



# Arthur Co HS

2006-2007

## WORKING CONDITIONS

Contract Days: 180 FTE Teachers: 12.91  
 Enrollment: 47  
 Length of Teacher Day: 8  
 Length of Student Day: 7.25  
 Planning Time: 51  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

## SALARY SCHEDULE

Base: 26,500 Index: 3 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	340.22	959.28
DENTAL	BC/BS		16.47	58.46	16.31	57.88
PPO:	bd to reimburse \$450 toward de COMMENTS:					
LIFE						
LTD	School Ins Fund				.0071	
NON-PARTICIPANT						

**Cafeteria Plan**  
 Individ. Depend.

Options:

IRS 125:  
 Flex Accounts:

## PART-TIME BENEFITS

Minimum FTE: 1  
 Contribution:

## LEAVES

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

## OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

## OTHER LEAVES:

ARTHUR CO. HS							
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	BA+54
1	26,500	27,560	28,620	29,680	30,740	31,800	32,860
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
2	27,295	28,355	29,415	30,475	31,535	32,595	33,655
	1.0300	1.0700	1.1100	1.1500	1.1900	1.2300	1.2700
3	28,090	29,150	30,210	31,270	32,330	33,390	34,450
	1.0600	1.1000	1.1400	1.1800	1.2200	1.2600	1.3000
4	28,885	29,945	31,005	32,065	33,125	34,185	35,245
	1.0900	1.1300	1.1700	1.2100	1.2500	1.2900	1.3300
5	29,680	30,740	31,800	32,860	33,920	34,980	36,040
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
6	30,475	31,535	32,595	33,655	34,715	35,775	36,835
	1.1500	1.1900	1.2300	1.2700	1.3100	1.3500	1.3900
7	31,270	32,330	33,390	34,450	35,510	36,570	37,630
	1.1800	1.2200	1.2600	1.3000	1.3400	1.3800	1.4200
8		33,125	34,185	35,245	36,305	37,365	38,425
		1.2500	1.2900	1.3300	1.3700	1.4100	1.4500
9			34,980	36,040	37,100	38,160	39,220
			1.3200	1.3600	1.4000	1.4400	1.4800
10				36,835	37,895	38,955	40,015
				1.3900	1.4300	1.4700	1.5100
11					38,690	39,750	40,810
					1.4600	1.5000	1.5400

# Battle Creek

2006-2007

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 35  
 Enrollment: 446  
 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 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 25,400 Index: 4 x 4.5  
 Starting Salary: Entry Level Step: 3  
 Career Increments: Y Experience Allowed: 10  
 \$1050 for 9 hrs credit one time if frozen at bottom right  
 Vertical Freeze: & horiz 99-00  
 Rollback:  
 Multi-year Contract: 05-06, 06-07

## INSURANCE

**Type Carrier**  
 HEALTH BC/BS  
 DENTAL BC/BS  
 PPO:  
 LIFE  
 LTD  
 NON-PARTICIPANT

**Option Premium**  
 H/A-Dent Individ. Depend. Individ. Depend.  
 300D 1 361.16 1,018.30 361.16 1018.30

## Amount Paid

**By District**  
 Individ. Depend. Individ. Depend.  
 361.16 1018.30 361.16 1018.30

**Couple - Benefits**  
 200.00  
 Annuity

## Cafeteria Plan

Individ. Depend.  
 Options: One-time Ded. Payment  
 IRS 125:  
 Flex Accounts: Y

## PART-TIME BENEFITS

Minimum FTE: 0.5  
 Contribution: fte

COMMENTS:

\$200 annuity

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
PERSONAL	2			no	accum to 3, \$100/day unused
BEREAVEMENT	3				per occur.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

## OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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

BATTLE CREEK								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
1	25,400	26,543	27,686	28,829	29,972	31,115	32,258	33,401
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150
2	26,416	27,559	28,702	29,845	30,988	32,131	33,274	34,417
	1.0400	1.0850	1.1300	1.1750	1.2200	1.2650	1.3100	1.3550
3	27,432	28,575	29,718	30,861	32,004	33,147	34,290	35,433
	1.0800	1.1250	1.1700	1.2150	1.2600	1.3050	1.3500	1.3950
4	28,448	29,591	30,734	31,877	33,020	34,163	35,306	36,449
	1.1200	1.1650	1.2100	1.2550	1.3000	1.3450	1.3900	1.4350
5	29,464	30,607	31,750	32,893	34,036	35,179	36,322	37,465
	1.1600	1.2050	1.2500	1.2950	1.3400	1.3850	1.4300	1.4750
6	30,480	31,623	32,766	33,909	35,052	36,195	37,338	38,481
	1.2000	1.2450	1.2900	1.3350	1.3800	1.4250	1.4700	1.5150
7	31,496	32,639	33,782	34,925	36,068	37,211	38,354	39,497
	1.2400	1.2850	1.3300	1.3750	1.4200	1.4650	1.5100	1.5550
8		33,655	34,798	35,941	37,084	38,227	39,370	40,513
		1.3250	1.3700	1.4150	1.4600	1.5050	1.5500	1.5950
9		34,671	35,814	36,957	38,100	39,243	40,386	41,529
		1.3650	1.4100	1.4550	1.5000	1.5450	1.5900	1.6350
10			36,830	37,973	39,116	40,259	41,402	42,545
			1.4500	1.4950	1.5400	1.5850	1.6300	1.6750
11			37,846	38,989	40,132	41,275	42,418	43,561
			1.4900	1.5350	1.5800	1.6250	1.6700	1.7150
12				40,005	41,148	42,291	43,434	44,577
				1.5750	1.6200	1.6650	1.7100	1.7550
13				41,021	42,164	43,307	44,450	45,593
				1.6150	1.6600	1.7050	1.7500	1.7950
14					43,180	44,323	45,466	46,609
					1.7000	1.7450	1.7900	1.8350
15					44,196	45,339	46,482	47,625
					1.7400	1.7850	1.8300	1.8750
16							47,498	48,641
							1.8700	1.9150
17								49,657
								1.9550

02-03 added MA+27 column



# Bloomfield

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 231  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.25 7.25 7.15  
 Planning Time: 85 85 85  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 25,400 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Indiv. Negot. after frozen on MA+18 for 2 yrs  
 Vertical Freeze: 86-87  
 Rollback: 86-87 (Last 2)  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	Depend.	Individ.		Depend.	Individ.
HEALTH	BC/BS	1050 1		327.38	923.09	327.38	923.09		
DENTAL	BC/BS			15.34	54.45	15.34	15.34		
PPO:				COMMENTS:					
LIFE									
LTD									
NON-PARTICIPANT									

**Cafeteria Plan**

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

**PART-TIME BENEFITS**

Minimum FTE: 0.4

Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

**BLOOMFIELD**

Step	MA						
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	25,400	26,416	27,432	28,448	29,464	30,480	31,496
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	26,416	27,432	28,448	29,464	30,480	31,496	32,512
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	27,432	28,448	29,464	30,480	31,496	32,512	33,528
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	28,448	29,464	30,480	31,496	32,512	33,528	34,544
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	29,464	30,480	31,496	32,512	33,528	34,544	35,560
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	30,480	31,496	32,512	33,528	34,544	35,560	36,576
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	31,496	32,512	33,528	34,544	35,560	36,576	37,592
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		33,528	34,544	35,560	36,576	37,592	38,608
		1.32	1.36	1.40	1.44	1.48	1.52
9		34,544	35,560	36,576	37,592	38,608	39,624
		1.36	1.40	1.44	1.48	1.52	1.56
10			36,576	37,592	38,608	39,624	40,640
			1.44	1.48	1.52	1.56	1.60
11				38,608	39,624	40,640	41,656
				1.52	1.56	1.60	1.64
12					40,640	41,656	42,672
					1.60	1.64	1.68
13					41,656	42,672	43,688
					1.64	1.68	1.72
14					42,672	43,688	44,704
					1.66	1.72	1.76
15						44,196	45,720
						1.74	1.80



# Conestoga

2006-2007

## WORKING CONDITIONS

Contract Days: 159 FTE Teachers: 60  
 Enrollment: 652  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7 7 7  
 Planning Time: 47 41 45  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 26,100 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	41.99	Individ.	Depend.
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:						
LIFE								IRS 125: Y	
LTD	School Ins.				.0029			Flex Accounts:	
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>	
								Minimum FTE: 0.5	
								Contribution: fte	

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	50	yes		
Other Info: Unused: \$25/day up to \$125 max.					
PERSONAL	3			1-yes, 1-no	
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

## OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

## OTHER LEAVES:

CONESTOGA	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	26,100	27,405	28,710	30,015	31,320	31,320	32,625	33,930	35,235
	1,0000	1,0500	1,1000	1,1500	1,2000	1,2000	1,2500	1,3000	1,3500
2	27,144	28,449	29,754	31,059	32,364	32,364	33,669	34,974	36,279
	1,0400	1,0900	1,1400	1,1900	1,2400	1,2400	1,2900	1,3400	1,3900
3	28,188	29,493	30,798	32,103	33,408	33,408	34,713	36,018	37,323
	1,0800	1,1300	1,1800	1,2300	1,2800	1,2800	1,3300	1,3800	1,4300
4	29,232	30,537	31,842	33,147	34,452	34,452	35,757	37,062	38,367
	1,1200	1,1700	1,2200	1,2700	1,3200	1,3200	1,3700	1,4200	1,4700
5	30,276	31,581	32,886	34,191	35,496	35,496	36,801	38,106	39,411
	1,1600	1,2100	1,2600	1,3100	1,3600	1,3600	1,4100	1,4600	1,5100
6	31,320	32,625	33,930	35,235	36,540	36,540	37,845	39,150	40,455
	1,2000	1,2500	1,3000	1,3500	1,4000	1,4000	1,4500	1,5000	1,5500
7		33,669	34,974	36,279	37,584	37,584	38,889	40,194	41,499
		1,2900	1,3400	1,3900	1,4400	1,4400	1,4900	1,5400	1,5900
8		34,713	36,018	37,323	38,628	38,628	39,933	41,238	42,543
		1,3300	1,3800	1,4300	1,4800	1,4800	1,5300	1,5800	1,6300
9		37,062	38,367	39,672	40,977	40,977	42,282	43,587	44,892
		1,4200	1,4700	1,5200	1,5700	1,5700	1,6200	1,6700	1,7200
10		38,106	39,411	40,716	42,021	42,021	43,326	44,631	45,936
		1,4600	1,5100	1,5600	1,6100	1,6100	1,6600	1,7100	1,7600
11		40,455	41,760	43,065	44,370	44,370	45,675	46,980	48,285
		1,5500	1,6000	1,6500	1,7000	1,7000	1,7500	1,8000	1,8500
12		41,499	42,804	44,109	45,414	45,414	46,719	48,024	49,329
		1,5900	1,6400	1,6900	1,7400	1,7400	1,7900	1,8400	1,8900
13		43,848	45,153	46,458	47,763	47,763	49,068	50,373	51,678
		1,6800	1,7300	1,7800	1,8300	1,8300	1,8800	1,9300	1,9800
14		46,197	47,502	48,807	50,112	50,112	51,417	52,722	54,027
		1,7700	1,8200	1,8700	1,9200	1,9200	1,9700	2,0200	2,0700
15		48,546	49,851	51,156	52,461	52,461	53,766	55,071	56,376
		1,8600	1,9100	1,9600	2,0100	2,0100	2,0600	2,1100	2,1600
16			50,112	51,417	52,722	54,027	55,332	56,637	57,942
			1,9200	1,9700	2,0200	2,0700	2,1200	2,1700	2,2200
17			50,373	51,678	52,983	54,288	55,593	56,898	58,203
			1,9300	1,9800	2,0300	2,0800	2,1300	2,1800	2,2300
18			50,634	51,939	53,244	54,549	55,854	57,159	58,464
			1,9400	1,9900	2,0400	2,0900	2,1400	2,1900	2,2400
19			50,895	52,200	53,505	54,810	56,115	57,420	58,725
			1,9500	2,0000	2,0500	2,1000	2,1500	2,2000	2,2500
20			51,156	52,461	53,766	55,071	56,376	57,681	58,986
			1,9600	2,0100	2,0600	2,1100	2,1600	2,2100	2,2600

02-03 MA27 column receives an additional 1% after the first year

# ESU 03-Omaha

2006-2007

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers:  
 Enrollment: 0 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: 25,404 Index: 5 x 5  
 Starting Salary: 27,944 Entry Level Step: 3  
 Career Increments: Y Experience Allowed: 10  
 Vertical Freeze: 04-05/05-06  
 Rollback:  
 Multi-year Contract:

### INSURANCE

Type	Carrier	Option	Premium
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	300D 2	361.16 1,018.30
DENTAL	BC/BS		16.47 58.46
PPO:		COMMENTS:	
LIFE	Guarantee Mut.		
LTD			
NON-PARTICIPANT			

### Amount Paid

By District		Couple - Benefits
Individ.	Depend.	
		947.53

### Cafeteria Plan

Individ. Depend.  
 947.53 947.53  
 Options: H/A, Cash, TSA  
 IRS 125:  
 Flex Accounts:

### PART-TIME BENEFITS

Minimum FTE: 0.9  
 Contribution: fte

### LEAVES

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

### OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

### OTHER LEAVES:

ESU #03-OMAHA	BA	BA+12	BA+24	BA+36	MA	MA+12	MA+24	MA+30	MA+36	EDSPEC
1	25,404	26,674	27,944	29,215	29,215	30,485	31,755	33,025	34,295	35,566
	1,000	1,050	1,100	1,150	1,150	1,200	1,250	1,300	1,350	1,400
2	26,674	27,944	29,215	30,485	30,485	31,755	33,025	34,295	35,566	36,836
	1,050	1,100	1,150	1,200	1,200	1,250	1,300	1,350	1,400	1,450
3	27,944	29,215	30,485	31,755	31,755	33,025	34,295	35,566	36,836	38,106
	1,100	1,150	1,200	1,250	1,250	1,300	1,350	1,400	1,450	1,500
4	29,215	30,485	31,755	33,025	33,025	34,295	35,566	36,836	38,106	39,376
	1,150	1,200	1,250	1,300	1,300	1,350	1,400	1,450	1,500	1,550
5	30,485	31,755	33,025	34,295	34,295	35,566	36,836	38,106	39,376	40,646
	1,200	1,250	1,300	1,350	1,350	1,400	1,450	1,500	1,550	1,600
6	31,755	33,025	34,295	35,566	35,566	36,836	38,106	39,376	40,646	41,917
	1,250	1,300	1,350	1,400	1,400	1,450	1,500	1,550	1,600	1,650
7	33,025	34,295	35,566	36,836	36,836	38,106	39,376	40,646	41,917	43,187
	1,300	1,350	1,400	1,450	1,450	1,500	1,550	1,600	1,650	1,700
8	34,295	35,566	36,836	38,106	38,106	39,376	40,646	41,917	43,187	44,457
	1,350	1,400	1,450	1,500	1,500	1,550	1,600	1,650	1,700	1,750
9	35,566	36,836	38,106	39,376	39,376	40,646	41,917	43,187	44,457	45,727
	1,400	1,450	1,500	1,550	1,550	1,600	1,650	1,700	1,750	1,800
10	36,836	38,106	39,376	40,646	40,646	41,917	43,187	44,457	45,727	46,997
	1,450	1,500	1,550	1,600	1,600	1,650	1,700	1,750	1,800	1,850
11		39,376	40,646	41,917	41,917	43,187	44,457	45,727	46,997	48,268
		1,500	1,600	1,650	1,650	1,700	1,750	1,800	1,850	1,900
12		40,646	41,917	43,187	43,187	44,457	45,727	46,997	48,268	49,538
		1,600	1,650	1,700	1,700	1,750	1,800	1,850	1,900	1,950
13		41,917	43,187	44,457	44,457	45,727	46,997	48,268	49,538	50,808
		1,650	1,700	1,750	1,750	1,800	1,850	1,900	1,950	2,000
14			45,727	45,727	45,727	46,997	48,268	49,538	50,808	52,078
			1,800	1,800	1,850	1,900	1,950	2,000	2,050	2,100
15			46,997	46,997	46,997	48,268	49,538	50,808	52,078	53,348
			1,850	1,850	1,900	1,950	2,000	2,050	2,100	2,150
16			48,268	48,268	48,268	49,538	50,808	52,078	53,348	54,619
			1,900	1,900	1,950	2,000	2,050	2,100	2,150	2,200
17						52,078	53,348	54,619	55,889	57,159
						2,050	2,100	2,150	2,200	2,250
18						53,348	54,619	55,889	57,159	58,429
						2,100	2,150	2,200	2,250	2,300

04-05 & 05-06 vertical freeze





# ESU 08-Neligh

2006-2007

**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

Base: 26,500 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5 (D)  
 Vertical Freeze: 90-91 (H)  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium
HEALTH	BC/BS	300D 2	361.16 1,018.30
DENTAL	BC/BS		
PPO:			
LIFE			
LTD			
NON-PARTICIPANT			

**Amount Paid**

By District
Individ. Depend.
Cafeteria

**Couple - Benefits**

700.00  
Cafeteria

**Cafeteria Plan**

Individ. Depend.  
700  
Options: H/A,Dent,TSA,  
LTD,Life  
IRS 125: Y  
Flex Accounts:

**PART-TIME BENEFITS**

Minimum FTE: 0  
Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	32	no		
PERSONAL	2			yes	
BEREAVEMENT	5				
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

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

**ESU #08-NELIGH**

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
0	26,500	27,825	29,150	30,475	31,800	33,125	34,450	35,775	37,100
1	27,560	28,885	30,210	31,535	32,860	34,185	35,510	36,835	38,160
2	28,620	29,945	31,270	32,595	33,920	35,245	36,570	37,895	39,220
3	29,680	31,005	32,330	33,655	34,980	36,305	37,630	38,955	40,280
4	30,740	32,065	33,390	34,715	36,040	37,365	38,690	40,015	41,340
5	31,800	33,125	34,450	35,775	37,100	38,425	39,750	41,075	42,400
6	32,860	34,185	35,510	36,835	38,160	39,485	40,810	42,135	43,460
7	33,920	35,245	36,570	37,895	39,220	40,545	41,870	43,195	44,520
8	34,980	36,305	37,630	38,955	40,280	41,605	42,930	44,255	45,580
9		37,365	38,690	40,015	41,340	42,665	43,990	45,315	46,640
10			39,750	41,075	42,400	43,725	45,050	46,375	47,700
11				42,135	43,460	44,785	46,110	47,435	48,760
12					44,520	45,845	47,170	48,495	49,820
13						46,905	48,230	49,555	50,880
14							47,965	49,290	50,615
									51,940

06-07 added 1 step to MA9, MA18, MA27, MA36

# ESU 13-Scottsbluff

2006-2007

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers:  
 Enrollment: 0  
 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: 26,375 Index: 4 x 4.25  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Experience Allowed: 5  
 Vertical Freeze: 90-91;94-95  
 Rollback:  
 Multi-year Contract: 05-06, 06-07, 07-08

## INSURANCE

Type	Carrier	Option	Premium	
		H/A-Dent	Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30
DENTAL	BC/BS		15.34	54.45
PPO:			COMMENTS:	
LIFE	Guardian			
LTD	Guarantee Mut.			
NON-PARTICIPANT				

## Amount Paid

By District	
Individ.	Depend.

Couple - Benefits  
 650.00  
 H/A, Cash

## Cafeteria Plan

Individ. Depend.  
 650 650  
 Options:

IRS 125:  
 Flex Accounts:

## PART-TIME BENEFITS

Minimum FTE: 0.5  
 Contribution: fte

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	40	yes		

Other Info:

PERSONAL 2  
 BEREAVEMENT (See Sick Lv.)  
 PROFESSIONAL 2  
 ADOPTION  
 ASSOCIATION

## OTHER DISTRICT POLICIES

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

SABBATICAL: No

## SEVERANCE PAY:

## OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	26,375	27,496	48,794	29,738	30,859	30,859	31,980	33,101	34,222	35,343	35,343
	1.0000	1.0425	1.8500	1.1275	1.1700	1.1700	1.2125	1.2550	1.2975	1.3400	1.3400
2	27,463	28,584	29,705	30,826	31,947	31,947	33,068	34,189	35,310	36,430	36,430
	1.0413	1.0838	1.1263	1.1688	1.2113	1.2113	1.2538	1.2963	1.3388	1.3813	1.3813
3	28,551	29,672	30,793	31,914	33,035	33,035	34,156	35,277	36,398	37,518	37,518
	1.0825	1.1250	1.1675	1.2100	1.2525	1.2525	1.2950	1.3375	1.3800	1.4225	1.4225
4	29,639	30,760	31,881	33,002	34,123	34,123	35,244	36,365	37,485	38,606	38,606
	1.1238	1.1663	1.2088	1.2513	1.2938	1.2938	1.3363	1.3788	1.4213	1.4638	1.4638
5	30,727	31,848	32,969	34,090	35,211	35,211	36,332	37,453	38,573	39,694	39,694
	1.1650	1.2075	1.2500	1.2925	1.3350	1.3350	1.3775	1.4200	1.4625	1.5050	1.5050
6		32,936	34,057	35,178	36,299	36,299	37,420	38,540	39,661	40,782	40,782
		1.2488	1.2913	1.3338	1.3763	1.3763	1.4188	1.4613	1.5038	1.5463	1.5463
7		34,024	35,145	36,266	37,387	37,387	38,508	39,628	40,749	41,870	41,870
		1.2900	1.3325	1.3750	1.4175	1.4175	1.4600	1.5025	1.5450	1.5875	1.5875
8		35,112	36,233	37,354	38,475	38,475	39,595	40,716	41,837	42,958	42,958
		1.3313	1.3738	1.4163	1.4588	1.4588	1.5013	1.5438	1.5863	1.6288	1.6288
9			37,321	38,442	39,563	39,563	40,683	41,804	42,925	44,046	44,046
			1.4150	1.4575	1.5000	1.5000	1.5425	1.5850	1.6275	1.6700	1.6700
10			38,409	39,530	40,650	40,650	41,771	42,892	44,013	45,134	45,134
			1.4563	1.4988	1.5413	1.5413	1.5838	1.6263	1.6688	1.7113	1.7113
11			39,497	40,618	41,738	41,738	42,859	43,980	45,101	46,222	46,222
			1.4975	1.5400	1.5825	1.5825	1.6250	1.6675	1.7100	1.7525	1.7525
12				41,705	42,826	42,826	43,947	45,068	46,189	47,310	47,310
				1.5813	1.6238	1.6238	1.6663	1.7088	1.7513	1.7938	1.7938
13				42,793	43,914	43,914	45,035	46,156	47,277	48,398	48,398
				1.6225	1.6650	1.6650	1.7075	1.7500	1.7925	1.8350	1.8350
14				43,881	45,002	45,002	46,123	47,244	48,365	49,486	49,486
				1.6638	1.7063	1.7063	1.7488	1.7913	1.8338	1.8763	1.8763
15					46,090	46,090	47,211	48,332	49,453	50,574	50,574
					1.7475	1.7475	1.7900	1.8325	1.8750	1.9175	1.9175
16					47,178	47,178	48,299	49,420	50,541	51,662	51,662
					1.7888	1.7888	1.8313	1.8738	1.9163	1.9588	1.9588
17					48,266	48,266	49,387	50,508	51,629	52,750	52,750
					1.8300	1.8300	1.8725	1.9150	1.9575	2.0000	2.0000
18					49,354	49,354	50,475	51,596	52,717	53,838	53,838
					1.8713	1.8713	1.9138	1.9563	1.9988	2.0413	2.0413



# ESU 17-Ainsworth

2006-2007

**WORKING CONDITIONS**

Contract Days: 180 FTE Teachers:  
 Enrollment: 0 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: 25,050 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5 (D)  
 \$500 for adv degree after 5 yrs at bottom of sched  
 Vertical Freeze: 90-91  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	300D 2	361.16 1,018.30
DENTAL	BC/BS		
PPO:			
LIFE			
LTD			
NON-PARTICIPANT			

**Amount Paid**

By District	Couple - Benefits
Individ. Depend.	
1,034.75	Cafeteria
	Cafeteria

**Cafeteria Plan**

Individ. Depend.  
 1034.75 1034.75  
 Options: H/A,dental,life,  
 LTD,TSA,Cash  
 IRS 125:  
 Flex Accounts:  
**PART-TIME BENEFITS**  
 Minimum FTE: 0  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	60	yes		
Other Info:					
PERSONAL	2			yes	reimb. \$100/day unused at EO
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	expenses pd to \$125
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	EDSPEC
1	25,050	26,052	27,054	28,056	29,058	30,060	31,062	32,064
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	26,052	27,054	28,056	29,058	30,060	31,062	32,064	33,066
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	27,054	28,056	29,058	30,060	31,062	32,064	33,066	34,068
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	28,056	29,058	30,060	31,062	32,064	33,066	34,068	35,070
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	29,058	30,060	31,062	32,064	33,066	34,068	35,070	36,072
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	30,060	31,062	32,064	33,066	34,068	35,070	36,072	37,074
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	31,062	32,064	33,066	34,068	35,070	36,072	37,074	38,076
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	32,064	33,066	34,068	35,070	36,072	37,074	38,076	39,078
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9	33,066	34,068	35,070	36,072	37,074	38,076	39,078	40,080
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
10	34,068	35,070	36,072	37,074	38,076	39,078	40,080	41,082
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
11	35,070	36,072	37,074	38,076	39,078	40,080	41,082	42,084
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
12		37,074	38,076	39,078	40,080	41,082	42,084	43,086
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
13		38,076	39,078	40,080	41,082	42,084	43,086	44,088
		1.52	1.56	1.60	1.64	1.68	1.72	1.76
14			40,080	41,082	42,084	43,086	44,088	45,090
			1.60	1.64	1.68	1.72	1.76	1.80
15			41,082	42,084	43,086	44,088	45,090	46,092
			1.64	1.68	1.72	1.76	1.80	1.84
16				43,086	44,088	45,090	46,092	47,094
				1.72	1.76	1.80	1.84	1.88
17				44,088	45,090	46,092	47,094	48,096
				1.76	1.80	1.84	1.88	1.92
18					46,092	47,094	48,096	49,098
					1.84	1.88	1.92	1.96
19					47,094	48,096	49,098	50,100
					1.88	1.92	1.96	2.00
20						49,098	50,100	51,102
						1.96	2.00	2.04

# Falls City

2006-2007

## WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 77.095  
 Enrollment: 928  
 Length of Teacher Day: 7.5 7.5 7.5  
 Length of Student Day: 7 7 7  
 Planning Time: 46 43 55  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 26,350 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 10  
 Vertical Freeze: 85-86  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:			COMMENTS:			
LIFE	Guardian					
LTD						
NON-PARTICIPANT						

## Couple - Benefits

41.99  
Dep. Dental

## 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		
PERSONAL	2			yes	\$40 for first day unused or add from sick lv.
BEREAVEMENT	7				
PROFESSIONAL	1			yes	
ADOPTION	10				
ASSOCIATION	5				

Other Info: 10-depend. use; \$50/day if not used

## OTHER DISTRICT POLICIES

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

SABBATICAL: No

## SEVERANCE PAY:

## OTHER LEAVES:

FALLS CITY	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
Step 1	26,350	27,668	28,985	30,303	31,620	32,938	34,255	35,573	36,890	
	1,0000	1,0500	1,1000	1,1500	1,2000	1,2500	1,3000	1,3500	1,4000	
Step 2	27,404	28,722	30,039	31,357	32,674	33,992	35,309	36,627	37,944	
	1,0400	1,0900	1,1400	1,1900	1,2400	1,2900	1,3400	1,3900	1,4400	
Step 3	28,458	29,776	31,093	32,411	33,728	35,046	36,363	37,681	38,998	
	1,0800	1,1300	1,1800	1,2300	1,2800	1,3300	1,3800	1,4300	1,4800	
Step 4	29,512	30,830	32,147	33,465	34,782	36,100	37,417	38,735	40,052	
	1,1200	1,1700	1,2200	1,2700	1,3200	1,3700	1,4200	1,4700	1,5200	
Step 5	30,566	31,884	33,201	34,519	35,836	37,154	38,471	39,789	41,106	
	1,1600	1,2100	1,2600	1,3100	1,3600	1,4100	1,4600	1,5100	1,5600	
Step 6	31,620	32,938	34,255	35,573	36,890	38,208	39,525	40,843	42,160	
	1,2000	1,2500	1,3000	1,3500	1,4000	1,4500	1,5000	1,5500	1,6000	
Step 7	32,674	33,992	35,309	36,627	37,944	39,262	40,579	41,897	43,214	
	1,2400	1,2900	1,3400	1,3900	1,4400	1,4900	1,5400	1,5900	1,6400	
Step 8		35,046	36,363	37,681	38,998	40,316	41,633	42,951	44,268	
		1,3300	1,3800	1,4300	1,4800	1,5300	1,5800	1,6300	1,6800	
Step 9			37,417	38,735	40,052	41,370	42,687	44,005	45,322	
			1,4200	1,4700	1,5200	1,5700	1,6200	1,6700	1,7200	
Step 10				39,789	41,106	42,424	43,741	45,059	46,376	
				1,5100	1,5600	1,6100	1,6600	1,7100	1,7600	
Step 11					42,160	43,478	44,795	46,113	47,430	
					1,6000	1,6500	1,7000	1,7500	1,8000	
Step 12					43,214	44,532	45,849	47,167	48,484	
					1,6400	1,6900	1,7400	1,7900	1,8400	
Step 13						45,586	46,903	48,221	49,538	
						1,7300	1,7800	1,8300	1,8800	
Step 14							47,957	49,275	50,592	
							1,8200	1,8700	1,9200	
Step 15								50,329	51,646	
								1,9100	1,9600	
Step 16									52,700	
									2,0000	

# Freeman

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 32.625  
 Enrollment: 337  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.25 7.25 7.25  
 Planning Time: 48 48 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 25,650 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	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:	ind receive add'l \$500/yr cash		COMMENTS:			
LIFE						
LTD	Principal				.0028	
NON-PARTICIPANT					\$83.33 cash	

**Cafeteria Plan**

Individ. Depend.  
 83.33  
 Cash  
 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 from sick lv
BEREAVEMENT	2 - 10				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** No

**OTHER LEAVES:**

DANIEL FREEMAN							
Step	BA	BA+9	BA+18	BA+27	MA	MA+18	
1	25,650	26,676	27,702	28,728	29,754	30,780	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	
2	26,676	27,702	28,728	29,754	30,780	31,806	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
3	27,702	28,728	29,754	30,780	31,806	32,832	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
4	28,728	29,754	30,780	31,806	32,832	33,858	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
5	29,754	30,780	31,806	32,832	33,858	34,884	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
6	30,780	31,806	32,832	33,858	34,884	35,910	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
7		32,832	33,858	34,884	35,910	36,936	
		1.2800	1.3200	1.3600	1.4000	1.4400	
8		33,858	34,884	35,910	36,936	37,962	
		1.3200	1.3600	1.4000	1.4400	1.4800	
9			35,910	36,936	37,962	38,988	
			1.4000	1.4400	1.4800	1.5200	
10			36,936	37,962	38,988	40,014	
			1.4400	1.4800	1.5200	1.5600	
11				38,988	40,014	41,040	
				1.5200	1.5600	1.6000	
12				40,014	41,040	42,066	
				1.5600	1.6000	1.6400	
13					42,066	43,092	
					1.6400	1.6800	
14					43,092	44,118	
					1.6800	1.7200	

# Fremont

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 311.2  
 Enrollment: 4498  
 Length of Teacher Day: 7.5 7.5 7.5  
 Length of Student Day: 7 7 7  
 Planning Time: 90 55 30  
 Class Periods/Day: 4 7  
 Normal Teaching Load: 3 4

**SALARY SCHEDULE**

Base: 27,413 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	Premium
HEALTH	BC/BS	300D 3	361.16 1,018.30
DENTAL	Delta Dent		
PPO:			
LIFE	Sun Life		
LTD	Sun Life		
NON-PARTICIPANT			

**Amount Paid**

By District	Couple - Benefits
Individ. Depend.	458.33
Individ. Depend.	Cafeteria

**Cafeteria Plan**

Individ. Depend. 458.33  
 Options: H/A, Dental, Life, LT  
 IRS 125: Y  
 Flex Accounts: Y

**PART-TIME BENEFITS**

Minimum FTE: 0.5  
 Contribution: \*comments

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	unl.	yes		
PERSONAL	3			yes	1 from sick lv
BEREAVEMENT	4				3 family/1 non-family
PROFESSIONAL	unl.			yes	
ADOPTION	30				from sick lv.
ASSOCIATION	see prof lv				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:** Paternity

FREMONT													PHD
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DOC	
1	27,413	28,784	30,155	31,525	32,895	32,895	34,266	35,637	37,008	38,378	39,749	43,861	
	1.0000	1.0500	1.1000	1.1500	1.2000	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500	1.6000	
2	28,646	30,017	31,388	32,759	34,129	34,129	35,500	36,871	38,241	39,611	40,982	45,095	
	1.0450	1.0950	1.1450	1.1950	1.2450	1.2450	1.2950	1.3450	1.3950	1.4450	1.4950	1.6450	
3	29,880	31,251	32,622	33,992	35,362	35,362	36,733	38,104	39,475	40,846	42,217	46,328	
	1.0900	1.1400	1.1900	1.2400	1.2900	1.2900	1.3400	1.3900	1.4400	1.4900	1.5400	1.6900	
4	31,113	32,484	33,855	35,226	36,597	36,597	37,967	39,337	40,708	42,079	43,450	47,562	
	1.1350	1.1850	1.2350	1.2850	1.3350	1.3350	1.3850	1.4350	1.4850	1.5350	1.5850	1.7350	
5	32,348	33,718	35,089	36,459	37,830	37,830	39,200	40,571	41,942	43,313	44,684	48,795	
	1.1800	1.2300	1.2800	1.3300	1.3800	1.3800	1.4300	1.4800	1.5300	1.5800	1.6300	1.7800	
6	33,581	34,951	36,322	37,693	39,063	39,063	40,433	41,804	43,174	44,544	45,914	50,025	
	1.2250	1.2750	1.3250	1.3750	1.4300	1.4300	1.4800	1.5300	1.5800	1.6300	1.6800	1.8300	
7	34,815	36,186	37,555	38,926	40,296	40,296	41,666	43,036	44,406	45,776	47,146	51,257	
	1.2700	1.3200	1.3700	1.4200	1.4800	1.4800	1.5300	1.5800	1.6300	1.6800	1.7300	1.8800	
8		37,419	38,789	40,160	41,530	41,530	42,900	44,270	45,640	47,010	48,380	52,491	
		1.3650	1.4150	1.4650	1.5300	1.5300	1.5800	1.6300	1.6800	1.7300	1.7800	1.9300	
9			40,022	41,393	42,763	42,763	44,133	45,503	46,873	48,243	49,613	53,724	
			1.4600	1.5100	1.5800	1.5800	1.6300	1.6800	1.7300	1.7800	1.8300	1.9800	
10				42,628	44,000	44,000	45,370	46,740	48,110	49,480	50,850	54,961	
				1.5550	1.6300	1.6300	1.6800	1.7300	1.7800	1.8300	1.8800	2.0300	
11				43,861	45,231	45,231	46,601	47,971	49,341	50,711	52,081	56,192	
				1.6000	1.6800	1.6800	1.7300	1.7800	1.8300	1.8800	1.9300	2.0800	
12				45,095	46,465	46,465	47,835	49,205	50,575	51,945	53,315	57,426	
				1.6450	1.7300	1.7300	1.7800	1.8300	1.8800	1.9300	1.9800	2.1300	
13					48,795	48,795	50,165	51,535	52,905	54,275	55,645	59,756	
					1.7800	1.7800	1.8300	1.8800	1.9300	1.9800	2.0300	2.1800	
14						50,166	51,536	52,906	54,276	55,646	57,016	61,127	
						1.8300	1.8800	1.9300	1.9800	2.0300	2.0800	2.2300	
15							52,908	54,278	55,648	57,018	58,388	62,499	
							1.9300	1.9800	2.0300	2.0800	2.1300	2.2800	



# Hartington

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 324  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 6.8 6.8 6.75  
 Planning Time: 52 52 52  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 24,950 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 6  
 Vertical Freeze: 87-88  
 Rollback: 86-87 (2 Steps)  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium	
			Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30
DENTAL	BC/BS		15.34	54.45
PPO:			COMMENTS:	
LIFE	Madison Nat'l			
LTD	Madison Nat'l			
NON-PARTICIPANT				

**Amount Paid**

By District	
Individ.	Depend.

**Couple - Benefits**  
 800.00  
 Cafeteria

**Cafeteria Plan**

Individ. Depend.  
 800 800  
 Options: H/A,Dent.,LTD,  
 Life,TSA, Cash  
 IRS 125: Y  
 Flex Accounts: Y

**PART-TIME BENEFITS**

Minimum FTE: 0.5  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	70	yes		
Other Info: 5 for depend. use					
PERSONAL	2			yes	second day using 6 sick lv. day
BEREAVEMENT	from sick lv.				
PROFESSIONAL	supt. disc.			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

HARTINGTON	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
Step							
1	24,950	25,948	26,946	27,944	28,942	29,940	30,938
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
2	25,948	26,946	27,944	28,942	29,940	30,938	31,936
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
3	26,946	27,944	28,942	29,940	30,938	31,936	32,934
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
4	27,944	28,942	29,940	30,938	31,936	32,934	33,932
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
5	28,942	29,940	30,938	31,936	32,934	33,932	34,930
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
6	29,940	30,938	31,936	32,934	33,932	34,930	35,928
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
7		31,936	32,934	33,932	34,930	35,928	36,926
		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
8		32,934	33,932	34,930	35,928	36,926	37,924
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
9		33,932	34,930	35,928	36,926	37,924	38,922
		1.3600	1.4000	1.4400	1.4800	1.5200	1.5600
10		34,930	35,928	36,926	37,924	38,922	39,920
		1.4000	1.4400	1.4800	1.5200	1.5600	1.6000
11			36,926	37,924	38,922	39,920	40,918
			1.4800	1.5200	1.5600	1.6000	1.6400
12				38,922	39,920	40,918	41,916
				1.5600	1.6000	1.6400	1.6800
13				39,920	40,918	41,916	42,914
				1.6000	1.6400	1.6800	1.7200
14					41,916	42,914	43,912
					1.6800	1.7200	1.7600
15					42,914	43,912	44,910
					1.7200	1.7600	1.8000
16						44,910	45,908
						1.8000	1.8400

# Hayes Center

2006-2007

## WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 25.689  
 Enrollment: 191  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.5 7.5 7.75  
 Planning Time: 51 51 60  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 6 6

## SALARY SCHEDULE

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

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	367.86	1,037.19	367.86	1037.19
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:	06-07 150D to 300D 1/1/07		COMMENTS:			
LIFE						
LTD	Principal					
NON-PARTICIPANT						

## Couple - Benefits

41.99  
Dep. Dental

## Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y  
Flex Accounts: Y

## PART-TIME BENEFITS

Minimum FTE: 0.5  
Contribution: fte

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: Percent of base for tuition					
PERSONAL	1			yes	2 add'l. from sick lv.
BEREAVEMENT	unl.				w/appr.
PROFESSIONAL	unl.			yes	
ADOPTION	Approval				
ASSOCIATION	Approval				

## OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

## OTHER LEAVES:

HAYES CENTER							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	
1	25,550	26,700	27,850	28,999	30,149	31,299	
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	
2	26,572	27,722	28,872	30,021	31,171	32,321	
	1.0400	1.0850	1.1300	1.1750	1.2200	1.2650	
3	27,594	28,744	29,894	31,043	32,193	33,343	
	1.0800	1.1250	1.1700	1.2150	1.2600	1.3050	
4	28,616	29,766	30,916	32,065	33,215	34,365	
	1.1200	1.1650	1.2100	1.2550	1.3000	1.3450	
5	29,638	30,788	31,938	33,087	34,237	35,387	
	1.1600	1.2050	1.2500	1.2950	1.3400	1.3850	
6		31,810	32,960	34,109	35,259	36,409	
		1.2450	1.2900	1.3350	1.3800	1.4250	
7		32,832	33,982	35,131	36,281	37,431	
		1.2850	1.3300	1.3750	1.4200	1.4650	
8			35,004	36,153	37,303	38,453	
			1.3700	1.4150	1.4600	1.5050	
9				37,175	38,325	39,475	
				1.4550	1.5000	1.5450	
10				38,197	39,347	40,497	
				1.4950	1.5400	1.5850	
11					40,369	41,519	
					1.5800	1.6250	
12						42,541	
						1.6650	
13						43,563	
						1.7050	
14						44,585	
						1.7450	



# Holdrege

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 92.828  
 Enrollment: 933  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.5 7.5 7  
 Planning Time: 48 45 45  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 6

**SALARY SCHEDULE**

Base: 25,500 Index: 4.5 x 4.5  
 Starting Salary: Entry Level Step: 3  
 Career Increments: N Experience Allowed: 4  
 Vertical Freeze: 85-86  
 Rollback: 95-96  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	550D 2	349.49 985.41
DENTAL	BC/BS		16.47 58.46
PPO:	06-07: 250D to 550D on 1/1/07 COMMENTS:		
LIFE	Principal		
LTD	Principal		
NON-PARTICIPANT			

**Amount Paid**

By District	
Individ.	Depend.
349.49	985.41
16.47	58.46

**Couple - Benefits**

91.99  
 Dep Dent+\$50 TSA

**Cafeteria Plan**

Individ. Depend.

Options:  
 IRS 125: Y  
 Flex Accounts:

**PART-TIME BENEFITS**

Minimum FTE: 0.4  
 Contribution: fte

**LEAVES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Jury Duty

Step	HOLDREGE									
	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27	MA+36
1	25,500	26,648	27,795	28,943	30,090	30,090	31,238	32,385	33,533	34,680
	1.0000	1.0450	1.0900	1.1350	1.1800	1.1800	1.2250	1.2700	1.3150	1.3600
2	26,648	27,795	28,943	30,090	31,238	31,238	32,385	33,533	34,680	35,828
	1.0450	1.0900	1.1350	1.1800	1.2250	1.2250	1.2700	1.3150	1.3600	1.4050
3	27,795	28,943	30,090	31,238	32,385	32,385	33,533	34,680	35,828	36,975
	1.0900	1.1350	1.1800	1.2250	1.2700	1.2700	1.3150	1.3600	1.4050	1.4500
4	28,943	30,090	31,238	32,385	33,533	33,533	34,680	35,828	36,975	38,123
	1.1350	1.1800	1.2250	1.2700	1.3150	1.3150	1.3600	1.4050	1.4500	1.4950
5	30,090	31,238	32,385	33,533	34,680	34,680	35,828	36,975	38,123	39,270
	1.1800	1.2250	1.2700	1.3150	1.3600	1.3600	1.4050	1.4500	1.4950	1.5400
6	31,238	32,385	33,533	34,680	35,828	35,828	36,975	38,123	39,270	40,418
	1.2250	1.2700	1.3150	1.3600	1.4050	1.4050	1.4500	1.4950	1.5400	1.5850
7	32,385	33,533	34,680	35,828	36,975	36,975	38,123	39,270	40,418	41,565
	1.2700	1.3150	1.3600	1.4050	1.4500	1.4500	1.4950	1.5400	1.5850	1.6300
8	33,533	34,680	35,828	36,975	38,123	38,123	39,270	40,418	41,565	42,713
	1.3150	1.3600	1.4050	1.4500	1.4950	1.4950	1.5400	1.5850	1.6300	1.6750
9			36,975	38,123	39,270	39,270	40,418	41,565	42,713	43,860
			1.4500	1.5400	1.5400	1.5400	1.5850	1.6300	1.6750	1.7200
10				39,270	40,418	40,418	41,565	42,713	43,860	45,008
				1.5400	1.5850	1.5850	1.6300	1.6750	1.7200	1.7650
11					41,565	41,565	42,713	43,860	45,008	46,155
					1.6300	1.6300	1.6750	1.7200	1.7650	1.8100
12					42,713	42,713	43,860	45,008	46,155	47,303
					1.6750	1.6750	1.7200	1.7650	1.8100	1.8550
13							46,155	47,303	48,450	49,598
							1.8100	1.8550	1.9000	1.9450
14								48,450	49,598	50,745
								1.9000	1.9450	1.9900

# Howells

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 20  
 Enrollment: 238  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7 7 7  
 Planning Time: 50 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 27,200 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback: 88-89 (1 Step)  
 Multi-year Contract: 06-07, 07-08

**INSURANCE**

Type	Carrier	Option	Premium	
		H/A-Dent	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30
DENTAL	BC/BS		16.47	58.46
PPO:			COMMENTS:	
LIFE				
LTD	Am. Fidelity			
NON-PARTICIPANT				

**Amount Paid**

By District	
Individ.	Depend.

**Couple - Benefits**

450.00  
 Ind. Cafeteria

**Cafeteria Plan**

Individ.	Depend.
450	650
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	2			yes	Accum. to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

HOWELLS	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	27,200	28,288	29,376	30,464	31,552	31,552	32,640	33,728
	1.0000	1.0400	1.0800	1.1200	1.1600	1.1600	1.2000	1.2400
2	28,288	29,376	30,464	31,552	32,640	32,640	33,728	34,816
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2000	1.2400	1.2800
3	29,376	30,464	31,552	32,640	33,728	33,728	34,816	35,904
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2400	1.2800	1.3200
4	30,464	31,552	32,640	33,728	34,816	34,816	35,904	36,992
	1.1200	1.1600	1.2000	1.2400	1.2800	1.2800	1.3200	1.3600
5	31,552	32,640	33,728	34,816	35,904	35,904	36,992	38,080
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3200	1.3600	1.4000
6	32,640	33,728	34,816	35,904	36,992	36,992	38,080	39,168
	1.2000	1.2400	1.2800	1.3200	1.3600	1.3600	1.4000	1.4400
7	33,728	34,816	35,904	36,992	38,080	38,080	39,168	40,256
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4000	1.4400	1.4800
8	34,272	35,904	36,992	38,080	39,168	39,168	40,256	41,344
	1.2600	1.3200	1.3600	1.4000	1.4400	1.4400	1.4800	1.5200
9			38,080	39,168	40,256	40,256	41,344	42,432
			1.4000	1.4400	1.4800	1.4800	1.5200	1.5600
10			38,624	40,256	41,344	41,344	42,432	43,520
			1.4200	1.4800	1.5200	1.5200	1.5600	1.6000
11			39,168	40,800	42,432	42,432	43,520	44,608
			1.4400	1.5000	1.5600	1.5600	1.6000	1.6400
12			39,712	41,344	42,976	42,976	44,608	45,696
			1.4600	1.5200	1.5800	1.5800	1.6400	1.6800
13				41,888	43,520	43,520	45,152	46,240
				1.5400	1.6000	1.6000	1.6600	1.7000
14						44,064	45,696	46,784
						1.6200	1.6800	1.7200
15						44,608	46,240	47,328
						1.6400	1.7000	1.7400

# Humphrey

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 26.4  
 Enrollment: 248  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.25 7.25 7.25  
 Planning Time: 45 45 45  
 Class Periods/Day: 6 8  
 Normal Teaching Load: 5 7

**SALARY SCHEDULE**

Base: 24,775 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1(D)  
 Career Increments: N Experience Allowed: unl.  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:			COMMENTS:			
LIFE						
LTD					.00371	
NON-PARTICIPANT						

**Couple - Benefits**  
 41.99  
 Dep. Dental

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 1  
 Contribution:

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,7	unl.	yes		
PERSONAL	2			no	sub rate/unused day
BEREAVEMENT	5				add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION	from prof. lv.				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

Step	BA+36						
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	24,775	25,766	26,757	27,748	28,739	29,730	30,721
2	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
	25,766	26,757	27,748	28,739	29,730	30,721	31,712
3	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
	26,757	27,748	28,739	29,730	30,721	31,712	32,703
4	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
	27,748	28,739	29,730	30,721	31,712	32,703	33,694
5	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
	28,739	29,730	30,721	31,712	32,703	33,694	34,685
6	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
	29,730	30,721	31,712	32,703	33,694	34,685	35,676
7	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
	30,721	31,712	32,703	33,694	34,685	35,676	36,667
8	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
	31,712	32,703	33,694	34,685	35,676	36,667	37,658
9	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200
		33,694	34,685	35,676	36,667	37,658	38,649
10		1.3600	1.4000	1.4400	1.4800	1.5200	1.5600
			35,676	36,667	37,658	38,649	39,640
11			1.4400	1.4800	1.5200	1.5600	1.6000
				37,658	38,649	39,640	40,631
12				1.5200	1.5600	1.6000	1.6400
					39,640	40,631	41,622
13					1.6000	1.6400	1.6800
					40,631	41,622	42,613
14					1.6400	1.6800	1.7200
						42,613	43,604
						1.7200	1.7600

# Hyannis HS

2006-2007

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 19.56  
 Enrollment: 87  
 Length of Teacher Day: 8.25 8.25  
 Length of Student Day: 7.5 7.5  
 Planning Time: 52 52  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 24,700 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	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:			COMMENTS:			
LIFE						
LTD	Omaha Life					
NON-PARTICIPANT						

## Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

## PART-TIME BENEFITS

Minimum FTE: 0

Contribution: full ind.

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:					
PERSONAL	2			yes	from sick lv.
BEREAVEMENT	10				from sick lv.
PROFESSIONAL	2			yes	\$50 for expenses
ADOPTION					
ASSOCIATION					

## OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

## SEVERANCE PAY:

## OTHER LEAVES:

HYANNIS Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9
1	24,700	25,688	26,676	27,664	28,652	29,640
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000
2	25,688	26,676	27,664	28,652	29,640	30,628
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
3	26,676	27,664	28,652	29,640	30,628	31,616
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
4	27,664	28,652	29,640	30,628	31,616	32,604
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
5	28,652	29,640	30,628	31,616	32,604	33,592
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
6	29,640	30,628	31,616	32,604	33,592	34,580
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
7	30,628	31,616	32,604	33,592	34,580	35,568
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
8		32,604	33,592	34,580	35,568	36,556
		1.3200	1.3600	1.4000	1.4400	1.4800
9		33,592	34,580	35,568	36,556	37,544
		1.3600	1.4000	1.4400	1.4800	1.5200
10			35,568	36,556	37,544	38,532
			1.4400	1.4800	1.5200	1.5600
11			36,556	37,544	38,532	39,520
			1.4800	1.5200	1.5600	1.6000
12				38,532	39,520	40,508
				1.5600	1.6000	1.6400
13				39,520	40,508	41,496
				1.6000	1.6400	1.6800
14					41,496	42,484
					1.6800	1.7200
15					42,484	43,472
					1.7200	1.7600
16						44,460
						1.8000
17						45,448
						1.8400

# Leigh

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 21.973  
 Enrollment: 195  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.25 7.25 7  
 Planning Time: 50 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 25,000 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	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:			COMMENTS:			
LIFE						
LTD	Principal				.0031	
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		
PERSONAL	4			yes	can use 2 sick for 1 personal
BEREAVEMENT	ee sick or pers l				
PROFESSIONAL	2			yes	acc. to 5
ADOPTION	30				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

Step	LEIGH							
	BA	BA+9	BA+18	BA+27	MA		MA+15	MA+30
1	25,000	26,000	27,000	28,000	29,000	30,000	31,000	31,000
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2400
2	26,000	27,000	28,000	29,000	30,000	31,000	32,000	32,000
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.2800
3	27,000	28,000	29,000	30,000	31,000	32,000	33,000	33,000
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3200
4	28,000	29,000	30,000	31,000	32,000	33,000	34,000	34,000
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.3600
5	29,000	30,000	31,000	32,000	33,000	34,000	35,000	35,000
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4000
6	30,000	31,000	32,000	33,000	34,000	35,000	36,000	36,000
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4400
7	31,000	32,000	33,000	34,000	35,000	36,000	37,000	37,000
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.4800
8		33,000	34,000	35,000	36,000	37,000	38,000	38,000
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	1.5200
9			35,000	36,000	37,000	38,000	39,000	39,000
			1.4000	1.4400	1.4800	1.5200	1.5600	1.5600
10				37,000	38,000	39,000	40,000	40,000
				1.4800	1.5200	1.5600	1.6000	1.6000
11				38,000	39,000	40,000	41,000	41,000
				1.5200	1.5600	1.6000	1.6400	1.6400
12					39,500	41,000	42,000	42,000
					1.5800	1.6400	1.6800	1.6800
13						41,500	42,500	42,500
						1.6600	1.7000	1.7000

as of 1/1/2003 district will reimburse up to \$250/employee toward deductible expenses.  
 06-07 added step to BA36/MA, MA15, MA30



# Madison

2006-2007

**WORKING CONDITIONS**

Contract Days: 185    FTE Teachers: 52.3  
 Enrollment: 569  
 Length of Teacher Day:    8    8    8  
 Length of Student Day:    7.2    7.1    7  
     Planning Time:    47    47    47  
     Class Periods/Day:    8    11  
 Normal Teaching Load:    7    9

**SALARY SCHEDULE**

Base: 25,900    Index: 4 x 4.5  
 Starting Salary: 27,972    Entry Level Step: 1  
 Career Increments: N    Experience Allowed: 5  
     Grandfathered steps 94-95.  
 Vertical Freeze: 86-87, 87-88  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	550D					41.99	Individ.	Depend.	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental			
PPO:			COMMENTS:							
LIFE	Horace Mann				3.10				Options:	
LTD									IRS 125: Y	
NON-PARTICIPANT					equal value incentive				Flex Accounts: Y	
									<b>PART-TIME BENEFITS</b>	
									Minimum FTE: 0.4	
									Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			no	Accum. 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** N

**OTHER LEAVES:**

# Maxwell

2006-2007

**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers: 28  
 Enrollment: 270  
 Length of Teacher Day: 7.5 HS 7.5 JH/MS 7.5 ELEM  
 Length of Student Day: 7.4 HS 7.4 JH/MS 7.3 ELEM  
 Planning Time: 50 HS 50 JH/MS 50 ELEM  
 Class Periods/Day: 8 HS 8 JH/MS 8 ELEM  
 Normal Teaching Load: 6 HS 6 JH/MS 6 ELEM

**SALARY SCHEDULE**

Base: 25,506 Index: 4 x 4  
 Starting Salary: 25,506 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium	
			Individ.	Depend.
HEALTH	BC/BS	300D 3	361.16	1,018.30
DENTAL	BC/BS		40.73	105.34
PPO:			COMMENTS:	
LIFE				
LTD	Madison Nat'l			
NON-PARTICIPANT				

**Amount Paid**

By District	
Individ.	Depend.
Individ.	Depend.

**Couple - Benefits**  
 916.67  
 Cafeteria

**Cafeteria Plan**

Individ. Depend.  
 916.67 916.67  
 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	40	yes		
PERSONAL	3			yes	
BEREAVEMENT	5				plus 1 day travel
PROFESSIONAL	2			yes	bank to 3
ADOPTION					
ASSOCIATION					

Other Info: 10 full pay, 60 sub. ded. for serious ill. or inj.

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

# Maywood

2006-2007

**WORKING CONDITIONS**

Contract Days: 182 FTE Teachers:  
 Enrollment: 163  
 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: 24,000 Index: 4.5 x 4.5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	IRS 125: Y	
PPO:	District will reimb up to \$250 tow		COMMENTS:					Flex Accounts: Y	
LIFE	Madison Nat'l				1.25			<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l				.0040			Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	70	yes		
Other Info:					
PERSONAL	2			no	accum. to 4
BEREAVEMENT	3				per occurrence; add'l from sick
PROFESSIONAL	2			yes	
ADOPTION	as needed				from sick lv with approval
ASSOCIATION	2				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

# Medicine Valley-Curtis

2006-2007

## WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 24  
 Enrollment: 246  
 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: 25,800 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 10  
 96-97 \$1,200 bonus/fte  
 Vertical Freeze: 97-98  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Premium	Amount Paid By District	Couple - Benefits	Cafeteria Plan Individ. Depend.
		H/A-Dent	Individ. Depend.	Individ. Depend.		
HEALTH	BC/BS	300D 3			Dep. Dental	Options:
DENTAL	BC/BS					IRS 125: Y
PPO:	dist reimburses \$250/\$500 for d			COMMENTS:		Flex Accounts: Y
LIFE						<b>PART-TIME BENEFITS</b>
LTD	Amer. Fidelity					Minimum FTE: 0.5
NON-PARTICIPANT						Contribution: fte

## LEAVES

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

Other Info: Sev.-upon term. \$20/day on 1st 5 days acc. 60 max

PERSONAL	3			yes	
BEREAVEMENT	3				w/appr.-add'l from sick lv.
PROFESSIONAL	2			yes	\$40/day for exp.
ADOPTION					
ASSOCIATION					

## OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

## OTHER LEAVES:

MEDICINE VALLEY-CURT						
Step	BA	BA+9	BA+18	BA+27	MA	
1	25,800	26,832	27,864	28,896	29,928	
	1,0000	1,0400	1,0800	1,1200	1,1600	
2	26,832	27,864	28,896	29,928	30,960	
	1,0400	1,0800	1,1200	1,1600	1,2000	
3	27,864	28,896	29,928	30,960	31,992	
	1,0800	1,1200	1,1600	1,2000	1,2400	
4	28,896	29,928	30,960	31,992	33,024	
	1,1200	1,1600	1,2000	1,2400	1,2800	
5	29,928	30,960	31,992	33,024	34,056	
	1,1600	1,2000	1,2400	1,2800	1,3200	
6		31,992	33,024	34,056	35,088	
		1,2400	1,2800	1,3200	1,3600	
7		33,024	34,056	35,088	36,120	
		1,2800	1,3200	1,3600	1,4000	
8			35,088	36,120	37,152	
			1,3600	1,4000	1,4400	
9				37,152	38,184	
				1,4400	1,4800	
10					39,216	
					1,5200	
11					40,248	
					1,5600	
12					41,280	
					1,6000	
13					42,312	
					1,6400	
14					43,344	
					1,6800	
15					44,376	
					1,7200	
16					45,408	
					1,7600	
17					46,440	
					1,8000	

# Millard

2006-2007

**WORKING CONDITIONS**

Contract Days: 192 FTE Teachers: 1476  
 Enrollment: 20371  
 Length of Teacher Day: 8.5 HS 8.5 JH/MS 8.5 ELEM  
 Length of Student Day: 7 7 6.5  
 Planning Time: 50 50 30  
 Class Periods/Day: 4 8  
 Normal Teaching Load: 3.5 6

**SALARY SCHEDULE**

Base: 30,120 Index: x  
 Starting Salary: 30,120 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 11 yrs  
 Incen. \$372,500; Long. 14 or + yrs and no 05-06 stipend = 2% add'l sal  
 Vertical Freeze: 86-87,91-92  
 Rollback: 84-85  
 Multi-year Contract: 05-06, 06-07

**INSURANCE**

<i>Type</i>	<i>Carrier</i>	<i>Option</i>	<i>Premium</i>	<i>Amount Paid By District</i>	<i>Couple - Benefits</i>	<i>Cafeteria Plan</i>
		H/A-Dent	Individ. Depend.	Individ. Depend.		Individ. Depend.
HEALTH	Self funded	250D			if hired before '97	Options:
DENTAL	Met Life					IRS 125: Y
PPO:						Flex Accounts: Y
LIFE	Madison Nat'l					<b>PART-TIME BENEFITS</b>
LTD						Minimum FTE: 0.438
NON-PARTICIPANT				Cash options: \$325.28 or \$157.40 (w/i		Contribution: fte

COMMENTS: those on MA30 04-05 = \$400/cred hr grad

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes **SEVERANCE PAY:**

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

<b>MILLARD (06-07)</b>		
Salary ranges for 192 days full-time:		
<b>Degree</b>	<b>Minimum</b>	<b>Maximum</b>
Bachelors	\$30,120	\$56,712
Masters	\$32,195	\$63,508
Educational Specialist	\$37,679	\$63,508
EdD/PhD	\$38,901	\$64,508

# Nebraska Unified District 1

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 56.64  
 Enrollment: 552  
 Length of Teacher Day: 8 HS 8 JH/MS 8 ELEM  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 55 55  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 6 6

**SALARY SCHEDULE**

Base: 26,450 Index: 4 x 4  
 Starting Salary: 26,450 Entry Level Step: 3  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium	
		H/A-Dent	Individ.	Depend.
HEALTH	BC/BS	550D 1	343.66	968.97
DENTAL	BC/BS		15.34	54.45
PPO:			COMMENTS:	
LIFE				
LTD				
NON-PARTICIPANT				

**Amount Paid**

By District	
Individ.	Depend.
Individ.	Depend.

**Couple - Benefits**  
 692.50  
 Cafeteria

**Cafeteria Plan**

Individ.	Depend.
692.50	961.81
Options: H/A; 125K	

IRS 125: Y  
 Flex Accounts: Y

**PART-TIME BENEFITS**

Minimum FTE: 0  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		

Other Info: 1/2 sub. pay for unused to 35 at termination

PERSONAL	2			yes	1 add'l if trade 3 sick days
BEREAVEMENT	from sick/personal				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

**OTHER DISTRICT POLICIES**

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

# Nemaha Valley

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 22.625  
 Enrollment: 214  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 6.75 6.75 6  
 Planning Time: 50 50 60  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 26,000 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5(D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 06-07, 07-08

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 5	343.66	968.97	343.66	968.97	166.67	Options:	
DENTAL	BC/BS		40.55	104.87	40.55	40.55	Cash		
PPO:			COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD	Madison Ntl.								<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.5
								Contribution: fte	

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

NEMAHA VALLEY									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	26,000	27,040	28,080	29,120	30,160	31,200	32,240	33,280	
2	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
3	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
4	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
5	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
6	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
7	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
8		1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
9			1.3600	1.4000	1.4400	1.4800	1.5200	1.5600	
10				1.4400	1.4800	1.5200	1.5600	1.6000	
11					1.5200	1.5600	1.6000	1.6400	
12					1.5600	1.6000	1.6400	1.6800	
13						1.6400	1.6800	1.7200	
14							1.7200	1.7600	
								1.8000	

# North Bend Central

2006-2007

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers:  
 Enrollment: 475  
 Length of Teacher Day: 7.5 7.5 7.5  
 Length of Student Day: 6.5 6.5 6.5  
 Planning Time: 50 50 50  
 Class Periods/Day: 7 7  
 Normal Teaching Load: 6 6

## SALARY SCHEDULE

Base: 25,900 Index: 4 x 5  
 Starting Salary: Entry Level Step: 3  
 Career Increments: Y Experience Allowed: all  
 no vert. movement 1st 3 yrs.  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	
			Individ.	Depend.	Individ.	Depend.		
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	TSA	
DENTAL	BC/BS		16.47	58.46	16.47	16.47		
PPO:	ind TSA \$155/depnd TSA \$345		COMMENTS: \$300-ind/\$550-dep annual in 125 plan					
LIFE	Guardian				2.90			
LTD	National Ins				.0049 (+B)			
NON-PARTICIPANT					TSA - \$155 ind/\$345 depnd			

## Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

## PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		

Other Info: sev: \$20/day over 45 after 5 yrs.

PERSONAL 2 yes accum to 3; EOY-\$50/day unus

BEREAVEMENT from sick lv.

PROFESSIONAL 2 yes

ADOPTION unl.

ASSOCIATION

## OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

NORTH BEND CENTRAL										
Step	BA	BA+3	BA+6	BA+9	BA+18	BA+27	MA		MA+6	MA+12
1	25,900	26,331	26,763	27,196	28,490	29,786	31,080	31,943	32,807	
	1.0000	1.0166	1.0333	1.0500	1.1000	1.1500	1.2000	1.2333	1.2667	
2	26,936	27,367	27,799	28,232	29,526	30,822	32,116	32,979	33,843	
	1.0400	1.0566	1.0733	1.0900	1.1400	1.1900	1.2400	1.2733	1.3067	
3	27,972	28,403	28,835	29,268	30,562	31,858	33,152	34,015	34,879	
	1.0800	1.0966	1.1133	1.1300	1.1800	1.2300	1.2800	1.3133	1.3467	
4	29,008	29,439	29,871	30,304	31,598	32,894	34,188	35,051	35,915	
	1.1200	1.1366	1.1533	1.1700	1.2200	1.2700	1.3200	1.3533	1.3867	
5	30,044	30,475	30,907	31,340	32,634	33,930	35,224	36,087	36,951	
	1.1600	1.1766	1.1933	1.2100	1.2600	1.3100	1.3600	1.3933	1.4267	
6		31,511	31,943	32,376	33,670	34,966	36,260	37,123	37,987	
		1.2166	1.2333	1.2500	1.3000	1.3500	1.4000	1.4333	1.4667	
7			32,979	33,412	34,706	36,002	37,296	38,159	39,023	
			1.2733	1.2900	1.3400	1.3900	1.4400	1.4733	1.5067	
8				34,448	35,742	37,038	38,332	39,195	40,059	
				1.3300	1.3800	1.4300	1.4800	1.5133	1.5467	
9					36,778	38,074	39,368	40,231	41,095	
					1.4200	1.4700	1.5200	1.5533	1.5867	
10					37,814	39,110	40,404	41,267	42,131	
					1.4600	1.5100	1.5600	1.5933	1.6267	
11					38,850	40,146	41,440	42,303	43,167	
					1.5000	1.5500	1.6000	1.6333	1.6667	
12						41,182	42,476	43,339	44,203	
						1.5900	1.6400	1.6733	1.7067	
13							43,512	44,375	45,239	
							1.6800	1.7133	1.7467	
14							44,290	45,153	46,015	
							1.7100	1.7434	1.7766	
15							45,066	45,929	46,793	
							1.7400	1.7733	1.8067	
16							45,844	46,707	47,569	
							1.7700	1.8034	1.8366	
17							46,620	47,483	48,347	
							1.8000	1.8333	1.8667	
18							47,398	48,261	49,123	
							1.8300	1.8634	1.8966	



# North Platte

2006-2007

**WORKING CONDITIONS**

Contract Days: 187 FTE Teachers: 298.67  
 Enrollment: 3980  
 Length of Teacher Day: 7.5 7.5 7.5  
 Length of Student Day: 6.5 6.5 6.5  
 Planning Time: 45 50 40  
 Class Periods/Day: 4 8  
 Normal Teaching Load: 3 6

**SALARY SCHEDULE**

Base: 28,770 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**  
 HEALTH BC/BS  
 DENTAL BC/BS  
 PPO:  
 LIFE  
 LTD  
 NON-PARTICIPANT

**Option Premium**  
 H/A-Dent Individ. Depend. Individ. Depend.

**Amount Paid**

**By District**  
 Individ. Depend.

**Couple - Benefits**

Cafeteria

**Cafeteria Plan**

Individ. Depend.

Options: H/A,Dent.,Life, LTD,TSA,Cash

IRS 125: Y

Flex Accounts: Y

**PART-TIME BENEFITS**

Minimum FTE: 1

Contribution:

**LEAVES**

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

Other Info: Reimb.subpay/day at early retirement

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Exceptional Circumstances-3

NORTH PLATTE										
Step	BA	BA+9	BA+18	BA+27	BA+45 MA	MA+9	MA+18	MA+27	MA+36	
1	28,770	29,921	31,072	32,223	33,374	34,526	35,677	36,828	37,979	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2001	1.2401	1.2801	1.3201	
2	30,208	31,359	32,511	33,662	34,813	35,964	37,115	38,266	39,417	
	1.0500	1.0900	1.1300	1.1700	1.2100	1.2500	1.2901	1.3301	1.3701	
3	31,647	32,798	33,949	35,100	36,251	37,402	38,553	39,704	40,856	
	1.1000	1.1400	1.1800	1.2200	1.2600	1.3000	1.3401	1.3801	1.4201	
4	33,085	34,236	35,387	36,538	37,689	38,841	39,992	41,143	42,294	
	1.1500	1.1900	1.2300	1.2700	1.3100	1.3500	1.3900	1.4301	1.4701	
5	34,523	35,674	36,826	37,977	39,128	40,279	41,430	42,581	43,732	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4801	1.5201	
6	35,962	37,113	38,264	39,415	40,566	41,717	42,868	44,019	45,171	
	1.2500	1.2900	1.3300	1.3700	1.4100	1.4500	1.4900	1.5300	1.5701	
7	37,400	38,551	39,702	40,853	42,004	43,156	44,307	45,458	46,609	
	1.3000	1.3400	1.3800	1.4200	1.4600	1.5000	1.5400	1.5800	1.6201	
8		39,989	41,141	42,292	43,443	44,594	45,745	46,896	48,047	
		1.3900	1.4300	1.4700	1.5100	1.5500	1.5900	1.6300	1.6700	
9			42,579	43,730	44,881	46,032	47,183	48,334	49,486	
			1.4800	1.5200	1.5600	1.6000	1.6400	1.6800	1.7200	
10				45,168	46,319	47,471	48,622	49,773	50,924	
				1.5700	1.6100	1.6500	1.6900	1.7300	1.7700	
11					47,758	48,909	50,060	51,211	52,362	
					1.6600	1.7000	1.7400	1.7800	1.8200	
12						50,347	51,498	52,649	53,801	
						1.7500	1.7900	1.8300	1.8700	
13							52,937	54,088	55,239	
							1.8400	1.8800	1.9200	
14								55,526	56,677	
								1.9300	1.9700	
15									58,116	
									2.0200	
16										

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

# Pawnee City

2006-2007

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 39.5  
 Enrollment: 309  
 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: 26,000 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5(D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 1	343.66	968.97	343.66	968.97	39.11	Individ.	Depend.
DENTAL	BC/BS		15.34	54.45	15.34	15.34	Dep. Dental	Options:	
PPO:	Ded paid by dist up to \$250 ind,		COMMENTS:				IRS 125: Y		
LIFE							Flex Accounts: Y		
LTD	Standard Ins				7.00		<b>PART-TIME BENEFITS</b>		
NON-PARTICIPANT							Minimum FTE: 0.5 Contribution: fte		

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: \$40/day on any above 50 at EOY					
PERSONAL	2			no	2 add'l from sick lv.
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	1			yes	add'l. with appr.
ADOPTION					
ASSOCIATION					

## OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

## OTHER LEAVES:

PAWNEE CITY	MA							
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
Step								
1	26,000	27,040	28,080	29,120	30,160	31,200	32,240	
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	
2	27,040	28,080	29,120	30,160	31,200	32,240	33,280	
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	
3	28,080	29,120	30,160	31,200	32,240	33,280	34,320	
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	
4	29,120	30,160	31,200	32,240	33,280	34,320	35,360	
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	
5	30,160	31,200	32,240	33,280	34,320	35,360	36,400	
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	
6	31,200	32,240	33,280	34,320	35,360	36,400	37,440	
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	
7	32,240	33,280	34,320	35,360	36,400	37,440	38,480	
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800	
8		34,320	35,360	36,400	37,440	38,480	39,520	
		1.3200	1.3600	1.4000	1.4400	1.4800	1.5200	
9			36,400	37,440	38,480	39,520	40,560	
			1.4000	1.4400	1.4800	1.5200	1.5600	
10				38,480	39,520	40,560	41,600	
				1.4800	1.5200	1.5600	1.6000	
11					40,560	41,600	42,640	
					1.5600	1.6000	1.6400	
12					41,600	42,640	43,680	
					1.6000	1.6400	1.6800	

06-07 added step to BA36/MA, added MA18 lane

# Pender

2006-2007

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 28.63  
 Enrollment: 353  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.5 7.5 7.25  
 Planning Time: 47 47 60  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 26,000 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	Premium	
		H/A-Dent	Individ.	Depend.
HEALTH	BC/BS	300D 5	361.16	1,018.30
DENTAL	BC/BS		40.55	104.87
PPO:			COMMENTS:	
LIFE				
LTD	Madison Nat'l			
NON-PARTICIPANT				

## Amount Paid

By District	
Individ.	Depend.

**Couple - Benefits**  
 562.50  
 1/2 Dep. Cafeteria

## Cafeteria Plan

Individ.	Depend.
405	1125
Options: H/A, Life, Dent, Cash	
IRS 125: Y	
Flex Accounts: Y	

## PART-TIME BENEFITS

Minimum FTE: 0.5  
 Contribution: fte

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		

Other Info: use 0 - \$300/1 or 2 - \$200/3 - \$100 (all inclusive)

## PERSONAL

## BEREAVEMENT

PROFESSIONAL as approved yes

ADOPTION FMLA

## ASSOCIATION

SABBATICAL: No

SEVERANCE PAY:

## OTHER LEAVES:

## OTHER DISTRICT POLICIES

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



# Plattsmouth

2006-2007

## WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 133.45  
 Enrollment: 1612  
 Length of Teacher Day: 8.25 8.25 8.25  
 Length of Student Day: 7.25 7.25 7  
 Planning Time: 46 46 40  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

## SALARY SCHEDULE

Base: 26,650 Index: 4 x 5  
 Starting Salary: 28,782 Entry Level Step: 3  
 Career Increments: Y Experience Allowed: 5  
 02-03 add 1% longevity bonus at bottom of schedule  
 Vertical Freeze:  
 Rollback: 85-86  
 Multi-year Contract:

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	527.63	Individ.	Depend.
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Cash, 125, or TSA	Options:	
PPO:			COMMENTS:					IRS 125: Y	
LIFE	Madison Life				6.00			Flex Accounts: Y	
LTD	Madison Life				.0064(+B)			<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT					\$527.63 in lieu			Minimum FTE: 0	
								Contribution: fte	

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	10	50	yes					
Other Info: Incentive:0-2, \$100; 5-3, \$70; 5-4, \$35								
PERSONAL	2			yes	\$12.50/1st 2-1/2 days; \$25/3rd per occur. to 10	Voluntary Separation:	Y	P
BEREAVEMENT	10					Grievance:	Y	N
PROFESSIONAL	unl.			yes		Professional Growth:	Y	P
ADOPTION	use sick lv.					Reduction in Force:	Y	P
ASSOCIATION	8					Sick Bank:	Y	N

SABBATICAL: Yes

SEVERANCE PAY: Y

## OTHER LEAVES:

PLATTSMOUTH									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18
1	28,782	30,115	31,447	32,780	34,112	35,445	34,112	35,445	36,777
	1,0800	1,1300	1,1800	1,2300	1,2800	1,3300	1,2800	1,3300	1,3800
2	29,848	31,181	32,513	33,846	35,178	36,511	35,178	36,511	37,843
	1,1200	1,1700	1,2200	1,2700	1,3200	1,3700	1,3200	1,3700	1,4200
3	30,914	32,247	33,579	34,912	36,244	37,577	36,244	37,577	38,909
	1,1600	1,2100	1,2600	1,3100	1,3600	1,4100	1,3600	1,4100	1,4600
4	31,980	33,313	34,645	35,978	37,310	38,643	37,310	38,643	39,975
	1,2000	1,2500	1,3000	1,3500	1,4000	1,4500	1,4000	1,4500	1,5000
5	33,046	34,379	35,711	37,044	38,376	39,709	38,376	39,709	41,041
	1,2400	1,2900	1,3400	1,3900	1,4400	1,4900	1,4400	1,4900	1,5400
6		35,445	36,777	38,110	39,442	40,775	39,442	40,775	42,107
		1,3300	1,3800	1,4300	1,4800	1,5300	1,4800	1,5300	1,5800
7			37,843	39,176	40,508	41,841	40,508	41,841	43,173
			1,4200	1,4700	1,5200	1,5700	1,5200	1,5700	1,6200
8				40,242	41,574	42,907	41,574	42,907	44,239
				1,5100	1,5600	1,6100	1,5600	1,6100	1,6600
9					42,640	43,973	42,640	43,973	45,305
					1,6000	1,6500	1,6000	1,6500	1,7000
10					43,706	45,039	43,706	45,039	46,371
					1,6400	1,6900	1,6400	1,6900	1,7400
11						46,105	43,973	46,105	47,437
						1,7300	1,6500	1,7300	1,7800
12							44,239	46,371	48,503
							1,6600	1,7400	1,8200
13							44,506	46,638	48,770
							1,6700	1,7500	1,8300
14							44,772	46,904	49,036
							1,6800	1,7600	1,8400
15							45,039	47,171	49,303
							1,6900	1,7700	1,8500
16								47,437	49,569
								1,7800	1,8600
17									49,836
									1,8700
18									

The BA+45 column is for those who took district offered courses between 1992-1997. When all of those individuals are no longer employed by the district, the column



# Potter-Dix

2006-2007

## WORKING CONDITIONS

Contract Days: 183 FTE Teachers:  
 Enrollment: 196  
 Length of Teacher Day: 7.75 7.75 7.75  
 Length of Student Day: 7.25 7.25 7.25  
 Planning Time: 50 50 50  
 Class Periods/Day: 4 8  
 Normal Teaching Load: 3.5 7

## SALARY SCHEDULE

Base: 24,845 Index: 4.5 x 4.5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 4  
 Vertical Freeze:  
 Rollback: 93-94 (2 Steps)  
 Multi-year Contract: 05-06, 06-07

## INSURANCE

Type Carrier Option Premium  
 HEALTH BC/BS 300D 2 361.16 1,018.30  
 DENTAL BC/BS 16.47 58.46  
 PPO:  
 LIFE  
 LTD  
 NON-PARTICIPANT

Amount Paid By District  
 Individ. Depend. Individ. Depend.  
 361.16 1,018.30 361.16 1018.30  
 16.47 58.46 16.47 16.47  
 COMMENTS:

Cafeteria Plan  
 Individ. Depend.  
 41.99  
 Dep. Dental Options:  
 IRS 125:  
 Flex Accounts:  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.5  
 Contribution: fte

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
PERSONAL	3			yes	add'l. w/o pay
BEREAVEMENT (See Sick Lv.)					
PROFESSIONAL	2			no	
ADOPTION	see sick lv.				
ASSOCIATION	1				

SABBATICAL: No

SEVERANCE PAY:

## OTHER LEAVES:

## OTHER DISTRICT POLICIES

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

POTTER-DIX	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
Step 1	24,845	25,963	27,081	28,199	29,317	30,435	
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	
Step 2	25,963	27,081	28,199	29,317	30,435	31,553	
	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	
Step 3	27,081	28,199	29,317	30,435	31,553	32,671	
	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	
Step 4	28,199	29,317	30,435	31,553	32,671	33,789	
	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	
Step 5	29,317	30,435	31,553	32,671	33,789	34,907	
	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	
Step 6	30,435	31,553	32,671	33,789	34,907	36,025	
	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	
Step 7	31,553	32,671	33,789	34,907	36,025	37,143	
	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	
Step 8		33,789	34,907	36,025	37,143	38,261	
		1.3600	1.4050	1.4500	1.4950	1.5400	
Step 9			36,025	37,143	38,261	39,379	
			1.4500	1.4950	1.5400	1.5850	
Step 10			37,143	38,261	39,379	40,497	
			1.4950	1.5400	1.5850	1.6300	
Step 11				39,379	40,497	41,615	
				1.5850	1.6300	1.6750	
Step 12				40,497	41,615	42,733	
				1.6300	1.6750	1.7200	
Step 13					42,733	43,851	
					1.7200	1.7650	
Step 14					43,851	44,969	
					1.7650	1.8100	
Step 15						46,087	
						1.8550	
Step 16						47,206	
						1.9000	





# Raymond Central

2006-2007

## WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 60.35  
 Enrollment: 680  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7 7 7  
 Planning Time: 60 60 60  
 Class Periods/Day: 7 10  
 Normal Teaching Load: 6 9

## SALARY SCHEDULE

Base: 28,800 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: (D)  
 Long: 11-20 yr, \$350; 21-30, \$600; 31-?, \$850 bonus  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 06-07, 07-08

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:	Bd pays \$12.50/mo to defray de COMMENTS: *.51=FTE benefits					
LIFE						
LTD	Fortis				.0029(+B)	
NON-PARTICIPANT					\$250 cash	

## Cafeteria Plan

Individ. Depend.  
 250.00  
 Cash  
 Options:  
 IRS 125: Y  
 Flex Accounts: Y

## PART-TIME BENEFITS

Minimum FTE: 0.51  
 Contribution: full\*

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
------	-----------	--------	-------------	-----------------	-------

SICK  
 Other Info: Unused personal days paid @ \$30/day in June  
 PERSONAL 10 yes Accum. 45;for sick, pers, berea  
 BEREAVEMENT  
 PROFESSIONAL adm. disc. yes  
 ADOPTION  
 ASSOCIATION

## OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

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

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

# Rising City

2006-2007

**WORKING CONDITIONS**

Contract Days:	173	FTE Teachers:	
Enrollment:	184	HS	JH/MS
Length of Teacher Day:	8.5	8.5	ELEM
Length of Student Day:	8	8	8
Planning Time:	55	55	30-50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	24,750	Index:	4 x 5
Starting Salary:	26,730	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
End of Lane Stipend 2nd yr on step all lanes			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	06-07, 07-08		

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	944.95	166.67	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Or Ind. health+ \$91.67	IRS 125: Y	
PPO:			COMMENTS: \$91.67 incentive for those taking ind.						Flex Accounts:
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	CNA				.0028			Minimum FTE: 0.5	
NON-PARTICIPANT					\$166.67			Contribution: fte	

**LEAVES**

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

Other Info: Sick lv. bank up to 60 days max.

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

yes

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

Step	RISING CITY					
	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9
1	26,730	27,968	29,205	30,443	31,680	32,918
	1.0800	1.1300	1.1800	1.2300	1.2800	1.3300
2	27,225	28,463	29,700	30,938	32,175	33,413
	1.1000	1.1500	1.2000	1.2500	1.3000	1.3500
3	27,720	28,958	30,195	31,433	32,670	33,908
	1.1200	1.1700	1.2200	1.2700	1.3200	1.3700
4	28,710	29,948	31,185	32,423	33,660	34,898
	1.1600	1.2100	1.2600	1.3100	1.3600	1.4100
5	29,700	30,938	32,175	33,413	34,650	35,888
	1.2000	1.2500	1.3000	1.3500	1.4000	1.4500
6	30,690	31,928	33,165	34,403	35,640	36,878
	1.2400	1.2900	1.3400	1.3900	1.4400	1.4900
7	31,680	32,918	34,155	35,393	36,630	37,868
	1.2800	1.3300	1.3800	1.4300	1.4800	1.5300
8		33,908	35,145	36,383	37,620	38,858
		1.3700	1.4200	1.4700	1.5200	1.5700
9			36,135	37,373	38,610	39,848
			1.4600	1.5100	1.5600	1.6100
10			37,125	38,363	39,600	40,838
			1.5000	1.5500	1.6000	1.6500
11				39,353	40,590	41,828
				1.5900	1.6400	1.6900
12				40,343	41,580	42,818
				1.6300	1.6800	1.7300
13					42,570	43,808
					1.7200	1.7700
14						44,798
						1.8100

# Rock County

2006-2007

**WORKING CONDITIONS**

Contract Days: 182 FTE Teachers:  
 Enrollment: 75  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 50 0  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

**SALARY SCHEDULE**

Base: 25,300 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**  
 HEALTH BC/BS  
 DENTAL  
 PPO:  
 LIFE  
 LTD  
 NON-PARTICIPANT

**Option Premium**  
 H/A-Dent Individ. Depend. Individ. Depend.  
 300D 361.16 1,018.30 361.16 1018.30

**Amount Paid**

**By District**  
 Individ. Depend.

**Couple - Benefits**

**Cafeteria Plan**

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

**PART-TIME BENEFITS**

Minimum FTE: 0.5

Contribution: fte

COMMENTS:

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

ROCK COUNTY						
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	BA+45 MA+9
1	25,300	26,375	27,451	28,526	29,601	30,676
	1.0000	1.0425	1.0850	1.1275	1.1700	1.2125
2	26,375	27,451	28,526	29,601	30,676	31,752
	1.0425	1.0850	1.1275	1.1700	1.2125	1.2550
3	27,451	28,526	29,601	30,676	31,752	32,827
	1.0850	1.1275	1.1700	1.2125	1.2550	1.2975
4	28,526	29,601	30,676	31,752	32,827	33,902
	1.1275	1.1700	1.2125	1.2550	1.2975	1.3400
5	29,601	30,676	31,752	32,827	33,902	34,977
	1.1700	1.2125	1.2550	1.2975	1.3400	1.3825
6	30,676	31,752	32,827	33,902	34,977	36,053
	1.2125	1.2550	1.2975	1.3400	1.3825	1.4250
7	31,752	32,827	33,902	34,977	36,053	37,128
	1.2550	1.2975	1.3400	1.3825	1.4250	1.4675
8		33,902	34,977	36,053	37,128	38,203
		1.3400	1.3825	1.4250	1.4675	1.5100
9			36,053	37,128	38,203	39,278
			1.4250	1.4675	1.5100	1.5525
10			37,128	38,203	39,278	40,354
			1.4675	1.5100	1.5525	1.5950
11				39,278	40,354	41,429
				1.5525	1.5950	1.6375
12				40,354	41,429	42,504
				1.5950	1.6375	1.6800
13				41,429	42,504	43,579
				1.6375	1.6800	1.7225
14					43,579	44,655
					1.7225	1.7650
15					44,655	45,730
					1.7650	1.8075
16					45,730	46,805
					1.8075	1.8500
17						47,880
						1.8925

# Scottsbluff

2006-2007

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers:  
 Enrollment: 2621  
 Length of Teacher Day: 7.5 HS 7.5 JH/MS 7.5 ELEM  
 Length of Student Day: 7.1 HS 7.1 JH/MS 7.1 ELEM  
 Planning Time: 50 HS 50 JH/MS 50 ELEM  
 Class Periods/Day: 7 HS 7 JH/MS  
 Normal Teaching Load: 6 HS 6 JH/MS

## SALARY SCHEDULE

Base: 28,650 Index: 4.5 x 4.5  
 Starting Salary: 28,650 Entry Level Step: 1  
 Career Increments: N Experience Allowed: BA=4, MA=6  
 Vertical Freeze: 87-88  
 Rollback:  
 Multi-year Contract: 05-06, 06-07, 07-08

## INSURANCE

Type	Carrier	Option	Premium	
		H/A-Dent	Individ.	Depend.
HEALTH	BC/BS	300D 1	361.16	1,018.30
DENTAL	BC/BS		15.34	54.45
PPO: COMMENTS:				
LIFE	Guardian			
LTD	Omaha Life			
NON-PARTICIPANT				

## Amount Paid

By District		Couple - Benefits
Individ.	Depend.	
		895.00
		Cafeteria

## Cafeteria Plan

Individ. Depend.  
 895.00 895.00  
 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	9	100	yes		
PERSONAL	2			yes	Deducted from sick lv.
BEREAVEMENT	5				per occur.; 1 day funeral, not fa
PROFESSIONAL	As need				
ADOPTION					
ASSOCIATION	5				

## OTHER DISTRICT POLICIES

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

SABBATICAL: 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
1	28,650	29,939	31,229	32,518	33,807	35,096	36,386	37,675	38,964	40,253	41,543
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500
2	29,939	31,229	32,518	33,807	35,096	36,386	37,675	38,964	40,253	41,543	42,832
	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950
3	31,229	32,518	33,807	35,096	36,386	37,675	38,964	40,253	41,543	42,832	44,121
	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400
4	32,518	33,807	35,096	36,386	37,675	38,964	40,253	41,543	42,832	44,121	45,410
	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850
5		35,096	36,386	37,675	38,964	40,253	41,543	42,832	44,121	45,410	46,700
		1.2250	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300
6			37,675	38,964	40,253	41,543	42,832	44,121	45,410	46,700	47,989
			1.3150	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750
7				40,253	41,543	42,832	44,121	45,410	46,700	47,989	49,278
				1.4050	1.4500	1.4950	1.5400	1.5850	1.6300	1.6750	1.7200
8					42,832	44,121	45,410	46,700	47,989	49,278	50,567
					1.4950	1.5400	1.5850	1.6300	1.6750	1.7200	1.7650
9						45,410	46,700	47,989	49,278	50,567	51,857
						1.5850	1.6300	1.6750	1.7200	1.7650	1.8100
10							49,278	50,567	51,857	53,146	
							1.7200	1.7650	1.8100	1.8550	
11										53,146	54,435
										1.8550	1.9000



# Shelton

2006-2007

**WORKING CONDITIONS**

Contract Days: 181 FTE Teachers: 33  
 Enrollment: 330  
 Length of Teacher Day: 7.5 HS 7.5 JH/MS 7.5 ELEM  
 Length of Student Day: 7 7 6.75  
 Planning Time: 48 48 48  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 26,250 Index: 4 x 4  
 Starting Salary: 26,250 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 5  
 BA+36 grandfathered prior to 92-93/added back in 98-99  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

**Type Carrier**  
 HEALTH BC/BS  
 DENTAL BC/BS  
 PPO:  
 LIFE Companion Life  
 LTD  
 NON-PARTICIPANT

**Option Premium**  
 H/A-Dent Individ. Depend.  
 300D 4 361.16 1,018.30  
 37.14 96.06  
 COMMENTS:  
 3.20

**Amount Paid**

**By District**  
 Individ. Depend.  
 325.04 916.47  
 33.43 86.45

**Couple - Benefits**

9.61  
 Dep. Dental

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 1  
 Contribution:

**LEAVES**

<b>Type</b>	<b>Days/Year</b>	<b>Accum.</b>	<b>Depend. use</b>	<b>Approval Needed</b>	<b>Other</b>
SICK	10	35	yes		
PERSONAL	2			yes	
BEREAVEMENT	5				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

# Sidney

2006-2007

### WORKING CONDITIONS

Contract Days: 185 FTE Teachers:  
 Enrollment: 1187  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.25 7.25 6.45  
 Planning Time: 46 46 40  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

### SALARY SCHEDULE

Base: 26,925 Index: 4.5 x 4.5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 7  
 Vertical Freeze: 88-89  
 Rollback:  
 Multi-year Contract:

### INSURANCE

Type	Carrier	Option	Premium
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	300D 1	361.16 1,018.30
DENTAL	BC/BS		16.47 58.46
PPO:			
LIFE	Medical Life		
LTD	Jefferson Pilot		
NON-PARTICIPANT			

### Amount Paid

By District	
Individ.	Depend.
361.16	1018.30
16.47	58.46

### Couple - Benefits

41.99  
Dep. Dental

### 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	unl.	yes		
Other Info: Sev: Pd over 35 @ sub.rate max. 110; incl. immed.fam.death					
PERSONAL	2			1-no; 1-yes	2 days w/sub. ded.; add'l. w/out
BEREAVEMENT	see sick lv.				
PROFESSIONAL	supt. disc.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	see prof. lv.				

### OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Maternity - 15 days

Step	BA					MA				
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	26,925	28,137	29,348	30,560	31,772	32,983	34,195	35,406	36,618	
2	1,0000	1,0450	1,0900	1,1350	1,1800	1,2250	1,2700	1,3150	1,3600	
3	29,348	30,560	31,772	32,983	34,195	35,406	36,618	37,830	39,041	
4	1,0900	1,1350	1,1800	1,2250	1,2700	1,3150	1,3600	1,4050	1,4500	
5	30,560	31,772	32,983	34,195	35,406	36,618	37,830	39,041	40,253	
6	1,1350	1,1800	1,2250	1,2700	1,3150	1,3600	1,4050	1,4500	1,4950	
7	31,772	32,983	34,195	35,406	36,618	37,830	39,041	40,253	41,465	
8	1,1800	1,2250	1,2700	1,3150	1,3600	1,4050	1,4500	1,4950	1,5400	
9	32,983	34,195	35,406	36,618	37,830	39,041	40,253	41,465	42,676	
10	1,2250	1,2700	1,3150	1,3600	1,4050	1,4500	1,4950	1,5400	1,5850	
11		35,406	36,618	37,830	39,041	40,253	41,465	42,676	43,888	
12		1,3150	1,3600	1,4050	1,4500	1,4950	1,5400	1,5850	1,6300	
13		37,830	39,041	40,253	41,465	42,676	43,888	45,099	46,311	
14		1,4050	1,4500	1,4950	1,5400	1,5850	1,6300	1,6750	1,7200	
15			40,253	41,465	42,676	43,888	45,099	46,311	47,523	
16			1,4950	1,5400	1,5850	1,6300	1,6750	1,7200	1,7650	
17				42,676	43,888	45,099	46,311	47,523	48,734	
18				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,5850	1,6300	1,6750	1,7200	1,7650	1,8100	
				42,676	43,888	45,099	46,311	47,523	48,734	
				1,585						





# Southwest

2006-2007

**WORKING CONDITIONS**

Contract Days: 183 FTE Teachers: 43.07  
 Enrollment: 347  
 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: 26,000 Index: 4 x 4  
 Starting Salary: 26,000 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

**Type Carrier**  
 HEALTH BC/BS  
 DENTAL BC/BS  
 PPO:  
 LIFE  
 LTD  
 NON-PARTICIPANT

<i>Option</i>	<i>Premium</i>		<i>Amount Paid By District</i>	
	Individ.	Depend.	Individ.	Depend.
H/A-Dent				
300D 2	361.16	1,018.30	361.16	1018.30
	16.47	58.46	16.47	16.47

COMMENTS:

**Couple - Benefits**  
 41.99  
 Dep. Dental

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 0.5  
 Contribution: fte

**LEAVES**

<i>Type</i>	<i>Days/Year</i>	<i>Accum.</i>	<i>Depend. Approval</i>	
			<i>use</i>	<i>Needed Other</i>
SICK	10	40		
Other Info:				
PERSONAL	3			
BEREAVEMENT	5			
PROFESSIONAL	2			
ADOPTION				
ASSOCIATION				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER LEAVES:**

# St. Edward

2006-2007

**WORKING CONDITIONS**

Contract Days: 183 FTE Teachers: 24.5  
 Enrollment: 199  
 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: 24,750 Index: 4 x 4.5  
 Starting Salary: Entry Level Step: 1(D)  
 Career Increments: N Experience Allowed: 5 (D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30	41.99	Options:	
DENTAL	BC/BS		16.47	58.46	16.47	16.47	Dep. Dental	Options:	
PPO:			COMMENTS:						
LIFE								IRS 125: Y	
LTD	Madison Nat'l				.0062			Flex Accounts:	
NON-PARTICIPANT								<b>PART-TIME BENEFITS</b>	
								Minimum FTE: 1	
								Contribution:	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12,10	35	yes		
Other Info:					
PERSONAL	2			yes	accum. to 4
BEREAVEMENT	see sick lv.				
PROFESSIONAL	supt. disc.			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Paternity Leave - 30 consec. Days

ST. EDWARD							
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+18	
1	24,750	25,864	26,978	28,091	29,205	30,319	
	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	
2	25,740	26,854	27,968	29,081	30,195	31,309	
	1.0400	1.0850	1.1300	1.1750	1.2200	1.2650	
3	26,730	27,844	28,958	30,071	31,185	32,299	
	1.0800	1.1250	1.1700	1.2150	1.2600	1.3050	
4	27,720	28,834	29,948	31,061	32,175	33,289	
	1.1200	1.1650	1.2100	1.2550	1.3000	1.3450	
5	28,710	29,824	30,938	32,051	33,165	34,279	
	1.1600	1.2050	1.2500	1.2950	1.3400	1.3850	
6	29,700	30,814	31,928	33,041	34,155	35,269	
	1.2000	1.2450	1.2900	1.3350	1.3800	1.4250	
7	30,690	31,804	32,918	34,031	35,145	36,259	
	1.2400	1.2850	1.3300	1.3750	1.4200	1.4650	
8		32,794	33,908	35,021	36,135	37,249	
		1.3250	1.3700	1.4150	1.4600	1.5050	
9			34,898	36,011	37,125	38,239	
			1.4100	1.4550	1.5000	1.5450	
10				37,001	38,115	39,229	
				1.4950	1.5400	1.5850	
11					39,105	40,219	
					1.5800	1.6250	
12						41,209	
						1.6650	

# Sterling

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 227  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7 7 7  
 Planning Time: 52 52 60  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 26,250 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	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 1	343.66	968.97			166.67	Options:	
DENTAL	BC/BS		15.34	54.45	15.34	15.34	TSA	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Guarantee Mut.							Minimum FTE: 0.5	
NON-PARTICIPANT						166.67		Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
PERSONAL	2			yes	
BEREAVEMENT	1-5				1-anyone, 5 immed. family
PROFESSIONAL	unl.				
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

**STERLING**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	26,250	27,300	28,350	29,400	30,450	31,500	31,500
	1.00	1.04	1.08	1.12	1.16	1.20	1.20
2	27,300	28,350	29,400	30,450	31,500	32,550	32,550
	1.04	1.08	1.12	1.16	1.20	1.24	1.24
3	28,350	29,400	30,450	31,500	32,550	33,600	33,600
	1.08	1.12	1.16	1.20	1.24	1.28	1.28
4	29,400	30,450	31,500	32,550	33,600	34,650	34,650
	1.12	1.16	1.20	1.24	1.28	1.32	1.32
5	30,450	31,500	32,550	33,600	34,650	35,700	35,700
	1.16	1.20	1.24	1.28	1.32	1.36	1.36
6	31,500	32,550	33,600	34,650	35,700	36,750	36,750
	1.20	1.24	1.28	1.32	1.36	1.40	1.40
7	32,550	33,600	34,650	35,700	36,750	37,800	37,800
	1.24	1.28	1.32	1.36	1.40	1.44	1.44
8	33,600	34,650	35,700	36,750	37,800	38,850	38,850
	1.28	1.32	1.36	1.40	1.44	1.48	1.48
9		35,700	36,750	37,800	38,850	39,900	39,900
		1.36	1.40	1.44	1.48	1.52	1.52
10			37,800	38,850	39,900	40,950	40,950
			1.44	1.48	1.52	1.56	1.56
11				39,900	40,950	42,000	42,000
				1.52	1.56	1.60	1.60
12					42,000	43,050	43,050
					1.60	1.64	1.64

# Stuart

2006-2007

**WORKING CONDITIONS**

Contract Days: 185      FTE Teachers: 20  
 Enrollment: 175  
 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: 25,250      Index: 4 x 4  
 Starting Salary: 25,250      Entry Level Step: 1  
 Career Increments: Y      Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

**Type**      **Carrier**  
 HEALTH BC/BS  
 DENTAL BC/BS  
 PPO:  
 LIFE  
 LTD  
 NON-PARTICIPANT

<b>Option</b>	<b>Premium</b>		<b>Amount Paid By District</b>	
	Individ.	Depend.	Individ.	Depend.
H/A-Dent				
550D 1	343.66	968.97	343.66	968.97
	15.34	54.45	15.34	15.34

COMMENTS:

**Couple - Benefits**  
 39.11  
 Dep. Dental

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 1  
 Contribution:

**LEAVES**

<b>Type</b>	<b>Days/Year</b>	<b>Accum.</b>	<b>Depend.</b>	<b>Approval</b>	
			<b>use</b>	<b>Needed</b>	<b>Other</b>
SICK	10	45	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	4				
PROFESSIONAL	4			yes	\$50 reimb. for 1st 2 days
ADOPTION	30				FMLA
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

# Sutherland

2006-2007

**WORKING CONDITIONS**

Contract Days: 182 FTE Teachers:  
 Enrollment: 400  
 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: 24,500 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	Premium		Amount Paid By District		Couple - Benefits	
			Individ.	Depend.	Individ.	Depend.		
HEALTH	BC/BS	300D 4	361.16	1,018.30	361.16	1018.30		
DENTAL	BC/BS		37.14	96.06	37.14	96.06		
PPO:			COMMENTS: \$358.03 (less ded) if take ind-elig dep					
LIFE								
LTD								
NON-PARTICIPANT					\$557.18 (less deductions) if spouse ha			

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 1  
 Contribution:

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
PERSONAL	2			no	Unused days paid at sub. rate w/approval
BEREAVEMENT	5				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Maternity, Jury

SUTHERLAND								
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	MA+18	MA+27
1	24,500	25,480	26,460	27,440	28,420	29,400	30,380	31,360
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
2	25,725	27,195	28,420	29,890	31,115	32,095	33,320	34,545
	1.0500	1.1100	1.1600	1.2200	1.2700	1.3100	1.3600	1.4100
3	26,950	28,910	30,380	32,340	33,810	34,790	36,260	37,730
	1.1000	1.1800	1.2400	1.3200	1.3800	1.4200	1.4800	1.5400
4	28,175	30,625	32,340	34,790	36,505	37,485	39,200	40,915
	1.1500	1.2500	1.3200	1.4200	1.4900	1.5300	1.6000	1.6700
5	29,400	32,340	34,300	37,240	39,200	40,180	42,140	44,100
	1.2000	1.3200	1.4000	1.5200	1.6000	1.6400	1.7200	1.8000
6	30,625	34,055	36,260	39,690	41,895	42,875	45,080	47,285
	1.2500	1.3900	1.4800	1.6200	1.7100	1.7500	1.8400	1.9300

# Tecumseh

2006-2007

**WORKING CONDITIONS**

Contract Days: 186 FTE Teachers: 34.875  
 Enrollment: 419  
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 50 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 26,630 Index: 4 x 4  
 Starting Salary: 26,630 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 05-06, 06-07

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:			COMMENTS:			
LIFE						
LTD	Madison Nat'l				7.21	
NON-PARTICIPANT						

**Cafeteria Plan**  
 Individ. Depend.  
 41.99  
 Dep. Dental Options:  
 IRS 125:  
 Flex Accounts:  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.5  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	60	yes		
PERSONAL	5			yes	unused convert to sick leave
BEREAVEMENT	3				family only
PROFESSIONAL	5			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

Step	TECUMSEH							
	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	26,630	27,695	28,760	29,826	30,891	31,956	33,021	34,086
2	27,695	28,760	29,826	30,891	31,956	33,021	34,086	35,152
3	28,760	29,826	30,891	31,956	33,021	34,086	35,152	36,217
4	29,826	30,891	31,956	33,021	34,086	35,152	36,217	37,282
5	30,891	31,956	33,021	34,086	35,152	36,217	37,282	38,347
6	31,956	33,021	34,086	35,152	36,217	37,282	38,347	39,412
7	33,021	34,086	35,152	36,217	37,282	38,347	39,412	40,478
8		35,152	36,217	37,282	38,347	39,412	40,478	41,543
9		36,217	37,282	38,347	39,412	40,478	41,543	42,608
10		37,282	38,347	39,412	40,478	41,543	42,608	43,673
11		38,347	39,412	40,478	41,543	42,608	43,673	44,738
12		39,412	40,478	41,543	42,608	43,673	44,738	45,804
13		40,478	41,543	42,608	43,673	44,738	45,804	46,869
14		41,543	42,608	43,673	44,738	45,804	46,869	47,934
15		42,608	43,673	44,738	45,804	46,869	47,934	48,999
		43,673	44,738	45,804	46,869	47,934	48,999	50,064
		44,738	45,804	46,869	47,934	48,999	50,064	51,129
		45,804	46,869	47,934	48,999	50,064	51,129	52,194
		46,869	47,934	48,999	50,064	51,129	52,194	53,259
		47,934	48,999	50,064	51,129	52,194	53,259	54,324
		48,999	50,064	51,129	52,194	53,259	54,324	55,389
		50,064	51,129	52,194	53,259	54,324	55,389	56,454
		51,129	52,194	53,259	54,324	55,389	56,454	57,519
		52,194	53,259	54,324	55,389	56,454	57,519	58,584
		53,259	54,324	55,389	56,454	57,519	58,584	59,649
		54,324	55,389	56,454	57,519	58,584	59,649	60,714
		55,389	56,454	57,519	58,584	59,649	60,714	61,779
		56,454	57,519	58,584	59,649	60,714	61,779	62,844
		57,519	58,584	59,649	60,714	61,779	62,844	63,909
		58,584	59,649	60,714	61,779	62,844	63,909	64,974
		59,649	60,714	61,779	62,844	63,909	64,974	66,039
		60,714	61,779	62,844	63,909	64,974	66,039	67,104
		61,779	62,844	63,909	64,974	66,039	67,104	68,169
		62,844	63,909	64,974	66,039	67,104	68,169	69,234
		63,909	64,974	66,039	67,104	68,169	69,234	70,299
		64,974	66,039	67,104	68,169	69,234	70,299	71,364
		66,039	67,104	68,169	69,234	70,299	71,364	72,429
		67,104	68,169	69,234	70,299	71,364	72,429	73,494
		68,169	69,234	70,299	71,364	72,429	73,494	74,559
		69,234	70,299	71,364	72,429	73,494	74,559	75,624
		70,299	71,364	72,429	73,494	74,559	75,624	76,689
		71,364	72,429	73,494	74,559	75,624	76,689	77,754
		72,429	73,494	74,559	75,624	76,689	77,754	78,819
		73,494	74,559	75,624	76,689	77,754	78,819	79,884
		74,559	75,624	76,689	77,754	78,819	79,884	80,949
		75,624	76,689	77,754	78,819	79,884	80,949	82,014
		76,689	77,754	78,819	79,884	80,949	82,014	83,079
		77,754	78,819	79,884	80,949	82,014	83,079	84,144
		78,819	79,884	80,949	82,014	83,079	84,144	85,209
		79,884	80,949	82,014	83,079	84,144	85,209	86,274
		80,949	82,014	83,079	84,144	85,209	86,274	87,339
		82,014	83,079	84,144	85,209	86,274	87,339	88,404
		83,079	84,144	85,209	86,274	87,339	88,404	89,469
		84,144	85,209	86,274	87,339	88,404	89,469	90,534
		85,209	86,274	87,339	88,404	89,469	90,534	91,599
		86,274	87,339	88,404	89,469	90,534	91,599	92,664
		87,339	88,404	89,469	90,534	91,599	92,664	93,729
		88,404	89,469	90,534	91,599	92,664	93,729	94,794
		89,469	90,534	91,599	92,664	93,729	94,794	95,859
		90,534	91,599	92,664	93,729	94,794	95,859	96,924
		91,599	92,664	93,729	94,794	95,859	96,924	97,989
		92,664	93,729	94,794	95,859	96,924	97,989	99,054
		93,729	94,794	95,859	96,924	97,989	99,054	100,119
		94,794	95,859	96,924	97,989	99,054	100,119	101,184
		95,859	96,924	97,989	99,054	100,119	101,184	102,249
		96,924	97,989	99,054	100,119	101,184	102,249	103,314
		97,989	99,054	100,119	101,184	102,249	103,314	104,379
		99,054	100,119	101,184	102,249	103,314	104,379	105,444
		100,119	101,184	102,249	103,314	104,379	105,444	106,509
		101,184	102,249	103,314	104,379	105,444	106,509	107,574
		102,249	103,314	104,379	105,444	106,509	107,574	108,639
		103,314	104,379	105,444	106,509	107,574	108,639	109,704
		104,379	105,444	106,509	107,574	108,639	109,704	110,769
		105,444	106,509	107,574	108,639	109,704	110,769	111,834
		106,509	107,574	108,639	109,704	110,769	111,834	112,899
		107,574	108,639	109,704	110,769	111,834	112,899	113,964
		108,639	109,704	110,769	111,834	112,899	113,964	115,029
		109,704	110,769	111,834	112,899	113,964	115,029	116,094
		110,769	111,834	112,899	113,964	115,029	116,094	117,159
		111,834	112,899	113,964	115,029	116,094	117,159	118,224
		112,899	113,964	115,029	116,094	117,159	118,224	119,289
		113,964	115,029	116,094	117,159	118,224	119,289	120,354
		115,029	116,094	117,159	118,224	119,289	120,354	121,419
		116,094	117,159	118,224	119,289	120,354	121,419	122,484
		117,159	118,224	119,289	120,354	121,419	122,484	123,549
		118,224	119,289	120,354	121,419	122,484	123,549	124,614
		119,289	120,354	121,419	122,484	123,549	124,614	125,679
		120,354	121,419	122,484	123,549	124,614	125,679	126,744
		121,419	122,484	123,549	124,614	125,679	126,744	127,809
		122,484	123,549	124,614	125,679	126,744	127,809	128,874
		123,549	124,614	125,679	126,744	127,809	128,874	129,939
		124,614	125,679	126,744	127,809	128,874	129,939	131,004
		125,679	126,744	127,809	128,874	129,939	131,004	132,069
		126,744	127,809	128,874	129,939	131,004	132,069	133,134
		127,809	128,874	129,939	131,004	132,069	133,134	134,199
		128,874	129,939	131,004	132,069	133,134	134,199	135,264
		129,939	131,004	132,069	133,134	134,199	135,264	136,329
		131,004	132,069	133,134	134,199	135,264	136,329	137,394
		132,069	133,1					

# Thayer Central

2006-2007

## WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 33.13  
 Enrollment: 396  
 HS JH/MS ELEM  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.5 7.5 7.4  
 Planning Time: 50 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 6

## SALARY SCHEDULE

Base: 25,600 Index: 5 x 4  
 Starting Salary: 25,600 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 05-06, 06-07

## INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BCBS	300D 3	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		40.73	105.34	40.73	40.73
PPO:			COMMENTS:			
LIFE						
LTD	Fortis					
NON-PARTICIPANT						

**Cafeteria Plan**  
 Individ. Depend.  
 64.61  
 Dep. Dental Options:  
 IRS 125:  
 Flex Accounts:  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.5  
 Contribution: fte

## LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	50	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	5				
PROFESSIONAL	2			yes	accum to 4
ADOPTION					
ASSOCIATION					

## OTHER DISTRICT POLICIES

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

## SABBATICAL:

## SEVERANCE PAY:

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

THAYER CENTRAL	Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
	1	25,600	26,624	27,648	28,672	29,696	29,696	30,720	31,744	32,768
		1.0000	1.0400	1.0800	1.1200	1.1600	1.1600	1.2000	1.2400	1.2800
	2	26,880	27,904	28,928	29,952	30,976	30,976	32,000	33,024	34,048
		1.0500	1.0900	1.1300	1.1700	1.2100	1.2100	1.2500	1.2900	1.3300
	3	28,160	29,184	30,208	31,232	32,256	32,256	33,280	34,304	35,328
		1.1000	1.1400	1.1800	1.2200	1.2600	1.2600	1.3000	1.3400	1.3800
	4	29,440	30,464	31,488	32,512	33,536	33,536	34,560	35,584	36,608
		1.1500	1.1900	1.2300	1.2700	1.3100	1.3100	1.3500	1.3900	1.4300
	5	30,720	31,744	32,768	33,792	34,816	34,816	35,840	36,864	37,888
		1.2000	1.2400	1.2800	1.3200	1.3600	1.3600	1.4000	1.4400	1.4800
	6	32,000	33,024	34,048	35,072	36,096	36,096	37,120	38,144	39,168
		1.2500	1.2900	1.3300	1.3700	1.4100	1.4100	1.4500	1.4900	1.5300
	7	34,304	35,328	36,352	37,376	38,400	38,400	39,424	40,448	41,472
		1.3400	1.3800	1.4200	1.4600	1.4600	1.5000	1.5400	1.5800	1.6200
	8	36,608	37,632	38,656	39,680	40,704	40,704	41,728	42,752	43,776
		1.4300	1.4700	1.5100	1.5500	1.5500	1.5900	1.6300	1.6700	1.7100
	9	38,912	39,936	40,960	41,984	43,008	43,008	44,032	45,056	46,080
		1.5200	1.5600	1.6000	1.6400	1.6400	1.6800	1.7200	1.7600	1.8000
	10	41,216	42,240	43,264	44,288	45,312	45,312	46,336	47,360	48,384
		1.5700	1.6100	1.6500	1.6900	1.6900	1.7300	1.7700	1.8100	1.8500
	11	42,496	43,520	44,544	45,568	46,592	46,592	47,616	48,640	49,664
		1.6600	1.7000	1.7400	1.7800	1.7800	1.8200	1.8600	1.9000	1.9400
	12	43,776	44,800	45,824	46,848	47,872	47,872	48,896	49,920	50,944
		1.7100	1.7500	1.7900	1.8300	1.8300	1.8700	1.9100	1.9500	1.9900
	13	44,416	45,440	46,464	47,488	48,512	48,512	49,536	50,560	51,584
		1.7350	1.7750	1.8150	1.8550	1.8550	1.8950	1.9350	1.9750	2.0150
	14	45,056	46,080	47,104	48,128	49,152	49,152	50,176	51,200	52,224
		1.7600	1.8000	1.8400	1.8800	1.8800	1.9200	1.9600	2.0000	2.0400
	15	45,696	46,720	47,744	48,768	49,792	49,792	50,816	51,840	52,864
		1.7850	1.8250	1.8650	1.9050	1.9050	1.9450	1.9850	2.0250	2.0650
	16	46,336	47,360	48,384	49,408	50,432	50,432	51,456	52,480	53,504
		1.8100	1.8500	1.8900	1.9300	1.9300	1.9700	2.0100	2.0500	2.0900
	17	49,664	50,688	51,712	52,736	53,760	53,760	54,784	55,808	56,832
		1.9400	1.9800	2.0200	2.0600	2.0600	2.1000	2.1400	2.1800	2.2200





# Tri County

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 35  
 Enrollment: 435  
 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: 26,500 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: all  
 Vertical Freeze: 86-87  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	361.16	1,018.30	361.16	1018.30
DENTAL	BC/BS		15.34	54.45	15.34	15.34
PPO:	Deduct reimb up to 300/indiv & 300/indiv &		COMMENTS:			
LIFE						
LTD	Fortis				.0058	
NON-PARTICIPANT						

**Couple - Benefits**  
 39.11  
 Dep. Dental

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 1  
 Contribution:

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
PERSONAL	2				1-yes;1-no; \$45/day for unused
BEREAVEMENT	5 immed fam				2 others
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

TRI COUNTY	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
Step 1	26,500	27,560	28,620	29,680	30,740	31,800	32,860	33,920	33,920
	1,000	1,040	1,080	1,120	1,160	1,200	1,240	1,280	1,280
Step 2	27,560	28,620	29,680	30,740	31,800	32,860	33,920	34,980	34,980
	1,040	1,080	1,120	1,160	1,200	1,240	1,280	1,320	1,320
Step 3	28,620	29,680	30,740	31,800	32,860	33,920	34,980	36,040	36,040
	1,080	1,120	1,160	1,200	1,240	1,280	1,320	1,360	1,360
Step 4	29,680	30,740	31,800	32,860	33,920	34,980	36,040	37,100	37,100
	1,120	1,160	1,200	1,240	1,280	1,320	1,360	1,400	1,400
Step 5	30,740	31,800	32,860	33,920	34,980	36,040	37,100	38,160	38,160
	1,160	1,200	1,240	1,280	1,320	1,360	1,400	1,440	1,440
Step 6	31,800	32,860	33,920	34,980	36,040	37,100	38,160	39,220	39,220
	1,200	1,240	1,280	1,320	1,360	1,400	1,440	1,480	1,480
Step 7	32,860	33,920	34,980	36,040	37,100	38,160	39,220	40,280	40,280
	1,240	1,280	1,320	1,360	1,400	1,440	1,480	1,520	1,520
Step 8		34,980	36,040	37,100	38,160	39,220	40,280	41,340	41,340
		1,320	1,360	1,400	1,440	1,480	1,520	1,560	1,560
Step 9			37,100	38,160	39,220	40,280	41,340	42,400	42,400
			1,400	1,440	1,480	1,520	1,560	1,600	1,600
Step 10				39,220	40,280	41,340	42,400	43,460	43,460
				1,480	1,520	1,560	1,600	1,640	1,640
Step 11					41,340	42,400	43,460	44,520	44,520
					1,560	1,600	1,640	1,680	1,680
Step 12					42,400	43,460	44,520	45,580	45,580
					1,600	1,640	1,680	1,720	1,720
Step 13					43,460	44,520	45,580	46,640	46,640
					1,640	1,680	1,720	1,760	1,760
Step 14						45,580	46,640	47,700	47,700
						1,720	1,760	1,800	1,800
Step 15							47,700	48,760	48,760
							1,800	1,840	1,840
Step 16								49,820	49,820
								1,880	1,880

# Walthill

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 33  
 Enrollment: 277  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 6.67 6.67 6.67  
 Planning Time: 50 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 29,825 Index: 4 x 4  
 Starting Salary: 29,825 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 BA+36 grandfathered 92-93  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

**Type Carrier**  
 HEALTH BC/BS  
 DENTAL BC/BS  
 PPO:  
 LIFE  
 LTD  
 NON-PARTICIPANT

<b>Option</b>	<b>Premium</b>		<b>Amount Paid By District</b>	
	Individ.	Depend.	Individ.	Depend.
H/A-Dent				
300D 2	361.16	1,018.30	361.16	1018.30
	16.47	58.46	16.47	58.46

COMMENTS:

**Couple - Benefits**  
 100.00  
 TSA

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 1  
 Contribution:

**LEAVES**

<b>Type</b>	<b>Days/Year</b>	<b>Accum.</b>	<b>Depend. use</b>	<b>Approval Needed</b>	<b>Other</b>
SICK	12	45	yes		
PERSONAL	2			yes	
BEREAVEMENT	5				as needed
PROFESSIONAL	2			yes	accum. to 3
ADOPTION	10				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes **SEVERANCE PAY:** Y

**OTHER LEAVES:** Hospital - 5 days when confined





# Westside

2006-2007

**WORKING CONDITIONS**

Contract Days: 198.5 FTE Teachers:  
 Enrollment: 6000  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.1 7 6.5  
 Planning Time:  
 Class Periods/Day: 13 7  
 Normal Teaching Load: 9 6

**SALARY SCHEDULE**

Base: 30,900 Index: 0 x 0  
 Starting Salary: 30,900 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
		H/A-Dent					39.11	Individ.	Depend.	
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97	Ind. Dental	Options:		
DENTAL	BC/BS		16.47	58.46	16.47	16.47		IRS 125:		
PPO:			COMMENTS: must be in dist 2 yrs for full dep H/A						Flex Accounts:	
LIFE	Guardian							<b>PART-TIME BENEFITS</b>		
LTD	Standard Sec				.0033			Minimum FTE: 0.5		
NON-PARTICIPANT								Contribution: fte		

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	unl.	no	no		
Other Info:					
PERSONAL	2			yes	accum 3
BEREAVEMENT	2				Upon approval
PROFESSIONAL	unl.			yes	
ADOPTION	10				w/appr.
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

# NO

# Winnebago

2006-2007

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 47  
 Enrollment: 462  
 Length of Teacher Day: 8 8 8  
 Length of Student Day: 7.25 7.25 7.25  
 Planning Time: 50 50 30  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

**SALARY SCHEDULE**

Base: 29,740 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze: 00-01  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

**Type** **Carrier**  
 HEALTH BC/BS  
 DENTAL  
 PPO:  
 LIFE Madison Life  
 LTD  
 NON-PARTICIPANT

<i>Option</i>		<i>Premium</i>		<i>Amount Paid By District</i>	
H/A-Dent	Individ.	Depend.	Individ.	Depend.	
300D 2	361.16	1,018.30	361.16	1018.30	

**Couple - Benefits**

**Cafeteria Plan**

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

**PART-TIME BENEFITS**

Minimum FTE: 0

Contribution: fte

COMMENTS:

**LEAVES**

<b>Type</b>	<b>Days/Year</b>	<b>Accum.</b>	<b>Depend. use</b>	<b>Approval Needed</b>	<b>Other</b>
SICK	6	35	yes		

Other Info: Reimb. \$40/day over 35 days pd. in June; Incen.: Up to \$20000

PERSONAL	2			Yes	
BEREAVEMENT	2				add'l from emergency lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Emergency Lv.

# Wynot

2006-2007

**WORKING CONDITIONS**

Contract Days: 170 FTE Teachers: 18.5  
 Enrollment: 151  
 Length of Teacher Day: 8.58 HS 8.58 JH/MS 8.58 ELEM  
 Length of Student Day: 7.83 HS 7.83 JH/MS 8.25 ELEM  
 Planning Time: 60 HS 60 JH/MS 60 ELEM  
 Class Periods/Day: 9 HS 9 JH/MS  
 Normal Teaching Load: 7 HS 7 JH/MS

**SALARY SCHEDULE**

Base: 25,000 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	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	550D 2	343.66	968.97	343.66	968.97
DENTAL	BC/BS		16.47	58.46	16.47	16.47
PPO:			COMMENTS:			
LIFE						
LTD	Omaha Life					
NON-PARTICIPANT						

**Cafeteria Plan**  
 Individ. Depend.

Options:  
 IRS 125:  
 Flex Accounts:

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	sick lv				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

WYNOT	BA	BA+9	BA+18	BA+27	MA	MA+9
<b>Step</b>						
<b>1</b>	25,000	26,000	27,000	28,000	29,000	30,000
	1.0000	1.0400	1.0800	1.1200	1.1600	1.2000
<b>2</b>	26,000	27,000	28,000	29,000	30,000	31,000
	1.0400	1.0800	1.1200	1.1600	1.2000	1.2400
<b>3</b>	27,000	28,000	29,000	30,000	31,000	32,000
	1.0800	1.1200	1.1600	1.2000	1.2400	1.2800
<b>4</b>	28,000	29,000	30,000	31,000	32,000	33,000
	1.1200	1.1600	1.2000	1.2400	1.2800	1.3200
<b>5</b>	29,000	30,000	31,000	32,000	33,000	34,000
	1.1600	1.2000	1.2400	1.2800	1.3200	1.3600
<b>6</b>	30,000	31,000	32,000	33,000	34,000	35,000
	1.2000	1.2400	1.2800	1.3200	1.3600	1.4000
<b>7</b>	31,000	32,000	33,000	34,000	35,000	36,000
	1.2400	1.2800	1.3200	1.3600	1.4000	1.4400
<b>8</b>	32,000	33,000	34,000	35,000	36,000	37,000
	1.2800	1.3200	1.3600	1.4000	1.4400	1.4800
<b>9</b>		34,000	35,000	36,000	37,000	38,000
		1.3600	1.4000	1.4400	1.4800	1.5200
<b>10</b>			36,000	37,000	38,000	39,000
			1.4400	1.4800	1.5200	1.5600
<b>11</b>				38,000	39,000	40,000
				1.5200	1.5600	1.6000
<b>12</b>					40,000	41,000
					1.6000	1.6400
<b>13</b>						42,000
						1.6800