



**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: 32,300 Index: 4.5 x 4.5  
 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: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20 Sp or Dep Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement Y				250/500
LTD	Madison Nat'l	.0034					
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
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	32,300	33,754	35,207	36,661	38,114	38,114	39,568	41,021	42,475		
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315		
1	33,754	35,207	36,661	38,114	39,568	39,568	41,021	42,475	43,928		
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36		
2	35,207	36,661	38,114	39,568	41,021	41,021	42,475	43,928	45,382		
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405		
3	36,661	38,114	39,568	41,021	42,475	42,475	43,928	45,382	46,835		
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45		
4	38,114	39,568	41,021	42,475	43,928	43,928	45,382	46,835	48,289		
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495		
5	39,568	41,021	42,475	43,928	45,382	45,382	46,835	48,289	49,742		
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54		
6		42,475	43,928	45,382	46,835	46,835	48,289	49,742	51,196		
		1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585		
7			45,382	46,835	48,289	48,289	49,742	51,196	52,649		
			1.405	1.45	1.495	1.495	1.54	1.585	1.63		
8				48,289	49,742	49,742	51,196	52,649	54,103		
				1.495	1.54	1.54	1.585	1.63	1.675		
9					51,196	51,196	52,649	54,103	55,556		
					1.585	1.585	1.63	1.675	1.72		
10					52,649	52,649	54,103	55,556	57,010		
					1.63	1.63	1.675	1.72	1.765		
11						54,103	55,556	57,010	58,463		
						1.675	1.72	1.765	1.81		
12							57,010	58,463	59,917		
							1.765	1.81	1.855		
13								59,917	61,370		
								1.855	1.9		
14									62,824		
									1.945		

14-15 BA36 removed, grandfathered for staff already placed there







**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 182	FTE Teachers:	Base: 31,350	Index: 4 x 4
Length of Teacher Day: 8	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Student Day: 7.4	7.4 7.4 7.4	Career Increments: Y	Experience Allowed: 5
Planning Time: 47	47 50	Vertical Freeze:	
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	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02	350	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Cash	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement					
LTD	Principal	.0036 (thru sal)						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT	\$350 Cash							Minimum FTE: 0.5
								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	45	yes		
Other Info:	Sev.:1/2 sub. rate/day unused sick/pers. (max 45) pd in July				
PERSONAL	3			no	accum. to 5; 1/2 sub rate for un
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Sick Bank:	Y	P

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

AMHERST									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18
1	31,350	32,761	34,172	35,582	36,993	38,404	39,815		
	1.00	1.045	1.09	1.135	1.18	1.225	1.27		
2	32,604	34,015	35,426	36,836	38,247	39,658	41,069		
	1.04	1.085	1.13	1.175	1.22	1.265	1.31		
3	33,858	35,269	36,680	38,090	39,501	40,912	42,323		
	1.08	1.125	1.17	1.215	1.26	1.305	1.35		
4	35,112	36,523	37,934	39,344	40,755	42,166	43,577		
	1.12	1.165	1.21	1.255	1.3	1.345	1.39		
5	36,366	37,777	39,188	40,598	42,009	43,420	44,831		
	1.16	1.205	1.25	1.295	1.34	1.385	1.43		
6		39,031	40,442	41,852	43,263	44,674	46,085		
		1.245	1.29	1.335	1.38	1.425	1.47		
7			41,696	43,106	44,517	45,928	47,339		
			1.33	1.375	1.42	1.465	1.51		
8				44,360	45,771	47,182	48,593		
				1.415	1.46	1.505	1.55		
9				45,614	47,025	48,436	49,847		
				1.455	1.5	1.545	1.59		
10					48,279	49,690	51,101		
					1.54	1.585	1.63		
11					49,533	50,944	52,355		
					1.58	1.625	1.67		
12						52,198	53,609		
						1.665	1.71		
13							54,863		
							1.75		

**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: 32,000 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 10  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
		H/A-Dent				24.84
HEALTH	BC/BS	1250D	463.13	856.80	972.56	1305.91
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
PPO:			COMMENTS:			
LIFE	Companion Life		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
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:** Y

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

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











**WORKING CONDITIONS**

**SALARY SCHEDULE**

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

Base: 29,900 Index: 4 x 5  
 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
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	500D	527.66	976.18	1108.08	1487.87
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
PPO: COMMENTS:						
LIFE			Deductible Reimbursement			
LTD	Principal	.0055				
NON-PARTICIPANT						

**Cafeteria Plan**

Individ. Depend.  
 Options:  
 IRS 125: Y  
 Flex Accounts: Y  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.375  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7,10	45	yes		
Other Info: Unused over 45pd @25/day max-250.00;Sev:\$25/day to 45					
PERSONAL	2			no	accum. to 5
BEREAVEMENT	5 - immed. Fam				pay for sub-deduct from sick lv.
PROFESSIONAL	2			yes	\$250/yr
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Sick Bank:	N	

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

ARNOLD						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	29,900	31,395	32,890	34,385	35,880	37,375
	1.00	1.05	1.10	1.15	1.20	1.25
2	31,096	32,591	34,086	35,581	37,076	38,571
	1.04	1.09	1.14	1.19	1.24	1.29
3	32,292	33,787	35,282	36,777	38,272	39,767
	1.08	1.13	1.18	1.23	1.28	1.33
4	33,488	34,983	36,478	37,973	39,468	40,963
	1.12	1.17	1.22	1.27	1.32	1.37
5	34,684	36,179	37,674	39,169	40,664	42,159
	1.16	1.21	1.26	1.31	1.36	1.41
6	35,880	37,375	38,870	40,365	41,860	43,355
	1.20	1.25	1.30	1.35	1.40	1.45
7	37,076	38,571	40,066	41,561	43,056	44,551
	1.24	1.29	1.34	1.39	1.44	1.49
8	38,272	39,767	41,262	42,757	44,252	45,747
	1.28	1.33	1.38	1.43	1.48	1.53
9	39,468	40,963	42,458	43,953	45,448	46,943
	1.32	1.37	1.42	1.47	1.52	1.57
10		42,159	43,654	45,149	46,644	48,139
		1.41	1.46	1.51	1.56	1.61
11			44,850	46,345	47,840	49,335
			1.50	1.55	1.60	1.65
12				47,541	49,036	50,531
				1.59	1.64	1.69
13				48,737	50,232	51,727
				1.63	1.68	1.73
14					51,428	52,923
					1.72	1.77
15					52,624	54,119
					1.76	1.81
16						55,315
						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:	31,850	Index:	4 x 4
Starting Salary:	31,850	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6
Vertical Freeze:			
Rollback:			
Multi-year Contract:	14-15, 15-16		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	950D	483.44	894.40	1015.24	1363.20
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04
PPO:			COMMENTS:			
LIFE	Nat'l Ins	2.10	Deductible Reimbursement Y		700/1400	
LTD	Nat'l Ins	.0071				
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

ARTHUR COUNTY								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	31,850	33,124	34,398	35,672	36,946	38,220	39,494	40,768
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	33,124	34,398	35,672	36,946	38,220	39,494	40,768	42,042
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	34,398	35,672	36,946	38,220	39,494	40,768	42,042	43,316
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	35,672	36,946	38,220	39,494	40,768	42,042	43,316	44,590
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	36,946	38,220	39,494	40,768	42,042	43,316	44,590	45,864
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	38,220	39,494	40,768	42,042	43,316	44,590	45,864	47,138
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	39,494	40,768	42,042	43,316	44,590	45,864	47,138	48,412
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		42,042	43,316	44,590	45,864	47,138	48,412	49,686
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			44,590	45,864	47,138	48,412	49,686	50,960
			1.40	1.44	1.48	1.52	1.56	1.60
10				47,138	48,412	49,686	50,960	52,234
				1.48	1.52	1.56	1.60	1.64
11					49,686	50,960	52,234	53,508
					1.56	1.60	1.64	1.68

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers:	Base: 32,350	Index: 4 x 5
	HS JH/MS ELEM	Starting Salary: 34,938	Entry Level Step: 1*
Length of Teacher Day: 7.5 7.5 7.5		Career Increments: N	Experience Allowed: all(D)
Length of Student Day: 6.5 6.5 6.25		*Starting is 1.08	
Planning Time: 100 100 118		Vertical Freeze: 87-88/99-00	
Class Periods/Day: 8 8		Rollback:	
Normal Teaching Load: 7 7		Multi-year Contract: 14-15, 15-16	

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
		H/A-Dent					191.51		
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02	Ind. Dental+Cash	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD								Minimum FTE: 0.4	
NON-PARTICIPANT	\$166.67/mo.							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
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	32,350									
	1.00									
1-3	34,938	36,556	38,173	39,791	41,408	41,408	43,026	44,643	46,261	47,878
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	36,232	37,850	39,467	41,085	42,702	42,702	44,320	45,937	47,555	49,172
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	37,526	39,144	40,761	42,379	43,996	43,996	45,614	47,231	48,849	50,466
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	38,820	40,438	42,055	43,673	45,290	45,290	46,908	48,525	50,143	51,760
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	40,114	41,732	43,349	44,967	46,584	46,584	48,202	49,819	51,437	53,054
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		43,026	44,643	46,261	47,878	47,878	49,496	51,113	52,731	54,348
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9		44,320	45,937	47,555	49,172	49,172	50,790	52,407	54,025	55,642
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10			47,231	48,849	50,466	50,466	52,084	53,701	55,319	56,936
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
11			48,525	50,143	51,760	51,760	53,378	54,995	56,613	58,230
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
12				51,437	53,054	53,054	54,672	56,289	57,907	59,524
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
13					54,348	54,348	55,966	57,583	59,201	60,818
					1.68	1.68	1.73	1.78	1.83	1.88
14					55,642	55,642	57,260	58,877	60,495	62,112
					1.72	1.72	1.77	1.82	1.87	1.92
15								60,171	61,789	63,406
								1.86	1.91	1.96

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185 FTE Teachers: 75  
 Base: 32,400 Index: 4 x 5  
 Length of Teacher Day: 8 8 8 Starting Salary: Entry Level Step: 1(D)  
 Length of Student Day: 7.5 7.5 7 Career Increments: Y Experience Allowed: D  
 Planning Time: 49 49 vary 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. Depend.
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	Options:
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE	Guardian	2.38			Deductible Reimbursement		<b>PART-TIME BENEFITS</b>
LTD	Madison Life	.0029 (+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
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	32,400	34,020	35,640	37,260	38,880	40,500	42,120	43,740	45,360	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	33,696	35,316	36,936	38,556	40,176	41,796	43,416	45,036	46,656	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	34,992	36,612	38,232	39,852	41,472	43,092	44,712	46,332	47,952	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	36,288	37,908	39,528	41,148	42,768	44,388	46,008	47,628	49,248	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	37,584	39,204	40,824	42,444	44,064	45,684	47,304	48,924	50,544	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	38,880	40,500	42,120	43,740	45,360	46,980	48,600	50,220	51,840	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7	40,176	41,796	43,416	45,036	46,656	48,276	49,896	51,516	53,136	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8		43,092	44,712	46,332	47,952	49,572	51,192	52,812	54,432	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9			46,008	47,628	49,248	50,868	52,488	54,108	55,728	
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10				48,924	50,544	52,164	53,784	55,404	57,024	
				1.51	1.56	1.61	1.66	1.71	1.76	
11					51,840	53,460	55,080	56,700	58,320	
					1.60	1.65	1.70	1.75	1.80	
12						54,756	56,376	57,996	59,616	
						1.69	1.74	1.79	1.84	
13							57,672	59,292	60,912	
							1.78	1.83	1.88	
14								60,588	62,208	
								1.87	1.92	
15									63,504	
									1.96	

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

**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: 31,725 Index: 5 x 5

Starting Salary: 31,725 Entry Level Step: 1

Career Increments: N Experience Allowed: 10(D)

Vertical Freeze:

Rollback:

Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	Ind. Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Principal	.0046 (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
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	MA+36				
1	31,725	33,311	34,898	36,484	38,070	39,656	41,243	42,829	44,415	46,001
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
2	33,311	34,898	36,484	38,070	39,656	41,243	42,829	44,415	46,001	47,588
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50
3	34,898	36,484	38,070	39,656	41,243	42,829	44,415	46,001	47,588	49,174
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
4	36,484	38,070	39,656	41,243	42,829	44,415	46,001	47,588	49,174	50,760
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
5	38,070	39,656	41,243	42,829	44,415	46,001	47,588	49,174	50,760	52,346
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
6	39,656	41,243	42,829	44,415	46,001	47,588	49,174	50,760	52,346	53,933
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70
7		42,829	44,415	46,001	47,588	49,174	50,760	52,346	53,933	55,519
		1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75
8			46,001	47,588	49,174	50,760	52,346	53,933	55,519	57,105
			1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80
9			47,588	49,174	50,760	52,346	53,933	55,519	57,105	58,691
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
10				50,760	52,346	53,933	55,519	57,105	58,691	60,278
				1.60	1.65	1.70	1.75	1.80	1.85	1.90
11					53,933	55,519	57,105	58,691	60,278	61,864
					1.70	1.75	1.80	1.85	1.90	1.95
12					55,519	57,105	58,691	60,278	61,864	63,450
					1.75	1.80	1.85	1.90	1.95	2.00
13						58,691	60,278	61,864	63,450	65,036
						1.85	1.90	1.95	2.00	2.05
14							61,864	63,450	65,036	66,622
							1.95	2.00	2.05	2.10



**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: 7.25 7.25 7.25  
 Planning Time: 50 50 40  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

Base: 32,000 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	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04
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 ASSOCIATION	see sick lv.				

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
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	32,000	33,440	34,880	36,320	37,760	37,760	37,760	39,200	40,640	
	1.00	1.045	1.09	1.135	1.18	1.18	1.18	1.225	1.27	
2	33,280	34,720	36,160	37,600	39,040	39,040	39,040	40,480	41,920	
	1.04	1.085	1.13	1.175	1.22	1.22	1.22	1.265	1.31	
3	34,560	36,000	37,440	38,880	40,320	40,320	40,320	41,760	43,200	
	1.08	1.125	1.17	1.215	1.26	1.26	1.26	1.305	1.35	
4	35,840	37,280	38,720	40,160	41,600	41,600	41,600	43,040	44,480	
	1.12	1.165	1.21	1.255	1.3	1.3	1.3	1.345	1.39	
5	37,120	38,560	40,000	41,440	42,880	42,880	42,880	44,320	45,760	
	1.16	1.205	1.25	1.295	1.34	1.34	1.34	1.385	1.43	
6		39,840	41,280	42,720	44,160	44,160	44,160	45,600	47,040	
		1.245	1.29	1.335	1.38	1.38	1.38	1.425	1.47	
7			42,560	44,000	45,440	45,440	45,440	46,880	48,320	
			1.33	1.375	1.42	1.42	1.42	1.465	1.51	
8				45,280	46,720	46,720	46,720	48,160	49,600	
				1.415	1.46	1.46	1.46	1.505	1.55	
9				46,560	48,000	48,000	48,000	49,440	50,880	
				1.455	1.5	1.5	1.5	1.545	1.59	
10					49,280	49,280	49,280	50,720	52,160	
					1.54	1.54	1.54	1.585	1.63	
11						50,560	50,560	52,000	53,440	
						1.58	1.58	1.625	1.67	
12							51,840	53,280	54,720	
							1.62	1.665	1.71	
Bump Stp 16							52,480	53,920	55,360	
							1.64	1.685	1.73	
Bump Stp 20							53,120	54,560	56,000	
							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: 33,000 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:

**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	526.64	974.31	1105.96	1485.02	550.82	TSA,Cash	
DENTAL	BC/BS	1	24.18	24.18	24.18	24.18			
PPO:			COMMENTS:						
LIFE			Deductible Reimbursement						
LTD	National Ins.	.0031 (thru sal)							
NON-PARTICIPANT			\$550.82 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**

	Negotiated/ Exists	Policy
Voluntary Separation:	N	
Grievance:	Y	N
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	MA + 9	MA + 18			
1	33,000	1.00	34,320	1.04	35,640	1.08	36,960	1.12	38,280	1.16	39,600	1.20	40,920	1.24
2	34,320	1.04	35,640	1.08	36,960	1.12	38,280	1.16	39,600	1.20	40,920	1.24	42,240	1.28
3	35,640	1.08	36,960	1.12	38,280	1.16	39,600	1.20	40,920	1.24	42,240	1.28	43,560	1.32
4	36,960	1.12	38,280	1.16	39,600	1.20	40,920	1.24	42,240	1.28	43,560	1.32	44,880	1.36
5	38,280	1.16	39,600	1.20	40,920	1.24	42,240	1.28	43,560	1.32	44,880	1.36	46,200	1.40
6	39,600	1.20	40,920	1.24	42,240	1.28	43,560	1.32	44,880	1.36	46,200	1.40	47,520	1.44
7	40,920	1.24	42,240	1.28	43,560	1.32	44,880	1.36	46,200	1.40	47,520	1.44	48,840	1.48
8	42,240	1.28	43,560	1.32	44,880	1.36	46,200	1.40	47,520	1.44	48,840	1.48	50,160	1.52
9			44,880	1.36	46,200	1.40	47,520	1.44	48,840	1.48	50,160	1.52	51,480	1.56
10					47,520	1.44	48,840	1.48	50,160	1.52	51,480	1.56	52,800	1.60
11							50,160	1.52	51,480	1.56	52,800	1.60	54,120	1.64
12									52,800	1.60	54,120	1.64	55,440	1.68
13											55,440	1.68	56,760	1.72
14													58,080	1.76

**WORKING CONDITIONS**

**SALARY SCHEDULE**

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

Base: 32,000 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	27.30 or 45.20 Sp or Dep Dental
HEALTH	BC/BS	500D/3100D	527.66	976.18	1108.08	1487.87	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Principal	.0016					
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	13,10	50	yes		
Other Info:	PTO 13 -1st yr, 10 all others				
PERSONAL	PTO			yes	
BEREAVEMENT					
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	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	32,000	33,440	34,880	36,320	37,760	39,200	39,920	41,360	42,800
	1.00	1.045	1.09	1.135	1.18	1.225	1.2475	1.2925	1.3375
2	33,440	34,880	36,320	37,760	39,200	40,640	41,360	42,800	44,240
	1.045	1.09	1.135	1.18	1.225	1.27	1.2925	1.3375	1.3825
3	34,880	36,320	37,760	39,200	40,640	42,080	42,800	44,240	45,680
	1.09	1.135	1.18	1.225	1.27	1.315	1.3375	1.3825	1.4275
4	36,320	37,760	39,200	40,640	42,080	43,520	44,240	45,680	47,120
	1.135	1.18	1.225	1.27	1.315	1.36	1.3825	1.4275	1.4725
5	37,760	39,200	40,640	42,080	43,520	44,960	45,680	47,120	48,560
	1.18	1.225	1.27	1.315	1.36	1.405	1.4275	1.4725	1.5175
6	39,200	40,640	42,080	43,520	44,960	46,400	47,120	48,560	50,000
	1.225	1.27	1.315	1.36	1.405	1.45	1.4725	1.5175	1.5625
7	40,640	42,080	43,520	44,960	46,400	47,840	48,560	50,000	51,440
	1.27	1.315	1.36	1.405	1.45	1.495	1.5175	1.5625	1.6075
8		43,520	44,960	46,400	47,840	49,280	50,000	51,440	52,880
		1.36	1.405	1.45	1.495	1.54	1.5625	1.6075	1.6525
9			46,400	47,840	49,280	50,720	51,440	52,880	54,320
			1.45	1.495	1.54	1.585	1.6075	1.6525	1.6975
10				49,280	50,720	52,160	52,880	54,320	55,760
				1.54	1.585	1.63	1.6525	1.6975	1.7425
11					52,160	53,600	54,320	55,760	57,200
					1.63	1.675	1.6975	1.7425	1.7875
12						55,040	55,760	57,200	58,640
						1.72	1.7425	1.7875	1.8325
13							57,200	58,640	60,080
							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:	31,900	Index:	4 x 5
Starting Salary:	34,452	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	10
\$1050 for 9 hrs credit one time if frozen at bottom right			
Vertical Freeze:	horiz 99-00		
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02	200 or 551.48 ea Annuity or 2 Ind Policies
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Madison Nat'l	.0044					
NON-PARTICIPANT	\$200 annuity						

**Cafeteria Plan**

Individ.	Depend.
Options:	One-time Ded. Payment
IRS 125:	
Flex Accounts:	Y
<b>PART-TIME BENEFITS</b>	
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**

	Negotiated/Policy	Exists
Voluntary Separation:	N	
Grievance:	N	
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	31,900	33,495	35,090	36,685	38,280	39,875	41,470	43,065
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	33,176	34,771	36,366	37,961	39,556	41,151	42,746	44,341
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	34,452	36,047	37,642	39,237	40,832	42,427	44,022	45,617
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	35,728	37,323	38,918	40,513	42,108	43,703	45,298	46,893
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	37,004	38,599	40,194	41,789	43,384	44,979	46,574	48,169
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	38,280	39,875	41,470	43,065	44,660	46,255	47,850	49,445
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	39,556	41,151	42,746	44,341	45,936	47,531	49,126	50,721
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	42,427	44,022	45,617	47,212	48,807	50,402	51,997	53,592
	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9	43,703	45,298	46,893	48,488	50,083	51,678	53,273	54,868
	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10	46,574	48,169	49,764	51,359	52,954	54,549	56,144	57,739
	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
11	47,850	49,445	51,040	52,635	54,230	55,825	57,420	59,015
	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
12			50,721	52,316	53,911	55,506	57,101	58,696
			1.59	1.64	1.69	1.74	1.79	1.84
13			51,997	53,592	55,187	56,782	58,377	59,972
			1.63	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				56,144	57,739	59,334	60,929	62,524
				1.76	1.81	1.86	1.91	1.96
16						60,610	62,205	63,800
						1.90	1.95	2.00
17							63,481	65,076
							1.99	2.04
18							64,757	66,352
							2.03	2.08
19							66,033	67,628
							2.07	2.12

09-10 BA36 column became BA36/MA; 10-11 BA36/MA column became MA only column, teachers already in column were grandfathered

**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: 43	43	40
Class Periods/Day: 9	9	
Normal Teaching Load: 7	7	

Base: 31,750 Index: 4.5 x 4.5  
 Starting Salary: 31,750 Entry Level Step: 0(D)  
 Career Increments: N Experience Allowed: 9 (stp 8)  
 \*Freeze is total/no movement vert. or horiz.  
 Vertical Freeze: 97-98\*  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.30 or 45.20 Sp or Dep Dental
HEALTH	BC/BS	1250D	463.13	856.80	982.56	1305.91	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO: COMMENTS:							
LIFE					Deductible Reimbursement Y	625/1250	
LTD	Fortis	.0019					
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		yes		
Other Info: PTO					
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION	1				

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Sick Bank:	Y	P

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

BAYARD								
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	
0	31,750	33,179	34,608	36,036	37,465	38,894	40,323	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	
1	33,179	34,608	36,036	37,465	38,894	40,323	41,751	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	34,608	36,036	37,465	38,894	40,323	41,751	43,180	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
3	36,036	37,465	38,894	40,323	41,751	43,180	44,609	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
4	37,465	38,894	40,323	41,751	43,180	44,609	46,038	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
5	38,894	40,323	41,751	43,180	44,609	46,038	47,466	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
6		41,751	43,180	44,609	46,038	47,466	48,895	
		1.315	1.36	1.405	1.45	1.495	1.54	
7		43,180	44,609	46,038	47,466	48,895	50,324	
		1.36	1.405	1.45	1.495	1.54	1.585	
8			46,038	47,466	48,895	50,324	51,753	
			1.45	1.495	1.54	1.585	1.63	
9			47,466	48,895	50,324	51,753	53,181	
			1.495	1.54	1.585	1.63	1.675	
10				50,324	51,753	53,181	54,610	
				1.585	1.63	1.675	1.72	
11				51,753	53,181	54,610	56,039	
				1.63	1.675	1.72	1.765	
12					54,610	56,039	57,468	
					1.72	1.765	1.81	
13					56,039	57,468	58,896	
					1.765	1.81	1.855	
14						58,896	60,325	
						1.855	1.9	
15						60,325	61,754	
						1.9	1.945	
16							63,182	
							1.99	



**WORKING CONDITIONS**

Contract Days:	188	FTE Teachers:	778.3
		HS	JH/MS
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:	32,700	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	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	505.83	Individ. Depend. 505.83 505.83
HEALTH	BC/BS	500D/3100D			Options: Cash, TSA, H/A
DENTAL	BC/BS	4		Cafeteria	
PPO:			COMMENTS:		IRS 125: Y
LIFE	National Ins		Deductible Reimbursement		Flex Accounts:
LTD	National Ins				<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT					Minimum FTE: 0.5 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

B E L L E V U E						
	BA	BA + 12	BA + 24	MA BA + 36	MA + 18	MA + 36
Step 0	32,700	34,008	35,316	36,624	38,586	40,548
	1.00	1.04	1.08	1.12	1.18	1.24
1	33,681	35,316	36,624	37,932	39,894	41,856
	1.03	1.08	1.12	1.16	1.22	1.28
2	34,662	36,624	37,932	39,240	41,202	43,164
	1.06	1.12	1.16	1.20	1.26	1.32
3	35,643	37,932	39,240	40,548	42,510	44,472
	1.09	1.16	1.20	1.24	1.30	1.36
4	36,624	39,240	40,548	41,856	43,818	45,780
	1.12	1.20	1.24	1.28	1.34	1.40
5	37,932	40,875	42,183	43,491	45,453	47,415
	1.16	1.25	1.29	1.33	1.39	1.45
6	39,240	42,510	43,818	45,126	47,088	49,050
	1.20	1.30	1.34	1.38	1.44	1.50
7			45,453	46,761	48,723	50,685
			1.39	1.43	1.49	1.55
8			47,088	48,396	50,358	52,320
			1.44	1.48	1.54	1.60
9			48,723	50,031	51,993	53,955
			1.49	1.53	1.59	1.65
10				51,666	53,628	55,590
				1.58	1.64	1.70
11				53,628	55,590	57,552
				1.64	1.70	1.76
12				55,590	57,552	59,514
				1.70	1.76	1.82
13				57,552	59,514	61,476
				1.76	1.82	1.88
14					61,476	63,438
					1.88	1.94
15					63,438	65,400
					1.94	2.00
16						67,362
						2.06
17						69,324
						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: 32,600 Index: 4 x 5  
 Starting Salary: 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
			Individ.	EE/Child	EE/Spouse	
		H/A-Dent				475
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02
DENTAL	BC/BS	5	51.17	51.17	51.17	51.17
PPO:			COMMENTS:			
LIFE	Guardian	5.20	Deductible Reimbursement			
LTD	Principal	.003				
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		
Other Info:	Incentive-\$30/unused day up to 10 days; 3 can be personal				
PERSONAL	3			yes	incl. in sick lv. (12 total)
BEREAVEMENT	up to 5				immed. fam.-other from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	2				

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Sick Bank:	N	

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

**BENNINGTON**

Step	B A + 36							
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	32,600	34,230	35,860	37,490	39,120	40,750	42,380	44,010
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	33,904	35,534	37,164	38,794	40,424	42,054	43,684	45,314
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	35,208	36,838	38,468	40,098	41,728	43,358	44,988	46,618
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	36,512	38,142	39,772	41,402	43,032	44,662	46,292	47,922
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	37,816	39,446	41,076	42,706	44,336	45,966	47,596	49,226
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		40,750	42,380	44,010	45,640	47,270	48,900	50,530
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		42,054	43,684	45,314	46,944	48,574	50,204	51,834
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			44,988	46,618	48,248	49,878	51,508	53,138
			1.38	1.43	1.48	1.53	1.58	1.63
9			46,292	47,922	49,552	51,182	52,812	54,442
			1.42	1.47	1.52	1.57	1.62	1.67
10				49,226	50,856	52,486	54,116	55,746
				1.51	1.56	1.61	1.66	1.71
11				50,530	52,160	53,790	55,420	57,050
				1.55	1.60	1.65	1.70	1.75
12					53,464	55,094	56,724	58,354
					1.64	1.69	1.74	1.79
13					54,768	56,398	58,028	59,658
					1.68	1.73	1.78	1.83
14						57,702	59,332	60,962
						1.77	1.82	1.87
15						59,006	60,636	62,266
						1.81	1.86	1.91



**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 183	FTE Teachers:	Base: 31,150	Index: 4 x 4
Length of Teacher Day: 7.75	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Student Day: 7.66	7.75 7.66 7.66	Career Increments: N	Experience Allowed: all(D)
Planning Time: 51	51 51	Vertical Freeze:	
Class Periods/Day: 8	8 8	Rollback:	
Normal Teaching Load: 6	6 6	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	500.31	925.59	1050.66	1410.77	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts:	
LIFE	Guardian		Deductible Reimbursement				<b>PART-TIME BENEFITS</b>	
LTD	Principal Life	.0039					Minimum FTE:	
NON-PARTICIPANT							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**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
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	31,150	32,396	33,642	34,888	36,134	37,380	38,626	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	32,396	33,642	34,888	36,134	37,380	38,626	39,872	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	33,642	34,888	36,134	37,380	38,626	39,872	41,118	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	34,888	36,134	37,380	38,626	39,872	41,118	42,364	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	36,134	37,380	38,626	39,872	41,118	42,364	43,610	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6		38,626	39,872	41,118	42,364	43,610	44,856	
		1.24	1.28	1.32	1.36	1.40	1.44	
7			41,118	42,364	43,610	44,856	46,102	
			1.32	1.36	1.40	1.44	1.48	
8			42,364	43,610	44,856	46,102	47,348	
			1.36	1.40	1.44	1.48	1.52	
9				44,856	46,102	47,348	48,594	
				1.44	1.48	1.52	1.56	
10				46,102	47,348	48,594	49,840	
				1.48	1.52	1.56	1.60	
11				47,348	48,594	49,840	51,086	
				1.52	1.56	1.60	1.64	
12					49,840	51,086	52,332	
					1.60	1.64	1.68	
13					51,086	52,332	53,578	
					1.64	1.68	1.72	
14					52,332	53,578	54,824	
					1.68	1.72	1.76	
15						54,824	56,070	
						1.76	1.80	
16						56,070	57,316	
						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:	33,000	Index:	4 x 5
Starting Salary:	35,640	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:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	950D	508.88	941.47	1068.67	1434.95	Cash
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	single ins. rec \$250/mo		COMMENTS: if take ind ins, get \$250 cash also				
LIFE			Deductible Reimbursement				
LTD	Madison Nat'l	.0027 (+B)					
NON-PARTICIPANT	\$416.67 cash						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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
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	33,000	34,650	36,300	37,950	39,600	39,600	41,250	42,900	44,550	46,200
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	34,320	35,970	37,620	39,270	40,920	40,920	42,570	44,220	45,870	47,520
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	35,640	37,290	38,940	40,590	42,240	42,240	43,890	45,540	47,190	48,840
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	36,960	38,610	40,260	41,910	43,560	43,560	45,210	46,860	48,510	50,160
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	38,280	39,930	41,580	43,230	44,880	44,880	46,530	48,180	49,830	51,480
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6		41,250	42,900	44,550	46,200	46,200	47,850	49,500	51,150	52,800
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7			44,220	45,870	47,520	47,520	49,170	50,820	52,470	54,120
			1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8			45,540	47,190	48,840	48,840	50,490	52,140	53,790	55,440
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9				48,510	50,160	50,160	51,810	53,460	55,110	56,760
				1.47	1.52	1.52	1.57	1.62	1.67	1.72
10					51,480	51,480	53,130	54,780	56,430	58,080
					1.56	1.56	1.61	1.66	1.71	1.76
11					52,800	52,800	54,450	56,100	57,750	59,400
					1.60	1.60	1.65	1.70	1.75	1.80
12					54,120	54,120	55,770	57,420	59,070	60,720
					1.64	1.64	1.69	1.74	1.79	1.84
13					55,440	55,440	57,090	58,740	60,390	62,040
					1.68	1.68	1.73	1.78	1.83	1.88
14					56,760	56,760	58,410	60,060	61,710	63,360
					1.72	1.72	1.77	1.82	1.87	1.92
15									63,030	64,680
									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
8	8	8
7.25	7.25	7.2
95	95	95
8	8	
7	7	

Length of Teacher Day:

Length of Student Day:

Planning Time:

Class Periods/Day:

Normal Teaching Load:

**SALARY SCHEDULE**

Base: 32,000 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:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	1250D	463.13	856.80	972.56	1305.91	Ind Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO: COMMENTS: Deductible Reimbursement N							
LIFE							
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

**PART-TIME BENEFITS**

Minimum FTE: 0.4

Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

BLOOMFIELD																
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		MA		MA + 9		MA + 18	
	1	32,000	1.00	33,280	1.04	34,560	1.08	35,840	1.12	37,120	1.16	38,400	1.20	39,680	1.24	40,960
2	33,280	1.04	34,560	1.08	35,840	1.12	37,120	1.16	38,400	1.20	39,680	1.24	40,960	1.28	42,240	1.32
3	34,560	1.08	35,840	1.12	37,120	1.16	38,400	1.20	39,680	1.24	40,960	1.28	42,240	1.32	43,520	1.36
4	35,840	1.12	37,120	1.16	38,400	1.20	39,680	1.24	40,960	1.28	42,240	1.32	43,520	1.36	44,800	1.40
5	37,120	1.16	38,400	1.20	39,680	1.24	40,960	1.28	42,240	1.32	43,520	1.36	44,800	1.40	46,080	1.44
6	38,400	1.20	39,680	1.24	40,960	1.28	42,240	1.32	43,520	1.36	44,800	1.40	46,080	1.44	47,360	1.48
7	39,680	1.24	40,960	1.28	42,240	1.32	43,520	1.36	44,800	1.40	46,080	1.44	47,360	1.48	48,640	1.52
8			42,240	1.32	43,520	1.36	44,800	1.40	46,080	1.44	47,360	1.48	48,640	1.52	49,920	1.56
9			43,520	1.36	44,800	1.40	46,080	1.44	47,360	1.48	48,640	1.52	49,920	1.56	51,200	1.60
10					46,080	1.44	47,360	1.48	48,640	1.52	49,920	1.56	51,200	1.60	52,480	1.64
11							48,640	1.52	49,920	1.56	51,200	1.60	52,480	1.64	53,760	1.68
12									51,200	1.60	52,480	1.64	53,760	1.68	55,040	1.72
13									52,480	1.64	53,760	1.68	55,040	1.72	56,320	1.76
14									53,760	1.68	55,040	1.72	56,320	1.76	57,600	1.80
15											55,680	1.74	57,600	1.80		



**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days:	185	FTE Teachers:		Base:	32,100	Index:	4 x 5
		HS	JH/MS	ELEM	Starting Salary:	Entry Level Step:	1
Length of Teacher Day:	7.5	7.5	7.5	Career Increments:	N	Experience Allowed:	(D)
Length of Student Day:	6.9	6.4	6.7	00-01 BA45/MA9 to MA9 only - BA45s grandfathered			
Planning Time:	50	42	50	Vertical Freeze:	88/89	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
HEALTH	BC/BS	750D/3100D	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Emp+Sp. Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement					Flex Accounts: Y
LTD								<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	45	yes					
Other Info:						<i>Negotiated/</i>		
PERSONAL	2			1-y,1-n	1 add'l using 2 sick days	<i>Exists</i>	<i>Policy</i>	
BEREAVEMENT	15				Unused-accum. sick lv.	Voluntary Separation:	N	
PROFESSIONAL	2			yes		Grievance:	Y	N
ADOPTION ASSOCIATION						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	32,100	33,705	35,310	36,915	38,520	38,520	40,125	41,730	43,335	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	33,384	34,989	36,594	38,199	39,804	39,804	41,409	43,014	44,619	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	34,668	36,273	37,878	39,483	41,088	41,088	42,693	44,298	45,903	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	35,952	37,557	39,162	40,767	42,372	42,372	43,977	45,582	47,187	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	37,236	38,841	40,446	42,051	43,656	43,656	45,261	46,866	48,471	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6		40,125	41,730	43,335	44,940	44,940	46,545	48,150	49,755	
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7		41,409	43,014	44,619	46,224	46,224	47,829	49,434	51,039	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8		42,693	44,298	45,903	47,508	47,508	49,113	50,718	52,323	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9			45,582	47,187	48,792	48,792	50,397	52,002	53,607	
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	
10				48,471	50,076	50,076	51,681	53,286	54,891	
				1.51	1.56	1.56	1.61	1.66	1.71	
11				49,755	51,360	51,360	52,965	54,570	56,175	
				1.55	1.60	1.60	1.65	1.70	1.75	
12					52,644	52,644	54,249	55,854	57,459	
					1.64	1.64	1.69	1.74	1.79	
13					53,928	53,928	55,533	57,138	58,743	
					1.68	1.68	1.73	1.78	1.83	
14					55,212	55,212	56,817	58,422	60,027	
					1.72	1.72	1.77	1.82	1.87	
15							58,101	59,706	61,311	
							1.81	1.86	1.91	
16								60,990	62,595	
								1.90	1.95	
17									63,879	
									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: 32,150 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:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	51.45 or 85.14
DENTAL	BC/BS	4	46.76	46.76	46.76	46.76	Sp or Dep. Dental
PPO:			COMMENTS:				
LIFE	Madison Nat'l	1.64					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
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	32,150	33,597	35,044	36,490	37,937	37,937	39,384	40,831	42,277	43,724
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	33,597	35,044	36,490	37,937	39,384	39,384	40,831	42,277	43,724	45,171
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405
3	35,044	36,490	37,937	39,384	40,831	40,831	42,277	43,724	45,171	46,618
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	36,490	37,937	39,384	40,831	42,277	42,277	43,724	45,171	46,618	48,064
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	37,937	39,384	40,831	42,277	43,724	43,724	45,171	46,618	48,064	49,511
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	39,384	40,831	42,277	43,724	45,171	45,171	46,618	48,064	49,511	50,958
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7	40,831	42,277	43,724	45,171	46,618	46,618	48,064	49,511	50,958	52,405
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8		43,724	45,171	46,618	48,064	48,064	49,511	50,958	52,405	53,851
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			46,618	48,064	49,511	49,511	50,958	52,405	53,851	55,298
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				49,511	50,958	50,958	52,405	53,851	55,298	56,745
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11				50,958	52,405	52,405	53,851	55,298	56,745	58,192
				1.585	1.63	1.63	1.675	1.72	1.765	1.81
12					53,851	53,851	55,298	56,745	58,192	59,638
					1.675	1.675	1.72	1.765	1.81	1.855
13					55,298	55,298	56,745	58,192	59,638	61,085
					1.72	1.72	1.765	1.81	1.855	1.9
14						56,745	58,192	59,638	61,085	62,532
						1.765	1.81	1.855	1.9	1.945
15								61,085	62,532	63,978
								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: 33,320 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	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	750D/3100D	500.31	925.59	1050.66	1410.77	56.50 or 93.49	Options:	
DENTAL	BC/BS	3	51.35	51.35	51.35	51.35	Sp or Dep Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Voluntary Separation:	Grievance:	Sick Bank:	Negotiated/ Policy
	N	Y	N	Exists

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

BRUNING-DAVENPORT								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,320	34,653	35,986	37,318	38,651	38,651	39,984	41,317
	1.00	1.04	1.08	1.12	1.16		1.20	1.24
2	34,653	35,986	37,318	38,651	39,984	39,984	41,317	42,650
	1.04	1.08	1.12	1.16	1.20		1.24	1.28
3	35,986	37,318	38,651	39,984	41,317	41,317	42,650	43,982
	1.08	1.12	1.16	1.20	1.24		1.28	1.32
4	37,318	38,651	39,984	41,317	42,650	42,650	43,982	45,315
	1.12	1.16	1.20	1.24	1.28		1.32	1.36
5	38,651	39,984	41,317	42,650	43,982	43,982	45,315	46,648
	1.16	1.20	1.24	1.28	1.32		1.36	1.40
6	39,984	41,317	42,650	43,982	45,315	45,315	46,648	47,981
	1.20	1.24	1.28	1.32	1.36		1.40	1.44
7	41,317	42,650	43,982	45,315	46,648	46,648	47,981	49,314
	1.24	1.28	1.32	1.36	1.40		1.44	1.48
8		43,982	45,315	46,648	47,981	47,981	49,314	50,646
		1.32	1.36	1.40	1.44		1.48	1.52
9		45,315	46,648	47,981	49,314	49,314	50,646	51,979
		1.36	1.40	1.44	1.48		1.52	1.56
10			47,981	49,314	50,646	50,646	51,979	53,312
			1.44	1.48	1.52		1.56	1.60
11			49,314	50,646	51,979	51,979	53,312	54,645
			1.48	1.52	1.56		1.60	1.64
12					53,312	53,312	54,645	55,978
					1.60		1.64	1.68
13							55,978	57,310
							1.68	1.72

**WORKING CONDITIONS**

**SALARY SCHEDULE**

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

Base: 31,650 Index: 4 x 5  
 Starting Salary: 31,650 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	450.42
HEALTH	BC/BS	750D	526.64	523.89	655.54	1034.60	125
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04	
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
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	31,650	33,233	34,815	36,398	37,980	37,980	37,980	39,563	41,145	42,728
	1.00	1.05	1.10	1.15	1.20	1.20	1.20	1.25	1.30	1.35
2	32,916	34,499	36,081	37,664	39,246	39,246	39,246	40,829	42,411	43,994
	1.04	1.09	1.14	1.19	1.24	1.24	1.24	1.29	1.34	1.39
3	34,182	35,765	37,347	38,930	40,512	40,512	40,512	42,095	43,677	45,260
	1.08	1.13	1.18	1.23	1.28	1.28	1.28	1.33	1.38	1.43
4	35,448	37,031	38,613	40,196	41,778	41,778	41,778	43,361	44,943	46,526
	1.12	1.17	1.22	1.27	1.32	1.32	1.32	1.37	1.42	1.47
5	36,714	38,297	39,879	41,462	43,044	43,044	43,044	44,627	46,209	47,792
	1.16	1.21	1.26	1.31	1.36	1.36	1.36	1.41	1.46	1.51
6	37,980	39,563	41,145	42,728	44,310	44,310	44,310	45,893	47,475	49,058
	1.20	1.25	1.30	1.35	1.40	1.40	1.40	1.45	1.50	1.55
7		40,829	42,411	43,994	45,576	45,576	45,576	47,159	48,741	50,324
		1.29	1.34	1.39	1.44	1.44	1.44	1.49	1.54	1.59
8			43,677	45,260	46,842	46,842	46,842	48,425	50,007	51,590
			1.38	1.43	1.48	1.48	1.48	1.53	1.58	1.63
9				46,526	48,108	48,108	48,108	49,691	51,273	52,856
				1.47	1.52	1.52	1.52	1.57	1.62	1.67
10				47,792	49,374	49,374	49,374	50,957	52,539	54,122
				1.51	1.56	1.56	1.56	1.61	1.66	1.71
11					50,640	50,640	50,640	52,223	53,805	55,388
					1.60	1.60	1.60	1.65	1.70	1.75
12						51,906	51,906	53,489	55,071	56,654
						1.64	1.64	1.69	1.74	1.79
13						53,172	53,172	54,755	56,337	57,920
						1.68	1.68	1.73	1.78	1.83
14							54,438	56,021	57,603	59,186
							1.72	1.77	1.82	1.87
15									58,869	60,452
									1.86	1.91









**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:	6.63	6.63	6.48
Planning Time:	91	137	110
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base: 31,850 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: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D/3100D	500.31	925.59	1050.66	1410.77	27.30 or 45.20
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Ind or Dep. Dental
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Madison Ntl.	.0053					
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
Sick Bank:	N	

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

**CENTRAL CITY**

Step	BA +36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	31,850	33,124	34,398	35,672	36,946	38,220	39,494	40,768	42,042
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	33,443	34,717	35,991	37,265	38,539	39,813	41,087	42,361	43,635
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	35,035	36,309	37,583	38,857	40,131	41,405	42,679	43,953	45,227
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	36,628	37,902	39,176	40,450	41,724	42,998	44,272	45,546	46,820
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	38,220	39,494	40,768	42,042	43,316	44,590	45,864	47,138	48,412
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	39,813	41,087	42,361	43,635	44,909	46,183	47,457	48,731	50,005
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	41,405	42,679	43,953	45,227	46,501	47,775	49,049	50,323	51,597
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	42,998	44,272	45,546	46,820	48,094	49,368	50,642	51,916	53,190
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		45,864	47,138	48,412	49,686	50,960	52,234	53,508	54,782
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10			48,731	50,005	51,279	52,553	53,827	55,101	56,375
			1.53	1.57	1.61	1.65	1.69	1.73	1.77
11				51,597	52,871	54,145	55,419	56,693	57,967
				1.62	1.66	1.70	1.74	1.78	1.82
12					54,464	55,738	57,012	58,286	59,560
					1.71	1.75	1.79	1.83	1.87
13					56,056	57,330	58,604	59,878	61,152
					1.76	1.80	1.84	1.88	1.92
14						58,923	60,197	61,471	62,745
						1.85	1.89	1.93	1.97
15							61,789	63,063	64,337
							1.94	1.98	2.02
16								64,656	65,930
								2.03	2.07
17									67,522
									2.12

03-04 grandfathered BA stp 8, BA9 stp 9 & MA+36 stp 17





**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
Planning Time:	45	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

Base: 32,400 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:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental
PPO:			COMMENTS:				
LIFE	Guardian	5.20					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	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
Sick Bank:	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
0	32,400	34,020	35,640	37,260	38,880	38,880	40,500	42,120	43,740	45,360
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
1	33,696	35,316	36,936	38,556	40,176	40,176	41,796	43,416	45,036	46,656
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
2	34,992	36,612	38,232	39,852	41,472	41,472	43,092	44,712	46,332	47,952
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
3	36,288	37,908	39,528	41,148	42,768	42,768	44,388	46,008	47,628	49,248
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
4	37,584	39,204	40,824	42,444	44,064	44,064	45,684	47,304	48,924	50,544
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
5	38,880	40,500	42,120	43,740	45,360	45,360	46,980	48,600	50,220	51,840
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
6		41,796	43,416	45,036	46,656	46,656	48,276	49,896	51,516	53,136
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
7		43,092	44,712	46,332	47,952	47,952	49,572	51,192	52,812	54,432
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
8			46,008	47,628	49,248	49,248	50,868	52,488	54,108	55,728
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
9			47,304	48,924	50,544	50,544	52,164	53,784	55,404	57,024
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
10				50,220	51,840	51,840	53,460	55,080	56,700	58,320
				1.55	1.60	1.60	1.65	1.70	1.75	1.80
11					51,516	53,136	53,136	54,756	56,376	57,996
					1.59	1.64	1.64	1.69	1.74	1.79
12						54,432	54,432	56,052	57,672	59,292
						1.68	1.68	1.73	1.78	1.83
13							57,348	58,968	60,588	62,208
							1.77	1.82	1.87	1.92
14								60,264	61,884	63,504
								1.86	1.91	1.96
15										64,800
										2.00

12-13: Shaded areas grandfathered

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185 FTE Teachers:

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

Base: 32,300 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	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	950D	483.44	894.40	1015.24	1363.20	27.30 or 45.20 Sp or Dep Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO: COMMENTS:							
LIFE	Madison Nat'l	2.18	Deductible Reimbursement				
LTD	Madison Nat'l	.002 (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: \$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**

	Negotiated/	
	Exists	Policy
Voluntary Separation:	Y	N
Grievance:	Y	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	32,300	33,754	35,207	36,661	38,114	39,568	41,021	42,475
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	33,754	35,207	36,661	38,114	39,568	41,021	42,475	43,928
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,207	36,661	38,114	39,568	41,021	42,475	43,928	45,382
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	36,661	38,114	39,568	41,021	42,475	43,928	45,382	46,835
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	38,114	39,568	41,021	42,475	43,928	45,382	46,835	48,289
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	39,568	41,021	42,475	43,928	45,382	46,835	48,289	49,742
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		42,475	43,928	45,382	46,835	48,289	49,742	51,196
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7			45,382	46,835	48,289	49,742	51,196	52,649
			1.405	1.45	1.495	1.54	1.585	1.63
8				48,289	49,742	51,196	52,649	54,103
				1.495	1.54	1.585	1.63	1.675
9					51,196	52,649	54,103	55,556
					1.585	1.63	1.675	1.72
10					52,649	54,103	55,556	57,010
					1.63	1.675	1.72	1.765
11					54,103	55,556	57,010	58,463
					1.675	1.72	1.765	1.81
12						57,010	58,463	59,917
						1.765	1.81	1.855
13							59,917	61,370
							1.855	1.9
14								62,823
								1.945
15								64,277
								1.99

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

**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers: 18.5

	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: 31,250 Index: 4 x 4

Starting Salary: 31,250 Entry Level Step: 0

Career Increments: N Experience Allowed: 5(D)

Vertical Freeze:

Rollback:

Multi-year Contract: 14-15, 15-16

**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	500.31	925.59	1050.66	1410.77	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE			Deductible Reimbursement				<b>PART-TIME BENEFITS</b>
LTD	Principal	.0042 (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 ASSOCIATION	from sick lv.				

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	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	31,250	32,500	33,750	35,000	36,250	37,500	38,750
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	32,500	33,750	35,000	36,250	37,500	38,750	40,000
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	33,750	35,000	36,250	37,500	38,750	40,000	41,250
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	35,000	36,250	37,500	38,750	40,000	41,250	42,500
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	36,250	37,500	38,750	40,000	41,250	42,500	43,750
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	37,500	38,750	40,000	41,250	42,500	43,750	45,000
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		40,000	41,250	42,500	43,750	45,000	46,250
		1.28	1.32	1.36	1.40	1.44	1.48
8			42,500	43,750	45,000	46,250	47,500
			1.36	1.40	1.44	1.48	1.52
9				45,000	46,250	47,500	48,750
				1.44	1.48	1.52	1.56
10				46,250	47,500	48,750	50,000
				1.48	1.52	1.56	1.60
11				47,500	48,750	50,000	51,250
				1.52	1.56	1.60	1.64
12					50,000	51,250	52,500
					1.60	1.64	1.68
13						52,500	53,750
						1.68	1.72
14						53,750	55,000
						1.72	1.76

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 184	FTE Teachers:	Base: 32,600	Index: 4.5 x 4.5
Length of Teacher Day: 7.5	HS JH/MS ELEM	Starting Salary: 32,600	Entry Level Step: 0
Length of Student Day: 7	7 7 7	Career Increments: N	Experience Allowed: 5
Planning Time: 46	46 46 46	Vertical Freeze:	
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	Indiv.	Depend.
HEALTH	BC/BS	950D	483.44	894.40	1015.24	1363.20	Ind or 45.20	Options:		
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Ind Ea or Dep Dental	IRS 125:		
PPO:			COMMENTS:					Flex Accounts:		
LIFE			Deductible Reimbursement Y				450/900	<b>PART-TIME BENEFITS</b>		
LTD	Madison Nat'l	.0027								Minimum FTE: 0.5
NON-PARTICIPANT										Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	50						
Other Info:						<i>Negotiated/</i>		
PERSONAL	4			yes		<i>Exists Policy</i>		
BEREAVEMENT					admin discretion	Voluntary Separation:	N	
PROFESSIONAL					admin discretion	Grievance:	Y N	
ADOPTION	from sick lv					Sick Bank:	N	
ASSOCIATION	2							

**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	32,600	34,067	35,534	37,001	38,468	39,935	41,402	42,869	44,336
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	34,067	35,534	37,001	38,468	39,935	41,402	42,869	44,336	45,803
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	35,534	37,001	38,468	39,935	41,402	42,869	44,336	45,803	47,270
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	37,001	38,468	39,935	41,402	42,869	44,336	45,803	47,270	48,737
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	38,468	39,935	41,402	42,869	44,336	45,803	47,270	48,737	50,204
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	39,935	41,402	42,869	44,336	45,803	47,270	48,737	50,204	51,671
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		42,869	44,336	45,803	47,270	48,737	50,204	51,671	53,138
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			45,803	47,270	48,737	50,204	51,671	53,138	54,605
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			47,270	48,737	50,204	51,671	53,138	54,605	56,072
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				50,204	51,671	53,138	54,605	56,072	57,539
				1.54	1.585	1.63	1.675	1.72	1.765
10						54,605	56,072	57,539	59,006
						1.675	1.72	1.765	1.81
11							57,539	59,006	60,473
							1.765	1.81	1.855
12								60,473	61,940
								1.855	1.9

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days:	185	FTE Teachers:	25	Base:	32,100	Index:	4 x 4	
		HS	JH/MS	ELEM	Starting Salary:	32,100	Entry Level Step:	1
Length of Teacher Day:	8	8	8	8	Career Increments:	N	Experience Allowed:	10
Length of Student Day:	8	8	8	8	\$1500 stipend may be offered to new hires			
Planning Time:	50	50	50	50	Vertical Freeze:			
Class Periods/Day:	8	8	8	8	Rollback:			
Normal Teaching Load:	7	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	Individ.
HEALTH	BC/BS	950D	508.88	941.47	1068.67	1434.95	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD	National Ins Co	.0045 (thru sal)						Minimum FTE: 1	
NON-PARTICIPANT								Contribution:	

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
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	32,100	33,384	34,668	35,952	37,236	37,236	38,520	39,804	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	33,384	34,668	35,952	37,236	38,520	38,520	39,804	41,088	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	34,668	35,952	37,236	38,520	39,804	39,804	41,088	42,372	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	35,952	37,236	38,520	39,804	41,088	41,088	42,372	43,656	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	37,236	38,520	39,804	41,088	42,372	42,372	43,656	44,940	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6	38,520	39,804	41,088	42,372	43,656	43,656	44,940	46,224	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7	39,804	41,088	42,372	43,656	44,940	44,940	46,224	47,508	
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	
8		42,372	43,656	44,940	46,224	46,224	47,508	48,792	
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	
9			44,940	46,224	47,508	47,508	48,792	50,076	
			1.40	1.44	1.48	1.48	1.52	1.56	
10			46,224	47,508	48,792	48,792	50,076	51,360	
			1.44	1.48	1.52	1.52	1.56	1.60	
11				48,792	50,076	50,076	51,360	52,644	
				1.52	1.56	1.56	1.60	1.64	
12					51,360	51,360	52,644	53,928	
					1.60	1.60	1.64	1.68	
13						52,644	53,928	55,212	
						1.64	1.68	1.72	
14							55,212	56,496	
							1.72	1.76	



**WORKING CONDITIONS**

Contract Days:	188	FTE Teachers:	
		HS	JH/MS
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:	35,000	Index:	4.7 x 5
Starting Salary:	35,000	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	
HEALTH	BC/BS	750D/1650D	526.64	526.64	526.64	526.64	655
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	Fringe Benefit Stipend \$103.52/mc COMMENTS:						
LIFE	Madison Nat'l	6.90	Deductible Reimbursement				
LTD							
NON-PARTICIPANT	\$655 Cash						

**Cafeteria Plan**

Individ.	Depend.
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. 1/2 sub pay/day to 40@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
Sick Bank:	N	

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Jury, Military

**COLUMBUS**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54
1	35,000	36,750	38,500	40,250	42,000	42,000	43,750	45,500	47,250	49,000	50,750	
	1.00	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45	
2	36,645	38,395	40,145	41,895	43,645	43,645	45,395	47,145	48,895	50,645	52,395	
	1.047	1.097	1.147	1.197	1.247	1.247	1.297	1.347	1.397	1.447	1.497	
3	38,290	40,040	41,790	43,540	45,290	45,290	47,040	48,790	50,540	52,290	54,040	
	1.094	1.144	1.194	1.244	1.294	1.294	1.344	1.394	1.444	1.494	1.544	
4	39,935	41,685	43,435	45,185	46,935	46,935	48,685	50,435	52,185	53,935	55,685	
	1.141	1.191	1.241	1.291	1.341	1.341	1.391	1.441	1.491	1.541	1.591	
5		43,330	45,080	46,830	48,580	48,580	50,330	52,080	53,830	55,580	57,330	
		1.238	1.288	1.338	1.388	1.388	1.438	1.488	1.538	1.588	1.638	
6			46,725	48,475	50,225	50,225	51,975	53,725	55,475	57,225	58,975	
			1.335	1.385	1.435	1.435	1.485	1.535	1.585	1.635	1.685	
7				50,120	51,870	51,870	53,620	55,370	57,120	58,870	60,620	
				1.432	1.482	1.482	1.532	1.582	1.632	1.682	1.732	
8				51,765	53,515	53,515	55,265	57,015	58,765	60,515	62,265	
				1.479	1.529	1.529	1.579	1.629	1.679	1.729	1.779	
9					55,160	55,160	56,910	58,660	60,410	62,160	63,910	
					1.576	1.576	1.626	1.676	1.726	1.776	1.826	
10					56,805	56,805	58,555	60,305	62,055	63,805	65,555	
					1.623	1.623	1.673	1.723	1.773	1.823	1.873	
11						58,450	60,200	61,950	63,700	65,450	67,200	
						1.67	1.72	1.77	1.82	1.87	1.92	
12								63,595	65,345	67,095	68,845	
								1.817	1.867	1.917	1.967	
13											70,490	72,461
											2.014	2.07031

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

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 164	FTE Teachers: 58	Base: 32,700	Index: 4 x 4
	HS JH/MS ELEM	Starting Salary: 32,700	Entry Level Step: 1
Length of Teacher Day: 9	9 9	Career Increments: Y	Experience Allowed: 10
Length of Student Day: 8	8 8 7.75		
Planning Time: 52	52 60	Vertical Freeze:	
Class Periods/Day: 8	8	Rollback:	
Normal Teaching Load: 7	7	Multi-year Contract: 14-15, 15-16	

**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	526.64	974.31	1105.96	1485.02	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
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
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	32,700	34,008	35,316	36,624	37,932	37,932	39,240	40,548	41,856	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	
2	34,008	35,316	36,624	37,932	39,240	39,240	40,548	41,856	43,164	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32	
3	35,316	36,624	37,932	39,240	40,548	40,548	41,856	43,164	44,472	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36	
4	36,624	37,932	39,240	40,548	41,856	41,856	43,164	44,472	45,780	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40	
5	37,932	39,240	40,548	41,856	43,164	43,164	44,472	45,780	47,088	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44	
6	39,240	40,548	41,856	43,164	44,472	44,472	45,780	47,088	48,396	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	
7		41,856	43,164	44,472	45,780	45,780	47,088	48,396	49,704	
		1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52	
8		43,164	44,472	45,780	47,088	47,088	48,396	49,704	51,012	
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56	
9			45,780	47,088	48,396	48,396	49,704	51,012	52,320	
			1.40	1.44	1.48	1.48	1.52	1.56	1.60	
10			47,088	48,396	49,704	49,704	51,012	52,320	53,628	
			1.44	1.48	1.52	1.52	1.56	1.60	1.64	
11				49,704	51,012	51,012	52,320	53,628	54,936	
				1.52	1.56	1.56	1.60	1.64	1.68	
12				51,012	52,320	52,320	53,628	54,936	56,244	
				1.56	1.60	1.60	1.64	1.68	1.72	
13					53,628	53,628	54,936	56,244	57,552	
					1.64	1.64	1.68	1.72	1.76	
14							56,244	57,552	58,860	
							1.72	1.76	1.80	
15								58,860	60,168	
								1.80	1.84	

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





**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: 31,388 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	2.75	Deductible Reimbursement		
LTD	Principal				
NON-PARTICIPANT					<b>PART-TIME BENEFITS</b> Minimum FTE: 0.5 Contribution: fte

**LEAVES**

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

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	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	31,388	32,800	34,213	35,625	36,332	37,038	38,450
	1.00	1.045	1.09	1.135	1.1575	1.18	1.225
2	32,800	34,213	35,625	37,038	37,744	38,450	39,863
	1.045	1.09	1.135	1.18	1.2025	1.225	1.27
3	34,213	35,625	37,038	38,450	39,157	39,863	41,275
	1.09	1.135	1.18	1.225	1.2475	1.27	1.315
4	35,625	37,038	38,450	39,863	40,569	41,275	42,688
	1.135	1.18	1.225	1.27	1.2925	1.315	1.36
5	37,038	38,450	39,863	41,275	41,981	42,688	44,100
	1.18	1.225	1.27	1.315	1.3375	1.36	1.405
6		39,863	41,275	42,688	43,394	44,100	45,513
		1.27	1.315	1.36	1.3825	1.405	1.45
7		41,275	42,688	44,100	44,806	45,513	46,925
		1.315	1.36	1.405	1.4275	1.45	1.495
8			44,100	45,513	46,219	46,925	48,338
			1.405	1.45	1.4725	1.495	1.54
9			45,513	46,925	47,631	48,338	49,750
			1.45	1.495	1.5175	1.54	1.585
10				48,338	49,044	49,750	51,162
				1.54	1.5625	1.585	1.63
11				49,750	50,456	51,162	52,575
				1.585	1.6075	1.63	1.675
12						52,575	53,987
						1.675	1.72
13						53,987	55,400
						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:	32,100	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	500.31	925.59	1050.66	1410.77	26.59 or 44.01	Options:	
DENTAL	BC/BS	1	24.18	24.18	24.18	24.18	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS: LTD-District pays 1/2 insurance					Flex Accounts: Y	
LIFE	Fortis	0.90			Deductible Reimbursement Y	250/500	<b>PART-TIME BENEFITS</b>		
LTD	Fortis	.0016					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 ASSOCIATION	see sick lv.				

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
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	
									MA					
1	32,100	1.00	33,545	1.045	34,989	1.09	36,434	1.135	37,878	1.18	39,323	1.225	40,767	1.27
2	33,384	1.04	34,829	1.085	36,273	1.13	37,718	1.175	39,162	1.22	40,607	1.265	42,051	1.31
3	34,668	1.08	36,113	1.125	37,557	1.17	39,002	1.215	40,446	1.26	41,891	1.305	43,335	1.35
4	35,952	1.12	37,397	1.165	38,841	1.21	40,286	1.255	41,730	1.3	43,175	1.345	44,619	1.39
5	37,236	1.16	38,681	1.205	40,125	1.25	41,570	1.295	43,014	1.34	44,459	1.385	45,903	1.43
6	38,520	1.2	39,965	1.245	41,409	1.29	42,854	1.335	44,298	1.38	45,743	1.425	47,187	1.47
7			41,249	1.285	42,693	1.33	44,138	1.375	45,582	1.42	47,027	1.465	48,471	1.51
8			42,533	1.325	43,977	1.37	45,422	1.415	46,866	1.46	48,311	1.505	49,755	1.55
9					45,261	1.41	46,706	1.455	48,150	1.5	49,595	1.545	51,039	1.59
10							47,990	1.495	49,434	1.54	50,879	1.585	52,323	1.63
11							49,274	1.535	50,718	1.58	52,163	1.625	53,607	1.67
12									52,002	1.62	53,447	1.665	54,891	1.71
13									53,286	1.66	54,731	1.705	56,175	1.75
14											56,015	1.745	57,459	1.79
15													58,743	1.83
16													60,027	1.87
17													61,311	1.91
18													62,595	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: 33,045 Index: 4.5 x 4.5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	800.23
HEALTH	BC/BS	750D/3100D	526.64	974.31	1105.96	1485.02	Each spouse
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	Ind+\$248.75, Ee/C+\$131.65		COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Fortis	.0031 (thru sal)					
NON-PARTICIPANT	\$516.67 in lieu						

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 0.4  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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
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	33,045	34,532	36,019	37,506	38,993	38,993	40,480	41,967	43,454	44,941
	1	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	34,532	36,019	37,506	38,993	40,480	40,480	41,967	43,454	44,941	46,428
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405
3	36,019	37,506	38,993	40,480	41,967	41,967	43,454	44,941	46,428	47,915
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	37,506	38,993	40,480	41,967	43,454	43,454	44,941	46,428	47,915	49,402
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	38,993	40,480	41,967	43,454	44,941	44,941	46,428	47,915	49,402	50,889
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	40,480	41,967	43,454	44,941	46,428	46,428	47,915	49,402	50,889	52,376
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7		43,454	44,941	46,428	47,915	47,915	49,402	50,889	52,376	53,863
		1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8			46,428	47,915	49,402	49,402	50,889	52,376	53,863	55,350
			1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			47,915	49,402	50,889	50,889	52,376	53,863	55,350	56,837
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				50,889	52,376	52,376	53,863	55,350	56,837	58,324
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11					53,863	53,863	55,350	56,837	58,324	59,811
					1.63	1.63	1.675	1.72	1.765	1.81
12						55,350	56,837	58,324	59,811	61,298
						1.675	1.675	1.765	1.81	1.855
13							58,324	59,811	61,298	62,786
							1.765	1.81	1.855	1.9
14, 15, 16									62,786	64,273
									1.9	1.945
17										65,760
										1.99

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: 32,800 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD							Minimum FTE: 0.5		
NON-PARTICIPANT							Contribution: fte		

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	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
Sick Bank:	N	

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

DAVID CITY									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	32,800	34,440	36,080	37,720	39,360	41,000	42,640	44,280	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	
2	34,112	35,752	37,392	39,032	40,672	42,312	43,952	45,592	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	
3	35,424	37,064	38,704	40,344	41,984	43,624	45,264	46,904	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	
4	36,736	38,376	40,016	41,656	43,296	44,936	46,576	48,216	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	
5	38,048	39,688	41,328	42,968	44,608	46,248	47,888	49,528	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	
6	39,360	41,000	42,640	44,280	45,920	47,560	49,200	50,840	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	
7	40,672	42,312	43,952	45,592	47,232	48,872	50,512	52,152	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	
8	41,984	43,624	45,264	46,904	48,544	50,184	51,824	53,464	
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	
9		44,936	46,576	48,216	49,856	51,496	53,136	54,776	
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	
10			47,888	49,528	51,168	52,808	54,448	56,088	
			1.46	1.51	1.56	1.61	1.66	1.71	
11				50,840	52,480	54,120	55,760	57,400	
				1.55	1.60	1.65	1.70	1.75	
12					53,792	55,432	57,072	58,712	
					1.64	1.69	1.74	1.79	
13						56,744	58,384	60,024	
						1.73	1.78	1.83	
14							59,696	61,336	
							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: 31,900 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	
HEALTH	BC/BS	750D/3100D	509.43	942.45	1069.80	1436.47
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04
PPO:	14-15 switch from 500D to 750D 1 COMMENTS:					
LIFE			Deductible Reimbursement			
LTD	Amer. Fidelity	5.00				
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
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	31,900	33,176	34,452	35,728	37,004	38,280
	1.00	1.04	1.08	1.12	1.16	1.2
2	33,336	34,612	35,888	37,164	38,440	39,716
	1.045	1.085	1.125	1.165	1.205	1.245
3	34,771	36,047	37,323	38,599	39,875	41,151
	1.09	1.13	1.17	1.21	1.25	1.29
4	36,207	37,483	38,759	40,035	41,311	42,587
	1.135	1.175	1.215	1.255	1.295	1.335
5	37,642	38,918	40,194	41,470	42,746	44,022
	1.18	1.22	1.26	1.3	1.34	1.38
6		40,354	41,630	42,906	44,182	45,458
		1.265	1.305	1.345	1.385	1.425
7		41,789	43,065	44,341	45,617	46,893
		1.31	1.35	1.39	1.43	1.47
8			44,501	45,777	47,053	48,329
			1.395	1.435	1.475	1.515
9				47,212	48,488	49,764
				1.48	1.52	1.56
10				48,648	49,924	51,200
				1.525	1.565	1.605
11					51,359	52,635
					1.61	1.65
12					52,795	54,071
					1.655	1.695
13					54,230	55,506
					1.7	1.74
14					54,948	56,942
					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:	32,450	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7
Vertical Freeze:			
Rollback:			
Multi-year Contract:	14-15, 15-16		

**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	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE	Guardian	4.80					Deductible Reimbursement	
LTD								<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	Yes		
Other Info:	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 ASSOCIATION	30				w/approv., from sick lv

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	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	32,450	33,748	35,046	36,344	36,993	37,642	38,940	40,238
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	33,748	35,046	36,344	37,642	38,291	38,940	40,238	41,536
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	35,046	36,344	37,642	38,940	39,589	40,238	41,536	42,834
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	36,344	37,642	38,940	40,238	40,887	41,536	42,834	44,132
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	37,642	38,940	40,238	41,536	42,185	42,834	44,132	45,430
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	38,940	40,238	41,536	42,834	43,483	44,132	45,430	46,728
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	40,238	41,536	42,834	44,132	44,781	45,430	46,728	48,026
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8	41,536	42,834	44,132	45,430	46,079	46,728	48,026	49,324
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		44,132	45,430	46,728	47,377	48,026	49,324	50,622
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			46,728	48,026	48,675	49,324	50,622	51,920
			1.44	1.48	1.50	1.52	1.56	1.60
11				49,324	49,973	50,622	51,920	53,218
				1.52	1.54	1.56	1.60	1.64
12					51,271	51,920	53,218	54,516
					1.58	1.60	1.64	1.68
13						52,569	53,218	54,516
						1.62	1.64	1.68
14								57,112
								1.76
15								58,410
								1.80

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

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers: 46		Base: 32,350	Index: 4 x 5
	HS JH/MS ELEM		Starting Salary:	Entry Level Step: 1
Length of Teacher Day: 8	8 8 8		Career Increments: N	Experience Allowed: 11
Length of Student Day: 7.27	7.27 7.27 7.15		Vertical Freeze: 98-99, 05-06	
Planning Time: 47	47 47 50		Rollback:	
Class Periods/Day: 8	8 8		Multi-year Contract: 14-15, 15-16	
Normal Teaching Load: 7	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
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE	Principal	1.90					Deductible Reimbursement	
LTD	Principal	.0052 (thru sal)						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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
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	32,350	33,968	35,585	37,203	38,820	38,820	40,438	42,055	43,673
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	33,644	35,262	36,879	38,497	40,114	40,114	41,732	43,349	44,967
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	34,938	36,556	38,173	39,791	41,408	41,408	43,026	44,643	46,261
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	36,232	37,850	39,467	41,085	42,702	42,702	44,320	45,937	47,555
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	37,526	39,144	40,761	42,379	43,996	43,996	45,614	47,231	48,849
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6		40,438	42,055	43,673	45,290	45,290	46,908	48,525	50,143
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		41,732	43,349	44,967	46,584	46,584	48,202	49,819	51,437
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8			44,643	46,261	47,878	47,878	49,496	51,113	52,731
			1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			45,937	47,555	49,172	49,172	50,790	52,407	54,025
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10				48,849	50,466	50,466	52,084	53,701	55,319
				1.51	1.56	1.56	1.61	1.66	1.71
11				50,143	51,760	51,760	53,378	54,995	56,613
				1.55	1.60	1.60	1.65	1.70	1.75
12					53,054	53,054	54,672	56,289	57,907
					1.64	1.64	1.69	1.74	1.79
13					54,348	54,348	55,966	57,583	59,201
					1.68	1.68	1.73	1.78	1.83
14							57,260	58,877	60,495
							1.77	1.82	1.87
15							58,554	60,171	61,789
							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	ELEM
Length of Teacher Day: 8	8	8
Length of Student Day: 7	7	7
Planning Time: 49	49	49
Class Periods/Day: 8	8	
Normal Teaching Load: 7	7	

**SALARY SCHEDULE**

Base: 32,600 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:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D/3100D	500.31	925.59	1050.66	1410.77	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE	Principal	3.15	Deductible Reimbursement				
LTD	Principal						
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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
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	32,600	33,904	35,208	36,512	37,816	37,816	39,120	40,424
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	33,904	35,208	36,512	37,816	39,120	39,120	40,424	41,728
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	35,208	36,512	37,816	39,120	40,424	40,424	41,728	43,032
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	36,512	37,816	39,120	40,424	41,728	41,728	43,032	44,336
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	37,816	39,120	40,424	41,728	43,032	43,032	44,336	45,640
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	39,120	40,424	41,728	43,032	44,336	44,336	45,640	46,944
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		41,728	43,032	44,336	45,640	45,640	46,944	48,248
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		43,032	44,336	45,640	46,944	46,944	48,248	49,552
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			45,640	46,944	48,248	48,248	49,552	50,856
			1.40	1.44	1.48	1.48	1.52	1.56
10				48,248	49,552	49,552	50,856	52,160
				1.48	1.52	1.52	1.56	1.60
11					50,856	50,856	52,160	53,464
					1.56	1.56	1.60	1.64
12						52,160	53,464	54,768
						1.60	1.64	1.68
13							54,768	56,072
							1.68	1.72

**WORKING CONDITIONS**

Contract Days: 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: Index: 0 x 0  
 Starting Salary: Entry Level Step:  
 Career Increments: Experience Allowed:  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 2013-2015

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	UHC	300D	706.46	1184.44	1184.44	1596.47
DENTAL	Delta		21.51	52.34	52.34	52.34
PPO:			COMMENTS:			
LIFE	Minnesota Life		Deductible Reimbursement			
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE:  
 Contribution:

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	14	unl			
Other Info:					
PERSONAL	12 - 25				Varies according to years of ser
BEREAVEMENT	5, 3, 1				
PROFESSIONAL					
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

Voluntary Separation: **Negotiated/Exists Policy**  
 Grievance:  
 Sick Bank:

**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER LEAVES:**





**WORKING CONDITIONS**

Contract Days: 190 FTE Teachers:

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

**SALARY SCHEDULE**

Base: 33,085 Index: 4.5 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.30 or 45.20 Sp or Dep. Dental
HEALTH	BC/BS	750D/3100D	500.31	925.59	1050.66	1410.77	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement N				
LTD	Madison Nat'l	.0029					
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: Pd \$25/day up to 6 unused days					
PERSONAL	2			yes	acc. to 3
BEREAVEMENT	3				
PROFESSIONAL	1			yes	add'l. w/appr.
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

**EAST BUTLER**

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	PHD
1	33,085 1.00	34,408 1.04	35,732 1.08	37,055 1.12	38,379 1.16	39,702 1.2	41,025 1.24	42,349 1.28	43,672 1.32
2	34,574 1.045	35,897 1.085	37,221 1.125	38,544 1.165	39,867 1.205	41,191 1.245	42,514 1.285	43,838 1.325	45,161 1.365
3	36,063 1.09	37,386 1.13	38,709 1.17	40,033 1.21	41,356 1.25	42,680 1.29	44,003 1.33	45,326 1.37	46,650 1.41
4	37,551 1.135	38,875 1.175	40,198 1.215	41,522 1.255	42,845 1.295	44,168 1.335	45,492 1.375	46,815 1.415	48,139 1.455
5	39,040 1.18	40,364 1.22	41,687 1.26	43,011 1.3	44,334 1.34	45,657 1.38	46,981 1.42	48,304 1.46	49,628 1.5
6	40,529 1.225	41,853 1.265	43,176 1.305	44,499 1.345	45,823 1.385	47,146 1.425	48,470 1.465	49,793 1.505	51,116 1.545
7	42,018 1.27	43,341 1.31	44,665 1.35	45,988 1.39	47,312 1.43	48,635 1.47	49,958 1.51	51,282 1.55	52,605 1.59
8		44,830 1.355	46,154 1.395	47,477 1.435	48,800 1.475	50,124 1.515	51,447 1.555	52,771 1.595	54,094 1.635
9			47,642 1.44	48,966 1.48	50,289 1.52	51,613 1.56	52,936 1.6	54,259 1.64	55,583 1.68
10				50,455 1.525	51,778 1.565	53,101 1.605	54,425 1.645	55,748 1.685	57,072 1.725
11				51,943 1.57	53,267 1.61	54,590 1.65	55,914 1.69	57,237 1.73	58,560 1.77
12					54,756 1.655	56,079 1.695	57,402 1.735	58,726 1.775	60,049 1.815
13					56,245 1.7	57,568 1.74	58,891 1.78	60,215 1.82	61,538 1.86
14						59,057 1.785	60,380 1.825	61,704 1.865	63,027 1.905
15							61,869 1.87	63,192 1.91	64,516 1.95
16								64,681 1.955	66,005 1.995
17									67,493 2.04



**WORKING CONDITIONS**

Contract Days: 169 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:	60	60	60
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base: 30,450 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
						30.73		
HEALTH	BC/BS	950D	483.44	894.40	1015.24	1363.20	Cash	Options:
DENTAL	BC/BS	3	51.35	51.35	51.35	51.35		IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE								Deductible Reimbursement
LTD	National Ins	.0069						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT	\$30.73 Cash							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
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	30,450	31,973	33,495	35,018	36,540	36,540	38,063	39,585	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	31,668	33,191	34,713	36,236	37,758	37,758	39,281	40,803	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	32,886	34,409	35,931	37,454	38,976	38,976	40,499	42,021	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	34,104	35,627	37,149	38,672	40,194	40,194	41,717	43,239	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	35,322	36,845	38,367	39,890	41,412	41,412	42,935	44,457	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	36,540	38,063	39,585	41,108	42,630	42,630	44,153	45,675	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7		39,281	40,803	42,326	43,848	43,848	45,371	46,893	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8			42,021	43,544	45,066	45,066	46,589	48,111	
			1.38	1.43	1.48	1.48	1.53	1.58	
9				44,762	46,284	46,284	47,807	49,329	
				1.47	1.52	1.52	1.57	1.62	
10					47,502	47,502	49,025	50,547	
					1.56	1.56	1.61	1.66	
11							50,243	51,765	
							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:	31,500	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:	14-15, 15-16		

**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	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD	Principal	.0040						Minimum FTE: 0.4	
NON-PARTICIPANT								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**

		Negotiated/ Exists	Policy
Voluntary Separation:		N	
Grievance:		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	31,500	32,918	34,335	35,753	37,170	38,588	40,005	41,423
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	32,760	34,178	35,595	37,013	38,430	39,848	41,265	42,683
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	34,020	35,438	36,855	38,273	39,690	41,108	42,525	43,943
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	35,280	36,698	38,115	39,533	40,950	42,368	43,785	45,203
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	36,540	37,958	39,375	40,793	42,210	43,628	45,045	46,463
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		39,218	40,635	42,053	43,470	44,888	46,305	47,723
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			41,895	43,313	44,730	46,148	47,565	48,983
			1.33	1.375	1.42	1.465	1.51	1.555
8			43,155	44,573	45,990	47,408	48,825	50,243
			1.37	1.415	1.46	1.505	1.55	1.595
9				45,833	47,250	48,668	50,085	51,503
				1.455	1.5	1.545	1.59	1.635
10				47,093	48,510	49,928	51,345	52,763
				1.495	1.54	1.585	1.63	1.675
11						51,188	52,605	54,023
						1.625	1.67	1.715

### WORKING CONDITIONS

Contract Days:	190	FTE Teachers:	452.2
		HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	53	43	varies
Class Periods/Day:	7	8	
Normal Teaching Load:	5.5	6.5	

### SALARY SCHEDULE

Base:	32,110	Index:	4 x 5
Starting Salary:	34,679	Entry Level Step:	1*
Career Increments:	N	Experience Allowed:	all
	*stp 1 is 1.08		
Vertical Freeze:	90-91,00-01		
Rollback:			
Multi-year Contract:	14-15, 15-16		

### INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	438.64
HEALTH	BC/BS	750D/3100D	526.64	906.11	1028.54	1381.07	CIL
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	ind also recv \$98.69		COMMENTS:				
LIFE	Madison Nat'l	2.40	Deductible Reimbursement				
LTD	CNA	.0018 (thru sal)					
NON-PARTICIPANT	\$438.64 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	60	yes		
Other Info: 15 days if 97-98 was 1st yr. employed					
PERSONAL	2			yes	accum to 4
BEREAVEMENT	4				4-family;2-non-family
PROFESSIONAL	unl.			yes	
ADOPTION	42				from Sick Lv.
ASSOCIATION					

### OTHER DISTRICT POLICIES

Type	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Sick Bank:	Y	P

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Extended

ELKHORN										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
BASE	32,110									
A	34,679	36,284	37,890	39,495	41,101	41,101	42,706	44,312	45,917	47,523
B	35,963	37,569	39,174	40,780	42,385	42,385	43,991	45,596	47,202	48,807
C	37,248	38,853	40,459	42,064	43,670	43,670	45,275	46,881	48,486	50,092
D	38,532	40,138	41,743	43,349	44,954	44,954	46,560	48,165	49,771	51,376
E	41,422	43,027	44,633	46,238	47,844	47,844	49,449	51,055	52,660	
F	42,706	44,312	45,917	47,523	49,128	49,128	50,734	52,339	53,945	
G	43,991	45,596	47,202	48,807	50,413	50,413	52,018	53,624	55,229	
H	46,881	48,486	50,092	51,697	53,303	53,303	54,908	56,514	58,119	
I	48,165	49,771	51,376	52,982	54,587	54,587	56,193	57,798	59,404	
J	49,449	51,055	52,660	54,266	55,871	55,871	57,477	59,082	60,688	
K	52,339	53,945	55,550	57,156	58,761	58,761	60,367	61,972	63,577	
L	55,229	56,835	58,440	60,046	61,651	61,651	63,257	64,862	66,468	
M	56,514	58,119	59,725	61,330	62,936	62,936	64,541	66,147	67,752	
N	57,156	58,761	60,367	61,972	63,577	63,577	65,182	66,788	68,393	
O		61,651	63,257	64,862	66,468	66,468	68,073	69,679	71,284	
P			63,577	65,182	66,788	66,788	68,393	69,998	71,604	
Q				64,862	66,468	66,468	68,073	69,679	71,284	
										2.10

10-11 BA35 grandfathered

**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: 32,400 Index: 4 x 4.5  
 Starting Salary: 34,992 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:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	227.30 or 245.20 Dep. Dental+403b
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	E,EC,ES: \$200/mo to 403b		COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Principal	.0052 (thru sal)					
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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
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	32,400	33,858	35,316	36,774	38,232	41,148	38,232	39,690	41,148
	1.00	1.045	1.09	1.135	1.18	1.27	1.18	1.225	1.27
2	33,696	35,154	36,612	38,070	39,528	42,444	39,528	40,986	42,444
	1.04	1.085	1.13	1.175	1.22	1.31	1.22	1.265	1.31
3	34,992	36,450	37,908	39,366	40,824	43,740	40,824	42,282	43,740
	1.08	1.125	1.17	1.215	1.26	1.35	1.26	1.305	1.35
4	36,288	37,746	39,204	40,662	42,120	45,036	42,120	43,578	45,036
	1.12	1.165	1.21	1.255	1.3	1.39	1.3	1.345	1.39
5	37,584	39,042	40,500	41,958	43,416	46,332	43,416	44,339	46,332
	1.16	1.205	1.25	1.295	1.34	1.43	1.34	1.3685	1.43
6		40,338	41,796	43,254	44,712	47,628	44,712	46,170	47,628
		1.245	1.29	1.335	1.38	1.47	1.38	1.425	1.47
7		41,634	43,092	44,550	46,008	48,924	46,008	47,466	48,924
		1.285	1.33	1.375	1.42	1.51	1.42	1.465	1.51
8			44,388	45,846	47,304	50,220	47,304	48,762	50,220
			1.37	1.415	1.46	1.55	1.46	1.505	1.55
9				47,142	48,600	51,516	48,600	50,058	51,516
				1.455	1.5	1.59	1.5	1.545	1.59
10					49,896	52,812	49,896	51,354	52,812
					1.54	1.63	1.54	1.585	1.63
11					51,192	54,108	51,192	52,650	54,108
					1.58	1.67	1.58	1.625	1.67
12						55,404	52,488	53,946	55,404
						1.71	1.62	1.665	1.71
13						56,700	53,784	55,242	56,700
						1.75	1.66	1.705	1.75
14								56,538	57,996
								1.745	1.79
15									59,292
									1.83

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

**WORKING CONDITIONS**

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6.5
Planning Time:	48	48	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base: 32,450 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	750D	526.64	974.31	1105.96	1485.02	Cash
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Principal	.0039					
NON-PARTICIPANT	\$535 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**

	<i>Negotiated/</i>
	<i>Exists Policy</i>
Voluntary Separation:	N
Grievance:	Y P
Sick Bank:	

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

ELM CREEK										
Step					BA+36		BA+45			
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	32,450	33,748	35,046	36,344	37,642	38,940	40,238	41,536		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	33,748	35,046	36,344	37,642	38,940	40,238	41,536	42,834		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	35,046	36,344	37,642	38,940	40,238	41,536	42,834	44,132		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	36,344	37,642	38,940	40,238	41,536	42,834	44,132	45,430		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	37,642	38,940	40,238	41,536	42,834	44,132	45,430	46,728		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6	38,940	40,238	41,536	42,834	44,132	45,430	46,728	48,026		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7		41,536	42,834	44,132	45,430	46,728	48,026	49,324		
		1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8			44,132	45,430	46,728	48,026	49,324	50,622		
			1.36	1.40	1.44	1.48	1.52	1.56		
9				46,728	48,026	49,324	50,622	51,920		
				1.44	1.48	1.52	1.56	1.60		
10					48,026	49,324	50,622	51,920		
					1.48	1.52	1.56	1.60		
11						50,622	51,920	53,218		
						1.56	1.60	1.64		
12							51,920	53,218		
							1.60	1.64		
13								54,516		
								1.68		
14									57,112	
									1.72	
15										59,708
										1.84

09-10 BA45 removed, teachers grandfathered



**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 184	FTE Teachers:	Base: 31,250	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	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	56.32 or 93.18	Options:	
DENTAL	BC/BS	5	51.17	51.17	51.17	51.17	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD	Principal	.00617						Minimum FTE: 1	
NON-PARTICIPANT								Contribution:	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	40	yes		
Other Info:					
PERSONAL	4			yes	
BEREAVEMENT	5				3 from sick, 2 from pers
PROFESSIONAL	2			yes	
ADOPTION	30				after sick lv.
ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Voluntary Separation:	Grievance:	Sick Bank:	Negotiated/Exists Policy
PERSONAL	Y	Y	N	P
PROFESSIONAL	Y	Y	N	N
ADOPTION	Y	Y	N	N

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:** Paternity-2 from sick lv.

**ELWOOD**

Step					BA + 36	BA + 45	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18
1	31,250	32,500	33,750	35,000	36,250	37,500	38,750
	1	1.04	1.08	1.12	1.16	1.2	1.24
2	32,500	33,750	35,000	36,250	37,500	38,750	40,000
	1.04	1.08	1.12	1.16	1.2	1.24	1.28
3	33,750	35,000	36,250	37,500	38,750	40,000	41,250
	1.08	1.12	1.16	1.2	1.24	1.28	1.32
4	35,000	36,250	37,500	38,750	40,000	41,250	42,500
	1.12	1.16	1.2	1.24	1.28	1.32	1.36
5	36,250	37,500	38,750	40,000	41,250	42,500	43,750
	1.16	1.2	1.24	1.28	1.32	1.36	1.4
6	37,500	38,750	40,000	41,250	42,500	43,750	45,000
	1.2	1.24	1.28	1.32	1.36	1.4	1.44
7	38,750	40,000	41,250	42,500	43,750	45,000	46,250
	1.24	1.28	1.32	1.36	1.4	1.44	1.48
8		41,250	42,500	43,750	45,000	46,250	47,500
		1.32	1.36	1.4	1.44	1.48	1.52
9			43,750	45,000	46,250	47,500	48,750
			1.4	1.44	1.48	1.52	1.56
10				46,250	47,500	48,750	50,000
				1.48	1.52	1.56	1.6
11					48,750	50,000	51,250
					1.56	1.6	1.64
12					50,000	51,250	52,500
					1.6	1.64	1.68
13					51,250	52,500	53,750
					1.64	1.68	1.72
14						53,750	55,000
						1.72	1.76

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

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers: 27	Base: 33,825	Index: 4 x 4
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: N	Experience Allowed: all
Planning Time: 51	51 30	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	500.31	925.59	1050.66	1410.77	TSA	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84		IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l	.0051(thru sal)						Minimum FTE: 0.4	
NON-PARTICIPANT	525.15 TSA							Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	60	yes			<i>Negotiated/</i>		
Other Info:						<i>Exists Policy</i>		
PERSONAL	2+1			yes	1 with sub-dock pay, 1 day carr	Voluntary Separation:	Y	P
BEREAVEMENT	3				add'l from sick	Grievance:	Y	P
PROFESSIONAL	unl.			yes		Sick Bank:	N	
ADOPTION ASSOCIATION								

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

EMERSON-HUBBARD								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	33,825	35,178	36,531	37,884	39,237	40,590	41,943	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	35,178	36,531	37,884	39,237	40,590	41,943	43,296	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	36,531	37,884	39,237	40,590	41,943	43,296	44,649	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	37,884	39,237	40,590	41,943	43,296	44,649	46,002	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	39,237	40,590	41,943	43,296	44,649	46,002	47,355	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	40,590	41,943	43,296	44,649	46,002	47,355	48,708	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7	41,943	43,296	44,649	46,002	47,355	48,708	50,061	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
8		44,649	46,002	47,355	48,708	50,061	51,414	
		1.32	1.36	1.40	1.44	1.48	1.52	
9		46,002	47,355	48,708	50,061	51,414	52,767	
		1.36	1.40	1.44	1.48	1.52	1.56	
10			48,708	50,061	51,414	52,767	54,120	
			1.44	1.48	1.52	1.56	1.60	
11			50,061	51,414	52,767	54,120	55,473	
			1.48	1.52	1.56	1.60	1.64	
12				52,767	54,120	55,473	56,826	
				1.56	1.60	1.64	1.68	
13					55,473	56,826	58,179	
					1.64	1.68	1.72	
14					56,826	58,179	59,532	
					1.68	1.72	1.76	
15						59,532	60,885	
						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: 31,575 Index: 4 x 4.25  
 Starting Salary: 32,207 Entry Level Step: 1\*  
 Career Increments: N Experience Allowed: 8  
 Stp 1 is 1.02 index  
 Vertical Freeze: 04-05  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**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/1650D	474	690	728	986	Flat Salary
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	flat salary \$245		COMMENTS:				
LIFE	Madison Life	9.33	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
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Administrative, Emergency, Civil

ESU #01-WAKEFIELD	Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
Base		31,575										
		1.00										
1		32,207	33,548	34,890	36,232	37,811	37,811	39,153	40,495	41,837	43,179	46,336
		1.02	1.0625	1.105	1.1475	1.1975	1.1975	1.24	1.2825	1.325	1.3675	1.4675
2		32,838	34,180	35,522	36,864	38,443	38,443	39,785	41,126	42,468	43,810	46,968
		1.04	1.0825	1.125	1.1675	1.2175	1.2175	1.26	1.3025	1.345	1.3875	1.4875
3		34,101	35,443	36,785	38,127	39,706	39,706	41,048	42,389	43,731	45,073	48,231
		1.08	1.1225	1.165	1.2075	1.2575	1.2575	1.3	1.3425	1.385	1.4275	1.5275
4		35,364	36,706	38,048	39,390	40,969	40,969	42,311	43,652	44,994	46,336	49,494
		1.12	1.1625	1.205	1.2475	1.2975	1.2975	1.34	1.3825	1.425	1.4675	1.5675
5		36,627	37,969	39,311	40,653	42,232	42,232	43,574	44,915	46,257	47,599	50,757
		1.16	1.2025	1.245	1.2875	1.3375	1.3375	1.38	1.4225	1.465	1.5075	1.6075
6		37,890	39,232	40,574	41,916	43,495	43,495	44,837	46,178	47,520	48,862	52,020
		1.2	1.2425	1.285	1.3275	1.3775	1.3775	1.42	1.4625	1.505	1.5475	1.6475
7		39,153	40,495	41,837	43,179	44,758	44,758	46,100	47,441	48,783	50,125	53,283
		1.24	1.2825	1.325	1.3675	1.4175	1.4175	1.46	1.5025	1.545	1.5875	1.6875
8		41,758	43,100	44,442	46,021	46,021	46,021	47,363	48,704	50,046	51,388	54,546
		1.3225	1.365	1.4075	1.4575	1.4575	1.4575	1.5	1.5425	1.585	1.6275	1.7275
9		44,363	45,705	47,284	47,284	47,284	47,284	48,626	49,967	51,309	52,651	55,809
		1.405	1.4475	1.4975	1.4975	1.4975	1.4975	1.54	1.5825	1.625	1.6675	1.7675
10		46,968	48,547	48,547	48,547	48,547	48,547	49,889	51,230	52,572	53,914	57,072
		1.445	1.4875	1.5375	1.5375	1.5375	1.5375	1.58	1.6225	1.665	1.7075	1.8075
11		46,889	48,231	49,810	49,810	49,810	49,810	51,152	52,493	53,835	55,177	58,335
		1.485	1.5275	1.5775	1.5775	1.5775	1.5775	1.62	1.6625	1.705	1.7475	1.8475
12		49,494	51,073	51,073	51,073	51,073	51,073	52,415	53,756	55,098	56,440	59,598
		1.5675	1.6175	1.6175	1.6175	1.6175	1.6175	1.66	1.7025	1.745	1.7875	1.8875
13		50,757	52,336	52,336	52,336	52,336	52,336	53,678	55,019	56,361	57,703	60,861
		1.6075	1.6575	1.6575	1.6575	1.6575	1.6575	1.7	1.7425	1.785	1.8275	1.9275
14		52,257	53,599	53,599	53,599	53,599	53,599	54,941	56,282	57,624	58,966	62,124
		1.655	1.6975	1.6975	1.6975	1.6975	1.6975	1.74	1.7825	1.825	1.8675	1.9675
15		56,204	57,545	57,545	57,545	57,545	57,545	58,887	60,229	61,571	62,913	66,071
		1.78	1.8225	1.8225	1.8225	1.8225	1.8225	1.865	1.9075	1.95	1.9925	2.0925
16		58,808	60,150	60,150	60,150	60,150	60,150	61,492	62,834	64,176	65,518	68,676
		1.8625	1.905	1.905	1.905	1.905	1.905	1.9475	1.99	2.0325	2.075	2.175
17		57,467	57,467	57,467	57,467	57,467	57,467	58,809	60,151	61,493	62,835	65,993
		1.82	1.82	1.82	1.82	1.82	1.82	1.8625	1.905	1.9475	1.99	2.09
18		61,571	61,571	61,571	61,571	61,571	61,571	62,913	64,255	65,597	66,939	70,097
		1.95	1.95	1.95	1.95	1.95	1.95	1.9925	2.035	2.0775	2.12	2.22

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: 30,050 Index: 4.5 x 4.5  
 Starting Salary: 35,459 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: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	Cash
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04	
PPO:			COMMENTS: *LTD-District pays 3/4(.0021)				
LIFE	Principal	12.70	Deductible Reimbursement				
LTD	Principal	.0021 (thru sal)					
NON-PARTICIPANT	CIL	\$525.15					

**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
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	30,050										
	1.00										
2	31,402										
	1.045										
3	32,755										
	1.09										
4	34,107										
	1.135										
5	35,459	36,811	38,164	39,516	40,868	40,868	42,220	43,573	44,925	46,277	47,629
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	36,811	38,164	39,516	40,868	42,220	42,220	43,573	44,925	46,277	47,629	48,982
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	38,164	39,516	40,868	42,220	43,573	43,573	44,925	46,277	47,629	48,982	50,334
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8		40,868	42,220	43,573	44,925	44,925	46,277	47,629	48,982	50,334	51,686
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			43,573	44,925	46,277	46,277	47,629	48,982	50,334	51,686	53,038
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				46,277	47,629	47,629	48,982	50,334	51,686	53,038	54,391
				1.54	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					47,629	48,982	48,982	50,334	51,686	53,038	54,391
					1.585	1.63	1.63	1.675	1.72	1.765	1.81
12						48,982	50,334	51,686	53,038	54,391	55,743
						1.63	1.675	1.72	1.765	1.81	1.855
13							50,334	51,686	53,038	54,391	55,743
							1.675	1.72	1.765	1.81	1.855
14								51,686	53,038	53,038	54,391
								1.72	1.765	1.81	1.855
15									54,391	55,743	57,095
									1.81	1.855	1.9
16										55,743	57,095
										1.855	1.9
17											57,095
											1.9
18											
											1.945
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: 30,552 Index: 5 x 5  
 Starting Salary: 33,607 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	1343.10
HEALTH	BC/BS	950D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

Individ. Depend.  
 1343.10 1343.10  
 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
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:** N

**OTHER LEAVES:**

ESU #03-OMAHA										
Step	BA	BA+12	BA+24	BA+36	MA	MA+12	MA+24	MA+30	MA+36	EDSPEC PHD
1	30,552	32,080	33,607	35,135	35,135	36,662	38,190	39,718	41,245	42,773
	1.00	1.05	1.10	1.15	1.15	1.20	1.25	1.30	1.35	1.40
2	32,080	33,607	35,135	36,662	36,662	38,190	39,718	41,245	42,773	44,300
	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
3	33,607	35,135	36,662	38,190	38,190	39,718	41,245	42,773	44,300	45,828
	1.10	1.15	1.20	1.25	1.25	1.30	1.35	1.40	1.45	1.50
4	35,135	36,662	38,190	39,718	39,718	41,245	42,773	44,300	45,828	47,356
	1.15	1.20	1.25	1.30	1.30	1.35	1.40	1.45	1.50	1.55
5	36,662	38,190	39,718	41,245	41,245	42,773	44,300	45,828	47,356	48,883
	1.20	1.25	1.30	1.35	1.35	1.40	1.45	1.50	1.55	1.60
6	38,190	39,718	41,245	42,773	42,773	44,300	45,828	47,356	48,883	50,411
	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	39,718	41,245	42,773	44,300	44,300	45,828	47,356	48,883	50,411	51,938
	1.30	1.35	1.40	1.45	1.45	1.50	1.55	1.60	1.65	1.70
8	41,245	42,773	44,300	45,828	45,828	47,356	48,883	50,411	51,938	53,466
	1.35	1.40	1.45	1.50	1.50	1.55	1.60	1.65	1.70	1.75
9	42,773	44,300	45,828	47,356	47,356	48,883	50,411	51,938	53,466	54,994
	1.40	1.45	1.50	1.55	1.55	1.60	1.65	1.70	1.75	1.80
10	44,300	45,828	47,356	48,883	48,883	50,411	51,938	53,466	54,994	56,521
	1.45	1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80	1.85
11		47,356	48,883	50,411	50,411	51,938	53,466	54,994	56,521	58,049
		1.55	1.60	1.65	1.65	1.70	1.75	1.80	1.85	1.90
12		48,883	50,411	51,938	51,938	53,466	54,994	56,521	58,049	59,576
		1.60	1.65	1.70	1.70	1.75	1.80	1.85	1.90	1.95
13		50,411	51,938	53,466	53,466	54,994	56,521	58,049	59,576	61,104
		1.65	1.70	1.75	1.75	1.80	1.85	1.90	1.95	2.00
14			54,994	56,521	56,521	58,049	59,576	61,104	62,632	64,159
			1.80	1.85	1.85	1.90	1.95	2.00	2.05	2.10
15			56,521	58,049	58,049	59,576	61,104	62,632	64,159	65,687
			1.85	1.90	1.90	1.95	2.00	2.05	2.10	2.15
16			58,049	59,576	59,576	61,104	62,632	64,159	65,687	67,214
			1.90	1.95	1.95	2.00	2.05	2.10	2.15	2.20
17						62,632	64,159	65,687	67,214	68,742
						2.05	2.10	2.15	2.20	2.25
18						64,159	65,687	67,214	68,742	70,270
						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: 35,233 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
HEALTH	BC/BS	750D/1650D				900	900	900
DENTAL	BC/BS	2				Cafeteria	Options: H/A, Dental, LTD, TSA	
PPO:			COMMENTS:				IRS 125: Y	
LIFE	Am. Fidelity	5.00				Deductible Reimbursement	Flex Accounts: Y	
LTD							<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT	\$900 TSA						Minimum FTE: 0.5	
							Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45			
Other Info:	months of empl + 1				
PERSONAL	3			yes	
BEREAVEMENT	5				immed. fam; 2 days other fam.
PROFESSIONAL	unl.			yes	
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

ESU #05-BEATRICE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	PHD
					MA				EDSPEC
1	35,233	36,995	38,756	40,518	42,280	44,041	45,803	47,565	49,326
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	36,642	38,404	40,166	41,927	43,689	45,451	47,212	48,974	50,736
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	38,052	39,813	41,575	43,337	45,098	46,860	48,622	50,383	52,145
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	39,461	41,223	42,984	44,746	46,508	48,269	50,031	51,793	53,554
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	40,870	42,632	44,394	46,155	47,917	49,679	51,440	53,202	54,963
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	42,280	44,041	45,803	47,565	49,326	51,088	52,850	54,611	56,373
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	43,689	45,451	47,212	48,974	50,736	52,497	54,259	56,020	57,782
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8	45,098	46,860	48,622	50,383	52,145	53,906	55,668	57,430	59,191
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		48,269	50,031	51,793	53,554	55,316	57,077	58,839	60,601
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			51,440	53,202	54,963	56,725	58,487	60,248	62,010
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				54,611	56,373	58,134	59,896	61,658	63,419
				1.55	1.60	1.65	1.70	1.75	1.80
12					57,782	59,544	61,305	63,067	64,829
					1.64	1.69	1.74	1.79	1.84

**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: 34,700 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	500D	472.12	873.43	991.44	1331.25	182.78 or 245.44 Full Premium	
DENTAL	BC/BS	2	21.11	39.04	44.32	59.53		
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
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Jury Duty

ESU #06-MILFORD	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
Step 1	34,700	36,088	37,476	38,864	40,252	41,640	43,028	44,416	45,804	47,192	48,580	49,968
	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	36,088	37,476	38,864	40,252	41,640	43,028	44,416	45,804	47,192	48,580	49,968	51,356
	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	37,476	38,864	40,252	41,640	43,028	44,416	45,804	47,192	48,580	49,968	51,356	52,744
	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	38,864	40,252	41,640	43,028	44,416	45,804	47,192	48,580	49,968	51,356	52,744	54,132
	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	40,252	41,640	43,028	44,416	45,804	47,192	48,580	49,968	51,356	52,744	54,132	55,520
	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	41,640	43,028	44,416	45,804	47,192	48,580	49,968	51,356	52,744	54,132	55,520	56,908
	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	41,987	44,416	45,804	47,192	48,580	49,968	51,356	52,744	54,132	55,520	56,908	58,296
	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		44,763	47,192	48,580	49,968	51,356	52,744	54,132	55,520	56,908	58,296	59,684
		1.29	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9			47,539	49,968	51,356	52,744	54,132	55,520	56,908	58,296	59,684	61,072
			1.37	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				51,356	52,744	54,132	55,520	56,908	58,296	59,684	61,072	62,460
				1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11				51,703	54,132	55,520	56,908	58,296	59,684	61,072	62,460	63,848
				1.49	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12					55,520	56,908	58,296	59,684	61,072	62,460	63,848	65,236
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					55,867	57,255	59,684	61,072	62,460	63,848	65,236	66,624
					1.61	1.65	1.72	1.76	1.80	1.84	1.88	1.92
14							61,072	62,460	63,848	65,236	66,624	68,012
							1.76	1.80	1.84	1.88	1.92	1.96
15							61,419	62,807	65,236	66,624	68,012	69,400
							1.77	1.81	1.88	1.92	1.96	2.00
16									65,583	66,971	69,400	70,788
									1.89	1.93	2.00	2.04
17											69,747	71,135
											2.01	2.05

**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: 30,648 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 7(D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1241.64	
HEALTH	BC/BS	500D	277.72	277.72	277.72	277.72	equity pay+1/2 H/A	
DENTAL	BC/BS	2	12.42	12.42	12.42	12.42		
PPO: COMMENTS:								
LIFE	Guardian	5.50	Deductible Reimbursement					
LTD	National Ins	.0039 (+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**

	Negotiated/ Policy
Voluntary Separation:	N
Grievance:	Y N
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
1	30,648	32,180	33,713	35,245	36,778	38,310	39,842	41,375	42,907	44,440	45,972	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	
2	31,874	33,406	34,939	36,471	38,004	39,536	41,068	42,601	44,133	45,666	47,198	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	
3	33,100	34,632	36,165	37,697	39,229	40,762	42,294	43,827	45,359	46,891	48,424	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	
4	34,326	35,858	37,391	38,923	40,455	41,988	43,520	45,053	46,585	48,117	49,650	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	
5	35,552	37,084	38,616	40,149	41,681	43,214	44,746	46,278	47,811	49,343	50,876	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	
6	36,778	38,310	39,842	41,375	42,907	44,440	45,972	47,504	49,037	50,569	52,102	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	
7	38,004	39,536	41,068	42,601	44,133	45,666	47,198	48,730	50,263	51,795	53,328	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	
8		40,762	42,294	43,827	45,359	46,891	48,424	49,956	51,489	53,021	54,553	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	
9		41,988	43,520	45,053	46,585	48,117	49,650	51,182	52,715	54,247	55,779	
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	
10		43,214	44,746	46,278	47,811	49,343	50,876	52,408	53,940	55,473	57,005	
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	
11					49,037	50,569	52,102	53,634	55,166	56,699	58,231	
					1.60	1.65	1.70	1.75	1.80	1.85	1.90	
12					50,263	51,795	53,328	54,860	56,392	57,925	59,457	
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	
13					51,489	53,021	54,553	56,086	57,618	59,151	60,683	
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	
14					52,715	54,247	55,779	57,312	58,844	60,377	61,909	
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	
15					53,940	55,473	57,005	58,538	60,070	61,602	63,135	
					1.76	1.81	1.86	1.91	1.96	2.01	2.06	

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers:	Base: 33,600	Index: 4 x 5
	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 0
Length of Teacher Day:		Career Increments: Y	Experience Allowed: 5(D)
Length of Student Day:		Vertical Freeze: 90-91 (H)	
Planning Time: 0 0		Rollback:	
Class Periods/Day:		Multi-year Contract:	
Normal Teaching Load:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	500D/3100D	444.34	444.34	444.34	444.34	1050 Ind Health + stipend	580.82	580.82
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84		Options: Fringe Benefit Stipend	
PPO:			COMMENTS:					IRS 125: Y	
LIFE			Deductible Reimbursement					Flex Accounts:	
LTD	Unknown							<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT	CIL Ins Stipend \$105							Minimum FTE: 0	Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	11	45	no					
Other Info: Pd. \$40/day over 32, 1/2 unused accumulates								
PERSONAL	2			yes				<i>Negotiated/ Policy</i>
BEREAVEMENT	6				accum to 10	Voluntary Separation:	N	<i>Exists</i>
PROFESSIONAL	as needed			yes		Grievance:	Y	P
ADOPTION ASSOCIATION						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	33,600	35,280	36,960	38,640	40,320	42,000	43,680	45,360	47,040	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
1	34,944	36,624	38,304	39,984	41,664	43,344	45,024	46,704	48,384	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
2	36,288	37,968	39,648	41,328	43,008	44,688	46,368	48,048	49,728	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
3	37,632	39,312	40,992	42,672	44,352	46,032	47,712	49,392	51,072	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
4	38,976	40,656	42,336	44,016	45,696	47,376	49,056	50,736	52,416	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
5	40,320	42,000	43,680	45,360	47,040	48,720	50,400	52,080	53,760	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
6	41,664	43,344	45,024	46,704	48,384	50,064	51,744	53,424	55,104	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
7	43,008	44,688	46,368	48,048	49,728	51,408	53,088	54,768	56,448	
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
8	44,352	46,032	47,712	49,392	51,072	52,752	54,432	56,112	57,792	
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	
9		47,376	49,056	50,736	52,416	54,096	55,776	57,456	59,136	
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	
10			50,400	52,080	53,760	55,440	57,120	58,800	60,480	
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	
11				53,424	55,104	56,784	58,464	60,144	61,824	
				1.59	1.64	1.69	1.74	1.79	1.84	
12					56,448	58,128	59,808	61,488	63,168	
					1.68	1.73	1.78	1.83	1.88	
13						59,472	61,152	62,832	64,512	
						1.77	1.82	1.87	1.92	
14						60,816	62,496	64,176	65,856	
						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: 33,875 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	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.30 or 45.20 Sp or Dep. Dental	Individ. Depend. Options: H/A
HEALTH	BC/BS	500D	527.66	976.18	1108.08	1487.87		IRS 125: Y
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84		Flex Accounts: Y
PPO:			COMMENTS:					
LIFE			Deductible Reimbursement					
LTD	Principal	.0049						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

### LEAVES

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

### OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
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	33,875	35,399	36,924	38,448	39,973	41,497	43,021	44,546	46,070	47,594	49,119
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	35,230	36,754	38,279	39,803	41,328	42,852	44,376	45,901	47,425	48,949	50,474
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	1.49
3	36,585	38,109	39,634	41,158	42,683	44,207	45,731	47,256	48,780	50,304	51,829
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
4	37,940	39,464	40,989	42,513	44,038	45,562	47,086	48,611	50,135	51,659	53,184
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
5	39,295	40,819	42,344	43,868	45,393	46,917	48,441	49,966	51,490	53,014	54,539
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565	1.61
6	40,650	42,174	43,699	45,223	46,748	48,272	49,796	51,321	52,845	54,369	55,894
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605	1.65
7	42,005	43,529	45,054	46,578	48,103	49,627	51,151	52,676	54,200	55,724	57,249
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645	1.69
8	43,360	44,884	46,409	47,933	49,458	50,982	52,506	54,031	55,555	57,079	58,604
	1.28	1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685	1.73
9		46,239	47,764	49,288	50,813	52,337	53,861	55,386	56,910	58,434	59,959
		1.365	1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725	1.77
10			49,119	50,643	52,168	53,692	55,216	56,741	58,265	59,789	61,314
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				51,998	53,523	55,047	56,571	58,096	59,620	61,144	62,669
				1.535	1.58	1.625	1.67	1.715	1.76	1.805	1.85
12						56,402	57,926	59,451	60,975	62,499	64,024
						1.665	1.71	1.755	1.8	1.845	1.89
13							59,281	60,806	62,330	63,854	65,379
							1.75	1.795	1.84	1.885	1.93
14								62,161	63,685	65,209	66,734
								1.835	1.88	1.925	1.97
15									65,040	66,564	68,089
									1.92	1.965	2.01
16										67,919	69,444
										2.005	2.05
17											70,799
											2.09
18											72,154
											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: 33,000 Index: 4.75 x 4  
 Starting Salary: 34,568 Entry Level Step: 1\*  
 Career Increments: Y Experience Allowed: 7  
 \*stp 1 is 1.0475 index  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**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	526.64	730.73	829.47	1113.77
DENTAL	BC/BS	2	24.84	34.45	39.11	52.53
PPO:	Dist pays 75% prem		COMMENTS:			
LIFE	Hartford	3.50	Deductible Reimbursement			
LTD	Hartford	.0038 (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 ASSOCIATION	as approved				

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	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	33,000	34,320	35,640	36,960	38,280	39,600	40,920	42,240	43,560	44,880	46,200
1	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36	1.4
	34,568	35,888	37,208	38,528	39,848	41,168	42,488	43,808	45,128	46,448	47,768
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
2	36,135	37,455	38,775	40,095	41,415	42,735	44,055	45,375	46,695	48,015	49,335
	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	1.495
3	37,703	39,023	40,343	41,663	42,983	44,303	45,623	46,943	48,263	49,583	50,903
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025	1.5425
4	39,270	40,590	41,910	43,230	44,550	45,870	47,190	48,510	49,830	51,150	52,470
	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
5	40,838	42,158	43,478	44,798	46,118	47,438	48,758	50,078	51,398	52,718	54,038
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
6	42,405	43,725	45,045	46,365	47,685	49,005	50,325	51,645	52,965	54,285	55,605
	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645	1.685
7	43,973	45,293	46,613	47,933	49,253	50,573	51,893	53,213	54,533	55,853	57,173
	1.3325	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
8	46,860	48,180	49,500	50,820	52,140	53,460	54,780	56,100	57,420	58,740	60,060
	1.42	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74	1.78	1.82
9	49,748	51,068	52,388	53,708	55,028	56,348	57,668	58,988	60,308	61,628	62,948
	1.5075	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275	1.8675	1.9075
10	52,635	53,955	55,275	56,595	57,915	59,235	60,555	61,875	63,195	64,515	65,835
	1.595	1.635	1.675	1.715	1.755	1.795	1.835	1.875	1.915	1.955	1.995
11	55,523	56,843	58,163	59,483	60,803	62,123	63,443	64,763	66,083	67,403	68,723
	1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225	1.9625	2.0025	2.0425	2.0825
12	57,090	58,410	59,730	61,050	62,370	63,690	65,010	66,330	67,650	68,970	70,290
	1.73	1.77	1.81	1.85	1.89	1.93	1.97	2.01	2.05	2.09	2.13
13	58,658	59,978	61,298	62,618	63,938	65,258	66,578	67,898	69,218	70,538	71,858
	1.7775	1.8175	1.8575	1.8975	1.9375	1.9775	2.0175	2.0575	2.0975	2.1375	2.1775
14	65,505	66,825	68,145	69,465	70,785	72,105	73,425	74,745	76,065	77,385	78,705
	1.985	2.025	2.065	2.105	2.145	2.185	2.225	2.265	2.305	2.345	2.385

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: 32,400 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:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1183.33
HEALTH	BC/BS	500D/1650D					Flat Salary
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD							
NON-PARTICIPANT	1183.33	Flat Salary					

**Cafeteria Plan**

Individ. Depend.  
 1183.33 1183.33  
 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
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY: Y

**OTHER LEAVES:**

ESU #11-HOLDREGE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54
0	32,400	33,696	34,992	36,288	37,584	37,584	38,880	40,176	41,472	42,768	44,064	45,360
1	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32	1.36	1.40
2	33,696	34,992	36,288	37,584	38,880	38,880	40,176	41,472	42,768	44,064	45,360	46,656
3	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	34,992	36,288	37,584	38,880	40,176	40,176	41,472	42,768	44,064	45,360	46,656	47,952
5	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	36,288	37,584	38,880	40,176	41,472	41,472	42,768	44,064	45,360	46,656	47,952	49,248
7	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	37,584	38,880	40,176	41,472	42,768	42,768	44,064	45,360	46,656	47,952	49,248	50,544
9	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44	1.48	1.52	1.56
10	38,880	40,176	41,472	42,768	44,064	44,064	45,360	46,656	47,952	49,248	50,544	51,840
11	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52	1.56	1.60
12	40,176	41,472	42,768	44,064	45,360	45,360	46,656	47,952	49,248	50,544	51,840	53,136
13	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52	1.56	1.60	1.64
14		42,768	44,064	45,360	46,656	46,656	47,952	49,248	50,544	51,840	53,136	54,432
15		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56	1.60	1.64	1.68
16		44,064	45,360	46,656	47,952	47,952	49,248	50,544	51,840	53,136	54,432	55,728
17		1.36	1.40	1.44	1.48	1.48	1.52	1.56	1.60	1.64	1.68	1.72
18			46,656	47,952	49,248	49,248	50,544	51,840	53,136	54,432	55,728	57,024
19			1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68	1.72	1.76
20			47,952	49,248	50,544	50,544	51,840	53,136	54,432	55,728	57,024	58,320
21			1.48	1.52	1.56	1.56	1.60	1.64	1.68	1.72	1.76	1.80
22				50,544	51,840	51,840	53,136	54,432	55,728	57,024	58,320	59,616
23				1.56	1.60	1.60	1.64	1.68	1.72	1.76	1.80	1.84
24				51,840	53,136	53,136	54,432	55,728	57,024	58,320	59,616	60,912
25				1.60	1.64	1.64	1.68	1.72	1.76	1.80	1.84	1.88
26					54,432	54,432	55,728	57,024	58,320	59,616	60,912	62,208
27					1.68	1.68	1.72	1.76	1.80	1.84	1.88	1.92
28					55,728	55,728	57,024	58,320	59,616	60,912	62,208	63,504
29					1.72	1.72	1.76	1.80	1.84	1.88	1.92	1.96
30						57,024	58,320	59,616	60,912	62,208	63,504	64,800
31						1.76	1.80	1.84	1.88	1.92	1.96	2.00
32						58,320	59,616	60,912	62,208	63,504	64,800	66,096
33						1.80	1.84	1.88	1.92	1.96	2.00	2.04
34						59,616	60,912	62,208	63,504	64,800	66,096	67,392
35						1.84	1.88	1.92	1.96	2.00	2.04	2.08
36						60,912	62,208	63,504	64,800	66,096	67,392	68,688
37						1.88	1.92	1.96	2.00	2.04	2.08	2.12
38						62,208	63,504	64,800	66,096	67,392	68,688	69,984
39						1.92	1.96	2.00	2.04	2.08	2.12	2.16
40						63,504	64,800	66,096	67,392	68,688	69,984	71,280
41						1.96	2.00	2.04	2.08	2.12	2.16	2.20

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers:	Base: 33,545	Index: 4.25 x 4.25
Length of Teacher Day: 8	HS 8 JH/MS 8 ELEM 8	Starting Salary:	Entry Level Step: 1
Length of Student Day: 6	6 6 6	Career Increments:	Experience Allowed: all
Planning Time: 0	0 0	Vertical Freeze: 90-91;94-95	
Class Periods/Day: 6	6 6	Rollback:	
Normal Teaching Load: 5	5 5	Multi-year Contract: 12-13, 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	500D	348	348	348	348	700	700	700
DENTAL	BC/BS	1					Flat Salary		
PPO:									
LIFE	Guardian	6.00							Options:
LTD	Guarantee Mut.	.00485 (+Caf)							IRS 125:
NON-PARTICIPANT	Flat Salary \$700/mo								Flex Accounts:

COMMENTS:

Deductible Reimbursement

**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**

Negotiated/

Exists Policy

Voluntary Separation:	Y	P
Grievance:	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	33,545	34,971	36,396	37,822	39,248	39,248	40,673	42,099	43,525	44,950	44,950	
	1.00	1.0425	1.085	1.1275	1.17	1.17	1.2125	1.255	1.2975	1.34	1.34	
2	34,971	36,396	37,822	39,248	40,673	40,673	42,099	43,525	44,950	46,376	46,376	
	1.0425	1.085	1.1275	1.17	1.2125	1.2125	1.255	1.2975	1.34	1.3825	1.3825	
3	36,396	37,822	39,248	40,673	42,099	42,099	43,525	44,950	46,376	47,802	47,802	
	1.085	1.1275	1.17	1.2125	1.255	1.255	1.2975	1.34	1.3825	1.425	1.425	
4	37,822	39,248	40,673	42,099	43,525	43,525	44,950	46,376	47,802	49,227	49,227	
	1.1275	1.17	1.2125	1.255	1.2975	1.2975	1.34	1.3825	1.425	1.4675	1.4675	
5	39,248	40,673	42,099	43,525	44,950	44,950	46,376	47,802	49,227	50,653	50,653	
	1.17	1.2125	1.255	1.2975	1.34	1.34	1.3825	1.425	1.4675	1.51	1.51	
6	42,099	43,525	44,950	46,376	47,802	47,802	49,227	50,653	52,079	53,504	53,504	
	1.255	1.2975	1.34	1.3825	1.425	1.425	1.4675	1.51	1.5525	1.595	1.595	
7	43,525	44,950	46,376	47,802	49,227	49,227	50,653	52,079	53,504	54,930	54,930	
	1.2975	1.34	1.3825	1.425	1.4675	1.4675	1.51	1.5525	1.595	1.6375	1.6375	
8	44,950	46,376	47,802	49,227	50,653	50,653	52,079	53,504	54,930	56,356	56,356	
	1.34	1.3825	1.425	1.4675	1.51	1.51	1.5525	1.595	1.6375	1.68	1.68	
9	47,802	49,227	50,653	52,079	53,504	53,504	54,930	56,356	57,781	59,207	59,207	
	1.425	1.4675	1.51	1.5525	1.595	1.595	1.6375	1.68	1.7225	1.765	1.765	
10	49,227	50,653	52,079	53,504	54,930	54,930	56,356	57,781	59,207	60,633	60,633	
	1.4675	1.51	1.5525	1.595	1.6375	1.6375	1.68	1.7225	1.765	1.8075	1.8075	
11	50,653	52,079	53,504	54,930	56,356	56,356	57,781	59,207	60,633	62,058	62,058	
	1.51	1.5525	1.595	1.6375	1.68	1.68	1.7225	1.765	1.8075	1.85	1.85	
12	53,504	54,930	56,356	57,781	59,207	59,207	60,633	62,058	63,484	64,910	64,910	
	1.595	1.6375	1.68	1.7225	1.765	1.765	1.8075	1.85	1.8925	1.935	1.935	
13	54,930	56,356	57,781	59,207	60,633	60,633	62,058	63,484	64,910	66,335	66,335	
	1.6375	1.68	1.7225	1.765	1.8075	1.8075	1.85	1.8925	1.935	1.9775	1.9775	
14	56,356	57,781	59,207	60,633	62,058	62,058	63,484	64,910	66,335	67,761	67,761	
	1.68	1.7225	1.765	1.8075	1.85	1.85	1.8925	1.935	1.9775	2.02	2.02	
15	59,207	60,633	62,058	63,484	64,910	64,910	66,335	67,761	69,187	70,613	70,613	
	1.765	1.8075	1.85	1.8925	1.935	1.935	1.9775	2.02	2.0625	2.1075	2.1075	
16	60,633	62,058	63,484	64,910	66,335	66,335	67,761	69,187	70,613	72,039	72,039	
	1.8075	1.85	1.8925	1.935	1.9775	1.9775	2.02	2.0625	2.1075	2.1525	2.1525	
17	62,058	63,484	64,910	66,335	67,761	67,761	69,187	70,613	72,039	73,465	73,465	
	1.85	1.8925	1.935	1.9775	2.02	2.02	2.0625	2.1075	2.1525	2.1975	2.1975	
18	63,484	64,910	66,335	67,761	69,187	69,187	70,613	72,039	73,465	74,891	74,891	
	1.8925	1.935	1.9775	2.02	2.0625	2.0625	2.1075	2.1525	2.1975	2.2425	2.2425	



**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: 32,100 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	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
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**

	Negotiated/Policy	
	Exists	
Voluntary Separation:	N	
Grievance:	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	32,100	33,384	34,668	35,952	37,236	37,236	38,520	39,804	41,088	42,372	43,656
	1.00	1.04	1.08	1.12	1.16		1.20	1.24	1.28	1.32	1.36
2	33,705	34,989	36,273	37,557	38,841	38,841	40,125	41,409	42,693	43,977	45,261
	1.05	1.09	1.13	1.17	1.21		1.25	1.29	1.33	1.37	1.41
3	35,310	36,594	37,878	39,162	40,446	40,446	41,730	43,014	44,298	45,582	46,866
	1.10	1.14	1.18	1.22	1.26		1.30	1.34	1.38	1.42	1.46
4	36,915	38,199	39,483	40,767	42,051	42,051	43,335	44,619	45,903	47,187	48,471
	1.15	1.19	1.23	1.27	1.31		1.35	1.39	1.43	1.47	1.51
5	38,520	39,804	41,088	42,372	43,656	43,656	44,940	46,224	47,508	48,792	50,076
	1.20	1.24	1.28	1.32	1.36		1.40	1.44	1.48	1.52	1.56
6	40,125	41,409	42,693	43,977	45,261	45,261	46,545	47,829	49,113	50,397	51,681
	1.25	1.29	1.33	1.37	1.41		1.45	1.49	1.53	1.57	1.61
7	41,730	43,014	44,298	45,582	46,866	46,866	48,150	49,434	50,718	52,002	53,286
	1.30	1.34	1.38	1.42	1.46		1.50	1.54	1.58	1.62	1.66
8	43,335	44,619	45,903	47,187	48,471	48,471	49,755	51,039	52,323	53,607	54,891
	1.35	1.39	1.43	1.47	1.51		1.55	1.59	1.63	1.67	1.71
9		46,224	47,508	48,792	50,076	50,076	51,360	52,644	53,928	55,212	56,496
		1.44	1.48	1.52	1.56		1.60	1.64	1.68	1.72	1.76
10			49,113	50,397	51,681	51,681	52,965	54,249	55,533	56,817	58,101
			1.53	1.57	1.61		1.65	1.69	1.73	1.77	1.81
11				52,002	53,286	53,286	54,570	55,854	57,138	58,422	59,706
				1.62	1.66		1.70	1.74	1.78	1.82	1.86
12					54,891	54,891	56,175	57,459	58,743	60,027	61,311
					1.71		1.75	1.79	1.83	1.87	1.91
13						56,496	57,780	59,064	60,348	61,632	62,916
						1.76	1.80	1.84	1.88	1.92	1.96
14							59,385	60,669	61,953	63,237	64,521
							1.85	1.89	1.93	1.97	2.01
15								62,274	63,558	64,842	66,126
								1.94	1.98	2.02	2.06
16									65,163	66,447	67,731
									2.03	2.07	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: 29,500 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5 (D)  
 \$500 for adv degree after 5 yrs at bottom of sched  
 Vertical Freeze: 90-91  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	1477.92
HEALTH	BC/BS	500D/3100D		Cash
DENTAL	BC/BS	2		
PPO:				
LIFE			COMMENTS: Deductible Reimbursement	
LTD				
NON-PARTICIPANT			\$1477.92	

**Cafeteria Plan**

Individ. Depend.  
 1477.92 1477.92  
 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
Sick Bank:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	EDSPEC
1	29,500	30,680	31,860	33,040	34,220	35,400	36,580	37,760
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	30,680	31,860	33,040	34,220	35,400	36,580	37,760	38,940
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	31,860	33,040	34,220	35,400	36,580	37,760	38,940	40,120
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	33,040	34,220	35,400	36,580	37,760	38,940	40,120	41,300
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	34,220	35,400	36,580	37,760	38,940	40,120	41,300	42,480
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	35,400	36,580	37,760	38,940	40,120	41,300	42,480	43,660
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	36,580	37,760	38,940	40,120	41,300	42,480	43,660	44,840
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	37,760	38,940	40,120	41,300	42,480	43,660	44,840	46,020
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9	38,940	40,120	41,300	42,480	43,660	44,840	46,020	47,200
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
10	40,120	41,300	42,480	43,660	44,840	46,020	47,200	48,380
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
11	41,300	42,480	43,660	44,840	46,020	47,200	48,380	49,560
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
12		43,660	44,840	46,020	47,200	48,380	49,560	50,740
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
13		44,840	46,020	47,200	48,380	49,560	50,740	51,920
		1.52	1.56	1.60	1.64	1.68	1.72	1.76
14			47,200	48,380	49,560	50,740	51,920	53,100
			1.60	1.64	1.68	1.72	1.76	1.80
15			48,380	49,560	50,740	51,920	53,100	54,280
			1.64	1.68	1.72	1.76	1.80	1.84
16				50,740	51,920	53,100	54,280	55,460
				1.72	1.76	1.80	1.84	1.88
17				51,920	53,100	54,280	55,460	56,640
				1.76	1.80	1.84	1.88	1.92
18					54,280	55,460	56,640	57,820
					1.84	1.88	1.92	1.96
19					55,460	56,640	57,820	59,000
					1.88	1.92	1.96	2.00
20						57,820	59,000	60,180
						1.96	2.00	2.04

**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: 31,250 Index: 4 x 4  
 Starting Salary: 31,250 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
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	56.50 or 93.49
DENTAL	BC/BS	3	51.35	51.35	51.35	51.35	Sp or Dep. Dental
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Principal	.0032					
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**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
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	31,250	32,500	33,750	35,000	36,250	37,500	38,750
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	32,500	33,750	35,000	36,250	37,500	38,750	40,000
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	33,750	35,000	36,250	37,500	38,750	40,000	41,250
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	35,000	36,250	37,500	38,750	40,000	41,250	42,500
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	36,250	37,500	38,750	40,000	41,250	42,500	43,750
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	37,500	38,750	40,000	41,250	42,500	43,750	45,000
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		40,000	41,250	42,500	43,750	45,000	46,250
		1.28	1.32	1.36	1.40	1.44	1.48
8		41,250	42,500	43,750	45,000	46,250	47,500
		1.32	1.36	1.40	1.44	1.48	1.52
9			43,750	45,000	46,250	47,500	48,750
			1.40	1.44	1.48	1.52	1.56
10			45,000	46,250	47,500	48,750	50,000
			1.44	1.48	1.52	1.56	1.60
11			46,250	47,500	48,750	50,000	51,250
			1.48	1.52	1.56	1.60	1.64
12			47,500	48,750	50,000	51,250	52,500
			1.52	1.56	1.60	1.64	1.68
13				50,000	51,250	52,500	53,750
				1.60	1.64	1.68	1.72
14					52,500	53,750	55,000
					1.68	1.72	1.76
15						55,000	56,250
						1.76	1.80
16							57,500
							1.84

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









**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days:	186	FTE Teachers:		Base:	33,060	Index:	4 x 5
		HS	JH/MS	ELEM	Starting Salary:	Entry Level Step:	1
Length of Teacher Day:	7.5	7.5	7.5	Career Increments:	Y	Experience Allowed:	10
Length of Student Day:	7	7	7	Vertical Freeze:	85-86		
Planning Time:	48	48	55	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.
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement				N		
LTD									<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.5
									Contribution: fte*

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	20-dependent use				
PERSONAL	1+2			yes	\$105 for first day unused, 2 fro
BEREAVEMENT	7				from sick lv.
PROFESSIONAL	1			yes	
ADOPTION	10				
ASSOCIATION	5				

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

FALLS CITY										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
0	33,060	34,713	36,366	38,019	39,672	41,325	42,978	44,631	46,284	47,937
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.44
1	34,382	36,035	37,688	39,341	40,994	42,647	44,300	45,953	47,606	49,259
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.48
2	35,705	37,358	39,011	40,664	42,317	43,970	45,623	47,276	48,929	50,582
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.52
3	37,027	38,680	40,333	41,986	43,639	45,292	46,945	48,598	50,251	51,904
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.56
4	38,350	40,003	41,656	43,309	44,962	46,615	48,268	49,921	51,574	53,227
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.60
5	39,672	41,325	42,978	44,631	46,284	47,937	49,590	51,243	52,896	54,549
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.64
6	40,994	42,647	44,300	45,953	47,606	49,259	50,912	52,565	54,218	55,871
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.68
7		43,970	45,623	47,276	48,929	50,582	52,235	53,888	55,541	57,194
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.72
8			46,945	48,598	50,251	51,904	53,557	55,210	56,863	58,516
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.76
9				49,921	51,574	53,227	54,880	56,533	58,186	59,839
				1.51	1.56	1.61	1.66	1.71	1.76	1.80
10					52,896	54,549	56,202	57,855	59,508	61,161
					1.60	1.65	1.70	1.75	1.80	1.84
11					54,218	55,871	57,524	59,177	60,830	62,483
					1.64	1.69	1.74	1.79	1.84	1.88
12						57,194	58,847	60,500	62,153	63,806
						1.73	1.78	1.83	1.88	1.92
13							60,169	61,822	63,475	65,128
							1.82	1.87	1.92	1.96
14								63,145	64,798	66,451
								1.91	1.96	2.00
15									66,120	67,773
									2.00	2.04

**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: 33,125 Index: 4 x 4  
 Starting Salary: 33,125 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all(D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BCBS	500D	527.66	976.18	1108.08	1487.87	27.30 or 45.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE	Madison Nat'l	1.62					Deductible Reimbursement	Flex Accounts: Y
LTD	Madison Nat'l	.0067 (thru sal)						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.4 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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
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	33,125	34,450	35,775	37,100	38,425	39,750	41,075
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,450	35,775	37,100	38,425	39,750	41,075	42,400
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	35,775	37,100	38,425	39,750	41,075	42,400	43,725
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,100	38,425	39,750	41,075	42,400	43,725	45,050
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,425	39,750	41,075	42,400	43,725	45,050	46,375
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	39,750	41,075	42,400	43,725	45,050	46,375	47,700
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		42,400	43,725	45,050	46,375	47,700	49,025
		1.28	1.32	1.36	1.40	1.44	1.48
8		43,725	45,050	46,375	47,700	49,025	50,350
		1.32	1.36	1.40	1.44	1.48	1.52
9			46,375	47,700	49,025	50,350	51,675
			1.40	1.44	1.48	1.52	1.56
10			47,700	49,025	50,350	51,675	53,000
			1.44	1.48	1.52	1.56	1.60
11				50,350	51,675	53,000	54,325
				1.52	1.56	1.60	1.64
12				51,675	53,000	54,325	55,650
				1.56	1.60	1.64	1.68
13					54,325	55,650	56,975
					1.64	1.68	1.72
14					55,650	56,975	58,300
					1.68	1.72	1.76
15						58,300	59,625
						1.76	1.80
16						59,625	60,950
						1.80	1.84

**WORKING CONDITIONS**

**SALARY SCHEDULE**

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	

Base: 32,400 Index: 4 x 5  
 Starting Salary: 32,400 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 7  
 Vertical Freeze: 99-00  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
PPO:			COMMENTS:			
LIFE	Madison Nat'l	4.00	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:	N	
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	32,400	34,020	35,640	37,260	38,880	38,880	40,500	42,120	43,740	45,360
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	33,696	35,316	36,936	38,556	40,176	40,176	41,796	43,416	45,036	46,656
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	34,992	36,612	38,232	39,852	41,472	41,472	43,092	44,712	46,332	47,952
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	36,288	37,908	39,528	41,148	42,768	42,768	44,388	46,008	47,628	49,248
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	37,584	39,204	40,824	42,444	44,064	44,064	45,684	47,304	48,924	50,544
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	38,880	40,500	42,120	43,740	45,360	45,360	46,980	48,600	50,220	51,840
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	40,176	41,796	43,416	45,036	46,656	46,656	48,276	49,896	51,516	53,136
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		43,092	44,712	46,332	47,952	47,952	49,572	51,192	52,812	54,432
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9			46,008	47,628	49,248	49,248	50,868	52,488	54,108	55,728
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10				48,924	50,544	50,544	52,164	53,784	55,404	57,024
				1.51	1.56	1.56	1.61	1.66	1.71	1.76
11					51,840	51,840	53,460	55,080	56,700	58,320
					1.60	1.60	1.65	1.70	1.75	1.80
12						53,136	54,756	56,376	57,996	59,616
						1.64	1.64	1.69	1.74	1.79
13							54,432	56,052	57,672	59,292
							1.68	1.73	1.78	1.83
14								55,728	57,348	58,968
								1.72	1.77	1.82
									60,588	62,208
									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: 32,150 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:

**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	500.31	925.59	1050.66	1410.77	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts:
LIFE			Deductible Reimbursement				<b>PART-TIME BENEFITS</b>
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
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	32,150	33,436	34,722	36,008	37,294	37,294	38,580	39,866	39,866
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.24
2	33,436	34,722	36,008	37,294	38,580	38,580	39,866	41,152	41,152
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.28
3	34,722	36,008	37,294	38,580	39,866	39,866	41,152	42,438	42,438
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.32
4	36,008	37,294	38,580	39,866	41,152	41,152	42,438	43,724	43,724
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.36
5	37,294	38,580	39,866	41,152	42,438	42,438	43,724	45,010	45,010
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.40
6	38,580	39,866	41,152	42,438	43,724	43,724	45,010	46,296	46,296
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.44
7	39,866	41,152	42,438	43,724	45,010	45,010	46,296	47,582	47,582
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.48
8		42,438	43,724	45,010	46,296	46,296	47,582	48,868	48,868
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.52
9			45,010	46,296	47,582	47,582	48,868	50,154	50,154
			1.40	1.44	1.48	1.48	1.52	1.56	1.56
10			46,296	47,582	48,868	48,868	50,154	51,440	51,440
			1.44	1.48	1.52	1.52	1.56	1.60	1.60
11				48,868	50,154	50,154	51,440	52,726	52,726
				1.52	1.56	1.56	1.60	1.64	1.64
12				50,154	51,440	51,440	52,726	54,012	54,012
				1.56	1.60	1.60	1.64	1.68	1.68
13					52,726	52,726	54,012	55,298	55,298
					1.64	1.64	1.68	1.72	1.72
14						54,012		56,584	56,584
						1.68		1.76	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:	187	FTE Teachers:	346.5
		HS	JH/MS
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:	32,682	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
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH	BC/BS	750D/3100D	
DENTAL	BC/BS	3	
PPO:	Emp can choose between Dental (COMMENTS:		
LIFE	Sun Life	1.40	Deductible Reimbursement
LTD	Sun Life	.0035 (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	4			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
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	32,682	34,316	35,950	37,584	39,218	39,218	40,853	42,487	44,121	45,755	47,389	52,291
	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	34,153	35,787	37,421	39,055	40,689	40,689	42,323	43,957	45,591	47,225	48,860	53,762
	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	35,623	37,257	38,892	40,526	42,160	42,160	43,794	45,428	47,062	48,696	50,330	55,233
	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	37,094	38,728	40,362	41,996	43,630	43,630	45,265	46,899	48,533	50,167	51,801	56,703
	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	38,565	40,199	41,833	43,467	45,101	45,101	46,735	48,369	50,003	51,638	53,272	58,174
	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	40,035	41,670	43,304	44,938	46,573	46,573	48,207	49,841	51,475	53,109	54,743	59,689
	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	41,506	43,140	44,774	46,408	48,042	48,042	49,676	51,310	52,944	54,578	56,212	61,158
	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		44,611	46,245	47,879	50,003	50,003	51,638	53,272	54,906	56,540	58,174	63,076
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			47,716	49,350	51,638	51,638	53,272	54,906	56,540	58,174	59,808	64,710
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				50,821	53,272	53,272	54,906	56,540	58,174	59,808	61,442	66,344
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				52,291	54,906	54,906	56,540	58,174	59,808	61,442	63,076	67,979
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12				53,762	56,540	56,540	58,174	59,808	61,442	63,076	64,710	69,613
				1.645	1.73	1.73	1.78	1.83	1.88	1.93	1.98	2.13
13						58,174	59,808	61,442	63,076	64,710	66,344	71,247
						1.78	1.83	1.88	1.93	1.98	2.03	2.18
14						59,808	61,442	63,076	64,710	66,344	67,979	72,881
						1.83	1.88	1.93	1.98	2.03	2.08	2.23
15							63,076	64,710	66,344	67,979	69,613	74,515
							1.93	1.98	2.03	2.08	2.13	2.28

**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: 31,875 Index: 4.5 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: (D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**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	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental	Options:
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement					Flex Accounts: Y
LTD	Madison Nat'l	.004 (+b thru sal)						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	\$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
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	31,875	33,150	34,425	35,700	36,975	38,250	39,525	40,800	
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	
2	33,309	34,584	35,859	37,134	38,409	39,684	40,959	42,234	
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325	
3	34,744	36,019	37,294	38,569	39,844	41,119	42,394	43,669	
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
4	36,178	37,453	38,728	40,003	41,278	42,553	43,828	45,103	
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	
5	37,613	38,888	40,163	41,438	42,713	43,988	45,263	46,538	
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46	
6	39,047	40,322	41,597	42,872	44,147	45,422	46,697	47,972	
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505	
7		41,756	43,031	44,306	45,581	46,856	48,131	49,406	
		1.31	1.35	1.39	1.43	1.47	1.51	1.55	
8		43,191	44,466	45,741	47,016	48,291	49,566	50,841	
		1.355	1.395	1.435	1.475	1.515	1.555	1.595	
9			45,900	47,175	48,450	49,725	51,000	52,275	
			1.44	1.48	1.52	1.56	1.6	1.64	
10			47,334	48,609	49,884	51,159	52,434	53,709	
			1.485	1.525	1.565	1.605	1.645	1.685	
11				50,044	51,319	52,594	53,869	55,144	
				1.57	1.61	1.65	1.69	1.73	
12				51,478	52,753	54,028	55,303	56,578	
				1.615	1.655	1.695	1.735	1.775	
13				52,913	54,188	55,463	56,738	58,013	
				1.66	1.7	1.74	1.78	1.82	
14					55,622	56,897	58,172	59,447	
					1.745	1.785	1.825	1.865	





**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	7	7
Planning Time:	90	55	55
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

Base: 32,650 Index: 4.5 x 4.5  
 Starting Salary: 34,119 Entry Level Step: 1\*  
 Career Increments: N Experience Allowed: all  
 \*stp 1 is 1.045 index  
 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	687.50
HEALTH	BC/BS	750D/1650D	263.32	263.32	263.32	263.32	Fringe Benefit
DENTAL	BC/BS	2	12.42	12.42	12.42	12.42	
PPO:	Dist pays 1/2 single prem + fringe COMMENTS:						
LIFE	Guardian						Deductible Reimbursement
LTD	Principal	.0044 (thru sal)					
NON-PARTICIPANT	\$687.50 Fringe Bene						

**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
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	32,650											
	1.00											
1	34,119	35,589	37,058	38,527	39,996	41,466	42,935	44,404	45,873	47,343	48,812	50,281
	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	35,589	37,058	38,527	39,996	41,466	42,935	44,404	45,873	47,343	48,812	50,281	51,750
	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	37,058	38,527	39,996	41,466	42,935	44,404	45,873	47,343	48,812	50,281	51,750	53,220
	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	38,527	39,996	41,466	42,935	44,404	45,873	47,343	48,812	50,281	51,750	53,220	54,689
	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	39,996	41,466	42,935	44,404	45,873	47,343	48,812	50,281	51,750	53,220	54,689	56,158
	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	41,466	42,935	44,404	45,873	47,343	48,812	50,281	51,750	53,220	54,689	56,158	57,627
	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		44,404	45,873	47,343	48,812	50,281	51,750	53,220	54,689	56,158	57,627	59,097
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
8			47,343	48,812	50,281	51,750	53,220	54,689	56,158	57,627	59,097	60,566
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
9				50,281	51,750	53,220	54,689	56,158	57,627	59,097	60,566	62,035
				1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9
10						54,689	56,158	57,627	59,097	60,566	62,035	63,504
						1.675	1.72	1.765	1.81	1.855	1.9	1.945
11						56,158	57,627	59,097	60,566	62,035	63,504	64,973
						1.72	1.765	1.81	1.855	1.9	1.945	1.99
12						57,627	59,097	60,566	62,035	63,504	64,973	66,443
						1.765	1.81	1.855	1.9	1.945	1.99	2.035
13								62,035	63,504	64,973	66,443	67,912
								1.9	1.945	1.99	2.035	2.08
14									64,973	66,443	67,912	69,381
									1.99	2.035	2.08	2.125





**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:	7.25	7.2	7.25
Planning Time:	48	45	30
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

**SALARY SCHEDULE**

Base:	32,400	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	750D/3100D	526.64	526.64	526.64	526.64	1083.33	531.85	531.85
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Fringe Stipend	Options: HA/Dent/Cash/Caf	
PPO:			COMMENTS:					IRS 125: Y	
LIFE			Deductible Reimbursement					Flex Accounts: Y	
LTD	Unknown	.003 (thru sal)						<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: 3100D	

**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 ASSOCIATION					from sick lv.

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
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	32,400	33,858	35,316	36,774	38,232	39,690	41,148	42,606	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	33,858	35,316	36,774	38,232	39,690	41,148	42,606	44,064	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
3	35,316	36,774	38,232	39,690	41,148	42,606	44,064	45,522	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
4	36,774	38,232	39,690	41,148	42,606	44,064	45,522	46,980	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
5	38,232	39,690	41,148	42,606	44,064	45,522	46,980	48,438	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
6	39,690	41,148	42,606	44,064	45,522	46,980	48,438	49,896	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
7		42,606	44,064	45,522	46,980	48,438	49,896	51,354	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	
8		45,522	46,980	48,438	49,896	51,354	52,812	54,270	
			1.405	1.45	1.495	1.54	1.585	1.63	
9				48,438	49,896	51,354	52,812	54,270	
				1.495	1.54	1.585	1.63	1.675	
10				49,896	51,354	52,812	54,270	55,728	
				1.54	1.585	1.63	1.675	1.72	
11					52,812	54,270	55,728	57,186	
					1.63	1.675	1.72	1.765	
12					54,270	55,728	57,186	58,644	
					1.675	1.72	1.765	1.81	
13						57,186	58,644	60,102	
						1.765	1.81	1.855	
14							60,102	61,560	
							1.855	1.9	
15								63,018	
								1.945	



**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers: 72		Base: 33,400	Index: 5 x 4
	HS 7	JH/MS 7	ELEM 7	Starting Salary:
Length of Teacher Day:	7	7	7	Career Increments: N
Length of Student Day:	6.5	6.5	6.5	Entry Level Step: 1
Planning Time:	48	48	40	Experience Allowed: all
Class Periods/Day:	8	8		Vertical Freeze:
Normal Teaching Load:	7	7		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	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD							Minimum FTE: 0.5		
NON-PARTICIPANT							Contribution: fte		

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	75	yes		
Other Info:					
PERSONAL	2			yes	\$100/day unused EOY
BEREAVEMENT	10,5,2				immed family; from sick lv.
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				inc. in sick lv.
ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
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	33,400	34,736	36,072	37,408	38,744	40,080	41,416	42,752	44,088
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,070	36,406	37,742	39,078	40,414	41,750	43,086	44,422	45,758
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	36,740	38,076	39,412	40,748	42,084	43,420	44,756	46,092	47,428
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	38,410	39,746	41,082	42,418	43,754	45,090	46,426	47,762	49,098
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	40,080	41,416	42,752	44,088	45,424	46,760	48,096	49,432	50,768
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		43,086	44,422	45,758	47,094	48,430	49,766	51,102	52,438
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			46,092	47,428	48,764	50,100	51,436	52,772	54,108
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				49,098	50,434	51,770	53,106	54,442	55,778
				1.47	1.51	1.55	1.59	1.63	1.67
9				50,768	52,104	53,440	54,776	56,112	57,448
				1.52	1.56	1.60	1.64	1.68	1.72
10					53,774	55,110	56,446	57,782	59,118
					1.61	1.65	1.69	1.73	1.77
11					55,444	56,780	58,116	59,452	60,788
					1.66	1.70	1.74	1.78	1.82
12								61,122	62,458
								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:	33,180	Index:	4 x 5
Starting Salary:	34,507	Entry Level Step:	2
Career Increments:	Y	Experience Allowed:	8
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	625
HEALTH	BC/BS	750D/1650D	526.64	526.64	526.64	526.64	Ind for each spouse
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	+ Fringe Benefit Stipend \$73.52		COMMENTS:				
LIFE			Deductible Reimbursement				
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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
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	33,180	34,839	36,498	38,157	39,816	43,134	43,134	44,793	46,452	48,111	49,770	51,429
	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	34,507	36,166	37,825	39,484	41,143	44,461	44,461	46,120	47,779	49,438	51,097	52,756
	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	35,834	37,493	39,152	40,811	42,470	45,788	45,788	47,447	49,106	50,765	52,424	54,083
	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	37,825	39,484	41,143	42,802	44,461	47,779	47,779	49,438	51,097	52,756	54,415	56,074
	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	39,816	41,475	43,134	44,793	46,452	49,770	49,770	51,429	53,088	54,747	56,406	58,065
	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	41,807	43,466	45,125	46,784	48,443	51,761	51,761	53,420	55,079	56,738	58,397	60,056
	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	43,798	45,457	47,116	48,775	50,434	53,752	53,752	55,411	57,070	58,729	60,388	62,047
	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						55,742	55,742	57,401	59,060	60,719	62,378	64,037
						1.68	1.68	1.73	1.78	1.83	1.88	1.93
9						57,733	57,733	59,392	61,051	62,710	64,369	66,028
						1.74	1.74	1.79	1.84	1.89	1.94	1.99
10											66,360	68,019
											2.00	2.05
11											68,351	70,010
											2.06	2.11

87-88 BA45 column grandfathered, 02-03 PHD/EdD stipend available, 01-02 Longevity increments available after 20 years; 08-09 hiring base added (stp 1 + 1/2 prior yr total pkg increase x current yr base);  
Hired before 08-09, recv \$7500 in flat salary. Hired after 08-09, recv ind ins + remainder as cash



**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: 32,600 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			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04
PPO:	Vision - \$2.95/mo		COMMENTS:			
LIFE	Madison Ntl.	1.85	Deductible Reimbursement			
LTD	Madison Ntl.	.0049				
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
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	3 2 , 6 0 0	3 3 , 9 0 4	3 5 , 2 0 8	3 7 , 8 1 6	3 9 , 1 2 0
	1 . 0 0	1 . 0 4	1 . 0 8	1 . 1 6	1 . 2 0
2	3 3 , 9 0 4	3 5 , 2 0 8	3 6 , 5 1 2	3 9 , 1 2 0	4 0 , 4 2 4
	1 . 0 4	1 . 0 8	1 . 1 2	1 . 2 0	1 . 2 4
3	3 5 , 2 0 8	3 6 , 5 1 2	3 7 , 8 1 6	4 0 , 4 2 4	4 1 , 7 2 8
	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 4	1 . 2 8
4	3 6 , 5 1 2	3 7 , 8 1 6	3 9 , 1 2 0	4 1 , 7 2 8	4 3 , 0 3 2
	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 8	1 . 3 2
5	3 7 , 8 1 6	3 9 , 1 2 0	4 0 , 4 2 4	4 3 , 0 3 2	4 4 , 3 3 6
	1 . 1 6	1 . 2 0	1 . 2 4	1 . 3 2	1 . 3 6
6	3 9 , 1 2 0	4 0 , 4 2 4	4 1 , 7 2 8	4 4 , 3 3 6	4 5 , 6 4 0
	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 6	1 . 4 0
7		4 1 , 7 2 8	4 3 , 0 3 2	4 5 , 6 4 0	4 6 , 9 4 4
		1 . 2 8	1 . 3 2	1 . 4 0	1 . 4 4
8		4 3 , 0 3 2	4 4 , 3 3 6	4 6 , 9 4 4	4 8 , 2 4 8
		1 . 3 2	1 . 3 6	1 . 4 4	1 . 4 8
9		4 4 , 3 3 6	4 5 , 6 4 0	4 8 , 2 4 8	4 9 , 5 5 2
		1 . 3 6	1 . 4 0	1 . 4 8	1 . 5 2
1 0			4 6 , 9 4 4	4 9 , 5 5 2	5 0 , 8 5 6
			1 . 4 4	1 . 5 2	1 . 5 6
1 1				5 0 , 8 5 6	5 2 , 1 6 0
				1 . 5 6	1 . 6 0
1 2				5 2 , 1 6 0	5 3 , 4 6 4
				1 . 6 0	1 . 6 4
1 3				5 3 , 4 6 4	5 4 , 7 6 8
				1 . 6 4	1 . 6 8
1 4				5 4 , 7 6 8	5 6 , 0 7 2
				1 . 6 8	1 . 7 2
1 5				5 6 , 0 7 2	5 7 , 3 7 6
				1 . 7 2	1 . 7 6
1 6					5 8 , 6 8 0
					1 . 8 0
1 7					5 9 , 9 8 4
					1 . 8 4

**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: 31,750 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:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	930	Individ. Depend. 930 930
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		<b>PART-TIME BENEFITS</b>
LTD					Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	70	yes		
Other Info: 7 for dep use					
PERSONAL	3			yes	\$50/unused day
BEREAVEMENT	5				
PROFESSIONAL	supt. disc.			yes	
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	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	31,750	33,020	34,290	35,560	36,830	38,100	39,370
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	33,020	34,290	35,560	36,830	38,100	39,370	40,640
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	34,290	35,560	36,830	38,100	39,370	40,640	41,910
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	35,560	36,830	38,100	39,370	40,640	41,910	43,180
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	36,830	38,100	39,370	40,640	41,910	43,180	44,450
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	38,100	39,370	40,640	41,910	43,180	44,450	45,720
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		40,640	41,910	43,180	44,450	45,720	46,990
		1.28	1.32	1.36	1.40	1.44	1.48
8		41,910	43,180	44,450	45,720	46,990	48,260
		1.32	1.36	1.40	1.44	1.48	1.52
9		43,180	44,450	45,720	46,990	48,260	49,530
		1.36	1.40	1.44	1.48	1.52	1.56
10		44,450	45,720	46,990	48,260	49,530	50,800
		1.40	1.44	1.48	1.52	1.56	1.60
11			46,990	48,260	49,530	50,800	52,070
			1.48	1.52	1.56	1.60	1.64
12				49,530	50,800	52,070	53,340
				1.56	1.60	1.64	1.68
13				50,800	52,070	53,340	54,610
				1.60	1.64	1.68	1.72
14					53,340	54,610	55,880
					1.68	1.72	1.76
15					54,610	55,880	57,150
					1.72	1.76	1.80
16						57,150	58,420
						1.80	1.84

**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: 7.5 7.5 7.5  
 Planning Time: 48 48 48  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

Base: 32,300 Index: 4 x 4  
 Starting Salary: 34,884 Entry Level Step: 3  
 Career Increments: N Experience Allowed: all  
 BA+36,45,54 frozen 1 yr after entering; Not apply to MA  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.30 or 45.20 Sp or Dep. Dental
HEALTH	BC/BS	500D	527.66	976.18	1108.08	1487.87	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Madison Nat'l	.0045 (thru sal)					
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	40	no		
Other Info:					
PERSONAL	2			yes	\$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
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

HARVARD									
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	BA+54 MA+18	MA+27	
1	32,300	33,592	34,884	36,176	37,468	38,760	40,052	41,344	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	33,592	34,884	36,176	37,468	38,760	40,052	41,344	42,636	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	34,884	36,176	37,468	38,760	40,052	41,344	42,636	43,928	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	36,176	37,468	38,760	40,052	41,344	42,636	43,928	45,220	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	37,468	38,760	40,052	41,344	42,636	43,928	45,220	46,512	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6		40,052	41,344	42,636	43,928	45,220	46,512	47,804	
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7		41,344	42,636	43,928	45,220	46,512	47,804	49,096	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8			43,928	45,220	46,512	47,804	49,096	50,388	
			1.36	1.40	1.44	1.48	1.52	1.56	
9				46,512	47,804	49,096	50,388	51,680	
				1.44	1.48	1.52	1.56	1.60	
10					49,096	50,388	51,680	52,972	
					1.52	1.56	1.60	1.64	
11						51,680	52,972	54,264	
						1.60	1.64	1.68	
12							54,264	55,556	
							1.68	1.72	
13								56,848	
								1.76	

BA36, BA45, BA54 frozen for 1 yr after entering; 14-15: BA45 & BA54 columns eliminated, staff grandfathered

**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: 32,380 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	436.80 or 492.74 Full Ins. + \$325
HEALTH	BC/BS	750D/3100D	526.64	925.59	1050.66	1410.77	
DENTAL	BC/BS	3	51.35	51.35	51.35	51.35	
PPO:	Dist pays 95% H/A premium for fa COMMENTS:						
LIFE							Deductible Reimbursement
LTD	Madison Nat'l	.0029					
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
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	32,380	33,837	35,294	36,751	38,208	38,208	39,666	41,123	42,580	44,037	45,494
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	33,837	35,294	36,751	38,208	39,666	39,666	41,123	42,580	44,037	45,494	46,951
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	35,294	36,751	38,208	39,666	41,123	41,123	42,580	44,037	45,494	46,951	48,408
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	36,751	38,208	39,666	41,123	42,580	42,580	44,037	45,494	46,951	48,408	49,865
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	38,208	39,666	41,123	42,580	44,037	44,037	45,494	46,951	48,408	49,865	51,322
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	39,666	41,123	42,580	44,037	45,494	45,494	46,951	48,408	49,865	51,322	52,779
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	41,123	42,580	44,037	45,494	46,951	46,951	48,408	49,865	51,322	52,779	54,237
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	42,580	44,037	45,494	46,951	48,408	48,408	49,865	51,322	52,779	54,237	55,694
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			47,437	48,408	49,865	49,865	51,322	52,779	54,237	55,694	57,151
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				50,351	51,322	51,322	52,779	54,237	55,694	57,151	58,608
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					52,779	52,779	54,237	55,694	57,151	58,608	60,065
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12						54,237	54,237	55,694	57,151	58,608	60,065
						1.675	1.675	1.72	1.765	1.81	1.855
13							55,694	57,151	58,608	60,065	61,522
							1.72	1.765	1.81	1.855	1.9
14								57,151	58,608	60,065	61,522
								1.765	1.81	1.855	1.9
15											64,436
											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

**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: 32,000 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	
		H/A-Dent				24.84
HEALTH	BC/BS	500D	527.66	976.18	1108.08	1487.87
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
PPO: COMMENTS: Deductible Reimbursement N						
LIFE						
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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
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	32,000	33,440	34,880	36,320	37,760	37,760	39,200
	1.00	1.045	1.09	1.135	1.18	1.18	1.225
2	33,440	34,880	36,320	37,760	39,200	39,200	40,640
	1.045	1.09	1.135	1.18	1.225	1.225	1.27
3	34,880	36,320	37,760	39,200	40,640	40,640	42,080
	1.09	1.135	1.18	1.225	1.27	1.27	1.315
4	36,320	37,760	39,200	40,640	42,080	42,080	43,520
	1.135	1.18	1.225	1.27	1.315	1.315	1.36
5	37,760	39,200	40,640	42,080	43,520	43,520	44,960
	1.18	1.225	1.27	1.315	1.36	1.36	1.405
6	39,200	40,640	42,080	43,520	44,960	44,960	46,400
	1.225	1.27	1.315	1.36	1.405	1.405	1.45
7	40,640	42,080	43,520	44,960	46,400	46,400	47,840
	1.27	1.315	1.36	1.405	1.45	1.45	1.495
8		43,520	44,960	46,400	47,840	47,840	49,280
		1.36	1.405	1.45	1.495	1.495	1.54
9		44,960	46,400	47,840	49,280	49,280	50,720
		1.405	1.45	1.495	1.54	1.54	1.585
10			47,840	49,280	50,720	50,720	52,160
			1.495	1.54	1.585	1.585	1.63
11				50,720	52,160	52,160	53,600
				1.585	1.63	1.63	1.675
12				52,160	53,600	53,600	55,040
				1.63	1.675	1.675	1.72
13					55,040	55,040	56,480
					1.72	1.72	1.765





**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	6.5
Planning Time:	97	97	97
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base: 34,533 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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	51.45 or 85.14	Options:	
DENTAL	BC/BS	4	46.76	46.76	46.76	46.76	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD							Minimum FTE: 0.5		
NON-PARTICIPANT							Contribution: fte		

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Sick Bank:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

HEARTLAND									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+42	MA	MA+9	MA+18
1	34,533	35,914	37,296	38,677	39,368	40,058	41,440	42,821	44,202
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	1.28
2	35,914	37,296	38,677	40,058	40,749	41,440	42,821	44,202	45,584
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28	1.32
3	37,296	38,677	40,058	41,440	42,130	42,821	44,202	45,584	46,965
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32	1.36
4	38,677	40,058	41,440	42,821	43,512	44,202	45,584	46,965	48,346
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36	1.40
5	40,058	41,440	42,821	44,202	44,893	45,584	46,965	48,346	49,728
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40	1.44
6	41,440	42,821	44,202	45,584	46,274	46,965	48,346	49,728	51,109
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	1.48
7		44,202	45,584	46,965	47,656	48,346	49,728	51,109	52,490
		1.28	1.32	1.36	1.38	1.40	1.44	1.48	1.52
8			46,965	48,346	49,037	49,728	51,109	52,490	53,871
			1.36	1.40	1.42	1.44	1.48	1.52	1.56
9				49,728	50,418	51,109	52,490	53,871	55,253
				1.44	1.46	1.48	1.52	1.56	1.60
10				51,109	51,800	52,490	53,871	55,253	56,634
				1.48	1.50	1.52	1.56	1.60	1.64
11				52,490	53,181	53,871	55,253	56,634	58,015
				1.52	1.54	1.56	1.60	1.64	1.68
12					54,562	55,253	56,634	58,015	59,397
					1.58	1.60	1.64	1.68	1.72
13						56,634	58,015	59,397	60,778
						1.64	1.68	1.72	1.76
14							59,397	60,778	62,159
							1.72	1.76	1.80
15								62,159	63,540
								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: 7.5 7.5 7.5  
 Planning Time: 49 49 49  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 31,400 Index: 5 x 4  
 Starting Salary: 32,970 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	527.66	976.18	1108.08	1487.87
DENTAL	BC/BS	1	24.18	44.74	50.77	68.19
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	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
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	31,400								
	1.00								
1	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
2	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
3	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
4	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
5		40,506	41,762	43,018	44,274	45,530	46,786	48,042	49,298
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
6		42,076	43,332	44,588	45,844	47,100	48,356	49,612	50,868
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
7			44,902	46,158	47,414	48,670	49,926	51,182	52,438
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
8			46,472	47,728	48,984	50,240	51,496	52,752	54,008
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
9				49,298	50,554	51,810	53,066	54,322	55,578
				1.57	1.61	1.65	1.69	1.73	1.77
10				50,868	52,124	53,380	54,636	55,892	57,148
				1.62	1.66	1.70	1.74	1.78	1.82
11					53,694	54,950	56,206	57,462	58,718
					1.71	1.75	1.79	1.83	1.87
12					55,264	56,520	57,776	59,032	60,288
					1.76	1.80	1.84	1.88	1.92
13						58,090	59,346	60,602	61,858
						1.89	1.93	1.97	2.01
14							60,916	62,172	63,428
							1.94	1.98	2.02
15								63,742	64,998
								2.03	2.07
16								65,312	66,568
								2.08	2.12
17									68,138
									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:	7.5	7.5	7
Planning Time:	50	50	50
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: 10  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child		Individ. Depend.
HEALTH	BC/BS	750D		Sp or Dep. Dental	Options:
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE	Principal	5.85	Deductible Reimbursement Y	400/800	<b>PART-TIME BENEFITS</b>
LTD					Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info:					
PERSONAL	2			No	accum to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			Yes	\$100 stipend/day
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	N	
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**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: 32,300 Index: 4.5 x 4.5  
 Starting Salary: 35,207 Entry Level Step: 3  
 Career Increments: N Experience Allowed: 4 (D)  
 Vertical Freeze: 85-86  
 Rollback: 95-96  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental
PPO:			COMMENTS:				
LIFE	Principal	4.41	Deductible Reimbursement				
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	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
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	32,300	33,754	35,207	36,661	38,114	39,568	41,021	42,475	43,928	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	33,754	35,207	36,661	38,114	39,568	41,021	42,475	43,928	45,382	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
3	35,207	36,661	38,114	39,568	41,021	42,475	43,928	45,382	46,835	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
4	36,661	38,114	39,568	41,021	42,475	43,928	45,382	46,835	48,289	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
5	38,114	39,568	41,021	42,475	43,928	45,382	46,835	48,289	49,742	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
6	39,568	41,021	42,475	43,928	45,382	46,835	48,289	49,742	51,196	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	
7	41,021	42,475	43,928	45,382	46,835	48,289	49,742	51,196	52,649	
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	
8	42,475	43,928	45,382	46,835	48,289	49,742	51,196	52,649	54,103	
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	
9			46,835	48,289	49,742	51,196	52,649	54,103	55,556	
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	
10				49,742	51,196	52,649	54,103	55,556	57,010	
				1.54	1.585	1.63	1.675	1.72	1.765	
11					52,649	54,103	55,556	57,010	58,463	
					1.63	1.675	1.72	1.765	1.81	
12						54,103	55,556	57,010	58,463	
						1.675	1.72	1.765	1.855	
13							58,463	59,917	61,370	
							1.81	1.855	1.9	
14								61,370	62,823	
								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: 34,300 Index: 4 x 5  
 Starting Salary: 34,300 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. 700 700
HEALTH	BC/BS	750D/1650D		Flat Salary	Options:
DENTAL	BC/BS	2			IRS 125:
PPO:			COMMENTS:		Flex Accounts:
LIFE			Deductible Reimbursement		<b>PART-TIME BENEFITS</b>
LTD					Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	PTO				
PERSONAL	PTO				
BEREAVEMENT	PTO				
PROFESSIONAL					
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

*Negotiated/Exists Policy*  
 Voluntary Separation:  
 Grievance:  
 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	34,300	36,015	37,730	39,445	41,160	41,160	42,875	44,590
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	35,672	37,387	39,102	40,817	42,532	42,532	44,247	45,962
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	37,044	38,759	40,474	42,189	43,904	43,904	45,619	47,334
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	38,416	40,131	41,846	43,561	45,276	45,276	46,991	48,706
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	39,788	41,503	43,218	44,933	46,648	46,648	48,363	50,078
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	41,160	42,875	44,590	46,305	48,020	48,020	49,735	51,450
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	42,532	44,247	45,962	47,677	49,392	49,392	51,107	52,822
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		45,619	47,334	49,049	50,764	50,764	52,479	54,194
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			48,706	50,421	52,136	52,136	53,851	55,566
			1.42	1.47	1.52	1.52	1.57	1.62
10			50,078	51,793	53,508	53,508	55,223	56,938
			1.46	1.51	1.56	1.56	1.61	1.66
11			51,450	53,165	54,880	54,880	56,595	58,310
			1.50	1.55	1.60	1.60	1.65	1.70
12			52,822	54,537	56,252	56,252	57,967	59,682
			1.54	1.59	1.64	1.64	1.69	1.74
13				55,909	57,624	57,624	59,339	61,054
				1.63	1.68	1.68	1.73	1.78
14						58,996	60,711	62,426
						1.72	1.77	1.82
15						60,368	62,083	63,798
						1.76	1.81	1.86

# Humboldt-Table Rock-Steinauer

**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: 33,500 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
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	1250D	463.13	856.80	972.56	1305.91	27.30 or 45.20
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement	Y	500/1000
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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
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	33,500	34,840	36,180	37,520	38,860	40,200	41,540	42,880	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	34,840	36,180	37,520	38,860	40,200	41,540	42,880	44,220	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	36,180	37,520	38,860	40,200	41,540	42,880	44,220	45,560	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	37,520	38,860	40,200	41,540	42,880	44,220	45,560	46,900	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	38,860	40,200	41,540	42,880	44,220	45,560	46,900	48,240	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	40,200	41,540	42,880	44,220	45,560	46,900	48,240	49,580	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	41,540	42,880	44,220	45,560	46,900	48,240	49,580	50,920	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		44,220	45,560	46,900	48,240	49,580	50,920	52,260	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9			46,900	48,240	49,580	50,920	52,260	53,600	
			1.40	1.44	1.48	1.52	1.56	1.60	
10				49,580	50,920	52,260	53,600	54,940	
				1.48	1.52	1.56	1.60	1.64	
11					52,260	53,600	54,940	56,280	
					1.56	1.60	1.64	1.68	
12						54,940	56,280	57,620	
						1.64	1.68	1.72	
13							57,620	58,960	
							1.72	1.76	
14								60,300	
								1.80	

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

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers:	Base: 32,300	Index: 4 x 4
Length of Teacher Day: 8	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1(D)
Length of Student Day: 7.25	7.25 7.25 7.25	Career Increments: N	Experience Allowed: all
Planning Time: 50	50 50 50	Vertical Freeze:	
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	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement N					<b>PART-TIME BENEFITS</b>	
LTD	National Ins	(thru sal)						Minimum FTE:	
NON-PARTICIPANT								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
Sick Bank:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

HUMPHREY								
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18
					MA			
1	32,300	33,592	34,884	36,176	37,468		38,760	40,052
	1.00	1.04	1.08	1.12	1.16		1.20	1.24
2	33,592	34,884	36,176	37,468	38,760		40,052	41,344
	1.04	1.08	1.12	1.16	1.20		1.24	1.28
3	34,884	36,176	37,468	38,760	40,052		41,344	42,636
	1.08	1.12	1.16	1.20	1.24		1.28	1.32
4	36,176	37,468	38,760	40,052	41,344		42,636	43,928
	1.12	1.16	1.20	1.24	1.28		1.32	1.36
5	37,468	38,760	40,052	41,344	42,636		43,928	45,220
	1.16	1.20	1.24	1.28	1.32		1.36	1.40
6	38,760	40,052	41,344	42,636	43,928		45,220	46,512
	1.20	1.24	1.28	1.32	1.36		1.40	1.44
7	40,052	41,344	42,636	43,928	45,220		46,512	47,804
	1.24	1.28	1.32	1.36	1.40		1.44	1.48
8	41,344	42,636	43,928	45,220	46,512		47,804	49,096
	1.28	1.32	1.36	1.40	1.44		1.48	1.52
9		43,928	45,220	46,512	47,804		49,096	50,388
		1.36	1.40	1.44	1.48		1.52	1.56
10			46,512	47,804	49,096		50,388	51,680
			1.44	1.48	1.52		1.56	1.60
11				49,096	50,388		51,680	52,972
				1.52	1.56		1.60	1.64
12					51,680		52,972	54,264
					1.60		1.64	1.68
13						52,972	54,264	55,556
						1.64	1.68	1.72
14							55,556	56,848
							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	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base: 30,750 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	EE/Sp/Child
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04
PPO:						
LIFE						
LTD	Omaha Life	12.00 (1/2 prem)	Deductible Reimbursement			
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
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

HYANNIS						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	30,750	31,980	33,210	34,440	35,670	36,900
	1.00	1.04	1.08	1.12	1.16	1.20
2	31,980	33,210	34,440	35,670	36,900	38,130
	1.04	1.08	1.12	1.16	1.20	1.24
3	33,210	34,440	35,670	36,900	38,130	39,360
	1.08	1.12	1.16	1.20	1.24	1.28
4	34,440	35,670	36,900	38,130	39,360	40,590
	1.12	1.16	1.20	1.24	1.28	1.32
5	35,670	36,900	38,130	39,360	40,590	41,820
	1.16	1.20	1.24	1.28	1.32	1.36
6	36,900	38,130	39,360	40,590	41,820	43,050
	1.20	1.24	1.28	1.32	1.36	1.40
7	38,130	39,360	40,590	41,820	43,050	44,280
	1.24	1.28	1.32	1.36	1.40	1.44
8		40,590	41,820	43,050	44,280	45,510
		1.32	1.36	1.40	1.44	1.48
9		41,820	43,050	44,280	45,510	46,740
		1.36	1.40	1.44	1.48	1.52
10			44,280	45,510	46,740	47,970
			1.44	1.48	1.52	1.56
11			45,510	46,740	47,970	49,200
			1.48	1.52	1.56	1.60
12				47,970	49,200	50,430
				1.56	1.60	1.64
13				49,200	50,430	51,660
				1.60	1.64	1.68
14					51,660	52,890
					1.68	1.72
15					52,890	54,120
					1.72	1.76
16						55,350
						1.80
17						56,580
						1.84







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

**SALARY SCHEDULE**

Base: 32,500 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: (D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement					Flex Accounts: Y
LTD								<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	42	yes		
Other Info:					
PERSONAL	3			yes	2 add'l from sick lv with admin approval
BEREAVEMENT	unl.				
PROFESSIONAL	unl.			yes	
ADOPTION ASSOCIATION	10				accum. 40

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	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	32,500	33,800	35,100	36,400	37,050	37,700	39,000	40,300	
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	
2	33,800	35,100	36,400	37,700	38,350	39,000	40,300	41,600	
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28	
3	35,100	36,400	37,700	39,000	39,650	40,300	41,600	42,900	
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32	
4	36,400	37,700	39,000	40,300	40,950	41,600	42,900	44,200	
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36	
5	37,700	39,000	40,300	41,600	42,250	42,900	44,200	45,500	
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40	
6	39,000	40,300	41,600	42,900	43,550	44,200	45,500	46,800	
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	
7		41,600	42,900	44,200	44,850	45,500	46,800	48,100	
		1.28	1.32	1.36	1.38	1.40	1.44	1.48	
8		42,900	44,200	45,500	46,150	46,800	48,100	49,400	
		1.32	1.36	1.40	1.42	1.44	1.48	1.52	
9		44,200	45,500	46,800	47,450	48,100	49,400	50,700	
		1.36	1.40	1.44	1.46	1.48	1.52	1.56	
10			46,800	48,100	48,750	49,400	50,700	52,000	
			1.44	1.48	1.50	1.52	1.56	1.60	
11				49,400	50,050	50,700	52,000	53,300	
				1.52	1.54	1.56	1.60	1.64	
12						52,000	53,300	54,600	
						1.60	1.64	1.68	



**WORKING CONDITIONS**

Contract Days: 180 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	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base: 31,650 Index: 4.25 x 4.25  
 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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D/3100D	500.31	925.59	1050.66	1410.77	Options:	
DENTAL	BC/BS	4	46.76	86.52	98.21	131.90	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE			Deductible Reimbursement Y				400/800	
LTD								
NON-PARTICIPANT								

**PART-TIME BENEFITS**  
 Minimum FTE: 0.5  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	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
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

KEYA PAHA									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	31,650	32,995	34,340	35,685	37,031	38,376	39,721	41,066	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	
2	32,995	34,340	35,685	37,031	38,376	39,721	41,066	42,411	
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	
3	34,340	35,685	37,031	38,376	39,721	41,066	42,411	43,756	
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	
4	35,685	37,031	38,376	39,721	41,066	42,411	43,756	45,101	
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	
5	37,031	38,376	39,721	41,066	42,411	43,756	45,101	46,446	
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	
6	38,376	39,721	41,066	42,411	43,756	45,101	46,446	47,792	
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	
7	39,721	41,066	42,411	43,756	45,101	46,446	47,792	49,137	
	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	
8			43,756	45,101	46,446	47,792	49,137	50,482	
			1.3825	1.425	1.4675	1.51	1.5525	1.595	
9				46,446	47,792	49,137	50,482	51,827	
				1.4675	1.51	1.5525	1.595	1.6375	
10						50,482	51,827	53,172	
						1.595	1.6375	1.68	
11							53,172	54,517	
							1.68	1.7225	

**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	7.2
Planning Time: 48	48	0
Class Periods/Day: 9	9	
Normal Teaching Load: 8	8	

Base: 32,400 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	500.31	925.59	1050.66	1410.77	27.30 or 45.20 Sp or Dep Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
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
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	32,400	34,020	35,640	37,260	38,880	40,500	42,120	43,740	45,360
	1	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4
2	33,696	35,316	36,936	38,556	40,176	41,796	43,416	45,036	46,656
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	34,992	36,612	38,232	39,852	41,472	43,092	44,712	46,332	47,952
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	36,288	37,908	39,528	41,148	42,768	44,388	46,008	47,628	49,248
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	37,584	39,204	40,824	42,444	44,064	45,684	47,304	48,924	50,544
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		40,500	42,120	43,740	45,360	46,980	48,600	50,220	51,840
		1.25	1.3	1.35	1.4	1.45	1.5	1.55	1.6
7		41,796	43,416	45,036	46,656	48,276	49,896	51,516	53,136
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			44,712	46,332	47,952	49,572	51,192	52,812	54,432
			1.38	1.43	1.48	1.53	1.58	1.63	1.68
9				47,628	49,248	50,868	52,488	54,108	55,728
				1.47	1.52	1.57	1.62	1.67	1.72
10					50,544	52,164	53,784	55,404	57,024
					1.56	1.61	1.66	1.71	1.76
11					51,840	53,460	55,080	56,700	58,320
					1.6	1.65	1.7	1.75	1.8
12					53,136	54,756	56,376	57,996	59,616
					1.64	1.69	1.74	1.79	1.84
13						56,052	57,672	59,292	60,912
						1.73	1.78	1.83	1.88
14							58,968	60,588	62,208
							1.82	1.87	1.92
15								61,884	63,504
								1.91	1.96
20									64,800
									2

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

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers:	Base: 32,125	Index: 5 x 4
	HS JH/MS ELEM	Starting Salary: 32,125	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 7.17		
Planning Time: 87	87 80	Vertical Freeze:	
Class Periods/Day: 7	8	Rollback:	
Normal Teaching Load: 6	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. Depend.
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE			Deductible Reimbursement				
LTD							<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT	\$551.48 TSA						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-othr
PROFESSIONAL	2			yes	
ADOPTION	30				from sick lv.
ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Sick Bank:	Y	N

**SABBATICAL:** Yes

**SEVERANCE PAY:** N

**OTHER LEAVES:**

LAKEVIEW COMMUNITY SCHOOLS									
Step	BA				BA+36			MA	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	32,125	33,410	34,695	35,980	37,265	38,550	39,835	41,120	42,405
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	33,731	35,016	36,301	37,586	38,871	40,156	41,441	42,726	44,011
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	35,338	36,623	37,908	39,193	40,478	41,763	43,048	44,333	45,618
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	36,944	38,229	39,514	40,799	42,084	43,369	44,654	45,939	47,224
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	38,550	39,835	41,120	42,405	43,690	44,975	46,260	47,545	48,830
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	40,156	41,441	42,726	44,011	45,296	46,581	47,866	49,151	50,436
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	41,763	43,048	44,333	45,618	46,903	48,188	49,473	50,758	52,043
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	43,369	44,654	45,939	47,224	48,509	49,794	51,079	52,364	53,649
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		46,260	47,545	48,830	50,115	51,400	52,685	53,970	55,255
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10		47,866	49,151	50,436	51,721	53,006	54,291	55,576	56,861
		1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77
11			50,758	52,043	53,328	54,613	55,898	57,183	58,468
			1.58	1.62	1.66	1.70	1.74	1.78	1.82
12			52,364	53,649	54,934	56,219	57,504	58,789	60,074
			1.63	1.67	1.71	1.75	1.79	1.83	1.87
13				55,255	56,540	57,825	59,110	60,395	61,680
				1.72	1.76	1.80	1.84	1.88	1.92
14					58,146	59,431	60,716	62,001	63,286
					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:	8	8	8
Planning Time:	50	50	50
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: 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	24.84
HEALTH	BC/BS	750D/3100D	500.31	925.59	1050.66	1410.77	Ind Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Principal	.0037					
NON-PARTICIPANT							

**Cafeteria Plan**

Individ. Depend.  
 Options:  
 IRS 125:  
 Flex Accounts:  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.1  
 Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Sick Bank:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

LEIGH								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
Step					BA+36			
1	32,000	33,280	34,560	35,840	37,120	38,400	39,680	40,960
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	33,280	34,560	35,840	37,120	38,400	39,680	40,960	42,240
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	34,560	35,840	37,120	38,400	39,680	40,960	42,240	43,520
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	35,840	37,120	38,400	39,680	40,960	42,240	43,520	44,800
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	37,120	38,400	39,680	40,960	42,240	43,520	44,800	46,080
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	38,400	39,680	40,960	42,240	43,520	44,800	46,080	47,360
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	39,680	40,960	42,240	43,520	44,800	46,080	47,360	48,640
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		42,240	43,520	44,800	46,080	47,360	48,640	49,920
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			44,800	46,080	47,360	48,640	49,920	51,200
			1.40	1.44	1.48	1.52	1.56	1.60
10				47,360	48,640	49,920	51,200	52,480
				1.48	1.52	1.56	1.60	1.64
11				48,640	49,920	51,200	52,480	53,760
				1.52	1.56	1.60	1.64	1.68
12				49,920	51,200	52,480	53,760	55,040
				1.56	1.60	1.64	1.68	1.72
13				51,200	52,480	53,760	55,040	56,320
				1.60	1.64	1.68	1.72	1.76
14					53,760	55,040	56,320	57,600
					1.68	1.72	1.76	1.80
15						56,320	57,600	58,880
						1.76	1.80	1.84

**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: 31,800 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 8  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 13-14, 14-15

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
		H/A-Dent				24.84
HEALTH	BC/BS	950D	508.88	941.47	1068.67	1434.95
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
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
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 + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27	MA + 36	MA + 45
1	31,800	33,072	34,344	35,616	36,888	38,160	39,432	40,704	41,976	43,248
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	33,072	34,344	35,616	36,888	38,160	39,432	40,704	41,976	43,248	44,520
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	34,344	35,616	36,888	38,160	39,432	40,704	41,976	43,248	44,520	45,792
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	35,616	36,888	38,160	39,432	40,704	41,976	43,248	44,520	45,792	47,064
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	36,888	38,160	39,432	40,704	41,976	43,248	44,520	45,792	47,064	48,336
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	38,160	39,432	40,704	41,976	43,248	44,520	45,792	47,064	48,336	49,608
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7		40,704	41,976	43,248	44,520	45,792	47,064	48,336	49,608	50,880
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8			43,248	44,520	45,792	47,064	48,336	49,608	50,880	52,152
			1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9				45,792	47,064	48,336	49,608	50,880	52,152	53,424
				1.44	1.48	1.52	1.56	1.60	1.64	1.68
10				47,064	48,336	49,608	50,880	52,152	53,424	54,696
				1.48	1.52	1.56	1.60	1.64	1.68	1.72
11					49,608	50,880	52,152	53,424	54,696	55,968
					1.56	1.60	1.64	1.68	1.72	1.76
12					50,880	52,152	53,424	54,696	55,968	57,240
					1.60	1.64	1.68	1.72	1.76	1.80
13					52,152	53,424	54,696	55,968	57,240	58,512
					1.64	1.68	1.72	1.76	1.80	1.84
14					53,424	54,696	55,968	57,240	58,512	59,784
					1.68	1.72	1.76	1.80	1.84	1.88
15					54,696	55,968	57,240	58,512	59,784	61,056
					1.72	1.76	1.80	1.84	1.88	1.92



**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:	
		HS	JH/MS
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:	30,450	Index:	4.5 x 4.5
Starting Salary:	33,191	Entry Level Step:	1*
Career Increments:	N	Experience Allowed:	all
\$100 tuition credit per teacher; *Step 1 = 1.09			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	14-15, 15-16		

**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/3100D	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
PPO:			COMMENTS:			
LIFE	Guardian	3.75			Deductible Reimbursement Y	375/750
LTD	Principal					
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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
Sick Bank:	N	

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

LEYTON							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
BASE	30,450						
	1.00						
1	33,191	34,561	35,931	37,301	38,672	40,042	41,412
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	33,191	34,561	35,931	37,301	38,672	40,042	41,412
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	33,191	34,561	35,931	37,301	38,672	40,042	41,412
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	34,561	35,931	37,301	38,672	40,042	41,412	42,782
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	35,931	37,301	38,672	40,042	41,412	42,782	44,153
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	37,301	38,672	40,042	41,412	42,782	44,153	45,523
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7	38,672	40,042	41,412	42,782	44,153	45,523	46,893
	1.27	1.315	1.36	1.405	1.45	1.495	1.54
8	40,042	41,412	42,782	44,153	45,523	46,893	48,263
	1.315	1.36	1.405	1.45	1.495	1.54	1.585
9		42,782	44,153	45,523	46,893	48,263	49,634
		1.405	1.45	1.495	1.54	1.585	1.63
10			45,523	46,893	48,263	49,634	51,004
			1.495	1.54	1.585	1.63	1.675
11			46,893	48,263	49,634	51,004	52,374
			1.54	1.585	1.63	1.675	1.72
12				49,634	51,004	52,374	53,744
				1.63	1.675	1.72	1.765
13					52,374	53,744	55,115
					1.72	1.765	1.81
14					53,744	55,115	56,485
					1.765	1.81	1.855
15					55,115	56,485	57,855
					1.81	1.855	1.9
16						57,855	59,225
						1.9	1.945



**WORKING CONDITIONS**

Contract Days: 191 FTE Teachers: 3013

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	vary	vary	6.5
Planning Time:	100	100	95
Class Periods/Day:	7	7	
Normal Teaching Load:	5	5	

**SALARY SCHEDULE**

Base: 40,643 Index: 0 x 0  
 Starting Salary: 40,643 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 27  
 02-03 indx career stps; 03-04 sch is 21 stps;06-07 move caf to sched  
 Vertical Freeze: 95-96  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	750D	471.80	662.62	753.04	1003.27
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
PPO:			COMMENTS:			
LIFE	Met Life	1.38	Deductible Reimbursement			
LTD	Lincoln Nat'l					
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Sick Bank:	Y	N

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:** Civic, Jury, Catastrophic

LINCOLN														
Step	BA	BA+18	BA+36	MA	MA+18	MA+36	PHD		Step	BA	BA+18	BA+36	MA	MA+18
1	40,643	41,948	42,731	42,731	43,775	45,080	47,168		17			58,397	58,397	59,702
	1.00	1.03211	1.05137	1.05137	1.07706	1.10917	1.16054					1.43683	1.43683	1.46894
2	41,143	42,448	43,231	43,231	44,275	45,580	47,668		18			60,013	60,013	61,580
	1.0123	1.04441	1.06368	1.06368	1.08936	1.12147	1.17285					1.47659	1.47659	1.51514
3	41,643	42,948	43,731	43,731	44,775	46,080	48,168		19			61,630	61,630	62,934
	1.0246	1.05671	1.07598	1.07598	1.10167	1.13377	1.18515					1.51637	1.51637	1.54846
4	42,143	43,448	44,231	44,231	45,275	46,580	48,668		20			63,245	63,245	64,551
	1.03691	1.06902	1.08828	1.08828	1.11397	1.14608	1.19745					1.55611	1.55611	1.58824
5	42,643	43,948	44,731	44,731	45,775	47,080	49,168		21			64,861	64,861	66,167
	1.04921	1.08132	1.10058	1.10058	1.12627	1.15838	1.20975					1.59587	1.59587	1.628
6	43,143	44,448	45,231	45,231	46,275	47,580	49,668		22			66,217	66,217	67,521
	1.06151	1.09362	1.11289	1.11289	1.13857	1.17068	1.22206					1.62924	1.62924	1.66132
7	43,643	44,938	45,721	45,721	46,765	48,070	50,158		23			67,571	67,571	68,877
	1.07381	1.10568	1.12494	1.12494	1.15063	1.18274	1.23411					1.66255	1.66255	1.69468
8	44,158	45,463	46,246	46,246	47,290	48,595	50,683		24			68,633	68,633	69,938
	1.08648	1.11859	1.13786	1.13786	1.16355	1.19565	1.24703					1.68868	1.68868	1.72079
9	44,708	46,013	46,796	46,796	47,840	49,145	51,233		25			69,446	69,446	70,752
	1.10002	1.13213	1.15139	1.15139	1.17708	1.20919	1.26056					1.70868	1.70868	1.74082
10	45,258	46,563	47,346	47,346	48,390	49,685	51,783		26			70,260	70,260	71,565
	1.11355	1.14566	1.16492	1.16492	1.19061	1.22247	1.27409					1.72871	1.72871	1.76082
11	46,352	47,918	48,963	48,963	50,006	51,312	53,399		27			71,321	71,321	72,626
	1.14047	1.179	1.20471	1.20471	1.23037	1.26251	1.31385					1.75482	1.75482	1.78693
12	47,446	49,273	50,578	50,578	51,623	52,927	55,015		28			72,079	72,079	73,384
	1.16738	1.21234	1.24445	1.24445	1.27016	1.30224	1.35362					1.77347	1.77347	1.80558
13	48,540	50,628	52,194	52,194	53,238	54,543	56,632		29			72,786	72,786	74,091
	1.1943	1.24568	1.28421	1.28421	1.30989	1.342	1.3934					1.79086	1.79086	1.82297
14	49,107	51,723	53,811	53,811	54,854	55,898	58,247		30			73,544	73,544	74,849
	1.20825	1.27262	1.32399	1.32399	1.34965	1.37534	1.43314					1.80951	1.80951	1.84162
15		52,289	55,426	55,426	56,471	57,514	59,863		31			74,303	74,303	75,609
		1.28654	1.36373	1.36373	1.38944	1.4151	1.4729					1.82819	1.82819	1.86032
16			57,303	57,303	58,086	59,131	61,480		32			75,051	75,051	76,356
			1.40991	1.40991	1.42918	1.45489	1.51268					1.84659	1.84659	1.8787



**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers:	Base: 31,625	Index: 5 x 4
Length of Teacher Day: 8	HS JH/MS ELEM 8 8 8	Starting Salary:	Entry Level Step: 1
Length of Student Day:		Career Increments: N	Experience Allowed: all
Planning Time: 46	46 46	Vertical Freeze:	
Class Periods/Day: 9	9 9	Rollback:	
Normal Teaching Load: 8	8 8	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	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Unknown				Deductible Reimbursement	Y	250/500	<b>PART-TIME BENEFITS</b>	
LTD	Unknown	(+B)						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	40			
Other Info: PTO, bonuses eoy \$200-\$350					
PERSONAL	PTO				
BEREAVEMENT	PTO				
PROFESSIONAL					
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	N	
Sick Bank:	Y	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**LOGAN VIEW**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	31,625	32,890	34,155	35,420	36,685	36,685	37,950	39,215	40,480
	1.00	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28
2	33,206	34,471	35,736	37,001	38,266	38,266	39,531	40,796	42,061
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	34,788	36,053	37,318	38,583	39,848	39,848	41,113	42,378	43,643
	1.1	1.14	1.18	1.22	1.26	1.26	1.3	1.34	1.38
4	36,369	37,634	38,899	40,164	41,429	41,429	42,694	43,959	45,224
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	37,950	39,215	40,480	41,745	43,010	43,010	44,275	45,540	46,805
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44	1.48
6		40,796	42,061	43,326	44,591	44,591	45,856	47,121	48,386
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7			43,643	44,908	46,173	46,173	47,438	48,703	49,968
			1.38	1.42	1.46	1.46	1.5	1.54	1.58
8				46,489	47,754	47,754	49,019	50,284	51,549
				1.47	1.51	1.51	1.55	1.59	1.63
9				48,070	49,335	49,335	50,600	51,865	53,130
				1.52	1.56	1.56	1.6	1.64	1.68
10					50,916	50,916	52,181	53,446	54,711
					1.61	1.61	1.65	1.69	1.73
11					52,498	52,498	53,763	55,028	56,293
					1.66	1.66	1.7	1.74	1.78
12						54,079	55,344	56,609	57,874
						1.71	1.75	1.79	1.83
13						54,869	56,134	57,399	58,664
						1.735	1.775	1.815	1.855
14						55,660	56,925	58,190	59,455
						1.76	1.8	1.84	1.88
15						56,451	57,716	58,981	60,246
						1.785	1.825	1.865	1.905
16						57,241	58,506	59,771	61,036
						1.81	1.85	1.89	1.93
17						58,032	59,297	60,562	61,827
						1.835	1.875	1.915	1.955



**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers:		Base: 33,830	Index: 5 x 3
	HS	JH/MS	ELEM	
Length of Teacher Day: 8	8	8	8	Starting Salary: 33,830
Length of Student Day: 7.25	7.25	7.25	7.25	Career Increments: N
Planning Time: 75	75	75	75	Vertical Freeze: 86-87
Class Periods/Day: 10	10	10	10	Rollback:
Normal Teaching Load: 6	6	6	6	Multi-year Contract:
				Entry Level Step: 1
				Experience Allowed: 12(D)

**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	555.43	933.13	1044.21	1364.03	535.88	Cash	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE			Deductible Reimbursement						
LTD									<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT	\$535.88 Cash								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
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	33,830	34,845	35,860	36,875	37,890	38,905	39,919	40,934	41,949
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	35,522	36,536	37,551	38,566	39,581	40,596	41,611	42,626	43,641
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	37,213	38,228	39,243	40,258	41,273	42,288	43,302	44,317	45,332
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	38,905	39,919	40,934	41,949	42,964	43,979	44,994	46,009	47,024
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	40,596	41,611	42,626	43,641	44,656	45,671	46,685	47,700	48,715
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6	42,288	43,302	44,317	45,332	46,347	47,362	48,377	49,392	50,407
	1.25	1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		44,994	46,009	47,024	48,039	49,054	50,068	51,083	52,098
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			47,700	48,715	49,730	50,745	51,760	52,775	53,790
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9			49,392	50,407	51,422	52,437	53,451	54,466	55,481
			1.46	1.49	1.52	1.55	1.58	1.61	1.64
10				52,098	53,113	54,128	55,143	56,158	57,173
				1.54	1.57	1.60	1.63	1.66	1.69
11					54,805	55,820	56,834	57,849	58,864
					1.62	1.65	1.68	1.71	1.74
12					56,496	57,511	58,526	59,541	60,556
					1.67	1.70	1.73	1.76	1.79
13						59,203	60,217	61,232	62,247
						1.75	1.78	1.81	1.84
14							61,909	62,924	63,939
							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: 31,900 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		EE/Sp/Child
HEALTH	BC/BS	750D	473.98	876.88	995.36	1336.52	172.23 or 247.12 Dental + All Dep
DENTAL	BC/BS	3	46.22	46.22	46.22	46.22	
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**

	Negotiated/ Policy	Exists
Voluntary Separation:	N	
Grievance:	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	31,900	33,495	35,090	36,685	38,280	39,875	41,470	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	33,176	34,771	36,366	37,961	39,556	41,151	42,746	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	34,452	36,047	37,642	39,237	40,832	42,427	44,022	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	35,728	37,323	38,918	40,513	42,108	43,703	45,298	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	37,004	38,599	40,194	41,789	43,384	44,979	46,574	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6	38,280	39,875	41,470	43,065	44,660	46,255	47,850	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	
7		41,151	42,746	44,341	45,936	47,531	49,126	
		1.29	1.34	1.39	1.44	1.49	1.54	
8		42,427	44,022	45,617	47,212	48,807	50,402	
		1.33	1.38	1.43	1.48	1.53	1.58	
9			45,298	46,893	48,488	50,083	51,678	
			1.42	1.47	1.52	1.57	1.62	
10				48,169	49,764	51,359	52,954	
				1.51	1.56	1.61	1.66	
11					51,040	52,635	54,230	
					1.60	1.65	1.70	
12					52,316	53,911	55,506	
					1.64	1.69	1.74	
16					53,592	55,187	56,782	
					1.68	1.73	1.78	
21					54,868	56,463	58,058	
					1.72	1.77	1.82	
26					56,144	57,739	59,334	
					1.76	1.81	1.86	

Longevity 4% ea. 4 yrs. to 26

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers: 14	Base: 30,675	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: 6	6 6 6	Career Increments: N	Experience Allowed: 10
Planning Time: 51	51 51 51	Vertical Freeze:	
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	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE	Principal	6.54	Deductible Reimbursement Y			600	<b>PART-TIME BENEFITS</b>	
LTD	Principal	.0057	Minimum FTE: 0.28					
NON-PARTICIPANT			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
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

LOUP COUNTY									
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	
1	30,675	32,209	33,743	35,276	36,810	38,344	39,878		
	1.00	1.05	1.10	1.15	1.20	1.25	1.30		
2	31,902	33,436	34,970	36,503	38,037	39,571	41,105		
	1.04	1.09	1.14	1.19	1.24	1.29	1.34		
3	33,129	34,663	36,197	37,730	39,264	40,798	42,332		
	1.08	1.13	1.18	1.23	1.28	1.33	1.38		
4	34,356	35,890	37,424	38,957	40,491	42,025	43,559		
	1.12	1.17	1.22	1.27	1.32	1.37	1.42		
5	35,583	37,117	38,651	40,184	41,718	43,252	44,786		
	1.16	1.21	1.26	1.31	1.36	1.41	1.46		
6	36,197	38,344	39,878	41,411	42,945	44,479	46,013		
	1.18	1.25	1.30	1.35	1.40	1.45	1.50		
7		38,957	41,105	42,638	44,172	45,706	47,240		
		1.27	1.34	1.39	1.44	1.49	1.54		
8			41,718	43,865	45,399	46,933	48,467		
			1.36	1.43	1.48	1.53	1.58		
9				45,092	46,626	48,160	49,694		
				1.47	1.52	1.57	1.62		
10				45,706	47,853	49,387	50,921		
				1.49	1.56	1.61	1.66		
11					49,080	50,614	52,148		
					1.60	1.65	1.70		
12					49,694	51,841	53,375		
					1.62	1.69	1.74		
13						52,454	53,988		
						1.71	1.76		





**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 27.44

	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: 31,900 Index: 4 x 5  
 Starting Salary: 31,900 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 84-85 grandfathered steps  
 Vertical Freeze: 88-89  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
		H/A-Dent				24.84
HEALTH	BC/BS	750D/3100D	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
PPO: COMMENTS:						
LIFE	Guardian	5.57				Deductible Reimbursement
LTD	Madison Nat'l	.0052 (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
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	31,900	33,495	35,090	36,685	38,280	39,875	41,470
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	33,176	34,771	36,366	37,961	39,556	41,151	42,746
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	34,452	36,047	37,642	39,237	40,832	42,427	44,022
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	35,728	37,323	38,918	40,513	42,108	43,703	45,298
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5		38,599	40,194	41,789	43,384	44,979	46,574
		1.21	1.26	1.31	1.36	1.41	1.46
6		39,875	41,470	43,065	44,660	46,255	47,850
		1.25	1.30	1.35	1.40	1.45	1.50
7		41,151	42,746	44,341	45,936	47,531	49,126
		1.29	1.34	1.39	1.44	1.49	1.54
8		44,022	45,617	47,212	48,807	50,402	52,000
		1.38	1.43	1.48	1.53	1.58	1.63
9		45,298	46,893	48,488	50,083	51,678	53,273
		1.42	1.47	1.52	1.57	1.62	1.67
10		46,574	48,169	49,764	51,359	52,954	54,549
		1.46	1.51	1.56	1.61	1.66	1.71
11		47,850	49,445	51,040	52,635	54,230	55,825
		1.50	1.55	1.60	1.65	1.70	1.75
12			50,721	52,316	53,911	55,506	57,101
			1.59	1.64	1.69	1.74	1.79
13			51,997	53,592	55,187	56,782	58,377
			1.63	1.68	1.73	1.78	1.83
14			53,273	54,868	56,463	58,058	59,653
			1.67	1.72	1.77	1.82	1.87
15			54,549	56,144	57,739	59,334	60,929
			1.71	1.76	1.81	1.86	1.91
16				57,420	59,015	60,610	62,205
				1.80	1.85	1.90	1.95
17				58,696	60,291	61,886	63,481
				1.84	1.89	1.94	1.99

# Madison

**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:	49	45	75
Class Periods/Day:	8	10	
Normal Teaching Load:	6	8	

**SALARY SCHEDULE**

Base: 32,500 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5(D)  
 Grandfathered steps 94-95  
 Vertical Freeze: 86-87, 87-88  
 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	950D	508.88	941.47	1068.67	1434.95	27.30 or 45.20 Sp or Dep Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE	Horace Mann	3.80	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	45	yes		
Other Info:					
PERSONAL	2			no	+1(w/sub pay) if sick lv @ max
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Sick Bank:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:** N

**OTHER LEAVES:** Jury Duty

**MADISON**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	32,500	34,125	35,750	37,375	39,000	40,625	42,250	43,875	45,500
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	33,800	35,425	37,050	38,675	40,300	41,925	43,550	45,175	46,800
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	35,100	36,725	38,350	39,975	41,600	43,225	44,850	46,475	48,100
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	36,400	38,025	39,650	41,275	42,900	44,525	46,150	47,775	49,400
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	37,700	39,325	40,950	42,575	44,200	45,825	47,450	49,075	50,700
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	39,000	40,625	42,250	43,875	45,500	47,125	48,750	50,375	52,000
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	40,300	41,925	43,550	45,175	46,800	48,425	50,050	51,675	53,300
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		43,225	44,850	46,475	48,100	49,725	51,350	52,975	54,600
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			46,150	47,775	49,400	51,025	52,650	54,275	55,900
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				49,075	50,700	52,325	53,950	55,575	57,200
				1.51	1.56	1.61	1.66	1.71	1.76
11				50,375	52,000	53,625	55,250	56,875	58,500
				1.55	1.60	1.65	1.70	1.75	1.80
12					53,300	54,925	56,550	58,175	59,800
					1.64	1.69	1.74	1.79	1.84
13					54,600	56,225	57,850	59,475	61,100
					1.68	1.73	1.78	1.83	1.88
14						57,525	59,150	60,775	62,400
						1.77	1.82	1.87	1.92
15								62,075	63,700
								1.91	1.96
16									65,000
									2.00

03-04: Advanced Placement - new hires step 3; 08-09 index changed from 4x4.5 to 4x5; 13-14 Advanced Placement ends - new hires step 1



**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 184 FTE Teachers:

HS	JH/MS	ELEM
Length of Teacher Day: 7.75	7.75	7.75
Length of Student Day: 7.33	7.33	7.25
Planning Time: 52	52	45
Class Periods/Day: 8	8	
Normal Teaching Load: 6	6	

Base: 31,700 Index: 4 x 4  
 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		
			Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	950D	508.88	941.47	1068.67
DENTAL	BC/BS	2	24.84	45.93	52.14
PPO:					
LIFE					
LTD	Madison Nat'l	5.00			
NON-PARTICIPANT					

**Cafeteria Plan**

Individ. Depend.  
 Options: H/A, TSA, Cash  
 IRS 125: Y  
 Flex Accounts: Y  
**PART-TIME BENEFITS**  
 Minimum FTE: 1  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	Add'l 10 full pay, 60 sub ded for serious ill or inj				
PERSONAL	3			yes	sub pay/day @ eoy
BEREAVEMENT	5				plus 1 day travel
PROFESSIONAL	2			yes	bank to 3
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Sick Bank:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

MAXWELL									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
0	31,700	32,968	34,236	35,504	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	32,968	34,236	35,504	36,772	38,040	39,308	40,576	41,844	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	34,236	35,504	36,772	38,040	39,308	40,576	41,844	43,112	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
3	35,504	36,772	38,040	39,308	40,576	41,844	43,112	44,380	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
4	36,772	38,040	39,308	40,576	41,844	43,112	44,380	45,648	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
5	39,308	40,576	41,844	43,112	44,380	45,648	46,916	48,184	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
6	40,576	41,844	43,112	44,380	45,648	46,916	48,184	49,452	
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
7	41,844	43,112	44,380	45,648	46,916	48,184	49,452	50,720	
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	
8	43,112	44,380	45,648	46,916	48,184	49,452	50,720	51,988	
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	
9	44,380	45,648	46,916	48,184	49,452	50,720	51,988	53,256	
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	
10				48,184	49,452	50,720	51,988	53,256	
				1.52	1.56	1.60	1.64	1.68	
11				49,452	50,720	51,988	53,256	54,524	
				1.56	1.60	1.64	1.68	1.72	
12					51,988	53,256	54,524	55,792	
					1.64	1.68	1.72	1.76	
13					53,256	54,524	55,792	57,060	
					1.68	1.72	1.76	1.80	
14						55,792	57,060	58,328	
						1.76	1.80	1.84	
15						57,060	58,328	59,596	
						1.80	1.84	1.88	
16							59,596	60,864	
							1.88	1.92	
17							60,864	62,132	
							1.92	1.96	
18								63,400	
								2.00	
19								64,668	
								2.04	

12-13: all new tchrs recv full insurance (before 12-13 recv choice of \$15,000/yr or full insurance)

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers:	Base: 31,000	Index: 4.5 x 4.5
	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Teacher Day: 7.5	7.5 7.5 7.5	Career Increments: Y	Experience Allowed: 4
Length of Student Day: 7	7 7 7		
Planning Time: 59	59 75	Vertical Freeze:	
Class Periods/Day: 7	7 7	Rollback:	
Normal Teaching Load: 6	6 6	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/3100D	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Nat'l	2.25	Deductible Reimbursement				N		
LTD	Madison Nat'l	.004							
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>	
								Minimum FTE: 0.5	
								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	60	yes					
Other Info:						<i>Negotiated/</i>		
PERSONAL	2			no	accum. to 4	<i>Exists</i>	<i>Policy</i>	
BEREAVEMENT	3				per occurrence; add'l from sick	Voluntary Separation:	Y	N
PROFESSIONAL	2			yes		Grievance:	Y	P
ADOPTION	as needed				from sick lv with approval	Sick Bank:	N	
ASSOCIATION	2							

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

M A Y W O O D										
Step	B A		B A + 9		B A + 18		B A + 27		B A + 36	
									M A	M A + 9
1	31,000	1.00	32,395	1.045	33,790	1.09	35,185	1.135	36,580	1.18
2	32,395	1.045	33,790	1.09	35,185	1.135	36,580	1.18	37,975	1.225
3	33,790	1.09	35,185	1.135	36,580	1.18	37,975	1.225	39,370	1.27
4	35,185	1.135	36,580	1.18	37,975	1.225	39,370	1.27	40,765	1.315
5	36,580	1.18	37,975	1.225	39,370	1.27	40,765	1.315	42,160	1.36
6	37,975	1.225	39,370	1.27	40,765	1.315	42,160	1.36	43,555	1.405
7			40,765	1.315	42,160	1.36	43,555	1.405	44,950	1.45
8					43,555	1.405	44,950	1.45	46,345	1.495
9					44,950	1.45	46,345	1.495	47,740	1.54
10							47,740	1.54	49,135	1.585
11									50,530	1.63
12									51,925	1.675
13									53,320	1.72
14									54,715	1.765
									56,110	1.81





**WORKING CONDITIONS**

Contract Days: 187 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: 31,400 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	
HEALTH	BC/BS	1250D	463.13	856.80	972.56	1305.91
DENTAL	BC/BS	2	24.84	45.93	45.93	45.93
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	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
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	31,400	32,970	34,540	36,110	37,680	39,250	
	1.00	1.05	1.10	1.15	1.20	1.25	
2	32,656	34,226	35,796	37,366	38,936	40,506	
	1.04	1.09	1.14	1.19	1.24	1.29	
3	33,912	35,482	37,052	38,622	40,192	41,762	
	1.08	1.13	1.18	1.23	1.28	1.33	
4	35,168	36,738	38,308	39,878	41,448	43,018	
	1.12	1.17	1.22	1.27	1.32	1.37	
5	36,424	37,994	39,564	41,134	42,704	44,274	
	1.16	1.21	1.26	1.31	1.36	1.41	
6	37,680	39,250	40,820	42,390	43,960	45,530	
	1.20	1.25	1.30	1.35	1.40	1.45	
7		40,506	42,076	43,646	45,216	46,786	
		1.29	1.34	1.39	1.44	1.49	
8		41,762	43,332	44,902	46,472	48,042	
		1.33	1.38	1.43	1.48	1.53	
9		43,018	44,588	46,158	47,728	49,298	
		1.37	1.42	1.47	1.52	1.57	
10			45,844	47,414	48,984	50,554	
			1.46	1.51	1.56	1.61	
11			47,100	48,670	50,240	51,810	
			1.50	1.55	1.60	1.65	
12				49,926	51,496	53,066	
				1.59	1.64	1.69	
13					52,752	54,322	
					1.68	1.73	



**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	48
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: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04
PPO:			COMMENTS:			
LIFE	Principal	3.50	Deductible Reimbursement			
LTD	Principal	(+B)				
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	75% sub pay/day
BEREAVEMENT	5				each occurrence
PROFESSIONAL	2			Yes	
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	<i>Negotiated/</i>
	<i>Exists Policy</i>
Voluntary Separation:	Y P
Grievance:	Y N
Sick Bank:	Y N

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

MEAD									
Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
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		40,064	41,316	42,568	43,820	45,072	46,324	47,576	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		41,316	42,568	43,820	45,072	46,324	47,576	48,828	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9			43,820	45,072	46,324	47,576	48,828	50,080	
			1.40	1.44	1.48	1.52	1.56	1.60	
10			45,072	46,324	47,576	48,828	50,080	51,332	
			1.44	1.48	1.52	1.56	1.60	1.64	
11				47,576	48,828	50,080	51,332	52,584	
				1.52	1.56	1.60	1.64	1.68	
12				48,828	50,080	51,332	52,584	53,836	
				1.56	1.60	1.64	1.68	1.72	
13					51,332	52,584	53,836	55,088	
					1.64	1.68	1.72	1.76	
14						52,584	53,836	55,088	56,340
						1.68	1.72	1.76	1.80

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 184	FTE Teachers:	Base: 31,500	Index: 4 x 4
	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Teacher Day: 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
HEALTH	BC/BS	500D	527.66	976.18	1108.08	1487.87	56.50 or 93.49	Options:
DENTAL	BC/BS	3	51.35	51.35	51.35	51.35	Sp. or Dep. Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement					Flex Accounts: Y
LTD	Nat'l Insurance	.0046						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		
Other Info: Sev.-upon term. \$30/day on 1st 5 days acc. 60 max					
PERSONAL	3+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**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	P
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						
Step	B A	B A + 9	B A + 1 8	B A + 2 7	M A	
1	31,500	32,760	34,020	35,280	36,540	
	1	1.04	1.08	1.12	1.16	
2	32,760	34,020	35,280	36,540	37,800	
	1.04	1.08	1.12	1.16	1.2	
3	34,020	35,280	36,540	37,800	39,060	
	1.08	1.12	1.16	1.2	1.24	
4	35,280	36,540	37,800	39,060	40,320	
	1.12	1.16	1.2	1.24	1.28	
5	36,540	37,800	39,060	40,320	41,580	
	1.16	1.2	1.24	1.28	1.32	
6		39,060	40,320	41,580	42,840	
		1.24	1.28	1.32	1.36	
7		40,320	41,580	42,840	44,100	
		1.28	1.32	1.36	1.4	
8			42,840	44,100	45,360	
			1.36	1.4	1.44	
9				45,360	46,620	
				1.44	1.48	
10					47,880	
					1.52	
11					49,140	
					1.56	
12					50,400	
					1.6	
13					51,660	
					1.64	
14					52,920	
					1.68	
15					54,180	
					1.72	
16					55,440	
					1.76	
17					56,700	
					1.8	



**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days:	186	FTE Teachers:		Base:	33,550	Index:	5 x 4
		HS	JH/MS	ELEM	Starting Salary:	Entry Level Step:	1
Length of Teacher Day:	8	8	8	Career Increments:	Y	Experience Allowed:	all
Length of Student Day:	7.25	7.25	7.25	Vertical Freeze:			
Planning Time:	96	96	100	Rollback:			
Class Periods/Day:	8	8		Multi-year Contract:	13-14, 14-15		
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
HEALTH	BC/BS	750D	526.64	779.45	884.77	1188.02	248.49 or 342.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Full Coverage	IRS 125: Y
PPO:	Dist pays 100% single, 80% other COMMENTS:							Flex Accounts: Y
LIFE							Deductible Reimbursement	<b>PART-TIME BENEFITS</b>
LTD								Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	11	50	yes					
Other Info:						Negotiated/Policy		
PERSONAL				yes	from sick lv	Exists		
BEREAVEMENT	2				3 add'l for immed fam	Voluntary Separation:	N	
PROFESSIONAL	3			yes		Grievance:	Y	P
ADOPTION ASSOCIATION	10				from sick lv, add'l 5 emer	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	33,550	34,892	36,234	37,576	38,918	40,260	41,602	42,944	44,286
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,228	36,570	37,912	39,254	40,596	41,938	43,280	44,622	45,964
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	36,905	38,247	39,589	40,931	42,273	43,615	44,957	46,299	47,641
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	38,583	39,925	41,267	42,609	43,951	45,293	46,635	47,977	49,319
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	40,260	41,602	42,944	44,286	45,628	46,970	48,312	49,654	50,996
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	41,938	43,280	44,622	45,964	47,306	48,648	49,990	51,332	52,674
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7		44,957	46,299	47,641	48,983	50,325	51,667	53,009	54,351
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8			47,977	49,319	50,661	52,003	53,345	54,687	56,029
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
9				50,996	52,338	53,680	55,022	56,364	57,706
				1.52	1.56	1.60	1.64	1.68	1.72
10					54,016	55,358	56,700	58,042	59,384
					1.61	1.65	1.69	1.73	1.77
11					55,693	57,035	58,377	59,719	61,061
					1.66	1.70	1.74	1.78	1.82
12						58,713	60,055	61,397	62,739
						1.75	1.79	1.83	1.87
13							61,732	63,074	64,416
							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:	36,275	Index:	x
Starting Salary:	36,581	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:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	Coventry	750D	500.31	897.82	1019.14	1368.45	75.39 or 86.19	Options:	
DENTAL	Met Life		25.10	25.10	25.10	25.10	Dep. Dental + Ins	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Hartford	3.50						<b>PART-TIME BENEFITS</b>	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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
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: 33,300 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	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>
LTD	Principal Life	.0031 (+B)						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
Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

MINDEN									
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27
					MA				
0	33,300	34,799	36,297	37,796	39,294		40,793	42,291	43,790
	1.00	1.045	1.09	1.135	1.18		1.225	1.27	1.315
1	34,799	36,297	37,796	39,294	40,793		42,291	43,790	45,288
	1.045	1.09	1.135	1.18	1.225		1.27	1.315	1.36
2	36,297	37,796	39,294	40,793	42,291		43,790	45,288	46,787
	1.09	1.135	1.18	1.225	1.27		1.315	1.36	1.405
3	37,796	39,294	40,793	42,291	43,790		45,288	46,787	48,285
	1.135	1.18	1.225	1.27	1.315		1.36	1.405	1.45
4	39,294	40,793	42,291	43,790	45,288		46,787	48,285	49,784
	1.18	1.225	1.27	1.315	1.36		1.405	1.45	1.495
5		42,291	43,790	45,288	46,787		48,285	49,784	51,282
		1.27	1.315	1.36	1.405		1.45	1.495	1.54
6		43,790	45,288	46,787	48,285		49,784	51,282	52,781
		1.315	1.36	1.405	1.45		1.495	1.54	1.585
7			46,787	48,285	49,784		51,282	52,781	54,279
			1.405	1.45	1.495		1.54	1.585	1.63
8				49,784	51,282		52,781	54,279	55,778
				1.495	1.54		1.585	1.63	1.675
9				51,282	52,781		54,279	55,778	57,276
				1.54	1.585		1.63	1.675	1.72
10					54,279		55,778	57,276	58,775
					1.63		1.675	1.72	1.765
11					55,778		57,276	58,775	60,273
					1.675		1.72	1.765	1.81
12					57,276		58,775	60,273	61,772
					1.72		1.765	1.81	1.855

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





**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
	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:	31,800	Index:	4.25 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	15
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	288.16	288.16	288.16	288.16	Fringe Benefit Stipend
DENTAL	BC/BS	2					
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

Individ.	Depend.
940	940
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
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	31,800	33,231	34,662	36,093	37,524	38,955	40,386	41,817	43,248
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	33,152	34,583	36,014	37,445	38,876	40,307	41,738	43,169	44,600
	1.0425	1.0875	1.1325	1.1775	1.2225	1.2675	1.3125	1.3575	1.4025
3	34,503	35,934	37,365	38,796	40,227	41,658	43,089	44,520	45,951
	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445
4	35,855	37,286	38,717	40,148	41,579	43,010	44,441	45,872	47,303
	1.1275	1.1725	1.2175	1.2625	1.3075	1.3525	1.3975	1.4425	1.4875
5	37,206	38,637	40,068	41,499	42,930	44,361	45,792	47,223	48,654
	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
6		39,989	41,420	42,851	44,282	45,713	47,144	48,575	50,006
		1.2575	1.3025	1.3475	1.3925	1.4375	1.4825	1.5275	1.5725
7		41,340	42,771	44,202	45,633	47,064	48,495	49,926	51,357
		1.3	1.345	1.39	1.435	1.48	1.525	1.57	1.615
8			44,123	45,554	46,985	48,416	49,847	51,278	52,709
			1.3875	1.4325	1.4775	1.5225	1.5675	1.6125	1.6575
9			45,474	46,905	48,336	49,767	51,198	52,629	54,060
			1.43	1.475	1.52	1.565	1.61	1.655	1.7
10				48,257	49,688	51,119	52,550	53,981	55,412
				1.5175	1.5625	1.6075	1.6525	1.6975	1.7425
11				49,608	51,039	52,470	53,901	55,332	56,763
				1.56	1.605	1.65	1.695	1.74	1.785
12						53,822	55,253	56,684	58,115
						1.6925	1.7375	1.7825	1.8275
13						55,173	56,604	58,035	59,466
						1.735	1.78	1.825	1.87
14							57,956	59,387	60,818
							1.8225	1.8675	1.9125
15							59,307	60,738	62,169
							1.865	1.91	1.955
16								62,090	63,521
								1.9525	1.9975
17								63,441	64,872
								1.995	2.04
18								64,793	66,224
								2.0375	2.0825

14-15: Emp before 1/1/14 may choose Flat Salary (\$900) or Fringe Benefit Stipend (\$940); Emp after 1/1/14 will recv Fringe Benefit Stipend









**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:	90	90	90
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

**SALARY SCHEDULE**

Base:	31,600	Index:	4 x 4
Starting Salary:		Entry Level Step:	0(D)
Career Increments:	N	Experience Allowed:	5(D)
	5% after 4 yrs. BA+9; Ind. neg. after MA+9(14); Incent. \$2500		
Vertical Freeze:	86-87, 87-88		
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	950D	483.44	894.40	1015.24	1363.20	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp. or Dep. Dental		
PPO:			COMMENTS:					IRS 125: Y	
LIFE			Deductible Reimbursement					Flex Accounts: Y	
LTD	Madison Ntl.	5.00						<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

NEW M A N G R O V E										
Step	B A		B A + 9		B A + 18		B A + 27		B A + 36	
									M A	M A + 9
0	31,600	1.00	32,864	1.04	34,128	1.08	35,392	1.12	36,656	1.16
1	32,864	1.04	34,128	1.08	35,392	1.12	36,656	1.16	37,920	1.20
2	34,128	1.08	35,392	1.12	36,656	1.16	37,920	1.20	39,184	1.24
3	35,392	1.12	36,656	1.16	37,920	1.20	39,184	1.24	40,448	1.28
4	36,656	1.16	37,920	1.20	39,184	1.24	40,448	1.28	41,712	1.32
5	37,920	1.20	39,184	1.24	40,448	1.28	41,712	1.32	42,976	1.36
6	39,184	1.24	40,448	1.28	41,712	1.32	42,976	1.36	44,240	1.40
7	40,448	1.28	41,712	1.32	42,976	1.36	44,240	1.40	45,504	1.44
8			42,976	1.36	44,240	1.40	45,504	1.44	46,768	1.48
9					45,504	1.44	46,768	1.48	48,032	1.52
10							48,032	1.52	49,296	1.56
11									50,560	1.60
12									51,824	1.64
13									53,088	1.68
									54,352	1.72

**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 7.7 7.7  
 Planning Time: 54 54 54  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

Base: 32,300 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:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.30 or 45.20 Sp. or Dep. Dental
HEALTH	BC/BS	750D/3100D	500.31	925.59	1050.66	1410.77	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement Y	375/750	
LTD	National Ins	.0043					
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	3				
BEREAVEMENT	5				
PROFESSIONAL	2				
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	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	32,300	33,592	34,884	36,176	36,822	37,468	38,760	40,052
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	33,592	34,884	36,176	37,468	38,114	38,760	40,052	41,344
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	34,884	36,176	37,468	38,760	39,406	40,052	41,344	42,636
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	36,176	37,468	38,760	40,052	40,698	41,344	42,636	43,928
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	37,468	38,760	40,052	41,344	41,990	42,636	43,928	45,220
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	38,760	40,052	41,344	42,636	43,282	43,928	45,220	46,512
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	40,052	41,344	42,636	43,928	44,574	45,220	46,512	47,804
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8		42,636	43,928	45,220	45,866	46,512	47,804	49,096
		1.32	1.36	1.40	1.42	1.44	1.48	1.52
9			45,220	46,512	47,158	47,804	49,096	50,388
			1.40	1.44	1.46	1.48	1.52	1.56
10				47,158	48,450	49,096	50,388	51,680
				1.46	1.50	1.52	1.56	1.60
11					49,742	50,388	51,680	52,972
					1.54	1.56	1.60	1.64
12							52,972	54,264
							1.64	1.68

**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: 34,690 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	601.67 ea
HEALTH	BC/BS	750D/1650D	444.34	444.34	444.34	444.34	Ind + Stipend
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	Fringe Benefit Stipend \$132.49		COMMENTS:				
LIFE			Deductible Reimbursement				
LTD							
NON-PARTICIPANT	\$601.67 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
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	34,690	36,251	37,812	39,373	40,934	42,495	44,056	45,617	47,178	48,739
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	36,251	37,812	39,373	40,934	42,495	44,056	45,617	47,178	48,739	50,301
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	37,812	39,373	40,934	42,495	44,056	45,617	47,178	48,739	50,301	51,862
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	39,373	40,934	42,495	44,056	45,617	47,178	48,739	50,301	51,862	53,423
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	40,934	42,495	44,056	45,617	47,178	48,739	50,301	51,862	53,423	54,984
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	42,495	44,056	45,617	47,178	48,739	50,301	51,862	53,423	54,984	56,545
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	44,056	45,617	47,178	48,739	50,301	51,862	53,423	54,984	56,545	58,106
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	45,617	47,178	48,739	50,301	51,862	53,423	54,984	56,545	58,106	59,667
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9	47,178	48,739	50,301	51,862	53,596	55,157	56,718	58,279	59,840	61,401
				1.495	1.545	1.59	1.635	1.68	1.725	1.77
10	48,739	50,301	51,862	53,423	55,331	56,892	58,453	60,014	61,575	63,136
					1.595	1.64	1.685	1.73	1.775	1.82
11	50,301	51,862	53,423	54,984	57,065	58,626	60,187	61,748	63,309	64,870
					1.645	1.69	1.735	1.78	1.825	1.87
12	51,862	53,423	54,984	56,545	60,361	61,922	63,483	65,044	66,605	68,166
						1.74	1.785	1.83	1.875	1.92
13	53,423	54,984	56,545	58,106	63,656	65,217	66,778	68,339	69,900	71,461
						1.835	1.88	1.925	1.97	2.02
14	54,984	56,545	58,106	59,667	66,952	68,513	70,074	71,635	73,196	74,757
						1.93	1.975	2.02	2.065	2.11
15	56,545	58,106	59,667	61,228	70,247	71,808	73,369	74,930	76,491	78,052
							2.025	2.07	2.115	2.16

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% 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: 34,660 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: all  
 Vertical Freeze: 86-87  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.30 or 45.20 Sp. or Dep. Dental
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE	Lincoln Nat'l	2.40	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	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
Sick Bank:	Y	N

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

NORRIS											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	34,660	36,393	38,126	39,859	40,726	41,592	43,325	45,058	46,791	48,524	50,257
	1.00	1.05	1.1	1.15	1.175	1.2	1.25	1.3	1.35	1.4	1.45
2	36,046	37,779	39,512	41,245	42,112	42,978	44,711	46,444	48,177	49,910	51,643
	1.04	1.09	1.14	1.19	1.215	1.24	1.29	1.34	1.39	1.44	1.49
3	37,433	39,166	40,899	42,632	43,498	44,365	46,098	47,831	49,564	51,297	53,030
	1.08	1.13	1.18	1.23	1.255	1.28	1.33	1.38	1.43	1.48	1.53
4	38,819	40,552	42,285	44,018	44,885	45,751	47,484	49,217	50,950	52,683	54,416
	1.12	1.17	1.22	1.27	1.295	1.32	1.37	1.42	1.47	1.52	1.57
5	40,206	41,939	43,672	45,405	46,271	47,138	48,871	50,604	52,337	54,070	55,803
	1.16	1.21	1.26	1.31	1.335	1.36	1.41	1.46	1.51	1.56	1.61
6		43,325	45,058	46,791	47,658	48,524	50,257	51,990	53,723	55,456	57,189
		1.25	1.3	1.35	1.375	1.4	1.45	1.5	1.55	1.6	1.65
7			46,444	48,177	49,044	49,910	51,643	53,376	55,109	56,842	58,575
			1.34	1.39	1.415	1.44	1.49	1.54	1.59	1.64	1.69
8			47,831	49,564	50,430	51,297	53,030	54,763	56,496	58,229	59,962
			1.38	1.43	1.455	1.48	1.53	1.58	1.63	1.68	1.73
9				50,950	51,817	52,683	54,416	56,149	57,882	59,615	61,348
				1.47	1.495	1.52	1.57	1.62	1.67	1.72	1.77
10					53,203	54,070	55,803	57,536	59,269	61,002	62,735
					1.535	1.56	1.61	1.66	1.71	1.76	1.81
11						55,456	57,189	58,922	60,655	62,388	64,121
						1.6	1.65	1.7	1.75	1.8	1.85
12							58,575	60,308	62,041	63,774	65,507
							1.69	1.74	1.79	1.84	1.89
13								63,428	65,161	66,894	68,627
								1.83	1.88	1.93	1.98
14									66,547	68,280	69,967
									1.92	1.97	2.01
L1										66,894	68,627
										1.93	1.98
L2										67,240	68,973
										1.94	1.99
L3										67,587	69,320
										1.95	2
L4										67,934	69,667
										1.96	2.01

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

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers:	Base: 32,050	Index: 4 x 5
Length of Teacher Day: 8	HS 8 JH/MS 8 ELEM 8	Starting Salary: 34,614	Entry Level Step: 3
Length of Student Day: 7	7 7 7	Career Increments: N	Experience Allowed: all
Planning Time: 52	52 60	no vert. movement 1st 3 yrs	
Class Periods/Day: 7	7 7	Vertical Freeze:	
Normal Teaching Load: 6	6 6	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	526.64	974.31	1105.96	1485.02	Cash	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84		IRS 125: Y
PPO:	singles recv \$155 cash		COMMENTS:					Flex Accounts:
LIFE	Guardian	2.90			Deductible Reimbursement Y	300/550		<b>PART-TIME BENEFITS</b>
LTD	National Ins	.0047 (+B)						Minimum FTE: 0.5
NON-PARTICIPANT	\$345 Cash							Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	
SICK	10	55	yes				
Other Info: sev: \$25/day over 50 after 5 yrs.							
PERSONAL	2			yes	accum to 4; EOY-\$50/day unus	Voluntary Separation:	Y P
BEREAVEMENT	from sick lv.					Grievance:	Y N
PROFESSIONAL	2			yes		Sick Bank:	N
ADOPTION	30						
ASSOCIATION							

**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	32,050	32,584	33,118	33,653	35,255	36,858	38,460	39,528	40,597	41,665
	1.00	1.01667	1.03333	1.05	1.1	1.15	1.2	1.23333	1.26667	1.3
2	33,332	33,866	34,400	34,935	36,537	38,140	39,742	40,810	41,879	42,947
	1.04	1.05667	1.07333	1.09	1.14	1.19	1.24	1.27333	1.30667	1.34
3	34,614	35,148	35,682	36,217	37,819	39,422	41,024	42,092	43,161	44,229
	1.08	1.09667	1.11333	1.13	1.18	1.23	1.28	1.31333	1.34667	1.38
4	35,896	36,430	36,964	37,499	39,101	40,704	42,306	43,374	44,443	45,511
	1.12	1.13667	1.15333	1.17	1.22	1.27	1.32	1.35333	1.38667	1.42
5	37,178	37,712	38,246	38,781	40,383	41,986	43,588	44,656	45,725	46,793
	1.16	1.17667	1.19333	1.21	1.26	1.31	1.36	1.39333	1.42667	1.46
6	38,994	39,528	40,063	41,665	43,268	44,870	46,472	47,540	48,609	49,677
		1.21667	1.23333	1.25	1.3	1.35	1.4	1.43333	1.46667	1.5
7		40,810	41,345	42,947	44,550	46,152	47,754	48,822	49,891	50,959
		1.27333	1.29	1.34	1.39	1.44	1.49	1.52667	1.56	1.6
8			42,627	44,229	45,832	47,434	49,036	50,104	51,173	52,241
			1.33	1.38	1.43	1.48	1.53	1.56667	1.6	1.64
9			45,511	47,114	48,716	50,318	51,920	53,088	54,157	55,225
			1.42	1.47	1.52	1.57	1.62	1.65333	1.68667	1.72
10			46,793	48,396	49,998	51,600	53,202	54,370	55,439	56,507
			1.46	1.51	1.56	1.61	1.66	1.69333	1.72667	1.76
11			48,075	49,678	51,280	52,882	54,484	55,652	56,721	57,789
			1.5	1.55	1.6	1.65	1.7	1.73333	1.76667	1.8
12			50,960	52,562	54,164	55,766	57,368	58,536	59,605	60,673
			1.59	1.64	1.69	1.74	1.79	1.82667	1.86	1.9
13			53,844	55,446	57,048	58,650	60,252	61,420	62,489	63,557
			1.68	1.73333	1.78667	1.84	1.89	1.92667	1.96	2.0
14			54,806	56,408	58,010	59,612	61,214	62,382	63,451	64,519
			1.71	1.76333	1.81667	1.87	1.92	1.95333	1.98667	2.02
15			55,767	57,369	58,971	60,573	62,175	63,343	64,412	65,480
			1.74	1.79333	1.84667	1.9	1.95	1.98667	2.02	2.06
16			56,729	58,331	59,933	61,535	63,137	64,305	65,374	66,442
			1.77	1.82333	1.87667	1.93	1.98	2.01667	2.05	2.09
17			57,690	59,292	60,894	62,496	64,098	65,266	66,335	67,403
			1.8	1.85333	1.90667	1.96	2.01	2.04667	2.08	2.12
18			58,652	60,254	61,856	63,458	65,060	66,228	67,297	68,365
			1.83	1.88333	1.93667	1.99	2.04	2.07667	2.11	2.15

**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: 34,450 Index: 5 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: D  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	500D/1650D	444.34	444.34	444.34	444.34	Ind Health/Den ea
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	13-14 flat salary \$50/mo		COMMENTS:				
LIFE			Deductible Reimbursement				
LTD							
NON-PARTICIPANT	\$469 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**

*Negotiated/*

	<i>Exists</i>		<i>Policy</i>	
Voluntary Separation:	Y	N		
Grievance:	Y	N		
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	34,450	35,828	37,206	38,584	39,962	41,340	42,718	44,096	45,474	46,852
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	36,173	37,551	38,929	40,307	41,685	43,063	44,441	45,819	47,197	48,575
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	37,895	39,273	40,651	42,029	43,407	44,785	46,163	47,541	48,919	50,297
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	39,618	40,996	42,374	43,752	45,130	46,508	47,886	49,264	50,642	52,020
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	41,340	42,718	44,096	45,474	46,852	48,230	49,608	50,986	52,364	53,742
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	43,063	44,441	45,819	47,197	48,575	49,953	51,331	52,709	54,087	55,465
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	44,785	46,163	47,541	48,919	50,297	51,675	53,053	54,431	55,809	57,187
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8		47,886	49,264	50,642	52,020	53,398	54,776	56,154	57,532	58,910
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9			50,986	52,364	53,742	55,120	56,498	57,876	59,254	60,632
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				54,087	55,465	56,843	58,221	59,599	60,977	62,355
				1.57	1.61	1.65	1.69	1.73	1.77	1.81
11					57,187	58,565	59,943	61,321	62,699	64,077
					1.66	1.70	1.74	1.78	1.82	1.86
12						60,288	61,666	63,044	64,422	65,800
						1.75	1.79	1.83	1.87	1.91
13							63,388	64,766	66,144	67,522
							1.84	1.88	1.92	1.96
14								66,489	67,867	69,245
								1.93	1.97	2.01
15									69,589	70,967
									2.02	2.06
16										72,690
										2.11

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

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 101.83

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	56	46	46
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

**SALARY SCHEDULE**

Base: 31,800 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 17(D)  
 Career Incentive: \$500 MA/BA36 (bottomed out) or above  
 Vertical Freeze: 86-87  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**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/3100D	526.64	974.31	1105.96	1485.02	TSA	Options:
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04		IRS 125: Y
PPO:	Ind takers recv \$104.17/mo		COMMENTS:					Flex Accounts: Y
LIFE	Guardian	4.75			Deductible Reimbursement			
LTD	National Ins	.0027(+B thru sal)						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT	\$250/mo TSA							Minimum FTE: 0.5 Contribution: fte

**LEAVES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

NORTHWEST (GRAND ISLAND)										
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	39,432	41,022	42,612	44,202	45,792	45,792	47,382	48,972	50,562	52,152
	1.24	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		43,566	45,156	46,746	48,336	48,336	49,926	51,516	53,106	54,696
		1.37	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			47,700	49,290	50,880	50,880	52,470	54,060	55,650	57,240
			1.50	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				51,834	53,424	53,424	55,014	56,604	58,194	59,784
				1.63	1.68	1.68	1.73	1.78	1.83	1.88
13				53,106	54,696	54,696	56,286	57,876	59,466	61,056
				1.67	1.72	1.72	1.77	1.82	1.87	1.92
14				54,378	55,968	55,968	57,558	59,148	60,738	62,328
				1.71	1.76	1.76	1.81	1.86	1.91	1.96
15					57,240	57,240	58,830	60,420	62,010	63,600
					1.80	1.80	1.85	1.90	1.95	2.00
16							60,102	61,692	63,282	64,872
							1.89	1.94	1.99	2.04

**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: 31,475 Index: 4 x 5  
 Starting Salary: 31,475 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.30 or 45.20 Sp. or Dep. Dental
HEALTH	BC/BS	500D	527.66	976.18	1108.08	1487.87	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO: COMMENTS:							
LIFE							Deductible Reimbursement
LTD	Nat'l Insurance	.0046 (+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 ASSOCIATION					can use sick lv

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
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	31,475	33,049	34,623	36,196	37,770	38,085	39,344	40,918	42,491
	1.00	1.05	1.10	1.15	1.20	1.21	1.25	1.30	1.35
2	32,734	34,308	35,882	37,455	39,029	39,344	40,603	42,177	43,750
	1.04	1.09	1.14	1.19	1.24	1.25	1.29	1.34	1.39
3	33,993	35,567	37,141	38,714	40,288	40,603	41,862	43,436	45,009
	1.08	1.13	1.18	1.23	1.28	1.29	1.33	1.38	1.43
4	35,252	36,826	38,400	39,973	41,547	41,862	43,121	44,695	46,268
	1.12	1.17	1.22	1.27	1.32	1.33	1.37	1.42	1.47
5	36,511	38,085	39,659	41,232	42,806	43,121	44,380	45,954	47,527
	1.16	1.21	1.26	1.31	1.36	1.37	1.41	1.46	1.51
6		39,344	40,918	42,491	44,065	44,380	45,639	47,213	48,786
		1.25	1.30	1.35	1.40	1.41	1.45	1.50	1.55
7		40,603	42,177	43,750	45,324	45,639	46,898	48,472	50,045
		1.29	1.34	1.39	1.44	1.45	1.49	1.54	1.59
8		41,862	43,436	45,009	46,583	46,898	48,157	49,731	51,304
		1.33	1.38	1.43	1.48	1.49	1.53	1.58	1.63
9			44,695	46,268	47,842	48,157	49,416	50,990	52,563
			1.42	1.47	1.52	1.53	1.57	1.62	1.67
10			45,954	47,527	49,101	49,416	50,675	52,249	53,822
			1.46	1.51	1.56	1.57	1.61	1.66	1.71
11			47,213	48,786	50,360	50,675	51,934	53,508	55,081
			1.50	1.55	1.60	1.61	1.65	1.70	1.75
12				50,045	51,619	51,934	53,193	54,767	56,340
				1.59	1.64	1.65	1.69	1.74	1.79
13				51,304	52,878	53,193	54,452	56,026	57,599
				1.63	1.68	1.69	1.73	1.78	1.83
14					54,137	54,452	55,711	57,285	58,858
					1.72	1.73	1.77	1.82	1.87
15					55,396	55,711	56,970	58,544	60,117
					1.76	1.77	1.81	1.86	1.91
16					55,711	56,026	57,285	58,858	60,432
					1.77	1.78	1.82	1.87	1.92
17					56,026	56,340	57,599	59,173	60,747
					1.78	1.79	1.83	1.88	1.93
18					56,340	56,655	57,914	59,488	61,062
					1.79	1.80	1.84	1.89	1.94
19					56,655	56,970	58,229	59,803	61,376
					1.80	1.81	1.85	1.90	1.95
20					56,970	57,285	58,544	60,117	61,691
					1.81	1.82	1.86	1.91	1.96

**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: 52 50 50  
 Class Periods/Day: 7 8  
 Normal Teaching Load: 6 7

Base: 32,150 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:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.30 or 45.20 Sp or Dep Dental
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	National	.0058 (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	N
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	32,150	33,436	34,722	36,008	37,294	37,294	38,580	39,866	41,152	42,438
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32
2	33,758	35,044	36,330	37,616	38,902	38,902	40,188	41,474	42,760	44,046
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33	1.37
3	35,365	36,651	37,937	39,223	40,509	40,509	41,795	43,081	44,367	45,653
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38	1.42
4	36,973	38,259	39,545	40,831	42,117	42,117	43,403	44,689	45,975	47,261
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43	1.47
5		39,866	41,152	42,438	43,724	43,724	45,010	46,296	47,582	48,868
		1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52
6			42,760	44,046	45,332	45,332	46,618	47,904	49,190	50,476
			1.33	1.37	1.41	1.41	1.45	1.49	1.53	1.57
7			44,367	45,653	46,939	46,939	48,225	49,511	50,797	52,083
			1.38	1.42	1.46	1.46	1.50	1.54	1.58	1.62
8				47,261	48,547	48,547	49,833	51,119	52,405	53,691
				1.47	1.51	1.51	1.55	1.59	1.63	1.67
9					50,154	50,154	51,440	52,726	54,012	55,298
					1.56	1.56	1.60	1.64	1.68	1.72
10					51,762	51,762	53,048	54,334	55,620	56,906
					1.61	1.61	1.65	1.69	1.73	1.77
11					53,369	53,369	54,655	55,941	57,227	58,513
					1.66	1.66	1.70	1.74	1.78	1.82
12						54,977	56,263	57,549	58,835	60,121
						1.71	1.75	1.79	1.83	1.87
13							57,870	59,156	60,442	61,728
							1.80	1.84	1.88	1.92
14								60,764	62,050	63,336
								1.89	1.93	1.97
15									63,657	64,943
									1.98	2.02
16									65,265	66,551
									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:	36,349	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:	89,92,96,98,07,14		
Rollback:	84-85		
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	526.64	584.59*	663.58*	891.01*	467.22 or 618.85	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Dep. Cov. + Ind. Dental	IRS 125: Y
PPO:	*Qualify for dep coverage after 3 y COMMENTS:							Flex Accounts: Y
LIFE	United of Omaha		Deductible Reimbursement					
LTD	United of Omaha							
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>
								Minimum FTE: 0.5
								Contribution: fte

**LEAVES**

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

		Negotiated/Policy	
		Exists	
Voluntary Separation:	Y	N	
Grievance:	Y	N	
Sick Bank:	N		

**SABBATICAL:** Yes

**SEVERANCE PAY:** yes

**OTHER LEAVES:** Emergency-2

OMAHA						Top Step Supplements					
	BA	BA+18	MA	MA+30	DOC		BA	BA+18	MA	MA+30	DOC
Step						29,30	57,904	59,722	63,720	65,174	68,809
1,2,3,4	36,349	38,166	42,165	43,619	47,254		1.59301	1.64301	1.75301	1.79301	1.89301
	1.00	1.05	1.16	1.20	1.30						
5,6	37,803	39,620	43,619	45,073	48,708	31,32	59,104	60,922	64,920	66,374	70,009
	1.04	1.09	1.20	1.24	1.34		1.62603	1.67603	1.78603	1.82603	1.92603
7	39,257	41,074	45,073	46,527	50,162	33,34	60,304	62,122	66,120	67,574	71,209
	1.08	1.13	1.24	1.28	1.38		1.65904	1.70904	1.81904	1.85904	1.95904
8,9	40,711	42,528	46,527	47,981	51,616	35,36	61,504	63,322	67,320	68,774	72,409
	1.12	1.17	1.28	1.32	1.42		1.69205	1.74205	1.85205	1.89205	1.99205
10	42,165	43,982	47,981	49,435	53,070	37	62,704	64,522	68,520	69,974	73,609
	1.16	1.21	1.32	1.36	1.46		1.72507	1.77507	1.88507	1.92507	2.02507
11	43,619	45,436	49,435	50,889	54,524	38	63,904	65,722	69,720	71,174	74,809
	1.20	1.25	1.36	1.40	1.50		1.75808	1.80808	1.91808	1.95808	2.05808
12,13,14	45,073	46,890	50,889	52,343	55,977	39	65,104	66,922	70,920	72,374	76,009
	1.24	1.29	1.40	1.44	1.54		1.79109	1.84109	1.95109	1.99109	2.09109
15,16	46,527	48,344	52,343	53,797	57,431	40	66,304	68,122	72,120	73,574	77,209
	1.28	1.33	1.44	1.48	1.58		1.82411	1.87411	1.98411	2.02411	2.12411
17,18	47,981	49,798	53,797	55,250	58,885	41	67,504	69,322	73,320	74,774	78,409
	1.32	1.37	1.48	1.52	1.62		1.85712	1.90712	2.01712	2.05712	2.15712
19,20	49,435	51,252	55,250	56,704	60,339	42,43	68,704	70,522	74,520	75,974	79,609
	1.36	1.41	1.52	1.56	1.66		1.89013	1.94013	2.05013	2.09013	2.19013
21	50,889	52,706	56,704	58,158	61,793	44	69,904	71,722	75,720	77,174	80,809
	1.40	1.45	1.56	1.60	1.70		1.92315	1.97315	2.08315	2.12315	2.22315
22	52,343	54,160	58,158	59,612	63,247	45+	71,104	72,922	76,920	78,374	82,009
	1.44	1.49	1.60	1.64	1.74		1.95616	2.00616	2.11616	2.15616	2.25616
23,24	53,797	55,614	59,612	61,066	64,701						
	1.48	1.53	1.64	1.68	1.78						
25,26	55,250	57,068	61,066	62,520	66,155						
	1.52	1.57	1.68	1.72	1.82						
27,28	56,704	58,522	62,520	63,974	67,609						
	1.56	1.61	1.72	1.76	1.86						

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185 FTE Teachers: 75

Base: 30,925 Index: 4.5 x 4.5

Starting Salary: 30,925 Entry Level Step: 1

Career Increments: N Experience Allowed: all

Length of Teacher Day: 8 HS JH/MS ELEM 8 8 8

Length of Student Day: 6.93 6.88 6.5

Planning Time: 49 49 65

Class Periods/Day: 8 8

Normal Teaching Load: 7 7

Vertical Freeze: 93-94

Rollback:

Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	950D	483.44	894.40	1015.24	1363.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	27.30 or 45.20 Sp. or Dep. Dental
PPO:	14-15: Switch from 750D to 950D COMMENTS:						IRS 125: Y
LIFE							Flex Accounts: Y
LTD							<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT							Minimum FTE: 0.5
							Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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
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	30,925	32,317	33,708	35,100	36,492	37,883	39,275	40,666	42,058	43,450
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	32,317	33,708	35,100	36,492	37,883	39,275	40,666	42,058	43,450	44,841
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	33,708	35,100	36,492	37,883	39,275	40,666	42,058	43,450	44,841	46,233
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	35,100	36,492	37,883	39,275	40,666	42,058	43,450	44,841	46,233	47,625
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	36,492	37,883	39,275	40,666	42,058	43,450	44,841	46,233	47,625	49,016
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	37,883	39,275	40,666	42,058	43,450	44,841	46,233	47,625	49,016	50,408
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	39,275	40,666	42,058	43,450	44,841	46,233	47,625	49,016	50,408	51,799
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	40,666	42,058	43,450	44,841	46,233	47,625	49,016	50,408	51,799	53,191
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		43,450	44,841	46,233	47,625	49,016	50,408	51,799	53,191	54,583
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			46,233	47,625	49,016	50,408	51,799	53,191	54,583	55,974
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				49,016	50,408	51,799	53,191	54,583	55,974	57,366
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					51,799	53,191	54,583	55,974	57,366	58,758
					1.675	1.72	1.765	1.81	1.855	1.9
13						54,583	55,974	57,366	58,758	60,149
						1.765	1.81	1.855	1.9	1.945
14							57,366	58,758	60,149	61,541
							1.855	1.9	1.945	1.99
15								60,149	61,541	62,932
								1.945	1.99	2.035
16									62,932	64,324
									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: 32,650 Index: 5 x 4  
 Starting Salary: 32,650 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	106.32 or 143.18
HEALTH	BC/BS	750D/3100D	500.31	925.59	1050.66	1410.77	Dep Den+\$50 annuity
DENTAL	BC/BS	5	51.17	51.17	51.17	51.17	
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 ASSOCIATION					FMLA

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Sick Bank:	N	

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

ORD											EDSPEC
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	PHD
1	32,650	33,956	35,262	36,568	37,874	39,180	40,486	41,792	43,098	44,404	44,404
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.36
2	34,283	35,589	36,895	38,201	39,507	40,813	42,119	43,425	44,731	46,037	46,037
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41	1.41
3	35,915	37,221	38,527	39,833	41,139	42,445	43,751	45,057	46,363	47,669	47,669
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46	1.46
4	37,548	38,854	40,160	41,466	42,772	44,078	45,384	46,690	47,996	49,302	49,302
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.51
5	39,180	40,486	41,792	43,098	44,404	45,710	47,016	48,322	49,628	50,934	50,934
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.56
6		42,119	43,425	44,731	46,037	47,343	48,649	49,955	51,261	52,567	52,567
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61	1.61
7			45,057	46,363	47,669	48,975	50,281	51,587	52,893	54,199	54,199
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66	1.66
8				47,996	49,302	50,608	51,914	53,220	54,526	55,832	55,832
				1.47	1.51	1.55	1.59	1.63	1.67	1.71	1.71
9				49,628	50,934	52,240	53,546	54,852	56,158	57,464	57,464
				1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.76
10					52,567	53,873	55,179	56,485	57,791	59,097	59,097
					1.61	1.65	1.69	1.73	1.77	1.81	1.81
11					54,199	55,505	56,811	58,117	59,423	60,729	60,729
					1.66	1.70	1.74	1.78	1.82	1.86	1.86
12					55,832	57,138	58,444	59,750	61,056	62,362	62,362
					1.71	1.75	1.79	1.83	1.87	1.91	1.91
13						58,770	60,076	61,382	62,688	63,994	63,994
						1.80	1.84	1.88	1.92	1.96	1.96



**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7
Planning Time:	50	50	50
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: N Experience Allowed: 5 (D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D/3100D	526.64	974.31	1105.96	1485.02	TSA
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO: COMMENTS:							350
LIFE	Madison Nat'l	1.80	Deductible Reimbursement				
LTD	Madison Nat'l	.0049					
NON-PARTICIPANT \$350 TSA							

**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	7,10	35	yes		
Other Info:					
PERSONAL	3			yes	1 day either pers. or prof.
BEREAVEMENT	2				Imm Fam; Add'l from sick w/ap
PROFESSIONAL	see pers lv			yes	
ADOPTION	see sick lv				
ASSOCIATION	see prof lv				

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	P
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

OSMOND								
Step	BA	BA+9	BA+18	BA+27	BA+36		BA+45	
					MA		MA+9	MA+18
1	32,100	33,384	34,668	35,952	37,236		38,520	39,804
	1.00	1.04	1.08	1.12	1.16		1.20	1.24
2	33,384	34,668	35,952	37,236	38,520		39,804	41,088
	1.04	1.08	1.12	1.16	1.20		1.24	1.28
3	34,668	35,952	37,236	38,520	39,804		41,088	42,372
	1.08	1.12	1.16	1.20	1.24		1.28	1.32
4	35,952	37,236	38,520	39,804	41,088		42,372	43,656
	1.12	1.16	1.20	1.24	1.28		1.32	1.36
5	37,236	38,520	39,804	41,088	42,372		43,656	44,940
	1.16	1.20	1.24	1.28	1.32		1.36	1.40
6	38,520	39,804	41,088	42,372	43,656		44,940	46,224
	1.20	1.24	1.28	1.32	1.36		1.40	1.44
7	39,804	41,088	42,372	43,656	44,940		46,224	47,508
	1.24	1.28	1.32	1.36	1.40		1.44	1.48
8	41,088	42,372	43,656	44,940	46,224		47,508	48,792
	1.28	1.32	1.36	1.40	1.44		1.48	1.52
9	42,372	43,656	44,940	46,224	47,508		48,792	50,076
	1.32	1.36	1.40	1.44	1.48		1.52	1.56
10		44,940	46,224	47,508	48,792		50,076	51,360
		1.40	1.44	1.48	1.52		1.56	1.60
11			47,508	48,792	50,076		51,360	52,644
			1.48	1.52	1.56		1.60	1.64
12				50,076	51,360		52,644	53,928
				1.56	1.60		1.64	1.68
13					52,644		53,928	55,212
					1.64		1.68	1.72
14							55,212	56,496
							1.72	1.76







### 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:	34,300	Index:	4 x 4.5
Starting Salary:	34,300	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	
HEALTH	BC/BS	750D/3100D	526.64	906.11	1028.54	1381.07	Ind ea or 128.79
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Full H/A + Ind. Dental
PPO:	Emp pays 7% premium		COMMENTS:				
LIFE	Standard	3.60	Deductible Reimbursement				
LTD	Standard	.0022 (+B)					
NON-PARTICIPANT							

### Cafeteria Plan

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

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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 ASSOCIATION	all accum. sick lv 40				

### OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
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
					MA				EDSPEC	DOC
1	34,300	35,844	37,387	38,931	40,474	42,018	43,561	45,105	46,648	48,192
2	1,00	1,045	1,09	1,135	1,18	1,225	1,27	1,315	1,36	1,405
3	35,672	37,216	38,759	40,303	41,846	43,390	44,933	46,477	48,020	49,564
4	1,04	1,085	1,13	1,175	1,22	1,265	1,31	1,355	1,4	1,445
5	37,044	38,588	40,131	41,675	43,219	44,762	46,305	47,849	49,392	50,936
6	1,08	1,125	1,17	1,215	1,26	1,305	1,35	1,395	1,44	1,485
7	38,416	39,960	41,503	43,047	44,590	46,134	47,677	49,221	50,764	52,308
8	1,12	1,165	1,21	1,255	1,3	1,345	1,39	1,435	1,48	1,525
9	39,788	41,332	42,875	44,419	45,962	47,506	49,049	50,593	52,136	53,680
10	1,16	1,205	1,25	1,295	1,34	1,385	1,43	1,475	1,52	1,565
11	41,160	42,704	44,247	45,791	47,334	48,878	50,421	51,965	53,508	55,052
12	1,2	1,245	1,29	1,335	1,38	1,425	1,47	1,515	1,56	1,605
13	44,076	45,619	47,163	48,706	50,250	51,793	53,337	54,880	56,424	57,968
14	1,285	1,33	1,375	1,42	1,465	1,51	1,555	1,6	1,645	1,685
15	45,448	46,991	48,535	50,079	51,622	53,165	54,709	56,252	57,796	59,340
16	1,325	1,37	1,415	1,46	1,505	1,55	1,595	1,64	1,685	1,725
17	48,363	49,907	51,450	52,994	54,537	56,081	57,624	59,168	60,712	62,256
18	1,41	1,455	1,5	1,545	1,59	1,635	1,68	1,725	1,765	1,805
19	49,735	51,279	52,822	54,366	55,909	57,453	58,996	60,540	62,084	63,628
20	1,45	1,495	1,54	1,585	1,63	1,675	1,72	1,765	1,805	1,845
21		52,651	54,194	55,738	57,281	58,825	60,368	61,912	63,456	65,000
22		1,535	1,58	1,625	1,67	1,715	1,76	1,805	1,845	1,885
23		54,023	55,566	57,110	58,653	60,197	61,740	63,284	64,828	66,372
24		1,575	1,62	1,665	1,71	1,755	1,8	1,845	1,885	1,925
25		56,938	58,481	60,025	61,568	63,111	64,654	66,198	67,741	69,284
26		1,66	1,705	1,75	1,795	1,84	1,885	1,925	1,965	2,005
27		58,310	59,854	61,397	62,941	64,484	66,028	67,571	69,115	70,658
28		1,7	1,745	1,79	1,835	1,88	1,925	1,965	2,005	2,045
29		59,682	61,226	62,769	64,313	65,856	67,400	68,943	70,487	72,030
30		1,74	1,785	1,83	1,875	1,92	1,965	2,005	2,045	2,085
31		61,054	62,598	64,141	65,685	67,228	68,772	70,315	71,859	73,402
32		1,78	1,825	1,87	1,915	1,96	2,005	2,045	2,085	2,125
33		61,740	63,284	64,827	66,371	67,914	69,458	71,001	72,545	74,088
34		1,8	1,845	1,89	1,935	1,98	2,025	2,065	2,105	2,145
35		62,083	63,627	65,170	66,714	68,257	69,801	71,344	72,888	74,431
36		1,81	1,855	1,9	1,945	1,99	2,035	2,075	2,115	2,155
37		62,426	63,970	65,513	67,057	68,600	70,144	71,687	73,231	74,774
38		1,82	1,865	1,91	1,955	2	2,045	2,085	2,125	2,165
39		62,769	64,313	65,856	67,400	68,943	70,487	72,030	73,574	75,117
40		1,83	1,875	1,92	1,965	2,005	2,045	2,085	2,125	2,165
41		63,112	64,656	66,199	67,743	69,286	70,830	72,373	73,917	75,460
42		1,84	1,885	1,93	1,975	2,015	2,055	2,095	2,135	2,175
43		63,798	65,342	66,885	68,429	69,972	71,516	73,059	74,603	76,146
44		1,86	1,905	1,95	1,995	2,035	2,075	2,115	2,155	2,195
45		65,685	67,228	68,772	70,315	71,859	73,402	74,946	76,489	78,033
46		1,915	1,96	2,005	2,045	2,085	2,125	2,165	2,205	2,245
47		66,028	67,571	69,115	70,658	72,202	73,746	75,289	76,833	78,376
48		1,925	1,97	2,015	2,055	2,095	2,135	2,175	2,215	2,255
49		66,371	67,914	69,458	71,001	72,545	74,088	75,632	77,175	78,719
50		1,935	1,98	2,025	2,065	2,105	2,145	2,185	2,225	2,265
51		66,714	68,257	69,801	71,344	72,888	74,431	75,975	77,518	79,062
52		1,945	1,99	2,035	2,075	2,115	2,155	2,195	2,235	2,275

02-03 Renumbered steps starting at step 3 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 who exp placed on step 1, 12 yrs experience allowed + one: 09-10 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	7.5
Planning Time: 49	49	49
Class Periods/Day: 8	8	
Normal Teaching Load: 7	7	

**SALARY SCHEDULE**

Base: 32,675 Index: 4 x 4  
 Starting Salary: 32,675 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	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp. or Dep. Dental	IRS 125: Y
PPO:	+ single vision \$4.20/mo		COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement					
LTD	Standard Ins	7.00						
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>
								Minimum FTE: 0.5
								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	PTO				
PERSONAL	PTO			no	
BEREAVEMENT	2				
PROFESSIONAL	as needed			yes	
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	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	32,675	33,982	35,289	36,596	37,903	39,210	40,517	41,824
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	33,982	35,289	36,596	37,903	39,210	40,517	41,824	43,131
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	35,289	36,596	37,903	39,210	40,517	41,824	43,131	44,438
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	36,596	37,903	39,210	40,517	41,824	43,131	44,438	45,745
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	37,903	39,210	40,517	41,824	43,131	44,438	45,745	47,052
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	39,210	40,517	41,824	43,131	44,438	45,745	47,052	48,359
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	40,517	41,824	43,131	44,438	45,745	47,052	48,359	49,666
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		43,131	44,438	45,745	47,052	48,359	49,666	50,973
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			45,745	47,052	48,359	49,666	50,973	52,280
			1.40	1.44	1.48	1.52	1.56	1.60
10				48,359	49,666	50,973	52,280	53,587
				1.48	1.52	1.56	1.60	1.64
11					50,973	52,280	53,587	54,894
					1.56	1.60	1.64	1.68
12						52,280	53,587	54,894
						1.60	1.64	1.68



**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: 31,400 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1(D)  
 Career Increments: N Experience Allowed: 10(D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	500D	555.43	1027.56	1166.40	1566.18	27.30 or 45.20 Sp or Dep. Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Madison Nat'l	.0055 (thru sal)					
NON-PARTICIPANT	Cash-Sgl Prem	\$580.					

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 0  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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
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	31,400	32,656	33,912	35,168	36,424	37,052	38,308	39,564	40,820
	1.00	1.04	1.08	1.12	1.16	1.18	1.22	1.26	1.30
2	32,656	33,912	35,168	36,424	37,680	38,308	39,564	40,820	42,076
	1.04	1.08	1.12	1.16	1.20	1.22	1.26	1.30	1.34
3	33,912	35,168	36,424	37,680	38,936	39,564	40,820	42,076	43,332
	1.08	1.12	1.16	1.20	1.24	1.26	1.30	1.34	1.38
4	35,168	36,424	37,680	38,936	40,192	40,820	42,076	43,332	44,588
	1.12	1.16	1.20	1.24	1.28	1.30	1.34	1.38	1.42
5	36,424	37,680	38,936	40,192	41,448	42,076	43,332	44,588	45,844
	1.16	1.20	1.24	1.28	1.32	1.34	1.38	1.42	1.46
6	37,680	38,936	40,192	41,448	42,704	43,332	44,588	45,844	47,100
	1.20	1.24	1.28	1.32	1.36	1.38	1.42	1.46	1.50
7	38,936	40,192	41,448	42,704	43,960	44,588	45,844	47,100	48,356
	1.24	1.28	1.32	1.36	1.40	1.42	1.46	1.50	1.54
8		41,448	42,704	43,960	45,216	45,844	47,100	48,356	49,612
		1.32	1.36	1.40	1.44	1.46	1.50	1.54	1.58
9			43,960	45,216	46,472	47,100	48,356	49,612	50,868
			1.40	1.44	1.48	1.50	1.54	1.58	1.62
10				46,472	47,728	48,356	49,612	50,868	52,124
				1.48	1.52	1.54	1.58	1.62	1.66
11					48,984	49,612	50,868	52,124	53,380
					1.56	1.58	1.62	1.66	1.70
12							52,124	53,380	54,636
							1.66	1.70	1.74
13								54,636	55,892
								1.74	1.78

**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: 31,972 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
						577.81	
HEALTH	BC/BS	750D/3100D	526.64	974.31	1105.96	1485.02	Cash
DENTAL	BC/BS	5	51.17	94.68	107.49	144.35	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Madison Nat'l	.0036					
NON-PARTICIPANT							\$577.81

**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
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

PENDER							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	31,972	33,571	35,169	36,768	38,366	39,965	41,564
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	33,251	34,849	36,448	38,047	39,645	41,244	42,842
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	34,530	36,128	37,727	39,326	40,924	42,523	44,121
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	35,809	37,407	39,006	40,604	42,203	43,802	45,400
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	37,088	38,686	40,285	41,883	43,482	45,081	46,679
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5	38,366	39,965	41,564	43,162	44,761	46,359	47,958
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
6	39,645	41,244	42,842	44,441	46,040	47,638	49,237
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
7		42,523	44,121	45,720	47,319	48,917	50,516
		1.33	1.38	1.43	1.48	1.53	1.58
8		43,802	45,400	46,999	48,597	50,196	51,795
		1.37	1.42	1.47	1.52	1.57	1.62
9			46,679	48,278	49,876	51,475	53,074
			1.46	1.51	1.56	1.61	1.66
10			47,958	49,557	51,155	52,754	54,352
			1.50	1.55	1.60	1.65	1.70
11				50,835	52,434	54,033	55,631
				1.59	1.64	1.69	1.74
12				52,114	53,713	55,312	56,910
				1.63	1.68	1.73	1.78
13					54,992	56,590	58,189
					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:	32,500	Index:	4 x 4
Starting Salary:	32,500	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02	Options:	
DENTAL	BC/BS	1	24.18	44.74	50.77	68.19	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE			Deductible Reimbursement Y				375/750	
LTD			<b>PART-TIME BENEFITS</b>					
NON-PARTICIPANT			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
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 + 18	BA + 27	BA + 36	BA + 45	BA + 54	BA + 63	MA	MA + 9	MA + 18	MA + 27	MA + 36	MA + 45	MA + 54	MA + 63
1	32,500	33,800	35,100	36,400	37,700	39,000	40,300	41,600	42,900	44,200	45,500	46,800	48,100	49,400	50,700	52,000
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
2	33,800	35,100	36,400	37,700	39,000	40,300	41,600	42,900	44,200	45,500	46,800	48,100	49,400	50,700	52,000	53,300
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
3	35,100	36,400	37,700	39,000	40,300	41,600	42,900	44,200	45,500	46,800	48,100	49,400	50,700	52,000	53,300	54,600
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
4	36,400	37,700	39,000	40,300	41,600	42,900	44,200	45,500	46,800	48,100	49,400	50,700	52,000	53,300	54,600	55,900
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
5	37,700	39,000	40,300	41,600	42,900	44,200	45,500	46,800	48,100	49,400	50,700	52,000	53,300	54,600	55,900	57,200
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
6	39,000	40,300	41,600	42,900	44,200	45,500	46,800	48,100	49,400	50,700	52,000	53,300	54,600	55,900	57,200	58,500
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
7	40,300	41,600	42,900	44,200	45,500	46,800	48,100	49,400	50,700	52,000	53,300	54,600	55,900	57,200	58,500	59,800
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
8	41,600	42,900	44,200	45,500	46,800	48,100	49,400	50,700	52,000	53,300	54,600	55,900	57,200	58,500	59,800	61,100
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
9	42,900	44,200	45,500	46,800	48,100	49,400	50,700	52,000	53,300	54,600	55,900	57,200	58,500	59,800	61,100	62,400
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
10	44,200	45,500	46,800	48,100	49,400	50,700	52,000	53,300	54,600	55,900	57,200	58,500	59,800	61,100	62,400	63,700
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
11	45,500	46,800	48,100	49,400	50,700	52,000	53,300	54,600	55,900	57,200	58,500	59,800	61,100	62,400	63,700	65,000
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00
12		48,100	49,400	50,700	52,000	53,300	54,600	55,900	57,200	58,500	59,800	61,100	62,400	63,700	65,000	66,300
		1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04
13			50,700	52,000	53,300	54,600	55,900	57,200	58,500	59,800	61,100	62,400	63,700	65,000	66,300	67,600
			1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08
14				53,300	54,600	55,900	57,200	58,500	59,800	61,100	62,400	63,700	65,000	66,300	67,600	68,900
				1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12
15					55,900	57,200	58,500	59,800	61,100	62,400	63,700	65,000	66,300	67,600	68,900	70,200
					1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16
16						58,500	59,800	61,100	62,400	63,700	65,000	66,300	67,600	68,900	70,200	71,500
						1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20
17							61,100	62,400	63,700	65,000	66,300	67,600	68,900	70,200	71,500	72,800
							1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24
18								63,700	65,000	66,300	67,600	68,900	70,200	71,500	72,800	74,100
								1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24	2.28



**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: 32,250 Index: 4.25 x 4.25  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**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	526.64	974.31	1105.96	1485.02	Cash
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
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
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

**PLAINVIEW**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	BA+45 MA+9	MA+18
1	32,250	33,621	34,991	36,362	37,733	39,103	40,474	41,844
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	33,621	34,991	36,362	37,733	39,103	40,474	41,844	43,215
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
3	34,991	36,362	37,733	39,103	40,474	41,844	43,215	44,586
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
4	36,362	37,733	39,103	40,474	41,844	43,215	44,586	45,956
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
5	37,733	39,103	40,474	41,844	43,215	44,586	45,956	47,327
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
6	39,103	40,474	41,844	43,215	44,586	45,956	47,327	48,698
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
7		41,844	43,215	44,586	45,956	47,327	48,698	50,068
		1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
8			44,586	45,956	47,327	48,698	50,068	51,439
			1.3825	1.425	1.4675	1.51	1.5525	1.595
9				47,327	48,698	50,068	51,439	52,809
				1.4675	1.51	1.5525	1.595	1.6375
10				48,698	50,068	51,439	52,809	54,180
				1.51	1.5525	1.595	1.6375	1.68
11						52,809	54,180	55,551
						1.6375	1.68	1.7225
12						54,180	55,551	56,921
						1.68	1.7225	1.765
13						55,551	56,921	58,292
						1.7225	1.765	1.8075
14							58,292	59,663
							1.8075	1.85
15								61,033
								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.

08-09 BA+36 column separated from MA column

**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: 32,200 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: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	701.48
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02	Cash, 125, or TSA
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	Singles recv \$150/mo		COMMENTS:				
LIFE	Madison Life	6.00	Deductible Reimbursement				
LTD	Madison Life	.0064 (+B)					
NON-PARTICIPANT \$701.48 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
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	32,200	33,810	35,420	37,030	38,640	40,250	38,640	40,250	41,860	43,470	45,080	46,690
	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	33,488	35,098	36,708	38,318	39,928	41,538	39,928	41,538	43,148	44,758	46,368	47,978
	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	34,776	36,386	37,996	39,606	41,216	42,826	41,216	42,826	44,436	46,046	47,656	49,266
	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	36,064	37,674	39,284	40,894	42,504	44,114	42,504	44,114	45,724	47,334	48,944	50,554
	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	37,352	38,962	40,572	42,182	43,792	45,402	43,792	45,402	47,012	48,622	50,232	51,842
	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	38,640	40,250	41,860	43,470	45,080	46,690	45,080	46,690	48,300	49,910	51,520	53,130
	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	39,928	41,538	43,148	44,758	46,368	47,978	46,368	47,978	49,588	51,198	52,808	54,418
	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		42,826	44,436	46,046	47,656	49,266	47,656	49,266	50,876	52,486	54,096	55,706
		1.33	1.38	1.43	1.48	1.53	1.48	1.53	1.58	1.63	1.68	1.73
9			45,724	47,334	48,944	50,554	48,944	50,554	52,164	53,774	55,384	56,994
			1.42	1.47	1.52	1.57	1.52	1.57	1.62	1.67	1.72	1.77
10				48,622	50,232	51,842	50,232	51,842	53,452	55,062	56,672	58,282
				1.51	1.56	1.61	1.56	1.61	1.66	1.71	1.76	1.81
11					51,520	53,130	51,520	53,130	54,740	56,350	57,960	59,570
					1.60	1.65	1.60	1.65	1.70	1.75	1.80	1.85
12						52,808	54,418	52,808	54,418	56,028	57,638	59,248
						1.64	1.69	1.64	1.69	1.74	1.79	1.84
13							55,706	54,096	55,706	57,316	58,926	60,536
							1.73	1.68	1.73	1.78	1.83	1.88
14								55,384	56,994	58,604	60,214	61,824
								1.72	1.77	1.82	1.87	1.92
15									59,892	61,502	63,112	64,722
									1.86	1.91	1.96	2.01
16										62,790	64,400	66,010
										1.95	2.00	2.05

BA45 for individuals who took district courses between 1992-1997







**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: 32,000 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
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp. or Dep. Dental
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
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	32,000	33,440	34,880	36,320	37,760	39,200
	1.00	1.045	1.09	1.135	1.18	1.225
2	33,440	34,880	36,320	37,760	39,200	40,640
	1.045	1.09	1.135	1.18	1.225	1.27
3	34,880	36,320	37,760	39,200	40,640	42,080
	1.09	1.135	1.18	1.225	1.27	1.315
4	36,320	37,760	39,200	40,640	42,080	43,520
	1.135	1.18	1.225	1.27	1.315	1.36
5	37,760	39,200	40,640	42,080	43,520	44,960
	1.18	1.225	1.27	1.315	1.36	1.405
6	39,200	40,640	42,080	43,520	44,960	46,400
	1.225	1.27	1.315	1.36	1.405	1.45
7	40,640	42,080	43,520	44,960	46,400	47,840
	1.27	1.315	1.36	1.405	1.45	1.495
8		43,520	44,960	46,400	47,840	49,280
		1.36	1.405	1.45	1.495	1.54
9			46,400	47,840	49,280	50,720
			1.45	1.495	1.54	1.585
10			47,840	49,280	50,720	52,160
			1.495	1.54	1.585	1.63
11				50,720	52,160	53,600
				1.585	1.63	1.675
12				52,160	53,600	55,040
				1.63	1.675	1.72
13					55,040	56,480
					1.72	1.765
14					56,480	57,920
					1.765	1.81
15						59,360
						1.855
16						60,800
						1.9

**WORKING CONDITIONS**

Contract Days:	190	FTE Teachers:	234.25
	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:	33,050	Index:	4 x 5
Starting Salary:	33,050	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
HEALTH	BC/BS	750D/3100D	505.57	930.47	1039.60	1355.08	Ind+TSA or 260.64 TSA+Ind/Dep*
DENTAL	BC/BS	2	23.85	23.72	23.35	22.67	
PPO:	*or 2 ind. hlth plus 83.33		COMMENTS:				
LIFE	Madison Nat'l	3.80	Deductible Reimbursement				
LTD	Madison Nat'l	.0036					
NON-PARTICIPANT \$83.33 TSA							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	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	
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	33,050	34,703	36,355	38,008	39,660	41,313	42,965	44,618	46,270	47,923	49,575
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50
2	34,372	36,025	37,677	39,330	40,982	42,635	44,287	45,940	47,592	49,245	50,897
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54
3	35,694	37,347	38,999	40,652	42,304	43,957	45,609	47,262	48,914	50,567	52,219
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58
4	37,016	38,669	40,321	41,974	43,626	45,279	46,931	48,584	50,236	51,889	53,541
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62
5	38,338	39,991	41,643	43,296	44,948	46,601	48,253	49,906	51,558	53,211	54,863
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66
6	39,660	41,313	42,965	44,618	46,270	47,923	49,575	51,228	52,880	54,533	56,185
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70
7	40,982	42,635	44,287	45,940	47,592	49,245	50,897	52,550	54,202	55,855	57,507
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74
8		43,957	45,609	47,262	48,914	50,567	52,219	53,872	55,524	57,177	58,829
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78
9			46,931	48,584	50,236	51,889	53,541	55,194	56,846	58,499	60,151
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82
10			48,253	49,906	51,558	53,211	54,863	56,516	58,168	59,821	61,473
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86
11				51,228	52,880	54,533	56,185	57,838	59,490	61,143	62,795
				1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90
12				52,550	54,202	55,855	57,507	59,160	60,812	62,465	64,117
				1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94
13				53,872	55,524	57,177	58,829	60,482	62,134	63,787	65,439
				1.63	1.68	1.73	1.78	1.83	1.88	1.93	1.98
14					56,846	58,499	60,151	61,804	63,456	65,108	66,761
					1.72	1.77	1.82	1.87	1.92	1.97	2.02
15					58,168	59,821	61,473	63,126	64,778	66,430	68,083
					1.76	1.81	1.86	1.91	1.96	2.01	2.06
16					59,490	61,143	62,795	64,448	66,100	67,753	69,405
					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: 32,400 Index: 4 x 5  
 Starting Salary: 32,400 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze: 86-87  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
		H/A-Dent				526.64
HEALTH	BC/BS	750D/3100D	526.64	974.31	1105.96	1485.02
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
PPO:			COMMENTS:			
LIFE	Guardian	8.00				Deductible Reimbursement
LTD						
NON-PARTICIPANT	\$526.64 - 14-15 Gran					

**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:	N	
Grievance:	Y	N
Sick Bank:	Y	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	32,400 1.00	34,020 1.05	35,640 1.10	37,260 1.15	38,880 1.20	40,500 1.25	42,120 1.30
1	33,696 1.04	35,316 1.09	36,936 1.14	38,556 1.19	40,176 1.24	41,796 1.29	43,416 1.34
2	34,992 1.08	36,612 1.13	38,232 1.18	39,852 1.23	41,472 1.28	43,092 1.33	44,712 1.38
3	36,288 1.12	37,908 1.17	39,528 1.22	41,148 1.27	42,768 1.32	44,388 1.37	46,008 1.42
4	37,584 1.16	39,204 1.21	40,824 1.26	42,444 1.31	44,064 1.36	45,684 1.41	47,304 1.46
5		40,500 1.25	42,120 1.30	43,740 1.35	45,360 1.40	46,980 1.45	48,600 1.50
6		41,796 1.29	43,416 1.34	45,036 1.39	46,656 1.44	48,276 1.49	49,896 1.54
7			44,712 1.38	46,332 1.43	47,952 1.48	49,572 1.53	51,192 1.58
8			46,008 1.42	47,628 1.47	49,248 1.52	50,868 1.57	52,488 1.62
9				48,924 1.51	50,544 1.56	52,164 1.61	53,784 1.66
10				50,220 1.55	51,840 1.60	53,460 1.65	55,080 1.70
11					53,136 1.64	54,756 1.69	56,376 1.74
12					54,432 1.68	56,052 1.73	57,672 1.78
13					55,080 1.70	57,348 1.77	58,968 1.82
14					55,728 1.72	57,996 1.79	59,616 1.84
15						58,644 1.81	60,264 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: 34,675	Index: 4 x 5
	HS JH/MS ELEM	Starting Salary: 34,675	Entry Level Step: 1
Length of Teacher Day: 8	8 8 8	Career Increments: Y	Experience Allowed: 6 (D)
Length of Student Day: 7	7 7 7		
Planning Time: 46	46 60	Vertical Freeze:	
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	Individ.
HEALTH	BC/BS	750D	526.64	526.64	526.64	526.64	Ind. Health	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84		IRS 125: Y	
PPO:			COMMENTS: *<.51=FTE benefits					Flex Accounts: Y	
LIFE					Deductible Reimbursement	Y	12.50/mo	<b>PART-TIME BENEFITS</b>	
LTD	Fortis	.003 (+B)						Minimum FTE: 0.51	
NON-PARTICIPANT	\$270.83 cash							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					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Sick Bank:	Y	N

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

RAYMOND CENTRAL										
	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27	MA+36
Step					MA					
1	34,675	36,409	38,143	39,876	41,610		43,344	45,078	46,811	48,545
	1.00	1.05	1.10	1.15	1.20		1.25	1.30	1.35	1.40
2	36,062	37,796	39,530	41,263	42,997		44,731	46,465	48,198	49,932
	1.04	1.09	1.14	1.19	1.24		1.29	1.34	1.39	1.44
3	37,449	39,183	40,917	42,650	44,384		46,118	47,852	49,585	51,319
	1.08	1.13	1.18	1.23	1.28		1.33	1.38	1.43	1.48
4	38,836	40,570	42,304	44,037	45,771		47,505	49,239	50,972	52,706
	1.12	1.17	1.22	1.27	1.32		1.37	1.42	1.47	1.52
5	40,223	41,957	43,691	45,424	47,158		48,892	50,626	52,359	54,093
	1.16	1.21	1.26	1.31	1.36		1.41	1.46	1.51	1.56
6	41,610	43,344	45,078	46,811	48,545		50,279	52,013	53,746	55,480
	1.20	1.25	1.30	1.35	1.40		1.45	1.50	1.55	1.60
7	42,997	44,731	46,465	48,198	49,932		51,666	53,400	55,133	56,867
	1.24	1.29	1.34	1.39	1.44		1.49	1.54	1.59	1.64
8		46,118	47,852	49,585	51,319		53,053	54,787	56,520	58,254
		1.33	1.38	1.43	1.48		1.53	1.58	1.63	1.68
9		47,505	49,239	50,972	52,706		54,440	56,174	57,907	59,641
		1.37	1.42	1.47	1.52		1.57	1.62	1.67	1.72
10			50,626	52,359	54,093		55,827	57,561	59,294	61,028
			1.46	1.51	1.56		1.61	1.66	1.71	1.76
11			52,013	53,746	55,480		57,214	58,948	60,681	62,415
			1.50	1.55	1.60		1.65	1.70	1.75	1.80
12				55,133	56,867		58,601	60,335	62,068	63,802
				1.59	1.64		1.69	1.74	1.79	1.84
13					58,254		59,988	61,722	63,455	65,189
					1.68		1.73	1.78	1.83	1.88
14					59,641		61,375	63,109	64,842	66,576
					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: 184	FTE Teachers:	Base: 31,300	Index: 4 x 4.5
	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Teacher Day: 7.75 7.75 7.75		Career Increments: N	Experience Allowed: all
Length of Student Day: 7.27 7.27 7.27		Vertical Freeze:	
Planning Time: 51 51 51		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	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD	Fort Dearborn	.0036						Minimum FTE: 0.5	
NON-PARTICIPANT								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 from sick lv.
BEREAVEMENT	5				
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

RIVERSIDE							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	31,300	32,709	34,117	35,526	36,934	38,343	39,751
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	32,552	33,961	35,369	36,778	38,186	39,595	41,003
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	33,804	35,213	36,621	38,030	39,438	40,847	42,255
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	35,056	36,465	37,873	39,282	40,690	42,099	43,507
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	36,308	37,717	39,125	40,534	41,942	43,351	44,759
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	37,560	38,969	40,377	41,786	43,194	44,603	46,011
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7	38,812	40,221	41,629	43,038	44,446	45,855	47,263
	1.24	1.285	1.33	1.375	1.42	1.465	1.51
8		41,473	42,881	44,290	45,698	47,107	48,515
		1.325	1.37	1.415	1.46	1.505	1.55
9			44,133	45,542	46,950	48,359	49,767
			1.41	1.455	1.5	1.545	1.59
10				46,794	48,202	49,611	51,019
				1.495	1.54	1.585	1.63
11					49,454	50,863	52,271
					1.58	1.625	1.67
12						52,115	53,523
						1.665	1.71

14-15 years experience from 2 yrs to all

**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	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base: 31,375 Index: 4.25 x 4.25  
 Starting Salary: 31,375 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze: 97-98/98-99  
 Rollback: 97-98/98-99/01-02  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	1250D	463.13	856.80	972.56	1305.91
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
PPO: COMMENTS:						
LIFE					Deductible Reimbursement Y	875/1750
LTD	Madison Nat'l	.0031 (thru sal)				
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	3			no	
BEREAVEMENT	unl.				from sick lv.
PROFESSIONAL	4-5			yes	as needed
ADOPTION	as approved				
ASSOCIATION	unl.				

**OTHER DISTRICT POLICIES**

	Negotiated/ Policy	Exists
Voluntary Separation:	N	
Grievance:	Y	N
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	31,375	32,708	34,042	35,375	36,709	38,042
	1.00	1.0425	1.085	1.1275	1.17	1.2125
2	32,708	34,042	35,375	36,709	38,042	39,376
	1.0425	1.085	1.1275	1.17	1.2125	1.255
3	34,042	35,375	36,709	38,042	39,376	40,709
	1.085	1.1275	1.17	1.2125	1.255	1.2975
4	35,375	36,709	38,042	39,376	40,709	42,043
	1.1275	1.17	1.2125	1.255	1.2975	1.34
5	36,709	38,042	39,376	40,709	42,043	43,376
	1.17	1.2125	1.255	1.2975	1.34	1.3825
6	38,042	39,376	40,709	42,043	43,376	44,709
	1.2125	1.255	1.2975	1.34	1.3825	1.425
7	39,376	40,709	42,043	43,376	44,709	46,043
	1.255	1.2975	1.34	1.3825	1.425	1.4675
8		42,043	43,376	44,709	46,043	47,376
		1.34	1.3825	1.425	1.4675	1.51
9			44,709	46,043	47,376	48,710
			1.425	1.4675	1.51	1.5525
10			46,043	47,376	48,710	50,043
			1.4675	1.51	1.5525	1.595
11				48,710	50,043	51,377
				1.5525	1.595	1.6375
12				50,043	51,377	52,710
				1.595	1.6375	1.68
13					52,710	54,043
					1.68	1.7225
14						55,377
						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: 30,357 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback: 88-89  
 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	500.31	925.59	1050.66	1410.77	27.30 or 45.20 Sp or Dep Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE	Prinipal	2.65			Deductible Reimbursement Y	375/750	
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	
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		
									M A	M A + 9	
1	30,357	1.00	31,875	1.05	33,393	1.10	34,911	1.15	36,428	1.20	37,946
2	31,571	1.04	33,089	1.09	34,607	1.14	36,125	1.19	37,643	1.24	39,161
3	32,786	1.08	34,303	1.13	35,821	1.18	37,339	1.23	38,857	1.28	40,375
4	34,000	1.12	35,518	1.17	37,036	1.22	38,553	1.27	40,071	1.32	41,589
5	35,214	1.16	36,732	1.21	38,250	1.26	39,768	1.31	41,286	1.36	42,803
6			37,946	1.25	39,464	1.30	40,982	1.35	42,500	1.40	44,018
7					40,678	1.34	42,196	1.39	43,714	1.44	45,232
8					41,893	1.38	43,411	1.43	44,928	1.48	46,446
9							44,625	1.47	46,143	1.52	47,660
10							45,839	1.51	47,357	1.56	48,875
11									48,571	1.60	50,089
12									49,785	1.64	51,303
13									51,000	1.68	52,518



**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: 7.5 7.5 7.5  
 Planning Time: 50 50 65  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 30,300 Index: 4 x 5  
 Starting Salary: Entry Level Step: 0  
 Career Increments: N Experience Allowed: 7(D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1250D	463.13	856.80	972.56	1305.91	27.30 or 45.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp. or Dep. Dental	
PPO:	14-15 switch from 750D to 1250D COMMENTS:							IRS 125: Y
LIFE	Principal						Deductible Reimbursement Y 800	Flex Accounts: Y
LTD	Principal	.0065						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:	\$20/day over 35 at end of 4th yr				
PERSONAL	3			yes	2 days first 2 yrs
BEREAVEMENT	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
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	30,300	31,815	33,330	34,845	36,360	37,875
	1.00	1.05	1.10	1.15	1.20	1.25
2	31,512	33,027	34,542	36,057	37,572	39,087
	1.04	1.09	1.14	1.19	1.24	1.29
3	32,724	34,239	35,754	37,269	38,784	40,299
	1.08	1.13	1.18	1.23	1.28	1.33
4	33,936	35,451	36,966	38,481	39,996	41,511
	1.12	1.17	1.22	1.27	1.32	1.37
5	35,148	36,663	38,178	39,693	41,208	42,723
	1.16	1.21	1.26	1.31	1.36	1.41
6		37,875	39,390	40,905	42,420	43,935
		1.25	1.30	1.35	1.40	1.45
7		39,087	40,602	42,117	43,632	45,147
		1.29	1.34	1.39	1.44	1.49
8		40,299	41,814	43,329	44,844	46,359
		1.33	1.38	1.43	1.48	1.53
9		41,511	43,026	44,541	46,056	47,571
		1.37	1.42	1.47	1.52	1.57
10			44,238	45,753	47,268	48,783
			1.46	1.51	1.56	1.61
11				46,965	48,480	49,995
				1.55	1.60	1.65
12				48,177	49,692	51,207
				1.59	1.64	1.69
13					50,904	52,419
					1.68	1.73
14					52,116	53,631
					1.72	1.77
15						54,843
						1.81
16						56,055
						1.85
17						57,267
						1.89

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days:	185	FTE Teachers:		Base:	32,500	Index:	4 x 5
		HS	JH/MS	ELEM	Starting Salary:		Entry Level Step: 1
Length of Teacher Day:	8	8	8	8	Career Increments: Y		Experience Allowed: all
Length of Student Day:	7	7	7	7	\$1000 new tchrs moving into district		
Planning Time:	90	45	40	40	Vertical Freeze:		
Class Periods/Day:	4	8			Rollback:		
Normal Teaching Load:	3	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	500.31	925.59	1050.66	1410.77	24.84 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Ind or Dep Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Companion Life	5.25	Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD	Principal Life	.0048						Minimum FTE: 0.5	
NON-PARTICIPANT								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
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	32,500	34,125	35,750	37,375	39,000	39,000	39,000	40,625	42,250	43,875
	1.00	1.05	1.10	1.15	1.20	1.20	1.20	1.25	1.30	1.35
2	33,800	35,425	37,050	38,675	40,300	40,300	40,300	41,925	43,550	45,175
	1.04	1.09	1.14	1.19	1.24	1.24	1.24	1.29	1.34	1.39
3	35,100	36,725	38,350	39,975	41,600	41,600	41,600	43,225	44,850	46,475
	1.08	1.13	1.18	1.23	1.28	1.28	1.28	1.33	1.38	1.43
4	36,400	38,025	39,650	41,275	42,900	42,900	42,900	44,525	46,150	47,775
	1.12	1.17	1.22	1.27	1.32	1.32	1.32	1.37	1.42	1.47
5	37,700	39,325	40,950	42,575	44,200	44,200	44,200	45,825	47,450	49,075
	1.16	1.21	1.26	1.31	1.36	1.36	1.36	1.41	1.46	1.51
6	39,000	40,625	42,250	43,875	45,500	45,500	45,500	47,125	48,750	50,375
	1.20	1.25	1.30	1.35	1.40	1.40	1.40	1.45	1.50	1.55
7	40,300	41,925	43,550	45,175	46,800	46,800	46,800	48,425	50,050	51,675
	1.24	1.29	1.34	1.39	1.44	1.44	1.44	1.49	1.54	1.59
8		43,225	44,850	46,475	48,100	48,100	48,100	49,725	51,350	52,975
		1.33	1.38	1.43	1.48	1.48	1.48	1.53	1.58	1.63
9		44,525	46,150	47,775	49,400	49,400	49,400	51,025	52,650	54,275
		1.37	1.42	1.47	1.52	1.52	1.52	1.57	1.62	1.67
10			47,450	49,075	50,700	50,700	50,700	52,325	53,950	55,575
			1.46	1.51	1.56	1.56	1.56	1.61	1.66	1.71
11				50,375	52,000	52,000	52,000	53,625	55,250	56,875
				1.55	1.60	1.60	1.60	1.65	1.70	1.75
12					53,300	53,300	53,300	54,925	56,550	58,175
					1.64	1.64	1.64	1.69	1.74	1.79
13					54,600	54,600	54,600	56,225	57,850	59,475
					1.68	1.68	1.68	1.73	1.78	1.83
14					55,900	55,900	55,900	57,525	59,150	60,775
					1.72	1.72	1.72	1.77	1.82	1.87
15					57,200	57,200	57,200	58,825	60,450	62,075
					1.76	1.76	1.76	1.81	1.86	1.91
16									61,750	63,375
									1.90	1.95
17										64,675
										1.99

06-07: BA36 grandfathered

**WORKING CONDITIONS**

**SALARY SCHEDULE**

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

Base: 32,800 Index: 4 x 5  
 Starting Salary: 32,800 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp. or Dep. Dental
PPO: COMMENTS:							Options:
LIFE							IRS 125: Y
LTD Madison Nat'l .0033(+B thru Sal)							Flex Accounts: Y
NON-PARTICIPANT							<b>PART-TIME BENEFITS</b>
							Minimum FTE: 0.5
							Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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
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	32,800	34,440	36,080	37,720	39,360	41,000	42,640	44,280	45,920
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	34,112	35,752	37,392	39,032	40,672	42,312	43,952	45,592	47,232
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	35,424	37,064	38,704	40,344	41,984	43,624	45,264	46,904	48,544
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	36,736	38,376	40,016	41,656	43,296	44,936	46,576	48,216	49,856
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	38,048	39,688	41,328	42,968	44,608	46,248	47,888	49,528	51,168
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	39,360	41,000	42,640	44,280	45,920	47,560	49,200	50,840	52,480
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		42,312	43,952	45,592	47,232	48,872	50,512	52,152	53,792
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		43,624	45,264	46,904	48,544	50,184	51,824	53,464	55,104
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			46,576	48,216	49,856	51,496	53,136	54,776	56,416
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				49,528	51,168	52,808	54,448	56,088	57,728
				1.51	1.56	1.61	1.66	1.71	1.76
11				50,840	52,480	54,120	55,760	57,400	59,040
				1.55	1.60	1.65	1.70	1.75	1.80
12					53,792	55,432	57,072	58,712	60,352
					1.64	1.69	1.74	1.79	1.84
13					55,104	56,744	58,384	60,024	61,664
					1.68	1.73	1.78	1.83	1.88
14					56,416	58,056	59,696	61,336	62,976
					1.72	1.77	1.82	1.87	1.92
15						59,368	61,008	62,648	64,288
						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: 32,100 Index: 5 x 4  
 Starting Salary: 32,100 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 8(D)  
 Move to MA+27 Step 16 only in 93-94; then step=to exper.  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04	
PPO:			COMMENTS:				
LIFE	Provident	3.60	Deductible Reimbursement				
LTD	Madison Nat'l	.0035					
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: \$30/day over 42					
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**

	<b>Negotiated/</b>	
	<b>Exists</b>	<b>Policy</b>
Voluntary Separation:	Y	N
Grievance:	Y	N
Sick Bank:	Y	N

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

**SEWARD**

Step	BA + 45							
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	32,100	33,384	34,668	35,952	37,236	38,520	39,804	41,088
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	33,705	34,989	36,273	37,557	38,841	40,125	41,409	42,693
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33
3	35,310	36,594	37,878	39,162	40,446	41,730	43,014	44,298
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38
4	36,915	38,199	39,483	40,767	42,051	43,335	44,619	45,903
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43
5	38,520	39,804	41,088	42,372	43,656	44,940	46,224	47,508
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	40,125	41,409	42,693	43,977	45,261	46,545	47,829	49,113
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53
7	41,730	43,014	44,298	45,582	46,866	48,150	49,434	50,718
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58
8		44,619	45,903	47,187	48,471	49,755	51,039	52,323
		1.39	1.43	1.47	1.51	1.55	1.59	1.63
9			47,508	48,792	50,076	51,360	52,644	53,928
			1.48	1.52	1.56	1.60	1.64	1.68
10				50,397	51,681	52,965	54,249	55,533
				1.57	1.61	1.65	1.69	1.73
11					53,286	54,570	55,854	57,138
					1.66	1.70	1.74	1.78
12					54,891	56,175	57,459	58,743
					1.71	1.75	1.79	1.83
13						57,780	59,064	60,348
						1.80	1.84	1.88
14							60,669	61,953
							1.89	1.93
15								63,558
								1.98
16								65,163
								2.03

07-08 BA45 eliminated, current staff is grandfathered



**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
8	8	8
6.75	6.75	6.75
52	44	45
7	7	
6	6	

Length of Teacher Day:

Length of Student Day:

Planning Time:

Class Periods/Day:

Normal Teaching Load:

**SALARY SCHEDULE**

Base: 32,425 Index: 4.5 x 4

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement			
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

**PART-TIME BENEFITS**

Minimum FTE: 0.49

Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info: \$20/day over 35 days @ end of yr					
PERSONAL	2			yes	1-w/approv.;1-not
BEREAVEMENT	3+2				2 from sick leave
PROFESSIONAL	1			yes	1 add'l. w/appr.
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	P
Sick Bank:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

SHELBY-RISING CITY							
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	1.2	1.24
2	33,884	35,181	36,478	37,775	39,072	40,369	41,666
	1.045	1.085	1.125	1.165	1.205	1.245	1.285
3	35,343	36,640	37,937	39,234	40,531	41,828	43,125
	1.09	1.13	1.17	1.21	1.25	1.29	1.33
4	36,802	38,099	39,396	40,693	41,990	43,287	44,584
	1.135	1.175	1.215	1.255	1.295	1.335	1.375
5	38,262	39,559	40,856	42,153	43,450	44,747	46,044
	1.18	1.22	1.26	1.3	1.34	1.38	1.42
6		41,018	42,315	43,612	44,909	46,206	47,503
		1.265	1.305	1.345	1.385	1.425	1.465
7		42,477	43,774	45,071	46,368	47,665	48,962
		1.31	1.35	1.39	1.43	1.47	1.51
8		43,936	45,233	46,530	47,827	49,124	50,421
		1.355	1.395	1.435	1.475	1.515	1.555
9		45,395	46,692	47,989	49,286	50,583	51,880
		1.4	1.44	1.48	1.52	1.56	1.6
10		46,854	48,151	49,448	50,745	52,042	53,339
		1.445	1.485	1.525	1.565	1.605	1.645
11				50,907	52,204	53,501	54,798
				1.57	1.61	1.65	1.69
12				52,366	53,663	54,960	56,257
				1.615	1.655	1.695	1.735
13					55,123	56,420	57,717
					1.7	1.74	1.78
14					56,582	57,879	59,176
					1.745	1.785	1.825
15					58,041	59,338	60,635
					1.79	1.83	1.87
16						60,797	62,094
						1.875	1.915



**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 182	FTE Teachers: 22	Base: 32,500	Index: 4 x 4
Length of Teacher Day: 7.5	Length of Student Day: 7	Starting Salary:	Entry Level Step: 1
Planning Time: 48	Class Periods/Day: 8	Career Increments: N	Experience Allowed: all
Normal Teaching Load: 7		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	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp. or Dep. Dental	IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement					
LTD								<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Voluntary Separation:	Negotiated/Exists Policy
	N	
	Grievance: 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	32,500	33,800	35,100	36,400	37,700	39,000	40,300	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	33,800	35,100	36,400	37,700	39,000	40,300	41,600	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	35,100	36,400	37,700	39,000	40,300	41,600	42,900	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	36,400	37,700	39,000	40,300	41,600	42,900	44,200	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	37,700	39,000	40,300	41,600	42,900	44,200	45,500	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	39,000	40,300	41,600	42,900	44,200	45,500	46,800	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7		41,600	42,900	44,200	45,500	46,800	48,100	
		1.28	1.32	1.36	1.40	1.44	1.48	
8		42,900	44,200	45,500	46,800	48,100	49,400	
		1.32	1.36	1.40	1.44	1.48	1.52	
9		44,200	45,500	46,800	48,100	49,400	50,700	
		1.36	1.40	1.44	1.48	1.52	1.56	
10			46,800	48,100	49,400	50,700	52,000	
			1.44	1.48	1.52	1.56	1.60	
11				49,400	50,700	52,000	53,300	
				1.52	1.56	1.60	1.64	
12					52,000	53,300	54,600	
					1.60	1.64	1.68	
13						54,600	55,900	
						1.68	1.72	



**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:	27
		HS	JH/MS
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:	32,200	Index:	4 x 4
Starting Salary:	32,200	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	14-15, 15-16		

**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	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp. or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD							Minimum FTE: 0		
NON-PARTICIPANT							Contribution: fte		

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info: reimb. max. 10 over 40 @ eoy (1/2 sub rate)					
PERSONAL	3			yes	trade 4 sick for 2 pers.
BEREAVEMENT					
PROFESSIONAL	2			yes	trade 4 sick for 1 prof.
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
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	32,200	33,488	34,776	36,064	37,352	38,640	39,928	41,216
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	33,488	34,776	36,064	37,352	38,640	39,928	41,216	42,504
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	34,776	36,064	37,352	38,640	39,928	41,216	42,504	43,792
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	36,064	37,352	38,640	39,928	41,216	42,504	43,792	45,080
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	37,352	38,640	39,928	41,216	42,504	43,792	45,080	46,368
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	38,640	39,928	41,216	42,504	43,792	45,080	46,368	47,656
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	39,928	41,216	42,504	43,792	45,080	46,368	47,656	48,944
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	41,216	42,504	43,792	45,080	46,368	47,656	48,944	50,232
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		43,792	45,080	46,368	47,656	48,944	50,232	51,520
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			46,368	47,656	48,944	50,232	51,520	52,808
			1.44	1.48	1.52	1.56	1.60	1.64
11				48,944	50,232	51,520	52,808	54,096
				1.52	1.56	1.60	1.64	1.68
12				50,232	51,520	52,808	54,096	55,384
				1.56	1.60	1.64	1.68	1.72
13					52,808	54,096	55,384	56,672
					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:	32,250	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7
Vertical Freeze:			
Rollback:			
Multi-year Contract:	14-15, 15-16		

**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	527.66	976.18	1108.08	1487.87	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp. or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Fort Dearborn		Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
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:	Y	P
Grievance:	Y	P
Sick Bank:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

SIOUX COUNTY										
Step	BA		BA+9		BA+18		BA+27		BA+36	
		MA		MA		MA		MA		MA
0	32,250	1.00	33,540	1.04	34,830	1.08	36,120	1.12	37,410	1.16
1	33,540	1.04	34,830	1.08	36,120	1.12	37,410	1.16	38,700	1.20
2	34,830	1.08	36,120	1.12	37,410	1.16	38,700	1.20	39,990	1.24
3	36,120	1.12	37,410	1.16	38,700	1.20	39,990	1.24	41,280	1.28
4	37,410	1.16	38,700	1.20	39,990	1.24	41,280	1.28	42,570	1.32
5	38,700	1.20	39,990	1.24	41,280	1.28	42,570	1.32	43,860	1.36
6	39,990	1.24	41,280	1.28	42,570	1.32	43,860	1.36	45,150	1.40
7							45,150	1.40	46,440	1.44
8							46,440	1.44	47,730	1.48
9							47,730	1.48	49,020	1.52
10							49,020	1.52	50,310	1.56
11							50,310	1.56	51,600	1.60
12							51,600	1.60	52,890	1.64
13							52,890	1.64	54,180	1.68
							54,180	1.68	55,470	1.72
							55,470	1.72	56,760	1.76
							56,760	1.76	58,050	1.80
							58,050	1.80	59,340	1.84



**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: 8  
 Length of Student Day: 7.17 7.25 7  
 Planning Time: 90 45 54  
 Class Periods/Day: 4 8  
 Normal Teaching Load: 3 7

**SALARY SCHEDULE**

Base: 34,125 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	526.64	526.64	526.64	526.64	Ind Ins/Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO: COMMENTS:							
LIFE	Guardian	3.00	Deductible Reimbursement				551.48
LTD							
NON-PARTICIPANT \$512 Cash							

**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		
Other Info: 10 for dep use					
PERSONAL	2			yes	
BEREAVEMENT	2 to 5				
PROFESSIONAL	2			yes	
ADOPTION	case by case				
ASSOCIATION	7 district wide				

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
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	34,125	35,831	37,538	39,244	40,950	40,950	42,656	44,363	46,069	47,775	49,481
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
2	35,490	37,196	38,903	40,609	42,315	42,315	44,021	45,728	47,434	49,140	50,846
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44	1.49
3	36,855	38,561	40,268	41,974	43,680	43,680	45,386	47,093	48,799	50,505	52,211
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48	1.53
4	38,220	39,926	41,633	43,339	45,045	45,045	46,751	48,458	50,164	51,870	53,576
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52	1.57
5	39,585	41,291	42,998	44,704	46,410	46,410	48,116	49,823	51,529	53,235	54,941
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56	1.61
6	40,950	42,656	44,363	46,069	47,775	47,775	49,481	51,188	52,894	54,600	56,306
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	42,315	44,021	45,728	47,434	49,140	49,140	50,846	52,553	54,259	55,965	57,671
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64	1.69
8	43,680	45,386	47,093	48,799	50,505	50,505	52,211	53,918	55,624	57,330	59,036
	1.28	1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68	1.73
9				50,164	51,870	51,870	53,576	55,283	56,989	58,695	60,401
				1.47	1.52	1.52	1.57	1.62	1.67	1.72	1.77
10					53,235	53,235	54,941	56,648	58,354	60,060	61,766
					1.56	1.56	1.61	1.66	1.71	1.76	1.81
11					54,600	54,600	56,306	58,013	59,719	61,425	63,131
					1.60	1.60	1.65	1.70	1.75	1.80	1.85
12					55,965	55,965	57,671	59,378	61,084	62,790	64,496
					1.64	1.64	1.69	1.74	1.79	1.84	1.89
13						57,330	59,036	60,743	62,449	64,155	65,861
						1.68	1.73	1.78	1.83	1.88	1.93
14								62,108	63,814	65,520	67,226
								1.82	1.87	1.92	1.97
15								63,473	65,179	66,885	68,591
								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:	32,600	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:	14-15, 15-16		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE	Madison Nat'l	4.40					Deductible Reimbursement
LTD	Madison Nat'l	.004 (thru sal)					
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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
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	32,600	33,578	34,556	35,534	36,512	36,512	37,490	38,468	39,446	40,424
	1.00	1.03	1.06	1.09	1.12	1.12	1.15	1.18	1.21	1.24
2	34,230	35,208	36,186	37,164	38,142	38,142	39,120	40,098	41,076	42,054
	1.05	1.08	1.11	1.14	1.17	1.17	1.20	1.23	1.26	1.29
3	35,860	36,838	37,816	38,794	39,772	39,772	40,750	41,728	42,706	43,684
	1.10	1.13	1.16	1.19	1.22	1.22	1.25	1.28	1.31	1.34
4	37,490	38,468	39,446	40,424	41,402	41,402	42,380	43,358	44,336	45,314
	1.15	1.18	1.21	1.24	1.27	1.27	1.30	1.33	1.36	1.39
5	39,120	40,098	41,076	42,054	43,032	43,032	44,010	44,988	45,966	46,944
	1.20	1.23	1.26	1.29	1.32	1.32	1.35	1.38	1.41	1.44
6		41,728	42,706	43,684	44,662	44,662	45,640	46,618	47,596	48,574
		1.28	1.31	1.34	1.37	1.37	1.40	1.43	1.46	1.49
7		43,358	44,336	45,314	46,292	46,292	47,270	48,248	49,226	50,204
		1.33	1.36	1.39	1.42	1.42	1.45	1.48	1.51	1.54
8			45,966	46,944	47,922	47,922	48,900	49,878	50,856	51,834
			1.41	1.44	1.47	1.47	1.50	1.53	1.56	1.59
9			47,596	48,574	49,552	49,552	50,530	51,508	52,486	53,464
			1.46	1.49	1.52	1.52	1.55	1.58	1.61	1.64
10				50,204	51,182	51,182	52,160	53,138	54,116	55,094
				1.54	1.57	1.57	1.60	1.63	1.66	1.69
11					52,812	52,812	53,790	54,768	55,746	56,724
					1.62	1.62	1.65	1.68	1.71	1.74
12					54,442	54,442	55,420	56,398	57,376	58,354
					1.67	1.67	1.70	1.73	1.76	1.79
13					56,072	56,072	57,050	58,028	59,006	59,984
					1.72	1.72	1.75	1.78	1.81	1.84
14							58,680	59,658	60,636	61,614
							1.80	1.83	1.86	1.89
15								61,288	62,266	63,244
								1.88	1.91	1.94
20										64,222
										1.97
25										65,200
										2.00
30										66,178
										2.03
35										67,156
										2.06
40										68,134
										2.09
45										69,112
										2.12

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 MA 36, 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: 30,800 Index: 4 x 4.5  
 Starting Salary: 30,800 Entry Level Step: 1(D)  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20 Sp. or Dep. Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO: COMMENTS:							
LIFE Deductible Reimbursement							
LTD Madison Nat'l							
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	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
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	30,800	32,186	33,572	34,958	36,344	37,730
	1.00	1.045	1.09	1.135	1.18	1.225
2	32,032	33,418	34,804	36,190	37,576	38,962
	1.04	1.085	1.13	1.175	1.22	1.265
3	33,264	34,650	36,036	37,422	38,808	40,194
	1.08	1.125	1.17	1.215	1.26	1.305
4	34,496	35,882	37,268	38,654	40,040	41,426
	1.12	1.165	1.21	1.255	1.3	1.345
5	35,728	37,114	38,500	39,886	41,272	42,658
	1.16	1.205	1.25	1.295	1.34	1.385
6	36,960	38,346	39,732	41,118	42,504	43,890
	1.2	1.245	1.29	1.335	1.38	1.425
7	38,192	39,578	40,964	42,350	43,736	45,122
	1.24	1.285	1.33	1.375	1.42	1.465
8		40,810	42,196	43,582	44,968	46,354
		1.325	1.37	1.415	1.46	1.505
9			43,428	44,814	46,200	47,586
			1.41	1.455	1.5	1.545
10				46,046	47,432	48,818
				1.495	1.54	1.585
11					48,664	50,050
					1.58	1.625
12						51,282
						1.665

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 184	FTE Teachers:	Base: 32,300	Index: 4 x 5
Length of Teacher Day: 8	HS 8 JH/MS 8 ELEM 8	Starting Salary: 32,300	Entry Level Step: 1
Length of Student Day: 7	7 7 7	Career Increments: N	Experience Allowed: 5(D)
Planning Time: 47	47 45	Vertical Freeze:	
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	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	56.14 or 93.49	Options:
DENTAL	BC/BS	3	51.35	51.35	51.35	51.35	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement					
LTD	Principal	.0042						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Sick Bank:	N	

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Emergency-5 days

ST. PAUL										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 9	BA + 18	BA + 18	BA + 27	BA + 27	BA + 36	MA + 9	MA + 18
1	32,300	33,915	33,915	35,530	35,530	37,145	37,145	38,760	40,375	41,990
	1.00	1.05	1.05	1.10	1.10	1.15	1.15	1.20	1.25	1.30
2	33,592	35,207	35,207	36,822	36,822	38,437	38,437	40,052	41,667	43,282
	1.04	1.09	1.09	1.14	1.14	1.19	1.19	1.24	1.29	1.34
3	34,884	36,499	36,499	38,114	38,114	39,729	39,729	41,344	42,959	44,574
	1.08	1.13	1.13	1.18	1.18	1.23	1.23	1.28	1.33	1.38
4	36,176	37,791	37,791	39,406	39,406	41,021	41,021	42,636	44,251	45,866
	1.12	1.17	1.17	1.22	1.22	1.27	1.27	1.32	1.37	1.42
5	37,468	39,083	39,083	40,698	40,698	42,313	42,313	43,928	45,543	47,158
	1.16	1.21	1.21	1.26	1.26	1.31	1.31	1.36	1.41	1.46
6	38,760	40,375	40,375	41,990	41,990	43,605	43,605	45,220	46,835	48,450
	1.20	1.25	1.25	1.30	1.30	1.35	1.35	1.40	1.45	1.50
7		41,667	41,667	43,282	43,282	44,897	44,897	46,512	48,127	49,742
		1.29	1.29	1.34	1.34	1.39	1.39	1.44	1.49	1.54
8			44,574	44,574	46,189	46,189	47,804	47,804	49,419	51,034
			1.38	1.38	1.43	1.43	1.48	1.48	1.53	1.58
9			45,866	45,866	47,481	47,481	49,096	49,096	50,711	52,326
			1.42	1.42	1.47	1.47	1.52	1.52	1.57	1.62
10				48,773	48,773	50,388	50,388	52,003	53,618	55,233
				1.51	1.51	1.56	1.56	1.61	1.66	1.71
11				50,065	50,065	51,680	51,680	53,295	54,910	56,525
				1.55	1.55	1.60	1.60	1.65	1.70	1.75
12					52,972	52,972	54,587	54,587	56,202	57,817
					1.64	1.64	1.69	1.69	1.74	1.79
13					54,264	54,264	55,879	55,879	57,494	59,109
					1.68	1.68	1.73	1.73	1.78	1.83
14						57,171	57,171	58,786	60,401	62,016
						1.77	1.77	1.82	1.87	1.92

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 186	FTE Teachers: 39		Base: 32,700	Index: 4 x 5
	HS	JH/MS	ELEM	
Length of Teacher Day:	8	8	8	Starting Salary:
Length of Student Day:	7	7	7	Career Increments: N
Planning Time:	49	49	49	Vertical Freeze: 96-97
Class Periods/Day:	8	8		Rollback:
Normal Teaching Load:	6	6		Multi-year Contract: 13-14, 14-15
				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.
		H/A-Dent				290.14		
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02	1/2 ind. prem. 500D	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE	Madison Nat'l	2.55					Deductible Reimbursement Y	250/500
LTD								
NON-PARTICIPANT	\$290.14 (1/2 500D in							<b>PART-TIME BENEFITS</b>
								Minimum FTE: 0
								Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

						Negotiated/ Policy
						<i>Exists</i>
					Voluntary Separation:	N
					Grievance:	Y N
					Sick Bank:	Y N

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

STANTON								
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA+18	
	MA	MA+9	MA+18	MA+27	MA+36	MA+54	MA+18	
1	32,700	34,335	35,970	37,605	39,240	40,875	42,510	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	34,008	35,643	37,278	38,913	40,548	42,183	43,818	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	35,316	36,951	38,586	40,221	41,856	43,491	45,126	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	36,624	38,259	39,894	41,529	43,164	44,799	46,434	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	37,932	39,567	41,202	42,837	44,472	46,107	47,742	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6		40,875	42,510	44,145	45,780	47,415	49,050	
		1.25	1.30	1.35	1.40	1.45	1.50	
7			43,818	45,453	47,088	48,723	50,358	
			1.34	1.39	1.44	1.49	1.54	
8				46,761	48,396	50,031	51,666	
				1.43	1.48	1.53	1.58	
9				48,069	49,704	51,339	52,974	
				1.47	1.52	1.57	1.62	
10					51,012	52,647	54,282	
					1.56	1.61	1.66	
11					52,320	53,955	55,590	
					1.60	1.65	1.70	
12					53,628	55,263	56,898	
					1.64	1.69	1.74	
13					54,936	56,571	58,206	
					1.68	1.73	1.78	

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 182	FTE Teachers:	Base: 31,250	Index: 4 x 5
	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 0
Length of Teacher Day: 8 8 8		Career Increments: N	Experience Allowed: 5
Length of Student Day: 7 7 7		Vertical Freeze:	
Planning Time: 50 50 50		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	1250D	463.13	856.80	972.56	1305.91	Options:
DENTAL	BC/BS	5	25.59	47.34	53.75	72.18	IRS 125:
PPO:			COMMENTS:				Flex Accounts:
LIFE	Unknown				Deductible Reimbursement Y	825	<b>PART-TIME BENEFITS</b>
LTD	School Ins.	.0051					Minimum FTE: 0.4
NON-PARTICIPANT							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**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	Voluntary Separation:	Grievance:	Sick Bank:	Negotiated/ Policy
PERSONAL	3			yes	sub rate +\$10/day up to 3 days	Y	Y	N	Exists
BEREAVEMENT	2				w/appr.; + 3 from sick lv.	Y	Y	N	
PROFESSIONAL	2			yes	\$200/yr. expenses	Y	Y	P	
ADOPTION ASSOCIATION						N	N	N	

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**STAPLETON**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	31,250	32,813	34,375	35,938	37,500	37,500	39,063	40,625
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	32,500	34,063	35,625	37,188	38,750	38,750	40,313	41,875
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	33,750	35,313	36,875	38,438	40,000	40,000	41,563	43,125
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	35,000	36,563	38,125	39,688	41,250	41,250	42,813	44,375
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	36,250	37,813	39,375	40,938	42,500	42,500	44,063	45,625
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	37,500	39,063	40,625	42,188	43,750	43,750	45,313	46,875
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	38,750	40,313	41,875	43,438	45,000	45,000	46,563	48,125
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		41,563	43,125	44,688	46,250	46,250	47,813	49,375
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			44,375	45,938	47,500	47,500	49,063	50,625
			1.42	1.47	1.52	1.52	1.57	1.62
10				47,188	48,750	48,750	50,313	51,875
				1.51	1.56	1.56	1.61	1.66
11					50,000	50,000	51,563	53,125
					1.60	1.60	1.65	1.70
12					51,250	51,250	52,813	54,375
					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: 32,100 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
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02	TSA
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO: COMMENTS:							166.67
LIFE							Deductible Reimbursement Y 250/500
LTD	Principal	.003 (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**

	Voluntary Separation:	Grievance:	Sick Bank:	Negotiated/ Policy
	N	Y	N	P

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

STERLING						
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
Step					MA	
0	32,100	33,384	34,668	35,952	37,236	38,520
	1.00	1.04	1.08	1.12	1.16	1.20
1	33,384	34,668	35,952	37,236	38,520	39,804
	1.04	1.08	1.12	1.16	1.20	1.24
2	34,668	35,952	37,236	38,520	39,804	41,088
	1.08	1.12	1.16	1.20	1.24	1.28
3	35,952	37,236	38,520	39,804	41,088	42,372
	1.12	1.16	1.20	1.24	1.28	1.32
4	37,236	38,520	39,804	41,088	42,372	43,656
	1.16	1.20	1.24	1.28	1.32	1.36
5	38,520	39,804	41,088	42,372	43,656	44,940
	1.20	1.24	1.28	1.32	1.36	1.40
6	39,804	41,088	42,372	43,656	44,940	46,224
	1.24	1.28	1.32	1.36	1.40	1.44
7	41,088	42,372	43,656	44,940	46,224	47,508
	1.28	1.32	1.36	1.40	1.44	1.48
8	42,372	43,656	44,940	46,224	47,508	48,792
	1.32	1.36	1.40	1.44	1.48	1.52
9		44,940	46,224	47,508	48,792	50,076
		1.40	1.44	1.48	1.52	1.56
10			47,508	48,792	50,076	51,360
			1.48	1.52	1.56	1.60
11				50,076	51,360	52,644
				1.56	1.60	1.64
12					52,644	53,928
					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: 31,930 Index: 4.25 x 4.25

Starting Salary: Entry Level Step: 0

Career Increments: N Experience Allowed: 5

Vertical Freeze:

Rollback:

Multi-year Contract: 14-15, 15-16

**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	500.31	925.59	1050.66	1410.77	26.59 or 44.01	Options:
DENTAL	BC/BS	1	24.18	24.18	24.18	24.18	Sp. or Dep. Dental	IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement					
LTD								<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.4 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	45	yes		
Other Info:					
PERSONAL	5			yes	
BEREAVEMENT	4				
PROFESSIONAL	4			yes	\$200 reimb. For 1st 2 days
ADOPTION ASSOCIATION	60				FMLA

**OTHER DISTRICT POLICIES**

	Negotiated/Exists	Policy
Voluntary Separation:	N	
Grievance:	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
0	31,930	33,287	34,644	36,001	37,358	38,715
	1.00	1.0425	1.085	1.1275	1.17	1.2125
1	33,287	34,644	36,001	37,358	38,715	40,072
	1.0425	1.085	1.1275	1.17	1.2125	1.255
2	34,644	36,001	37,358	38,715	40,072	41,429
	1.085	1.1275	1.17	1.2125	1.255	1.2975
3	36,001	37,358	38,715	40,072	41,429	42,786
	1.1275	1.17	1.2125	1.255	1.2975	1.34
4	37,358	38,715	40,072	41,429	42,786	44,143
	1.17	1.2125	1.255	1.2975	1.34	1.3825
5	38,715	40,072	41,429	42,786	44,143	45,500
	1.2125	1.255	1.2975	1.34	1.3825	1.425
6	40,072	41,429	42,786	44,143	45,500	46,857
	1.255	1.2975	1.34	1.3825	1.425	1.4675
7		42,786	44,143	45,500	46,857	48,214
		1.34	1.3825	1.425	1.4675	1.51
8			45,500	46,857	48,214	49,571
			1.425	1.4675	1.51	1.5525
9				48,214	49,571	50,928
				1.51	1.5525	1.595
10					50,928	52,285
					1.595	1.6375

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

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement Y				500
LTD	Madison Nat'l	(thru sal)					
NON-PARTICIPANT							

**Cafeteria Plan**

Individ. Depend.  
 Options:  
 IRS 125: Y  
 Flex Accounts: Y  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.75  
 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
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	MA+9	MA+18
1	31,550	32,812	34,074	35,336	36,598	37,860	39,122	40,384	41,646
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,812	34,074	35,336	36,598	37,860	39,122	40,384	41,646	42,908
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	34,074	35,336	36,598	37,860	39,122	40,384	41,646	42,908	44,170
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	35,336	36,598	37,860	39,122	40,384	41,646	42,908	44,170	45,432
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	36,598	37,860	39,122	40,384	41,646	42,908	44,170	45,432	46,694
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	37,860	39,122	40,384	41,646	42,908	44,170	45,432	46,694	47,956
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		40,384	41,646	42,908	44,170	45,432	46,694	47,956	49,218
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			42,908	44,170	45,432	46,694	47,956	49,218	50,480
			1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			44,170	45,432	46,694	47,956	49,218	50,480	51,742
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				46,694	47,956	49,218	50,480	51,742	53,004
				1.48	1.52	1.56	1.60	1.64	1.68
11					49,218	50,480	51,742	53,004	54,266
					1.56	1.60	1.64	1.68	1.72
12						51,742	53,004	54,266	55,528
						1.64	1.68	1.72	1.76

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185	FTE Teachers: 37		Base: 32,830	Index: 4 x 5
	HS	JH/MS	ELEM	
Length of Teacher Day:	8	8	8	Starting Salary: 32,830
Length of Student Day:	7	7	7	Career Increments:
Planning Time:	97	97	100	Entry Level Step: 1
Class Periods/Day:	8	8		Experience Allowed: all
Normal Teaching Load:	7	7		Vertical Freeze:
				Rollback:
				Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	Spouse Dental	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84		IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>
LTD	Principal	.0052 (+Bthru sal)						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: FTE

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	Yes		
Other Info:	after 10 yrs - 25% sub pay/day				
PERSONAL	2				EOY-pd for xtra or banked for n
BEREAVEMENT	5/3				
PROFESSIONAL					Admin. discretion
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	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	32,830	34,472	36,113	37,755	39,396	41,038	42,679	44,321	45,962
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	34,143	35,785	37,426	39,068	40,709	42,351	43,992	45,634	47,275
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	35,456	37,098	38,739	40,381	42,022	43,664	45,305	46,947	48,588
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	36,770	38,411	40,053	41,694	43,336	44,977	46,619	48,260	49,902
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	38,083	39,724	41,366	43,007	44,649	46,290	47,932	49,573	51,215
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	39,396	41,038	42,679	44,321	45,962	47,604	49,245	50,887	52,528
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		42,351	43,992	45,634	47,275	48,917	50,558	52,200	53,841
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		43,664	45,305	46,947	48,588	50,230	51,871	53,513	55,154
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			46,619	48,260	49,902	51,543	53,185	54,826	56,468
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				49,573	51,215	52,856	54,498	56,139	57,781
				1.51	1.56	1.61	1.66	1.71	1.76
11				50,887	52,528	54,170	55,811	57,453	59,094
				1.55	1.60	1.65	1.70	1.75	1.80
12					53,841	55,483	57,124	58,766	60,407
					1.64	1.69	1.74	1.79	1.84
13					55,154	56,796	58,437	60,079	61,720
					1.68	1.73	1.78	1.83	1.88
14					56,468	58,109	59,751	61,392	63,034
					1.72	1.77	1.82	1.87	1.92
15						59,422	61,064	62,705	64,347
						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: 29,100 Index: 5 x 5  
 Starting Salary: 29,100 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze: 89-90  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	950D	508.88	941.47	1068.67	1434.95		Options:	
DENTAL	BC/BS	4	46.76	86.52	98.21	131.90		IRS 125: Y	
PPO:			COMMENTS: \$516.38 (less ded) if take ind-elig dep					Flex Accounts: Y	
LIFE					Deductible Reimbursement	Y	450/900	<b>PART-TIME BENEFITS</b>	
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
Sick Bank:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Maternity, Jury

SUTHERLAND								
					BA+36	BA+45		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	29,100	30,264	31,428	32,592	33,756	34,920	36,084	37,248
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	30,555	32,301	33,756	35,502	36,957	38,121	39,576	41,031
	1.05	1.11	1.16	1.22	1.27	1.31	1.36	1.41
3	32,010	34,338	36,084	38,412	40,158	41,322	43,068	44,814
	1.10	1.18	1.24	1.32	1.38	1.42	1.48	1.54
4	33,465	36,375	38,412	41,322	43,359	44,523	46,560	48,597
	1.15	1.25	1.32	1.42	1.49	1.53	1.60	1.67
5	34,920	38,412	40,740	44,232	46,560	47,724	50,052	52,380
	1.20	1.32	1.40	1.52	1.60	1.64	1.72	1.80
6	36,375	40,449	43,068	47,142	49,761	50,925	53,544	56,163
	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:	32,950	Index:	4 x 5
Starting Salary:	32,950	Entry Level Step:	1(D)
Career Increments:	N	Experience Allowed:	(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	83.31 or 120.17	Options:
DENTAL	BC/BS	5	24.18	24.18	24.18	24.18	Sp. or Dep. Dental	
PPO:	14-15 switch from 500D to 750D			COMMENTS:				IRS 125: Y
LIFE								Flex Accounts: Y
LTD	Principal	.0040 (thru sal)						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

**LEAVES**

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

	Negotiated/Policy	Exists
Voluntary Separation:	N	
Grievance:	Y	P
Sick Bank:	N	

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

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

**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:	33,800	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	444.34	444.34	444.34	444.34	Ind 1650 + Stipend
DENTAL	BC/BS	5	51.17	51.17	51.17	51.17	
PPO:	+ remainder of flat salary stipend §COMMENTS:						
LIFE	Principal	4.95					Deductible Reimbursement
LTD	Principal	.0043 (thru sal)					
NON-PARTICIPANT	\$583.33 CIL Stipend						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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
Sick Bank:	N	

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:** Emergency

**SYRACUSE-DUNBAR-AVOCA**

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	33,800	35,490	37,180	38,870	40,560	42,250	43,940	45,630	47,320	50,700
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	35,490	37,180	38,870	40,560	42,250	43,940	45,630	47,320	49,010	52,390
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.55
3	37,180	38,870	40,560	42,250	43,940	45,630	47,320	49,010	50,700	54,080
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60
4	38,870	40,560	42,250	43,940	45,630	47,320	49,010	50,700	52,390	55,770
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65
5	40,560	42,250	43,940	45,630	47,320	49,010	50,700	52,390	54,080	57,460
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
6	42,250	43,940	45,630	47,320	49,010	50,700	52,390	54,080	55,770	59,150
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75
7	43,940	45,630	47,320	49,010	50,700	52,390	54,080	55,770	57,460	60,840
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80
8	45,630	47,320	49,010	50,700	52,390	54,080	55,770	57,460	59,150	62,530
	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85
9		49,010	50,700	52,390	54,080	55,770	57,460	59,150	60,840	64,220
		1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90
10			52,390	54,080	55,770	57,460	59,150	60,840	62,530	65,910
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95
11				55,770	57,460	59,150	60,840	62,530	64,220	67,600
				1.65	1.70	1.75	1.80	1.85	1.90	2.00
12					59,150	60,840	62,530	64,220	65,910	69,290
					1.75	1.80	1.85	1.90	1.95	2.05
13						62,530	64,220	65,910	67,600	70,980
						1.85	1.90	1.95	2.00	2.10
14							65,910	67,600	69,290	72,670
							1.95	2.00	2.05	2.15
15								69,290	70,980	74,360
								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**

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	

**SALARY SCHEDULE**

Base:	31,700	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:	14-15, 15-16		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	Ind. Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS: .5 fte 87-88&before full ben; after-fte				
LIFE	Guardian	3.00		Deductible Reimbursement			
LTD	National	.0040(+B thru sal)					
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

TEKAMAH-HERMAN							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
1	31,700	33,285	34,870	36,138	37,406	38,040	39,625
	1.00	1.05	1.10	1.14	1.18	1.20	1.25
2	33,285	34,870	36,455	37,723	38,991	39,625	41,210
	1.05	1.10	1.15	1.19	1.23	1.25	1.30
3	34,870	36,455	38,040	39,308	40,576	41,210	42,795
	1.10	1.15	1.20	1.24	1.28	1.30	1.35
4	36,455	38,040	39,625	40,893	42,161	42,795	44,380
	1.15	1.20	1.25	1.29	1.33	1.35	1.40
5	38,040	39,625	41,210	42,478	43,746	44,380	45,965
	1.20	1.25	1.30	1.34	1.38	1.40	1.45
6	39,625	41,210	42,795	44,063	45,331	45,965	47,550
	1.25	1.30	1.35	1.39	1.43	1.45	1.50
7	39,942	42,478	44,063	45,331	46,599	47,233	48,818
	1.26	1.34	1.39	1.43	1.47	1.49	1.54
8		42,795	45,331	46,599	47,867	48,501	50,086
		1.35	1.43	1.47	1.51	1.53	1.58
9		43,112	45,648	47,867	49,135	49,769	51,354
		1.36	1.44	1.51	1.55	1.57	1.62
10		43,429	45,965	48,184	50,403	51,037	52,622
		1.37	1.45	1.52	1.59	1.61	1.66
11		43,746	46,282	48,501	51,671	52,305	53,890
		1.38	1.46	1.53	1.63	1.65	1.70
12		44,063	46,599	48,818	52,939	53,573	55,158
		1.39	1.47	1.54	1.67	1.69	1.74
13			46,916	49,135	53,256	54,524	56,109
			1.48	1.55	1.68	1.72	1.77
14				49,452	53,573	55,158	56,743
				1.56	1.69	1.74	1.79
15					53,890	55,792	57,377
					1.70	1.76	1.81
16					54,207	56,426	58,011
					1.71	1.78	1.83
17					54,524	57,060	58,645
					1.72	1.80	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



**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 36.25

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	7.3
Planning Time:	46	46	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base: 31,700 Index: 5 x 4

Starting Salary: 31,700 Entry Level Step: 1

Career Increments: N Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BCBS	750D/3100D	500.31	925.59	1050.66	1410.77	51.45 or 85.14
DENTAL	BC/BS	4	46.76	46.76	46.76	46.76	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Principal	.0041					
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	8	50	yes		
Other Info:					
PERSONAL	3			yes	unused reimbursed at sub pay
BEREAVEMENT	5				
PROFESSIONAL	2			yes	accum to 4
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Sick Bank:	Y	N

**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER LEAVES:** coaches leave-state tourney

THAYER CENTRAL									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	31,700	32,968	34,236	35,504	36,772	36,772	38,040	39,308	40,576
	1.00	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28
2	33,285	34,553	35,821	37,089	38,357	38,357	39,625	40,893	42,161
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	34,870	36,138	37,406	38,674	39,942	39,942	41,210	42,478	43,746
	1.1	1.14	1.18	1.22	1.26	1.26	1.3	1.34	1.38
4	36,455	37,723	38,991	40,259	41,527	41,527	42,795	44,063	45,331
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	38,040	39,308	40,576	41,844	43,112	43,112	44,380	45,648	46,916
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44	1.48
6	39,625	40,893	42,161	43,429	44,697	44,697	45,965	47,233	48,501
	1.25	1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7		42,478	43,746	45,014	46,282	46,282	47,550	48,818	50,086
		1.34	1.38	1.42	1.46	1.46	1.5	1.54	1.58
8			45,331	46,599	47,867	47,867	49,135	50,403	51,671
			1.43	1.47	1.51	1.51	1.55	1.59	1.63
9				48,184	49,452	49,452	50,720	51,988	53,256
				1.52	1.56	1.56	1.6	1.64	1.68
10				49,769	51,037	51,037	52,305	53,573	54,841
				1.57	1.61	1.61	1.65	1.69	1.73
11					52,622	52,622	53,890	55,158	56,426
					1.66	1.66	1.7	1.74	1.78
12					54,207	54,207	55,475	56,743	58,011
					1.71	1.71	1.75	1.79	1.83
13					55,000	55,000	56,268	57,536	58,804
					1.735	1.735	1.775	1.815	1.855
14					55,792	55,792	57,060	58,328	59,596
					1.76	1.76	1.8	1.84	1.88
15						56,585	57,853	59,121	60,389
						1.785	1.825	1.865	1.905
16						57,377	58,645	59,913	61,181
						1.81	1.85	1.89	1.93
17							60,706	61,974	63,242
							1.915	1.955	1.995
							61,498	62,766	64,034
							1.94	1.98	2.02





**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:	6	6	

**SALARY SCHEDULE**

Base: 32,600 Index: 4 x 5  
 Starting Salary: 32,600 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**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	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04
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
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	32,600	34,230	35,860	37,490	39,120	40,750	42,380	44,010	45,640
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	33,904	35,534	37,164	38,794	40,424	42,054	43,684	45,314	46,944
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	35,208	36,838	38,468	40,098	41,728	43,358	44,988	46,618	48,248
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	36,512	38,142	39,772	41,402	43,032	44,662	46,292	47,922	49,552
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	37,816	39,446	41,076	42,706	44,336	45,966	47,596	49,226	50,856
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	39,120	40,750	42,380	44,010	45,640	47,270	48,900	50,530	52,160
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	40,424	42,054	43,684	45,314	46,944	48,574	50,204	51,834	53,464
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		43,358	44,988	46,618	48,248	49,878	51,508	53,138	54,768
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			46,292	47,922	49,552	51,182	52,812	54,442	56,072
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			47,596	49,226	50,856	52,486	54,116	55,746	57,376
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				50,530	52,160	53,790	55,420	57,050	58,680
				1.55	1.60	1.65	1.70	1.75	1.80
12					53,464	55,094	56,724	58,354	59,984
					1.64	1.69	1.74	1.79	1.84
13					54,768	56,398	58,028	59,658	61,288
					1.68	1.73	1.78	1.83	1.88
14						57,702	59,332	60,962	62,592
						1.77	1.82	1.87	1.92
15						59,006	60,636	62,266	63,896
						1.81	1.86	1.91	1.96
16							61,940	63,570	65,200
							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: 35,600 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	527.66	976.18	1108.08	1487.87
DENTAL	BC/BS	4	46.76	86.52	98.21	131.90
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
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	35,600	37,024	38,448	39,872	41,296	42,720	44,144	45,568		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	37,024	38,448	39,872	41,296	42,720	44,144	45,568	46,992		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	38,448	39,872	41,296	42,720	44,144	45,568	46,992	48,416		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	39,872	41,296	42,720	44,144	45,568	46,992	48,416	49,840		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	41,296	42,720	44,144	45,568	46,992	48,416	49,840	51,264		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6	42,720	44,144	45,568	46,992	48,416	49,840	51,264	52,688		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7	44,144	45,568	46,992	48,416	49,840	51,264	52,688	54,112		
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8		46,992	48,416	49,840	51,264	52,688	54,112	55,536		
		1.32	1.36	1.40	1.44	1.48	1.52	1.56		
9		48,416	49,840	51,264	52,688	54,112	55,536	56,960		
		1.36	1.40	1.44	1.48	1.52	1.56	1.60		
10		49,840	51,264	52,688	54,112	55,536	56,960	58,384		
		1.40	1.44	1.48	1.52	1.56	1.60	1.64		
11		51,264	52,688	54,112	55,536	56,960	58,384	59,808		
		1.44	1.48	1.52	1.56	1.60	1.64	1.68		
12			54,112	55,536	56,960	58,384	59,808	61,232		
			1.52	1.56	1.60	1.64	1.68	1.72		
13			55,536	56,960	58,384	59,808	61,232	62,656		
			1.56	1.60	1.64	1.68	1.72	1.76		
14				58,384	59,808	61,232	62,656	64,080		
				1.64	1.68	1.72	1.76	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: 7.15	7.15	7
Planning Time: 50	50	60
Class Periods/Day: 8	8	
Normal Teaching Load: 7	7	

Base: 32,200 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze: 11-12  
 Rollback:  
 Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D/3100D	526.64	974.31	1105.96	1485.02	469.18 or 551.48 ea Cash or 2 sgl + \$75
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	*spouse-\$75/mo if both take Ind COMMENTS:						469.18 or 551.48 ea Cash or 2 sgl + \$75
LIFE	Madison Life						Deductible Reimbursement
LTD							
NON-PARTICIPANT	\$469.18						

**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
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	32,200	33,810	35,420	37,030	38,640	40,250	41,860	43,470	45,080
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	33,488	35,098	36,708	38,318	39,928	41,538	43,148	44,758	46,368
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	34,776	36,386	37,996	39,606	41,216	42,826	44,436	46,046	47,656
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	36,064	37,674	39,284	40,894	42,504	44,114	45,724	47,334	48,944
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	37,352	38,962	40,572	42,182	43,792	45,402	47,012	48,622	50,232
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		40,250	41,860	43,470	45,080	46,690	48,300	49,910	51,520
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		41,538	43,148	44,758	46,368	47,978	49,588	51,198	52,808
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			44,436	46,046	47,656	49,266	50,876	52,486	54,096
			1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			45,724	47,334	48,944	50,554	52,164	53,774	55,384
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				48,622	50,232	51,842	53,452	55,062	56,672
				1.51	1.56	1.61	1.66	1.71	1.76
11				49,910	51,520	53,130	54,740	56,350	57,960
				1.55	1.60	1.65	1.70	1.75	1.80
12					52,808	54,418	56,028	57,638	59,248
					1.64	1.69	1.74	1.79	1.84
13					54,096	55,706	57,316	58,926	60,536
					1.68	1.73	1.78	1.83	1.88
14						56,994	58,604	60,214	61,824
						1.64	1.69	1.74	1.79
15							59,892	61,502	63,112
							1.86	1.91	1.96
16								62,790	64,400
								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: 32,575 Index: 4 x 4  
 Starting Salary: 32,575 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	526.64	974.31	1105.96	1485.02	Cash
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE	Madison Nat'l	12.25	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
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	32,575	33,878	35,181	36,484	37,787	39,090	40,393	41,696	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	33,878	35,181	36,484	37,787	39,090	40,393	41,696	42,999	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	35,181	36,484	37,787	39,090	40,393	41,696	42,999	44,302	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	36,484	37,787	39,090	40,393	41,696	42,999	44,302	45,605	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	37,787	39,090	40,393	41,696	42,999	44,302	45,605	46,908	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	39,090	40,393	41,696	42,999	44,302	45,605	46,908	48,211	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	40,393	41,696	42,999	44,302	45,605	46,908	48,211	49,514	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8	41,696	42,999	44,302	45,605	46,908	48,211	49,514	50,817	
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9		44,302	45,605	46,908	48,211	49,514	50,817	52,120	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	
10			46,908	48,211	49,514	50,817	52,120	53,423	
			1.44	1.48	1.52	1.56	1.60	1.64	
11				49,514	50,817	52,120	53,423	54,726	
				1.52	1.56	1.60	1.64	1.68	
12				50,817	52,120	53,423	54,726	56,029	
				1.56	1.60	1.64	1.68	1.72	
13					53,423	54,726	56,029	57,332	
					1.64	1.68	1.72	1.76	
14						56,029	57,332	58,635	
						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: 32,100 Index: 4 x 4  
 Starting Salary: 34,668 Entry Level Step: 3  
 Career Increments: Y Experience Allowed: 5  
 New hires step 3, remain for 3 years  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	500D/3100D	527.66	976.18	1108.08	1487.87	27.30 or 45.20 Sp or Dep. Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement N				
LTD	Ft. Dearborn	.0054					
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Negotiated/Exists	Policy
Voluntary Separation:	N	
Grievance:	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	32,100	33,384	34,668	35,952	37,236	38,520	39,804	41,088	42,372	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	33,384	34,668	35,952	37,236	38,520	39,804	41,088	42,372	43,656	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
3	34,668	35,952	37,236	38,520	39,804	41,088	42,372	43,656	44,940	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
4	35,952	37,236	38,520	39,804	41,088	42,372	43,656	44,940	46,224	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
5	37,236	38,520	39,804	41,088	42,372	43,656	44,940	46,224	47,508	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
6	38,520	39,804	41,088	42,372	43,656	44,940	46,224	47,508	48,792	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
7		41,088	42,372	43,656	44,940	46,224	47,508	48,792	50,076	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
8			43,656	44,940	46,224	47,508	48,792	50,076	51,360	
			1.36	1.40	1.44	1.48	1.52	1.56	1.60	
9				46,224	47,508	48,792	50,076	51,360	52,644	
				1.44	1.48	1.52	1.56	1.60	1.64	
10				47,508	48,792	50,076	51,360	52,644	53,928	
				1.48	1.52	1.56	1.60	1.64	1.68	
11					50,076	51,360	52,644	53,928	55,212	
					1.56	1.60	1.64	1.68	1.72	
12						52,644	53,928	55,212	56,496	
						1.64	1.68	1.72	1.76	

*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: 36,868 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
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	500D	555.43	1027.56	1166.40	1566.18
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04
PPO:	Tiered payment sched 1-7 yrs		COMMENTS:			
LIFE			Deductible Reimbursement N			
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	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	36,868	38,343	39,817	41,292	42,767	44,242	45,716
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	38,343	39,817	41,292	42,767	44,242	45,716	47,191
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	39,817	41,292	42,767	44,242	45,716	47,191	48,666
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	41,292	42,767	44,242	45,716	47,191	48,666	50,140
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	42,767	44,242	45,716	47,191	48,666	50,140	51,615
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		45,716	47,191	48,666	50,140	51,615	53,090
		1.24	1.28	1.32	1.36	1.40	1.44
7		47,191	48,666	50,140	51,615	53,090	54,565
		1.28	1.32	1.36	1.40	1.44	1.48
8			50,140	51,615	53,090	54,565	56,039
			1.36	1.40	1.44	1.48	1.52
9			51,615	53,090	54,565	56,039	57,514
			1.40	1.44	1.48	1.52	1.56
10				54,565	56,039	57,514	58,989
				1.48	1.52	1.56	1.60
11					57,514	58,989	60,464
					1.56	1.60	1.64
12						60,464	61,938
						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:	7.5	7.5	7.5
Planning Time:	52	52	35
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base: 31,800 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze: 86-87, 87-88, 98-99  
 Rollback: 86-87 Last Step  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	950D	483.44	894.40	1015.24	1363.20	27.30 or 45.20 Sp. or Dep. Dental
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement N				
LTD	Mut. of Omaha	.0043					
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	Carryover 2
BEREAVEMENT	4				per occurrence
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Negotiated/Exists	Policy
Voluntary Separation:	N	
Grievance:	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			
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	31,800	33,072	34,344	35,616	36,888	38,160	39,432	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	33,072	34,344	35,616	36,888	38,160	39,432	40,704	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	34,344	35,616	36,888	38,160	39,432	40,704	41,976	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	35,616	36,888	38,160	39,432	40,704	41,976	43,248	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	36,888	38,160	39,432	40,704	41,976	43,248	44,520	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	38,160	39,432	40,704	41,976	43,248	44,520	45,792	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7	39,432	40,704	41,976	43,248	44,520	45,792	47,064	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
8		41,976	43,248	44,520	45,792	47,064	48,336	
		1.32	1.36	1.40	1.44	1.48	1.52	
9			44,520	45,792	47,064	48,336	49,608	
			1.40	1.44	1.48	1.52	1.56	
10				47,064	48,336	49,608	50,880	
				1.48	1.52	1.56	1.60	
11					49,608	50,880	52,152	
					1.56	1.60	1.64	
12					50,880	52,152	53,424	
					1.60	1.64	1.68	
13						53,424	54,696	
						1.68	1.72	







**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: 32,400 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
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	750D/3100D	500.31	925.59	1050.66	1410.77	Options:
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts:
LIFE			Deductible Reimbursement				
LTD							<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT							Minimum FTE: 1 Contribution:

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: reimbursed 1/2 sub pay for days accum over 50					
PERSONAL	4			yes	
BEREAVEMENT	1				2 if more than 200 miles away
PROFESSIONAL	adm. disc.			yes	
ADOPTION	12				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Voluntary Separation:	Grievance:	Sick Bank:	Negotiated/ Policy
Other Info:	N	Y	Y	Exists

**SABBATICAL:** No

**SEVERANCE PAY:** N

**OTHER LEAVES:**

WEST BOYD UNIFIED						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9
1	32,400	33,777	35,154	36,531	37,908	39,285
	1.00	1.0425	1.085	1.1275	1.17	1.2125
2	33,696	35,073	36,450	37,827	39,204	40,581
	1.04	1.0825	1.125	1.1675	1.21	1.2525
3	34,992	36,369	37,746	39,123	40,500	41,877
	1.08	1.1225	1.165	1.2075	1.25	1.2925
4	36,288	37,665	39,042	40,419	41,796	43,173
	1.12	1.1625	1.205	1.2475	1.29	1.3325
5	37,584	38,961	40,338	41,715	43,092	44,469
	1.16	1.2025	1.245	1.2875	1.33	1.3725
6	38,880	40,257	41,634	43,011	44,388	45,765
	1.2	1.2425	1.285	1.3275	1.37	1.4125
7	40,176	41,553	42,930	44,307	45,684	47,061
	1.24	1.2825	1.325	1.3675	1.41	1.4525
8		42,849	44,226	45,603	46,980	48,357
		1.3225	1.365	1.4075	1.45	1.4925
9			45,522	46,899	48,276	49,653
			1.405	1.4475	1.49	1.5325
10			46,818	48,195	49,572	50,949
			1.445	1.4875	1.53	1.5725
11				49,491	50,868	52,245
				1.5275	1.57	1.6125
12				50,787	52,164	53,541
				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: 32,150 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
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
PPO: COMMENTS:						
LIFE	Madison Ntl.	2.85	Deductible Reimbursement N			
LTD	Madison Ntl.	.0053 (+Bthru sal)				
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: \$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
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	32,150	33,758	35,365	36,973	38,580	40,188	41,795	43,403	45,010
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	33,436	35,044	36,651	38,259	39,866	41,474	43,081	44,689	46,296
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	34,722	36,330	37,937	39,545	41,152	42,760	44,367	45,975	47,582
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	36,008	37,616	39,223	40,831	42,438	44,046	45,653	47,261	48,868
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	37,294	38,902	40,509	42,117	43,724	45,332	46,939	48,547	50,154
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	38,580	40,188	41,795	43,403	45,010	46,618	48,225	49,833	51,440
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		41,474	43,081	44,689	46,296	47,904	49,511	51,119	52,726
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		42,760	44,367	45,975	47,582	49,190	50,797	52,405	54,012
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			45,653	47,261	48,868	50,476	52,083	53,691	55,298
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			46,939	48,547	50,154	51,762	53,369	54,977	56,584
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				49,833	51,440	53,048	54,655	56,263	57,870
				1.55	1.60	1.65	1.70	1.75	1.80
12				51,119	52,726	54,334	55,941	57,549	59,156
				1.59	1.64	1.69	1.74	1.79	1.84
13					54,012	55,620	57,227	58,835	60,442
					1.68	1.73	1.78	1.83	1.88
14					55,298	56,906	58,513	60,121	61,728
					1.72	1.77	1.82	1.87	1.92
15					56,584	58,192	59,799	61,407	63,014
					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: 35,700    Index: 0 x 0

Starting Salary:    Entry Level Step: 1

Career Increments: Y    Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	950D	483.44	894.40	1015.24	1363.20	27.30 or 45.20	Options:		
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Sp or Dep Dental	IRS 125:		
PPO:	must be in dist 3 yrs for full dep H/ COMMENTS: must be in dist 2 yrs for full dep H/A						Flex Accounts:		<b>PART-TIME BENEFITS</b>	
LIFE	Madison Nat'l		Deductible Reimbursement				Minimum FTE: 0.5			
LTD	Madison Nat'l	(thru sal)					Contribution: fte			
NON-PARTICIPANT										

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12		Y-5		
Other Info: Probationary recv 12, Perm recv unl					
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
Sick Bank:	Y	N

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

**WORKING CONDITIONS**

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	

**SALARY SCHEDULE**

Base: 29,250 Index: 4.5 x 4.5

Starting Salary: Entry Level Step: 1

Career Increments: Y Experience Allowed: 5

Vertical Freeze:

Rollback:

Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04
PPO:			COMMENTS:			
LIFE	Horace Mann	2.05	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
Sick Bank:	Y	N

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

WHEELER CENTRAL						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA
1	29,250	30,566	31,883	33,199	34,515	35,831
	1.00	1.045	1.09	1.135	1.18	1.225
2	30,566	31,883	33,199	34,515	35,831	37,148
	1.045	1.09	1.135	1.18	1.225	1.27
3	31,883	33,199	34,515	35,831	37,148	38,464
	1.09	1.135	1.18	1.225	1.27	1.315
4	33,199	34,515	35,831	37,148	38,464	39,780
	1.135	1.18	1.225	1.27	1.315	1.36
5	34,515	35,831	37,148	38,464	39,780	41,096
	1.18	1.225	1.27	1.315	1.36	1.405
6		37,148	38,464	39,780	41,096	42,413
		1.27	1.315	1.36	1.405	1.45
7		38,464	39,780	41,096	42,413	43,729
		1.315	1.36	1.405	1.45	1.495
8			41,096	42,413	43,729	45,045
			1.405	1.45	1.495	1.54
9			42,413	43,729	45,045	46,361
			1.45	1.495	1.54	1.585
10				45,045	46,361	47,678
				1.54	1.585	1.63
11				46,361	47,678	48,994
				1.585	1.63	1.675
12					48,994	50,310
					1.675	1.72
13					50,310	51,626
					1.72	1.765
14						52,943
						1.81





**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: 36,331 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: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	500D	555.43	1027.56	1166.40	1566.18
DENTAL	BC/BS	2	24.84	45.93	52.14	70.04
PPO: COMMENTS:						
LIFE	Madison Life	12.48	Deductible Reimbursement Y		350/700	
LTD	Madison Nat'l	.0055 (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
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	BA + 36	MA	MA + 9	MA + 18	MA + 27	MA + 36
1	36,331	37,784	39,237	40,691	42,144	43,597	45,050	46,504	47,957	49,410
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	37,784	39,237	40,691	42,144	43,597	45,050	46,504	47,957	49,410	50,863
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	39,237	40,691	42,144	43,597	45,050	46,504	47,957	49,410	50,863	52,317
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	40,691	42,144	43,597	45,050	46,504	47,957	49,410	50,863	52,317	53,770
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	42,144	43,597	45,050	46,504	47,957	49,410	50,863	52,317	53,770	55,223
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	43,597	45,050	46,504	47,957	49,410	50,863	52,317	53,770	55,223	56,676
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7	45,050	46,504	47,957	49,410	50,863	52,317	53,770	55,223	56,676	58,130
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		47,957	49,410	50,863	52,317	53,770	55,223	56,676	58,130	59,583
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9			50,863	52,317	53,770	55,223	56,676	58,130	59,583	61,036
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			52,317	53,770	55,223	56,676	58,130	59,583	61,036	62,489
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11			53,770	55,223	56,676	58,130	59,583	61,036	62,489	63,943
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
12					58,130	59,583	61,036	62,489	63,943	65,396
					1.60	1.64	1.68	1.72	1.76	1.80
13						61,036	62,489	63,943	65,396	66,849
						1.68	1.72	1.76	1.80	1.84
14								63,943	65,396	66,849
								1.80	1.84	1.88





**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 185 FTE Teachers:

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

Length of Teacher Day:

Length of Student Day:

Planning Time:

Class Periods/Day:

Normal Teaching Load:

Base: 32,000 Index: 4 x 5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract: 14-15, 15-16

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02	Cash
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	
PPO:	if took CIL in 06-07, will rec 565.40 COMMENTS:						551.48
LIFE	Guardian	4.50					Deductible Reimbursement
LTD	National Ins.	.0049					
NON-PARTICIPANT	\$551.48 CIL, 565.40/						

**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					

**OTHER DISTRICT POLICIES**

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
Sick Bank:	N	

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

WISNER-PILGER							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	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	38,400	40,000	41,600	43,200	44,800	46,400	48,000
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		41,280	42,880	44,480	46,080	47,680	49,280
		1.29	1.34	1.39	1.44	1.49	1.54
8		42,560	44,160	45,760	47,360	48,960	50,560
		1.33	1.38	1.43	1.48	1.53	1.58
9			45,440	47,040	48,640	50,240	51,840
			1.42	1.47	1.52	1.57	1.62
10			46,720	48,320	49,920	51,520	53,120
			1.46	1.51	1.56	1.61	1.66
11			48,000	49,600	51,200	52,800	54,400
			1.50	1.55	1.60	1.65	1.70
12				50,880	52,480	54,080	55,680
				1.59	1.64	1.69	1.74
13				52,160	53,760	55,360	56,960
				1.63	1.68	1.73	1.78
14					55,040	56,640	58,240
					1.72	1.77	1.82
15					56,320	57,920	59,520
					1.76	1.81	1.86
16						59,200	60,800
						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: 33,000 Index: 4 x 5  
 Starting Salary: Entry Level Step: 0  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77	27.30 or 45.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Ind or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement N					<b>PART-TIME BENEFITS</b>	
LTD	Principal	.0033						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	60	yes		
Other Info:	leave after 5 yrs - \$118/day for 30 days				
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

	Voluntary Separation:	Grievance:	Sick Bank:	Negotiated/Exists Policy
	Y	Y	N	P

**SABBATICAL:** No

**SEVERANCE PAY:** Yes

**OTHER LEAVES:**

WOOD RIVER RURAL								
Step	BA		BA + 18		BA + 36		BA + 45	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	
0	33,000	34,650	36,300	37,950	39,600	41,250	42,900	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
1	34,320	35,970	37,620	39,270	40,920	42,570	44,220	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
2	35,640	37,290	38,940	40,590	42,240	43,890	45,540	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
3	36,960	38,610	40,260	41,910	43,560	45,210	46,860	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
4	38,280	39,930	41,580	43,230	44,880	46,530	48,180	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
5		41,250	42,900	44,550	46,200	47,850	49,500	
		1.25	1.30	1.35	1.40	1.45	1.50	
6			44,220	45,870	47,520	49,170	50,820	
			1.34	1.39	1.44	1.49	1.54	
7			45,540	47,190	48,840	50,490	52,140	
			1.38	1.43	1.48	1.53	1.58	
8				48,510	50,160	51,810	53,460	
				1.47	1.52	1.57	1.62	
9				49,830	51,480	53,130	54,780	
				1.51	1.56	1.61	1.66	
10				51,150	52,800	54,450	56,100	
				1.55	1.60	1.65	1.70	
11				52,470	54,120	55,770	57,420	
				1.59	1.64	1.69	1.74	
12					55,440	57,090	58,740	
					1.68	1.73	1.78	
13					56,760	58,410	60,060	
					1.72	1.77	1.82	
14						59,730	61,380	
						1.81	1.86	

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

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	500.31	925.59	1050.66	1410.77
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84
PPO: COMMENTS:						
LIFE			Deductible Reimbursement			
LTD	National	.0051				
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
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	31,850	33,124	34,398	35,672	36,946	38,220
	1.00	1.04	1.08	1.12	1.16	1.20
2	33,124	34,398	35,672	36,946	38,220	39,494
	1.04	1.08	1.12	1.16	1.20	1.24
3	34,398	35,672	36,946	38,220	39,494	40,768
	1.08	1.12	1.16	1.20	1.24	1.28
4	35,672	36,946	38,220	39,494	40,768	42,042
	1.12	1.16	1.20	1.24	1.28	1.32
5	36,946	38,220	39,494	40,768	42,042	43,316
	1.16	1.20	1.24	1.28	1.32	1.36
6	38,220	39,494	40,768	42,042	43,316	44,590
	1.20	1.24	1.28	1.32	1.36	1.40
7	39,494	40,768	42,042	43,316	44,590	45,864
	1.24	1.28	1.32	1.36	1.40	1.44
8	40,768	42,042	43,316	44,590	45,864	47,138
	1.28	1.32	1.36	1.40	1.44	1.48
9		43,316	44,590	45,864	47,138	48,412
		1.36	1.40	1.44	1.48	1.52
10			45,864	47,138	48,412	49,686
			1.44	1.48	1.52	1.56
11				48,412	49,686	50,960
				1.52	1.56	1.60
12					50,960	52,234
					1.60	1.64
13						53,508
						1.68



**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days:	185	FTE Teachers:		Base:	32,862	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:	all
Length of Student Day:	7	7	7	7	Vertical Freeze:	00-01		
Planning Time:	50	50	vary		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.
HEALTH	BC/BS	750D	526.64	974.31	1105.96	1485.02	277.30 or 295.20	Options:	
DENTAL	BC/BS	2	24.84	24.84	24.84	24.84	Dep Dent + TSA	IRS 125: Y	
PPO:	>0.75 fte recv full ins		COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement					<b>PART-TIME BENEFITS</b>	
LTD	Madison	.0065						Minimum FTE: 0.4	
NON-PARTICIPANT	\$125 Single/\$250 Fa							Contribution: fte*	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	45	Yes					
Other Info:	\$40/day EOY					Negotiated/Policy		
PERSONAL	2+1				accum to 4, +1=sub deduct, 1/2	Exists		
BEREAVEMENT	2					Voluntary Separation:	Y	P
PROFESSIONAL					admin approval	Grievance:	Y	P
ADOPTION						Sick Bank:	N	
ASSOCIATION								

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

YUTAN										
Step	BA				BA+36		MA			PHD
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	32,862	34,176	35,491	36,805	38,120	39,434	40,749	42,063	44,692	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.36	
2	34,176	35,491	36,805	38,120	39,434	40,749	42,063	43,378	46,007	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.40	
3	35,491	36,805	38,120	39,434	40,749	42,063	43,378	44,692	47,321	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.44	
4	36,805	38,120	39,434	40,749	42,063	43,378	44,692	46,007	48,636	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.48	
5	38,120	39,434	40,749	42,063	43,378	44,692	46,007	47,321	49,950	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.52	
6	39,434	40,749	42,063	43,378	44,692	46,007	47,321	48,636	51,265	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.56	
7		42,063	43,378	44,692	46,007	47,321	48,636	49,950	52,579	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.60	
8		43,378	44,692	46,007	47,321	48,636	49,950	51,265	53,894	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.64	
9			46,007	47,321	48,636	49,950	51,265	52,579	55,208	
			1.40	1.44	1.48	1.52	1.56	1.60	1.68	
10			47,321	48,636	49,950	51,265	52,579	53,894	56,523	
			1.44	1.48	1.52	1.56	1.60	1.64	1.72	
11				49,950	51,265	52,579	53,894	55,208	57,837	
				1.52	1.56	1.60	1.64	1.68	1.76	
12				51,265	52,579	53,894	55,208	56,523	59,152	
				1.56	1.60	1.64	1.68	1.72	1.80	
13					53,894	55,208	56,523	57,837	60,466	
					1.64	1.68	1.72	1.76	1.84	
14					55,208	56,523	57,837	59,152	61,781	
					1.68	1.72	1.76	1.80	1.88	
15					55,865	57,180	58,494	59,809	62,438	
					1.70	1.74	1.78	1.82	1.90	