

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: 32,950 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	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options: TSA, Cash		
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental	IRS 125: Y		
PPO:			COMMENTS:					Flex Accounts: Y		
LIFE			Deductible Reimbursement: Y				250/500	PART-TIME BENEFITS		
LTD	Madison Nat'l	.0034								Minimum FTE: 1
NON-PARTICIPANT										Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

	Voluntary Separation:	Exists	Negotiated/Policy
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	32,950	34,433	35,916	37,398	38,881	38,881	40,364	41,847	43,329		
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315		
1	34,433	35,916	37,398	38,881	40,364	40,364	41,847	43,329	44,812		
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36		
2	35,916	37,398	38,881	40,364	41,847	41,847	43,329	44,812	46,295		
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405		
3	37,398	38,881	40,364	41,847	43,329	43,329	44,812	46,295	47,778		
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45		
4	38,881	40,364	41,847	43,329	44,812	44,812	46,295	47,778	49,260		
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495		
5	40,364	41,847	43,329	44,812	46,295	46,295	47,778	49,260	50,743		
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54		
6		43,329	44,812	46,295	47,778	47,778	49,260	50,743	52,226		
		1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585		
7			46,295	47,778	49,260	49,260	50,743	52,226	53,709		
			1.405	1.45	1.495	1.495	1.54	1.585	1.63		
8				49,260	50,743	50,743	52,226	53,709	55,191		
				1.495	1.54	1.54	1.585	1.63	1.675		
9					52,226	52,226	53,709	55,191	56,674		
					1.585	1.585	1.63	1.675	1.72		
10					53,709	53,709	55,191	56,674	58,157		
					1.63	1.63	1.675	1.72	1.765		
11						55,191	56,674	58,157	59,640		
						1.675	1.72	1.765	1.81		
12							58,157	59,640	61,122		
							1.765	1.81	1.855		
13								61,122	62,605		
								1.855	1.9		
14									64,088		
									1.945		

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 21

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.33	7.33	7.33
Planning Time:	55	55	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,950 Index: 4 x 4
 Starting Salary: 32,950 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	536.65	943.18	1070.62	1437.58	H/A,Cash,TSA
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	Dist pays 95% family prem		COMMENTS:				
LIFE	Madison Nat'l	6.45	Deductible Reimbursement:				
LTD	National	.0035 (thru sal)					
NON-PARTICIPANT	Single ins amt cash						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	40	yes		
Other Info: Sev.-upon term. reimb. \$25/day unused over 40					
PERSONAL	3			yes	\$25 for unused at eoy
BEREAVEMENT	3				over 3 use sick lv
PROFESSIONAL	1-2			yes	admin approval
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ALLEN								
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18
					MA			
1	32,950	34,268	35,586	36,904	38,222		39,540	40,858
	1.00	1.04	1.08	1.12	1.16		1.20	1.24
2	34,268	35,586	36,904	38,222	39,540		40,858	42,176
	1.04	1.08	1.12	1.16	1.20		1.24	1.28
3	35,586	36,904	38,222	39,540	40,858		42,176	43,494
	1.08	1.12	1.16	1.20	1.24		1.28	1.32
4	36,904	38,222	39,540	40,858	42,176		43,494	44,812
	1.12	1.16	1.20	1.24	1.28		1.32	1.36
5	38,222	39,540	40,858	42,176	43,494		44,812	46,130
	1.16	1.20	1.24	1.28	1.32		1.36	1.40
6	39,540	40,858	42,176	43,494	44,812		46,130	47,448
	1.20	1.24	1.28	1.32	1.36		1.40	1.44
7	40,858	42,176	43,494	44,812	46,130		47,448	48,766
	1.24	1.28	1.32	1.36	1.40		1.44	1.48
8	42,176	43,494	44,812	46,130	47,448		48,766	50,084
	1.28	1.32	1.36	1.40	1.44		1.48	1.52
9	42,835	44,812	46,130	47,448	48,766		50,084	51,402
	1.30	1.36	1.40	1.44	1.48		1.52	1.56
10		45,471	47,448	48,766	50,084		51,402	52,720
		1.38	1.44	1.48	1.52		1.56	1.60
11			48,107	50,084	51,402		52,720	54,038
			1.46	1.52	1.56		1.60	1.64
12				51,402	52,720		54,038	55,356
				1.56	1.60		1.64	1.68
13					53,379		55,356	56,674
					1.62		1.68	1.72
14							56,015	57,333
							1.70	1.74

Amherst

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.4	7.4	7.4
Planning Time:	47	47	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	350	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Cash	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Guardian	6.25						Deductible Reimbursement:	
LTD	Principal	.0030 (thru sal)							
NON-PARTICIPANT	\$350 Cash								

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	45	yes		
Other Info: 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	Y	P
Grievance:	Y	Y	N
Sick Bank:	Y	Y	N

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

AMHERST								
Step	BA		BA + 18		BA + 36		BA + 45	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	
1	31,900	33,336	34,771	36,207	37,642	39,078	40,513	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	
2	33,176	34,612	36,047	37,483	38,918	40,354	41,789	
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	
3	34,452	35,888	37,323	38,759	40,194	41,630	43,065	
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	
4	35,728	37,164	38,599	40,035	41,470	42,906	44,341	
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	
5	37,004	38,440	39,875	41,311	42,746	44,182	45,617	
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	
6	38,280	39,716	41,151	42,587	44,022	45,458	46,893	
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	
7		40,992	42,427	43,863	45,298	46,734	48,169	
		1.285	1.33	1.375	1.42	1.465	1.51	
8			43,703	45,139	46,574	48,010	49,445	
			1.37	1.415	1.46	1.505	1.55	
9				46,415	47,850	49,286	50,721	
				1.455	1.5	1.545	1.59	
10				47,691	49,126	50,562	51,997	
				1.495	1.54	1.585	1.63	
11					50,402	51,838	53,273	
					1.58	1.625	1.67	
12					51,678	53,114	54,549	
					1.62	1.665	1.71	
13						54,390	55,825	
						1.705	1.75	
14							57,101	
							1.79	

15-16: BA 45 removed from schedule/grandfathered

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		EE/Sp/Child	
HEALTH	BC/BS	1250D	471.92	873.08	991.04	1330.72	Ind. Dental	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31		
PPO:			COMMENTS:				25.31	
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+9		BA+18		BA+27	
	BA	BA+9	BA+18	BA+27	BA+36	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

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.5	8.5	8.5
Length of Student Day:	8	8	8
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,700 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 15-16, 16-17

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	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD	Fortis	.0052				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ANSLEY																		
Step	BA	BA+3	BA+6	BA+9	BA+12	BA+15	BA+18	BA+21	BA+24	BA+27	BA+30	BA+33	BA+36		MA+3	MA+6	MA+9	
													MA					
1	31,700	32,334	32,651	33,285	33,919	34,236	34,870	35,504	35,821	36,455	37,089	37,406	38,040	38,674	38,991	39,625		
	1.00	1.02	1.03	1.05	1.07	1.08	1.10	1.12	1.13	1.15	1.17	1.18	1.20	1.22	1.23	1.25		
2	32,968	33,602	33,919	34,553	35,187	35,504	36,138	36,772	37,089	37,723	38,357	38,674	39,308	39,942	40,259	40,893		
	1.04	1.06	1.07	1.09	1.11	1.12	1.14	1.16	1.17	1.19	1.21	1.22	1.24	1.26	1.27	1.29		
3	34,236	34,870	35,187	35,821	36,455	36,772	37,406	38,040	38,357	38,991	39,625	39,942	40,576	41,210	41,527	42,161		
	1.08	1.10	1.11	1.13	1.15	1.16	1.18	1.20	1.21	1.23	1.25	1.26	1.28	1.30	1.31	1.33		
4	35,504	36,138	36,455	37,089	37,723	38,040	38,674	39,308	39,625	40,259	40,893	41,210	41,844	42,478	42,795	43,429		
	1.12	1.14	1.15	1.17	1.19	1.20	1.22	1.24	1.25	1.27	1.29	1.30	1.32	1.34	1.35	1.37		
5	36,772	37,406	37,723	38,357	38,991	39,308	39,942	40,576	40,893	41,527	42,161	42,478	43,112	43,746	44,063	44,697		
	1.16	1.18	1.19	1.21	1.23	1.24	1.26	1.28	1.29	1.31	1.33	1.34	1.36	1.38	1.39	1.41		
6	38,040	38,674	38,991	39,625	40,259	40,576	41,210	41,844	42,161	42,795	43,429	43,746	44,380	45,014	45,331	45,965		
	1.20	1.22	1.23	1.25	1.27	1.28	1.30	1.32	1.33	1.35	1.37	1.38	1.40	1.42	1.43	1.45		
7	39,308	39,942	40,259	40,893	41,527	41,844	42,478	43,112	43,429	44,063	44,697	45,014	45,648	46,282	46,599	47,233		
	1.24	1.26	1.27	1.29	1.31	1.32	1.34	1.36	1.37	1.39	1.41	1.42	1.44	1.46	1.47	1.49		
8	40,576	41,210	41,527	42,161	42,795	43,112	43,746	44,380	44,697	45,331	45,965	46,282	46,916	47,550	47,867	48,501		
	1.28	1.30	1.31	1.33	1.35	1.36	1.38	1.40	1.41	1.43	1.45	1.46	1.48	1.50	1.51	1.53		
9				43,429	44,063	44,380	45,014	45,648	45,965	46,599	47,233	47,550	48,184	48,818	49,135	49,769		
				1.37	1.39	1.40	1.42	1.44	1.45	1.47	1.49	1.50	1.52	1.54	1.55	1.57		
10							46,282	46,916	47,233	47,867	48,501	48,818	49,452	50,086	50,403	51,037		
							1.46	1.48	1.49	1.51	1.53	1.54	1.56	1.58	1.59	1.61		
11										49,135	49,769	50,086	50,720	51,354	51,671	52,305		
										1.55	1.57	1.58	1.60	1.62	1.63	1.65		
12													51,988	52,622	52,939	53,573		
													1.64	1.66	1.67	1.69		
13													53,256	53,890	54,207	54,841		
													1.68	1.70	1.71	1.73		
14																56,109		
																1.77		

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 20

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.75	7.75	7.75
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,650 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	Cafeteria Plan		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	500D	537.68	994.73	1129.13	1516.14	27.82 or 46.06	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental		
PPO:			COMMENTS:					IRS 125: Y	
LIFE			Deductible Reimbursement:					Flex Accounts: Y	
LTD	Principal	.0055						PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.375	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7,10	45	yes		
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	30,650	32,183	33,715	35,248	36,780	38,313
	1.00	1.05	1.10	1.15	1.20	1.25
2	31,876	33,409	34,941	36,474	38,006	39,539
	1.04	1.09	1.14	1.19	1.24	1.29
3	33,102	34,635	36,167	37,700	39,232	40,765
	1.08	1.13	1.18	1.23	1.28	1.33
4	34,328	35,861	37,393	38,926	40,458	41,991
	1.12	1.17	1.22	1.27	1.32	1.37
5	35,554	37,087	38,619	40,152	41,684	43,217
	1.16	1.21	1.26	1.31	1.36	1.41
6	36,780	38,313	39,845	41,378	42,910	44,443
	1.20	1.25	1.30	1.35	1.40	1.45
7	38,006	39,539	41,071	42,604	44,136	45,669
	1.24	1.29	1.34	1.39	1.44	1.49
8	39,232	40,765	42,297	43,830	45,362	46,895
	1.28	1.33	1.38	1.43	1.48	1.53
9	40,458	41,991	43,523	45,056	46,588	48,121
	1.32	1.37	1.42	1.47	1.52	1.57
10		43,217	44,749	46,282	47,814	49,347
		1.41	1.46	1.51	1.56	1.61
11			45,975	47,508	49,040	50,573
			1.50	1.55	1.60	1.65
12				48,734	50,266	51,799
				1.59	1.64	1.69
13				49,960	51,492	53,025
				1.63	1.68	1.73
14					52,718	54,251
					1.72	1.77
15					53,944	55,477
					1.76	1.81
16						56,703
						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: 32,700 Index: 4 x 4
 Starting Salary: 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	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	950D	492.63	911.39	1034.52	1389.10	Options:	
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE	Nat'l Ins	2.10	Deductible Reimbursement: Y			850/1700	PART-TIME BENEFITS	
LTD	Nat'l Ins	.0071	Minimum FTE: 0.5					
NON-PARTICIPANT			Contribution: fte					

LEAVES

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

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
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	32,700	34,008	35,316	36,624	37,932	39,240	40,548	41,856
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,008	35,316	36,624	37,932	39,240	40,548	41,856	43,164
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	35,316	36,624	37,932	39,240	40,548	41,856	43,164	44,472
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	36,624	37,932	39,240	40,548	41,856	43,164	44,472	45,780
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	37,932	39,240	40,548	41,856	43,164	44,472	45,780	47,088
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	39,240	40,548	41,856	43,164	44,472	45,780	47,088	48,396
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	40,548	41,856	43,164	44,472	45,780	47,088	48,396	49,704
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		43,164	44,472	45,780	47,088	48,396	49,704	51,012
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			45,780	47,088	48,396	49,704	51,012	52,320
			1.40	1.44	1.48	1.52	1.56	1.60
10				48,396	49,704	51,012	52,320	53,628
				1.48	1.52	1.56	1.60	1.64
11					51,012	52,320	53,628	54,936
					1.56	1.60	1.64	1.68

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6.25
Planning Time:	100	100	118
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	32,925	Index:	4 x 5
Starting Salary:	35,559	Entry Level Step:	1*
Career Increments:	N	Experience Allowed:	all(D)
*Starting is 1.08			
Vertical Freeze:	87-88/99-00		
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.
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	191.98	Ind. Dental+Cash	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE			Deductible Reimbursement:						
LTD									PART-TIME BENEFITS
NON-PARTICIPANT	\$166.67/mo.								Minimum FTE: 0.4
									Contribution: fte*

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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	32,925									
	1.00									
1-3	35,559	37,205	38,852	40,498	42,144	42,144	43,790	45,437	47,083	48,729
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	36,876	38,522	40,169	41,815	43,461	43,461	45,107	46,754	48,400	50,046
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	38,193	39,839	41,486	43,132	44,778	44,778	46,424	48,071	49,717	51,363
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	39,510	41,156	42,803	44,449	46,095	46,095	47,741	49,388	51,034	52,680
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	40,827	42,473	44,120	45,766	47,412	47,412	49,058	50,705	52,351	53,997
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		43,790	45,437	47,083	48,729	48,729	50,375	52,022	53,668	55,314
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9		45,107	46,754	48,400	50,046	50,046	51,692	53,339	54,985	56,631
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10			48,071	49,717	51,363	51,363	53,009	54,656	56,302	57,948
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
11			49,388	51,034	52,680	52,680	54,326	55,973	57,619	59,265
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
12				52,351	53,997	53,997	55,643	57,290	58,936	60,582
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
13					55,314	55,314	56,960	58,607	60,253	61,899
					1.68	1.68	1.73	1.78	1.83	1.88
14					56,631	56,631	58,277	59,924	61,570	63,216
					1.72	1.72	1.77	1.82	1.87	1.92
15								61,241	62,887	64,533
								1.86	1.91	1.96

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 75
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7
 Planning Time: 49 49 vary
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 33,200 Index: 4 x 5
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: Y Experience Allowed: D
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37
PPO: COMMENTS:						
LIFE	Guardian	2.38	Deductible Reimbursement:			
LTD	Madison Life	.0029 (+B)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	60	no		
Other Info:					
PERSONAL	2			1-yes	max. accum. - 3
BEREAVEMENT	6				accum. to 10
PROFESSIONAL	adm. disc.				
ADOPTION	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	33,200	34,860	36,520	38,180	39,840	41,500	43,160	44,820	46,480	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	34,528	36,188	37,848	39,508	41,168	42,828	44,488	46,148	47,808	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	35,856	37,516	39,176	40,836	42,496	44,156	45,816	47,476	49,136	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	37,184	38,844	40,504	42,164	43,824	45,484	47,144	48,804	50,464	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	38,512	40,172	41,832	43,492	45,152	46,812	48,472	50,132	51,792	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	39,840	41,500	43,160	44,820	46,480	48,140	49,800	51,460	53,120	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7	41,168	42,828	44,488	46,148	47,808	49,468	51,128	52,788	54,448	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8		44,156	45,816	47,476	49,136	50,796	52,456	54,116	55,776	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9			47,144	48,804	50,464	52,124	53,784	55,444	57,104	
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10				50,132	51,792	53,452	55,112	56,772	58,432	
				1.51	1.56	1.61	1.66	1.71	1.76	
11					53,120	54,780	56,440	58,100	59,760	
					1.60	1.65	1.70	1.75	1.80	
12						56,108	57,768	59,428	61,088	
						1.69	1.74	1.79	1.84	
13							59,096	60,756	62,416	
							1.78	1.83	1.88	
14								62,084	63,744	
								1.87	1.92	
15									65,072	
									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: 32,575 Index: 5 x 5

Starting Salary: 32,575 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	

HEALTH BC/BS 750D 509.82 943.18 1070.62 1437.58 Ind. Dental

DENTAL BC/BS 2 25.31 25.31 25.31 25.31

PPO: COMMENTS:

LIFE Deductible Reimbursement:

LTD Principal .0039 (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 see sick lv.

ASSOCIATION

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
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					
1	32,575	34,204	35,833	37,461	39,090		40,719	42,348	43,976	45,605
	1.00	1.05	1.10	1.15	1.20		1.25	1.30	1.35	1.40
2	34,204	35,833	37,461	39,090	40,719		42,348	43,976	45,605	47,234
	1.05	1.10	1.15	1.20	1.25		1.30	1.35	1.40	1.45
3	35,833	37,461	39,090	40,719	42,348		43,976	45,605	47,234	48,863
	1.10	1.15	1.20	1.25	1.30		1.35	1.40	1.45	1.50
4	37,461	39,090	40,719	42,348	43,976		45,605	47,234	48,863	50,491
	1.15	1.20	1.25	1.30	1.35		1.40	1.45	1.50	1.55
5	39,090	40,719	42,348	43,976	45,605		47,234	48,863	50,491	52,120
	1.20	1.25	1.30	1.35	1.40		1.45	1.50	1.55	1.60
6	40,719	42,348	43,976	45,605	47,234		48,863	50,491	52,120	53,749
	1.25	1.30	1.35	1.40	1.45		1.50	1.55	1.60	1.65
7		43,976	45,605	47,234	48,863		50,491	52,120	53,749	55,378
		1.35	1.40	1.45	1.50		1.55	1.60	1.65	1.70
8			47,234	48,863	50,491		52,120	53,749	55,378	57,006
			1.45	1.50	1.55		1.60	1.65	1.70	1.75
9			48,863	50,491	52,120		53,749	55,378	57,006	58,635
			1.50	1.55	1.60		1.65	1.70	1.75	1.80
10				52,120	53,749		55,378	57,006	58,635	60,264
				1.60	1.65		1.70	1.75	1.80	1.85
11					55,378		57,006	58,635	60,264	61,893
					1.70		1.75	1.80	1.85	1.90
12					57,006		58,635	60,264	61,893	63,521
					1.75		1.80	1.85	1.90	1.95
13							60,264	61,893	63,521	65,150
							1.85	1.90	1.95	2.00
14								63,521	65,150	66,779
								1.95	2.00	2.05

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,800 Index: 4 x 4.5
 Starting Salary: 32,800 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	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD	Madison Nat'l	.00348(thru sal)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: borrow up to 20; Sev.-Upon term. \$45/day unused days					
PERSONAL	2			yes	2 add'l. from sick lv.; may carry
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency Leave - 2 Days

AXTELL										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	
1	32,800	34,276	35,752	37,228	38,704	38,704	38,704	40,180	41,656	
	1.00	1.045	1.09	1.135	1.18	1.18	1.18	1.225	1.27	
2	34,112	35,588	37,064	38,540	40,016	40,016	40,016	41,492	42,968	
	1.04	1.085	1.13	1.175	1.22	1.22	1.22	1.265	1.31	
3	35,424	36,900	38,376	39,852	41,328	41,328	41,328	42,804	44,280	
	1.08	1.125	1.17	1.215	1.26	1.26	1.26	1.305	1.35	
4	36,736	38,212	39,688	41,164	42,640	42,640	42,640	44,116	45,592	
	1.12	1.165	1.21	1.255	1.3	1.3	1.3	1.345	1.39	
5	38,048	39,524	41,000	42,476	43,952	43,952	43,952	45,428	46,904	
	1.16	1.205	1.25	1.295	1.34	1.34	1.34	1.385	1.43	
6		40,836	42,312	43,788	45,264	45,264	45,264	46,740	48,216	
		1.245	1.29	1.335	1.38	1.38	1.38	1.425	1.47	
7			43,624	45,100	46,576	46,576	46,576	48,052	49,528	
			1.33	1.375	1.42	1.42	1.42	1.465	1.51	
8				46,412	47,888	47,888	47,888	49,364	50,840	
				1.415	1.46	1.46	1.46	1.505	1.55	
9				47,724	49,200	49,200	49,200	50,676	52,152	
				1.455	1.5	1.5	1.5	1.545	1.59	
10					50,512	50,512	50,512	51,988	53,464	
					1.54	1.54	1.54	1.585	1.63	
11						51,824	51,824	53,300	54,776	
						1.58	1.58	1.625	1.67	
12							53,136	54,612	56,088	
							1.62	1.665	1.71	
Bump Stp 16							53,792	55,268	56,744	
							1.64	1.685	1.73	
Bump Stp 20							54,448	55,924	57,400	
							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: 183 FTE Teachers: 21
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 32,700 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
HEALTH	BC/BS	500D/3100D	537.68	994.73	1129.13	1516.14	27.82 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental
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	32,700	34,172	35,643	37,115	38,586	40,058	41,529	43,001	44,472
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	34,172	35,643	37,115	38,586	40,058	41,529	43,001	44,472	45,944
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	35,643	37,115	38,586	40,058	41,529	43,001	44,472	45,944	47,415
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	37,115	38,586	40,058	41,529	43,001	44,472	45,944	47,415	48,887
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	38,586	40,058	41,529	43,001	44,472	45,944	47,415	48,887	50,358
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	40,058	41,529	43,001	44,472	45,944	47,415	48,887	50,358	51,830
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7	41,529	43,001	44,472	45,944	47,415	48,887	50,358	51,830	53,301
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8		44,472	45,944	47,415	48,887	50,358	51,830	53,301	54,773
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			47,415	48,887	50,358	51,830	53,301	54,773	56,244
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				50,358	51,830	53,301	54,773	56,244	57,716
				1.54	1.585	1.63	1.675	1.72	1.765
11					53,301	54,773	56,244	57,716	59,187
					1.63	1.675	1.72	1.765	1.81
12						56,244	57,716	59,187	60,659
						1.72	1.765	1.81	1.855
13							59,187	60,659	62,130
							1.81	1.855	1.9

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 38.8

	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: 32,900 Index: 4 x 5
 Starting Salary: 35,532 Entry Level Step: 3
 Career Increments: N Experience Allowed: all
 \$1050 for 9 hrs credit one time if frozen at bottom right
 Vertical Freeze: horiz 99-00
 Rollback:
 Multi-year Contract: 15-16, 16-17

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	350 or 561.96 ea Annuity or 2 Ind Policies
HEALTH	BC/BS	750D/3100D	536.65	992.82	1126.97	1513.24	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison Nat'l	.0044					
NON-PARTICIPANT	\$350 annuity						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
Sick Bank:	Y	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	32,900	34,545	36,190	37,835	39,480	41,125	42,770	44,415
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	34,216	35,861	37,506	39,151	40,796	42,441	44,086	45,731
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	35,532	37,177	38,822	40,467	42,112	43,757	45,402	47,047
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	36,848	38,493	40,138	41,783	43,428	45,073	46,718	48,363
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	38,164	39,809	41,454	43,099	44,744	46,389	48,034	49,679
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	39,480	41,125	42,770	44,415	46,060	47,705	49,350	50,995
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	40,796	42,441	44,086	45,731	47,376	49,021	50,666	52,311
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		43,757	45,402	47,047	48,692	50,337	51,982	53,627
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		45,073	46,718	48,363	50,008	51,653	53,298	54,943
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			48,034	49,679	51,324	52,969	54,614	56,259
			1.46	1.51	1.56	1.61	1.66	1.71
11			49,350	50,995	52,640	54,285	55,930	57,575
			1.50	1.55	1.60	1.65	1.70	1.75
12				52,311	53,956	55,601	57,246	58,891
				1.59	1.64	1.69	1.74	1.79
13				53,627	55,272	56,917	58,562	60,207
				1.63	1.68	1.73	1.78	1.83
14					56,588	58,233	59,878	61,523
					1.72	1.77	1.82	1.87
15					57,904	59,549	61,194	62,839
					1.76	1.81	1.86	1.91
16							62,510	64,155
							1.90	1.95
17								65,471
								1.99
18								66,787
								2.03
19								68,103
								2.07

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

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 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: 32,500 Index: 4.5 x 4.5
 Starting Salary: 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	
HEALTH	BC/BS	1250D	471.92	873.08	991.04	1330.72	27.82 or 46.06 Sp or Dep Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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	32,500	33,963	35,425	36,888	38,350	39,813	41,275	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	
1	33,963	35,425	36,888	38,350	39,813	41,275	42,738	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	35,425	36,888	38,350	39,813	41,275	42,738	44,200	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
3	36,888	38,350	39,813	41,275	42,738	44,200	45,663	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
4	38,350	39,813	41,275	42,738	44,200	45,663	47,125	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
5	39,813	41,275	42,738	44,200	45,663	47,125	48,588	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
6		42,738	44,200	45,663	47,125	48,588	50,050	
		1.315	1.36	1.405	1.45	1.495	1.54	
7		44,200	45,663	47,125	48,588	50,050	51,513	
		1.36	1.405	1.45	1.495	1.54	1.585	
8			47,125	48,588	50,050	51,513	52,975	
			1.45	1.495	1.54	1.585	1.63	
9			48,588	50,050	51,513	52,975	54,438	
			1.495	1.54	1.585	1.63	1.675	
10				51,513	52,975	54,438	55,900	
				1.585	1.63	1.675	1.72	
11				52,975	54,438	55,900	57,363	
				1.63	1.675	1.72	1.765	
12					55,900	57,363	58,825	
					1.72	1.765	1.81	
13					57,363	58,825	60,288	
					1.765	1.81	1.855	
14						60,288	61,750	
						1.855	1.9	
15						61,750	63,212	
						1.9	1.945	
16							64,675	
							1.99	

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:	6.77	6.77	6.33
Planning Time:	45	45	36
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	33,525	Index:	5 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:	1/00-01		
Multi-year Contract:	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/1650D	536.65	992.82	1126.97	1513.24	Cash
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:			COMMENTS:				
LIFE	Guardian	3.00					Deductible Reimbursement:
LTD	National Ins	.0025 (+B)					
NON-PARTICIPANT	\$300 cash-in-lieu						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	60	yes		
Other Info:					
PERSONAL	3			yes	\$100/day
BEREAVEMENT	2				+ 2 from pers. lv.; add'l from sic
PROFESSIONAL	unl.			yes	
ADOPTION	10 from sick lv.				w/approv.
ASSOCIATION	3-5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

BEATRICE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+45
1	33,525	34,866	36,207	37,548	38,889	40,230	41,571	42,912	44,253	45,594
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	35,201	36,542	37,883	39,224	40,565	41,906	43,247	44,588	45,929	47,270
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	36,878	38,219	39,560	40,901	42,242	43,583	44,924	46,265	47,606	48,947
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	38,554	39,895	41,236	42,577	43,918	45,259	46,600	47,941	49,282	50,623
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	40,230	41,571	42,912	44,253	45,594	46,935	48,276	49,617	50,958	52,299
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	41,906	43,247	44,588	45,929	47,270	48,611	49,952	51,293	52,634	53,975
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7		44,924	46,265	47,606	48,947	50,288	51,629	52,970	54,311	55,652
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8			47,941	49,282	50,623	51,964	53,305	54,646	55,987	57,328
			1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				50,958	52,299	53,640	54,981	56,322	57,663	59,004
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					53,975	55,316	56,657	57,998	59,339	60,680
					1.61	1.65	1.69	1.73	1.77	1.81
11					55,652	56,993	58,334	59,675	61,016	62,357
					1.66	1.70	1.74	1.78	1.82	1.86
12						60,010	61,351	62,692	64,033	
						1.79	1.83	1.87	1.91	
13							63,027	64,368	65,709	
							1.88	1.92	1.96	

WORKING CONDITIONS

Contract Days: 188 FTE Teachers: 778.3
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 6.5
 Planning Time: 47 43 50
 Class Periods/Day: 7 8
 Normal Teaching Load: 5 6

SALARY SCHEDULE

Base: 33,200 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: 87-88,88-89,09-10,15-16
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	500D/3100D				516.67	
DENTAL	BC/BS	4					Cafeteria
PPO:			COMMENTS:				
LIFE	National Ins		Deductible Reimbursement:				
LTD	National Ins						
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 516.67 516.67
 Options: Cash, TSA, H/A
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

BELLEVUE						
	BA	BA + 12	BA + 24	MA	MA + 18	MA + 36
Step				BA + 36		
0	33,200	34,528	35,856	37,184	39,176	41,168
	1.00	1.04	1.08	1.12	1.18	1.24
1	34,196	35,856	37,184	38,512	40,504	42,496
	1.03	1.08	1.12	1.16	1.22	1.28
2	35,192	37,184	38,512	39,840	41,832	43,824
	1.06	1.12	1.16	1.20	1.26	1.32
3	36,188	38,512	39,840	41,168	43,160	45,152
	1.09	1.16	1.20	1.24	1.30	1.36
4	37,184	39,840	41,168	42,496	44,488	46,480
	1.12	1.20	1.24	1.28	1.34	1.40
5	38,512	41,500	42,828	44,156	46,148	48,140
	1.16	1.25	1.29	1.33	1.39	1.45
6	39,840	43,160	44,488	45,816	47,808	49,800
	1.20	1.30	1.34	1.38	1.44	1.50
7			46,148	47,476	49,468	51,460
			1.39	1.43	1.49	1.55
8			47,808	49,136	51,128	53,120
			1.44	1.48	1.54	1.60
9			49,468	50,796	52,788	54,780
			1.49	1.53	1.59	1.65
10				52,456	54,448	56,440
				1.58	1.64	1.70
11				54,448	56,440	58,432
				1.64	1.70	1.76
12				56,440	58,432	60,424
				1.70	1.76	1.82
13				58,432	60,424	62,416
				1.76	1.82	1.88
14					62,416	64,408
					1.88	1.94
15					64,408	66,400
					1.94	2.00
16						68,392
						2.06
17						70,384
						2.12

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: 33,150 Index: 4 x 5
 Starting Salary: 35,802 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	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14
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								
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18	MA + 27
Step					MA			
1	33,150	34,808	36,465	38,123	39,780	41,438	43,095	44,753
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	34,476	36,134	37,791	39,449	41,106	42,764	44,421	46,079
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	35,802	37,460	39,117	40,775	42,432	44,090	45,747	47,405
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	37,128	38,786	40,443	42,101	43,758	45,416	47,073	48,731
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	38,454	40,112	41,769	43,427	45,084	46,742	48,399	50,057
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		41,438	43,095	44,753	46,410	48,068	49,725	51,383
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		42,764	44,421	46,079	47,736	49,394	51,051	52,709
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			45,747	47,405	49,062	50,720	52,377	54,035
			1.38	1.43	1.48	1.53	1.58	1.63
9			47,073	48,731	50,388	52,046	53,703	55,361
			1.42	1.47	1.52	1.57	1.62	1.67
10				50,057	51,714	53,372	55,029	56,687
				1.51	1.56	1.61	1.66	1.71
11				51,383	53,040	54,698	56,355	58,013
				1.55	1.60	1.65	1.70	1.75
12					54,366	56,024	57,681	59,339
					1.64	1.69	1.74	1.79
13					55,692	57,350	59,007	60,665
					1.68	1.73	1.78	1.83
14						58,676	60,333	61,991
						1.77	1.82	1.87
15						60,002	61,659	63,317
						1.81	1.86	1.91

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.66	7.66	7.66
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts:	
LIFE	Guardian		Deductible Reimbursement:				PART-TIME BENEFITS	
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	32,200	33,488	34,776	36,064	37,352	38,640	39,928	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	33,488	34,776	36,064	37,352	38,640	39,928	41,216	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	34,776	36,064	37,352	38,640	39,928	41,216	42,504	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	36,064	37,352	38,640	39,928	41,216	42,504	43,792	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	37,352	38,640	39,928	41,216	42,504	43,792	45,080	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6		39,928	41,216	42,504	43,792	45,080	46,368	
		1.24	1.28	1.32	1.36	1.40	1.44	
7			42,504	43,792	45,080	46,368	47,656	
			1.32	1.36	1.40	1.44	1.48	
8			43,792	45,080	46,368	47,656	48,944	
			1.36	1.40	1.44	1.48	1.52	
9				46,368	47,656	48,944	50,232	
				1.44	1.48	1.52	1.56	
10				47,656	48,944	50,232	51,520	
				1.48	1.52	1.56	1.60	
11				48,944	50,232	51,520	52,808	
				1.52	1.56	1.60	1.64	
12					51,520	52,808	54,096	
					1.60	1.64	1.68	
13					52,808	54,096	55,384	
					1.64	1.68	1.72	
14					54,096	55,384	56,672	
					1.68	1.72	1.76	
15						56,672	57,960	
						1.76	1.80	
16						57,960	59,248	
						1.80	1.84	

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	175
	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:	33,225	Index:	4 x 5
Starting Salary:	35,883	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:	15-16, 16-17		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	950D/3100D	518.55	959.36	1088.97	1462.21	Cash
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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:	
PART-TIME BENEFITS	
Minimum FTE: 0.5	
Contribution: Only LTD	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	55	no		
Other Info:	Retirement-sub rate pd for up to 45 max				
PERSONAL	2+1			1-yes;1-no	+1 @ 15 yrs; 1 unused \$50, 2-\$
BEREAVEMENT	5				immed family/2 non-family
PROFESSIONAL	unl.				
ADOPTION	See sick lv.				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

		Negotiated/Policy	
		Exists	
Voluntary Separation:		N	
Grievance:		Y	N
Sick Bank:		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	33,225	34,886	36,548	38,209	39,870	39,870	41,531	43,193	44,854	46,515
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	34,554	36,215	37,877	39,538	41,199	41,199	42,860	44,522	46,183	47,844
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	35,883	37,544	39,206	40,867	42,528	42,528	44,189	45,851	47,512	49,173
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	37,212	38,873	40,535	42,196	43,857	43,857	45,518	47,180	48,841	50,502
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	38,541	40,202	41,864	43,525	45,186	45,186	46,847	48,509	50,170	51,831
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6		41,531	43,193	44,854	46,515	46,515	48,176	49,838	51,499	53,160
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7			44,522	46,183	47,844	47,844	49,505	51,167	52,828	54,489
			1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8			45,851	47,512	49,173	49,173	50,834	52,496	54,157	55,818
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9				48,841	50,502	50,502	52,163	53,825	55,486	57,147
				1.47	1.52	1.52	1.57	1.62	1.67	1.72
10					51,831	51,831	53,492	55,154	56,815	58,476
					1.56	1.56	1.61	1.66	1.71	1.76
11					53,160	53,160	54,821	56,483	58,144	59,805
					1.60	1.60	1.65	1.70	1.75	1.80
12					54,489	54,489	56,150	57,812	59,473	61,134
					1.64	1.64	1.69	1.74	1.79	1.84
13					55,818	55,818	57,479	59,141	60,802	62,463
					1.68	1.68	1.73	1.78	1.83	1.88
14					57,147	57,147	58,808	60,470	62,131	63,792
					1.72	1.72	1.77	1.82	1.87	1.92
15									63,460	65,121
									1.91	1.96

05-06 staff on BA 36 stp 13 or 14 will continue to remain on those steps, others may reach step 12 only; 06-07 Longevity increments grandfathered;

10-11 vertical movement 2% Tchrs hired in 10-11, beginning on stp 3, will move to stp 3.5 in 11-12 and will continue on 1/2 stp movement

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,700 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	471.92	873.08	991.04	1330.72	Ind Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
LIFE Deductible Reimbursement: N							
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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 + 9		MA + 18	
1	32,700	34,008	35,316	36,624	37,932	39,240	40,548	41,856	43,164	44,472	45,780	47,088	48,396	49,704
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
2	34,008	35,316	36,624	37,932	39,240	40,548	41,856	43,164	44,472	45,780	47,088	48,396	49,704	51,012
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
3	35,316	36,624	37,932	39,240	40,548	41,856	43,164	44,472	45,780	47,088	48,396	49,704	51,012	52,320
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
4	36,624	37,932	39,240	40,548	41,856	43,164	44,472	45,780	47,088	48,396	49,704	51,012	52,320	53,628
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
5	37,932	39,240	40,548	41,856	43,164	44,472	45,780	47,088	48,396	49,704	51,012	52,320	53,628	54,936
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
6	39,240	40,548	41,856	43,164	44,472	45,780	47,088	48,396	49,704	51,012	52,320	53,628	54,936	56,244
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
7	40,548	41,856	43,164	44,472	45,780	47,088	48,396	49,704	51,012	52,320	53,628	54,936	56,244	57,552
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
8		43,164	44,472	45,780	47,088	48,396	49,704	51,012	52,320	53,628	54,936	56,244	57,552	58,860
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
9		44,472	45,780	47,088	48,396	49,704	51,012	52,320	53,628	54,936	56,244	57,552	58,860	60,168
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
10			47,088	48,396	49,704	51,012	52,320	53,628	54,936	56,244	57,552	58,860	60,168	61,476
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
11				49,704	51,012	52,320	53,628	54,936	56,244	57,552	58,860	60,168	61,476	62,784
				1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
12					52,320	53,628	54,936	56,244	57,552	58,860	60,168	61,476	62,784	64,092
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
13						53,628	54,936	56,244	57,552	58,860	60,168	61,476	62,784	64,092
						1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
14							54,282	55,590	56,898	58,206	59,514	60,822	62,130	63,438
							1.66	1.70	1.74	1.78	1.82	1.86	1.90	1.94
15								56,898	58,206	59,514	60,822	62,130	63,438	64,746
								1.74	1.78	1.82	1.86	1.90	1.94	1.98

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: 6.9	6.4	6.7
Planning Time: 50	42	50
Class Periods/Day: 8	8	
Normal Teaching Load: 7	7	

SALARY SCHEDULE

Base: 33,200 Index: 4 x 5
 Starting Salary: 33,200 Entry Level Step: 1
 Career Increments: N Experience Allowed: (D)
 00-01 BA45/MA9 to MA9 only - BA45s 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
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	Emp+Sp. Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:							27.82
LIFE							
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
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	33,200	34,860	36,520	38,180	39,840	39,840	41,500	43,160	44,820	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	34,528	36,188	37,848	39,508	41,168	41,168	42,828	44,488	46,148	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	35,856	37,516	39,176	40,836	42,496	42,496	44,156	45,816	47,476	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	37,184	38,844	40,504	42,164	43,824	43,824	45,484	47,144	48,804	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	38,512	40,172	41,832	43,492	45,152	45,152	46,812	48,472	50,132	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6		41,500	43,160	44,820	46,480	46,480	48,140	49,800	51,460	
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7		42,828	44,488	46,148	47,808	47,808	49,468	51,128	52,788	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8		44,156	45,816	47,476	49,136	49,136	50,796	52,456	54,116	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9			47,144	48,804	50,464	50,464	52,124	53,784	55,444	
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	
10				50,132	51,792	51,792	53,452	55,112	56,772	
				1.51	1.56	1.56	1.61	1.66	1.71	
11				51,460	53,120	53,120	54,780	56,440	58,100	
				1.55	1.60	1.60	1.65	1.70	1.75	
12					54,448	54,448	56,108	57,768	59,428	
					1.64	1.64	1.69	1.74	1.79	
13					55,776	55,776	57,436	59,096	60,756	
					1.68	1.68	1.73	1.78	1.83	
14					57,104	57,104	58,764	60,424	62,084	
					1.72	1.72	1.77	1.82	1.87	
15							60,092	61,752	63,412	
							1.81	1.86	1.91	
16								63,080	64,740	
								1.90	1.95	
17									66,068	
									1.99	

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

Broken Bow

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: 33,000 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	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	52.43 or 86.76	Options:	
DENTAL	BC/BS	4	47.65	47.65	47.65	47.65	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Nat'l	1.64	Deductible Reimbursement:					PART-TIME BENEFITS	
LTD								Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	33,000	34,485	35,970	37,455	38,940	38,940	40,425	41,910	43,395	44,880
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	34,485	35,970	37,455	38,940	40,425	40,425	41,910	43,395	44,880	46,365
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405
3	35,970	37,455	38,940	40,425	41,910	41,910	43,395	44,880	46,365	47,850
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	37,455	38,940	40,425	41,910	43,395	43,395	44,880	46,365	47,850	49,335
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	38,940	40,425	41,910	43,395	44,880	44,880	46,365	47,850	49,335	50,820
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	40,425	41,910	43,395	44,880	46,365	46,365	47,850	49,335	50,820	52,305
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7	41,910	43,395	44,880	46,365	47,850	47,850	49,335	50,820	52,305	53,790
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8		44,880	46,365	47,850	49,335	49,335	50,820	52,305	53,790	55,275
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			47,850	49,335	50,820	50,820	52,305	53,790	55,275	56,760
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				50,820	52,305	52,305	53,790	55,275	56,760	58,245
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11					52,305	53,790	53,790	55,275	56,760	58,245
					1.585	1.63	1.63	1.675	1.72	1.765
12						55,275	55,275	56,760	58,245	59,730
						1.675	1.675	1.72	1.765	1.81
13							56,760	56,760	58,245	59,730
							1.72	1.72	1.765	1.81
14								58,245	59,730	61,215
								1.765	1.81	1.855
15									62,700	64,185
									1.9	1.945
									62,700	64,185
									1.9	1.945

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: 33,980 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.
		H/A-Dent				57.57 or 95.26	Options:	
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	Sp or Dep Dental	
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33		
PPO:			COMMENTS:				IRS 125:	
LIFE			Deductible Reimbursement:				Flex Accounts:	
LTD							PART-TIME BENEFITS	
NON-PARTICIPANT							Minimum FTE: 0.5	
							Contribution: fte	

LEAVES

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

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

BRUNING-DAVENPORT UNIFIED SYSTEM														
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	33,980	35,339	36,698	38,058	39,417	40,776	42,135	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,424	36,783	38,143	39,502	40,861	42,220	43,579	1.0425	1.0825	1.1225	1.1625	1.2025	1.2425	1.2825
3	36,868	38,228	39,587	40,946	42,305	43,664	45,024	1.085	1.125	1.165	1.205	1.245	1.285	1.325
4	38,312	39,672	41,031	42,390	43,749	45,108	46,468	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675
5	39,757	41,116	42,475	43,834	45,193	46,553	47,912	1.17	1.21	1.25	1.29	1.33	1.37	1.41
6	41,201	42,560	43,919	45,278	46,638	47,997	49,356	1.2125	1.2525	1.2925	1.3325	1.3725	1.4125	1.4525
7	42,645	44,004	45,363	46,723	48,082	49,441	50,800	1.255	1.295	1.335	1.375	1.415	1.455	1.495
8		45,448	46,807	48,167	49,526	50,885	52,244		1.3375	1.3775	1.4175	1.4575	1.4975	1.5375
9		46,892	48,252	49,611	50,970	52,329	53,688		1.38	1.42	1.46	1.5	1.54	1.58
10			49,696	51,055	52,414	53,773	55,133			1.4625	1.5025	1.5425	1.5825	1.6225
11			51,140	52,499	53,858	55,218	56,577			1.505	1.545	1.585	1.625	1.665
12					55,302	56,662	58,021					1.6275	1.6675	1.7075
13						58,106	59,465						1.71	1.75

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: 32,550 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	450.42
HEALTH	BC/BS	750D	536.65	542.40	676.55	1062.82	125
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37	
PPO:	Cafet \$450.42 - EC/ES/ESC for cc						COMMENTS: will deduct tax/retirement from caf amt
LIFE							Deductible Reimbursement:
LTD							
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	N
Sick Bank:	Y	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	32,550	34,178	35,805	37,433	39,060	39,060	39,060	40,688	42,315	43,943
	1.00	1.05	1.10	1.15	1.20	1.20	1.20	1.25	1.30	1.35
2	33,852	35,480	37,107	38,735	40,362	40,362	40,362	41,990	43,617	45,245
	1.04	1.09	1.14	1.19	1.24	1.24	1.24	1.29	1.34	1.39
3	35,154	36,782	38,409	40,037	41,664	41,664	41,664	43,292	44,919	46,547
	1.08	1.13	1.18	1.23	1.28	1.28	1.28	1.33	1.38	1.43
4	36,456	38,084	39,711	41,339	42,966	42,966	42,966	44,594	46,221	47,849
	1.12	1.17	1.22	1.27	1.32	1.32	1.32	1.37	1.42	1.47
5	37,758	39,386	41,013	42,641	44,268	44,268	44,268	45,896	47,523	49,151
	1.16	1.21	1.26	1.31	1.36	1.36	1.36	1.41	1.46	1.51
6	39,060	40,688	42,315	43,943	45,570	45,570	45,570	47,198	48,825	50,453
	1.20	1.25	1.30	1.35	1.40	1.40	1.40	1.45	1.50	1.55
7		41,990	43,617	45,245	46,872	46,872	46,872	48,500	50,127	51,755
		1.29	1.34	1.39	1.44	1.44	1.44	1.49	1.54	1.59
8			44,919	46,547	48,174	48,174	48,174	49,802	51,429	53,057
			1.38	1.43	1.48	1.48	1.48	1.53	1.58	1.63
9				47,849	49,476	49,476	49,476	51,104	52,731	54,359
				1.47	1.52	1.52	1.52	1.57	1.62	1.67
10				49,151	50,778	50,778	50,778	52,406	54,033	55,661
				1.51	1.56	1.56	1.56	1.61	1.66	1.71
11					52,080	52,080	52,080	53,708	55,335	56,963
					1.60	1.60	1.60	1.65	1.70	1.75
12						53,382	53,382	55,010	56,637	58,265
						1.64	1.64	1.69	1.74	1.79
13						54,684	54,684	56,312	57,939	59,567
						1.68	1.68	1.73	1.78	1.83
14							55,986	57,614	59,241	60,869
							1.72	1.77	1.82	1.87
15									60,543	62,171
									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: 32,250 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 85-86, 87-88
 Rollback: 87-88 Last Step
 Multi-year Contract: 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	509.82	943.18	1070.62	1437.58	25.31 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Ind or Dep. Dental
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison Ntl.	.0053 (+B)					
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 ASSOCIATION	as needed				

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	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	32,250	33,540	34,830	36,120	37,410	38,700	39,990	41,280	42,570
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	33,863	35,153	36,443	37,733	39,023	40,313	41,603	42,893	44,183
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	35,475	36,765	38,055	39,345	40,635	41,925	43,215	44,505	45,795
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	37,088	38,378	39,668	40,958	42,248	43,538	44,828	46,118	47,408
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	38,700	39,990	41,280	42,570	43,860	45,150	46,440	47,730	49,020
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	40,313	41,603	42,893	44,183	45,473	46,763	48,053	49,343	50,633
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	41,925	43,215	44,505	45,795	47,085	48,375	49,665	50,955	52,245
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	43,538	44,828	46,118	47,408	48,698	49,988	51,278	52,568	53,858
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9	46,440	47,730	49,020	50,310	51,600	52,890	54,180	55,470	
	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	
10		49,343	50,633	51,923	53,213	54,503	55,793	57,083	
		1.53	1.57	1.61	1.65	1.69	1.73	1.77	
11			52,245	53,535	54,825	56,115	57,405	58,695	
			1.62	1.66	1.70	1.74	1.78	1.82	
12				55,148	56,438	57,728	59,018	60,308	
				1.71	1.75	1.79	1.83	1.87	
13				56,760	58,050	59,340	60,630	61,920	
				1.76	1.80	1.84	1.88	1.92	
14					59,663	60,953	62,243	63,533	
					1.85	1.89	1.93	1.97	
15						62,565	63,855	65,145	
						1.94	1.98	2.02	
16							65,468	66,758	
							2.03	2.07	
17								68,370	
								2.12	

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

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

SALARY SCHEDULE

Base: 33,300 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/3100D	509.82	943.18	1070.62	1437.58	27.82 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	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:

CENTURA

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
0	33,300	34,965	36,630	38,295	39,960	39,960	41,625	43,290	44,955	46,620
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
1	34,632	36,297	37,962	39,627	41,292	41,292	42,957	44,622	46,287	47,952
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
2	35,964	37,629	39,294	40,959	42,624	42,624	44,289	45,954	47,619	49,284
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
3	37,296	38,961	40,626	42,291	43,956	43,956	45,621	47,286	48,951	50,616
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
4	38,628	40,293	41,958	43,623	45,288	45,288	46,953	48,618	50,283	51,948
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
5	39,960	41,625	43,290	44,955	46,620	46,620	48,285	49,950	51,615	53,280
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
6		42,957	44,622	46,287	47,952	47,952	49,617	51,282	52,947	54,612
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
7		44,289	45,954	47,619	49,284	49,284	50,949	52,614	54,279	55,944
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
8			47,286	48,951	50,616	50,616	52,281	53,946	55,611	57,276
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
9			48,618	50,283	51,948	51,948	53,613	55,278	56,943	58,608
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
10				51,615	53,280	53,280	54,945	56,610	58,275	59,940
				1.55	1.60	1.60	1.65	1.70	1.75	1.80
11				52,947	54,612	54,612	56,277	57,942	59,607	61,272
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
12					55,944	55,944	57,609	59,274	60,939	62,604
					1.68	1.68	1.73	1.78	1.83	1.88
13							58,941	60,606	62,271	63,936
							1.77	1.82	1.87	1.92
14								61,938	63,603	65,268
								1.86	1.91	1.96
15										66,600
										2.00

12-13: Shaded areas grandfathered

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,700 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 15-16, 16-17

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	950D	492.63	911.39	1034.52	1389.10	27.81 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE	Madison Nat'l	2.18					Deductible Reimbursement:	Flex Accounts: Y
LTD	Madison Nat'l	.002 (thru sal)						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
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
1	32,700	34,172	35,643	37,115	38,586	40,058	41,529	43,001
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	34,172	35,643	37,115	38,586	40,058	41,529	43,001	44,472
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	35,643	37,115	38,586	40,058	41,529	43,001	44,472	45,944
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
4	37,115	38,586	40,058	41,529	43,001	44,472	45,944	47,415
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
5	38,586	40,058	41,529	43,001	44,472	45,944	47,415	48,887
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
6	40,058	41,529	43,001	44,472	45,944	47,415	48,887	50,358
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
7		43,001	44,472	45,944	47,415	48,887	50,358	51,830
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
8			45,944	47,415	48,887	50,358	51,830	53,301
			1.405	1.45	1.495	1.54	1.585	1.63
9				48,887	50,358	51,830	53,301	54,773
				1.495	1.54	1.585	1.63	1.675
10					51,830	53,301	54,773	56,244
					1.585	1.63	1.675	1.72
11					53,301	54,773	56,244	57,716
					1.63	1.675	1.72	1.765
12					54,773	56,244	57,716	59,187
					1.675	1.72	1.765	1.81
13						57,716	59,187	60,659
						1.765	1.81	1.855
14							60,659	62,130
							1.855	1.9
15								63,601
								1.945
16								65,073
								1.99

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: 32,000 Index: 4 x 4
 Starting Salary: 32,000 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	509.82	943.18	1070.62	1437.58	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS
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:	Y	P
Grievance:	Y	N
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	32,000	33,280	34,560	35,840	37,120	38,400	39,680
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	33,280	34,560	35,840	37,120	38,400	39,680	40,960
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	34,560	35,840	37,120	38,400	39,680	40,960	42,240
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	35,840	37,120	38,400	39,680	40,960	42,240	43,520
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	37,120	38,400	39,680	40,960	42,240	43,520	44,800
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	38,400	39,680	40,960	42,240	43,520	44,800	46,080
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		40,960	42,240	43,520	44,800	46,080	47,360
		1.28	1.32	1.36	1.40	1.44	1.48
8			43,520	44,800	46,080	47,360	48,640
			1.36	1.40	1.44	1.48	1.52
9				46,080	47,360	48,640	49,920
				1.44	1.48	1.52	1.56
10				47,360	48,640	49,920	51,200
				1.48	1.52	1.56	1.60
11				48,640	49,920	51,200	52,480
				1.52	1.56	1.60	1.64
12					51,200	52,480	53,760
					1.60	1.64	1.68
13						53,760	55,040
						1.68	1.72
14						55,040	56,320
						1.72	1.76

Chase County

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 184	FTE Teachers:	Base: 33,500	Index: 4.5 x 4.5
Length of Teacher Day: 7.5	HS JH/MS ELEM	Starting Salary:	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	492.63	911.39	1034.52	1389.10	Ind or 46.06	Options:		
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Ind Ea or Dep Dental	IRS 125:		
PPO:			COMMENTS:					Flex Accounts:		
LIFE			Deductible Reimbursement: Y				450/900	PART-TIME BENEFITS		
LTD	Madison Nat'l	.0027								Minimum FTE: 0.5
NON-PARTICIPANT										Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50			
Other Info:					
PERSONAL	4			yes	
BEREAVEMENT					admin discretion
PROFESSIONAL					admin discretion
ADOPTION	from sick lv				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

CHASE COUNTY									
Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	PHD
0	33,500	35,008	36,515	38,023	39,530	41,038	42,545	44,053	45,560
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	35,008	36,515	38,023	39,530	41,038	42,545	44,053	45,560	47,068
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	36,515	38,023	39,530	41,038	42,545	44,053	45,560	47,068	48,575
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	38,023	39,530	41,038	42,545	44,053	45,560	47,068	48,575	50,083
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	39,530	41,038	42,545	44,053	45,560	47,068	48,575	50,083	51,590
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	41,038	42,545	44,053	45,560	47,068	48,575	50,083	51,590	53,098
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		44,053	45,560	47,068	48,575	50,083	51,590	53,098	54,605
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			47,068	48,575	50,083	51,590	53,098	54,605	56,113
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			48,575	50,083	51,590	53,098	54,605	56,113	57,620
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				51,590	53,098	54,605	56,113	57,620	59,128
				1.54	1.585	1.63	1.675	1.72	1.765
10						56,113	57,620	59,128	60,635
						1.675	1.72	1.765	1.81
11							59,128	60,635	62,143
							1.765	1.81	1.855
12								62,143	63,650
								1.855	1.9

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25

	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: 33,000 Index: 4 x 4

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: 10

\$1500 stipend may be offered to new hires

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	950D/3100D	518.55	959.36	1088.97	1462.21	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental	IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
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	33,000	34,320	35,640	36,960	38,280	38,280	39,600	40,920	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	34,320	35,640	36,960	38,280	39,600	39,600	40,920	42,240	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	35,640	36,960	38,280	39,600	40,920	40,920	42,240	43,560	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	36,960	38,280	39,600	40,920	42,240	42,240	43,560	44,880	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	38,280	39,600	40,920	42,240	43,560	43,560	44,880	46,200	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6	39,600	40,920	42,240	43,560	44,880	44,880	46,200	47,520	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7	40,920	42,240	43,560	44,880	46,200	46,200	47,520	48,840	
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	
8		43,560	44,880	46,200	47,520	47,520	48,840	50,160	
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	
9			46,200	47,520	48,840	48,840	50,160	51,480	
			1.40	1.44	1.48	1.48	1.52	1.56	
10			47,520	48,840	50,160	50,160	51,480	52,800	
			1.44	1.48	1.52	1.52	1.56	1.60	
11				50,160	51,480	51,480	52,800	54,120	
				1.52	1.56	1.56	1.60	1.64	
12					52,800	52,800	54,120	55,440	
					1.60	1.60	1.64	1.68	
13					54,120	54,120	55,440	56,760	
					1.64	1.64	1.68	1.72	
14							56,760	58,080	
							1.72	1.76	

WORKING CONDITIONS

Contract Days: 188 FTE Teachers: 283.8
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 44 84 30
 Class Periods/Day: 4 9
 Normal Teaching Load: 3 6

SALARY SCHEDULE

Base: 35,440 Index: 4.7 x 5
 Starting Salary: 35,440 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 87-88
 Rollback: 85-86 (2 Steps)
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	655
HEALTH	BC/BS	750D/1650D	536.65	536.65	536.65	536.65	Ea spouse
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	Fringe Benefit Stipend \$93.04/mo 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	P
Sick Bank:	Y	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	35,440	37,212	38,984	40,756	42,528	42,528	44,300	46,072	47,844	49,616	51,388		
	1.00	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45		
2	37,106	38,878	40,650	42,422	44,194	44,194	45,966	47,738	49,510	51,282	53,054		
	1.047	1.097	1.147	1.197	1.247	1.247	1.297	1.347	1.397	1.447	1.497		
3	38,771	40,543	42,315	44,087	45,859	45,859	47,631	49,403	51,175	52,947	54,719		
	1.094	1.144	1.194	1.244	1.294	1.294	1.344	1.394	1.444	1.494	1.544		
4	40,437	42,209	43,981	45,753	47,525	47,525	49,297	51,069	52,841	54,613	56,385		
	1.141	1.191	1.241	1.291	1.341	1.341	1.391	1.441	1.491	1.541	1.591		
5		43,875	45,647	47,419	49,191	49,191	50,963	52,735	54,507	56,279	58,051		
		1.238	1.288	1.338	1.388	1.388	1.438	1.488	1.538	1.588	1.638		
6			47,312	49,084	50,856	50,856	52,628	54,400	56,172	57,944	59,716		
			1.335	1.385	1.435	1.435	1.485	1.535	1.585	1.635	1.685		
7				50,750	52,522	52,522	54,294	56,066	57,838	59,610	61,382		
				1.432	1.482	1.482	1.532	1.582	1.632	1.682	1.732		
8				52,416	54,188	54,188	55,960	57,732	59,504	61,276	63,048		
				1.479	1.529	1.529	1.579	1.629	1.679	1.729	1.779		
9					55,853	55,853	57,625	59,397	61,169	62,941	64,713		
					1.576	1.576	1.626	1.676	1.726	1.776	1.826		
10					57,519	57,519	59,291	61,063	62,835	64,607	66,379		
					1.623	1.623	1.673	1.723	1.773	1.823	1.873		
11						59,185	60,957	62,729	64,501	66,273	68,045		
						1.67	1.72	1.77	1.82	1.87	1.92		
12								64,394	66,166	67,938	69,710		
								1.817	1.867	1.917	1.967		
13										69,604	71,376	73,148	73,372
										1.964	2.014	2.064	2.07031
14											73,042		
											2.061		

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

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 164 FTE Teachers: 58

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

Base: 33,300 Index: 4 x 4

Starting Salary: Entry Level Step: 1

Career Increments: Y Experience Allowed: 10

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	536.65	992.82	1126.97	1513.24	27.82 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Principal	.0024					
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	50	yes		
Other Info:	Unused: 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	33,300	34,632	35,964	37,296	38,628	38,628	39,960	41,292	42,624		
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28		
2	34,632	35,964	37,296	38,628	39,960	39,960	41,292	42,624	43,956		
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32		
3	35,964	37,296	38,628	39,960	41,292	41,292	42,624	43,956	45,288		
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36		
4	37,296	38,628	39,960	41,292	42,624	42,624	43,956	45,288	46,620		
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40		
5	38,628	39,960	41,292	42,624	43,956	43,956	45,288	46,620	47,952		
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44		
6	39,960	41,292	42,624	43,956	45,288	45,288	46,620	47,952	49,284		
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48		
7		42,624	43,956	45,288	46,620	46,620	47,952	49,284	50,616		
		1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52		
8		43,956	45,288	46,620	47,952	47,952	49,284	50,616	51,948		
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56		
9			46,620	47,952	49,284	49,284	50,616	51,948	53,280		
			1.40	1.44	1.48	1.48	1.52	1.56	1.60		
10			47,952	49,284	50,616	50,616	51,948	53,280	54,612		
			1.44	1.48	1.52	1.52	1.56	1.60	1.64		
11				50,616	51,948	51,948	53,280	54,612	55,944		
				1.52	1.56	1.56	1.60	1.64	1.68		
12				51,948	53,280	53,280	54,612	55,944	57,276		
				1.56	1.60	1.60	1.64	1.68	1.72		
13					54,612	54,612	55,944	57,276	58,608		
					1.64	1.64	1.68	1.72	1.76		
14							57,276	58,608	59,940		
							1.72	1.76	1.80		
15								59,940	61,272		
								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: 31,788 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	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
		H/A-Dent				770.83	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						PART-TIME BENEFITS	
NON-PARTICIPANT							Minimum FTE:	0.5
							Contribution:	fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: unused reimb @ \$35/day, 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	31,788	33,218	34,649	36,079	36,795	37,510	38,940
	1.00	1.045	1.09	1.135	1.1575	1.18	1.225
2	33,218	34,649	36,079	37,510	38,225	38,940	40,371
	1.045	1.09	1.135	1.18	1.2025	1.225	1.27
3	34,649	36,079	37,510	38,940	39,656	40,371	41,801
	1.09	1.135	1.18	1.225	1.2475	1.27	1.315
4	36,079	37,510	38,940	40,371	41,086	41,801	43,232
	1.135	1.18	1.225	1.27	1.2925	1.315	1.36
5	37,510	38,940	40,371	41,801	42,516	43,232	44,662
	1.18	1.225	1.27	1.315	1.3375	1.36	1.405
6		40,371	41,801	43,232	43,947	44,662	46,093
		1.27	1.315	1.36	1.3825	1.405	1.45
7		41,801	43,232	44,662	45,377	46,093	47,523
		1.315	1.36	1.405	1.4275	1.45	1.495
8			44,662	46,093	46,808	47,523	48,954
			1.405	1.45	1.4725	1.495	1.54
9			46,093	47,523	48,238	48,954	50,384
			1.45	1.495	1.5175	1.54	1.585
10				48,954	49,669	50,384	51,814
				1.54	1.5625	1.585	1.63
11				50,384	51,099	51,814	53,245
				1.585	1.6075	1.63	1.675
12						53,245	54,675
						1.675	1.72
13						54,675	56,106
						1.72	1.765

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 26.5

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7
Planning Time:	49	46	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,750 Index: 4.5 x 4.5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: 5 (D)

Vertical Freeze:

Rollback:

Multi-year Contract: 15-16, 16-17

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental
PPO:			COMMENTS: dt pays \$60/yr LTD				
LIFE			Deductible Reimbursement:				
LTD	Madison Nat'l	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	50			
Other Info:					
PERSONAL	3				
BEREAVEMENT					included in sick lv.
PROFESSIONAL					admin discretion
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

C R E E K V A L L E Y							
Step	B A	B A + 9	B A + 1 8	B A + 2 7	B A + 3 6	M A + 9	M A + 1 8
1	3 2 , 7 5 0 1 . 0 0	3 4 , 2 2 4 1 . 0 4 5	3 5 , 6 9 8 1 . 0 9	3 7 , 1 7 1 1 . 1 3 5	3 8 , 6 4 5 1 . 1 8	4 0 , 1 1 9 1 . 2 2 5	4 1 , 5 9 3 1 . 2 7
2	3 4 , 2 2 4 1 . 0 4 5	3 5 , 6 9 8 1 . 0 9	3 7 , 1 7 1 1 . 1 3 5	3 8 , 6 4 5 1 . 1 8	4 0 , 1 1 9 1 . 2 2 5	4 1 , 5 9 3 1 . 2 7	4 3 , 0 6 6 1 . 3 1 5
3	3 5 , 6 9 8 1 . 0 9	3 7 , 1 7 1 1 . 1 3 5	3 8 , 6 4 5 1 . 1 8	4 0 , 1 1 9 1 . 2 2 5	4 1 , 5 9 3 1 . 2 7	4 3 , 0 6 6 1 . 3 1 5	4 4 , 5 4 0 1 . 3 6
4	3 7 , 1 7 1 1 . 1 3 5	3 8 , 6 4 5 1 . 1 8	4 0 , 1 1 9 1 . 2 2 5	4 1 , 5 9 3 1 . 2 7	4 3 , 0 6 6 1 . 3 1 5	4 4 , 5 4 0 1 . 3 6	4 6 , 0 1 4 1 . 4 0 5
5	3 8 , 6 4 5 1 . 1 8	4 0 , 1 1 9 1 . 2 2 5	4 1 , 5 9 3 1 . 2 7	4 3 , 0 6 6 1 . 3 1 5	4 4 , 5 4 0 1 . 3 6	4 6 , 0 1 4 1 . 4 0 5	4 7 , 4 8 8 1 . 4 5
6	4 0 , 1 1 9 1 . 2 2 5	4 1 , 5 9 3 1 . 2 7	4 3 , 0 6 6 1 . 3 1 5	4 4 , 5 4 0 1 . 3 6	4 6 , 0 1 4 1 . 4 0 5	4 7 , 4 8 8 1 . 4 5	4 8 , 9 6 1 1 . 4 9 5
7		4 3 , 0 6 6 1 . 3 1 5	4 4 , 5 4 0 1 . 3 6	4 6 , 0 1 4 1 . 4 0 5	4 7 , 4 8 8 1 . 4 5	4 8 , 9 6 1 1 . 4 9 5	5 0 , 4 3 5 1 . 5 4
8		4 4 , 5 4 0 1 . 3 6	4 6 , 0 1 4 1 . 4 0 5	4 7 , 4 8 8 1 . 4 5	4 8 , 9 6 1 1 . 4 9 5	5 0 , 4 3 5 1 . 5 4	5 1 , 9 0 9 1 . 5 8 5
9			4 7 , 4 8 8 1 . 4 5	4 8 , 9 6 1 1 . 4 9 5	5 0 , 4 3 5 1 . 5 4	5 1 , 9 0 9 1 . 5 8 5	5 3 , 3 8 3 1 . 6 3
10			4 8 , 9 6 1 1 . 4 9 5	5 0 , 4 3 5 1 . 5 4	5 1 , 9 0 9 1 . 5 8 5	5 3 , 3 8 3 1 . 6 3	5 4 , 8 5 6 1 . 6 7 5
11				5 1 , 9 0 9 1 . 5 8 5	5 3 , 3 8 3 1 . 6 3	5 4 , 8 5 6 1 . 6 7 5	5 6 , 3 3 0 1 . 7 2
12				5 3 , 3 8 3 1 . 6 3	5 4 , 8 5 6 1 . 6 7 5	5 6 , 3 3 0 1 . 7 2	5 7 , 8 0 4 1 . 7 6 5
13					5 6 , 3 3 0 1 . 7 2	5 7 , 8 0 4 1 . 7 6 5	5 9 , 2 7 8 1 . 8 1
14					5 7 , 8 0 4 1 . 7 6 5	5 9 , 2 7 8 1 . 8 1	6 0 , 7 5 1 1 . 8 5 5
15						6 0 , 7 5 1 1 . 8 5 5	6 2 , 2 2 5 1 . 9
16						6 2 , 2 2 5 1 . 9	6 3 , 6 9 9 1 . 9 4 5
17							6 5 , 1 7 2 1 . 9 9
18							6 6 , 6 4 6 2 . 0 3 5

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: 33,645 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	815.43
HEALTH	BC/BS	750D/3100D	536.65	992.82	1126.97	1513.24	Each spouse
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	Ind+\$253.47, Ee/C+\$134.15		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

Negotiated/

	<i>Exists</i>	<i>Policy</i>
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	33,645	35,159	36,673	38,187		39,701	41,215	42,729	44,243	45,757
	1.00	1.045	1.09	1.135		1.18	1.225	1.27	1.315	1.36
2	35,159	36,673	38,187	39,701		41,215	42,729	44,243	45,757	47,271
	1.045	1.09	1.135	1.18		1.225	1.27	1.315	1.36	1.405
3	36,673	38,187	39,701	41,215		42,729	44,243	45,757	47,271	48,785
	1.09	1.135	1.18	1.225		1.27	1.315	1.36	1.405	1.45
4	38,187	39,701	41,215	42,729		44,243	45,757	47,271	48,785	50,299
	1.135	1.18	1.225	1.27		1.315	1.36	1.405	1.45	1.495
5	39,701	41,215	42,729	44,243		45,757	47,271	48,785	50,299	51,813
	1.18	1.225	1.27	1.315		1.36	1.405	1.45	1.495	1.54
6	41,215	42,729	44,243	45,757		47,271	48,785	50,299	51,813	53,327
	1.225	1.27	1.315	1.36		1.405	1.45	1.495	1.54	1.585
7		44,243	45,757	47,271		48,785	50,299	51,813	53,327	54,841
		1.315	1.36	1.405		1.45	1.495	1.54	1.585	1.63
8			47,271	48,785		50,299	51,813	53,327	54,841	56,355
			1.405	1.45		1.495	1.54	1.585	1.63	1.675
9			48,785	50,299		51,813	53,327	54,841	56,355	57,869
			1.45	1.495		1.54	1.585	1.63	1.675	1.72
10				51,813	53,327	53,327	54,841	56,355	57,869	59,383
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11					54,841	54,841	56,355	57,869	59,383	60,897
					1.63	1.63	1.675	1.72	1.765	1.81
12						56,355	57,869	59,383	60,897	62,411
						1.675	1.675	1.72	1.765	1.81
13							59,383	60,897	62,411	63,925
							1.765	1.81	1.855	1.9
14, 15, 16									63,925	65,440
									1.9	1.945
17										66,954
										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: 33,500 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: \$15/day up to 20 after 5 yrs					
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	33,500	35,175	36,850	38,525	40,200	41,875	43,550	45,225
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	34,840	36,515	38,190	39,865	41,540	43,215	44,890	46,565
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	36,180	37,855	39,530	41,205	42,880	44,555	46,230	47,905
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	37,520	39,195	40,870	42,545	44,220	45,895	47,570	49,245
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	38,860	40,535	42,210	43,885	45,560	47,235	48,910	50,585
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	40,200	41,875	43,550	45,225	46,900	48,575	50,250	51,925
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	41,540	43,215	44,890	46,565	48,240	49,915	51,590	53,265
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	42,880	44,555	46,230	47,905	49,580	51,255	52,930	54,605
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		45,895	47,570	49,245	50,920	52,595	54,270	55,945
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			48,910	50,585	52,260	53,935	55,610	57,285
			1.46	1.51	1.56	1.61	1.66	1.71
11				51,925	53,600	55,275	56,950	58,625
				1.55	1.60	1.65	1.70	1.75
12					54,940	56,615	58,290	59,965
					1.64	1.69	1.74	1.79
13						57,955	59,630	61,305
						1.73	1.78	1.83
14							60,970	62,645
							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: 32,800 Index: 4.5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5+1 for 2
 *Years experience: 5 yrs + 1 for every 2 beyond 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37
PPO:			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	32,800	34,112	35,424	36,736	38,048	39,360
	1.00	1.04	1.08	1.12	1.16	1.2
2	34,276	35,588	36,900	38,212	39,524	40,836
	1.045	1.085	1.125	1.165	1.205	1.245
3	35,752	37,064	38,376	39,688	41,000	42,312
	1.09	1.13	1.17	1.21	1.25	1.29
4	37,228	38,540	39,852	41,164	42,476	43,788
	1.135	1.175	1.215	1.255	1.295	1.335
5	38,704	40,016	41,328	42,640	43,952	45,264
	1.18	1.22	1.26	1.3	1.34	1.38
6		41,492	42,804	44,116	45,428	46,740
		1.265	1.305	1.345	1.385	1.425
7		42,968	44,280	45,592	46,904	48,216
		1.31	1.35	1.39	1.43	1.47
8			45,756	47,068	48,380	49,692
			1.395	1.435	1.475	1.515
9				48,544	49,856	51,168
				1.48	1.52	1.56
10				50,020	51,332	52,644
				1.525	1.565	1.605
11					52,808	54,120
					1.61	1.65
12					54,284	55,596
					1.655	1.695
13					55,760	57,072
					1.7	1.74
14					56,498	58,548
					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:	33,200	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	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Guardian	4.80	Deductible Reimbursement:					PART-TIME BENEFITS	
LTD							Minimum FTE: 0.5		
NON-PARTICIPANT							Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	33,200	34,528	35,856	37,184	37,848	38,512	39,840	41,168
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	34,528	35,856	37,184	38,512	39,176	39,840	41,168	42,496
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	35,856	37,184	38,512	39,840	40,504	41,168	42,496	43,824
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	37,184	38,512	39,840	41,168	41,832	42,496	43,824	45,152
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	38,512	39,840	41,168	42,496	43,160	43,824	45,152	46,480
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	39,840	41,168	42,496	43,824	44,488	45,152	46,480	47,808
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	41,168	42,496	43,824	45,152	45,816	46,480	47,808	49,136
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8	42,496	43,824	45,152	46,480	47,144	47,808	49,136	50,464
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		45,152	46,480	47,808	48,472	49,136	50,464	51,792
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			47,808	49,136	49,800	50,464	51,792	53,120
			1.44	1.48	1.50	1.52	1.56	1.60
11				50,464	51,128	51,792	53,120	54,448
				1.52	1.54	1.56	1.60	1.64
12					52,456	53,120	54,448	55,776
					1.58	1.60	1.64	1.68
13					53,784	54,448	55,776	57,104
					1.62	1.64	1.68	1.72
14								58,432
								1.76
15								59,760
								1.80

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

Doniphan-Trumbull

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 45.60
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.27 7.27 7.15
 Planning Time: 47 47 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 33,250 Index: 4 x 5
 Starting Salary: 33,250 Entry Level Step: 1
 Career Increments: N Experience Allowed: 11
 Vertical Freeze: 98-99, 05-06
 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	509.82	943.18	1070.62	1437.58	27.82 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental
PPO: COMMENTS:							
LIFE	Companion	1.14	Deductible Reimbursement:				
LTD	Principal	.0042 (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	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:	Y	P
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	33,250	34,913	36,575	38,238	39,900	39,900	41,563	43,225	44,888
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	34,580	36,243	37,905	39,568	41,230	41,230	42,893	44,555	46,218
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	35,910	37,573	39,235	40,898	42,560	42,560	44,223	45,885	47,548
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	37,240	38,903	40,565	42,228	43,890	43,890	45,553	47,215	48,878
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	38,570	40,233	41,895	43,558	45,220	45,220	46,883	48,545	50,208
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6		41,563	43,225	44,888	46,550	46,550	48,213	49,875	51,538
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		42,893	44,555	46,218	47,880	47,880	49,543	51,205	52,868
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8			45,885	47,548	49,210	49,210	50,873	52,535	54,198
			1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			47,215	48,878	50,540	50,540	52,203	53,865	55,528
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10				50,208	51,870	51,870	53,533	55,195	56,858
				1.51	1.56	1.56	1.61	1.66	1.71
11				51,538	53,200	53,200	54,863	56,525	58,188
				1.55	1.60	1.60	1.65	1.70	1.75
12					54,530	54,530	56,193	57,855	59,518
					1.64	1.64	1.69	1.74	1.79
13					55,860	55,860	57,523	59,185	60,848
					1.68	1.68	1.73	1.78	1.83
14							58,853	60,515	62,178
							1.77	1.82	1.87
15							60,183	61,845	63,508
							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: 33,750 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			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31
PPO:			COMMENTS:			
LIFE	Principal	3.15	Deductible Reimbursement:			
LTD	Principal	11.14				
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

	<i>Negotiated/</i>
	<i>Exists Policy</i>
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	33,750	35,100	36,450	37,800	39,150	39,150	40,500	41,850
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	35,100	36,450	37,800	39,150	40,500	40,500	41,850	43,200
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	36,450	37,800	39,150	40,500	41,850	41,850	43,200	44,550
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	37,800	39,150	40,500	41,850	43,200	43,200	44,550	45,900
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	39,150	40,500	41,850	43,200	44,550	44,550	45,900	47,250
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	40,500	41,850	43,200	44,550	45,900	45,900	47,250	48,600
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		43,200	44,550	45,900	47,250	47,250	48,600	49,950
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		44,550	45,900	47,250	48,600	48,600	49,950	51,300
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			47,250	48,600	49,950	49,950	51,300	52,650
			1.40	1.44	1.48	1.48	1.52	1.56
10				49,950	51,300	51,300	52,650	54,000
				1.48	1.52	1.52	1.56	1.60
11					52,650	52,650	54,000	55,350
					1.56	1.56	1.60	1.64
12						54,000	55,350	56,700
						1.60	1.64	1.68
13							56,700	58,050
							1.68	1.72

WORKING CONDITIONS

Contract Days: 177 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: 31,668 Index: 4 x 5
 Starting Salary: 31,668 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
		H/A-Dent				30.73		
HEALTH	BC/BS	950D	492.63	911.39	1034.52	1389.10	Cash	Options:
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33		IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	National Ins	.0069						Minimum FTE: 0.5
NON-PARTICIPANT	\$30.73 Cash							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:	Y	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	31,668	33,251	34,835	36,418	38,002	38,002	39,585	41,168	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	32,935	34,518	36,102	37,685	39,268	39,268	40,852	42,435	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	34,201	35,785	37,368	38,952	40,535	40,535	42,118	43,702	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	35,468	37,052	38,635	40,218	41,802	41,802	43,385	44,969	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	36,735	38,318	39,902	41,485	43,068	43,068	44,652	46,235	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	38,002	39,585	41,168	42,752	44,335	44,335	45,919	47,502	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7		40,852	42,435	44,019	45,602	45,602	47,185	48,769	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8			43,702	45,285	46,869	46,869	48,452	50,035	
			1.38	1.43	1.48	1.48	1.53	1.58	
9				46,552	48,135	48,135	49,719	51,302	
				1.47	1.52	1.52	1.57	1.62	
10					49,402	49,402	50,985	52,569	
					1.56	1.56	1.61	1.66	
11							52,252	53,836	
							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: 32,500 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	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
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

	Exists	Negotiated/ Policy
Voluntary Separation:	Y	P
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	32,500	33,963	35,425	36,888	38,350	39,813	41,275	42,738	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	33,800	35,263	36,725	38,188	39,650	41,113	42,575	44,038	
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	
3	35,100	36,563	38,025	39,488	40,950	42,413	43,875	45,338	
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	
4	36,400	37,863	39,325	40,788	42,250	43,713	45,175	46,638	
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	
5	37,700	39,163	40,625	42,088	43,550	45,013	46,475	47,938	
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	
6		40,463	41,925	43,388	44,850	46,313	47,775	49,238	
		1.245	1.29	1.335	1.38	1.425	1.47	1.515	
7			43,225	44,688	46,150	47,613	49,075	50,538	
			1.33	1.375	1.42	1.465	1.51	1.555	
8			44,525	45,988	47,450	48,913	50,375	51,838	
			1.37	1.415	1.46	1.505	1.55	1.595	
9				47,288	48,750	50,213	51,675	53,138	
				1.455	1.5	1.545	1.59	1.635	
10				48,588	50,050	51,513	52,975	54,438	
				1.495	1.54	1.585	1.63	1.675	
11						52,813	54,275	55,738	
						1.625	1.67	1.715	

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 190 FTE Teachers: 452.2

	HS	JH/MS	ELEM
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	

Base: 32,840 Index: 4 x 5
 Starting Salary: 35,467 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	456.19
HEALTH	BC/BS	750D/3100D	536.65	947.20	1067.94	1415.58	CIL
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	ind also recv \$102.64		COMMENTS:				
LIFE	Madison Nat'l	2.40	Deductible Reimbursement:				
LTD	CNA	.0018 (thru sal)					
NON-PARTICIPANT	\$456.19 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

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Extended

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
BASE	32,840									
	1.00									
A	35,467	37,109	38,751	40,393	42,035	42,035	43,677	45,319	46,961	48,603
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
B	36,781	38,423	40,065	41,707	43,349	43,349	44,991	46,633	48,275	49,917
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
C	38,094	39,736	41,378	43,020	44,662	44,662	46,304	47,946	49,588	51,230
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
D	39,408	41,050	42,692	44,334	45,976	45,976	47,618	49,260	50,902	52,544
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
E		42,364	44,006	45,648	47,290	47,290	48,932	50,574	52,216	53,858
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
F		43,677	45,319	46,961	48,603	48,603	50,245	51,887	53,529	55,171
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
G		44,991	46,633	48,275	49,917	49,917	51,559	53,201	54,843	56,485
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
H			47,946	49,588	51,230	51,230	52,872	54,514	56,156	57,798
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
I			49,260	50,902	52,544	52,544	54,186	55,828	57,470	59,112
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
J			50,574	52,216	53,858	53,858	55,500	57,142	58,784	60,426
			1.54	1.59	1.64	1.64	1.69	1.74	1.79	1.84
K				53,529	55,171	55,171	56,813	58,455	60,097	61,739
				1.63	1.68	1.68	1.73	1.78	1.83	1.88
L					56,485	56,485	58,127	59,769	61,411	63,053
					1.72	1.72	1.77	1.82	1.87	1.92
M						57,798	57,798	59,440	61,082	62,724
						1.76	1.76	1.81	1.86	1.91
N							59,112	60,754	62,396	64,038
							1.80	1.80	1.85	1.90
O								63,710	65,352	66,994
								1.94	1.99	2.04
P									65,680	68,307
									2.00	2.08
Q										69,621
										2.12
R										69,949
										2.13

Longevity added to MA+27 & MA+36

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: 33,250 Index: 4 x 4.5

Starting Salary: 35,910 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	509.82	943.18	1070.62	1437.58	227.82 or 246.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Dep. Dental+403b
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	33,250	34,746	36,243	37,739	39,235	42,228	39,235	40,731	42,228	
	1.00	1.045	1.09	1.135	1.18	1.27	1.18	1.225	1.27	
2	34,580	36,076	37,573	39,069	40,565	43,558	40,565	42,061	43,558	
	1.04	1.085	1.13	1.175	1.22	1.31	1.22	1.265	1.31	
3	35,910	37,406	38,903	40,399	41,895	44,888	41,895	43,391	44,888	
	1.08	1.125	1.17	1.215	1.26	1.35	1.26	1.305	1.35	
4	37,240	38,736	40,233	41,729	43,225	46,218	43,225	44,721	46,218	
	1.12	1.165	1.21	1.255	1.3	1.39	1.3	1.345	1.39	
5	38,570	40,066	41,563	43,059	44,555	47,548	44,555	45,503	47,548	
	1.16	1.205	1.25	1.295	1.34	1.43	1.34	1.3685	1.43	
6		41,396	42,893	44,389	45,885	48,878	45,885	47,381	48,878	
		1.245	1.29	1.335	1.38	1.47	1.38	1.425	1.47	
7		42,726	44,223	45,719	47,215	50,208	47,215	48,711	50,208	
		1.285	1.33	1.375	1.42	1.51	1.42	1.465	1.51	
8			45,553	47,049	48,545	51,538	48,545	50,041	51,538	
			1.37	1.415	1.46	1.55	1.46	1.505	1.55	
9				48,379	49,875	52,868	49,875	51,371	52,868	
				1.455	1.5	1.59	1.5	1.545	1.59	
10					51,205	54,198	51,205	52,701	54,198	
					1.54	1.63	1.54	1.585	1.63	
11					52,535	55,528	52,535	54,031	55,528	
					1.58	1.67	1.58	1.625	1.67	
12						56,858	53,865	55,361	56,858	
						1.71	1.62	1.665	1.71	
13						58,188	55,195	56,691	58,188	
						1.75	1.66	1.705	1.75	
14								58,021	59,518	
								1.745	1.79	
15									60,848	
									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: 33,325 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
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	Cash	Options: TSA/Cash
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Principal	.0039						Minimum FTE: 0.5
NON-PARTICIPANT	\$530 Cash							Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ELM CREEK										
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	BA+36	BA+36
1	33,325	34,658	34,658	35,991	35,991	37,324	37,324	38,657	38,657	38,657
	1.00	1.04	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.16
2	34,658	35,991	35,991	37,324	37,324	38,657	38,657	39,990	39,990	39,990
	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.20
3	35,991	37,324	37,324	38,657	38,657	39,990	39,990	41,323	41,323	41,323
	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.24
4	37,324	38,657	38,657	39,990	39,990	41,323	41,323	42,656	42,656	42,656
	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.28
5	38,657	39,990	39,990	41,323	41,323	42,656	42,656	43,989	43,989	43,989
	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.32
6	39,990	41,323	41,323	42,656	42,656	43,989	43,989	45,322	45,322	45,322
	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.36
7		42,656	42,656	43,989	43,989	45,322	45,322	46,655	46,655	46,655
		1.28	1.32	1.32	1.36	1.36	1.40	1.44	1.44	1.44
8				45,322	45,322	46,655	46,655	47,988	47,988	47,988
				1.36	1.40	1.40	1.44	1.48	1.48	1.48
9						47,988	47,988	49,321	49,321	49,321
						1.44	1.48	1.52	1.52	1.52
10						49,321	49,321	50,654	50,654	50,654
						1.48	1.52	1.56	1.56	1.56
11								51,987	51,987	51,987
								1.56	1.60	1.60
12								53,320	53,320	53,320
								1.60	1.64	1.64
13								55,986	55,986	55,986
								1.68	1.72	1.72
14										58,652
										1.76
15										
										61,318
										1.84

09-10 BA45 removed, teachers grandfathered

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	80
Class Periods/Day: 8	8	
Normal Teaching Load: 7	7	

SALARY SCHEDULE

Base: 32,250 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	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	57.39 or 94.15	Options:	
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Principal	.006423						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

		Negotiated/Policy	
		Exists	
Voluntary Separation:	Y	P	
Grievance:	Y	N	
Sick Bank:	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	32,250	33,540	34,830	36,120	37,410	38,700	39,990
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	33,540	34,830	36,120	37,410	38,700	39,990	41,280
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	34,830	36,120	37,410	38,700	39,990	41,280	42,570
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	36,120	37,410	38,700	39,990	41,280	42,570	43,860
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	37,410	38,700	39,990	41,280	42,570	43,860	45,150
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	38,700	39,990	41,280	42,570	43,860	45,150	46,440
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	39,990	41,280	42,570	43,860	45,150	46,440	47,730
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		42,570	43,860	45,150	46,440	47,730	49,020
		1.32	1.36	1.40	1.44	1.48	1.52
9			45,150	46,440	47,730	49,020	50,310
			1.40	1.44	1.48	1.52	1.56
10				47,730	49,020	50,310	51,600
				1.48	1.52	1.56	1.60
11					50,310	51,600	52,890
					1.56	1.60	1.64
12					51,600	52,890	54,180
					1.60	1.64	1.68
13					52,890	54,180	55,470
					1.64	1.68	1.72
14						55,470	56,760
						1.72	1.76

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 27

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

SALARY SCHEDULE

Base: 34,625 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	509.82	943.18	1070.62	1437.58	TSA	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31		
PPO:			COMMENTS:				535.13	
LIFE			Deductible Reimbursement:					
LTD	Madison Nat'l	.0051(thru sal)						
NON-PARTICIPANT	535.13 TSA							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:					
PERSONAL	2+1			yes	1 with sub-dock pay, 1 day carr
BEREAVEMENT	3				add'l from sick
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EMERSON-HUBBARD							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	34,625	36,010	37,395	38,780	40,165	41,550	42,935
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,010	37,395	38,780	40,165	41,550	42,935	44,320
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,395	38,780	40,165	41,550	42,935	44,320	45,705
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,780	40,165	41,550	42,935	44,320	45,705	47,090
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,165	41,550	42,935	44,320	45,705	47,090	48,475
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,550	42,935	44,320	45,705	47,090	48,475	49,860
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	42,935	44,320	45,705	47,090	48,475	49,860	51,245
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		45,705	47,090	48,475	49,860	51,245	52,630
		1.32	1.36	1.40	1.44	1.48	1.52
9		47,090	48,475	49,860	51,245	52,630	54,015
		1.36	1.40	1.44	1.48	1.52	1.56
10			49,860	51,245	52,630	54,015	55,400
			1.44	1.48	1.52	1.56	1.60
11			51,245	52,630	54,015	55,400	56,785
			1.48	1.52	1.56	1.60	1.64
12				54,015	55,400	56,785	58,170
				1.56	1.60	1.64	1.68
13					56,785	58,170	59,555
					1.64	1.68	1.72
14					58,170	59,555	60,940
					1.68	1.72	1.76
15						60,940	62,325
						1.76	1.80

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 55.34
 HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 32,250 Index: 4 x 4.5
 Starting Salary: 32,895 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	250
HEALTH	BC/BS	750D/1650D	516.90	723.00	755.00	1015.10	Flat Salary
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	flat salary \$250		COMMENTS:				
LIFE	Madison Life	12.75	Deductible Reimbursement: N				
LTD							
NON-PARTICIPANT	flat salary \$250						

Cafeteria Plan

Individ. Depend.
 250 250
 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:	Y	N
Grievance:	Y	P
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		32,250										
		1.00										
1		32,895	34,346	35,798	37,249	38,661	38,861	40,313	41,764	43,215	44,666	47,891
		1.02	1.065	1.11	1.155	1.205	1.205	1.25	1.295	1.34	1.385	1.485
2		33,540	34,991	36,443	37,894	39,506	39,506	40,958	42,409	43,860	45,311	48,536
		1.04	1.085	1.13	1.175	1.225	1.225	1.27	1.315	1.36	1.405	1.505
3		34,830	36,281	37,733	39,184	40,796	40,796	42,248	43,699	45,150	46,601	49,826
		1.08	1.125	1.17	1.215	1.265	1.265	1.31	1.355	1.4	1.445	1.545
4		36,120	37,571	39,023	40,474	42,086	42,086	43,538	44,989	46,440	47,891	51,116
		1.12	1.165	1.21	1.255	1.305	1.305	1.35	1.395	1.44	1.485	1.585
5		37,410	38,861	40,313	41,764	43,376	43,376	44,828	46,279	47,730	49,181	52,406
		1.16	1.205	1.25	1.295	1.345	1.345	1.39	1.435	1.48	1.525	1.625
6		38,700	40,151	41,603	43,054	44,666	44,666	46,118	47,569	49,020	50,471	53,696
		1.2	1.245	1.29	1.335	1.385	1.385	1.43	1.475	1.52	1.565	1.665
7		39,990	41,441	42,893	44,344	45,956	45,956	47,408	48,859	50,310	51,761	54,986
		1.24	1.285	1.33	1.375	1.425	1.425	1.47	1.515	1.56	1.605	1.705
8		42,731	44,183	45,634	47,246	47,246	47,246	48,698	50,149	51,600	53,051	56,276
		1.325	1.37	1.415	1.465	1.465	1.465	1.51	1.555	1.6	1.645	1.745
9		45,473	46,924	48,536	48,536	48,536	48,536	49,988	51,439	52,890	54,341	57,566
		1.41	1.455	1.505	1.505	1.505	1.505	1.55	1.595	1.64	1.685	1.785
10		46,763	48,214	49,826	49,826	49,826	49,826	51,278	52,729	54,180	55,631	58,856
		1.45	1.495	1.545	1.545	1.545	1.545	1.59	1.635	1.68	1.725	1.825
11		48,053	49,504	51,116	51,116	51,116	51,116	52,568	54,019	55,470	56,921	60,146
		1.49	1.535	1.585	1.585	1.585	1.585	1.63	1.675	1.72	1.765	1.865
12		50,794	52,406	52,406	52,406	52,406	52,406	53,858	55,309	56,760	58,211	61,436
		1.575	1.625	1.625	1.625	1.625	1.625	1.67	1.715	1.76	1.805	1.905
13		52,084	53,696	53,696	53,696	53,696	53,696	55,148	56,599	58,050	59,501	62,726
		1.615	1.665	1.665	1.665	1.665	1.665	1.71	1.755	1.8	1.845	1.945
14		53,374	54,986	54,986	54,986	54,986	54,986	56,438	57,889	59,340	60,791	64,016
		1.655	1.705	1.705	1.705	1.705	1.705	1.75	1.795	1.84	1.885	1.985
15								57,728	59,179	60,630	62,081	65,306
								1.79	1.835	1.88	1.925	2.025
16								60,469	61,920	63,371	64,822	68,047
								1.875	1.92	1.965	2.005	2.105
17								58,695	58,695	63,210	64,661	67,886
								1.82	1.82	1.96	2.005	2.105
18								62,888				69,176
								1.95				2.145

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: 30,855 Index: 4.5 x 4.5
 Starting Salary: 36,409 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	EE/Sp/Child	
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	Cash
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37	
PPO: COMMENTS: *LTD-District pays 3/4(.0021)							
LIFE	Principal	12.70	Deductible Reimbursement:				
LTD	Principal	.0021 (thru sal)					
NON-PARTICIPANT CIL \$561.96							

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	30,855										
	1.00										
2	32,243										
	1.045										
3	33,632										
	1.09										
4	35,020										
	1.135										
5	36,409	37,797	39,186	40,574	41,963	41,963	43,351	44,740	46,128	47,517	48,905
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	37,797	39,186	40,574	41,963	43,351	43,351	44,740	46,128	47,517	48,905	50,294
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	39,186	40,574	41,963	43,351	44,740	44,740	46,128	47,517	48,905	50,294	51,682
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8		41,963	43,351	44,740	46,128	46,128	47,517	48,905	50,294	51,682	53,071
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9		44,740	46,128	47,517	48,905	47,517	48,905	50,294	51,682	53,071	54,459
		1.45	1.495	1.54	1.585	1.54	1.585	1.63	1.675	1.72	1.765
10			47,517	48,905	50,294	48,905	50,294	51,682	53,071	54,459	55,848
			1.54	1.585	1.63	1.585	1.63	1.675	1.72	1.765	1.81
11			48,905	50,294	51,682	50,294	51,682	53,071	54,459	55,848	57,236
			1.585	1.63	1.675	1.63	1.675	1.72	1.765	1.81	1.855
12			50,294	51,682	53,071	51,682	53,071	54,459	55,848	57,236	58,625
			1.63	1.675	1.72	1.675	1.72	1.765	1.81	1.855	1.9
13			51,682	53,071	54,459	53,071	54,459	55,848	57,236	58,625	60,013
			1.675	1.72	1.765	1.72	1.765	1.81	1.855	1.9	1.945
14			53,071	54,459	55,848	54,459	55,848	57,236	58,625	60,013	61,401
			1.72	1.765	1.81	1.765	1.81	1.855	1.9	1.945	1.99
15				55,848	57,236	55,848	57,236	58,625	60,013	61,401	62,790
				1.81	1.855	1.81	1.855	1.9	1.945	1.99	2.035
16				57,236	58,625	57,236	58,625	60,013	61,401	62,790	64,178
				1.855	1.9	1.855	1.9	1.945	1.99	2.035	2.08
17				58,625	60,013	58,625	60,013	61,401	62,790	64,178	65,567
				1.9	1.945	1.9	1.945	1.99	2.035	2.08	2.125
18					61,401	61,401	62,790	64,178	65,567	66,955	68,344
					1.99	1.99	2.035	2.08	2.125	2.17	2.215
19											

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

WORKING CONDITIONS

SALARY SCHEDULE

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:

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	
HEALTH	BC/BS	950D	518.55	518.55	518.55	518.55	904.72
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Cafeteria

COMMENTS: Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.
 904.72 904.72
 Options: H/A, Cash, TSA
 IRS 125:
 Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.63
 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:

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	44,300
	1.00	1.05	1.10	1.15	1.15	1.20	1.25	1.30	1.35	1.40	1.45
2	32,080	33,607	35,135	36,662	36,662	38,190	39,718	41,245	42,773	44,300	45,828
	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45	1.50
3	33,607	35,135	36,662	38,190	38,190	39,718	41,245	42,773	44,300	45,828	47,356
	1.10	1.15	1.20	1.25	1.25	1.30	1.35	1.40	1.45	1.50	1.55
4	35,135	36,662	38,190	39,718	39,718	41,245	42,773	44,300	45,828	47,356	48,883
	1.15	1.20	1.25	1.30	1.30	1.35	1.40	1.45	1.50	1.55	1.60
5	36,662	38,190	39,718	41,245	41,245	42,773	44,300	45,828	47,356	48,883	50,411
	1.20	1.25	1.30	1.35	1.35	1.40	1.45	1.50	1.55	1.60	1.65
6	38,190	39,718	41,245	42,773	42,773	44,300	45,828	47,356	48,883	50,411	51,938
	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65	1.70
7	39,718	41,245	42,773	44,300	44,300	45,828	47,356	48,883	50,411	51,938	53,466
	1.30	1.35	1.40	1.45	1.45	1.50	1.55	1.60	1.65	1.70	1.75
8	41,245	42,773	44,300	45,828	45,828	47,356	48,883	50,411	51,938	53,466	54,994
	1.35	1.40	1.45	1.50	1.50	1.55	1.60	1.65	1.70	1.75	1.80
9	42,773	44,300	45,828	47,356	47,356	48,883	50,411	51,938	53,466	54,994	56,521
	1.40	1.45	1.50	1.55	1.55	1.60	1.65	1.70	1.75	1.80	1.85
10	44,300	45,828	47,356	48,883	48,883	50,411	51,938	53,466	54,994	56,521	58,049
	1.45	1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80	1.85	1.90
11		47,356	48,883	50,411	50,411	51,938	53,466	54,994	56,521	58,049	59,576
		1.55	1.60	1.65	1.65	1.70	1.75	1.80	1.85	1.90	1.95
12		48,883	50,411	51,938	51,938	53,466	54,994	56,521	58,049	59,576	61,104
		1.60	1.65	1.70	1.70	1.75	1.80	1.85	1.90	1.95	2.00
13		50,411	51,938	53,466	53,466	54,994	56,521	58,049	59,576	61,104	62,632
		1.65	1.70	1.75	1.75	1.80	1.85	1.90	1.95	2.00	2.05
14				54,994	54,994	56,521	58,049	59,576	61,104	62,632	64,159
				1.80	1.80	1.85	1.90	1.95	2.00	2.05	2.10
15				56,521	56,521	58,049	59,576	61,104	62,632	64,159	65,687
				1.85	1.85	1.90	1.95	2.00	2.05	2.10	2.15
16				58,049	58,049	59,576	61,104	62,632	64,159	65,687	67,214
				1.90	1.90	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
6	6	6
0	0	0

Length of Teacher Day: 8
 Length of Student Day: 6
 Planning Time: 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 34,321 Index: 4 x 4
 Starting Salary: Entry Level Step: 0
 Career Increments: Y Experience Allowed: 5 (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1487.52
HEALTH	BC/BS	950D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE	Am. Fidelity	5.19					Deductible Reimbursement:
LTD	Am. Fidelity	.00405 (thru sal)					
NON-PARTICIPANT	Cafeteria						

Cafeteria Plan

Individ. Depend.
 1487.52 1487.52
 Options: H/A/Life/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	15	70	yes		
Other Info:					
PERSONAL	2			yes	acc. to 3
BEREAVEMENT	(See Sick Lv.)				immed. fam.
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #04-AUBURN

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54	DOC
0	34,321	35,694	37,067	38,440	39,812	41,185	42,558	43,931	45,304	46,677	48,049	48,049
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.40
1	35,694	37,067	38,440	39,812	41,185	42,558	43,931	45,304	46,677	48,049	49,422	49,422
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.44
2	37,067	38,440	39,812	41,185	42,558	43,931	45,304	46,677	48,049	49,422	50,795	50,795
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.48
3	38,440	39,812	41,185	42,558	43,931	45,304	46,677	48,049	49,422	50,795	52,168	52,168
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.52
4	39,812	41,185	42,558	43,931	45,304	46,677	48,049	49,422	50,795	52,168	53,541	53,541
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.56
5	41,185	42,558	43,931	45,304	46,677	48,049	49,422	50,795	52,168	53,541	54,914	54,914
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.60
6	42,558	43,931	45,304	46,677	48,049	49,422	50,795	52,168	53,541	54,914	56,286	56,286
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.64
7	43,931	45,304	46,677	48,049	49,422	50,795	52,168	53,541	54,914	56,286	57,659	57,659
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.68
8		46,677	48,049	49,422	50,795	52,168	53,541	54,914	56,286	57,659	59,032	59,032
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.72
9			49,422	50,795	52,168	53,541	54,914	56,286	57,659	59,032	60,405	60,405
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.76
10				52,168	53,541	54,914	56,286	57,659	59,032	60,405	61,778	61,778
				1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.80
11					54,914	56,286	57,659	59,032	60,405	61,778	63,151	63,151
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.84
12						57,659	59,032	60,405	61,778	63,151	64,523	64,523
						1.68	1.72	1.76	1.80	1.84	1.88	1.88
13							60,405	61,778	63,151	64,523	65,896	65,896
							1.76	1.80	1.84	1.88	1.92	1.92
14								63,151	64,523	65,896	67,269	67,269
								1.84	1.88	1.92	1.96	1.96
15									65,896	67,269	68,642	68,642
									1.92	1.96	2.00	2.00
16										68,642	70,015	70,015
										2.00	2.04	2.04
17											71,388	71,388
											2.08	2.08
18											72,761	72,761
											2.12	2.12

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.1	7.1	7.1
Planning Time:	20	49	
Class Periods/Day:	8	8	
Normal Teaching Load:	8	7	

SALARY SCHEDULE

Base:	35,649	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	925	Individ. Depend. 925 925
HEALTH	BC/BS	750D/1650D			Options: H/A, Dental, LTD, TSA
DENTAL	BC/BS	2		Cafeteria	
PPO:			COMMENTS:		IRS 125: Y
LIFE	Am. Fidelity	5.00	Deductible Reimbursement:		Flex Accounts: Y
LTD					PART-TIME BENEFITS
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

Type	Other Info	Voluntary Separation:	Grievance:	Sick Bank:	Negotiated/ Policy
PERSONAL	3				Exists
BEREAVEMENT	5				N
PROFESSIONAL	unl.				Y P
ADOPTION ASSOCIATION					N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #05-BEATRICE									
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	PHD EDSPEC
1	35,649	37,431	39,214	40,996	42,779	44,561	46,344	48,126	49,909
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	37,075	38,857	40,640	42,422	44,205	45,987	47,770	49,552	51,335
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	38,501	40,283	42,066	43,848	45,631	47,413	49,196	50,978	52,761
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	39,927	41,709	43,492	45,274	47,057	48,839	50,622	52,404	54,186
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	41,353	43,135	44,918	46,700	48,483	50,265	52,048	53,830	55,612
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	42,779	44,561	46,344	48,126	49,909	51,691	53,474	55,256	57,038
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	44,205	45,987	47,770	49,552	51,335	53,117	54,899	56,682	58,464
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8	45,631	47,413	49,196	50,978	52,761	54,543	56,325	58,108	59,890
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		48,839	50,622	52,404	54,186	55,969	57,751	59,534	61,316
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			52,048	53,830	55,612	57,395	59,177	60,960	62,742
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				55,256	57,038	58,821	60,603	62,386	64,168
				1.55	1.60	1.65	1.70	1.75	1.80
12					58,464	60,247	62,029	63,812	65,594
					1.64	1.69	1.74	1.79	1.84

WORKING CONDITIONS

SALARY SCHEDULE

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

Base: 35,655 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	565.98	1047.08	1188.56	1595.94
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37
PPO:						
LIFE						
LTD	Nat'l Insurance	(thru sal)	Deductible Reimbursement:			
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												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	35,655	37,081	38,507	39,934	41,360	42,786	44,212	45,638	47,065	48,491	49,917	51,343
	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	37,081	38,507	39,934	41,360	42,786	44,212	45,638	47,065	48,491	49,917	51,343	52,769
	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	38,507	39,934	41,360	42,786	44,212	45,638	47,065	48,491	49,917	51,343	52,769	54,196
	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	39,934	41,360	42,786	44,212	45,638	47,065	48,491	49,917	51,343	52,769	54,196	55,622
	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	41,360	42,786	44,212	45,638	47,065	48,491	49,917	51,343	52,769	54,196	55,622	57,048
	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	42,786	44,212	45,638	47,065	48,491	49,917	51,343	52,769	54,196	55,622	57,048	58,474
	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	43,143	45,638	47,065	48,491	49,917	51,343	52,769	54,196	55,622	57,048	58,474	59,900
	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		45,995	48,491	49,917	51,343	52,769	54,196	55,622	57,048	58,474	59,900	61,327
		1.29	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9			48,847	51,343	52,769	54,196	55,622	57,048	58,474	59,900	61,327	62,753
			1.37	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				52,769	54,196	55,622	57,048	58,474	59,900	61,327	62,753	64,179
				1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11				53,126	55,622	57,048	58,474	59,900	61,327	62,753	64,179	65,605
				1.49	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12					57,048	58,474	59,900	61,327	62,753	64,179	65,605	67,031
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					57,405	58,831	61,327	62,753	64,179	65,605	67,031	68,458
					1.61	1.65	1.72	1.76	1.80	1.84	1.88	1.92
14							62,753	64,179	65,605	67,031	68,458	69,884
							1.76	1.80	1.84	1.88	1.92	1.96
15							63,109	64,536	67,031	68,458	69,884	71,310
							1.77	1.81	1.88	1.92	1.96	2.00
16								67,388	68,814	71,310	72,736	74,162
								1.89	1.93	2.00	2.04	2.08
17										71,667	73,093	74,519
										2.01	2.05	2.09

ESU 07-Columbus

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 31,410 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
HEALTH	BC/BS	500D	282.99	282.99	282.99	282.99	1247.15 equity pay+1/2 H/A	
DENTAL	BC/BS	2	12.66	12.66	12.66	12.66		
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

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #07-COLUMBUS

Step											MA+45	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	31,410	32,981	34,551	36,122	37,692	39,263	40,833	42,404	43,974	45,545	47,115	48,686
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
2	32,666	34,237	35,807	37,378	38,948	40,519	42,089	43,660	45,230	46,801	48,371	49,942
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
3	33,923	35,493	37,064	38,634	40,205	41,775	43,346	44,916	46,487	48,057	49,628	51,198
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
4	35,179	36,750	38,320	39,891	41,461	43,032	44,602	46,173	47,743	49,314	50,884	52,455
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67
5	36,436	38,006	39,577	41,147	42,718	44,288	45,859	47,429	49,000	50,570	52,141	53,711
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71
6	37,692	39,263	40,833	42,404	43,974	45,545	47,115	48,686	50,256	51,827	53,397	54,968
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75
7	38,948	40,519	42,089	43,660	45,230	46,801	48,371	49,942	51,512	53,083	54,653	56,224
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79
8		41,775	43,346	44,916	46,487	48,057	49,628	51,198	52,769	54,339	55,910	57,480
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83
9		43,032	44,602	46,173	47,743	49,314	50,884	52,455	54,025	55,596	57,166	58,737
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87
10		44,288	45,859	47,429	49,000	50,570	52,141	53,711	55,282	56,852	58,423	59,993
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91
11					50,256	51,827	53,397	54,968	56,538	58,109	59,679	61,250
					1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95
12					51,512	53,083	54,653	56,224	57,794	59,365	60,935	62,506
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99
13					52,769	54,339	55,910	57,480	59,051	60,621	62,192	63,762
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03
14					54,025	55,596	57,166	58,737	60,307	61,878	63,448	65,019
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07
15					55,282	56,852	58,423	59,993	61,564	63,134	64,705	66,275
					1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 34,700 Index: 4 x 5
 Starting Salary: Entry Level Step: 0
 Career Increments: Y Experience Allowed: 5(D)
 Vertical Freeze: 90-91 (H)
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1050
HEALTH	BC/BS	500D/3100D	452.78	452.78	452.78	452.78	Ind Health + stipend
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
LIFE Deductible Reimbursement:							
LTD	Unknown						
NON-PARTICIPANT CIL Ins Stipend \$105							

Cafeteria Plan

Individ. Depend.
 571.91 571.91
 Options: Fringe Benefit Stipend
 IRS 125: Y
 Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	45	no		
Other Info: Pd. \$40/day over 32, 1/2 unused accumulates					
PERSONAL	2			yes	
BEREAVEMENT	6				accum to 10
PROFESSIONAL	as needed			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Negotiated/ Policy
Voluntary Separation:	N
Grievance:	Y P
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	34,700	36,435	38,170	39,905	41,640	43,375	45,110	46,845	48,580
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	36,088	37,823	39,558	41,293	43,028	44,763	46,498	48,233	49,968
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	37,476	39,211	40,946	42,681	44,416	46,151	47,886	49,621	51,356
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	38,864	40,599	42,334	44,069	45,804	47,539	49,274	51,009	52,744
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	40,252	41,987	43,722	45,457	47,192	48,927	50,662	52,397	54,132
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	41,640	43,375	45,110	46,845	48,580	50,315	52,050	53,785	55,520
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	43,028	44,763	46,498	48,233	49,968	51,703	53,438	55,173	56,908
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7	44,416	46,151	47,886	49,621	51,356	53,091	54,826	56,561	58,296
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8	45,804	47,539	49,274	51,009	52,744	54,479	56,214	57,949	59,684
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
9		48,927	50,662	52,397	54,132	55,867	57,602	59,337	61,072
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
10			52,050	53,785	55,520	57,255	58,990	60,725	62,460
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
11				55,173	56,908	58,643	60,378	62,113	63,848
				1.59	1.64	1.69	1.74	1.79	1.84
12					58,296	60,031	61,766	63,501	65,236
					1.68	1.73	1.78	1.83	1.88
13						61,419	63,154	64,889	66,624
						1.77	1.82	1.87	1.92
14						62,807	64,542	66,277	68,012
						1.81	1.86	1.91	1.96

ESU 09-Hastings

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: 34,800 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 *Vert freeze is for MA-MA36 columns only
 Vertical Freeze: 02-03*
 Rollback: 90-91
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	500D	537.68	994.73	1129.13	1516.14	27.82 or 46.06	Options: H/A
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement:					Flex Accounts: Y
LTD	Principal	.0049						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: 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	34,800	36,366	37,932	39,498	41,064	42,630	44,196	45,762	47,328	48,894	50,460
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	36,192	37,758	39,324	40,890	42,456	44,022	45,588	47,154	48,720	50,286	51,852
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	1.49
3	37,584	39,150	40,716	42,282	43,848	45,414	46,980	48,546	50,112	51,678	53,244
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
4	38,976	40,542	42,108	43,674	45,240	46,806	48,372	49,938	51,504	53,070	54,636
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
5	40,368	41,934	43,500	45,066	46,632	48,198	49,764	51,330	52,896	54,462	56,028
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565	1.61
6	41,760	43,326	44,892	46,458	48,024	49,590	51,156	52,722	54,288	55,854	57,420
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605	1.65
7	43,152	44,718	46,284	47,850	49,416	50,982	52,548	54,114	55,680	57,246	58,812
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645	1.69
8	44,544	46,110	47,676	49,242	50,808	52,374	53,940	55,506	57,072	58,638	60,204
	1.28	1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685	1.73
9		47,502	49,068	50,634	52,200	53,766	55,332	56,898	58,464	60,030	61,596
		1.365	1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725	1.77
10			50,460	52,026	53,592	55,158	56,724	58,290	59,856	61,422	62,988
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				53,418	54,984	56,550	58,116	59,682	61,248	62,814	64,380
				1.535	1.58	1.625	1.67	1.715	1.76	1.805	1.85
12						57,942	59,508	61,074	62,640	64,206	65,772
						1.665	1.71	1.755	1.8	1.845	1.89
13							60,900	62,466	64,032	65,598	67,164
							1.75	1.795	1.84	1.885	1.93
14								63,858	65,424	66,990	68,556
								1.835	1.88	1.925	1.97
15									66,816	68,382	69,948
									1.92	1.965	2.01
16										69,774	71,340
										2.005	2.05
17											72,732
											2.09
18											74,124
											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: 33,700 Index: 4.75 x 4
 Starting Salary: 35,301 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	536.65	744.62	845.23	1134.93
DENTAL	BC/BS	2	25.31	35.10	39.85	53.53
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	33,700	35,048	36,396	37,744	39,092	40,440	41,788	43,136	44,484	45,832	47,180
1	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36	1.4
	35,301	36,649	37,997	39,345	40,693	42,041	43,389	44,737	46,085	47,433	48,781
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
2	36,902	38,250	39,598	40,946	42,294	43,642	44,990	46,338	47,686	49,034	50,382
	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	1.495
3	38,502	39,850	41,198	42,546	43,894	45,242	46,590	47,938	49,286	50,634	51,982
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025	1.5425
4	40,103	41,451	42,799	44,147	45,495	46,843	48,191	49,539	50,887	52,235	53,583
	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
5	41,704	43,052	44,400	45,748	47,096	48,444	49,792	51,140	52,488	53,836	55,184
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
6	43,305	44,653	46,001	47,349	48,697	50,045	51,393	52,741	54,089	55,437	56,785
	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645	1.685
7	44,905	46,253	47,601	48,949	50,297	51,645	52,993	54,341	55,689	57,037	58,385
	1.3325	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
8	47,854	49,202	50,550	51,898	53,246	54,594	55,942	57,290	58,638	59,986	
	1.42	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74	1.78	
9	50,803	52,151	53,499	54,847	56,195	57,543	58,891	60,239	61,587		
	1.5075	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275		
10	53,752	55,100	56,448	57,796	59,144	60,492	61,840	63,188			
	1.595	1.635	1.675	1.715	1.755	1.795	1.835	1.875			
11	56,700	58,048	59,396	60,744	62,092	63,440	64,788				
	1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225				
12	58,301	59,649	60,997	62,345	63,693	65,041	66,389				
	1.73	1.77	1.81	1.85	1.89	1.93	1.97				
13	59,902	61,250	62,598	63,946	65,294	66,642	67,990				
	1.775	1.8175	1.8575	1.8975	1.9375	1.9775	2.0175				
14						66,895	68,243	69,591			
						1.985	2.025	2.065			

05-06 additional salary for employees frozen on bottom steps

ESU 11-Holdrege

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: 32,650 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: 15-16, 16-17

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	1329
HEALTH	BC/BS	500D/1650D		Flat Salary
DENTAL	BC/BS	2		
PPO:			COMMENTS:	
LIFE			Deductible Reimbursement:	
LTD				
NON-PARTICIPANT	1329 Flat Salary			

Cafeteria Plan

Individ. Depend.

1329 1329

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:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54	PHD	DOC
0	32,650	33,956	35,262	36,568	37,874	37,874	39,180	40,486	41,792	43,098	44,404	45,710	47,016	
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	1.44	1.44
2	33,956	35,262	36,568	37,874	39,180	39,180	40,486	41,792	43,098	44,404	45,710	47,016	48,322	48,322
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	1.48	1.48
4	35,262	36,568	37,874	39,180	40,486	40,486	41,792	43,098	44,404	45,710	47,016	48,322	49,628	49,628
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	1.52	1.52
6	36,568	37,874	39,180	40,486	41,792	41,792	43,098	44,404	45,710	47,016	48,322	49,628	50,934	50,934
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	1.56	1.56
8	37,874	39,180	40,486	41,792	43,098	43,098	44,404	45,710	47,016	48,322	49,628	50,934	52,240	52,240
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	1.60	1.60
10	39,180	40,486	41,792	43,098	44,404	44,404	45,710	47,016	48,322	49,628	50,934	52,240	53,546	53,546
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	1.64	1.64
12	40,486	41,792	43,098	44,404	45,710	45,710	47,016	48,322	49,628	50,934	52,240	53,546	54,852	54,852
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	1.68	1.68
14	43,098	44,404	45,710	47,016	48,322	48,322	49,628	50,934	52,240	53,546	54,852	56,158	57,464	57,464
15	1.32	1.36	1.40	1.44	1.48	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.76
16	44,404	45,710	47,016	48,322	49,628	49,628	50,934	52,240	53,546	54,852	56,158	57,464	58,770	58,770
17	1.36	1.40	1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.80
18	47,016	48,322	49,628	50,934	52,240	52,240	53,546	54,852	56,158	57,464	58,770	60,076	61,382	61,382
19	1.44	1.48	1.52	1.56	1.60	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.88
20	48,322	49,628	50,934	52,240	53,546	53,546	54,852	56,158	57,464	58,770	60,076	61,382	62,688	62,688
21	1.48	1.52	1.56	1.60	1.64	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.92
22	50,934	52,240	53,546	54,852	56,158	56,158	57,464	58,770	60,076	61,382	62,688	63,994	65,300	65,300
23	1.52	1.56	1.60	1.64	1.68	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96	1.96
24	53,546	54,852	56,158	57,464	58,770	58,770	60,076	61,382	62,688	63,994	65,300	66,606	67,912	67,912
25	1.56	1.60	1.64	1.68	1.72	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.00
26	56,158	57,464	58,770	60,076	61,382	61,382	62,688	63,994	65,300	66,606	67,912	69,218	70,524	70,524
27	1.60	1.64	1.68	1.72	1.76	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.04
28	58,770	60,076	61,382	62,688	63,994	63,994	65,300	66,606	67,912	69,218	70,524	71,830	73,136	73,136
29	1.64	1.68	1.72	1.76	1.80	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.08
30	61,382	62,688	63,994	65,300	66,606	66,606	67,912	69,218	70,524	71,830	73,136	74,442	75,748	75,748
31	1.68	1.72	1.76	1.80	1.84	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.12
32	63,994	65,300	66,606	67,912	69,218	69,218	70,524	71,830	73,136	74,442	75,748	77,054	78,360	78,360
33	1.72	1.76	1.80	1.84	1.88	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.16
34	66,606	67,912	69,218	70,524	71,830	71,830	73,136	74,442	75,748	77,054	78,360	79,666	80,972	80,972
35	1.76	1.80	1.84	1.88	1.92	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.20
36	69,218	70,524	71,830	73,136	74,442	74,442	75,748	77,054	78,360	79,666	80,972	82,278	83,584	83,584
37	1.80	1.84	1.88	1.92	1.96	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24	2.24
38	71,830	73,136	74,442	75,748	77,054	77,054	78,360	79,666	80,972	82,278	83,584	84,890	86,196	86,196
39	1.84	1.88	1.92	1.96	2.00	2.00	2.04	2.08	2.12	2.16	2.20	2.24	2.28	2.28
40	74,442	75,748	77,054	78,360	79,666	79,666	80,972	82,278	83,584	84,890	86,196	87,502	88,808	88,808
41	1.88	1.92	1.96	2.00	2.04	2.04	2.08	2.12	2.16	2.20	2.24	2.28	2.32	2.32
42	77,054	78,360	79,666	80,972	82,278	82,278	83,584	84,890	86,196	87,502	88,808	90,114	91,420	91,420
43	1.92	1.96	2.00	2.04	2.08	2.08	2.12	2.16	2.20	2.24	2.28	2.32	2.36	2.36
44	79,666	80,972	82,278	83,584	84,890	84,890	86,196	87,502	88,808	90,114	91,420	92,726	94,032	94,032
45	1.96	2.00	2.04	2.08	2.12	2.12	2.16	2.20	2.24	2.28	2.32	2.36	2.40	2.40

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6	6	6
Planning Time:	0	0	
Class Periods/Day:	6	6	
Normal Teaching Load:	5	5	

SALARY SCHEDULE

Base: 34,270 Index: 4.25 x 4.25
 Starting Salary: Entry Level Step: 1
 Career Increments: Experience Allowed: all
 Vertical Freeze: 90-91;94-95
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	700
HEALTH	BC/BS	500D	352	352	352	352	Flat Salary
DENTAL	BC/BS	1					
PPO:			COMMENTS:				
LIFE	Guardian	6.00					Deductible Reimbursement:
LTD	Guarantee Mut.	.00485 (+Caf)					
NON-PARTICIPANT	Flat Salary	\$700/mo					

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDS	PEC
1	34,270	35,726	37,183	38,639	40,096	40,096	41,552	43,009	44,465	45,922	45,922	
	1.00	1.0425	1.085	1.1275	1.17	1.17	1.2125	1.255	1.2975	1.34	1.34	
2	35,726	37,183	38,639	40,096	41,552	41,552	43,009	44,465	45,922	47,378	47,378	
	1.0425	1.085	1.1275	1.17	1.2125	1.2125	1.255	1.2975	1.34	1.3825	1.3825	
3	37,183	38,639	40,096	41,552	43,009	43,009	44,465	45,922	47,378	48,835	48,835	
	1.085	1.1275	1.17	1.2125	1.255	1.255	1.2975	1.34	1.3825	1.425	1.425	
4	38,639	40,096	41,552	43,009	44,465	44,465	45,922	47,378	48,835	50,291	50,291	
	1.1275	1.17	1.2125	1.255	1.2975	1.2975	1.34	1.3825	1.425	1.4675	1.4675	
5	40,096	41,552	43,009	44,465	45,922	45,922	47,378	48,835	50,291	51,748	51,748	
	1.17	1.2125	1.255	1.2975	1.34	1.34	1.3825	1.425	1.4675	1.51	1.51	
6	43,009	44,465	45,922	47,378	47,378	47,378	48,835	50,291	51,748	53,204	53,204	
		1.255	1.2975	1.34	1.3825	1.3825	1.425	1.4675	1.51	1.5525	1.5525	
7	44,465	45,922	47,378	48,835	48,835	48,835	50,291	51,748	53,204	54,661	54,661	
		1.2975	1.34	1.3825	1.425	1.425	1.4675	1.51	1.5525	1.595	1.595	
8	45,922	47,378	48,835	50,291	50,291	50,291	51,748	53,204	54,661	56,117	56,117	
		1.34	1.3825	1.425	1.4675	1.4675	1.51	1.5525	1.595	1.6375	1.6375	
9			48,835	50,291	51,748	51,748	53,204	54,661	56,117	57,574	57,574	
			1.425	1.4675	1.51	1.51	1.5525	1.595	1.6375	1.68	1.68	
10			50,291	51,748	53,204	53,204	54,661	56,117	57,574	59,030	59,030	
			1.4675	1.51	1.5525	1.5525	1.595	1.6375	1.68	1.7225	1.7225	
11			51,748	53,204	54,661	54,661	56,117	57,574	59,030	60,487	60,487	
			1.51	1.5525	1.595	1.595	1.6375	1.68	1.7225	1.765	1.765	
12			54,661	56,117	56,117	56,117	57,574	59,030	60,487	61,943	61,943	
			1.595	1.6375	1.6375	1.6375	1.68	1.7225	1.765	1.8075	1.8075	
13			56,117	57,574	57,574	57,574	59,030	60,487	61,943	63,400	63,400	
			1.6375	1.68	1.68	1.68	1.7225	1.765	1.8075	1.85	1.85	
14			57,574	59,030	59,030	59,030	60,487	61,943	63,400	64,856	64,856	
			1.68	1.7225	1.7225	1.7225	1.765	1.8075	1.85	1.8925	1.8925	
15					60,487	60,487	61,943	63,400	64,856	66,312	66,312	
					1.765	1.765	1.8075	1.85	1.8925	1.935	1.935	
16					61,943	61,943	63,400	64,856	66,312	67,769	67,769	
					1.8075	1.8075	1.85	1.8925	1.935	1.9775	1.9775	
17					63,400	63,400	64,856	66,312	67,769	69,225	69,225	
					1.85	1.85	1.8925	1.935	1.9775	2.02	2.02	
18					64,856	64,856	66,312	67,769	69,225	70,682	70,682	
					1.8925	1.8925	1.935	1.9775	2.02	2.0625	2.0625	

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: 30,180 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	1506
HEALTH	BC/BS	500D/3100D	1522.81	1556.91	1567.06	1595.94	Cash
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
LIFE Deductible Reimbursement:							
LTD							
NON-PARTICIPANT \$1506.00							

Cafeteria Plan

Individ. Depend.
 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	30,180	31,387	32,594	33,802	35,009	36,216	37,423	38,630
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	31,387	32,594	33,802	35,009	36,216	37,423	38,630	39,838
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	32,594	33,802	35,009	36,216	37,423	38,630	39,838	41,045
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	33,802	35,009	36,216	37,423	38,630	39,838	41,045	42,252
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	35,009	36,216	37,423	38,630	39,838	41,045	42,252	43,459
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	36,216	37,423	38,630	39,838	41,045	42,252	43,459	44,666
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	37,423	38,630	39,838	41,045	42,252	43,459	44,666	45,874
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	38,630	39,838	41,045	42,252	43,459	44,666	45,874	47,081
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9	39,838	41,045	42,252	43,459	44,666	45,874	47,081	48,288
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
10	41,045	42,252	43,459	44,666	45,874	47,081	48,288	49,495
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
11	42,252	43,459	44,666	45,874	47,081	48,288	49,495	50,702
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
12		44,666	45,874	47,081	48,288	49,495	50,702	51,910
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
13		45,874	47,081	48,288	49,495	50,702	51,910	53,117
		1.52	1.56	1.60	1.64	1.68	1.72	1.76
14			48,288	49,495	50,702	51,910	53,117	54,324
			1.60	1.64	1.68	1.72	1.76	1.80
15			49,495	50,702	51,910	53,117	54,324	55,531
			1.64	1.68	1.72	1.76	1.80	1.84
16				51,910	53,117	54,324	55,531	56,738
				1.72	1.76	1.80	1.84	1.88
17				53,117	54,324	55,531	56,738	57,946
				1.76	1.80	1.84	1.88	1.92
18					55,531	56,738	57,946	59,153
					1.84	1.88	1.92	1.96
19					56,738	57,946	59,153	60,360
					1.88	1.92	1.96	2.00
20						59,153	60,360	61,567
						1.96	2.00	2.04

WORKING CONDITIONS

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	

SALARY SCHEDULE

Base: 32,175 Index: 4 x 4
 Starting Salary: 32,175 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	
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33
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	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EUSTIS-FARNAM							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18
1	32,175	33,462	34,749	36,036	37,323	38,610	39,897
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	33,462	34,749	36,036	37,323	38,610	39,897	41,184
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	34,749	36,036	37,323	38,610	39,897	41,184	42,471
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	36,036	37,323	38,610	39,897	41,184	42,471	43,758
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	37,323	38,610	39,897	41,184	42,471	43,758	45,045
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	38,610	39,897	41,184	42,471	43,758	45,045	46,332
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		41,184	42,471	43,758	45,045	46,332	47,619
		1.28	1.32	1.36	1.40	1.44	1.48
8		42,471	43,758	45,045	46,332	47,619	48,906
		1.32	1.36	1.40	1.44	1.48	1.52
9			45,045	46,332	47,619	48,906	50,193
			1.40	1.44	1.48	1.52	1.56
10			46,332	47,619	48,906	50,193	51,480
			1.44	1.48	1.52	1.56	1.60
11			47,619	48,906	50,193	51,480	52,767
			1.48	1.52	1.56	1.60	1.64
12			48,906	50,193	51,480	52,767	54,054
			1.52	1.56	1.60	1.64	1.68
13				51,480	52,767	54,054	55,341
				1.60	1.64	1.68	1.72
14					54,054	55,341	56,628
					1.68	1.72	1.76
15						56,628	57,915
						1.76	1.80
16							59,202
							1.84

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

Exeter-Milligan

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:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	33,475	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental	
PPO:			COMMENTS: *pt-.5 full ind or %depend (H/A & dent)					IRS 125: Y
LIFE			Deductible Reimbursement:					Flex Accounts:
LTD	Nat'l Ins	.0046						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	reimb. \$16/day for unused over 35 at EOY				
PERSONAL	2			yes	\$50/day for unused at EOY
BEREAVEMENT	2				may be used for sick lv.
PROFESSIONAL	2			yes	more with approval
ADOPTION ASSOCIATION	from sick lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

EXETER-MILLIGAN										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18		
1	33,475	34,814	36,153	37,492	38,831	38,831	40,170	41,509		
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24		
2	34,814	36,153	37,492	38,831	40,170	40,170	41,509	42,848		
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28		
3	36,153	37,492	38,831	40,170	41,509	41,509	42,848	44,187		
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32		
4	37,492	38,831	40,170	41,509	42,848	42,848	44,187	45,526		
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36		
5	38,831	40,170	41,509	42,848	44,187	44,187	45,526	46,865		
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40		
6	40,170	41,509	42,848	44,187	45,526	45,526	46,865	48,204		
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44		
7	41,509	42,848	44,187	45,526	46,865	46,865	48,204	49,543		
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48		
8	42,848	44,187	45,526	46,865	48,204	48,204	49,543	50,882		
	1.28	1.32	1.36	1.40	1.44	1.44	1.48	1.52		
9		45,526	46,865	48,204	49,543	49,543	50,882	52,221		
		1.36	1.40	1.44	1.48	1.48	1.52	1.56		
10			48,204	49,543	50,882	50,882	52,221	53,560		
			1.44	1.48	1.52	1.52	1.56	1.60		
11				50,882	52,221	52,221	53,560	54,899		
				1.52	1.56	1.56	1.60	1.64		
12					53,560	53,560	54,899	56,238		
					1.60	1.60	1.64	1.68		
13								57,577		
								1.72		

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,850 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BCBS	500D	537.68	994.73	1129.13	1516.14	27.82 or 46.06	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Nat'l	1.62	Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Madison Nat'l	.0067 (thru sal)						Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

		Negotiated/Policy	
		Exists	
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	33,850	35,204	36,558	37,912	39,266	40,620	41,974
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,204	36,558	37,912	39,266	40,620	41,974	43,328
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,558	37,912	39,266	40,620	41,974	43,328	44,682
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,912	39,266	40,620	41,974	43,328	44,682	46,036
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,266	40,620	41,974	43,328	44,682	46,036	47,390
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,620	41,974	43,328	44,682	46,036	47,390	48,744
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		43,328	44,682	46,036	47,390	48,744	50,098
		1.28	1.32	1.36	1.40	1.44	1.48
8		44,682	46,036	47,390	48,744	50,098	51,452
		1.32	1.36	1.40	1.44	1.48	1.52
9			47,390	48,744	50,098	51,452	52,806
			1.40	1.44	1.48	1.52	1.56
10			48,744	50,098	51,452	52,806	54,160
			1.44	1.48	1.52	1.56	1.60
11				51,452	52,806	54,160	55,514
				1.52	1.56	1.60	1.64
12				52,806	54,160	55,514	56,868
				1.56	1.60	1.64	1.68
13					55,514	56,868	58,222
					1.64	1.68	1.72
14					56,868	58,222	59,576
					1.68	1.72	1.76
15						59,576	60,930
						1.76	1.80
16						60,930	62,284
						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: 33,275 Index: 4 x 5
 Starting Salary: 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	536.65	992.82	1126.97	1513.24
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31
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	33,275	34,939	36,603	38,266	39,930	39,930	41,594	43,258	44,921	46,585
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	34,606	36,270	37,934	39,597	41,261	41,261	42,925	44,589	46,252	47,916
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	35,937	37,601	39,265	40,928	42,592	42,592	44,256	45,920	47,583	49,247
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	37,268	38,932	40,596	42,259	43,923	43,923	45,587	47,251	48,914	50,578
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	38,599	40,263	41,927	43,590	45,254	45,254	46,918	48,582	50,245	51,909
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	39,930	41,594	43,258	44,921	46,585	46,585	48,249	49,913	51,576	53,240
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	41,261	42,925	44,589	46,252	47,916	47,916	49,580	51,244	52,907	54,571
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		44,256	45,920	47,583	49,247	49,247	50,911	52,575	54,238	55,902
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9			47,251	48,914	50,578	50,578	52,242	53,906	55,569	57,233
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10				50,245	51,909	51,909	53,573	55,237	56,900	58,564
				1.51	1.56	1.56	1.61	1.66	1.71	1.76
11					53,240	53,240	54,904	56,568	58,231	59,895
					1.60	1.60	1.65	1.70	1.75	1.80
12					54,571	54,571	56,235	57,899	59,562	61,226
					1.64	1.64	1.69	1.74	1.79	1.84
13					55,902	55,902	57,566	59,230	60,893	62,557
					1.68	1.68	1.73	1.78	1.83	1.88
14						57,233	58,897	60,561	62,224	63,888
						1.72	1.77	1.82	1.87	1.92

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.25
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,675 Index: 4 x 5
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 87-88
 Rollback: 87-88 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.82 or 46.06 Sp or Dep. Dental
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
LIFE	Fort Dearborn	6.00	Deductible Reimbursement:				
LTD	Principal	.0054					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	6	45	yes		
Other Info: extra roll into sick bank					
PERSONAL	6			yes	extra roll into sick bank
BEREAVEMENT	5				add'l from sick lv
PROFESSIONAL	2			yes	1 from Sick Lv. w/appr.
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

FRANKLIN							
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	
1	32,675 1.00	34,309 1.05	35,943 1.10	37,576 1.15	39,210 1.20	40,844 1.25	
2	33,982 1.04	35,616 1.09	37,250 1.14	38,883 1.19	40,517 1.24	42,151 1.29	
3	35,289 1.08	36,923 1.13	38,557 1.18	40,190 1.23	41,824 1.28	43,458 1.33	
4	36,596 1.12	38,230 1.17	39,864 1.22	41,497 1.27	43,131 1.32	44,765 1.37	
5	37,903 1.16	39,537 1.21	41,171 1.26	42,804 1.31	44,438 1.36	46,072 1.41	
6	39,210 1.20	40,844 1.25	42,478 1.30	44,111 1.35	45,745 1.40	47,379 1.45	
7		42,151 1.29	43,785 1.34	45,418 1.39	47,052 1.44	48,686 1.49	
8		43,458 1.33	45,092 1.38	46,725 1.43	48,359 1.48	49,993 1.53	
9			46,399 1.42	48,032 1.47	49,666 1.52	51,300 1.57	
10			47,706 1.46	49,339 1.51	50,973 1.56	52,607 1.61	
11				50,646 1.55	52,280 1.60	53,914 1.65	
12				51,953 1.59	53,587 1.64	55,221 1.69	
13					54,894 1.68	56,528 1.73	
14					56,201 1.72	57,835 1.77	
15						59,142 1.81	
16						60,449 1.85	

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: 33,250 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	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06 Sp or Dep Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
LIFE Deductible Reimbursement:							
LTD	Madison	(thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info: 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	33,250	34,580	35,910	37,240	38,570	38,570	39,900	41,230
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	34,580	35,910	37,240	38,570	39,900	39,900	41,230	42,560
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	35,910	37,240	38,570	39,900	41,230	41,230	42,560	43,890
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	37,240	38,570	39,900	41,230	42,560	42,560	43,890	45,220
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	38,570	39,900	41,230	42,560	43,890	43,890	45,220	46,550
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	39,900	41,230	42,560	43,890	45,220	45,220	46,550	47,880
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	41,230	42,560	43,890	45,220	46,550	46,550	47,880	49,210
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		43,890	45,220	46,550	47,880	47,880	49,210	50,540
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			46,550	47,880	49,210	49,210	50,540	51,870
			1.40	1.44	1.48	1.48	1.52	1.56
10			47,880	49,210	50,540	50,540	51,870	53,200
			1.44	1.48	1.52	1.52	1.56	1.60
11				50,540	51,870	51,870	53,200	54,530
				1.52	1.56	1.56	1.60	1.64
12				51,870	53,200	53,200	54,530	55,860
				1.56	1.60	1.60	1.64	1.68
13					54,530	54,530	55,860	57,190
					1.64	1.64	1.68	1.72
14						55,860		58,520
						1.68		1.76

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 346.5
 HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 90 90 30
 Class Periods/Day: 4 6
 Normal Teaching Load: 3 5

SALARY SCHEDULE

Base: 33,071 Index: 4.5 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5(D)
 Long. 4% ea. 4 yrs after frozen 4 yrs
 Vertical Freeze:
 Rollback: 85-86
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	541.67	Individ. Depend. 541.67 541.67
HEALTH	BC/BS	750D/3100D		Cafeteria	Options: H/A, Dental, Life, LT
DENTAL	BC/BS	3			IRS 125: Y
PPO:	Emp can choose between Dental (COMMENTS:				Flex Accounts: Y
LIFE	Sun Life	1.40	Deductible Reimbursement:		
LTD	Sun Life	.0035 (thru caf)			
NON-PARTICIPANT					PART-TIME BENEFITS Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	Negotiated/ Policy
SICK	10	unl.	yes				
Other Info: After 15 yrs:to 60 days @ \$70							
PERSONAL	4			yes	\$130/day EOY for 3 days	Voluntary Separation:	Y P
BEREAVEMENT	5				3 family/1 non-family	Grievance:	Y P
PROFESSIONAL	unl.			yes		Sick Bank:	Y N
ADOPTION	30				from sick lv.		
ASSOCIATION	see prof lv						

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Paternity

FREMONT												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	PHD
										EDSPEC		DOC
1	33,071	34,725	36,378	38,032	39,685	39,685	41,339	42,992	44,646	46,299	47,953	52,914
	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	34,559	36,213	37,866	39,520	41,173	41,173	42,827	44,480	46,134	47,788	49,441	54,402
	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	36,047	37,701	39,354	41,008	42,662	42,662	44,315	45,969	47,622	49,276	50,929	55,890
	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	37,536	39,189	40,843	42,496	44,150	44,150	45,803	47,457	49,110	50,764	52,418	57,378
	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	39,024	40,677	42,331	43,984	45,638	45,638	47,292	48,945	50,599	52,252	53,906	58,866
	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	40,512	42,166	43,819	45,473	47,127	47,127	48,780	50,434	52,088	53,741	55,395	60,355
	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	42,000	43,654	45,307	46,961	48,615	48,615	50,269	51,922	53,576	55,229	56,883	61,843
	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		45,142	46,795	48,449	50,102	50,102	51,756	53,409	55,062	56,715	58,368	63,328
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			48,284	49,937	51,590	51,590	53,243	54,896	56,549	58,202	59,855	64,815
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				51,425	53,078	53,078	54,731	56,384	58,037	59,690	61,343	66,303
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				52,914	54,567	54,567	56,220	57,873	59,526	61,179	62,832	67,792
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12				54,402	56,055	56,055	57,708	59,361	61,014	62,667	64,320	69,280
				1.645	1.73	1.73	1.78	1.83	1.88	1.93	1.98	2.13
13					58,866	58,866	60,519	62,172	63,825	65,478	67,131	72,091
					1.78	1.83	1.88	1.93	1.98	2.03	2.08	2.23
14					60,520	60,520	62,173	63,826	65,479	67,132	68,785	73,745
					1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.28
15						63,827	65,480	67,133	68,786	70,439	72,092	77,052
						1.93	1.98	2.03	2.08	2.13	2.18	2.33

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 29.5
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 32,420 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	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Madison Nat'l	.004 (+B thru sal)						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: \$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			MA	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	32,420	33,717	35,014	36,310	37,607	38,904	40,201	41,498	
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	
2	33,879	35,176	36,473	37,769	39,066	40,363	41,660	42,957	
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325	
3	35,338	36,635	37,931	39,228	40,525	41,822	43,119	44,415	
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
4	36,797	38,094	39,390	40,687	41,984	43,281	44,578	45,874	
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	
5	38,256	39,552	40,849	42,146	43,443	44,740	46,036	47,333	
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46	
6	39,715	41,011	42,308	43,605	44,902	46,199	47,495	48,792	
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505	
7		42,470	43,767	45,064	46,361	47,657	48,954	50,251	
		1.31	1.35	1.39	1.43	1.47	1.51	1.55	
8		43,929	45,226	46,523	47,820	49,116	50,413	51,710	
		1.355	1.395	1.435	1.475	1.515	1.555	1.595	
9			46,685	47,982	49,278	50,575	51,872	53,169	
			1.44	1.48	1.52	1.56	1.6	1.64	
10			48,144	49,441	50,737	52,034	53,331	54,628	
			1.485	1.525	1.565	1.605	1.645	1.685	
11				50,899	52,196	53,493	54,790	56,087	
				1.57	1.61	1.65	1.69	1.73	
12				52,358	53,655	54,952	56,249	57,546	
				1.615	1.655	1.695	1.735	1.775	
13				53,817	55,114	56,411	57,708	59,004	
				1.66	1.7	1.74	1.78	1.82	
14					56,573	57,870	59,167	60,463	
					1.745	1.785	1.825	1.865	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.5	7.5	7
Planning Time:	100	100	95
Class Periods/Day:	9	9	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,400 Index: 4 x 5
 Starting Salary: 33,400 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze: 86-87 Steps 1-5
 Rollback: 86-87
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31
PPO:			COMMENTS:			
LIFE	Unknown	2.25	Deductible Reimbursement: Y		750	
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			no	Reimb. \$50/day for unused eac
BEREAVEMENT	5				add'l @ supt. discretion
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:

OTHER LEAVES:

FULLERTON																
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		MA		MA + 9		MA + 18	
	1	33,400	1.00	35,070	1.05	36,740	1.10	38,410	1.15	40,080	1.20	41,750	1.25	43,420	1.30	45,090
2	34,736	1.04	36,406	1.09	38,076	1.14	39,746	1.19	41,416	1.24	43,086	1.29	44,756	1.34	46,092	1.39
3	36,072	1.08	37,742	1.13	39,412	1.18	41,082	1.23	42,752	1.28	44,422	1.33	46,092	1.38	47,428	1.43
4	37,408	1.12	39,078	1.17	40,748	1.22	42,418	1.27	44,088	1.32	45,758	1.37	47,428	1.42	49,098	1.47
5	38,744	1.16	40,414	1.21	42,084	1.26	43,754	1.31	45,424	1.36	47,094	1.41	48,764	1.46	51,000	1.51
6	40,080	1.20	41,750	1.25	43,420	1.30	45,090	1.35	46,760	1.40	48,430	1.45	50,100	1.50	52,772	1.55
7	41,416	1.24	43,086	1.29	44,756	1.34	46,426	1.39	48,096	1.44	49,766	1.49	51,436	1.54	54,108	1.59
8			44,422	1.33	46,092	1.38	47,762	1.43	49,432	1.48	51,102	1.53	52,772	1.58	55,444	1.63
9					47,428	1.42	49,098	1.47	50,768	1.52	52,438	1.57	54,108	1.62	56,780	1.67
10					48,764	1.46	50,434	1.51	52,104	1.56	53,774	1.61	55,444	1.66	58,116	1.71
11							51,770	1.55	53,440	1.60	55,110	1.65	56,780	1.70	60,454	1.75
12							53,106	1.59	54,776	1.64	56,446	1.69	58,116	1.74	62,124	1.79
13									56,112	1.68	57,782	1.73	59,452	1.78	64,140	1.83
14									57,448	1.72	59,118	1.77	60,788	1.82	66,000	1.87
15											60,454	1.81	62,124	1.86	68,000	1.91

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 152.38

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

SALARY SCHEDULE

Base: 33,200 Index: 4.5 x 4.5
 Starting Salary: 34,694 Entry Level Step: 1*
 Career Increments: N Experience Allowed: all
 *stp 1 is 1.045 index
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 15-16, 16-17

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D/1650D	268.33	268.33	268.33	268.33	Fringe Benefit
DENTAL	BC/BS	2	12.66	12.66	12.66	12.66	

PPO: Dist pays 1/2 single prem + fringe COMMENTS:
 LIFE Guardian Deductible Reimbursement:
 LTD Principal .0044 (thru sal)
 NON-PARTICIPANT \$687.50 Fringe Benef

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	N
Grievance:	Y	N
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	33,200											
	1.00											
1	34,694	36,188	37,682	39,176	40,670	42,164	43,658	45,152	46,646	48,140	49,634	51,128
	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	36,188	37,682	39,176	40,670	42,164	43,658	45,152	46,646	48,140	49,634	51,128	52,622
	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	37,682	39,176	40,670	42,164	43,658	45,152	46,646	48,140	49,634	51,128	52,622	54,116
	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	39,176	40,670	42,164	43,658	45,152	46,646	48,140	49,634	51,128	52,622	54,116	55,610
	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	40,670	42,164	43,658	45,152	46,646	48,140	49,634	51,128	52,622	54,116	55,610	57,104
	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	42,164	43,658	45,152	46,646	48,140	49,634	51,128	52,622	54,116	55,610	57,104	58,598
	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		45,152	46,646	48,140	49,634	51,128	52,622	54,116	55,610	57,104	58,598	60,092
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
8			48,140	49,634	51,128	52,622	54,116	55,610	57,104	58,598	60,092	61,586
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
9				51,128	52,622	54,116	55,610	57,104	58,598	60,092	61,586	63,080
				1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9
10						55,610	57,104	58,598	60,092	61,586	63,080	64,574
						1.675	1.72	1.765	1.81	1.855	1.9	1.945
11						57,104	58,598	60,092	61,586	63,080	64,574	66,068
						1.72	1.765	1.81	1.855	1.9	1.945	1.99
12						58,598	60,092	61,586	63,080	64,574	66,068	67,562
						1.765	1.81	1.855	1.9	1.945	1.99	2.035
13								63,080	64,574	66,068	67,562	69,056
								1.9	1.945	1.99	2.035	2.08
14									66,068	67,562	69,056	70,550
									1.99	2.035	2.08	2.125

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 67

	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: 32,800 Index: 4.5 x 4.5

Starting Salary: 32,800 Entry Level Step: 1

Career Increments: N Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract: 15-16, 16-17

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D/3100D	536.65	536.65	536.65	536.65	Fringe Stipend
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Unknown	.003 (thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

Individ.	Depend.
543.04	543.04
Options: HA/Dent/Cash/Caf	
IRS 125: Y	
Flex Accounts: Y	
PART-TIME BENEFITS	
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					from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: N

SEVERANCE PAY:

OTHER LEAVES:

GORDON-RUSHVILLE									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	32,800	34,276	35,752	37,228	38,704	40,180	41,656	43,132	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	34,276	35,752	37,228	38,704	40,180	41,656	43,132	44,608	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
3	35,752	37,228	38,704	40,180	41,656	43,132	44,608	46,084	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
4	37,228	38,704	40,180	41,656	43,132	44,608	46,084	47,560	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
5	38,704	40,180	41,656	43,132	44,608	46,084	47,560	49,036	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
6	40,180	41,656	43,132	44,608	46,084	47,560	49,036	50,512	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
7		43,132	44,608	46,084	47,560	49,036	50,512	51,988	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	
8			46,084	47,560	49,036	50,512	51,988	53,464	
			1.405	1.45	1.495	1.54	1.585	1.63	
9				49,036	50,512	51,988	53,464	54,940	
				1.495	1.54	1.585	1.63	1.675	
10				50,512	51,988	53,464	54,940	56,416	
				1.54	1.585	1.63	1.675	1.72	
11					53,464	54,940	56,416	57,892	
					1.63	1.675	1.72	1.765	
12					54,940	56,416	57,892	59,368	
					1.675	1.72	1.765	1.81	
13						57,892	59,368	60,844	
						1.765	1.81	1.855	
14							60,844	62,320	
							1.855	1.9	
15								63,796	
								1.945	

09-10 base/movement freeze; 10-11 allow 2 steps movement

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 72

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

SALARY SCHEDULE

Base: 34,000 Index: 5 x 4

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.82 or 46.06
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	Sp or Dep. Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
LIFE Deductible Reimbursement:							
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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	34,000	35,360	36,720	38,080	39,440	40,800	42,160	43,520	44,880
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,700	37,060	38,420	39,780	41,140	42,500	43,860	45,220	46,580
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	37,400	38,760	40,120	41,480	42,840	44,200	45,560	46,920	48,280
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	39,100	40,460	41,820	43,180	44,540	45,900	47,260	48,620	49,980
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	40,800	42,160	43,520	44,880	46,240	47,600	48,960	50,320	51,680
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		43,860	45,220	46,580	47,940	49,300	50,660	52,020	53,380
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			46,920	48,280	49,640	51,000	52,360	53,720	55,080
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				49,980	51,340	52,700	54,060	55,420	56,780
				1.47	1.51	1.55	1.59	1.63	1.67
9				51,680	53,040	54,400	55,760	57,120	58,480
				1.52	1.56	1.60	1.64	1.68	1.72
10					54,740	56,100	57,460	58,820	60,180
					1.61	1.65	1.69	1.73	1.77
11					56,440	57,800	59,160	60,520	61,880
					1.66	1.70	1.74	1.78	1.82
12								62,220	63,580
								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:	33,600	Index:	4 x 5
Starting Salary:		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	452.78	452.78	452.78	452.78	Ind for each spouse
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	+ Fringe Benefit Stipend \$146.91		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ.	Depend.
Options: H/A,Life,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	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	33,600	35,280	36,960	38,640	40,320	43,680	43,680	45,360	47,040	48,720	50,400	52,080
	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	34,944	36,624	38,304	39,984	41,664	45,024	45,024	46,704	48,384	50,064	51,744	53,424
	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	36,288	37,968	39,648	41,328	43,008	46,368	46,368	48,048	49,728	51,408	53,088	54,768
	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	38,304	39,984	41,664	43,344	45,024	48,384	48,384	50,064	51,744	53,424	55,104	56,784
	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	40,320	42,000	43,680	45,360	47,040	50,400	50,400	52,080	53,760	55,440	57,120	58,800
	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	42,336	44,016	45,696	47,376	49,056	52,416	52,416	54,096	55,776	57,456	59,136	60,816
	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	44,352	46,032	47,712	49,392	51,072	54,432	54,432	56,112	57,792	59,472	61,152	62,832
	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						56,448	56,448	58,128	59,808	61,488	63,168	64,848
						1.68	1.68	1.73	1.78	1.83	1.88	1.93
9						58,464	58,464	60,144	61,824	63,504	65,184	66,864
						1.74	1.74	1.79	1.84	1.89	1.94	1.99
10											67,200	68,880
											2.00	2.05
11											69,216	70,896
											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

Contract Days: 188 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: 52	98	40
Class Periods/Day: 7	8	
Normal Teaching Load: 6	6	

SALARY SCHEDULE

Base: 34,700 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 MA36-if frozen at last stp 2 yrs-\$500 3rd yr.
 Vertical Freeze: 84-85, 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental
PPO: COMMENTS:							
LIFE	Madison Nat'l	2.48					Deductible Reimbursement:
LTD	Madison Nat'l	.003 (+B)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
PERSONAL	2			yes	\$75/day for unused days
BEREAVEMENT	see sick lv.				
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

GRETNA									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,700	36,088	37,476	38,864	40,946	42,334	43,722	45,110	46,498
	1.00	1.04	1.08	1.12	1.18	1.22	1.26	1.30	1.34
2	36,088	37,476	38,864	40,252	42,334	43,722	45,110	46,498	47,886
	1.04	1.08	1.12	1.16	1.22	1.26	1.30	1.34	1.38
3	37,476	38,864	40,252	41,640	43,722	45,110	46,498	47,886	49,274
	1.08	1.12	1.16	1.20	1.26	1.30	1.34	1.38	1.42
4	38,864	40,252	41,640	43,028	45,110	46,498	47,886	49,274	50,662
	1.12	1.16	1.20	1.24	1.30	1.34	1.38	1.42	1.46
5	40,252	41,640	43,028	44,416	46,498	47,886	49,274	50,662	52,050
	1.16	1.20	1.24	1.28	1.34	1.38	1.42	1.46	1.50
6	41,640	43,028	44,416	45,804	47,886	49,274	50,662	52,050	53,438
	1.20	1.24	1.28	1.32	1.38	1.42	1.46	1.50	1.54
7		44,416	45,804	47,192	49,274	50,662	52,050	53,438	54,826
		1.28	1.32	1.36	1.42	1.46	1.50	1.54	1.58
8			47,192	48,580	50,662	52,050	53,438	54,826	56,214
			1.36	1.40	1.46	1.50	1.54	1.58	1.62
9				49,968	52,050	53,438	54,826	56,214	57,602
				1.44	1.50	1.54	1.58	1.62	1.66
10					51,356	53,438	54,826	56,214	57,602
					1.48	1.54	1.58	1.62	1.66
11						54,826	56,214	57,602	58,990
						1.58	1.62	1.66	1.70
12							56,214	57,602	58,990
							1.62	1.66	1.70
13								57,602	58,990
								1.66	1.70
14									61,766
									1.74
15									
									1.78
16									
									1.82
									1.86
									1.90
									1.94

BA+36 grandfathered 89-90

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,700 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 87-88
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37
PPO:	Vision - \$4.40/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	M A + 1 2
1	33,700 1.00	35,048 1.04	36,396 1.08	37,744 1.12	39,092 1.16	40,440 1.20
2	35,048 1.04	36,396 1.08	37,744 1.12	39,092 1.16	40,440 1.20	41,788 1.24
3	36,396 1.08	37,744 1.12	39,092 1.16	40,440 1.20	41,788 1.24	43,136 1.28
4	37,744 1.12	39,092 1.16	40,440 1.20	41,788 1.24	43,136 1.28	44,484 1.32
5	39,092 1.16	40,440 1.20	41,788 1.24	43,136 1.28	44,484 1.32	45,832 1.36
6	40,440 1.20	41,788 1.24	43,136 1.28	44,484 1.32	45,832 1.36	47,180 1.40
7		43,136 1.28	44,484 1.32	45,832 1.36	47,180 1.40	48,528 1.44
8		44,484 1.32	45,832 1.36	47,180 1.40	48,528 1.44	49,876 1.48
9		45,832 1.36	47,180 1.40	48,528 1.44	49,876 1.48	51,224 1.52
10			48,528 1.44	49,876 1.48	51,224 1.52	52,572 1.56
11				51,224 1.52	52,572 1.56	53,920 1.60
12				52,572 1.56	53,920 1.60	55,268 1.64
13				53,920 1.60	55,268 1.64	56,616 1.68
14				55,268 1.64	56,616 1.68	57,964 1.72
15				56,616 1.68	57,964 1.72	59,312 1.76
16				57,964 1.72	59,312 1.76	60,660 1.80
17					60,660 1.80	62,008 1.84
18					62,008 1.84	

Hartington-Newcastle

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 35.13
 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: 32,900 Index: 4 x 4
 Starting Salary: 32,900 Entry Level Step: 1
 Career Increments: N Experience Allowed: 6
 Vertical Freeze: 87-88
 Rollback: 86-87 (2 Steps)
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	1000	Individ. Depend. 1000 1000
HEALTH	BC/BS	750D/1650D			Options: H/A,Dent.,LTD, Life,TSA, Cash
DENTAL	BC/BS	2		Cafeteria	
PPO:			COMMENTS:		IRS 125: Y
LIFE			Deductible Reimbursement:		Flex Accounts: Y
LTD					PART-TIME BENEFITS
NON-PARTICIPANT					Minimum FTE: 0.5 Contribution: fte

LEAVES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HARTINGTON-NEWCASTLE								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	
1	32,900	34,216	35,532	36,848	38,164	39,480	40,796	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	34,216	35,532	36,848	38,164	39,480	40,796	42,112	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	35,532	36,848	38,164	39,480	40,796	42,112	43,428	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	36,848	38,164	39,480	40,796	42,112	43,428	44,744	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	38,164	39,480	40,796	42,112	43,428	44,744	46,060	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	39,480	40,796	42,112	43,428	44,744	46,060	47,376	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7		42,112	43,428	44,744	46,060	47,376	48,692	
		1.28	1.32	1.36	1.40	1.44	1.48	
8		43,428	44,744	46,060	47,376	48,692	50,008	
		1.32	1.36	1.40	1.44	1.48	1.52	
9		44,744	46,060	47,376	48,692	50,008	51,324	
		1.36	1.40	1.44	1.48	1.52	1.56	
10		46,060	47,376	48,692	50,008	51,324	52,640	
		1.40	1.44	1.48	1.52	1.56	1.60	
11			48,692	50,008	51,324	52,640	53,956	
			1.48	1.52	1.56	1.60	1.64	
12				51,324	52,640	53,956	55,272	
				1.56	1.60	1.64	1.68	
13				52,640	53,956	55,272	56,588	
				1.60	1.64	1.68	1.72	
14					55,272	56,588	57,904	
					1.68	1.72	1.76	
15					56,588	57,904	59,220	
					1.72	1.76	1.80	
16						59,220	60,536	
						1.80	1.84	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 29
 HS JH/MS ELEM
 Length of Teacher Day: 8.25 8.25 8.25
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 33,100 Index: 4 x 4
 Starting Salary: 35,748 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	27.82 or 46.06 Sp or Dep. Dental
HEALTH	BC/BS	500D	537.68	994.73	1129.13	1516.14	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:							
LIFE							
LTD	Madison Nat'l	.0045 (thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	40	no		
Other Info:					
PERSONAL	2			yes	\$75/day/year up to \$150 eoy
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	1			yes	
ADOPTION ASSOCIATION	30				from sick lv

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
Sick Bank:	Y	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	33,100	34,424	35,748	37,072	38,396	39,720	41,044	42,368		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	34,424	35,748	37,072	38,396	39,720	41,044	42,368	43,692		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	35,748	37,072	38,396	39,720	41,044	42,368	43,692	45,016		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	37,072	38,396	39,720	41,044	42,368	43,692	45,016	46,340		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	38,396	39,720	41,044	42,368	43,692	45,016	46,340	47,664		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6		41,044	42,368	43,692	45,016	46,340	47,664	48,988		
		1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7		42,368	43,692	45,016	46,340	47,664	48,988	50,312		
		1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8			45,016	46,340	47,664	48,988	50,312	51,636		
			1.36	1.40	1.44	1.48	1.52	1.56		
9				47,664	48,988	50,312	51,636	52,960		
				1.44	1.48	1.52	1.56	1.60		
10					50,312	51,636	52,960	54,284		
					1.52	1.56	1.60	1.64		
11						52,960	54,284	55,608		
						1.60	1.64	1.68		
12							55,608	56,932		
							1.68	1.72		
13								58,256		
								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: 32,700 Index: 4.5 x 4.5
 Starting Salary: 32,700 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	438.92 or 495.92 Full Ins. + \$325
HEALTH	BC/BS	750D/3100D	536.65	943.18	1070.62	1437.58	
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33	

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:					
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	32,700	34,172	35,643	37,115	38,586	38,586	40,058	41,529	43,001	44,472	45,944
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	34,172	35,643	37,115	38,586	40,058	40,058	41,529	43,001	44,472	45,944	47,415
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	35,643	37,115	38,586	40,058	41,529	41,529	43,001	44,472	45,944	47,415	48,887
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	37,115	38,586	40,058	41,529	43,001	43,001	44,472	45,944	47,415	48,887	50,358
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	38,586	40,058	41,529	43,001	44,472	44,472	45,944	47,415	48,887	50,358	51,830
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	40,058	41,529	43,001	44,472	45,944	45,944	47,415	48,887	50,358	51,830	53,301
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	41,529	43,001	44,472	45,944	47,415	47,415	48,887	50,358	51,830	53,301	54,773
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	43,001	44,472	45,944	47,415	48,887	48,887	50,358	51,830	53,301	54,773	56,244
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			47,906	48,887	50,358	50,358	51,830	53,301	54,773	56,244	57,716
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				50,849	51,830	51,830	53,301	54,773	56,244	57,716	59,187
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					53,301	53,301	54,773	56,244	57,716	59,187	60,659
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12						54,773	54,773	56,244	57,716	59,187	60,659
						1.675	1.675	1.72	1.765	1.81	1.855
13							56,244	57,716	59,187	60,659	62,130
							1.72	1.765	1.81	1.855	1.9
14								57,716	59,187	60,659	62,130
								1.765	1.81	1.855	1.9
15											65,073
											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

Hay Springs

WORKING CONDITIONS

Contract Days: 162 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: 33,000 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: 15-16, 16-17, 17-18

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	
HEALTH	BC/BS	500D	537.68	994.73	1129.13	1516.14	Ind Dental	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31		
PPO:			COMMENTS:				25.31	
LIFE			Deductible Reimbursement: N					
LTD								
NON-PARTICIPANT								

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

HAY SPRINGS						
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	33,000	34,485	35,970	37,455	38,940	40,425
	1.00	1.045	1.09	1.135	1.18	1.225
2	34,485	35,970	37,455	38,940	40,425	41,910
	1.045	1.09	1.135	1.18	1.225	1.27
3	35,970	37,455	38,940	40,425	41,910	43,395
	1.09	1.135	1.18	1.225	1.27	1.315
4	37,455	38,940	40,425	41,910	43,395	44,880
	1.135	1.18	1.225	1.27	1.315	1.36
5	38,940	40,425	41,910	43,395	44,880	46,365
	1.18	1.225	1.27	1.315	1.36	1.405
6	40,425	41,910	43,395	44,880	46,365	47,850
	1.225	1.27	1.315	1.36	1.405	1.45
7	41,910	43,395	44,880	46,365	47,850	49,335
	1.27	1.315	1.36	1.405	1.45	1.495
8		44,880	46,365	47,850	49,335	50,820
		1.36	1.405	1.45	1.495	1.54
9		46,365	47,850	49,335	50,820	52,305
		1.405	1.45	1.495	1.54	1.585
10			49,335	50,820	52,305	53,790
			1.495	1.54	1.585	1.63
11				52,305	53,790	55,275
				1.585	1.63	1.675
12				53,790	55,275	56,760
				1.63	1.675	1.72
13					56,760	58,245
					1.72	1.765

Hayes Center

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:	51	51	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	32,350	Index: 4 x 4.5
Starting Salary:	32,350	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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	500D	537.68	994.73	1129.13	1516.14	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental	
PPO:			COMMENTS:					IRS 125:
LIFE			Deductible Reimbursement:					Flex Accounts: Y
LTD	Principal	.0041						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HAYES CENTER						
Step	B A		B A + 18		B A + 36	
	B A	B A + 9	B A + 18	B A + 27	M A	M A + 9
1	32,350	33,806	35,262	36,717	38,173	39,629
	1.00	1.045	1.09	1.135	1.18	1.225
2	33,644	35,100	36,556	38,011	39,467	40,923
	1.04	1.085	1.13	1.175	1.22	1.265
3	34,938	36,394	37,850	39,305	40,761	42,217
	1.08	1.125	1.17	1.215	1.26	1.305
4	36,232	37,688	39,144	40,599	42,055	43,511
	1.12	1.165	1.21	1.255	1.3	1.345
5	37,526	38,982	40,438	41,893	43,349	44,805
	1.16	1.205	1.25	1.295	1.34	1.385
6		40,276	41,732	43,187	44,643	46,099
		1.245	1.29	1.335	1.38	1.425
7		41,570	43,026	44,481	45,937	47,393
		1.285	1.33	1.375	1.42	1.465
8			44,320	45,775	47,231	48,687
			1.37	1.415	1.46	1.505
9				47,069	48,525	49,981
				1.455	1.5	1.545
10				48,363	49,819	51,275
				1.495	1.54	1.585
11					51,113	52,569
					1.58	1.625
12						53,863
						1.665
13						55,157
						1.705
14						56,451
						1.745

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,000 Index: 5 x 4
 Starting Salary: 35,200 Entry Level Step: 1*
 Career Increments: N Experience Allowed: all
 *entry step is 1.10
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	500D	537.68	994.73	1129.13	1516.14
DENTAL	BC/BS	1	24.64	45.59	51.73	69.49
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:	N	
Grievance:	Y	N
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	32,000				MA	MA+9			
1	35,200	36,480	37,760	39,040	40,320	41,600	42,880	44,160	45,440
	1.1	1.14	1.18	1.22	1.26	1.3	1.34	1.38	1.42
2	35,200	36,480	37,760	39,040	40,320	41,600	42,880	44,160	45,440
	1.1	1.14	1.18	1.22	1.26	1.3	1.34	1.38	1.42
3	36,800	38,080	39,360	40,640	41,920	43,200	44,480	45,760	47,040
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
4	38,400	39,680	40,960	42,240	43,520	44,800	46,080	47,360	48,640
	1.2	1.24	1.28	1.32	1.36	1.4	1.44	1.48	1.52
5		41,280	42,560	43,840	45,120	46,400	47,680	48,960	50,240
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
6		42,880	44,160	45,440	46,720	48,000	49,280	50,560	51,840
		1.34	1.38	1.42	1.46	1.5	1.54	1.58	1.62
7			45,760	47,040	48,320	49,600	50,880	52,160	53,440
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
8			47,360	48,640	49,920	51,200	52,480	53,760	55,040
			1.48	1.52	1.56	1.6	1.64	1.68	1.72
9				50,240	51,520	52,800	54,080	55,360	56,640
				1.57	1.61	1.65	1.69	1.73	1.77
10				51,840	53,120	54,400	55,680	56,960	58,240
				1.62	1.66	1.7	1.74	1.78	1.82
11					54,720	56,000	57,280	58,560	59,840
					1.71	1.75	1.79	1.83	1.87
12					56,320	57,600	58,880	60,160	61,440
					1.76	1.8	1.84	1.88	1.92
13						59,200	60,480	61,760	63,040
						1.85	1.89	1.93	1.97
14							62,080	63,360	64,640
							1.94	1.98	2.02
15								64,960	66,240
								2.03	2.07
16								66,560	67,840
								2.08	2.12
17									69,440
									2.17

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 33,250 Index: 4.5 x 4.5
 Starting Salary: 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	EE/Sp/Child	27.82 or 46.06 Sp or Dep. Dental
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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					MA				
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	33,250	34,746	36,243	37,739	39,235	40,731	42,228	43,724	45,220	46,716
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	34,746	36,243	37,739	39,235	40,731	42,228	43,724	45,220	46,716	48,213
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	36,243	37,739	39,235	40,731	42,228	43,724	45,220	46,716	48,213	49,709
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.54
4	37,739	39,235	40,731	42,228	43,724	45,220	46,716	48,213	49,709	51,205
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.585
5	39,235	40,731	42,228	43,724	45,220	46,716	48,213	49,709	51,205	52,701
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.63
6	40,731	42,228	43,724	45,220	46,716	48,213	49,709	51,205	52,701	54,198
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.675
7	42,228	43,724	45,220	46,716	48,213	49,709	51,205	52,701	54,198	55,694
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.72
8	43,724	45,220	46,716	48,213	49,709	51,205	52,701	54,198	55,694	57,190
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.765
9			48,213	49,709	51,205	52,701	54,198	55,694	57,190	58,686
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.81
10				51,205	52,701	54,198	55,694	57,190	58,686	60,183
				1.54	1.585	1.63	1.675	1.72	1.765	1.855
11					54,198	55,694	57,190	58,686	60,183	61,679
					1.63	1.675	1.72	1.765	1.81	1.9
12						55,694	57,190	58,686	60,183	61,679
						1.675	1.72	1.765	1.81	1.945
13								60,183	61,679	63,175
								1.81	1.855	1.945
14									63,175	64,671
									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: 35,500 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	700	Individ. Depend.
HEALTH	BC/BS	750D/1650D		Flat Salary	700 700
DENTAL	BC/BS	2			Options:
PPO:			COMMENTS:		IRS 125:
LIFE			Deductible Reimbursement:		Flex Accounts:
LTD					PART-TIME BENEFITS
NON-PARTICIPANT					Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	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	35,500	37,275	39,050	40,825	42,600	42,600	44,375	46,150	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	36,920	38,695	40,470	42,245	44,020	44,020	45,795	47,570	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	38,340	40,115	41,890	43,665	45,440	45,440	47,215	48,990	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	39,760	41,535	43,310	45,085	46,860	46,860	48,635	50,410	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	41,180	42,955	44,730	46,505	48,280	48,280	50,055	51,830	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	42,600	44,375	46,150	47,925	49,700	49,700	51,475	53,250	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7	44,020	45,795	47,570	49,345	51,120	51,120	52,895	54,670	
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8		47,215	48,990	50,765	52,540	52,540	54,315	56,090	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	
9			50,410	52,185	53,960	53,960	55,735	57,510	
			1.42	1.47	1.52	1.52	1.57	1.62	
10			51,830	53,605	55,380	55,380	57,155	58,930	
			1.46	1.51	1.56	1.56	1.61	1.66	
11			53,250	55,025	56,800	56,800	58,575	60,350	
			1.50	1.55	1.60	1.60	1.65	1.70	
12			54,670	56,445	58,220	58,220	59,995	61,770	
			1.54	1.59	1.64	1.64	1.69	1.74	
13				57,865	59,640	59,640	61,415	63,190	
				1.63	1.68	1.68	1.73	1.78	
14						61,060	62,835	64,610	
						1.72	1.77	1.82	
15						62,480	64,255	66,030	
						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: 33,925 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 15-16,16-17

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	1250D	471.92	873.08	991.04	1330.72	27.82 or 46.06	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement: Y				500/1000	PART-TIME BENEFITS	
LTD			Minimum FTE:						
NON-PARTICIPANT			Contribution: fte						

LEAVES

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

OTHER DISTRICT POLICIES

		Exists	Negotiated/Policy
Voluntary Separation:		N	
Grievance:		Y	N
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	33,925	35,282	36,639	37,996	39,353	40,710	42,067	43,424	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	35,282	36,639	37,996	39,353	40,710	42,067	43,424	44,781	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	36,639	37,996	39,353	40,710	42,067	43,424	44,781	46,138	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	37,996	39,353	40,710	42,067	43,424	44,781	46,138	47,495	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	39,353	40,710	42,067	43,424	44,781	46,138	47,495	48,852	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	40,710	42,067	43,424	44,781	46,138	47,495	48,852	50,209	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	42,067	43,424	44,781	46,138	47,495	48,852	50,209	51,566	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		44,781	46,138	47,495	48,852	50,209	51,566	52,923	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9			47,495	48,852	50,209	51,566	52,923	54,280	
			1.40	1.44	1.48	1.52	1.56	1.60	
10				50,209	51,566	52,923	54,280	55,637	
				1.48	1.52	1.56	1.60	1.64	
11					52,923	54,280	55,637	56,994	
					1.56	1.60	1.64	1.68	
12						55,637	56,994	58,351	
						1.64	1.68	1.72	
13							58,351	59,708	
							1.72	1.76	
14								61,065	
								1.80	

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,300 Index: 4 x 4
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.82 or 46.06
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	Sp or Dep Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement: N				
LTD	National Ins	(thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE:
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,7	unl	yes		
Other Info:	10/yr until 40 accum, then 7/yr				
PERSONAL	2			no	accum to 3
BEREAVEMENT	5				add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION	from prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

HUMPHREY								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,300	34,632	35,964	37,296	38,628	39,960	41,292	42,624
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,632	35,964	37,296	38,628	39,960	41,292	42,624	43,956
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	35,964	37,296	38,628	39,960	41,292	42,624	43,956	45,288
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	37,296	38,628	39,960	41,292	42,624	43,956	45,288	46,620
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	38,628	39,960	41,292	42,624	43,956	45,288	46,620	47,952
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	39,960	41,292	42,624	43,956	45,288	46,620	47,952	49,284
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	41,292	42,624	43,956	45,288	46,620	47,952	49,284	50,616
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	42,624	43,956	45,288	46,620	47,952	49,284	50,616	51,948
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		45,288	46,620	47,952	49,284	50,616	51,948	53,280
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			47,952	49,284	50,616	51,948	53,280	54,612
			1.44	1.48	1.52	1.56	1.60	1.64
11				50,616	51,948	53,280	54,612	55,944
				1.52	1.56	1.60	1.64	1.68
12					53,280	54,612	55,944	57,276
					1.60	1.64	1.68	1.72
13						54,612	55,944	57,276
						1.64	1.68	1.72
14							57,276	58,608
							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: 31,500 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	509.82	943.18	1070.62	1437.58	
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Omaha Life	12.00 (1/2 prem)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HYANNIS						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	31,500	32,760	34,020	35,280	36,540	37,800
	1.00	1.04	1.08	1.12	1.16	1.20
2	32,760	34,020	35,280	36,540	37,800	39,060
	1.04	1.08	1.12	1.16	1.20	1.24
3	34,020	35,280	36,540	37,800	39,060	40,320
	1.08	1.12	1.16	1.20	1.24	1.28
4	35,280	36,540	37,800	39,060	40,320	41,580
	1.12	1.16	1.20	1.24	1.28	1.32
5	36,540	37,800	39,060	40,320	41,580	42,840
	1.16	1.20	1.24	1.28	1.32	1.36
6	37,800	39,060	40,320	41,580	42,840	44,100
	1.20	1.24	1.28	1.32	1.36	1.40
7	39,060	40,320	41,580	42,840	44,100	45,360
	1.24	1.28	1.32	1.36	1.40	1.44
8		41,580	42,840	44,100	45,360	46,620
		1.32	1.36	1.40	1.44	1.48
9		42,840	44,100	45,360	46,620	47,880
		1.40	1.44	1.48	1.52	1.56
10			45,360	46,620	47,880	49,140
			1.44	1.48	1.52	1.56
11			46,620	47,880	49,140	50,400
			1.48	1.52	1.56	1.60
12				49,140	50,400	51,660
				1.56	1.60	1.64
13				50,400	51,660	52,920
				1.60	1.64	1.68
14					52,920	54,180
					1.68	1.72
15					54,180	55,440
					1.72	1.76
16						56,700
						1.80
17						57,960
						1.84

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 33,485 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7(D)
 Vertical Freeze: 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	841.67	Individ. Depend.
HEALTH	BC/BS	750D/1650D	225	225	225	225	cafeteria+fringe	Options: H/A, Cash
DENTAL	BC/BS	2						IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE								PART-TIME BENEFITS
LTD								Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte-BCBS*

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

KEARNEY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	33,485	34,992	36,499	38,005	39,512	39,512	41,019	42,526	44,033	45,540	47,046
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	34,992	36,499	38,005	39,512	41,019	41,019	42,526	44,033	45,540	47,046	48,553
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	36,499	38,005	39,512	41,019	42,526	42,526	44,033	45,540	47,046	48,553	50,060
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	38,005	39,512	41,019	42,526	44,033	44,033	45,540	47,046	48,553	50,060	51,567
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	39,512	41,019	42,526	44,033	45,540	45,540	47,046	48,553	50,060	51,567	53,074
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	41,019	42,526	44,033	45,540	47,046	47,046	48,553	50,060	51,567	53,074	54,581
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	42,526	44,033	45,540	47,046	48,553	48,553	50,060	51,567	53,074	54,581	56,087
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	44,033	45,540	47,046	48,553	50,060	50,060	51,567	53,074	54,581	56,087	57,594
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9		47,046	48,553	50,060	51,567	51,567	53,074	54,581	56,087	57,594	59,101
		1.405	1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10			50,060	51,567	53,074	53,074	54,581	56,087	57,594	59,101	60,608
			1.495	1.54	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11				53,074	54,581	54,581	56,087	57,594	59,101	60,608	62,115
				1.585	1.63	1.63	1.675	1.72	1.765	1.81	1.855
12					56,087	56,087	57,594	59,101	60,608	62,115	63,621
					1.675	1.675	1.72	1.765	1.81	1.855	1.9
13						57,594	59,101	60,608	62,115	63,621	65,128
						1.72	1.765	1.81	1.855	1.9	1.945
14							59,101	60,608	62,115	63,621	65,128
							1.765	1.81	1.855	1.9	1.945
15										66,635	68,142
										1.99	2.035
16											68,812
											2.055

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

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: 33,000 Index: 4 x 4
 Starting Salary: 33,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: (D)
 15-16: 2% inc in base sal for every 10 yrs at Kenesaw, retroactive
 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	509.82	943.18	1070.62	1437.58	27.83 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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	N
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	33,000	34,320	35,640	36,960	37,620	38,280	39,600	40,920	
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	
2	34,320	35,640	36,960	38,280	38,940	39,600	40,920	42,240	
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28	
3	35,640	36,960	38,280	39,600	40,260	40,920	42,240	43,560	
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32	
4	36,960	38,280	39,600	40,920	41,580	42,240	43,560	44,880	
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36	
5	38,280	39,600	40,920	42,240	42,900	43,560	44,880	46,200	
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40	
6	39,600	40,920	42,240	43,560	44,220	44,880	46,200	47,520	
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	
7		42,240	43,560	44,880	45,540	46,200	47,520	48,840	
		1.28	1.32	1.36	1.38	1.40	1.44	1.48	
8		43,560	44,880	46,200	46,860	47,520	48,840	50,160	
		1.32	1.36	1.40	1.42	1.44	1.48	1.52	
9		44,880	46,200	47,520	48,180	48,840	50,160	51,480	
		1.36	1.40	1.44	1.46	1.48	1.52	1.56	
10			47,520	48,840	49,500	50,160	51,480	52,800	
			1.44	1.48	1.50	1.52	1.56	1.60	
11				50,160	50,820	51,480	52,800	54,120	
				1.52	1.54	1.56	1.60	1.64	
12						52,800	54,120	55,440	
						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: 32,300 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
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	4	47.65	88.16	100.08	134.41
PPO:	Vision: \$19.19/mo		COMMENTS:			
LIFE			Deductible Reimbursement: Y		400/800	
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info: 12 days 1st yr					
PERSONAL	2			yes	add'l. w/o pay
BEREAVEMENT	admin. disc.				
PROFESSIONAL	3			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

KEYA PAHA COUNTY									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	32,300	33,673	35,046	36,418	37,791	39,164	40,537	41,909	43,282
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
2	33,673	35,046	36,418	37,791	39,164	40,537	41,909	43,282	44,655
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
3	35,046	36,418	37,791	39,164	40,537	41,909	43,282	44,655	46,028
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
4	36,418	37,791	39,164	40,537	41,909	43,282	44,655	46,028	47,400
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
5	37,791	39,164	40,537	41,909	43,282	44,655	46,028	47,400	48,773
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
6	39,164	40,537	41,909	43,282	44,655	46,028	47,400	48,773	50,146
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
7	40,537	41,909	43,282	44,655	46,028	47,400	48,773	50,146	51,519
	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
8			44,655	46,028	47,400	48,773	50,146	51,519	52,891
			1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375
9				47,400	48,773	50,146	51,519	52,891	54,264
				1.4675	1.51	1.5525	1.595	1.6375	1.68
10						51,519	52,891	54,264	55,637
						1.595	1.6375	1.68	1.7225
11							54,264	55,637	57,010
							1.68	1.7225	1.765

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.2
Planning Time:	48	48	0
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 33,100 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:

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	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement:					Flex Accounts: Y
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								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	33,100	34,755	36,410	38,065	39,720	41,375	43,030	44,685	46,340	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	34,424	36,079	37,734	39,389	41,044	42,699	44,354	46,009	47,664	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	35,748	37,403	39,058	40,713	42,368	44,023	45,678	47,333	48,988	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	37,072	38,727	40,382	42,037	43,692	45,347	47,002	48,657	50,312	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	38,396	40,051	41,706	43,361	45,016	46,671	48,326	49,981	51,636	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6		41,375	43,030	44,685	46,340	47,995	49,650	51,305	52,960	
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7		42,699	44,354	46,009	47,664	49,319	50,974	52,629	54,284	
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8			45,678	47,333	48,988	50,643	52,298	53,953	55,608	
			1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9				48,657	50,312	51,967	53,622	55,277	56,932	
				1.47	1.52	1.57	1.62	1.67	1.72	
10					51,636	53,291	54,946	56,601	58,256	
					1.56	1.61	1.66	1.71	1.76	
11					52,960	54,615	56,270	57,925	59,580	
					1.60	1.65	1.70	1.75	1.80	
12					54,284	55,939	57,594	59,249	60,904	
					1.64	1.69	1.74	1.79	1.84	
13						57,263	58,918	60,573	62,228	
						1.73	1.78	1.83	1.88	
14							60,242	61,897	63,552	
							1.82	1.87	1.92	
15								63,221	64,876	
								1.91	1.96	
20									66,200	
									2.00	

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 62.01
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.17
 Planning Time: 87 87 80
 Class Periods/Day: 7 8
 Normal Teaching Load: 6 7

SALARY SCHEDULE

Base: 33,000 Index: 5 x 4
 Starting Salary: 33,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	561.96
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	TSA
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
LIFE Deductible Reimbursement:							
LTD							
NON-PARTICIPANT \$561.96 TSA							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	120	yes		
Other Info: PTO					
PERSONAL	PTO				
BEREAVEMENT	10,5				10-spouse, child, parent 5-oth
PROFESSIONAL	2			yes	
ADOPTION	30				from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES:

LAKEVIEW COMMUNITY SCHOOLS									
Step	BA	BA+9	BA+18	BA+27	BA+36				
					MA	MA+9	MA+18	MA+27	MA+36
1	33,000	34,320	35,640	36,960	38,280	39,600	40,920	42,240	43,560
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	34,650	35,970	37,290	38,610	39,930	41,250	42,570	43,890	45,210
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	36,300	37,620	38,940	40,260	41,580	42,900	44,220	45,540	46,860
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	37,950	39,270	40,590	41,910	43,230	44,550	45,870	47,190	48,510
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	39,600	40,920	42,240	43,560	44,880	46,200	47,520	48,840	50,160
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	41,250	42,570	43,890	45,210	46,530	47,850	49,170	50,490	51,810
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	42,900	44,220	45,540	46,860	48,180	49,500	50,820	52,140	53,460
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	44,550	45,870	47,190	48,510	49,830	51,150	52,470	53,790	55,110
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		47,520	48,840	50,160	51,480	52,800	54,120	55,440	56,760
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10		49,170	50,490	51,810	53,130	54,450	55,770	57,090	58,410
		1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77
11			52,140	53,460	54,780	56,100	57,420	58,740	60,060
			1.58	1.62	1.66	1.70	1.74	1.78	1.82
12			53,790	55,110	56,430	57,750	59,070	60,390	61,710
			1.63	1.67	1.71	1.75	1.79	1.83	1.87
13				56,760	58,080	59,400	60,720	62,040	63,360
				1.72	1.76	1.80	1.84	1.88	1.92
14					59,730	61,050	62,370	63,690	65,010
					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: 33,000 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	25.31
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	Ind Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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	33,000	34,320	35,640	36,960	38,280	39,600	40,920	42,240
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,320	35,640	36,960	38,280	39,600	40,920	42,240	43,560
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	35,640	36,960	38,280	39,600	40,920	42,240	43,560	44,880
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	36,960	38,280	39,600	40,920	42,240	43,560	44,880	46,200
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	38,280	39,600	40,920	42,240	43,560	44,880	46,200	47,520
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	39,600	40,920	42,240	43,560	44,880	46,200	47,520	48,840
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	40,920	42,240	43,560	44,880	46,200	47,520	48,840	50,160
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		43,560	44,880	46,200	47,520	48,840	50,160	51,480
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			46,200	47,520	48,840	50,160	51,480	52,800
			1.40	1.44	1.48	1.52	1.56	1.60
10				48,840	50,160	51,480	52,800	54,120
				1.48	1.52	1.56	1.60	1.64
11				50,160	51,480	52,800	54,120	55,440
				1.52	1.56	1.60	1.64	1.68
12				51,480	52,800	54,120	55,440	56,760
				1.56	1.60	1.64	1.68	1.72
13				52,800	54,120	55,440	56,760	58,080
				1.60	1.64	1.68	1.72	1.76
14					55,440	56,760	58,080	59,400
					1.68	1.72	1.76	1.80
15						58,080	59,400	60,720
						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: 32,700 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 15-16, 16-17

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	950D	518.55	959.36	1088.97	1462.21	25.31	Ind Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31		
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		MA		MA + 9		MA + 18	
	1	32,700	1.00	34,008	1.04	35,316	1.08	36,624	1.12	37,932	1.16	39,240	1.20	40,548	1.24	41,856
2	34,008	1.04	35,316	1.08	36,624	1.12	37,932	1.16	39,240	1.20	40,548	1.24	41,856	1.28	43,164	1.32
3	35,316	1.08	36,624	1.12	37,932	1.16	39,240	1.20	40,548	1.24	41,856	1.28	43,164	1.32	44,472	1.36
4	36,624	1.12	37,932	1.16	39,240	1.20	40,548	1.24	41,856	1.28	43,164	1.32	44,472	1.36	45,780	1.40
5	37,932	1.16	39,240	1.20	40,548	1.24	41,856	1.28	43,164	1.32	44,472	1.36	45,780	1.40	47,088	1.44
6	39,240	1.20	40,548	1.24	41,856	1.28	43,164	1.32	44,472	1.36	45,780	1.40	47,088	1.44	48,396	1.48
7			41,856	1.28	43,164	1.32	44,472	1.36	45,780	1.40	47,088	1.44	48,396	1.48	49,704	1.52
8					44,472	1.36	45,780	1.40	47,088	1.44	48,396	1.48	49,704	1.52	51,012	1.56
9							47,088	1.44	48,396	1.48	49,704	1.52	51,012	1.56	52,320	1.60
10								48,396	1.48	49,704	1.52	51,012	1.56	52,320	1.60	54,936
11									51,012	1.56	52,320	1.60	54,936	1.68	56,244	1.72
12										52,320	1.60	53,628	1.64	55,248	1.68	57,552
13											53,628	1.64	54,936	1.68	56,244	1.72
14												54,936	1.68	56,244	1.72	58,860
15													56,244	1.72	57,552	1.80

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:	31,000	Index:	4.5 x 4.5
Starting Salary:	33,790	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
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	Ind Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:			COMMENTS:				
LIFE	Guardian	3.75			Deductible Reimbursement: Y	375/750	
LTD	Principal						
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

LEYTON							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9
BASE	31,000						
	1.00						
1	33,790	35,185	36,580	37,975	39,370	40,765	42,160
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	33,790	35,185	36,580	37,975	39,370	40,765	42,160
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	33,790	35,185	36,580	37,975	39,370	40,765	42,160
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	35,185	36,580	37,975	39,370	40,765	42,160	43,555
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	36,580	37,975	39,370	40,765	42,160	43,555	44,950
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	37,975	39,370	40,765	42,160	43,555	44,950	46,345
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7	39,370	40,765	42,160	43,555	44,950	46,345	47,740
	1.27	1.315	1.36	1.405	1.45	1.495	1.54
8	40,765	42,160	43,555	44,950	46,345	47,740	49,135
	1.315	1.36	1.405	1.45	1.495	1.54	1.585
9		43,555	44,950	46,345	47,740	49,135	50,530
		1.405	1.45	1.495	1.54	1.585	1.63
10			46,345	47,740	49,135	50,530	51,925
			1.495	1.54	1.585	1.63	1.675
11			47,740	49,135	50,530	51,925	53,320
			1.54	1.585	1.63	1.675	1.72
12				50,530	51,925	53,320	54,715
				1.63	1.675	1.72	1.765
13					53,320	54,715	56,110
					1.72	1.765	1.81
14					54,715	56,110	57,505
					1.765	1.81	1.855
15					56,110	57,505	58,900
					1.81	1.855	1.9
16						58,900	60,295
						1.9	1.945

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185	FTE Teachers:	Base: 32,546	Index: 5 x 4
	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Teacher Day: 8 8 8		Career Increments: N	Experience Allowed: all
Length of Student Day:		Vertical Freeze:	
Planning Time: 46 46 46		Rollback:	
Class Periods/Day: 9 9		Multi-year Contract:	
Normal Teaching Load: 8 8			

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	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental	IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE	Unknown						Deductible Reimbursement: Y	550/800
LTD	Unknown	(+B)						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 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	32,546	33,848	35,150	36,452	37,753	37,753	39,055	40,357	41,659
	1.00	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28
2	34,173	35,475	36,777	38,079	39,381	39,381	40,683	41,984	43,286
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	35,801	37,102	38,404	39,706	41,008	41,008	42,310	43,612	44,913
	1.1	1.14	1.18	1.22	1.26	1.26	1.3	1.34	1.38
4	37,428	38,730	40,032	41,333	42,635	42,635	43,937	45,239	46,541
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	39,055	40,357	41,659	42,961	44,263	44,263	45,564	46,866	48,168
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44	1.48
6		41,984	43,286	44,588	45,890	45,890	47,192	48,494	49,795
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7			44,913	46,215	47,517	47,517	48,819	50,121	51,423
			1.38	1.42	1.46	1.46	1.5	1.54	1.58
8				47,843	49,144	49,144	50,446	51,748	53,050
				1.47	1.51	1.51	1.55	1.59	1.63
9				49,470	50,772	50,772	52,074	53,375	54,677
				1.52	1.56	1.56	1.6	1.64	1.68
10					52,399	52,399	53,701	55,003	56,305
					1.61	1.61	1.65	1.69	1.73
11					54,026	54,026	55,328	56,630	57,932
					1.66	1.66	1.7	1.74	1.78
12						55,654	56,956	58,257	59,559
						1.71	1.75	1.79	1.83
13						56,467	57,769	59,071	60,373
						1.735	1.775	1.815	1.855
14						57,281	58,583	59,885	61,186
						1.76	1.8	1.84	1.88
15						58,095	59,396	60,698	62,000
						1.785	1.825	1.865	1.905
16						58,908	60,210	61,512	62,814
						1.81	1.85	1.89	1.93
17						59,722	61,024	62,326	63,627
						1.835	1.875	1.915	1.955

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 24.63

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

SALARY SCHEDULE

Base: 32,850 Index: 4 x 4
 Starting Salary: 32,850 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 05-07 5 yrs exp; 07-08 and forward all exp
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	TSA
DENTAL	BC/BS	1	24.64	24.64	24.64	24.64	
PPO: COMMENTS:							
LIFE Deductible Reimbursement:							
LTD	Principal	.004					
NON-PARTICIPANT \$100 TSA							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: at termination \$30/day unused					
PERSONAL	2			no	accum. to 3
BEREAVEMENT	from sick lv.				no restrictions
PROFESSIONAL	3			yes	
ADOPTION	from sick lv				
ASSOCIATION	from pers lv				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

L O O M I S										
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	32,850	34,164	35,478	36,792	38,106	39,420	40,734	42,048	43,362	44,676
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	34,164	35,478	36,792	38,106	39,420	40,734	42,048	43,362	44,676	45,990
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	35,478	36,792	38,106	39,420	40,734	42,048	43,362	44,676	45,990	47,304
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	36,792	38,106	39,420	40,734	42,048	43,362	44,676	45,990	47,304	48,618
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	38,106	39,420	40,734	42,048	43,362	44,676	45,990	47,304	48,618	49,932
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	39,420	40,734	42,048	43,362	44,676	45,990	47,304	48,618	49,932	51,246
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7	40,734	42,048	43,362	44,676	45,990	47,304	48,618	49,932	51,246	52,560
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		43,362	44,676	45,990	47,304	48,618	49,932	51,246	52,560	53,874
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9			45,990	47,304	48,618	49,932	51,246	52,560	53,874	55,188
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10				48,618	49,932	51,246	52,560	53,874	55,188	56,502
				1.48	1.52	1.56	1.60	1.64	1.68	1.72
11					51,246	52,560	53,874	55,188	56,502	57,816
					1.56	1.60	1.64	1.68	1.72	1.76
12						52,560	53,874	55,188	56,502	57,816
						1.60	1.64	1.68	1.72	1.76
13							55,188	56,502	57,816	59,130
							1.68	1.72	1.76	1.80
14								57,816	59,130	60,444
								1.76	1.80	1.84

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
8	8	8
7.25	7.25	7.25
75	75	75
10	10	
6	6	

Length of Teacher Day:

Length of Student Day:

Planning Time:

Class Periods/Day:

Normal Teaching Load:

SALARY SCHEDULE

Base: 34,890 Index: 5 x 3

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: 12(D)

Vertical Freeze: 86-87

Rollback:

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	500D	565.98	950.86	1064.04	1389.95	Cash
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	\$546.06	Cash					

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	45	yes		
Other Info:					
PERSONAL	2,3			yes	2 days/yr 1st 5 yrs, 3 days/yr af
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION	8,10				see sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
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	34,890	35,937	36,983	38,030	39,077	40,124	41,170	42,217	43,264
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	36,635	37,681	38,728	39,775	40,821	41,868	42,915	43,961	45,008
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	38,379	39,426	40,472	41,519	42,566	43,613	44,659	45,706	46,753
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	40,124	41,170	42,217	43,264	44,310	45,357	46,404	47,450	48,497
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	41,868	42,915	43,961	45,008	46,055	47,102	48,148	49,195	50,242
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6	43,613	44,659	45,706	46,753	47,799	48,846	49,893	50,939	51,986
	1.25	1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		46,404	47,450	48,497	49,544	50,591	51,637	52,684	53,731
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			49,195	50,242	51,288	52,335	53,382	54,428	55,475
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9			50,939	51,986	53,033	54,080	55,126	56,173	57,220
			1.46	1.49	1.52	1.55	1.58	1.61	1.64
10				53,731	54,777	55,824	56,871	57,917	58,964
				1.54	1.57	1.60	1.63	1.66	1.69
11					56,522	57,569	58,615	59,662	60,709
					1.62	1.65	1.68	1.71	1.74
12					58,266	59,313	60,360	61,406	62,453
					1.67	1.70	1.73	1.76	1.79
13						61,058	62,104	63,151	64,198
						1.75	1.78	1.81	1.84
14							63,849	64,895	65,942
							1.83	1.86	1.89

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	32.2
	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:	32,825	Index:	4 x 5
Starting Salary:	32,825	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	482.99	893.54	1014.27	1361.92	175.50 or 251.81 Dental + All Dep
DENTAL	BC/BS	3	47.10	47.10	47.10	47.10	
PPO:	teacher pays 10% premium		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	60	60	yes		
Other Info: with approval; 8 days for family					
PERSONAL	2			yes	acc. to 5
BEREAVEMENT	from sick lv				up to 8 days
PROFESSIONAL	1			yes	acc. to 2
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOUP CITY								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	
1	32,825	34,466	36,108	37,749	39,390	41,031	42,673	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	34,138	35,779	37,421	39,062	40,703	42,344	43,986	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	35,451	37,092	38,734	40,375	42,016	43,657	45,299	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	36,764	38,405	40,047	41,688	43,329	44,970	46,612	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	38,077	39,718	41,360	43,001	44,642	46,283	47,925	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6	39,390	41,031	42,673	44,314	45,955	47,596	49,238	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	
7		42,344	43,986	45,627	47,268	48,909	50,551	
		1.29	1.34	1.39	1.44	1.49	1.54	
8		43,657	45,299	46,940	48,581	50,222	51,864	
		1.33	1.38	1.43	1.48	1.53	1.58	
9			46,612	48,253	49,894	51,535	53,177	
			1.42	1.47	1.52	1.57	1.62	
10				49,566	51,207	52,848	54,490	
				1.51	1.56	1.61	1.66	
11					52,520	54,161	55,803	
					1.60	1.65	1.70	
12					53,833	55,474	57,116	
					1.64	1.69	1.74	
16					55,146	56,787	58,429	
					1.68	1.73	1.78	
21					56,459	58,100	59,742	
					1.72	1.77	1.82	
26					57,772	59,413	61,055	
					1.76	1.81	1.86	

Longevity 4% ea. 4 yrs. to 26

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 31,675 Index: 4 x 5
 Starting Salary: 31,675 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
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31
PPO: COMMENTS:						
LIFE	Principal	6.54	Deductible Reimbursement: Y 600			
LTD	Principal	.0057				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOUP COUNTY								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	31,675	33,259	34,843	36,426	38,010	39,594	41,178	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	32,942	34,526	36,110	37,693	39,277	40,861	42,445	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	34,209	35,793	37,377	38,960	40,544	42,128	43,712	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	35,476	37,060	38,644	40,227	41,811	43,395	44,979	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	36,743	38,327	39,911	41,494	43,078	44,662	46,246	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6	37,377	39,594	41,178	42,761	44,345	45,929	47,513	
	1.18	1.25	1.30	1.35	1.40	1.45	1.50	
7		40,227	42,445	44,028	45,612	47,196	48,780	
		1.27	1.34	1.39	1.44	1.49	1.54	
8			43,078	45,295	46,879	48,463	50,047	
			1.36	1.43	1.48	1.53	1.58	
9				46,562	48,146	49,730	51,314	
				1.47	1.52	1.57	1.62	
10				47,196	49,413	50,997	52,581	
				1.49	1.56	1.61	1.66	
11					50,680	52,264	53,848	
					1.60	1.65	1.70	
12					51,314	53,531	55,115	
					1.62	1.69	1.74	
13						54,164	55,748	
						1.71	1.76	

Lyons-Decatur Northeast

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: 32,400 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 84-85 grandfathered steps
 Vertical Freeze: 88-89
 Rollback:
 Multi-year Contract: 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	509.82	943.18	1070.62	1437.58	Ind Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							25.31
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	32,400	34,020	35,640	37,260	38,880	40,500	42,120
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	33,696	35,316	36,936	38,556	40,176	41,796	43,416
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	34,992	36,612	38,232	39,852	41,472	43,092	44,712
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	36,288	37,908	39,528	41,148	42,768	44,388	46,008
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5		39,204	40,824	42,444	44,064	45,684	47,304
		1.21	1.26	1.31	1.36	1.41	1.46
6		40,500	42,120	43,740	45,360	46,980	48,600
		1.25	1.30	1.35	1.40	1.45	1.50
7		41,796	43,416	45,036	46,656	48,276	49,896
		1.29	1.34	1.39	1.44	1.49	1.54
8			44,712	46,332	47,952	49,572	51,192
			1.38	1.43	1.48	1.53	1.58
9			46,008	47,628	49,248	50,868	52,488
			1.42	1.47	1.52	1.57	1.62
10			47,304	48,924	50,544	52,164	53,784
			1.46	1.51	1.56	1.61	1.66
11			48,600	50,220	51,840	53,460	55,080
			1.50	1.55	1.60	1.65	1.70
12				51,516	53,136	54,756	56,376
				1.59	1.64	1.69	1.74
13				52,812	54,432	56,052	57,672
				1.63	1.68	1.73	1.78
14				54,108	55,728	57,348	58,968
				1.67	1.72	1.77	1.82
15				55,404	57,024	58,644	60,264
				1.71	1.76	1.81	1.86
16					58,320	59,940	61,560
					1.80	1.85	1.90
17					59,616	61,236	62,856
					1.84	1.89	1.94

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: 32,334 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			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	950D	518.55	959.36	1088.97	1462.21
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
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:

M A X W E L L									
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	MA + 18	
0	32,334	33,627	34,921	36,214	37,507	38,801	40,094	41,388	
1	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	33,627	34,921	36,214	37,507	38,801	40,094	41,388	42,681	
3	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	34,921	36,214	37,507	38,801	40,094	41,388	42,681	43,974	
5	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
6	36,214	37,507	38,801	40,094	41,388	42,681	43,974	45,268	
7	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
8	37,507	38,801	40,094	41,388	42,681	43,974	45,268	46,561	
9	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
10	40,094	41,388	42,681	43,974	45,268	46,561	47,854	49,148	
11	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
12	41,388	42,681	43,974	45,268	46,561	47,854	49,148	50,441	
13	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
14	42,681	43,974	45,268	46,561	47,854	49,148	50,441	51,734	
15	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	
16	43,974	45,268	46,561	47,854	49,148	50,441	51,734	53,028	
17	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	
18	45,268	46,561	47,854	49,148	50,441	51,734	53,028	54,321	
19	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	
20				49,148	50,441	51,734	53,028	54,321	
21				1.52	1.56	1.60	1.64	1.68	
22				50,441	51,734	53,028	54,321	55,614	
23				1.56	1.60	1.64	1.68	1.72	
24					53,028	54,321	55,614	56,908	
25					1.64	1.68	1.72	1.76	
26					54,321	55,614	56,908	58,201	
27					1.68	1.72	1.76	1.80	
28						56,908	58,201	59,495	
29						1.76	1.80	1.84	
30						58,201	59,495	60,788	
31						1.80	1.84	1.88	
32							60,788	62,081	
33							1.88	1.92	
34							62,081	63,375	
35							1.92	1.96	
36								64,668	
37								2.00	
38								65,961	
39								2.04	

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

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: 32,100 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	471.92	873.08	991.04	1330.72
DENTAL	BC/BS	2	25.31	46.80	46.80	46.80
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	32,100	33,705	35,310	36,915	38,520	40,125
	1.00	1.05	1.10	1.15	1.20	1.25
2	33,384	34,989	36,594	38,199	39,804	41,409
	1.04	1.09	1.14	1.19	1.24	1.29
3	34,668	36,273	37,878	39,483	41,088	42,693
	1.08	1.13	1.18	1.23	1.28	1.33
4	35,952	37,557	39,162	40,767	42,372	43,977
	1.12	1.17	1.22	1.27	1.32	1.37
5	37,236	38,841	40,446	42,051	43,656	45,261
	1.16	1.21	1.26	1.31	1.36	1.41
6	38,520	40,125	41,730	43,335	44,940	46,545
	1.20	1.25	1.30	1.35	1.40	1.45
7		41,409	43,014	44,619	46,224	47,829
		1.29	1.34	1.39	1.44	1.49
8		42,693	44,298	45,903	47,508	49,113
		1.33	1.38	1.43	1.48	1.53
9		43,977	45,582	47,187	48,792	50,397
		1.37	1.42	1.47	1.52	1.57
10			46,866	48,471	50,076	51,681
			1.46	1.51	1.56	1.61
11			48,150	49,755	51,360	52,965
			1.50	1.55	1.60	1.65
12				51,039	52,644	54,249
				1.59	1.64	1.69
13					53,928	55,533
					1.68	1.73

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:	50	50	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	32,300	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
HEALTH	BC/BS	750D	509.82	943.18	1070.62
DENTAL	BC/BS	2	25.31	46.80	53.13
PPO:					
LIFE	Principal	3.50			
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

	Exists	Negotiated/Policy
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	32,300	33,592	34,884	36,176	37,468	38,760	40,052	41,344	42,636
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	33,592	34,884	36,176	37,468	38,760	40,052	41,344	42,636	43,928
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	34,884	36,176	37,468	38,760	40,052	41,344	42,636	43,928	45,220
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	36,176	37,468	38,760	40,052	41,344	42,636	43,928	45,220	46,512
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	37,468	38,760	40,052	41,344	42,636	43,928	45,220	46,512	47,804
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	38,760	40,052	41,344	42,636	43,928	45,220	46,512	47,804	49,096
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		41,344	42,636	43,928	45,220	46,512	47,804	49,096	50,388
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		42,636	43,928	45,220	46,512	47,804	49,096	50,388	51,680
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			45,220	46,512	47,804	49,096	50,388	51,680	52,972
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10			46,512	47,804	49,096	50,388	51,680	52,972	54,264
			1.44	1.48	1.52	1.56	1.60	1.64	1.68
11				49,096	50,388	51,680	52,972	54,264	55,556
				1.52	1.56	1.60	1.64	1.68	1.72
12				50,388	51,680	52,972	54,264	55,556	56,848
				1.56	1.60	1.64	1.68	1.72	1.76
13					52,972	54,264	55,556	56,848	58,140
					1.64	1.68	1.72	1.76	1.80
14					54,264	55,556	56,848	58,140	59,432
					1.68	1.72	1.76	1.80	1.84

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.36	7.36	7.25
Planning Time:	45	45	45
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:	10
	96-97 \$1,200 bonus/fte		
Vertical Freeze:	97-98		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	500D	537.68	994.73	1129.13	1516.14	57.57 or 95.26	Options:
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					
LTD	Nat'l Insurance	.0046						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		
Other Info: Sev.-upon term. \$30/day on 1st 5 days acc. 60 max					
PERSONAL	3+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	32,500	33,800	35,100	36,400	37,700	
	1.00	1.04	1.08	1.12	1.16	
2	33,800	35,100	36,400	37,700	39,000	
	1.04	1.08	1.12	1.16	1.20	
3	35,100	36,400	37,700	39,000	40,300	
	1.08	1.12	1.16	1.20	1.24	
4	36,400	37,700	39,000	40,300	41,600	
	1.12	1.16	1.20	1.24	1.28	
5	37,700	39,000	40,300	41,600	42,900	
	1.16	1.20	1.24	1.28	1.32	
6		40,300	41,600	42,900	44,200	
		1.24	1.28	1.32	1.36	
7		41,600	42,900	44,200	45,500	
		1.28	1.32	1.36	1.40	
8			44,200	45,500	46,800	
			1.36	1.40	1.44	
9				46,800	48,100	
				1.44	1.48	
10					49,400	
					1.52	
11					50,700	
					1.56	
12					52,000	
					1.60	
13					53,300	
					1.64	
14					54,600	
					1.68	
15					55,900	
					1.72	
16					57,200	
					1.76	
17					58,500	
					1.80	

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 34,100 Index: 5 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	253.21 or 348.71 Full Coverage
HEALTH	BC/BS	750D/3100D	536.65	794.26	901.58	1210.59	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

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	34,100	35,464	36,828	38,192	39,556	40,920	42,284	43,648	45,012
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,805	37,169	38,533	39,897	41,261	42,625	43,989	45,353	46,717
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	37,510	38,874	40,238	41,602	42,966	44,330	45,694	47,058	48,422
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	39,215	40,579	41,943	43,307	44,671	46,035	47,399	48,763	50,127
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	40,920	42,284	43,648	45,012	46,376	47,740	49,104	50,468	51,832
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	42,625	43,989	45,353	46,717	48,081	49,445	50,809	52,173	53,537
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7		45,694	47,058	48,422	49,786	51,150	52,514	53,878	55,242
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8			48,763	50,127	51,491	52,855	54,219	55,583	56,947
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
9				51,832	53,196	54,560	55,924	57,288	58,652
				1.52	1.56	1.60	1.64	1.68	1.72
10					54,901	56,265	57,629	58,993	60,357
					1.61	1.65	1.69	1.73	1.77
11						56,606	57,970	59,334	60,698
						1.66	1.70	1.74	1.78
12							59,675	61,039	62,403
							1.75	1.79	1.83
13								62,744	64,108
								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

SALARY SCHEDULE

Contract Days: 192 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	

Base: 36,485 Index: x
 Starting Salary: 36,795 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
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child		Individ. Depend.
HEALTH	Coventry	750D/3100D		Dep. Dental + Ins	Options:
DENTAL	Met Life				IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE	Hartford	3.50	Deductible Reimbursement:		PART-TIME BENEFITS
LTD					Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	92	yes		
Other Info:	reimb all unused at \$100/day @ retirement; over 80 reimb @ \$100 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: 34,300 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	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
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
0	34,300	35,844	37,387	38,931	40,474	42,018	43,561	45,105	
	1	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
1	35,844	37,387	38,931	40,474	42,018	43,561	45,105	46,648	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	37,387	38,931	40,474	42,018	43,561	45,105	46,648	48,192	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
3	38,931	40,474	42,018	43,561	45,105	46,648	48,192	49,735	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
4	40,474	42,018	43,561	45,105	46,648	48,192	49,735	51,279	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
5		43,561	45,105	46,648	48,192	49,735	51,279	52,822	
		1.27	1.315	1.36	1.405	1.45	1.495	1.54	
6		45,105	46,648	48,192	49,735	51,279	52,822	54,366	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	
7			48,192	49,735	51,279	52,822	54,366	55,909	
			1.405	1.45	1.495	1.54	1.585	1.63	
8				51,279	52,822	54,366	55,909	57,453	
				1.495	1.54	1.585	1.63	1.675	
9				52,822	54,366	55,909	57,453	58,996	
				1.54	1.585	1.63	1.675	1.72	
10					55,909	57,453	58,996	60,540	
					1.63	1.675	1.72	1.765	
11					57,453	58,996	60,540	62,083	
					1.675	1.72	1.765	1.81	
12					58,996	60,540	62,083	63,627	
					1.72	1.765	1.81	1.855	

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

WORKING CONDITIONS

SALARY SCHEDULE

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

Base: 31,900 Index: 4.5 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	EE/Sp/Child	941.67
HEALTH	BC/BS	750D/3100D	268.33	268.33	268.33	268.33	Fringe Benefit Stipend
DENTAL	BC/BS	2	12.66	12.66	12.66	12.66	
PPO: COMMENTS:							
LIFE Deductible Reimbursement:							
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 941.67 941.67
 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:

MORRILL									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	31,900	33,336	34,771	36,207	37,642	39,078	40,513	41,949	43,384
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	33,336	34,771	36,207	37,642	39,078	40,513	41,949	43,384	44,820
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	34,771	36,207	37,642	39,078	40,513	41,949	43,384	44,820	46,255
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	36,207	37,642	39,078	40,513	41,949	43,384	44,820	46,255	47,691
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	37,642	39,078	40,513	41,949	43,384	44,820	46,255	47,691	49,126
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		40,513	41,949	43,384	44,820	46,255	47,691	49,126	50,562
		1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		41,949	43,384	44,820	46,255	47,691	49,126	50,562	51,997
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			44,820	46,255	47,691	49,126	50,562	51,997	53,433
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			46,255	47,691	49,126	50,562	51,997	53,433	54,868
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				49,126	50,562	51,997	53,433	54,868	56,304
				1.54	1.585	1.63	1.675	1.72	1.765
11				50,562	51,997	53,433	54,868	56,304	57,739
				1.585	1.63	1.675	1.72	1.765	1.81
12						54,868	56,304	57,739	59,175
						1.72	1.765	1.81	1.855
13						56,304	57,739	59,175	60,610
						1.765	1.81	1.855	1.9
14							59,175	60,610	62,045
							1.855	1.9	1.945
15							60,610	62,045	63,481
							1.9	1.945	1.99
16								63,481	64,916
								1.99	2.035
17								64,916	66,352
								2.035	2.08
18								66,352	67,787
								2.08	2.125

Nebraska Unified District 1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 54.4

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,850 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.
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options: H/A; 125K
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp. or Dep. Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement:					Flex Accounts: Y
LTD	Madison Nat'l	.0037						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

NEBRASKA UNIFIED DISTRICT 1										
Step	BA		BA+9		BA+18		BA+27		BA+45	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+36		
1	32,850	34,164	35,478	36,792	38,106	39,420	40,734	42,048		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	34,164	35,478	36,792	38,106	39,420	40,734	42,048	43,362		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	35,478	36,792	38,106	39,420	40,734	42,048	43,362	44,676		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	36,792	38,106	39,420	40,734	42,048	43,362	44,676	45,990		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	38,106	39,420	40,734	42,048	43,362	44,676	45,990	47,304		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6	39,420	40,734	42,048	43,362	44,676	45,990	47,304	48,618		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7	40,734	42,048	43,362	44,676	45,990	47,304	48,618	49,932		
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8		43,362	44,676	45,990	47,304	48,618	49,932	51,246		
		1.32	1.36	1.40	1.44	1.48	1.52	1.56		
9			45,990	47,304	48,618	49,932	51,246	52,560		
			1.40	1.44	1.48	1.52	1.56	1.60		
10			47,304	48,618	49,932	51,246	52,560	53,874		
			1.44	1.48	1.52	1.56	1.60	1.64		
11				49,932	51,246	52,560	53,874	55,188		
				1.52	1.56	1.60	1.64	1.68		
12					52,560	53,874	55,188	56,502		
					1.60	1.64	1.68	1.72		
13							56,502	57,816		
							1.72	1.76		
14								59,130		
								1.80		

Neligh-Oakdale

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,900 Index: 4 x 4
 Starting Salary: 32,900 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze: 87-88
 Rollback: 86-87(2); 02-03
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	27.82 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE	Companion	1.55	Deductible Reimbursement:				
LTD	Principal	.0037					
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	45	yes		
Other Info:					
PERSONAL	2+1				4 sick days for +1
BEREAVEMENT	4				3 immed fam, 1 non-fam
PROFESSIONAL	flexible			Yes	
ADOPTION	flexible				with approval
ASSOCIATION	flexible				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency- 3 days

NELIGH-OAKDALE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	32,900	34,216	35,532	36,848	38,164	38,164	39,480	40,796	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	34,216	35,532	36,848	38,164	39,480	39,480	40,796	42,112	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	35,532	36,848	38,164	39,480	40,796	40,796	42,112	43,428	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	36,848	38,164	39,480	40,796	42,112	42,112	43,428	44,744	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	38,164	39,480	40,796	42,112	43,428	43,428	44,744	46,060	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6		40,796	42,112	43,428	44,744	44,744	46,060	47,376	
		1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7			43,428	44,744	46,060	46,060	47,376	48,692	
			1.32	1.36	1.40	1.40	1.44	1.48	
8			44,744	46,060	47,376	47,376	48,692	50,008	
			1.36	1.40	1.44	1.44	1.48	1.52	
9				47,376	48,692	48,692	50,008	51,324	
				1.44	1.48	1.48	1.52	1.56	
10				48,692	50,008	50,008	51,324	52,640	
				1.48	1.52	1.52	1.56	1.60	
11					51,324	51,324	52,640	53,956	
					1.56	1.56	1.60	1.64	
12					52,640	52,640	53,956	55,272	
					1.60	1.60	1.64	1.68	
13					53,956	53,956	55,272	56,588	
					1.64	1.64	1.68	1.72	
14					55,272	55,272	56,588	57,904	
					1.68	1.68	1.72	1.76	
15								59,220	
								1.80	
16								60,536	
								1.84	
17								61,852	
								1.88	

02-03 BA36/MA has 2.5 step roll back, then 1 full step up vertical left for existing staff in that lane, all will move up 1 step next year, no one frozen

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,850 Index: 4 x 4
 Starting Salary: 32,850 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	27.82 or 46.06
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	Sp. or Dep. Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

NIOBRARA									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	32,850	34,164	35,478	36,792	37,449	38,106	39,420	40,734	
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	
2	34,164	35,478	36,792	38,106	38,763	39,420	40,734	42,048	
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28	
3	35,478	36,792	38,106	39,420	40,077	40,734	42,048	43,362	
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32	
4	36,792	38,106	39,420	40,734	41,391	42,048	43,362	44,676	
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36	
5	38,106	39,420	40,734	42,048	42,705	43,362	44,676	45,990	
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40	
6	39,420	40,734	42,048	43,362	44,019	44,676	45,990	47,304	
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	
7	40,734	42,048	43,362	44,676	45,333	45,990	47,304	48,618	
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48	
8		43,362	44,676	45,990	46,647	47,304	48,618	49,932	
		1.32	1.36	1.40	1.42	1.44	1.48	1.52	
9			45,990	47,304	47,961	48,618	49,932	51,246	
			1.40	1.44	1.46	1.48	1.52	1.56	
10				48,618	49,275	49,932	51,246	52,560	
				1.48	1.50	1.52	1.56	1.60	
11					50,589	51,246	52,560	53,874	
					1.54	1.56	1.60	1.64	
12							53,874	55,188	
							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:	35,114	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	635 ea
HEALTH	BC/BS	750D/1650D	452.78	452.78	452.78	452.78	Ind + Stipend
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	Fringe Benefit Stipend \$156.91		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	\$635 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	35,114	36,694	38,274	39,854	41,435	43,015	44,595	46,175	47,755	49,335
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	36,694	38,274	39,854	41,435	43,015	44,595	46,175	47,755	49,335	50,915
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	38,274	39,854	41,435	43,015	44,595	46,175	47,755	49,335	50,915	52,495
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	39,854	41,435	43,015	44,595	46,175	47,755	49,335	50,915	52,495	54,076
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	41,435	43,015	44,595	46,175	47,755	49,335	50,915	52,495	54,076	55,656
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	43,015	44,595	46,175	47,755	49,335	50,915	52,495	54,076	55,656	57,236
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7		46,175	47,755	49,335	50,915	52,495	54,076	55,656	57,236	58,816
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			49,335	50,915	52,495	54,076	55,656	57,236	58,816	60,396
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				52,495	54,251	55,831	57,411	58,992	60,572	62,152
				1.495	1.545	1.59	1.635	1.68	1.725	1.77
10					56,007	57,587	59,167	60,747	62,327	63,907
					1.595	1.64	1.685	1.73	1.775	1.82
11					57,763	59,343	60,923	62,503	64,083	65,663
					1.645	1.69	1.735	1.78	1.825	1.87
12						61,098	62,678	64,259	65,839	67,419
						1.74	1.785	1.83	1.875	1.92
13							64,434	66,014	67,594	69,174
							1.835	1.88	1.925	1.97
14								67,770	69,350	70,930
								1.93	1.975	2.02
15									71,106	72,686
									2.025	2.07

Staff frozen on step 15 of MA45 shall be pd annually an amt = to 1% of base salary beginning in the 1st yr, add'l 1% added each year up to 15%. 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: 35,260 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	27.82 or 46.06 Sp. or Dep. Dental
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	35,260	37,023	38,786	40,549	41,431	42,312	44,075	45,838	47,601	49,364	51,127
	1.00	1.05	1.1	1.15	1.175	1.2	1.25	1.3	1.35	1.4	1.45
2	36,670	38,433	40,196	41,959	42,841	43,722	45,485	47,248	49,011	50,774	52,537
	1.04	1.09	1.14	1.19	1.215	1.24	1.29	1.34	1.39	1.44	1.49
3	38,081	39,844	41,607	43,370	44,251	45,133	46,896	48,659	50,422	52,185	53,948
	1.08	1.13	1.18	1.23	1.255	1.28	1.33	1.38	1.43	1.48	1.53
4	39,491	41,254	43,017	44,780	45,662	46,543	48,306	50,069	51,832	53,595	55,358
	1.12	1.17	1.22	1.27	1.295	1.32	1.37	1.42	1.47	1.52	1.57
5	40,902	42,665	44,428	46,191	47,072	47,954	49,717	51,480	53,243	55,006	56,769
	1.16	1.21	1.26	1.31	1.335	1.36	1.41	1.46	1.51	1.56	1.61
6		44,075	45,838	47,601	48,483	49,364	51,127	52,890	54,653	56,416	58,179
		1.25	1.3	1.35	1.375	1.4	1.45	1.5	1.55	1.6	1.65
7			47,248	49,011	49,893	50,774	52,537	54,300	56,063	57,826	59,589
			1.34	1.39	1.415	1.44	1.49	1.54	1.59	1.64	1.69
8			48,659	50,422	51,303	52,185	53,948	55,711	57,474	59,237	61,000
			1.38	1.43	1.455	1.48	1.53	1.58	1.63	1.68	1.73
9				51,832	52,714	53,595	55,358	57,121	58,884	60,647	62,410
				1.47	1.495	1.52	1.57	1.62	1.67	1.72	1.77
10					54,124	55,006	56,769	58,532	60,295	62,058	63,821
					1.535	1.56	1.61	1.66	1.71	1.76	1.81
11						56,416	58,179	59,942	61,705	63,468	65,231
						1.6	1.65	1.7	1.75	1.8	1.85
12							59,589	61,352	63,115	64,878	66,641
							1.69	1.74	1.79	1.84	1.89
13								64,526	66,289	68,052	69,815
								1.83	1.88	1.93	1.98
14									67,699	69,462	71,225
									1.92	1.97	2.02
L1									68,052	69,815	71,578
									1.93	1.98	2.03
L2									68,404	70,167	71,930
									1.94	1.99	2.04
L3									68,757	70,520	72,283
									1.95	2.00	2.05
L4									69,110	70,873	72,636
									1.96	2.01	2.06

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

Length of Teacher Day:

Length of Student Day:

Planning Time:

Class Periods/Day:

Normal Teaching Load:

SALARY SCHEDULE

Base: 32,750 Index: 4 x 5

Starting Salary: 35,370 Entry Level Step: 3

Career Increments: N Experience Allowed: all

no vert. movement 1st 3 yrs

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	Cash
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	singles recv \$155 cash		COMMENTS:				
LIFE	Guardian	2.90	Deductible Reimbursement: Y				300/550
LTD	National Ins	.0047 (+B)					
NON-PARTICIPANT \$345 Cash							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

NORTH BEND CENTRAL										
Step	BA							MA		
	BA	BA+3	BA+6	BA+9	BA+18	BA+27	BA+36	MA+6	MA+12	MA+18
1	32,750	33,296	33,842	34,388	36,025	37,663	39,300	40,392	41,483	42,575
	1.00	1.01667	1.03333	1.05	1.1	1.15	1.2	1.23333	1.26667	1.3
2	34,060	34,606	35,152	35,698	37,335	38,973	40,610	41,702	42,793	43,885
	1.04	1.05667	1.07333	1.09	1.14	1.19	1.24	1.27333	1.30667	1.34
3	35,370	35,916	36,462	37,008	38,645	40,283	41,920	43,012	44,103	45,195
	1.08	1.09667	1.11333	1.13	1.18	1.23	1.28	1.31333	1.34667	1.38
4	36,680	37,226	37,772	38,318	39,955	41,593	43,230	44,322	45,413	46,505
	1.12	1.13667	1.15333	1.17	1.22	1.27	1.32	1.35333	1.38667	1.42
5	37,990	38,536	39,082	39,628	41,265	42,903	44,540	45,632	46,723	47,815
	1.16	1.17667	1.19333	1.21	1.26	1.31	1.36	1.39333	1.42667	1.46
6		39,846	40,392	40,938	42,575	44,213	45,850	46,942	48,033	49,125
		1.21667	1.23333	1.25	1.3	1.35	1.4	1.43333	1.46667	1.5
7			41,702	42,248	43,885	45,523	47,160	48,252	49,343	50,435
			1.27333	1.29	1.34	1.39	1.44	1.47333	1.50667	1.54
8				43,558	45,195	46,833	48,470	49,562	50,653	51,745
				1.33	1.38	1.43	1.48	1.51333	1.54667	1.58
9					46,505	48,143	49,780	50,872	51,963	53,055
					1.42	1.47	1.52	1.55333	1.58667	1.62
10					47,815	49,453	51,090	52,182	53,273	54,365
					1.46	1.51	1.56	1.59333	1.62667	1.66
11					49,125	50,763	52,400	53,492	54,583	55,675
					1.5	1.55	1.6	1.63333	1.66667	1.7
12						52,073	53,710	54,802	55,893	56,985
						1.59	1.64	1.67333	1.70667	1.74
13							55,020	56,112	57,203	58,295
							1.68	1.71333	1.74667	1.78
14							56,003	57,094	58,186	59,277
							1.71	1.74333	1.77667	1.81
15							56,985	58,077	59,168	60,260
							1.74	1.77333	1.80667	1.84
16							57,968	59,059	60,151	61,242
							1.77	1.80333	1.83667	1.87
17							58,950	60,042	61,133	62,225
							1.8	1.83333	1.86667	1.9
18							59,933	61,024	62,116	63,207
							1.83	1.86333	1.89667	1.93

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: 34,950 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
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	500D/1650D	452.78	452.78	452.78	452.78	Ind Health/Den ea
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	flat salary \$50/mo		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	\$455 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/

	Exists	Policy
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	34,950	36,348	37,746	39,144	40,542	41,940	43,338	44,736	46,134	47,532
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	36,698	38,096	39,494	40,892	42,290	43,688	45,086	46,484	47,882	49,280
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	38,445	39,843	41,241	42,639	44,037	45,435	46,833	48,231	49,629	51,027
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	40,193	41,591	42,989	44,387	45,785	47,183	48,581	49,979	51,377	52,775
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	41,940	43,338	44,736	46,134	47,532	48,930	50,328	51,726	53,124	54,522
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	43,688	45,086	46,484	47,882	49,280	50,678	52,076	53,474	54,872	56,270
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	45,435	46,833	48,231	49,629	51,027	52,425	53,823	55,221	56,619	58,017
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8		48,581	49,979	51,377	52,775	54,173	55,571	56,969	58,367	59,765
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9			51,726	53,124	54,522	55,920	57,318	58,716	60,114	61,512
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				54,872	56,270	57,668	59,066	60,464	61,862	63,260
				1.57	1.61	1.65	1.69	1.73	1.77	1.81
11					58,017	59,415	60,813	62,211	63,609	65,007
					1.66	1.70	1.74	1.78	1.82	1.86
12						61,163	62,561	63,959	65,357	66,755
						1.75	1.79	1.83	1.87	1.91
13							64,308	65,706	67,104	68,502
							1.84	1.88	1.92	1.96
14								67,454	68,852	70,250
								1.93	1.97	2.01
15									70,599	71,997
									2.02	2.06
16										73,745
										2.11

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

Northwest-Grand Island

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: 32,500 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	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D/3100D	536.65	992.82	1126.97	1513.24	250
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37	TSA
PPO:	Ind rcv \$104.17/mo		COMMENTS:				
LIFE	Guardian	4.75					Deductible Reimbursement:
LTD	National Ins	.0027(+B thru sal)					
NON-PARTICIPANT	\$250/mo TSA						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	Incentive-over 50 pd. @ \$50/day - max. 10				
PERSONAL	2			yes	accum to 4; over 2 reimb \$50/d
BEREAVEMENT	unl.				w/appr.
PROFESSIONAL	unl.			yes	Admin. discretion
ADOPTION	from sick lv.				
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

NORTH WEST (GRAND ISLAND)

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
0	32,500	34,125	35,750	37,375	39,000	39,000	40,625	42,250	43,875	45,500
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
1	33,800	35,425	37,050	38,675	40,300	40,300	41,925	43,550	45,175	46,800
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
2	35,100	36,725	38,350	39,975	41,600	41,600	43,225	44,850	46,475	48,100
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
3	36,400	38,025	39,650	41,275	42,900	42,900	44,525	46,150	47,775	49,400
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
4	37,700	39,325	40,950	42,575	44,200	44,200	45,825	47,450	49,075	50,700
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
5	39,000	40,625	42,250	43,875	45,500	45,500	47,125	48,750	50,375	52,000
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
6	40,300	41,925	43,550	45,175	46,800	46,800	48,425	50,050	51,675	53,300
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
7		43,225	44,850	46,475	48,100	48,100	49,725	51,350	52,975	54,600
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
8		44,525	46,150	47,775	49,400	49,400	51,025	52,650	54,275	55,900
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
9			47,450	49,075	50,700	50,700	52,325	53,950	55,575	57,200
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
10			48,750	50,375	52,000	52,000	53,625	55,250	56,875	58,500
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
11				51,675	53,300	53,300	54,925	56,550	58,175	59,800
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
12				52,975	54,600	54,600	56,225	57,850	59,475	61,100
				1.63	1.68	1.68	1.73	1.78	1.83	1.88
13				54,275	55,900	55,900	57,525	59,150	60,775	62,400
				1.67	1.72	1.72	1.77	1.82	1.87	1.92
14				55,575	57,200	57,200	58,825	60,450	62,075	63,700
				1.71	1.76	1.76	1.81	1.86	1.91	1.96
15					58,500	58,500	60,125	61,750	63,375	65,000
					1.80	1.80	1.85	1.90	1.95	2.00
16							61,425	63,050	64,675	66,300
							1.89	1.94	1.99	2.04

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185	FTE Teachers:	Base: 32,075	Index: 4 x 5
Length of Teacher Day: 8	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Student Day: 8	8 7.25 7.25	Career Increments: N	Experience Allowed: all
Planning Time: 50	50 50	Vertical Freeze:	
Class Periods/Day: 8	8 8	Rollback:	
Normal Teaching Load: 7	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	500D	537.68	994.73	1129.13	1516.14	27.82 or 46.06	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp. or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Nat'l Insurance	.0046 (+Bthru sal)						Minimum FTE: 0.4	
NON-PARTICIPANT								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	32,075	33,679	35,283	36,886	38,490	38,811	40,094	41,698	43,301
	1.00	1.05	1.10	1.15	1.20	1.21	1.25	1.30	1.35
2	33,358	34,962	36,566	38,169	39,773	40,094	41,377	42,981	44,584
	1.04	1.09	1.14	1.19	1.24	1.25	1.29	1.34	1.39
3	34,641	36,245	37,849	39,452	41,056	41,377	42,660	44,264	45,867
	1.08	1.13	1.18	1.23	1.28	1.29	1.33	1.38	1.43
4	35,924	37,528	39,132	40,735	42,339	42,660	43,943	45,547	47,150
	1.12	1.17	1.22	1.27	1.32	1.33	1.37	1.42	1.47
5	37,207	38,811	40,415	42,018	43,622	43,943	45,226	46,830	48,433
	1.16	1.21	1.26	1.31	1.36	1.37	1.41	1.46	1.51
6	40,094	41,698	43,301	44,905	46,509	46,830	48,113	49,716	51,319
	1.25	1.30	1.35	1.40	1.41	1.45	1.50	1.55	1.60
7	41,377	42,981	44,584	46,188	47,792	48,113	49,396	50,999	52,602
	1.29	1.34	1.39	1.44	1.45	1.49	1.54	1.59	1.64
8	42,660	44,264	45,867	47,471	49,075	49,396	50,679	52,282	53,885
	1.33	1.38	1.43	1.48	1.49	1.53	1.58	1.63	1.68
9		45,547	47,150	48,754	50,358	50,679	51,962	53,565	55,168
		1.42	1.47	1.52	1.53	1.57	1.62	1.67	1.72
10		46,830	48,433	50,037	51,641	51,962	53,245	54,848	56,451
		1.46	1.51	1.56	1.57	1.61	1.66	1.71	1.76
11		48,113	49,716	51,320	52,924	53,245	54,528	56,131	57,734
		1.50	1.55	1.60	1.61	1.65	1.70	1.75	1.80
12			50,999	52,603	54,207	54,528	55,811	57,414	59,017
			1.59	1.64	1.65	1.69	1.74	1.79	1.84
13			52,282	53,886	55,490	55,811	57,094	58,697	60,300
			1.63	1.68	1.69	1.73	1.78	1.83	1.88
14			55,169	56,773	58,377	58,697	59,980	61,583	63,186
			1.72	1.73	1.77	1.82	1.87	1.92	1.97
15			56,452	58,056	59,660	59,980	61,263	62,866	64,469
			1.76	1.77	1.81	1.86	1.91	1.96	2.01
16			56,773	58,377	59,980	60,300	61,583	63,186	64,789
			1.77	1.78	1.82	1.87	1.92	1.97	2.02
17			57,094	58,697	60,300	60,620	61,903	63,506	65,109
			1.78	1.79	1.83	1.88	1.93	1.98	2.03
18			57,414	59,018	60,622	60,942	62,225	63,828	65,431
			1.79	1.80	1.84	1.89	1.94	1.99	2.04
19			57,735	59,339	60,943	61,263	62,546	64,149	65,752
			1.80	1.81	1.85	1.90	1.95	2.00	2.05
20			58,056	59,660	61,263	61,583	62,866	64,469	66,072
			1.81	1.82	1.86	1.91	1.96	2.01	2.06

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,750 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: 15-16, 16-17

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.82 or 46.06
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	Sp or Dep Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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	32,750	34,060	35,370	36,680	37,990	37,990	39,300	40,610	41,920	43,230	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32	
2	34,388	35,698	37,008	38,318	39,628	39,628	40,938	42,248	43,558	44,868	
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33	1.37	
3	36,025	37,335	38,645	39,955	41,265	41,265	42,575	43,885	45,195	46,505	
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38	1.42	
4	37,663	38,973	40,283	41,593	42,903	42,903	44,213	45,523	46,833	48,143	
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43	1.47	
5		40,610	41,920	43,230	44,540	44,540	45,850	47,160	48,470	49,780	
		1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52	
6			43,558	44,868	46,178	46,178	47,488	48,798	50,108	51,418	
			1.33	1.37	1.41	1.41	1.45	1.49	1.53	1.57	
7			45,195	46,505	47,815	47,815	49,125	50,435	51,745	53,055	
			1.38	1.42	1.46	1.46	1.50	1.54	1.58	1.62	
8				48,143	49,453	49,453	50,763	52,073	53,383	54,693	
				1.47	1.51	1.51	1.55	1.59	1.63	1.67	
9					51,090	51,090	52,400	53,710	55,020	56,330	
					1.56	1.56	1.60	1.64	1.68	1.72	
10					52,728	52,728	54,038	55,348	56,658	57,968	
					1.61	1.61	1.65	1.69	1.73	1.77	
11					54,365	54,365	55,675	56,985	58,295	59,605	
					1.66	1.66	1.70	1.74	1.78	1.82	
12						56,003	57,313	58,623	59,933	61,243	
						1.71	1.75	1.79	1.83	1.87	
13							58,950	60,260	61,570	62,880	
							1.80	1.84	1.88	1.92	
14								61,898	63,208	64,518	
								1.89	1.93	1.97	
15									64,845	66,155	
									1.98	2.02	
16									66,483	67,793	
									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:	38,849	Index:	4 x
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Long. 5.75% of base after 20, 25, 30 yrs			
Vertical Freeze:	84,85,87,89,92,96,98,07		
Rollback:	84-85		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	525.92	784.33*	856.50*	1074.40*	298.29 or 484.90	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Dep. Cov. + Ind. Dental	IRS 125: Y	
PPO:	*Emp with 4 or more yrs		COMMENTS:				Flex Accounts: Y		
LIFE	United of Omaha		Deductible Reimbursement:				PART-TIME BENEFITS		
LTD	United of Omaha						Minimum FTE: 0.5		
NON-PARTICIPANT							Contribution: fte		

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: yes

OTHER LEAVES: Emergency-2

O M A H A	B A	B A + 1 8	M A	M A + 3 0	D O C
Step 1	38,849	40,666	44,665	46,119	48,380
	1.00	1.04677	1.14971	1.18713	1.24533
2	38,849	40,666	44,665	46,119	49,200
	1.00	1.04677	1.14971	1.18713	1.26644
3	38,849	40,666	44,665	46,119	50,020
	1.00	1.04677	1.14971	1.18713	1.28755
4	38,849	40,666	44,665	46,119	50,840
	1.00	1.04677	1.14971	1.18713	1.30866
5	40,303	42,120	46,119	47,573	51,660
	1.03743	1.0842	1.18713	1.22456	1.32976
6	40,303	42,120	46,119	47,573	52,480
	1.03743	1.0842	1.18713	1.22456	1.35087
7	41,757	43,574	47,573	49,027	53,300
	1.07485	1.12162	1.22456	1.26199	1.37198
8	42,711	44,528	48,527	49,981	54,120
	1.09941	1.14618	1.24912	1.28655	1.39309
9	42,711	44,528	48,527	49,981	54,940
	1.09941	1.14618	1.24912	1.28655	1.41419
10	44,165	45,982	49,981	51,435	55,760
	1.13684	1.18361	1.28655	1.32397	1.4353
11	45,619	47,436	51,435	52,889	56,580
	1.17426	1.22104	1.32397	1.3614	1.45641
12	47,073	48,890	52,889	54,343	57,400
	1.21169	1.25846	1.3614	1.39883	1.47752
13	47,073	48,890	52,889	54,343	58,220
	1.21169	1.25846	1.3614	1.39883	1.49862
14	47,073	48,890	52,889	54,343	59,040
	1.21169	1.25846	1.3614	1.39883	1.51973
15	48,527	50,344	54,343	55,797	60,270
	1.24912	1.29589	1.39883	1.43625	1.55139
16			54,343	55,797	61,500
			1.39883	1.43625	1.58305
17			55,797	57,250	62,730
			1.43625	1.47365	1.61471
18			55,797	57,250	63,960
			1.43625	1.47365	1.64637

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 75
 HS JH/MS ELEM
 Length of Teacher Day: 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

SALARY SCHEDULE

Base: 31,700 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 93-94
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.82 or 46.06 Sp. or Dep. Dental
HEALTH	BC/BS	950D	492.63	911.39	1034.52	1389.10	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	

PPO:
 LIFE
 LTD
 NON-PARTICIPANT

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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	31,700	33,127	34,553	35,980	37,406	38,833	40,259	41,686	43,112	44,539
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	33,127	34,553	35,980	37,406	38,833	40,259	41,686	43,112	44,539	45,965
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	34,553	35,980	37,406	38,833	40,259	41,686	43,112	44,539	45,965	47,392
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	35,980	37,406	38,833	40,259	41,686	43,112	44,539	45,965	47,392	48,818
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	37,406	38,833	40,259	41,686	43,112	44,539	45,965	47,392	48,818	50,245
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	38,833	40,259	41,686	43,112	44,539	45,965	47,392	48,818	50,245	51,671
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	40,259	41,686	43,112	44,539	45,965	47,392	48,818	50,245	51,671	53,098
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	41,686	43,112	44,539	45,965	47,392	48,818	50,245	51,671	53,098	54,524
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		44,539	45,965	47,392	48,818	50,245	51,671	53,098	54,524	55,951
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			47,392	48,818	50,245	51,671	53,098	54,524	55,951	57,377
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				50,245	51,671	53,098	54,524	55,951	57,377	58,804
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					53,098	54,524	55,951	57,377	58,804	60,230
					1.675	1.72	1.765	1.81	1.855	1.9
13						55,951	57,377	58,804	60,230	61,656
						1.765	1.81	1.855	1.9	1.945
14							58,804	60,230	61,656	63,083
							1.855	1.9	1.945	1.99
15								61,656	63,083	64,509
								1.945	1.99	2.035
16									64,509	65,936
									2.035	2.08

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 51
 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: 33,400 Index: 5 x 4
 Starting Salary: 33,400 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	107.39 or 144.95
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	Dep Den+\$50 annuity
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14	
PPO:	Ind 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		
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										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	33,400	34,736	36,072	37,408	38,744	40,080	41,416	42,752	44,088	45,424
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	35,070	36,406	37,742	39,078	40,414	41,750	43,086	44,422	45,758	47,094
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	36,740	38,076	39,412	40,748	42,084	43,420	44,756	46,092	47,428	48,764
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	38,410	39,746	41,082	42,418	43,754	45,090	46,426	47,762	49,098	50,434
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	40,080	41,416	42,752	44,088	45,424	46,760	48,096	49,432	50,768	52,104
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6		43,086	44,422	45,758	47,094	48,430	49,766	51,102	52,438	53,774
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7			46,092	47,428	48,764	50,100	51,436	52,772	54,108	55,444
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8				49,098	50,434	51,770	53,106	54,442	55,778	57,114
				1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				50,768	52,104	53,440	54,776	56,112	57,448	58,784
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					53,774	55,110	56,446	57,782	59,118	60,454
					1.61	1.65	1.69	1.73	1.77	1.81
11					55,444	56,780	58,116	59,452	60,788	62,124
					1.66	1.70	1.74	1.78	1.82	1.86
12					57,114	58,450	59,786	61,122	62,458	63,794
					1.71	1.75	1.79	1.83	1.87	1.91
13						60,120	61,456	62,792	64,128	65,464
						1.80	1.84	1.88	1.92	1.96

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	49	49	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,600 Index: 4 x 4.5

Starting Salary: Entry Level Step: 1(D)

Career Increments: Y Experience Allowed: all (D)

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	535.13 ea or 46.06	Individ.	Depend.
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	Ind or Dep. Dental	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Principal	.0038						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			no	acc. to 2
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			1-yes;1-no	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

OSCEOLA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18		
1	33,600	35,112	36,624	38,136	39,648	39,648	41,160	42,672		
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27		
2	34,944	36,456	37,968	39,480	40,992	40,992	42,504	44,016		
	1.04	1.085	1.13	1.175	1.22	1.22	1.265	1.31		
3	36,288	37,800	39,312	40,824	42,336	42,336	43,848	45,360		
	1.08	1.125	1.17	1.215	1.26	1.26	1.305	1.35		
4	37,632	39,144	40,656	42,168	43,680	43,680	45,192	46,704		
	1.12	1.165	1.21	1.255	1.3	1.3	1.345	1.39		
5	38,976	40,488	42,000	43,512	45,024	45,024	46,536	48,048		
	1.16	1.205	1.25	1.295	1.34	1.34	1.385	1.43		
6	40,320	41,832	43,344	44,856	46,368	46,368	47,880	49,392		
	1.2	1.245	1.29	1.335	1.38	1.38	1.425	1.47		
7	41,664	43,176	44,688	46,200	47,712	47,712	49,224	50,736		
	1.24	1.285	1.33	1.375	1.42	1.42	1.465	1.51		
8		44,520	46,032	47,544	49,056	49,056	50,568	52,080		
		1.325	1.37	1.415	1.46	1.46	1.505	1.55		
9		45,864	47,376	48,888	50,400	50,400	51,912	53,424		
		1.365	1.41	1.455	1.5	1.5	1.545	1.59		
10			48,720	50,232	51,744	51,744	53,256	54,768		
			1.45	1.495	1.54	1.54	1.585	1.63		
11				51,576	53,088	53,088	54,600	56,112		
				1.535	1.58	1.58	1.625	1.67		
12					54,432	54,432	55,944	57,456		
					1.62	1.62	1.665	1.71		
13						55,776	57,288	58,800		
						1.66	1.705	1.75		
14							58,632	60,144		
							1.745	1.79		
15								61,488		
								1.83		

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185	FTE Teachers:	Base: 32,850	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 7	Career Increments: N	Experience Allowed: 5 (D)
Planning Time: 50	50 50 50	Vertical Freeze:	
Class Periods/Day: 8	8 8	Rollback:	
Normal Teaching Load: 7	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.
		H/A-Dent				350		
HEALTH	BC/BS	750D/3100D	536.65	992.82	1126.97	1513.24	TSA	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31		IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE	Madison Nat'l	1.80						PART-TIME BENEFITS
LTD	Madison Nat'l	.0049						Minimum FTE: 0.5
NON-PARTICIPANT	\$350 TSA							Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	
SICK	7,10	35	yes				
Other Info:						<i>Negotiated/</i>	
PERSONAL	3			yes	1 day either pers. or prof.	<i>Exists</i>	<i>Policy</i>
BEREAVEMENT	2				Imm Fam; Add'l from sick w/ap	Voluntary Separation: N	
PROFESSIONAL	see pers lv			yes		Grievance: Y	P
ADOPTION	see sick lv					Sick Bank: N	
ASSOCIATION	see prof lv						

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	32,850	34,164	35,478	36,792	38,106		39,420	40,734
	1.00	1.04	1.08	1.12	1.16		1.20	1.24
2	34,164	35,478	36,792	38,106	39,420		40,734	42,048
	1.04	1.08	1.12	1.16	1.20		1.24	1.28
3	35,478	36,792	38,106	39,420	40,734		42,048	43,362
	1.08	1.12	1.16	1.20	1.24		1.28	1.32
4	36,792	38,106	39,420	40,734	42,048		43,362	44,676
	1.12	1.16	1.20	1.24	1.28		1.32	1.36
5	38,106	39,420	40,734	42,048	43,362		44,676	45,990
	1.16	1.20	1.24	1.28	1.32		1.36	1.40
6	39,420	40,734	42,048	43,362	44,676		45,990	47,304
	1.20	1.24	1.28	1.32	1.36		1.40	1.44
7	40,734	42,048	43,362	44,676	45,990		47,304	48,618
	1.24	1.28	1.32	1.36	1.40		1.44	1.48
8	42,048	43,362	44,676	45,990	47,304		48,618	49,932
	1.28	1.32	1.36	1.40	1.44		1.48	1.52
9	43,362	44,676	45,990	47,304	48,618		49,932	51,246
	1.32	1.36	1.40	1.44	1.48		1.52	1.56
10		45,990	47,304	48,618	49,932		51,246	52,560
		1.40	1.44	1.48	1.52		1.56	1.60
11			48,618	49,932	51,246		52,560	53,874
			1.48	1.52	1.56		1.60	1.64
12				51,246	52,560		53,874	55,188
				1.56	1.60		1.64	1.68
13					53,874		55,188	56,502
					1.64		1.68	1.72
14							56,502	57,816
							1.72	1.76

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 27.56

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.8	6.8	6.8
Planning Time:	57	57	57
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,075 Index: 4 x 4

Starting Salary: Entry Level Step: 0

Career Increments: N Experience Allowed: all

Vertical Freeze: 86-87

Rollback: 86-87

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp. or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	National Life	.0039						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: FTE	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

OVERTON									
Step	BA					BA+36			
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
0	32,075	33,358	34,641	35,924	37,207	38,490	39,773	41,056	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
1	33,358	34,641	35,924	37,207	38,490	39,773	41,056	42,339	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	34,641	35,924	37,207	38,490	39,773	41,056	42,339	43,622	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
3	35,924	37,207	38,490	39,773	41,056	42,339	43,622	44,905	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
4	37,207	38,490	39,773	41,056	42,339	43,622	44,905	46,188	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
5	38,490	39,773	41,056	42,339	43,622	44,905	46,188	47,471	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
6		41,056	42,339	43,622	44,905	46,188	47,471	48,754	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
7			43,622	44,905	46,188	47,471	48,754	50,037	
			1.36	1.40	1.44	1.48	1.52	1.56	
8				46,188	47,471	48,754	50,037	51,320	
				1.44	1.48	1.52	1.56	1.60	
9					48,754	50,037	51,320	52,603	
					1.52	1.56	1.60	1.64	
10					50,037	51,320	52,603	53,886	
					1.56	1.60	1.64	1.68	
11					51,320	52,603	53,886	55,169	
					1.60	1.64	1.68	1.72	
12						53,886	55,169	56,452	
						1.68	1.72	1.76	
13							56,452	57,735	
							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	6.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	34,950	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:	86-87;01-02		
Rollback:	86-87 Last Step		
Multi-year Contract:	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				250			
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	Cash	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31		IRS 125: Y	
PPO:			COMMENTS: Vision \$4.96/mo						Flex Accounts: Y
LIFE	Guardian						Deductible Reimbursement: Y	250/500	
LTD	Madison Ntl.	.0037 (thru sal)							
NON-PARTICIPANT	\$250 cash								PART-TIME BENEFITS
								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Substitute, Jury Duty

PALMYRA-BENNETT(OR #1)

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,950	36,348	37,746	39,144	40,542	41,940	43,338	44,736
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,348	37,746	39,144	40,542	41,940	43,338	44,736	46,134
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,746	39,144	40,542	41,940	43,338	44,736	46,134	47,532
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,144	40,542	41,940	43,338	44,736	46,134	47,532	48,930
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,542	41,940	43,338	44,736	46,134	47,532	48,930	50,328
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6		43,338	44,736	46,134	47,532	48,930	50,328	51,726
		1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		44,736	46,134	47,532	48,930	50,328	51,726	53,124
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			47,532	48,930	50,328	51,726	53,124	54,522
			1.36	1.40	1.44	1.48	1.52	1.56
9				50,328	51,726	53,124	54,522	55,920
				1.44	1.48	1.52	1.56	1.60
10				51,726	53,124	54,522	55,920	57,318
				1.48	1.52	1.56	1.60	1.64
11				53,124	54,522	55,920	57,318	58,716
				1.52	1.56	1.60	1.64	1.68
12				54,522	55,920	57,318	58,716	60,114
				1.56	1.60	1.64	1.68	1.72
13							60,114	61,512
							1.72	1.76
14								62,910
								1.80

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

Papillion-LaVista

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: 35,000 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 12
 V. Freeze: 86-87, 89-90, 91-92, 03-04
 Vertical Freeze: 08-09, 09-10, 11-12, 12-13
 Rollback: 85-86; 02-03
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	104.20 or 131.24
HEALTH	BC/BS	750D/3100D	536.65	923.32	1048.08	1407.31	Full H/A + Ind. Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	120	yes		
Other Info:	Sev: 1/2 sub rate up to 90 days				
PERSONAL	2-4			yes	from sick lv.
BEREAVEMENT	3-5				ea. occur.
PROFESSIONAL				yes	
ADOPTION 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:

P A P I L L I O N - L A V I S T A										
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18	MA + 27	MA + 36	PHD
					MA				ED S P E C	D O C
1	35,000	36,575	38,150	39,725	41,300	42,875	44,450	46,025	47,600	49,175
1	1,000	1,045	1,090	1,135	1,180	1,225	1,270	1,315	1,360	1,405
2	36,400	37,975	39,550	41,125	42,700	44,275	45,850	47,425	49,000	50,575
3	1,000	1,085	1,170	1,255	1,340	1,425	1,510	1,595	1,680	1,765
4	37,800	39,375	40,950	42,525	44,100	45,675	47,250	48,825	50,400	51,975
5	1,000	1,125	1,250	1,375	1,500	1,625	1,750	1,875	2,000	2,125
6	39,200	40,775	42,350	43,925	45,500	47,075	48,650	50,225	51,800	53,375
7	1,120	1,165	1,210	1,255	1,300	1,345	1,390	1,435	1,480	1,525
8	40,600	42,175	43,750	45,325	46,900	48,475	50,050	51,625	53,200	54,775
9	1,160	1,205	1,250	1,295	1,340	1,385	1,430	1,475	1,520	1,565
10	42,000	43,575	45,150	46,725	48,300	49,875	51,450	53,025	54,600	56,175
11	1,200	1,245	1,290	1,335	1,380	1,425	1,470	1,515	1,560	1,605
12	44,975	46,550	48,125	49,700	51,275	52,850	54,425	56,000	57,575	59,150
13	1,280	1,330	1,375	1,420	1,465	1,510	1,555	1,600	1,645	1,690
14	46,375	47,950	49,525	51,100	52,675	54,250	55,825	57,400	58,975	60,550
15	1,320	1,370	1,415	1,460	1,505	1,550	1,595	1,640	1,685	1,730
16	49,350	50,925	52,500	54,075	55,650	57,225	58,800	60,375	61,950	63,525
17	1,410	1,460	1,505	1,550	1,595	1,640	1,685	1,730	1,775	1,820
18	50,750	52,325	53,900	55,475	57,050	58,625	60,200	61,775	63,350	64,925
19	1,450	1,495	1,540	1,585	1,630	1,675	1,720	1,765	1,810	1,855
20		53,725	55,300	56,875	58,450	60,025	61,600	63,175	64,750	66,325
21		1,535	1,580	1,625	1,670	1,715	1,760	1,805	1,850	1,895
22		55,125	56,700	58,275	59,850	61,425	63,000	64,575	66,150	67,725
23		1,575	1,620	1,665	1,710	1,755	1,800	1,845	1,890	1,935
24			58,100	59,675	61,250	62,825	64,400	65,975	67,550	69,125
25			1,660	1,705	1,750	1,795	1,840	1,885	1,930	1,975
26			59,500	61,075	62,650	64,225	65,800	67,375	68,950	70,525
27			1,700	1,745	1,790	1,835	1,880	1,925	1,970	2,015
28			60,900	62,475	64,050	65,625	67,200	68,775	70,350	71,925
29			1,740	1,785	1,830	1,875	1,920	1,965	2,010	2,055
30			62,300	63,875	65,450	67,025	68,600	70,175	71,750	73,325
31			1,780	1,825	1,870	1,915	1,960	2,005	2,050	2,095
32			63,000	64,575	66,150	67,725	69,300	70,875	72,450	74,025
33			1,820	1,865	1,910	1,955	2,000	2,045	2,090	2,135
34			64,050	65,625	67,200	68,775	70,350	71,925	73,500	75,075
35			1,860	1,905	1,950	1,995	2,040	2,085	2,130	2,175
36			64,400	65,975	67,550	69,125	70,700	72,275	73,850	75,425
37			1,840	1,885	1,930	1,975	2,020	2,065	2,110	2,155
38			65,100	66,675	68,250	69,825	71,400	72,975	74,550	76,125
39			1,880	1,925	1,970	2,015	2,060	2,105	2,150	2,195
40			67,025	68,600	70,175	71,750	73,325	74,900	76,475	78,050
41			1,920	1,965	2,010	2,055	2,100	2,145	2,190	2,235
42			67,375	68,950	70,525	72,100	73,675	75,250	76,825	78,400
43			1,920	1,965	2,010	2,055	2,100	2,145	2,190	2,235
44			67,725	69,300	70,875	72,450	74,025	75,600	77,175	78,750
45			1,935	1,980	2,025	2,070	2,115	2,160	2,205	2,250
46			68,075	69,650	71,225	72,800	74,375	75,950	77,525	79,100
47			1,945	1,990	2,035	2,080	2,125	2,170	2,215	2,260

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:	33,375	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	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp. or Dep. Dental	
PPO:	+ single vision \$4.20/mo		COMMENTS:					IRS 125: Y
LIFE							Deductible Reimbursement:	Flex Accounts: Y
LTD	Standard Ins	7.00						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	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	33,375	34,710	36,045	37,380	38,715	40,050	41,385	42,720
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,710	36,045	37,380	38,715	40,050	41,385	42,720	44,055
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,045	37,380	38,715	40,050	41,385	42,720	44,055	45,390
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	37,380	38,715	40,050	41,385	42,720	44,055	45,390	46,725
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	38,715	40,050	41,385	42,720	44,055	45,390	46,725	48,060
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	40,050	41,385	42,720	44,055	45,390	46,725	48,060	49,395
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	41,385	42,720	44,055	45,390	46,725	48,060	49,395	50,730
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		44,055	45,390	46,725	48,060	49,395	50,730	52,065
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			46,725	48,060	49,395	50,730	52,065	53,400
			1.40	1.44	1.48	1.52	1.56	1.60
10				49,395	50,730	52,065	53,400	54,735
				1.48	1.52	1.56	1.60	1.64
11					52,065	53,400	54,735	56,070
					1.56	1.60	1.64	1.68
12					53,400	54,735	56,070	57,405
					1.60	1.64	1.68	1.72

WORKING CONDITIONS

Contract Days: 181 FTE Teachers:

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

SALARY SCHEDULE

Base: 31,900 Index: 4 x 4
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: 10(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	500D	565.98	1047.08	1188.56	1595.94	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Madison Nat'l	.0055 (thru sal)					Minimum FTE: 0
NON-PARTICIPANT	Cash-Sgl Prem	\$591.					Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

						<i>Negotiated/</i>
						<i>Exists Policy</i>
					Voluntary Separation:	N
					Grievance:	Y N
					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	31,900	33,176	34,452	35,728	37,004	37,642	38,918	40,194	41,470
	1.00	1.04	1.08	1.12	1.16	1.18	1.22	1.26	1.30
2	33,176	34,452	35,728	37,004	38,280	38,918	40,194	41,470	42,746
	1.04	1.08	1.12	1.16	1.20	1.22	1.26	1.30	1.34
3	34,452	35,728	37,004	38,280	39,556	40,194	41,470	42,746	44,022
	1.08	1.12	1.16	1.20	1.24	1.26	1.30	1.34	1.38
4	35,728	37,004	38,280	39,556	40,832	41,470	42,746	44,022	45,298
	1.12	1.16	1.20	1.24	1.28	1.30	1.34	1.38	1.42
5	37,004	38,280	39,556	40,832	42,108	42,746	44,022	45,298	46,574
	1.16	1.20	1.24	1.28	1.32	1.34	1.38	1.42	1.46
6	38,280	39,556	40,832	42,108	43,384	44,022	45,298	46,574	47,850
	1.20	1.24	1.28	1.32	1.36	1.38	1.42	1.46	1.50
7	39,556	40,832	42,108	43,384	44,660	45,298	46,574	47,850	49,126
	1.24	1.28	1.32	1.36	1.40	1.42	1.46	1.50	1.54
8		42,108	43,384	44,660	45,936	46,574	47,850	49,126	50,402
		1.32	1.36	1.40	1.44	1.46	1.50	1.54	1.58
9			44,660	45,936	47,212	47,850	49,126	50,402	51,678
			1.40	1.44	1.48	1.50	1.54	1.58	1.62
10				47,212	48,488	49,126	50,402	51,678	52,954
				1.48	1.52	1.54	1.58	1.62	1.66
11					49,764	50,402	51,678	52,954	54,230
					1.56	1.58	1.62	1.66	1.70
12							52,954	54,230	55,506
							1.66	1.70	1.74
13								55,506	56,782
								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: 32,640 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	EE/Sp/Child
HEALTH	BC/BS	750D/3100D	536.65	992.82	1126.97	1513.24	588.79	Cash
DENTAL	BC/BS	5	52.14	96.48	109.53	147.09		
PPO: COMMENTS:								
LIFE								Deductible Reimbursement:
LTD	Madison Nat'l	.0036						
NON-PARTICIPANT \$588.79								

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	32,640	34,272	35,904	37,536	39,168	40,800	42,432
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	33,946	35,578	37,210	38,842	40,474	42,106	43,738
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	35,251	36,883	38,515	40,147	41,779	43,411	45,043
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	36,557	38,189	39,821	41,453	43,085	44,717	46,349
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	37,862	39,494	41,126	42,758	44,390	46,022	47,654
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5	39,168	40,800	42,432	44,064	45,696	47,328	48,960
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
6	40,474	42,106	43,738	45,370	47,002	48,634	50,266
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
7		43,411	45,043	46,675	48,307	49,939	51,571
		1.33	1.38	1.43	1.48	1.53	1.58
8		44,717	46,349	47,981	49,613	51,245	52,877
		1.37	1.42	1.47	1.52	1.57	1.62
9			47,654	49,286	50,918	52,550	54,182
			1.46	1.51	1.56	1.61	1.66
10			48,960	50,592	52,224	53,856	55,488
			1.50	1.55	1.60	1.65	1.70
11				51,898	53,530	55,162	56,794
				1.59	1.64	1.69	1.74
12				53,203	54,835	56,467	58,099
				1.63	1.68	1.73	1.78
13					56,141	57,773	59,405
					1.72	1.77	1.82

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 33.75
 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: 33,000 Index: 4.25 x 4.25
 Starting Salary: 33,000 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
			Individ.	EE/Child	EE/Spouse	
		H/A-Dent				390
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD	Principal	22.92 (in 125)				
NON-PARTICIPANT	\$390 cash					

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:	N	
Grievance:	Y	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PLAINVIEW									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	BA+45		MA+18
							MA+9		
1	33,000	34,403	35,805	37,208	38,610	40,013	41,415	42,818	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	
2	34,403	35,805	37,208	38,610	40,013	41,415	42,818	44,220	
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	
3	35,805	37,208	38,610	40,013	41,415	42,818	44,220	45,623	
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	
4	37,208	38,610	40,013	41,415	42,818	44,220	45,623	47,025	
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	
5	38,610	40,013	41,415	42,818	44,220	45,623	47,025	48,428	
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	
6	40,013	41,415	42,818	44,220	45,623	47,025	48,428	49,830	
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	
7		42,818	44,220	45,623	47,025	48,428	49,830	51,233	
		1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	
8			45,623	47,025	48,428	49,830	51,233	52,635	
			1.3825	1.425	1.4675	1.51	1.5525	1.595	
9				48,428	49,830	51,233	52,635	54,038	
				1.4675	1.51	1.5525	1.595	1.6375	
10				49,830	51,233	52,635	54,038	55,440	
				1.51	1.5525	1.595	1.6375	1.68	
11						54,038	55,440	56,843	
						1.6375	1.68	1.7225	
12						55,440	56,843	58,245	
						1.68	1.7225	1.765	
13						56,843	58,245	59,648	
						1.7225	1.765	1.8075	
14							59,648	61,050	
							1.8075	1.85	
15								62,453	
								1.8925	

Only teachers compensated on BA+36 or BA+45 during 89-90 school yr. will be eligible to be pd on BA+45 for 90-91 and yrs thereafter

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 150
 HS JH/MS ELEM
 Length of Teacher Day: 8.25 8.25 8.25
 Length of Student Day: 7.5 7.5 7
 Planning Time: 48 40 40
 Class Periods/Day: 8 4
 Normal Teaching Load: 6 3

SALARY SCHEDULE

Base: 32,700 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)*
 *exp allowed-5 yrs + 1/2 all yrs beyond 5
 Vertical Freeze:
 Rollback: 85-86
 Multi-year Contract: 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	711.96
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	Cash, 125, or TSA
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	Singles recv \$150/mo		COMMENTS:				
LIFE	Madison Life	6.00	Deductible Reimbursement:				
LTD	Madison Life	.0064 (+B)					
NON-PARTICIPANT \$711.96 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	32,700	34,335	35,970	37,605	39,240	40,875	39,240	40,875	42,510	44,145	45,780	47,415
	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	34,008	35,643	37,278	38,913	40,548	42,183	40,548	42,183	43,818	45,453	47,088	48,723
	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	35,316	36,951	38,586	40,221	41,856	43,491	41,856	43,491	45,126	46,761	48,396	50,031
	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	36,624	38,259	39,894	41,529	43,164	44,799	43,164	44,799	46,434	48,069	49,704	51,339
	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	37,932	39,567	41,202	42,837	44,472	46,107	44,472	46,107	47,742	49,377	51,012	52,647
	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	39,240	40,875	42,510	44,145	45,780	47,415	45,780	47,415	49,050	50,685	52,320	53,955
	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	40,548	42,183	43,818	45,453	47,088	48,723	47,088	48,723	50,358	51,993	53,628	55,263
	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		43,491	45,126	46,761	48,396	50,031	48,396	50,031	51,666	53,301	54,936	56,571
		1.33	1.38	1.43	1.48	1.53	1.48	1.53	1.58	1.63	1.68	1.73
9			46,434	48,069	49,704	51,339	49,704	51,339	52,974	54,609	56,244	57,879
			1.42	1.47	1.52	1.57	1.52	1.57	1.62	1.67	1.72	1.77
10				49,377	51,012	52,647	51,012	52,647	54,282	55,917	57,552	59,187
				1.51	1.56	1.61	1.56	1.61	1.66	1.71	1.76	1.81
11					52,320	53,955	52,320	53,955	55,590	57,225	58,860	60,495
					1.60	1.65	1.60	1.65	1.70	1.75	1.80	1.85
12						53,628	55,263	53,628	55,263	56,898	58,533	60,168
						1.64	1.69	1.64	1.69	1.74	1.79	1.84
13							56,571	54,936	56,571	58,206	59,841	61,476
							1.73	1.68	1.73	1.78	1.83	1.88
14								56,244	57,879	59,514	61,149	62,784
								1.72	1.77	1.82	1.87	1.92
15									60,822	62,457	64,092	65,727
									1.86	1.91	1.96	2.01
16										63,765	65,400	67,035
										1.95	2.00	2.05

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

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 23
 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: 33,000 Index: 4.5 x 4.5
 Starting Salary: 33,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback: 93-94 (2 Steps)
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	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	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

POTTER-DIX						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 18
1	33,000	34,485	35,970	37,455	38,940	40,425
	1.00	1.045	1.09	1.135	1.18	1.225
2	34,485	35,970	37,455	38,940	40,425	41,910
	1.045	1.09	1.135	1.18	1.225	1.27
3	35,970	37,455	38,940	40,425	41,910	43,395
	1.09	1.135	1.18	1.225	1.27	1.315
4	37,455	38,940	40,425	41,910	43,395	44,880
	1.135	1.18	1.225	1.27	1.315	1.36
5	38,940	40,425	41,910	43,395	44,880	46,365
	1.18	1.225	1.27	1.315	1.36	1.405
6	40,425	41,910	43,395	44,880	46,365	47,850
	1.225	1.27	1.315	1.36	1.405	1.45
7	41,910	43,395	44,880	46,365	47,850	49,335
	1.27	1.315	1.36	1.405	1.45	1.495
8		44,880	46,365	47,850	49,335	50,820
		1.36	1.405	1.45	1.495	1.54
9			47,850	49,335	50,820	52,305
			1.45	1.495	1.54	1.585
10			49,335	50,820	52,305	53,790
			1.495	1.54	1.585	1.63
11				52,305	53,790	55,275
				1.585	1.63	1.675
12				53,790	55,275	56,760
				1.63	1.675	1.72
13					56,760	58,245
					1.72	1.765
14					58,245	59,730
					1.765	1.81
15						61,215
						1.855
16						62,700
						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:	33,450	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
	10-11: adv placement removed		
Vertical Freeze:	86-87,88-89,12-13		
Rollback:	85-86		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D/3100D	515.18	948.14	1059.35	1380.83	Ind+TSA or 264.01 TSA+Ind/Dep*
DENTAL	BC/BS	2	24.30	24.17	23.79	23.10	
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	
PART-TIME BENEFITS	
Minimum FTE: 0.5	
Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	90	yes		
Other Info: after 10 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	33,450	35,123	36,795	38,468	40,140	41,813	43,485	45,158	46,830	48,503	50,175	51,848
	1	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45	1.5	1.55
2	34,788	36,461	38,133	39,806	41,478	43,151	44,823	46,496	48,168	49,841	51,513	53,186
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
3	36,126	37,799	39,471	41,144	42,816	44,489	46,161	47,834	49,506	51,178	52,851	54,523
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
4	37,464	39,137	40,809	42,482	44,154	45,827	47,499	49,172	50,844	52,516	54,189	55,861
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67
5	38,802	40,475	42,147	43,820	45,492	47,165	48,837	50,510	52,182	53,854	55,527	57,200
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71
6	40,140	41,813	43,485	45,158	46,830	48,503	50,175	51,848	53,520	55,193	56,865	58,538
	1.2	1.25	1.3	1.35	1.4	1.45	1.5	1.55	1.6	1.65	1.7	1.75
7	41,478	43,151	44,823	46,496	48,168	49,841	51,513	53,186	54,858	56,530	58,203	59,875
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79
8		44,489	46,161	47,834	49,506	51,179	52,851	54,524	56,196	57,868	59,541	61,213
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83
9			47,499	49,172	50,844	52,517	54,189	55,862	57,534	59,206	60,879	62,551
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87
10			48,837	50,510	52,182	53,855	55,527	57,200	58,872	60,544	62,217	63,889
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91
11				51,848	53,520	55,193	56,865	58,538	60,210	61,882	63,555	65,227
				1.55	1.6	1.65	1.7	1.75	1.8	1.85	1.9	1.95
12				53,186	54,858	56,531	58,203	59,876	61,548	63,220	64,893	66,565
				1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99
13				54,524	56,196	57,869	59,541	61,214	62,886	64,558	66,231	67,903
				1.63	1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03
14					57,534	59,207	60,879	62,552	64,224	65,896	67,569	69,241
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07
15					58,872	60,545	62,217	63,890	65,562	67,234	68,907	70,579
					1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11
16					60,210	61,883	63,555	65,228	66,900	68,572	70,245	71,917
					1.8	1.85	1.9	1.95	2	2.05	2.1	2.15

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

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: 47	47	47
Class Periods/Day: 8	8	
Normal Teaching Load: 7	7	

Base: 33,250 Index: 4 x 5
 Starting Salary: 33,250 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D/3100D	536.65	992.82	1126.97	1513.24	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

RAVENNA							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36 MA	BA + 45 MA + 9	BA + 54 MA + 18
0	33,250	34,913	36,575	38,238	39,900	41,563	43,225
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	34,580	36,243	37,905	39,568	41,230	42,893	44,555
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	35,910	37,573	39,235	40,898	42,560	44,223	45,885
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	37,240	38,903	40,565	42,228	43,890	45,553	47,215
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	38,570	40,233	41,895	43,558	45,220	46,883	48,545
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5		41,563	43,225	44,888	46,550	48,213	49,875
		1.25	1.30	1.35	1.40	1.45	1.50
6		42,893	44,555	46,218	47,880	49,543	51,205
		1.29	1.34	1.39	1.44	1.49	1.54
7			45,885	47,548	49,210	50,873	52,535
			1.38	1.43	1.48	1.53	1.58
8			47,215	48,878	50,540	52,203	53,865
			1.42	1.47	1.52	1.57	1.62
9				50,208	51,870	53,533	55,195
				1.51	1.56	1.61	1.66
10				51,538	53,200	54,863	56,525
				1.55	1.60	1.65	1.70
11					54,530	56,193	57,855
					1.64	1.69	1.74
12					55,860	57,523	59,185
					1.68	1.73	1.78
13					56,525	58,853	60,515
					1.70	1.77	1.82
14					57,190	59,518	61,180
					1.72	1.79	1.84
15						60,183	61,845
						1.81	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: 35,375	Index: 4 x 5
Length of Teacher Day: 8	HS 8 JH/MS 8 ELEM 8	Starting Salary: 35,375	Entry Level Step: 1
Length of Student Day: 7	7 7 7	Career Increments: Y	Experience Allowed: 6 (D)
Planning Time: 46	46 60	Vertical Freeze:	
Class Periods/Day: 8	8	Rollback:	
Normal Teaching Load: 7	7	Multi-year Contract:	

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	536.65	536.65	536.65	536.65	25.31	Ind. Health	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31			
PPO:			COMMENTS: *<.51=FTE benefits						Options:
LIFE								IRS 125: Y	
LTD	Fortis	.003 (+B)					Deductible Reimbursement: Y	12.50/mo	
NON-PARTICIPANT	\$270.83 cash							PART-TIME BENEFITS	
								Minimum FTE: 0.51	
								Contribution: full*	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45			
Other Info: Unused pers days over 45 paid @ \$30/day in June					
PERSONAL				yes	from sick lv
BEREAVEMENT	5				from sick lv
PROFESSIONAL	adm. disc.			yes	
ADOPTION					
ASSOCIATION					

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

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
	1	35,375	37,144	38,913	40,681	42,450	44,219	45,988	47,756	49,525
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
2	36,790	38,559	40,328	42,096	43,865	45,634	47,403	49,171	50,940	52,709
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49
3	38,205	39,974	41,743	43,511	45,280	47,049	48,818	50,586	52,355	54,124
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53
4	39,620	41,389	43,158	44,926	46,695	48,464	50,233	52,001	53,770	55,539
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57
5	41,035	42,804	44,573	46,341	48,110	49,879	51,648	53,416	55,185	56,954
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61
6	42,450	44,219	45,988	47,756	49,525	51,294	53,063	54,831	56,600	58,369
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
7	43,865	45,634	47,403	49,171	50,940	52,709	54,478	56,246	58,015	59,784
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
8		47,049	48,818	50,586	52,355	54,124	55,893	57,661	59,430	61,199
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
9		48,464	50,233	52,001	53,770	55,539	57,308	59,076	60,845	62,614
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
10			51,648	53,416	55,185	56,954	58,723	60,491	62,260	64,029
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
11			53,063	54,831	56,600	58,369	60,138	61,906	63,675	65,444
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
12				56,246	58,015	59,784	61,553	63,321	65,090	66,859
				1.59	1.64	1.69	1.74	1.79	1.84	1.89
13					59,430	61,199	62,968	64,736	66,505	68,274
					1.68	1.73	1.78	1.83	1.88	1.93
14					60,845	62,614	64,383	66,151	67,920	69,689
					1.72	1.77	1.82	1.87	1.92	1.97
15					62,260	64,029	65,798	67,566	69,335	71,104
					1.76	1.81	1.86	1.91	1.96	2.01

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

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.82	7.82	7.7
Planning Time:	52	52	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,350 Index: 4 x 4
 Starting Salary: 32,350 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5*
 <4/5 fte prorated on schedule
 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	52.43 or 86.76 Sp or Dep Dental
HEALTH	BC/BS	750D/1650D	509.82	943.18	1070.62	1437.58	
DENTAL	BC/BS	4	47.65	47.65	47.65	47.65	
PPO:			COMMENTS:				
LIFE	Principal	3.49	Deductible Reimbursement:				
LTD	Principal	.0028 (thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.8
 Contribution: full

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	40	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	5				
PROFESSIONAL	4			yes	
ADOPTION ASSOCIATION	supt. disc.				

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

RED CLOUD								
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18
					MA			
1	32,350	33,644	34,938	36,232	37,526	38,820	40,114	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	33,644	34,938	36,232	37,526	38,820	40,114	41,408	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	34,938	36,232	37,526	38,820	40,114	41,408	42,702	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	36,232	37,526	38,820	40,114	41,408	42,702	43,996	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	37,526	38,820	40,114	41,408	42,702	43,996	45,290	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	38,820	40,114	41,408	42,702	43,996	45,290	46,584	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7	40,114	41,408	42,702	43,996	45,290	46,584	47,878	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
8		42,702	43,996	45,290	46,584	47,878	49,172	
		1.32	1.36	1.40	1.44	1.48	1.52	
9			45,290	46,584	47,878	49,172	50,466	
			1.40	1.44	1.48	1.52	1.56	
10				47,878	49,172	50,466	51,760	
				1.48	1.52	1.56	1.60	
11					50,466	51,760	53,054	
					1.56	1.60	1.64	
12						53,054	54,348	
						1.64	1.68	
13							55,642	
							1.72	

15-16 exp allowed from 12 yrs to 5 yrs (or more with approval of RCEA and BOE)

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.27	7.27	7.27
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,400 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 15-16, 16-17

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06 Sp or Dep. Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Fort Dearborn	.0036					
NON-PARTICIPANT							

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	45	yes		
Other Info:	\$25/day upon retirement up to 45				
PERSONAL	3			yes	accum to 5, 2 sick days = + 1 p
BEREAVEMENT	5				from sick 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: Y

OTHER LEAVES:

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

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: 32,125 Index: 4.25 x 4.25
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 97-98/98-99
 Rollback: 97-98/98-99/01-02
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1250D/3100	471.92	873.08	991.04	1330.72
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31
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	32,125	33,490	34,856	36,221	37,586	38,952
	1.00	1.0425	1.085	1.1275	1.17	1.2125
2	33,490	34,856	36,221	37,586	38,952	40,317
	1.0425	1.085	1.1275	1.17	1.2125	1.255
3	34,856	36,221	37,586	38,952	40,317	41,682
	1.085	1.1275	1.17	1.2125	1.255	1.2975
4	36,221	37,586	38,952	40,317	41,682	43,048
	1.1275	1.17	1.2125	1.255	1.2975	1.34
5	37,586	38,952	40,317	41,682	43,048	44,413
	1.17	1.2125	1.255	1.2975	1.34	1.3825
6	38,952	40,317	41,682	43,048	44,413	45,778
	1.2125	1.255	1.2975	1.34	1.3825	1.425
7	40,317	41,682	43,048	44,413	45,778	47,143
	1.255	1.2975	1.34	1.3825	1.425	1.4675
8		43,048	44,413	45,778	47,143	48,509
		1.34	1.3825	1.425	1.4675	1.51
9			45,778	47,143	48,509	49,874
			1.425	1.4675	1.51	1.5525
10			47,143	48,509	49,874	51,239
			1.4675	1.51	1.5525	1.595
11				49,874	51,239	52,605
				1.5525	1.595	1.6375
12				51,239	52,605	53,970
				1.595	1.6375	1.68
13					53,970	55,335
					1.68	1.7225
14						56,701
						1.765

Sandhills-Dunning

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:	31,116	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:	88-89		
Multi-year Contract:	15-16, 16-17		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06 Sp or Dep Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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:	Y	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	31,116	1.00	32,672	1.05	34,228	1.10	35,783	1.15	37,339	1.20	38,895
2	32,361	1.04	33,916	1.09	35,472	1.14	37,028	1.19	38,584	1.24	40,140
3	33,605	1.08	35,161	1.13	36,717	1.18	38,273	1.23	39,828	1.28	41,384
4	34,850	1.12	36,406	1.17	37,962	1.22	39,517	1.27	41,073	1.32	42,629
5	36,095	1.16	37,650	1.21	39,206	1.26	40,762	1.31	42,318	1.36	43,874
6			38,895	1.25	40,451	1.30	42,007	1.35	43,562	1.40	45,118
7					41,695	1.34	43,251	1.39	44,807	1.44	46,363
8					42,940	1.38	44,496	1.43	46,052	1.48	47,607
9							45,741	1.47	47,296	1.52	48,852
10							46,985	1.51	48,541	1.56	50,097
11									49,786	1.60	51,341
12									51,030	1.64	52,586
13									52,275	1.68	53,831

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 65
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,800 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	471.92	873.08	991.04	1330.72	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE	Principal						Deductible Reimbursement: Y 800	PART-TIME BENEFITS
LTD	Principal	.0052						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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	31,800	33,390	34,980	36,570	38,160	39,750
	1.00	1.05	1.10	1.15	1.20	1.25
2	33,072	34,662	36,252	37,842	39,432	41,022
	1.04	1.09	1.14	1.19	1.24	1.29
3	34,344	35,934	37,524	39,114	40,704	42,294
	1.08	1.13	1.18	1.23	1.28	1.33
4	35,616	37,206	38,796	40,386	41,976	43,566
	1.12	1.17	1.22	1.27	1.32	1.37
5	36,888	38,478	40,068	41,658	43,248	44,838
	1.16	1.21	1.26	1.31	1.36	1.41
6		39,750	41,340	42,930	44,520	46,110
		1.25	1.30	1.35	1.40	1.45
7		41,022	42,612	44,202	45,792	47,382
		1.29	1.34	1.39	1.44	1.49
8		42,294	43,884	45,474	47,064	48,654
		1.33	1.38	1.43	1.48	1.53
9		43,566	45,156	46,746	48,336	49,926
		1.37	1.42	1.47	1.52	1.57
10			46,428	48,018	49,608	51,198
			1.46	1.51	1.56	1.61
11				49,290	50,880	52,470
				1.55	1.60	1.65
12				50,562	52,152	53,742
				1.59	1.64	1.69
13					53,424	55,014
					1.68	1.73
14					54,696	56,286
					1.72	1.77
15						57,558
						1.81
16						58,830
						1.85
17						60,102
						1.89

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 45 40
 Class Periods/Day: 4 8
 Normal Teaching Load: 3 7

SALARY SCHEDULE

Base: 33,400 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 \$1000 signing bonus for new teachers
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	25.31 or 46.80 Ind or Dep Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
LIFE	Companion Life	5.25	Deductible Reimbursement:				
LTD	Principal Life	.0048					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
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	33,400	35,070	36,740	38,410	40,080	40,080	41,750	43,420	45,090	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	34,736	36,406	38,076	39,746	41,416	41,416	43,086	44,756	46,426	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	36,072	37,742	39,412	41,082	42,752	42,752	44,422	46,092	47,762	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	37,408	39,078	40,748	42,418	44,088	44,088	45,758	47,428	49,098	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	38,744	40,414	42,084	43,754	45,424	45,424	47,094	48,764	50,434	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6	40,080	41,750	43,420	45,090	46,760	46,760	48,430	50,100	51,770	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7	41,416	43,086	44,756	46,426	48,096	48,096	49,766	51,436	53,106	
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8		44,422	46,092	47,762	49,432	49,432	51,102	52,772	54,442	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9		45,758	47,428	49,098	50,768	50,768	52,438	54,108	55,778	
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	
10			48,764	50,434	52,104	52,104	53,774	55,444	57,114	
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	
11				51,770	53,440	53,440	55,110	56,780	58,450	
				1.55	1.60	1.60	1.65	1.70	1.75	
12					54,776	54,776	56,446	58,116	59,786	
					1.64	1.64	1.69	1.74	1.79	
13					56,112	56,112	57,782	59,452	61,122	
					1.68	1.68	1.73	1.78	1.83	
14					57,448	57,448	59,118	60,788	62,458	
					1.72	1.72	1.77	1.82	1.87	
15					58,784	58,784	60,454	62,124	63,794	
					1.76	1.76	1.81	1.86	1.91	
16								63,460	65,130	
								1.90	1.95	
17									66,466	
									1.99	

06-07: BA 36 grandfathered

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 74.5
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 47 47
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 33,400 Index: 4 x 5
 Starting Salary: 33,400 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.82 or 46.06 Sp. or Dep. Dental
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
LIFE Deductible Reimbursement:							
LTD	Madison Nat'l	.0033(+B thru Sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: Sev: after 6 yrs all days @ 25% sub rate					
PERSONAL	2+1			yes	1-sub deduct
BEREAVEMENT	5+5				add'l 5 from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Sick Bank:	Y	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	33,400	35,070	36,740	38,410	40,080	41,750	43,420	45,090	46,760
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	34,736	36,406	38,076	39,746	41,416	43,086	44,756	46,426	48,096
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,072	37,742	39,412	41,082	42,752	44,422	46,092	47,762	49,432
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	37,408	39,078	40,748	42,418	44,088	45,758	47,428	49,098	50,768
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	38,744	40,414	42,084	43,754	45,424	47,094	48,764	50,434	52,104
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	40,080	41,750	43,420	45,090	46,760	48,430	50,100	51,770	53,440
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		43,086	44,756	46,426	48,096	49,766	51,436	53,106	54,776
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		44,422	46,092	47,762	49,432	51,102	52,772	54,442	56,112
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			47,428	49,098	50,768	52,438	54,108	55,778	57,448
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				50,434	52,104	53,774	55,444	57,114	58,784
				1.51	1.56	1.61	1.66	1.71	1.76
11				51,770	53,440	55,110	56,780	58,450	60,120
				1.55	1.60	1.65	1.70	1.75	1.80
12					54,776	56,446	58,116	59,786	61,456
					1.64	1.69	1.74	1.79	1.84
13					56,112	57,782	59,452	61,122	62,792
					1.68	1.73	1.78	1.83	1.88
14					57,448	59,118	60,788	62,458	64,128
					1.72	1.77	1.82	1.87	1.92
15						60,454	62,124	63,794	65,464
						1.81	1.86	1.91	1.96

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 189 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.5	6.9	6.33
Planning Time:	90	45	50
Class Periods/Day:	4	9	
Normal Teaching Load:	3	8	

Base: 33,620 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 12
 Vertical Freeze: 87-88
 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/1650D	268.33	268.33	268.33	268.33	Cafeteria + 1/2 sgl
DENTAL	BC/BS	2	12.66	12.66	12.66	12.66	
PPO: COMMENTS:							
LIFE	Guardian	2.70	Deductible Reimbursement:				
LTD	Madison Nat'l	.006					
NON-PARTICIPANT \$935 Flat Salary							

Cafeteria Plan

Individ. Depend.
 935 935
 Options: H/A, Cash, 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	9	100	yes		
Other Info: 75 days @ \$40/day upon retirement					
PERSONAL	3			yes	Deducted from sick lv.
BEREAVEMENT	5				per occur; 1 day funeral, not fa
PROFESSIONAL	admin disc				
ADOPTION					
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Emergency-1 from sick lv.

SCOTTSBLUFF

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	PHD
1	33,620	35,133	36,646	38,159	39,672	41,185	42,697	44,210	45,723	47,236	48,749	50,262
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
2	35,133	36,646	38,159	39,672	41,185	42,697	44,210	45,723	47,236	48,749	50,262	51,775
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
3	36,646	38,159	39,672	41,185	42,697	44,210	45,723	47,236	48,749	50,262	51,775	53,288
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
4	38,159	39,672	41,185	42,697	44,210	45,723	47,236	48,749	50,262	51,775	53,288	54,801
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
5		41,185	42,697	44,210	45,723	47,236	48,749	50,262	51,775	53,288	54,801	56,314
		1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
6			44,210	45,723	47,236	48,749	50,262	51,775	53,288	54,801	56,314	57,826
			1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
7				47,236	48,749	50,262	51,775	53,288	54,801	56,314	57,826	59,339
				1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
8					50,262	51,775	53,288	54,801	56,314	57,826	59,339	60,852
					1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
9						53,288	54,801	56,314	57,826	59,339	60,852	62,365
						1.585	1.63	1.675	1.72	1.765	1.81	1.855
10								57,826	59,339	60,852	62,365	63,878
								1.72	1.765	1.81	1.855	1.9
11									60,852	62,365	63,878	65,391
									1.81	1.855	1.9	1.945
12										63,878	65,391	66,904
										1.9	1.945	1.99
13											66,904	68,417
											1.99	2.035
14											68,417	69,930
											2.035	2.08

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 105.8
 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: 32,750 Index: 5 x 4
 Starting Salary: 32,750 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/3100D	509.82	943.18	1070.62	1437.58	
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37	
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

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
Sick Bank:	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	32,750	34,060	35,370	36,680	37,990	39,300	40,610	41,920
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,388	35,698	37,008	38,318	39,628	40,938	42,248	43,558
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33
3	36,025	37,335	38,645	39,955	41,265	42,575	43,885	45,195
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38
4	37,663	38,973	40,283	41,593	42,903	44,213	45,523	46,833
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43
5	39,300	40,610	41,920	43,230	44,540	45,850	47,160	48,470
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	40,938	42,248	43,558	44,868	46,178	47,488	48,798	50,108
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53
7	42,575	43,885	45,195	46,505	47,815	49,125	50,435	51,745
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58
8		45,523	46,833	48,143	49,453	50,763	52,073	53,383
		1.39	1.43	1.47	1.51	1.55	1.59	1.63
9			48,470	49,780	51,090	52,400	53,710	55,020
			1.48	1.52	1.56	1.60	1.64	1.68
10				51,418	52,728	54,038	55,348	56,658
				1.57	1.61	1.65	1.69	1.73
11					54,365	55,675	56,985	58,295
					1.66	1.70	1.74	1.78
12					56,003	57,313	58,623	59,933
					1.71	1.75	1.79	1.83
13						58,950	60,260	61,570
						1.80	1.84	1.88
14							61,898	63,208
							1.89	1.93
15								64,845
								1.98
16								66,483
								2.03

07-08 BA45 eliminated, current staff is grandfathered

Shickley

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 24

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	48	48	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,650 Index: 4 x 4

Starting Salary: 33,650 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
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp. or Dep. Dental
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	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:	Exists	Negotiated/Policy
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	33,650	34,996	36,342	37,688	39,034	40,380	41,726	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	34,996	36,342	37,688	39,034	40,380	41,726	43,072	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	36,342	37,688	39,034	40,380	41,726	43,072	44,418	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	37,688	39,034	40,380	41,726	43,072	44,418	45,764	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	39,034	40,380	41,726	43,072	44,418	45,764	47,110	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	40,380	41,726	43,072	44,418	45,764	47,110	48,456	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7		43,072	44,418	45,764	47,110	48,456	49,802	
		1.28	1.32	1.36	1.40	1.44	1.48	
8		44,418	45,764	47,110	48,456	49,802	51,148	
		1.32	1.36	1.40	1.44	1.48	1.52	
9		45,764	47,110	48,456	49,802	51,148	52,494	
		1.36	1.40	1.44	1.48	1.52	1.56	
10			48,456	49,802	51,148	52,494	53,840	
			1.44	1.48	1.52	1.56	1.60	
11				51,148	52,494	53,840	55,186	
				1.52	1.56	1.60	1.64	
12					53,840	55,186	56,532	
					1.60	1.64	1.68	
13						56,532	57,878	
						1.68	1.72	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,700 Index: 4.5 x 4.5
 Starting Salary: 33,700 Entry Level Step: 0
 Career Increments: Y Experience Allowed: all
 Professional Increments available
 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
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	25.31 or 46.06 Ind or Dep Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:			COMMENTS:				
LIFE	Principal	4.00	Deductible Reimbursement: N				
LTD	Principal	(+B)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	unl	yes		
Other Info: PTO - new emp recv 10 days add'l sick lv					
PERSONAL	PTO				
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION	see prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Maternity - 15 days

SIDNEY										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
0	33,700	35,217	36,733	38,250	39,766	41,283	42,799	44,316	45,832	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
1	35,217	36,733	38,250	39,766	41,283	42,799	44,316	45,832	47,349	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	36,733	38,250	39,766	41,283	42,799	44,316	45,832	47,349	48,865	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.50
3	38,250	39,766	41,283	42,799	44,316	45,832	47,349	48,865	50,382	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
4	39,766	41,283	42,799	44,316	45,832	47,349	48,865	50,382	51,898	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.59
5	41,283	42,799	44,316	45,832	47,349	48,865	50,382	51,898	53,415	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
6		44,316	45,832	47,349	48,865	50,382	51,898	53,415	54,931	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
7			47,349	48,865	50,382	51,898	53,415	54,931	56,448	
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
8				50,382	51,898	53,415	54,931	56,448	57,964	
				1.495	1.54	1.585	1.63	1.675	1.72	1.765
9					53,415	54,931	56,448	57,964	59,481	
					1.585	1.63	1.675	1.72	1.765	1.81
10						56,448	57,964	59,481	60,997	
						1.675	1.72	1.765	1.81	1.855
11							59,481	60,997	62,514	
							1.765	1.81	1.855	1.9
12								62,514	64,030	
								1.855	1.9	1.945
13									65,547	
									1.945	

Professional Increments available, see contract; 08-09 experience allowed changed to all

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 27

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

SALARY SCHEDULE

Base: 32,500 Index: 4 x 4
 Starting Salary: 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	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp. or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD								Minimum FTE: 0	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	P
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	32,500	33,800	35,100	36,400	37,700	39,000	40,300	41,600	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	33,800	35,100	36,400	37,700	39,000	40,300	41,600	42,900	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	35,100	36,400	37,700	39,000	40,300	41,600	42,900	44,200	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	36,400	37,700	39,000	40,300	41,600	42,900	44,200	45,500	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	37,700	39,000	40,300	41,600	42,900	44,200	45,500	46,800	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	39,000	40,300	41,600	42,900	44,200	45,500	46,800	48,100	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	40,300	41,600	42,900	44,200	45,500	46,800	48,100	49,400	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8	41,600	42,900	44,200	45,500	46,800	48,100	49,400	50,700	
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9		44,200	45,500	46,800	48,100	49,400	50,700	52,000	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	
10			46,800	48,100	49,400	50,700	52,000	53,300	
			1.44	1.48	1.52	1.56	1.60	1.64	
11				49,400	50,700	52,000	53,300	54,600	
				1.52	1.56	1.60	1.64	1.68	
12				50,700	52,000	53,300	54,600	55,900	
				1.56	1.60	1.64	1.68	1.72	
13					53,300	54,600	55,900	57,200	
					1.64	1.68	1.72	1.76	

WORKING CONDITIONS

Contract Days: 175 FTE Teachers: 21.75
 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: 33,350 Index: 4 x 4
 Starting Salary: 33,350 Entry Level Step: 1
 Career Increments: N Experience Allowed: 7*
 *Exp allowed: 3 yrs half-time tchrs
 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	537.68	994.73	1129.13	1516.14	27.82 or 46.06 Sp. or Dep. Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
LIFE	Fort Dearborn		Deductible Reimbursement:				
LTD							
NON-PARTICIPANT 50% BC/BS premium							

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.51
 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	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+12	MA+24	MA+36	
0	33,350	34,684	36,018	37,352	38,686	40,020	41,354	42,688	44,022	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
1	34,684	36,018	37,352	38,686	40,020	41,354	42,688	44,022	45,356	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
2	36,018	37,352	38,686	40,020	41,354	42,688	44,022	45,356	46,690	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
3	37,352	38,686	40,020	41,354	42,688	44,022	45,356	46,690	48,024	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
4	38,686	40,020	41,354	42,688	44,022	45,356	46,690	48,024	49,358	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
5	40,020	41,354	42,688	44,022	45,356	46,690	48,024	49,358	50,692	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
6	41,354	42,688	44,022	45,356	46,690	48,024	49,358	50,692	52,026	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
7				46,690	48,024	49,358	50,692	52,026	53,360	
				1.40	1.44	1.48	1.52	1.56	1.60	
8				48,024	49,358	50,692	52,026	53,360	54,694	
				1.44	1.48	1.52	1.56	1.60	1.64	
9					50,692	52,026	53,360	54,694	56,028	
					1.52	1.56	1.60	1.64	1.68	
10					52,026	53,360	54,694	56,028	57,362	
					1.56	1.60	1.64	1.68	1.72	
11						54,694	56,028	57,362	58,696	
						1.64	1.68	1.72	1.76	
12							57,362	58,696	60,030	
							1.72	1.76	1.80	
13								60,030	61,364	
								1.80	1.84	

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 320.17

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	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:	34,725	Index:	4 x 5
Starting Salary:	34,725	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
Vertical Freeze:	01-02		
Rollback:	01-02		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	750D	536.65	536.65	536.65	536.65	Ind Ins/Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:			COMMENTS:				
LIFE	Guardian	3.00					Deductible Reimbursement:
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	9	69	yes		
Other Info:	10 for dep use				
PERSONAL	3			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	P
Sick Bank:	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	34,725	36,461	38,198	39,934	41,670	41,670	43,406	45,143	46,879	48,615	50,351
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
2	36,114	37,850	39,587	41,323	43,059	43,059	44,795	46,532	48,268	50,004	51,740
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44	1.49
3	37,503	39,239	40,976	42,712	44,448	44,448	46,184	47,921	49,657	51,393	53,129
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48	1.53
4	38,892	40,628	42,365	44,101	45,837	45,837	47,573	49,310	51,046	52,782	54,518
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52	1.57
5	40,281	42,017	43,754	45,490	47,226	47,226	48,962	50,699	52,435	54,171	55,907
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56	1.61
6	41,670	43,406	45,143	46,879	48,615	48,615	50,351	52,088	53,824	55,560	57,296
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	43,059	44,795	46,532	48,268	50,004	50,004	51,740	53,477	55,213	56,949	58,685
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64	1.69
8	44,448	46,184	47,921	49,657	51,393	51,393	53,129	54,866	56,602	58,338	60,074
	1.28	1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68	1.73
9				51,046	52,782	52,782	54,518	56,255	57,991	59,727	61,463
				1.47	1.52	1.52	1.57	1.62	1.67	1.72	1.77
10					54,171	54,171	55,907	57,644	59,380	61,116	62,852
					1.56	1.56	1.61	1.66	1.71	1.76	1.81
11					55,560	55,560	57,296	59,033	60,769	62,505	64,241
					1.60	1.60	1.65	1.70	1.75	1.80	1.85
12					56,949	56,949	58,685	60,422	62,158	63,894	65,630
					1.64	1.64	1.69	1.74	1.79	1.84	1.89
13						58,338	60,074	61,811	63,547	65,283	67,019
						1.68	1.73	1.78	1.83	1.88	1.93
14								63,200	64,936	66,672	68,408
								1.82	1.87	1.92	1.97
15								64,589	66,325	68,061	69,797
								1.86	1.91	1.96	2.01

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	7.25
Planning Time:	73	73	73
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,057 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 10
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE							Deductible Reimbursement:	PART-TIME BENEFITS
LTD	Jefferson Pilot	.0044 (thru sal)						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: Reimb. unused lv @ sub rate/day over 10/yr					
PERSONAL	3			yes	from sick leave
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION	Yes				with approval
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

SOUTHERN									
Step	BA			BA+36			MA		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+36	
1	33,057	34,379	35,702	37,024	38,346	39,668	40,991	42,313	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	34,379	35,702	37,024	38,346	39,668	40,991	42,313	43,635	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	35,702	37,024	38,346	39,668	40,991	42,313	43,635	44,958	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	37,024	38,346	39,668	40,991	42,313	43,635	44,958	46,280	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	38,346	39,668	40,991	42,313	43,635	44,958	46,280	47,602	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	39,668	40,991	42,313	43,635	44,958	46,280	47,602	48,924	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7		42,313	43,635	44,958	46,280	47,602	48,924	50,247	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		43,635	44,958	46,280	47,602	48,924	50,247	51,569	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9		44,958	46,280	47,602	48,924	50,247	51,569	52,891	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	
10			47,602	48,924	50,247	51,569	52,891	54,213	
			1.44	1.48	1.52	1.56	1.60	1.64	
11				50,247	51,569	52,891	54,213	55,536	
				1.52	1.56	1.60	1.64	1.68	
12					52,891	54,213	55,536	56,858	
					1.60	1.64	1.68	1.72	
13					54,213	55,536	56,858	58,180	
					1.64	1.68	1.72	1.76	
14							58,180	59,503	
							1.76	1.80	

WORKING CONDITIONS

Contract Days: 183 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:	54	70	50
Class Periods/Day:	8	10	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,550 Index: 4 x 4
 Starting Salary: 32,550 Entry Level Step: 1
 Career Increments: N Experience Allowed: 17
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	27.82 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp. or Dep. Dental

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	40	Yes		
Other Info:					
PERSONAL	3				
BEREAVEMENT	5				1 from sick lv. for non-family
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

S O U T H W E S T							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36 MA	MA + 9	MA + 18
1	32,550 1.00	33,852 1.04	35,154 1.08	36,456 1.12	37,758 1.16	39,060 1.20	40,362 1.24
2	33,852 1.04	35,154 1.08	36,456 1.12	37,758 1.16	39,060 1.20	40,362 1.24	41,664 1.28
3	35,154 1.08	36,456 1.12	37,758 1.16	39,060 1.20	40,362 1.24	41,664 1.28	42,966 1.32
4	36,456 1.12	37,758 1.16	39,060 1.20	40,362 1.24	41,664 1.28	42,966 1.32	44,268 1.36
5	37,758 1.16	39,060 1.20	40,362 1.24	41,664 1.28	42,966 1.32	44,268 1.36	45,570 1.40
6	39,060 1.20	40,362 1.24	41,664 1.28	42,966 1.32	44,268 1.36	45,570 1.40	46,872 1.44
7		41,664 1.28	42,966 1.32	44,268 1.36	45,570 1.40	46,872 1.44	48,174 1.48
8			44,268 1.36	45,570 1.40	46,872 1.44	48,174 1.48	49,476 1.52
9			45,570 1.40	46,872 1.44	48,174 1.48	49,476 1.52	50,778 1.56
10				48,174 1.48	49,476 1.52	50,778 1.56	52,080 1.60
11				49,476 1.52	50,778 1.56	52,080 1.60	53,382 1.64
12				50,778 1.56	52,080 1.60	53,382 1.64	54,684 1.68
13					53,382 1.68	54,684 1.72	55,986 1.76
14					54,684 1.72	55,986 1.76	57,288 1.80
15						57,288 1.76	58,590 1.80
16							59,892 1.84
17							61,194 1.88

Springfield-Platteview

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: 32,975 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	509.82	943.18	1070.62	1437.58	27.82 or 46.06
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	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
PART-TIME BENEFITS
 Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: Sev:sub. rate per day (1/2 of days) at retire after 20 yrs.					
PERSONAL	2			yes	sub pay/day EOY, accum to 4 w/approv.
BEREAVEMENT	unl.				
PROFESSIONAL	unl.			yes	
ADOPTION	10				from sick lv.
ASSOCIATION	3				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Emergency as needed

SPRINGFIELD PLATTEVIEW										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	32,975	33,964	34,954	35,943	36,932	36,932	37,921	38,911	39,900	40,889
	1.00	1.03	1.06	1.09	1.12	1.12	1.15	1.18	1.21	1.24
2	34,624	35,613	36,602	37,592	38,581	38,581	39,570	40,559	41,549	42,538
	1.05	1.08	1.11	1.14	1.17	1.17	1.20	1.23	1.26	1.29
3	36,273	37,262	38,251	39,240	40,230	40,230	41,219	42,208	43,197	44,187
	1.10	1.13	1.16	1.19	1.22	1.22	1.25	1.28	1.31	1.34
4	37,921	38,911	39,900	40,889	41,878	41,878	42,868	43,857	44,846	45,835
	1.15	1.18	1.21	1.24	1.27	1.27	1.30	1.33	1.36	1.39
5	39,570	40,559	41,549	42,538	43,527	43,527	44,516	45,506	46,495	47,484
	1.20	1.23	1.26	1.29	1.32	1.32	1.35	1.38	1.41	1.44
6		42,208	43,197	44,187	45,176	45,176	46,165	47,154	48,144	49,133
		1.28	1.31	1.34	1.37	1.37	1.40	1.43	1.46	1.49
7		43,857	44,846	45,835	46,825	46,825	47,814	48,803	49,792	50,782
		1.33	1.36	1.39	1.42	1.42	1.45	1.48	1.51	1.54
8			46,495	47,484	48,473	48,473	49,463	50,452	51,441	52,430
			1.41	1.44	1.47	1.47	1.50	1.53	1.56	1.59
9			48,144	49,133	50,122	50,122	51,111	52,101	53,090	54,079
			1.46	1.49	1.52	1.52	1.55	1.58	1.61	1.64
10				50,782	51,771	51,771	52,760	53,749	54,739	55,728
				1.54	1.57	1.57	1.60	1.63	1.66	1.69
11					53,420	53,420	54,409	55,398	56,387	57,377
					1.62	1.62	1.65	1.68	1.71	1.74
12					55,068	55,068	56,058	57,047	58,036	59,025
					1.67	1.67	1.70	1.73	1.76	1.79
13					56,717	56,717	57,706	58,696	59,685	60,674
					1.72	1.72	1.75	1.78	1.81	1.84
14							59,355	60,344	61,334	62,323
							1.80	1.83	1.86	1.89
15								61,993	62,982	63,972
								1.88	1.91	1.94
20										64,961
										1.97
25										65,950
										2.00
30										66,939
										2.03
35										67,929
										2.06
40										68,918
										2.09
45										69,907
										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 MA36, 3% added every 5 years (20 yrs, 25, 30, 35, 40, 45)

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

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

SALARY SCHEDULE

Base: 31,600 Index: 4 x 4.5
 Starting Salary: 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	509.82	943.18	1070.62	1437.58	27.82 or 46.06 Sp. or Dep. Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Paternity Leave - 30 consec. Days

ST. EDWARD						
Step	BA		BA + 9		BA + 18	
	BA	BA + 9	BA + 18	BA + 27	BA + 36	
	MA	MA + 18				
1	31,600	33,022	34,444	35,866	37,288	38,710
	1.00	1.045	1.09	1.135	1.18	1.225
2	32,864	34,286	35,708	37,130	38,552	39,974
	1.04	1.085	1.13	1.175	1.22	1.265
3	34,128	35,550	36,972	38,394	39,816	41,238
	1.08	1.125	1.17	1.215	1.26	1.305
4	35,392	36,814	38,236	39,658	41,080	42,502
	1.12	1.165	1.21	1.255	1.3	1.345
5	36,656	38,078	39,500	40,922	42,344	43,766
	1.16	1.205	1.25	1.295	1.34	1.385
6	37,920	39,342	40,764	42,186	43,608	45,030
	1.2	1.245	1.29	1.335	1.38	1.425
7	39,184	40,606	42,028	43,450	44,872	46,294
	1.24	1.285	1.33	1.375	1.42	1.465
8		41,870	43,292	44,714	46,136	47,558
		1.325	1.37	1.415	1.46	1.505
9			44,556	45,978	47,400	48,822
			1.41	1.455	1.5	1.545
10				47,242	48,664	50,086
				1.495	1.54	1.585
11					49,928	51,350
					1.58	1.625
12						52,614
						1.665

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	47	47	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	33,500	Index:	4 x 5
Starting Salary:	33,500	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	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	57.70 or 95.26	Options:
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Principal	.0042						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	15 first yr				
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:	N	
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					
									MA	MA + 9	MA + 18			
1	33,500	1.00	35,175	1.05	36,850	1.10	38,525	1.15	40,200	1.20	41,875	1.25	43,550	1.30
2	34,840	1.04	36,515	1.09	38,190	1.14	39,865	1.19	41,540	1.24	43,215	1.29	44,890	1.34
3	36,180	1.08	37,855	1.13	39,530	1.18	41,205	1.23	42,880	1.28	44,555	1.33	46,230	1.38
4	37,520	1.12	39,195	1.17	40,870	1.22	42,545	1.27	44,220	1.32	45,895	1.37	47,570	1.42
5	38,860	1.16	40,535	1.21	42,210	1.26	43,885	1.31	45,560	1.36	47,235	1.41	48,910	1.46
6	40,200	1.20	41,875	1.25	43,550	1.30	45,225	1.35	46,900	1.40	48,575	1.45	50,250	1.50
7			43,215	1.29	44,890	1.34	46,565	1.39	48,240	1.44	49,915	1.49	51,590	1.54
8					46,230	1.38	47,905	1.43	49,580	1.48	51,255	1.53	52,930	1.58
9					47,570	1.42	49,245	1.47	50,920	1.52	52,595	1.57	54,270	1.62
10							50,585	1.51	52,260	1.56	53,935	1.61	55,610	1.66
11							51,925	1.55	53,600	1.60	55,275	1.65	56,950	1.70
12									54,940	1.64	56,615	1.69	58,290	1.74
13									56,280	1.68	57,955	1.73	59,630	1.78
14											59,295	1.77	60,970	1.82

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 39

	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:	6	6	

SALARY SCHEDULE

Base: 33,450 Index: 4 x 5
 Starting Salary: 33,450 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 96-97
 Rollback:
 Multi-year Contract: 15-16, 16-17

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
		H/A-Dent					295.65
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	1/2 ind. prem. 500D
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:			COMMENTS:				
LIFE	Madison Nat'l	2.55					Deductible Reimbursement: Y 250/500
LTD							
NON-PARTICIPANT		\$295.65 (1/2 500D in					

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STANTON								
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+54 MA+9	MA+18	
1	33,450	35,123	36,795	38,468	40,140	41,813	43,485	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	34,788	36,461	38,133	39,806	41,478	43,151	44,823	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	36,126	37,799	39,471	41,144	42,816	44,489	46,161	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	37,464	39,137	40,809	42,482	44,154	45,827	47,499	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	38,802	40,475	42,147	43,820	45,492	47,165	48,837	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6		41,813	43,485	45,158	46,830	48,503	50,175	
		1.25	1.30	1.35	1.40	1.45	1.50	
7			44,823	46,496	48,168	49,841	51,513	
			1.34	1.39	1.44	1.49	1.54	
8				47,834	49,506	51,179	52,851	
				1.43	1.48	1.53	1.58	
9				49,172	50,844	52,517	54,189	
				1.47	1.52	1.57	1.62	
10					52,182	53,855	55,527	
					1.56	1.61	1.66	
11					53,520	55,193	56,865	
					1.60	1.65	1.70	
12					54,858	56,531	58,203	
					1.64	1.69	1.74	
13					56,196	57,869	59,541	
					1.68	1.73	1.78	

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,250 Index: 4 x 5
 Starting Salary: Entry Level Step: 0
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	1250D	471.92	873.08	991.04	1330.72	
DENTAL	BC/BS	5	26.07	48.24	54.77	73.55	
PPO:			COMMENTS:				
LIFE	Unknown		Deductible Reimbursement: Y				825
LTD	School Ins.	.0051					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: sub rate + \$10/day up to 3 days eoy					
PERSONAL	3			yes	sub rate +\$10/day up to 3 days
BEREAVEMENT	2				w/appr.; + 3 from sick lv.
PROFESSIONAL	2			yes	\$200/yr. expenses
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STAPLETON

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	32,250	33,863	35,475	37,088	38,700	38,700	40,313	41,925
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	33,540	35,153	36,765	38,378	39,990	39,990	41,603	43,215
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	34,830	36,443	38,055	39,668	41,280	41,280	42,893	44,505
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	36,120	37,733	39,345	40,958	42,570	42,570	44,183	45,795
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	37,410	39,023	40,635	42,248	43,860	43,860	45,473	47,085
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	38,700	40,313	41,925	43,538	45,150	45,150	46,763	48,375
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	39,990	41,603	43,215	44,828	46,440	46,440	48,053	49,665
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		42,893	44,505	46,118	47,730	47,730	49,343	50,955
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			45,795	47,408	49,020	49,020	50,633	52,245
			1.42	1.47	1.52	1.52	1.57	1.62
10				48,698	50,310	50,310	51,923	53,535
				1.51	1.56	1.56	1.61	1.66
11					51,600	51,600	53,213	54,825
					1.60	1.60	1.65	1.70
12					52,890	52,890	54,503	56,115
					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: 33,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	166.67
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	TSA
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
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

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

STERLING						
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
Step					MA	
1	33,000	34,320	35,640	36,960	38,280	39,600
	1.00	1.04	1.08	1.12	1.16	1.20
2	34,320	35,640	36,960	38,280	39,600	40,920
	1.04	1.08	1.12	1.16	1.20	1.24
3	35,640	36,960	38,280	39,600	40,920	42,240
	1.08	1.12	1.16	1.20	1.24	1.28
4	36,960	38,280	39,600	40,920	42,240	43,560
	1.12	1.16	1.20	1.24	1.28	1.32
5	38,280	39,600	40,920	42,240	43,560	44,880
	1.16	1.20	1.24	1.28	1.32	1.36
6	39,600	40,920	42,240	43,560	44,880	46,200
	1.20	1.24	1.28	1.32	1.36	1.40
7	40,920	42,240	43,560	44,880	46,200	47,520
	1.24	1.28	1.32	1.36	1.40	1.44
8	42,240	43,560	44,880	46,200	47,520	48,840
	1.28	1.32	1.36	1.40	1.44	1.48
9	43,560	44,880	46,200	47,520	48,840	50,160
	1.32	1.36	1.40	1.44	1.48	1.52
10		46,200	47,520	48,840	50,160	51,480
		1.40	1.44	1.48	1.52	1.56
11			48,840	50,160	51,480	52,800
			1.48	1.52	1.56	1.60
12				51,480	52,800	54,120
				1.56	1.60	1.64
13					54,120	55,440
					1.64	1.68

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 20

	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: 32,569 Index: 4.25 x 4.25

Starting Salary: 32,569 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.	Depend.
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	27.09 or 44.85	Options:	
DENTAL	BC/BS	1	24.64	24.64	24.64	24.64	Sp. or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD								Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

	Exists	Negotiated/ 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	MA+18
0	32,569	33,953	35,337	36,722	38,106	39,490	40,874
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255
1	33,953	35,337	36,722	38,106	39,490	40,874	42,258
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	35,337	36,722	38,106	39,490	40,874	42,258	43,642
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
3	36,722	38,106	39,490	40,874	42,258	43,642	45,027
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
4	38,106	39,490	40,874	42,258	43,642	45,027	46,411
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
5	39,490	40,874	42,258	43,642	45,027	46,411	47,795
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
6	40,874	42,258	43,642	45,027	46,411	47,795	49,179
	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
7	42,258	43,642	45,027	46,411	47,795	49,179	50,563
	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
8		45,027	46,411	47,795	49,179	50,563	51,948
		1.3825	1.425	1.4675	1.51	1.5525	1.595
9			47,795	49,179	50,563	51,948	53,332
			1.4675	1.51	1.5525	1.595	1.6375
10				50,563	51,948	53,332	54,716
				1.5525	1.595	1.6375	1.68
11					53,332	54,716	56,100
					1.6375	1.68	1.7225

Sumner-Eddyville-Miller

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: 32,350 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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	P
Sick Bank:	Y	N

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency

SUMNER-EDDYVILLE-MILLER								
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+9	MA+18
1	32,350	33,644	34,938	36,232	37,526	38,820	40,114	41,408
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	33,644	34,938	36,232	37,526	38,820	40,114	41,408	42,702
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	34,938	36,232	37,526	38,820	40,114	41,408	42,702	43,996
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	36,232	37,526	38,820	40,114	41,408	42,702	43,996	45,290
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	37,526	38,820	40,114	41,408	42,702	43,996	45,290	46,584
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	38,820	40,114	41,408	42,702	43,996	45,290	46,584	47,878
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		41,408	42,702	43,996	45,290	46,584	47,878	49,172
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			43,996	45,290	46,584	47,878	49,172	50,466
			1.36	1.40	1.44	1.48	1.52	1.56
9			45,290	46,584	47,878	49,172	50,466	51,760
			1.40	1.44	1.48	1.52	1.56	1.60
10				47,878	49,172	50,466	51,760	53,054
				1.48	1.52	1.56	1.60	1.64
11					50,466	51,760	53,054	54,348
					1.56	1.60	1.64	1.68
12						53,054	54,348	55,642
						1.64	1.68	1.72

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 37

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

SALARY SCHEDULE

Base: 33,485 Index: 4 x 5

Starting Salary: Entry Level Step: 1

Career Increments: Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	27.82
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58	Spouse Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO: COMMENTS:							
LIFE Deductible Reimbursement:							
LTD	Principal	.0052 (+Bthru sal)					
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: FTE

LEAVES

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

OTHER DISTRICT POLICIES

	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	33,485	35,159	36,834	38,508	40,182	41,856	43,531	45,205	46,879
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	34,824	36,499	38,173	39,847	41,521	43,196	44,870	46,544	48,218
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,164	37,838	39,512	41,187	42,861	44,535	46,209	47,884	49,558
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	37,503	39,177	40,852	42,526	44,200	45,874	47,549	49,223	50,897
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	38,843	40,517	42,191	43,865	45,540	47,214	48,888	50,562	52,237
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	40,182	41,856	43,531	45,205	46,879	48,553	50,228	51,902	53,576
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		43,196	44,870	46,544	48,218	49,893	51,567	53,241	54,915
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		44,535	46,209	47,884	49,558	51,232	52,906	54,581	56,255
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			47,549	49,223	50,897	52,571	54,246	55,920	57,594
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				50,562	52,237	53,911	55,585	57,259	58,934
				1.51	1.56	1.61	1.66	1.71	1.76
11				51,902	53,576	55,250	56,925	58,599	60,273
				1.55	1.60	1.65	1.70	1.75	1.80
12					54,915	56,590	58,264	59,938	61,612
					1.64	1.69	1.74	1.79	1.84
13					56,255	57,929	59,603	61,278	62,952
					1.68	1.73	1.78	1.83	1.88
14					57,594	59,268	60,943	62,617	64,291
					1.72	1.77	1.82	1.87	1.92
15						60,608	62,282	63,956	65,631
						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:	30,100	Index:	5 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	89-90		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	750D/3100D	536.65	992.82	1126.97	1513.24	Options:
DENTAL	BC/BS	4	47.65	88.16	100.08	134.41	IRS 125: Y
PPO:			COMMENTS: \$471.83 (less ded) if take ind-elig dep				Flex Accounts: Y
LIFE			Deductible Reimbursement: Y 450/900				PART-TIME BENEFITS
LTD							Minimum FTE: 1
NON-PARTICIPANT	1/2 elig. plan if spous						Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: Incentive: Under 6 days from 1 to 5 times sub. rate					
PERSONAL	3			no	Unused days paid at sub. rate
BEREAVEMENT	5				w/approval
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
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	30,100	31,304	32,508	33,712	34,916	36,120	37,324	38,528
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	31,605	33,411	34,916	36,722	38,227	39,431	40,936	42,441
	1.05	1.11	1.16	1.22	1.27	1.31	1.36	1.41
3	33,110	35,518	37,324	39,732	41,538	42,742	44,548	46,354
	1.10	1.18	1.24	1.32	1.38	1.42	1.48	1.54
4	34,615	37,625	39,732	42,742	44,849	46,053	48,160	50,267
	1.15	1.25	1.32	1.42	1.49	1.53	1.60	1.67
5	36,120	39,732	42,140	45,752	48,160	49,364	51,772	54,180
	1.20	1.32	1.40	1.52	1.60	1.64	1.72	1.80
6	37,625	41,839	44,548	48,762	51,471	52,675	55,384	58,093
	1.25	1.39	1.48	1.62	1.71	1.75	1.84	1.93

Syracuse-Dunbar-Avooca

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 57.35
 HS JH/MS ELEM
 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: 34,350 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	452.78	452.78	452.78	452.78	Ind 1650 + Stipend	
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14		
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
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
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	34,350	36,068	37,785	39,503	41,220	42,938	44,655	46,373	48,090	51,525
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	36,068	37,785	39,503	41,220	42,938	44,655	46,373	48,090	49,808	53,243
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.55
3	37,785	39,503	41,220	42,938	44,655	46,373	48,090	49,808	51,525	54,960
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60
4	39,503	41,220	42,938	44,655	46,373	48,090	49,808	51,525	53,243	56,678
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65
5	41,220	42,938	44,655	46,373	48,090	49,808	51,525	53,243	54,960	58,395
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
6	42,938	44,655	46,373	48,090	49,808	51,525	53,243	54,960	56,678	60,113
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75
7	44,655	46,373	48,090	49,808	51,525	53,243	54,960	56,678	58,395	61,830
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80
8	46,373	48,090	49,808	51,525	53,243	54,960	56,678	58,395	60,113	63,548
	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85
9		49,808	51,525	53,243	54,960	56,678	58,395	60,113	61,830	65,265
		1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90
10			53,243	54,960	56,678	58,395	60,113	61,830	63,548	66,983
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95
11				56,678	58,395	60,113	61,830	63,548	65,265	68,700
				1.65	1.70	1.75	1.80	1.85	1.90	2.00
12					60,113	61,830	63,548	65,265	66,983	70,418
					1.75	1.80	1.85	1.90	1.95	2.05
13						63,548	65,265	66,983	68,700	72,135
						1.85	1.90	1.95	2.00	2.10
14							66,983	68,700	70,418	73,853
							1.95	2.00	2.05	2.15
15								70,418	72,135	75,570
								2.05	2.10	2.20

13-14: Those placed on salary schedule with index of 1.5 or more recv \$7000/yr flat base stipend; Less than 1.5 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:	32,050	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	EE/Sp/Child	25.31
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58	Ind. Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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
PART-TIME BENEFITS	
Minimum FTE:	0.5
Contribution:	fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	5,10	45	yes		
Other Info: Incent:\$25/day above 40; depend. use-7 days					
PERSONAL	2			yes	accum to 3
BEREAVEMENT	5				
PROFESSIONAL	unl.				
ADOPTION	unl.				
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	Y	P
Grievance:	Y	N
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	32,050	33,653	35,255	36,857	38,460	39,819	41,665	18				55,447	58,011	59,613			
	1	1.05	1.1	1.14	1.18	1.2	1.25					1.73	1.81	1.86			
2	33,653	35,255	36,858	38,460	39,819	41,665	43,511	19				57,767	59,331	60,254			
	1.05	1.1	1.15	1.19	1.23	1.25	1.3					1.74	1.82	1.87			
3	35,255	36,858	38,460	39,819	41,665	43,511	45,357	20				59,613	60,254	61,216			
	1.1	1.15	1.2	1.24	1.28	1.3	1.35					1.75	1.83	1.88			
4	36,858	38,460	40,063	41,665	43,511	45,357	47,203	21				61,216	62,498	63,139			
	1.15	1.2	1.25	1.29	1.33	1.35	1.4					1.76	1.84	1.89			
5	38,460	40,063	41,665	43,511	45,357	47,203	49,049	22				62,498	63,139	64,100			
	1.2	1.25	1.3	1.34	1.38	1.4	1.45					1.77	1.85	1.9			
6	40,063	41,665	43,511	45,357	47,203	49,049	50,895	23				63,139	64,100	65,382			
	1.25	1.3	1.35	1.39	1.43	1.45	1.5					1.78	1.86	1.91			
7	41,665	43,511	45,357	47,203	49,049	50,895	52,741	24				64,100	65,382	66,664			
	1.3	1.35	1.39	1.43	1.47	1.49	1.54					1.79	1.87	1.92			
8	43,511	45,357	47,203	49,049	50,895	52,741	54,587	25				65,382	66,664	67,946			
	1.35	1.4	1.43	1.47	1.51	1.53	1.58					1.8	1.88	1.93			
9	45,357	47,203	49,049	50,895	52,741	54,587	56,433	26				66,664	67,946	69,228			
	1.4	1.43	1.47	1.51	1.55	1.57	1.62					1.81	1.89	1.94			
10	47,203	49,049	50,895	52,741	54,587	56,433	58,279	27				67,946	69,228	70,510			
	1.43	1.45	1.5	1.52	1.56	1.58	1.63					1.82	1.9	1.95			
11	49,049	50,895	52,741	54,587	56,433	58,279	60,125	28				69,228	70,510	71,792			
	1.45	1.46	1.5	1.53	1.57	1.59	1.64					1.83	1.91	1.96			
12	50,895	52,741	54,587	56,433	58,279	60,125	61,971	29				70,510	71,792	73,074			
	1.46	1.47	1.5	1.53	1.57	1.59	1.64					1.84	1.92	1.97			
13	52,741	54,587	56,433	58,279	60,125	61,971	63,817	30				71,792	73,074	74,356			
	1.47	1.48	1.5	1.53	1.57	1.59	1.64					1.85	1.93	1.98			
14	54,587	56,433	58,279	60,125	61,971	63,817	65,663	31				73,074	74,356	75,638			
	1.48	1.49	1.5	1.53	1.57	1.59	1.64					1.86	1.94	1.99			
15	56,433	58,279	60,125	61,971	63,817	65,663	67,509	32				74,356	75,638	76,920			
	1.5	1.5	1.53	1.57	1.59	1.64	1.69					1.87	1.95	2			
16	58,279	60,125	61,971	63,817	65,663	67,509	69,355	33				75,638	76,920	78,192			
	1.53	1.54	1.57	1.59	1.64	1.66	1.71					1.88	1.96	2.01			
17	60,125	61,971	63,817	65,663	67,509	69,355	71,201	34				76,920	78,192	79,464			
	1.57	1.58	1.6	1.63	1.66	1.68	1.73					1.89	1.97	2.02			
								35				78,192	79,464	80,736			
												1.9	1.98	2.03			
								36				79,464	80,736	82,008			
												1.91	1.99	2.04			
								37				80,736	82,008	83,280			
												1.92	2	2.05			
								38				82,008	83,280	84,552			
												1.93	2.01	2.06			
								39				83,280	84,552	85,824			
												1.94	2.02	2.07			
								40				84,552	85,824	87,096			
												1.95	2.03	2.08			

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: 36.75
 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: 32,700 Index: 5 x 4
 Starting Salary: 32,700 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	EE/Sp/Child	52.43 or 86.76
HEALTH	BCBS	750D/3100D	509.82	943.18	1070.62	1437.58	Sp. or Dep. Dental
DENTAL	BC/BS	4	47.65	47.65	47.65	47.65	
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	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	1.2	1.24	1.28
2	34,335	35,643	36,951	38,259	39,567	39,567	40,875	42,183	43,491
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	35,970	37,278	38,586	39,894	41,202	41,202	42,510	43,818	45,126
	1.1	1.14	1.18	1.22	1.26	1.26	1.3	1.34	1.38
4	37,605	38,913	40,221	41,529	42,837	42,837	44,145	45,453	46,761
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	39,240	40,548	41,856	43,164	44,472	44,472	45,780	47,088	48,396
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44	1.48
6	40,875	42,183	43,491	44,799	46,107	46,107	47,415	48,723	50,031
	1.25	1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7		43,818	45,126	46,434	47,742	47,742	49,050	50,358	51,666
		1.34	1.38	1.42	1.46	1.46	1.5	1.54	1.58
8			46,761	48,069	49,377	49,377	50,685	51,993	53,301
			1.43	1.47	1.51	1.51	1.55	1.59	1.63
9				49,704	51,012	51,012	52,320	53,628	54,936
				1.52	1.56	1.56	1.6	1.64	1.68
10				51,339	52,647	52,647	53,955	55,263	56,571
				1.57	1.61	1.61	1.65	1.69	1.73
11					54,282	54,282	55,590	56,898	58,206
					1.66	1.66	1.7	1.74	1.78
12					55,917	55,917	57,225	58,533	59,841
					1.71	1.71	1.75	1.79	1.83
13					56,735	56,735	58,043	59,351	60,659
					1.735	1.735	1.775	1.815	1.855
14					57,552	57,552	58,860	60,168	61,476
					1.76	1.76	1.8	1.84	1.88
15						58,370	59,678	60,986	62,294
						1.785	1.825	1.865	1.905
16						59,187	60,495	61,803	63,111
						1.81	1.85	1.89	1.93
17								62,621	63,929
								1.915	1.955
								63,438	64,746
								1.94	1.98

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 184	FTE Teachers:	Base: 32,200	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: 8	8 8 8	Career Increments: N	Experience Allowed: 10
Planning Time: 50	50 50 50	Vertical Freeze:	
Class Periods/Day: 8	8 8	Rollback:	
Normal Teaching Load: 7	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	509.82	943.18	1070.62	1437.58	27.82 or 46.06	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep. Dental		
PPO:			COMMENTS:					IRS 125:	
LIFE			Deductible Reimbursement: Y				375/750	Flex Accounts:	
LTD	Madison Nat'l	.00247(thru sal)							PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: 0.5
							Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	5				w/appr.
PROFESSIONAL	2			yes	
ADOPTION	20				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

THEDFORD										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18			
1	32,200	33,810	35,420	37,030	38,640	40,250	41,860			
	1.00	1.05	1.10	1.15	1.20	1.25	1.30			
2	33,488	35,098	36,708	38,318	39,928	41,538	43,148			
	1.04	1.09	1.14	1.19	1.24	1.29	1.34			
3	34,776	36,386	37,996	39,606	41,216	42,826	44,436			
	1.08	1.13	1.18	1.23	1.28	1.33	1.38			
4	36,064	37,674	39,284	40,894	42,504	44,114	45,724			
	1.12	1.17	1.22	1.27	1.32	1.37	1.42			
5	37,352	38,962	40,572	42,182	43,792	45,402	47,012			
	1.16	1.21	1.26	1.31	1.36	1.41	1.46			
6	38,640	40,250	41,860	43,470	45,080	46,690	48,300			
	1.20	1.25	1.30	1.35	1.40	1.45	1.50			
7	39,928	41,538	43,148	44,758	46,368	47,978	49,588			
	1.24	1.29	1.34	1.39	1.44	1.49	1.54			
8		42,826	44,436	46,046	47,656	49,266	50,876			
		1.33	1.38	1.43	1.48	1.53	1.58			
9			45,724	47,334	48,944	50,554	52,164			
			1.42	1.47	1.52	1.57	1.62			
10				48,622	50,232	51,842	53,452			
				1.51	1.56	1.61	1.66			
11					51,520	53,130	54,740			
					1.60	1.65	1.70			
12					52,808	54,418	56,028			
					1.64	1.69	1.74			
13						55,706	57,316			
						1.73	1.78			
14							58,604			
							1.82			

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: 33,300 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	
HEALTH	BC/BS	750D	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37
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	33,300	34,965	36,630	38,295	39,960	41,625	43,290	44,955	46,620
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	34,632	36,297	37,962	39,627	41,292	42,957	44,622	46,287	47,952
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	35,964	37,629	39,294	40,959	42,624	44,289	45,954	47,619	49,284
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	37,296	38,961	40,626	42,291	43,956	45,621	47,286	48,951	50,616
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	38,628	40,293	41,958	43,623	45,288	46,953	48,618	50,283	51,948
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	39,960	41,625	43,290	44,955	46,620	48,285	49,950	51,615	53,280
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	41,292	42,957	44,622	46,287	47,952	49,617	51,282	52,947	54,612
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		44,289	45,954	47,619	49,284	50,949	52,614	54,279	55,944
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			47,286	48,951	50,616	52,281	53,946	55,611	57,276
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			48,618	50,283	51,948	53,613	55,278	56,943	58,608
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				51,615	53,280	54,945	56,610	58,275	59,940
				1.55	1.60	1.65	1.70	1.75	1.80
12					54,612	56,277	57,942	59,607	61,272
					1.64	1.69	1.74	1.79	1.84
13					55,944	57,609	59,274	60,939	62,604
					1.68	1.73	1.78	1.83	1.88
14						58,941	60,606	62,271	63,936
						1.77	1.82	1.87	1.92
15						60,273	61,938	63,603	65,268
						1.81	1.86	1.91	1.96
16							63,270	64,935	66,600
							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: 36,350 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 98-99
 Rollback:
 Multi-year Contract: 15-16, 16-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	500D	537.68	994.73	1129.13	1516.14
DENTAL	BC/BS	4	47.65	88.16	100.08	134.41
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+36			MA		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	36,350	37,804	39,258	40,712	42,166	43,620	45,074	46,528
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	37,804	39,258	40,712	42,166	43,620	45,074	46,528	47,982
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	39,258	40,712	42,166	43,620	45,074	46,528	47,982	49,436
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	40,712	42,166	43,620	45,074	46,528	47,982	49,436	50,890
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	42,166	43,620	45,074	46,528	47,982	49,436	50,890	52,344
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	43,620	45,074	46,528	47,982	49,436	50,890	52,344	53,798
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	45,074	46,528	47,982	49,436	50,890	52,344	53,798	55,252
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		47,982	49,436	50,890	52,344	53,798	55,252	56,706
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		49,436	50,890	52,344	53,798	55,252	56,706	58,160
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10		50,890	52,344	53,798	55,252	56,706	58,160	59,614
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
11		52,344	53,798	55,252	56,706	58,160	59,614	61,068
		1.44	1.48	1.52	1.56	1.60	1.64	1.68
12			55,252	56,706	58,160	59,614	61,068	62,522
			1.52	1.56	1.60	1.64	1.68	1.72
13			56,706	58,160	59,614	61,068	62,522	63,976
			1.56	1.60	1.64	1.68	1.72	1.76
14				59,614	61,068	62,522	63,976	65,430
				1.64	1.68	1.72	1.76	1.80

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.15	7.15	7
Planning Time:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,700 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	EE/Sp/Child	
HEALTH	BC/BS	750D/3100D	536.65	992.82	1126.97	1513.24	Cash or 2 sgl + \$75
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	*spouse-\$75/mo if both take Ind		COMMENTS:				
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

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

W A H O O								
	B A	B A + 9	B A + 18	B A + 27	B A + 36	M A + 9	M A + 18	M A + 27
S t e p					M A			
1	32,700	34,335	35,970	37,605	39,240	40,875	42,510	44,145
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	34,008	35,643	37,278	38,913	40,548	42,183	43,818	45,453
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	35,316	36,951	38,586	40,221	41,856	43,491	45,126	46,761
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	36,624	38,259	39,894	41,529	43,164	44,799	46,434	48,069
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	37,932	39,567	41,202	42,837	44,472	46,107	47,742	49,377
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		40,875	42,510	44,145	45,780	47,415	49,050	50,685
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		42,183	43,818	45,453	47,088	48,723	50,358	51,993
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			45,126	46,761	48,396	50,031	51,666	53,301
			1.38	1.43	1.48	1.53	1.58	1.63
9			46,434	48,069	49,704	51,339	52,974	54,609
			1.42	1.47	1.52	1.57	1.62	1.67
10				49,377	51,012	52,647	54,282	55,917
				1.51	1.56	1.61	1.66	1.71
11				50,685	52,320	53,955	55,590	57,225
				1.55	1.60	1.65	1.70	1.75
12					53,628	55,263	56,898	58,533
					1.64	1.69	1.74	1.79
13					54,936	56,571	58,206	59,841
					1.68	1.73	1.78	1.83
14						57,879	59,514	61,149
						1.77	1.82	1.87
15							60,822	62,457
							1.86	1.91
16								63,765
								1.95

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: 33,325 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback: 87-88
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	433.33
HEALTH	BC/BS	750D/3100D	536.65	992.82	1126.97	1513.24	Cash
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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	33,325	34,658	35,991	37,324	38,657	39,990	41,323	42,656	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	34,658	35,991	37,324	38,657	39,990	41,323	42,656	43,989	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	35,991	37,324	38,657	39,990	41,323	42,656	43,989	45,322	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	37,324	38,657	39,990	41,323	42,656	43,989	45,322	46,655	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	38,657	39,990	41,323	42,656	43,989	45,322	46,655	47,988	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	39,990	41,323	42,656	43,989	45,322	46,655	47,988	49,321	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	41,323	42,656	43,989	45,322	46,655	47,988	49,321	50,654	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8	42,656	43,989	45,322	46,655	47,988	49,321	50,654	51,987	
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9		45,322	46,655	47,988	49,321	50,654	51,987	53,320	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	
10			47,988	49,321	50,654	51,987	53,320	54,653	
			1.44	1.48	1.52	1.56	1.60	1.64	
11				50,654	51,987	53,320	54,653	55,986	
				1.52	1.56	1.60	1.64	1.68	
12				51,987	53,320	54,653	55,986	57,319	
				1.56	1.60	1.64	1.68	1.72	
13					54,653	55,986	57,319	58,652	
					1.64	1.68	1.72	1.76	
14						57,319	58,652	59,985	
						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: 32,625 Index: 4 x 4
 Starting Salary: 35,235 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		EE/Sp/Child
HEALTH	BC/BS	500D/3100D	537.68	994.73	1129.13	1516.14	27.82 or 46.06 Sp or Dep. Dental	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31		
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

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

WALLACE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	32,625	33,930	35,235	36,540	37,845	39,150	40,455	41,760	43,065
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	33,930	35,235	36,540	37,845	39,150	40,455	41,760	43,065	44,370
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	35,235	36,540	37,845	39,150	40,455	41,760	43,065	44,370	45,675
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	36,540	37,845	39,150	40,455	41,760	43,065	44,370	45,675	46,980
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	37,845	39,150	40,455	41,760	43,065	44,370	45,675	46,980	48,285
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	39,150	40,455	41,760	43,065	44,370	45,675	46,980	48,285	49,590
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		41,760	43,065	44,370	45,675	46,980	48,285	49,590	50,895
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			44,370	45,675	46,980	48,285	49,590	50,895	52,200
			1.36	1.40	1.44	1.48	1.52	1.56	1.60
9				46,980	48,285	49,590	50,895	52,200	53,505
				1.44	1.48	1.52	1.56	1.60	1.64
10				48,285	49,590	50,895	52,200	53,505	54,810
				1.48	1.52	1.56	1.60	1.64	1.68
11					50,895	52,200	53,505	54,810	56,115
					1.56	1.60	1.64	1.68	1.72
12						53,505	54,810	56,115	57,420
						1.64	1.68	1.72	1.76

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 37,605 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: 15-16, 16-17

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	565.98	1047.08	1188.56	1595.94
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37
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 ASSOCIATION	10				

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	37,605	39,109	40,613	42,118	43,622	45,126	46,630
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	39,109	40,613	42,118	43,622	45,126	46,630	48,134
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	40,613	42,118	43,622	45,126	46,630	48,134	49,639
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	42,118	43,622	45,126	46,630	48,134	49,639	51,143
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	43,622	45,126	46,630	48,134	49,639	51,143	52,647
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		46,630	48,134	49,639	51,143	52,647	54,151
		1.24	1.28	1.32	1.36	1.40	1.44
7		48,134	49,639	51,143	52,647	54,151	55,655
		1.28	1.32	1.36	1.40	1.44	1.48
8			51,143	52,647	54,151	55,655	57,160
			1.36	1.40	1.44	1.48	1.52
9			52,647	54,151	55,655	57,160	58,664
			1.40	1.44	1.48	1.52	1.56
10				55,655	57,160	58,664	60,168
				1.48	1.52	1.56	1.60
11					58,664	60,168	61,672
					1.56	1.60	1.64
12						61,672	63,176
						1.64	1.68

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

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

SALARY SCHEDULE

Base:	32,200	Index:	4 x 5
Starting Salary:	32,200	Entry Level Step:	(D)
Career Increments:	N	Experience Allowed:	10(D)
Vertical Freeze:	86-87		
Rollback:	86-87 Last Step		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	500D/3100D	537.68	994.73	1129.13	1516.14	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE	Guardian	15.00					Deductible Reimbursement:	PART-TIME BENEFITS
LTD								Minimum FTE: 0.25
NON-PARTICIPANT								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

W A U N E T A - P A L I S A D E						
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	32,200	33,810	35,420	37,030	38,640	40,250
	1.00	1.05	1.10	1.15	1.20	1.25
2	33,488	35,098	36,708	38,318	39,928	41,538
	1.04	1.09	1.14	1.19	1.24	1.29
3	34,776	36,386	37,996	39,606	41,216	42,826
	1.08	1.13	1.18	1.23	1.28	1.33
4	36,064	37,674	39,284	40,894	42,504	44,114
	1.12	1.17	1.22	1.27	1.32	1.37
5	37,352	38,962	40,572	42,182	43,792	45,402
	1.16	1.21	1.26	1.31	1.36	1.41
6	38,640	40,250	41,860	43,470	45,080	46,690
	1.20	1.25	1.30	1.35	1.40	1.45
7		41,538	43,148	44,758	46,368	47,978
		1.29	1.34	1.39	1.44	1.49
8			44,436	46,046	47,656	49,266
			1.38	1.43	1.48	1.53
9			45,724	47,334	48,944	50,554
			1.42	1.47	1.52	1.57
10				48,622	50,232	51,842
				1.51	1.56	1.61
11				49,910	51,520	53,130
				1.55	1.60	1.65
12					52,808	54,418
					1.64	1.69
13						55,706
						1.73

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
Length of Teacher Day: 8	8	8
Length of Student Day: 7.5	7.5	7.5
Planning Time: 52	52	35
Class Periods/Day: 8	8	
Normal Teaching Load: 6	6	

SALARY SCHEDULE

Base: 32,550 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	492.63	911.39	1034.52	1389.10	27.82 or 46.06 Sp. or Dep. Dental
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
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

	Exists	Negotiated/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	MA+27	MA+36
1	32,550	33,852	35,154	36,456	37,758	39,060	40,362	41,664	42,966
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	33,852	35,154	36,456	37,758	39,060	40,362	41,664	42,966	44,268
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	35,154	36,456	37,758	39,060	40,362	41,664	42,966	44,268	45,570
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	36,456	37,758	39,060	40,362	41,664	42,966	44,268	45,570	46,872
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	37,758	39,060	40,362	41,664	42,966	44,268	45,570	46,872	48,174
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	39,060	40,362	41,664	42,966	44,268	45,570	46,872	48,174	49,476
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	40,362	41,664	42,966	44,268	45,570	46,872	48,174	49,476	50,778
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		42,966	44,268	45,570	46,872	48,174	49,476	50,778	52,080
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			45,570	46,872	48,174	49,476	50,778	52,080	53,382
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				48,174	49,476	50,778	52,080	53,382	54,684
				1.48	1.52	1.56	1.60	1.64	1.68
11					50,778	52,080	53,382	54,684	55,986
					1.56	1.60	1.64	1.68	1.72
12						52,080	53,382	54,684	55,986
						1.60	1.64	1.68	1.72
13							54,684	55,986	57,288
							1.68	1.72	1.76

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 24

	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: 32,500 Index: 4 x 4.25

Starting Salary: 32,500 Entry Level Step: 1

Career Increments: N Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D/3100D	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 1

Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

WEST BOYD UNIFIED								
Step	B A		B A + 9		B A + 18		B A + 27	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	32,500	33,881	35,263	36,644	38,025	39,406		
	1.00	1.0425	1.085	1.1275	1.17	1.2125		
2	33,800	35,181	36,563	37,944	39,325	40,706		
	1.04	1.0825	1.125	1.1675	1.21	1.2525		
3	35,100	36,481	37,863	39,244	40,625	42,006		
	1.08	1.1225	1.165	1.2075	1.25	1.2925		
4	36,400	37,781	39,163	40,544	41,925	43,306		
	1.12	1.1625	1.205	1.2475	1.29	1.3325		
5	37,700	39,081	40,463	41,844	43,225	44,606		
	1.16	1.2025	1.245	1.2875	1.33	1.3725		
6	39,000	40,381	41,763	43,144	44,525	45,906		
	1.2	1.2425	1.285	1.3275	1.37	1.4125		
7	40,300	41,681	43,063	44,444	45,825	47,206		
	1.24	1.2825	1.325	1.3675	1.41	1.4525		
8	41,600	42,981	44,363	45,744	47,125	48,506		
	1.28	1.3225	1.365	1.4075	1.45	1.4925		
9		44,281	45,663	47,044	48,425	49,806		
		1.3625	1.405	1.4475	1.49	1.5325		
10			46,963	48,344	49,725	51,106		
			1.445	1.4875	1.53	1.5725		
11			48,263	49,644	51,025	52,406		
			1.485	1.5275	1.57	1.6125		
12				50,944	52,325	53,706		
				1.5675	1.61	1.6525		
13				52,244	53,625	55,006		
				1.6075	1.65	1.6925		

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: 33,000 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 15-16, 16-17

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	509.82	943.18	1070.62	1437.58	Options: Two Ind Policies*
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	IRS 125: Flex Accounts:
PPO:			COMMENTS:				PART-TIME BENEFITS
LIFE	Madison Ntl.	2.85			Deductible Reimbursement: N		Minimum FTE: 0.4
LTD	Madison Ntl.	.0053 (+Bthru sal)					Contribution: fte
NON-PARTICIPANT							

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: \$25/day over 35					
PERSONAL	2			yes	
BEREAVEMENT	unl.				imm. fam;day of death-funeral
PROFESSIONAL	unl.			yes	
ADOPTION					FMLA
ASSOCIATION	see prof lv.				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	N	
Grievance:	Y	N
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	33,000	34,650	36,300	37,950	39,600	41,250	42,900	44,550	46,200	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	34,320	35,970	37,620	39,270	40,920	42,570	44,220	45,870	47,520	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	35,640	37,290	38,940	40,590	42,240	43,890	45,540	47,190	48,840	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	36,960	38,610	40,260	41,910	43,560	45,210	46,860	48,510	50,160	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	38,280	39,930	41,580	43,230	44,880	46,530	48,180	49,830	51,480	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	39,600	41,250	42,900	44,550	46,200	47,850	49,500	51,150	52,800	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7		42,570	44,220	45,870	47,520	49,170	50,820	52,470	54,120	
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8		43,890	45,540	47,190	48,840	50,490	52,140	53,790	55,440	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9			46,860	48,510	50,160	51,810	53,460	55,110	56,760	
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10			48,180	49,830	51,480	53,130	54,780	56,430	58,080	
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	
11				51,150	52,800	54,450	56,100	57,750	59,400	
				1.55	1.60	1.65	1.70	1.75	1.80	
12				52,470	54,120	55,770	57,420	59,070	60,720	
				1.59	1.64	1.69	1.74	1.79	1.84	
13					55,440	57,090	58,740	60,390	62,040	
					1.68	1.73	1.78	1.83	1.88	
14					56,760	58,410	60,060	61,710	63,360	
					1.72	1.77	1.82	1.87	1.92	
15					58,080	59,730	61,380	63,030	64,680	
					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: 36,000 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	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	950D	492.63	911.39	1034.52	1389.10	27.82 or 46.06	Options:
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Sp or Dep Dental	
PPO:	must be in dist 3 yrs for full dep H/ COMMENTS: must be in dist 3 yrs for full dep H/A							IRS 125:
LIFE	Madison Nat'l						Deductible Reimbursement:	Flex Accounts:
LTD	Madison Nat'l	(thru sal)						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	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: 30,050 Index: 4.5 x 4.5

Starting Salary: 30,050 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	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	46.80	53.13	71.37
PPO:			COMMENTS:			
LIFE	Horace Mann	2.25	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	30,050	31,402	32,755	34,107	35,459	36,811
	1.00	1.045	1.09	1.135	1.18	1.225
2	31,402	32,755	34,107	35,459	36,811	38,164
	1.045	1.09	1.135	1.18	1.225	1.27
3	32,755	34,107	35,459	36,811	38,164	39,516
	1.09	1.135	1.18	1.225	1.27	1.315
4	34,107	35,459	36,811	38,164	39,516	40,868
	1.135	1.18	1.225	1.27	1.315	1.36
5	35,459	36,811	38,164	39,516	40,868	42,220
	1.18	1.225	1.27	1.315	1.36	1.405
6		38,164	39,516	40,868	42,220	43,573
		1.27	1.315	1.36	1.405	1.45
7		39,516	40,868	42,220	43,573	44,925
		1.315	1.36	1.405	1.45	1.495
8			42,220	43,573	44,925	46,277
			1.405	1.45	1.495	1.54
9			43,573	44,925	46,277	47,629
			1.45	1.495	1.54	1.585
10				46,277	47,629	48,982
				1.54	1.585	1.63
11				47,629	48,982	50,334
				1.585	1.63	1.675
12					50,334	51,686
					1.675	1.72
13					51,686	53,038
					1.72	1.765
14						54,391
						1.81

WORKING CONDITIONS

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:

SALARY SCHEDULE

Base: 32,700 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	EE/Sp/Child	561.96
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	Cash
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	if took CIL in 06-07, will rec 565.40 COMMENTS:						
LIFE	Guardian	4.50					Deductible Reimbursement:
LTD	National Ins.	.0049					
NON-PARTICIPANT	\$561.96 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

	Negotiated/ Exists	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	32,700	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	39,240	40,875	42,510	44,145	45,780	47,415	49,050
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		42,183	43,818	45,453	47,088	48,723	50,358
		1.29	1.34	1.39	1.44	1.49	1.54
8		43,491	45,126	46,761	48,396	50,031	51,666
		1.33	1.38	1.43	1.48	1.53	1.58
9		46,434	48,069	49,704	51,339	52,974	54,609
		1.42	1.47	1.52	1.57	1.62	1.67
10		47,742	49,377	51,012	52,647	54,282	55,917
		1.46	1.51	1.56	1.61	1.66	1.71
11		49,050	50,685	52,320	53,955	55,590	57,225
		1.50	1.55	1.60	1.65	1.70	1.75
12			51,993	53,628	55,263	56,898	58,533
			1.59	1.64	1.69	1.74	1.79
13			53,301	54,936	56,571	58,206	59,841
			1.63	1.68	1.73	1.78	1.83
14				56,244	57,879	59,514	61,149
				1.72	1.77	1.82	1.87
15				57,552	59,187	60,822	62,457
				1.76	1.81	1.86	1.91
16					60,495	62,130	63,765
					1.85	1.90	1.95

Wood River Rural

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: 33,750 Index: 4 x 5
 Starting Salary: 33,750 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	509.82	943.18	1070.62	1437.58	25.31 or 46.06	Options:	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	Ind or Dep Dental		
PPO:			COMMENTS:					IRS 125: Y	
LIFE			Deductible Reimbursement: N					Flex Accounts: Y	
LTD	Principal	.0033						PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
							Contribution: fte		

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	60	yes		
Other Info: leave after 5 yrs - \$118/day for 30 days					
PERSONAL	3			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

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	33,750	35,438	37,125	38,813	40,500	42,188	43,875	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
1	35,100	36,788	38,475	40,163	41,850	43,538	45,225	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
2	36,450	38,138	39,825	41,513	43,200	44,888	46,575	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
3	37,800	39,488	41,175	42,863	44,550	46,238	47,925	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
4	39,150	40,838	42,525	44,213	45,900	47,588	49,275	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
5		42,188	43,875	45,563	47,250	48,938	50,625	
		1.25	1.30	1.35	1.40	1.45	1.50	
6		43,538	45,225	46,913	48,600	50,288	51,975	
		1.29	1.34	1.39	1.44	1.49	1.54	
7			46,575	48,263	49,950	51,638	53,325	
			1.38	1.43	1.48	1.53	1.58	
8			47,925	49,613	51,300	52,988	54,675	
			1.42	1.47	1.52	1.57	1.62	
9				50,963	52,650	54,338	56,025	
				1.51	1.56	1.61	1.66	
10				52,313	54,000	55,688	57,375	
				1.55	1.60	1.65	1.70	
11				53,663	55,350	57,038	58,725	
				1.59	1.64	1.69	1.74	
12					56,700	58,388	60,075	
					1.68	1.73	1.78	
13					58,050	59,738	61,425	
					1.72	1.77	1.82	
14						61,088	62,775	
						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: 32,750 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	509.82	943.18	1070.62	1437.58
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31
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	32,750	34,060	35,370	36,680	37,990	39,300
	1.00	1.04	1.08	1.12	1.16	1.20
2	34,060	35,370	36,680	37,990	39,300	40,610
	1.04	1.08	1.12	1.16	1.20	1.24
3	35,370	36,680	37,990	39,300	40,610	41,920
	1.08	1.12	1.16	1.20	1.24	1.28
4	36,680	37,990	39,300	40,610	41,920	43,230
	1.12	1.16	1.20	1.24	1.28	1.32
5	37,990	39,300	40,610	41,920	43,230	44,540
	1.16	1.20	1.24	1.28	1.32	1.36
6	39,300	40,610	41,920	43,230	44,540	45,850
	1.20	1.24	1.28	1.32	1.36	1.40
7	40,610	41,920	43,230	44,540	45,850	47,160
	1.24	1.28	1.32	1.36	1.40	1.44
8	41,920	43,230	44,540	45,850	47,160	48,470
	1.28	1.32	1.36	1.40	1.44	1.48
9		44,540	45,850	47,160	48,470	49,780
		1.36	1.40	1.44	1.48	1.52
10			47,160	48,470	49,780	51,090
			1.44	1.48	1.52	1.56
11				49,780	51,090	52,400
				1.52	1.56	1.60
12					52,400	53,710
					1.60	1.64
13						55,020
						1.68

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,587 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 00-01
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	277.82 or 296.06 Dep Dent + TSA
HEALTH	BC/BS	750D	536.65	992.82	1126.97	1513.24	
DENTAL	BC/BS	2	25.31	25.31	25.31	25.31	
PPO:	>0.75 fte recv full ins		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison	.0065					
NON-PARTICIPANT	\$125 Single/\$250 Fa						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	Yes		
Other Info:	\$40/day EOY				
PERSONAL	2+1				accum to 4, +1=sub deduct, 1/
BEREAVEMENT	2				
PROFESSIONAL					admin approval
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

YUTAN									
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+18	MA+27	PHD
					MA	MA+9			
1	33,587	34,930	36,274	37,617	38,961	40,304	41,648	42,991	45,678
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.36
2	34,930	36,274	37,617	38,961	40,304	41,648	42,991	44,335	47,022
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.40
3	36,274	37,617	38,961	40,304	41,648	42,991	44,335	45,678	48,365
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.44
4	37,617	38,961	40,304	41,648	42,991	44,335	45,678	47,022	49,709
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.48
5	38,961	40,304	41,648	42,991	44,335	45,678	47,022	48,365	51,052
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.52
6	40,304	41,648	42,991	44,335	45,678	47,022	48,365	49,709	52,396
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.56
7		42,991	44,335	45,678	47,022	48,365	49,709	51,052	53,739
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.60
8		44,335	45,678	47,022	48,365	49,709	51,052	52,396	55,083
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.64
9			47,022	48,365	49,709	51,052	52,396	53,739	56,426
			1.40	1.44	1.48	1.52	1.56	1.60	1.68
10			48,365	49,709	51,052	52,396	53,739	55,083	57,770
			1.44	1.48	1.52	1.56	1.60	1.64	1.72
11				51,052	52,396	53,739	55,083	56,426	59,113
				1.52	1.56	1.60	1.64	1.68	1.76
12				52,396	53,739	55,083	56,426	57,770	60,457
				1.56	1.60	1.64	1.68	1.72	1.80
13					55,083	56,426	57,770	59,113	61,800
					1.64	1.68	1.72	1.76	1.84
14					56,426	57,770	59,113	60,457	63,144
					1.68	1.72	1.76	1.80	1.88
15					57,098	58,441	59,785	61,128	63,815
					1.70	1.74	1.78	1.82	1.90