

Allen

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 20.5
 Enrollment: 235
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM
 Length of Student Day: 7.25 HS 7.25 JH/MS 7.25 ELEM
 Planning Time: 55 HS 55 JH/MS 30 ELEM
 Class Periods/Day: 8 HS 8 JH/MS
 Normal Teaching Load: 7 HS 7 JH/MS

SALARY SCHEDULE

Base: 26,750 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	942.01	H/A,Cash,TSA	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Madison Nat'l							PART-TIME BENEFITS	
LTD	National							Minimum FTE: 0	
NON-PARTICIPANT						\$371.22 in lieu		Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
PERSONAL	2			yes	
BEREAVEMENT	3				over 3 use sick lv
PROFESSIONAL	1-2			yes	admin approval
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ALLEN							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	26,750	27,820	28,890	29,960	31,030	32,100	33,170
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	27,820	28,890	29,960	31,030	32,100	33,170	34,240
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	28,890	29,960	31,030	32,100	33,170	34,240	35,310
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	29,960	31,030	32,100	33,170	34,240	35,310	36,380
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	31,030	32,100	33,170	34,240	35,310	36,380	37,450
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	32,100	33,170	34,240	35,310	36,380	37,450	38,520
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	33,170	34,240	35,310	36,380	37,450	38,520	39,590
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	34,240	35,310	36,380	37,450	38,520	39,590	40,660
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		36,380	37,450	38,520	39,590	40,660	41,730
		1.36	1.40	1.44	1.48	1.52	1.56
10			38,520	39,590	40,660	41,730	42,800
			1.44	1.48	1.52	1.56	1.60
11				40,660	41,730	42,800	43,870
				1.52	1.56	1.60	1.64
12						43,870	44,940
						1.64	1.68

Alliance

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 142.25
 Enrollment: 1709
 Length of Teacher Day: 8 8 7.5
 Length of Student Day: 7.5 7 6.45
 Planning Time: 46 45 45
 Class Periods/Day: 9 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,900 Index: 4.25 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 10
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium	
		H/A-Dent	Individ.	Depend.
HEALTH	BC/BS	550D 3	371.22	1,046.68
DENTAL	BC/BS		42.36	109.55
PPO:			COMMENTS:	
LIFE				
LTD	Fortis			
NON-PARTICIPANT				

Amount Paid

By District	
Individ.	Depend.
1,089.00	

Couple - Benefits
 Cafeteria

Cafeteria Plan

Individ. Depend.
 1089 1089
 Options: H/A,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	10	40	yes		
Other Info:	dist. pays for sub. for family illness				
PERSONAL	2			yes	1 sub. ded.; \$70/unused day
BEREAVEMENT	5				
PROFESSIONAL	2-5			yes	
ADOPTION	from sick lv.				
ASSOCIATION	3/for officer				

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:

ALLIANCE

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	26,900	28,111	29,321	30,532	31,742	32,953	34,163	35,374	36,584
	1	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	28,043	29,254	30,464	31,675	32,885	34,096	35,306	36,517	37,727
	1.0425	1.0875	1.1325	1.1775	1.2225	1.2675	1.3125	1.3575	1.4025
3	29,187	30,397	31,608	32,818	34,029	35,239	36,450	37,660	38,871
	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445
4	30,330	31,540	32,751	33,961	35,172	36,382	37,593	38,803	40,014
	1.1275	1.1725	1.2175	1.2625	1.3075	1.3525	1.3975	1.4425	1.4875
5	31,473	32,684	33,894	35,105	36,315	37,526	38,736	39,947	41,157
	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
6	32,616	33,827	35,037	36,248	37,458	38,669	39,879	41,090	42,300
	1.2125	1.2575	1.3025	1.3475	1.3925	1.4375	1.4825	1.5275	1.5725
7		34,970	36,181	37,391	38,602	39,812	41,023	42,233	43,444
		1.3	1.345	1.39	1.435	1.48	1.525	1.57	1.615
8			37,324	38,534	39,745	40,955	42,166	43,376	44,587
			1.3875	1.4325	1.4775	1.5225	1.5675	1.6125	1.6575
9				39,678	40,888	42,099	43,309	44,520	45,730
				1.475	1.52	1.565	1.61	1.655	1.7
10					42,031	43,242	44,452	45,663	46,873
					1.5625	1.6075	1.6525	1.6975	1.7425
11					43,175	44,385	45,596	46,806	48,017
					1.605	1.65	1.695	1.74	1.785
12						45,528	46,739	47,949	49,160
						1.6925	1.7375	1.7825	1.8275
13							47,882	49,093	50,303
							1.78	1.825	1.87
14								50,236	51,446
								1.8675	1.9125
15									52,590
									1.955

02-03 moved from 100D to 250D health insurance; district will reimburse up to \$150/individual, \$300/dependents for deductible expenses.

Arcadia

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 132
 Length of Teacher Day: 8.5 HS 8.5 JH/MS 8.5 ELEM
 Length of Student Day: 7.4 HS 7.4 JH/MS 7.4 ELEM
 Planning Time: 50 HS 50 JH/MS 50 ELEM
 Class Periods/Day: 8 HS 8 JH/MS 8 ELEM
 Normal Teaching Load: 7 HS 7 JH/MS 7 ELEM

SALARY SCHEDULE

Base: 24,500 Index: 4 x 5
 Starting Salary: 24,500 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.
		H/A-Dent					43.67		
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68	Dep. Dental		Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE	Horace Mann								PART-TIME BENEFITS
LTD	Principal Life				11.63				Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:					
PERSONAL	admin. disc.			yes	
BEREAVEMENT	3				w/appr.
PROFESSIONAL	admin. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Ashland-Greenwood

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 60.15
 Enrollment: 860
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day: 6.5 6.5 6.25
 Planning Time: 100 100 118
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,120 Index: 4 x 5
 Starting Salary: 29,290 Entry Level Step: 3
 Career Increments: N Experience Allowed: 15(D)
 new hires frozen at step 3 for 3 yrs
 Vertical Freeze: 87-88/99-00
 Rollback:
 Multi-year Contract:

INSURANCE

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

Option **Premium**
 H/A-Dent Individ. Depend.
 550D 2 371.22 1,046.68
 17.13 60.80
 COMMENTS:
 3.00
 \$166.67/mo.

Amount Paid

By District
 Individ. Depend.
 371.22 1046.68
 17.13 17.13

Couple - Benefits
 17.13
 Ind. Dental

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	Sev-after 15 yrs-1/2 sub rate to 45 days				
PERSONAL	2			yes	accum to 3
BEREAVEMENT	unl.				per occur./4
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

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

ASHLAND-GREENWOOD

Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	MA+36
BASE	27,120								
	1.00								
1-3	29,290	30,646	32,002	33,358	34,714	36,070	37,426	38,782	40,138
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	30,374	31,730	33,086	34,442	35,798	37,154	38,510	39,866	41,222
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	31,459	32,815	34,171	35,527	36,883	38,239	39,595	40,951	42,307
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	32,544	33,900	35,256	36,612	37,968	39,324	40,680	42,036	43,392
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	33,629	34,985	36,341	37,697	39,053	40,409	41,765	43,121	44,477
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		36,070	37,426	38,782	40,138	41,494	42,850	44,206	45,562
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		37,154	38,510	39,866	41,222	42,578	43,934	45,290	46,646
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			39,595	40,951	42,307	43,663	45,019	46,375	47,731
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			40,680	42,036	43,392	44,748	46,104	47,460	48,816
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				43,121	44,477	45,833	47,189	48,545	49,901
				1.59	1.64	1.69	1.74	1.79	1.84
13					45,562	46,918	48,274	49,630	50,986
					1.68	1.73	1.78	1.83	1.88
14					46,646	48,002	49,358	50,714	52,070
					1.72	1.77	1.82	1.87	1.92
15							50,443	51,799	53,155
							1.86	1.91	1.96

Auburn

2007-2008

WORKING CONDITIONS

Contract Days: 181 FTE Teachers: 65
 Enrollment: 934
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7
 Planning Time: 49 49 vary
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,200 Index: 4 x 5
 Starting Salary: 28,288 Entry Level Step: (D)
 Career Increments: N Experience Allowed: (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68	377.52	1064.44
DENTAL	BC/BS		17.13	60.80	17.13	17.13
PPO:	switch from 300D to 550D on 1/ COMMENTS:					
LIFE	Guardian					
LTD	Madison Life				.0034 (+B)	
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE:

Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES: Fam. Emerg.from Bereavement

AUBURN									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
BASE	27,200								
1	28,288	29,648	31,008	32,368	33,728	35,088	36,448	37,808	39,168
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	28,288	29,648	31,008	32,368	33,728	35,088	36,448	37,808	39,168
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	29,376	30,736	32,096	33,456	34,816	36,176	37,536	38,896	40,256
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	30,464	31,824	33,184	34,544	35,904	37,264	38,624	39,984	41,344
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	31,552	32,912	34,272	35,632	36,992	38,352	39,712	41,072	42,432
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	32,640	34,000	35,360	36,720	38,080	39,440	40,800	42,160	43,520
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	33,728	35,088	36,448	37,808	39,168	40,528	41,888	43,248	44,608
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		36,176	37,536	38,896	40,256	41,616	42,976	44,336	45,696
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			38,624	39,984	41,344	42,704	44,064	45,424	46,784
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				41,072	42,432	43,792	45,152	46,512	47,872
				1.51	1.56	1.61	1.66	1.71	1.76
11					43,520	44,880	46,240	47,600	48,960
					1.60	1.65	1.70	1.75	1.80
12						45,968	47,328	48,688	50,048
						1.69	1.74	1.79	1.84
13							48,416	49,776	51,136
							1.78	1.83	1.88
14								50,864	52,224
								1.87	1.92
15									53,312
									1.96

04-05 change sal sched, col 1/stp 1 is 1.04 index and steps 1 & 2 are combined. Remainder of schedule is the same.

Brady

2007-2008

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 19.75
 Enrollment: 203
 Length of Teacher Day: 9 9 9
 Length of Student Day: 8 8 8
 Planning Time: 57 57 57
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,400 Index: 4 x 4
 Starting Salary: Entry Level Step: up to 2
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback: 93-94
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 5	390.13	1,099.97	390.13	1099.97
DENTAL	BC/BS		42.17	109.06	42.17	42.17
PPO:			COMMENTS:			
LIFE						
LTD	Fortis					
NON-PARTICIPANT			250 cash-in-lieu			

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Burwell

2007-2008

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 34.075
 Enrollment: 333
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7
 Planning Time: 94 94 52
 Class Periods/Day: 4 4
 Normal Teaching Load: 3 3

SALARY SCHEDULE

Base: 26,390 Index: 4 x 5
 Starting Salary: 26,390 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

Option Premium
 H/A-Dent Individ. Depend.
 300D 2 390.13 1,099.97
 17.13 60.80
 COMMENTS: will dedcut tax/retirement from caf amt

Amount Paid

By District
 Individ. Depend.
 390.13 649.55
 17.13 60.80

Couple - Benefits
 450.42
 125

Cafeteria Plan

Individ. Depend.
 450.42 450.42
 Options: H/A,Cash-85%
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: 5 days for dependent use					
PERSONAL	2			yes	Accum to 3
BEREAVEMENT	5				
PROFESSIONAL	2			yes	accum to 3
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Cedar Bluffs

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22.5
 Enrollment: 239
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 90 90 40
 Class Periods/Day: 4 4
 Normal Teaching Load: 3 3

SALARY SCHEDULE

Base: 28,000 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	550D 2	371.22	1,046.68	377.52	1064.44
DENTAL	BC/BS		17.13	60.80	17.13	17.13
PPO:	07-08 change from 300D to 550 COMMENTS:					
LIFE						
LTD	Horace Mann				.00433	
NON-PARTICIPANT					\$407 cash-in-lieu	

Cafeteria Plan
 Individ. Depend.
 407.00
 Couple - Benefits
 Cash-in-Lieu of Ins. Options:
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: \$75/day for 1st 6 unused					
PERSONAL	4			yes	\$75/day for unused
BEREAVEMENT					
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CEDAR BLUFFS							
Step	BA	BA+9	BA+18	BA+27	BA+36		
					MA	MA+9	MA+18
0	28,000	29,120	30,240	31,360	32,480	33,600	34,720
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
1	29,120	30,240	31,360	32,480	33,600	34,720	35,840
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	30,240	31,360	32,480	33,600	34,720	35,840	36,960
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	31,360	32,480	33,600	34,720	35,840	36,960	38,080
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	32,480	33,600	34,720	35,840	36,960	38,080	39,200
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	33,600	34,720	35,840	36,960	38,080	39,200	40,320
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6		35,840	36,960	38,080	39,200	40,320	41,440
		1.28	1.32	1.36	1.40	1.44	1.48
7		36,960	38,080	39,200	40,320	41,440	42,560
		1.32	1.36	1.40	1.44	1.48	1.52
8			39,200	40,320	41,440	42,560	43,680
			1.40	1.44	1.48	1.52	1.56
9				41,440	42,560	43,680	44,800
				1.48	1.52	1.56	1.60
10					43,680	44,800	45,920
					1.56	1.60	1.64
11						45,920	47,040
						1.64	1.68
12							48,160
							1.72
13							50,400
							1.80

Last step on schedule for teachers who have reached the bottom of the schedule and completed Microsoft Office training

Central City

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 59
 Enrollment: 790
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day: 6.63 6.63 6.48
 Planning Time: 91 137 110
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,075 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 85-86, 87-88
 Rollback: 87-88 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	1046.68	43.67	Options:	
DENTAL			17.13	60.80	17.13	17.13	Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: N	
LIFE								PART-TIME BENEFITS	
LTD	Madison Ntl.							Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

CENTRAL CITY										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	26,075	27,118	28,161	29,204	30,247	31,290	32,333	33,376	34,419	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	27,379	28,422	29,465	30,508	31,551	32,594	33,637	34,680	35,723	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
3	28,683	29,726	30,769	31,812	32,855	33,898	34,941	35,984	37,027	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	
4	29,986	31,029	32,072	33,115	34,158	35,201	36,244	37,287	38,330	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	
5	31,290	32,333	33,376	34,419	35,462	36,505	37,548	38,591	39,634	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
6	32,594	33,637	34,680	35,723	36,766	37,809	38,852	39,895	40,938	
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	
7	33,898	34,941	35,984	37,027	38,070	39,113	40,156	41,199	42,242	
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	
8	35,201	36,244	37,287	38,330	39,373	40,416	41,459	42,502	43,545	
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	
9		37,548	38,591	39,634	40,677	41,720	42,763	43,806	44,849	
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	
10			39,895	40,938	41,981	43,024	44,067	45,110	46,153	
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	
11				42,242	43,285	44,328	45,371	46,414	47,457	
				1.62	1.66	1.70	1.74	1.78	1.82	
12					44,588	45,631	46,674	47,717	48,760	
					1.71	1.75	1.79	1.83	1.87	
13					45,892	46,935	47,978	49,021	50,064	
					1.76	1.80	1.84	1.88	1.92	
14						48,239	49,282	50,325	51,368	
						1.85	1.89	1.93	1.97	
15							50,586	51,629	52,672	
							1.94	1.98	2.02	
16							0	52,932	53,975	
							0.00	2.03	2.07	
17									55,279	
									2.12	

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

Crawford

2007-2008

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 26
 Enrollment: 241
 Length of Teacher Day: 8.42 HS 8.42 JH/MS 8.42 ELEM
 Length of Student Day: 7.75 HS 7.75 JH/MS 7 ELEM
 Planning Time: 51 HS 51 JH/MS 45 ELEM
 Class Periods/Day: 8 HS 8 JH/MS
 Normal Teaching Load: 7 HS 7 JH/MS

SALARY SCHEDULE

Base: 27,000 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	300D 2	390.13 1,099.97
DENTAL	BC/BS		17.13 60.80
PPO: COMMENTS:			
LIFE	Principal		
LTD	Principal		
NON-PARTICIPANT			

Amount Paid

By District	
Individ.	Depend.

Couple - Benefits
 737.50
 Cafeteria Plan

Cafeteria Plan

Individ. Depend.
 737.50 737.50
 Options: H/A,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	12	45	yes		
Other Info: unused reimb @ \$35/day, max 45					
PERSONAL	See sick lv.				
BEREAVEMENT	See sick lv.				
PROFESSIONAL	See sick lv.				
ADOPTION	See sick lv.				
ASSOCIATION	4				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRAWFORD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	27,000	28,215	29,430	30,645	31,253	31,860	33,075
	1	1.045	1.09	1.135	1.1575	1.18	1.225
2	28,215	29,430	30,645	31,860	32,468	33,075	34,290
	1.045	1.09	1.135	1.18	1.2025	1.225	1.27
3	29,430	30,645	31,860	33,075	33,683	34,290	35,505
	1.09	1.135	1.18	1.225	1.2475	1.27	1.315
4	30,645	31,860	33,075	34,290	34,898	35,505	36,720
	1.135	1.18	1.225	1.27	1.2925	1.315	1.36
5	31,860	33,075	34,290	35,505	36,113	36,720	37,935
	1.18	1.225	1.27	1.315	1.3375	1.36	1.405
6		34,290	35,505	36,720	37,328	37,935	39,150
		1.27	1.315	1.36	1.3825	1.405	1.45
7		35,505	36,720	37,935	38,543	39,150	40,365
		1.315	1.36	1.405	1.4275	1.45	1.495
8			37,935	39,150	39,758	40,365	41,580
			1.405	1.45	1.4725	1.495	1.54
9			39,150	40,365	40,973	41,580	42,795
			1.45	1.495	1.5175	1.54	1.585
10				41,580	42,188	42,795	44,010
				1.54	1.5625	1.585	1.63
11				42,795	43,403	44,010	45,225
				1.585	1.6075	1.63	1.675
12						45,225	46,440
						1.675	1.72
13						46,440	47,655
						1.72	1.765

Douglas County West

2007-2008

WORKING CONDITIONS

Contract Days: 187 FTE Teachers:
 Enrollment: 667 HS JH/MS ELEM
 Length of Teacher Day:
 Length of Student Day:
 Planning Time:
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 28,300 Index: 4 x 4
 Starting Salary: Entry Level Step:
 Career Increments: Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium	
		H/A-Dent	Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97
DENTAL	BC/BS		17.13	60.80
PPO:			COMMENTS:	
LIFE				6.25
LTD				.0030
NON-PARTICIPANT				

Amount Paid

By District	
Individ.	Depend.

Couple - Benefits
 562.50
 Cash

Cafeteria Plan

Individ. Depend.
 562.50 562.50
 Options: added to salary
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE:
 Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60			
Other Info:					
PERSONAL	2				accum. to 5
BEREAVEMENT	5				3 days for near relative, 1 day e
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION	4				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: emergency

DOUGLAS COUNTY WEST

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	28,300	29,432	30,564	31,696	32,828	32,828	33,960	35,092	36,224	37,356
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32
2	29,432	30,564	31,696	32,828	33,960	33,960	35,092	36,224	37,356	38,488
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32	1.36
3	30,564	31,696	32,828	33,960	35,092	35,092	36,224	37,356	38,488	39,620
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36	1.40
4	31,696	32,828	33,960	35,092	36,224	36,224	37,356	38,488	39,620	40,752
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40	1.44
5	32,828	33,960	35,092	36,224	37,356	37,356	38,488	39,620	40,752	41,884
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44	1.48
6	33,960	35,092	36,224	37,356	38,488	38,488	39,620	40,752	41,884	43,016
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52
7	35,092	36,224	37,356	38,488	39,620	39,620	40,752	41,884	43,016	44,148
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52	1.56
8		37,356	38,488	39,620	40,752	40,752	41,884	43,016	44,148	45,280
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56	1.60
9			39,620	40,752	41,884	41,884	43,016	44,148	45,280	46,412
			1.40	1.44	1.48	1.48	1.52	1.56	1.60	1.64
10			40,752	41,884	43,016	43,016	44,148	45,280	46,412	47,544
			1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68
11				43,016	44,148	44,148	45,280	46,412	47,544	48,676
				1.52	1.56	1.56	1.60	1.64	1.68	1.72
12					45,280	45,280	46,412	47,544	48,676	49,808
					1.60	1.60	1.64	1.68	1.72	1.76
13					46,412	46,412	47,544	48,676	49,808	50,940
					1.64	1.64	1.68	1.72	1.76	1.80
14					47,544	47,544	48,676	49,808	50,940	52,072
					1.68	1.68	1.72	1.76	1.80	1.84
15								50,940	52,072	53,204
								1.80	1.84	1.88
16										54,336
										1.92

05-06 merger between Valley and Waterloo

Dundy County

2007-2008

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 33.36
 Enrollment: 411
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.20 7.15
 Planning Time: 48 44 44
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,100 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 05-06 moved from 6 yrs experience to all
 Vertical Freeze:
 Rollback: 91-92 (1 stp)
 Multi-year Contract:

INSURANCE

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

Option		Premium		Amount Paid By District	
H/A-Dent	Individ.	Depend.	Individ.	Depend.	
300D 2	390.13	1,099.97	390.13	1099.97	
	17.13	60.80	17.13	17.13	

Couple - Benefits
 17.13
 Ind. Dental

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

PART-TIME BENEFITS
 Minimum FTE: 0
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
PERSONAL	2+1			yes	accum. 3; buyback max of 2/yr
BEREAVEMENT	5				add'l. 2 for other
PROFESSIONAL	2			yes	travel pd (\$50-\$125)

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DUNDY CO.

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	27,100	28,184	29,268	30,352	31,436	31,436	32,520	33,604
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	28,184	29,268	30,352	31,436	32,520	32,520	33,604	34,688
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	29,268	30,352	31,436	32,520	33,604	33,604	34,688	35,772
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	30,352	31,436	32,520	33,604	34,688	34,688	35,772	36,856
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	31,436	32,520	33,604	34,688	35,772	35,772	36,856	37,940
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	32,520	33,604	34,688	35,772	36,856	36,856	37,940	39,024
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	33,604	34,688	35,772	36,856	37,940	37,940	39,024	40,108
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		35,772	36,856	37,940	39,024	39,024	40,108	41,192
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			37,940	39,024	40,108	40,108	41,192	42,276
			1.40	1.44	1.48	1.48	1.52	1.56
10				40,108	41,192	41,192	42,276	43,360
				1.48	1.52	1.52	1.56	1.60
11				41,192	42,276	42,276	43,360	44,444
				1.52	1.56	1.56	1.60	1.64
12					43,360	43,360	44,444	45,528
					1.60	1.60	1.64	1.68
13						44,444	45,528	46,612
						1.64	1.68	1.72
14							46,612	47,696
							1.72	1.76
15								48,780
								1.80

9 teachers are placed on a 4 X 5 schedule (grandfathering), contact NSEA for details

Elba

2007-2008

WORKING CONDITIONS

Contract Days: 173 FTE Teachers: 15
 Enrollment: 126
 Length of Teacher Day: 8.5 HS 8.5 JH/MS 8.5 ELEM
 Length of Student Day: 8 8 8
 Planning Time: 60 60 60
 Class Periods/Day: 7 7
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 24,514 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 4
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

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

Option Premium
 H/A-Dent Individ. Depend.
 300D 2

Amount Paid By District
 Individ. Depend.

Couple - Benefits
 Cash

Cafeteria Plan
 Individ. Depend.

COMMENTS:

Options:
 IRS 125:
 Flex Accounts:

PART-TIME BENEFITS
 Minimum FTE: 1
 Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	13	35	yes		
PERSONAL	see sick lv.			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

Other Info: reimb. \$15/day max 10 days

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELBA									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	24,514	25,740	26,965	28,191	29,417	29,417	30,643	31,868	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	25,495	26,720	27,946	29,172	30,397	30,397	31,623	32,849	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	26,475	27,701	28,927	30,152	31,378	31,378	32,604	33,829	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	27,456	28,681	29,907	31,133	32,358	32,358	33,584	34,810	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	28,436	29,662	30,888	32,113	33,339	33,339	34,565	35,790	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	29,417	30,643	31,868	33,094	34,320	34,320	35,545	36,771	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7		31,623	32,849	34,074	35,300	35,300	36,526	37,752	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8			33,829	35,055	36,281	36,281	37,506	38,732	
			1.38	1.43	1.48	1.48	1.53	1.58	
9				36,036	37,261	37,261	38,487	39,713	
				1.47	1.52	1.52	1.57	1.62	
10					38,242	38,242	39,468	40,693	
					1.56	1.56	1.61	1.66	
11							40,448	41,674	
							1.65	1.70	

Elmwood-Murdock

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 38.1
 Enrollment: 434
 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: 6 6

SALARY SCHEDULE

Base: 27,700 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze: 85-86 (Steps 1,2)
 Rollback: 85-86, 86-87
 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 1	390.13	1,099.97	390.13	1099.97	166.67	Options:		
DENTAL	BC/BS		15.95	56.63	15.95	15.95	Cash or TSA	IRS 125: Y		
PPO:			COMMENTS:						Flex Accounts: Y	
LIFE	Horace Mann				1.75/3.82					
LTD	Madison Nat'l				.0040					
NON-PARTICIPANT					\$166.67 Cash or TSA				PART-TIME BENEFITS	
									Minimum FTE: 0	
									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	5				immed. fam.; 2-relative
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Unpaid-Prof. Growth, Foreign Exch.

ELMWOOD-MURDOCK

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	27,700	28,808	29,916	31,024	32,132	33,240	34,348	35,456
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	28,808	29,916	31,024	32,132	33,240	34,348	35,456	36,564
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	29,916	31,024	32,132	33,240	34,348	35,456	36,564	37,672
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	31,024	32,132	33,240	34,348	35,456	36,564	37,672	38,780
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	32,132	33,240	34,348	35,456	36,564	37,672	38,780	39,888
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	33,240	34,348	35,456	36,564	37,672	38,780	39,888	40,996
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	34,348	35,456	36,564	37,672	38,780	39,888	40,996	42,104
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		36,564	37,672	38,780	39,888	40,996	42,104	43,212
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			38,780	39,888	40,996	42,104	43,212	44,320
			1.40	1.44	1.48	1.52	1.56	1.60
10			39,888	40,996	42,104	43,212	44,320	45,428
			1.44	1.48	1.52	1.56	1.60	1.64
11				42,104	43,212	44,320	45,428	46,536
				1.52	1.56	1.60	1.64	1.68
12						45,428	46,536	47,644
						1.64	1.68	1.72
13							47,644	48,752
							1.72	1.76
14								49,860
								1.80

07-08: 1 step added to BA+18 and BA+27 columns

Emerson-Hubbard

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 28.5
 Enrollment: 320
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,650 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		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97	407.26	Options:		
DENTAL	BC/BS		17.13	60.80	17.13	17.13	TSA	IRS 125:		
PPO:			COMMENTS:						Flex Accounts:	
LIFE										
LTD	Madison Nat'l									
NON-PARTICIPANT					407.26	CIL			PART-TIME BENEFITS	
									Minimum FTE: 0.5	
									Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EMERSON-HUBBARD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	26,650	27,716	28,782	29,848	30,914	31,980	33,046
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	27,716	28,782	29,848	30,914	31,980	33,046	34,112
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	28,782	29,848	30,914	31,980	33,046	34,112	35,178
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	29,848	30,914	31,980	33,046	34,112	35,178	36,244
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	30,914	31,980	33,046	34,112	35,178	36,244	37,310
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	31,980	33,046	34,112	35,178	36,244	37,310	38,376
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	33,046	34,112	35,178	36,244	37,310	38,376	39,442
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		35,178	36,244	37,310	38,376	39,442	40,508
		1.32	1.36	1.40	1.44	1.48	1.52
9		36,244	37,310	38,376	39,442	40,508	41,574
		1.36	1.40	1.44	1.48	1.52	1.56
10			38,376	39,442	40,508	41,574	42,640
			1.44	1.48	1.52	1.56	1.60
11			39,442	40,508	41,574	42,640	43,706
			1.48	1.52	1.56	1.60	1.64
12				41,574	42,640	43,706	44,772
				1.56	1.60	1.64	1.68
13					43,706	44,772	45,838
					1.64	1.68	1.72
14					44,772	45,838	46,904
					1.68	1.72	1.76
15						46,904	47,970
						1.76	1.80

ESU 03-Omaha

2007-2008

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: 26,514 Index: 5 x 5
 Starting Salary: 29,165 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	
			Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97
DENTAL	BC/BS		17.13	60.80
PPO:			COMMENTS:	
LIFE	Guarantee Mut.			
LTD				
NON-PARTICIPANT				

Amount Paid

By District	
Individ.	Depend.

Couple - Benefits
 1,117.10
 Cafeteria

Cafeteria Plan

Individ. Depend.
 1117.10 1117.10
 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:

Step	BA	BA+12	BA+24	BA+36	MA	MA+12	MA+24	MA+30	MA+36	EDSPEC
1	26,514	27,840	29,165	30,491	30,491	31,817	33,143	34,468	35,794	37,120
	1.00	1.05	1.10	1.15	1.15	1.20	1.25	1.30	1.35	1.40
2	27,840	29,165	30,491	31,817	31,817	33,143	34,468	35,794	37,120	38,445
	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
3	29,165	30,491	31,817	33,143	33,143	34,468	35,794	37,120	38,445	39,771
	1.10	1.15	1.20	1.25	1.25	1.30	1.35	1.40	1.45	1.50
4	30,491	31,817	33,143	34,468	34,468	35,794	37,120	38,445	39,771	41,097
	1.15	1.20	1.25	1.30	1.30	1.35	1.40	1.45	1.50	1.55
5	31,817	33,143	34,468	35,794	35,794	37,120	38,445	39,771	41,097	42,422
	1.20	1.25	1.30	1.35	1.35	1.40	1.45	1.50	1.55	1.60
6	33,143	34,468	35,794	37,120	37,120	38,445	39,771	41,097	42,422	43,748
	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	34,468	35,794	37,120	38,445	38,445	39,771	41,097	42,422	43,748	45,074
	1.30	1.35	1.40	1.45	1.45	1.50	1.55	1.60	1.65	1.70
8	35,794	37,120	38,445	39,771	39,771	41,097	42,422	43,748	45,074	46,400
	1.35	1.40	1.45	1.50	1.50	1.55	1.60	1.65	1.70	1.75
9	37,120	38,445	39,771	41,097	41,097	42,422	43,748	45,074	46,400	47,725
	1.40	1.45	1.50	1.55	1.55	1.60	1.65	1.70	1.75	1.80
10	38,445	39,771	41,097	42,422	42,422	43,748	45,074	46,400	47,725	49,051
	1.45	1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80	1.85
11		41,097	42,422	43,748	43,748	45,074	46,400	47,725	49,051	50,377
		1.55	1.60	1.65	1.65	1.70	1.75	1.80	1.85	1.90
12		42,422	43,748	45,074	45,074	46,400	47,725	49,051	50,377	51,702
		1.60	1.65	1.70	1.70	1.75	1.80	1.85	1.90	1.95
13		43,748	45,074	46,400	46,400	47,725	49,051	50,377	51,702	53,028
		1.65	1.70	1.75	1.75	1.80	1.85	1.90	1.95	2.00
14				47,725	47,725	49,051	50,377	51,702	53,028	54,354
				1.80	1.80	1.85	1.90	1.95	2.00	2.05
15				49,051	49,051	50,377	51,702	53,028	54,354	55,679
				1.85	1.85	1.90	1.95	2.00	2.05	2.10
16				50,377	50,377	51,702	53,028	54,354	55,679	57,005
				1.90	1.90	1.95	2.00	2.05	2.10	2.15
17							54,354	55,679	57,005	58,331
							2.05	2.10	2.15	2.20
18							55,679	57,005	58,331	59,657
							2.10	2.15	2.20	2.25

04-05 & 05-06 vertical freeze

ESU 05-Beatrice

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 90
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.1 7.1 7.1
 Planning Time: 20 49
 Class Periods/Day: 8 8
 Normal Teaching Load: 8 7

SALARY SCHEDULE

Base: 28,835 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
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	300D 2	390.13 1,099.97
DENTAL	BC/BS		17.13 60.80
PPO: COMMENTS:			
LIFE	Am. Fidelity		
LTD			
NON-PARTICIPANT			

Amount Paid

By District	
Individ.	Depend.

Couple - Benefits
 850.00
 Cafeteria

Cafeteria Plan

Individ. Depend.
 850 850
 Options: H/A, Dental, LTD, TSA
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45			
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	5				immed. fam; 2 days other fam.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #05-BEATRICE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	PHD
										EDSPEC
1	28,835	30,277	31,719	33,160	34,602	36,044	37,486	38,927	40,369	40,369
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.40
2	29,988	31,430	32,872	34,314	35,755	37,197	38,639	40,081	41,522	41,522
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.44
3	31,142	32,584	34,025	35,467	36,909	38,351	39,792	41,234	42,676	42,676
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.48
4	32,295	33,737	35,179	36,620	38,062	39,504	40,946	42,387	43,829	43,829
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.52
5	33,449	34,890	36,332	37,774	39,216	40,657	42,099	43,541	44,983	44,983
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.56
6	34,602	36,044	37,486	38,927	40,369	41,811	43,253	44,694	46,136	46,136
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.60
7	35,755	37,197	38,639	40,081	41,522	42,964	44,406	45,848	47,289	47,289
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.64
8	36,620	38,351	39,792	41,234	42,676	44,118	45,559	47,001	48,443	48,443
	1.27	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.68
9		39,504	40,946	42,387	43,829	45,271	46,713	48,154	49,596	49,596
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.72
10			42,099	43,541	44,983	46,424	47,866	49,308	50,750	50,750
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.76
11				44,694	46,136	47,578	49,020	50,461	51,903	51,903
				1.55	1.60	1.65	1.70	1.75	1.80	1.80
12					47,289	48,731	50,173	51,615	53,056	53,056
					1.64	1.69	1.74	1.79	1.84	1.84

01-02 Add PhD/EdD column w/17 steps; add one 2% step to all existing columns; 02-03 remove half steps take schedule down to 12 steps true 5 X 4; freeze schedule at BA step 7,
 BA+9 step 8, BA+18 step 9, Ba_27 step 10 and BA+36 step 11; move from 100D to 250D health insurance

ESU 06-Milford

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 20.71
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day:
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 27,150 Index: 4 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	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	312.10	879.98
DENTAL	BC/BS		17.13	60.80	13.70	13.70
PPO:	employee pays 20% of premium		COMMENTS:			
LIFE	Guardian Life					
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	2				
BEREAVEMENT	5				additional w/appr.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

ESU #06-MILFORD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	27,150	28,236	29,322	30,408	31,494	32,580	33,666	34,752	35,838	36,924	38,010	39,096
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
2	28,236	29,322	30,408	31,494	32,580	33,666	34,752	35,838	36,924	38,010	39,096	40,182
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
3	29,322	30,408	31,494	32,580	33,666	34,752	35,838	36,924	38,010	39,096	40,182	41,268
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
4	30,408	31,494	32,580	33,666	34,752	35,838	36,924	38,010	39,096	40,182	41,268	42,354
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
5	31,494	32,580	33,666	34,752	35,838	36,924	38,010	39,096	40,182	41,268	42,354	43,440
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
6	32,580	33,666	34,752	35,838	36,924	38,010	39,096	40,182	41,268	42,354	43,440	44,526
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
7	32,852	34,752	35,838	36,924	38,010	39,096	40,182	41,268	42,354	43,440	44,526	45,612
	1.21	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
8		35,024	36,924	38,010	39,096	40,182	41,268	42,354	43,440	44,526	45,612	46,698
		1.29	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9			37,196	39,096	40,182	41,268	42,354	43,440	44,526	45,612	46,698	47,784
			1.37	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				40,182	41,268	42,354	43,440	44,526	45,612	46,698	47,784	48,870
				1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11				40,454	42,354	43,440	44,526	45,612	46,698	47,784	48,870	49,956
				1.49	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12					43,440	44,526	45,612	46,698	47,784	48,870	49,956	51,042
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					43,712	44,798	46,698	47,784	48,870	49,956	51,042	52,128
					1.61	1.65	1.72	1.76	1.80	1.84	1.88	1.92
14							47,784	48,870	49,956	51,042	52,128	53,214
							1.76	1.80	1.84	1.88	1.92	1.96
15							48,056	49,142	51,042	52,128	53,214	54,300
							1.77	1.81	1.88	1.92	1.96	2.00
16									51,314	52,400	54,300	55,386
									1.89	1.93	2.00	2.04
17											54,572	55,658
											2.01	2.05

03-04 add one step to BA+36/MA, MA+9, MA+18, MA+27 & MA+36 06-07 add MA Column; Last step in each column is 1% increase

ESU 08-Neligh

2007-2008

WORKING CONDITIONS

Contract Days: FTE Teachers: 0
 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: 28,000 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	390.13 1,099.97
DENTAL	BC/BS		
PPO:			
LIFE			
LTD			
NON-PARTICIPANT			

Amount Paid

By District		Couple - Benefits
Individ.	Depend.	
Individ.	Depend.	700.00
		Cafeteria
		Cafeteria

Cafeteria Plan

Individ. Depend.
 700 700
 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		
Other Info:	Pd. \$40/day over 32				
PERSONAL	2			yes	
BEREAVEMENT	5				
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:	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	28,000	29,400	30,800	32,200	33,600	35,000	36,400	37,800	39,200
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	29,120	30,520	31,920	33,320	34,720	36,120	37,520	38,920	40,320
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	30,240	31,640	33,040	34,440	35,840	37,240	38,640	40,040	41,440
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	31,360	32,760	34,160	35,560	36,960	38,360	39,760	41,160	42,560
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	32,480	33,880	35,280	36,680	38,080	39,480	40,880	42,280	43,680
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	33,600	35,000	36,400	37,800	39,200	40,600	42,000	43,400	44,800
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	34,720	36,120	37,520	38,920	40,320	41,720	43,120	44,520	45,920
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7	35,840	37,240	38,640	40,040	41,440	42,840	44,240	45,640	47,040
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8	36,960	38,360	39,760	41,160	42,560	43,960	45,360	46,760	48,160
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
9		39,480	40,880	42,280	43,680	45,080	46,480	47,880	49,280
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
10			42,000	43,400	44,800	46,200	47,600	49,000	50,400
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
11				44,520	45,920	47,320	48,720	50,120	51,520
				1.59	1.64	1.69	1.74	1.79	1.84
12					47,040	48,440	49,840	51,240	52,640
					1.68	1.73	1.78	1.83	1.88
13						49,560	50,960	52,360	53,760
						1.77	1.82	1.87	1.92
14							50,680	52,080	53,480
							1.81	1.86	1.91

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

ESU 09-Hastings

2007-2008

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 27,225 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 *Vert freeze is for MA-MA36 columns only
 Vertical Freeze: 02-03*
 Rollback: 90-91
 Multi-year Contract:

INSURANCE

Type Carrier Option Premium
 HEALTH BC/BS 300D 3 390.13 1,099.97
 DENTAL BC/BS 42.36 109.55
 PPO:
 LIFE
 LTD Principal
 NON-PARTICIPANT

Amount Paid

By District Couple - Benefits
 Individ. Depend. Individ. Depend.
 67.19
 Dep. Dental
 390.13 1099.97
 42.36 42.36

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
PERSONAL	1,2			yes	Unused aft 1 yr/add to sick lv
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	3			yes	\$125 travel reimb.
ADOPTION	FMLA				from sick lv.
ASSOCIATION					

Other Info: Sev:after 10 yrs. at ret. \$50/day max. 15 days

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

ESU #09-HASTINGS											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	PHD DOC
1	27,225	28,450	29,675	30,900	32,126	33,351	34,576	35,801	37,026	38,251	39,476
	1	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	28,314	29,539	30,764	31,989	33,215	34,440	35,665	36,890	38,115	39,340	40,565
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	1.49
3	29,403	30,628	31,853	33,078	34,304	35,529	36,754	37,979	39,204	40,429	41,654
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
4	30,492	31,717	32,942	34,167	35,393	36,618	37,843	39,068	40,293	41,518	42,743
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
5	31,581	32,806	34,031	35,256	36,482	37,707	38,932	40,157	41,382	42,607	43,832
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565	1.61
6	32,670	33,895	35,120	36,345	37,571	38,796	40,021	41,246	42,471	43,696	44,921
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605	1.65
7	33,759	34,984	36,209	37,434	38,660	39,885	41,110	42,335	43,560	44,785	46,010
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645	1.69
8	34,848	36,073	37,298	38,523	39,749	40,974	42,199	43,424	44,649	45,874	47,099
	1.28	1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685	1.73
9		37,162	38,387	39,612	40,838	42,063	43,288	44,513	45,738	46,963	48,188
		1.365	1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725	1.77
10			39,476	40,701	41,927	43,152	44,377	45,602	46,827	48,052	49,277
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				41,790	43,016	44,241	45,466	46,691	47,916	49,141	50,366
				1.535	1.58	1.625	1.67	1.715	1.76	1.805	1.85
12						45,330	46,555	47,780	49,005	50,230	51,455
						1.665	1.71	1.755	1.8	1.845	1.89
13							47,644	48,869	50,094	51,319	52,544
							1.75	1.795	1.84	1.885	1.93
14								49,958	51,183	52,408	53,633
								1.835	1.88	1.925	1.97
15									52,272	53,497	54,722
									1.92	1.965	2.01
16										54,586	55,811
										2.005	2.05
17											56,900
											2.09
18											57,989
											2.13

02-03 BA+36-MA horiz increment changed from 2.25 to 4.5, schedule is now true 4 X 4.5; 02-03 vertical freeze affects only MA-MA+36 columns

ESU 13-Scottsbluff

2007-2008

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: 27,400 Index: 4.125 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		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 1					700.00	700	700	
DENTAL							H/A, Cash	Options:		
PPO:			COMMENTS:							IRS 125:
LIFE	Guardian				6.00			Flex Accounts:		
LTD	Guarantee Mut.				.0054 (+B)			PART-TIME BENEFITS		
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte		

LEAVES

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

OTHER DISTRICT POLICIES

Other Info:	Exists	Negotiated/Policy
PERSONAL 2	Y	P
BEREAVEMENT (See Sick Lv.)	Y	P
PROFESSIONAL 2	Y	P
ADOPTION	Y	P
ASSOCIATION	Y	P
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	27,400	28,565	29,729	30,894	32,058	32,058	33,223	34,387	35,552	36,716	36,716
	1,000	1,043	1,085	1,128	1,170	1,170	1,213	1,255	1,298	1,340	1,340
2	28,530	29,695	30,859	32,024	33,188	33,188	34,353	35,517	36,682	37,846	37,846
	1,041	1,084	1,126	1,169	1,211	1,211	1,254	1,296	1,339	1,381	1,381
3	29,661	30,825	31,990	33,154	34,319	34,319	35,483	36,648	37,812	38,977	38,977
	1,083	1,125	1,168	1,210	1,253	1,253	1,295	1,338	1,380	1,423	1,423
4	30,791	31,955	33,120	34,284	35,449	35,449	36,613	37,778	38,942	40,107	40,107
	1,124	1,166	1,209	1,251	1,294	1,294	1,336	1,379	1,421	1,464	1,464
5	31,921	33,086	34,250	35,415	36,579	36,579	37,744	38,908	40,073	41,237	41,237
	1,165	1,208	1,250	1,293	1,335	1,335	1,378	1,420	1,463	1,505	1,505
6		34,216	35,380	36,545	37,709	37,709	38,874	40,038	41,203	42,367	42,367
		1,249	1,291	1,334	1,376	1,376	1,419	1,461	1,504	1,546	1,546
7		35,346	36,511	37,675	38,840	38,840	40,004	41,169	42,333	43,498	43,498
		1,290	1,333	1,375	1,418	1,418	1,460	1,503	1,545	1,588	1,588
8		36,476	37,641	38,805	39,970	39,970	41,134	42,299	43,463	44,628	44,628
		1,331	1,374	1,416	1,459	1,459	1,501	1,544	1,586	1,629	1,629
9			38,771	39,936	41,100	41,100	42,265	43,429	44,594	45,758	45,758
			1,415	1,458	1,500	1,500	1,543	1,585	1,628	1,670	1,670
10			39,901	41,066	42,230	42,230	43,395	44,559	45,724	46,888	46,888
			1,456	1,499	1,541	1,541	1,584	1,626	1,669	1,711	1,711
11			41,032	42,196	43,361	43,361	44,525	45,690	46,854	48,019	48,019
			1,498	1,540	1,583	1,583	1,625	1,668	1,710	1,753	1,753
12				43,326	44,491	44,491	45,655	46,820	47,984	49,149	49,149
				1,581	1,624	1,624	1,666	1,709	1,751	1,794	1,794
13				44,457	45,621	45,621	46,786	47,950	49,115	50,279	50,279
				1,623	1,665	1,665	1,708	1,750	1,793	1,835	1,835
14				45,587	46,751	46,751	47,916	49,080	50,245	51,409	51,409
				1,664	1,706	1,706	1,749	1,791	1,834	1,876	1,876
15					47,882	47,882	49,046	50,211	51,375	52,540	52,540
					1,748	1,748	1,790	1,833	1,875	1,918	1,918
16					49,012	49,012	50,176	51,341	52,505	53,670	53,670
					1,789	1,789	1,831	1,874	1,916	1,959	1,959
17					50,142	50,142	51,307	52,471	53,636	54,800	54,800
					1,830	1,830	1,873	1,915	1,958	2,000	2,000
18					51,272	51,272	52,437	53,601	54,766	55,930	55,930
					1,871	1,871	1,914	1,956	1,999	2,041	2,041

Eustis-Farnam

2007-2008

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 25
 Enrollment: 231
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 52 52 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,900 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type Carrier Option Premium
 HEALTH BC/BS 550D 3 371.22 1,046.68
 DENTAL BC/BS 42.36 109.55
 PPO: 06-07 changed from 250D to 55 COMMENTS:
 LIFE
 LTD
 NON-PARTICIPANT

Amount Paid

By District
 Individ. Depend. Individ. Depend.
 371.22 1046.68 42.36 109.55

Couple - Benefits
 67.19
 Dep. Dental

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE:
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	Can donate 2 days to sick bank				
PERSONAL	4			yes	2 from sick lv
BEREAVEMENT	2				more from sick lv
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EUSTIS-FARNAM							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	25,900	26,936	27,972	29,008	30,044	31,080	32,116
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	26,936	27,972	29,008	30,044	31,080	32,116	33,152
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	27,972	29,008	30,044	31,080	32,116	33,152	34,188
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	29,008	30,044	31,080	32,116	33,152	34,188	35,224
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	30,044	31,080	32,116	33,152	34,188	35,224	36,260
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	31,080	32,116	33,152	34,188	35,224	36,260	37,296
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		33,152	34,188	35,224	36,260	37,296	38,332
		1.28	1.32	1.36	1.40	1.44	1.48
8		34,188	35,224	36,260	37,296	38,332	39,368
		1.32	1.36	1.40	1.44	1.48	1.52
9		35,224	36,260	37,296	38,332	39,368	40,404
		1.36	1.40	1.44	1.48	1.52	1.56
10		36,260	37,296	38,332	39,368	40,404	41,440
		1.40	1.44	1.48	1.52	1.56	1.60
11		37,296	38,332	39,368	40,404	41,440	42,476
		1.44	1.48	1.52	1.56	1.60	1.64
12			39,368	40,404	41,440	42,476	43,512
			1.52	1.56	1.60	1.64	1.68
13					42,476	43,512	44,548
					1.64	1.68	1.72
14					43,512	44,548	45,584
					1.68	1.72	1.76
15						45,584	46,620
						1.76	1.80
16							47,138
							1.82

07-08 teachers in BA9 lane, steps 9-11 and BA18 lane steps 11-12 will be grandfathered, steps will be taken away

Ewing

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 16.75
 Enrollment: 143
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.1 7.1 7
 Planning Time: 100 100 100
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,000 Index: 4 x 4.25
 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	300D 2	390.13	1,099.97	390.13	1099.97
DENTAL	BC/BS		17.13	60.80	17.13	17.13
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Amount Paid

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1

Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	45	yes		
Other Info:					
PERSONAL	2			yes	trade 5 sick for 1 add'l personal from sick lv.
BEREAVEMENT	5				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

*Negotiated/
Policy*

Exists

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EWING									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	26,000	27,105	28,210	29,315	30,420	31,525	32,630	33,735	
	1	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	
2	27,040	28,145	29,250	30,355	31,460	32,565	33,670	34,775	
	1.04	1.0825	1.125	1.1675	1.21	1.2525	1.295	1.3375	
3	28,080	29,185	30,290	31,395	32,500	33,605	34,710	35,815	
	1.08	1.1225	1.165	1.2075	1.25	1.2925	1.335	1.3775	
4	29,120	30,225	31,330	32,435	33,540	34,645	35,750	36,855	
	1.12	1.1625	1.205	1.2475	1.29	1.3325	1.375	1.4175	
5	30,160	31,265	32,370	33,475	34,580	35,685	36,790	37,895	
	1.16	1.2025	1.245	1.2875	1.33	1.3725	1.415	1.4575	
6	31,200	32,305	33,410	34,515	35,620	36,725	37,830	38,935	
	1.2	1.2425	1.285	1.3275	1.37	1.4125	1.455	1.4975	
7	32,240	33,345	34,450	35,555	36,660	37,765	38,870	39,975	
	1.24	1.2825	1.325	1.3675	1.41	1.4525	1.495	1.5375	
8		34,385	35,490	36,595	37,700	38,805	39,910	41,015	
		1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775	
9			36,530	37,635	38,740	39,845	40,950	42,055	
			1.405	1.4475	1.49	1.5325	1.575	1.6175	
10				38,675	39,780	40,885	41,990	43,095	
				1.4875	1.53	1.5725	1.615	1.6575	
11						41,925	43,030	44,135	
						1.6125	1.655	1.6975	
12							44,070	45,175	
							1.695	1.7375	

07-08 added MA+18 lane to schedule

Freeman

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 32.625
 Enrollment: 351
 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: 26,600 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 03-04 BA36 removed frm BA36/MA col. those teachers grandfathered
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan		
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.	
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97	83.33	Options:		
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Cash			
PPO:	ind receive add'l \$500/yr cash		COMMENTS:							
LIFE										
LTD	Principal				.0028					
NON-PARTICIPANT					\$83.33 cash					

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

LEAVES

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

FREEMAN							
Step	BA	BA+9	BA+18	BA+27	MA	MA+18	
1	26,600	27,664	28,728	29,792	30,856	31,920	
	1.00	1.04	1.08	1.12	1.16	1.20	
2	27,664	28,728	29,792	30,856	31,920	32,984	
	1.04	1.08	1.12	1.16	1.20	1.24	
3	28,728	29,792	30,856	31,920	32,984	34,048	
	1.08	1.12	1.16	1.20	1.24	1.28	
4	29,792	30,856	31,920	32,984	34,048	35,112	
	1.12	1.16	1.20	1.24	1.28	1.32	
5	30,856	31,920	32,984	34,048	35,112	36,176	
	1.16	1.20	1.24	1.28	1.32	1.36	
6	31,920	32,984	34,048	35,112	36,176	37,240	
	1.20	1.24	1.28	1.32	1.36	1.40	
7		34,048	35,112	36,176	37,240	38,304	
		1.28	1.32	1.36	1.40	1.44	
8		35,112	36,176	37,240	38,304	39,368	
		1.32	1.36	1.40	1.44	1.48	
9			37,240	38,304	39,368	40,432	
			1.40	1.44	1.48	1.52	
10			38,304	39,368	40,432	41,496	
			1.44	1.48	1.52	1.56	
11				40,432	41,496	42,560	
				1.52	1.56	1.60	
12				41,496	42,560	43,624	
				1.56	1.60	1.64	
13					43,624	44,688	
					1.64	1.68	
14					44,688	45,752	
					1.68	1.72	

03-04 BA+36/MA column changed to MA column only; teachers on column with BA+36 were grandfathered

Garden County

2007-2008

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 13.75
 Enrollment: 277
 Length of Teacher Day: 7.5
 Length of Student Day: 7
 Planning Time: 52 0
 Class Periods/Day: 7
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 26,000 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 10
 Vertical Freeze:
 Rollback: 89-90
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium	<i>Amount Paid</i>		Couple - Benefits	Cafeteria Plan	
				<i>By District</i>			Individ.	Depend.
		H/A-Dent	Individ. Depend.	Individ.	Depend.	895.83	895.83	895.83
HEALTH	BC/BS	300D 2				Cafeteria	Options: H/A, Life, LTD,	
DENTAL							IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts: Y	
LIFE							PART-TIME BENEFITS	
LTD	Unknown			10.00			Minimum FTE: 0.5	
NON-PARTICIPANT							Contribution: fte	

LEAVES

Type	Days/Year	Accum.	<i>Depend.</i> <i>use</i>	<i>Approval</i> <i>Needed</i>	<i>Other</i>
SICK	10	60	yes		
Other Info:					
PERSONAL	4			yes	accum. to 10
BEREAVEMENT	2				
PROFESSIONAL				yes	see personal
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	<i>Exists</i>	<i>Negotiated/ Policy</i>
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:

Gering

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 2177
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6 6.5 6.5
 Planning Time: 90 50 50
 Class Periods/Day: 4 8
 Normal Teaching Load: 3 7

SALARY SCHEDULE

Base: 28,550 Index: 4.5 x 4.5
 Starting Salary: 29,835 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	300D 2	390.13 1,099.97
DENTAL	BC/BS		17.13 60.80
PPO: COMMENTS:			
LIFE	Guardian		
LTD	Principal		
NON-PARTICIPANT			

Amount Paid

By District	
Individ.	Depend.

Couple - Benefits
 687.50
 Cafeteria

Cafeteria Plan

Individ. Depend.
 687.50 687.50
 Options: H/A,Dental,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	66	yes		
Other Info: 14 fam. ill. days are from sick lv.					
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	unl.				5 immed. Fam/1 others
PROFESSIONAL	unl.			yes	
ADOPTION	per FMLA				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GERING

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DOC
BASE	28,550											
1	29,835	31,120	32,404	33,689	34,974	36,259	37,543	38,828	40,113	41,398	42,682	43,967
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
2	31,120	32,404	33,689	34,974	36,259	37,543	38,828	40,113	41,398	42,682	43,967	45,252
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
3	32,404	33,689	34,974	36,259	37,543	38,828	40,113	41,398	42,682	43,967	45,252	46,537
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
4	33,689	34,974	36,259	37,543	38,828	40,113	41,398	42,682	43,967	45,252	46,537	47,821
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
5	34,974	36,259	37,543	38,828	40,113	41,398	42,682	43,967	45,252	46,537	47,821	49,106
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
6	36,259	37,543	38,828	40,113	41,398	42,682	43,967	45,252	46,537	47,821	49,106	50,391
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
7		38,828	40,113	41,398	42,682	43,967	45,252	46,537	47,821	49,106	50,391	51,676
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
8			41,398	42,682	43,967	45,252	46,537	47,821	49,106	50,391	51,676	52,960
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
9				43,967	45,252	46,537	47,821	49,106	50,391	51,676	52,960	54,245
				1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9
10						47,821	49,106	50,391	51,676	52,960	54,245	55,530
						1.675	1.72	1.765	1.81	1.855	1.9	1.945
11						49,106	50,391	51,676	52,960	54,245	55,530	56,815
						1.72	1.765	1.81	1.855	1.9	1.945	1.99
12						50,391	51,676	52,960	54,245	55,530	56,815	58,099
						1.765	1.81	1.855	1.9	1.945	1.99	2.035
13								54,245	55,530	56,815	58,099	59,384
								1.9	1.945	1.99	2.035	2.08
14									56,815	58,099	59,384	60,669
									1.99	2.035	2.08	2.125

03-04 removed 1st step of schedule, start salary is 1.045 index

Grand Island

2007-2008

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 660
 Enrollment: 8357
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7
 Planning Time: 50 45 varies
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 28,400 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7
 Vertical Freeze: 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	550D 1	371.22 1,046.68
DENTAL	BC/BS		15.95 56.63
PPO:			COMMENTS:
LIFE			
LTD			
NON-PARTICIPANT			

Amount Paid

By District	
Individ.	Depend.
583.33	583.33

Couple - Benefits
 Cafeteria

Cafeteria Plan

Individ. Depend.
 583.33 583.33
 Options: H/A,Life,Cash
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:	depend. use up to 10 days only				
PERSONAL	2				
BEREAVEMENT	3				max. 6; may add to pers.
PROFESSIONAL	unl.			yes	
ADOPTION	20 from sick lv.				
ASSOCIATION	see prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GRAND ISLAND

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	28,400	29,820	31,240	32,660	34,080	36,920	36,920	38,340	39,760	41,180	42,600	44,020
	1.00	1.05	1.10	1.15	1.20	1.30	1.30	1.35	1.40	1.45	1.50	1.55
2	29,536	30,956	32,376	33,796	35,216	38,056	38,056	39,476	40,896	42,316	43,736	45,156
	1.04	1.09	1.14	1.19	1.24	1.34	1.34	1.39	1.44	1.49	1.54	1.59
3	30,672	32,092	33,512	34,932	36,352	39,192	39,192	40,612	42,032	43,452	44,872	46,292
	1.08	1.13	1.18	1.23	1.28	1.38	1.38	1.43	1.48	1.53	1.58	1.63
4	32,376	33,796	35,216	36,636	38,056	40,896	40,896	42,316	43,736	45,156	46,576	47,996
	1.14	1.19	1.24	1.29	1.34	1.44	1.44	1.49	1.54	1.59	1.64	1.69
5	34,080	35,500	36,920	38,340	39,760	42,600	42,600	44,020	45,440	46,860	48,280	49,700
	1.20	1.25	1.30	1.35	1.40	1.50	1.50	1.55	1.60	1.65	1.70	1.75
6	35,784	37,204	38,624	40,044	41,464	44,304	44,304	45,724	47,144	48,564	49,984	51,404
	1.26	1.31	1.36	1.41	1.46	1.56	1.56	1.61	1.66	1.71	1.76	1.81
7	37,488	38,908	40,328	41,748	43,168	46,008	46,008	47,428	48,848	50,268	51,688	53,108
	1.32	1.37	1.42	1.47	1.52	1.62	1.62	1.67	1.72	1.77	1.82	1.87
8						47,712	47,712	49,132	50,552	51,972	53,392	54,812
						1.68	1.68	1.73	1.78	1.83	1.88	1.93
9						49,416	49,416	50,836	52,256	53,676	55,096	56,516
						1.74	1.74	1.79	1.84	1.89	1.94	1.99
10											56,800	58,220
											2.00	2.05
11											58,504	59,924
											2.06	2.11

87-88: BA45 column grandfathered; 02-03 PHD/EdD stipend available; 01-02 Longevity increments available after 20 years

Gretna

2007-2008

WORKING CONDITIONS

Contract Days:	188	FTE Teachers:	168.65
Enrollment:	2566	HS	JH/MS
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6.5
Planning Time:	54	98	40
Class Periods/Day:	7	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	29,450	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	All
	at MA36-if frozen at last stp 2 yrs-\$500 3rd yr.		
Vertical Freeze:	84-85, 85-86		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97	17.13	Ind. Dental	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			
PPO:			COMMENTS:						
LIFE	Madison Nat'l								IRS 125: Y
LTD	Madison Nat'l								Flex Accounts:
NON-PARTICIPANT									PART-TIME BENEFITS
									Minimum FTE: 0.5
									Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

GRETNA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	29,450	30,628	31,806	32,984		34,751	35,929	37,107	38,285	39,463
	1.00	1.04	1.08	1.12		1.18	1.22	1.26	1.30	1.34
2	30,628	31,806	32,984	34,162		35,929	37,107	38,285	39,463	40,641
	1.04	1.08	1.12	1.16		1.22	1.26	1.30	1.34	1.38
3	31,806	32,984	34,162	35,340		37,107	38,285	39,463	40,641	41,819
	1.08	1.12	1.16	1.20		1.26	1.30	1.34	1.38	1.42
4	32,984	34,162	35,340	36,518		38,285	39,463	40,641	41,819	42,997
	1.12	1.16	1.20	1.24		1.30	1.34	1.38	1.42	1.46
5	34,162	35,340	36,518	37,696		39,463	40,641	41,819	42,997	44,175
	1.16	1.20	1.24	1.28		1.34	1.38	1.42	1.46	1.50
6	35,340	36,518	37,696	38,874		40,641	41,819	42,997	44,175	45,353
	1.20	1.24	1.28	1.32		1.38	1.42	1.46	1.50	1.54
7		37,696	38,874	40,052		41,819	42,997	44,175	45,353	46,531
		1.28	1.32	1.36		1.42	1.46	1.50	1.54	1.58
8			40,052	41,230		42,997	44,175	45,353	46,531	47,709
			1.36	1.40		1.46	1.50	1.54	1.58	1.62
9				42,408		44,175	45,353	46,531	47,709	48,887
				1.44		1.50	1.54	1.58	1.62	1.66
10				43,586		45,353	46,531	47,709	48,887	50,065
				1.48		1.54	1.58	1.62	1.66	1.70
11						46,531	47,709	48,887	50,065	51,243
						1.58	1.62	1.66	1.70	1.74
12						47,709	48,887	50,065	51,243	52,421
						1.62	1.66	1.70	1.74	1.78
13					48,298	48,887	50,065	51,243	52,421	53,599
					1.64	1.66	1.70	1.74	1.78	1.82
14								52,421	53,599	54,777
								1.78	1.82	1.86
15										55,955
										1.90
16										57,133
										1.94

BA+36 grandfathered 89-90

Hampton

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 199
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 50 50 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 26,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 87-88
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	956.97
DENTAL	BC/BS		17.13	60.80	17.13	52.90
PPO:	Vision - \$2.95/mo		COMMENTS:			
LIFE	Madison Ntl.				2.22	
LTD	Madison Ntl.				.0056	
NON-PARTICIPANT						

Cafeteria Plan
 Individ. Depend.
 150.90
 Full Dep. Coverage Options: H/A
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: FTE

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HAMPTON					
Step	BA	BA+12	BA+24	BA+36	MA+12
1	26,000	27,040	28,080	30,160	31,200
	1.00	1.04	1.08	1.16	1.20
2	27,040	28,080	29,120	31,200	32,240
	1.04	1.08	1.12	1.20	1.24
3	28,080	29,120	30,160	32,240	33,280
	1.08	1.12	1.16	1.24	1.28
4	29,120	30,160	31,200	33,280	34,320
	1.12	1.16	1.20	1.28	1.32
5	30,160	31,200	32,240	34,320	35,360
	1.16	1.20	1.24	1.32	1.36
6	31,200	32,240	33,280	35,360	36,400
	1.20	1.24	1.28	1.36	1.40
7		33,280	34,320	36,400	37,440
		1.28	1.32	1.40	1.44
8		34,320	35,360	37,440	38,480
		1.32	1.36	1.44	1.48
9		35,360	36,400	38,480	39,520
		1.36	1.40	1.48	1.52
10			37,440	39,520	40,560
			1.44	1.52	1.56
11				40,560	41,600
				1.56	1.60
12				41,600	42,640
				1.60	1.64
13				42,640	43,680
				1.64	1.68
14				43,680	44,720
				1.68	1.72
15				44,720	45,760
				1.72	1.76
16					46,800
					1.80
17					47,840
					1.84

Hay Springs

2007-2008

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 21.39
 Enrollment: 187
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 57 57 50
 Class Periods/Day: 7 7
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 26,600 Index: 4.5 x 4.5
 Starting Salary: 26,600 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

<i>Option</i>	<i>Premium</i>		<i>Amount Paid By District</i>	
	Individ.	Depend.	Individ.	Depend.
H/A-Dent				
300D 1	390.13	1,099.97	390.13	1099.97
	15.95	56.63	15.95	15.95

COMMENTS:

Couple - Benefits

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. use</i>	<i>Approval Needed</i>	<i>Other</i>
SICK	7	45	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT (See Sick Lv.)					
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Hayes Center

2007-2008

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 25.689
 Enrollment: 150
 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: 25,800 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97
DENTAL	BC/BS		17.13	60.80	17.13	17.13
PPO:	06-07 150D to 300D 1/1/07		COMMENTS:			
LIFE						
LTD	Principal					
NON-PARTICIPANT						

Couple - Benefits
 43.67
 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	3 add'l. from sick lv.
BEREAVEMENT	unl.				w/appr.
PROFESSIONAL	unl.			yes	
ADOPTION	Approval				
ASSOCIATION	Approval				

OTHER DISTRICT POLICIES

	Exists	Negotiated/Policy
Voluntary Separation:	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	25,800	26,961	28,122	29,283	30,444	31,605
	1	1.045	1.09	1.135	1.18	1.225
2	26,832	27,993	29,154	30,315	31,476	32,637
	1.04	1.085	1.13	1.175	1.22	1.265
3	27,864	29,025	30,186	31,347	32,508	33,669
	1.08	1.125	1.17	1.215	1.26	1.305
4	28,896	30,057	31,218	32,379	33,540	34,701
	1.12	1.165	1.21	1.255	1.3	1.345
5	29,928	31,089	32,250	33,411	34,572	35,733
	1.16	1.205	1.25	1.295	1.34	1.385
6		32,121	33,282	34,443	35,604	36,765
		1.245	1.29	1.335	1.38	1.425
7		33,153	34,314	35,475	36,636	37,797
		1.285	1.33	1.375	1.42	1.465
8			35,346	36,507	37,668	38,829
			1.37	1.415	1.46	1.505
9				37,539	38,700	39,861
				1.455	1.5	1.545
10				38,571	39,732	40,893
				1.495	1.54	1.585
11					40,764	41,925
					1.58	1.625
12						42,957
						1.665
13						43,989
						1.705
14						45,021
						1.745

Hershey

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 38.78
 Enrollment: 505
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 49 49 49
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,700 Index: 5 x 4
 Starting Salary: 25,700 Entry Level Step: 0
 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.
 300D 1 390.13 1,099.97 390.13 1099.97
 15.95 56.63 15.95 56.63
 COMMENTS:

Amount Paid By District

Couple - Benefits

Cafeteria Plan
 Individ. Depend.

Options:
 IRS 125:
 Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Homer

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 32.175
 Enrollment: 398
 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 7

SALARY SCHEDULE

Base: 25,750 Index: 4 x 4
 Starting Salary: 25,750 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 87-88
 Rollback: 87-88 (1 Step)
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium	
		H/A-Dent	Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68
DENTAL	BC/BS		17.13	60.80
PPO:	07-08: 300D to 550D COMMENTS:			
LIFE				
LTD				
NON-PARTICIPANT				

Amount Paid

By District	
Individ.	Depend.

Couple - Benefits

371.22 + allowance*

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
 Contribution: fte*

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	no		
Other Info: Retire:	\$20/day				
PERSONAL	2			yes	
BEREAVEMENT	5				
PROFESSIONAL	adm. disc.				
ADOPTION	adm. disc.				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Howells

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 20
 Enrollment: 194
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,200 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**
 HEALTH BC/BS
 DENTAL BC/BS
 PPO:
 LIFE
 LTD Am. Fidelity
 NON-PARTICIPANT

Option **Premium**
 H/A-Dent Individ. Depend.
 300D 2

Amount Paid

By District
 Individ. Depend.

Couple - Benefits
 550.00
 Ind. Cafeteria

Cafeteria Plan

Individ. Depend.
 550 650
 Options:

COMMENTS:

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

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	28,200	29,328	30,456	31,584	32,712	32,712	33,840	34,968
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	29,328	30,456	31,584	32,712	33,840	33,840	34,968	36,096
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	30,456	31,584	32,712	33,840	34,968	34,968	36,096	37,224
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	31,584	32,712	33,840	34,968	36,096	36,096	37,224	38,352
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	32,712	33,840	34,968	36,096	37,224	37,224	38,352	39,480
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	33,840	34,968	36,096	37,224	38,352	38,352	39,480	40,608
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	34,968	36,096	37,224	38,352	39,480	39,480	40,608	41,736
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8	35,532	37,224	38,352	39,480	40,608	40,608	41,736	42,864
	1.26	1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			39,480	40,608	41,736	41,736	42,864	43,992
			1.40	1.44	1.48	1.48	1.52	1.56
10			40,044	41,736	42,864	42,864	43,992	45,120
			1.42	1.48	1.52	1.52	1.56	1.60
11			40,608	42,300	43,992	43,992	45,120	46,248
			1.44	1.50	1.56	1.56	1.60	1.64
12			41,172	42,864	44,556	44,556	46,248	47,376
			1.46	1.52	1.58	1.58	1.64	1.68
13				43,428	45,120	45,120	46,812	47,940
				1.54	1.60	1.60	1.66	1.70
14						45,684	47,376	48,504
						1.62	1.68	1.72
15						46,248	47,940	49,068
						1.64	1.70	1.74

Humboldt-Table Rock-Steinauer

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 38
 Enrollment: 388
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,175 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	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97
DENTAL	BC/BS		17.13	60.80	17.13	17.13
PPO:			COMMENTS:			
LIFE						
LTD	Principal				.0028	
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	reimb \$25/day up to 60 days				
PERSONAL	3			yes	2 - sub deduct from sick lv.
BEREAVEMENT	5				
PROFESSIONAL	adm. disc.				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

HUMBOLDT-TABLE ROCK-STEINAUER

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	27,175	28,262	29,349	30,436	31,523	32,610	33,697	34,784
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	28,262	29,349	30,436	31,523	32,610	33,697	34,784	35,871
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	29,349	30,436	31,523	32,610	33,697	34,784	35,871	36,958
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	30,436	31,523	32,610	33,697	34,784	35,871	36,958	38,045
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	31,523	32,610	33,697	34,784	35,871	36,958	38,045	39,132
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	32,610	33,697	34,784	35,871	36,958	38,045	39,132	40,219
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	33,697	34,784	35,871	36,958	38,045	39,132	40,219	41,306
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		35,871	36,958	38,045	39,132	40,219	41,306	42,393
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			38,045	39,132	40,219	41,306	42,393	43,480
			1.40	1.44	1.48	1.52	1.56	1.60
10				40,219	41,306	42,393	43,480	44,567
				1.48	1.52	1.56	1.60	1.64
11					42,393	43,480	44,567	45,654
					1.56	1.60	1.64	1.68
12						44,567	45,654	46,741
						1.64	1.68	1.72
13							46,741	47,828
							1.72	1.76
14								48,915
								1.80

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

Lakeview Community Schools

2007-2008

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 63.7
 Enrollment: 812
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 51 varies
 Class Periods/Day: 7
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 26,500 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

<i>Option</i>		<i>Premium</i>		<i>Amount Paid By District</i>	
H/A-Dent	Individ.	Depend.	Individ.	Depend.	
550D 2	371.22	1,046.68	371.22	1046.68	
	17.13	60.80	17.13	17.13	

COMMENTS:

Couple - Benefits
 371.22
 TSA

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: full*

LEAVES

<i>Type</i>	<i>Days/Year</i>	<i>Accum.</i>	<i>Depend. use</i>	<i>Approval Needed</i>	<i>Other</i>
SICK	12	60	yes		
Other Info:	12 days in PTO bank for sick, pers				
PERSONAL	PTO				
BEREAVEMENT	10+5				
PROFESSIONAL	2			yes	
ADOPTION	30				from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES:

LAKEVIEW COMMUNITY SCHOOLS

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36
1	26,500	27,560	28,620	29,680	30,740	31,800	32,860	33,920	34,980	36,040	37,100
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
2	27,825	28,885	29,945	31,005	32,065	33,125	34,185	35,245	36,305	37,365	38,425
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41	1.45
3	29,150	30,210	31,270	32,330	33,390	34,450	35,510	36,570	37,630	38,690	39,750
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46	1.50
4	30,475	31,535	32,595	33,655	34,715	35,775	36,835	37,895	38,955	40,015	41,075
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55
5	31,800	32,860	33,920	34,980	36,040	37,100	38,160	39,220	40,280	41,340	42,400
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
6	33,125	34,185	35,245	36,305	37,365	38,425	39,485	40,545	41,605	42,665	43,725
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61	1.65
7	34,450	35,510	36,570	37,630	38,690	39,750	40,810	41,870	42,930	44,000	45,060
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66	1.70
8	35,775	36,835	37,895	38,955	40,015	41,075	42,135	43,195	44,255	45,315	46,375
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71	1.75
9		38,160	39,220	40,280	41,340	42,400	43,460	44,520	45,580	46,640	47,700
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
10		39,485	40,545	41,605	42,665	43,725	44,785	45,845	46,905	47,965	49,025
		1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81	1.85
11			41,870	42,930	43,990	45,050	46,110	47,170	48,230	49,290	50,350
			1.58	1.62	1.66	1.70	1.74	1.78	1.82	1.86	1.90
12			43,195	44,255	45,315	46,375	47,435	48,495	49,555	50,615	51,675
			1.63	1.67	1.71	1.75	1.79	1.83	1.87	1.91	1.95
13				45,580	46,640	47,700	48,760	49,820	50,880	51,940	53,000
				1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00
14					47,965	49,025	50,085	51,145	52,205	53,265	54,325
					1.81	1.85	1.89	1.93	1.97	2.01	2.05

Lewiston

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 21.9
 Enrollment: 197
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6.6 6.6 6.4
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97
DENTAL	BC/BS		17.13	60.80	17.13	17.13
PPO:	singles also get \$125 TSA		COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT					\$125 TSA	

Cafeteria Plan

Individ. Depend.
 125.00
 TSA if both take single Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.4
 Contribution: .5 fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	52	yes		
Other Info:	family-5; pd \$5/day unused at separation				
PERSONAL	2.5			yes	
BEREAVEMENT					trade 2 sick lv. for 1 bereav.
PROFESSIONAL				yes	admin approval
ADOPTION					
ASSOCIATION	as requested				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LEWISTON						
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9
1	27,000	28,080	29,160	30,240	31,320	32,400
	1.00	1.04	1.08	1.12	1.16	1.20
2	28,080	29,160	30,240	31,320	32,400	33,480
	1.04	1.08	1.12	1.16	1.20	1.24
3	29,160	30,240	31,320	32,400	33,480	34,560
	1.08	1.12	1.16	1.20	1.24	1.28
4	30,240	31,320	32,400	33,480	34,560	35,640
	1.12	1.16	1.20	1.24	1.28	1.32
5	31,320	32,400	33,480	34,560	35,640	36,720
	1.16	1.20	1.24	1.28	1.32	1.36
6		33,480	34,560	35,640	36,720	37,800
		1.24	1.28	1.32	1.36	1.40
7		34,560	35,640	36,720	37,800	38,880
		1.28	1.32	1.36	1.40	1.44
8			36,720	37,800	38,880	39,960
			1.36	1.40	1.44	1.48
9				38,880	39,960	41,040
				1.44	1.48	1.52
10				39,960	41,040	42,120
				1.48	1.52	1.56
11					42,120	43,200
					1.56	1.60
12					43,200	44,280
					1.60	1.64
13					44,280	45,360
					1.64	1.68
14					45,360	46,440
					1.68	1.72
15					46,440	47,520
					1.72	1.76

03-04 add one step to BA+27 column;
 07-08 add two steps to MA/BA+36 column and MA+9 column

Lincoln

2007-2008

WORKING CONDITIONS

Contract Days: 190 FTE Teachers: 2706.6
 Enrollment: 33466
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day: vary vary 6.5
 Planning Time: 100 100 95
 Class Periods/Day: 7 7
 Normal Teaching Load: 5 5

SALARY SCHEDULE

Base: 34,158 Index: 0 x 0
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 30
 02-03 indx career stps; 03-04 sch is 21 stps;06-07 move caf to sched
 Vertical Freeze: 95-96
 Rollback:
 Multi-year Contract: 06-07, 07-08

INSURANCE

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

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

Amount Paid

By District
 Individ. Depend.

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options: H/A,Dent,Life, LTD,Vis,Cash

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0

Contribution: fte*

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	unl.	yes		
Other Info:	\$1/hr. accum. s/l over 20 or \$6/hr. after 10 yrs. at sev.				
PERSONAL	see sick lv.				
BEREAVEMENT	5/ea.	occur.		w/appr.	
PROFESSIONAL	unl.			yes	
ADOPTION	20	from sick lv.			sub ded.
ASSOCIATION	60	Pres/FT			

OTHER DISTRICT POLICIES

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Civic, Jury, Catastrophic

Negotiated/ Policy

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

LINCOLN

	BA	BA+18	BA+36	MA+18	MA+36	PHD		BA	BA+18	BA+36	MA+18	MA+36	PHD
Step							Step						
1	34,158	35,463	36,246	37,290	38,595	40,683	14			54,211	55,517	56,561	58,910
	1.0000	1.0382	1.0611	1.0917	1.1299	1.1910				1.5871	1.6253	1.6559	1.7246
2	34,658	35,963	36,746	37,790	39,095	41,183	15			55,517	56,821	57,866	60,215
	1.0146	1.0528	1.0758	1.1063	1.1445	1.2057				1.6253	1.6635	1.6941	1.7628
3	35,158	36,463	37,246	37,290	39,595	41,683	16			56,821	58,127	59,171	61,259
	1.0293	1.0675	1.0904	1.0917	1.1592	1.2203				1.6635	1.7017	1.7323	1.7934
4	36,202	37,768	38,813	39,856	41,162	43,249	17			57,833	59,138	60,182	62,270
	1.0598	1.1057	1.1363	1.1668	1.2050	1.2661				1.6931	1.7313	1.7619	1.8230
5	37,246	39,073	40,378	41,423	42,727	44,815	18			58,596	59,902	60,945	63,033
	1.0904	1.1439	1.1821	1.2127	1.2509	1.3120				1.7154	1.7537	1.7842	1.8454
6	38,290	40,378	41,944	42,988	44,293	46,382	19			59,360	60,665	61,709	63,797
	1.1210	1.1821	1.2280	1.2585	1.2967	1.3579				1.7378	1.7760	1.8066	1.8677
7	39,334	41,423	43,511	44,554	45,598	47,947	20			60,371	61,676	62,720	64,808
	1.1515	1.2127	1.2738	1.3044	1.3349	1.4037				1.7674	1.8056	1.8362	1.8973
8	40,378	42,466	45,076	46,121	47,164	49,513	21			61,079	62,384	63,428	65,516
	1.1821	1.2432	1.3196	1.3502	1.3808	1.4495				1.7881	1.8263	1.8569	1.9180
9	41,423	43,511	46,903	47,686	48,731	51,080	22			61,736	63,041	64,085	66,173
	1.2127	1.2738	1.3731	1.3960	1.4266	1.4954				1.8074	1.8456	1.8761	1.9373
10	42,466	44,554	47,947	49,252	50,296	52,645	23			62,444	63,749	64,793	66,881
	1.2432	1.3044	1.4037	1.4419	1.4725	1.5412				1.8281	1.8663	1.8969	1.9580
11		45,598	49,513	51,080	51,862	54,211	24			63,154	64,460	65,504	67,591
		1.3349	1.4495	1.4954	1.5183	1.5871				1.8489	1.8871	1.9176	1.9788
12			51,080	52,384	53,690	55,778	25			63,852	65,158	66,199	68,289
			1.4954	1.5336	1.5718	1.6329				1.8693	1.9075	1.9380	1.9992
13			52,645	53,951	54,994	57,343							
			1.5412	1.5794	1.6100	1.6788							

Louisville

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 44
 Enrollment: 518
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 46 46 46-50
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 28,140 Index: 5 x 3
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract:

INSURANCE

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

Option		Premium		Amount Paid By District	
H/A-Dent	Individ.	Depend.	Individ.	Depend.	
300D 2	390.13	1,099.97	390.13	958.01	
	17.13	60.80	17.13	17.13	
COMMENTS:					
				\$378.32 Cash	

Couple - Benefits
 378.32
 Cash

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

PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8,10	45	yes		
Other Info:					
PERSONAL	2			yes	from sick lv.
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION	8,10				see sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOUISVILLE

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	28,140	28,984	29,828	30,673	31,517	32,361	33,205	34,049	34,894
	1	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	29,547	30,391	31,235	32,080	32,924	33,768	34,612	35,456	36,301
	1.05	1.08	1.11	1.14	1.17	1.2	1.23	1.26	1.29
3	30,954	31,798	32,642	33,487	34,331	35,175	36,019	36,863	37,708
	1.1	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	32,361	33,205	34,049	34,894	35,738	36,582	37,426	38,270	39,115
	1.15	1.18	1.21	1.24	1.27	1.3	1.33	1.36	1.39
5	33,768	34,612	35,456	36,301	37,145	37,989	38,833	39,677	40,522
	1.2	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6	35,175	36,019	36,863	37,708	38,552	39,396	40,240	41,084	41,929
	1.25	1.28	1.31	1.34	1.37	1.4	1.43	1.46	1.49
7		37,426	38,270	39,115	39,959	40,803	41,647	42,491	43,336
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			39,677	40,522	41,366	42,210	43,054	43,898	44,743
			1.41	1.44	1.47	1.5	1.53	1.56	1.59
9				41,929	42,773	43,617	44,461	45,305	46,150
				1.49	1.52	1.55	1.58	1.61	1.64
10					44,180	45,024	45,868	46,712	47,557
					1.57	1.6	1.63	1.66	1.69
11					45,587	46,431	47,275	48,119	48,964
					1.62	1.65	1.68	1.71	1.74
12					46,290	47,135	48,022	49,026	50,371
					1.645	1.675	1.73	1.76	1.79

Loup Co

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 15
 Enrollment: 111
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6 6 6
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 24,200 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	550D 1	371.22	1,046.68	371.22	1046.68
DENTAL	BC/BS		15.95	56.63	15.95	15.95
PPO:			COMMENTS:			
LIFE	Madison Nat'l					
LTD	School Ins.					
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.28

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
PERSONAL	2			1-yes;1-no	
BEREAVEMENT	see sick lv.				3 for immed. fam.
PROFESSIONAL	admin. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOUP CO-TAYLOR							
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18
1	24,200	25,410	26,620	27,830	29,040	30,250	31,460
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	25,168	26,378	27,588	28,798	30,008	31,218	32,428
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	26,136	27,346	28,556	29,766	30,976	32,186	33,396
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	27,104	28,314	29,524	30,734	31,944	33,154	34,364
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	28,072	29,282	30,492	31,702	32,912	34,122	35,332
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	28,556	30,250	31,460	32,670	33,880	35,090	36,300
	1.18	1.25	1.30	1.35	1.40	1.45	1.50
7		30,734	32,428	33,638	34,848	36,058	37,268
		1.27	1.34	1.39	1.44	1.49	1.54
8			32,912	34,606	35,816	37,026	38,236
			1.36	1.43	1.48	1.53	1.58
9				35,574	36,784	37,994	39,204
				1.47	1.52	1.57	1.62
10				36,058	37,752	38,962	40,172
				1.49	1.56	1.61	1.66
11					38,720	39,930	41,140
					1.60	1.65	1.70
12					39,204	40,898	42,108
					1.62	1.69	1.74
13						41,382	42,592
						1.71	1.76

00-01 added 1/2 step to each column

Lynch

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 15
 Enrollment: 110
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7
 Planning Time: 50 50
 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: 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.
		H/A-Dent					43.67		
HEALTH	BC/BS	150D 2	411.84	1,161.19	411.84	1161.19	Dep. Dental		Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			IRS 125:
PPO:	Dist. reimburses ded.	150/300	COMMENTS:						Flex Accounts:
LIFE									PART-TIME BENEFITS
LTD	Madison Nat'l								Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

Malcolm

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 40
 Enrollment: 484
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 88-89
 Rollback: 88-89 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	300D 2	390.13 1,099.97
DENTAL	BC/BS		17.13 60.80
PPO:			COMMENTS:
LIFE			
LTD	Fortis		.0031(thru sal)
NON-PARTICIPANT			

Amount Paid

By District	
Individ.	Depend.
558.33	558.33

Couple - Benefits
 Cafeteria

Cafeteria Plan

Individ.	Depend.
558.33	558.33
Options: H/A,LTD,TSA, Life,Cash,Canc	
IRS 125: Y	
Flex Accounts: Y	

PART-TIME BENEFITS

Minimum FTE: 0
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
PERSONAL	2			yes	accum to 3 (buy back 2 @ 33%
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	1			yes	add'l at admin. disc.
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

Exists	Negotiated/ Policy
Y	P
Y	N
Y	P
Y	P
N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MALCOLM										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	28,000	29,120	30,240	31,360	32,480	33,600	34,720	35,840	36,960	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	29,120	30,240	31,360	32,480	33,600	34,720	35,840	36,960	38,080	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
3	30,240	31,360	32,480	33,600	34,720	35,840	36,960	38,080	39,200	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
4	31,360	32,480	33,600	34,720	35,840	36,960	38,080	39,200	40,320	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
5	32,480	33,600	34,720	35,840	36,960	38,080	39,200	40,320	41,440	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
6	33,600	34,720	35,840	36,960	38,080	39,200	40,320	41,440	42,560	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
7	34,720	35,840	36,960	38,080	39,200	40,320	41,440	42,560	43,680	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
8		36,960	38,080	39,200	40,320	41,440	42,560	43,680	44,800	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	
9			39,200	40,320	41,440	42,560	43,680	44,800	45,920	
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	
10				41,440	42,560	43,680	44,800	45,920	47,040	
				1.48	1.52	1.56	1.60	1.64	1.68	
11					43,680	44,800	45,920	47,040	48,160	
					1.56	1.60	1.64	1.68	1.72	
12					44,800	45,920	47,040	48,160	49,280	
					1.60	1.64	1.68	1.72	1.76	
13					45,920	47,040	48,160	49,280	50,400	
					1.64	1.68	1.72	1.76	1.80	
14					47,040	48,160	49,280	50,400	51,520	
					1.68	1.72	1.76	1.80	1.84	

06-07 MA column added

Maywood

2007-2008

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:
 Enrollment: 151
 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: 24,600 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
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	300D 2	390.13 1,099.97
DENTAL	BC/BS		17.13 60.80
PPO:	District will reimb up to \$250 tow COMMENTS:		
LIFE	Madison Nat'l		
LTD	Madison Nat'l		
NON-PARTICIPANT			

Amount Paid

By District	
Individ.	Depend.
390.13	1099.97
17.13	17.13

Couple - Benefits
 43.67
 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	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:

MAYWOOD						
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9
1	24,600	25,707	26,814	27,921	29,028	30,135
	1	1.045	1.09	1.135	1.18	1.225
2	25,707	26,814	27,921	29,028	30,135	31,242
	1.045	1.09	1.135	1.18	1.225	1.27
3	26,814	27,921	29,028	30,135	31,242	32,349
	1.09	1.135	1.18	1.225	1.27	1.315
4	27,921	29,028	30,135	31,242	32,349	33,456
	1.135	1.18	1.225	1.27	1.315	1.36
5	29,028	30,135	31,242	32,349	33,456	34,563
	1.18	1.225	1.27	1.315	1.36	1.405
6	30,135	31,242	32,349	33,456	34,563	35,670
	1.225	1.27	1.315	1.36	1.405	1.45
7		32,349	33,456	34,563	35,670	36,777
		1.315	1.36	1.405	1.45	1.495
8			34,563	35,670	36,777	37,884
			1.405	1.45	1.495	1.54
9			35,670	36,777	37,884	38,991
			1.45	1.495	1.54	1.585
10				37,884	38,991	40,098
				1.54	1.585	1.63
11					40,098	41,205
					1.63	1.675
12					41,205	42,312
					1.675	1.72
13					42,312	43,419
					1.72	1.765
14						44,526
						1.81

Medicine Valley-Curtis

2007-2008

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 24
 Enrollment: 230
 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: 26,200 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	Comments
		H/A-Dent	Individ.	Depend.
HEALTH	BC/BS	300D 3	390.13	1,099.97
DENTAL	BC/BS		42.36	109.55
PPO:	dist reimburses \$250/\$500 for d			
LIFE				
LTD	Amer. Fidelity			
NON-PARTICIPANT				

Amount Paid

By District	
Individ.	Depend.
390.13	1099.97
42.36	42.36

Couple - Benefits
 67.19
 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	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					
Step	BA	BA+9	BA+18	BA+27	MA
1	26,200	27,248	28,296	29,344	30,392
	1	1.04	1.08	1.12	1.16
2	27,248	28,296	29,344	30,392	31,440
	1.04	1.08	1.12	1.16	1.2
3	28,296	29,344	30,392	31,440	32,488
	1.08	1.12	1.16	1.2	1.24
4	29,344	30,392	31,440	32,488	33,536
	1.12	1.16	1.2	1.24	1.28
5	30,392	31,440	32,488	33,536	34,584
	1.16	1.2	1.24	1.28	1.32
6		32,488	33,536	34,584	35,632
		1.24	1.28	1.32	1.36
7		33,536	34,584	35,632	36,680
		1.28	1.32	1.36	1.4
8			35,632	36,680	37,728
			1.36	1.4	1.44
9				37,728	38,776
				1.44	1.48
10					39,824
					1.52
11					40,872
					1.56
12					41,920
					1.6
13					42,968
					1.64
14					44,016
					1.68
15					45,064
					1.72
16					46,112
					1.76
17					47,160
					1.8

02-03 \$250 for individuals and \$500 for dependent deductibles paid by the district in one or two payments after actual expenses have been paid by employee; 03-04 dental 3 paid by the district

Milford

2007-2008

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 52
 Enrollment: 755
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 46 46 46
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,700 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	550D 2	371.22	1,046.68	371.22	837.34
DENTAL	BC/BS		17.13	60.80	17.13	17.13
PPO:	chg from 250D to 550D 1/1/06		COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Cafeteria Plan
 Individ. Depend.
 253.01
 Full Dep. Coverage Options:
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE:
 Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	50	yes		
Other Info:					
PERSONAL				yes	from sick lv
BEREAVEMENT	3				
PROFESSIONAL	3			yes	
ADOPTION	5				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MILFORD

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	28,700	29,848	30,996	32,144	33,292	34,440	35,588	36,736	37,884
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	30,135	31,283	32,431	33,579	34,727	35,875	37,023	38,171	39,319
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	31,570	32,718	33,866	35,014	36,162	37,310	38,458	39,606	40,754
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	33,005	34,153	35,301	36,449	37,597	38,745	39,893	41,041	42,189
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	34,440	35,588	36,736	37,884	39,032	40,180	41,328	42,476	43,624
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	35,875	37,023	38,171	39,319	40,467	41,615	42,763	43,911	45,059
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7		38,458	39,606	40,754	41,902	43,050	44,198	45,346	46,494
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8			41,041	42,189	43,337	44,485	45,633	46,781	47,929
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
9				43,624	44,772	45,920	47,068	48,216	49,364
				1.52	1.56	1.60	1.64	1.68	1.72
10					46,207	47,355	48,503	49,651	50,799
					1.61	1.65	1.69	1.73	1.77
11					47,642	48,790	49,938	51,086	52,234
					1.66	1.70	1.74	1.78	1.82
12						50,225	51,373	52,521	53,669
						1.75	1.79	1.83	1.87
13							52,808	53,956	55,104
							1.84	1.88	1.92

03-04 BA+36 column only open to those on BA+18, BA+27 & BA+36 in 02-03

Morrill

2007-2008

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	490	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7	8	8
Planning Time:	90	7	7
Class Periods/Day:	4	90	30
Normal Teaching Load:	6	4	6

SALARY SCHEDULE

Base:	27,500	Index:	4.25 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	15
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Premium
		H/A-Dent	Individ. Depend.
HEALTH	BC/BS	300D 2	390.13 1,099.97
DENTAL			
PPO:			
LIFE			
LTD			
NON-PARTICIPANT			

Amount Paid

By District	
Individ.	Depend.

Couple - Benefits
825.00
Cafeteria

Cafeteria Plan

Individ.	Depend.
825	825
Options:	H/A, TSA, Cash

COMMENTS:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

Other Info: incl. funeral lv.; family-3 days

PERSONAL	1+1			1-Y,1-N	at termination buy back unused
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			w/appr.	
ADOPTION	see sick lv.				
ASSOCIATION					

Negotiated/
Policy

Voluntary Separation:	N	
Grievance:	Y	N
Professional Growth:	Y	N
Reduction in Force:	N	
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MORRILL									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	27,500	28,738	29,975	31,213	32,450	33,688	34,925	36,163	37,400
		1,045	1,09	1,135	1,18	1,225	1,27	1,315	1,36
2	28,669	29,906	31,144	32,381	33,619	34,856	36,094	37,331	38,569
		1,0425	1,0875	1,1325	1,1775	1,2225	1,2675	1,3125	1,3575
3	29,838	31,075	32,313	33,550	34,788	36,025	37,263	38,500	39,738
		1,085	1,13	1,175	1,22	1,265	1,31	1,355	1,445
4	31,006	32,244	33,481	34,719	35,956	37,194	38,431	39,669	40,906
		1,1275	1,1725	1,2175	1,2625	1,3075	1,3525	1,3975	1,4425
5	32,175	33,413	34,650	35,888	37,125	38,363	39,600	40,838	42,075
		1,17	1,215	1,26	1,305	1,35	1,395	1,44	1,485
6		34,581	35,819	37,056	38,294	39,531	40,769	42,006	43,244
		1,2575	1,3025	1,3475	1,3925	1,4375	1,4825	1,5275	1,5725
7		35,750	36,988	38,225	39,463	40,700	41,938	43,175	44,413
			1,3	1,345	1,39	1,435	1,48	1,525	1,57
8			38,156	39,394	40,631	41,869	43,106	44,344	45,581
			1,3875	1,4325	1,4775	1,5225	1,5675	1,6125	1,6575
9			39,325	40,563	41,800	43,038	44,275	45,513	46,750
			1,43	1,475	1,52	1,565	1,61	1,655	1,7
10				41,731	42,969	44,206	45,444	46,681	47,919
				1,5175	1,5625	1,6075	1,6525	1,6975	1,7425
11				42,900	44,138	45,375	46,613	47,850	49,088
				1,56	1,605	1,65	1,695	1,74	1,785
12						46,544	47,781	49,019	50,256
						1,6925	1,7375	1,7825	1,8275
13						47,713	48,950	50,188	51,425
						1,735	1,78	1,825	1,87
14							50,119	51,356	52,594
							1,8225	1,8675	1,9125
15							51,288	52,525	53,763
							1,865	1,91	1,955
16								53,694	54,931
								1,9525	1,9975
17								54,863	56,100
								1,995	2,04
18								56,031	57,338
								2,0375	2,085

Mullen

2007-2008

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 30.53
 Enrollment: 192
 Length of Teacher Day: 8.5 HS 8.5 JH/MS 8.5 ELEM
 Length of Student Day: 7.75 7.75 7.75
 Planning Time: 49 49 49
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 25,100 Index: 4 x 5
 Starting Salary: 25,100 Entry Level Step: 1(D)
 Career Increments: Y Experience Allowed: 3(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

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

Option Premium
 H/A-Dent Individ. Depend.
 300D 2 390.13 1,099.97
 17.13 60.80
 COMMENTS:
 .0040

Amount Paid By District

Individ. Depend. Individ. Depend.
 390.13 1099.97
 17.13 60.80

Couple - Benefits
 43.67
 Dep. Dental

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
PERSONAL	2			yes	
BEREAVEMENT	4				
PROFESSIONAL	admin. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency

North Platte

2007-2008

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 298.67
 Enrollment: 4230
 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: 30,070 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Premium
HEALTH	BC/BS	300D 2	390.13 1,099.97
DENTAL	BC/BS		17.13 60.80
PPO:			COMMENTS:
LIFE			
LTD			
NON-PARTICIPANT			

Amount Paid

By District	Individ.	Depend.
Individ.	Depend.	

Couple - Benefits
 500.00
 Cafeteria

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 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 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	MA+45
1	30,070	31,273	32,476	33,678	34,881	36,084	37,287	38,490	39,692	40,895	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
2	31,574	32,776	33,979	35,182	36,385	37,588	38,790	39,993	41,196	42,399	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41	
3	33,077	34,280	35,483	36,685	37,888	39,091	40,294	41,497	42,699	43,902	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46	
4	34,581	35,783	36,986	38,189	39,392	40,595	41,797	43,000	44,203	45,406	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	
5	36,084	37,287	38,490	39,692	40,895	42,098	43,301	44,504	45,706	46,909	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
6	37,588	38,790	39,993	41,196	42,399	43,602	44,804	46,007	47,210	48,413	
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61	
7	39,091	40,294	41,497	42,699	43,902	45,105	46,308	47,511	48,713	49,916	
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66	
8		41,797	43,000	44,203	45,406	46,609	47,811	49,014	50,217	51,420	
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71	
9			44,504	45,706	46,909	48,112	49,315	50,518	51,720	52,923	
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	
10				47,210	48,413	49,616	50,818	52,021	53,224	54,427	
				1.57	1.61	1.65	1.69	1.73	1.77	1.81	
11					49,916	51,119	52,322	53,525	54,727	55,930	
					1.66	1.70	1.74	1.78	1.82	1.86	
12						52,623	53,825	55,028	56,231	57,434	
						1.75	1.79	1.83	1.87	1.91	
13							55,329	56,532	57,734	58,937	
							1.84	1.88	1.92	1.96	
14								58,035	59,238	60,441	
								1.93	1.97	2.01	
15									60,741	61,944	
									2.02	2.06	
16										63,448	
										2.11	

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

Palmyra OR 1

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 40.6
 Enrollment: 438
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 6.5
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,500 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 86-87;01-02
 Rollback: 86-87 Last Step
 Multi-year Contract: 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 2	371.22	1,046.68	371.22	1046.68	250.00	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Cash		
PPO:			COMMENTS:						IRS 125: Y
LIFE	Guardian				4.75				Flex Accounts: Y
LTD	Madison Ntl.				.0037 (thru sal)				PART-TIME BENEFITS
NON-PARTICIPANT					\$250 cash				Minimum FTE: 0 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info:					
PERSONAL	2			yes	2 add'l. w/sub. ded.
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Substitute, Jury Duty

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

02-03 grandfather steps and cut off bottom of schedule to 10 steps; 03-04 add back 1 step to MA & MA+9 and 2 steps to MA+18 & MA+27; 06-07 add 1 step to BA+27, MA, MA+9, MA+18, MA+27

Pawnee City

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 39.5
 Enrollment: 282
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,075 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	371.22	1,046.68	371.22	1046.68	40.68	Options:	
DENTAL	BC/BS		15.95	56.63	15.95	15.95	Dep. Dental		
PPO:	Ded paid by dist up to \$250 ind,		COMMENTS:					IRS 125: Y	
LIFE								Flex Accounts: Y	
LTD	Standard Ins				7.00			PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

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

Step	BA		MA	
	BA	BA+9	BA+18	BA+27
1	27,075	28,158	29,241	30,324
2	28,158	29,241	30,324	31,407
3	29,241	30,324	31,407	32,490
4	30,324	31,407	32,490	33,573
5	31,407	32,490	33,573	34,656
6	32,490	33,573	34,656	35,739
7	33,573	34,656	35,739	36,822
8		35,739	36,822	37,905
9			37,905	38,988
10				40,071
11				
12				

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

Perkins County

2007-2008

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:
 Enrollment: 390 HS JH/MS ELEM
 Length of Teacher Day:
 Length of Student Day:
 Planning Time:
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	550D 1	371.22	1,046.68	371.22	1046.68
DENTAL	BC/BS		15.95	56.63	15.95	56.63
PPO:	Dist to reimburse last \$300/\$600 COMMENTS:					
LIFE						
LTD						
NON-PARTICIPANT						

Couple - Benefits

Cafeteria Plan
Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE:

Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	13	40			
Other Info:					
PERSONAL	5			yes	4th & 5th days sub deduct
BEREAVEMENT	2				immed. family
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

Negotiated/
Policy

Exists

Voluntary Separation:

Grievance:

Professional Growth:

Reduction in Force:

Sick Bank:

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

PERKINS COUNTY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	BA+45	MA+9	MA+18	MA+27
1	26,500	27,560	28,620	29,680	30,740	30,740	31,800	31,800	32,860	33,920
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.20	1.24	1.28
2	27,560	28,620	29,680	30,740	31,800	31,800	32,860	32,860	33,920	34,980
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.24	1.28	1.32
3	28,620	29,680	30,740	31,800	32,860	32,860	33,920	33,920	34,980	36,040
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.28	1.32	1.36
4	29,680	30,740	31,800	32,860	33,920	33,920	34,980	34,980	36,040	37,100
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.32	1.36	1.40
5	30,740	31,800	32,860	33,920	34,980	34,980	36,040	36,040	37,100	38,160
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.36	1.40	1.44
6	31,800	32,860	33,920	34,980	36,040	36,040	37,100	37,100	38,160	39,220
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.40	1.44	1.48
7	32,860	33,920	34,980	36,040	37,100	37,100	38,160	38,160	39,220	40,280
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.44	1.48	1.52
8	33,920	34,980	36,040	37,100	38,160	38,160	39,220	39,220	40,280	41,340
	1.28	1.32	1.36	1.40	1.44	1.44	1.48	1.48	1.52	1.56
9	34,980	36,040	37,100	38,160	39,220	39,220	40,280	40,280	41,340	42,400
	1.32	1.36	1.40	1.44	1.48	1.48	1.52	1.52	1.56	1.60
10	36,040	37,100	38,160	39,220	40,280	40,280	41,340	41,340	42,400	43,460
	1.36	1.40	1.44	1.48	1.52	1.52	1.56	1.56	1.60	1.64
11	37,100	38,160	39,220	40,280	41,340	41,340	42,400	42,400	43,460	44,520
	1.40	1.44	1.48	1.52	1.56	1.56	1.60	1.60	1.64	1.68
12		39,220	40,280	41,340	42,400	42,400	43,460	43,460	44,520	45,580
		1.48	1.52	1.56	1.60	1.60	1.64	1.64	1.68	1.72
13			41,340	42,400	43,460	43,460	44,520	44,520	45,580	46,640
			1.56	1.60	1.64	1.64	1.68	1.68	1.72	1.76
14				43,460	44,520	44,520	45,580	45,580	46,640	47,700
				1.64	1.68	1.68	1.72	1.72	1.76	1.80
15					45,580	45,580	46,640	46,640	47,700	48,760
					1.72	1.72	1.76	1.76	1.80	1.84
16							47,700	47,700	48,760	49,820
							1.80	1.80	1.84	1.88
17									49,820	50,880
									1.88	1.92
18										51,940
										1.96

05-06 merger of Grant and Wheatland

Plattsmouth

2007-2008

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 133.45
 Enrollment: 1877
 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: 29,500 Index: 3.7 x 4.63
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5 (D)
 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	390.13	1,099.97	390.13	1099.97	540.13	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Cash, 125, or TSA	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Life							PART-TIME BENEFITS	
LTD	Madison Life				.0064(+B)			Minimum FTE: 0	
NON-PARTICIPANT					\$540.13 in lieu			Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
PERSONAL	2			yes	\$12.50/1st 2-1/2 days; \$25/3rd per occur. to 10
BEREAVEMENT	10				
PROFESSIONAL	unl.			yes	
ADOPTION	use sick lv.				
ASSOCIATION	8				

OTHER DISTRICT POLICIES

	Other Info:	Exists	Negotiated/Policy
PERSONAL	Incentive: 0-2, \$100; 5-3, \$70; 5-4, \$35	Y	P
BEREAVEMENT		Y	N
PROFESSIONAL		Y	P
ADOPTION		Y	P
ASSOCIATION		Y	N

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	29,500	30,866	32,232	33,598	34,963	36,329	34,963	36,329	37,695	39,061	40,427	41,793
2	30,592	31,957	33,323	34,689	36,055	37,421	36,055	37,421	38,787	40,152	41,518	42,884
3	31,683	33,049	34,415	35,781	37,146	38,512	37,146	38,512	39,878	41,244	42,598	43,976
4	32,775	34,140	35,506	36,872	38,238	39,604	38,238	39,604	40,970	42,335	43,701	45,067
5	33,866	35,232	36,598	37,964	39,329	40,695	39,329	40,695	42,061	43,427	44,793	46,159
6	34,958	36,323	37,689	39,055	40,421	41,787	40,421	41,787	43,153	44,518	45,884	47,250
7	36,049	37,415	38,781	40,147	41,512	42,878	41,512	42,878	44,244	45,610	46,976	48,342
8	37,140	38,506	39,872	41,238	42,604	43,970	42,604	43,970	45,336	46,701	48,067	49,433
9	38,231	39,597	40,963	42,329	43,695	45,061	43,695	45,061	46,427	47,793	49,159	50,525
10	39,322	40,688	42,054	43,420	44,786	46,152	44,786	46,152	47,519	48,884	50,250	51,616
11	40,413	41,779	43,145	44,511	45,877	47,243	45,877	47,243	48,610	49,976	51,342	52,708
12	41,504	42,870	44,236	45,602	46,968	48,334	46,968	48,334	49,702	51,067	52,433	53,799
13	42,595	43,961	45,327	46,653	47,989	49,325	47,989	49,325	50,793	52,159	53,525	54,891
14	43,686	45,052	46,418	47,704	49,040	50,376	49,040	50,376	51,885	53,250	54,616	55,982
15	44,777	46,143	47,509	48,795	50,131	51,467	50,131	51,467	53,006	54,342	55,708	57,074
16	45,868	47,234	48,600	49,886	51,172	52,508	51,172	52,508	54,037	55,367	56,699	58,065
17	46,959	48,325	49,681	50,977	52,263	53,599	52,263	53,599	54,928	56,206	57,538	58,911
18	48,050	49,416	50,782	52,068	53,354	54,690	53,354	54,690	56,019	57,345	58,671	60,037
19	49,141	50,507	51,873	53,154	54,440	55,776	54,440	55,776	56,948	58,273	59,604	60,970

07-08 schedule reworked, new hires begin on step 1; BA45 for individuals who took district courses between 1992-1997

Raymond Central

2007-2008

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 60.35
 Enrollment: 660
 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: 30,370 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:

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	390.13	390.13	Ind. Health	Options:
DENTAL	BC/BS		17.13	60.80	17.13	17.13			
PPO:	Bd pays \$12.50/mo to defray de		COMMENTS: *.51=FTE benefits						
LIFE									IRS 125: Y
LTD	Fortis				.0029(+B)				Flex Accounts: Y
NON-PARTICIPANT					\$3000/yr cash				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	30,370	31,889	33,407	34,926	36,444	37,963	39,481	41,000	42,518
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	31,585	33,103	34,622	36,140	37,659	39,177	40,696	42,214	43,733
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	32,800	34,318	35,837	37,355	38,874	40,392	41,911	43,429	44,948
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	34,014	35,533	37,051	38,570	40,088	41,607	43,125	44,644	46,162
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	35,229	36,748	38,266	39,785	41,303	42,822	44,340	45,859	47,377
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	36,444	37,963	39,481	41,000	42,518	44,037	45,555	47,074	48,592
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	37,659	39,177	40,696	42,214	43,733	45,251	46,770	48,288	49,807
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		40,392	41,911	43,429	44,948	46,466	47,985	49,503	51,022
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		41,607	43,125	44,644	46,162	47,681	49,199	50,718	52,236
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			44,340	45,859	47,377	48,896	50,414	51,933	53,451
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			45,555	47,074	48,592	50,111	51,629	53,148	54,666
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				48,288	49,807	51,325	52,844	54,362	55,881
				1.59	1.64	1.69	1.74	1.79	1.84
13					51,022	52,540	54,059	55,577	57,096
					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

2007-2008

WORKING CONDITIONS

Contract Days:	173	FTE Teachers:	
Enrollment:	171	HS	JH/MS
		ELEM	
Length of Teacher Day:	8.5	8.5	8.5
Length of Student Day:	8	8	8
Planning Time:	55	55	30-50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	25,550	Index:	4 x 5
Starting Salary:		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	390.13	1,099.97	390.13	1026.62	166.67	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Or Ind. + \$91.67		
PPO:			COMMENTS: \$91.67 incentive for those taking ind.						
LIFE									IRS 125: Y
LTD	CNA				.0028				Flex Accounts:
NON-PARTICIPANT					\$166.67				PART-TIME BENEFITS
									Minimum FTE: 0.5
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info: Sick lv. bank up to 60 days max.					
PERSONAL	2			no	3 following yr if use none
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

RISING CITY						
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9
0	25,550					
	1.00					
1	27,594	28,872	30,149	31,427	32,704	33,982
	1.08	1.13	1.18	1.23	1.28	1.33
2	28,105	29,383	30,660	31,938	33,215	34,493
	1.10	1.15	1.20	1.25	1.30	1.35
3	28,616	29,894	31,171	32,449	33,726	35,004
	1.12	1.17	1.22	1.27	1.32	1.37
4	29,638	30,916	32,193	33,471	34,748	36,026
	1.16	1.21	1.26	1.31	1.36	1.41
5	30,660	31,938	33,215	34,493	35,770	37,048
	1.20	1.25	1.30	1.35	1.40	1.45
6	31,682	32,960	34,237	35,515	36,792	38,070
	1.24	1.29	1.34	1.39	1.44	1.49
7	32,704	33,982	35,259	36,537	37,814	39,092
	1.28	1.33	1.38	1.43	1.48	1.53
8		35,004	36,281	37,559	38,836	40,114
		1.37	1.42	1.47	1.52	1.57
9			37,303	38,581	39,858	41,136
			1.46	1.51	1.56	1.61
10			38,325	39,603	40,880	42,158
			1.50	1.55	1.60	1.65
11				40,625	41,902	43,180
				1.59	1.64	1.69
12				41,647	42,924	44,202
				1.63	1.68	1.73
13					43,946	45,224
					1.72	1.77
14						46,246
						1.81

Santee

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25
 Enrollment: 153
 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: 27,643 Index: 4 x 4
 Starting Salary: 27,643 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze: 90-91
 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.		Individ. Depend.
HEALTH	BC/BS	150D 5			Dep. Dental	Options:
DENTAL	BC/BS					IRS 125:
PPO:			COMMENTS:			Flex Accounts:
LIFE	AIG Life			2.34		PART-TIME BENEFITS
LTD	United Group			12.91		Minimum FTE: 1
NON-PARTICIPANT						Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: no questions, for sick/personal; \$35/day over 50					
PERSONAL					
BEREAVEMENT	4				w/appr.
PROFESSIONAL	adm. disc.				
ADOPTION	15				
ASSOCIATION	Supt. disc.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Scottsbluff

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 2863
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: 7.1 HS JH/MS ELEM 7.1 7.1
 Planning Time: 50 50 50
 Class Periods/Day: 7 7
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 29,765 Index: 4.5 x 4.5
 Starting Salary: 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**
 HEALTH BC/BS
 DENTAL BC/BS
 PPO:
 LIFE Guardian
 LTD Omaha Life
 NON-PARTICIPANT

Option **Premium**
 H/A-Dent Individ. Depend.
 300D 1

Amount Paid

By District
 Individ. Depend.

Couple - Benefits
 935.00
 Cafeteria

Cafeteria Plan

Individ. Depend.
 935 935
 Options: H/A, Cash, TSA
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

COMMENTS:

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.

St. Edward

2007-2008

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 24.5
 Enrollment: 168
 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: 25,900 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	550D 2	371.22	1,046.68	371.22	1046.68	43.67	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental		
PPO:	07-08 switch from 300D to 550D COMMENTS:								
LIFE									
LTD	Madison Nat'l								
NON-PARTICIPANT									

IRS 125: Y
 Flex Accounts:

PART-TIME BENEFITS

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+36					
	BA	BA+9	BA+18	BA+27	MA	MA+18
1	25,900	27,066	28,231	29,397	30,562	31,728
	1	1.045	1.09	1.135	1.18	1.225
2	26,936	28,102	29,267	30,433	31,598	32,764
	1.04	1.085	1.13	1.175	1.22	1.265
3	27,972	29,138	30,303	31,469	32,634	33,800
	1.08	1.125	1.17	1.215	1.26	1.305
4	29,008	30,174	31,339	32,505	33,670	34,836
	1.12	1.165	1.21	1.255	1.3	1.345
5	30,044	31,210	32,375	33,541	34,706	35,872
	1.16	1.205	1.25	1.295	1.34	1.385
6	31,080	32,246	33,411	34,577	35,742	36,908
	1.2	1.245	1.29	1.335	1.38	1.425
7	32,116	33,282	34,447	35,613	36,778	37,944
	1.24	1.285	1.33	1.375	1.42	1.465
8		34,318	35,483	36,649	37,814	38,980
		1.325	1.37	1.415	1.46	1.505
9			36,519	37,685	38,850	40,016
			1.41	1.455	1.5	1.545
10				38,721	39,886	41,052
				1.495	1.54	1.585
11					40,922	42,088
					1.58	1.625
12						43,124
						1.665

Sterling

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22
 Enrollment: 225
 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: 27,650 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**
 HEALTH BC/BS
 DENTAL BC/BS
 PPO:
 LIFE
 LTD Principal
 NON-PARTICIPANT

Option	Premium		Amount Paid By District	
	Individ.	Depend.	Individ.	Depend.
H/A-Dent				
550D 1	371.22	1,046.68	371.22	1046.68
	15.95	54.45	15.95	15.95
COMMENTS:				
			.0041	

Couple - Benefits
 166.67
 TSA

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

STERLING						
	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9
Step						
1	27,650	28,756	29,862	30,968	32,074	33,180
	1.00	1.04	1.08	1.12	1.16	1.20
2	28,756	29,862	30,968	32,074	33,180	34,286
	1.04	1.08	1.12	1.16	1.20	1.24
3	29,862	30,968	32,074	33,180	34,286	35,392
	1.08	1.12	1.16	1.20	1.24	1.28
4	30,968	32,074	33,180	34,286	35,392	36,498
	1.12	1.16	1.20	1.24	1.28	1.32
5	32,074	33,180	34,286	35,392	36,498	37,604
	1.16	1.20	1.24	1.28	1.32	1.36
6	33,180	34,286	35,392	36,498	37,604	38,710
	1.20	1.24	1.28	1.32	1.36	1.40
7	34,286	35,392	36,498	37,604	38,710	39,816
	1.24	1.28	1.32	1.36	1.40	1.44
8	35,392	36,498	37,604	38,710	39,816	40,922
	1.28	1.32	1.36	1.40	1.44	1.48
9		37,604	38,710	39,816	40,922	42,028
		1.36	1.40	1.44	1.48	1.52
10			39,816	40,922	42,028	43,134
			1.44	1.48	1.52	1.56
11				42,028	43,134	44,240
				1.52	1.56	1.60
12					44,240	45,346
					1.60	1.64

Superior

2007-2008

WORKING CONDITIONS

Contract Days: FTE Teachers:
 Enrollment: 462 HS JH/MS ELEM
 Length of Teacher Day:
 Length of Student Day:
 Planning Time:
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 27,375 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: 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		Amount Paid By District	
H/A-Dent	Individ.	Depend.	Individ.	Depend.	
300D 2	390.13	1,099.97	390.13	1099.97	
	17.13	60.80	17.13	60.80	
COMMENTS:					

Couple - Benefits
 43.67
 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	10	45	Yes		
Other Info:					
PERSONAL	3				year's end-pd for xtra or banke
BEREAVEMENT	5/3				
PROFESSIONAL					
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

Negotiated/
 Exists Policy

Voluntary Separation:
 Grievance:
 Professional Growth:
 Reduction in Force:
 Sick Bank:

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

SUPERIOR									
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
Step	MA								
1	27,375	28,744	30,113	31,481	32,850	34,219	35,588	36,956	38,325
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	28,470	29,839	31,208	32,576	33,945	35,314	36,683	38,051	39,420
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	29,565	30,934	32,303	33,671	35,040	36,409	37,778	39,146	40,515
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	30,660	32,029	33,398	34,766	36,135	37,504	38,873	40,241	41,610
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	31,755	33,124	34,493	35,861	37,230	38,599	39,968	41,336	42,705
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	32,850	34,219	35,588	36,956	38,325	39,694	41,063	42,431	43,800
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		35,314	36,683	38,051	39,420	40,789	42,158	43,526	44,895
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		36,409	37,778	39,146	40,515	41,884	43,253	44,621	45,990
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			38,873	40,241	41,610	42,979	44,348	45,716	47,085
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				41,336	42,705	44,074	45,443	46,811	48,180
				1.51	1.56	1.61	1.66	1.71	1.76
11				42,431	43,800	45,169	46,538	47,906	49,275
				1.55	1.60	1.65	1.70	1.75	1.80
12					44,895	46,264	47,633	49,001	50,370
					1.64	1.69	1.74	1.79	1.84
13					45,990	47,359	48,728	50,096	51,465
					1.68	1.73	1.78	1.83	1.88
14					47,085	48,454	49,823	51,191	52,560
					1.72	1.77	1.82	1.87	1.92
15					49,549	50,918	52,286	53,655	
					1.81	1.86	1.91		

07-08 New district, pulled away from SCNUD #5

Thayer Central

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 33.13
 Enrollment: 395
 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: 26,300 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 BCBS
 DENTAL BC/BS
 PPO:
 LIFE
 LTD Fortis
 NON-PARTICIPANT

Option Premium
 H/A-Dent Individ. Depend.
 300D 3 390.13 1,099.97
 42.36 109.55
 COMMENTS:
 .0049

Amount Paid

By District
 Individ. Depend.
 390.13 1099.97
 42.36 42.36
 .0049

Couple - Benefits
 67.19
 Dep. Dental

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

Negotiated/ Policy
Exists
 Voluntary Separation: Y P
 Grievance: Y N
 Professional Growth: Y P
 Reduction in Force: Y P
 Sick Bank: 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	26,300	27,352	28,404	29,456	30,508	30,508	31,560	32,612	33,664
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	27,615	28,667	29,719	30,771	31,823	31,823	32,875	33,927	34,979
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	28,930	29,982	31,034	32,086	33,138	33,138	34,190	35,242	36,294
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38
4	30,245	31,297	32,349	33,401	34,453	34,453	35,505	36,557	37,609
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	31,560	32,612	33,664	34,716	35,768	35,768	36,820	37,872	38,924
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
6	32,875	33,927	34,979	36,031	37,083	37,083	38,135	39,187	40,239
	1.25	1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7		35,242	36,294	37,346	38,398	38,398	39,450	40,502	41,554
		1.34	1.38	1.42	1.46	1.46	1.50	1.54	1.58
8			37,609	38,661	39,713	39,713	40,765	41,817	42,869
			1.43	1.47	1.51	1.51	1.55	1.59	1.63
9				39,976	41,028	41,028	42,080	43,132	44,184
				1.52	1.56	1.56	1.60	1.64	1.68
10				41,291	42,343	42,343	43,395	44,447	45,499
				1.57	1.61	1.61	1.65	1.69	1.73
11					43,658	43,658	44,710	45,762	46,814
					1.66	1.66	1.70	1.74	1.78
12					44,973	44,973	46,025	47,077	48,129
					1.71	1.71	1.75	1.79	1.83
13					45,631	45,631	46,683	47,735	48,787
					1.735	1.735	1.775	1.815	1.855
14					46,288	46,288	47,340	48,392	49,444
					1.76	1.76	1.80	1.84	1.88
15					46,946	46,946	48,000	49,052	50,104
					1.785	1.785	1.825	1.865	1.905
16					47,603	47,603	48,655	49,707	50,759
					1.81	1.81	1.85	1.89	1.93
17								51,022	52,074
								1.94	1.98

Wakefield

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 36.9
 Enrollment: 446
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.33
 Planning Time: 40 40 25
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,050 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback: 87-88
 Multi-year Contract:

INSURANCE

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

Option	Premium		Amount Paid By District	
	Individ.	Depend.	Individ.	Depend.
H/A-Dent				
300D 2	390.13	1,099.97	390.13	1099.97
	17.13	60.80	17.13	17.13

COMMENTS:

Couple - Benefits
 TSA, Cash

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend.	Approval	
			use	Needed	Other
SICK	10,5	50	yes		
Other Info:	Severance-unused at \$10/day				
PERSONAL	2			yes	\$20/day unused
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	unl.			yes	Unused in bank acc. to 50
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Negotiated/ Policy	
	Exists	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:

Walthill

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 33
 Enrollment: 298
 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: 30,575 Index: 4 x 4
 Starting Salary: 30,575 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 BA+36 grandfathered 92-93
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 06-07, 07-08

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>	
H/A-Dent	Individ.	Depend.	Individ.	Depend.	
300D 2	390.13	1,099.97	390.13	1099.97	
	17.13	60.80	17.13	60.80	

COMMENTS:

Couple - Benefits
 TSA

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 1
 Contribution:

LEAVES

<i>Type</i>	<i>Days/Year</i>	<i>Accum.</i>	<i>Depend. use</i>	<i>Approval Needed</i>	<i>Other</i>
SICK	12	45	yes		
Other Info:	term aft 10 yr \$30/unused/EOY \$100/day over 45				
PERSONAL	2			yes	
BEREAVEMENT	5				as needed
PROFESSIONAL	2			yes	accum. to 3
ADOPTION	10				
ASSOCIATION					

OTHER DISTRICT POLICIES

	<i>Exists</i>	<i>Negotiated/Policy</i>
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

West Boyd

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 29.5
 Enrollment: 248
 Length of Teacher Day: 8 8 8.5
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 50 45 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Premium		Amount Paid By District	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 1	390.13	1,099.97	390.13	1099.97
DENTAL	BC/BS		15.95	56.63	15.95	15.95
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT					\$376.50 in lieu	

Cafeteria Plan
 Individ. Depend.
 406.08
 Ind. prem amt in Cash Options:
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 1
 Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

WEST BOYD UNIFIED

Step	BA+36					
	BA	BA+9	BA+18	BA+27	MA	MA+9
1	26,100	27,144	28,188	29,232	30,276	31,320
	1.00	1.04	1.08	1.12	1.16	1.20
2	27,144	28,188	29,232	30,276	31,320	32,364
	1.04	1.08	1.12	1.16	1.20	1.24
3	28,188	29,232	30,276	31,320	32,364	33,408
	1.08	1.12	1.16	1.20	1.24	1.28
4	29,232	30,276	31,320	32,364	33,408	34,452
	1.12	1.16	1.20	1.24	1.28	1.32
5	30,276	31,320	32,364	33,408	34,452	35,496
	1.16	1.20	1.24	1.28	1.32	1.36
6	31,320	32,364	33,408	34,452	35,496	36,540
	1.20	1.24	1.28	1.32	1.36	1.40
7	32,364	33,408	34,452	35,496	36,540	37,584
	1.24	1.28	1.32	1.36	1.40	1.44
8		34,452	35,496	36,540	37,584	38,628
		1.32	1.36	1.40	1.44	1.48
9			36,540	37,584	38,628	39,672
			1.40	1.44	1.48	1.52
10			37,584	38,628	39,672	40,716
			1.44	1.48	1.52	1.56
11				39,672	40,716	41,760
				1.52	1.56	1.60
12				40,716	41,760	42,804
				1.56	1.60	1.64

Wheeler Central

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 19.8
 Enrollment: 118
 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: 24,400 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	
			Individ.	Depend.	Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97
DENTAL	BC/BS		17.13	60.80	17.13	60.80
PPO:			COMMENTS:			
LIFE	Horace Mann					
LTD						
NON-PARTICIPANT						

Cafeteria Plan
 Individ. Depend.
 Options:
 IRS 125: Y
 Flex Accounts: N
PART-TIME BENEFITS
 Minimum FTE: 1
 Contribution:

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	2.5 for dependent leave				
PERSONAL	3			no	
BEREAVEMENT					
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION	2.5				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WHEELER CENTRAL					
Step	BA	BA+9	BA+18	BA+27	MA BA+36
1	24,400	25,498	26,596	27,694	28,792
	1	1.045	1.09	1.135	1.18
2	25,498	26,596	27,694	28,792	29,890
	1.045	1.09	1.135	1.18	1.225
3	26,596	27,694	28,792	29,890	30,988
	1.09	1.135	1.18	1.225	1.27
4	27,694	28,792	29,890	30,988	32,086
	1.135	1.18	1.225	1.27	1.315
5	28,792	29,890	30,988	32,086	33,184
	1.18	1.225	1.27	1.315	1.36
6		30,988	32,086	33,184	34,282
		1.27	1.315	1.36	1.405
7		32,086	33,184	34,282	35,380
		1.315	1.36	1.405	1.45
8			34,282	35,380	36,478
			1.405	1.45	1.495
9			35,380	36,478	37,576
			1.45	1.495	1.54
10				37,576	38,674
				1.54	1.585
11				38,674	39,772
				1.585	1.63
12					40,870
					1.675
13					41,968
					1.72

07-08 Frozen staff in BA36/MA column will receive add'l 1% of base

Wilber-Clatonia

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 38
 Enrollment: 538
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.26 7.26 7.1
 Planning Time: 50 50 25
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,400 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		Couple - Benefits	Cafeteria Plan	
			Individ.	Depend.	Individ.	Depend.		Individ.	Depend.
HEALTH	BC/BS	300D 2	390.13	1,099.97	390.13	1099.97	43.67	Options:	
DENTAL	BC/BS		17.13	60.80	17.13	17.13	Dep. Dental		
PPO:			COMMENTS:						IRS 125: Y
LIFE									Flex Accounts: Y
LTD	Nat'l Insurance				.0026	(thru sal)			PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: 0.8 Contribution: full*

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	use <10, reimbursed \$10/day for up to 10 days				
PERSONAL	2			yes	unused reimb at 75% of sub rat
BEREAVEMENT	2				3 add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

WILBER-CLATONIA

Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+36	
1	28,400	29,536	30,672	31,808	32,944	34,080	35,216	36,352	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	29,536	30,672	31,808	32,944	34,080	35,216	36,352	37,488	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	30,672	31,808	32,944	34,080	35,216	36,352	37,488	38,624	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	31,808	32,944	34,080	35,216	36,352	37,488	38,624	39,760	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	32,944	34,080	35,216	36,352	37,488	38,624	39,760	40,896	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	34,080	35,216	36,352	37,488	38,624	39,760	40,896	42,032	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7		36,352	37,488	38,624	39,760	40,896	42,032	43,168	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8			38,624	39,760	40,896	42,032	43,168	44,304	
			1.36	1.40	1.44	1.48	1.52	1.56	
9			39,760	40,896	42,032	43,168	44,304	45,440	
			1.40	1.44	1.48	1.52	1.56	1.60	
10				42,032	43,168	44,304	45,440	46,576	
				1.48	1.52	1.56	1.60	1.64	
11					44,304	45,440	46,576	47,712	
					1.56	1.60	1.64	1.68	
12					45,440	46,576	47,712	48,848	
					1.60	1.64	1.68	1.72	
13					46,576	47,712	48,848	49,984	
					1.64	1.68	1.72	1.76	
14							49,984	51,120	
							1.76	1.80	
15								52,256	
								1.84	

Experience allowed: 99-00, 5 yrs; 00-01, board discretion; 01-02, all yrs. Part-time benefits: 0-.49 fte = no benefits; .50-.79 fte = ind H/A or ind premium amt applied toward dependent H/A; .80-1.00 fte = full benefits

Winside

2007-2008

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25.207
 Enrollment: 257
 Length of Teacher Day: 7.5 HS 7.5 JH/MS 7.5 ELEM
 Length of Student Day: 7.25 HS 7.25 JH/MS 7.25 ELEM
 Planning Time: 50 HS 50 JH/MS 45 ELEM
 Class Periods/Day: 8 HS 8 JH/MS
 Normal Teaching Load: 6 HS 6 JH/MS

SALARY SCHEDULE

Base: 27,450 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
 HEALTH BC/BS
 DENTAL BC/BS
 PPO:
 LIFE
 LTD National Ins
 NON-PARTICIPANT

Option Premium
 H/A-Dent Individ. Depend. Individ. Depend.
 300D 2 390.13 1,099.97 390.13 1099.97
 17.13 60.80 17.13 17.13
 COMMENTS:

Amount Paid By District

Couple - Benefits
 43.67
 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	20	40	yes		
Other Info:					
PERSONAL	2			yes	accum. to 4 from sick lv
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION	adm. disc.				
ASSOCIATION	adm. disc.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: 20 day emergency lv.