

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	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: 31,500 Index: 5 x 4
 Starting Salary: Entry Level Step: 0
 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
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19 Sp or Dep Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement: Y				250/500
LTD	Madison Nat'l						
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 Options: TSA, Cash
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1
 Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

AINSWORTH										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
0	31,500	32,760	34,020	35,280	36,540	36,540	37,800	39,060	40,320	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	
1	33,075	34,335	35,595	36,855	38,115	38,115	39,375	40,635	41,895	
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33	
2	34,650	35,910	37,170	38,430	39,690	39,690	40,950	42,210	43,470	
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38	
3	36,225	37,485	38,745	40,005	41,265	41,265	42,525	43,785	45,045	
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43	
4	37,800	39,060	40,320	41,580	42,840	42,840	44,100	45,360	46,620	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	
5		40,635	41,895	43,155	44,415	44,415	45,675	46,935	48,195	
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53	
6			43,470	44,730	45,990	45,990	47,250	48,510	49,770	
			1.38	1.42	1.46	1.46	1.50	1.54	1.58	
7				46,305	47,565	47,565	48,825	50,085	51,345	
				1.47	1.51	1.51	1.55	1.59	1.63	
8					49,140	49,140	50,400	51,660	52,920	
					1.56	1.56	1.60	1.64	1.68	
9					50,715	50,715	51,975	53,235	54,495	
					1.61	1.61	1.65	1.69	1.73	
10							53,550	54,810	56,070	
							1.70	1.74	1.78	
11								56,385	57,645	
								1.79	1.83	
12									59,220	
									1.88	

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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: 31,350 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	750D	514.80	857.16	972.98	1306.47	H/A,Cash,TSA
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	Dist pays 90% family premium		COMMENTS:				
LIFE	Madison Nat'l		Deductible Reimbursement:				
LTD	National	(thru sal)					
NON-PARTICIPANT	Single ins amt cash						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	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	BA+36		MA+9	MA+18
					MA			
1	31,350	32,604	33,858	35,112	36,366		37,620	38,874
	1.00	1.04	1.08	1.12	1.16		1.20	1.24
2	32,604	33,858	35,112	36,366	37,620		38,874	40,128
	1.04	1.08	1.12	1.16	1.20		1.24	1.28
3	33,858	35,112	36,366	37,620	38,874		40,128	41,382
	1.08	1.12	1.16	1.20	1.24		1.28	1.32
4	35,112	36,366	37,620	38,874	40,128		41,382	42,636
	1.12	1.16	1.20	1.24	1.28		1.32	1.36
5	36,366	37,620	38,874	40,128	41,382		42,636	43,890
	1.16	1.20	1.24	1.28	1.32		1.36	1.40
6	37,620	38,874	40,128	41,382	42,636		43,890	45,144
	1.20	1.24	1.28	1.32	1.36		1.40	1.44
7	38,874	40,128	41,382	42,636	43,890		45,144	46,398
	1.24	1.28	1.32	1.36	1.40		1.44	1.48
8	40,128	41,382	42,636	43,890	45,144		46,398	47,652
	1.28	1.32	1.36	1.40	1.44		1.48	1.52
9	40,755	42,636	43,890	45,144	46,398		47,652	48,906
	1.30	1.36	1.40	1.44	1.48		1.52	1.56
10		43,263	45,144	46,398	47,652		48,906	50,160
		1.38	1.44	1.48	1.52		1.56	1.60
11			45,771	47,652	48,906		50,160	51,414
			1.46	1.52	1.56		1.60	1.64
12				48,279	50,160		51,414	52,668
				1.54	1.60		1.64	1.68
13					50,787		52,668	53,922
					1.62		1.68	1.72
14							53,295	54,549
							1.70	1.74

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:
 HS JH/MS ELEM
 Length of Teacher Day: 8.17 8.17 8.17
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 51 51 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,600 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts:
LIFE	Guardian		Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Nat'l Ins						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

	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:

ALMA	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	31,600	32,864	34,128	35,392	36,656	37,920	39,184	40,448
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	32,864	34,128	35,392	36,656	37,920	39,184	40,448	41,712
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	34,128	35,392	36,656	37,920	39,184	40,448	41,712	42,976
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	35,392	36,656	37,920	39,184	40,448	41,712	42,976	44,240
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	36,656	37,920	39,184	40,448	41,712	42,976	44,240	45,504
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	37,920	39,184	40,448	41,712	42,976	44,240	45,504	46,768
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		40,448	41,712	42,976	44,240	45,504	46,768	48,032
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		41,712	42,976	44,240	45,504	46,768	48,032	49,296
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			44,240	45,504	46,768	48,032	49,296	50,560
			1.40	1.44	1.48	1.52	1.56	1.60
10				46,768	48,032	49,296	50,560	51,824
				1.48	1.52	1.56	1.60	1.64
11				48,032	49,296	50,560	51,824	53,088
				1.52	1.56	1.60	1.64	1.68
12					50,560	51,824	53,088	54,352
					1.60	1.64	1.68	1.72
13						53,088	54,352	55,616
						1.68	1.72	1.76
14						54,352	55,616	56,880
						1.72	1.76	1.80
15							56,880	58,144
							1.80	1.84
16							58,144	59,408
							1.84	1.88
17								60,672
								1.92
18								61,936
								1.96

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

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.57	7.57	7.57
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 10
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	1250D	473.74	876.43	994.85	1335.83	Ind. Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	13-14: switch 500D to 1250D 1/1/1COMMENTS:						
LIFE	Companion Life	2.61	Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

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		BA+36	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA	MA+9	
1	30,000	31,200	32,400	33,600	34,800	36,000	37,200	38,400	39,600	40,800
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	31,200	32,400	33,600	34,800	36,000	37,200	38,400	39,600	40,800	42,000
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	32,400	33,600	34,800	36,000	37,200	38,400	39,600	40,800	42,000	43,200
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	33,600	34,800	36,000	37,200	38,400	39,600	40,800	42,000	43,200	44,400
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	34,800	36,000	37,200	38,400	39,600	40,800	42,000	43,200	44,400	45,600
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	36,000	37,200	38,400	39,600	40,800	42,000	43,200	44,400	45,600	46,800
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7		38,400	39,600	40,800	42,000	43,200	44,400	45,600	46,800	48,000
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		39,600	40,800	42,000	43,200	44,400	45,600	46,800	48,000	49,200
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9			42,000	43,200	44,400	45,600	46,800	48,000	49,200	50,400
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			43,200	44,400	45,600	46,800	48,000	49,200	50,400	51,600
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11				45,600	46,800	48,000	49,200	50,400	51,600	52,800
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
12				46,800	48,000	49,200	50,400	51,600	52,800	54,000
				1.56	1.60	1.64	1.68	1.72	1.76	1.80
13					49,200	50,400	51,600	52,800	54,000	55,200
					1.64	1.68	1.72	1.76	1.80	1.84
14					50,400	51,600	52,800	54,000	55,200	56,400
					1.68	1.72	1.76	1.80	1.84	1.88

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		HS	JH/MS ELEM
Length of Teacher Day:	8.5	8.5	8.5
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:	30,000	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	13-14, 14-15		

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Fortis	.0034					Minimum FTE: 0.5
NON-PARTICIPANT							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+3	BA+6	BA+9	BA+12	BA+15	BA+18	BA+21	BA+24	BA+27	BA+30	BA+33	BA+36		MA	MA+3	MA+6	MA+9	
1	30,000	30,600	30,900	31,500	32,100	32,400	33,000	33,600	33,900	34,500	35,100	35,400	36,000	36,600	36,900	37,500			
	1.00	1.02	1.03	1.05	1.07	1.08	1.10	1.12	1.13	1.15	1.17	1.18	1.20	1.22	1.23	1.25			
2	31,200	31,800	32,100	32,700	33,300	33,600	34,200	34,800	35,100	35,700	36,300	36,600	37,200	37,800	38,100	38,700			
	1.04	1.06	1.07	1.09	1.11	1.12	1.14	1.16	1.17	1.19	1.21	1.22	1.24	1.26	1.27	1.29			
3	32,400	33,000	33,300	33,900	34,500	34,800	35,400	36,000	36,300	36,900	37,500	37,800	38,400	39,000	39,300	39,900			
	1.08	1.10	1.11	1.13	1.15	1.16	1.18	1.20	1.21	1.23	1.25	1.26	1.28	1.30	1.31	1.33			
4	33,600	34,200	34,500	35,100	35,700	36,000	36,600	37,200	37,500	38,100	38,700	39,000	39,600	40,200	40,500	41,100			
	1.12	1.14	1.15	1.17	1.19	1.20	1.22	1.24	1.25	1.27	1.29	1.30	1.32	1.34	1.35	1.37			
5	34,800	35,400	35,700	36,300	36,900	37,200	37,800	38,400	38,700	39,300	39,900	40,200	40,800	41,400	41,700	42,300			
	1.16	1.18	1.19	1.21	1.23	1.24	1.26	1.28	1.29	1.31	1.33	1.34	1.36	1.38	1.39	1.41			
6	36,000	36,600	36,900	37,500	38,100	38,400	39,000	39,600	39,900	40,500	41,100	41,400	42,000	42,600	42,900	43,500			
	1.20	1.22	1.23	1.25	1.27	1.28	1.30	1.32	1.33	1.35	1.37	1.38	1.40	1.42	1.43	1.45			
7	37,200	37,800	38,100	38,700	39,300	39,600	40,200	40,800	41,100	41,700	42,300	42,600	43,200	43,800	44,100	44,700			
	1.24	1.26	1.27	1.29	1.31	1.32	1.34	1.36	1.37	1.39	1.41	1.42	1.44	1.46	1.47	1.49			
8	38,400	39,000	39,300	39,900	40,500	40,800	41,400	42,000	42,300	42,900	43,500	43,800	44,400	45,000	45,300	45,900			
	1.28	1.30	1.31	1.33	1.35	1.36	1.38	1.40	1.41	1.43	1.45	1.46	1.48	1.50	1.51	1.53			
9				41,100	41,700	42,000	42,600	43,200	43,500	44,100	44,700	45,000	45,600	46,200	46,500	47,100			
				1.37	1.39	1.40	1.42	1.44	1.45	1.47	1.49	1.50	1.52	1.54	1.55	1.57			
10							43,800	44,400	44,700	45,300	45,900	46,200	46,800	47,400	47,700	48,300			
							1.46	1.48	1.49	1.51	1.53	1.54	1.56	1.58	1.59	1.61			
11										46,500	47,100	47,400	48,000	48,600	49,200	49,500			
										1.55	1.57	1.58	1.60	1.62	1.63	1.65			
12													49,200	49,800	50,100	50,700			
													1.64	1.66	1.67	1.69			
13													50,400	51,000	51,300	51,900			
													1.68	1.70	1.71	1.73			
14																53,100			
																1.77			

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 20
 HS JH/MS ELEM
 Length of Teacher Day: 8.25 8.25 8.25
 Length of Student Day: 7.75 7.75 7.75
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 29,100 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	500D		515.79	954.24	1083.17	1454.42	26.69 or 44.19	Options:
DENTAL	BC/BS	2		24.28	24.28	24.28	24.28	Sp or Dep Dental	
PPO:			COMMENTS:						IRS 125: Y
LIFE			Deductible Reimbursement:						Flex Accounts: Y
LTD	Principal								PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: 0.375
									Contribution: fte

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:	Voluntary Separation:	Grievance:	Professional Growth:	Reduction in Force:	Sick Bank:	Negotiated/Exists Policy
Other Info:	Unused over 45pd @25/day max-250.00;Sev:\$25/day to 45						
PERSONAL	2						Y N
BEREAVEMENT	5 - immed. Fam						Y N
PROFESSIONAL	2						Y P
ADOPTION ASSOCIATION							Y N
							Y P
							Y N

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

ARNOLD						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	29,100	30,555	32,010	33,465	34,920	36,375
	1.00	1.05	1.10	1.15	1.20	1.25
2	30,264	31,719	33,174	34,629	36,084	37,539
	1.04	1.09	1.14	1.19	1.24	1.29
3	31,428	32,883	34,338	35,793	37,248	38,703
	1.08	1.13	1.18	1.23	1.28	1.33
4	32,592	34,047	35,502	36,957	38,412	39,867
	1.12	1.17	1.22	1.27	1.32	1.37
5	33,756	35,211	36,666	38,121	39,576	41,031
	1.16	1.21	1.26	1.31	1.36	1.41
6	34,920	36,375	37,830	39,285	40,740	42,195
	1.20	1.25	1.30	1.35	1.40	1.45
7	36,084	37,539	38,994	40,449	41,904	43,359
	1.24	1.29	1.34	1.39	1.44	1.49
8	37,248	38,703	40,158	41,613	43,068	44,523
	1.28	1.33	1.38	1.43	1.48	1.53
9	38,412	39,867	41,322	42,777	44,232	45,687
	1.32	1.37	1.42	1.47	1.52	1.57
10		41,031	42,486	43,941	45,396	46,851
		1.41	1.46	1.51	1.56	1.61
11			43,650	45,105	46,560	48,015
			1.50	1.55	1.60	1.65
12				46,269	47,724	49,179
				1.59	1.64	1.69
13				47,433	48,888	50,343
				1.63	1.68	1.73
14					50,052	51,507
					1.72	1.77
15					51,216	52,671
					1.76	1.81
16						53,835
						1.85

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.5	8.5	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: 31,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 6
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	950D	472.57	874.29	992.41	1332.56	Options:	
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE	Nat'l Ins		Deductible Reimbursement: Y			700/1400	PART-TIME BENEFITS	
LTD	Nat'l Ins	.0071	Minimum FTE: 0.5					
NON-PARTICIPANT							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						MA		
	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+9	MA+18	
1	31,000	32,240	33,480	34,720	35,960	37,200	38,440	39,680	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	32,240	33,480	34,720	35,960	37,200	38,440	39,680	40,920	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	33,480	34,720	35,960	37,200	38,440	39,680	40,920	42,160	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	34,720	35,960	37,200	38,440	39,680	40,920	42,160	43,400	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	35,960	37,200	38,440	39,680	40,920	42,160	43,400	44,640	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	37,200	38,440	39,680	40,920	42,160	43,400	44,640	45,880	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	38,440	39,680	40,920	42,160	43,400	44,640	45,880	47,120	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		40,920	42,160	43,400	44,640	45,880	47,120	48,360	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9			43,400	44,640	45,880	47,120	48,360	49,600	
			1.40	1.44	1.48	1.52	1.56	1.60	
10				45,880	47,120	48,360	49,600	50,840	
				1.48	1.52	1.56	1.60	1.64	
11					48,360	49,600	50,840	52,080	
					1.56	1.60	1.64	1.68	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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: 31,775 Index: 4 x 5
 Starting Salary: 34,317 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: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	190.95
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	Ind. Dental +Cash
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
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	9	45	yes		
Other Info:	\$60/day eoy				
PERSONAL	2			yes	+1 from sick lv; accum to 4
BEREAVEMENT	4				per occur
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	31,775									
	1.00									
1-3	34,317	35,906	37,495	39,083	40,672	40,672	42,261	43,850	45,438	47,027
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	35,588	37,177	38,766	40,354	41,943	41,943	43,532	45,121	46,709	48,298
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	36,859	38,448	40,037	41,625	43,214	43,214	44,803	46,392	47,980	49,569
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	38,130	39,719	41,308	42,896	44,485	44,485	46,074	47,663	49,251	50,840
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	39,401	40,990	42,579	44,167	45,756	45,756	47,345	48,934	50,522	52,111
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		42,261	43,850	45,438	47,027	47,027	48,616	50,205	51,793	53,382
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9		43,532	45,121	46,709	48,298	48,298	49,887	51,476	53,064	54,653
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10			46,392	47,980	49,569	49,569	51,158	52,747	54,335	55,924
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
11			47,663	49,251	50,840	50,840	52,429	54,018	55,606	57,195
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
12				50,522	52,111	52,111	53,700	55,289	56,877	58,466
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
13					53,382	53,382	54,971	56,560	58,148	59,737
					1.68	1.68	1.73	1.78	1.83	1.88
14					54,653	54,653	56,242	57,831	59,419	61,008
					1.72	1.72	1.77	1.82	1.87	1.92
15								59,102	60,690	62,279
								1.86	1.91	1.96

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days:	181	FTE Teachers:	75	Base:	32,000	Index:	4 x 5
		HS	JH/MS	ELEM	Starting Salary:	Entry Level Step:	1(D)
Length of Teacher Day:	8	8	8	Career Increments:	Y	Experience Allowed:	D
Length of Student Day:	7.5	7.5	7	Vertical Freeze:			
Planning Time:	49	49	vary	Rollback:			
Class Periods/Day:	8	8		Multi-year Contract:	12-13, 13-14		
Normal Teaching Load:	7	7					

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE	Guardian		Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Madison Life	(+B)					Minimum FTE:
NON-PARTICIPANT							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	5				from 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:	Y	N

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES: Family Emergency (5)

AUBURN										
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	32,000	33,600	35,200	36,800	38,400	40,000	41,600	43,200	44,800	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	33,280	34,880	36,480	38,080	39,680	41,280	42,880	44,480	46,080	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	34,560	36,160	37,760	39,360	40,960	42,560	44,160	45,760	47,360	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	35,840	37,440	39,040	40,640	42,240	43,840	45,440	47,040	48,640	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	37,120	38,720	40,320	41,920	43,520	45,120	46,720	48,320	49,920	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	38,400	40,000	41,600	43,200	44,800	46,400	48,000	49,600	51,200	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7	39,680	41,280	42,880	44,480	46,080	47,680	49,280	50,880	52,480	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8		42,560	44,160	45,760	47,360	48,960	50,560	52,160	53,760	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9			45,440	47,040	48,640	50,240	51,840	53,440	55,040	
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10				48,320	49,920	51,520	53,120	54,720	56,320	
				1.51	1.56	1.61	1.66	1.71	1.76	
11					51,200	52,800	54,400	56,000	57,600	
					1.60	1.65	1.70	1.75	1.80	
12						54,080	55,680	57,280	58,880	
						1.69	1.74	1.79	1.84	
13							56,960	58,560	60,160	
							1.78	1.83	1.88	
14								59,840	61,440	
								1.87	1.92	
15									62,720	
									1.96	

09-10 eliminated advanced placement

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 107

	HS	JH/MS	ELEM
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: 30,900 Index: 5 x 5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: 10(D)

Vertical Freeze:

Rollback:

Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	24.28
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Ind. Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	

PPO: COMMENTS:

LIFE Deductible Reimbursement:

LTD Principal (thru sal)

NON-PARTICIPANT

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:					
PERSONAL	2			yes	unused goes to accum sick lv.
BEREAVEMENT	5				immed family
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION	see sick lv.				

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
					MA					
1	30,900	32,445	33,990	35,535	37,080		38,625	40,170	41,715	43,260
	1.00	1.05	1.10	1.15	1.20		1.25	1.30	1.35	1.40
2	32,445	33,990	35,535	37,080	38,625		40,170	41,715	43,260	44,805
	1.05	1.10	1.15	1.20	1.25		1.30	1.35	1.40	1.45
3	33,990	35,535	37,080	38,625	40,170		41,715	43,260	44,805	46,350
	1.10	1.15	1.20	1.25	1.30		1.35	1.40	1.45	1.50
4	35,535	37,080	38,625	40,170	41,715		43,260	44,805	46,350	47,895
	1.15	1.20	1.25	1.30	1.35		1.40	1.45	1.50	1.55
5	37,080	38,625	40,170	41,715	43,260		44,805	46,350	47,895	49,440
	1.20	1.25	1.30	1.35	1.40		1.45	1.50	1.55	1.60
6	38,625	40,170	41,715	43,260	44,805		46,350	47,895	49,440	50,985
	1.25	1.30	1.35	1.40	1.45		1.50	1.55	1.60	1.65
7		41,715	43,260	44,805	46,350		47,895	49,440	50,985	52,530
		1.35	1.40	1.45	1.50		1.55	1.60	1.65	1.70
8			44,805	46,350	47,895		49,440	50,985	52,530	54,075
			1.45	1.50	1.55		1.60	1.65	1.70	1.75
9			46,350	47,895	49,440		50,985	52,530	54,075	55,620
			1.50	1.55	1.60		1.65	1.70	1.75	1.80
10				49,440	50,985		52,530	54,075	55,620	57,165
				1.60	1.65		1.70	1.75	1.80	1.85
11					52,530		54,075	55,620	57,165	58,710
					1.70		1.75	1.80	1.85	1.90
12							54,075	55,620	57,165	58,710
							1.75	1.80	1.85	1.90
13								57,165	58,710	60,255
								1.85	1.90	1.95
14									60,255	61,800
									1.95	2.00

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 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: 31,100 Index: 4 x 4.5
 Starting Salary: 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			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD	Madison Nat'l	.00348(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	50	yes		
Other Info: borrow up to 20; Sev.-Upon term. \$45/day unused days					
PERSONAL	2			yes	2 add'l. from sick lv.; may carry
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	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	31,100	32,500	33,899	35,299	36,698	36,698	36,698	38,098	39,497	
	1.00	1.045	1.09	1.135	1.18	1.18	1.18	1.225	1.27	
2	32,344	33,744	35,143	36,543	37,942	37,942	37,942	39,342	40,741	
	1.04	1.085	1.13	1.175	1.22	1.22	1.22	1.265	1.31	
3	33,588	34,988	36,387	37,787	39,186	39,186	39,186	40,586	41,985	
	1.08	1.125	1.17	1.215	1.26	1.26	1.26	1.305	1.35	
4	34,832	36,232	37,631	39,031	40,430	40,430	40,430	41,830	43,229	
	1.12	1.165	1.21	1.255	1.3	1.3	1.3	1.345	1.39	
5	36,076	37,476	38,875	40,275	41,674	41,674	41,674	43,074	44,473	
	1.16	1.205	1.25	1.295	1.34	1.34	1.34	1.385	1.43	
6		38,720	40,119	41,519	42,918	42,918	42,918	44,318	45,717	
		1.245	1.29	1.335	1.38	1.38	1.38	1.425	1.47	
7			41,363	42,763	44,162	44,162	44,162	45,562	46,961	
			1.33	1.375	1.42	1.42	1.42	1.465	1.51	
8				44,007	45,406	45,406	45,406	46,806	48,205	
				1.415	1.46	1.46	1.46	1.505	1.55	
9				45,251	46,650	46,650	46,650	48,050	49,449	
				1.455	1.5	1.5	1.5	1.545	1.59	
10					47,894	47,894	47,894	49,294	50,693	
					1.54	1.54	1.54	1.585	1.63	
11						49,138	49,138	50,538	51,937	
						1.58	1.58	1.625	1.67	
12							50,382	51,782	53,181	
							1.62	1.665	1.71	
Bump Stp 16							51,004	52,404	53,803	
							1.64	1.685	1.73	
Bump Stp 20							51,626	53,026	54,425	
							1.66	1.705	1.75	

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	32,500	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:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	TSA,Cash
DENTAL	BC/BS	1	23.64	23.64	23.64	23.64	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	National Ins.	(thru sal)					
NON-PARTICIPANT	\$538.44 TSA, Cash						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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		MA + 18	
									MA					
1	32,500	1.00	33,800	1.04	35,100	1.08	36,400	1.12	37,700	1.16	39,000	1.20	40,300	1.24
2	33,800	1.04	35,100	1.08	36,400	1.12	37,700	1.16	39,000	1.20	40,300	1.24	41,600	1.28
3	35,100	1.08	36,400	1.12	37,700	1.16	39,000	1.20	40,300	1.24	41,600	1.28	42,900	1.32
4	36,400	1.12	37,700	1.16	39,000	1.20	40,300	1.24	41,600	1.28	42,900	1.32	44,200	1.36
5	37,700	1.16	39,000	1.20	40,300	1.24	41,600	1.28	42,900	1.32	44,200	1.36	45,500	1.40
6	39,000	1.20	40,300	1.24	41,600	1.28	42,900	1.32	44,200	1.36	45,500	1.40	46,800	1.44
7	40,300	1.24	41,600	1.28	42,900	1.32	44,200	1.36	45,500	1.40	46,800	1.44	48,100	1.48
8	41,600	1.28	42,900	1.32	44,200	1.36	45,500	1.40	46,800	1.44	48,100	1.48	49,400	1.52
9			44,200	1.36	45,500	1.40	46,800	1.44	48,100	1.48	49,400	1.52	50,700	1.56
10					46,800	1.44	48,100	1.48	49,400	1.52	50,700	1.56	52,000	1.60
11							49,400	1.52	50,700	1.56	52,000	1.60	53,300	1.64
12									52,000	1.60	53,300	1.64	54,600	1.68
13											54,600	1.68	55,900	1.72
14													57,200	1.76

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 21
 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 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,200 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 9
 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	500D		515.79	954.24	1083.17	1454.42	26.69 or 44.19
DENTAL	BC/BS	2		24.28	24.28	24.28	24.28	Sp or Dep Dental
PPO:			COMMENTS:					
LIFE			Deductible Reimbursement:					
LTD	Principal							
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	10,7	50	yes		
Other Info:	10 -1st yr, 7 all others, 50% sub pay for days over 50				
PERSONAL	3			yes	unused to sick leave accum
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	MA+18
1	31,200	32,604	34,008	35,412	36,816	38,220	38,922	40,326	41,730
	1.00	1.045	1.09	1.135	1.18	1.225	1.2475	1.2925	1.3375
2	32,604	34,008	35,412	36,816	38,220	39,624	40,326	41,730	43,134
	1.045	1.09	1.135	1.18	1.225	1.27	1.2925	1.3375	1.3825
3	34,008	35,412	36,816	38,220	39,624	41,028	41,730	43,134	44,538
	1.09	1.135	1.18	1.225	1.27	1.315	1.3375	1.3825	1.4275
4	35,412	36,816	38,220	39,624	41,028	42,432	43,134	44,538	45,942
	1.135	1.18	1.225	1.27	1.315	1.36	1.3825	1.4275	1.4725
5	36,816	38,220	39,624	41,028	42,432	43,836	44,538	45,942	47,346
	1.18	1.225	1.27	1.315	1.36	1.405	1.4275	1.4725	1.5175
6	38,220	39,624	41,028	42,432	43,836	45,240	45,942	47,346	48,750
	1.225	1.27	1.315	1.36	1.405	1.45	1.4725	1.5175	1.5625
7	39,624	41,028	42,432	43,836	45,240	46,644	47,346	48,750	50,154
	1.27	1.315	1.36	1.405	1.45	1.495	1.5175	1.5625	1.6075
8		42,432	43,836	45,240	46,644	48,048	48,750	50,154	51,558
		1.36	1.405	1.45	1.495	1.54	1.5625	1.6075	1.6525
9			45,240	46,644	48,048	49,452	50,154	51,558	52,962
			1.45	1.495	1.54	1.585	1.6075	1.6525	1.6975
10				48,048	49,452	50,856	51,558	52,962	54,366
				1.54	1.585	1.63	1.6525	1.6975	1.7425
11					50,856	52,260	52,962	54,366	55,770
					1.63	1.675	1.6975	1.7425	1.7875
12						53,664	54,366	55,770	57,174
						1.72	1.7425	1.7875	1.8325
13							55,770	57,174	58,578
							1.7875	1.8325	1.8775

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
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:	9	9	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,050	Index:	4 x 5
Starting Salary:	33,534	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	10
\$1050 for 9 hrs credit one time if frozen at bottom right			
Vertical Freeze:	horiz 99-00		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	200
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	Annuity or 2 Ind Policies
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison Nat'l						
NON-PARTICIPANT	\$200 annuity						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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

BATTLE CREEK								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	31,050	32,603	34,155	35,708	37,260	38,813	40,365	41,918
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	32,292	33,845	35,397	36,950	38,502	40,055	41,607	43,160
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	33,534	35,087	36,639	38,192	39,744	41,297	42,849	44,402
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	34,776	36,329	37,881	39,434	40,986	42,539	44,091	45,644
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	36,018	37,571	39,123	40,676	42,228	43,781	45,333	46,886
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	37,260	38,813	40,365	41,918	43,470	45,023	46,575	48,128
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	38,502	40,055	41,607	43,160	44,712	46,265	47,817	49,370
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		41,297	42,849	44,402	45,954	47,507	49,059	50,612
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		42,539	44,091	45,644	47,196	48,749	50,301	51,854
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			45,333	46,886	48,438	49,991	51,543	53,096
			1.46	1.51	1.56	1.61	1.66	1.71
11			46,575	48,128	49,680	51,233	52,785	54,338
			1.50	1.55	1.60	1.65	1.70	1.75
12				49,370	50,922	52,475	54,027	55,580
				1.59	1.64	1.69	1.74	1.79
13					50,612	52,164	53,717	55,269
					1.63	1.68	1.73	1.78
14						53,406	54,959	56,511
						1.72	1.77	1.82
15						54,648	56,201	57,753
						1.76	1.81	1.86
16							58,995	60,548
							1.90	1.95
17								61,790
								1.99
18								63,032
								2.03
19								64,274
								2.07

09-10 BA 36 column became BA 36/MA ; 10-11 BA 36/MA column became MA only column, teachers already in column were grandfathered

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 186 FTE Teachers:

	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	45	36
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

Base: 32,500 Index: 5 x 4
 Starting Salary: 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	EE/Sp/Child	
HEALTH	BC/BS	750D/1650D	514.80	952.40	1081.09	1451.63	300
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Cash
PPO:			COMMENTS:				
LIFE	Guardian		Deductible Reimbursement:				
LTD	National Ins	(+B)					
NON-PARTICIPANT	\$300 cash-in-lieu						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	60	yes		
Other Info:					
PERSONAL	3			yes	\$100/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	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	P

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

BEATRICE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+45
1	32,500	33,800	35,100	36,400	37,700	39,000	40,300	41,600	42,900	44,200
	1	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36
2	34,125	35,425	36,725	38,025	39,325	40,625	41,925	43,225	44,525	45,825
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	35,750	37,050	38,350	39,650	40,950	42,250	43,550	44,850	46,150	47,450
	1.1	1.14	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46
4	37,375	38,675	39,975	41,275	42,575	43,875	45,175	46,475	47,775	49,075
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	39,000	40,300	41,600	42,900	44,200	45,500	46,800	48,100	49,400	50,700
	1.2	1.24	1.28	1.32	1.36	1.4	1.44	1.48	1.52	1.56
6	40,625	41,925	43,225	44,525	45,825	47,125	48,425	49,725	51,025	52,325
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7		43,550	44,850	46,150	47,450	48,750	50,050	51,350	52,650	53,950
		1.34	1.38	1.42	1.46	1.5	1.54	1.58	1.62	1.66
8			46,475	47,775	49,075	50,375	51,675	52,975	54,275	55,575
			1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				49,400	50,700	52,000	53,300	54,600	55,900	57,200
				1.52	1.56	1.6	1.64	1.68	1.72	1.76
10					52,325	53,625	54,925	56,225	57,525	58,825
					1.61	1.65	1.69	1.73	1.77	1.81
11					53,950	55,250	56,550	57,850	59,150	60,450
					1.66	1.7	1.74	1.78	1.82	1.86
12							58,175	59,475	60,775	62,075
							1.79	1.83	1.87	1.91
13								61,100	62,400	63,700
								1.88	1.92	1.96

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 778.3
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 6.5
 Planning Time: 47 43 50
 Class Periods/Day: 7 8
 Normal Teaching Load: 5 6

SALARY SCHEDULE

Base: 32,500 Index: 3 x 4
 Starting Salary: 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	495.83
HEALTH	BC/BS	500D/3100D	495.83	495.83	495.83	495.83	
DENTAL	BC/BS	4					
PPO:			COMMENTS:				
LIFE	National Ins		Deductible Reimbursement:				
LTD	National Ins						
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	110	yes		
Other Info:	Upon term. 3.75% 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	MA + 18	MA + 36
Step				BA + 36		
0	32,500	33,800	35,100	36,400	38,350	40,300
	1.00	1.04	1.08	1.12	1.18	1.24
1	33,475	35,100	36,400	37,700	39,650	41,600
	1.03	1.08	1.12	1.16	1.22	1.28
2	34,450	36,400	37,700	39,000	40,950	42,900
	1.06	1.12	1.16	1.20	1.26	1.32
3	35,425	37,700	39,000	40,300	42,250	44,200
	1.09	1.16	1.20	1.24	1.30	1.36
4	36,400	39,000	40,300	41,600	43,550	45,500
	1.12	1.20	1.24	1.28	1.34	1.40
5	37,700	40,625	41,925	43,225	45,175	47,125
	1.16	1.25	1.29	1.33	1.39	1.45
6	39,000	42,250	43,550	44,850	46,800	48,750
	1.20	1.30	1.34	1.38	1.44	1.50
7			45,175	46,475	48,425	50,375
			1.39	1.43	1.49	1.55
8			46,800	48,100	50,050	52,000
			1.44	1.48	1.54	1.60
9			48,425	49,725	51,675	53,625
			1.49	1.53	1.59	1.65
10				51,350	53,300	55,250
				1.58	1.64	1.70
11				53,300	55,250	57,200
				1.64	1.70	1.76
12				55,250	57,200	59,150
				1.70	1.76	1.82
13				57,200	59,150	61,100
				1.76	1.82	1.88
14					61,100	63,050
					1.88	1.94
15					63,050	65,000
					1.94	2.00
16						66,950
						2.06
17						68,900
						2.12

09-10 vertical freeze

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	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: 32,000 Index: 4 x 5
 Starting Salary: 34,560 Entry Level Step: 3
 Career Increments: Y Experience Allowed: 10
 new hires stay on stp 3 until eligible for movement by exp
 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
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	Cash
DENTAL	BC/BS	5	50.02	50.02	50.02	50.02	
PPO:							475
LIFE Guardian							
LTD Principal							
NON-PARTICIPANT \$475							

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	9	50	yes		
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

Other Info:		Negotiated/Policy	
Exists	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

Step	BA + 36							
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27
1	32,000	33,600	35,200	36,800	38,400	40,000	41,600	43,200
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	33,280	34,880	36,480	38,080	39,680	41,280	42,880	44,480
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	34,560	36,160	37,760	39,360	40,960	42,560	44,160	45,760
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	35,840	37,440	39,040	40,640	42,240	43,840	45,440	47,040
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	37,120	38,720	40,320	41,920	43,520	45,120	46,720	48,320
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		40,000	41,600	43,200	44,800	46,400	48,000	49,600
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		41,280	42,880	44,480	46,080	47,680	49,280	50,880
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			44,160	45,760	47,360	48,960	50,560	52,160
			1.38	1.43	1.48	1.53	1.58	1.63
9			45,440	47,040	48,640	50,240	51,840	53,440
			1.42	1.47	1.52	1.57	1.62	1.67
10				48,320	49,920	51,520	53,120	54,720
				1.51	1.56	1.61	1.66	1.71
11				49,600	51,200	52,800	54,400	56,000
				1.55	1.60	1.65	1.70	1.75
12					52,480	54,080	55,680	57,280
					1.64	1.69	1.74	1.79
13					53,760	55,360	56,960	58,560
					1.68	1.73	1.78	1.83
14						56,640	58,240	59,840
						1.77	1.82	1.87
15						57,920	59,520	61,120
						1.81	1.86	1.91

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	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: 30,300 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD	Principal Life					
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9, 7	40	yes		
Other Info:	9 days 1st yr, 7 days thereafter				
PERSONAL	2			no	accum to 3
BEREAVEMENT	see sick lv				
PROFESSIONAL	5			yes	
ADOPTION	see sick lv				
ASSOCIATION	see prof lv				

OTHER DISTRICT POLICIES

	Negotiated/ Policy	Exists
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:

BERTRAND								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	30,300	31,512	32,724	33,936	35,148	36,360	37,572	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	31,512	32,724	33,936	35,148	36,360	37,572	38,784	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	32,724	33,936	35,148	36,360	37,572	38,784	39,996	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	33,936	35,148	36,360	37,572	38,784	39,996	41,208	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	35,148	36,360	37,572	38,784	39,996	41,208	42,420	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6		37,572	38,784	39,996	41,208	42,420	43,632	
		1.24	1.28	1.32	1.36	1.40	1.44	
7			39,996	41,208	42,420	43,632	44,844	
			1.32	1.36	1.40	1.44	1.48	
8			41,208	42,420	43,632	44,844	46,056	
			1.36	1.40	1.44	1.48	1.52	
9				43,632	44,844	46,056	47,268	
				1.44	1.48	1.52	1.56	
10				44,844	46,056	47,268	48,480	
				1.48	1.52	1.56	1.60	
11				46,056	47,268	48,480	49,692	
				1.52	1.56	1.60	1.64	
12					48,480	49,692	50,904	
					1.60	1.64	1.68	
13					49,692	50,904	52,116	
					1.64	1.68	1.72	
14					50,904	52,116	53,328	
					1.68	1.72	1.76	
15						53,328	54,540	
						1.76	1.80	
16						54,540	55,752	
						1.80	1.84	

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	177
	HS	JH/MS	ELEM
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:	32,205	Index:	4 x 5
Starting Salary:	34,781	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	10(TS)
	10-11, 11-12: 1/2 step vertical movement		
Vertical Freeze:	85-86, 88-89		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	Cash
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	single ins. rec \$250/mo		COMMENTS: if take ind ins, get \$250 cash also				
LIFE							Deductible Reimbursement:
LTD	Madison Nat'l	(+B)					
NON-PARTICIPANT	\$416.67 cash						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	55	no		
Other Info:	Retirement-sub rate pd for up to 45 max				
PERSONAL	2+1			1-yes;1-no	+1 @ 15 yrs; 1 unused \$50, 2-\$
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	32,205	33,815	35,426	37,036	38,646	38,646	40,256	41,867	43,477	45,087
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	33,493	35,103	36,714	38,324	39,934	39,934	41,544	43,155	44,765	46,375
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	34,781	36,392	38,002	39,612	41,222	41,222	42,833	44,443	46,053	47,663
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	36,070	37,680	39,290	40,900	42,511	42,511	44,121	45,731	47,341	48,952
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	37,358	38,968	40,578	42,189	43,799	43,799	45,409	47,019	48,630	50,240
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6		40,256	41,867	43,477	45,087	45,087	46,697	48,308	49,918	51,528
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7			43,155	44,765	46,375	46,375	47,985	49,596	51,206	52,816
			1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8			44,443	46,053	47,663	47,663	49,274	50,884	52,494	54,104
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9				47,341	48,952	48,952	50,562	52,172	53,782	55,393
				1.47	1.52	1.52	1.57	1.62	1.67	1.72
10					50,240	50,240	51,850	53,460	55,071	56,681
					1.56	1.56	1.61	1.66	1.71	1.76
11					51,528	51,528	53,138	54,749	56,359	57,969
					1.60	1.60	1.65	1.70	1.75	1.80
12					52,816	52,816	54,426	56,037	57,647	59,257
					1.64	1.64	1.69	1.74	1.79	1.84
13					54,104	54,104	55,715	57,325	58,935	60,545
					1.68	1.68	1.73	1.78	1.83	1.88
14					55,393	55,393	57,003	58,613	60,223	61,834
					1.72	1.72	1.77	1.82	1.87	1.92
15									61,512	63,122
									1.91	1.96

05-06 staff on BA 36 stp 13 or 14 will continue to remain on those steps, others may reach step 12 only; 06-07 Longevity increments grandfathered; 10-11 vertical movement 2% Tchrs hired in 10-11, beginning on stp 3, will move to stp 3.5 in 11-12 and will continue on 1/2 stp movement

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.2
Planning Time:	95	95	95
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,400 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Indiv. Negot. after frozen on MA+18 for 2 yrs
 Vertical Freeze: 86-87
 Rollback: 86-87 (Last 2)
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	1250D	452.71	837.53	950.69	1276.54	Ind Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO: COMMENTS:							
LIFE Deductible Reimbursement: N							
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

BLOOMFIELD														
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		MA + 9		MA + 18	
									MA					
1	31,400	32,656	33,912	35,168	36,424	37,680	38,936	39,192	40,448	41,704	42,960	44,216	45,472	46,728
	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
2	32,656	33,912	35,168	36,424	37,680	38,936	40,192	41,448	42,704	43,960	45,216	46,472	47,728	48,984
	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
3	33,912	35,168	36,424	37,680	38,936	40,192	41,448	42,704	43,960	45,216	46,472	47,728	48,984	50,240
	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
4	35,168	36,424	37,680	38,936	40,192	41,448	42,704	43,960	45,216	46,472	47,728	48,984	50,240	51,496
	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
5	36,424	37,680	38,936	40,192	41,448	42,704	43,960	45,216	46,472	47,728	48,984	50,240	51,496	52,752
	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
6	37,680	38,936	40,192	41,448	42,704	43,960	45,216	46,472	47,728	48,984	50,240	51,496	52,752	54,008
	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
7	38,936	40,192	41,448	42,704	43,960	45,216	46,472	47,728	48,984	50,240	51,496	52,752	54,008	55,264
	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
8		41,448	42,704	43,960	45,216	46,472	47,728	48,984	50,240	51,496	52,752	54,008	55,264	56,520
		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
9		42,704	43,960	45,216	46,472	47,728	48,984	50,240	51,496	52,752	54,008	55,264	56,520	57,776
		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
10			45,216	46,472	47,728	48,984	50,240	51,496	52,752	54,008	55,264	56,520	57,776	59,032
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
11				47,728	48,984	50,240	51,496	52,752	54,008	55,264	56,520	57,776	59,032	60,288
				1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
12					50,240	51,496	52,752	54,008	55,264	56,520	57,776	59,032	60,288	61,544
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
13						51,496	52,752	54,008	55,264	56,520	57,776	59,032	60,288	61,544
						1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
14							52,752	54,008	55,264	56,520	57,776	59,032	60,288	61,544
							1.66	1.70	1.74	1.78	1.82	1.86	1.90	1.94
15								54,008	55,264	56,520	57,776	59,032	60,288	61,544
								1.70	1.74	1.78	1.82	1.86	1.90	1.94

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185	FTE Teachers:	Base: 31,100	Index: 4 x 5
Length of Teacher Day: 7.5	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Student Day: 6.9	7.5 7.5 7.5	Career Increments: N	Experience Allowed: (D)
Planning Time: 50	6.9 6.4 6.7	00-01 BA45/MA9 to MA9 only - BA45s grandfathered	
Class Periods/Day: 8	50 42 50	Vertical Freeze: 88/89	
Normal Teaching Load: 7	8 8	Rollback:	
	7 7	Multi-year Contract: 12-13, 13-14	

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	750D/3100D	489.06	904.78	1027.04	1379.05	Emp+Sp. Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				Options:
LTD							IRS 125: Y
NON-PARTICIPANT							Flex Accounts: Y

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			1-y,1-n	1 add'l using 2 sick days
BEREAVEMENT	15				Unused-accum. sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Sabbatical w/appvl.

BOONE CENTRAL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	31,100	32,655	34,210	35,765	37,320	37,320	38,875	40,430	41,985	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	32,344	33,899	35,454	37,009	38,564	38,564	40,119	41,674	43,229	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	33,588	35,143	36,698	38,253	39,808	39,808	41,363	42,918	44,473	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	34,832	36,387	37,942	39,497	41,052	41,052	42,607	44,162	45,717	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	36,076	37,631	39,186	40,741	42,296	42,296	43,851	45,406	46,961	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6		38,875	40,430	41,985	43,540	43,540	45,095	46,650	48,205	
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7		40,119	41,674	43,229	44,784	44,784	46,339	47,894	49,449	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8		41,363	42,918	44,473	46,028	46,028	47,583	49,138	50,693	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9			44,162	45,717	47,272	47,272	48,827	50,382	51,937	
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	
10				46,961	48,516	48,516	50,071	51,626	53,181	
				1.51	1.56	1.56	1.61	1.66	1.71	
11				48,205	49,760	49,760	51,315	52,870	54,425	
				1.55	1.60	1.60	1.65	1.70	1.75	
12					51,004	51,004	52,559	54,114	55,669	
					1.64	1.64	1.69	1.74	1.79	
13					52,248	52,248	53,803	55,358	56,913	
					1.68	1.68	1.73	1.78	1.83	
14					53,492	53,492	55,047	56,602	58,157	
					1.72	1.72	1.77	1.82	1.87	
15							56,291	57,846	59,401	
							1.81	1.86	1.91	
16								59,090	60,645	
								1.90	1.95	
17									61,889	
									1.99	

00-01 BA+45/MA+9 to MA+9 only - those on BA+45 grandfathered

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 80

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

SALARY SCHEDULE

Base: 31,200 Index: 4.5 x 4.5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: 5

Vertical Freeze:

Rollback: 87-88

Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	50.29 or 83.22
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Sp or Dep. Dental
DENTAL	BC/BS	4	45.71	45.71	45.71	45.71	

PPO: COMMENTS:

LIFE Madison Nat'l Deductible Reimbursement:

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	75	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:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	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	31,200	32,604	34,008	35,412	36,816	36,816	38,220	39,624	41,028	42,432
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	32,604	34,008	35,412	36,816	38,220	38,220	39,624	41,028	42,432	43,836
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405
3	34,008	35,412	36,816	38,220	39,624	39,624	41,028	42,432	43,836	45,240
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	35,412	36,816	38,220	39,624	41,028	41,028	42,432	43,836	45,240	46,644
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	36,816	38,220	39,624	41,028	42,432	42,432	43,836	45,240	46,644	48,048
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	38,220	39,624	41,028	42,432	43,836	43,836	45,240	46,644	48,048	49,452
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7	39,624	41,028	42,432	43,836	45,240	45,240	46,644	48,048	49,452	50,856
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8		42,432	43,836	45,240	46,644	46,644	48,048	49,452	50,856	52,260
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			45,240	46,644	48,048	48,048	49,452	50,856	52,260	53,664
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				48,048	49,452	49,452	50,856	52,260	53,664	55,068
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11				49,452	50,856	50,856	52,260	53,664	55,068	56,472
				1.585	1.63	1.63	1.675	1.72	1.765	1.81
12					52,260	52,260	53,664	55,068	56,472	57,876
					1.675	1.675	1.72	1.765	1.81	1.855
13						53,664	53,664	55,068	56,472	57,876
						1.72	1.72	1.765	1.81	1.855
14							55,068	56,472	57,876	59,280
							1.765	1.81	1.855	1.9
15								59,280	60,684	62,088
								1.9	1.945	1.99

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 28.25

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	65	65	40
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,500 Index: 4 x 4

Starting Salary: Entry Level Step: 1

Career Increments: Y Experience Allowed: 5

Vertical Freeze:

Rollback:

Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	25.99 or 43.02	Options:
DENTAL	BC/BS	1	23.64	23.64	23.64	23.64	Sp or Dep Dental	
PPO:			COMMENTS:					IRS 125:
LIFE			Deductible Reimbursement:					Flex Accounts:
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	\$45 for every day over 50				
PERSONAL	2			yes	\$30/day
BEREAVEMENT					from sick lv
PROFESSIONAL	2			yes	more w/ approval
ADOPTION					from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

BRUNING-DAVENPORT UNIFIED SYSTEM

Step	BA		BA+9		BA+18		BA+27		BA+36		MA+9		MA+18	
	BA	BA+9	BA+9	BA+18	BA+18	BA+27	BA+27	BA+36	MA	MA+9	MA+9	MA+18	MA+18	MA+18
1	32,500	33,800	33,800	35,100	35,100	36,400	36,400	37,700	37,700	39,000	39,000	40,300	40,300	41,600
	1.00	1.04	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28
2	33,800	35,100	35,100	36,400	36,400	37,700	37,700	39,000	39,000	40,300	40,300	41,600	41,600	42,900
	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32
3	35,100	36,400	36,400	37,700	37,700	39,000	39,000	40,300	40,300	41,600	41,600	42,900	42,900	44,200
	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36
4	36,400	37,700	37,700	39,000	39,000	40,300	40,300	41,600	41,600	42,900	42,900	44,200	44,200	45,500
	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40
5	37,700	39,000	39,000	40,300	40,300	41,600	41,600	42,900	42,900	44,200	44,200	45,500	45,500	46,800
	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.44
6	39,000	40,300	40,300	41,600	41,600	42,900	42,900	44,200	44,200	45,500	45,500	46,800	46,800	48,100
	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.44	1.44	1.48
7	40,300	41,600	41,600	42,900	42,900	44,200	44,200	45,500	45,500	46,800	46,800	48,100	48,100	49,400
	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.44	1.44	1.48	1.48	1.52
8			42,900	44,200	44,200	45,500	45,500	46,800	46,800	48,100	48,100	49,400	49,400	50,700
			1.32	1.36	1.36	1.40	1.40	1.44	1.44	1.48	1.48	1.52	1.52	1.56
9			44,200	45,500	45,500	46,800	46,800	48,100	48,100	49,400	49,400	50,700	50,700	52,000
			1.36	1.40	1.40	1.44	1.44	1.48	1.48	1.52	1.52	1.56	1.56	1.60
10				46,800	46,800	48,100	48,100	49,400	49,400	50,700	50,700	52,000	52,000	53,300
				1.44	1.44	1.48	1.48	1.52	1.52	1.56	1.56	1.60	1.60	1.64
11				48,100	48,100	49,400	49,400	50,700	50,700	52,000	52,000	53,300	53,300	54,600
				1.48	1.48	1.52	1.52	1.56	1.56	1.60	1.60	1.64	1.64	1.68
12								52,000	52,000	53,300	53,300	54,600	54,600	55,900
								1.60	1.60	1.64	1.64	1.68	1.68	1.72
13										54,600	54,600	55,900	55,900	57,200
										1.68	1.68	1.72	1.72	1.76

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7
Planning Time:	94	94	52
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

Base: 30,750 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	450.42
HEALTH	BC/BS	750D	514.80	501.98	630.67	1001.21	125
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47	

PPO: Cafet \$450.42 - EC/ES/ESC for cc
 LIFE: COMMENTS: will deduct tax/retirement from caf amt
 LTD: Deductible Reimbursement:
 NON-PARTICIPANT Cafeteria amount \$4

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:	10 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	30,750	32,288	33,825	35,363	36,900	36,900	36,900	38,438	39,975	41,513
	1.00	1.05	1.10	1.15	1.20	1.20	1.20	1.25	1.30	1.35
2	31,980	33,518	35,055	36,593	38,130	38,130	38,130	39,668	41,205	42,743
	1.04	1.09	1.14	1.19	1.24	1.24	1.24	1.29	1.34	1.39
3	33,210	34,748	36,285	37,823	39,360	39,360	39,360	40,898	42,435	43,973
	1.08	1.13	1.18	1.23	1.28	1.28	1.28	1.33	1.38	1.43
4	34,440	35,978	37,515	39,053	40,590	40,590	40,590	42,128	43,665	45,203
	1.12	1.17	1.22	1.27	1.32	1.32	1.32	1.37	1.42	1.47
5	35,670	37,208	38,745	40,283	41,820	41,820	41,820	43,358	44,895	46,433
	1.16	1.21	1.26	1.31	1.36	1.36	1.36	1.41	1.46	1.51
6	36,900	38,438	39,975	41,513	43,050	43,050	43,050	44,588	46,125	47,663
	1.20	1.25	1.30	1.35	1.40	1.40	1.40	1.45	1.50	1.55
7		39,668	41,205	42,743	44,280	44,280	44,280	45,818	47,355	48,893
		1.29	1.34	1.39	1.44	1.44	1.44	1.49	1.54	1.59
8			42,435	43,973	45,510	45,510	45,510	47,048	48,585	50,123
			1.38	1.43	1.48	1.48	1.48	1.53	1.58	1.63
9				45,203	46,740	46,740	46,740	48,278	49,815	51,353
				1.47	1.52	1.52	1.52	1.57	1.62	1.67
10				46,433	47,970	47,970	47,970	49,508	51,045	52,583
				1.51	1.56	1.56	1.56	1.61	1.66	1.71
11					49,200	49,200	49,200	50,738	52,275	53,813
					1.60	1.60	1.60	1.65	1.70	1.75
12						50,430	50,430	51,968	53,505	55,043
						1.64	1.64	1.69	1.74	1.79
13						51,660	51,660	53,198	54,735	56,273
						1.68	1.68	1.73	1.78	1.83
14							52,890	54,428	55,965	57,503
							1.72	1.77	1.82	1.87
15									57,195	58,733
									1.86	1.91

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 184	FTE Teachers:	Base: 30,700	Index: 4 x 4.5
Length of Teacher Day: 7.75	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Student Day: 7.27	7.75 7.75 7.75	Career Increments: N	Experience Allowed: 2 (D)
Planning Time: 51	51 51 51	Vertical Freeze:	
Class Periods/Day: 8	8 8	Rollback:	
Normal Teaching Load: 7	7 7	Multi-year Contract: 12-13, 13-14	

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	25.99 or 43.02	Options:
DENTAL	BC/BS	1	23.64	23.64	23.64	23.64	Sp or Dep. Dental	IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					
LTD	Fort Dearborn							PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: \$25/day upon retirement up to 45					
PERSONAL	3			yes	accum to 5
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CEDAR RAPIDS

Step	BA+36						
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	30,700	32,082	33,463	34,845	36,226	37,608	38,989
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	31,928	33,310	34,691	36,073	37,454	38,836	40,217
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	33,156	34,538	35,919	37,301	38,682	40,064	41,445
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	34,384	35,766	37,147	38,529	39,910	41,292	42,673
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	35,612	36,994	38,375	39,757	41,138	42,520	43,901
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	36,840	38,222	39,603	40,985	42,366	43,748	45,129
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7	38,068	39,450	40,831	42,213	43,594	44,976	46,357
	1.24	1.285	1.33	1.375	1.42	1.465	1.51
8		40,678	42,059	43,441	44,822	46,204	47,585
		1.325	1.37	1.415	1.46	1.505	1.55
9			43,287	44,669	46,050	47,432	48,813
			1.41	1.455	1.5	1.545	1.59
10				45,897	47,278	48,660	50,041
				1.495	1.54	1.585	1.63
11					48,506	49,888	51,269
					1.58	1.625	1.67
12						51,116	52,497
						1.665	1.71

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.2
Planning Time:	48	48	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	32,300	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	(D)
Vertical Freeze:	86-87 Also Horiz.		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	500D	515.79	954.24	1083.17	1454.42	26.69 or 44.19	Options:	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	School Ins.	(thru sal)						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CENTENNIAL										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	32,300	33,915	35,530	37,145	38,760	40,375	41,990	43,605		
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35		
2	33,592	35,207	36,822	38,437	40,052	41,667	43,282	44,897		
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39		
3	34,884	36,499	38,114	39,729	41,344	42,959	44,574	46,189		
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43		
4	36,176	37,791	39,406	41,021	42,636	44,251	45,866	47,481		
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47		
5	37,468	39,083	40,698	42,313	43,928	45,543	47,158	48,773		
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51		
6	38,760	40,375	41,990	43,605	45,220	46,835	48,450	50,065		
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55		
7		41,667	43,282	44,897	46,512	48,127	49,742	51,357		
		1.29	1.34	1.39	1.44	1.49	1.54	1.59		
8		42,959	44,574	46,189	47,804	49,419	51,034	52,649		
		1.33	1.38	1.43	1.48	1.53	1.58	1.63		
9			45,866	47,481	49,096	50,711	52,326	53,941		
			1.42	1.47	1.52	1.57	1.62	1.67		
10			47,158	48,773	50,388	52,003	53,618	55,233		
			1.46	1.51	1.56	1.61	1.66	1.71		
11				50,065	51,680	53,295	54,910	56,525		
				1.55	1.60	1.65	1.70	1.75		
12					52,972	54,587	56,202	57,817		
					1.64	1.69	1.74	1.79		
13						55,879	57,494	59,109		
						1.73	1.78	1.83		
14							58,786	60,401		
							1.82	1.87		
15								61,693		
								1.91		

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	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	

Base: 31,250 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	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Each Ind or 44.19
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Ind or Dep. Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison Ntl.						
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	Sev.-after 10 yrs, 1/3 daily rate for unused days				
PERSONAL	2, 3			no	2: 1st 5 yrs; 3: after 6 yrs
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:

CENTRAL CITY										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	31,250	32,500	33,750	35,000	36,250	37,500	38,750	40,000	41,250	42,500
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	32,813	34,063	35,313	36,563	37,813	39,063	40,313	41,563	42,813	44,063
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	34,375	35,625	36,875	38,125	39,375	40,625	41,875	43,125	44,375	45,625
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	35,938	37,188	38,438	39,688	40,938	42,188	43,438	44,688	45,938	47,188
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	37,500	38,750	40,000	41,250	42,500	43,750	45,000	46,250	47,500	48,750
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	39,063	40,313	41,563	42,813	44,063	45,313	46,563	47,813	49,063	50,313
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	40,625	41,875	43,125	44,375	45,625	46,875	48,125	49,375	50,625	51,875
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8	42,188	43,438	44,688	45,938	47,188	48,438	49,688	50,938	52,188	53,438
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9	45,000	46,250	47,500	48,750	50,000	51,250	52,500	53,750	55,000	56,250
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10			47,813	49,063	50,313	51,563	52,813	54,063	55,313	56,563
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81
11				50,625	51,875	53,125	54,375	55,625	56,875	58,125
				1.62	1.66	1.70	1.74	1.78	1.82	1.86
12					53,438	54,688	55,938	57,188	58,438	59,688
					1.71	1.75	1.79	1.83	1.87	1.91
13					55,000	56,250	57,500	58,750	60,000	61,250
					1.76	1.80	1.84	1.88	1.92	1.96
14						57,813	59,063	60,313	61,563	62,813
						1.85	1.89	1.93	1.97	2.01
15							60,625	61,875	63,125	64,375
							1.94	1.98	2.02	2.06
16								63,438	64,688	65,938
								2.03	2.07	2.11
17									66,250	67,500
										2.12

03-04 grandfathered BA stp 8, BA 9 stp 9 & MA+36 stp 17

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
8	8	8
7.25	7.25	7
45	45	45
8	8	
7	7	

Length of Teacher Day:
Length of Student Day:
Planning Time:
Class Periods/Day:
Normal Teaching Load:

Base: 31,800 Index: 4 x 5
Starting Salary: Entry Level Step: 0
Career Increments: N Experience Allowed: 7(D)
get up to 2 yrs exp on schedule for military service
Vertical Freeze: 90-91(MA9,MA18)
Rollback:
Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	
PPO:								
LIFE	Guardian		Deductible Reimbursement:					Options:
LTD								IRS 125: Y
NON-PARTICIPANT								Flex Accounts: Y

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:					
PERSONAL	3			yes	EOY: sub rate/day
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:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

CENTURA

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
0	31,800	33,390	34,980	36,570	38,160	38,160	39,750	41,340	42,930	44,520
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
1	33,072	34,662	36,252	37,842	39,432	39,432	41,022	42,612	44,202	45,792
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
2	34,344	35,934	37,524	39,114	40,704	40,704	42,294	43,884	45,474	47,064
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
3	35,616	37,206	38,796	40,386	41,976	41,976	43,566	45,156	46,746	48,336
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
4	36,888	38,478	40,068	41,658	43,248	43,248	44,838	46,428	48,018	49,608
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
5	38,160	39,750	41,340	42,930	44,520	44,520	46,110	47,700	49,290	50,880
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
6		41,022	42,612	44,202	45,792	45,792	47,382	48,972	50,562	52,152
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
7		42,294	43,884	45,474	47,064	47,064	48,654	50,244	51,834	53,424
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
8			45,156	46,746	48,336	48,336	49,926	51,516	53,106	54,696
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
9			46,428	48,018	49,608	49,608	51,198	52,788	54,378	55,968
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
10				49,290	50,880	50,880	52,470	54,060	55,650	57,240
				1.55	1.60	1.60	1.65	1.70	1.75	1.80
11				50,562	52,152	52,152	53,742	55,332	56,922	58,512
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
12					53,424	53,424	55,014	56,604	58,194	59,784
					1.68	1.68	1.73	1.78	1.83	1.88
13							56,286	57,876	59,466	61,056
							1.77	1.82	1.87	1.92
14								59,148	60,738	62,328
								1.86	1.91	1.96
15										63,600
										2.00

12-13: Shaded areas grandfathered

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
Length of Teacher Day: 8	8	8
Length of Student Day: 7.15	7	7
Planning Time: 90	45	45
Class Periods/Day: 4	9	
Normal Teaching Load: 3	8	

SALARY SCHEDULE

Base: 31,700 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 0
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 13-14, 14-15

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	950D	472.57	874.29	992.41	1332.56	26.69 or 44.19	Options:	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Nat'l		Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Madison Nat'l	(thru sal)						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: \$50/day unused over 50					
PERSONAL	see sick lv.			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	see prof lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY: Yes

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	31,700	33,127	34,553	35,980	37,406	38,833	40,259	41,686
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	33,127	34,553	35,980	37,406	38,833	40,259	41,686	43,112
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	34,553	35,980	37,406	38,833	40,259	41,686	43,112	44,539
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	35,980	37,406	38,833	40,259	41,686	43,112	44,539	45,965
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	37,406	38,833	40,259	41,686	43,112	44,539	45,965	47,392
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	38,833	40,259	41,686	43,112	44,539	45,965	47,392	48,818
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		41,686	43,112	44,539	45,965	47,392	48,818	50,245
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7			44,539	45,965	47,392	48,818	50,245	51,671
			1.405	1.45	1.495	1.54	1.585	1.63
8				47,392	48,818	50,245	51,671	53,098
				1.495	1.54	1.585	1.63	1.675
9					50,245	51,671	53,098	54,524
					1.585	1.63	1.675	1.72
10					51,671	53,098	54,524	55,951
					1.63	1.675	1.72	1.765
11					53,098	54,524	55,951	57,377
					1.675	1.72	1.765	1.81
12						55,951	57,377	58,804
						1.765	1.81	1.855
13							58,804	60,230
							1.855	1.9
14								61,656
								1.945
15								63,083
								1.99

09-10 vertical index from 4.25 to 4.5; 06-07 longevity eliminated

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	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	varies
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,500	Index:	4 x 4
Starting Salary:		Entry Level Step:	0
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Principal	.002932 (thru sal)					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 6
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION	from sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CHAMBERS								
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 18	
1	30,500	31,720	32,940	34,160	35,380	36,600	37,820	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	31,720	32,940	34,160	35,380	36,600	37,820	39,040	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	32,940	34,160	35,380	36,600	37,820	39,040	40,260	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	34,160	35,380	36,600	37,820	39,040	40,260	41,480	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	35,380	36,600	37,820	39,040	40,260	41,480	42,700	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	36,600	37,820	39,040	40,260	41,480	42,700	43,920	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7		39,040	40,260	41,480	42,700	43,920	45,140	
		1.28	1.32	1.36	1.40	1.44	1.48	
8			41,480	42,700	43,920	45,140	46,360	
			1.36	1.40	1.44	1.48	1.52	
9				43,920	45,140	46,360	47,580	
				1.44	1.48	1.52	1.56	
10				45,140	46,360	47,580	48,800	
				1.48	1.52	1.56	1.60	
11				46,360	47,580	48,800	50,020	
				1.52	1.56	1.60	1.64	
12					48,800	50,020	51,240	
					1.60	1.64	1.68	
13						51,240	52,460	
						1.68	1.72	
14						52,460	53,680	
						1.72	1.76	

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 53.6

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
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: 31,950 Index: 4.5 x 4.5

Starting Salary: Entry Level Step: 0

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	Each Ind or 44.19
HEALTH	BC/BS	950D	472.57	874.29	992.41	1332.56	Ind or Dep Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement: Y 450/900				
LTD	Madison Nat'l	.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	from sick lv				
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:

CHASE COUNTY SCHOOLS

Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	PHD
0	31,950	33,388	34,826	36,263	37,701	39,139	40,577	42,014	43,452
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	33,388	34,826	36,263	37,701	39,139	40,577	42,014	43,452	44,890
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	34,826	36,263	37,701	39,139	40,577	42,014	43,452	44,890	46,328
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	36,263	37,701	39,139	40,577	42,014	43,452	44,890	46,328	47,765
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	37,701	39,139	40,577	42,014	43,452	44,890	46,328	47,765	49,203
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	39,139	40,577	42,014	43,452	44,890	46,328	47,765	49,203	50,641
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		42,014	43,452	44,890	46,328	47,765	49,203	50,641	52,079
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			44,890	46,328	47,765	49,203	50,641	52,079	53,516
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			46,328	47,765	49,203	50,641	52,079	53,516	54,954
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				49,203	50,641	52,079	53,516	54,954	56,392
				1.54	1.585	1.63	1.675	1.72	1.765
10						53,516	54,954	56,392	57,830
						1.675	1.72	1.765	1.81
11							56,392	57,830	59,267
							1.765	1.81	1.855
12								59,267	60,705
								1.855	1.9

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	8	8	8
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,300 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			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.69 or 44.19 Sp or Dep Dental
HEALTH	BC/BS	950D	497.44	920.30	1044.64	1402.69	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	National Ins Co	(thru sal)					
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	31,300	32,552	33,804	35,056	36,308	36,308	37,560	38,812
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	32,552	33,804	35,056	36,308	37,560	37,560	38,812	40,064
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	33,804	35,056	36,308	37,560	38,812	38,812	40,064	41,316
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	35,056	36,308	37,560	38,812	40,064	40,064	41,316	42,568
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	36,308	37,560	38,812	40,064	41,316	41,316	42,568	43,820
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	37,560	38,812	40,064	41,316	42,568	42,568	43,820	45,072
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	38,812	40,064	41,316	42,568	43,820	43,820	45,072	46,324
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		41,316	42,568	43,820	45,072	45,072	46,324	47,576
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			43,820	45,072	46,324	46,324	47,576	48,828
			1.40	1.44	1.48	1.48	1.52	1.56
10			45,072	46,324	47,576	47,576	48,828	50,080
			1.44	1.48	1.52	1.52	1.56	1.60
11				47,576	48,828	48,828	50,080	51,332
				1.52	1.56	1.56	1.60	1.64
12					50,080	50,080	51,332	52,584
					1.60	1.60	1.64	1.68
13					51,332	51,332	52,584	53,836
					1.64	1.64	1.68	1.72
14							53,836	55,088
							1.72	1.76

WORKING CONDITIONS

Contract Days: 188 FTE Teachers:
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 44 84 30
 Class Periods/Day: 4 9
 Normal Teaching Load: 3 6

SALARY SCHEDULE

Base: 34,500 Index: 4.7 x 5
 Starting Salary: 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	655
HEALTH	BC/BS	750D/1650D	514.80	514.80	514.80	514.80	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	Fringe Benefit Stipend \$115.92/mc COMMENTS:						
LIFE	Madison Nat'l	6.90	Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	\$655 Cash						

Cafeteria Plan

Individ. Depend.
 655 655
 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	34,500	36,225	37,950	39,675	41,400	43,125	44,850	46,575	48,300	50,025	
	1	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45	
2	36,122	37,847	39,572	41,297	43,022	44,747	46,472	48,197	49,922	51,647	
	1.047	1.097	1.147	1.197	1.247	1.297	1.347	1.397	1.447	1.497	
3	37,743	39,468	41,193	42,918	44,643	46,368	48,093	49,818	51,543	53,268	
	1.094	1.144	1.194	1.244	1.294	1.344	1.394	1.444	1.494	1.544	
4	39,365	41,090	42,815	44,540	46,265	47,990	49,715	51,440	53,165	54,890	
	1.141	1.191	1.241	1.291	1.341	1.391	1.441	1.491	1.541	1.591	
5		42,711	44,436	46,161	47,886	49,611	51,336	53,061	54,786	56,511	
		1.238	1.288	1.338	1.388	1.438	1.488	1.538	1.588	1.638	
6			46,058	47,783	49,508	51,233	52,958	54,683	56,408	58,133	
			1.335	1.385	1.435	1.485	1.535	1.585	1.635	1.685	
7				49,404	51,129	52,854	54,579	56,304	58,029	59,754	
				1.432	1.482	1.532	1.582	1.632	1.682	1.732	
8				51,026	52,751	54,476	56,201	57,926	59,651	61,376	
				1.479	1.529	1.579	1.629	1.679	1.729	1.779	
9					54,372	56,097	57,822	59,547	61,272	62,997	
					1.576	1.626	1.676	1.726	1.776	1.826	
10					55,994	57,719	59,444	61,169	62,894	64,619	
					1.623	1.673	1.723	1.773	1.823	1.873	
11							61,065	62,790	64,515	66,240	
							1.77	1.82	1.87	1.92	
12									66,137	67,862	
									1.917	1.967	
13										69,483	71,426
										2.014	2.07031

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

WORKING CONDITIONS

Contract Days: 164 FTE Teachers: 58

	HS	JH/MS	ELEM
Length of Teacher Day:	9	9	9
Length of Student Day:	8	8	7.75
Planning Time:	52	52	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,100 Index: 4 x 4

Starting Salary: Entry Level Step: 1

Career Increments: Y Experience Allowed: 10

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Principal	.0024						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	50	yes		
Other Info:	Unused: 1/2 sub up to 50 days				
PERSONAL				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	32,100	33,384	34,668	35,952	37,236	37,236	38,520	39,804	41,088		
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28		
2	33,384	34,668	35,952	37,236	38,520	38,520	39,804	41,088	42,372		
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32		
3	34,668	35,952	37,236	38,520	39,804	39,804	41,088	42,372	43,656		
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36		
4	35,952	37,236	38,520	39,804	41,088	41,088	42,372	43,656	44,940		
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40		
5	37,236	38,520	39,804	41,088	42,372	42,372	43,656	44,940	46,224		
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44		
6	38,520	39,804	41,088	42,372	43,656	43,656	44,940	46,224	47,508		
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48		
7		41,088	42,372	43,656	44,940	44,940	46,224	47,508	48,792		
		1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52		
8		42,372	43,656	44,940	46,224	46,224	47,508	48,792	50,076		
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56		
9			44,940	46,224	47,508	47,508	48,792	50,076	51,360		
			1.40	1.44	1.48	1.48	1.52	1.56	1.60		
10			46,224	47,508	48,792	48,792	50,076	51,360	52,644		
			1.44	1.48	1.52	1.52	1.56	1.60	1.64		
11				48,792	50,076	50,076	51,360	52,644	53,928		
				1.52	1.56	1.56	1.60	1.64	1.68		
12				50,076	51,360	51,360	52,644	53,928	55,212		
				1.56	1.60	1.60	1.64	1.68	1.72		
13					52,644	52,644	53,928	55,212	56,496		
					1.64	1.64	1.68	1.72	1.76		
14							55,212	56,496	57,780		
							1.72	1.76	1.80		
15								57,780	59,064		
								1.80	1.84		

Last step of MA+27 column receives an additional 1% to max of 2.00 index

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers:
 HS JH/MS ELEM
 Length of Teacher Day: 7.75 7.75 7.75
 Length of Student Day: 6.25 6.25 6
 Planning Time: 95 95 95
 Class Periods/Day: 7 7
 Normal Teaching Load: 7 7

Base: 31,950 Index: 4.75 x 4.25
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 86-87, 88-89(Adv)
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28
PPO:	single vision \$11.08/mo		COMMENTS:			
LIFE			Deductible Reimbursement:			
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	MA	MA+9	MA+18	MA+27	MA+36	
1	31,950	33,308	34,666	36,024	37,382	38,739	40,097	41,455	42,813	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	
2	33,468	34,826	36,183	37,541	38,899	40,257	41,615	42,973	44,331	
	1.0475	1.09	1.1325	1.175	1.2175	1.26	1.3025	1.345	1.3875	
3	34,985	36,343	37,701	39,059	40,417	41,775	43,133	44,490	45,848	
	1.095	1.1375	1.18	1.2225	1.265	1.3075	1.35	1.3925	1.435	
4	36,503	37,861	39,219	40,577	41,934	43,292	44,650	46,008	47,366	
	1.1425	1.185	1.2275	1.27	1.3125	1.355	1.3975	1.44	1.4825	
5	38,021	39,378	40,736	42,094	43,452	44,810	46,168	47,526	48,884	
	1.19	1.2325	1.275	1.3175	1.36	1.4025	1.445	1.4875	1.53	
6	39,538	40,896	42,254	43,612	44,970	46,328	47,685	49,043	50,401	
	1.2375	1.28	1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775	
7		42,414	43,772	45,129	46,487	47,845	49,203	50,561	51,919	
		1.3275	1.37	1.4125	1.455	1.4975	1.54	1.5825	1.625	
8			45,289	46,647	48,005	49,363	50,721	52,079	53,436	
			1.4175	1.46	1.5025	1.545	1.5875	1.63	1.6725	
9				48,165	49,523	50,880	52,238	53,596	54,954	
				1.5075	1.55	1.5925	1.635	1.6775	1.72	
10				49,682	51,040	52,398	53,756	55,114	56,472	
				1.555	1.5975	1.64	1.6825	1.725	1.7675	
11					52,558	53,916	55,274	56,631	57,989	
					1.645	1.6875	1.73	1.7725	1.815	
12					54,075	55,433	56,791	58,149	59,507	
					1.6925	1.735	1.7775	1.82	1.8625	
13							58,309	59,667	61,025	
							1.825	1.8675	1.91	
14									62,542	
									1.9575	

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 25.6
 HS JH/MS ELEM
 Length of Teacher Day: 8.42 8.42 8.42
 Length of Student Day: 7.5 7.5 7.25
 Planning Time: 51 51 40
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,622 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	770.83	Individ. Depend. 770.83 770.83
HEALTH	BC/BS	500D		Cafeteria Plan	Options: H/A,Life, TSA,Cash
DENTAL	BC/BS	2			IRS 125: Y
PPO:	10% BC/BS surcharge		COMMENTS:		Flex Accounts: Y
LIFE	Principal		Deductible Reimbursement:		PART-TIME BENEFITS
LTD	Principal				Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

	Negotiated/ Policy
	Exists
Voluntary Separation:	Y P
Grievance:	Y P
Professional Growth:	Y 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	30,622	32,000	33,378	34,756	35,445	36,134	37,512
	1.00	1.045	1.09	1.135	1.1575	1.18	1.225
2	32,000	33,378	34,756	36,134	36,823	37,512	38,890
	1.045	1.09	1.135	1.18	1.2025	1.225	1.27
3	33,378	34,756	36,134	37,512	38,201	38,890	40,268
	1.09	1.135	1.18	1.225	1.2475	1.27	1.315
4	34,756	36,134	37,512	38,890	39,579	40,268	41,646
	1.135	1.18	1.225	1.27	1.2925	1.315	1.36
5	36,134	37,512	38,890	40,268	40,957	41,646	43,024
	1.18	1.225	1.27	1.315	1.3375	1.36	1.405
6		38,890	40,268	41,646	42,335	43,024	44,402
		1.27	1.315	1.36	1.3825	1.405	1.45
7		40,268	41,646	43,024	43,713	44,402	45,780
		1.315	1.36	1.405	1.4275	1.45	1.495
8			43,024	44,402	45,091	45,780	47,158
			1.405	1.45	1.4725	1.495	1.54
9			44,402	45,780	46,469	47,158	48,536
			1.45	1.495	1.5175	1.54	1.585
10				47,158	47,847	48,536	49,914
				1.54	1.5625	1.585	1.63
11				48,536	49,225	49,914	51,292
				1.585	1.6075	1.63	1.675
12						51,292	52,670
						1.675	1.72
13						52,670	54,048
						1.72	1.765

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.75	7.75	7.75
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,500 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	25.99 or 43.02	Options:	
DENTAL	BC/BS	1	23.64	23.64	23.64	23.64	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS: LTD-District pays 1/2 insurance					Flex Accounts: Y	
LIFE	Fortis						Deductible Reimbursement: Y 250/500	PART-TIME BENEFITS	
LTD	Fortis							Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

CREIGHTON														
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		MA + 9		MA + 18	
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	MA + 18	MA + 27	MA + 36	MA + 9	MA + 18	MA + 27	MA + 36
1	31,500	32,918	34,335	35,753	37,170	37,170	38,588	40,005						
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27						
2	32,760	34,178	35,595	37,013	38,430	38,430	39,848	41,265						
	1.04	1.085	1.13	1.175	1.22	1.22	1.265	1.31						
3	34,020	35,438	36,855	38,273	39,690	39,690	41,108	42,525						
	1.08	1.125	1.17	1.215	1.26	1.26	1.305	1.35						
4	35,280	36,698	38,115	39,533	40,950	40,950	42,368	43,785						
	1.12	1.165	1.21	1.255	1.3	1.3	1.345	1.39						
5	36,540	37,958	39,375	40,793	42,210	42,210	43,628	45,045						
	1.16	1.205	1.25	1.295	1.34	1.34	1.385	1.43						
6	37,800	39,218	40,635	42,053	43,470	43,470	44,888	46,305						
	1.2	1.245	1.29	1.335	1.38	1.38	1.425	1.47						
7		40,478	41,895	43,313	44,730	44,730	46,148	47,565						
		1.285	1.33	1.375	1.42	1.42	1.465	1.51						
8		41,738	43,155	44,573	45,990	45,990	47,408	48,825						
		1.325	1.37	1.415	1.46	1.46	1.505	1.55						
9			44,415	45,833	47,250	47,250	48,668	50,085						
			1.41	1.455	1.5	1.5	1.545	1.59						
10				47,093	48,510	48,510	49,928	51,345						
				1.495	1.54	1.54	1.585	1.63						
11				48,353	49,770	49,770	51,188	52,605						
				1.535	1.58	1.58	1.625	1.67						
12						51,030	52,448	53,865						
						1.62	1.665	1.71						
13						52,290	53,708	55,125						
						1.66	1.705	1.75						
14							54,968	56,385						
							1.745	1.79						
15								57,645						
								1.83						
16								58,905						
								1.87						
17								60,165						
								1.91						
18								61,425						
								1.95						

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.42	6.75	6.68
Planning Time:	104	104	50
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,545 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	782.23
HEALTH	BC/BS	750D/3100D	514.80	952.40	1081.09	1451.63	Each spouse
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	Ind+\$243.15, Ee/C+\$128.69		COMMENTS: Ind+\$243.15, Ee/C+\$128.69				
LIFE			Deductible Reimbursement:				
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	300	yes		
Other Info:	Sev:after 10 yrs. \$25/unused day to 30				
PERSONAL	2			yes	Accum 10/aft. 10 yrs. \$25/unused
BEREAVEMENT	3				Add'l 5 w/appv.
PROFESSIONAL	unl.			yes	
ADOPTION	6 wks				can use sick lv.
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRETE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	32,545	34,010	35,474	36,939		38,403	39,868	41,332	42,797	44,261
	1.00	1.045	1.09	1.135		1.18	1.225	1.27	1.315	1.36
2	34,010	35,474	36,939	38,403		39,868	41,332	42,797	44,261	45,726
	1.045	1.09	1.135	1.18		1.225	1.27	1.315	1.36	1.405
3	35,474	36,939	38,403	39,868		41,332	42,797	44,261	45,726	47,190
	1.09	1.135	1.18	1.225		1.27	1.315	1.36	1.405	1.45
4	36,939	38,403	39,868	41,332		42,797	44,261	45,726	47,190	48,655
	1.135	1.18	1.225	1.27		1.315	1.36	1.405	1.45	1.495
5	38,403	39,868	41,332	42,797		44,261	45,726	47,190	48,655	50,119
	1.18	1.225	1.27	1.315		1.36	1.405	1.45	1.495	1.54
6	39,868	41,332	42,797	44,261		45,726	47,190	48,655	50,119	51,584
	1.225	1.27	1.315	1.36		1.405	1.45	1.495	1.54	1.585
7		42,797	44,261	45,726		47,190	48,655	50,119	51,584	53,048
		1.315	1.36	1.405		1.45	1.495	1.54	1.585	1.63
8			45,726	47,190	48,655	48,655	50,119	51,584	53,048	54,513
			1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			47,190	48,655	50,119	50,119	51,584	53,048	54,513	55,977
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				50,119	51,584	51,584	53,048	54,513	55,977	57,442
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11					53,048	53,048	54,513	55,977	57,442	58,906
					1.63	1.63	1.675	1.72	1.765	1.81
12						54,513	54,513	55,977	57,442	58,906
						1.675	1.675	1.72	1.765	1.81
13,14,15							57,442	58,906	60,371	61,836
							1.765	1.81	1.855	1.9
16									61,836	63,300
									1.9	1.945
17										64,765
										1.99

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

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 63.75
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6.37 6.37 5.83
 Planning Time: 47 47 45
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 32,100 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
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	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	32,100	33,705	35,310	36,915	38,520	40,125	41,730	43,335
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	33,384	34,989	36,594	38,199	39,804	41,409	43,014	44,619
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	34,668	36,273	37,878	39,483	41,088	42,693	44,298	45,903
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	35,952	37,557	39,162	40,767	42,372	43,977	45,582	47,187
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	37,236	38,841	40,446	42,051	43,656	45,261	46,866	48,471
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	38,520	40,125	41,730	43,335	44,940	46,545	48,150	49,755
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	39,804	41,409	43,014	44,619	46,224	47,829	49,434	51,039
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	41,088	42,693	44,298	45,903	47,508	49,113	50,718	52,323
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		43,977	45,582	47,187	48,792	50,397	52,002	53,607
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			46,866	48,471	50,076	51,681	53,286	54,891
			1.46	1.51	1.56	1.61	1.66	1.71
11				49,755	51,360	52,965	54,570	56,175
				1.55	1.60	1.65	1.70	1.75
12					52,644	54,249	55,854	57,459
					1.64	1.69	1.74	1.79
13						55,533	57,138	58,743
						1.73	1.78	1.83
14							58,422	60,027
							1.82	1.87

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6
Planning Time:	87	87	117
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,400 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	500D/3100D	515.79	954.24	1083.17	1454.42
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47
PPO:			COMMENTS:			
LIFE	Unk	5.00	Deductible Reimbursement:			
LTD	Amer. Fidelity					
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

 Options:

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: Over 45 up to 10 at 1/4 day rate EOY					
PERSONAL	2			yes	accum to 3
BEREAVEMENT	5				per occur./immed family+5 fro
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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	30,400	31,616	32,832	34,048	35,264	36,480
	1.00	1.04	1.08	1.12	1.16	1.2
2	31,768	32,984	34,200	35,416	36,632	37,848
	1.045	1.085	1.125	1.165	1.205	1.245
3	33,136	34,352	35,568	36,784	38,000	39,216
	1.09	1.13	1.17	1.21	1.25	1.29
4	34,504	35,720	36,936	38,152	39,368	40,584
	1.135	1.175	1.215	1.255	1.295	1.335
5	35,872	37,088	38,304	39,520	40,736	41,952
	1.18	1.22	1.26	1.3	1.34	1.38
6		38,456	39,672	40,888	42,104	43,320
		1.265	1.305	1.345	1.385	1.425
7		39,824	41,040	42,256	43,472	44,688
		1.31	1.35	1.39	1.43	1.47
8			42,408	43,624	44,840	46,056
			1.395	1.435	1.475	1.515
9				44,992	46,208	47,424
				1.48	1.52	1.56
10				46,360	47,576	48,792
				1.525	1.565	1.605
11					48,944	50,160
					1.61	1.65
12					50,312	51,528
					1.655	1.695
13					51,680	52,896
					1.7	1.74
14					52,364	54,264
					1.725	1.785

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	31,750	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE	Guardian	4.80					Deductible Reimbursement:	
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	Yes		
Other Info:	sep after 10 yrs \$25/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	31,750	33,020	34,290	35,560	36,195	36,830	38,100	39,370
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	33,020	34,290	35,560	36,830	37,465	38,100	39,370	40,640
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	34,290	35,560	36,830	38,100	38,735	39,370	40,640	41,910
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	35,560	36,830	38,100	39,370	40,005	40,640	41,910	43,180
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	36,830	38,100	39,370	40,640	41,275	41,910	43,180	44,450
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	38,100	39,370	40,640	41,910	42,545	43,180	44,450	45,720
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	39,370	40,640	41,910	43,180	43,815	44,450	45,720	46,990
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8	40,640	41,910	43,180	44,450	45,085	45,720	46,990	48,260
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		43,180	44,450	45,720	46,355	46,990	48,260	49,530
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			45,720	46,990	47,625	48,260	49,530	50,800
			1.44	1.48	1.50	1.52	1.56	1.60
11				48,260	48,895	49,530	50,800	52,070
				1.52	1.54	1.56	1.60	1.64
12					50,165	50,800	52,070	53,340
					1.58	1.60	1.64	1.68
13					51,435	52,070	53,340	54,610
					1.62	1.64	1.68	1.72
14								55,880
								1.76
15								57,150
								1.80

04-05 BA36 increases base salary 2%, movement from BA 36 to MA will also be 2% increase. Any teacher at BA36 in 03-04 is grandfathered.

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 46

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.27	7.27	7.15
Planning Time:	47	47	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,450 Index: 4 x 5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: 11

Vertical Freeze: 98-99, 05-06

Rollback:

Multi-year Contract: 12-13, 13-14

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	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE	Principal		Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Principal	(thru sal)						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	2			yes	
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	31,450	33,023	34,595	36,168	37,740	37,740	39,313	40,885	42,458
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	32,708	34,281	35,853	37,426	38,998	38,998	40,571	42,143	43,716
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	33,966	35,539	37,111	38,684	40,256	40,256	41,829	43,401	44,974
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	35,224	36,797	38,369	39,942	41,514	41,514	43,087	44,659	46,232
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	36,482	38,055	39,627	41,200	42,772	42,772	44,345	45,917	47,490
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6		39,313	40,885	42,458	44,030	44,030	45,603	47,175	48,748
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		40,571	42,143	43,716	45,288	45,288	46,861	48,433	50,006
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8			43,401	44,974	46,546	46,546	48,119	49,691	51,264
			1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			44,659	46,232	47,804	47,804	49,377	50,949	52,522
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10				47,490	49,062	49,062	50,635	52,207	53,780
				1.51	1.56	1.56	1.61	1.66	1.71
11				48,748	50,320	50,320	51,893	53,465	55,038
				1.55	1.60	1.60	1.65	1.70	1.75
12					51,578	51,578	53,151	54,723	56,296
					1.64	1.64	1.69	1.74	1.79
13					52,836	52,836	54,409	55,981	57,554
					1.68	1.68	1.73	1.78	1.83
14							55,667	57,239	58,812
							1.77	1.82	1.87
15							56,925	58,497	60,070
							1.81	1.86	1.91

08-09 cash in lieu and prof recognition removed

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		HS	JH/MS
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:	31,650	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	87-88; 00-01		
Rollback:	87-88; 00-01		
Multi-year Contract:	12-13, 13-14		

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	750D/3100D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE	Principal		Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Principal						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 sub
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	31,650	32,916	34,182	35,448	36,714	36,714	37,980	39,246
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	32,916	34,182	35,448	36,714	37,980	37,980	39,246	40,512
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	34,182	35,448	36,714	37,980	39,246	39,246	40,512	41,778
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	35,448	36,714	37,980	39,246	40,512	40,512	41,778	43,044
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	36,714	37,980	39,246	40,512	41,778	41,778	43,044	44,310
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	37,980	39,246	40,512	41,778	43,044	43,044	44,310	45,576
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		40,512	41,778	43,044	44,310	44,310	45,576	46,842
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		41,778	43,044	44,310	45,576	45,576	46,842	48,108
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			44,310	45,576	46,842	46,842	48,108	49,374
			1.40	1.44	1.48	1.48	1.52	1.56
10				46,842	48,108	48,108	49,374	50,640
				1.48	1.52	1.52	1.56	1.60
11					49,374	49,374	50,640	51,906
					1.56	1.56	1.60	1.64
12						50,640	51,906	53,172
						1.60	1.64	1.68
13							53,172	54,438
							1.68	1.72

WORKING CONDITIONS

Contract Days:	169	FTE Teachers:	
		HS	JH/MS
Length of Teacher Day:	8.5	8.5	ELEM
Length of Student Day:	8	8	8
Planning Time:	60	60	60
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	29,128	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
		H/A-Dent				30.73		
HEALTH	BC/BS	950D	472.57	874.29	992.41	1332.56	Cash	Options:
DENTAL	BC/BS	3	50.20	50.20	50.20	50.20		IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					
LTD	National Ins							PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	35	yes		
Other Info:	reimb. \$15/day max 12 days				
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	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	29,128	30,584	32,041	33,497	34,954	34,954	36,410	37,866	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	30,293	31,750	33,206	34,662	36,119	36,119	37,575	39,032	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	31,458	32,915	34,371	35,827	37,284	37,284	38,740	40,197	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	32,623	34,080	35,536	36,993	38,449	38,449	39,905	41,362	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	33,788	35,245	36,701	38,158	39,614	39,614	41,070	42,527	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	34,954	36,410	37,866	39,323	40,779	40,779	42,236	43,692	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7		37,575	39,032	40,488	41,944	41,944	43,401	44,857	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8			40,197	41,653	43,109	43,109	44,566	46,022	
			1.38	1.43	1.48	1.48	1.53	1.58	
9				42,818	44,275	44,275	45,731	47,187	
				1.47	1.52	1.52	1.57	1.62	
10					45,440	45,440	46,896	48,352	
					1.56	1.56	1.61	1.66	
11							48,061	49,518	
							1.65	1.70	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
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: 30,500 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze: 89-90
 Rollback: 88-89
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					
LTD	Principal							PART-TIME BENEFITS
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	30,500	31,873	33,245	34,618	35,990	37,363	38,735	40,108
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	31,720	33,093	34,465	35,838	37,210	38,583	39,955	41,328
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	32,940	34,313	35,685	37,058	38,430	39,803	41,175	42,548
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	34,160	35,533	36,905	38,278	39,650	41,023	42,395	43,768
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	35,380	36,753	38,125	39,498	40,870	42,243	43,615	44,988
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		37,973	39,345	40,718	42,090	43,463	44,835	46,208
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			40,565	41,938	43,310	44,683	46,055	47,428
			1.33	1.375	1.42	1.465	1.51	1.555
8			41,785	43,158	44,530	45,903	47,275	48,648
			1.37	1.415	1.46	1.505	1.55	1.595
9				44,378	45,750	47,123	48,495	49,868
				1.455	1.5	1.545	1.59	1.635
10				45,598	46,970	48,343	49,715	51,088
				1.495	1.54	1.585	1.63	1.675
11						49,563	50,935	52,308
						1.625	1.67	1.715

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 33

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.33	7.33	7.33
Planning Time:	49	49	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,500 Index: 4 x 4.5
 Starting Salary: 34,020 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:
 Multi-year Contract: 12-13, 13-14

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	226.69 or 244.19 Dep. Dental+403b
PPO:	E,EC,ES: \$200/mo to 403b		COMMENTS:				IRS 125:
LIFE			Deductible Reimbursement:				Flex Accounts:
LTD	Principal	.0052 (thru sal)					PART-TIME BENEFITS
NON-PARTICIPANT							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	31,500	32,918	34,335	35,753	37,170	40,005	37,170	38,588	40,005
	1.00	1.045	1.09	1.135	1.18	1.27	1.18	1.225	1.27
2	32,760	34,178	35,595	37,013	38,430	41,265	38,430	39,848	41,265
	1.04	1.085	1.13	1.175	1.22	1.31	1.22	1.265	1.31
3	34,020	35,438	36,855	38,273	39,690	42,525	39,690	41,108	42,525
	1.08	1.125	1.17	1.215	1.26	1.35	1.26	1.305	1.35
4	35,280	36,698	38,115	39,533	40,950	43,785	40,950	42,368	43,785
	1.12	1.165	1.21	1.255	1.3	1.39	1.3	1.345	1.39
5	36,540	37,958	39,375	40,793	42,210	45,045	42,210	43,108	45,045
	1.16	1.205	1.25	1.295	1.34	1.43	1.34	1.3685	1.43
6		39,218	40,635	42,053	43,470	46,305	43,470	44,888	46,305
		1.245	1.29	1.335	1.38	1.47	1.38	1.425	1.47
7		40,478	41,895	43,313	44,730	47,565	44,730	46,148	47,565
		1.285	1.33	1.375	1.42	1.51	1.42	1.465	1.51
8			43,155	44,573	45,990	48,825	45,990	47,408	48,825
			1.37	1.415	1.46	1.55	1.46	1.505	1.55
9				45,833	47,250	50,085	47,250	48,668	50,085
				1.455	1.5	1.59	1.5	1.545	1.59
10					48,510	51,345	48,510	49,928	51,345
					1.54	1.63	1.54	1.585	1.63
11					49,770	52,605	49,770	51,188	52,605
					1.58	1.67	1.58	1.625	1.67
12						53,865	51,030	52,448	53,865
						1.71	1.62	1.665	1.71
13						55,125	52,290	53,708	55,125
						1.75	1.66	1.705	1.75
14								54,968	56,385
								1.745	1.79
15									57,645
									1.83

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

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 182 FTE Teachers:

	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	

Base: 31,700 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	Cash
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Principal	.0039					
NON-PARTICIPANT	\$487.15 Cash						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	Severance: unused day max. 45 at 1/2 sub. Rate				
PERSONAL	2			no	accum. To 3, 1/2 sub pay for 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+36	BA+45		
	BA	BA+9	BA+9	BA+18	BA+18	BA+27	BA+27	BA+36	MA	MA+9		
1	31,700	32,968	34,236	35,504	36,772	38,040	39,308	40,576	36,772	38,040	39,308	40,576
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.16	1.20	1.24	1.28
2	32,968	34,236	35,504	36,772	38,040	39,308	40,576	41,844	38,040	39,308	40,576	41,844
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.20	1.24	1.28	1.32
3	34,236	35,504	36,772	38,040	39,308	40,576	41,844	43,112	39,308	40,576	41,844	43,112
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.24	1.28	1.32	1.36
4	35,504	36,772	38,040	39,308	40,576	41,844	43,112	44,380	40,576	41,844	43,112	44,380
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.28	1.32	1.36	1.40
5	36,772	38,040	39,308	40,576	41,844	43,112	44,380	45,648	41,844	43,112	44,380	45,648
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.32	1.36	1.40	1.44
6	38,040	39,308	40,576	41,844	43,112	44,380	45,648	46,916	43,112	44,380	45,648	46,916
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.36	1.40	1.44	1.48
7		40,576	41,844	43,112	44,380	45,648	46,916	48,184	44,380	45,648	46,916	48,184
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.40	1.44	1.48	1.52
8			43,112	44,380	45,648	46,916	48,184	49,452	45,648	46,916	48,184	49,452
			1.36	1.40	1.44	1.48	1.52	1.56	1.44	1.48	1.52	1.56
9				45,648	46,916	48,184	49,452	50,720	46,916	48,184	49,452	50,720
				1.44	1.48	1.52	1.56	1.60	1.52	1.56	1.60	1.64
10					46,916	48,184	49,452	50,720	48,184	49,452	50,720	51,988
					1.48	1.52	1.56	1.60	1.56	1.60	1.64	1.68
11						49,452	50,720	51,988	49,452	50,720	51,988	53,256
						1.56	1.60	1.64	1.60	1.64	1.68	1.72
12							50,720	51,988	50,720	51,988	53,256	54,524
							1.60	1.64	1.64	1.68	1.72	1.76
13								53,256	51,988	53,256	54,524	55,792
								1.68	1.68	1.72	1.76	1.80
14										55,792	57,060	58,328
										1.76	1.80	1.84
15												58,328
												1.84

09-10 BA45 removed, teachers grandfathered

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 184	FTE Teachers:	Base: 30,500	Index: 4 x 4
Length of Teacher Day: 8	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Student Day: 7.5	7.5 7.5 7.5	Career Increments: Y	Experience Allowed: all
Planning Time: 50	50 80	Vertical Freeze:	
Class Periods/Day: 8	8	Rollback:	
Normal Teaching Load: 7	7	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	750D	489.06	904.78	1027.04	1379.05	55.05 or 91.08	Options:	
DENTAL	BC/BS	5	50.02	50.02	50.02	50.02	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Principal	.00617						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	5				3 from sick, 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+36		BA+45	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	
1	30,500	31,720	32,940	34,160	35,380	36,600	37,820	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	31,720	32,940	34,160	35,380	36,600	37,820	39,040	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	32,940	34,160	35,380	36,600	37,820	39,040	40,260	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	34,160	35,380	36,600	37,820	39,040	40,260	41,480	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	35,380	36,600	37,820	39,040	40,260	41,480	42,700	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	36,600	37,820	39,040	40,260	41,480	42,700	43,920	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7	37,820	39,040	40,260	41,480	42,700	43,920	45,140	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
8		40,260	41,480	42,700	43,920	45,140	46,360	
		1.32	1.36	1.40	1.44	1.48	1.52	
9			42,700	43,920	45,140	46,360	47,580	
			1.40	1.44	1.48	1.52	1.56	
10				45,140	46,360	47,580	48,800	
				1.48	1.52	1.56	1.60	
11					47,580	48,800	50,020	
					1.56	1.60	1.64	
12					48,800	50,020	51,240	
					1.60	1.64	1.68	
13					50,020	51,240	52,460	
					1.64	1.68	1.72	
14						52,460	53,680	
						1.72	1.76	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 27

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	51	51	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,825 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	750D	489.06	904.78	1027.04	1379.05	TSA
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47	
PPO:							513.34
LIFE							
LTD	Madison Nat'l	(thru sal)	Deductible Reimbursement:				
NON-PARTICIPANT 513.34 TSA							

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EMERSON-HUBBARD							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	32,825	34,138	35,451	36,764	38,077	39,390	40,703
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,138	35,451	36,764	38,077	39,390	40,703	42,016
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	35,451	36,764	38,077	39,390	40,703	42,016	43,329
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	36,764	38,077	39,390	40,703	42,016	43,329	44,642
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,077	39,390	40,703	42,016	43,329	44,642	45,955
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	39,390	40,703	42,016	43,329	44,642	45,955	47,268
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	40,703	42,016	43,329	44,642	45,955	47,268	48,581
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		43,329	44,642	45,955	47,268	48,581	49,894
		1.32	1.36	1.40	1.44	1.48	1.52
9		44,642	45,955	47,268	48,581	49,894	51,207
		1.36	1.40	1.44	1.48	1.52	1.56
10			47,268	48,581	49,894	51,207	52,520
			1.44	1.48	1.52	1.56	1.60
11			48,581	49,894	51,207	52,520	53,833
			1.48	1.52	1.56	1.60	1.64
12				51,207	52,520	53,833	55,146
				1.56	1.60	1.64	1.68
13					53,833	55,146	56,459
					1.64	1.68	1.72
14					55,146	56,459	57,772
					1.68	1.72	1.76
15						57,772	59,085
						1.76	1.80

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 47.5
 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: 30,750 Index: 4 x 4
 Starting Salary: 31,365 Entry Level Step: 1*
 Career Increments: N Experience Allowed: 8
 Stp 1 is 1.02 index
 Vertical Freeze: 04-05
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	245
HEALTH	BC/BS	750D	457.50	664.00	700.00	920.00	Flat Salary
DENTAL	BC/BS	2	21.00	21.00	21.00	21.00	
PPO:	flat salary \$245		COMMENTS:				
LIFE	Madison Life		Deductible Reimbursement: N				
LTD							
NON-PARTICIPANT	flat salary \$245						

Cafeteria Plan

Individ. Depend.
 245 245
 Options: added to salary
 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

ESU #01-WAKEFIELD	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
Base	30,750										
1	31,365	32,595	33,825	35,055	36,593	36,593	37,823	39,053	40,283	41,513	44,588
	1.02	1.06	1.1	1.14	1.19	1.19	1.23	1.27	1.31	1.35	1.45
2	31,980	33,210	34,440	35,670	37,208	37,208	38,438	39,668	40,898	42,128	45,203
	1.04	1.08	1.12	1.16	1.21	1.21	1.25	1.29	1.33	1.37	1.47
3	33,210	34,440	35,670	36,900	38,438	38,438	39,668	40,898	42,128	43,358	46,433
	1.08	1.12	1.16	1.2	1.25	1.25	1.29	1.33	1.37	1.41	1.51
4	34,440	35,670	36,900	38,130	39,668	39,668	40,898	42,128	43,358	44,588	47,663
	1.12	1.16	1.2	1.24	1.29	1.29	1.33	1.37	1.41	1.45	1.55
5	35,670	36,900	38,130	39,360	40,898	40,898	42,128	43,358	44,588	45,818	48,893
	1.16	1.2	1.24	1.28	1.33	1.33	1.37	1.41	1.45	1.49	1.59
6	36,900	38,130	39,360	40,590	42,128	42,128	43,358	44,588	45,818	47,048	50,123
	1.2	1.24	1.28	1.32	1.37	1.37	1.41	1.45	1.49	1.53	1.63
7	38,130	39,360	40,590	41,820	43,358	43,358	44,588	45,818	47,048	48,278	51,353
	1.24	1.28	1.32	1.36	1.41	1.41	1.45	1.49	1.53	1.57	1.67
8	40,590	41,820	43,050	44,588	44,588	45,818	47,048	48,278	49,508	50,738	52,583
	1.32	1.36	1.4	1.45	1.45	1.49	1.53	1.57	1.61	1.65	1.71
9	43,050	44,280	45,818	45,818	47,048	47,048	48,278	49,508	50,738	51,968	53,813
	1.4	1.44	1.49	1.49	1.53	1.53	1.57	1.61	1.65	1.69	1.75
10	44,280	45,510	47,048	47,048	48,278	48,278	49,508	50,738	51,968	53,198	55,043
	1.44	1.48	1.53	1.53	1.57	1.57	1.61	1.65	1.69	1.73	1.79
11	45,510	46,740	48,278	48,278	49,508	49,508	50,738	51,968	53,198	54,428	56,273
	1.48	1.52	1.57	1.57	1.61	1.61	1.65	1.69	1.73	1.77	1.83
12	47,970	49,508	49,508	50,738	50,738	51,968	53,198	54,428	55,658	56,888	58,733
	1.56	1.61	1.61	1.65	1.65	1.69	1.73	1.77	1.81	1.85	1.91
13	49,200	50,738	50,738	51,968	51,968	53,198	54,428	55,658	56,888	58,118	60,043
	1.6	1.65	1.65	1.69	1.69	1.73	1.77	1.81	1.85	1.89	1.95
14	50,891	51,968	51,968	53,198	53,198	54,428	55,658	56,888	58,118	59,348	61,273
	1.65	1.69	1.69	1.73	1.73	1.77	1.81	1.85	1.89	1.93	1.99
15	53,505	53,505	54,428	55,658	55,658	56,888	58,118	59,348	60,578	61,808	63,733
	1.74	1.74	1.77	1.81	1.81	1.85	1.89	1.93	1.97	2.01	2.07
16	54,735	54,735	55,658	56,888	56,888	58,118	59,348	60,578	61,808	63,038	64,883
	1.78	1.78	1.82	1.85	1.85	1.89	1.93	1.97	2.01	2.05	2.11
17	55,965	55,965	57,195	58,425	58,425	59,655	60,885	62,115	63,345	64,575	66,420
	1.82	1.82	1.86	1.89	1.89	1.93	1.97	2.01	2.05	2.09	2.15
18	59,963	59,963	61,193	62,423	62,423	63,653	64,883	66,113	67,343	68,573	70,418
	1.95	1.95	1.99	2.02	2.02	2.06	2.10	2.14	2.18	2.22	2.28

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 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: 29,350 Index: 4.5 x 4.5
 Starting Salary: 34,633 Entry Level Step: 5
 Career Increments: N Experience Allowed: 5
 Longevity - 4.5% after ea. successive 3 yrs.
 Vertical Freeze: 96-97
 Rollback: 85-86, 90-91
 Multi-year Contract: 11-12, 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	
HEALTH	BC/BS	750D		Cafeteria
DENTAL	BC/BS	2		
PPO:	12-13 350D to 600D		COMMENTS: *LTD-District pays 3/4(.0021)	
LIFE	Principal		Deductible Reimbursement:	
LTD	Principal	(thru sal)		
NON-PARTICIPANT				

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	60	yes		
Other Info:					
PERSONAL	2			no	
BEREAVEMENT	5				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: paternity - 2 days

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	29,350										
	1.00										
2	30,671										
	1.045										
3	31,992										
	1.09										
4	33,312										
	1.135										
5	34,633	35,954	37,275	38,595	39,916	39,916	41,237	42,558	43,878	45,199	46,520
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	35,954	37,275	38,595	39,916	41,237	41,237	42,558	43,878	45,199	46,520	47,841
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	37,275	38,595	39,916	41,237	42,558	42,558	43,878	45,199	46,520	47,841	49,161
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8		39,916	41,237	42,558	43,878	43,878	45,199	46,520	47,841	49,161	50,482
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			42,558	43,878	45,199	45,199	46,520	47,841	49,161	50,482	51,803
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				45,199	46,520	46,520	47,841	49,161	50,482	51,803	53,124
				1.54	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					46,520	47,841	47,841	49,161	50,482	51,803	53,124
					1.585	1.63	1.63	1.675	1.72	1.765	1.81
12						47,841	49,161	49,161	50,482	51,803	53,124
						1.63	1.675	1.675	1.72	1.765	1.81
13							49,161	50,482	50,482	51,803	53,124
							1.675	1.72	1.72	1.765	1.81
14								50,482	51,803	51,803	53,124
								1.72	1.765	1.81	1.855
15									53,124	54,444	55,765
									1.81	1.855	1.9
16										54,444	55,765
										1.855	1.9
17											55,765
											1.9
18											
											58,407
19											
											1.99
											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

WORKING CONDITIONS

Contract Days: 190 FTE Teachers:
 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: 29,970 Index: 5 x 5
 Starting Salary: 32,967 Entry Level Step: 3
 Career Increments: N Experience Allowed: 10
 Vertical Freeze: 04-05,05-06,07-08,08-09
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	821.38
HEALTH	BC/BS	950D	497.44	497.44	497.44	497.44	Cafeteria
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 821.38 821.38
 Options: H/A, Cash, TSA
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

Step	BA	BA+12	BA+24	BA+36	MA	MA+12	MA+24	MA+30	MA+36	EDSPEC	PHD
1	29,970	31,469	32,967	34,466	34,466	35,964	37,463	38,961	40,460	41,958	43,457
	1.00	1.05	1.10	1.15	1.15	1.20	1.25	1.30	1.35	1.40	1.45
2	31,469	32,967	34,466	35,964	35,964	37,463	38,961	40,460	41,958	43,457	44,955
	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45	1.50
3	32,967	34,466	35,964	37,463	37,463	38,961	40,460	41,958	43,457	44,955	46,454
	1.10	1.15	1.20	1.25	1.25	1.30	1.35	1.40	1.45	1.50	1.55
4	34,466	35,964	37,463	38,961	38,961	40,460	41,958	43,457	44,955	46,454	47,952
	1.15	1.20	1.25	1.30	1.30	1.35	1.40	1.45	1.50	1.55	1.60
5	35,964	37,463	38,961	40,460	40,460	41,958	43,457	44,955	46,454	47,952	49,451
	1.20	1.25	1.30	1.35	1.35	1.40	1.45	1.50	1.55	1.60	1.65
6	37,463	38,961	40,460	41,958	41,958	43,457	44,955	46,454	47,952	49,451	50,949
	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65	1.70
7	38,961	40,460	41,958	43,457	43,457	44,955	46,454	47,952	49,451	50,949	52,448
	1.30	1.35	1.40	1.45	1.45	1.50	1.55	1.60	1.65	1.70	1.75
8	40,460	41,958	43,457	44,955	44,955	46,454	47,952	49,451	50,949	52,448	53,946
	1.35	1.40	1.45	1.50	1.50	1.55	1.60	1.65	1.70	1.75	1.80
9	41,958	43,457	44,955	46,454	46,454	47,952	49,451	50,949	52,448	53,946	55,445
	1.40	1.45	1.50	1.55	1.55	1.60	1.65	1.70	1.75	1.80	1.85
10	43,457	44,955	46,454	47,952	47,952	49,451	50,949	52,448	53,946	55,445	56,943
	1.45	1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80	1.85	1.90
11		46,454	47,952	49,451	49,451	50,949	52,448	53,946	55,445	56,943	58,442
		1.55	1.60	1.65	1.65	1.70	1.75	1.80	1.85	1.90	1.95
12		47,952	49,451	50,949	50,949	52,448	53,946	55,445	56,943	58,442	59,940
		1.60	1.65	1.70	1.70	1.75	1.80	1.85	1.90	1.95	2.00
13		49,451	50,949	52,448	52,448	53,946	55,445	56,943	58,442	59,940	61,439
		1.65	1.70	1.75	1.75	1.80	1.85	1.90	1.95	2.00	2.05
14				53,946	53,946	55,445	56,943	58,442	59,940	61,439	62,937
				1.80	1.80	1.85	1.90	1.95	2.00	2.05	2.10
15				55,445	55,445	56,943	58,442	59,940	61,439	62,937	64,436
				1.85	1.85	1.90	1.95	2.00	2.05	2.10	2.15
16				56,943	56,943	58,442	59,940	61,439	62,937	64,436	65,934
				1.90	1.90	1.95	2.00	2.05	2.10	2.15	2.20
17							61,439	62,937	64,436	65,934	67,433
							2.05	2.10	2.15	2.20	2.25
18							62,937	64,436	65,934	67,433	68,931
							2.10	2.15	2.20	2.25	2.30

04-05, 05-06, 07-08, 08-09 vertical freeze

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
8	8	8
7.1	7.1	7.1
20	49	
8	8	
8	7	

Length of Teacher Day:

Length of Student Day:

Planning Time:

Class Periods/Day:

Normal Teaching Load:

SALARY SCHEDULE

Base: 34,533 Index: 4 x 5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: 5

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	900	Individ. Depend. 900 900
HEALTH	BC/BS	750D/1650D		Cafeteria	Options: H/A, Dental, LTD, TSA
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE	Am. Fidelity		Deductible Reimbursement:		PART-TIME BENEFITS
LTD					Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45			
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	MA+9	MA+18	MA+27	PHD EDSPEC
1	34,533	36,260	37,986	39,713	41,440	43,166	44,893	46,620	48,346
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,914	37,641	39,368	41,094	42,821	44,548	46,274	48,001	49,728
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,296	39,022	40,749	42,476	44,202	45,929	47,656	49,382	51,109
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,677	40,404	42,130	43,857	45,584	47,310	49,037	50,764	52,490
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	40,058	41,785	43,512	45,238	46,965	48,692	50,418	52,145	53,871
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	41,440	43,166	44,893	46,620	48,346	50,073	51,800	53,526	55,253
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	42,821	44,548	46,274	48,001	49,728	51,454	53,181	54,907	56,634
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8	44,202	45,929	47,656	49,382	51,109	52,835	54,562	56,289	58,015
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		47,310	49,037	50,764	52,490	54,217	55,943	57,670	59,397
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			50,418	52,145	53,871	55,598	57,325	59,051	60,778
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				53,526	55,253	56,979	58,706	60,433	62,159
				1.55	1.60	1.65	1.70	1.75	1.80
12					56,634	58,361	60,087	61,814	63,541
					1.64	1.69	1.74	1.79	1.84

WORKING CONDITIONS

SALARY SCHEDULE

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

Base: 33,350 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	500D	461.50	853.79	969.15	1301.32	178.68 or 239.92 Full Premium
DENTAL	BC/BS	2	20.64	38.17	43.32	58.20	
PPO:	employee pays 15% of premium COMMENTS:						
LIFE							Deductible Reimbursement:
LTD	Nat'l Insurance	(thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	33,350	34,684	36,018	37,352	38,686	40,020	41,354	42,688	44,022	45,356	46,690	48,024
	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	34,684	36,018	37,352	38,686	40,020	41,354	42,688	44,022	45,356	46,690	48,024	49,358
	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	36,018	37,352	38,686	40,020	41,354	42,688	44,022	45,356	46,690	48,024	49,358	50,692
	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	37,352	38,686	40,020	41,354	42,688	44,022	45,356	46,690	48,024	49,358	50,692	52,026
	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	38,686	40,020	41,354	42,688	44,022	45,356	46,690	48,024	49,358	50,692	52,026	53,360
	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	40,020	41,354	42,688	44,022	45,356	46,690	48,024	49,358	50,692	52,026	53,360	54,694
	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	40,354	42,688	44,022	45,356	46,690	48,024	49,358	50,692	52,026	53,360	54,694	56,028
	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		43,022	45,356	46,690	48,024	49,358	50,692	52,026	53,360	54,694	56,028	57,362
		1.29	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9			45,690	48,024	49,358	50,692	52,026	53,360	54,694	56,028	57,362	58,696
			1.37	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				49,358	50,692	52,026	53,360	54,694	56,028	57,362	58,696	60,030
				1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11				49,692	52,026	53,360	54,694	56,028	57,362	58,696	60,030	61,364
				1.49	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12					53,360	54,694	56,028	57,362	58,696	60,030	61,364	62,698
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					53,694	55,028	57,362	58,696	60,030	61,364	62,698	64,032
					1.61	1.65	1.72	1.76	1.80	1.84	1.88	1.92
14							58,696	60,030	61,364	62,698	64,032	65,366
							1.76	1.80	1.84	1.88	1.92	1.96
15							59,030	60,364	62,698	64,032	65,366	66,700
							1.77	1.81	1.88	1.92	1.96	2.00
16									63,032	64,366	66,700	68,034
									1.89	1.93	2.00	2.04
17											67,034	68,368
											2.01	2.05

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
8	8	8
0	0	

Length of Teacher Day: 8 8 8

Length of Student Day:

Planning Time: 0 0

Class Periods/Day:

Normal Teaching Load:

SALARY SCHEDULE

Base: 29,469 Index: 4 x 5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: 7(D)

Vertical Freeze:

Rollback:

Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	500D	271.47	271.47	271.47	271.47	equity pay	
DENTAL	BC/BS	2	12.14	12.14	12.14	12.14		
PPO: COMMENTS:								
LIFE	Guardian		Deductible Reimbursement:					
LTD	National Ins	(+equity)						
NON-PARTICIPANT equity comp \$951.50								

Cafeteria Plan

Individ. Depend.

951.50 951.50

Options: Equity Pay

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #07-COLUMBUS												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	
											EDSPEC	PHD
1	29,469	30,942	32,416	33,889	35,363	36,836	38,310	39,783	41,257	42,730	44,204	45,677
	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	30,648	32,121	33,595	35,068	36,542	38,015	39,488	40,962	42,435	43,909	45,382	46,856
	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	31,827	33,300	34,773	36,247	37,720	39,194	40,667	42,141	43,614	45,088	46,561	48,034
	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	33,005	34,479	35,952	37,426	38,899	40,373	41,846	43,319	44,793	46,266	47,740	49,213
	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	34,184	35,657	37,131	38,604	40,078	41,551	43,025	44,498	45,972	47,445	48,919	50,392
	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	35,363	36,836	38,310	39,783	41,257	42,730	44,204	45,677	47,150	48,624	50,097	51,571
	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	36,542	38,015	39,488	40,962	42,435	43,909	45,382	46,856	48,329	49,803	51,276	52,750
	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		39,194	40,667	42,141	43,614	45,088	46,561	48,034	49,508	50,981	52,455	53,928
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83
9		40,373	41,846	43,319	44,793	46,266	47,740	49,213	50,687	52,160	53,634	55,107
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87
10		41,551	43,025	44,498	45,972	47,445	48,919	50,392	51,865	53,339	54,812	56,286
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91
11					47,150	48,624	50,097	51,571	53,044	54,518	55,991	57,465
					1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95
12					48,329	49,803	51,276	52,750	54,223	55,696	57,170	58,643
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99
13					49,508	50,981	52,455	53,928	55,402	56,875	58,349	59,822
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03
14					50,687	52,160	53,634	55,107	56,580	58,054	59,527	61,001
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07
15					51,865	53,339	54,812	56,286	57,759	59,233	60,706	62,180
					1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 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: 32,750 Index: 4 x 5
 Starting Salary: Entry Level Step: 0
 Career Increments: Y Experience Allowed: 5(D)
 Vertical Freeze: 90-91 (H)
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1000
HEALTH	BC/BS	500D/3100D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	Cafeteria						

Cafeteria Plan

Individ. Depend.
 1000 1000
 Options: H/A,Dent,TSA, LTD,Life
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

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

ESU #08-NELIGH

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
0	32,750	34,388	36,025	37,663	39,300	40,938	42,575	44,213	45,850
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	34,060	35,698	37,335	38,973	40,610	42,248	43,885	45,523	47,160
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	35,370	37,008	38,645	40,283	41,920	43,558	45,195	46,833	48,470
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	36,680	38,318	39,955	41,593	43,230	44,868	46,505	48,143	49,780
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	37,990	39,628	41,265	42,903	44,540	46,178	47,815	49,453	51,090
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	39,300	40,938	42,575	44,213	45,850	47,488	49,125	50,763	52,400
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	40,610	42,248	43,885	45,523	47,160	48,798	50,435	52,073	53,710
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7	41,920	43,558	45,195	46,833	48,470	50,108	51,745	53,383	55,020
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8	43,230	44,868	46,505	48,143	49,780	51,418	53,055	54,693	56,330
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
9		46,178	47,815	49,453	51,090	52,728	54,365	56,003	57,640
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
10			49,125	50,763	52,400	54,038	55,675	57,313	58,950
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
11				52,073	53,710	55,348	56,985	58,623	60,260
				1.59	1.64	1.69	1.74	1.79	1.84
12					55,020	56,658	58,295	59,933	61,570
					1.68	1.73	1.78	1.83	1.88
13						57,968	59,605	61,243	62,880
						1.77	1.82	1.87	1.92
14						59,278	60,915	62,553	64,190
						1.81	1.86	1.91	1.96

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 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: 32,875 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 *Vert freeze is for MA-MA36 columns only
 Vertical Freeze: 02-03*
 Rollback: 90-91
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.69 or 44.19
HEALTH	BC/BS	500D	515.79	954.24	1083.17	1454.42	Sp or Dep. Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Principal						
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 Options: H/A
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	Sev:after 10 yrs. at ret. \$50/day max. 15 days				
PERSONAL	1,2			yes	Unused aft 1 yr/add to sick lv
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	3			yes	\$125 travel reimb.
ADOPTION	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	32,875	34,354	35,834	37,313	38,793	40,272	41,751	43,231	44,710	46,189	47,669
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	34,190	35,669	37,149	38,628	40,108	41,587	43,066	44,546	46,025	47,504	48,984
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	1.49
3	35,505	36,984	38,464	39,943	41,423	42,902	44,381	45,861	47,340	48,819	50,299
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
4	36,820	38,299	39,779	41,258	42,738	44,217	45,696	47,176	48,655	50,134	51,614
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
5	38,135	39,614	41,094	42,573	44,053	45,532	47,011	48,491	49,970	51,449	52,929
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565	1.61
6	39,450	40,929	42,409	43,888	45,368	46,847	48,326	49,806	51,285	52,764	54,244
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605	1.65
7	40,765	42,244	43,724	45,203	46,683	48,162	49,641	51,121	52,600	54,079	55,559
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645	1.69
8	42,080	43,559	45,039	46,518	47,998	49,477	50,956	52,436	53,915	55,394	56,874
	1.28	1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685	1.73
9	44,874	46,354	47,833	49,313	50,792	52,271	53,751	55,230	56,709	58,189	59,669
		1.365	1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725	1.77
10			47,669	49,148	50,628	52,107	53,586	55,066	56,545	58,024	59,504
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				50,463	51,943	53,422	54,901	56,381	57,860	59,339	60,819
				1.535	1.58	1.625	1.67	1.715	1.76	1.805	1.85
12						54,737	56,216	57,696	59,175	60,654	62,134
						1.665	1.71	1.755	1.8	1.845	1.89
13							57,531	59,011	60,490	61,969	63,449
							1.75	1.795	1.84	1.885	1.93
14								60,326	61,805	63,284	64,764
								1.835	1.88	1.925	1.97
15									63,120	64,599	66,079
									1.92	1.965	2.01
16										65,914	67,394
										2.005	2.05
17											68,709
											2.09
18											70,024
											2.13

02-03 vertical freeze affects only MA-MA+36 columns

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 27.21
 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: 31,500 Index: 4.75 x 4
 Starting Salary: 32,996 Entry Level Step: 1*
 Career Increments: Y Experience Allowed: 7
 *stp 1 is 1.0475 index
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	750D	514.80	714.30	810.82	1088.72
DENTAL	BC/BS	2	24.28	33.68	38.23	51.35
PPO:	Dist pays 75% prem		COMMENTS:			
LIFE	Hartford	3.50	Deductible Reimbursement:			
LTD	Hartford	(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	yes		
Other Info: 5 for dependents					
PERSONAL	2			yes	
BEREAVEMENT	3				w/appr.
PROFESSIONAL	2			yes	as approved
ADOPTION	as approved				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Family Emergency - 5;Ext. Leave

ESU #10-KEARNEY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
BASE	31,500	32,760	34,020	35,280	36,540	37,800	39,060	40,320	41,580	42,840	44,100
1	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36	1.4
	32,996	34,256	35,516	36,776	38,036	39,296	40,556	41,816	43,076	44,336	45,596
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
2	34,493	35,753	37,013	38,273	39,533	40,793	42,053	43,313	44,573	45,833	47,093
	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	1.495
3	35,989	37,249	38,509	39,769	41,029	42,289	43,549	44,809	46,069	47,329	48,589
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025	1.5425
4	37,485	38,745	40,005	41,265	42,525	43,785	45,045	46,305	47,565	48,825	50,085
	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
5	38,981	40,241	41,501	42,761	44,021	45,281	46,541	47,801	49,061	50,321	51,581
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
6	40,478	41,738	42,998	44,258	45,518	46,778	48,038	49,298	50,558	51,818	53,078
	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645	1.685
7	41,974	43,234	44,494	45,754	47,014	48,274	49,534	50,794	52,054	53,314	54,574
	1.3325	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
8		44,730	45,990	47,250	48,510	49,770	51,030	52,290	53,550	54,810	56,070
		1.42	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74	1.78
9			47,486	48,746	50,006	51,266	52,526	53,786	55,046	56,306	57,566
			1.5075	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275
10				50,243	51,503	52,763	54,023	55,283	56,543	57,803	59,063
				1.595	1.635	1.675	1.715	1.755	1.795	1.835	1.875
11					52,999	54,259	55,519	56,779	58,039	59,299	60,559
					1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225
12					54,495	55,755	57,015	58,275	59,535	60,795	62,055
					1.73	1.77	1.81	1.85	1.89	1.93	1.97
13					55,991	57,251	58,511	59,771	61,031	62,291	63,551
					1.7775	1.8175	1.8575	1.8975	1.9375	1.9775	2.0175
14								62,528	63,788	65,048	
								1.985	2.025	2.065	

05-06 additional salary for employees frozen on bottom steps

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 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: 31,400 Index: 4 x 4
 Starting Salary: Entry Level Step: 0
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze: 89-90
 Rollback: 89-90
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1116.67
HEALTH	BC/BS	500D/1650D					Cafeteria
DENTAL	BC/BS	2					
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 1116.67 1116.67
 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					
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	DOC
0	31,400	32,656	33,912	35,168	36,424	36,424	37,680	38,936	40,192	41,448	42,704	43,960	45,216
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
1	32,656	33,912	35,168	36,424	37,680	37,680	38,936	40,192	41,448	42,704	43,960	45,216	46,472
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
2	33,912	35,168	36,424	37,680	38,936	38,936	40,192	41,448	42,704	43,960	45,216	46,472	47,728
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
3	35,168	36,424	37,680	38,936	40,192	40,192	41,448	42,704	43,960	45,216	46,472	47,728	48,984
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
4	36,424	37,680	38,936	40,192	41,448	41,448	42,704	43,960	45,216	46,472	47,728	48,984	50,240
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
5	37,680	38,936	40,192	41,448	42,704	42,704	43,960	45,216	46,472	47,728	48,984	50,240	51,496
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
6	38,936	40,192	41,448	42,704	43,960	43,960	45,216	46,472	47,728	48,984	50,240	51,496	52,752
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
7	41,448	42,704	43,960	45,216	46,472	45,216	46,472	47,728	48,984	50,240	51,496	52,752	54,008
	1.32	1.36	1.40	1.44	1.48	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
8	42,704	43,960	45,216	46,472	47,728	46,472	47,728	48,984	50,240	51,496	52,752	54,008	55,264
	1.36	1.40	1.44	1.48	1.52	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
9			45,216	46,472	47,728	47,728	48,984	50,240	51,496	52,752	54,008	55,264	56,520
			1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
10			46,472	47,728	48,984	48,984	50,240	51,496	52,752	54,008	55,264	56,520	57,776
			1.48	1.52	1.56	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
11				48,984	50,240	50,240	51,496	52,752	54,008	55,264	56,520	57,776	59,032
				1.56	1.60	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
12				50,240	51,496	51,496	52,752	54,008	55,264	56,520	57,776	59,032	60,288
				1.60	1.64	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
13					52,752	52,752	54,008	55,264	56,520	57,776	59,032	60,288	61,544
					1.68	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
14					54,008	54,008	55,264	56,520	57,776	59,032	60,288	61,544	62,800
					1.72	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00
15						55,264	56,520	57,776	59,032	60,288	61,544	62,800	64,056
						1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04
16						56,520	57,776	59,032	60,288	61,544	62,800	64,056	65,312
						1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08
17						57,776	59,032	60,288	61,544	62,800	64,056	65,312	66,568
						1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12
18						59,032	60,288	61,544	62,800	64,056	65,312	66,568	67,824
						1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16
19						60,288	61,544	62,800	64,056	65,312	66,568	67,824	69,080
						1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20
20						61,544	62,800	64,056	65,312	66,568	67,824	69,080	70,336
						1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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: 32,670 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: 12-13, 13-14, 14-15

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	500D	321	321	321	321	Flat Salary
DENTAL	BC/BS	1					
PPO:			COMMENTS:				
LIFE	Guardian		Deductible Reimbursement:				
LTD	Guarantee Mut.	(+Caf)					
NON-PARTICIPANT	Flat Salary \$700/mo						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:					
PERSONAL	2				
BEREAVEMENT	3				immed fam only, add'l from sic
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #13-SCOTTSBLUFF

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	32,670	34,058	35,447	36,835	38,224	38,224	39,612	41,001	42,389	43,778	43,778
	1.00	1.0425	1.085	1.1275	1.17	1.17	1.2125	1.255	1.2975	1.34	1.34
2	34,058	35,447	36,835	38,224	39,612	39,612	41,001	42,389	43,778	45,166	45,166
	1.0425	1.085	1.1275	1.17	1.2125	1.2125	1.255	1.2975	1.34	1.3825	1.3825
3	35,447	36,835	38,224	39,612	41,001	41,001	42,389	43,778	45,166	46,555	46,555
	1.085	1.1275	1.17	1.2125	1.255	1.255	1.2975	1.34	1.3825	1.425	1.425
4	36,835	38,224	39,612	41,001	42,389	42,389	43,778	45,166	46,555	47,943	47,943
	1.1275	1.17	1.2125	1.255	1.2975	1.2975	1.34	1.3825	1.425	1.4675	1.4675
5	38,224	39,612	41,001	42,389	43,778	43,778	45,166	46,555	47,943	49,332	49,332
	1.17	1.2125	1.255	1.2975	1.34	1.34	1.3825	1.425	1.4675	1.51	1.51
6		41,001	42,389	43,778	45,166	45,166	46,555	47,943	49,332	50,720	50,720
		1.255	1.2975	1.34	1.3825	1.3825	1.425	1.4675	1.51	1.5525	1.5525
7		42,389	43,778	45,166	46,555	46,555	47,943	49,332	50,720	52,109	52,109
		1.2975	1.34	1.3825	1.425	1.425	1.4675	1.51	1.5525	1.595	1.595
8		43,778	45,166	46,555	47,943	47,943	49,332	50,720	52,109	53,497	53,497
		1.34	1.3825	1.425	1.4675	1.4675	1.51	1.5525	1.595	1.6375	1.6375
9		46,555	47,943	49,332	50,720	50,720	52,109	53,497	54,886	56,274	56,274
		1.425	1.4675	1.51	1.5525	1.5525	1.595	1.6375	1.68	1.7225	1.7225
10		47,943	49,332	50,720	52,109	52,109	53,497	54,886	56,274	57,663	57,663
		1.4675	1.51	1.5525	1.595	1.595	1.6375	1.68	1.7225	1.765	1.765
11		49,332	50,720	52,109	53,497	53,497	54,886	56,274	57,663	59,051	59,051
		1.51	1.5525	1.595	1.6375	1.6375	1.68	1.7225	1.765	1.8075	1.8075
12			52,109	53,497	54,886	54,886	56,274	57,663	59,051	60,440	60,440
			1.595	1.6375	1.68	1.68	1.7225	1.765	1.8075	1.85	1.85
13			53,497	54,886	56,274	56,274	57,663	59,051	60,440	61,828	61,828
			1.6375	1.68	1.7225	1.7225	1.765	1.8075	1.85	1.8925	1.8925
14			54,886	56,274	57,663	57,663	59,051	60,440	61,828	63,216	63,216
			1.68	1.7225	1.765	1.765	1.8075	1.85	1.8925	1.935	1.935
15				57,663	59,051	59,051	60,440	61,828	63,216	64,605	64,605
				1.765	1.8075	1.8075	1.85	1.8925	1.935	1.9775	1.9775
16				59,051	60,440	60,440	61,828	63,216	64,605	66,000	66,000
				1.8075	1.85	1.85	1.8925	1.935	1.9775	2.02	2.02
17				60,440	61,828	61,828	63,216	64,605	66,000	67,382	67,382
				1.85	1.8925	1.8925	1.935	1.9775	2.02	2.0625	2.0625
18				61,828	63,216	63,216	64,605	66,000	67,382	68,764	68,764
				1.8925	1.935	1.935	1.9775	2.02	2.0625	2.1075	2.1075

WORKING CONDITIONS

SALARY SCHEDULE

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

Base: 31,850 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 13-14, 14-15

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
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	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency

ESU #16-OGALLALA

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	31,850	33,124	34,398	35,672	36,946	36,946	38,220	39,494	40,768	42,042	43,316
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.36
2	33,443	34,717	35,991	37,265	38,539	38,539	39,813	41,087	42,361	43,635	44,909
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41	1.41
3	35,035	36,309	37,583	38,857	40,131	40,131	41,405	42,679	43,953	45,227	46,501
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46	1.46
4	36,628	37,902	39,176	40,450	41,724	41,724	42,998	44,272	45,546	46,820	48,094
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.51
5	38,220	39,494	40,768	42,042	43,316	43,316	44,590	45,864	47,138	48,412	49,686
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.56
6	39,813	41,087	42,361	43,635	44,909	44,909	46,183	47,457	48,731	50,005	51,279
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61	1.61
7	41,405	42,679	43,953	45,227	46,501	46,501	47,775	49,049	50,323	51,597	52,871
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66	1.66
8	42,998	44,272	45,546	46,820	48,094	48,094	49,368	50,642	51,916	53,190	54,464
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71	1.71
		45,864	47,138	48,412	49,686	50,960	52,234	53,508	54,782	56,056	56,056
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.76
10			48,731	50,005	51,279	52,553	53,827	55,101	56,375	57,649	57,649
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81	1.81
11				51,597	52,871	54,145	55,419	56,693	57,967	59,241	59,241
				1.62	1.66	1.70	1.74	1.78	1.82	1.86	1.86
12					54,464	55,738	57,012	58,286	59,560	60,834	60,834
					1.71	1.75	1.79	1.83	1.87	1.91	1.91
13					56,056	57,330	58,604	59,878	61,152	62,426	62,426
					1.76	1.80	1.84	1.88	1.92	1.96	1.96
14						58,923	60,197	61,471	62,745	64,019	64,019
						1.85	1.89	1.93	1.97	2.01	2.01
15							61,789	63,063	64,337	65,611	65,611
							1.94	1.98	2.02	2.06	2.06
16								64,656	65,930	67,204	67,204
								2.03	2.07	2.11	2.11

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 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: 28,960 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: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	1444.75
HEALTH	BC/BS	500D		Cash
DENTAL	BC/BS	2		
PPO:			COMMENTS:	
LIFE			Deductible Reimbursement:	
LTD				
NON-PARTICIPANT	\$1444.75			

Cafeteria Plan

Individ. Depend.
 1444.75 1444.75
 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:

ESU #17-AINSWORTH	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	EDSPEC
1	28,960	30,118	31,277	32,435	33,594	34,752	35,910	37,069
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	30,118	31,277	32,435	33,594	34,752	35,910	37,069	38,227
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	31,277	32,435	33,594	34,752	35,910	37,069	38,227	39,386
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	32,435	33,594	34,752	35,910	37,069	38,227	39,386	40,544
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	33,594	34,752	35,910	37,069	38,227	39,386	40,544	41,702
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	34,752	35,910	37,069	38,227	39,386	40,544	41,702	42,861
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	35,910	37,069	38,227	39,386	40,544	41,702	42,861	44,019
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	37,069	38,227	39,386	40,544	41,702	42,861	44,019	45,178
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9	38,227	39,386	40,544	41,702	42,861	44,019	45,178	46,336
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
10	39,386	40,544	41,702	42,861	44,019	45,178	46,336	47,494
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
11	40,544	41,702	42,861	44,019	45,178	46,336	47,494	48,653
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
12		42,861	44,019	45,178	46,336	47,494	48,653	49,811
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
13		44,019	45,178	46,336	47,494	48,653	49,811	50,970
		1.52	1.56	1.60	1.64	1.68	1.72	1.76
14		46,336	47,494	48,653	49,811	50,970	52,128	53,286
		1.60	1.64	1.68	1.72	1.76	1.80	1.84
15		47,494	48,653	49,811	50,970	52,128	53,286	54,445
		1.64	1.68	1.72	1.76	1.80	1.84	1.88
16		49,811	50,970	52,128	53,286	54,445	55,603	56,762
		1.72	1.76	1.80	1.84	1.88	1.92	1.96
17		50,970	52,128	53,286	54,445	55,603	56,762	57,920
		1.76	1.80	1.84	1.88	1.92	1.96	2.00
18			53,286	54,445	55,603	56,762	57,920	59,078
			1.84	1.88	1.92	1.96	2.00	2.04
19			54,445	55,603	56,762	57,920	59,078	60,236
			1.88	1.92	1.96	2.00	2.04	2.08
20					56,762	57,920	59,078	60,236
					1.96	2.00	2.04	2.08

WORKING CONDITIONS

SALARY SCHEDULE

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

Base: 30,350 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	55.23 or 91.38 Sp or Dep. Dental
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	
DENTAL	BC/BS	3	50.20	50.20	50.20	50.20	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Principal						
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EUSTIS-FARNAM							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	30,350	31,564	32,778	33,992	35,206	36,420	37,634
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	31,564	32,778	33,992	35,206	36,420	37,634	38,848
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	32,778	33,992	35,206	36,420	37,634	38,848	40,062
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	33,992	35,206	36,420	37,634	38,848	40,062	41,276
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	35,206	36,420	37,634	38,848	40,062	41,276	42,490
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	36,420	37,634	38,848	40,062	41,276	42,490	43,704
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		38,848	40,062	41,276	42,490	43,704	44,918
		1.28	1.32	1.36	1.40	1.44	1.48
8		40,062	41,276	42,490	43,704	44,918	46,132
		1.32	1.36	1.40	1.44	1.48	1.52
9			42,490	43,704	44,918	46,132	47,346
			1.40	1.44	1.48	1.52	1.56
10			43,704	44,918	46,132	47,346	48,560
			1.44	1.48	1.52	1.56	1.60
11			44,918	46,132	47,346	48,560	49,774
			1.48	1.52	1.56	1.60	1.64
12			46,132	47,346	48,560	49,774	50,988
			1.52	1.56	1.60	1.64	1.68
13			48,560	49,774	50,988	52,202	53,416
			1.60	1.64	1.68	1.72	1.76
14					50,988	52,202	53,416
					1.68	1.72	1.76
15						53,416	54,630
						1.76	1.80
16							55,844
							1.84

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7	7
Planning Time:	90	105	105
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,425 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	500D	515.79	954.24	1083.17	1454.42	26.69 or 44.19
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental
PPO: COMMENTS:							
LIFE	Madison Nat'l	2.16	Deductible Reimbursement:				
LTD	Madison Nat'l	.0027 (thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FILLMORE CENTRAL							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18
1	32,425	33,722	35,019	36,316	37,613	38,910	40,207
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	33,722	35,019	36,316	37,613	38,910	40,207	41,504
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	35,019	36,316	37,613	38,910	40,207	41,504	42,801
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	36,316	37,613	38,910	40,207	41,504	42,801	44,098
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	37,613	38,910	40,207	41,504	42,801	44,098	45,395
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	38,910	40,207	41,504	42,801	44,098	45,395	46,692
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		41,504	42,801	44,098	45,395	46,692	47,989
		1.28	1.32	1.36	1.40	1.44	1.48
8		42,801	44,098	45,395	46,692	47,989	49,286
		1.32	1.36	1.40	1.44	1.48	1.52
9			45,395	46,692	47,989	49,286	50,583
			1.40	1.44	1.48	1.52	1.56
10			46,692	47,989	49,286	50,583	51,880
			1.44	1.48	1.52	1.56	1.60
11				49,286	50,583	51,880	53,177
				1.52	1.56	1.60	1.64
12				50,583	51,880	53,177	54,474
				1.56	1.60	1.64	1.68
13					53,177	54,474	55,771
					1.64	1.68	1.72
14					54,474	55,771	57,068
					1.68	1.72	1.76
15						57,068	58,365
						1.76	1.80
16						58,365	59,662
						1.80	1.84

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	
	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.2	7.2	7
Planning Time:	50	50	50
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	31,550	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7
Vertical Freeze:	99-00		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28
PPO:			COMMENTS:			
LIFE	Madison Nat'l		Deductible Reimbursement:			
LTD						
NON-PARTICIPANT	241.67-grandfathered					

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	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:

OTHER LEAVES:

FORT CALHOUN

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	31,550	33,128	34,705	36,283	37,860	37,860	39,438	41,015	42,593	44,170
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	32,812	34,390	35,967	37,545	39,122	39,122	40,700	42,277	43,855	45,432
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	34,074	35,652	37,229	38,807	40,384	40,384	41,962	43,539	45,117	46,694
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	35,336	36,914	38,491	40,069	41,646	41,646	43,224	44,801	46,379	47,956
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	36,598	38,176	39,753	41,331	42,908	42,908	44,486	46,063	47,641	49,218
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	37,860	39,438	41,015	42,593	44,170	44,170	45,748	47,325	48,903	50,480
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	39,122	40,700	42,277	43,855	45,432	45,432	47,010	48,587	50,165	51,742
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		41,962	43,539	45,117	46,694	46,694	48,272	49,849	51,427	53,004
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9			44,801	46,379	47,956	47,956	49,534	51,111	52,689	54,266
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10				47,641	49,218	49,218	50,796	52,373	53,951	55,528
				1.51	1.56	1.56	1.61	1.66	1.71	1.76
11					50,480	50,480	52,058	53,635	55,213	56,790
					1.60	1.60	1.65	1.70	1.75	1.80
12					51,742	51,742	53,320	54,897	56,475	58,052
					1.64	1.64	1.69	1.74	1.79	1.84
13					53,004	53,004	54,582	56,159	57,737	59,314
					1.68	1.68	1.73	1.78	1.83	1.88
14						54,266	55,844	57,421	58,999	60,576
						1.72	1.77	1.82	1.87	1.92

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	48	48	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,450 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 03-04 BA36 removed frm BA36/MA col.- grandfathered
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts:
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Madison	(thru sal)					Minimum FTE: 0.5
NON-PARTICIPANT							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	BA+36	MA	MA+9	MA+18
1	31,450	32,708	33,966	35,224	36,482	36,482	37,740	38,998
	1	1.04	1.08	1.12	1.16	1.16	1.2	1.24
2	32,708	33,966	35,224	36,482	37,740	37,740	38,998	40,256
	1.04	1.08	1.12	1.16	1.2	1.2	1.24	1.28
3	33,966	35,224	36,482	37,740	38,998	38,998	40,256	41,514
	1.08	1.12	1.16	1.2	1.24	1.24	1.28	1.32
4	35,224	36,482	37,740	38,998	40,256	40,256	41,514	42,772
	1.12	1.16	1.2	1.24	1.28	1.28	1.32	1.36
5	36,482	37,740	38,998	40,256	41,514	41,514	42,772	44,030
	1.16	1.2	1.24	1.28	1.32	1.32	1.36	1.4
6	37,740	38,998	40,256	41,514	42,772	42,772	44,030	45,288
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44
7	38,998	40,256	41,514	42,772	44,030	44,030	45,288	46,546
	1.24	1.28	1.32	1.36	1.4	1.4	1.44	1.48
8		41,514	42,772	44,030	45,288	45,288	46,546	47,804
		1.32	1.36	1.4	1.44	1.44	1.48	1.52
9			44,030	45,288	46,546	46,546	47,804	49,062
			1.4	1.44	1.48	1.48	1.52	1.56
10			45,288	46,546	47,804	47,804	49,062	50,320
			1.44	1.48	1.52	1.52	1.56	1.6
11				47,804	49,062	49,062	50,320	51,578
				1.52	1.56	1.56	1.6	1.64
12				49,062	50,320	50,320	51,578	52,836
				1.56	1.6	1.6	1.64	1.68
13					51,578	51,578	52,836	54,094
					1.64	1.64	1.68	1.72
14						52,836		55,352
						1.68		1.76

03-04 BA36 removed from MA column, those in the column during that time were grandfathered 10-11 MA9 added; MA ends at step 13, those on step 14 will be grandfathered

WORKING CONDITIONS

Contract Days: 190 FTE Teachers: 346.5
 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: 90 90 30
 Class Periods/Day: 4 6
 Normal Teaching Load: 3 5

SALARY SCHEDULE

Base: 32,460 Index: 4.5 x 5
 Starting Salary: 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
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	541.67
HEALTH	BC/BS	750D/3100D		Cafeteria
DENTAL	BC/BS	3		
PPO:	Emp can choose between Dental (COMMENTS:			
LIFE	Sun Life		Deductible Reimbursement:	
LTD	Sun Life	(thru caf)		
NON-PARTICIPANT				

Cafeteria Plan

Individ. Depend.
 541.67 541.67
 Options: H/A, Dental, Life, LT
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	PHD	
										EDSPEC	MA+45	DOC
1	32,460	34,083	35,706	37,329	38,952	38,952	40,575	42,198	43,821	45,444	47,067	51,936
	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	33,921	35,544	37,167	38,790	40,413	40,413	42,036	43,659	45,282	46,905	48,528	53,397
	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	35,381	37,004	38,627	40,250	41,873	41,873	43,496	45,119	46,742	48,365	49,988	54,857
	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	36,842	38,465	40,088	41,711	43,334	43,334	44,957	46,580	48,203	49,826	51,449	56,318
	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	38,303	39,926	41,549	43,172	44,795	44,795	46,418	48,041	49,664	51,287	52,910	57,779
	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	39,764	41,387	43,010	44,633	46,256	46,256	47,879	49,502	51,125	52,748	54,371	59,260
	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	41,224	42,847	44,470	46,093	47,716	47,716	49,339	50,962	52,585	54,208	55,831	60,720
	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		44,308	45,931	47,554	49,177	49,177	50,800	52,423	54,046	55,669	57,292	62,181
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			47,392	49,015	50,638	52,261	53,884	55,507	57,130	58,753	60,376	65,265
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				50,475	52,098	53,721	55,344	56,967	58,590	60,213	61,836	66,725
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				51,936	53,559	55,182	56,805	58,428	60,051	61,674	63,297	68,186
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12				53,397	55,020	56,643	58,266	59,889	61,512	63,135	64,758	69,647
				1.645	1.73	1.73	1.78	1.83	1.88	1.93	1.98	2.13
13					57,779	59,402	61,025	62,648	64,271	65,894	67,517	72,406
					1.78	1.83	1.88	1.93	1.98	2.03	2.08	2.23
14					59,402	61,025	62,648	64,271	65,894	67,517	69,140	74,029
					1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.28
15						62,648	64,271	65,894	67,517	69,140	70,763	75,652
						1.93	1.98	2.03	2.08	2.13	2.18	2.33

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 29.5
 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 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,000 Index: 4.5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					
LTD	Madison Nat'l	(+bthru sal)						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	\$20/day 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: Y

OTHER LEAVES:

FRIEND									
Step	BA					BA+36			
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	31,000	32,240	33,480	34,720	35,960	37,200	38,440	39,680	
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	
2	32,395	33,635	34,875	36,115	37,355	38,595	39,835	41,075	
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325	
3	33,790	35,030	36,270	37,510	38,750	39,990	41,230	42,470	
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
4	35,185	36,425	37,665	38,905	40,145	41,385	42,625	43,865	
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	
5	36,580	37,820	39,060	40,300	41,540	42,780	44,020	45,260	
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46	
6	37,975	39,215	40,455	41,695	42,935	44,175	45,415	46,655	
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505	
7		40,610	41,850	43,090	44,330	45,570	46,810	48,050	
		1.31	1.35	1.39	1.43	1.47	1.51	1.55	
8		42,005	43,245	44,485	45,725	46,965	48,205	49,445	
		1.355	1.395	1.435	1.475	1.515	1.555	1.595	
9			44,640	45,880	47,120	48,360	49,600	50,840	
			1.44	1.48	1.52	1.56	1.6	1.64	
10			46,035	47,275	48,515	49,755	50,995	52,235	
			1.485	1.525	1.565	1.605	1.645	1.685	
11				48,670	49,910	51,150	52,390	53,630	
				1.57	1.61	1.65	1.69	1.73	
12				50,065	51,305	52,545	53,785	55,025	
				1.615	1.655	1.695	1.735	1.775	
13				51,460	52,700	53,940	55,180	56,420	
				1.66	1.7	1.74	1.78	1.82	
14					54,095	55,335	56,575	57,815	
					1.745	1.785	1.825	1.865	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 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: 31,700 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze: 86-87 Steps 1-5
 Rollback: 86-87
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	500D	515.79	954.24	1083.17	1454.42
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28
PPO:			COMMENTS:			
LIFE	National	2.25	Deductible Reimbursement: Y			500
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FULLERTON																
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		MA		MA + 9		MA + 18	
	1	31,700	1.00	33,285	1.05	34,870	1.10	36,455	1.15	38,040	1.20	39,625	1.25	41,210	1.30	42,788
2	32,968	1.04	34,553	1.09	36,138	1.14	37,723	1.19	39,308	1.24	40,893	1.29	43,468	1.33	45,014	1.38
3	34,236	1.08	35,821	1.13	37,406	1.18	38,991	1.23	40,576	1.28	42,161	1.33	43,746	1.38	45,014	1.42
4	35,504	1.12	37,089	1.17	38,674	1.22	40,259	1.27	41,844	1.32	43,429	1.37	45,014	1.42	47,550	1.50
5	36,772	1.16	38,357	1.21	39,942	1.26	41,527	1.31	43,112	1.36	44,697	1.41	46,282	1.46	47,550	1.50
6	38,040	1.20	39,625	1.25	41,210	1.30	42,795	1.35	44,380	1.40	45,965	1.45	47,550	1.50	48,818	1.54
7	39,308	1.24	40,893	1.29	42,478	1.34	44,063	1.39	45,648	1.44	47,233	1.49	48,818	1.54	51,354	1.62
8			42,161	1.33	43,746	1.38	45,331	1.43	46,916	1.48	48,501	1.53	50,086	1.58	51,354	1.62
9					45,014	1.42	46,599	1.47	48,184	1.52	49,769	1.57	51,354	1.62	52,622	1.66
10					46,282	1.46	47,867	1.51	49,452	1.56	51,037	1.61	52,622	1.66	53,573	1.74
11							49,135	1.55	50,720	1.60	52,305	1.65	53,573	1.74	55,158	1.82
12							50,403	1.59	51,988	1.64	53,573	1.69	55,158	1.74	57,377	1.86
13									53,256	1.68	54,841	1.73	57,377	1.82	58,962	1.94
14									54,524	1.72	56,109	1.77	58,962	1.86	60,792	2.02
15											57,377	1.81	60,792	2.02	62,712	2.08

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	
		HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	90	55	55
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base:	32,150	Index:	4.5 x 4.5
Starting Salary:	33,597	Entry Level Step:	1*
Career Increments:	N	Experience Allowed:	all
	*stp 1 is 1.045 index		
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D/1650D	257.40	257.40	257.40	257.40	Fringe Benefit
DENTAL	BC/BS	2	12.14	12.14	12.14	12.14	
PPO:	Dist pays 1/2 single prem + fringe COMMENTS:						
LIFE	Guardian						Deductible Reimbursement:
LTD	Principal	(thru sal)					
NON-PARTICIPANT	\$687.50 Fringe Benef						

Cafeteria Plan

Individ.	Depend.
687.50	687.50
Options: H/A,Dental,Cas h	
IRS 125: Y	
Flex Accounts: Y	
PART-TIME BENEFITS	
Minimum FTE: 0.5	
Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	66	yes		
Other Info: Bd adds 30 days when 36 are accum = 66 days					
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	5				5 immed. Fam/1 others
PROFESSIONAL	unl.			yes	
ADOPTION	per FMLA				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

GERING												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DOC
BASE	32,150											
	1.00											
1	33,597	35,044	36,490	37,937	39,384	40,831	42,277	43,724	45,171	46,618	48,064	49,511
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
2	35,044	36,490	37,937	39,384	40,831	42,277	43,724	45,171	46,618	48,064	49,511	50,958
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
3	36,490	37,937	39,384	40,831	42,277	43,724	45,171	46,618	48,064	49,511	50,958	52,405
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
4	37,937	39,384	40,831	42,277	43,724	45,171	46,618	48,064	49,511	50,958	52,405	53,851
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
5	39,384	40,831	42,277	43,724	45,171	46,618	48,064	49,511	50,958	52,405	53,851	55,298
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
6	40,831	42,277	43,724	45,171	46,618	48,064	49,511	50,958	52,405	53,851	55,298	56,745
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
7		43,724	45,171	46,618	48,064	49,511	50,958	52,405	53,851	55,298	56,745	58,192
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
8			46,618	48,064	49,511	50,958	52,405	53,851	55,298	56,745	58,192	59,638
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
9				49,511	50,958	52,405	53,851	55,298	56,745	58,192	59,638	61,085
				1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9
10						53,851	55,298	56,745	58,192	59,638	61,085	62,532
						1.675	1.72	1.765	1.81	1.855	1.9	1.945
11							55,298	56,745	58,192	59,638	61,085	62,532
							1.72	1.765	1.81	1.855	1.9	1.945
12								56,745	58,192	59,638	61,085	62,532
								1.765	1.81	1.855	1.9	1.945
13									61,085	62,532	63,978	65,425
									1.9	1.945	1.99	2.035
14										63,978	65,425	66,872
										1.99	2.035	2.08
											2.08	2.125

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		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:	31,500	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Omaha Life	(thru sal)						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	31,500	32,760	34,020	35,280	36,540	37,800	37,800
	1.00	1.04	1.08	1.12	1.16	1.20	1.20
2	32,760	34,020	35,280	36,540	37,800	39,060	39,060
	1.04	1.08	1.12	1.16	1.20	1.24	1.24
3	34,020	35,280	36,540	37,800	39,060	40,320	40,320
	1.08	1.12	1.16	1.20	1.24	1.28	1.28
4	35,280	36,540	37,800	39,060	40,320	41,580	41,580
	1.12	1.16	1.20	1.24	1.28	1.32	1.32
5	36,540	37,800	39,060	40,320	41,580	42,840	42,840
	1.16	1.20	1.24	1.28	1.32	1.36	1.36
6	37,800	39,060	40,320	41,580	42,840	44,100	44,100
	1.20	1.24	1.28	1.32	1.36	1.40	1.40
7		40,320	41,580	42,840	44,100	45,360	45,360
		1.28	1.32	1.36	1.40	1.44	1.44
8			42,840	44,100	45,360	46,620	46,620
			1.36	1.40	1.44	1.48	1.48
9			44,100	45,360	46,620	47,880	47,880
			1.40	1.44	1.48	1.52	1.52
10				46,620	47,880	49,140	49,140
				1.48	1.52	1.56	1.56
11				47,880	49,140	50,400	50,400
				1.52	1.56	1.60	1.60
12					50,400	51,660	51,660
					1.60	1.64	1.64
13						52,920	52,920
						1.68	1.68

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.25	7.2	7.25
Planning Time:	48	45	30
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base: 31,900 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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	500D/1650D	542.94	542.94	542.94	542.94	Ind Ins + Cash	482.78	482.78
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28		Options: HA/Dent/Cash/Caf	
PPO:			COMMENTS:					IRS 125: Y	
LIFE			Deductible Reimbursement:					Flex Accounts: Y	
LTD	Unknown	(thru sal)						PART-TIME BENEFITS	
NON-PARTICIPANT	\$1050							Minimum FTE: 0.4 Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:					
PERSONAL	4			yes	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	31,900	33,336	34,771	36,207	37,642	39,078	40,513	41,949	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	33,336	34,771	36,207	37,642	39,078	40,513	41,949	43,384	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
3	34,771	36,207	37,642	39,078	40,513	41,949	43,384	44,820	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
4	36,207	37,642	39,078	40,513	41,949	43,384	44,820	46,255	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
5	37,642	39,078	40,513	41,949	43,384	44,820	46,255	47,691	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
6	39,078	40,513	41,949	43,384	44,820	46,255	47,691	49,126	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
7		41,949	43,384	44,820	46,255	47,691	49,126	50,562	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	
8			44,820	46,255	47,691	49,126	50,562	51,997	
			1.405	1.45	1.495	1.54	1.585	1.63	
9				47,691	49,126	50,562	51,997	53,433	
				1.495	1.54	1.585	1.63	1.675	
10				49,126	50,562	51,997	53,433	54,868	
				1.54	1.585	1.63	1.675	1.72	
11					51,997	53,433	54,868	56,304	
					1.63	1.675	1.72	1.765	
12					53,433	54,868	56,304	57,739	
					1.675	1.72	1.765	1.81	
13						56,304	57,739	59,175	
						1.765	1.81	1.855	
14							59,175	60,610	
							1.855	1.9	
15								62,046	
								1.945	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 72

	HS	JH/MS	ELEM
Length of Teacher Day:	7	7	7
Length of Student Day:	6.5	6.5	6.5
Planning Time:	48	48	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,400 Index: 5 x 4

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract: 12-13, 13-14

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	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	75	yes		
Other Info:					
PERSONAL	2			yes	\$50/day unused EOY
BEREAVEMENT	10,5,2				immed family; from sick lv.
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				inc. in sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GOTHENBURG

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	32,400	33,696	34,992	36,288	37,584	38,880	40,176	41,472	42,768
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	34,020	35,316	36,612	37,908	39,204	40,500	41,796	43,092	44,388
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	35,640	36,936	38,232	39,528	40,824	42,120	43,416	44,712	46,008
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	37,260	38,556	39,852	41,148	42,444	43,740	45,036	46,332	47,628
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	38,880	40,176	41,472	42,768	44,064	45,360	46,656	47,952	49,248
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		41,796	43,092	44,388	45,684	46,980	48,276	49,572	50,868
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			44,712	46,008	47,304	48,600	49,896	51,192	52,488
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				47,628	48,924	50,220	51,516	52,812	54,108
				1.47	1.51	1.55	1.59	1.63	1.67
9				49,248	50,544	51,840	53,136	54,432	55,728
				1.52	1.56	1.60	1.64	1.68	1.72
10					52,164	53,460	54,756	56,052	57,348
					1.61	1.65	1.69	1.73	1.77
11					53,784	55,080	56,376	57,672	58,968
					1.66	1.70	1.74	1.78	1.82
12								59,292	60,588
								1.83	1.87

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	
		HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	45	varies
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	32,400	Index:	4 x 5
Starting Salary:	32,837	Entry Level Step:	1*
Career Increments:	Y	Experience Allowed:	8
*Hiring Base			
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.
HEALTH	BC/BS	750D/1650D	514.80	514.80	514.80	514.80	Ind for each spouse	Options: H/A,Life,Cash	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28		IRS 125: Y	
PPO:	+ Fringe Benefit Stipend \$85.92		COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GRAND ISLAND												
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	32,400	34,020	35,640	37,260	38,880	42,120	42,120	43,740	45,360	46,980	48,600	50,220
	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	33,696	35,316	36,936	38,556	40,176	43,416	43,416	45,036	46,656	48,276	49,896	51,516
	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	34,992	36,612	38,232	39,852	41,472	44,712	44,712	46,332	47,952	49,572	51,192	52,812
	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	36,936	38,556	40,176	41,796	43,416	46,656	46,656	48,276	49,896	51,516	53,136	54,756
	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	38,880	40,500	42,120	43,740	45,360	48,600	48,600	50,220	51,840	53,460	55,080	56,700
	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	40,824	42,444	44,064	45,684	47,304	50,544	50,544	52,164	53,784	55,404	57,024	58,644
	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	42,768	44,388	46,008	47,628	49,248	52,488	52,488	54,108	55,728	57,348	58,968	60,588
	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						54,432	54,432	56,052	57,672	59,292	60,912	62,532
						1.68	1.68	1.73	1.78	1.83	1.88	1.93
9						56,376	56,376	57,996	59,616	61,236	62,856	64,476
						1.74	1.74	1.79	1.84	1.89	1.94	1.99
10											64,800	66,420
											2.00	2.05
11											66,744	68,364
											2.06	2.11

87-88 BA45 column grandfathered, 02-03 PH/ID/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);
Hired before 08-09, recv \$7500 in flat salary. Hired after 08-09, recv ind ins + remainder as cash

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 21.48

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,050	Index:	4 x 5
Starting Salary:	30,050	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	750D	489.06	904.78	1027.04	1379.05	55.23 or 91.38	Options:	
DENTAL	BC/BS	3	50.20	50.20	50.20	50.20	Sp or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Madison Nat'l	5.10			Deductible Reimbursement:			PART-TIME BENEFITS	
LTD	Madison Nat'l	.00531(thru sal)						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30			
Other Info: \$15/day after 30 accum					
PERSONAL	3				\$15/day unused up to 2
BEREAVEMENT	4				+1 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:	N	

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES: Emergency - 2 days

GREELEY-WOLBACH									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	30,050	31,553	33,055	34,558	36,060	36,060	37,563	39,065	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	31,252	32,755	34,257	35,760	37,262	37,262	38,765	40,267	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	32,454	33,957	35,459	36,962	38,464	38,464	39,967	41,469	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	33,656	35,159	36,661	38,164	39,666	39,666	41,169	42,671	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	34,858	36,361	37,863	39,366	40,868	40,868	42,371	43,873	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	36,060	37,563	39,065	40,568	42,070	42,070	43,573	45,075	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7		38,765	40,267	41,770	43,272	43,272	44,775	46,277	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8			41,469	42,972	44,474	44,474	45,977	47,479	
			1.38	1.43	1.48	1.48	1.53	1.58	
9			42,671	44,174	45,676	45,676	47,179	48,681	
			1.42	1.47	1.52	1.52	1.57	1.62	
10				45,376	46,878	46,878	48,381	49,883	
				1.51	1.56	1.56	1.61	1.66	
11					48,080	48,080	49,583	51,085	
					1.60	1.60	1.65	1.70	
12							50,785	52,287	
							1.69	1.74	

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers:

	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	

Base: 31,600 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		
			Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	750D	489.06	904.78	1027.04
DENTAL	BC/BS	2	24.28	44.90	50.97
PPO:	Vision - \$4.40/mo		VISION \$2.95		
LIFE	Madison Ntl.	1.85	Deductible Reimbursement:		
LTD	Madison Ntl.	.004			
NON-PARTICIPANT					

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info:					
PERSONAL	2			yes	accum 3
BEREAVEMENT	5				
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	B A	B A + 1 2	B A + 2 4	B A + 3 6	M A + 1 2
1	31,600	32,864	34,128	36,656	37,920
	1.00	1.04	1.08	1.16	1.20
2	32,864	34,128	35,392	37,920	39,184
	1.04	1.08	1.12	1.20	1.24
3	34,128	35,392	36,656	39,184	40,448
	1.08	1.12	1.16	1.24	1.28
4	35,392	36,656	37,920	40,448	41,712
	1.12	1.16	1.20	1.28	1.32
5	36,656	37,920	39,184	41,712	42,976
	1.16	1.20	1.24	1.32	1.36
6	37,920	39,184	40,448	42,976	44,240
	1.20	1.24	1.28	1.36	1.40
7		40,448	41,712	44,240	45,504
		1.28	1.32	1.40	1.44
8		41,712	42,976	45,504	46,768
		1.32	1.36	1.44	1.48
9		42,976	44,240	46,768	48,032
		1.36	1.40	1.48	1.52
10			45,504	48,032	49,296
			1.44	1.52	1.56
11				49,296	50,560
				1.56	1.60
12				50,560	51,824
				1.60	1.64
13				51,824	53,088
				1.64	1.68
14				53,088	54,352
				1.68	1.72
15				54,352	55,616
				1.72	1.76
16					56,880
					1.80
17					58,144
					1.84

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
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:	30,700	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6
Vertical Freeze:	87-88		
Rollback:	86-87 (2 Steps)		
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	920	Individ. Depend.
HEALTH	BC/BS	750D/1650D		Cafeteria	Options: H/A,Dent.,LTD, Life,TSA, Cash
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE			Deductible Reimbursement:		PART-TIME BENEFITS
LTD					Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	70	yes		
Other Info:	7 for dep use				
PERSONAL	3			yes	\$50/unused day
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	30,700	31,928	33,156	34,384	35,612	36,840	38,068
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	31,928	33,156	34,384	35,612	36,840	38,068	39,296
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	33,156	34,384	35,612	36,840	38,068	39,296	40,524
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	34,384	35,612	36,840	38,068	39,296	40,524	41,752
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	35,612	36,840	38,068	39,296	40,524	41,752	42,980
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	36,840	38,068	39,296	40,524	41,752	42,980	44,208
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		39,296	40,524	41,752	42,980	44,208	45,436
		1.28	1.32	1.36	1.40	1.44	1.48
8		40,524	41,752	42,980	44,208	45,436	46,664
		1.32	1.36	1.40	1.44	1.48	1.52
9		41,752	42,980	44,208	45,436	46,664	47,892
		1.36	1.40	1.44	1.48	1.52	1.56
10		42,980	44,208	45,436	46,664	47,892	49,120
		1.40	1.44	1.48	1.52	1.56	1.60
11			45,436	46,664	47,892	49,120	50,348
			1.48	1.52	1.56	1.60	1.64
12				47,892	49,120	50,348	51,576
				1.56	1.60	1.64	1.68
13				49,120	50,348	51,576	52,804
				1.60	1.64	1.68	1.72
14					51,576	52,804	54,032
					1.68	1.72	1.76
15					52,804	54,032	55,260
					1.72	1.76	1.80
16						55,260	56,488
						1.80	1.84

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 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: 31,600 Index: 4 x 4
 Starting Salary: 34,128 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: 12-13, 13-14

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	500D	515.79	954.24	1083.17	1454.42	26.69 or 44.19	Options:	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Madison Nat'l	(thru sal)						Minimum FTE: 0.5	
NON-PARTICIPANT								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	BA+45	BA+54			
					MA	MA+9	MA+18	MA+27		
1	31,600	32,864	34,128	35,392	36,656	37,920	39,184	40,448		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	32,864	34,128	35,392	36,656	37,920	39,184	40,448	41,712		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	34,128	35,392	36,656	37,920	39,184	40,448	41,712	42,976		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	35,392	36,656	37,920	39,184	40,448	41,712	42,976	44,240		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	36,656	37,920	39,184	40,448	41,712	42,976	44,240	45,504		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6		39,184	40,448	41,712	42,976	44,240	45,504	46,768		
		1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7		40,448	41,712	42,976	44,240	45,504	46,768	48,032		
		1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8			42,976	44,240	45,504	46,768	48,032	49,296		
			1.36	1.40	1.44	1.48	1.52	1.56		
9				45,504	46,768	48,032	49,296	50,560		
				1.44	1.48	1.52	1.56	1.60		
10					48,032	49,296	50,560	51,824		
					1.52	1.56	1.60	1.64		
11						50,560	51,824	53,088		
						1.60	1.64	1.68		
12							53,088	54,352		
							1.68	1.72		
13								55,616		
								1.76		

BA36, BA45, BA54 frozen for 1 yr after entering

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 293.1
 HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day: 6.75 6.5 6.5
 Planning Time: 96 95 90
 Class Periods/Day: 8 9
 Normal Teaching Load: 6.5 7

SALARY SCHEDULE

Base: 31,780 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:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	434.28 or 488.96 Full Ins. + \$325
HEALTH	BC/BS	750D/3100D	514.80	904.78	1027.04	1379.05	
DENTAL	BC/BS	3	50.20	50.20	50.20	50.20	

PPO: Dist pays 95% H/A premium for fa COMMENTS:
 LIFE Deductible Reimbursement:
 LTD Madison Nat'l .00281
 NON-PARTICIPANT \$275/mo no ins-if taki

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	N

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	31,780	33,210	34,640	36,070	37,500	37,500	38,931	40,361	41,791	43,221	44,651
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	33,210	34,640	36,070	37,500	38,931	38,931	40,361	41,791	43,221	44,651	46,081
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	34,640	36,070	37,500	38,931	40,361	40,361	41,791	43,221	44,651	46,081	47,511
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	36,070	37,500	38,931	40,361	41,791	41,791	43,221	44,651	46,081	47,511	48,941
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	37,500	38,931	40,361	41,791	43,221	43,221	44,651	46,081	47,511	48,941	50,371
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	38,931	40,361	41,791	43,221	44,651	44,651	46,081	47,511	48,941	50,371	51,801
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	40,361	41,791	43,221	44,651	46,081	46,081	47,511	48,941	50,371	51,801	53,232
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	41,791	43,221	44,651	46,081	47,511	47,511	48,941	50,371	51,801	53,232	54,662
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			46,558	47,511	48,941	48,941	50,371	51,801	53,232	54,662	56,092
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				49,418	50,371	50,371	51,801	53,232	54,662	56,092	57,522
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					51,801	51,801	53,232	54,662	56,092	57,522	58,952
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12					53,232	53,232	54,662	56,092	57,522	58,952	60,382
					1.675	1.675	1.72	1.765	1.81	1.855	1.9
13						54,662	56,092	57,522	58,952	60,382	61,812
						1.72	1.765	1.81	1.855	1.9	1.945
14						56,092	57,522	58,952	60,382	61,812	63,242
						1.765	1.81	1.855	1.9	1.945	1.99
15										63,242	64,672
										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; 2013-14 amount is add'l \$477

WORKING CONDITIONS

Contract Days: 160 FTE Teachers:

HS	JH/MS	ELEM
Length of Teacher Day: 8.75	8.75	8.75
Length of Student Day:		
Planning Time: 64	64	60
Class Periods/Day: 7	7	
Normal Teaching Load: 6	6	

SALARY SCHEDULE

Base: 31,000 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 11-12 switch to 4 day work week - 160 contract days
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14, 14-15

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	500D	515.79	954.24	1083.17	1454.42
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28
PPO: COMMENTS:						
LIFE Deductible Reimbursement: N						
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	40	yes		
Other Info:					
PERSONAL	2			yes	accum to 4
BEREAVEMENT	(See Sick Lv.)				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

HAY SPRINGS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	31,000	32,395	33,790	35,185	36,580	36,580	37,975
	1.00	1.045	1.09	1.135	1.18	1.18	1.225
2	32,395	33,790	35,185	36,580	37,975	37,975	39,370
	1.045	1.09	1.135	1.18	1.225	1.225	1.27
3	33,790	35,185	36,580	37,975	39,370	39,370	40,765
	1.09	1.135	1.18	1.225	1.27	1.27	1.315
4	35,185	36,580	37,975	39,370	40,765	40,765	42,160
	1.135	1.18	1.225	1.27	1.315	1.315	1.36
5	36,580	37,975	39,370	40,765	42,160	42,160	43,555
	1.18	1.225	1.27	1.315	1.36	1.36	1.405
6	37,975	39,370	40,765	42,160	43,555	43,555	44,950
	1.225	1.27	1.315	1.36	1.405	1.405	1.45
7	39,370	40,765	42,160	43,555	44,950	44,950	46,345
	1.27	1.315	1.36	1.405	1.45	1.45	1.495
8		42,160	43,555	44,950	46,345	46,345	47,740
		1.36	1.405	1.45	1.495	1.495	1.54
9		43,555	44,950	46,345	47,740	47,740	49,135
		1.405	1.45	1.495	1.54	1.54	1.585
10			46,345	47,740	49,135	49,135	50,530
			1.495	1.54	1.585	1.585	1.63
11				49,135	50,530	50,530	51,925
				1.585	1.63	1.63	1.675
12				50,530	51,925	51,925	53,320
				1.63	1.675	1.675	1.72
13					53,320	53,320	54,715
					1.72	1.72	1.765

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 180	FTE Teachers:	Base: 30,750	Index: 4 x 4.5
	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Teacher Day: 8 8 8		Career Increments: N	Experience Allowed: all
Length of Student Day: 7.5 7.5 7.5		Vertical Freeze:	
Planning Time: 51 51 40		Rollback:	
Class Periods/Day: 8 8		Multi-year Contract: 12-13, 13-14	
Normal Teaching Load: 7 7			

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	500D	515.79	954.24	1083.17	1454.42	26.69 or 44.19	Options:	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Principal	.0048						Minimum FTE: 0.5	
NON-PARTICIPANT								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	trade 3 sick for +1
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	B A		B A + 9		B A + 18		B A + 27	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	30,750	32,134	33,518	34,901	36,285	37,669		
	1.00	1.045	1.09	1.135	1.18	1.225		
2	31,980	33,364	34,748	36,131	37,515	38,899		
	1.04	1.085	1.13	1.175	1.22	1.265		
3	33,210	34,594	35,978	37,361	38,745	40,129		
	1.08	1.125	1.17	1.215	1.26	1.305		
4	34,440	35,824	37,208	38,591	39,975	41,359		
	1.12	1.165	1.21	1.255	1.3	1.345		
5	35,670	37,054	38,438	39,821	41,205	42,589		
	1.16	1.205	1.25	1.295	1.34	1.385		
6		38,284	39,668	41,051	42,435	43,819		
		1.245	1.29	1.335	1.38	1.425		
7		39,514	40,898	42,281	43,665	45,049		
		1.285	1.33	1.375	1.42	1.465		
8			42,128	43,511	44,895	46,279		
			1.37	1.415	1.46	1.505		
9				44,741	46,125	47,509		
				1.455	1.5	1.545		
10				45,971	47,355	48,739		
				1.495	1.54	1.585		
11					48,585	49,969		
					1.58	1.625		
12						51,199		
						1.665		
13						52,429		
						1.705		
14						53,659		
						1.745		

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
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: 30,900 Index: 5 x 4
 Starting Salary: 32,445 Entry Level Step: 1*
 Career Increments: N Experience Allowed: all
 *entry step is 1.05
 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	500D	515.79	954.24	1083.17	1454.42
DENTAL	BC/BS	1	23.64	43.73	49.63	66.66
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	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	BA+45	MA+18	MA+27	MA+36
BASE	30,900								
1	1.00								
	32,445	33,681	34,917	36,153	37,389	38,625	39,861	41,097	42,333
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
2	33,990	35,226	36,462	37,698	38,934	40,170	41,406	42,642	43,878
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
3	35,535	36,771	38,007	39,243	40,479	41,715	42,951	44,187	45,423
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
4	37,080	38,316	39,552	40,788	42,024	43,260	44,496	45,732	46,968
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
5		39,861	41,097	42,333	43,569	44,805	46,041	47,277	48,513
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
6		41,406	42,642	43,878	45,114	46,350	47,586	48,822	50,058
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
7			44,187	45,423	46,659	47,895	49,131	50,367	51,603
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
8			45,732	46,968	48,204	49,440	50,676	51,912	53,148
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
9				48,513	49,749	50,985	52,221	53,457	54,693
				1.57	1.61	1.65	1.69	1.73	1.77
10				50,058	51,294	52,530	53,766	55,002	56,238
				1.62	1.66	1.70	1.74	1.78	1.82
11					52,839	54,075	55,311	56,547	57,783
					1.71	1.75	1.79	1.83	1.87
12					54,384	55,620	56,856	58,092	59,328
					1.76	1.80	1.84	1.88	1.92
13						57,165	58,401	59,637	60,873
						1.85	1.89	1.93	1.97
14							59,946	61,182	62,418
							1.94	1.98	2.02
15								62,727	63,963
								2.03	2.07
16								64,272	65,508
								2.08	2.12
17									67,053
									2.17

04-05 staff hired prior to 03-04 is grandfathered into a separate schedule 10-11 must have MA or MA9 to move into appropriate column, those already in BA36 or BA45 columns will be grandfathered

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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:	31,300	Index:	4.5 x 4.5
Starting Salary:	34,117	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	4 (D)
Vertical Freeze:	85-86		
Rollback:	95-96		
Multi-year Contract:	12-13, 13-14		

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts:
LIFE	Principal		Deductible Reimbursement:				PART-TIME BENEFITS
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	2			yes	acc. to 4
BEREAVEMENT	see sick lv.				max 1/funeral ext'd family
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Professional Growth:	Y	P
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+18	MA+27	MA+36
					MA	MA+9	MA+18			
1	31,300	32,709	34,117	35,526	36,934	38,343	39,751	41,160	42,568	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	32,709	34,117	35,526	36,934	38,343	39,751	41,160	42,568	43,977	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
3	34,117	35,526	36,934	38,343	39,751	41,160	42,568	43,977	45,385	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
4	35,526	36,934	38,343	39,751	41,160	42,568	43,977	45,385	46,794	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
5	36,934	38,343	39,751	41,160	42,568	43,977	45,385	46,794	48,202	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
6	38,343	39,751	41,160	42,568	43,977	45,385	46,794	48,202	49,611	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	
7	39,751	41,160	42,568	43,977	45,385	46,794	48,202	49,611	51,019	
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	
8	41,160	42,568	43,977	45,385	46,794	48,202	49,611	51,019	52,428	
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	
9			45,385	46,794	48,202	49,611	51,019	52,428	53,836	
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	
10				48,202	49,611	51,019	52,428	53,836	55,245	
				1.54	1.585	1.63	1.675	1.72	1.765	
11					51,019	52,428	53,836	55,245	56,653	
					1.63	1.675	1.72	1.765	1.81	
12						52,428	53,836	55,245	56,653	
						1.675	1.72	1.765	1.855	
13							56,653	58,062	59,470	
							1.81	1.855	1.9	
14								59,470	60,879	
								1.9	1.945	

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 32,900 Index: 4 x 5
 Starting Salary: 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	700	Individ. Depend.
HEALTH	BC/BS	750D/1650D		Flat Salary	700 700
DENTAL	BC/BS	2			Options:
PPO:			COMMENTS:		IRS 125:
LIFE			Deductible Reimbursement:		Flex Accounts:
LTD					PART-TIME BENEFITS
NON-PARTICIPANT					Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

HOWELLS-DODGE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	32,900	34,545	36,190	37,835	39,480	39,480	41,125	42,770	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	34,216	35,861	37,506	39,151	40,796	40,796	42,441	44,086	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	35,532	37,177	38,822	40,467	42,112	42,112	43,757	45,402	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	36,848	38,493	40,138	41,783	43,428	43,428	45,073	46,718	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	38,164	39,809	41,454	43,099	44,744	44,744	46,389	48,034	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	39,480	41,125	42,770	44,415	46,060	46,060	47,705	49,350	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7	40,796	42,441	44,086	45,731	47,376	47,376	49,021	50,666	
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8		43,757	45,402	47,047	48,692	48,692	50,337	51,982	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	
9			46,718	48,363	50,008	50,008	51,653	53,298	
			1.42	1.47	1.52	1.52	1.57	1.62	
10			48,034	49,679	51,324	51,324	52,969	54,614	
			1.46	1.51	1.56	1.56	1.61	1.66	
11			49,350	50,995	52,640	52,640	54,285	55,930	
			1.50	1.55	1.60	1.60	1.65	1.70	
12			50,666	52,311	53,956	53,956	55,601	57,246	
			1.54	1.59	1.64	1.64	1.69	1.74	
13				53,627	55,272	55,272	56,917	58,562	
				1.63	1.68	1.68	1.73	1.78	
14						56,588	58,233	59,878	
						1.72	1.77	1.82	
15						57,904	59,549	61,194	
						1.76	1.81	1.86	

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 32,700 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 13-14, 14-15

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	1250D	452.71	837.53	950.69	1276.54	26.69 or 44.19	Options:	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement: Y				500/1000	PART-TIME BENEFITS	
LTD	Principal		Minimum FTE:						
NON-PARTICIPANT			Contribution: fte						

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: reimb \$25/day up to 60 days					
PERSONAL	3			yes	
BEREAVEMENT	10				from sick lv.
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	32,700	34,008	35,316	36,624	37,932	39,240	40,548	41,856
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,008	35,316	36,624	37,932	39,240	40,548	41,856	43,164
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	35,316	36,624	37,932	39,240	40,548	41,856	43,164	44,472
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	36,624	37,932	39,240	40,548	41,856	43,164	44,472	45,780
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	37,932	39,240	40,548	41,856	43,164	44,472	45,780	47,088
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	39,240	40,548	41,856	43,164	44,472	45,780	47,088	48,396
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	40,548	41,856	43,164	44,472	45,780	47,088	48,396	49,704
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		43,164	44,472	45,780	47,088	48,396	49,704	51,012
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			45,780	47,088	48,396	49,704	51,012	52,320
			1.40	1.44	1.48	1.52	1.56	1.60
10				48,396	49,704	51,012	52,320	53,628
				1.48	1.52	1.56	1.60	1.64
11					51,012	52,320	53,628	54,936
					1.56	1.60	1.64	1.68
12						53,628	54,936	56,244
						1.64	1.68	1.72
13							56,244	57,552
							1.72	1.76
14								58,860
								1.80

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,350 Index: 4 x 4
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep Dental
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement: N				
LTD	National Ins	(thru sal)					
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	10,7	unl	yes		
Other Info:	10/yr until 40 accum, then 7/yr				
PERSONAL	2			no	accum to 3
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	MA+9	MA+18					
1	31,350	1.00	32,604	1.04	33,858	1.08	35,112	1.12	36,366	1.16	37,620	1.20	38,874	1.24		
2	32,604	1.04	33,858	1.08	35,112	1.12	36,366	1.16	37,620	1.20	38,874	1.24	40,128	1.28		
3	33,858	1.08	35,112	1.12	36,366	1.16	37,620	1.20	38,874	1.24	40,128	1.28	41,382	1.32		
4	35,112	1.12	36,366	1.16	37,620	1.20	38,874	1.24	40,128	1.28	41,382	1.32	42,636	1.36		
5	36,366	1.16	37,620	1.20	38,874	1.24	40,128	1.28	41,382	1.32	42,636	1.36	43,890	1.40		
6	37,620	1.20	38,874	1.24	40,128	1.28	41,382	1.32	42,636	1.36	43,890	1.40	45,144	1.44		
7	38,874	1.24	40,128	1.28	41,382	1.32	42,636	1.36	43,890	1.40	45,144	1.44	46,398	1.48		
8	40,128	1.28	41,382	1.32	42,636	1.36	43,890	1.40	45,144	1.44	46,398	1.48	47,652	1.52		
9			42,636	1.36	43,890	1.40	45,144	1.44	46,398	1.48	47,652	1.52	48,906	1.56		
10					45,144	1.44	46,398	1.48	47,652	1.52	48,906	1.56	50,160	1.60		
11							47,652	1.52	48,906	1.56	50,160	1.60	51,414	1.64		
12									50,160	1.60	51,414	1.64	52,668	1.68		
13										51,414	1.64	52,668	1.68	53,922	1.72	
14											51,414	1.64	53,922	1.72	55,176	1.76

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD	Omaha Life	(1/2 prem)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	3			yes	from sick lv.
BEREAVEMENT	from sick lv.				
PROFESSIONAL	2			yes	\$50 for expenses
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:

HYANNIS						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	30,000	31,200	32,400	33,600	34,800	36,000
	1.00	1.04	1.08	1.12	1.16	1.20
2	31,200	32,400	33,600	34,800	36,000	37,200
	1.04	1.08	1.12	1.16	1.20	1.24
3	32,400	33,600	34,800	36,000	37,200	38,400
	1.08	1.12	1.16	1.20	1.24	1.28
4	33,600	34,800	36,000	37,200	38,400	39,600
	1.12	1.16	1.20	1.24	1.28	1.32
5	34,800	36,000	37,200	38,400	39,600	40,800
	1.16	1.20	1.24	1.28	1.32	1.36
6	36,000	37,200	38,400	39,600	40,800	42,000
	1.20	1.24	1.28	1.32	1.36	1.40
7	37,200	38,400	39,600	40,800	42,000	43,200
	1.24	1.28	1.32	1.36	1.40	1.44
8		39,600	40,800	42,000	43,200	44,400
		1.32	1.36	1.40	1.44	1.48
9		40,800	42,000	43,200	44,400	45,600
		1.36	1.40	1.44	1.48	1.52
10			43,200	44,400	45,600	46,800
			1.44	1.48	1.52	1.56
11			44,400	45,600	46,800	48,000
			1.48	1.52	1.56	1.60
12				46,800	48,000	49,200
				1.56	1.60	1.64
13				48,000	49,200	50,400
				1.60	1.64	1.68
14					50,400	51,600
					1.68	1.72
15					51,600	52,800
					1.72	1.76
16						54,000
						1.80
17						55,200
						1.84

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 385
 HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day: 6.5 6.5 6.42
 Planning Time: 60 57 30
 Class Periods/Day: 4 9
 Normal Teaching Load: 3 7.5

SALARY SCHEDULE

Base: 32,190 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7(D)
 Vertical Freeze: 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	825	Individ.	Depend.
HEALTH	BC/BS	750D/1650D	208.33	208.33	208.33	208.33	cafeteria+fringe	616.67	616.67
DENTAL	BC/BS	2						Options: H/A, Cash	
PPO:			COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD								PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte-BCBS*	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	80	yes		
Other Info: 20 days for dep./1/2 sub pay at retire.					
PERSONAL	3				one more by borrowing from ot
BEREAVEMENT	5,3				based on type of use;with appr
PROFESSIONAL	2			yes	
ADOPTION	10				w/approv.
ASSOCIATION	3				

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: Y

OTHER LEAVES:

KEARNEY

Step	BA+36									
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	32,190	33,639	35,087	36,536	37,984	39,433	40,881	42,330	43,778	45,227
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	33,639	35,087	36,536	37,984	39,433	40,881	42,330	43,778	45,227	46,676
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	35,087	36,536	37,984	39,433	40,881	42,330	43,778	45,227	46,676	48,124
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	36,536	37,984	39,433	40,881	42,330	43,778	45,227	46,676	48,124	49,573
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	37,984	39,433	40,881	42,330	43,778	45,227	46,676	48,124	49,573	51,021
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	39,433	40,881	42,330	43,778	45,227	46,676	48,124	49,573	51,021	52,470
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	40,881	42,330	43,778	45,227	46,676	48,124	49,573	51,021	52,470	53,918
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	42,330	43,778	45,227	46,676	48,124	49,573	51,021	52,470	53,918	55,367
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		45,227	46,676	48,124	49,573	51,021	52,470	53,918	55,367	56,815
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			48,124	49,573	51,021	52,470	53,918	55,367	56,815	58,264
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				51,021	52,470	53,918	55,367	56,815	58,264	59,712
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					53,918	55,367	56,815	58,264	59,712	61,161
					1.675	1.72	1.765	1.81	1.855	1.9
13						55,367	56,815	58,264	59,712	61,161
						1.72	1.765	1.81	1.855	1.9
14							56,815	58,264	59,712	61,161
							1.765	1.81	1.855	1.9
15										64,058
										1.99
										2.035

Longevity increments available on MA45 - 2nd yr on stp 15 recv 2% of base

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	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	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,400 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD								Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	42	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	31,400	32,656	33,912	35,168	35,796	36,424	37,680	38,936
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	32,656	33,912	35,168	36,424	37,052	37,680	38,936	40,192
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	33,912	35,168	36,424	37,680	38,308	38,936	40,192	41,448
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	35,168	36,424	37,680	38,936	39,564	40,192	41,448	42,704
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	36,424	37,680	38,936	40,192	40,820	41,448	42,704	43,960
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	37,680	38,936	40,192	41,448	42,076	42,704	43,960	45,216
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		40,192	41,448	42,704	43,332	43,960	45,216	46,472
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8		41,448	42,704	43,960	44,588	45,216	46,472	47,728
		1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		42,704	43,960	45,216	45,844	46,472	47,728	48,984
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			45,216	46,472	47,100	47,728	48,984	50,240
			1.44	1.48	1.50	1.52	1.56	1.60
11				47,728	48,356	48,984	50,240	51,496
				1.52	1.54	1.56	1.60	1.64
12						50,240	51,496	52,752
						1.60	1.64	1.68

WORKING CONDITIONS

Contract Days:	180	FTE Teachers:	
		HS	JH/MS
Length of Teacher Day:	8	8	8
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:	31,300	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
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	515.79	954.24	1083.17	1454.42
DENTAL	BC/BS	4	45.71	84.57	96.00	128.93
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement: Y 400/800			
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	12 days 1st yr				
PERSONAL	2			yes	add'l. w/o pay
BEREAVEMENT	admin. disc.				
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:	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	31,300	32,552	33,804	35,056	36,308	37,560	38,812	40,064
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	32,552	33,804	35,056	36,308	37,560	38,812	40,064	41,316
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	33,804	35,056	36,308	37,560	38,812	40,064	41,316	42,568
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	35,056	36,308	37,560	38,812	40,064	41,316	42,568	43,820
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	36,308	37,560	38,812	40,064	41,316	42,568	43,820	45,072
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	37,560	38,812	40,064	41,316	42,568	43,820	45,072	46,324
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	38,812	40,064	41,316	42,568	43,820	45,072	46,324	47,576
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			42,568	43,820	45,072	46,324	47,576	48,828
			1.36	1.40	1.44	1.48	1.52	1.56
9				45,072	46,324	47,576	48,828	50,080
				1.44	1.48	1.52	1.56	1.60
10						48,828	50,080	51,332
						1.56	1.60	1.64
11							51,332	52,584
							1.64	1.68

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
	HS	JH/MS	ELEM
Length of Teacher Day:	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:	31,400	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
Vert. Incr. are % of column base			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	13-14, 14-15		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep Dental
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
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	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	31,400	32,970	34,540	36,110	37,680	39,250	40,820	42,390	43,960
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	32,656	34,226	35,796	37,366	38,936	40,506	42,076	43,646	45,216
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	33,912	35,482	37,052	38,622	40,192	41,762	43,332	44,902	46,472
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	35,168	36,738	38,308	39,878	41,448	43,018	44,588	46,158	47,728
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	36,424	37,994	39,564	41,134	42,704	44,274	45,844	47,414	48,984
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		39,250	40,820	42,390	43,960	45,530	47,100	48,670	50,240
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		40,506	42,076	43,646	45,216	46,786	48,356	49,926	51,496
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			43,332	44,902	46,472	48,042	49,612	51,182	52,752
			1.38	1.43	1.48	1.53	1.58	1.63	1.68
9				46,158	47,728	49,298	50,868	52,438	54,008
				1.47	1.52	1.57	1.62	1.67	1.72
10					48,984	50,554	52,124	53,694	55,264
					1.56	1.61	1.66	1.71	1.76
11					50,240	51,810	53,380	54,950	56,520
					1.60	1.65	1.70	1.75	1.80
12					51,496	53,066	54,636	56,206	57,776
					1.64	1.69	1.74	1.79	1.84
13						54,322	55,892	57,462	59,032
						1.73	1.78	1.83	1.88
14							57,148	58,718	60,288
							1.82	1.87	1.92
15								59,974	61,544
								1.91	1.96
20									62,800
									2.00

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.17
Planning Time:	87	87	80
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base: 31,400 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	539.08
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	TSA
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	\$539.08	TSA					

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125: Y
 Flex Accounts: Y
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:	PTO				
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+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	31,400	32,656	33,912	35,168	36,424	37,680	38,936	40,192	41,448
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,970	34,226	35,482	36,738	37,994	39,250	40,506	41,762	43,018
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	34,540	35,796	37,052	38,308	39,564	40,820	42,076	43,332	44,588
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	36,110	37,366	38,622	39,878	41,134	42,390	43,646	44,902	46,158
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	37,680	38,936	40,192	41,448	42,704	43,960	45,216	46,472	47,728
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	39,250	40,506	41,762	43,018	44,274	45,530	46,786	48,042	49,298
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	40,820	42,076	43,332	44,588	45,844	47,100	48,356	49,612	50,868
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	42,390	43,646	44,902	46,158	47,414	48,670	49,926	51,182	52,438
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		45,216	46,472	47,728	48,984	50,240	51,496	52,752	54,008
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10		46,786	48,042	49,298	50,554	51,810	53,066	54,322	55,578
		1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77
11			49,612	50,868	52,124	53,380	54,636	55,892	57,148
			1.58	1.62	1.66	1.70	1.74	1.78	1.82
12			51,182	52,438	53,694	54,950	56,206	57,462	58,718
			1.63	1.67	1.71	1.75	1.79	1.83	1.87
13				54,008	55,264	56,520	57,776	59,032	60,288
				1.72	1.76	1.80	1.84	1.88	1.92
14					56,834	58,090	59,346	60,602	61,858
					1.81	1.85	1.89	1.93	1.97

Full time staff who have been on MA36 Step 14 for one year will receive an annual comp payment of \$850, paid in Nov.

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.6	6.6	6.4
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,200 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	950D	497.44	920.30	1044.64	1402.69	Ind Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	sgl also recv \$125 TSA		COMMENTS:				
LIFE			Deductible Reimbursement: N				
LTD	Mutual of Omaha	.0022					
NON-PARTICIPANT	\$125 TSA						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	52	yes		
Other Info:	family-5; pd \$5/day unused at separation				
PERSONAL	3			yes	
BEREAVEMENT					trade 10 sick lv. for 5 bereav.
PROFESSIONAL	2			yes	admin approval
ADOPTION					
ASSOCIATION	as requested				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

LEWISTON										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 9	BA + 18	BA + 18	BA + 27	BA + 27	BA + 36	MA + 9	MA + 18
1	31,200	32,448	32,448	33,696	33,696	34,944	34,944	36,192	37,440	38,688
	1.00	1.04	1.04	1.08	1.08	1.12	1.12	1.16	1.20	1.24
2	32,448	33,696	33,696	34,944	34,944	36,192	36,192	37,440	38,688	39,936
	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.24	1.28
3	33,696	34,944	34,944	36,192	36,192	37,440	37,440	38,688	39,936	41,184
	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.28	1.32
4	34,944	36,192	36,192	37,440	37,440	38,688	38,688	39,936	41,184	42,432
	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.32	1.36
5	36,192	37,440	37,440	38,688	38,688	39,936	39,936	41,184	42,432	43,680
	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.36	1.40
6	37,440	38,688	38,688	39,936	39,936	41,184	41,184	42,432	43,680	44,928
	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.40	1.44
7		39,936	39,936	41,184	41,184	42,432	42,432	43,680	44,928	46,176
		1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.44	1.48
8				42,432	42,432	43,680	43,680	44,928	46,176	47,424
				1.36	1.36	1.40	1.40	1.44	1.48	1.52
9						44,928	44,928	46,176	47,424	48,672
						1.44	1.44	1.48	1.52	1.56
10						46,176	46,176	47,424	48,672	49,920
						1.48	1.48	1.52	1.56	1.60
11								48,672	49,920	51,168
								1.56	1.60	1.64
12								49,920	51,168	52,416
								1.60	1.64	1.68
13								51,168	52,416	53,664
								1.64	1.68	1.72
14								52,416	53,664	54,912
								1.68	1.72	1.76
15								53,664	54,912	56,160
								1.72	1.76	1.80

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 234.43

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	45	45
Class Periods/Day:	7	10	
Normal Teaching Load:	6	8	

SALARY SCHEDULE

Base: 32,950 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 11-12 Supplemental Pay \$892
 Vertical Freeze: 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.69 or 44.19
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Sp or Dep Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison Nat'l	.0054(+B,thru sal)					
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	65	yes		
Other Info:					
PERSONAL	2			yes	2nd day given after 10 yrs
BEREAVEMENT	5-immed fam				3 days others
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

LEXINGTON											
Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	32,950	34,268	35,586	36,904	38,222	39,540	40,858	42,176	43,494	44,812	46,130
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
2	34,598	35,916	37,234	38,552	39,870	41,188	42,506	43,824	45,142	46,460	47,778
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41	1.45
3	36,245	37,563	38,881	40,199	41,517	42,835	44,153	45,471	46,789	48,107	49,425
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46	1.50
4	37,893	39,211	40,529	41,847	43,165	44,483	45,801	47,119	48,437	49,755	51,073
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55
5	39,540	40,858	42,176	43,494	44,812	46,130	47,448	48,766	50,084	51,402	52,720
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
6		42,506	43,824	45,142	46,460	47,778	49,096	50,414	51,732	53,050	54,368
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61	1.65
7			45,471	46,789	48,107	49,425	50,743	52,061	53,379	54,697	56,015
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66	1.70
8				48,437	49,755	51,073	52,391	53,709	55,027	56,345	57,663
				1.47	1.51	1.55	1.59	1.63	1.67	1.71	1.75
9				50,084	51,402	52,720	54,038	55,356	56,674	57,992	59,310
				1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
10					53,050	54,368	55,686	57,004	58,322	59,640	60,958
					1.61	1.65	1.69	1.73	1.77	1.81	1.85
11					54,697	56,015	57,333	58,651	59,969	61,287	62,605
					1.66	1.70	1.74	1.78	1.82	1.86	1.90
12						57,663	58,981	60,299	61,617	62,935	64,253
						1.75	1.79	1.83	1.87	1.91	1.95
13							60,628	61,946	63,264	64,582	65,900
							1.84	1.88	1.92	1.96	2.00
14								63,594	64,912	66,230	67,548
								1.93	1.97	2.01	2.05
15										67,877	69,195
										2.06	2.10

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	50	40	40
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base:	29,900	Index:	4.5 x 4.5
Starting Salary:	32,591	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	all
\$100 tuition credit per teacher; *Step 1 = 1.09			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	463.32	857.16	972.98	1306.47
DENTAL	BC/BS	2	21.85	21.85	21.85	21.85
PPO:	Dist pays 90% prem		COMMENTS:			
LIFE	Guardian	3.75	Deductible Reimbursement: Y		375/750	
LTD	Principal					
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info: \$25/day over 30					
PERSONAL	2			Yes	accum. to 3
BEREAVEMENT	5				immed. fam.
PROFESSIONAL	as appr			Yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

LEYTON							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9
BASE	29,900						
	1.00						
1	32,591	33,937	35,282	36,628	37,973	39,319	40,664
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	32,591	33,937	35,282	36,628	37,973	39,319	40,664
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	32,591	33,937	35,282	36,628	37,973	39,319	40,664
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	33,937	35,282	36,628	37,973	39,319	40,664	42,010
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	35,282	36,628	37,973	39,319	40,664	42,010	43,355
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	36,628	37,973	39,319	40,664	42,010	43,355	44,701
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7	37,973	39,319	40,664	42,010	43,355	44,701	46,046
	1.27	1.315	1.36	1.405	1.45	1.495	1.54
8	39,319	40,664	42,010	43,355	44,701	46,046	47,392
	1.315	1.36	1.405	1.45	1.495	1.54	1.585
9		42,010	43,355	44,701	46,046	47,392	48,737
		1.405	1.45	1.495	1.54	1.585	1.63
10			44,701	46,046	47,392	48,737	50,083
			1.495	1.54	1.585	1.63	1.675
11			46,046	47,392	48,737	50,083	51,428
			1.54	1.585	1.63	1.675	1.72
12				48,737	50,083	51,428	52,774
				1.63	1.675	1.72	1.765
13					51,428	52,774	54,119
					1.72	1.765	1.81
14					52,774	54,119	55,465
					1.765	1.81	1.855
15					54,119	55,465	56,810
					1.81	1.855	1.9
16						56,810	58,156
						1.9	1.945

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

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

SALARY SCHEDULE

Base: 31,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 05-07 5 yrs exp; 07-08 and forward all exp
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	100
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	TSA
DENTAL	BC/BS	1	23.64	23.64	23.64	23.64	

PPO: COMMENTS:
 LIFE Deductible Reimbursement:
 LTD Principal
 NON-PARTICIPANT \$100 TSA

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:	at termination \$30/day unused				
PERSONAL	2			no	accum. to 3
BEREAVEMENT	from sick lv.				no restrictions
PROFESSIONAL	3			yes	
ADOPTION	from sick lv				
ASSOCIATION	from pers lv				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

LOOMIS																
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		MA		MA + 9		MA + 18	
	1	31,000	1.00	32,240	1.04	33,480	1.08	34,720	1.12	35,960	1.16	37,200	1.20	38,440	1.24	
2	32,240	1.04	33,480	1.08	34,720	1.12	35,960	1.16	37,200	1.20	38,440	1.24	39,680	1.28		
3	33,480	1.08	34,720	1.12	35,960	1.16	37,200	1.20	38,440	1.24	39,680	1.28	40,920	1.32		
4	34,720	1.12	35,960	1.16	37,200	1.20	38,440	1.24	39,680	1.28	40,920	1.32	42,160	1.36		
5	35,960	1.16	37,200	1.20	38,440	1.24	39,680	1.28	40,920	1.32	42,160	1.36	43,400	1.40		
6	37,200	1.20	38,440	1.24	39,680	1.28	40,920	1.32	42,160	1.36	43,400	1.40	44,640	1.44		
7	38,440	1.24	39,680	1.28	40,920	1.32	42,160	1.36	43,400	1.40	44,640	1.44	45,880	1.48		
8			40,920	1.32	42,160	1.36	43,400	1.40	44,640	1.44	45,880	1.48	47,120	1.52		
9					43,400	1.40	44,640	1.44	45,880	1.48	47,120	1.52	48,360	1.56		
10							45,880	1.48	47,120	1.52	48,360	1.56	49,600	1.60		
11									48,360	1.56	49,600	1.60	50,840	1.64		
12											49,600	1.60	50,840	1.64	52,080	1.68
13													52,080	1.68	53,320	1.72
14															54,560	1.76

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers:
 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

Base: 33,180 Index: 5 x 3
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 12(D)
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	500D	542.94	912.16	1020.73	1333.36	Cash
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO: COMMENTS:							495.98
LIFE							Deductible Reimbursement:
LTD							
NON-PARTICIPANT \$495.98 Cash							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	45	yes		
Other Info:					
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	33,180	34,175	35,171	36,166	37,162	38,157	39,152	40,148	41,143
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	34,839	35,834	36,830	37,825	38,821	39,816	40,811	41,807	42,802
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	36,498	37,493	38,489	39,484	40,480	41,475	42,470	43,466	44,461
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	38,157	39,152	40,148	41,143	42,139	43,134	44,129	45,125	46,120
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	39,816	40,811	41,807	42,802	43,798	44,793	45,788	46,784	47,779
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6	41,475	42,470	43,466	44,461	45,457	46,452	47,447	48,443	49,438
	1.25	1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		44,129	45,125	46,120	47,116	48,111	49,106	50,102	51,097
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			46,784	47,779	48,775	49,770	50,765	51,761	52,756
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9				49,438	50,434	51,429	52,424	53,420	54,415
				1.49	1.52	1.55	1.58	1.61	1.64
10					52,093	53,088	54,083	55,079	56,074
					1.57	1.60	1.63	1.66	1.69
11					53,752	54,747	55,742	56,738	57,733
					1.62	1.65	1.68	1.71	1.74
12					55,411	56,406	57,401	58,397	59,392
					1.67	1.70	1.73	1.76	1.79
13						58,065	59,060	60,056	61,051
						1.75	1.78	1.81	1.84
14							60,719	61,715	62,710
							1.83	1.86	1.89

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	30.34
	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	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,100	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	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
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	463.32	857.16	972.98	1306.47
DENTAL	BC/BS	3	45.18	45.18	45.18	45.18
PPO:	teacher pays 10% premium		COMMENTS:			
LIFE			Deductible Reimbursement:			
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	60	60	yes		
Other Info:	with approval; 8 days for family				
PERSONAL	2			yes	acc. to 5
BEREAVEMENT	from sick lv				up to 8 days
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	31,100	32,655	34,210	35,765	37,320	38,875	40,430	
	1	1.05	1.1	1.15	1.2	1.25	1.3	
2	32,344	33,899	35,454	37,009	38,564	40,119	41,674	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	33,588	35,143	36,698	38,253	39,808	41,363	42,918	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	34,832	36,387	37,942	39,497	41,052	42,607	44,162	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	36,076	37,631	39,186	40,741	42,296	43,851	45,406	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6	37,320	38,875	40,430	41,985	43,540	45,095	46,650	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	
7		40,119	41,674	43,229	44,784	46,339	47,894	
		1.29	1.34	1.39	1.44	1.49	1.54	
8		41,363	42,918	44,473	46,028	47,583	49,138	
		1.33	1.38	1.43	1.48	1.53	1.58	
9			44,162	45,717	47,272	48,827	50,382	
			1.42	1.47	1.52	1.57	1.62	
10				46,961	48,516	50,071	51,626	
				1.51	1.56	1.61	1.66	
11					49,760	51,315	52,870	
					1.60	1.65	1.70	
12					51,004	52,559	54,114	
					1.64	1.69	1.74	
16					52,248	53,803	55,358	
					1.68	1.73	1.78	
21					53,492	55,047	56,602	
					1.72	1.77	1.82	
26					54,736	56,291	57,846	
					1.76	1.81	1.86	

Longevity 4% ea. 4 yrs. to 26

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 14
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6 6 6
 Planning Time: 51 51 51
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 29,550 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 10
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28
PPO: COMMENTS:						
LIFE	Principal		Deductible Reimbursement: Y 500			
LTD	Principal					
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:	Y	N
Grievance:	Y	P
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	MA+9	MA+18
1	29,550	31,028	32,505	33,983	35,460	35,460	36,938	38,415
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	30,732	32,210	33,687	35,165	36,642	36,642	38,120	39,597
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	31,914	33,392	34,869	36,347	37,824	37,824	39,302	40,779
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	33,096	34,574	36,051	37,529	39,006	39,006	40,484	41,961
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	34,278	35,756	37,233	38,711	40,188	40,188	41,666	43,143
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	34,869	36,338	37,807	39,276	40,745	41,370	42,848	44,325
	1.18	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7		37,529	39,597	41,665	43,734	42,552	44,030	45,507
		1.27	1.34	1.39	1.44	1.44	1.49	1.54
8			40,188	42,257	44,326	43,734	45,212	46,689
			1.36	1.43	1.48	1.48	1.53	1.58
9				43,439	45,508	44,916	46,394	47,871
				1.47	1.52	1.52	1.57	1.62
10				44,030	46,100	46,098	47,576	49,053
				1.49	1.56	1.56	1.61	1.66
11					47,280	47,280	48,758	50,235
					1.60	1.60	1.65	1.70
12					47,871	47,871	49,349	50,817
					1.62	1.62	1.69	1.74
13							50,531	52,008
							1.71	1.76

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.1	7.1	6.45
Planning Time:	53	53	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,400 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	750D	514.80	952.40	1081.09	1451.63	26.69 or 44.19	Options:	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep Dental	IRS 125: Flex Accounts:	
PPO:			COMMENTS:					PART-TIME BENEFITS	
LIFE			Deductible Reimbursement:					Minimum FTE: 0.5	
LTD	Madison Nat'l							Contribution: fte	
NON-PARTICIPANT									

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	60	Yes		
Other Info:	includes personal (at admin. discretion)				
PERSONAL	see sick lv.				
BEREAVEMENT	5				
PROFESSIONAL	2			yes	more at admin. discretion
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

LYNCH								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	30,400	31,616	32,832	34,048	34,656	35,264	36,480	
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	
2	31,616	32,832	34,048	35,264	35,872	36,480	37,696	
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	
3	32,832	34,048	35,264	36,480	37,088	37,696	38,912	
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	
4	34,048	35,264	36,480	37,696	38,304	38,912	40,128	
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	
5	35,264	36,480	37,696	38,912	39,520	40,128	41,344	
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	
6	36,480	37,696	38,912	40,128	40,736	41,344	42,560	
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	
7		38,912	40,128	41,344	41,952	42,560	43,776	
		1.28	1.32	1.36	1.38	1.40	1.44	
8			41,344	42,560	43,168	43,776	44,992	
			1.36	1.40	1.42	1.44	1.48	
9				43,776	44,384	44,992	46,208	
				1.44	1.46	1.48	1.52	
10					45,600	46,208	47,424	
					1.50	1.52	1.56	
11							48,640	
							1.60	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 28.25

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

SALARY SCHEDULE

Base: 31,175 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 84-85 grandfathered steps
 Vertical Freeze: 88-89
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Ind Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO: COMMENTS:							24.28
LIFE	Guardian		Deductible Reimbursement:				
LTD	Madison Nat'l	(thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: Unused over 40 pd. \$15/day EOY					
PERSONAL	2			Yes	accum to 3
BEREAVEMENT	unl.				
PROFESSIONAL	2			yes	from sick lv.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	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	31,175	32,734	34,293	35,851	37,410	38,969	40,528
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	32,422	33,981	35,540	37,098	38,657	40,216	41,775
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	33,669	35,228	36,787	38,345	39,904	41,463	43,022
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	34,916	36,475	38,034	39,592	41,151	42,710	44,269
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5		37,722	39,281	40,839	42,398	43,957	45,516
		1.21	1.26	1.31	1.36	1.41	1.46
6		38,969	40,528	42,086	43,645	45,204	46,763
		1.25	1.30	1.35	1.40	1.45	1.50
7		40,216	41,775	43,333	44,892	46,451	48,010
		1.29	1.34	1.39	1.44	1.49	1.54
8			43,022	44,580	46,139	47,698	49,257
			1.38	1.43	1.48	1.53	1.58
9			44,269	45,827	47,386	48,945	50,504
			1.42	1.47	1.52	1.57	1.62
10			45,516	47,074	48,633	50,192	51,751
			1.46	1.51	1.56	1.61	1.66
11			46,763	48,321	49,880	51,439	52,998
			1.50	1.55	1.60	1.65	1.70
12				49,568	51,127	52,686	54,245
				1.59	1.64	1.69	1.74
13				50,815	52,374	53,933	55,492
				1.63	1.68	1.73	1.78
14				52,062	53,621	55,180	56,739
				1.67	1.72	1.77	1.82
15				53,309	54,868	56,427	57,986
				1.71	1.76	1.81	1.86
16					56,115	57,674	59,233
					1.80	1.85	1.90
17					57,362	58,921	60,480
					1.84	1.89	1.94

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 14.125

	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: 30,500 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	1250D	452.71	837.53	950.69	1276.54	Options:	
DENTAL	BC/BS	2	24.28	44.90	44.90	44.90	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS	
LTD							Minimum FTE: 0.5	
NON-PARTICIPANT							Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	PTO, Sep pay: 50% sub pay up to 30 days				
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	as needed			yes	
ADOPTION					
ASSOCIATION	as needed				

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: Y

OTHER LEAVES:

MCPHERSON COUNTY							
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	
1	30,500	32,025	33,550	35,075	36,600	38,125	
	1.00	1.05	1.10	1.15	1.20	1.25	
2	31,720	33,245	34,770	36,295	37,820	39,345	
	1.04	1.09	1.14	1.19	1.24	1.29	
3	32,940	34,465	35,990	37,515	39,040	40,565	
	1.08	1.13	1.18	1.23	1.28	1.33	
4	34,160	35,685	37,210	38,735	40,260	41,785	
	1.12	1.17	1.22	1.27	1.32	1.37	
5	35,380	36,905	38,430	39,955	41,480	43,005	
	1.16	1.21	1.26	1.31	1.36	1.41	
6	36,600	38,125	39,650	41,175	42,700	44,225	
	1.20	1.25	1.30	1.35	1.40	1.45	
7		39,345	40,870	42,395	43,920	45,445	
		1.29	1.34	1.39	1.44	1.49	
8		40,565	42,090	43,615	45,140	46,665	
		1.33	1.38	1.43	1.48	1.53	
9		41,785	43,310	44,835	46,360	47,885	
		1.37	1.42	1.47	1.52	1.57	
10			44,530	46,055	47,580	49,105	
			1.46	1.51	1.56	1.61	
11			45,750	47,275	48,800	50,325	
			1.50	1.55	1.60	1.65	
12				48,495	50,020	51,545	
				1.59	1.64	1.69	
13					51,240	52,765	
					1.68	1.73	

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,700	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Options:	
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts: Y	
LIFE	Principal		Deductible Reimbursement:				PART-TIME BENEFITS	
LTD	Principal	(+B)					Minimum FTE: 0.4	
NON-PARTICIPANT							Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	75% sub pay/day
BEREAVEMENT	5				each occurrence
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	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
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	31,928	33,156	34,384	35,612	36,840	38,068	39,296	40,524	41,752	42,980
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	33,156	34,384	35,612	36,840	38,068	39,296	40,524	41,752	42,980	44,208
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	34,384	35,612	36,840	38,068	39,296	40,524	41,752	42,980	44,208	45,436
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	35,612	36,840	38,068	39,296	40,524	41,752	42,980	44,208	45,436	46,664
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	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
7		39,296	40,524	41,752	42,980	44,208	45,436	46,664	47,892	49,120
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		40,524	41,752	42,980	44,208	45,436	46,664	47,892	49,120	50,348
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9			42,980	44,208	45,436	46,664	47,892	49,120	50,348	51,576
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			44,208	45,436	46,664	47,892	49,120	50,348	51,576	52,804
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11				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
12				47,892	49,120	50,348	51,576	52,804	54,032	55,260
				1.56	1.60	1.64	1.68	1.72	1.76	1.80
13					50,348	51,576	52,804	54,032	55,260	56,488
					1.64	1.68	1.72	1.76	1.80	1.84
14					51,576	52,804	54,032	55,260	56,488	57,716
					1.68	1.72	1.76	1.80	1.84	1.88

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 184	FTE Teachers:	Base: 30,200	Index: 4 x 4
	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Teacher Day: 8	8 8 8	Career Increments: N	Experience Allowed: 10
Length of Student Day: 7.36	7.36 7.25	96-97 \$1,200 bonus/fte	
Planning Time: 45	45 45	Vertical Freeze: 97-98	
Class Periods/Day: 8	8 8	Rollback:	
Normal Teaching Load: 7	7 7	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	55.23 or 91.38	Individ. Depend.
HEALTH	BC/BS	500D	515.79	954.24	1083.17	1454.42	Sp. or Dep. Dental	Options:
DENTAL	BC/BS	3	50.20	50.20	50.20	50.20		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					
LTD	Nat'l Insurance							PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

	Negotiated/ Exists	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 I S					
S t e p	B A	B A + 9	B A + 1 8	B A + 2 7	M A
1	30,200	31,408	32,616	33,824	35,032
	1.00	1.04	1.08	1.12	1.16
2	31,408	32,616	33,824	35,032	36,240
	1.04	1.08	1.12	1.16	1.20
3	32,616	33,824	35,032	36,240	37,448
	1.08	1.12	1.16	1.20	1.24
4	33,824	35,032	36,240	37,448	38,656
	1.12	1.16	1.20	1.24	1.28
5	35,032	36,240	37,448	38,656	39,864
	1.16	1.20	1.24	1.28	1.32
6		37,448	38,656	39,864	41,072
		1.24	1.28	1.32	1.36
7		38,656	39,864	41,072	42,280
		1.28	1.32	1.36	1.40
8			41,072	42,280	43,488
			1.36	1.40	1.44
9				43,488	44,696
				1.44	1.48
10					45,904
					1.52
11					47,112
					1.56
12					48,320
					1.60
13					49,528
					1.64
14					50,736
					1.68
15					51,944
					1.72
16					53,152
					1.76
17					54,360
					1.80

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 186 FTE Teachers:
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 96 96 100
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

Base: 32,750 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	242.91 or 334.52 Full Coverage
HEALTH	BC/BS	750D	514.80	761.92	864.87	1161.30	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	

PPO: Dist pays 100% single, 80% other COMMENTS:
 LIFE Deductible Reimbursement:
 LTD
 NON-PARTICIPANT

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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	32,750	34,060	35,370	36,680	37,990	39,300	40,610	41,920	43,230
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	34,388	35,698	37,008	38,318	39,628	40,938	42,248	43,558	44,868
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	36,025	37,335	38,645	39,955	41,265	42,575	43,885	45,195	46,505
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	37,663	38,973	40,283	41,593	42,903	44,213	45,523	46,833	48,143
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	39,300	40,610	41,920	43,230	44,540	45,850	47,160	48,470	49,780
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	40,938	42,248	43,558	44,868	46,178	47,488	48,798	50,108	51,418
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7		43,885	45,195	46,505	47,815	49,125	50,435	51,745	53,055
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8			46,833	48,143	49,453	50,763	52,073	53,383	54,693
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
9				49,780	51,090	52,400	53,710	55,020	56,330
				1.52	1.56	1.60	1.64	1.68	1.72
10					52,728	54,038	55,348	56,658	57,968
					1.61	1.65	1.69	1.73	1.77
11						54,365	55,675	56,985	58,295
						1.66	1.70	1.74	1.78
12							57,313	58,623	59,933
							1.75	1.79	1.83
13								60,260	61,570
								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: 193 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	45	30
Class Periods/Day:	4	8	
Normal Teaching Load:	3.5	6	

SALARY SCHEDULE

Base: 35,700 Index: x
 Starting Salary: 36,000 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: 12-13, 13-14

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	Coventry	600D		Dep. Dental	Options:
DENTAL	Met Life				IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE	Hartford		Deductible Reimbursement:		PART-TIME BENEFITS
LTD					Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

LEAVES

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

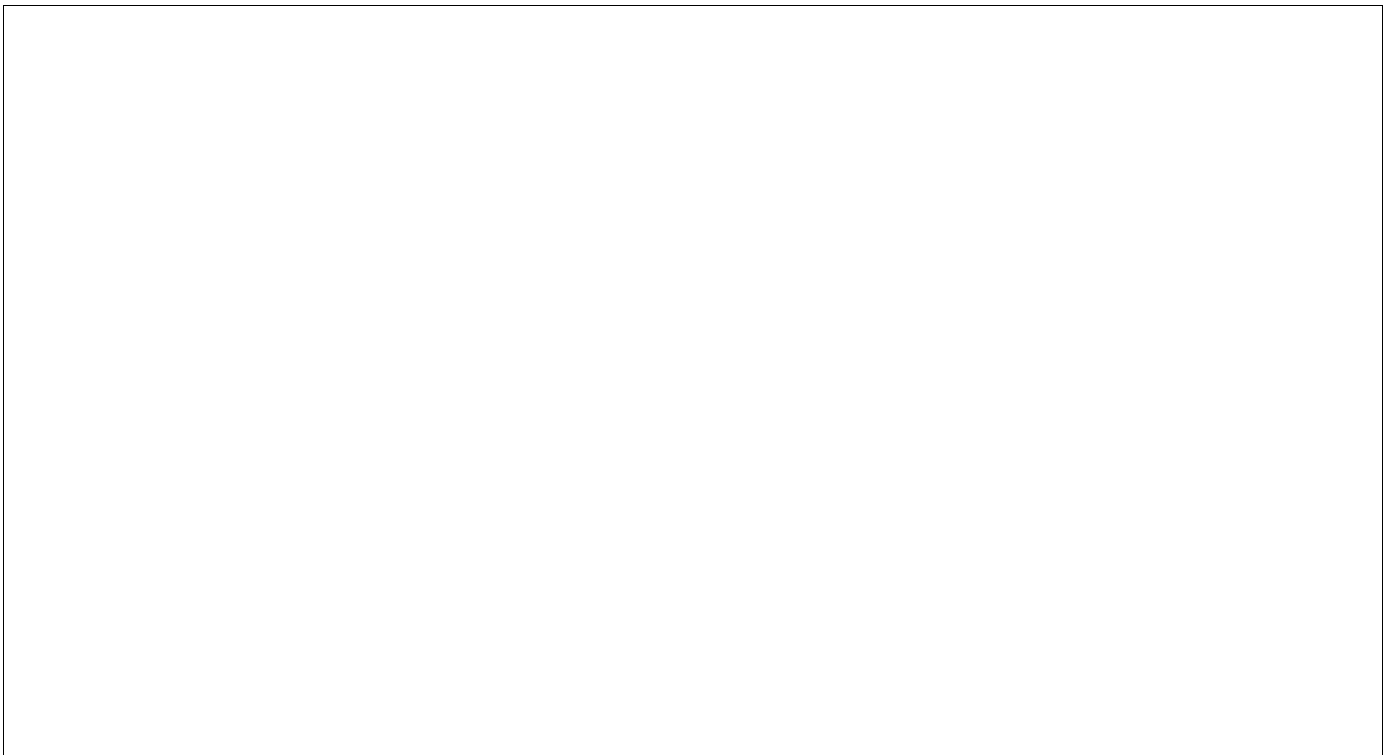
OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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



WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	69.172
	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	7.3
Planning Time:	48	48	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	32,300	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
BA+36 grandfathered for employees before 79-80			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Principal Life							Minimum FTE: 0.4
NON-PARTICIPANT								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: may donate 1 to sick leave bank					
PERSONAL	2+2			yes	1 sub deduct, 1 full sal deduct
BEREAVEMENT	see sick lv.				10 from sick
PROFESSIONAL	2			yes	
ADOPTION	6 wks unpaid				
ASSOCIATION	see prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

MINDEN										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+9	BA+18	BA+18	BA+27	BA+27	BA+36	MA	MA+9
0	32,300	33,754	33,754	35,207	35,207	36,661	36,661	38,114	38,114	39,568
	1.00	1.045	1.045	1.09	1.09	1.135	1.135	1.18	1.18	1.225
1	33,754	35,207	35,207	36,661	36,661	38,114	38,114	39,568	39,568	41,021
	1.045	1.09	1.09	1.135	1.135	1.18	1.18	1.225	1.225	1.27
2	35,207	36,661	36,661	38,114	38,114	39,568	39,568	41,021	41,021	42,475
	1.09	1.135	1.135	1.18	1.18	1.225	1.225	1.27	1.27	1.315
3	36,661	38,114	38,114	39,568	39,568	41,021	41,021	42,475	42,475	43,928
	1.135	1.18	1.18	1.225	1.225	1.27	1.27	1.315	1.315	1.36
4	38,114	39,568	39,568	41,021	41,021	42,475	42,475	43,928	43,928	45,382
	1.18	1.225	1.225	1.27	1.27	1.315	1.315	1.36	1.36	1.405
5		41,021	41,021	42,475	42,475	43,928	43,928	45,382	45,382	46,835
		1.27	1.315	1.315	1.36	1.405	1.405	1.45	1.45	1.495
6		42,475	42,475	43,928	43,928	45,382	45,382	46,835	46,835	48,289
		1.315	1.36	1.36	1.405	1.45	1.45	1.495	1.495	1.54
7			45,382	45,382	46,835	46,835	48,289	48,289	48,289	49,742
			1.405	1.45	1.45	1.495	1.495	1.54	1.54	1.585
8				48,289	48,289	49,742	49,742	51,196	51,196	52,649
				1.495	1.54	1.54	1.585	1.585	1.585	1.63
9				49,742	49,742	51,196	51,196	52,649	52,649	54,103
				1.54	1.585	1.585	1.63	1.63	1.63	1.675
10						52,649	52,649	54,103	54,103	55,556
						1.63	1.675	1.675	1.675	1.72
11						54,103	54,103	55,556	55,556	57,010
						1.675	1.72	1.72	1.72	1.765
12						55,556	55,556	57,010	57,010	58,463
						1.72	1.765	1.765	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:	
	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	90	90	30
Class Periods/Day:	4	4	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	30,300	Index:	4.25 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	15
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	500D/3100D	271.47	271.47	271.47	271.47	Flat Salary
DENTAL	BC/BS	2	12.14	12.14	12.14	12.14	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ.	Depend.
900	900
Options:	H/A, TSA, Cash
IRS 125:	Y
Flex Accounts:	Y

PART-TIME BENEFITS

Minimum FTE:	0.5
Contribution:	fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	incl. funeral lv.;family-3 days				
PERSONAL	1+1			1-Y,1-N	@ term buy back unused @ 80
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			w/appr.	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MORRILL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	30,300	31,664	33,027	34,391	35,754	37,118	38,481	39,845	41,208	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	31,588	32,951	34,315	35,678	37,042	38,405	39,769	41,132	42,496	
	1.0425	1.0875	1.1325	1.1775	1.2225	1.2675	1.3125	1.3575	1.4025	
3	32,876	34,239	35,603	36,966	38,330	39,693	41,057	42,420	43,784	
	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	
4	34,163	35,527	36,890	38,254	39,617	40,981	42,344	43,708	45,071	
	1.1275	1.1725	1.2175	1.2625	1.3075	1.3525	1.3975	1.4425	1.4875	
5	35,451	36,815	38,178	39,542	40,905	42,269	43,632	44,996	46,359	
	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53	
6		38,102	39,466	40,829	42,193	43,556	44,920	46,283	47,647	
		1.2575	1.3025	1.3475	1.3925	1.4375	1.4825	1.5275	1.5725	
7		39,390	40,754	42,117	43,481	44,844	46,208	47,571	48,935	
		1.3	1.345	1.39	1.435	1.48	1.525	1.57	1.615	
8			42,041	43,405	44,768	46,132	47,495	48,859	50,222	
			1.3875	1.4325	1.4775	1.5225	1.5675	1.6125	1.6575	
9			43,329	44,693	46,056	47,420	48,783	50,147	51,510	
			1.43	1.475	1.52	1.565	1.61	1.655	1.7	
10				45,980	47,344	48,707	50,071	51,434	52,798	
				1.5175	1.5625	1.6075	1.6525	1.6975	1.7425	
11				47,268	48,632	49,995	51,359	52,722	54,086	
				1.56	1.605	1.65	1.695	1.74	1.785	
12						51,283	52,646	54,010	55,373	
						1.6925	1.7375	1.7825	1.8275	
13						52,571	53,934	55,298	56,661	
						1.735	1.78	1.825	1.87	
14							55,222	56,585	57,949	
							1.8225	1.8675	1.9125	
15							56,510	57,873	59,237	
							1.865	1.91	1.955	
16								59,161	60,524	
								1.9525	1.9975	
17								60,449	61,812	
								1.995	2.04	
18								61,736	63,176	
								2.0375	2.085	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 54.4

	HS	JH/MS	ELEM
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: 31,200 Index: 4 x 4

Starting Salary: Entry Level Step: 1

Career Increments: Y Experience Allowed: 5

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options: H/A; 125K
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp. or Dep. Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement:					Flex Accounts: Y
LTD	Madison Nat'l							PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info: 1/2 sub. pay for unused to 35 at termination					
PERSONAL	2			yes	1 add'l if trade 3 sick days
BEREAVEMENT	from sick/personal				
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

NEBRASKA UNIFIED DISTRICT 1										
Step	BA		BA+9		BA+18		BA+27		BA+45	
									MA	MA+9
1	31,200	32,448	33,696	34,944	36,192	37,440	38,688	39,936	41,184	42,432
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	32,448	33,696	34,944	36,192	37,440	38,688	39,936	41,184	42,432	43,680
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	33,696	34,944	36,192	37,440	38,688	39,936	41,184	42,432	43,680	44,928
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	34,944	36,192	37,440	38,688	39,936	41,184	42,432	43,680	44,928	46,176
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	36,192	37,440	38,688	39,936	41,184	42,432	43,680	44,928	46,176	47,424
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	37,440	38,688	39,936	41,184	42,432	43,680	44,928	46,176	47,424	48,672
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7	38,688	39,936	41,184	42,432	43,680	44,928	46,176	47,424	48,672	49,920
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		41,184	42,432	43,680	44,928	46,176	47,424	48,672	49,920	51,168
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9			43,680	44,928	46,176	47,424	48,672	49,920	51,168	52,416
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			44,928	46,176	47,424	48,672	49,920	51,168	52,416	53,664
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11				47,424	48,672	49,920	51,168	52,416	53,664	54,912
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
12					49,920	51,168	52,416	53,664	54,912	56,160
					1.60	1.64	1.68	1.72	1.76	1.80
13								53,664	54,912	56,160
								1.72	1.76	1.80
14									56,160	57,408
									1.76	1.80

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.7	6.7	6.7
Planning Time:	52	52	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,412 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze: 87-88
 Rollback: 86-87(2); 02-03
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.69 or 44.19
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	Sp. or Dep. Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE	Companion		Deductible Reimbursement:				
LTD	Principal						
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	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:	N	
Grievance:	Y	N
Professional Growth:	Y	P
Reduction in Force:	Y	N
Sick Bank:	Y	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	31,412	32,668	33,925	35,181	36,438	36,438	37,694	38,951		
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24		
2	32,668	33,925	35,181	36,438	37,694	37,694	38,951	40,207		
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28		
3	33,925	35,181	36,438	37,694	38,951	38,951	40,207	41,464		
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32		
4	35,181	36,438	37,694	38,951	40,207	40,207	41,464	42,720		
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36		
5	36,438	37,694	38,951	40,207	41,464	41,464	42,720	43,977		
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40		
6		38,951	40,207	41,464	42,720	42,720	43,977	45,233		
		1.24	1.28	1.32	1.36	1.36	1.40	1.44		
7			41,464	42,720	43,977	43,977	45,233	46,490		
			1.32	1.36	1.40	1.40	1.44	1.48		
8			42,720	43,977	45,233	45,233	46,490	47,746		
			1.36	1.40	1.44	1.44	1.48	1.52		
9				45,233	46,490	46,490	47,746	49,003		
				1.44	1.48	1.48	1.52	1.56		
10				46,490	47,746	47,746	49,003	50,259		
				1.48	1.52	1.52	1.56	1.60		
11					49,003	49,003	50,259	51,516		
					1.56	1.56	1.60	1.64		
12						50,259	50,259	51,516		
						1.60	1.60	1.64		
13							51,516	52,772		
							1.64	1.68		
14								52,772		
								1.68		
15										56,542
										1.80
16										
										57,798
										1.84
17										
										59,055
										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: 13
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 47 47 47
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,400 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Principal						Minimum FTE: 0.5
NON-PARTICIPANT							Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	\$30/day over 50 eoy, term. up to 40-\$20/day				
PERSONAL	3			yes	over 3 reim. \$30/day for unuse
BEREAVEMENT	3				
PROFESSIONAL	adm. disc.			yes	
ADOPTION	rom sick/pers. 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: Y

OTHER LEAVES:

NEW CASTLE														
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	MA	MA + 9	MA + 9	MA + 18	MA + 18	
1	30,400	31,616	31,616	32,832	32,832	34,048	34,048	35,264	35,264	36,480	36,480	37,696	37,696	
	1.00	1.04	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	
2	31,616	32,832	32,832	34,048	34,048	35,264	35,264	36,480	36,480	37,696	37,696	38,912	38,912	
	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	
3	32,832	34,048	34,048	35,264	35,264	36,480	36,480	37,696	37,696	38,912	38,912	40,128	40,128	
	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	
4	34,048	35,264	35,264	36,480	36,480	37,696	37,696	38,912	38,912	40,128	40,128	41,344	41,344	
	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	
5	35,264	36,480	36,480	37,696	37,696	38,912	38,912	40,128	40,128	41,344	41,344	42,560	42,560	
	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.40	
6	36,480	37,696	37,696	38,912	38,912	40,128	40,128	41,344	41,344	42,560	42,560	43,776	43,776	
	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.44	1.44	
7	37,696	38,912	38,912	40,128	40,128	41,344	41,344	42,560	42,560	43,776	43,776	44,992	44,992	
	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.44	1.44	1.48	1.48	
8		40,128	40,128	41,344	41,344	42,560	42,560	43,776	43,776	44,992	44,992	46,208	46,208	
		1.32	1.32	1.36	1.36	1.40	1.40	1.44	1.44	1.48	1.48	1.52	1.52	
9				42,560	42,560	43,776	43,776	44,992	44,992	46,208	46,208	47,424	47,424	
				1.40	1.40	1.44	1.44	1.48	1.48	1.52	1.52	1.56	1.56	
10						44,992	44,992	46,208	46,208	47,424	47,424	48,640	48,640	
						1.48	1.48	1.52	1.52	1.56	1.56	1.60	1.60	
11								47,424	47,424	48,640	48,640	49,856	49,856	
								1.56	1.56	1.60	1.60	1.64	1.64	
12									48,640	49,856	49,856	51,072	51,072	
									1.60	1.64	1.64	1.68	1.68	
13										51,072	51,072	52,288	52,288	
										1.68	1.68	1.72	1.72	
14												53,504	53,504	
												1.76	1.76	

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		HS	JH/MS
Length of Teacher Day:	8	8	ELEM
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:	30,550	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:	12-13, 13-14		

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	950D	472.57	874.29	992.41	1332.56	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	26.69 or 44.19 Sp. or Dep. Dental
PPO:			COMMENTS:				IRS 125: Y
LIFE			Deductible Reimbursement:				Flex Accounts: Y
LTD	Madison Ntl.	5.00					PART-TIME BENEFITS
NON-PARTICIPANT							Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	at retirement \$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	BA+9	BA+18	BA+27	BA+36		MA+9	
0	30,550	31,772	32,994	34,216	35,438	36,660	36,660	
	1.00	1.04	1.08	1.12	1.16	1.20	1.20	
1	31,772	32,994	34,216	35,438	36,660	37,882	37,882	
	1.04	1.08	1.12	1.16	1.20	1.24	1.24	
2	32,994	34,216	35,438	36,660	37,882	39,104	39,104	
	1.08	1.12	1.16	1.20	1.24	1.28	1.28	
3	34,216	35,438	36,660	37,882	39,104	40,326	40,326	
	1.12	1.16	1.20	1.24	1.28	1.32	1.32	
4	35,438	36,660	37,882	39,104	40,326	41,548	41,548	
	1.16	1.20	1.24	1.28	1.32	1.36	1.36	
5	36,660	37,882	39,104	40,326	41,548	42,770	42,770	
	1.20	1.24	1.28	1.32	1.36	1.40	1.40	
6	37,882	39,104	40,326	41,548	42,770	43,992	43,992	
	1.24	1.28	1.32	1.36	1.40	1.44	1.44	
7	39,104	40,326	41,548	42,770	43,992	45,214	45,214	
	1.28	1.32	1.36	1.40	1.44	1.48	1.48	
8		41,548	42,770	43,992	45,214	46,436	46,436	
		1.36	1.40	1.44	1.48	1.52	1.52	
9			43,992	45,214	46,436	47,658	47,658	
			1.44	1.48	1.52	1.56	1.56	
10				46,436	47,658	48,880	48,880	
				1.52	1.56	1.60	1.60	
11					48,880	50,102	50,102	
					1.60	1.64	1.64	
12					50,102	51,324	51,324	
					1.64	1.68	1.68	
13						52,546	52,546	
						1.72	1.72	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.7	7.7	7.7
Planning Time:	54	54	54
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,800 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 *PT FTE recv full ind or FTE amt
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.69 or 44.19
HEALTH	BC/BS	750D/3100D	489.06	904.78	1027.04	1379.05	Sp. or Dep. Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE							Deductible Reimbursement: Y 375/750
LTD	National Ins						
NON-PARTICIPANT							

Cafeteria Plan

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

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	31,800	33,072	34,344	35,616	36,252	36,888	38,160	39,432
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	33,072	34,344	35,616	36,888	37,524	38,160	39,432	40,704
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	34,344	35,616	36,888	38,160	38,796	39,432	40,704	41,976
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	35,616	36,888	38,160	39,432	40,068	40,704	41,976	43,248
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	36,888	38,160	39,432	40,704	41,340	41,976	43,248	44,520
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	38,160	39,432	40,704	41,976	42,612	43,248	44,520	45,792
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		40,704	41,976	43,248	43,884	44,520	45,792	47,064
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8			43,248	44,520	45,156	45,792	47,064	48,336
			1.36	1.40	1.42	1.44	1.48	1.52
9				45,792	46,428	47,064	48,336	49,608
				1.44	1.46	1.48	1.52	1.56
10					47,700	48,336	49,608	50,880
					1.50	1.52	1.56	1.60
11							50,880	52,152
							1.60	1.64

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	297
	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.2	7.1
Planning Time:	50	50	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	34,170	Index:	4.5 x 4.5
Starting Salary:		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	458.63
HEALTH	BC/BS	750D/1650D	434.35	434.35	434.35	434.35	Single Health/Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	560 CIL						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	75	yes		
Other Info:	max=75 days, no more granted after 75 reached				
PERSONAL	2			yes	1 no pay-w/o app;reim \$200 E
BEREAVEMENT	5				add'l to 12 w/appr.
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION	7				

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:

NORFOLK

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	34,170	35,708	37,245	38,783	40,321	41,858	43,396	44,934	46,471	48,009
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	35,708	37,245	38,783	40,321	41,858	43,396	44,934	46,471	48,009	49,547
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	37,245	38,783	40,321	41,858	43,396	44,934	46,471	48,009	49,547	51,084
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	38,783	40,321	41,858	43,396	44,934	46,471	48,009	49,547	51,084	52,622
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	40,321	41,858	43,396	44,934	46,471	48,009	49,547	51,084	52,622	54,159
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	41,858	43,396	44,934	46,471	48,009	49,547	51,084	52,622	54,159	55,697
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7		44,934	46,471	48,009	49,547	51,084	52,622	54,159	55,697	57,235
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			48,009	49,547	51,084	52,622	54,159	55,697	57,235	58,772
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				51,084	52,793	54,330	55,868	57,406	58,943	60,481
				1.495	1.545	1.59	1.635	1.68	1.725	1.77
10					54,501	56,039	57,576	59,114	60,652	62,189
					1.595	1.64	1.685	1.73	1.775	1.82
11						56,210	57,747	59,285	60,823	62,360
						1.645	1.69	1.735	1.78	1.825
12							59,456	60,993	62,531	64,069
							1.74	1.785	1.83	1.875
13								62,702	64,240	65,777
								1.835	1.88	1.925
14									65,948	67,486
									1.93	1.975
15										69,194
										70,732
										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'1 1% added each year up to 15%.

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:
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 45 90 50
 Class Periods/Day: 6 misc
 Normal Teaching Load: 7/8

SALARY SCHEDULE

Base: 33,960 Index: 4 x 5
 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			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE	Lincoln Nat'l		Deductible Reimbursement:				
LTD							PART-TIME BENEFITS
NON-PARTICIPANT							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:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	33,960	35,658	37,356	39,054	39,903	40,752	42,450	44,148	45,846	47,544	49,242
	1.00	1.05	1.1	1.15	1.175	1.2	1.25	1.3	1.35	1.4	1.45
2	35,318	37,016	38,714	40,412	41,261	42,110	43,808	45,506	47,204	48,902	50,600
	1.04	1.09	1.14	1.19	1.215	1.24	1.29	1.34	1.39	1.44	1.49
3	36,677	38,375	40,073	41,771	42,620	43,469	45,167	46,865	48,563	50,261	51,959
	1.08	1.13	1.18	1.23	1.255	1.28	1.33	1.38	1.43	1.48	1.53
4	38,035	39,733	41,431	43,129	43,978	44,827	46,525	48,223	49,921	51,619	53,317
	1.12	1.17	1.22	1.27	1.295	1.32	1.37	1.42	1.47	1.52	1.57
5	39,394	41,092	42,790	44,488	45,337	46,186	47,884	49,582	51,280	52,978	54,676
	1.16	1.21	1.26	1.31	1.335	1.36	1.41	1.46	1.51	1.56	1.61
6		42,450	44,148	45,846	46,695	47,544	49,242	50,940	52,638	54,336	56,034
		1.25	1.3	1.35	1.375	1.4	1.45	1.5	1.55	1.6	1.65
7			45,506	47,204	48,053	48,902	50,600	52,298	53,996	55,694	57,392
			1.34	1.39	1.415	1.44	1.49	1.54	1.59	1.64	1.69
8			46,865	48,563	49,412	50,261	51,959	53,657	55,355	57,053	58,751
			1.38	1.43	1.455	1.48	1.53	1.58	1.63	1.68	1.73
9				49,921	50,770	51,619	53,317	55,015	56,713	58,411	60,109
				1.47	1.495	1.52	1.57	1.62	1.67	1.72	1.77
10					52,129	52,978	54,676	56,374	58,072	59,770	61,468
					1.535	1.56	1.61	1.66	1.71	1.76	1.81
11						54,336	56,034	57,732	59,430	61,128	62,826
						1.6	1.65	1.7	1.75	1.8	1.85
12							57,392	59,090	60,788	62,486	64,184
							1.69	1.74	1.79	1.84	1.89
13									62,147	63,845	65,543
									1.83	1.88	1.93
14										65,203	66,901
										1.92	1.97
L1										65,543	67,241
										1.93	1.98
L2										65,882	67,580
										1.94	1.99
L3										66,222	67,920
										1.95	2
L4										66,562	68,260
										1.96	2.01

BA+36 closed to anyone new after Sept. 1, 2000

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
8	8	8
7	7	7
52	52	60
7	7	
6	6	

Length of Teacher Day:
Length of Student Day:
Planning Time:
Class Periods/Day:
Normal Teaching Load:

Base: 31,350
Starting Salary: 33,858
Career Increments: N
no vert. movement 1st 3 yrs
Vertical Freeze:
Rollback:
Multi-year Contract:

Index: 4 x 5
Entry Level Step: 3
Experience Allowed: all

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	Cash
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	singles recv \$155 cash		COMMENTS:				
LIFE	Guardian		Deductible Reimbursement: Y				300/550
LTD	National Ins	(+B)					
NON-PARTICIPANT	\$345 Cash						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	55	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	30				
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: No

SEVERANCE PAY: Yes

OTHER LEAVES:

NORTH BEND CENTRAL										
Step	BA	BA+3	BA+6	BA+9	BA+18	BA+27	MA		MA+12	MA+18
							BA+36	MA+6		
1	31,350	31,873	32,395	32,918	34,485	36,053	37,620	38,665	39,710	40,755
	1.00	1.01667	1.03333	1.05	1.1	1.15	1.2	1.23333	1.26667	1.3
2	32,604	33,127	33,649	34,172	35,739	37,307	38,874	39,919	40,964	42,009
	1.04	1.05667	1.07333	1.09	1.14	1.19	1.24	1.27333	1.30667	1.34
3	33,858	34,381	34,903	35,426	36,993	38,561	40,128	41,173	42,218	43,263
	1.08	1.09667	1.11333	1.13	1.18	1.23	1.28	1.31333	1.34667	1.38
4	35,112	35,635	36,157	36,680	38,247	39,815	41,382	42,427	43,472	44,517
	1.12	1.13667	1.15333	1.17	1.22	1.27	1.32	1.35333	1.38667	1.42
5	36,366	36,889	37,411	37,934	39,501	41,069	42,636	43,681	44,726	45,771
	1.16	1.17667	1.19333	1.21	1.26	1.31	1.36	1.39333	1.42667	1.46
6		38,143	38,665	39,188	40,755	42,323	43,890	44,935	45,980	47,025
		1.21667	1.23333	1.25	1.3	1.35	1.4	1.43333	1.46667	1.5
7			39,919	40,442	42,009	43,577	45,144	46,189	47,234	48,279
			1.27333	1.29	1.34	1.39	1.44	1.47333	1.50667	1.54
8				41,696	43,263	44,831	46,398	47,443	48,488	49,533
				1.33	1.38	1.43	1.48	1.51333	1.54667	1.58
9					44,517	46,085	47,652	48,697	49,742	50,787
					1.42	1.47	1.52	1.55333	1.58667	1.62
10					45,771	47,339	48,906	49,951	50,996	52,041
					1.46	1.51	1.56	1.59333	1.62667	1.66
11					47,025	48,593	50,160	51,205	52,250	53,295
					1.5	1.55	1.6	1.63333	1.66667	1.7
12						49,847	51,414	52,459	53,504	54,549
						1.59	1.64	1.67333	1.70667	1.74
13							52,668	53,713	54,758	55,803
							1.68	1.71333	1.74667	1.78
14							53,609	54,653	55,698	56,743
							1.71	1.74333	1.77667	1.81
15							54,549	55,594	56,639	57,684
							1.74	1.77333	1.80667	1.84
16							55,490	56,534	57,579	58,624
							1.77	1.80333	1.83667	1.87
17							56,430	57,475	58,520	59,565
							1.8	1.83333	1.86667	1.9
18							57,371	58,415	59,460	60,505
							1.83	1.86333	1.89667	1.93

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 25.75
 HS JH/MS ELEM
 Length of Teacher Day: 8.33 8.33 8.33
 Length of Student Day: 7.75 7.75 7.75
 Planning Time: 51 51 51
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,750 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 87-88 Also Horiz.
 Rollback:
 Multi-year Contract: 13-14, 14-15

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	500D	542.92	1004.46	1140.18	1530.97	26.69 or 44.19
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp. or Dep. Dental
PPO: COMMENTS:							Options:
LIFE							IRS 125:
LTD Madison Nat'l (+Bthru sal)							Flex Accounts:
NON-PARTICIPANT							PART-TIME BENEFITS
							Minimum FTE: 0.5
							Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	40	yes		
Other Info: \$15/day unused over 40 to \$150 max					
PERSONAL	2			yes	accum to 3, \$90/unused day
BEREAVEMENT	from sick lv.				w/appr.
PROFESSIONAL	2			yes	w/appr.
ADOPTION	see sick lv.				
ASSOCIATION	see pers. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

NORTH LOUP-SCOTIA										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18			
1	30,750	32,134	33,518	34,901	36,285	37,669	39,053			
	1.00	1.045	1.09	1.135	1.18	1.225	1.27			
2	31,980	33,364	34,748	36,131	37,515	38,899	40,283			
	1.04	1.085	1.13	1.175	1.22	1.265	1.31			
3	33,210	34,594	35,978	37,361	38,745	40,129	41,513			
	1.08	1.125	1.17	1.215	1.26	1.305	1.35			
4	34,440	35,824	37,208	38,591	39,975	41,359	42,743			
	1.12	1.165	1.21	1.255	1.3	1.345	1.39			
5	35,670	37,054	38,438	39,821	41,205	42,589	43,973			
	1.16	1.205	1.25	1.295	1.34	1.385	1.43			
6	36,900	38,284	39,668	41,051	42,435	43,819	45,203			
	1.2	1.245	1.29	1.335	1.38	1.425	1.47			
7		39,514	40,898	42,281	43,665	45,049	46,433			
		1.285	1.33	1.375	1.42	1.465	1.51			
8			42,128	43,511	44,895	46,279	47,663			
			1.37	1.415	1.46	1.505	1.55			
9				44,741	46,125	47,509	48,893			
				1.455	1.5	1.545	1.59			
10					47,355	48,739	50,123			
					1.54	1.585	1.63			
11					48,585	49,969	51,353			
					1.58	1.625	1.67			
12						51,199	52,583			
						1.665	1.71			
13						52,429	53,813			
						1.705	1.75			
14							55,043			
							1.79			

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	315
	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.87	6.88	6.92
Planning Time:	30	30	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	33,700	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				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	458.63
HEALTH	BC/BS	500D/1650D	434.35	434.35	434.35	434.35	Ind Ins/Den
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	13-14 flat salary \$50/mo		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	\$433.33 Cash						

Cafeteria Plan

Individ.	Depend.
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 +45									
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	33,700	35,048	36,396	37,744	39,092	40,440	41,788	43,136	44,484	45,832
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	35,385	36,733	38,081	39,429	40,777	42,125	43,473	44,821	46,169	47,517
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	37,070	38,418	39,766	41,114	42,462	43,810	45,158	46,506	47,854	49,202
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	38,755	40,103	41,451	42,799	44,147	45,495	46,843	48,191	49,539	50,887
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	40,440	41,788	43,136	44,484	45,832	47,180	48,528	49,876	51,224	52,572
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	42,125	43,473	44,821	46,169	47,517	48,865	50,213	51,561	52,909	54,257
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	43,810	45,158	46,506	47,854	49,202	50,550	51,898	53,246	54,594	55,942
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8		46,843	48,191	49,539	50,887	52,235	53,583	54,931	56,279	57,627
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9			49,876	51,224	52,572	53,920	55,268	56,616	57,964	59,312
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				52,909	54,257	55,605	56,953	58,301	59,649	60,997
				1.57	1.61	1.65	1.69	1.73	1.77	1.81
11					55,942	57,290	58,638	59,986	61,334	62,682
					1.66	1.70	1.74	1.78	1.82	1.86
12						58,975	60,323	61,671	63,019	64,367
						1.75	1.79	1.83	1.87	1.91
13							62,008	63,356	64,704	66,052
							1.84	1.88	1.92	1.96
14								65,041	66,389	67,737
								1.93	1.97	2.01
15									68,074	69,422
									2.02	2.06
16										71,107
										2.11

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

WORKING CONDITIONS

SALARY SCHEDULE

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

Base: 30,625 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits		
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.69 or 44.19	
HEALTH	BC/BS	500D	515.79	954.24	1083.17	1454.42	Sp. or Dep. Dental	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28		
PPO: COMMENTS:								
LIFE Deductible Reimbursement:								
LTD	Nat'l Insurance	(+Bthru sal)						
NON-PARTICIPANT								

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	48	yes		
Other Info: Incentive: \$10 per unused day over 48					
PERSONAL	2			no	\$50/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	P
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

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

OAKLAND-CRAIG									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	30,625	32,156	33,688	35,219	36,750	37,056	38,281	39,813	41,344
	1.00	1.05	1.10	1.15	1.20	1.21	1.25	1.30	1.35
2	31,850	33,381	34,913	36,444	37,975	38,281	39,506	41,038	42,569
	1.04	1.09	1.14	1.19	1.24	1.25	1.29	1.34	1.39
3	33,075	34,606	36,138	37,669	39,200	39,506	40,731	42,263	43,794
	1.08	1.13	1.18	1.23	1.28	1.29	1.33	1.38	1.43
4	34,300	35,831	37,363	38,894	40,425	40,731	41,956	43,488	45,019
	1.12	1.17	1.22	1.27	1.32	1.33	1.37	1.42	1.47
5	35,525	37,056	38,588	40,119	41,650	41,956	43,181	44,713	46,244
	1.16	1.21	1.26	1.31	1.36	1.37	1.41	1.46	1.51
6		38,281	39,813	41,344	42,875	43,181	44,406	45,938	47,469
		1.25	1.30	1.35	1.40	1.41	1.45	1.50	1.55
7		39,506	41,038	42,569	44,100	44,406	45,631	47,163	48,694
		1.29	1.34	1.39	1.44	1.45	1.49	1.54	1.59
8		40,731	42,263	43,794	45,325	45,631	46,856	48,388	49,919
		1.33	1.38	1.43	1.48	1.49	1.53	1.58	1.63
9			43,488	45,019	46,550	46,856	48,081	49,613	51,144
			1.42	1.47	1.52	1.53	1.57	1.62	1.67
10			44,713	46,244	47,775	48,081	49,306	50,838	52,369
			1.46	1.51	1.56	1.57	1.61	1.66	1.71
11			45,938	47,469	49,000	49,306	50,531	52,063	53,594
			1.50	1.55	1.60	1.61	1.65	1.70	1.75
12				48,694	50,225	50,531	51,756	53,288	54,819
				1.59	1.64	1.65	1.69	1.74	1.79
13				49,919	51,450	51,756	52,981	54,513	56,044
				1.63	1.68	1.69	1.73	1.78	1.83
14					52,675	52,981	54,206	55,738	57,269
					1.72	1.73	1.77	1.82	1.87
15					53,900	54,206	55,431	56,963	58,494
					1.76	1.77	1.81	1.86	1.91
16					54,206	54,513	55,738	57,269	58,800
					1.77	1.78	1.82	1.87	1.92
17					54,513	54,819	56,044	57,575	59,106
					1.78	1.79	1.83	1.88	1.93
18					54,819	55,125	56,350	57,881	59,413
					1.79	1.80	1.84	1.89	1.94
19					55,125	55,431	56,656	58,188	59,719
					1.80	1.81	1.85	1.90	1.95
20					55,431	55,738	56,963	58,494	60,025
					1.81	1.82	1.86	1.91	1.96

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	52	50	50
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base: 31,650 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 85-86 Also Horiz.
 Rollback: 87-88
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.69 or 44.19 Sp or Dep Dental
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	National	(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	30	yes		
Other Info:	10 yr 1/15 yr 2/20 yr 3/ 25 yr 4/30 yr 5 & on				
PERSONAL	3			yes	accum to 10, use only 4/yr
BEREAVEMENT	5				immediate family
PROFESSIONAL	5				
ADOPTION	unl.				
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:

OGALLALA

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	31,650	32,916	34,182	35,448	36,714	36,714	37,980	39,246	40,512	41,778
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32
2	33,233	34,499	35,765	37,031	38,297	38,297	39,563	40,829	42,095	43,361
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33	1.37
3	34,815	36,081	37,347	38,613	39,879	39,879	41,145	42,411	43,677	44,943
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38	1.42
4	36,398	37,664	38,930	40,196	41,462	41,462	42,728	43,994	45,260	46,526
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43	1.47
5		39,246	40,512	41,778	43,044	43,044	44,310	45,576	46,842	48,108
		1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52
6			42,095	43,361	44,627	44,627	45,893	47,159	48,425	49,691
			1.33	1.37	1.41	1.41	1.45	1.49	1.53	1.57
7			43,677	44,943	46,209	46,209	47,475	48,741	50,007	51,273
			1.38	1.42	1.46	1.46	1.50	1.54	1.58	1.62
8				46,526	47,792	47,792	49,058	50,324	51,590	52,856
				1.47	1.51	1.51	1.55	1.59	1.63	1.67
9					49,374	49,374	50,640	51,906	53,172	54,438
					1.56	1.56	1.60	1.64	1.68	1.72
10					50,957	50,957	52,223	53,489	54,755	56,021
					1.61	1.61	1.65	1.69	1.73	1.77
11					52,539	52,539	53,805	55,071	56,337	57,603
					1.66	1.66	1.70	1.74	1.78	1.82
12						54,122	55,388	56,654	57,920	59,186
						1.71	1.75	1.79	1.83	1.87
13							56,970	58,236	59,502	60,768
							1.80	1.84	1.88	1.92
14								59,819	61,085	62,351
								1.89	1.93	1.97
15									62,667	63,933
									1.98	2.02
16									64,250	65,516
									2.03	2.07

WORKING CONDITIONS

Contract Days:	190	FTE Teachers:	
	HS	JH/MS	ELEM
Length of Teacher Day:	7.83	7.83	7.6
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:	35,256	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			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	514.80	571.44*	648.65*	870.98*	459.13 or 624.84	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Dep. Cov. + Ind. Dental	IRS 125: Y
PPO:	*Qualify for dep coverage after 3 y COMMENTS:							Flex Accounts: Y
LIFE	United of Omaha							PART-TIME BENEFITS Minimum FTE: 0.5 Contribution: fte
LTD	United of Omaha							
NON-PARTICIPANT								

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info: Sev-after 18 yrs. unused sick lv. at 1/2 daily rate					
PERSONAL	2			yes	unused added to sick lv.
BEREAVEMENT	4+1				over 200 miles=5 days
PROFESSIONAL	unl.			yes	
ADOPTION	30 (sick lv.)				one parent
ASSOCIATION	unl. by practice				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: yes

OTHER LEAVES: Emergency-2

O M A H A						T o p S t e p S u p p l e m e n t s					
Step	BA	BA+18	MA	MA+30	DOC	Step	BA	BA+18	MA	MA+30	DOC
1	35,256	37,019	40,897	42,307	45,833	16	55,698	57,371	61,051	62,390	65,736
	1	1.05	1.16	1.2	1.3		1.57982	1.62727	1.73165	1.76963	1.86453
2	36,666	38,429	42,307	43,717	47,243	17	56,360	57,974	61,525	62,816	66,045
	1.04	1.09	1.2	1.24	1.34		1.59859	1.64437	1.74509	1.78171	1.8733
3	38,076	39,839	43,717	45,128	48,653	18	57,347	58,938	62,439	63,712	66,895
	1.08	1.13	1.24	1.28	1.38		1.62659	1.67172	1.77102	1.80713	1.89741
4	39,487	41,250	45,128	46,538	50,064	19	57,809	59,312	62,618	63,820	67,194
	1.12	1.17	1.28	1.32	1.42		1.63969	1.68232	1.77609	1.81019	1.90589
5	40,897	42,660	46,538	47,948	51,474	20	58,737	60,220	63,482	64,668	67,633
	1.16	1.21	1.32	1.36	1.46		1.66601	1.70808	1.8006	1.83424	1.91834
6	42,307	44,070	47,948	49,358	52,884	21	59,718	61,200	64,461	65,647	68,611
	1.2	1.25	1.36	1.4	1.5		1.69384	1.73587	1.82837	1.86201	1.94608
7	43,717	45,480	49,358	50,769	54,294	22	59,843	61,268	64,995	67,246	69,497
	1.24	1.29	1.4	1.44	1.54		1.69738	1.7378	1.84352	1.90736	1.97121
8	45,128	46,890	50,769	52,179	55,704	23	60,527	61,638	65,865	68,090	70,314
	1.28	1.33	1.44	1.48	1.58		1.71679	1.7483	1.86819	1.9313	1.99438
9	46,538	48,301	52,179	53,589	57,115	24	61,491	62,571	66,675	68,835	70,995
	1.32	1.37	1.48	1.52	1.62		1.74413	1.77476	1.89117	1.95243	2.0137
10	47,948	49,711	53,589	54,999	58,525	25	62,241	63,321	67,425	69,585	71,745
	1.36	1.41	1.52	1.56	1.66		1.7654	1.79603	1.91244	1.97371	2.03497
11	49,358	51,121	54,999	56,410	59,935	26	63,278	64,358	68,462	70,622	72,782
	1.4	1.45	1.56	1.6	1.7		1.79482	1.82545	1.94185	2.00312	2.06439
12	50,769	52,531	56,410	57,820	61,345	27	64,537	65,617	69,721	71,886	74,041
	1.44	1.49	1.6	1.64	1.74		1.83053	1.86116	1.97756	2.03897	2.1001
13	52,179	53,942	57,820	59,230	62,756						
	1.48	1.53	1.64	1.68	1.78						
14	53,589	55,352	59,230	60,640	64,166						
	1.52	1.57	1.68	1.72	1.82						
15	54,999	56,762	60,640	62,051	65,576						
	1.56	1.61	1.72	1.76	1.86						

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days:	185	FTE Teachers:	75	Base:	30,125	Index:	4.5 x 4.5
	HS	JH/MS	ELEM	Starting Salary:		Entry Level Step:	1
Length of Teacher Day:	8	8	8	Career Increments:	N	Experience Allowed:	all
Length of Student Day:	6.93	6.88	6.5	Vertical Freeze:	93-94		
Planning Time:	49	49	65	Rollback:			
Class Periods/Day:	8	8		Multi-year Contract:			
Normal Teaching Load:	7	7					

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE			Deductible Reimbursement:				
LTD							PART-TIME BENEFITS
NON-PARTICIPANT							Minimum FTE: 0.5
							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 ASSOCIATION	use sick lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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

O'NEILL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	30,125	31,481	32,836	34,192	35,548	36,903	38,259	39,614	40,970	42,326
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	31,481	32,836	34,192	35,548	36,903	38,259	39,614	40,970	42,326	43,681
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	32,836	34,192	35,548	36,903	38,259	39,614	40,970	42,326	43,681	45,037
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	34,192	35,548	36,903	38,259	39,614	40,970	42,326	43,681	45,037	46,393
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	35,548	36,903	38,259	39,614	40,970	42,326	43,681	45,037	46,393	47,748
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	36,903	38,259	39,614	40,970	42,326	43,681	45,037	46,393	47,748	49,104
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	38,259	39,614	40,970	42,326	43,681	45,037	46,393	47,748	49,104	50,459
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	39,614	40,970	42,326	43,681	45,037	46,393	47,748	49,104	50,459	51,815
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		42,326	43,681	45,037	46,393	47,748	49,104	50,459	51,815	53,171
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			45,037	46,393	47,748	49,104	50,459	51,815	53,171	54,526
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				47,748	49,104	50,459	51,815	53,171	54,526	55,882
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					50,459	51,815	53,171	54,526	55,882	57,238
					1.675	1.72	1.765	1.81	1.855	1.9
13						53,171	54,526	55,882	57,238	58,593
						1.765	1.81	1.855	1.9	1.945
14							55,882	57,238	58,593	59,949
							1.855	1.9	1.945	1.99
15								58,593	59,949	61,304
								1.945	1.99	2.035
16									61,304	62,660
									2.035	2.08

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 51.25
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 90 90 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 31,550 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	105.05 or 141.08
HEALTH	BC/BS	750D/3100D	489.06	904.78	1027.04	1379.05	Dep Den+\$50 annuity
DENTAL	BC/BS	5	50.02	50.02	50.02	50.02	

PPO: Ind prem takers rec. \$50 annuity COMMENTS:
 LIFE Deductible Reimbursement:
 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	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	31,550	32,812	34,074	35,336	36,598	37,860	39,122	40,384	41,646	42,908
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	33,128	34,390	35,652	36,914	38,176	39,438	40,700	41,962	43,224	44,486
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	34,705	35,967	37,229	38,491	39,753	41,015	42,277	43,539	44,801	46,063
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	36,283	37,545	38,807	40,069	41,331	42,593	43,855	45,117	46,379	47,641
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	37,860	39,122	40,384	41,646	42,908	44,170	45,432	46,694	47,956	49,218
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6		40,700	41,962	43,224	44,486	45,748	47,010	48,272	49,534	50,796
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7			43,539	44,801	46,063	47,325	48,587	49,849	51,111	52,373
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8				46,379	47,641	48,903	50,165	51,427	52,689	53,951
				1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				47,956	49,218	50,480	51,742	53,004	54,266	55,528
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					50,796	52,058	53,320	54,582	55,844	57,106
					1.61	1.65	1.69	1.73	1.77	1.81
11					52,373	53,635	54,897	56,159	57,421	58,683
					1.66	1.70	1.74	1.78	1.82	1.86
12					53,951	55,213	56,475	57,737	58,999	60,261
					1.71	1.75	1.79	1.83	1.87	1.91
13						56,790	58,052	59,314	60,576	61,838
						1.80	1.84	1.88	1.92	1.96

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	25
		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:	7	7	

SALARY SCHEDULE

Base:	31,300	Index:	4 x 4.5
Starting Salary:		Entry Level Step:	1(D)
Career Increments:	Y	Experience Allowed:	all (D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Ind or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					
LTD	Principal							PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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					
1	31,300	1.00	32,709	1.045	34,117	1.09	35,526	1.135	36,934	1.18	38,343	1.225	39,751	1.27
2	32,552	1.04	33,961	1.085	35,369	1.13	36,778	1.175	38,186	1.22	39,595	1.265	41,003	1.31
3	33,804	1.08	35,213	1.125	36,621	1.17	38,030	1.215	39,438	1.26	40,847	1.305	42,255	1.35
4	35,056	1.12	36,465	1.165	37,873	1.21	39,282	1.255	40,690	1.3	42,099	1.345	43,507	1.39
5	36,308	1.16	37,717	1.205	39,125	1.25	40,534	1.295	41,942	1.34	43,351	1.385	44,759	1.43
6	37,560	1.2	38,969	1.245	40,377	1.29	41,786	1.335	43,194	1.38	44,603	1.425	46,011	1.47
7	38,812	1.24	40,221	1.285	41,629	1.33	43,038	1.375	44,446	1.42	45,855	1.465	47,263	1.51
8			41,473	1.325	42,881	1.37	44,290	1.415	45,698	1.46	47,107	1.505	48,515	1.55
9			42,725	1.365	44,133	1.41	45,542	1.455	46,950	1.5	48,359	1.545	49,767	1.59
10					45,385	1.45	46,794	1.495	48,202	1.54	49,611	1.585	51,019	1.63
11							48,046	1.535	49,454	1.58	50,863	1.625	52,271	1.67
12									50,706	1.62	52,115	1.665	53,523	1.71
13											53,367	1.705	54,775	1.75
14													56,027	1.79

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 25.92
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6.8 6.8 6.8
 Planning Time: 57 57 57
 Class Periods/Day: 7 7
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 30,800 Index: 4 x 4
 Starting Salary: Entry Level Step: 0
 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	26.69 or 44.19	Individ. Depend.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Sp. or Dep. Dental	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	National Life							Minimum FTE: 0.5
NON-PARTICIPANT								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:	N	
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

OVERTON										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
0	30,800	32,032	33,264	34,496	35,728	36,960	38,192	39,424		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
1	32,032	33,264	34,496	35,728	36,960	38,192	39,424	40,656		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
2	33,264	34,496	35,728	36,960	38,192	39,424	40,656	41,888		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
3	34,496	35,728	36,960	38,192	39,424	40,656	41,888	43,120		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
4	35,728	36,960	38,192	39,424	40,656	41,888	43,120	44,352		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
5	36,960	38,192	39,424	40,656	41,888	43,120	44,352	45,584		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
6		39,424	40,656	41,888	43,120	44,352	45,584	46,816		
		1.28	1.32	1.36	1.40	1.44	1.48	1.52		
7			41,888	43,120	44,352	45,584	46,816	48,048		
			1.36	1.40	1.44	1.48	1.52	1.56		
8				44,352	45,584	46,816	48,048	49,280		
				1.44	1.48	1.52	1.56	1.60		
9					46,816	48,048	49,280	50,512		
					1.52	1.56	1.60	1.64		
10					48,048	49,280	50,512	51,744		
					1.56	1.60	1.64	1.68		
11					49,280	50,512	51,744	52,976		
					1.60	1.64	1.68	1.72		
12						51,744	52,976	54,208		
						1.68	1.72	1.76		
13							54,208	55,440		
							1.76	1.80		

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	6.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

Base: 33,450 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 86-87;01-02
 Rollback: 86-87 Last Step
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	Cash
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS: Vision \$4.96/mo				
LIFE	Guardian				Deductible Reimbursement: Y	350/700	
LTD	Madison Ntl.	(thru sal)					
NON-PARTICIPANT	\$250 cash						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Substitute, Jury Duty

PALMYRA-BENNETT(OR #1)

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	33,450	34,788	36,126	37,464	38,802	40,140	41,478	42,816
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,788	36,126	37,464	38,802	40,140	41,478	42,816	44,154
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,126	37,464	38,802	40,140	41,478	42,816	44,154	45,492
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	37,464	38,802	40,140	41,478	42,816	44,154	45,492	46,830
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	38,802	40,140	41,478	42,816	44,154	45,492	46,830	48,168
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6		41,478	42,816	44,154	45,492	46,830	48,168	49,506
		1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		42,816	44,154	45,492	46,830	48,168	49,506	50,844
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			45,492	46,830	48,168	49,506	50,844	52,182
			1.36	1.40	1.44	1.48	1.52	1.56
9				48,168	49,506	50,844	52,182	53,520
				1.44	1.48	1.52	1.56	1.60
10				49,506	50,844	52,182	53,520	54,858
				1.48	1.52	1.56	1.60	1.64
11				50,844	52,182	53,520	54,858	56,196
				1.52	1.56	1.60	1.64	1.68
12				52,182	53,520	54,858	56,196	57,534
				1.56	1.60	1.64	1.68	1.72
13							57,534	58,872
							1.72	1.76
14								60,210
								1.80

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

WORKING CONDITIONS

Contract Days: 190 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.83	6.67	6.33
Planning Time:	123	174	145
Class Periods/Day:	7	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,550 Index: 4 x 4.5

Starting Salary: Entry Level Step: 1

Career Increments: Y Experience Allowed: 12

V. Freeze: 86-87, 89-90, 91-92, 03-04

Vertical Freeze: 08-09, 09-10, 11-12, 12-13

Rollback: 85-86; 02-03

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	99.96 or 125.89
HEALTH	BC/BS	750D	514.80	885.73	1005.41	1350.02	Full H/A + Ind. Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	Emp pays 7% premium		COMMENTS:				
LIFE	Standard		Deductible Reimbursement:				
LTD	Standard	(+B)					
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	PHD
1	33,550	35,060	36,570	38,079	39,589	41,099	42,609	44,118	45,628	47,138
2	34,892	36,402	37,912	39,421	40,931	42,441	43,951	45,460	46,970	48,480
3	36,234	37,744	39,254	40,763	42,273	43,783	45,293	46,802	48,312	49,822
4	37,576	39,086	40,596	42,105	43,615	45,125	46,635	48,144	49,654	51,164
5	38,918	40,428	41,938	43,447	44,957	46,467	47,977	49,486	50,996	52,506
6	40,260	41,770	43,280	44,789	46,299	47,809	49,319	50,828	52,338	53,848
7	41,602	43,112	44,622	46,131	47,641	49,151	50,661	52,170	53,680	55,190
8	42,944	44,454	45,964	47,473	48,983	50,493	52,003	53,512	55,022	56,532
9	44,286	45,796	47,306	48,815	50,325	51,835	53,345	54,854	56,364	57,874
10	45,628	47,138	48,648	50,157	51,667	53,177	54,687	56,196	57,706	59,216
11	46,970	48,480	49,990	51,500	53,009	54,519	56,029	57,538	59,048	60,558
12	48,312	49,822	51,332	52,841	54,351	55,861	57,371	58,880	60,390	61,900
13	49,654	51,164	52,674	54,184	55,693	57,203	58,713	60,222	61,732	63,242
14	51,000	52,510	54,020	55,530	57,040	58,550	60,060	61,570	63,080	64,590
15	52,346	53,856	55,366	56,876	58,386	59,896	61,406	62,916	64,426	65,936
16	53,692	55,202	56,712	58,222	59,732	61,242	62,752	64,262	65,772	67,282
17	55,038	56,548	58,058	59,568	61,078	62,588	64,098	65,608	67,118	68,628
18	56,384	57,894	59,404	60,914	62,424	63,934	65,444	66,954	68,464	69,974
19	57,730	59,240	60,750	62,260	63,770	65,280	66,790	68,300	69,810	71,320
20	59,076	60,586	62,096	63,606	65,116	66,626	68,136	69,646	71,156	72,666
21	60,422	61,932	63,442	64,952	66,462	67,972	69,482	70,992	72,502	74,012
22	61,768	63,278	64,788	66,298	67,808	69,318	70,828	72,338	73,848	75,358
23	63,114	64,624	66,134	67,644	69,154	70,664	72,174	73,684	75,194	76,704
24	64,460	65,970	67,480	68,990	70,500	72,010	73,520	75,030	76,540	78,050
25	65,806	67,316	68,826	70,336	71,846	73,356	74,866	76,376	77,886	79,396
26	67,152	68,662	70,172	71,682	73,192	74,702	76,212	77,722	79,232	80,742

02-03 Renumbered steps starting at step 1 through 16 BA+36/MA through PHD/EDD have 6 longevity steps that are add 2% of base and 4 more steps that are an additional 1% of base.
03-04 vertical freeze, horizontal movement allowed: 1-3 years experience are placed on step one (as shown above), those with more than 3 yrs are placed accordingly.
08-09 new hires w/no exp placed on step 1, 12 yrs experience allowed + one; 09-10 vertical freeze. Schedule includes an add \$1500 for Steps 17+

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
8	8	8
7.5	7.5	7.5
49	49	49
8	8	
7	7	

Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 49
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 32,175
 Starting Salary:
 Career Increments: N
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

Index: 4 x 4
 Entry Level Step: 1
 Experience Allowed: all

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					
LTD	Standard Ins	7.00						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: \$30/day on any above 50 at EOY					
PERSONAL	3			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

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	32,175	33,462	34,749	36,036	37,323	38,610	39,897	41,184
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	33,462	34,749	36,036	37,323	38,610	39,897	41,184	42,471
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	34,749	36,036	37,323	38,610	39,897	41,184	42,471	43,758
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	36,036	37,323	38,610	39,897	41,184	42,471	43,758	45,045
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	37,323	38,610	39,897	41,184	42,471	43,758	45,045	46,332
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	38,610	39,897	41,184	42,471	43,758	45,045	46,332	47,619
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	39,897	41,184	42,471	43,758	45,045	46,332	47,619	48,906
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		42,471	43,758	45,045	46,332	47,619	48,906	50,193
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			45,045	46,332	47,619	48,906	50,193	51,480
			1.40	1.44	1.48	1.52	1.56	1.60
10				47,619	48,906	50,193	51,480	52,767
				1.48	1.52	1.56	1.60	1.64
11					50,193	51,480	52,767	54,054
					1.56	1.60	1.64	1.68
12					51,480	52,767	54,054	55,341
					1.60	1.64	1.68	1.72

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,900	Index:	4 x 4
Starting Salary:		Entry Level Step:	1(D)
Career Increments:	N	Experience Allowed:	10(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	500D	542.94	1004.46	1140.18	1530.97	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					
LTD	Madison Nat'l	.0055 (thru sal)						PART-TIME BENEFITS
NON-PARTICIPANT	Cash-Sgl Prem	\$567.						Minimum FTE: 0
								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PAXTON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	30,900	32,136	33,372	34,608	35,844	36,462	37,698	38,934	40,170
	1.00	1.04	1.08	1.12	1.16	1.18	1.22	1.26	1.30
2	32,136	33,372	34,608	35,844	37,080	37,698	38,934	40,170	41,406
	1.04	1.08	1.12	1.16	1.20	1.22	1.26	1.30	1.34
3	33,372	34,608	35,844	37,080	38,316	38,934	40,170	41,406	42,642
	1.08	1.12	1.16	1.20	1.24	1.26	1.30	1.34	1.38
4	34,608	35,844	37,080	38,316	39,552	40,170	41,406	42,642	43,878
	1.12	1.16	1.20	1.24	1.28	1.30	1.34	1.38	1.42
5	35,844	37,080	38,316	39,552	40,788	41,406	42,642	43,878	45,114
	1.16	1.20	1.24	1.28	1.32	1.34	1.38	1.42	1.46
6	37,080	38,316	39,552	40,788	42,024	42,642	43,878	45,114	46,350
	1.20	1.24	1.28	1.32	1.36	1.38	1.42	1.46	1.50
7	38,316	39,552	40,788	42,024	43,260	43,878	45,114	46,350	47,586
	1.24	1.28	1.32	1.36	1.40	1.42	1.46	1.50	1.54
8		40,788	42,024	43,260	44,496	45,114	46,350	47,586	48,822
		1.32	1.36	1.40	1.44	1.46	1.50	1.54	1.58
9			43,260	44,496	45,732	46,350	47,586	48,822	50,058
			1.40	1.44	1.48	1.50	1.54	1.58	1.62
10				45,732	46,968	47,586	48,822	50,058	51,294
				1.48	1.52	1.54	1.58	1.62	1.66
11					48,204	48,822	50,058	51,294	52,530
					1.56	1.58	1.62	1.66	1.70
12							51,294	52,530	53,766
							1.66	1.70	1.74
13								53,766	55,002
								1.74	1.78

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 29.88
 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: 31,200 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Grandfathered Steps 85-86
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	564.82
DENTAL	BC/BS	5	50.02	92.55	105.07	141.10	Cash
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison Nat'l						
NON-PARTICIPANT		\$564.82					

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	PTO				
BEREAVEMENT	PTO				
PROFESSIONAL	as approved			yes	
ADOPTION	FMLA				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PENDER							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	31,200	32,760	34,320	35,880	37,440	39,000	40,560
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	32,448	34,008	35,568	37,128	38,688	40,248	41,808
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	33,696	35,256	36,816	38,376	39,936	41,496	43,056
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	34,944	36,504	38,064	39,624	41,184	42,744	44,304
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	36,192	37,752	39,312	40,872	42,432	43,992	45,552
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5	37,440	39,000	40,560	42,120	43,680	45,240	46,800
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
6	38,688	40,248	41,808	43,368	44,928	46,488	48,048
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
7		41,496	43,056	44,616	46,176	47,736	49,296
		1.33	1.38	1.43	1.48	1.53	1.58
8		42,744	44,304	45,864	47,424	48,984	50,544
		1.37	1.42	1.47	1.52	1.57	1.62
9			45,552	47,112	48,672	50,232	51,792
			1.46	1.51	1.56	1.61	1.66
10			46,800	48,360	49,920	51,480	53,040
			1.50	1.55	1.60	1.65	1.70
11				49,608	51,168	52,728	54,288
				1.59	1.64	1.69	1.74
12				50,856	52,416	53,976	55,536
				1.63	1.68	1.73	1.78
13					53,664	55,224	56,784
					1.72	1.77	1.82

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	100	90	60
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,100 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63
DENTAL	BC/BS	1	23.64	43.73	49.63	66.66
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement: Y 300/600			
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	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		MA		MA+9		MA+18		MA+27	
	BA	BA+9	BA+9	BA+18	BA+18	BA+27	BA+27	MA	MA+9	MA+9	MA+18	MA+18	MA+18	MA+27	MA+27	MA+27
1	32,100	33,384	33,384	34,668	34,668	35,952	35,952	37,236	37,236	38,520	39,804	39,804	41,088	41,088	42,372	42,372
	1.00	1.04	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.24	1.24	1.28	1.28	1.32	1.32
2	33,384	34,668	34,668	35,952	35,952	37,236	37,236	38,520	38,520	39,804	41,088	41,088	42,372	42,372	43,656	43,656
	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.28	1.28	1.32	1.32	1.36	1.36
3	34,668	35,952	35,952	37,236	37,236	38,520	38,520	39,804	39,804	41,088	42,372	42,372	43,656	43,656	44,940	44,940
	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.32	1.32	1.36	1.36	1.40	1.40
4	35,952	37,236	37,236	38,520	38,520	39,804	39,804	41,088	41,088	42,372	43,656	43,656	44,940	44,940	46,224	46,224
	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.36	1.36	1.40	1.40	1.44	1.44
5	37,236	38,520	38,520	39,804	39,804	41,088	41,088	42,372	42,372	43,656	44,940	44,940	46,224	46,224	47,508	47,508
	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.40	1.40	1.44	1.44	1.48	1.48
6	38,520	39,804	39,804	41,088	41,088	42,372	42,372	43,656	43,656	44,940	46,224	46,224	47,508	47,508	48,792	48,792
	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.44	1.44	1.48	1.48	1.52	1.52
7	39,804	41,088	41,088	42,372	42,372	43,656	43,656	44,940	44,940	46,224	47,508	47,508	48,792	48,792	50,076	50,076
	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.44	1.48	1.48	1.52	1.52	1.56	1.56
8	41,088	42,372	42,372	43,656	43,656	44,940	44,940	46,224	46,224	47,508	48,792	48,792	50,076	50,076	51,360	51,360
	1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.44	1.44	1.48	1.52	1.52	1.56	1.56	1.60	1.60
9	42,372	43,656	43,656	44,940	44,940	46,224	46,224	47,508	47,508	48,792	50,076	50,076	51,360	51,360	52,644	52,644
	1.32	1.36	1.36	1.40	1.40	1.44	1.44	1.48	1.48	1.52	1.56	1.56	1.60	1.60	1.64	1.64
10	43,656	44,940	44,940	46,224	46,224	47,508	47,508	48,792	48,792	50,076	51,360	51,360	52,644	52,644	53,928	53,928
	1.36	1.40	1.40	1.44	1.44	1.48	1.48	1.52	1.52	1.56	1.60	1.60	1.64	1.64	1.68	1.68
11	44,940	46,224	46,224	47,508	47,508	48,792	48,792	50,076	50,076	51,360	52,644	52,644	53,928	53,928	55,212	55,212
	1.40	1.44	1.44	1.48	1.48	1.52	1.52	1.56	1.56	1.60	1.64	1.64	1.68	1.68	1.72	1.72
12		47,508	47,508	48,792	48,792	50,076	50,076	51,360	51,360	52,644	53,928	53,928	55,212	55,212	56,496	56,496
		1.48	1.48	1.52	1.52	1.56	1.56	1.60	1.60	1.64	1.68	1.68	1.72	1.72	1.76	1.76
13			50,076	50,076	51,360	51,360	52,644	52,644	53,928	55,212	56,496	56,496	57,780	57,780	59,064	59,064
			1.56	1.56	1.60	1.60	1.64	1.64	1.68	1.72	1.76	1.76	1.80	1.80	1.84	1.84
14				52,644	52,644	53,928	53,928	55,212	55,212	56,496	57,780	57,780	59,064	59,064	60,348	60,348
				1.64	1.64	1.68	1.68	1.72	1.72	1.76	1.80	1.80	1.84	1.84	1.88	1.88
15					55,212	55,212	56,496	56,496	57,780	59,064	60,348	60,348	61,632	61,632	62,916	62,916
					1.64	1.64	1.68	1.68	1.72	1.76	1.80	1.80	1.84	1.84	1.88	1.88
16						57,780	57,780	59,064	59,064	60,348	61,632	61,632	62,916	62,916	64,200	64,200
						1.64	1.64	1.68	1.68	1.72	1.76	1.76	1.80	1.80	1.84	1.84
17							60,348	60,348	61,632	62,916	64,200	64,200	65,484	65,484	66,768	66,768
							1.88	1.88	1.92	1.96	2.00	2.00	2.04	2.04	2.08	2.08
18								62,916	62,916	64,200	65,484	65,484	66,768	66,768	68,052	68,052
								1.96	1.96	2.00	2.04	2.04	2.08	2.08	2.12	2.12

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.17	7.17	7.17
Planning Time:	90	90	65
Class Periods/Day:	4-6	4-8	
Normal Teaching Load:	3-3.5	3-7	

SALARY SCHEDULE

Base: 31,500 Index: 4.25 x 4.25
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	Cash
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Principal	22.92(in 125)					
NON-PARTICIPANT	\$390 cash option						

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45	yes		
Other Info:	Can borrow up to 4 days from next yr				
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:	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	31,500	32,839	34,178	35,516	36,855	38,194	39,533	40,871	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	
2	32,839	34,178	35,516	36,855	38,194	39,533	40,871	42,210	
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	
3	34,178	35,516	36,855	38,194	39,533	40,871	42,210	43,549	
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	
4	35,516	36,855	38,194	39,533	40,871	42,210	43,549	44,888	
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	
5	36,855	38,194	39,533	40,871	42,210	43,549	44,888	46,226	
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	
6	38,194	39,533	40,871	42,210	43,549	44,888	46,226	47,565	
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	
7		40,871	42,210	43,549	44,888	46,226	47,565	48,904	
		1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	
8			43,549	44,888	46,226	47,565	48,904	50,243	
			1.3825	1.425	1.4675	1.51	1.5525	1.595	
9				46,226	47,565	48,904	50,243	51,581	
				1.4675	1.51	1.5525	1.595	1.6375	
10				47,565	48,904	50,243	51,581	52,920	
				1.51	1.5525	1.595	1.6375	1.68	
11						51,581	52,920	54,259	
						1.6375	1.68	1.7225	
12						52,920	54,259	55,598	
						1.68	1.7225	1.765	
13						54,259	55,598	56,936	
						1.7225	1.765	1.8075	
14							56,936	58,275	
							1.8075	1.85	
15								59,614	
								1.8925	

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

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	150
	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:	48	40	40
Class Periods/Day:	8	4	
Normal Teaching Load:	6	3	

SALARY SCHEDULE

Base:	31,700	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	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	
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	Cash, 125, or TSA
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	Singles recv \$150/mo		COMMENTS:				
LIFE	Madison Life	6.00	Deductible Reimbursement:				
LTD	Madison Life	.0064 (+B)					
NON-PARTICIPANT	\$689.08 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	3			yes	\$25 per 1/2 day - 3 day max
BEREAVEMENT	10				3 days/occur. to 10
PROFESSIONAL	unl.			yes	
ADOPTION	use sick lv.				
ASSOCIATION	8				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,700	33,285	34,870	36,455	38,040	39,625	38,040	39,625	41,210	42,795	44,380	45,965
	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	32,968	34,553	36,138	37,723	39,308	40,893	39,308	40,893	42,478	44,063	45,648	47,233
	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	34,236	35,821	37,406	38,991	40,576	42,161	40,576	42,161	43,746	45,331	46,916	48,501
	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	35,504	37,089	38,674	40,259	41,844	43,429	41,844	43,429	45,014	46,599	48,184	49,769
	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	36,772	38,357	39,942	41,527	43,112	44,697	43,112	44,697	46,282	47,867	49,452	51,037
	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	38,040	39,625	41,210	42,795	44,380	45,965	44,380	45,965	47,550	49,135	50,720	52,305
	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	39,308	40,893	42,478	44,063	45,648	47,233	45,648	47,233	48,818	50,403	51,988	53,573
	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		42,161	43,746	45,331	46,916	48,501	46,916	48,501	50,086	51,671	53,256	54,841
		1.33	1.38	1.43	1.48	1.53	1.48	1.53	1.58	1.63	1.68	1.73
9			45,014	46,599	48,184	49,769	48,184	49,769	51,354	52,939	54,524	56,109
			1.42	1.47	1.52	1.57	1.52	1.57	1.62	1.67	1.72	1.77
10				47,867	49,452	51,037	49,452	51,037	52,622	54,207	55,792	57,377
				1.51	1.56	1.61	1.56	1.61	1.66	1.71	1.76	1.81
11					50,720	52,305	50,720	52,305	53,890	55,475	57,060	58,645
					1.60	1.65	1.60	1.65	1.70	1.75	1.80	1.85
12					51,988	53,573	51,988	53,573	55,158	56,743	58,328	59,913
					1.64	1.69	1.64	1.69	1.74	1.79	1.84	1.89
13						54,841	53,256	54,841	56,426	58,011	59,596	61,181
						1.73	1.68	1.73	1.78	1.83	1.88	1.93
14							54,524	56,109	57,694	59,279	60,864	62,449
							1.72	1.77	1.82	1.87	1.92	1.97
15									58,962	60,547	62,132	63,717
									1.86	1.91	1.96	2.01
16										61,815	63,400	64,985
										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:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	45	45	60
Class Periods/Day:	5	8	
Normal Teaching Load:	4	7	

SALARY SCHEDULE

Base: 31,500 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback: 93-94 (2 Steps)
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.69 or 44.19
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Sp. or Dep. Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement: Y 250/500				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	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	31,500	32,918	34,335	35,753	37,170	38,588
	1.00	1.045	1.09	1.135	1.18	1.225
2	32,918	34,335	35,753	37,170	38,588	40,005
	1.045	1.09	1.135	1.18	1.225	1.27
3	34,335	35,753	37,170	38,588	40,005	41,423
	1.09	1.135	1.18	1.225	1.27	1.315
4	35,753	37,170	38,588	40,005	41,423	42,840
	1.135	1.18	1.225	1.27	1.315	1.36
5	37,170	38,588	40,005	41,423	42,840	44,258
	1.18	1.225	1.27	1.315	1.36	1.405
6	38,588	40,005	41,423	42,840	44,258	45,675
	1.225	1.27	1.315	1.36	1.405	1.45
7	40,005	41,423	42,840	44,258	45,675	47,093
	1.27	1.315	1.36	1.405	1.45	1.495
8		42,840	44,258	45,675	47,093	48,510
		1.36	1.405	1.45	1.495	1.54
9			45,675	47,093	48,510	49,928
			1.45	1.495	1.54	1.585
10			47,093	48,510	49,928	51,345
			1.495	1.54	1.585	1.63
11				49,928	51,345	52,763
				1.585	1.63	1.675
12				51,345	52,763	54,180
				1.63	1.675	1.72
13					54,180	55,598
					1.72	1.765
14					55,598	57,015
					1.765	1.81
15						58,433
						1.855
16						59,850
						1.9

WORKING CONDITIONS

Contract Days:	190	FTE Teachers:	
	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	6.75
Planning Time:	60	60	60
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base:	32,250	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
	10-11: adv placement removed		
Vertical Freeze:	86-87,88-89,12-13		
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	Ind+TSA or 173.33 TSA+Ind/Dep*
HEALTH	BC/BS	750D/3100D	494.21	909.54	1016.22	1324.61	
DENTAL	BC/BS	2	23.31	23.19	22.82	22.16	
PPO:	*or 2 ind. hlth plus 83.33		COMMENTS:				
LIFE	Madison Nat'l		Deductible Reimbursement:				
LTD	Madison Nat'l						
NON-PARTICIPANT	\$83.33 TSA						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Judicial/1 day pd.

RALSTON											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
											PHD
1	32,250	33,863	35,475	37,088	38,700	40,313	41,925	43,538	45,150	46,763	48,375
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50
2	33,540	35,153	36,765	38,378	39,990	41,603	43,215	44,828	46,440	48,053	49,665
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54
3	34,830	36,443	38,055	39,668	41,280	42,893	44,505	46,118	47,730	49,343	50,955
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58
4	36,120	37,733	39,345	40,958	42,570	44,183	45,795	47,408	49,020	50,633	52,245
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62
5	37,410	39,023	40,635	42,248	43,860	45,473	47,085	48,698	50,310	51,923	53,535
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66
6	38,700	40,313	41,925	43,538	45,150	46,763	48,375	49,988	51,600	53,213	54,825
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70
7	39,990	41,603	43,215	44,828	46,440	48,053	49,665	51,278	52,890	54,503	56,115
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74
8		42,893	44,505	46,118	47,730	49,343	50,955	52,568	54,180	55,793	57,405
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78
9			45,795	47,408	49,020	50,633	52,245	53,858	55,470	57,083	58,695
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82
10			47,085	48,698	50,310	51,923	53,535	55,148	56,760	58,373	59,985
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86
11				49,988	51,600	53,213	54,825	56,438	58,050	59,663	61,275
				1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90
12				51,278	52,890	54,503	56,115	57,728	59,340	60,953	62,565
				1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94
13				52,568	54,180	55,793	57,405	59,018	60,630	62,243	63,855
				1.63	1.68	1.73	1.78	1.83	1.88	1.93	1.98
14					55,470	57,083	58,695	60,308	61,920	63,533	65,145
					1.72	1.77	1.82	1.87	1.92	1.97	2.02
15					56,760	58,373	59,985	61,598	63,210	64,823	66,435
					1.76	1.81	1.86	1.91	1.96	2.01	2.06
16					58,050	59,663	61,275	62,888	64,500	66,113	67,725
					1.80	1.85	1.90	1.95	2.00	2.05	2.10

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 41
 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: 31,700 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
		H/A-Dent				539.08
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28
PPO:			COMMENTS:			
LIFE	Guardian		Deductible Reimbursement:			
LTD						
NON-PARTICIPANT	\$539.08 Annuity					

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15,10	40	yes		
Other Info: family use-10					
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	5				Bereavement/Emergency
PROFESSIONAL	5			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

RAVENNA							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36 MA	BA + 45 MA + 9	BA + 54 MA + 18
0	31,700 1.00	33,285 1.05	34,870 1.10	36,455 1.15	38,040 1.20	39,625 1.25	41,210 1.30
1	32,968 1.04	34,553 1.09	36,138 1.14	37,723 1.19	39,308 1.24	40,893 1.29	42,478 1.34
2	34,236 1.08	35,821 1.13	37,406 1.18	38,991 1.23	40,576 1.28	42,161 1.33	43,746 1.38
3	35,504 1.12	37,089 1.17	38,674 1.22	40,259 1.27	41,844 1.32	43,429 1.37	45,014 1.42
4	36,772 1.16	38,357 1.21	39,942 1.26	41,527 1.31	43,112 1.36	44,697 1.41	46,282 1.46
5		39,625 1.25	41,210 1.30	42,795 1.35	44,380 1.40	45,965 1.45	47,550 1.50
6		40,893 1.29	42,478 1.34	44,063 1.39	45,648 1.44	47,233 1.49	48,818 1.54
7			43,746 1.38	45,331 1.43	46,916 1.48	48,501 1.53	50,086 1.58
8			45,014 1.42	46,599 1.47	48,184 1.52	49,769 1.57	51,354 1.62
9				47,867 1.51	49,452 1.56	51,037 1.61	52,622 1.66
10				49,135 1.55	50,720 1.60	52,305 1.65	53,890 1.70
11					51,988 1.64	53,573 1.69	55,158 1.74
12					53,256 1.68	54,841 1.73	56,426 1.78
13					53,890 1.70	56,109 1.77	57,694 1.82
14					54,524 1.72	56,743 1.79	58,328 1.84
15						57,377 1.81	58,962 1.86

09-10: BA 36, BA 45, BA 54 removed from schedule (Staff grandfathered), MA column added

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 186	FTE Teachers:	Base: 33,950	Index: 4 x 5
Length of Teacher Day: 8	HS 8 JH/MS 8 ELEM 8	Starting Salary:	Entry Level Step: 1
Length of Student Day: 7	7 7 7	Career Increments: Y	Experience Allowed: 6 (D)
Planning Time: 46	46 60	Vertical Freeze:	
Class Periods/Day: 8	8	Rollback:	
Normal Teaching Load: 7	7	Multi-year Contract: 12-13, 13-14	

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	750D	514.80	514.80	514.80	514.80	Ind. Health	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28		IRS 125: Y
PPO:			COMMENTS: *<.51=FTE benefits					Flex Accounts: Y
LIFE							Deductible Reimbursement: Y 12.50/mo	
LTD	Fortis	(+B)						PART-TIME BENEFITS
NON-PARTICIPANT	\$270.83 cash							Minimum FTE: 0.51
								Contribution: full*

LEAVES

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

Other Info: Unused pers days over 45 paid @ \$30/day in June

PERSONAL				yes	from sick lv
BEREAVEMENT	5				from sick lv
PROFESSIONAL	adm. disc.			yes	
ADOPTION					
ASSOCIATION					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

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

RAYMOND CENTRAL

Step	BA+36									
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	33,950	35,648	37,345	39,043	40,740	42,438	44,135	45,833	47,530	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	35,308	37,006	38,703	40,401	42,098	43,796	45,493	47,191	48,888	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	36,666	38,364	40,061	41,759	43,456	45,154	46,851	48,549	50,246	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	38,024	39,722	41,419	43,117	44,814	46,512	48,209	49,907	51,604	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	39,382	41,080	42,777	44,475	46,172	47,870	49,567	51,265	52,962	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	40,740	42,438	44,135	45,833	47,530	49,228	50,925	52,623	54,320	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7	42,098	43,796	45,493	47,191	48,888	50,586	52,283	53,981	55,678	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8		45,154	46,851	48,549	50,246	51,944	53,641	55,339	57,036	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9		46,512	48,209	49,907	51,604	53,302	54,999	56,697	58,394	
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10			49,567	51,265	52,962	54,660	56,357	58,055	59,752	
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	
11			50,925	52,623	54,320	56,018	57,715	59,413	61,110	
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	
12				53,981	55,678	57,376	59,073	60,771	62,468	
				1.59	1.64	1.69	1.74	1.79	1.84	
13					57,036	58,734	60,431	62,129	63,826	
					1.68	1.73	1.78	1.83	1.88	
14					58,394	60,092	61,789	63,487	65,184	
					1.72	1.77	1.82	1.87	1.92	

Teachers hired after 84-85 yr must have MA to be placed in BA+36/MA column

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 182 FTE Teachers:

	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	

Base: 30,725 Index: 4.25 x 4.25
 Starting Salary: 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: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	1250D	452.71	837.53	950.69	1276.54	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO: COMMENTS:							
LIFE			Deductible Reimbursement: Y		800/1600		
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	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	BA + 45
					MA	MA + 9
1	30,725	32,031	33,337	34,642	35,948	37,254
	1.00	1.0425	1.085	1.1275	1.17	1.2125
2	32,031	33,337	34,642	35,948	37,254	38,560
	1.0425	1.085	1.1275	1.17	1.2125	1.255
3	33,337	34,642	35,948	37,254	38,560	39,866
	1.085	1.1275	1.17	1.2125	1.255	1.2975
4	34,642	35,948	37,254	38,560	39,866	41,172
	1.1275	1.17	1.2125	1.255	1.2975	1.34
5	35,948	37,254	38,560	39,866	41,172	42,477
	1.17	1.2125	1.255	1.2975	1.34	1.3825
6	37,254	38,560	39,866	41,172	42,477	43,783
	1.2125	1.255	1.2975	1.34	1.3825	1.425
7	38,560	39,866	41,172	42,477	43,783	45,089
	1.255	1.2975	1.34	1.3825	1.425	1.4675
8		41,172	42,477	43,783	45,089	46,395
		1.34	1.3825	1.425	1.4675	1.51
9			43,783	45,089	46,395	47,701
			1.425	1.4675	1.51	1.5525
10			45,089	46,395	47,701	49,006
			1.4675	1.51	1.5525	1.595
11				47,701	49,006	50,312
				1.5525	1.595	1.6375
12				49,006	50,312	51,618
				1.595	1.6375	1.68
13					51,618	52,924
					1.68	1.7225
14						54,230
						1.765

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	
		HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6.5
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,050	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:	88-89		
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep Dental
PPO:			COMMENTS:				
LIFE	Prinipal	2.65			Deductible Reimbursement: Y	300/600	
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	40	yes		
Other Info:	PTO-10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs				
PERSONAL				yes	from PTO
BEREAVEMENT					from PTO
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

SANDHILLS-DUNNING										
Step	B A		B A + 9		B A + 18		B A + 27		B A + 36	
	BA	MA	BA+9	MA	BA+18	MA	BA+27	MA	BA+36	MA
1	29,050	1.00	30,503	1.05	31,955	1.10	33,408	1.15	34,860	1.20
2	30,212	1.04	31,665	1.09	33,117	1.14	34,570	1.19	36,022	1.24
3	31,374	1.08	32,827	1.13	34,279	1.18	35,732	1.23	37,184	1.28
4	32,536	1.12	33,989	1.17	35,441	1.22	36,894	1.27	38,346	1.32
5	33,698	1.16	35,151	1.21	36,603	1.26	38,056	1.31	39,508	1.36
6			36,313	1.25	37,765	1.30	39,218	1.35	40,670	1.40
7					38,927	1.34	40,380	1.39	41,832	1.44
8					40,089	1.38	41,542	1.43	42,994	1.48
9							42,704	1.47	44,156	1.52
10							43,866	1.51	45,318	1.56
11									46,480	1.60
12									47,642	1.64
13									48,804	1.68

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 182 FTE Teachers:
 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: 50 50 65
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

Base: 29,000 Index: 4 x 5
 Starting Salary: Entry Level Step: 0
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE	Principal	6.57					Deductible Reimbursement: Y 250
LTD	Principal	.0065					
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	35	yes		
Other Info:	\$20/day over 35 at end of 4th yr				
PERSONAL	3			yes	2 days first 2 yrs
BEREAVEMENT	4				
PROFESSIONAL	2			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
1	29,000	30,450	31,900	33,350	34,800	36,250
	1.00	1.05	1.10	1.15	1.20	1.25
2	30,160	31,610	33,060	34,510	35,960	37,410
	1.04	1.09	1.14	1.19	1.24	1.29
3	31,320	32,770	34,220	35,670	37,120	38,570
	1.08	1.13	1.18	1.23	1.28	1.33
4	32,480	33,930	35,380	36,830	38,280	39,730
	1.12	1.17	1.22	1.27	1.32	1.37
5	33,640	35,090	36,540	37,990	39,440	40,890
	1.16	1.21	1.26	1.31	1.36	1.41
6		36,250	37,700	39,150	40,600	42,050
		1.25	1.30	1.35	1.40	1.45
7		37,410	38,860	40,310	41,760	43,210
		1.29	1.34	1.39	1.44	1.49
8		38,570	40,020	41,470	42,920	44,370
		1.33	1.38	1.43	1.48	1.53
9		39,730	41,180	42,630	44,080	45,530
		1.37	1.42	1.47	1.52	1.57
10			42,340	43,790	45,240	46,690
			1.46	1.51	1.56	1.61
11				44,950	46,400	47,850
				1.55	1.60	1.65
12				46,110	47,560	49,010
				1.59	1.64	1.69
13					48,720	50,170
					1.68	1.73
14					49,880	51,330
					1.72	1.77
15						52,490
						1.81
16						53,650
						1.85
17						54,810
						1.89

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers:
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 90 45 40
 Class Periods/Day: 4 8
 Normal Teaching Load: 3 7

Base: 31,725 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 \$1000 signing bonus for new teachers
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Each Ind or 44.19 Ind or Dep Dental
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE	Companion Life		Deductible Reimbursement:				
LTD	Principal Life						
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	50	yes		
Other Info:	PTO days - incl sick, pers, bereav				
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	5			yes	add'l with admin perm
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

SCHUYLER COMMUNITY

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27
1	31,725	33,311	34,898	36,484	38,070	38,070	38,070	39,656	41,243	42,829
	1.00	1.05	1.10	1.15	1.20	1.20	1.20	1.25	1.30	1.35
2	32,994	34,580	36,167	37,753	39,339	39,339	39,339	40,925	42,512	44,098
	1.04	1.09	1.14	1.19	1.24	1.24	1.24	1.29	1.34	1.39
3	34,263	35,849	37,436	39,022	40,608	40,608	40,608	42,194	43,781	45,367
	1.08	1.13	1.18	1.23	1.28	1.28	1.28	1.33	1.38	1.43
4	35,532	37,118	38,705	40,291	41,877	41,877	41,877	43,463	45,050	46,636
	1.12	1.17	1.22	1.27	1.32	1.32	1.32	1.37	1.42	1.47
5	36,801	38,387	39,974	41,560	43,146	43,146	43,146	44,732	46,319	47,905
	1.16	1.21	1.26	1.31	1.36	1.36	1.36	1.41	1.46	1.51
6	38,070	39,656	41,243	42,829	44,415	44,415	44,415	46,001	47,588	49,174
	1.20	1.25	1.30	1.35	1.40	1.40	1.40	1.45	1.50	1.55
7	39,339	40,925	42,512	44,098	45,684	45,684	45,684	47,270	48,857	50,443
	1.24	1.29	1.34	1.39	1.44	1.44	1.44	1.49	1.54	1.59
8		42,194	43,781	45,367	46,953	46,953	46,953	48,539	50,126	51,712
		1.33	1.38	1.43	1.48	1.48	1.48	1.53	1.58	1.63
9		43,463	45,050	46,636	48,222	48,222	48,222	49,808	51,395	52,981
		1.37	1.42	1.47	1.52	1.52	1.52	1.57	1.62	1.67
10			46,319	47,905	49,491	49,491	49,491	51,077	52,664	54,250
			1.46	1.51	1.56	1.56	1.56	1.61	1.66	1.71
11				49,174	50,760	50,760	50,760	52,346	53,933	55,519
				1.55	1.60	1.60	1.60	1.65	1.70	1.75
12					52,029	52,029	52,029	53,615	55,202	56,788
					1.64	1.64	1.64	1.69	1.74	1.79
13					53,298	53,298	53,298	54,884	56,471	58,057
					1.68	1.68	1.68	1.73	1.78	1.83
14					54,567	54,567	54,567	56,153	57,740	59,326
					1.72	1.72	1.72	1.77	1.82	1.87
15					55,836	55,836	55,836	57,422	59,009	60,595
					1.76	1.76	1.76	1.81	1.86	1.91
16									60,278	61,864
									1.90	1.95
17										63,133
										1.99

06-07: BA36 grandfathered

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 73
 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: 31,900 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	26.69 or 44.19	
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Sp. or Dep. Dental	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28		
PPO: COMMENTS:								
LIFE Deductible Reimbursement:								
LTD	Madison Nat'l	(+B 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: Sev: after 6 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	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

SCN UNIFIED DISTRICT #5

Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
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		41,151	42,746	44,341	45,936	47,531	49,126	50,721	52,316
		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			45,298	46,893	48,488	50,083	51,678	53,273	54,868
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				48,169	49,764	51,359	52,954	54,549	56,144
				1.51	1.56	1.61	1.66	1.71	1.76
11				49,445	51,040	52,635	54,230	55,825	57,420
				1.55	1.60	1.65	1.70	1.75	1.80
12					52,316	53,911	55,506	57,101	58,696
					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
14					54,868	56,463	58,058	59,653	61,248
					1.72	1.77	1.82	1.87	1.92
15						57,739	59,334	60,929	62,524
						1.81	1.86	1.91	1.96

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7	7
Planning Time:	90	86	45
Class Periods/Day:	4.5	8.5	
Normal Teaching Load:	3.5	6.5	

SALARY SCHEDULE

Base:	31,450	Index:	5 x 4
Starting Salary:		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:	12-13, 13-14		

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts:
LIFE	Provident		Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Madison Nat'l						Minimum FTE: 0.5
NON-PARTICIPANT							Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	\$20/day over 50				
PERSONAL	see sick lv			yes	
BEREAVEMENT	see sick lv				
PROFESSIONAL	9			yes	admin. disc.
ADOPTION	10				5-pd;5-sub.ded.
ASSOCIATION	3 (Pres.)				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

SEWARD

Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+27
1	31,450	32,708	33,966	35,224	36,482	37,740	38,998	40,256	41,514
	1	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32
2	33,023	34,281	35,539	36,797	38,055	39,313	40,571	41,829	43,087
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	34,595	35,853	37,111	38,369	39,627	40,885	42,143	43,401	44,659
	1.1	1.14	1.18	1.22	1.26	1.3	1.34	1.38	1.42
4	36,168	37,426	38,684	39,942	41,200	42,458	43,716	44,974	46,232
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	37,740	38,998	40,256	41,514	42,772	44,030	45,288	46,546	47,804
	1.2	1.24	1.28	1.32	1.36	1.4	1.44	1.48	1.52
6	39,313	40,571	41,829	43,087	44,345	45,603	46,861	48,119	49,377
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	40,885	42,143	43,401	44,659	45,917	47,175	48,433	49,691	50,949
	1.3	1.34	1.38	1.42	1.46	1.5	1.54	1.58	1.62
8		43,716	44,974	46,232	47,490	48,748	50,006	51,264	52,522
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9			46,546	47,804	49,062	50,320	51,578	52,836	54,094
			1.48	1.52	1.56	1.6	1.64	1.68	1.72
10				49,377	50,635	51,893	53,151	54,409	55,667
				1.57	1.61	1.65	1.69	1.73	1.77
11					52,207	53,465	54,723	55,981	57,239
					1.66	1.7	1.74	1.78	1.82
12					53,780	55,038	56,296	57,554	58,812
					1.71	1.75	1.79	1.83	1.87
13						56,610	57,868	59,126	60,384
						1.8	1.84	1.88	1.92
14							59,441	60,699	61,957
							1.89	1.93	1.97
15								62,271	63,529
								1.98	2.02
16								63,844	65,102
								2.03	

07-08 BA45 eliminated, current staff is grandfathered

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,100	Index:	4 x 5
Starting Salary:		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:	12-13, 13-14		

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	4	45.71	84.57	96.00	128.93	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts:
LIFE	Companion Life	3.20	Deductible Reimbursement:				PART-TIME BENEFITS
LTD							Minimum FTE: 0.4
NON-PARTICIPANT							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 from sick or pers					
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	30,100	31,605	33,110	34,615	36,120	37,625	39,130	40,635
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	31,304	32,809	34,314	35,819	37,324	38,829	40,334	41,839
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	32,508	34,013	35,518	37,023	38,528	40,033	41,538	43,043
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	33,712	35,217	36,722	38,227	39,732	41,237	42,742	44,247
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	34,916	36,421	37,926	39,431	40,936	42,441	43,946	45,451
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	36,120	37,625	39,130	40,635	42,140	43,645	45,150	46,655
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	37,324	38,829	40,334	41,839	43,344	44,849	46,354	47,859
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		40,033	41,538	43,043	44,548	46,053	47,558	49,063
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			42,742	44,247	45,752	47,257	48,762	50,267
			1.42	1.47	1.52	1.57	1.62	1.67
10				45,451	46,956	48,461	49,966	51,471
				1.51	1.56	1.61	1.66	1.71
11				46,655	48,160	49,665	51,170	52,675
				1.55	1.60	1.65	1.70	1.75
12					49,364	50,869	52,374	53,879
					1.64	1.69	1.74	1.79
13					50,568	52,073	53,578	55,083
					1.68	1.73	1.78	1.83
14						53,277	54,782	56,287
						1.77	1.82	1.87
15							55,986	57,491
							1.86	1.91
16								58,695
								1.95

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

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 22
 HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 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: 32,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 10
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp. or Dep. Dental	IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD								Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

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	32,000	33,280	34,560	35,840	37,120	38,400	39,680
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	33,280	34,560	35,840	37,120	38,400	39,680	40,960
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	34,560	35,840	37,120	38,400	39,680	40,960	42,240
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	35,840	37,120	38,400	39,680	40,960	42,240	43,520
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	37,120	38,400	39,680	40,960	42,240	43,520	44,800
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	38,400	39,680	40,960	42,240	43,520	44,800	46,080
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		40,960	42,240	43,520	44,800	46,080	47,360
		1.28	1.32	1.36	1.40	1.44	1.48
8		42,240	43,520	44,800	46,080	47,360	48,640
		1.32	1.36	1.40	1.44	1.48	1.52
9		43,520	44,800	46,080	47,360	48,640	49,920
		1.36	1.40	1.44	1.48	1.52	1.56
10			46,080	47,360	48,640	49,920	51,200
			1.44	1.48	1.52	1.56	1.60
11				48,640	49,920	51,200	52,480
				1.52	1.56	1.60	1.64
12					51,200	52,480	53,760
					1.60	1.64	1.68
13						53,760	55,040
						1.68	1.72

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.38	6.38	6
Planning Time:	47	47	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	32,425	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	0
Career Increments:	Y	Experience Allowed:	all
Vertical Freeze:	88-89		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	24.28 or 44.19
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Ind or Dep Dental
PPO:			COMMENTS:				
LIFE	Principal		Deductible Reimbursement: N				
LTD	Principal	+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	unl.	yes		
Other Info:	Sev: Pd over 35 @ sub.rate max. 110;incl. immed.fam.death				
PERSONAL	2			1-no;1-yes	2 days w/sub. ded.;add'l. w/out
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION	see prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Maternity - 15 days

SIDNEY

Step	BA+36							
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
0	32,425	33,884	35,343	36,802	38,262	39,721	41,180	42,639
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	33,884	35,343	36,802	38,262	39,721	41,180	42,639	44,098
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,343	36,802	38,262	39,721	41,180	42,639	44,098	45,557
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	36,802	38,262	39,721	41,180	42,639	44,098	45,557	47,016
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	38,262	39,721	41,180	42,639	44,098	45,557	47,016	48,475
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	39,721	41,180	42,639	44,098	45,557	47,016	48,475	49,935
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		42,639	44,098	45,557	47,016	48,475	49,935	51,394
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7			45,557	47,016	48,475	49,935	51,394	52,853
			1.405	1.45	1.495	1.54	1.585	1.63
8				48,475	49,935	51,394	52,853	54,312
				1.495	1.54	1.585	1.63	1.675
9					51,394	52,853	54,312	55,771
					1.585	1.63	1.675	1.72
10						54,312	55,771	57,230
						1.675	1.72	1.765
11							57,230	58,689
							1.765	1.81
12								60,148
								1.855

08-09 experience allowed changed to all

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 27
 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: 31,600 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	750D	489.06	904.78	1027.04	1379.05	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS
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	31,600	32,864	34,128	35,392	36,656	37,920	39,184	40,448
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	32,864	34,128	35,392	36,656	37,920	39,184	40,448	41,712
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	34,128	35,392	36,656	37,920	39,184	40,448	41,712	42,976
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	35,392	36,656	37,920	39,184	40,448	41,712	42,976	44,240
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	36,656	37,920	39,184	40,448	41,712	42,976	44,240	45,504
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	37,920	39,184	40,448	41,712	42,976	44,240	45,504	46,768
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	39,184	40,448	41,712	42,976	44,240	45,504	46,768	48,032
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	40,448	41,712	42,976	44,240	45,504	46,768	48,032	49,296
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		42,976	44,240	45,504	46,768	48,032	49,296	50,560
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			45,504	46,768	48,032	49,296	50,560	51,824
			1.44	1.48	1.52	1.56	1.60	1.64
11				48,032	49,296	50,560	51,824	53,088
				1.52	1.56	1.60	1.64	1.68
12				49,296	50,560	51,824	53,088	54,352
				1.56	1.60	1.64	1.68	1.72
13					51,824	53,088	54,352	55,616
					1.64	1.68	1.72	1.76

WORKING CONDITIONS

Contract Days: 175 FTE Teachers:

HS	JH/MS	ELEM
Length of Teacher Day: 8	8	8
Length of Student Day: 7	6.78	6.78
Planning Time: 57	0	
Class Periods/Day: 7		
Normal Teaching Load: 6		

SALARY SCHEDULE

Base: 31,150 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 7
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	500D	515.79	954.24	1083.17	1454.42	26.69 or 44.19	Options:	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp. or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Fort Dearborn		Deductible Reimbursement:					PART-TIME BENEFITS	
LTD								Minimum FTE: 0.51	
NON-PARTICIPANT	50% BC/BS premium							Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	3			yes	+2 sub rate
BEREAVEMENT					
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SIOUX COUNTY										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+12	MA+24	MA+36		
0	31,150	32,396	33,642	34,888	36,134	37,380	38,626	39,872		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
1	32,396	33,642	34,888	36,134	37,380	38,626	39,872	41,118		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
2	33,642	34,888	36,134	37,380	38,626	39,872	41,118	42,364		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
3	34,888	36,134	37,380	38,626	39,872	41,118	42,364	43,610		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
4	36,134	37,380	38,626	39,872	41,118	42,364	43,610	44,856		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
5	37,380	38,626	39,872	41,118	42,364	43,610	44,856	46,102		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
6	38,626	39,872	41,118	42,364	43,610	44,856	46,102	47,348		
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52		
7				43,610	44,856	46,102	47,348	48,594		
				1.40	1.44	1.48	1.52	1.56		
8				44,856	46,102	47,348	48,594	49,840		
				1.44	1.48	1.52	1.56	1.60		
9					47,348	48,594	49,840	51,086		
					1.52	1.56	1.60	1.64		
10					48,594	49,840	51,086	52,332		
					1.56	1.60	1.64	1.68		
11						51,086	52,332	53,578		
						1.64	1.68	1.72		
12							53,578	54,824		
							1.72	1.76		
13								56,070		
								1.80		

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

HS	JH/MS	ELEM
8	8	8
7.17	7.25	7
90	45	54
4	8	
3	7	

Length of Teacher Day:

Length of Student Day:

Planning Time:

Class Periods/Day:

Normal Teaching Load:

SALARY SCHEDULE

Base: 33,630 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
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D/3100D	514.80	514.80	514.80	514.80	514.80
DENTAL	BC/BS	1	23.64	23.64	23.64	23.64	514.80
LIFE	Guardian						Ind Ins/Den
LTD							
NON-PARTICIPANT	\$540 Cash						

COMMENTS: Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: H/A,TSA,Cash

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
PERSONAL	5			yes	Taken from sick leave
BEREAVEMENT	2 to 5				
PROFESSIONAL	2			yes	
ADOPTION	case by case				
ASSOCIATION	7 district wide				

Other Info: 10 for dep use

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	33,630	35,312	36,993	38,675	40,356	40,356	42,038	43,719	45,401	47,082	48,764
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
2	34,975	36,657	38,338	40,020	41,701	41,701	43,383	45,064	46,746	48,427	50,109
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44	1.49
3	36,320	38,002	39,683	41,365	43,046	43,046	44,728	46,409	48,091	49,772	51,454
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48	1.53
4	37,666	39,347	41,029	42,710	44,392	44,392	46,073	47,755	49,436	51,118	52,799
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52	1.57
5	39,011	40,692	42,374	44,055	45,737	45,737	47,418	49,100	50,781	52,463	54,144
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56	1.61
6	40,356	42,038	43,719	45,401	47,082	47,082	48,764	50,445	52,127	53,808	55,490
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	41,701	43,383	45,064	46,746	48,427	48,427	50,109	51,790	53,472	55,153	56,835
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64	1.69
8	43,046	44,728	46,409	48,091	49,772	49,772	51,454	53,135	54,817	56,498	58,180
	1.28	1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68	1.73
9				49,436	51,118	51,118	52,799	54,481	56,162	57,844	59,525
				1.47	1.52	1.52	1.57	1.62	1.67	1.72	1.77
10					52,463	52,463	54,144	55,826	57,507	59,189	60,870
					1.56	1.56	1.61	1.66	1.71	1.76	1.81
11					53,808	53,808	55,490	57,171	58,853	60,534	62,216
					1.60	1.60	1.65	1.70	1.75	1.80	1.85
12					55,153	55,153	56,835	58,516	60,198	61,879	63,561
					1.64	1.64	1.69	1.74	1.79	1.84	1.89
13						56,498	58,180	59,861	61,543	63,224	64,906
						1.68	1.73	1.78	1.83	1.88	1.93
14								61,207	62,888	64,570	66,251
								1.82	1.87	1.92	1.97
15								62,552	64,233	65,915	67,596
								1.86	1.91	1.96	2.01

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	
	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:	32,025	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:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE	Madison Nat'l		Deductible Reimbursement:				
LTD	Madison Nat'l	(thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: Sev:sub. rate per day (1/2 of days) at retire after 20 yrs.					
PERSONAL	2			yes	sub pay/day EOY, accum to 4 w/approv.
BEREAVEMENT	unl.				
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

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	32,025	32,986	33,947	34,907	35,868	35,868	36,829	37,790	38,750	39,711
2	1.00	1.03	1.06	1.09	1.12	1.12	1.15	1.18	1.21	1.24
3	33,626	34,587	35,548	36,509	37,469	37,469	38,430	39,391	40,352	41,312
4	1.05	1.08	1.11	1.14	1.17	1.17	1.20	1.23	1.26	1.29
5	35,228	36,188	37,149	38,110	39,071	39,071	40,031	40,992	41,953	42,914
6	1.10	1.13	1.16	1.19	1.22	1.22	1.25	1.28	1.31	1.34
7	36,829	37,790	38,750	39,711	40,672	40,672	41,633	42,593	43,554	44,515
8	1.15	1.18	1.21	1.24	1.27	1.27	1.30	1.33	1.36	1.39
9	38,430	39,391	40,352	41,312	42,273	42,273	43,234	44,195	45,155	46,116
10	1.20	1.23	1.26	1.29	1.32	1.32	1.35	1.38	1.41	1.44
11	40,992	41,953	42,914	43,874	44,835	44,835	45,796	46,757	47,717	48,678
12	1.28	1.31	1.34	1.37	1.40	1.40	1.43	1.46	1.49	1.52
13	42,593	43,554	44,515	45,476	46,437	46,437	47,397	48,358	49,319	50,279
14	1.33	1.36	1.39	1.42	1.45	1.45	1.48	1.51	1.54	1.57
15	44,195	45,155	46,116	47,077	48,037	48,037	48,998	49,959	50,919	51,880
16	1.41	1.44	1.47	1.50	1.53	1.53	1.56	1.59	1.62	1.65
17	46,757	47,717	48,678	49,639	50,599	50,599	51,560	52,520	53,481	54,441
18	1.46	1.49	1.52	1.55	1.58	1.58	1.61	1.64	1.67	1.70
19	49,319	50,279	51,239	52,199	53,159	53,159	54,119	55,079	56,039	56,999
20	1.54	1.57	1.60	1.63	1.66	1.66	1.69	1.72	1.75	1.78
21	51,881	52,841	53,801	54,761	55,721	55,721	56,681	57,641	58,601	59,561
22	1.62	1.65	1.68	1.71	1.74	1.74	1.77	1.80	1.83	1.86
23	53,482	54,442	55,402	56,362	57,322	57,322	58,282	59,242	60,202	61,162
24	1.67	1.70	1.73	1.76	1.79	1.79	1.82	1.85	1.88	1.91
25	55,083	56,043	57,003	57,963	58,923	58,923	59,883	60,843	61,803	62,763
26	1.72	1.75	1.78	1.81	1.84	1.84	1.87	1.90	1.93	1.96
27	57,645	58,605	59,565	60,525	61,485	61,485	62,445	63,405	64,365	65,325
28	1.80	1.83	1.86	1.89	1.92	1.92	1.95	1.98	2.01	2.04
29	60,207	61,167	62,127	63,087	64,047	64,047	65,007	65,967	66,927	67,887
30	1.88	1.91	1.94	1.97	2.00	2.00	2.03	2.06	2.09	2.12
31										
32										
33										
34										
35										
36										
37										
38										
39										
40										
41										
42										
43										
44										
45										

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
Longevity: beginning @ 20 yrs on MA36, 3% added every 5 years (20 yrs, 25, 30, 35, 40, 45)

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.75	7.75	7.75
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 29,900 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					
LTD	Madison Nat'l							PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12,10	35	yes		
Other Info:	12 first yr, 10 other yrs				
PERSONAL	2			yes	2 sick lv = 1 add'l
BEREAVEMENT	from 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	29,900	31,246	32,591	33,937	35,282	36,628	
	1.00	1.045	1.09	1.135	1.18	1.225	
2	31,096	32,442	33,787	35,133	36,478	37,824	
	1.04	1.085	1.13	1.175	1.22	1.265	
3	32,292	33,638	34,983	36,329	37,674	39,020	
	1.08	1.125	1.17	1.215	1.26	1.305	
4	33,488	34,834	36,179	37,525	38,870	40,216	
	1.12	1.165	1.21	1.255	1.3	1.345	
5	34,684	36,030	37,375	38,721	40,066	41,412	
	1.16	1.205	1.25	1.295	1.34	1.385	
6	35,880	37,226	38,571	39,917	41,262	42,608	
	1.2	1.245	1.29	1.335	1.38	1.425	
7	37,076	38,422	39,767	41,113	42,458	43,804	
	1.24	1.285	1.33	1.375	1.42	1.465	
8		39,618	40,963	42,309	43,654	45,000	
		1.325	1.37	1.415	1.46	1.505	
9			42,159	43,505	44,850	46,196	
			1.41	1.455	1.5	1.545	
10				44,701	46,046	47,392	
				1.495	1.54	1.585	
11					47,242	48,588	
					1.58	1.625	
12						49,784	
						1.665	

08-09 yrs exp changed from 5 to all

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 186	FTE Teachers: 39	Base: 32,000	Index: 4 x 5
Length of Teacher Day: 8	Length of Student Day: 7	Starting Salary:	Entry Level Step: 1
Planning Time: 49	Class Periods/Day: 8	Career Increments: N	Experience Allowed: all
Normal Teaching Load: 6		Vertical Freeze: 96-97	
		Rollback:	
		Multi-year Contract: 13-14, 14-15	

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	750D	514.80	952.40	1081.09	1451.63	1/2 ind. prem. 500D	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE	Madison Nat'l				Deductible Reimbursement: Y	250/500		
LTD								PART-TIME BENEFITS
NON-PARTICIPANT	\$283.61 (1/2 500D in							Minimum FTE: 0
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
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	Exists	Negotiated/Policy	
BEREAVEMENT	3				accum to 10	Voluntary Separation:	N	
PROFESSIONAL	adm. disc.			yes		Grievance:	Y N	
ADOPTION	30					Professional Growth:	Y P	
ASSOCIATION						Reduction in Force:	Y P	
						Sick Bank:	Y N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STANTON								
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+54 MA+9	MA+18	
1	32,000	33,600	35,200	36,800	38,400	40,000	41,600	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	33,280	34,880	36,480	38,080	39,680	41,280	42,880	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	34,560	36,160	37,760	39,360	40,960	42,560	44,160	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	35,840	37,440	39,040	40,640	42,240	43,840	45,440	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	37,120	38,720	40,320	41,920	43,520	45,120	46,720	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6		40,000	41,600	43,200	44,800	46,400	48,000	
		1.25	1.30	1.35	1.40	1.45	1.50	
7			42,880	44,480	46,080	47,680	49,280	
			1.34	1.39	1.44	1.49	1.54	
8				45,760	47,360	48,960	50,560	
				1.43	1.48	1.53	1.58	
9				47,040	48,640	50,240	51,840	
				1.47	1.52	1.57	1.62	
10					49,920	51,520	53,120	
					1.56	1.61	1.66	
11					51,200	52,800	54,400	
					1.60	1.65	1.70	
12					52,480	54,080	55,680	
					1.64	1.69	1.74	
13					53,760	55,360	56,960	
					1.68	1.73	1.78	

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	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: 30,250 Index: 4 x 5
 Starting Salary: Entry Level Step: 0
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1250D	452.71	837.53	950.69	1276.54
DENTAL	BC/BS	5	25.01	46.28	52.54	72.55
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement: Y 250			
LTD	School Ins.	.0051				
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:	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	
1	30,250	31,763	33,275	34,788	36,300	36,300	37,813	39,325	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	31,460	32,973	34,485	35,998	37,510	37,510	39,023	40,535	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	32,670	34,183	35,695	37,208	38,720	38,720	40,233	41,745	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	33,880	35,393	36,905	38,418	39,930	39,930	41,443	42,955	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	35,090	36,603	38,115	39,628	41,140	41,140	42,653	44,165	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	36,300	37,813	39,325	40,838	42,350	42,350	43,863	45,375	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7	37,510	39,023	40,535	42,048	43,560	43,560	45,073	46,585	
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8		40,233	41,745	43,258	44,770	44,770	46,283	47,795	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	
9			42,955	44,468	45,980	45,980	47,493	49,005	
			1.42	1.47	1.52	1.52	1.57	1.62	
10				45,678	47,190	47,190	48,703	50,215	
				1.51	1.56	1.56	1.61	1.66	
11					48,400	48,400	49,913	51,425	
					1.60	1.60	1.65	1.70	
12					49,610	49,610	51,123	52,635	
					1.64	1.64	1.69	1.74	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22

	HS	JH/MS	ELEM
Length of Teacher Day:	6.5	6.5	6.5
Length of Student Day:	6.4	6.4	6.4
Planning Time:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,550 Index: 4 x 4
 Starting Salary: Entry Level Step: 0
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 13-14, 14-15

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
						166.67	
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	TSA
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO: COMMENTS:							
LIFE							Deductible Reimbursement: Y 250/500
LTD	Principal	(thru sal)					
NON-PARTICIPANT \$166.67 TSA							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: unused reimb. over 50 @ 1/2 sub pay					
PERSONAL	2			yes	
BEREAVEMENT	1-5				1-anyone, 5 immed. family
PROFESSIONAL	unl.				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	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	
0	31,550	32,812	34,074	35,336	36,598	37,860
	1.00	1.04	1.08	1.12	1.16	1.20
1	32,812	34,074	35,336	36,598	37,860	39,122
	1.04	1.08	1.12	1.16	1.20	1.24
2	34,074	35,336	36,598	37,860	39,122	40,384
	1.08	1.12	1.16	1.20	1.24	1.28
3	35,336	36,598	37,860	39,122	40,384	41,646
	1.12	1.16	1.20	1.24	1.28	1.32
4	36,598	37,860	39,122	40,384	41,646	42,908
	1.16	1.20	1.24	1.28	1.32	1.36
5	37,860	39,122	40,384	41,646	42,908	44,170
	1.20	1.24	1.28	1.32	1.36	1.40
6	39,122	40,384	41,646	42,908	44,170	45,432
	1.24	1.28	1.32	1.36	1.40	1.44
7	40,384	41,646	42,908	44,170	45,432	46,694
	1.28	1.32	1.36	1.40	1.44	1.48
8	41,646	42,908	44,170	45,432	46,694	47,956
	1.32	1.36	1.40	1.44	1.48	1.52
9		44,170	45,432	46,694	47,956	49,218
		1.40	1.44	1.48	1.52	1.56
10			46,694	47,956	49,218	50,480
			1.48	1.52	1.56	1.60
11				49,218	50,480	51,742
				1.56	1.60	1.64
12					51,742	53,004
					1.64	1.68

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 19.5
 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: 31,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 0
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	750D	489.06	904.78	1027.04	1379.05	25.99 or 43.02	Options:
DENTAL	BC/BS	1	23.64	23.64	23.64	23.64	Sp. or Dep. Dental	IRS 125: Flex Accounts:
PPO:			COMMENTS:					
LIFE			Deductible Reimbursement:					
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.4 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	4				
PROFESSIONAL	4			yes	\$150 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 MA+9
1	31,000	32,240	33,480	34,720	35,960	37,200
	1.00	1.04	1.08	1.12	1.16	1.20
2	32,240	33,480	34,720	35,960	37,200	38,440
	1.04	1.08	1.12	1.16	1.20	1.24
3	33,480	34,720	35,960	37,200	38,440	39,680
	1.08	1.12	1.16	1.20	1.24	1.28
4	34,720	35,960	37,200	38,440	39,680	40,920
	1.12	1.16	1.20	1.24	1.28	1.32
5	35,960	37,200	38,440	39,680	40,920	42,160
	1.16	1.20	1.24	1.28	1.32	1.36
6	37,200	38,440	39,680	40,920	42,160	43,400
	1.20	1.24	1.28	1.32	1.36	1.40
7		39,680	40,920	42,160	43,400	44,640
		1.28	1.32	1.36	1.40	1.44
8			42,160	43,400	44,640	45,880
			1.36	1.40	1.44	1.48
9				44,640	45,880	47,120
				1.44	1.48	1.52
10					47,120	48,360
					1.52	1.56

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

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

SALARY SCHEDULE

Base: 30,800 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement: Y				500
LTD	Madison Nat'l						
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	11	50	yes		
Other Info: PTO					
PERSONAL					
BEREAVEMENT					
PROFESSIONAL	2			yes	\$25/day max. \$50
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency

SUMNER-EDDYVILLE-MILLER

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+9	MA+18
1	30,800	32,032	33,264	34,496	35,728	36,960	38,192	39,424
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	32,032	33,264	34,496	35,728	36,960	38,192	39,424	40,656
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	33,264	34,496	35,728	36,960	38,192	39,424	40,656	41,888
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	34,496	35,728	36,960	38,192	39,424	40,656	41,888	43,120
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	35,728	36,960	38,192	39,424	40,656	41,888	43,120	44,352
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	36,960	38,192	39,424	40,656	41,888	43,120	44,352	45,584
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		39,424	40,656	41,888	43,120	44,352	45,584	46,816
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			41,888	43,120	44,352	45,584	46,816	48,048
			1.36	1.40	1.44	1.48	1.52	1.56
9			43,120	44,352	45,584	46,816	48,048	49,280
			1.40	1.44	1.48	1.52	1.56	1.60
10				45,584	46,816	48,048	49,280	50,512
				1.48	1.52	1.56	1.60	1.64
11					48,048	49,280	50,512	51,744
					1.56	1.60	1.64	1.68
12						50,512	51,744	52,976
						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

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	97	97	100
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,330 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Spouse Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO: COMMENTS:							26.69
LIFE							Deductible Reimbursement:
LTD	Principal	(+Bthru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	Yes		
Other Info: 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	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

SUPERIOR

Step	MA								
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	32,330	33,947	35,563	37,180	38,796	40,413	42,029	43,646	45,262
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	33,623	35,240	36,856	38,473	40,089	41,706	43,322	44,939	46,555
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	34,916	36,533	38,149	39,766	41,382	42,999	44,615	46,232	47,848
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	36,210	37,826	39,443	41,059	42,676	44,292	45,909	47,525	49,142
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	37,503	39,119	40,736	42,352	43,969	45,585	47,202	48,818	50,435
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	38,796	40,413	42,029	43,646	45,262	46,879	48,495	50,112	51,728
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		41,706	43,322	44,939	46,555	48,172	49,788	51,405	53,021
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		42,999	44,615	46,232	47,848	49,465	51,081	52,698	54,314
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			45,909	47,525	49,142	50,758	52,375	53,991	55,608
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				48,818	50,435	52,051	53,668	55,284	56,901
				1.51	1.56	1.61	1.66	1.71	1.76
11				50,112	51,728	53,345	54,961	56,578	58,194
				1.55	1.60	1.65	1.70	1.75	1.80
12					53,021	54,638	56,254	57,871	59,487
					1.64	1.69	1.74	1.79	1.84
13					54,314	55,931	57,547	59,164	60,780
					1.68	1.73	1.78	1.83	1.88
14					55,608	57,224	58,841	60,457	62,074
					1.72	1.77	1.82	1.87	1.92
15						58,517	60,134	61,750	63,367
						1.81	1.86	1.91	1.96

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
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: 28,500 Index: 5 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 89-90
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	950D	497.44	920.30	1044.64	1402.69	Options:	
DENTAL	BC/BS	4	45.71	84.57	96.00	128.93	IRS 125: Y	
PPO:			COMMENTS: \$465.28 (less ded) if take ind-elig dep				Flex Accounts: Y	
LIFE			Deductible Reimbursement: Y 450/900				PART-TIME BENEFITS	
LTD							Minimum FTE: 1	
NON-PARTICIPANT	1/2 elig. plan if spous						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	28,500	29,640	30,780	31,920	33,060	34,200	35,340	36,480
	1	1.04	1.08	1.12	1.16	1.2	1.24	1.28
2	29,925	31,635	33,060	34,770	36,195	37,335	38,760	40,185
	1.05	1.11	1.16	1.22	1.27	1.31	1.36	1.41
3	31,350	33,630	35,340	37,620	39,330	40,470	42,180	43,890
	1.1	1.18	1.24	1.32	1.38	1.42	1.48	1.54
4	32,775	35,625	37,620	40,470	42,465	43,605	45,600	47,595
	1.15	1.25	1.32	1.42	1.49	1.53	1.6	1.67
5	34,200	37,620	39,900	43,320	45,600	46,740	49,020	51,300
	1.2	1.32	1.4	1.52	1.6	1.64	1.72	1.8
6	35,625	39,615	42,180	46,170	48,735	49,875	52,440	55,005
	1.25	1.39	1.48	1.62	1.71	1.75	1.84	1.93

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	32,200	Index:	4 x 4
Starting Salary:		Entry Level Step:	1(D)
Career Increments:	N	Experience Allowed:	(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	500D	515.79	954.24	1083.17	1454.42	81.43 or 117.46	Options:
DENTAL	BC/BS	5	23.64	23.64	23.64	23.64	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Principal	(thru sal)						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	EOY Incent:over 50 days acc. pd \$25 per/day				
PERSONAL	2			yes	"long-term pers lv" policy
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	Admin. Approval
ADOPTION	see sick lv.				
ASSOCIATION	see prof lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

SUTTON										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+36	MA	MA+9
1	32,200	33,488	34,776	36,064	37,352	38,640	39,928	41,216	1.00	1.04
2	33,488	34,776	36,064	37,352	38,640	39,928	41,216	42,504	1.04	1.08
3	34,776	36,064	37,352	38,640	39,928	41,216	42,504	43,792	1.08	1.12
4	36,064	37,352	38,640	39,928	41,216	42,504	43,792	45,080	1.12	1.16
5	37,352	38,640	39,928	41,216	42,504	43,792	45,080	46,368	1.16	1.20
6	38,640	39,928	41,216	42,504	43,792	45,080	46,368	47,656	1.20	1.24
7		41,216	42,504	43,792	45,080	46,368	47,656	48,944	1.24	1.28
8			43,792	45,080	46,368	47,656	48,944	50,232	1.28	1.32
9				46,368	47,656	48,944	50,232	51,520	1.32	1.36
10					48,944	50,232	51,520	52,808	1.36	1.40
11						50,232	51,520	52,808	1.40	1.44
12							52,808	54,096	1.44	1.48
13								54,096	1.48	1.52
14									1.52	1.56
15									1.56	1.60

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	57.35
		HS	JH/MS
Length of Teacher Day:	7.75	7.75	7.75
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:	33,020	Index:	5 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
'87-'88 eliminate BA+36/grandfathered			
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	583.33
HEALTH	BC/BS	750D/1650D	434.35	434.35	434.35	434.35	Ind 1650 + Stipend
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	+ remainder of flat salary stipend §COMMENTS:						
LIFE	Principal						Deductible Reimbursement:
LTD	Principal	(thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency

SYRACUSE-DUNBAR-AVOCCA

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	33,020	34,671	36,322	37,973	39,624	41,275	42,926	44,577	46,228	49,530
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	34,671	36,322	37,973	39,624	41,275	42,926	44,577	46,228	47,879	51,181
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.55
3	36,322	37,973	39,624	41,275	42,926	44,577	46,228	47,879	49,530	52,832
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60
4	37,973	39,624	41,275	42,926	44,577	46,228	47,879	49,530	51,181	54,483
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65
5	39,624	41,275	42,926	44,577	46,228	47,879	49,530	51,181	52,832	56,134
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
6	41,275	42,926	44,577	46,228	47,879	49,530	51,181	52,832	54,483	57,785
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75
7	42,926	44,577	46,228	47,879	49,530	51,181	52,832	54,483	56,134	59,436
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80
8	44,577	46,228	47,879	49,530	51,181	52,832	54,483	56,134	57,785	61,087
	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85
9		47,879	49,530	51,181	52,832	54,483	56,134	57,785	59,436	62,738
		1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90
10			51,181	52,832	54,483	56,134	57,785	59,436	61,087	64,389
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95
11				54,483	56,134	57,785	59,436	61,087	62,738	66,040
				1.65	1.70	1.75	1.80	1.85	1.90	2.00
12					57,785	59,436	61,087	62,738	64,389	67,691
					1.75	1.80	1.85	1.90	1.95	2.05
13						61,087	62,738	64,389	66,040	69,342
						1.85	1.90	1.95	2.00	2.10
14							64,389	66,040	67,691	70,993
							1.95	2.00	2.05	2.15
15								67,691	69,342	72,644
								2.05	2.10	2.20

13-14: Those placed on salary schedule with index of 1.45 or more recv \$7000/yr flat base stipend; Less than 1.45 SS index recv single 1650D insurance/Dental plus difference between premium and flat salary stipend

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers:
 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

Base: 30,800 Index: 5 x 5
 Starting Salary: 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: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	24.28
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Ind. Dental
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS: .5 fte 87-88&before full ben; after-fte				
LIFE	Guardian		Deductible Reimbursement:				
LTD	National	.0040(+B 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	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:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
1	30,800	32,340	33,880	35,112	36,344	36,960	38,500
	1	1.05	1.1	1.14	1.18	1.2	1.25
2	32,340	33,880	35,420	36,652	37,884	38,500	40,040
	1.05	1.1	1.15	1.19	1.23	1.25	1.3
3	33,880	35,420	36,960	38,192	39,424	40,040	41,580
	1.1	1.15	1.2	1.24	1.28	1.3	1.35
4	35,420	36,960	38,500	39,732	40,964	41,580	43,120
	1.15	1.2	1.25	1.29	1.33	1.35	1.4
5	36,960	38,500	40,040	41,272	42,504	43,120	44,660
	1.2	1.25	1.3	1.34	1.38	1.4	1.45
6	38,500	40,040	41,580	42,812	44,044	44,660	46,200
	1.25	1.3	1.35	1.39	1.43	1.45	1.5
7	38,808	41,272	42,812	44,044	45,276	45,892	47,432
	1.26	1.34	1.39	1.43	1.47	1.49	1.54
8		41,580	44,044	45,276	46,508	47,124	48,664
		1.35	1.43	1.47	1.51	1.53	1.58
9		41,888	44,352	46,508	47,740	48,356	49,896
		1.36	1.44	1.51	1.55	1.57	1.62
10		42,196	44,660	46,816	48,972	49,588	51,128
		1.37	1.45	1.52	1.59	1.61	1.66
11		42,504	44,968	47,124	50,204	50,820	52,360
		1.38	1.46	1.53	1.63	1.65	1.7
12		42,812	45,276	47,432	51,436	52,052	53,592
		1.39	1.47	1.54	1.67	1.69	1.74
13			45,584	47,740	51,744	52,976	54,516
			1.48	1.55	1.68	1.72	1.77
14				48,048	52,052	53,592	55,132
				1.56	1.69	1.74	1.79
15					52,360	54,208	55,748
					1.7	1.76	1.81
16						54,824	56,364
						1.71	1.83
17							56,980
							1.8
							1.85

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

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
18					53,284	55,748	57,288
					1.73	1.81	1.86
19					53,592	56,056	57,596
					1.74	1.82	1.87
20					53,900	56,364	57,904
					1.75	1.83	1.88
21					54,208	56,672	58,212
					1.76	1.84	1.89
22					54,516	56,980	58,520
					1.77	1.85	1.9
23					54,824	57,288	58,828
					1.78	1.86	1.91
24					55,132	57,596	59,136
					1.79	1.87	1.92
25					55,440	57,904	59,444
					1.8	1.88	1.93
26					55,748	58,212	59,752
					1.81	1.89	1.94
27						58,520	60,060
						1.9	1.95
28						58,828	60,368
						1.91	1.96
29						59,136	60,676
						1.92	1.97
30						59,444	60,984
						1.93	1.98
31						59,752	61,292
						1.94	1.99
32						60,060	61,600
						1.95	2
33						60,368	61,908
						1.96	2.01
34						60,676	62,216
						1.97	2.02
35						60,984	62,524
						1.98	2.03
36						61,292	62,832
						1.99	2.04
37						61,600	63,140
						2	2.05
38						61,908	63,448
						2.01	2.06
39						62,216	63,756
						2.02	2.07

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
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:	6	6	

Base: 31,900 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47
PPO:			COMMENTS:			
LIFE	Madison Nat'l		Deductible Reimbursement:			
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	45	yes		
Other Info:	\$15/day max of 30				
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	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

TWIN RIVER									
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+54 MA+9	MA+18	MA+27	MA+36
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			45,298	46,893	48,488	50,083	51,678	53,273	54,868
			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				49,445	51,040	52,635	54,230	55,825	57,420
				1.55	1.60	1.65	1.70	1.75	1.80
12					52,316	53,911	55,506	57,101	58,696
					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
14						56,463	58,058	59,653	61,248
						1.77	1.82	1.87	1.92
15						57,739	59,334	60,929	62,524
						1.81	1.86	1.91	1.96
16							60,610	62,205	63,800
							1.90	1.95	2.00

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
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:	34,600	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	98-99		
Rollback:			
Multi-year Contract:	12-13, 13-14, 14-15		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	500D	515.79	954.24	1083.17	1454.42
DENTAL	BC/BS	4	45.71	84.57	96.00	128.93
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
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	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	34,600	35,984	37,368	38,752	40,136	41,520	42,904	44,288	45,672	47,056
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	35,984	37,368	38,752	40,136	41,520	42,904	44,288	45,672	47,056	48,440
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	37,368	38,752	40,136	41,520	42,904	44,288	45,672	47,056	48,440	49,824
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	38,752	40,136	41,520	42,904	44,288	45,672	47,056	48,440	49,824	51,208
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	40,136	41,520	42,904	44,288	45,672	47,056	48,440	49,824	51,208	52,592
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	41,520	42,904	44,288	45,672	47,056	48,440	49,824	51,208	52,592	53,976
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7	42,904	44,288	45,672	47,056	48,440	49,824	51,208	52,592	53,976	55,360
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		45,672	47,056	48,440	49,824	51,208	52,592	53,976	55,360	56,744
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9		47,056	48,440	49,824	51,208	52,592	53,976	55,360	56,744	58,128
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10		48,440	49,824	51,208	52,592	53,976	55,360	56,744	58,128	59,512
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11		49,824	51,208	52,592	53,976	55,360	56,744	58,128	59,512	60,896
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
12			52,592	53,976	55,360	56,744	58,128	59,512	60,896	62,280
			1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
13			53,976	55,360	56,744	58,128	59,512	60,896	62,280	63,664
			1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
14				56,744	58,128	59,512	60,896	62,280	63,664	65,048
				1.64	1.68	1.72	1.76	1.80	1.84	1.88

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	
		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:	31,378	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	11-12		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28
PPO:	*spouse-\$75/mo if both take Ind			COMMENTS:		
LIFE	Madison Life		Deductible Reimbursement:			
LTD						
NON-PARTICIPANT	\$539.08					

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

W A H O O									
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
Step 1	31,378	32,947	34,516	36,085	37,654	39,223	40,791	42,360	43,929
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	32,633	34,202	35,771	37,340	38,909	40,478	42,047	43,615	45,184
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	33,888	35,457	37,026	38,595	40,164	41,733	43,302	44,871	46,440
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	35,143	36,712	38,281	39,850	41,419	42,988	44,557	46,126	47,695
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	36,398	37,967	39,536	41,105	42,674	44,243	45,812	47,381	48,950
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		39,223	40,791	42,360	43,929	45,498	47,067	48,636	50,205
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		40,478	42,047	43,615	45,184	46,753	48,322	49,891	51,460
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			43,302	44,871	46,439	48,008	49,577	51,146	52,715
			1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			44,557	46,126	47,695	49,263	50,832	52,401	53,970
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				47,381	48,950	50,519	52,087	53,656	55,225
				1.51	1.56	1.61	1.66	1.71	1.76
11				48,636	50,205	51,774	53,343	54,912	56,481
				1.55	1.60	1.65	1.70	1.75	1.80
12					51,460	53,029	54,598	56,167	57,736
					1.64	1.69	1.74	1.79	1.84
13					52,715	54,284	55,853	57,422	58,991
					1.68	1.73	1.78	1.83	1.88
14						55,539	57,108	58,677	60,246
						1.77	1.82	1.87	1.92
15							58,363	59,932	61,501
							1.86	1.91	1.96
16								61,187	62,756
								1.95	2.00

00-01, 01-02 & 02-03 new hires placed on step 3 and allowed movement; 11-12 Vertical Freeze

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
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: 31,900 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback: 87-88
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	433.33
HEALTH	BC/BS	750D/3100D	514.80	952.40	1081.09	1451.63	Cash
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:			COMMENTS:				
LIFE	Madison Nat'l		Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	\$433.33 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	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:

WAKEFIELD									
Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+12	MA+24	MA+36	
1	31,900	33,176	34,452	35,728	37,004	38,280	39,556	40,832	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	33,176	34,452	35,728	37,004	38,280	39,556	40,832	42,108	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	34,452	35,728	37,004	38,280	39,556	40,832	42,108	43,384	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	35,728	37,004	38,280	39,556	40,832	42,108	43,384	44,660	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	37,004	38,280	39,556	40,832	42,108	43,384	44,660	45,936	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	38,280	39,556	40,832	42,108	43,384	44,660	45,936	47,212	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	39,556	40,832	42,108	43,384	44,660	45,936	47,212	48,488	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8	40,832	42,108	43,384	44,660	45,936	47,212	48,488	49,764	
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9		43,384	44,660	45,936	47,212	48,488	49,764	51,040	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	
10			45,936	47,212	48,488	49,764	51,040	52,316	
			1.44	1.48	1.52	1.56	1.60	1.64	
11				48,488	49,764	51,040	52,316	53,592	
				1.52	1.56	1.60	1.64	1.68	
12				49,764	51,040	52,316	53,592	54,868	
				1.56	1.60	1.64	1.68	1.72	
13					52,316	53,592	54,868	56,144	
					1.64	1.68	1.72	1.76	
14						54,868	56,144	57,420	
						1.72	1.76	1.80	

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
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:	31,600	Index:	4 x 4
Starting Salary:	34,128	Entry Level Step:	3
Career Increments:	Y	Experience Allowed:	5
New hires step 3, remain for 3 years			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	500D	542.94	1004.46	1140.18	1530.97	26.69 or 44.19	Options:	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep. Dental	IRS 125:	
PPO:	COMMENTS:							Flex Accounts:	
LIFE	Deductible Reimbursement: N							PART-TIME BENEFITS	
LTD	Ft. Dearborn	.00535	Minimum FTE:						
NON-PARTICIPANT								Contribution:	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: dist buys back over 30 @ sub rate					
PERSONAL	2			yes	Accum to 5
BEREAVEMENT	2				
PROFESSIONAL	5			yes	
ADOPTION					
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: Y

OTHER LEAVES:

WALLACE								
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	31,600	32,864	34,128	35,392	36,656	37,920	39,184	40,448
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	32,864	34,128	35,392	36,656	37,920	39,184	40,448	41,712
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	34,128	35,392	36,656	37,920	39,184	40,448	41,712	42,976
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	35,392	36,656	37,920	39,184	40,448	41,712	42,976	44,240
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	36,656	37,920	39,184	40,448	41,712	42,976	44,240	45,504
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	37,920	39,184	40,448	41,712	42,976	44,240	45,504	46,768
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		40,448	41,712	42,976	44,240	45,504	46,768	48,032
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			42,976	44,240	45,504	46,768	48,032	49,296
			1.36	1.40	1.44	1.48	1.52	1.56
9				45,504	46,768	48,032	49,296	50,560
				1.44	1.48	1.52	1.56	1.60
10				46,768	48,032	49,296	50,560	51,824
				1.48	1.52	1.56	1.60	1.64
11					49,296	50,560	51,824	53,088
					1.56	1.60	1.64	1.68

12-13 experience allowed from all yrs to 5 yrs

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base:	35,969	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
BA+36 grandfathered 92-93			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	13-14, 14-15		

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	500D	542.94	1004.46	1140.18	1530.97	Ind Dental + Cash
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47	
PPO:	Tiered payment sched 1-7 yrs		COMMENTS:				Options: TSA
LIFE			Deductible Reimbursement: N				IRS 125:
LTD							Flex Accounts:
NON-PARTICIPANT							PART-TIME BENEFITS
							Minimum FTE:
							Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info:	term aft 10 yr \$30/unused/EOY \$100/day over 45				
PERSONAL	2			yes	accum to 5
BEREAVEMENT	5				each occur., +5 from sick
PROFESSIONAL	2			yes	accum. to 3
ADOPTION	10				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Hospital - 5 days when confined

WALTHILL

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	35,969	37,408	38,847	40,285	41,724	43,163	44,602
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	37,408	38,847	40,285	41,724	43,163	44,602	46,040
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,847	40,285	41,724	43,163	44,602	46,040	47,479
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	40,285	41,724	43,163	44,602	46,040	47,479	48,918
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	41,724	43,163	44,602	46,040	47,479	48,918	50,357
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		44,602	46,040	47,479	48,918	50,357	51,795
		1.24	1.28	1.32	1.36	1.40	1.44
7		46,040	47,479	48,918	50,357	51,795	53,234
		1.28	1.32	1.36	1.40	1.44	1.48
8			48,918	50,357	51,795	53,234	54,673
			1.36	1.40	1.44	1.48	1.52
9			50,357	51,795	53,234	54,673	56,112
			1.40	1.44	1.48	1.52	1.56
10				53,234	54,673	56,112	57,550
				1.48	1.52	1.56	1.60
11					56,112	57,550	58,989
					1.56	1.60	1.64
12						58,989	60,428
						1.64	1.68

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.75	6.75	6.75
Planning Time:	50	50	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,600 Index: 4 x 5
 Starting Salary: Entry Level Step: (D)
 Career Increments: N Experience Allowed: 10(D)
 Vertical Freeze: 86-87
 Rollback: 86-87 Last Step
 Multi-year Contract: 12-13, 13-14

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	500D	515.79	954.24	1083.17	1454.42	26.69 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE	Guardian	15.00					Deductible Reimbursement:	Flex Accounts: Y
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.25 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: Severance: upon term 1/4 of acc. days at sub. rate					
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

W A U N E T A - P A L I S A D E						
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	30,600	32,130	33,660	35,190	36,720	38,250
	1.00	1.05	1.10	1.15	1.20	1.25
2	31,824	33,354	34,884	36,414	37,944	39,474
	1.04	1.09	1.14	1.19	1.24	1.29
3	33,048	34,578	36,108	37,638	39,168	40,698
	1.08	1.13	1.18	1.23	1.28	1.33
4	34,272	35,802	37,332	38,862	40,392	41,922
	1.12	1.17	1.22	1.27	1.32	1.37
5	35,496	37,026	38,556	40,086	41,616	43,146
	1.16	1.21	1.26	1.31	1.36	1.41
6	36,720	38,250	39,780	41,310	42,840	44,370
	1.20	1.25	1.30	1.35	1.40	1.45
7		39,474	41,004	42,534	44,064	45,594
		1.29	1.34	1.39	1.44	1.49
8			42,228	43,758	45,288	46,818
			1.38	1.43	1.48	1.53
9			43,452	44,982	46,512	48,042
			1.42	1.47	1.52	1.57
10				46,206	47,736	49,266
				1.51	1.56	1.61
11				47,430	48,960	50,490
				1.55	1.60	1.65
12					50,184	51,714
					1.64	1.69
13						52,938
						1.73

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	52	52	35
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	30,900	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
LTD neg. 94-95, carrier to be determined			
Vertical Freeze:	86-87, 87-88, 98-99		
Rollback:	86-87 Last Step		
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	26.69 or 44.19
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement: N				
LTD	Mut. of Omaha						
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	2			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	W A U S A				M A		M A		
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	30,900	32,136	33,372	34,608	35,844	37,080	38,316	39,552	40,788
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,136	33,372	34,608	35,844	37,080	38,316	39,552	40,788	42,024
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	33,372	34,608	35,844	37,080	38,316	39,552	40,788	42,024	43,260
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	34,608	35,844	37,080	38,316	39,552	40,788	42,024	43,260	44,496
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	35,844	37,080	38,316	39,552	40,788	42,024	43,260	44,496	45,732
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	37,080	38,316	39,552	40,788	42,024	43,260	44,496	45,732	46,968
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	38,316	39,552	40,788	42,024	43,260	44,496	45,732	46,968	48,204
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		40,788	42,024	43,260	44,496	45,732	46,968	48,204	49,440
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			43,260	44,496	45,732	46,968	48,204	49,440	50,676
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				45,732	46,968	48,204	49,440	50,676	51,912
				1.48	1.52	1.56	1.60	1.64	1.68
11					48,204	49,440	50,676	51,912	53,148
					1.56	1.60	1.64	1.68	1.72
12						49,440	50,676	51,912	53,148
						1.60	1.64	1.68	1.72
13							51,912	53,148	54,384
							1.68	1.72	1.76

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25.825
 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: 52 52 52
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,400 Index: 4 x 4.25
 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	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	Options:	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts:	
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS	
LTD							Minimum FTE: 1	
NON-PARTICIPANT							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	WEST BOYD UNIFIED					
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	31,400	32,735	34,069	35,404	36,738	38,073
	1.00	1.0425	1.085	1.1275	1.17	1.2125
2	32,656	33,991	35,325	36,660	37,994	39,329
	1.04	1.0825	1.125	1.1675	1.21	1.2525
3	33,912	35,247	36,581	37,916	39,250	40,585
	1.08	1.1225	1.165	1.2075	1.25	1.2925
4	35,168	36,503	37,837	39,172	40,506	41,841
	1.12	1.1625	1.205	1.2475	1.29	1.3325
5	36,424	37,759	39,093	40,428	41,762	43,097
	1.16	1.2025	1.245	1.2875	1.33	1.3725
6	37,680	39,015	40,349	41,684	43,018	44,353
	1.2	1.2425	1.285	1.3275	1.37	1.4125
7	38,936	40,271	41,605	42,940	44,274	45,609
	1.24	1.2825	1.325	1.3675	1.41	1.4525
8		41,527	42,861	44,196	45,530	46,865
		1.3225	1.365	1.4075	1.45	1.4925
9			44,117	45,452	46,786	48,121
			1.405	1.4475	1.49	1.5325
10			45,373	46,708	48,042	49,377
			1.445	1.4875	1.53	1.5725
11				47,964	49,298	50,633
				1.5275	1.57	1.6125
12				49,220	50,554	51,889
				1.5675	1.61	1.6525

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 75.04
 HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day: 6.75 6.75 6.5
 Planning Time: 49 49 40
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,850 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 13-14, 14-15

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	750D	489.06	904.78	1027.04	1379.05	Options: Two Ind Policies*
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	IRS 125: Flex Accounts:
PPO:			COMMENTS:				PART-TIME BENEFITS
LIFE	Madison Ntl.		Deductible Reimbursement: N				Minimum FTE: 0.4
LTD	Madison Ntl.	(+Bthru sal)					Contribution: fte
NON-PARTICIPANT							

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	\$25/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:	N	
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	MA+27
1	31,850	33,443	35,035	36,628	38,220	39,813	41,405	42,998	44,590
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	33,124	34,717	36,309	37,902	39,494	41,087	42,679	44,272	45,864
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	34,398	35,991	37,583	39,176	40,768	42,361	43,953	45,546	47,138
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	35,672	37,265	38,857	40,450	42,042	43,635	45,227	46,820	48,412
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	36,946	38,539	40,131	41,724	43,316	44,909	46,501	48,094	49,686
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	38,220	39,813	41,405	42,998	44,590	46,183	47,775	49,368	50,960
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		41,087	42,679	44,272	45,864	47,457	49,049	50,642	52,234
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		42,361	43,953	45,546	47,138	48,731	50,323	51,916	53,508
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			45,227	46,820	48,412	50,005	51,597	53,190	54,782
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			46,501	48,094	49,686	51,279	52,871	54,464	56,056
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				49,368	50,960	52,553	54,145	55,738	57,330
				1.55	1.60	1.65	1.70	1.75	1.80
12				50,642	52,234	53,827	55,419	57,012	58,604
				1.59	1.64	1.69	1.74	1.79	1.84
13					53,508	55,101	56,693	58,286	59,878
					1.68	1.73	1.78	1.83	1.88
14					54,782	56,375	57,967	59,560	61,152
					1.72	1.77	1.82	1.87	1.92
15					56,056	57,649	59,241	60,834	62,426
					1.76	1.81	1.86	1.91	1.96

WORKING CONDITIONS

Contract Days: 191.5 FTE Teachers: 516.88

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.2	7.4	6.5
Planning Time:			
Class Periods/Day:	10	8	
Normal Teaching Load:	8	6	

SALARY SCHEDULE

Base: 35,200 Index: 0 x 0

Starting Salary: Entry Level Step: 1

Career Increments: Y Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract: 12-13, 13-14

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	950D	472.57	874.29	992.41	1332.56	26.69 or 44.19	Options:	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Sp or Dep Dental	IRS 125: Flex Accounts:	
PPO:	must be in dist 2 yrs for full dep H/ COMMENTS: must be in dist 2 yrs for full dep H/A								
LIFE	Madison Nat'l		Deductible Reimbursement:						
LTD	Madison Nat'l	(thru sal)					PART-TIME BENEFITS		
NON-PARTICIPANT					Minimum FTE: 0.5 Contribution: fte				

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	unl		no		
Other Info:					
PERSONAL	1			yes	max accum to 4
BEREAVEMENT	5				Upon approval
PROFESSIONAL	unl.			yes	
ADOPTION	10				w/appr.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers: 17

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.75	7.75	7.75
Planning Time:	52	52	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

Base: 28,250 Index: 4.5 x 4.5

Starting Salary: Entry Level Step: 1

Career Increments: Y Experience Allowed: 5

Vertical Freeze:

Rollback:

Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47
PPO:			COMMENTS:			
LIFE	Horace Mann		Deductible Reimbursement:			
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: N

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:	2.5 for dependent leave				
PERSONAL	3			no	
BEREAVEMENT					
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION	2.5				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WHEELER CENTRAL						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA
1	28,250	29,521	30,793	32,064	33,335	34,606
	1.00	1.045	1.09	1.135	1.18	1.225
2	29,521	30,793	32,064	33,335	34,606	35,878
	1.045	1.09	1.135	1.18	1.225	1.27
3	30,793	32,064	33,335	34,606	35,878	37,149
	1.09	1.135	1.18	1.225	1.27	1.315
4	32,064	33,335	34,606	35,878	37,149	38,420
	1.135	1.18	1.225	1.27	1.315	1.36
5	33,335	34,606	35,878	37,149	38,420	39,691
	1.18	1.225	1.27	1.315	1.36	1.405
6		35,878	37,149	38,420	39,691	40,963
		1.27	1.315	1.36	1.405	1.45
7		37,149	38,420	39,691	40,963	42,234
		1.315	1.36	1.405	1.45	1.495
8			39,691	40,963	42,234	43,505
			1.405	1.45	1.495	1.54
9			40,963	42,234	43,505	44,776
			1.45	1.495	1.54	1.585
10				43,505	44,776	46,048
				1.54	1.585	1.63
11				44,776	46,048	47,319
				1.585	1.63	1.675
12					47,319	48,590
					1.675	1.72
13					48,590	49,861
					1.72	1.765
14						51,133
						1.81

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 39.49
 HS JH/MS ELEM
 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: 33,775 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits			
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	106.69	Dep. Dental + caf	
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28			
PPO:	married - fam dent & \$62.50/mo in COMMENTS:								
LIFE								Deductible Reimbursement: N	
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+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	33,775	35,126	36,477	37,828	39,179	40,530	41,881	43,232	44,583
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,126	36,477	37,828	39,179	40,530	41,881	43,232	44,583	45,934
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	36,477	37,828	39,179	40,530	41,881	43,232	44,583	45,934	47,285
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	37,828	39,179	40,530	41,881	43,232	44,583	45,934	47,285	48,636
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	39,179	40,530	41,881	43,232	44,583	45,934	47,285	48,636	49,987
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	40,530	41,881	43,232	44,583	45,934	47,285	48,636	49,987	51,338
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		43,232	44,583	45,934	47,285	48,636	49,987	51,338	52,689
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			45,934	47,285	48,636	49,987	51,338	52,689	54,040
			1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			47,285	48,636	49,987	51,338	52,689	54,040	55,391
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				49,987	51,338	52,689	54,040	55,391	56,742
				1.48	1.52	1.56	1.60	1.64	1.68
11					52,689	54,040	55,391	56,742	58,093
					1.56	1.60	1.64	1.68	1.72
12					54,040	55,391	56,742	58,093	59,444
					1.60	1.64	1.68	1.72	1.76
13					55,391	56,742	58,093	59,444	60,795
					1.64	1.68	1.72	1.76	1.80
14							59,444	60,795	62,146
							1.76	1.80	1.84
15									63,497
									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: 185 FTE Teachers:

	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:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base: 35,619 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 00-01
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	500D	542.94	1004.46	1140.18	1530.97
DENTAL	BC/BS	2	24.28	44.90	50.97	68.47
PPO:			COMMENTS:			
LIFE	Madison Life		Deductible Reimbursement: Y			350/700
LTD	Madison Nat'l	(thru sal)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	35	yes		
Other Info: Reimb. \$60/day over 35 days pd. In June; Incen.: Up to \$20000					
PERSONAL	2			Yes	
BEREAVEMENT	2				add'l from emergency lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	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: Emergency Lv.

WINNEBAGO										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18			
1	35,619	37,044	38,469	39,893	41,318	42,743	44,168			
	1.00	1.04	1.08	1.12	1.16	1.20	1.24			
2	37,044	38,469	39,893	41,318	42,743	44,168	45,592			
	1.04	1.08	1.12	1.16	1.20	1.24	1.28			
3	38,469	39,893	41,318	42,743	44,168	45,592	47,017			
	1.08	1.12	1.16	1.20	1.24	1.28	1.32			
4	39,893	41,318	42,743	44,168	45,592	47,017	48,442			
	1.12	1.16	1.20	1.24	1.28	1.32	1.36			
5	41,318	42,743	44,168	45,592	47,017	48,442	49,867			
	1.16	1.20	1.24	1.28	1.32	1.36	1.40			
6	42,743	44,168	45,592	47,017	48,442	49,867	51,291			
	1.20	1.24	1.28	1.32	1.36	1.40	1.44			
7	44,168	45,592	47,017	48,442	49,867	51,291	52,716			
	1.24	1.28	1.32	1.36	1.40	1.44	1.48			
8		47,017	48,442	49,867	51,291	52,716	54,141			
		1.32	1.36	1.40	1.44	1.48	1.52			
9			49,867	51,291	52,716	54,141	55,566			
			1.40	1.44	1.48	1.52	1.56			
10			51,291	52,716	54,141	55,566	56,990			
			1.44	1.48	1.52	1.56	1.60			
11			52,716	54,141	55,566	56,990	58,415			
			1.48	1.52	1.56	1.60	1.64			
12					56,990	58,415	59,840			
					1.60	1.64	1.68			
13						59,840	61,265			
						1.68	1.72			
14							62,689			
							1.76			

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 31,020 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	Cash
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	

PPO: if took CIL in 06-07, will rec 558.55
 LIFE: Guardian Deductible Reimbursement:
 LTD: National Ins.
 NON-PARTICIPANT \$507.44 CIL, 558.55/

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: Severance: \$25/day unused up to 45					
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	2				from Sick Lv.
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

SABBATICAL: Yes **SEVERANCE PAY:** Y

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	

OTHER LEAVES:

WISNER-PILGER							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9
1	31,020	32,571	34,122	35,673	37,224	38,775	40,326
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	32,261	33,812	35,363	36,914	38,465	40,016	41,567
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	33,502	35,053	36,604	38,155	39,706	41,257	42,808
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	34,742	36,293	37,844	39,395	40,946	42,497	44,048
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	35,983	37,534	39,085	40,636	42,187	43,738	45,289
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	37,224	38,775	40,326	41,877	43,428	44,979	46,530
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		40,016	41,567	43,118	44,669	46,220	47,771
		1.29	1.34	1.39	1.44	1.49	1.54
8		41,257	42,808	44,359	45,910	47,461	49,012
		1.33	1.38	1.43	1.48	1.53	1.58
9			44,048	45,599	47,150	48,701	50,252
			1.42	1.47	1.52	1.57	1.62
10			45,289	46,840	48,391	49,942	51,493
			1.46	1.51	1.56	1.61	1.66
11			46,530	48,081	49,632	51,183	52,734
			1.50	1.55	1.60	1.65	1.70
12				49,322	50,873	52,424	53,975
				1.59	1.64	1.69	1.74
13				50,563	52,114	53,665	55,216
				1.63	1.68	1.73	1.78
14					53,354	54,905	56,456
					1.72	1.77	1.82
15					54,595	56,146	57,697
					1.76	1.81	1.86
16						57,387	58,938
						1.85	1.90

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	32,460	Index:	4 x 5
Starting Salary:		Entry Level Step:	0
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05	24.28 or 44.19	Options:
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	Ind or Dep Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement: N					Flex Accounts: Y
LTD	Principal	.0033						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	60	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	P
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

WOOD RIVER RURAL														
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		BA + 45		BA + 54	
	BA	BA + 9	BA + 9	BA + 18	BA + 18	BA + 27	BA + 27	BA + 36	BA + 36	BA + 45	BA + 45	BA + 54	BA + 54	BA + 63
0	32,460	34,083	34,083	35,706	35,706	37,329	37,329	38,952	38,952	40,575	40,575	42,198	42,198	43,821
	1.00	1.05	1.05	1.10	1.10	1.15	1.15	1.20	1.20	1.25	1.25	1.30	1.30	1.35
1	33,758	35,381	35,381	37,004	37,004	38,627	38,627	40,250	40,250	41,873	41,873	43,496	43,496	45,119
	1.04	1.09	1.09	1.14	1.14	1.19	1.19	1.24	1.24	1.29	1.29	1.34	1.34	1.39
2	35,057	36,680	36,680	38,303	38,303	39,926	39,926	41,549	41,549	43,172	43,172	44,795	44,795	46,418
	1.08	1.13	1.13	1.18	1.18	1.23	1.23	1.28	1.28	1.33	1.33	1.38	1.38	1.43
3	36,355	37,978	37,978	39,601	39,601	41,224	41,224	42,847	42,847	44,470	44,470	46,093	46,093	47,716
	1.12	1.17	1.17	1.22	1.22	1.27	1.27	1.32	1.32	1.37	1.37	1.42	1.42	1.47
4	37,654	39,277	39,277	40,900	40,900	42,523	42,523	44,146	44,146	45,769	45,769	47,392	47,392	49,015
	1.16	1.21	1.21	1.26	1.26	1.31	1.31	1.36	1.36	1.41	1.41	1.46	1.46	1.51
5		40,575	40,575	42,198	42,198	43,821	43,821	45,444	45,444	47,067	47,067	48,690	48,690	50,313
		1.25	1.30	1.30	1.35	1.35	1.40	1.40	1.45	1.45	1.50	1.50	1.50	1.55
6		41,873	41,873	43,496	43,496	45,119	45,119	46,742	46,742	48,365	48,365	49,988	49,988	51,611
		1.29	1.34	1.34	1.39	1.39	1.44	1.44	1.49	1.49	1.54	1.54	1.54	1.59
7				44,795	44,795	46,418	46,418	48,041	48,041	49,664	49,664	51,287	51,287	52,910
				1.38	1.43	1.43	1.48	1.48	1.53	1.53	1.58	1.58	1.58	1.63
8				46,093	46,093	47,716	47,716	49,339	49,339	50,962	50,962	52,585	52,585	54,208
				1.42	1.47	1.47	1.52	1.52	1.57	1.57	1.62	1.62	1.62	1.67
9						49,015	49,015	50,638	50,638	52,261	52,261	53,884	53,884	55,507
						1.51	1.56	1.56	1.61	1.61	1.66	1.66	1.66	1.71
10						50,313	50,313	51,936	51,936	53,559	53,559	55,182	55,182	56,805
						1.55	1.60	1.60	1.65	1.65	1.70	1.70	1.70	1.75
11						51,611	51,611	53,234	53,234	54,857	54,857	56,480	56,480	58,103
						1.59	1.64	1.64	1.69	1.69	1.74	1.74	1.74	1.79
12								54,533	54,533	56,156	56,156	57,779	57,779	59,402
								1.68	1.73	1.73	1.78	1.78	1.78	1.83
13								55,831	55,831	57,454	57,454	59,077	59,077	60,700
								1.72	1.77	1.77	1.82	1.82	1.82	1.87
14										58,753	58,753	60,376	60,376	62,000
										1.81	1.86	1.86	1.86	1.91

WORKING CONDITIONS

Contract Days: 172 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.58	8.58	8.58
Length of Student Day:	8.5	8.5	8.5
Planning Time:	50	50	50
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 30,350 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 4
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	489.06	904.78	1027.04	1379.05
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28
PPO: COMMENTS:						
LIFE Deductible Reimbursement:						
LTD	National					
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	2+1			yes	may trade 1 sick lv for pers
BEREAVEMENT	sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	sick lv				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

W Y N O T						
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	30,350	31,564	32,778	33,992	35,206	36,420
	1.00	1.04	1.08	1.12	1.16	1.20
2	31,564	32,778	33,992	35,206	36,420	37,634
	1.04	1.08	1.12	1.16	1.20	1.24
3	32,778	33,992	35,206	36,420	37,634	38,848
	1.08	1.12	1.16	1.20	1.24	1.28
4	33,992	35,206	36,420	37,634	38,848	40,062
	1.12	1.16	1.20	1.24	1.28	1.32
5	35,206	36,420	37,634	38,848	40,062	41,276
	1.16	1.20	1.24	1.28	1.32	1.36
6	36,420	37,634	38,848	40,062	41,276	42,490
	1.20	1.24	1.28	1.32	1.36	1.40
7	37,634	38,848	40,062	41,276	42,490	43,704
	1.24	1.28	1.32	1.36	1.40	1.44
8	38,848	40,062	41,276	42,490	43,704	44,918
	1.28	1.32	1.36	1.40	1.44	1.48
9		41,276	42,490	43,704	44,918	46,132
		1.36	1.40	1.44	1.48	1.52
10			43,704	44,918	46,132	47,346
			1.44	1.48	1.52	1.56
11				46,132	47,346	48,560
				1.52	1.56	1.60
12					48,560	49,774
					1.60	1.64
13						50,988
						1.68

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		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:	32,112	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	00-01		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	514.80	952.40	1081.09	1451.63	276.69 or 294.19 Dep Dent + TSA
DENTAL	BC/BS	2	24.28	24.28	24.28	24.28	
PPO:	>0.75 fte recv full ins		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison						
NON-PARTICIPANT	\$250 TSA						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	Yes		
Other Info:	\$40/day EOY				
PERSONAL	2+1				accum to 4, +1=sub deduct, 1/
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+36			PHD	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	PHD
1	32,112	33,396	34,681	35,965	37,250	38,534	39,819	41,103	43,672
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.36
2	33,396	34,681	35,965	37,250	38,534	39,819	41,103	42,388	44,957
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.40
3	34,681	35,965	37,250	38,534	39,819	41,103	42,388	43,672	46,241
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.44
4	35,965	37,250	38,534	39,819	41,103	42,388	43,672	44,957	47,526
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.48
5	37,250	38,534	39,819	41,103	42,388	43,672	44,957	46,241	48,810
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.52
6	38,534	39,819	41,103	42,388	43,672	44,957	46,241	47,526	50,095
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.56
7		41,103	42,388	43,672	44,957	46,241	47,526	48,810	51,379
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.60
8		42,388	43,672	44,957	46,241	47,526	48,810	50,095	52,664
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.64
9			44,957	46,241	47,526	48,810	50,095	51,379	53,948
			1.40	1.44	1.48	1.52	1.56	1.60	1.68
10			46,241	47,526	48,810	50,095	51,379	52,664	55,233
			1.44	1.48	1.52	1.56	1.60	1.64	1.72
11				48,810	50,095	51,379	52,664	53,948	56,517
				1.52	1.56	1.60	1.64	1.68	1.76
12				50,095	51,379	52,664	53,948	55,233	57,802
				1.56	1.60	1.64	1.68	1.72	1.80
13					52,664	53,948	55,233	56,517	59,086
					1.64	1.68	1.72	1.76	1.84
14					53,948	55,233	56,517	57,802	60,371
					1.68	1.72	1.76	1.80	1.88
15					54,590	55,875	57,159	58,444	61,013
					1.70	1.74	1.78	1.82	1.90