
20									2.08
20									61,984
21									2.08
21									62,729
									2.105

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:	460	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:	29,762	Index:	4 x 4
Starting Salary:		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			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	479.57	887.22	1007.11	1323.63	255.43 or 269.38	Options:
DENTAL	BC/BS	2	21.11	21.11	21.11	21.11	Dep Dent + TSA	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE								<b>PART-TIME BENEFITS</b>
LTD	Madison							Minimum FTE: 0.4
NON-PARTICIPANT						\$232.23 TSA		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+9	MA+18	MA+27	PHD
1	29,762	30,952	32,143	33,333	34,524	35,714	36,905	38,095	40,476
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.36
2	30,952	32,143	33,333	34,524	35,714	36,905	38,095	39,286	41,667
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.40
3	32,143	33,333	34,524	35,714	36,905	38,095	39,286	40,476	42,857
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.44
4	33,333	34,524	35,714	36,905	38,095	39,286	40,476	41,667	44,048
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.48
5	34,524	35,714	36,905	38,095	39,286	40,476	41,667	42,857	45,238
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.52
6	35,714	36,905	38,095	39,286	40,476	41,667	42,857	44,048	46,429
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.56
7		38,095	39,286	40,476	41,667	42,857	44,048	45,238	47,619
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.60
8		39,286	40,476	41,667	42,857	44,048	45,238	46,429	48,810
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.64
9			41,667	42,857	44,048	45,238	46,429	47,619	50,000
			1.40	1.44	1.48	1.52	1.56	1.60	1.68
10			42,857	44,048	45,238	46,429	47,619	48,810	51,191
			1.44	1.48	1.52	1.56	1.60	1.64	1.72
11				45,238	46,429	47,619	48,810	50,000	52,381
				1.52	1.56	1.60	1.64	1.68	1.76
12				46,429	47,619	48,810	50,000	51,191	53,572
				1.56	1.60	1.64	1.68	1.72	1.80
13					48,810	50,000	51,191	52,381	54,762
					1.64	1.68	1.72	1.76	1.84
14					50,000	51,191	52,381	53,572	55,953
					1.68	1.72	1.76	1.80	1.88