**WORKING CONDITIONS**
- Contract Days: 184
- FTE Teachers: 883
- Enrollment: HS JH/MS ELEM
- 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
- Multi-year Contract:

**SALARY SCHEDULE**
- Base: 30,325
- Starting Salary: 30,325
- Career Increments: N
- Experience Allowed: 7
- Vertical Freeze: 86-87
- Rollback:

**INSURANCE**

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**OTHER DISTRICT POLICIES**

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**Cafeteria Plan**
- Type: Indiv. Depend.
- Options:
- IRS 125:
- Flex Accounts:

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

**SEVERANCE PAY:**
- Exists
- Negotiated/Policy

**ADAMS CENTRAL**
## Working Conditions
- Contract Days: 185
- FTE Teachers: 506
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 8

## Salary Schedule
- Base: 29,150
- Index: 5 x 4
- Starting Salary: 29,150
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 86-87, 87-88, 89-90
- Rollback: 86-87 Last Step
- Multi-year Contract: Length of Teacher Day: 8
- Length of Student Day: 7.5
- Class Periods/Day: 8
- Normal Teaching Load: 8

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Other leaves:

## Other District Policies
- Voluntary Separation: Y P
- Grievance: Y P
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: Y N

## Cafeteria Plan
- Options: TSA, Cash
- IRS 125: Y
- Flex Accounts: Y

## Part-Time Benefits
- Minimum FTE: 1

## Salary Schedule

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$300 Annual Professional Dues Benefit upon exceeding MA+27
WORKING CONDITIONS
Contract Days: 185 FTE Teachers: 
Enrollment: 256 HS JH/MS ELEM 
Length of Teacher Day: 8.25 8.25 8.25 
Length of Student Day: 7.33 7.33 7.33 
Planning Time: 55 55 30 
Class Periods/Day: 8 8 
Normal Teaching Load: 7 7 
Multi-year Contract:

SALARY SCHEDULE
Base: 28,700 Starting Salary: 28,700 
Career Increments: N 
Experience Allowed: all 
Entry Level Step: 1 
Index: 4 x 4 

WORKING CONDITIONS
Contract Days: 185 FTE Teachers: 
Enrollment: 256 HS JH/MS ELEM 
Length of Teacher Day: 8.25 8.25 8.25 
Length of Student Day: 7.33 7.33 7.33 
Planning Time: 55 55 30 
Class Periods/Day: 8 8 
Normal Teaching Load: 7 7 

INSURANCE
Health/Individ.

Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan

HEALTH BC/BS 600D 454.72 757.13 859.43 1129.54 H/A/Cash,TSA
DENTAL BC/BS 2 21.11 21.11 21.11
PPO: Dist pays 90% family premium

LEAVES

Type Days/Year Accum. Depend. Approval Other

SICK 10 40 yes
PERSONAL 2 yes
BEREAVEMENT 3 over 3 use sick lv
PROFESSIONAL 1-2 admin approval
ADOPTION
ASSOCIATION

OTHER DISTRICT POLICIES

Negotiated/ Policy

Exits

 SEVERANCE PAY: Y

ALLEN
Step BA BA+9 BA+18 BA+27 MA MA+9 MA+18
1 28,700 29,848 30,996 32,144 33,292 34,440 35,588
 1.00 1.04 1.08 1.12 1.16 1.20 1.24
2 29,848 30,996 32,144 33,292 34,440 35,588 36,736
 1.04 1.08 1.12 1.16 1.20 1.24 1.28
3 30,996 32,144 33,292 34,440 35,588 36,736 37,884
 1.08 1.12 1.16 1.20 1.24 1.28 1.32
4 32,144 33,292 34,440 35,588 36,736 37,884 39,032
 1.12 1.16 1.20 1.24 1.28 1.32 1.36
5 33,292 34,440 35,588 36,736 37,884 39,032 40,180
 1.16 1.20 1.24 1.28 1.32 1.36 1.40
6 34,440 35,588 36,736 37,884 39,032 40,180 41,328
 1.20 1.24 1.28 1.32 1.36 1.40 1.44
7 35,588 36,736 37,884 39,032 40,180 41,328 42,476
 1.24 1.28 1.32 1.36 1.40 1.44 1.48
8 36,736 37,884 39,032 40,180 41,328 42,476 43,624
 1.28 1.32 1.36 1.40 1.44 1.48 1.52
9 37,884 39,032 40,180 41,328 42,476 43,624 44,772
 1.32 1.36 1.40 1.44 1.48 1.52 1.56
10 40,180 41,328 42,476 43,624 44,772 45,920 47,068
 1.40 1.44 1.48 1.52 1.56 1.60 1.64
11 41,328 42,476 43,624 44,772 45,920 47,068 48,216
 1.44 1.48 1.52 1.56 1.60 1.64 1.68
12 42,476 43,624 44,772 45,920 47,068 48,216 49,364
 1.48 1.52 1.56 1.60 1.64 1.68 1.72
13 43,624 44,772 45,920 47,068 48,216 49,364 50,512
 1.52 1.56 1.60 1.64 1.68 1.72 1.76
### Working Conditions
- Contract Days: 185
- FTE Teachers: 1454
- HS: 8
- JH/MS: 7.34
- ELEM: 7.34
- Planning Time: 45
- Class Periods/Day: 9
- Normal Teaching Load: 7

### Salary Schedule
- Base: 28,910
- Starting Salary: 28,910
- Entry Level Step: 1
- Experience Allowed: 10

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### INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO:
- LIFE: Fortis
- LTD: Non-Participant

### Leaves
- Type: Sick, Bereavement, Professional, Adoption, Association
- Days/Year: 10, 2, 5, 3
- Accum.: 40, yes, yes
- Approval: yes, yes, yes
- Other Info: 1 sub. ded.; sub rate/unused d

### Other District Policies
- Negotiated/Policy: Exists
- Voluntary Separation: N
- Grievance: Y N
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: N

### Sabbatical
- Yes
- Severance Pay: emergency

### Alliance
- FTE Teachers: Starting Salary:
  - 1.00
  - 1.045
  - 1.09
  - 1.135
  - 1.18
  - 1.225
  - 1.27
  - 1.315
  - 1.36

### Cafeteria Plan
- Options: H/A, Dent, Cash
- Minimum FTE: 0.5
- Contribution: fte

### Alliance
- Step | BA | BA + 9 | BA + 18 | BA + 27 | BA + 36 | MA | MA + 9 | MA + 18 | MA + 27 | MA + 36 |
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### Comments
- Class Periods/Day: 9
- Enrollment: 1454
- Length of Teacher Day: 8
- Length of Student Day: 6.73
- Normal Teaching Load: 7
WORKING CONDITIONS
Contract Days: 183  FTE Teachers: 31
Enrollment: 318  HS  JH/MS  ELEM
Length of Teacher Day: 8  8  8
Length of Student Day: 7  7  7
Planning Time: 50  50  50
Class Periods/Day: 8  8
Normal Teaching Load: 7  7

INDEX:
4 x 4
Experience Allowed: all
Career Increments: N
Vertical Freeze: Rollback:
Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
HEALTH BC/BS 350D 455.59 842.86 956.75 1257.45 Sp or Dep. Dental
DENTAL BC/BS 1 20.55 20.55 20.55 20.55
LIFE Fortis 2.90
LTD Hartford .0044

LEAVES
Type Days/Year Accum. Use Needed Other
SICK 10 45 yes
PERSONAL 3 yes
BEREAVEMENT see sick lv. yes school visitation
PROFESSIONAL unlisted
ADOPTION
ASSOCIATION 1

SABBATICAL: No

OTHER DISTRICT POLICIES
Negotiated/Policy

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WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 26.5
Enrollment: 256 HS JH/MS ELEM
Length of Teacher Day: 9 9 9
Length of Student Day: 7.4 7.4 7.4
Planning Time: 47 47 50
Class Periods/Day: 8 8 8
Normal Teaching Load: 7 7 7

SALARY SCHEDULE

Base: 27,900 27,900 27,900
Starting Salary: 27,900 27,900 27,900
Entry Level Step: 1 1 1
Career Increments: N N N
Experience Allowed: 5 5 5

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
HEALTH BC/BS 600D Individ. EE/Child EE/Spouse EE/Sp/Child 350

LEAVES

Type Days/Year Accum. Use Approval Other
SICK 8 45 yes

OTHER DISTRICT POLICIES

Negotiated/ Policy
Exists

OTHER LEAVES:

AMHERST

Step BA BA + 9 BA + 18 BA + 27 MA MA + 9 MA + 18
1 27,900 29,016 30,132 31,248 32,364 33,480 34,596
1.00 1.04 1.08 1.12 1.16 1.20 1.24
2 29,016 30,132 31,248 32,364 33,480 34,596 35,712
1.04 1.08 1.12 1.16 1.20 1.24 1.28
3 30,132 31,248 32,364 33,480 34,596 35,712 36,828
1.08 1.12 1.16 1.20 1.24 1.28 1.32
4 31,248 32,364 33,480 34,596 35,712 36,828 37,944
1.12 1.16 1.20 1.24 1.28 1.32 1.36
5 32,364 33,480 34,596 35,712 36,828 37,944 39,060
1.16 1.20 1.24 1.28 1.32 1.36 1.40
6 34,596 35,712 36,828 37,944 39,060 40,176 41,292
1.24 1.28 1.32 1.36 1.40 1.44 1.48
7 36,828 37,944 39,060 40,176 41,292 42,408 43,524
1.32 1.36 1.40 1.44 1.48 1.52 1.56
8 39,060 40,176 41,292 42,408 43,524 44,640 45,756
1.40 1.44 1.48 1.52 1.56 1.60 1.64
9 40,176 41,292 42,408 43,524 44,640 45,756 46,872
1.44 1.48 1.52 1.56 1.60 1.64 1.68
10 42,408 43,524 44,640 45,756 46,872 48,000 49,128
1.52 1.56 1.60 1.64 1.68 1.72 1.76
**WORKING CONDITIONS**

- Contract Days: 183
- FTE Teachers: 23.5
- Enrollment: 242
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.57
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 26,800
- Starting Salary: 26,800
- Career Increments: N
- Experience Allowed: 10

**INSURANCE**

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**LEAVES**

- SICK: 10 days, 40 accumulated, 1/2 sub pay/day up to 40 at separation
- PERSONAL: 2 days
- BEREAVEMENT: 2 days, 2 additional for immediate family death
- PROFESSIONAL: 2 days
- ADOPTION: 2 days
- ASSOCIATION: 2 days
- SABBATICAL: No

**OTHER DISTRICT POLICIES**

- Negotiated/Policy Exists

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**ANSELMO-MERNA**

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**Working Conditions**

- Contract Days: 185
- FTE Teachers: 182
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8.5
- Length of Student Day: 8
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**

- Base: 27,200
- Career Increments: N
- Vertical Freeze: Rollback:
- Multi-year Contract: 09-10, 10-11

**Insurance**

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**Leaves**

- SICK: Days/Year: 13
  Accum. Depend. days: 35
  Approval needed: yes
  Other info: Incentive: over 30 @ $20/day max. 10

**Other District Policies**

- Negotiated Policy:
  - exists

**Other Leaves**

- Sabbatical: No
- Severance Pay:

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**ANSLAY**

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**Comments:**

- 07:09 change in horizontal index - 4.5% to 5%
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| PPO    | Bd self insures $400 | COMMENTS: .0045 | IRS 125: Y | Part-Time Benefits
| LIFE   | LTD Principal | Principal | IRS 125: Y | Flex Accounts: Y | Part-Time Benefits
| LTD    | Principal   | .0045        | Minimum FTE: 0.5         |                   |

### LEAVES

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### Arapahoe

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3.1

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 18
- Enrollment: 137
- HS: 8.5, JH/MS: 8.5, ELEM: 8.5
- Length of Teacher Day: 8
- Length of Student Day: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Planning Time: 50
- Vertical Freeze: Rollback
- Multi-year Contract:

**SALARY SCHEDULE**
- Base: 26,200
- Starting Salary: 26,200
- Experience Allowed: D
- Career Increments: N
- Entry Level Step: 1
- Index: 4 x 5

**INSURANCE**
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO: Dist pays 475/950 of ded
  - LIFE: Horace Mann
  - LTD: Principal Life
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Sp or Dep Dental
- **Amount Paid by District**
  - HEALTH: 600D: 431.98, 799.19, 907.17, 1192.29
- **Couple - Benefits**
  - 23.20 or 37.15
- **Cafeteria Plan**
  - Options:
    - IRS 125: Y
    - Flex Accounts: Y
- **Comments:**

**LEAVES**
- **Type**
  - SICK: 10, 30, yes
  - PERSONAL: admin. disc.
  - BEREAVEMENT: 3, w/appr.
  - PROFESSIONAL: admin. disc.
  - ADOPTION: yes
  - ASSOCIATION: yes
- **Confirmed Days/Year**
  - SICK: 30
- **Approval**
  - SICK: yes
- **Other Info:**
  - SICK: other
- **Part-Time Benefits**
  - Minimum FTE: 0.5

**ARCADE**

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**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**
- Negotiated/Policy
  - Existed: Y
  - Policy: N

**FEATURES:**
- Index: 4 x 5
- Entry Level Step: 1
- Vertical Freeze: Rollback
- Multi-year Contract:
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 49.64
- Enrolment: 591
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 31,170
- Index: 4 x 5
- Starting Salary: 31,170
- Experience Level Step: 1
- Career Increments: N
- BA+36 grandfathered in 86-87
- Vertical Freeze:
- Rollback: 86-87

**INSURANCE**
- **HEALTH**
  - BC/BS: 350D
- **DENTAL**
  - BC/BS: 2
- **LIFE**
  - Madison Life
- **LTD**
  - Madison Life
- **NON-PARTICIPANT**

**INSURANCE COSTS**
- **BC/BS**
  - Individ.: 1,000
  - EE/Child: 1,000
  - EE/Spouse: 1,000
  - EE/Sp/Child: 1,000
- **H/A-Dent**
  - Individ.: 350D
  - EE/Child: 350D
  - EE/Spouse: 350D
  - EE/Sp/Child: 350D
- **LTD**
  - Individ.: 2.06
  - EE/Child: 0.0025
  - EE/Spouse: 0.0025
  - EE/Sp/Child: 0.0025

**LEAVES**
- **SICK**
  - Days/Year: 10
  - Accum. Days: 40
  - Other Info:
- **PERSONAL**
  - Days/Year: 2
  - Days/Year: 40
  - Other Info:

**OTHER DISTRICT POLICIES**
- **SABBATICAL**
  - Yes
- **SEVERANCE PAY**
  - N

**OTHER LEAVES:**
- **PLANNING**
  - Approved
  - Needed
  - Other

**FTE Teachers:** 49.64

**ARLINGTON**
- 2009-2010
- 7.1

**COMMENTS:**
### Working Conditions
- **Contract Days:** 182
- **FTE Teachers:** 17
- **Enrollment:** 129
  - **HS:** 8
  - **JH/MS:** 8
  - **ELEM:** 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 53
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 27,050
- **Starting Salary:** 27,050
- **Career Increments:** N
- **Multi-year Contract:**

### Insurance
- **HEALTH**
  - **Carrier:** BC/BS
  - **Option:** 350D
  - **Type:** H/A-Dent
  - **Amount Paid by District:**
    - **Indiv.:** 479.57
    - **EE/Child:** 350D
    - **EE/Spouse:** 350D
    - **EE/Sp/Child:** 350D
- **DENTAL**
  - **Carrier:** BC/BS
  - **Type:** Individ.
  - **Amount Paid by District:**
    - **Individ.:** 887.22
    - **Depend.:** 887.22
- **LTD**
  - **Type:** Principal
  - **Amount Paid by District:**
    - **Individ.:** .0061
    - **Depend.:** .0061

### Leaves
- **SICK**
  - **Days/Year:** 7.10
  - **Accum.:** 45
- **PERSONAL**
  - **Days/Year:** 2
  - **Accum.:** no
  - **Needed:** to 5
- **BEREAVEMENT**
  - **Days/Year:** 5
  - **Accum.:** immed. Fam
- **PROFESSIONAL**
  - **Days/Year:** 2
  - **Accum.:** $250/yr
  - **Needed:** $250/yr
  - **Other:** YES
- **ADOPTION**
  - **Days/Year:** 5
  - **Accum.:** $250/yr
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- **ASSOCIATION**
  - **Days/Year:** 3
  - **Accum.:** $250/yr
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- **SABBATICAL**
  - **Days/Year:** Yes
  - **Accum.:** $250/yr
  - **Needed:** $250/yr
- **SEVERANCE PAY**
  - **Days/Year:** Yes
  - **Accum.:** $250/yr
- **OTHER DISTRICT POLICIES**
  - **Negotiated/Policy:**
    - **Existed:**
      - **Sick Bank:** N
      - **Voluntary Separation:** Y N
      - **Grievance:** Y N
      - **Professional Growth:** Y N
      - **Reduction in Force:** Y P

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### Cafeteria Plan
- **Indiv.:**
  - **Present:**
    - **Carrier:** IRS 125: Y
  - **Depend.:**
    - **Carrier:** Flex Accounts: Y

### Part-Time Benefits
- **Minimum FTE:** 0

### Non-Participant
- **Coverage:** fte
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## Salary Schedule

- **Base:** 27,500
- **Index:** 4 x 4
- **Starting Salary:** 27,500
- **Career Increments:** N
- **Experience Allowed:** 5

### Cafeteria Plan

- Options:
  - IRS 125:
  - Flex Accounts:

### Part-Time Benefits

- Minimum FTE: 0.5

### Other District Policies

- **Negotiated/Policy:**
  - **Exists:**
  - **Severance Pay:** Y

## Insuranc

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8-09 salary sched index change to 4x4
## Ashland-Greenwood

### Working Conditions
- Contract Days: 185
- FTE Teachers: 60.15
- Enrolment: 870
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 6.5
- Length of Student Day: 6.5
- Planning Time: 100
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 29,215
- Starting Salary: 29,215
- Career Increments: N
- Experience Allowed: all(D)
- Vertical Freeze: 87-88/99-00
- Rollback:
- Multi-year Contract: 09-10, 10-11

### Insurance
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits**
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits**
- **Options:** Indiv. | Depend.
- **Options:** Ind. Dental
- **Options:** IRS 125: Y
- **Options:** Flex Accounts: Y

### Cafeteria Plan
- Minimum FTE: 0.4
- Contribution: fte*

### Leaves
- **Type** | **Days/Year** | **Accum.** | **Use** | **Approval** | **Other**
- **SICK** | 10 | 45 | yes
- **PERSONAL** | 2 | yes | +1 from sick lv; accum to 4
- **BEREAVEMENT** | unl. | yes | per occur./4
- **PROFESSIONAL** | unl. | yes | Grievance: N
- **ADOPTION** | | | Professional Growth: Y
- **ASSOCIATION** | | | Reduction in Force: Y
- **SABBATICAL** | No | | Sick Bank: N
- **SEVERANCE PAY** | Y

### Other District Policies
- **Negotiated/Policy**: Exists
- **Negotiated/Policy**: N
- **Negotiated/Policy**: Y
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- Enrolment: 833
- FTE Teachers: 
  - HS: 255
  - JH/MS: 103
  - ELEM: 5
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

**SALARY SCHEDULE**
- Base: 30,056
- Index: 4 x 5
- Starting Salary: 30,056
- Entry Level Step: 1(D)
- Career Increments: Y
- Experience Allowed: D
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

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**OTHER DISTRICT POLICIES**

- **Negotiated/Policy**
- **Exists**
- **Optional**

**OTHER LEAVES:** Fam. Emerg. from Bereavement

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**AUBURN 2009-2010**

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**Comments:** 09-10 is limited to advanced placement, new teachers with no exp now begin on the base
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 108.1
- **Enrollment:** 1260
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7 hours
- **Planning Time:** 40 hours
- **Class Periods/Day:** 4 periods/8 hours
- **Normal Teaching Load:** 3 classes

### SALARY SCHEDULE
- **Base:** $28,600
- **Index:** 5 x 5
- **Entry Level Step:** 1
- **Career Increments:** N
- **Vertical Freeze:** 
- **Rollback:** 

### INSURANCE
- **Type:** HEALTH, DENTAL, LTD, LIFE
- **Carrier Options:**
  - **Health:** BC/BS, Individ.
  - **Dental:** BC/BS, Individ.
  - **LTD:** Principal

### LEAVES
- **SICK:** 10 days, 60 hours
- **PERSONAL:** 2 days
- **BEREAVEMENT:** 5 days
- **PROFESSIONAL:** 2 days
- **ADOPTION:** N/A
- **ASSOCIATION:** N/A

### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
- **Exists:**
- **Contributions:**

### OTHER LEAVES:
- **SABBATICAL:** Yes
- **SEVERANCE PAY:** Y

### Cafeteria Plan
- Options:
  - IRS 125: Y
  - Flex Accounts:

### PART-TIME BENEFITS
- Minimum FTE: 0.5
- Contribution: ftc

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SALARY SCHEDULE

Contract Days: 185  
FTE Teachers: 24,375  
Starting Salary: 28,500  
Base: 28,500  
Index: 4 x 4.5  
Entry Level Step: 1  
Experience Allowed: 10  

Length of Teacher Day: 7.75  
JH/MS  
ELEM  
Planning Time: 50  
40  
40  

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


INSURANCE

Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan

HEALTH  BC/BS  350D  455.59  842.86  956.75  1257.45  Options:

DENTAL  BC/BS  2  21.11  39.04  44.31  58.26

PPO:  COMMENTS:

LIFE

LTD  Madison Nat'l  .00348

NON-PARTICIPANT


LEAVES

Type  Days/Year  Accum.  Depend.  Approval  Use  Other

SICK  10  40  yes

Other Info: borrow up to 20; Sev.-Upon term. $45/day unused days

PERSONAL  2  yes  2 add'l from sick lv.; may carry

BEREAVEMENT  2  add'l from sick lv.

PROFESSIONAL  3  yes

ADOPTION  see sick lv.

ASSOCIATION

SABBATICAL: No

OTHER DISTRICT POLICIES

SEVERANCE PAY: Y

OTHER LEAVES: Emergency Leave - 2 Days

Axtell  2009-2010  
3.1
**Bancroft-Rosalie**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 24.6
- Enrollment: 315
- HS: 100, JH/MS: 100, ELEM: 100
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 100
- Class Periods/Day: 8
- Normal Teaching Load: 6
- 2009-2010

**SALARY SCHEDULE**
- Base: 28,750
- Index: 4 x 4
- Starting Salary: 3(D)
- Career Increments: N
- Experience Allowed: 3(D)
- Vertical Freeze: 87-88
- Rollback:

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**Cafeteria Plan**
- Options: IRS 125: Y
- Flex Accounts: Y

**LEAVES**
- SICK: Days/Year 10, Accum. 40, Depend. use Yes, Approval Needed Yes
- PERSONAL: Days/Year 2, Depend. use admin has discretion to deny, Approval Needed $ |
- BEREAVEMENT: Days/Year 5, Depend. use from sick lv., Approval Needed |
- PROFESSIONAL: Days/Year admin. disc., Depend. use Yes
- ADOPTION: Days/Year, Depend. use
- ASSOCIATION: Days/Year
- SABBATICAL: No
- SEVERANCE PAY: Emergency-3 days sub pay

**OTHER DISTRICT POLICIES**
- Negotiated/Policy
- Exists
- Voluntary Separation: N
- Grievance: Y N
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: Y N

**BANCROFT-ROSALIE**

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**Normal Teaching Load:** 6
**Working Conditions**
- Contract Days: 183
- FTE Teachers: 19.5
- Enrollments: 178
- HS: 7.25
- JH/MS: 7.25
- ELEM: 7
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**
- Base: 28,300
- Index: 4.5 x 4.5
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 9
- Vertical Freeze: Rollback: Multi-year Contract:

**Insurance**
- Type: HEALTH
- Carrier: BC/BS
- Option: 350D
- Amount Paid by District: 455.59
- Couple - Benefits: 37.15

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**Other District Policies**
- Negotiated/Policy: Exists
- Voluntary Separation: N
- Grievance: Y
- Professional Growth: Y
- Reduction in Force: Y
- Sick Bank: N

**Commentary**

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers:
  - HS: 7,1
  - JH/MS: 1,29
  - ELEM: 37,335
  - BA + 94
- Enrolment: 474
- Length of Teacher Day: 8
  - 8
  - 8
- Length of Student Day: 7.5
  - 7.5
  - 7.25
- Planning Time: 50
  - 50
  - 50
- Class Periods/Day: 8
  - 8
- Normal Teaching Load: 7
  - 7

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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**SEVERANCE PAY**

**OTHER LEAVES**

- Military leave (dist. pays diff.)
### Working Conditions
- Contract Days: 186
- FTE Teachers: 2194
- Enrolment: 5.1
- Length of Teacher Day: 7.5
- Length of Student Day: 6.77
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 6

### Salary Schedule
- Base: 30,700
- Starting Salary: 30,700
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 1

### Cafeteria Plan
- Options: H/A,TSA,Cash
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.5

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### Leaves
- Sick: 8, 60, yes
- Other: $50/day
- Bereavement: 2, + 2 from pers. lv.;addtl from sic
- Professional: untl.
- Adoption: 10 from sick lv.
- 3-5

### Sabbatical
- Yes

### Other District Policies

### Beatrix

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## Working Conditions
- Contract Days: 187
- FTE Teachers: 9774
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 6.5
- Planning Time: 47
- Class Periods/Day: 5
- Normal Teaching Load: 6

## Salary Schedule
- Base: 30,890
- Index: 3 x 4
- Starting Salary: 30,890
- Entry Level Step: 0
- Career Increments: Y
- Vertical Freeze: 87-88,88-89,09-10
- Long: 3.75% basic salary after 20 yrs., all lanes
- Rollback: Multi-year Contract:

## Insurance
- HEALTH: BC/BS
- Carrier: 350D
- Option: Individ.
- Amount Paid by District: EE/Child EE/Spouse EE/Sp/Child
- Couple - Benefits: 432.50
- Cafeteria Plan: Options: Cash, TSA, H/A

## Leaves
- Type: SICK
- Days/Year: 10
- Accum.: 110
- Depend. use: yes
- Approval Needed: Other

## Other District Policies
- Negotiated/Policy: Exists
- Reduction in Force: Y
- Sick Bank: N

## Bellevue

### Salary Schedule

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## Other Leaves

### SABBATICAL
- No

### SEVERANCE PAY
- Y
WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 70.075
- Enrollment: 1209
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.12
- Length of Student Day: 7.12
- Planning Time: 99
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 30,000
- Starting Salary: 32,400
- Experience Allowed: 10
- New hires stay on step 3 until eligible for movement by experience
- Vertical Freeze:
- Rollback: 85-86
- Multi-year Contract:

INSURANCE
- HEALTH
  - BC/BS: 600D, 454.72, 841.25, 954.92, 1255.04
  - Ind. Prem (less FICA/LTD)
- DENTAL
  - BC/BS: 43.50
  - EE/Child: 454.72
  - EE/Spouse: 841.25
- PPO:
  - COMMENTS:
- LIFE
  - Guardian: 5.20
- LTD
  - Principal: .0031

NON-PARTICIPANT
- Cafeteria Plan
  - Options:
    - IRS 125: Y
    - Flex Accounts: Y
- Minimum FTE: 0.5
- Contribution: fte

LEAVES
- SICK
  - Days/Year: 9
  - Accum. Use: 50
  - Other: yes
- PERSONAL
  - Days/Year: 3
  - Accrued: incl. in sick lv. (12 total)
- BEREAVEMENT
  - Days/Year: up to 5
  - Immed. Fam.-other from sick lv.
- PROFESSIONAL
  - Days/Year: until
  - Accrued: yes
- ADOPTION
  - Days/Year: 2
  - Approved: yes

OTHER DISTRICT POLICIES
- SEVERANCE PAY: Y

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Base:
- Grades:
- Entry Level Step:
- Multi-year Contract:
WORKING CONDITIONS
Contract Days: 183
Enrollment: 257
Length of Teacher Day: 7.75
Length of Student Day: 7.66
Planning Time: 51
Class Periods/Day: 8
Normal Teaching Load: 6
FTE Teachers: 2009-2010
Bertrand

SALARY SCHEDULE
Base: 27,550
Starting Salary: 27,550
Career Increments: N
Experience Allowed: all(D)
Entry Level Step: 1
Index: 4 x 4

Index:

Length of Teacher Day: 7.75
Length of Student Day: 7.66
Planning Time: 51
Class Periods/Day: 8
Normal Teaching Load: 6
FTE Teachers: 257

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan

HEALTH BC/BS 350D 479.57 887.22 1007.11 1323.63
DENTAL BC/BS 2 21.11 21.11 21.11
PPO: COMMENTS:
LIFE Guardian .0039
LTD Principal Life
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other

SICK 7 40 yes
PERSONAL 2 no 3
BEREAVEMENT see sick lv
PROFESSIONAL 5 yes
ADOPTION see sick lv
ASSOCIATION see prof lv

SABBATICAL: No SEVERANCE PAY:
OTHER LEAVES:

BERTRAND

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OTHER DISTRICT POLICIES

NOTES: Non-Participant

Negotiated/Policy

BERTRAND
### Working Conditions

- **Contract Days:** 187
- **FTE Teachers:**
  - HS: 2358
  - JH/MS: 8
  - ELEM: 8
- **Enrollment:** 2353
- **Length of Teacher Day:** 8 hrs
- **Length of Student Day:** 7 hrs
- **Class Periods/Day:** 8
- **Planning Time:** 85 hrs
- **Normal Teaching Load:** 3 hrs

### Salary Schedule

- **Base:** 30,205
- **Index:** 4 x 5
- **Starting Salary:** 32,621
- **Entry Level Step:** 3
- **Career Increments:** N
- **Experience Allowed:** 10(TS)
- **Retirement-sub rate pd for up to 45 max:**
- **OPTION:**

#### Cafeteria Plan

- **Options:**
  - INDIVID.
  - DEPEND.

#### Benefit Plans

- **HEALTH**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Child
  - Amount Paid by District: 454.72
  - Base: 416.67
  - Add'l: 0
- **DENTAL**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Spouse
  - Amount Paid by District: 21.11
- **LIFE**
  - Carrier: LTD
  - Type: Individ.
  - Option: Policy
  - Amount Paid by District: .0027
- **Long Term Disability**
  - Carrier: B A + 18
  - Type: Individ.
  - Option: Policy
  - Amount Paid by District: 1

### Leaves

#### Sick Leaves

- **Accum.:** 45
- **Needed:** no
- **Other:**
  - **Info:** Retirement-sub rate pd for up to 45 max
  - **PERSONAL:** 2
  - **Sabbatical:**

### Other District Policies

#### Sevance Pay

- **Negotiated/Policy:**
  - **Exists:**
  - **Sevance Pay:**

### Other Leavess

- **Type:** Emergency-2 accum. to 4

### Blair

#### Salary Schedule

- **Base:** 30,205
- **Index:** 4 x 5
- **Starting Salary:** 32,621
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- **Career Increments:** N
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#### Benefit Plans

- **HEALTH**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Child
  - Amount Paid by District: 454.72
  - Base: 416.67
  - Add'l: 0
- **DENTAL**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Spouse
  - Amount Paid by District: 21.11
- **LIFE**
  - Carrier: LTD
  - Type: Individ.
  - Option: Policy
  - Amount Paid by District: .0027
- **Long Term Disability**
  - Carrier: B A + 18
  - Type: Individ.
  - Option: Policy
  - Amount Paid by District: 1

### Leaves

#### Sick Leaves

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  - **Info:** Retirement-sub rate pd for up to 45 max
  - **PERSONAL:** 2
  - **Sabbatical:**

### Other District Policies

#### Sevance Pay

- **Negotiated/Policy:**
  - **Exists:**
  - **Sevance Pay:**

### Other Leavess

- **Type:** Emergency-2 accum. to 4

#### Blair

#### Salary Schedule

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- **Starting Salary:** 32,621
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#### Benefit Plans

- **HEALTH**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Child
  - Amount Paid by District: 454.72
  - Base: 416.67
  - Add'l: 0
- **DENTAL**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Spouse
  - Amount Paid by District: 21.11
- **LIFE**
  - Carrier: LTD
  - Type: Individ.
  - Option: Policy
  - Amount Paid by District: .0027
- **Long Term Disability**
  - Carrier: B A + 18
  - Type: Individ.
  - Option: Policy
  - Amount Paid by District: 1

### Leaves

#### Sick Leaves

- **Accum.:** 45
- **Needed:** no
- **Other:**
  - **Info:** Retirement-sub rate pd for up to 45 max
  - **PERSONAL:** 2
  - **Sabbatical:**

### Other District Policies

#### Sevance Pay

- **Negotiated/Policy:**
  - **Exists:**
  - **Sevance Pay:**

### Other Leavess

- **Type:** Emergency-2 accum. to 4

#### Blair

#### Salary Schedule

- **Base:** 30,205
- **Index:** 4 x 5
- **Starting Salary:** 32,621
- **Entry Level Step:** 3
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- **Experience Allowed:** 10(TS)

#### Benefit Plans

- **HEALTH**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Child
  - Amount Paid by District: 454.72
  - Base: 416.67
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- **DENTAL**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Spouse
  - Amount Paid by District: 21.11
- **LIFE**
  - Carrier: LTD
  - Type: Individ.
  - Option: Policy
  - Amount Paid by District: .0027
- **Long Term Disability**
  - Carrier: B A + 18
  - Type: Individ.
  - Option: Policy
  - Amount Paid by District: 1
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 22.5
- Enrolment: 247
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 95
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

SALARY SCHEDULE
- Base: 28,700
- Index: 4 x 4
- Starting Salary: 28,700
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Indiv. Negot. after frozen on MA+18 for 2 yrs
- Vertical Freeze: 86-87
- Rollback: 86-87 (Last 2)

INSURANCE
- HEALTH:
  - BC/BS: 1100
  - BC/BS: 399.88
  - Individ.
  - EE/Child: 21.11
  - EE/Spouse: 21.11
- DENTAL:
  - BC/BS: 2
  - Individ.
  - EE/Child: 21.11
  - EE/Spouse: 21.11

LEAVES
- SICK: 7
- PERSONAL: 3
- BEREAVEMENT: 45
- PROFESSIONAL: 1
- ADOPTION: yes
- ASSOCIATION: no
- SABBATICAL: No
- SEVERANCE PAY: Y

Bloomfield 2009-2010
7.1

FTE Teachers: 22.5
Starting Salary: 28,700
Normal Teaching Load: 7
Multi-year Contract:

BLOOMFIELD

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Options: Cafeteria Plan

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

OTHER LEAVES:
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 31.5
- Enrollment: 415
- HS: 251
- JH/MS: 251
- ELEM: 251
- Length of Teacher Day: 8.25
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 28,550
- Starting Salary: 28,550
- Career Increments: N
- Experience Allowed: 17
- Entry Level Step: 1
- Index: 4 x 4

**INSURANCE**

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**LEAVES**

- Type: SICK
- Days/Year: 8
- Accum.: 40
- Approval Needed: yes
- Other Info: $50/day unused pers days

**OTHER DISTRICT POLICIES**

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

**OTHER LEAVES:**

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**FTE Teachers:** 31.5

**Starting Salary:** 28,550
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 57.3
- **Enrollment:** 593
- **HS:** 202
- **JH/MS:** 320
- **ELEM:** 39
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6.9
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 28,050
- **Index:** 4 x 5
- **Starting Salary:** 28,050
- **Career Increments:** N
- **Experience Allowed:** (D)

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### Leaves
- **SICK:** 10 Days/Year, 45 Accum., yes

### Other District Policies
- **Negotiated/Policy**
- **Survive Pay:**
  - Boone Central
  - **Sabbatical:** No
  - **Sabbatical w/appvl.:**

### Salary Schedule Table
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Brady

**WORKING CONDITIONS**
- Contract Days: 182
- FTE Teachers: 207
- Enrollments: HS, JH/MS, ELEM
- Length of Teacher Day: 9
- Length of Student Day: 8
- Planning Time: 57
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 27,100
- Starting Salary: 27,100
- Index: 4 x 4
- Entry Level Step: up to 2
- Career Increments: N
- Experience Allowed: 8
- Vertical Freeze: Rollback: 93-94
- Multi-year Contract:

**INSURANCE**
- **Type**
  - HEALTH
  - DENTAL
  - PPO
- **Carrier**
  - BC/BS
- **Option**
  - 600D
  - 5
- **Amount Paid by District**
  - Individ.
    - 454.72
    - 43.50
    - 29,268
  - EE/Child
    - 841.25
    - 43.50
    - 30,352
  - EE/Spouse
    - 954.92
    - 43.50
    - 31,436
  - EE/Sp/Child
    - 1255.04
  - BC/BS
    - 600D
    - 454.72
    - 841.25
    - 954.92
- **Cafeteria Plan**
  - Options:
    - IRS 125:
    - Flex Accounts:
- **LTD**
  - Fortis
- **NON-PARTICIPANT**
  - 250 cash-in-lieu

**LEAVES**
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 10
  - 2.5
  - 3
  - see sick lv.
- **Accum.**
  - 45
  - Other Info:
    - Other Info:
    - yes
    - sub avail., $35/day unused
    - add'l w/sub pay
    - add'l w/appr.
- **Approval Needed**
  - yes
  - Approvals:
    - Voluntary Separation:
    - Grievance:
    - Professional Growth:
    - Reduction in Force:
    - Sick Bank:
- **SEVERANCE PAY:**
  - 250 cash-in-lieu

**OTHER DISTRICT POLICIES**
- **Negotiated/Policy**
  - **Exists**
  - **BA**
- **SEVERANCE PAY:**
  - 250 cash-in-lieu

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### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 505
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Vertical Freeze: 86-87
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### INSURANCE
- HEALTH BC/BS: 600D
- DENTAL BC/BS: 3
- PPO: COMMENTS: .0044
- LIFE: Principal
- LTD: Principal
- NON-PARTICIPANT

### SALARY SCHEDULE
- Base: 30,100
- Starting Salary: 30,100
- Index: 4.5 x 4.5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5

### LEAVES
- Type: SICK
- Days/Year: 10
- Accum.: 60
- Depend. Approval: yes
- Needed Other
- Other Info: $30/day beyond 60

### SABBATICAL
- No
- SEVERANCE PAY: N

### Bridgeport
- Enrollment: 505
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Vertical Freeze: 86-87
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### Cafeteria Plan
- Options: Cafeteria
- IRS 125: Y

### PART-TIME BENEFITS
- Minimum FTE: Contribution: fte

### OTHER DISTRICT POLICIES
- Negotiated/Policy

### Bridgeport
- **Step**: 1
- **BA**: 30,100
- **BA + 9**: 31,455
- **BA + 18**: 32,809
- **BA + 27**: 34,164
- **BA + 36**: 35,518
- **MA**: 36,873
- **MA + 9**: 38,227
- **MA + 18**: 39,582
- **MA + 27**: 40,936

### SICK
- **Type**: 10
- **Accum.**: 60
- **Needed Other**: yes

### PERSONAL
- **Type**: 2
- **Needed Other**: yes

### BEREAVEMENT
- **Type**: 5
- **Needed Other**: Yes

### PROFESSIONAL
- **Type**: 5
- **Needed Other**: Yes

### ADOPTION
- **Type**: FEMA

### ASSOCIATION
- **Type**: 3
- **Needed Other**: Multi-year Contract

### SABBATICAL
- **Type**: No
- **Needed Other**: Multi-year Contract

### OTHER LEAVES:
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 880
- Enrollment: 7,100
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 29,150
- Starting Salary: 29,150
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: Rollback: 87-88
- Multi-year Contract: 09-10, 10-11
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5

INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Type: Individ.
  - Option: H/A-Dent
  - Amount Paid by District: 43.72 or 69.96
  - Cafeteria Plan: Individ.
- DENTAL
  - Carrier: BC/BS
  - Type: EE/Child
  - Option: H/A-Dent
  - Amount Paid by District: 43.72 or 69.96
  - Cafeteria Plan: Individ.
- LIFE
  - Carrier: Companion Life
  - Type: Sp or Dep. Dental
  - Cafeteria Plan: Individ.

LEAVES
- SICK
  - Days/Year: 10
  - Approval Needed: yes
  - Approval: No
- PERSONAL
  - Days/Year: 10
  - Approval Needed: yes
  - Approval: No
- BEREAVEMENT
  - Days/Year: 10
  - Approval Needed: yes
  - Approval: No
- PROFESSIONAL
  - Days/Year: 10
  - Approval Needed: yes
  - Approval: No
- FAMILY
  - Days/Year: 10
  - Approval Needed: yes
  - Approval: No

OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists

SABBATICAL: No
SEVERANCE PAY:

OTHER LEAVES:

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### Working Conditions
- **Contract Days:** 182
- **FTE Teachers:**
  - HS: 162
  - JH/MS: 162
  - ELEM: 162
- **Enrollment:** 162
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 8 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 28,800
- **Starting Salary:** 28,800
- **Career Increments:** Y
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
- **Experience Allowed:** 5
- **Entry Level Step:** 1
- **Index:** 4 x 4

### Insurance
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Carrier**
  - H/A-Dent: 350D
  - EE/Spouse: 20.55
- **Option**
  - Health: BC/BS
  - Dental: BC/BS
- **Amount Paid by District**
  - H/A-Dent: Individ.
  - EE/Spouse: 50%
- **Cafeteria Plan**
  - Individ.
  - Depend.

### Leaves
- **Sick Days/Year:** 10
- **Accum. Days:** 50
- **Approval Needed:** Yes
- **Other Info:** $30 for every day over 50
- **Other Leaves:**
  - Personal: 2 days
  - Bereavement: 2 days
  - Adoption: 2 days
  - Association: 2 days

### Sabbatical
- **Yes**

### Professional Growth
- **Yes**

### Reduction in Force
- **Yes**

### Voluntary Separation
- **Yes**

### Part-Time Benefits
- **Minimum FTE:** 0.5
- **Contribution:** FTE

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### Notes
- **Start Date:** 9/9/2010
- **System:** Bruning-Davenport Unified System
- **Salary Schedule:** 2009-2010
- **FTE Teachers:** 3.1
- **Cafeteria Plan:** Individ.
- **Benefits:** Yes
- **Policy:** Negotiated/Policy
WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 35.25
- HS: 8
- JH/MS: 8
- ELEM: 7.5
- Planning Time: 94 days
- Class Periods/Day: 4
- Normal Teaching Load: 3

SALARY SCHEDULE
- Base: 28,200
- Starting Salary: 28,200
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5
- Multi-year Contract: 5.1

INSURANCE
- HEALTH
  - Type: BC/BS
  - Carrier: 600D
  - Option: H/A-Dent
  - Amount Paid by District: Individ.
  - Entry Level Step: 1
  - Coverage:
    - EE/Child: 454.72
    - EE/Spouse: 454.72
    - EE/Sp/Child: 454.72
  - IRS 125: Y
  - Flex Accounts: Y
- DENTAL
  - Carrier: H/A-Dent
  - Option: 600D
  - Amount Paid by District: Individ.
  - Coverage:
    - EE/Child: 39.04
    - EE/Spouse: 44.31
    - EE/Sp/Child: 58.26
  - IRS 125: Y
  - Flex Accounts: Y
- LIFE
  - Carrier: H/A-Dent
  - Option: 600D
  - Amount Paid by District: Individ.
  - Coverage:
    - EE/Child: 454.72
    - EE/Spouse: 454.72
    - EE/Sp/Child: 454.72
  - IRS 125: Y
  - Flex Accounts: Y

LEAVES
- SICK
  - Days/Year: 10
  - Accum.: 40
  - Approval: yes
  - Approval Needed: yes
  - Other Info: 5 days for dependent use
- PERSONAL
  - Days/Year: 2
  - Approval: yes
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  - Other Info: Accum to 3
- BEREAVEMENT
  - Days/Year: 10
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  - Other Info: Accum to 3
- PROFESSIONAL
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- ADOPTION
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- ASSOCIATION
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  - Other Info: Accum to 3
- OTHER DISTRICT POLICIES
  - Negotiated/P: N
  - Exits: P
  -Voluntary Separation: Y
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N

OTHER LEAVES:
- BURWELL
  - Step: BA
  - Base: 28,200
  - Starting Salary: 28,200
  - Contract Days: 184
  - Enrollment: 385
  - Length of Teacher Day: 8
  - Length of Student Day: 7.5
  - Normal Teaching Load: 3
  - Multi-year Contract: 5.1

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## Working Conditions
- **Contract Days:** 182
- **Enrollment:** 205
- **Length of Teacher Day:** 8.25 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 100 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

## Salary Schedule
- **Base:** $27,150
- **Index:** 4 x 5
- **Starting Salary:** $27,150
- **Entry Level Step:** 1
- **Career Increments:** N after 30 yrs in system, $3000 incentive bonus
- **Experience Allowed:** all
- **Vertical Freeze:** 86-87, 87-88
- **Rollback:**

## Insuranc

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### Working Conditions
- Contract Days: 183
- Enrolment: 334
- Length of Teacher Day: 8 hours
- Length of Student Day: 7 hours
- Planning Time: 52 minutes
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base Salary: $28,800
- Starting Salary: $28,800
- Career Increments: N
- Experience Allowed: 5(D)
- Entry Level Step: 1
- Index: 4 x 4

### Insurance

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

### Part-Time Benefits
- Minimum FTE: Contribution: N

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### Sabbatical

### Severance Pay

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 20.5
- Enrolment: 223
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: $30,000
- Starting Salary: $30,000
- Career Increments: N
- Experience Allowed: all
- Entry Level Step: 1
- Index: 4 x 4

**INSURANCE**

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**OTHER DISTRICT POLICIES**

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Cedar Rapids

WORKING CONDITIONS
Contract Days: 184
FTE Teachers: 17.625
Enrollment: 131
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 52 52 52
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 27,600
Starting Salary: 27,600
Career Increments: N
Experience Allowed: 2 (D)

Index: 4 x 4.5
Entry Level Step: 1

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE
HEALTH BC/BS
DENTAL BC/BS
LIFE
LTD Fort Dearborn
NON-PARTICIPANT

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 22.61 or 36.17
HEALTH BC/BS 350D 455.59 842.86 956.75 1257.45 Sp or Dep. Dental
DENTAL BC/BS 1 20.55 20.55 20.55 20.55
PPO COMMENTS:

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

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

OTHER DISTRICT POLICIES
Negotiated/ Policy
 Exists
SABBATICAL: No
SEVERANCE PAY:

OTHER POLICIES:

CEDAR RAPIDS
Step BA BA+9 BA+18 BA+27 BA+36 MA MA+18
1 27,600 28,842 30,084 31,326 32,568 32,568 33,810
 1.00 1.045 1.09 1.135 1.18 1.18 1.22
2 28,704 29,946 31,188 32,430 33,672 33,672 34,914
 1.04 1.085 1.13 1.175 1.22 1.22 1.26
3 29,808 31,050 32,292 33,534 34,776 34,776 36,018
 1.08 1.125 1.17 1.215 1.26 1.26 1.305
4 30,912 32,154 33,396 34,638 35,880 35,880 37,122
 1.12 1.165 1.21 1.255 1.3 1.3 1.345
5 32,016 33,258 34,500 35,742 36,984 36,984 38,226
 1.16 1.205 1.25 1.295 1.34 1.34 1.385
6 33,120 34,362 35,604 36,846 38,088 38,088 39,330
 1.2 1.245 1.29 1.335 1.38 1.38 1.425
7 34,224 35,466 36,708 37,950 39,192 39,192 40,434
 1.24 1.285 1.33 1.375 1.42 1.42 1.465
8 36,570 37,812 39,054 40,296 40,296 40,296 41,538
 1.325 1.37 1.415 1.46 1.46 1.46 1.505
9 38,916 40,158 41,400 41,400 42,642
 1.41 1.455 1.5 1.5 1.5 1.5 1.545
10 41,262 42,504 43,746
 1.495 1.54 1.54 1.54 1.54 1.585
11 43,608 43,608 44,850
 1.58 1.58 1.58 1.58 1.58 1.625
12 45,954 1.665
SALARY SCHEDULE

Contract Days: 185  
FTE Teachers: 42  
Base: 29,750  
Index: 4 x 5  
Starting Salary: 29,750  
Entry Level Step: 1  
Experience Allowed: (D)  

INSURANCE

HEALTH BC/BS  
Dental BC/BS  
BC/BS  
Provisional BC/BS  
PPO: COMMENTS:  

LEAVES

SICK  10  50  yes  

PERSONAL  2  yes  sub rate/ea day unused  

BEREAVEMENT adm. disc.  
PROFESSIONAL adm. disc.  
ADOPTION see sick lv.  
ASSOCIATION  

SABBATICAL: No  
SEVERANCE PAY:  

OTHER LEAVES:

OTHER DISTRICT POLICIES

Negotiated/Policy exists

SCHOOL INS.

COMMENTS:  

CLASS PERIODS/ DAY:

PLANNING TIME:

WORKING CONDITIONS

Contract Days: 185  
FTE Teachers: 42  
Enrollment: 477  
HS  JH/MS  ELEM  
Length of Teacher Day: 8  8  8  
Length of Student Day: 7  7  7  
Planning Time: 47  47  47  
Class Periods/Day: 8  8  
Normal Teaching Load: 7  7  
Multi-year Contract:  

NORMAL TEACHING LOAD:

PLANNING TIME:

LEAVES:

OTHER LEAVES:

CENTENNIAL  

Step  BA  BA + 9  BA + 16  BA + 27  MA  MA + 9  MA + 18  MA + 27
1  29,750  31,238  32,725  34,213  35,700  37,188  38,675  40,163
2  1.00  1.05  1.10  1.15  1.20  1.25  1.30  1.35
3  32,130  33,628  35,125  36,623  38,121  39,619  41,117  42,615
4  1.08  1.13  1.18  1.23  1.28  1.33  1.38  1.43
5  33,320  34,958  36,595  38,233  39,871  41,509  43,147  44,785
6  1.15  1.20  1.25  1.30  1.35  1.40  1.45  1.50
7  34,510  36,258  37,996  39,734  41,472  43,210  44,948  46,686
8  1.16  1.21  1.26  1.31  1.36  1.41  1.46  1.51
9  35,700  37,438  39,176  40,914  42,652  44,390  46,128  47,866
10  1.20  1.25  1.30  1.36  1.41  1.46  1.51  1.56
11  36,880  38,618  40,356  42,094  43,832  45,570  47,308  49,046
12  1.29  1.34  1.39  1.44  1.49  1.54  1.59  1.64
13  39,068  40,806  42,544  44,282  46,020  47,758  49,496  51,234
14  1.33  1.38  1.43  1.48  1.53  1.58  1.63  1.68
15  42,245  43,983  45,721  47,459  49,197  50,935  52,673  54,411
16  1.46  1.51  1.56  1.61  1.66  1.71  1.76  1.81
17  46,113  47,851  49,589  51,327  53,065  54,803  56,541  58,279
18  1.55  1.60  1.65  1.70  1.75  1.80  1.85  1.90
19  48,780  50,518  52,256  54,094  55,932  57,670  59,408  61,146
20  1.64  1.69  1.74  1.79  1.84  1.89  1.94  1.99
21  51,466  53,204  54,942  56,680  58,418  60,156  61,894  63,632
22  1.73  1.78  1.83  1.88  1.93  1.98  2.03  2.08
23  54,142  55,880  57,618  59,356  61,094  62,832  64,570  66,308
24  1.82  1.87  1.92  1.97  2.02  2.07  2.12  2.17
25  56,823  58,561  60,300  62,038  63,776  65,514  67,252  68,990
26  1.91  1.96  2.01  2.06  2.11  2.16  2.21  2.26
27  61,600  63,338  65,076  66,814  68,552  70,290  72,028  73,766
28  2.00  2.05  2.10  2.15  2.20  2.25  2.30  2.35
29  66,377  68,115  69,853  71,591  73,329  75,067  76,805  78,543
30  2.19  2.24  2.29  2.34  2.39  2.44  2.49  2.54
## WORKING CONDITIONS
- **Contract Days:** 185
- **Enrollment:** 779
- **Length of Teacher Day:** 8.75
- **Length of Student Day:** 7.48
- **Planning Time:** 91
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## SALARY SCHEDULE
- **Base:** 28,700
- **Index:** 5 x 4
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Vertical Freeze:** 85-86, 87-88
- **Rollback:** 87-88 Last Step
- **Multi-year Contract:**

## INSURANCE
### Type
- **HEALTH**
- **DENTAL**
- **LIFE**
- **LTD**
- **NON-PARTICIPANT**

### Carrier
- BC/BS
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child

### Amount Paid by District
- 600D
- 2

### Cafeteria Plan
- Options:
  - Individ.
  - Depend.
- Comments:
  - IRS 125: Y
  - Flex Accounts: N

### Cafeteria Plan
- Minimum FTE: 0.5
- Contribution: fte

## LEAVES
### Type
- **SICK**
- **PERSONAL**
- **BEREAVEMENT**
- **ADOPTION**
- **ASSOCIATION**
- **SABBATICAL**

### Days/Year
- 10
- 1-2
- unl.

### Accum.
- 60
- 2

### Approval Needed
- yes
- admin approval

### Comments
- unused reimb. @ sub rate
- adm approval

## OTHER DISTRICT POLICIES
### Negotiated/Policy
- **SEVERANCE PAY:** Y

### Other Leaves:
- **HS**
- **JH/MS**
- **ELEM**

### FTE Teachers:
- 59

### Contract Days:
- 185

### Enrollment:
- 779

### Class Periods/Day:
- 8

### Planning Time:
- 91

### Contract Days:
- 185

### Enroll:
- 779

### HS JH/MS ELEM
- 7.5 7.5 7.5

### Length of Teacher Day:
- 8.75

### Length of Student Day:
- 7.48

### Normal Teaching Load:
- 7

### Class Periods/Day:
- 8

### Planning Time:
- 91

### Length of Teacher Day:
- 8.75

### Length of Student Day:
- 7.48

### Normal Teaching Load:
- 7
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 492
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: $29,350
- Starting Salary: $29,350
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 7(D)
- Vertical Freeze: 90-91(MA9,MA18)
- Rollback: Multi-year Contract

**INSURANCE**

- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
  - NON-PARTICIPANT

- **Option**
  - H/A-Dent
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Sp or Dep. Dental

- **Amount Paid by District**
  - 600D
  - 2
  - 454.72
  - 21.11
  - 21.11
  - 21.11
  - 21.11

- **Couple - Benefits**
  - Individ.
  - Depend.

- **Cafeteria Plan**
  - IRS 125: Y
  - Flex Accounts: Y

- **LEAVES**

- **Type**
  - SICK
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION

- **Days/Year**
  - 10
  - 5
  - 2

- **Accum.**
  - 30

- **Approval**
  - Yes

- **Other**
  - Yes
  - Yes

- **OTHER DISTRICT POLICIES**

- **Negotiated/Policy**
  - Exists

- **SABBATICAL**
  - Yes

- **SEVERANCE PAY**
  -/comment:

- **OTHER LEAVES**

- **CENTURA**

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**WORKING CONDITIONS**

- Contract Days: 185
- Enrollments: 977
- Length of Teacher Day: 8.15
- Length of Student Day: 7.15
- Planning Time: 95
- Class Periods/Day: 4
- Normal Teaching Load: 3

**SALARY SCHEDULE**

- Base: 29,500
- Starting Salary: 29,500
- Career Increments: N
- Vertical Freeze: Rollback:
- Experience Allowed: all
- Multi-year Contract:

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

- Negotiated/Policy
- Exists

**OTHER LEAVES:** Community Service-35 divid. betw. staff

**CHADRON**

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**Cafeteria Plan**

- Options:
  - IRS 125: Y
  - Flex Accounts: Y

**PART-TIME BENEFITS**

- Minimum FTE: 0.5
- Contribution: fte

---

**LEAVES CONDITIONS**

- Vertical Index from 4.25 to 4.5; 06-07 longevity eliminated; BA is at step 5 & MA 27 is step 15
### Working Conditions
- Contract Days: 184
- FTE Teachers: 160
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Student Day: 7.5
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 5

### Salary Schedule
- Base: 27,500
- Index: 4
- Starting Salary: 27,500
- Experience Allowed: 5(D)
- Career Increments: N

### Insurancce
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### Leaves
- SICK: 10
- Other Info: yes
- PERSONAL: 2
- BEREAVEMENT: 3
- PROFESSIONAL: unlimited
- ADOPTION: from sick lv.
- ASSOCIATION: from sick lv.

### Other Leaves
- Sabbatical: No

### Other District Policies
- Negotiated/Policy
- Exists
- Sick Bank: Y
- Professional Growth: Y
- Reduction in Force: Y
- Voluntary Separation: N
- Grievance: Y
- IRS 125: Y
- Flex Accounts: Y

### Cafeteria Plan
- Options:
- Contribution: FTE

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**Chase County Schools**

**WORKING CONDITIONS**
- Contract Days: 184
- Enrollments: 552
- HS: 7.5, JH/MS: 7.5, ELEM: 7.5
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- FTE Teachers: 52.6
- Base: 29,600
- Starting Salary: 29,600
- Career Increments: N
- Experience Allowed: 12
- Vertical Freeze: Rollback
- Multi-year Contract: 09-10, 10-11

**INSURANCE**
- Type: HEALTH, DENTAL, LTD
- Carrier: BC/BS, BC/BS, Principal, NON-PARTICIPANT
- Option: H/A-Dent, Individ., EE/Child, EE/Spouse, EE/Sp/Child
- Amount Paid by District: 600D, 431.98, 799.19, 907.17, 1192.29
- Couple - Benefits: Individ., Dental
- Cafeteria Plan: Individ., Depend.
- IRS 125: Opt, Flex Accounts
- COMMENTS: .0027

**LEAVES**
- Type: SICK, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 10, 4, 2
- Accum.: 45
- Depend. use: yes
- Approval Needed: admin discretion, admin discretion
- OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- Sick Bank: N
- Voluntary Separation: N
- Grievance: Y N
- Professional Growth: Y P
- Reduction in Force: Y P
- SEVERANCE PAY:
## Working Conditions
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 185
  - JH/MS: 8
  - ELEM: 8
- **Enrollment:** 185
- **Length of Teacher Day:** 7.83 hours
- **Length of Student Day:** 7.33 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 27,875
- **Starting Salary:** 27,875
- **Career Increments:** N
- **Experience Allowed:** 10
- **$1500 stipend may be offered to new hires**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

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## Leaves
- **SICK:**
  - Days/Year: 10
  - Accum. use: 60
  - Yes
  - Approval Needed: Yes
  - Other: depend.use-2;Sev.-unused days up to 30 at 1/2 sub. rate

## Cafeteria Plan
- **FTE Teachers:**
  - Starting Salary: 27,875
  - Base: 27,875
  - Index: 4 x 4

## Other Policies
- **Negotiated Policy:**
  - **Exists:**
  - **Voluntary Separation:** Y P
  - **Grievance:** Y N
  - **Professional Growth:** Y P
  - **Reduction in Force:** Y P
  - **Sick Bank:** N
  - **OTHER DISTRICT POLICIES:**
  - **SEVERANCE PAY:** Y

## Clarkson 2009-2010

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**Notes:**
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 185
  - JH/MS: 8
  - ELEM: 8
- **Enrollment:** 185
- **Length of Teacher Day:** 7.83 hours
- **Length of Student Day:** 7.33 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **$1500 stipend may be offered to new hires**
- **Experience Allowed:** 10
- **Career Increments:** N
- **Negotiated/Policy:**
  - **Exists:**
  - **Voluntary Separation:** Y P
  - **Grievance:** Y N
  - **Professional Growth:** Y P
  - **Reduction in Force:** Y P
  - **Sick Bank:** N
- **OTHER DISTRICT POLICIES:**
- **SEVERANCE PAY:** Y
- **Negotiated/Policy:**
  - **Exists:**
  - **Voluntary Separation:** Y P
  - **Grievance:** Y N
  - **Professional Growth:** Y P
  - **Reduction in Force:** Y P
  - **Sick Bank:** N

**Cafeteria Plan:**
- **FTE Teachers:**
  - Starting Salary: 27,875
  - Base: 27,875
  - Index: 4 x 4
### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 173
- **Enrollment:**
  - HS: 48
  - JH/MS: 48
  - ELEM: 48
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.2
- **Planning Time:** 48
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule

- **Base:** 28,185
- **Index:** 4 x 4
- **Starting Salary:** 30,440
- **Entry Level Step:** 3
- **Career Increments:** N
- **Experience Allowed:** D

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### Leaves

- **Sick:**
  - Days/Year: 10
  - Accrual: 40
  - Depend.: yes
- **Personal:**
  - Days/Year: 3
  - Accrual: yes
- **Adoption:**
  - Days/Year: 46
  - Approval: 
  - Needed:
  - Other:

### Other District Policies

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

### Salary Schedule Table

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**Notes:**
- New teachers begin on Step 2 and move to Step 3 in 08-09, stay there through 09-10; 06-07 changed MA to BA36, MA18 to MA, new column was added for MA18, 07-08 BA27 steps 11 and 12 and BA 36 step 12 removed and grandfathered; 08-09 new teachers begin on Step 3 and stay until have reached 3 yrs exp.
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers:
  - HS: 43
  - JH/MS: 49
  - ELEM: 93
- Enrolment: 108
- Length of Teacher Day: 8
- Length of Student Day: 7.7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 28,300
- Starting Salary: 28,300
- Career Increments: N
- Experience Allowed: 7
- Vertical Freeze:
  - 87-88: 87
  - 88-89: 88
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7.7
- Class Periods/Day: 8
- Normal Teaching Load: 7

**INSURANCE**
- HEALTH
  - BC/BS: 600D
  - Options: 4 x 4
  - Indiv.: 799.19
  - EE/Child: 907.17
  - EE/Spouse: 1192.29
- DENTAL
  - BC/BS: 2
  - Options: 7
  - Indiv.: 21.11
  - EE/Child: 21.11
  - EE/Sp/Child: 21.11
- PPO: 5% BC/BS discount
- LIFE
  - Horace Mann
  - Options: 9.75
- LTD
  - Horace Mann
  - Options: .0058

**Cafeteria Plan**
- Options:
  - IRS 125:
  - Flex Accounts:
  - Minimum FTE: 0.5

**LEAVES**
- SICK: 10 days
- Other Info: 5 days for dep. illness
- PERSONAL: 2 days
  - Reim. $25.00/day if unused
- BEREAVEMENT: 5 days
  - Immed. Family from sick lv
- PROFESSIONAL: 2 days
  - Add'l w/approval
- ADOPTION: 1 day
- ASSOCIATION: 1 day

**SEVERANCE PAY:**
- FTE Teachers: 28,300
- Index: 4 x 4
- Entry Level Step: 1

**OTHER DISTRICT POLICIES**
- Negotiated/Policy
  - Exists
  - Policy
  - Sick Bank: Y
  - Red. in Force: P
  - Professional Growth: Y
  - Voluntary Separation: Y
  - Grievance: Y
  - Professional Separation: P

**Cafeteria Plan**
- H/A-Dent
  - Indiv.: 9.75
  - EE/Child: 9.75
  - EE/Sp/Child: 9.75

**OTHER LEAVES:**
- **SABBATICAL:** No
### Working Conditions
- **Contract Days:** 186
- **FTE Teachers:** 260.14
- **Enrollment:** 3636
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 44
- **Normal Teaching Load:** 3
- **Class Periods/Day:** 4
- **Multi-year Contract:**

### Salary Schedule
- **Base:** $31,950
- **Starting Salary:** $31,950
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Vertical Freeze:** 87-88
- **Rollback:** 85-86 (2 Steps)

### Insurance
- **Health:**
  - **Option:** HC/BS
  - **Amount Paid by District:**
    - H/A-Dent: Individ.
    - EE/Child: EE/Spouse EE/Sp/Child
    - Carrier: Madison Nat’l
    - Coverage: 600D
    - IRS 125: Y
    - Flex Accounts: Y

### Leaves
- **Sick:**
  - **Days/Year:** 10
  - **Accumulation:** 80
  - **Type:** Individ.
  - **Other Info:** reimb. $10/day@retire
  - **Approval Needed:** Yes

### Columbus

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**Negotiated/Policy**
- **Exists:**
  - **Sabbatical:** Yes
  - **Severance Pay:**
  - **Other Leaves:** Judge, Military

**Notes:**
- **Movement to MA+54 not available after 97-98 contract year**
**WORKING CONDITIONS**
- **Contract Days:** 158
- **FTE Teachers:** 158
- **Enrollment:** 657
- **Length of Teacher Day:** 9
- **Length of Student Day:** 8
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

**SALARY SCHEDULE**
- **Base:** 29,100
- **Starting Salary:** 29,100
- **Career Increments:** Y
- **Experience Allowed:** 8

**INSURANCE**
- **Type:** Carrier
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO:
- **Option:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District:**
  - HEALTH: 600D 454.72 841.25 954.92 1255.04
  - DENTAL: 2 21.11 21.11 21.11

**CAFETERIA PLAN**
- **Cafeteria Plan:** Individ. Depend.
- **Options:** IRS 125: Y

**LEAVES**
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION

**SABBATICAL:** Yes

**OTHER DISTRICT POLICIES**
- **Contract Days:**
  - 158
- **Planning Time:**
  - 1
- **Entry Level Step:**
  - 1
- **Index:**
  - 4 x 5
- **Multi-year Contract:**
  - 09-10, 10-11

**OTHER LEAVES:**

### Conestoga Salary Schedule

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*MA + 27 column receives an additional 1% year 16 through 24.*
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 86.5
- **Enrollment:** 1005
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7 hours
- **Planning Time:** 51 minutes
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## SALARY SCHEDULE
- **Base:** $30,050
- **Starting Salary:** $30,050
- **Career Increments:** No
- **Experience Allowed:** All
- **Vertical Freeze:** 86-88, 88-89 (Adv)
- **Rollback:**
- **Multi-year Contract:**

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## OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - Voluntary Separation: N
  - Grievance: Y P
  - Professional Growth: Y P
  - Reduction in Force: Y P
  - Sick Bank: Y N

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## Cafeteria Plan
- Options:
  - IRS 125: Y
  - Flex Accounts: Y
### Working Conditions
- Contract Days: 183
- FTE Teachers: 27.6
- Enrolment: 239
- HS: 8.42
- JH/MS: 8.42
- ELEM: 7.75
- Length of Teacher Day: 7.75
- Planning Time: 55
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 28,922
- Starting Salary: 28,922
- Career Increments: N
- Experience Allowed: 5
- Index: 4.5 x 4.5

### Crawford
- Starting Salary: 28,922

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### Leaves
- **SICK**: 10 days/year, 45 unused @ $35/day, max 45
- **PERSONAL**: 3 days/year
- **BEREAVEMENT**: 5 days/year
- **PROFESSIONAL**: See sick lv.
- **ADOPTION**: See sick lv.
- **ASSOCIATION**: 4 days/year

### Sabbatical
- No

### Severance Pay
- Y

### Other Leavess
- Voluntary Separation: Y P
- Grievance: Y P
- Professional Growth: N
- Reduction in Force: Y P
- Sick Bank: Y P

### Salary Schedule

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### Notes
- **Cafeteria Plan**: YA/Cash
- **IRS 125**: Y
- **Flex Accounts**: Y
- **Negotiated/Policy**: Exists
- **Other**: Cafeteria Plan

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**WORKING CONDITIONS**

**SALARY SCHEDULE**

**CRAWFORD**

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**Commas in the salary schedule:**

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

SALARY SCHEDULE
Base: 28,450
Starting Salary: 28,450
Career Increments: N
Experience Allowed: 5 (D)

INVENTORY
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 350D 455.59 842.86 956.75 1257.45 Sp or Dep Dental 22.61 or 36.17
DENTAL BC/BS 1 20.55

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 50
BEREAVEMENT included in sick lv.
PERSONAL
PROFESSIONAL admin discretion
ADOPTION
ASSOCIATION

OTHER DISTRICT POLICIES
Negotiated/
Policy
Voluntary Separation: Y
Grievance: Y
Professional Growth: Y
Sick Bank: Y

SABBATICAL:
SEVERANCE PAY:

OTHER LEAVES:

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FTE Teachers: 255
HS JH/MS ELEM
Index: 4.5 x 4.5
Entry Level Step: 1

OTHER LEAVES:

ASSOCIATION
BEREAVEMENT
PERSONAL

MULTI-YEAR CONTRACT:
09-10, 10-11

VACATION:
5.00

FLEX ACCOUNTS:
IRS 125:

FTE:
5.00

MINIMUM FTE:
0.5

CONTRIBUTION:
FTE

2009-2010
7.1
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| SABBATICAL: Yes |
| SEVERANCE PAY: |

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| SEVERANCE PAY: |

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| SABBATICAL: Yes |
| SEVERANCE PAY: |

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<td>Reduction in Force: Y P</td>
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### WORKING CONDITIONS
- **Contract Days:** 186
- **FTE Teachers:** 1685
- **Enrollment:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 6.6
- **Length of Teacher Day:** 8.75
- **Length of Student Day:** 7.5
- **Planning Time:** 104
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### SALARY SCHEDULE
- **Base:** 30,625
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Multi-year Contract:**
  - **Length of Teacher Day:** 7.5
  - **Length of Student Day:** 7.5
- **Normal Teaching Load:** 6

### INSURANCE
- **HEALTH**
  - **Carrier:** BC/BS
  - **Option:** 600D
- **DENTAL**
  - **Carrier:** BC/BS
  - **Option:** 2
- **LTD**
  - **Carrier:** Individ.
  - **Option:** 1

### LEAVES
- **PERSONAL**
  - **Sick:** 10
  - ** Bereavement:** 3
  - **Professional:** unlit.
  - **A Adoption:** 6 wks
  - **Association:** unlit.

### SABBATICAL
- **SEVERANCE PAY:** Y

### OTHER DISTRICT POLICIES
- **Negotiated/Policy:** Exists
- **N**

### OTHER LEAVES:

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**0.9-1.0 All experience allowed, 09-10 BA 36 column closed to new entrants**
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 32
- **Enrollment:** 360
- **HS:**
- **JH/MS:**
- **ELEM:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 90
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

## Salary Schedule
- **Base:** 29,200
- **Index:** 4 x 4
- **Starting Salary:** 29,200
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:** 86-87; 92-93
- **Rollback:**

## Cafeteria Plan
- **Health:**
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Individ.: 600D
  - EE/Child: 616.97
  - EE/Sp/Child: 841.25
- **Dental:**
  - Carrier: Principal Life
  - Type: 600D
  - Individ.: 21.11
  - EE/Child: 21.11
  - EE/Sp/Child: 21.11
- **Life:**
  - Carrier: Principal Life
  - Type: 4.88
- **LTD:**
  - Carrier: Principal Life
  - Type: .0045
  - Amount Paid by District: $638.08

## Leaves
- **Sick:**
  - Days/Year: 10
  - Accum.: 45
  - Other Info:
    - **Personal:** 4
      - Use: yes
      - Other: $50/day unused reimbursed
    - ** Bereavement:** 2
    - **Professional:** 3
      - Use: yes
      - **Other:**
        - Voluntary Separation: Y
        - Grievance: Y
        - Professional Growth: Y
        - Reduction in Force: Y
        - Sick Bank: Y

## Other District Policies
- **Benefits:**
  - **Voluntary Separation:** Y
  - **Grievance:** Y
  - **Professional Growth:** Y
  - **Reduction in Force:** Y
  - **Sick Bank:** Y

## Other Leaves:
- **Sabbatical:** Yes

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### Salary Schedule Table

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### Other Leaves

- **Sabbatical:** Yes
- **Severance Pay:**
- **Other Leaves:**

---

### Crofton
- **2009-2010**
- **7.1**
WORKING CONDITIONS

Contract Days: 185  FTE Teachers: 34
Enrollment: 377   HS JH/MS ELEM
Length of Teacher Day: 7.5  7.5  7.5
Length of Student Day: 7.25  7.25  7.1
Planning Time: 97  97  97
Class Periods/Day: 8  8
Normal Teaching Load: 7  7

SALARY SCHEDULE

Base: 28,700  Index: 4.5 x 4
Starting Salary: 21,111  Entry Level Step: 1
Career Increments: Y  Experience Allowed: all

INSEURANCE

Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan

HEALTH BC/BS 350D 455.59 842.86 956.75 1257.45
DENTAL BC/BS 2 21.11 21.11 21.11
PPO: 5% BC/BS discount
LIFE
LTD Fort Dearborn .0030

LEAVES

Type Days/Year Accum. Depend. Approval Needed Other
SICK 15 45 Yes
PERSONAL 2 Yes
BEREAVEMENT 2 add'l from sick or personal lv.
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION

SABBATICAL: No  SEVERANCE PAY: Y

OTHER LEAVES: Jury

OTHER DISTRICT POLICIES

Negotiated/ Policy
Exists

SEVERANCE PAY: Y

REDUCTION IN FORCE: Y
Sick Bank: Y

CROSS COUNTY

Step 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18

FTE Teachers: 34

2009-2010

3.1

9/9/2010

Cross County
### Working Conditions
- Contract Days: 185
- FTE Teachers: 722
- HS: 432, JH/MS: 748, ELEM: 684
- Length of Teacher Day: 8
- Length of Student Day: 6.37
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: Yes

### Salary Schedule
- Base: 29,800
- Starting Salary: 29,800
- Career Increments: N
- Experience Allowed: All
- Entry Level Step: 1
- Index: 4 x 5
- Vertical Freeze: Rollback:
- Length of Teacher Day: 8
- Length of Student Day: 6.37
- Plan Periods/Day: 8
- Rollback:

### Insurace
- HEALTH: BC/BS 350D 455.59 842.86 956.75 1257.45
- PPO: COMMENTS:
- LIFE
- LTD
- NON-PARTICIPANT

### Cafeteria Plan
- Individ.
- Depend.
- IRS 125: Y
- Flex Accounts: Y

### Leaves
- **Sick**
  - Days/Year: 10
  - Accum. Use: 40
  - Approval Needed: Yes
  - Other:
  - Other Info:
  - Personal: 2
  - Bereavement: see sick lv.
  - Professional: 2
  - Grievance: Y
  - Adoption: FMLA
  - Professional Growth: Y
  - Pregnancy: Y
  - Sick Bank: Y

### Sabbatical
- Yes

### Severance Pay

### Other District Policies
- Negotiated/Policy
- Exits

### Other Leaves

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## Working Conditions
- Contract Days: 182
- FTE Teachers: 23.67
- Enrollment: 234
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Planning Time: 87
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 27,685
- Starting Salary: 27,685
- Entry Level Step: 1
- Index: 4.5 x 4
- Experience Allowed: 5+1 for 2
- Career Increments: N
- Vertical Freeze:

### Vertical Freeze
- Years experience: 5 yrs + 1 for every 2 beyond 5

### Rollback:
- Multi-year Contract:

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<td>Class Periods/Day: 7 8</td>
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**INSURANCE**

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**LEAVES**

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<td>Reduction in Force: Y P</td>
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**OTHER DISTRICT POLICIES**

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**OTHER LEAVES**

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**NOTES:**

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

- Payscale increments: 1.00, 1.04, 1.08, 1.12, 1.16, 1.20, 1.24, 1.28, 1.32, 1.36, 1.40, 1.44, 1.48, 1.52, 1.56, 1.60, 1.64, 1.68, 1.72, 1.76, 1.80.
WORKING CONDITIONS
Contract Days: 185
Enrollment: 149
Length of Teacher Day: 8 HS, 8 JH/MS, 7 ELEM
Length of Student Day: 7.5 7.5 7.5
Planning Time: 50 50 50
Class Periods/Day: 8 8 8
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 28,400
Starting Salary: 28,400
Career Increments: N
Experience Allowed: 5
Rollback:
Multi-year Contract:

INCENTIVES

INSURANCE
Type Carrier Option Amount Paid by District
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 600D 431.98 799.19 907.17 1192.29
DENTAL BC/BS 2 21.11 39.04 44.31 58.26
PPO: Dist pays last $450 of ded
COMMENTS:

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 40 yes
PERSONAL 2 yes acc. to 4; over 2 pd @ 50% sub
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes accum. to 4
ADOPTION
ASSOCIATION
SABBATICAL: No

OTHER DISTRICT POLICIES
Negotiated/ Existed Policy

OTHER LEAVES:

DODGE
Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9
1 28,400 29,820 31,240 32,660 34,080 34,080 34,080
  1.00 1.05 1.10 1.15 1.20 1.20 1.25
2 29,536 30,956 32,376 33,796 35,216 35,216 36,636
  1.04 1.09 1.14 1.19 1.24 1.24 1.29
3 30,672 32,092 33,512 34,932 36,352 36,352 37,772
  1.08 1.13 1.18 1.23 1.28 1.28 1.33
4 31,808 33,228 34,648 36,068 37,488 37,488 38,908
  1.12 1.17 1.22 1.27 1.32 1.32 1.37
5 32,944 34,364 35,784 37,204 38,624 38,624 40,044
  1.16 1.21 1.26 1.31 1.36 1.36 1.41
6 34,080 35,500 36,920 38,340 39,760 39,760 41,180
  1.20 1.25 1.30 1.35 1.40 1.40 1.45
7 35,216 36,636 38,056 39,476 40,896 40,896 42,316
  1.24 1.29 1.34 1.39 1.44 1.44 1.49
8 37,772 39,192 40,612 42,032 42,032 43,452
  1.33 1.38 1.43 1.48 1.48 1.53
9 40,328 41,748 43,168 44,594 44,594 44,594
  1.42 1.47 1.52 1.57
10 42,884 44,304 44,304 44,304 44,304
  1.51 1.56 1.56 1.61
11 45,440 45,440 45,440
  1.60 1.60 1.65
12 47,996
  1.69
WORKING CONDITIONS

Contract Days: 185  FTE Teachers: 47.53
Enrollment: 492  HS JH/MS ELEM
Length of Teacher Day: 8 8 8  05-06 $1500 stipend added to salary (.5 and above prorated)
Length of Student Day: 7.25 7.25 7
Planning Time: 47 47 45
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 29,000  Index: 4 x 5
Starting Salary: 29,000  Entry Level Step: 1
Career Increments: N  Experience Allowed: 11

INSURANCE

Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan

HEALTH  BC/BS  600D  454.72  841.25  954.92  1255.04
DENTAL  BC/BS  1  20.55  20.55  20.55  20.55
PPO:  all emp. rec $166.67 for 125 Plan

OTHER LEAVES:

Type  Days/Year  Accum.  Depend.  Approval  Approval  Other

SICK  11  45  Yes

SABBATICAL: No  SEVERANCE PAY: No

OTHER DISTRICT POLICIES

Negotiated/Policy

PERSONAL: pd. 25% of daily rate over 45 days @ EOY (11 days annual lv)
BEREAVEMENT: from annual lv.
PROFESSIONAL: as assigned
ADOPTION: from annual leave
ASSOCIATION: from annual leave

PART-TIME BENEFITS

Minimum FTE: 0.5

NON-PARTICIPANT:

Other Info: Other Info: pd. 25% of daily rate over 45 days @ EOY (11 days annual lv)

DONIPHAN-TRUMBULL

Step  BA  BA+9  BA+18  BA+27  BA+36  MA  MA+9  MA+18  MA+27
1  29,000  30,450  31,900  33,350  34,800  34,800  36,250  37,700  39,150
2  30,160  31,610  33,060  34,510  35,960  35,960  37,410  38,860  40,310
3  31,320  32,770  34,220  35,670  37,120  37,120  38,570  40,020  41,470
4  32,480  33,930  35,380  36,830  38,280  38,280  39,730  41,180  42,630
5  33,640  35,090  36,540  37,990  39,440  39,440  40,890  42,340  43,780

9/9/2010

2009-2010
### Working Conditions
- Contract Days: 185
- FTE Teachers: 209
- Enrollment: HS 432, JH/MS 240, ELEM 0
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 28,600
- Index: 4 x 4
- Starting Salary: 28,600
- Entry Level Step: 1
- Career Increments: N
- BA Step 6 = 2%
- Vertical Freeze: 87-88; 00-01
- Rollback: 87-88; 00-01
- Multi-year Contract: Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Insurance
- HEALTH
  - Carrier: BC/BS
  - Option: 350D
- DENTAL
  - Carrier: BC/BS
  - Option: 2
- PPO
- LIFE
- LTD
- NON-PARTICIPANT

### Leaves
- SICK
  - Days/Year: 10
  - Accum. Use: 50
  - Approval Needed: yes
- PERSONAL
- BEREAVEMENT
  - Days/Year: 5
  - Approved Use: yes
  - Approval Needed: no
- PROFESSIONAL
  - Days/Year: 2
  - Approved Use: yes
  - Approval Needed: no
- PROFESSIONAL
  - Days/Year: 2
  - Approved Use: no
  - Approval Needed: yes
- ADOPTION
  - Days/Year: 2
  - Approved Use: no
  - Approval Needed: yes
- ASSOCIATION
  - Days/Year: 2
  - Approved Use: no
  - Approval Needed: yes

### Cafeteria Plan
- Options: IRS 125: Y
- Flex Accounts: Y

### Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte

### Other District Policies
- Negotiated/Policy: Exists
  - Voluntary Separation: N
  - Grievance: Y N
  - Professional Growth: Y P
  - Reduction in Force: Y P
  - Sick Bank: N

### Other Leaves

### Salary Schedule Table

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<th>BA+18</th>
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  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 2
  - Base: 28,600
  - BA: 29,744
  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 3
  - Base: 28,600
  - BA: 29,744
  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 4
  - Base: 28,600
  - BA: 29,744
  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 5
  - Base: 28,600
  - BA: 29,744
  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 6
  - Base: 28,600
  - BA: 29,744
  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 7
  - Base: 28,600
  - BA: 29,744
  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 8
  - Base: 28,600
  - BA: 29,744
  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 9
  - Base: 28,600
  - BA: 29,744
  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 10
  - Base: 28,600
  - BA: 29,744
  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 11
  - Base: 28,600
  - BA: 29,744
  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 12
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  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464

###Wages
- Step 13
  - Base: 28,600
  - BA: 29,744
  - BA+9: 30,888
  - BA+18: 32,032
  - BA+27: 33,176
  - BA+36: 34,320
  - MA: 35,464
### Dundy County

#### Working Conditions
- Contract Days: 183
- FTE Teachers: 403
- Enrollment: 403
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Student Day: 7.20
- Vertical Freeze: 1
- Rollback: 91-92 (1 stp)

#### Salary Schedule
- Base: 29,000
- Starting Salary: 9/9/2010
- Index: 4 x 4
- Experience Allowed:
- Career Increments: N
- Entry Level Step: 1
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7.25

#### Insurance
- Type: HEALTH
- Carrier: BC/BS
- Option: 350D
- Amount Paid by District:
  - Individual: 887.22
  - Child: 1323.63
  - Spouse: 1007.11
- Cafeteria Plan:
- Type: Cafeteria Plan
- Carrier: BC/BS
- Amount Paid by District:
  - Individual: 1007.11
  - Child: 1323.63

#### Leaves
- Type: SICK
- Days/Year: 10
- Accum.use: 40
- Approval Needed: no
- Other Info: $25/day over 30 EOOY
- PERSONAL: 3
  - use: yes
  - Needed: accum. 4; buyback max of 2/yr
- BEREAVEMENT: 10
  - Use: bereavement/immed fam illnes
- PROFESSIONAL: 2
  - Use: yes
  - Needed: travel pd ($100-$200)
- ADOPTION: 1
  - Use: yes
  - Needed: Professional Growth
- ASSOCIATION: 1
  - Use: yes
  - Needed: Reduction in Force

#### Other District Policies
- Negotiated/Policy: EXISTs
- SEVERANCE PAY:

#### Dundy Co.

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* Teachers are placed on a 4 x 5 schedule (grandfathering)
### Working Conditions
- Contract Days: 186
- FTE Teachers: 293
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 28,700
- Starting Salary: 28,700
- Career Increments: N
- Experience Allowed: all
- Length of Teacher Day: 8
- Length of Student Day: 7.5

### Insuranc
- **Type**: HEALTH, DENTAL, LTD
- **Carrier**: BC/BS, Madison Nat'l
- **Option**: Individ.
- **Amount Paid by District**: H/A-Dent: 600D
- **Couple - Benefits**: Individ.
- **Cafeteria Plan**
  - Options: IRS 125, Flex Accounts
- **Insurance**
  - **Type**: HEALTH, DENTAL, LTD
  - **Carrier**: BC/BS, Madison Nat'l

### Leaves
- **Type**: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- **Leaves**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 3
  - PROFESSIONAL: 1
  - ADOPTION: Y
  - ASSOCIATION: N

### Other District Policies
- **Negotiated/Policy**: Exists
- **Severance Pay**: Y

### East Butler
- **Students**: 293
- **Enrollment**: 2009-2010
- **Salary Schedule**: 20.55
- **Index**: 4.5 x 4

### East Butler Pay Scale

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### Working Conditions
- Contract Days: 173
- FTE Teachers: 16.1
- Enrollment: 123
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8.5 hours
- Length of Student Day: 8 hours
- Planning Time: 58 days
- Class Periods/Day: 7
- Normal Teaching Load: 6

### Salary Schedule
- Base: $26,800
- Starting Salary: $26,800
- Career Increments: N
- Vertical Freeze: Rollback
- Multi-year Contract: N

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### Leaves
- **Sick Days/Year:** 8
- **Accum. Days:** 35
- **Approval Needed:** Yes
- **Other Info:** Reimb. $15/day eoy

### Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
    - **Voluntary Separation:** N
    - **Grievance:** Y P
    - **Professional Growth:** Y N
    - **Reduction in Force:** Y P
    - **Sick Bank:** N

### Salary Schedule Table
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WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 23
- Enrollment: 168 HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.25
- Planning Time: 50 50 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

SALARY SCHEDULE

- Base: 28,730
- Starting Salary: 9/9/2010
- Career Increments: Y

- Vertical Freeze: 89-90
- Rollback: 88-89

- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 7

- Index: 4 x 4.5
- Entry Level Step: 1
- Experience Allowed: 5

INSURANCE

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LEAVES

- SICK: Days/Year 12, Accum. 40, Depend. yes, Approval Needed no
- PERSONAL: Days/Year 2
- BEREAVEMENT: Days/Year 3, Depend. use from sick lv
- PROFESSIONAL: Days/Year 2, Depend. use yes
- ADOPTION: Days/Year 0, Depend. use yes
- ASSOCIATION: Days/Year 0

- SABBATICAL: No
- SEVERANCE PAY: N

OTHER DISTRICT POLICIES

- Negotiated/Exists Policy: Y

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ELGIN

- Base: 28,730
- Index: 4 x 4.5
- Entry Level Step: 1
- Experience Allowed: 5

Cafeteria Plan

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

PART-TIME BENEFITS

- Minimum FTE: 0.4
- Contribution: fte

NON-PARTICIPANT

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

PART-TIME BENEFITS

- Minimum FTE: 0.4
- Contribution: fte
WORKING CONDITIONS

Contract Days: 189
FTE Teachers: 5308
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 53 43 varies
Class Periods: 7 8
Normal Teaching Load: 5/6 6

SALARY SCHEDULE

Base: 29,575
Starting Salary: 31,941
Career Increments: N
Experience Allowed: all
Multi-year Contract:

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
Health BC/BS 00D 600D 454.72 821.92 929.91 1215.02 CIL or Dep Dental
Dental BC/BS 2 21.11 21.11 21.11 21.11
PPO: those taking ind. also receive $81 COMMENTS:
Life Madison Natl' 2.40
LTD CNA 0.019 (+B)
Non-Participant $360.53 Cash

LEAVES

Type Days/Year Depend. Approval Other
Sick 10 60 yes
Personal 2 yes unused reimb. 1/2 sub rate/day
Bereavement 4 4-family;2-non-family
Professional 42 yes from Sick Lv.
Association

Sabattical: Yes

OTHER POLICIES

SEVERANCE PAY: Extended

FTE Teachers: 5308
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 278
- **Enrollment:**
  - HS: 403
  - JH/MS: 404
  - ELEM: 278
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.3
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 28,400
- **Index:** 4 x 4
- **Starting Salary:** 30,672
- **Entry Level Step:** 3
- **Career Increments:** N
- **Experience Allowed:** all
- **BA+45 and BA+54 available if employed 1986-87**
- **Vertical Freeze:** 88-89,89-90
- **Rollback:** 2yr(01-02)
- **Multi-year Contract:**

### Insuranc
- **Type**
  - **Carrier:**
    - BC/BS: 600D
    - Dental: BC/BS
    - PPO:
      - Singles: $165/mo to 403b
      - COMMENTS:
        - IRS 125:
          - Flex Accounts:
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp CHILD
- **Amount Paid by District**
- **Couple - Benefits**
  - Individ.
  - Depend.
- **Cafeteria Plan**
  - Options:
    - .0054 (thru sal)
  - Minimum FTE: 0.5
  - Contribution: fte

### Leaves
- **Type**
  - **SICK**
    - Days/Year: 20/8
    - Accum.: 60
    - Yes
    - Approval
    - Other
    - **OTHER DISTRICT POLICIES**
      - **Negotiated/Policy**
      - **Exists**
  - **PERSONAL**
  - **BEREAVEMENT**
  - **PROFESSIONAL**
  - **ADOPTION**
  - **ASSOCIATION**

### Sabbatical
- **SEVERANCE PAY**

### Elkhorn Valley

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**Note:** BA+54 available only to those employed during 86-87 school; New hires with no experience start on Step 2.
### Working Conditions
- **Contract Days:** 182
- **FTE Teachers:** 319
- **Enrollment:**
  - HS: 28,600
  - JH/MS: 6,500
  - ELEM: 4,040
- **Length of Teacher Day:** 7.5 hours
- **Length of Student Day:** 6.5 hours
- **Planning Time:** 48 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Salary Schedule**
  - **Base:** 28,600
  - **Starting Salary:** 28,600
  - **Career Increments:** N
  - **Experience Level Step:** 8
  - **Longevity:** 2% every 4 yrs. BA_27 thru MA+18 - taken off 97-98
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Insurances
- **Type:**
  - Health: BC/BS
  - Dental: BC/BS
  - PPO:
- **Carrier:**
  - H/A-Dent
  - Indiv.
  - EE/Child
  - EE/Spouse
  - EE/Spouse/Child
- **Amount Paid by District:**
  - 471.84
- **Cafeteria Plan:**
  - Options: TSA/Cash
  - Flex Accounts:
  - IRS 125: Y

### Leaves
- **Type:**
  - Sick
  - Bereavement
  - Personal
  - Professional
  - Adoption
  - Association
  - Sabbatical
- **Days/Year:**
  - Sick: 10
  - Bereavement: 5+2/3/1
  - Personal: 2
  - Professional: 2
  - Adoption: 5
  - Association: 1
  - Sabbatical: 0
- **Accum.:**
  - Sick: 45
- **Approval:**
  - Sick: Yes
- **Other:**
  - Severance: unused day max. 45 at 1/2 sub. Rate

### Other District Policies
- **Negotiated/Policy:**
  - Voluntary Separation: N
  - Grievance: Y P
  - Professional Growth: Y P
  - Reduction in Force: Y P
  - Sick Bank:

### Salary Schedule

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**Note:** 2009-2010 BA 45 removed from schedule, but teachers already there are grandfathered.
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 410
- **Enrollment:** HS: 8, JH/MS: 8, ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 50, 50, 50
- **Planning Time:** 8, 8, 8
- **Class Periods/Day:** 8, 8
- **Normal Teaching Load:** 6, 6

### Salary Schedule
- **Base:** 29,700
- **Starting Salary:** 4 x 4
- **Career Increments:** N
- **Vertical Freeze:** 85-86 (Steps 1,2)
- **Rollback:** 85-86, 86-87
- **Multi-year Contract:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Normal Teaching Load:** 6

### Insurance
- **HEALTH**
  - BC/BS: 350D, 479.57, 887.22, 1007.11, 1323.63
  - Options:
    - IRS 125: Y
    - Flex Accounts: Y

- **DENTAL**
  - BC/BS: 1, 20.55, 20.55

- **LIFE**
  - Carrier: Horace Mann
  - Non-Participant: $166.67 Cash or TSA

### Cafeteria Plan
- **Minimum FTE:** 0
- **Contribution:** fte

### Leaves
- **SICK**
  - Days/Year: 10
  - Accum. Use: 45
  - Approval Needed: yes
  - Other Info: $50/day at retirement after 15 cont yrs

- **PERSONAL**
  - Days/Year: 2
  - Approval Needed: yes
  - Other: accum. to 3

- **BEREAVEMENT**
  - Days/Year: 5
  - Approval Needed: yes
  - Other: immed. fam.; 2-relative

- **PROFESSIONAL**
  - Days/Year: unlim.
  - Approval Needed: yes

- **ADOPTION**
  - Days/Year: see sick lv.

- **ASSOCIATION**
  - Days/Year: 2
  - Approval Needed: yes

### Sabbatical
- **Approved:** Yes

### SEVERANCE PAY
- **Approved:** Y

### Other District Policies
- **Negotiated/Policy**
  - **Exists:**
    - Voluntary Separation: N
    - Grievance: Y N
    - Professional Growth: Y N
    - Reduction in Force: Y P
    - Sick Bank: N

### Salary Schedule Table

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### ELMWOOD-MURDOCK
- **Base:**
  - BA: 29,700
  - BA + 9: 30,888
  - BA + 18: 32,076
  - BA + 27: 33,264
  - MA: 34,452
  - MA + 9: 35,640
  - MA + 18: 36,828
  - MA + 27: 38,016

- **Index:**
  - 4 x 4

- **Entry Level Step:**
  - 1

- **Experience Allowed:**
  - 8

- **Normal Teaching Load:**
  - 6

- **Salary:**
  - 2009-2010
  - 1.1
### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 261
- Enrollments: HS, JH/MS, ELEM
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### SALARY SCHEDULE
- Base: 27,940
- Starting Salary: 27,940
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze:
- Rollback:

### INSURANCE
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<th>Option</th>
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### Cafeteria Plan
- Health: BC/BS
- Dental: H/A-Dent

### LIFE
- LTD: Principal
- Medical: Individ.
- Dependent: Individ.
- IRS 125: Y
- Flex Accounts: Y

### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 261
- Enrollments: HS, JH/MS, ELEM
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS

### LEAVES
- SICK: 10 days @ 1/2 sub rate eoy
- PERSONAL: 2
- BEREAVEMENT: 3
- PROFESSIONAL: 2
- ADOPTION: 30
- OTHER LEAVES: Paternity-2 from sick lv.

### OTHER DISTRICT POLICIES
- Negotiated/
- Exits
- Policy

### ELWOOD

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20-03 BA + 45 Must include add’l teaching endorsement upon completion, not in admin or guidance
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 303
- **Enrollment:**
  - HS: 35,774
  - JH/MS: 35,774
  - ELEM: 35,774
- **Length of Teacher Day:** 8 hours 8 minutes
- **Length of Student Day:** 7 hours 7 minutes
- **Planning Time:** 47 minutes
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6
- **Multi-year Contract:**

### Salary Schedule
- **Base Salary:** $28,850
- **Index:** 4 x 4
- **Starting Salary:** $28,850
- **Career Increments:** N
- **Experience Allowed:** All

### Insurancce
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Couple - Benefits**
  - Individ.
  - Depend.
- **Health**
  - BC/BS
  - 300D
  - 479.57
  - 1007.11
  - 1323.63
- **Dental**
  - BC/BS
  - 2
  - 21.11
  - 44.31
  - 58.26
- **PPO**
  - COMMENTS:
  - .0051 (thru sal)
  - IRS 125:
  - Flex Accounts:
  - Minimum FTE: 0.4

### Cafeteria Plan
- **Options:**
- **PART-TIME BENEFITS**
  - Contribution: fte

### Leaves
- **Type**
- **Days/Year**
- **Accum.**
- **Depend.**
- **Approval**
- **Other**
- **Other Info:**
  - PERSONAL: 2+1
  - BEREAVEMENT: 3
  - PROFESSIONAL: unlimited
  - ADOPTION: yes
  - ASSOCIATION: yes
  - SICK: 10
  - Certified: 60
  - Other:

### Other District Policies
- **Negotiated/Policy**
  - **Exists**
  - **Policy**
  - Personal:
  - Yes
  - 1 with sub-dock pay, 1 day carry
  - Voluntary Separation:
    - Y
    - P
  - Grievance:
    - Y
    - P
  - Professional Growth:
    - Y
    - P
  - Reduction in Force:
    - Y
    - P
  - Sick Bank:
    - N

### Other Leaves:
- **EMERSON-HUBBARD**

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### Comments:
- COMMENTS:
  - 50.776
  - 1.75
  - 1.80
## Working Conditions
- Contract Days: 185
- FTE Teachers: 600D
- Enrollment: 28,420
- HS: 409.02
- JH/MS: 586.02
- ELEM: 621.02
- Starting Salary: 28,988
- Length of Teacher Day: 7.5
- Length of Student Day: 0
- Class Periods/Day: 10.29
- Normal Teaching Load: Multi-year Contract: 09-10, 10-11

## Salary Schedule
- Base: 28,420
- Index: 4 x 4
- Starting Salary: 28,988
- Career Increments: N
- Experience Allowed: 8

## Insurance

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## Leaves

### Sick Leave
- Type: 14
- Days/Year: 65
- Approval Needed: yes
- Other Info: PERSONAL = 2
- Other Info: BEREAVEMENT = see sick lv.
- Other Info: PROFESSIONAL = 3
- Other Info: ADOPTION = yes
- Other Info: ASSOCIATION = yes

### Other District Policies
- Negotiated/Policy Exists
- SABBATICAL = No
- SEVERANCE PAY: flat salary $233.33
- OTHER LEAVES: Administrative, Emergency, Civil

### Other Info:
- Contract Days: 185
- Class Periods/Day: 10.29
- Enrollment: 28,420
- FTE Teachers: 600D
- Length of Teacher Day: 7.5
- Length of Student Day: 0
- Normal Teaching Load: Multi-year Contract: 09-10, 10-11

### Cafeteria Plan
- Options:
  - IRS 125: Y
  - Flex Accounts: Y
- Minimum FTE: 0.5

### Contribution: fte
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 1.1
  - JH/MS: 3.3
  - ELEM: 2.5
- **Length of Teacher Day:**
  - Planning Time: 0.0
  - Class Periods/Day: 0.0
  - Normal Teaching Load: Multi-year Contract: 09-10, 10-11
- **Salary Schedule**
  - **Base:** 27,150
  - **Index:** 4.5 x 4.5
  - **Starting Salary:** 32,037
  - **Entry Level Step:** 5
  - **Career Increments:** Y
  - **Experience Allowed:** 5
  - **Longevity:** - 4.5% after ea. successive 3 yrs.
  - **Vertical Freeze:** 96-97
  - **Rollback:** 85-86, 90-91

### Insurance
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**

#### Health
- **BC/BS**
  - 350D: 455.59
  - 445D: 942.86
  - 550D: 956.75
  - 1257.45

#### Dental
- **BC/BS**
- 2: 21.11
- 39.04
- 43.11
- 58.26

#### Life
- **Guardian**
- 11.75

#### LTD
- **Unknown**
- .0047 (thru sal) *

### leaves
- **Type**
- **Days/Year**
- **Accum.**
- **Approval**
- **Needed**
- **Other**

#### Sick
- **Other Info:**
  - **PERSONAL:** 1.25
  - **BEREAVEMENT:** 1.25
  - **PROFESSIONAL:** 1.25
  - **ADOPTION:** 1.25
  - **ASSOCIATION:** 1.25

#### Other Leaves:
- **SABBATICAL:** Yes
- **SEVERANCE PAY:**

### SALARY SCHEDULE

#### Cafeteria Plan
- **Cafeteria Plan**
- **Amount Paid by District**
- **Benefit**

#### Contract Days:
- **Class Periods/Day:**
- **Planning Time:**
- **Enrollment:**
- **In-service Days:**
- **Planning Time:**
- **Normal Teaching Load:**
- **Multi-year Contract:**
- **Length of Teacher Day:**
- **Planning Time:**
- **Class Periods/Day:**
- **Normal Teaching Load:**
- **Multi-year Contract:**
- **Length of Student Day:**

#### INSURANCE

#### SAFETY CODES

#### NON-PARTICIPANT

### OTHER DISTRICT POLICIES

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

### OTHER LEAVES:

#### SICK
- **Type**
- **Days/Year**
- **Accum.**
- **Approval**
- **Needed**
- **Other**

#### OTHER LEAVES:
- **SABBATICAL:** Yes
- **SEVERANCE PAY:**

### WORKING CONDITIONS

#### ESU 02-Fremont 2009-2010

#### 2009-2010

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**Emp with 4 or less yrs of exp will advance to step 5 when 5 yrs of exp has been attained**
**WORKING CONDITIONS**
- Contract Days: 185
- Enrolment: HS, JH/MS, ELEM
- Length of Teacher Day: 8, 8, 7.1
- Length of Student Day: 7.1, 7.1, 7.1
- Planning Time: 20, 49
- Class Periods/Day: 8, 8
- Normal Teaching Load: 8

**INDEX**
- 4 x 5
- 9/9/2010

**EXPERIENCE ALLOWED**
- 5

**CAREER INCREMENTS**
- N

**VERTICAL FREEZE**

**ROLLBACK**

**MULTI-YEAR CONTRACT**

**LENGTH OF TEACHER DAY**
- 8

**LENGTH OF STUDENT DAY**
- 7.1

**NORMAL TEACHING LOAD**
- 8

**INSURANCE**

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<th>Couple - Benefits</th>
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**COMMENTS:**

**SALARY SCHEDULE**
- Entry Level Step:
- Base: 31,675
- Starting Salary: 31,675
- Index: 4 x 5
- Experience Allowed: 5
- Career Increments: N

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

**LEAVES**

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**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**
- Negotiated/Policy
- Exists
- Policy

**ESU #05-BEATRICE**

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02-03 freeze schedule at BA step 7, BA+9 step 8, BA+18 step 9, BA+27 step 10 and BA+36 step 11
ESU 06-Milford

WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 
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: 29,150  Index: 4 x 4
Starting Salary: Career Increments: Y  Experience Allowed: all
Entry Level Step: 1

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan

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<th>Type</th>
<th>Carrier</th>
<th>Option</th>
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PPO: employee pays 15% of premium

LIFE Guardian Life

INSURANCE

LEAVES
Type Days/Year Accum. Depend. Approval Other

| SICK    | 10 | 40 | yes |

OTHER DISTRICT POLICIES
Negotiated/Policy

OTHER DISTRICT POLICIES

SEVERANCE PAY:

SECONDARY LEAVES: Jury Duty

ESU #06-MILFORD

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% increase for teachers frozen on vertical columns
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: [value]
  - JH/MS: [value]
  - ELEM: [value]
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 0 hours
- **Planning Time:** 0 hours
- **Class Periods/Day:** [value]
- **Normal Teaching Load:** [value]

### Salary Schedule
- **Base:** 27,115
- **Index:** 4 x 5
- **Starting Salary:** 27,115
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 7(D)
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Insurance
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **Cafeteria Plan**
  - **Individ.**
  - **Depend.**

### Leaves
- **Type**
- **Days/Year**
- **Accum.**
- **Depend.**
- **Approval**
- **Needed**
- **Other**

### Other District Policies
- **Negotiated/Policy**
- **Exists**

### Sabbatical
- **SEVERANCE PAY**

### Other Leaves

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**ESU #07-Columbus**

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**Notes:**
- BA: Bachelor's
- BA+9: Bachelor's + 9 credits
- BA+16: Bachelor's + 16 credits
- BA+27: Bachelor's + 27 credits
- BA+36: Bachelor's + 36 credits
- MA: Master's
- MA+9: Master's + 9 credits
- MA+16: Master's + 16 credits
- MA+27: Master's + 27 credits
- MA+36: Master's + 36 credits
- EDSPEC: Educational Developmental Specific
- PHD: Doctor of Philosophy
- 3.1: Base for 2009-2010
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 30,000
- Starting Salary: Career Increments: N
- Entry Level Step: Experience Allowed: 5(D)

**INSURANCE**

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**OTHER DISTRICT POLICIES**

- Negotiated/Policy
- Exists

**SABBATICAL:**

- No

**SEVERANCE PAY:**

- Emergency-6 (acc 10/pd $40/day over

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**ESU #08-NEILGH**

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 4
- Enrolment: 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: 29,925
- Starting Salary: 4 x 4.5
- Career Increments: N
- Experience Allowed: 5(D)
- "Vert freeze is for MA-MA36 columns only"
- Rollback: 0
- Vertical Freeze: 02-03
- Multi-year Contract:

**INSURANCE**
- HEALTH BC/BS 350D
- DENTAL BC/BS
- PPO: COMMENTS:
- LIFE LTD Principal
- NON-PARTICIPANT

**LEAVES**
- SICK
  - Other Info: Sev:after 10 yrs. at ret. $50/day max. 15 days
  - PERSONAL 1.2
  - BEREAVEMENT 3
  - PROFESSIONAL 3
  - ADOPTION FMLA
  - ASSOCIATION
  - SABBATICAL: No

**OTHER DISTRICT POLICIES**
- Negotiated/Policy
  - exists

**Cafeteria Plan**
- Individ. Depend.
- Options: H/A
  - Sp or Dep. Dental
- IRS 125: Y
  - Flex Accounts: Y
- Minimum FTE: 0.5

**OTHER LEAVES:**

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**ESU #09-Hastings**

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**Notes:**
- Contract Days changed from 2.25 to 4.5, schedule is new true 4/4.5. 02-09 vert freeze affects only MA-MA36 columns.
### Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 5.1
- Length of Student Day:
  - Planning Time: 0
  - Vertical Freeze: 34,529
- Class Periods/Day: Rollback: 1.8025
- Normal Teaching Load: Multi-year Contract:

### Salary Schedule
- Base: 29,200
- Starting Salary: 29,200
- Career Increments: Y
- Experience Allowed: 7
- Index: 4.75 x 4
- Entry Level Step: 1

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### Cafeteria Plan
- Options:
  - IRS 125: Y
  - Flex Accounts: Y

### Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte

### Leaves

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### Other District Policies
- Negotiated/Policy
- Exists
- Voluntary Separation: N
- Grievance: Y
- Professional Growth: Y
- Reduction in Force: Y
- Sick Bank: N

### Sabbatical
- No

### Severance Pay
- No

### Other Leaves:
- Family Emergency - 5:Ext. Leave

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**ESU #10-Kearney**

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*0-56 additional salary for employees frozen on bottom steps*
### Working Conditions

- Contract Days: 185
- FTE Teachers: 350
- HS: 1
- JH/MS: 1
- ELEM: 1

### Enrollment

- HS: 30,650
- JH/MS: 33,149
- ELEM: 34,358

### Length of Teacher Day

- 8 hours

### Length of Student Day

- 18 hours

### Planning Time

- 0 hours

### Class Periods/Day

- 6 periods

### Normal Teaching Load

- 5 periods

### Salary Schedule

- Base: 29,400
- Entry Level Step: 1

### Other District Policies

- Severance Pay: No

### INSURANCE

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### Leaves

- Sick: 10 days/year, 60 accruals, yes

### Notes

-hee

- ey

- Other:

### Part-Time Benefits

- Minimum FTE: 0.5

### Total:

- 2009-2010

---

**Note:** The page contains detailed information about working conditions, salary schedule, insurance, leaves, other district policies, and notes. It also includes a table with specific figures and options. The content is structured in a way that makes it easy to read and understand.
**Working Conditions**
- Contract Days: 185
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Enrolment:
  - HS
  - JH/MS
  - ELEM

**Salary Schedule**
- Base: 28,500
- Starting Salary: 28,500
- Career Increments: N
- Experience Allowed: All

**Insurance**
- Cafeteria Plan
  - Options:
    - IRS 125: Y
    - Flex Accounts: Y
- Minimum FTE: 0.5

**Leaves**
- **Sick**
  - Days/Year: 10
  - Accum. Use: 60
  - Approval Needed: Yes
  - Other: Other Info: PERSONAL
    - Yes
    - Reimbursed $80/day up to 2 if u
  - Bereavement: 2
    - W/approval; add'l from sick lv
  - Professional:
    - Yes
    - No Pay
  - Adoption:
    - Professional Growth: Y
  - Association:
    - Reduction in Force: Y
    - Sick Bank: Y

**Other District Policies**
- Negotiated/P Policy
  - Exists
  - Policy

**Other Leaves**
- Jury Leave

---

**ESU 15-Trenton**

**Base: 28,500**

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**ESU #15-TRENTON**

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**Other Leave Policies**

**Other Leaves:**
- Jury Leave
### Working Conditions
- Contract Days: 185
- FTE Teachers: 28,250
- Enrolment: HS, JH/MS, ELEM
- Length of Teacher Day: 0
- Length of Student Day: 0
- Planning Time: 0
- Normal Teaching Load: 5

### Salary Schedule
- Base: 28,250
- Starting Salary: 28,250
- Career Increments: Y
- Experience Allowed: 5

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### Cafeteria Plan
- Options: IRS 125, Flex Accounts
- Minimum FTE: 0.4

### Leaves
- SICK
  - Days/Year: 15
  - Accum.: 55
  - Depend. use: yes
  - Approval Needed: yes

### Part-Time Benefits
- Minimum FTE: 0.4
- Contribution: fte

### Other District Policies
- Negotiated/Policy: Exists
- Voluntary Separation: N
- Grievance: Y N
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: N

### Sabbatical
- No

### Severance Pay
- Emergency

### ESU #16-Ogallala

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ESU 17-Ainsworth

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 
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: 26,500
Index: 4 x 4
Starting Salary: 
Career Increments: N
Experience Allowed: 5 (D)

$500 for adv degree after 5 yrs at bottom of sched
Vertical Freeze: 90-91
Rollback: 
Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
HEALTH BC/BS 350D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 1344.75
DENTAL BC/BS 2
PPO: COMMENTS: 
LIFE LTD
NON-PARTICIPANT Cafeteria

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 9 60 yes

OTHER DISTRICT POLICIES
Negotiated/ Policy

SABBATICAL: No
SEVERANCE PAY:

OTHER LEAVES:

ESU 17-AINSWORTH

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9/9/2010

2009-2010

3.1
WORKING CONDITIONS
Contract Days: 183  FTE Teachers: 25
Enrollment: 198  HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 52 52 50
Class Periods/Day: 8 8
Normal Teaching Load: 8 8 8

SALARY SCHEDULE
Base: 27,450  Index: 4 x 4
Starting Salary: 27,450  Entry Level Step: 1
Career Increments: Y  Experience Allowed: 8
Vertical Freeze: Rollback:
Multi-year Contract:

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan
HEALTH  BC/BS  600D  Individ. EE/Spouse EE/Sp/Child
DENTAL  BC/BS  3  43.65  43.65  43.65  43.65
PPO:  exists

LEAVES
Type  Days/Year  Accum.  Approval  Other
SICK  10  45  yes
PERSONAL  2  yes
BEREAVEMENT  5  yes
PROFESSIONAL  2  yes
ADOPTION  
ASSOCIATION  

SABBATICAL:  No
SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/Policy
Exists

OTHER LEAVES:

E U S T I S - F A R N A M

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Teachers in BA 18 lane steps 11-12 and BA 27 step 13 will be grandfathered, no further movement onto these steps.
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 18
- **Enrollment:** 121
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.1
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

### SALARY SCHEDULE
- **Base:** 27,650
- **Starting Salary:** 27,650
- **Career Increments:** N
- **Experience Allowed:** 5
- **Entry Level Step:** 1
- **Index:** 4 x 4.25

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 350D
  - Amount Paid by District: 455.59
  - Entry Level Step: 1
  - לכם
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **DENTAL**
  - Carrier: BC/BS
  - Option: 21.11
  - Amount Paid by District: 842.86
  - Entry Level Step: 1
  -/comment
  - EE/Child
  - EE/Sp/Child
- **LIFE**

### PART-TIME BENEFITS
- **Minimum FTE:** 1
- **Contribution:**

### LEAVES
- **SICK**
  - Days/Year: 8
  - Accum.: 45
  - Depend. use: yes
  - Approval: yes
  - Other: trade 3 sick for 1 add'l personal
- **PERSONAL**
  - Days/Year: 2
  - Accum.: 8
  - Depend. use: no
  - Approval: no
  - Other: 
- **BEREAVEMENT**
  - Days/Year: 5
  - Accum.: 45
  - Depend. use: yes
  - Approval: yes
  - Other: trade 3 sick for 1 add'l personal
- **PROFESSIONAL**
  - Days/Year: 10
  - Accum.: 8
  - Depend. use: no
  - Approval: no
  - Other: 
- **ADDITION**
  - Days/Year: 5
  - Accum.: 45
  - Depend. use: yes
  - Approval: yes
  - Other: trade 3 sick for 1 add'l personal
- **ASSOCIATION**
  - Days/Year: 3
  - Accum.: 35
  - Depend. use: no
  - Approval: no
  - Other: 
- **SABBATICAL:** No

### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
- **Voluntary Separation:** N
- **Grievance:** Y P
- **Professional Growth:** Y P
- **Reduction in Force:** Y P
- **Sick Bank:** N

### OTHER LEAVES:

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### Cafeteria Plan
- **Options:**
- **IRS 125:** Y
- **Flex Accounts:** Y

### COMMENTS:

### WORKING CONDITIONS
- **HS**
- **JH/MS**
- **ELEM**

### FTE Teachers:
- **Starting Salary:** 27,650
- **Base:** 27,650

### CONTRACTS:
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.1
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 29.65
- Enrolment: 250
- HS: 21.11
- JH/MS: 21.11
- ELEM: 21.11
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

**SALARY SCHEDULE**

- Base: 28,800
- Starting Salary: 28,800
- Career Increments: N
- Experience Allowed: 5(D)
- Entry Level Step: 1
- Vertical Freeze: Rollback:

**INSURANCE**

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 74.8
- **Enrollment:** 928
  - **HS:**
  - **JH/MS:**
  - **ELEM:**
- **Length of Teacher Day:** 8
  - **8:**
- **Length of Student Day:** 7.25
  - **7.25:**
  - **7:**
- **Planning Time:** 92
  - **92:**
- **60:**
- **Class Periods/Day:** 4
  - **4:**
- **Normal Teaching Load:** 3
  - **3:**

### Salary Schedule
- **Base:** 29,525
- **Index:** 4 x 5
- **Starting Salary:** 29,525
- **Career Increments:** N
- **Experience Allowed:** 5(D)

### Insurance
- **Type:**
- **Carrier:**
- **Option:**
- **Amount Paid by District:**
- **Couple - Benefits:**
- **Policy:**
- **Cafeteria Plan:**
- **Options:**
- **IRS 125:**
- **Flex Accounts:**

### Leaves
- **Type:**
- **Days/Year:**
- **Accum. Use:**
- **Approval Needed:**
- **Other:**
- **Sick:**
  - **3-4**
  - **yes**
  - 3rd day at sub rate; 4th 1/185th
- **Personal:**
  - **5**
  - **yes**
  - per occur.
- **Professional:**
  - **unl.**
  - **yes**
- **Approval:**
- **Other Info:**
- **Personal Separation:**
- **Voluntary Separation:**
- **Grievance:**
- **Professional Growth:**
- **Reduction in Force:**
- **Sick Bank:**

### Sabbatical
- **Yes**

### Severance Pay

### Other Policies
- **Nominated Policy:**
- **2009-2010:**

### Other Leaves
- **Military**
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 46
- Enrolment: 594
- HS: 
- JH/MS: 
- ELEM: 
- Length of Teacher Day: 8
- Planning Time: 90
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Student Day: 7.5

**SALARY SCHEDULE**
- Base: 29,400
- Starting Salary: 29,400
- Career Increments: N
- Experience Allowed: all(D)
- Entry Level Step: 1
- Index: 4 x 4

**INSURANCE**
- Type: HEALTH
- Carrier: BC/BS
- Option: 350D
- Amount Paid by District: 455.59
- Individ.: 
- H/A-Dent: 842.86
- EE/Child: 956.75
- EE/Spouse: 1257.45
- EE/Sp/Cld: 
- Couple - Benefits: 23.20 or 37.15
- Sp or Dep. Dental: 
- Options: IRS 125: Y
- Flex Accounts: Y

**LEAVES**
- Type: SICK
- Days/Year: 10
- Accum.: 60
- Depend. use: Yes
- Approval: 
- Needed: 
- Other: 

**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

**OTHER LEAVES:**

**SEVERANCE PAY:**

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### Working Conditions
- **Contract Days:** 187
- **FTE Teachers:** 45.5
- **Enrollment:** 586
- **HS:** 9/9/2010
- **JH/MS:** 7.75
- **ELEM:** 7.75
- **Length of Teacher Day:** 7.75
- **Planning Time:** 53
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 28,975
- **Starting Salary:** 28,975
- **Career Increments:** N
- **Vertical Freeze:** 99-00
- **Rollback:**
- **Multi-year Contract:**

### Length of Student Day
- **7.17**
- **6.75**
- **7.17**
- **53**
- **35**

### Experience Allowed
- 7

### Insurance
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Cafeteria Plan**
- **Type**
- **Carrier**
- **Options:**

### Leaves
- **Type**
- **Days/Year**
- **Accum.**
- **Use**
- **Approval**
- **Other**

### Other District Policies
- **Negotiated/Policy**
- **Exists**

### Fort Calhoun
- **Starting Salary:** 28,975
- **FTE Teachers:** 45.5
- **Enrollment:** 586
- **Length of Teacher Day:** 7.75
- **Planning Time:** 53
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6
- **Length of Student Day:** 7.17
- **Experience Allowed:** 7

### Normal Teaching Load
- **FTE Teachers:**
- **Enrollment:**
- **Length of Teacher Day:**
- **Planning Time:**
- **Class Periods/Day:**
- **Normal Teaching Load:**

### Multi-year Contract:

### Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Cafeteria Plan**

### Leaves
- **Type**
- **Days/Year**
- **Accum.**
- **Use**
- **Approval**
- **Other**

### Other District Policies
- **Negotiated/Policy**
- **Exists**

### Fort Calhoun
- **Starting Salary:** 28,975
- **FTE Teachers:** 45.5
- **Enrollment:** 586
- **Length of Teacher Day:** 7.75
- **Planning Time:** 53
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6
- **Length of Student Day:** 7.17
- **Experience Allowed:** 7

### Normal Teaching Load
- **FTE Teachers:**
- **Enrollment:**
- **Length of Teacher Day:**
- **Planning Time:**
- **Class Periods/Day:**
- **Normal Teaching Load:**

### Multi-year Contract:
Franklin

2009-2010

WORKING CONDITIONS

Contract Days: 185  
Enrollment: 351  
Length of Teacher Day: 8 8 8  
Length of Student Day: 7.5 7.5 7.25  
Planning Time: 52 52 52  
Class Periods/Day: 8 8  
Normal Teaching Load: 7 7  

SALARY SCHEDULE

Base: 27,875  
Starting Salary: 27,875  
Career Increments: N  
Experience Allowed: 5(D)  
Vertical Freeze: 87-88  
Rollback: 87-88 Last Step  
Multi-year Contract:  

INSURANCE

Type | Carrier | Option | Amount Paid by District | Couple - Benefits |
--- | --- | --- | --- | --- |
HEALTH | BC/BS | 350D | 455.59 842.86 956.75 1257.45 | 23.20 or 37.15 |
DENTAL | BC/BS | 2 | 21.11 21.11 21.11 | |

LEAVES

Type | Days/Year | Accum. | Depend. | Approval | Other |
--- | --- | --- | --- | --- | --- |
SICK | 6 | 45 | yes | | |
PERSONAL | 6 | | yes | | extra roll into sick bank |
BEREAVEMENT | 5 | | | | add'l from sick lv |
PROFESSIONAL | 2 | | yes | | 1 from Sick Lv. w/appr. |
ADOPTION | | | | | |
ASSOCIATION | | | | | |
SABBATICAL | No | | | | |
SEVERANCE PAY: | | | | | |

OTHER DISTRICT POLICIES

Negotiated/Exists

Policy

SCHOOLING

Step | BA | BA + 9 | BA + 18 | BA + 27 | MA | MA + 9 |
--- | --- | --- | --- | --- | --- | --- |
1 | 27,875 | 29,269 | 30,663 | 32,056 | 33,450 | 34,844 |
2 | 1.00 | 1.05 | 1.10 | 1.16 | 1.20 | 1.26 |
3 | 30,105 | 31,499 | 32,893 | 34,286 | 35,680 | 37,074 |
4 | 31,220 | 32,614 | 34,008 | 35,401 | 36,795 | 38,180 |
5 | 32,335 | 33,729 | 35,123 | 36,516 | 37,910 | 39,304 |
6 | 33,450 | 34,844 | 36,238 | 37,631 | 39,025 | 40,419 |
7 | 35,599 | 37,093 | 38,486 | 39,880 | 41,274 | 42,664 |
8 | 37,074 | 38,468 | 39,861 | 41,255 | 42,649 | 44,043 |
9 | 39,563 | 40,976 | 42,380 | 43,784 | 45,189 | 46,588 |
10 | 40,698 | 42,091 | 43,486 | 44,880 | 46,275 | 47,670 |
11 | 43,206 | 44,600 | 45,994 | | | |
12 | 44,321 | 45,715 | 47,109 | | | |
13 | 46,436 | 47,830 | 49,224 | | | |
14 | 47,945 | 49,330 | | | | |
15 | 50,454 | | | | | |
16 | 51,569 | | | | | |

OTHER POLICIES

LEAVES: Jury Duty
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 357
- HS: 432
- JH/MS: 410
- ELEM: 670
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 7

**SALARY SCHEDULE**

- Base: 28,800
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: Rollback

**INDEX:**

- 3 x 3

**Insurance**

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**Cafeteria Plan**

- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Ind

**LEAVES**

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**OTHER DISTRICT POLICIES**

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**Notes:**

- 03-04 BA36 removed from MA column, those in the column during that time were grandfathered.

- 09-10 Freeman
**Fremont** 2009-2010

### Working Conditions
- Contract Days: 185
- FTE Teachers: 334.1
- Enrolment: 4570
- HS: 58,501
- JH/MS: 29,546
- ELEM: 36,489
- Length of Teacher Day: 7.1
- Length of Student Day: 7.5
- Planning Time: 88
- Class Periods/Day: 4
- Normal Teaching Load: 3

### Salary Schedule
- Base: 29,546
- Index: 4.5 x 5
- Starting Salary: 29,546
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 5(D)
- Long: 4.5% ea. 4 yrs after frozen 4 yrs
- Vertical Freeze: 85-86

### Insurance
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **FTE**
| --- | --- | --- | --- | --- | ---
| HEALTH | BC/BS | 600D | H/A-Dent | Individ. | 500
| DENTAL | BC/BS | 3 | EE/Child | EE/Spouse | 500
| PPO | | | EE/Spouse | | 500
| LIFE | | | Sun Life | | 500
| LTD | | | | | 500

### Cafeteria Plan
- Options: H/A, Dental, Life, LT
- IRS 125: Y
- Flex Accounts: Y

### Leaves
- **Type** | **Days/Year** | **Accum.** | **Depend. use** | **Approval** | **Other**
| --- | --- | --- | --- | --- | ---
| SICK | | 7 | unl. | yes | 7
| PERSONAL | 3 | yes | $130/day EOY for 3 days | | 3
| BEREAVEMENT | 5 | 3 family/1 non-family | | | 3
| PROFESSIONAL | unl. | yes | | | 1
| ADOPTION | 30 | from sick lv. | | | 30
| ASSOCIATION | see prof lv | | | | 30

### Sabbatical
- Yes
- **SEVERANCE PAY:** Y

### Other District Policies
- **Negotiated/Policy**
  - **Exists**
  - **Voluntary Separation:** Y P
  - **Grievance:** Y P
  - **Professional Growth:** Y P
  - **Sick Bank:** Y N

### Working Conditions

<table>
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<th>2009-2010</th>
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<tbody>
<tr>
<td>9/9/2010</td>
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### Salary Schedule
- Base: 29,546
- Index: 4.5 x 5
- Starting Salary: 29,546
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 5(D)
- Long: 4.5% ea. 4 yrs after frozen 4 yrs
- Vertical Freeze: 85-86

### Insurance
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **FTE**
| --- | --- | --- | --- | --- | ---
| HEALTH | BC/BS | 600D | H/A-Dent | Individ. | 500
| DENTAL | BC/BS | 3 | EE/Child | EE/Spouse | 500
| PPO | | | EE/Spouse | | 500
| LIFE | | | Sun Life | | 500
| LTD | | | | | 500

### Cafeteria Plan
- Options: H/A, Dental, Life, LT
- IRS 125: Y
- Flex Accounts: Y

### Leaves
- **Type** | **Days/Year** | **Accum.** | **Depend. use** | **Approval** | **Other**
| --- | --- | --- | --- | --- | ---
| SICK | | 7 | unl. | yes | 7
| PERSONAL | 3 | yes | $130/day EOY for 3 days | | 3
| BEREAVEMENT | 5 | 3 family/1 non-family | | | 3
| PROFESSIONAL | unl. | yes | | | 1
| ADOPTION | 30 | from sick lv. | | | 30
| ASSOCIATION | see prof lv | | | | 30

### Sabbatical
- Yes
- **SEVERANCE PAY:** Y

### Other District Policies
- **Negotiated/Policy**
  - **Exists**
  - **Voluntary Separation:** Y P
  - **Grievance:** Y P
  - **Professional Growth:** Y P
  - **Sick Bank:** Y N

### Working Conditions

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</thead>
<tbody>
<tr>
<td>9/9/2010</td>
<td>7.1</td>
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</tbody>
</table>
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 26.5
- **Enrollment:** 314
- **HS:** 7.5
- **JH/MS:** 7.5
- **ELEM:** 7.5
- **Planning Time:** 50
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Class Periods/Day:** 8

### Salary Schedule
- **Base:** 28,450
- **Starting Salary:** 28,450
- **Career Increments:** N
- **Experience Allowed:** (D)
- **Index:** 4.5 x 4
- **Entry Level Step:** 1

### Insurance
- **HEALTH Carrier:** BC/BS
  - **Type:** Individ.
  - **Option:** H/A-Dent
- **Option:** EE/Child
- **Amount Paid by District:** 455.59, 842.86, 956.75, 1257.45
- **Couple - Benefits Options:** Sp or Dep. Dental
- **PPPO:** 21.11
- **LTD:** .0040
- **NON-PARTICIPANT:**

### Cafeteria Plan
- **FLEX ACCOUNTS:** Y
- **IRS 125:** Y
- **Minimum FTE:** 0.5
- **Contribution:** fte

### Leaves
- **Sick:** 10
  - **Days/Year:** 45
  - **Accumulation:** yes
  - **Depend. Needed:** yes
  - **Approval:** +1 sub deduct
  - **Other Info:** $20/day reimb. at separation
- **Personal:** 3
  - **Days/Year:** 37.15
  - **Accumulation:** yes
  - **Approval:** add'l as needed

### Other Policies
- **Negotiated/Policy:**
  - **Voluntary Separation:** Y P
  - **Grievance:** Y N
  - **Professional Growth:** Y N
  - **Reduction in Force:** Y P
  - **Sick Bank:** Y N

### Other Leaves
- **Sabbatical:** No
- **Severance Pay:**

### Friend

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*03-04 moved from 4 X 4 index to 4 X 4.1*
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 329
Enrollment: 329  HS  JH/MS  ELEM
Length of Teacher Day: 8.25  8.25  8.25
Length of Student Day: 7.5  7.5  7
Planning Time: 100  100  95
Class Periods/Day: 9  9
Normal Teaching Load: 6  6

SALARY SCHEDULE
Base: 28,600  Index: 4 x 5
Starting Salary: 28,600  Entry Level Step: 1
Career Increments: N  Experience Allowed: 5

INSURANCE
Type  Carrier  Option  Amount Paid by District  Cafeteria Plan
HEALTH  BC/BS  350D  382.86  956.75  1257.45
DENTAL  BC/BS  2  21.11  21.11  21.11
PPO:  Bd pays up to $350 of ded for sing
LIFE  Unknown

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
SICK  10  45  yes

OTHER DISTRICT POLICIES
Negotiated/Policy
SEVERANCE PAY:

OTHER LEAVES:
Garden County

WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 280
- HS, JH/MS, ELEM
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 52
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Multi-year Contract:

INDEX:
- 1.1

SALARY SCHEDULE
- Base: 28,000
- Index: 4.5 x 4.5
- Starting Salary: 28,000
- Career Increments: N
- Experience Allowed: 10

VERTICAL FREEZE:
- Rollback: 89-90

Experience Allowed:
- 10

CAREER INCREMENTS:
- N

PLANNING TIME:
- 52

CLASS PERIODS/TERM:
- 7

WORKING CONDITIONS
- SALARY SCHEDULE

ENTRY LEVEL STEP:
- 1

INSURANCE
- HEALTH
  - BC/BS: 350D
  - Individ. EE/Spouse EE/Sp/Child
- DENTAL
  - BC/BS: 2
- PPO
  - Exists
  - Negotiated/Policy

PART-TIME BENEFITS
- Minimum FTE: 0.5

LEAVES
- SICK
  - Days/Year: 60
  - Accum.: 10
  - Depend. use: yes
  - Approval Needed: yes
- BEREAVEMENT
  - Days/Year: 2
  - Accum.: 10
  - Depend. use: yes
  - Approval Needed: yes
- PROFESSIONAL
  - Days/Year: 4
  - Accum.: 10
  - Depend. use: yes
  - Approval Needed: yes
- PERSONAL
  - Days/Year: 4
  - Accum.: 10
  - Depend. use: yes
  - Approval Needed: yes
- ADOPTION
  - Days/Year: 10
  - Accum.: 10
  - Depend. use: yes
  - Approval Needed: yes

SEVERANCE PAY:
- N

SABBATICAL:
- Yes

LEAVES:
- GARDEN COUNTY

OTHER DISTRICT POLICIES
- Negotiated/Policy

OTHER LEAVES:
WORKING CONDITIONS
Contract Days: 186
FTE Teachers: 2074
Enrollment: HS JH/MS ELEM
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: 30,000
Starting Salary: 31,350
Career Increments: N
Experience Allowed: all

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
Health BC/BS 350D 119.89 119.89 119.89 119.89 Cafeteria
Dental BC/BS 2 5.28 5.28 5.28 5.28
PPO Dist pays 1/4 single prem + cafe COMMENTS: Guardian
LTD (thru sal) Cafeteria Plan

OTHER LEAVES:
Type Days/Year Accum. Needed Other
SICK 10 66 yes
PERSONAL 2 yes accum. to 6
BEREAVEMENT 5
PROFESSIONAL unlimited yes
ADOPTION per FMLA
ASSOCIATION 5

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/
Policy
Exists

Baie 100 2009-2010


d

Step

BASE

1,00

1

31,350

32,700

34,050

35,400

36,750

38,100

39,450

40,800

42,150

43,500

44,850

46,200

1.04

1.09

1.13

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1.27

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1.36

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1.50

1.55

1.60

2

32,700

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36,750

38,100

39,450

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42,150

43,500

44,850

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5

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49,000

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49,000

50,500

52,000

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1.65

1.70

7

40,800

42,150

43,500

44,850

46,200

47,550

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52,000

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55,000

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44,850

46,200

47,550

49,000

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53,500

55,000

56,500

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2.03

2.07

2.11

2.15

2.19

2.23

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2.31
### Working Conditions
- Contract Days: 185
- FTE Teachers: 46
- Enrollment: 605
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8
  - 8
  - 8
- Length of Student Day: 7.5
  - 7.5
  - 7.5
- Planning Time: 46
  - 46
  - 30
- Class Periods/Day: 8
  - 8
- Normal Teaching Load: 7
  - 7

### Salary Schedule
- Base: 29,550
- Starting Salary: 29,550
- Experience Allowed: 14
- Career Increments: N
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract:

### Insuranc
- **Type**
  - HEALTH
    - BC/BS: 600D
  - DENTAL: BC/BS
  - PPO:
  - LIFE: Madison Nat'l
  - LTD: Madison Nat'l

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

### Leavess
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION

### Other District Policies
- **Negotiated/Policy**
  - Exists
    - Voluntary Separation: Y N
    - Grievance: Y N
    - Professional Growth: Y P
    - Reduction in Force: Y P
    - Sick Bank: N

### Warrantys
- **Step**
  - 1: 29,550
  - 2: 30,732
  - 3: 31,914
  - 4: 33,096
  - 5: 34,278
  - 6: 36,938
  - 7: 39,597
  - 8: 42,257
  - 9: 43,439
  - 10: 44,621
  - 11: 47,280
  - 12: 48,462
  - 13: 49,644
  - 14: 53,781
  - 15: 57,918

### Other Leaves
- **Type**
  - SEVERANCE PAY:
    - SABBATICAL: No
  - OTHER LEAVES: maternity

### GIBBON

### Gibbon

### 2009-2010

### 7.1
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 193
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Planning Time: 47 47 47
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 23.20 or 37.15
HEALTH BC/BS 600D 454.72 21.11 841.25 21.11 954.92 21.11
DENTAL BC/BS 2 21.11 21.11 21.11
LTD Omaha Life .0053

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 40 yes

OTHER DISTRICT POLICIES
Negotiated/
Exists Policy
Grievance: Y P
Reduction in Force: Y P
Sick Bank: N

GILTNER
Step BA BA + 9 BA + 18 BA + 27 BA + 36
1 28,000 29,120 30,240 31,360 32,480 33,600
1.00 1.04 1.08 1.12 1.16 1.20
2 29,120 30,240 31,360 32,480 33,600 34,720
1.04 1.08 1.12 1.16 1.20 1.24
3 30,240 31,360 32,480 33,600 34,720 35,840
1.08 1.12 1.16 1.20 1.24 1.28
4 31,360 32,480 33,600 34,720 35,840 36,960
1.12 1.16 1.20 1.24 1.28 1.32
5 32,480 33,600 34,720 35,840 36,960 38,080
1.16 1.20 1.24 1.28 1.32 1.36
6 33,600 34,720 35,840 36,960 38,080 39,200
1.20 1.24 1.28 1.32 1.36 1.40
7 35,840 36,960 38,080 39,200 40,320
1.28 1.32 1.36 1.40 1.44
8 38,080 39,200 40,320 41,440
1.36 1.40 1.44 1.48
9 39,200 40,320 41,440 42,560
1.40 1.44 1.48 1.52
10 41,440 42,560 43,680
1.52 1.56
11 42,560 43,680 44,800
1.52 1.56 1.60
12 44,800 45,920
1.60 1.64
13 47,040
1.68
WORKING CONDITIONS
Contract Days: 182
Enrollment: 751
Length of Teacher Day: 8.25
Length of Student Day: 7.8
Planning Time: 48
Class Periods/Day: 8
Normal Teaching Load: 7

GORDON-RUSHVILLE
FTE Teachers: 751

2009-2010

SALARY SCHEDULE
Base: 28,100
Starting Salary: 28,100
Career Increments: N

Insurance
Type Carrier Option Amount Paid by District
Health BC/BS Individ.
Dental BC/BS Individ.

LEAVES
Type Days/Year Accum. Depend. Use Approval Needed Other
Sick 10 90 Yes

Oregon

Sick
BEREAVEMENT
PROFESSIONAL
ADOPTION
ASSOCIATION

SABBATICAL

SEVERANCE PAY:

OTHER LEAVES:

Step | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27
--- | --- | --- | --- | --- | --- | --- | --- | ---
1 | 28,100 | 29,365 | 30,629 | 31,894 | 33,158 | 34,423 | 35,687 | 36,952
1.00 | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315
2 | 29,365 | 30,629 | 31,894 | 33,158 | 34,423 | 35,687 | 36,952 | 38,216
1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405
3 | 30,629 | 31,894 | 33,158 | 34,423 | 35,687 | 36,952 | 38,216 | 39,481
1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405
4 | 31,894 | 33,158 | 34,423 | 35,687 | 36,952 | 38,216 | 39,481 | 40,745
1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45
5 | 33,158 | 34,423 | 35,687 | 36,952 | 38,216 | 39,481 | 40,745 | 42,010
1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495
6 | 34,423 | 35,687 | 36,952 | 38,216 | 39,481 | 40,745 | 42,010 | 43,274
1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585
7 | 35,687 | 36,952 | 38,216 | 39,481 | 40,745 | 42,010 | 43,274 | 44,539
1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 | 1.675
8 | 36,952 | 38,216 | 39,481 | 40,745 | 42,010 | 43,274 | 44,539 | 45,803
1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 | 1.675 | 1.72 | 1.765
9 | 38,216 | 39,481 | 40,745 | 42,010 | 43,274 | 44,539 | 45,803 | 47,068
1.495 | 1.54 | 1.585 | 1.63 | 1.675 | 1.72 | 1.765 | 1.81 | 1.855
10 | 39,481 | 40,745 | 42,010 | 43,274 | 44,539 | 45,803 | 47,068 | 48,332
1.585 | 1.63 | 1.675 | 1.72 | 1.765 | 1.81 | 1.855 | 1.9 | 1.95
11 | 40,745 | 42,010 | 43,274 | 44,539 | 45,803 | 47,068 | 48,332 | 49,597
1.675 | 1.72 | 1.765 | 1.81 | 1.855 | 1.9 | 1.95 | 2 | 2.05
12 | 42,010 | 43,274 | 44,539 | 45,803 | 47,068 | 48,332 | 49,597 | 50,861
1.765 | 1.81 | 1.855 | 1.9 | 1.95 | 2 | 2.05 | 2.1 | 2.15
13 | 43,274 | 44,539 | 45,803 | 47,068 | 48,332 | 49,597 | 50,861 | 52,126
1.855 | 1.9 | 1.95 | 2 | 2.05 | 2.1 | 2.15 | 2.2 | 2.25
14 | 44,539 | 45,803 | 47,068 | 48,332 | 49,597 | 50,861 | 52,126 | 53,390
1.9 | 2 | 2.05 | 2.1 | 2.15 | 2.2 | 2.25 | 2.3 | 2.35

09-10 freeze in base salary and movement; frozen movement will be added and included with regular movement for 2010-2011
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 71.938
- **Enrollment:** 921
  - HS: 6.6
  - JH/MS: 6.6
  - ELEM: 6.6
- **Length of Teacher Day:** 7.5
- **Planning Time:** 48
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 30,075
- **Starting Salary:** 30,075
- **Career Increments:** N
- **Index:** 5 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

## Insuranc
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<td>Reduction in Force: Y</td>
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## Sabbatical
- Yes

## Sevrance Pay

## Gothenburg

### Cafeteria Plan
- **Indiv. Depend.**
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y
- **Minimum FTE:** 0.5
- **Contribution:** fte

## Other district Policies
- **Negotiated/ Policy:**
- **Exists:**

## Other Leaves:

### GOTHENBURG

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### Notes:
- **Base:** 30,075
- **Starting Salary:** 30,075
- **Career Increments:** N
- **Index:** 5 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** all
**Grand Island 2009-2010**

### WORKING CONDITIONS
- Contract Days: 187
- FTE Teachers: 660
- Enrollment: 8920
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 30,390
- Starting Salary: 4 x 5
- Career Increments: Y
- Experience Allowed: 7
- Entry Level Step: 1

### INSURANCE
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Cafeteria Plan** | **Couple - Benefits**
  - | | | | |
  HEALTH | BC/BS | 800D | H/A-Dent | Individ. | Depend.
  DENTAL | BC/BS | 1 | | | |
  PPO: | Fringe Benefit Stipend $165.06 | COMMENTS: |
  LIFE | | | | |
  LTD | | | | |
  NON-PARTICIPANT | | | | |

### LEAVES
- **Type** | **Days/Year** | **Accum.** | **Depend. use** | **Approval** | **Other**
  SICK | 10 | 90 | yes | |
  OTHER DISTRICT POLICIES
- **Negotiated/Policy** | **Exists** | **Pay**
  PERSONAL | 2+1 | 2 full pay + 1 sub deduct |
  BEREAVEMENT | 3+2 | +2 from sick lv for immed fam |
  PROFESSIONAL | | yes |
  ADOPTION | 20 from sick lv. |
  ASSOCIATION | see prof. lv. |
  SABBATICAL: Yes | SEVERANCE PAY: |

### GRAND ISLAND SALARY SCHEDULE

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- 87-88 BA45 column grandfathered, 02-03 PHD/EdD stipend available, 01-02 Longevity increments available after 20 years;
- 08-09 hiring base added (step 1 + 1/2 prior yr total pkg increase x current yr base)
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 25
- **Enrollment:** 178
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## SALARY SCHEDULE
- **Base:** 27,800
- **Index:** 4 x 5
- **Starting Salary:** 27,800
- **Career Increments:** N
- **Experience Allowed:** 5
- **Entry Level Step:** 1

## INSURANCE
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** |
- **Health** | BC/BS | 600D | 431.98, 799.19, 907.17, 1192.29 | 48.02 or 76.82 |
- **Dental** | BC/BS | 3 | 43.65, 43.65, 43.65, 43.65 | 5.52 |

## LEAVES
- **Sick** | 10 | 30 |
  - Other Info: $15/day after 30 accum |
- **Personal** | 3 |
- ** Bereavement** | 4 |
  - 1 non-family |
- **Professional** | 2 |
- **Adoption** | |
- **Association** | |

## SABBATICAL:
- Emergency - 2 days |

## GREELEY-WOLBACH

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## LEAVES
- **Type** | **Days/Year** | **Accum.** | **Depend. use** | **Approval Needed** | **Other** |
- **SICK** | 10 | 30 |
- **PERSONAL** | 3 |
- **BEREAVEMENT** | 4 |
  - 1 non-family |
- **PROFESSIONAL** | 2 |
- **ADOPTION** | |
- **ASSOCIATION** | |

## OTHER DISTRICT POLICIES
- **Negotiated/ Policy** | **Exists** |
- **Sick Bank:** N | |
- **Grievance:** Y | P |
- **Professional Growth:** Y | P |
- **Reduction in Force:** Y | P |
- **Voluntary Separation:** Y | |

## GREELEY-WOLBACH

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<td>45,720</td>
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</table>
WORKING CONDITIONS
Contract Days: 188  FTE Teachers: 2921
Enrollment: 7.1
Length of Teacher Day: 6.5  Length of Student Day: 6.5
Planning Time: 72.5  Class Periods/Day: 7
Normal Teaching Load: 6  Multi-year Contract:

SALARY SCHEDULE
Base: 31,200  Index: 4 x 4
Starting Salary: 31,200  Entry Level Step: 1
Career Increments: Y
Experience Allowed: all
at MA36 if frozen at last step 2 yrs-$500 3rd yr.
Vertical Freeze: 84-85, 85-86
Rollback: 84-85, 85-86

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 600D 431.98 799.19 907.17 1192.29 23.20 or 37.15
DENTAL BC/BS 00 21.11 21.11 21.11
PPO: COMMENTS:
LIFE Madison Nat'l 2.48
LTD Madison Nat'l .0030 (+B)
NON-PARTICIPANT

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

GREATNA

LEAVES:

OTHER DISTRICT POLICIES
Negotiated/ Policy

SABBATICAL: No SEVERANCE PAY:

OTHER LEAVES:
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 197
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.25 7.25 7.25
- Planning Time: 50 50 60
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

**SALARY SCHEDULE**
- Base: 28,000
- Starting Salary: 28,000
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 87-88
- Rollback: Multi-year Contract

**INSURANCE**

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<tr>
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<th>Option</th>
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<th>Couple - Benefits</th>
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**LEAVES**

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**OTHER DISTRICT POLICIES**

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

**SABBATICAL**: No

**SEVERANCE PAY**: 

**OTHER LEAVES**

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**CLASS PERIODS/Day**: 8 8 8

**NORMAL TEACHING LOAD**: 7 7 7

**LENGTH OF TEACHER DAY**: 8 8 8

**LENGTH OF STUDENT DAY**: 7.25 7.25 7.25

**PLANNING TIME**: 50 50 60
### WORKING CONDITIONS
- Contract Days: 185
- Enrolment: 272
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Student Day: 7.5
- Length of Teacher Day: 8
- FTE Teachers: 31

### SALARY SCHEDULE
- Base: 27,450
- Starting Salary: 27,450
- Index: 4 x 4
- Experience Allowed: 6
- Career Increments: N
- Rollback: 86-87 (2 Steps)

### SALARY SCHEDULE

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### LEAVES

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### WORKING CONDITIONS

- Vertical Freeze: 87-88
- Rollback: 86-87 (2 Steps)
- Multi-year Contract:

### WORKING CONDITIONS

- Normal Teaching Load: 7
- Length of Student Day: 7.5
- Length of Teacher Day: 8
- FTE Teachers: 31

### WORKING CONDITIONS

- Contract Days: 185
- Enrolment: 272
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Student Day: 7.5
- Length of Teacher Day: 8
- FTE Teachers: 31

### WORKING CONDITIONS

- Contract Days: 185
- Enrolment: 272
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Student Day: 7.5
- Length of Teacher Day: 8
- FTE Teachers: 31
**Harvard**

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 26
- **Enrollment:** 280
- **Length of Teacher Day:** 8.25
- **Length of Student Day:** 7.5
- **Planning Time:** 48
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 28,900
- **Index:** 4 x 4
- **Starting Salary:** 31,212
- **Career Increments:** N
- **Experience Allowed:** all
- **BA+36,45,54 frozen 1 yr after entering:** Not apply to MA
- **Vertical Freeze:** Rollback: Multi-year Contract:

#### Cafeteria Plan
- **Individ.**
- **Depend.**
- **Options:**
  - IRS 125:
  - Flex Accounts:

#### Part-Time Benefits
- **Minimum FTE:** 0.5
- **Contribution:** full

### Leaves
- **Sick:** 12
- **Accum.:** 40
- **Approval Needed:** no
- **Other:**
- **PERSONAL:** 2
- **BEREAVEMENT:** 5
- **PROFESSIONAL:** 1
- **ADOPTION:** 30
- **ASSOCIATION:**

### Other District Policies
- **Negotiated/Policy:**
- **Exists:** No
- **SABBATICAL:** No

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BA+36 frozen 1 year after entering
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 275.4
- **Enrollment:** 3531
- **HS:**
- **JH/MS:**
- **ELEM:**
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 45
- **Class Periods/Day:** 10
- **Normal Teaching Load:** 6.5

## SALARY SCHEDULE
- **Base:** 30,000
- **Index:** 4.5 x 4.5
- **Starting Salary:**
- **Entry Level Step:** 1
- **Career Increments:** Y
- **Experience Allowed:** 10

## INSURANCE
- **Type**
  - Health: BC/BS
  - Dental: BC/BS
- **Carrier**
  - 600D
- **Option**
  - H/A-Dent
  - EE/Child
  - EE/Spouse
  - EE/Child
- **Amount Paid by District**
  - 454.72
  - 43.65
  - 43.65
  - 43.65
- **Couple - Benefits**
  - Full Ins. + $325
  - Options: Cash
  - IRS 125: Y
  - Flex Accounts: Y

## LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 10
  - 15
- **Accum.**
  - 32,700
  - 34,050
- **Depend. use**
  - yes
  - yes
- **Approval Needed**
  - yes
  - w/approv.
- **Other**
  - $275/mo no ins-if taking indiv add'l $20

## OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - **SICK**
  - **PERSONAL**
  - **BEREAVEMENT**
  - **PROFESSIONAL**
  - **ADDITIONAL**
  - **ASSOCIATION**

## OTHER LEAVES:
- **Family parenting-5; spec. pers.-2**

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*02-03 staff frozen at bottom of MA45 will be given add'l 1.5% of base every yr on that step*
WORKING CONDITIONS
Contract Days: 184
Enrollment: 148
Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 28,000
Starting Salary: 28,000
Career Increments: N
Experience Allowed: all

INDEX:
4 x 4.5

Experience Allowed:
all

Career Increments:
N

Vertical Freeze:
Rollback:

Multi-year Contract:

WORKING CONDITIONS

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 37.15
HEALTH BC/BS 350D 455.59 842.86 956.75 1257.45 Dep. Dental
DENTAL BC/BS 2 21.11 21.11 21.11

LIFE
LTD Principal
NON-PARTICIPANT

LEAVES
Sick
Other Info: Percent of base for tuition
Other Info: 10 60 yes
Paid: 3 add'l. from sick lv.

PERSONAL
BEREAVEMENT unl. w/appr.
PROFESSIONAL unl. yes

ADOPTION Approval
ASSOCIATION Approval

SABBATICAL: Yes
SEVERANCE PAY:

PART-TIME BENEFITS

MINIMUM FTE: 0.5

Contribution: fte

OTHER DISTRICT POLICIES

Negotiated/Policy

EXISTS:

OTHER LEAVES:

HAYES CENTER

S t e p  B A  B A + 9  B A + 18  B A + 27  M A  M A + 9
1 28,000 29,260 30,520 31,780 33,040 34,300
1.00 1.045 1.09 1.135 1.18 1.225
2 29,120 30,380 31,640 32,900 34,160 35,420
1.04 1.085 1.13 1.175 1.22 1.265
3 30,240 31,500 32,760 34,020 35,280 36,540
1.08 1.125 1.17 1.215 1.26 1.305
4 31,360 32,620 33,880 35,140 36,400 37,660
1.12 1.165 1.21 1.255 1.3 1.345
5 32,480 33,740 35,000 36,260 37,520 38,780
1.16 1.205 1.25 1.295 1.34 1.385
6 33,600 34,860 36,120 37,380 38,640 39,900
1.24 1.29 1.335 1.38 1.425
7 34,800 35,980 37,240 38,500 39,760 41,020
1.285 1.33 1.375 1.42 1.465
8 36,000 37,180 38,440 39,620 40,880 42,140
1.37 1.415 1.46 1.505
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1.495 1.54 1.585
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1.58 1.625
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1.665
13 42,000 43,180 44,380 45,680 46,980 48,280
1.745
Heartland

9/9/2010

2009-2010

7.1

WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 31.75
Enrollment: 327
HS JH/MS ELEM
Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 6.5 6.5 6.5
Planning Time: 97 97 97
Class Periods/Day: 8 8 8
Normal Teaching Load: 7 7 7

SALEY SCHEDULE

Base: 30,600
Index: 4 x 4
Starting Salary: 30,600
Entry Level Step: 1
Career Increments: N
Experience Allowed: 8

ININSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan

Entry Level Step:

DENTAL BC/BS 4 Individ. 39.75 39.75 39.75 39.75 Sp or Dep. Dental
PPO: BC/BS 5% COMMENTS: IRS 125: Y
LTD Madison Nat'l Options:
NON-PARTICIPANT

LEAVES

Type Days/Year Accum. Approval Other

SICK 10 50 Yes
PERSONAL 2 yes
BEREAVEMENT 5
PROFESSIONAL 2 yes
ADOPTION see sick lv.
ASSOCIATION 2

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/ Exists Policy

OTHER LEAVES:

HEARTLAND

Step | BA | BA + 4 | BA + 8 | BA + 12 | BA + 16 | BA + 20 | BA + 24 | BA + 28 | BA + 32 | BA + 36 | BA + 40 | BA + 44 | BA + 48
"
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:** 397
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 7
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7 hours
- **Planning Time:** 50 minutes
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 29,200
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - **Entry Level Step:** 1(D)
  - **Experience Allowed:** all
- **Career Increments:** Y
- **Vertical Freeze:** 05-06, 06-07
- **Rollback:**

### Insurancs
- **HEALTH**
  - **Carrier:** BC/BS
  - **Option:** 350D
  - **H/A-Dent:** 479.57
  - **Individ. EE/Child:** 887.22
  - **Individ. EE/Spouse:** 1007.11
  - **Individ. EE/Sp/Child:** 1323.63
- **DENTAL**
  - **Carrier:** BC/BS
  - **Option:** 1
  - **H/A-Dent:** 20.55
  - **Individ. EE/Child:** 20.55
  - **Individ. EE/Spouse:** 20.55
  - **Individ. EE/Sp/Child:** 20.55
- **LIFE**
  - **Carrier:** Guardian
- **LTD**
  - **Option:** Non-Participant
- **CPF**
  - **Amount Paid by District:**
    - **H/A-Dent:** 50
    - **Individ. EE/Child:** 550
    - **Individ. EE/Sp/Child:** 550
- **Flexible Accounts**
  - **IRS 125:** Y
  - **Flex Accounts:** N

### Leaves
- **SICK**
  - **Days/Year:** 10
  - **Accum.:** 50
  - **Approval Needed:** yes
  - **Other Info:**
    - **PERSONAL:** 3
    - **BEREAVEMENT:** see sick lv.
    - **PROFESSIONAL:** adm. disc.
    - **ADOPTION:** 5
    - **ASSOCIATION:** see prof. lv.

### Other District Policies
- **SABBATICAL:** No

### Cafeteria Plan
- **Minimum FTE:** 1
- **Contribution:** $500 annuity

### Salary Schedule Table
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### Notes
- **Negotiated Policy:**
  - **Exists:**
    - **SICK:** yes
    - **OTHER:** no
  - **Approval Needed:**
    - **SICK:** yes
    - **OTHER:** no
  - **Voluntary Separation:** Y
  - **Grievance:** Y
  - **Professional Growth:** N
  - **Reduction in Force:** Y
  - **Sick Bank:** N

### Severance Pay
- **SEVERANCE PAY:**
  - **Negotiated:**
    - **Exists:**
      - **SICK:** no
      - **OTHER:** yes
  - **Policy:**
    - **SICK:** no
    - **OTHER:** yes
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 513
Enrollment:  
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
Multi-year Contract: 

SALARY SCHEDULE
Base: 28,200
Starting Salary: 32,800
Career Increments: N
Experience Allowed: all

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
HEALTH  BC/BS  350D  455.59  842.86  956.75  1257.45
DENTAL  BC/BS  1  20.55  38.02  43.16  56.72
PPO: COMMENTS:
LIFE
LTD  Unknown
NON-PARTICIPANT

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

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exits

OTHER LEAVES:

HERSHEY

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20-03 staff hired prior to 03-04 is grandfathered into a separate schedule. Contact BSEA for details.
**WORKING CONDITIONS**

- Contract Days: 184
- FTE Teachers: 33.41
- Enrolment: 255
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.33
- Length of Student Day: 7.2
- Planning Time: 80
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 29,000
- Index: 4 x 4.5
- Starting Salary: N
- Career Increments: N
- Experience Allowed: 6
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

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Hitchcock County 2009-2010 7.1

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 25
- Enrollment: 283
- HS, JH/MS, ELEM
- Length of Teacher Day: 8, 8, 8
- Length of Student Day: 7, 7, 6.5
- Planning Time: 50, 50, 50
- Class Periods/Day: 8, 8
- Normal Teaching Load: 7, 7
- Multi-year Contract:

INSURANCE

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PPO: Emp pays 1st $200 of ded; bd pay

LIFE: Principal

LTD: Principal

NON-PARTICIPANT

LEAVES

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OTHER DISTRICT POLICIES

- Negotiated/Policy
- Extern
- Exists
- Personal: 2
- Bereavement: see sick lv.
- Professional: 2
- Yes $50.00 stipend/day
- Grievance: N
- Reducing in Force: N
- Sick Bank: N

SABBATICAL: No

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</table>
WORKING CONDITIONS  
Contract Days: 185  
FTE Teachers: 95.355  
Enrollment: 1123  
Length of Teacher Day: 8 8 8  
Length of Student Day: 7.6 7.5 7.3  
Planning Time: 50 45 45  
Class Periods/Day: 8 9  
Normal Teaching Load: 7 7  

SALARY SCHEDULE  
Base: 29,100  
Starting Salary: 31,719  
Career Increments: N  
Experience Allowed: 4 (D)  
Rollback: 95-96  

INSURANCE  
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan  
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child  
HEALTH BC/BS 600D 454.72 841.25 1255.04 Sp or Dep. Dental  
PPO: COMMENTS:  
LIFE Principal 3.88  
LTD Principal .0017 (thru sal)  
NON-PARTICIPANT  

LEAVES  
Type Days/Year Accum. Depend. Approval Needed Other OTHER DISTRICT POLICIES  
SICK 20 90 yes  
PERSONAL 2 yes acc. to 4  
BEREAVEMENT see sick lv. max 1/funeral ext'd family  
PROFESSIONAL 2 yes  
ADOPTION yes  
ASSOCIATION yes  
SABBATICAL: Yes SEVERANCE PAY:  
OTHER LEAVES: Jury Duty  

OTHER LEAVES:

HOLDREGE

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<th>Step</th>
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OTHER DISTRICT POLICIES

- Negotiated/Policy
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WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 386
Enrollment: 7.8  JH/MS  ELEM
Length of Teacher Day: 7.8  7.8  7.8
Length of Student Day: 7.28  7.28  7.28
Planning Time: 50  50  50
Class Periods: 8  8
Normal Teaching Load: 6  6

SALARY SCHEDULE
Base: 26,350  Index: 4 x 4
Starting Salary: 26,350  Entry Level Step: 1
Career Increments: N  Experience Allowed: 9
part-time teachers over 0.425 rec full h/a

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child  104.17
HEALTH  BC/BS  600D  454.72  454.72  454.72  454.72
PPO:  Indiv prem paid + "addl ins allowed COMMENTS:
LIFE

OTHER DISTRICT POLICIES

OTHER LEAVES:

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
SICK  10  90  yes
PERSONAL  2  yes
BEREAVEMENT  5  
PROFESSIONAL  adm. disc.
ADOPTION  adm. disc.
ASSOCIATION  2

SABBATICAL: No  SEVERANCE PAY:

 Homo  2009-2010  3.1

Salary Schedule

Step  | Base | BA + 8 | BA +16 | BA +24 | MA | MA +8 | MA +16 | MA +24 | MA +32
1     | 26,350 | 27,040 | 28,458 | 29,912 | 30,568 | 31,620 | 32,674 | 33,728 | 34,782
2     | 27,450 | 28,458 | 29,912 | 30,566 | 31,520 | 32,576 | 33,632 | 34,688 | 35,744
3     | 28,458 | 29,912 | 30,566 | 31,620 | 32,674 | 33,728 | 34,782 | 35,836 | 36,890
4     | 29,512 | 30,566 | 31,620 | 32,674 | 33,728 | 34,782 | 35,836 | 36,890 | 37,944
5     | 30,566 | 31,620 | 32,674 | 33,728 | 34,782 | 35,836 | 36,890 | 37,944 | 38,998
6     | 31,620 | 32,674 | 33,728 | 34,782 | 35,836 | 36,890 | 37,944 | 38,998 | 40,052
7     | 32,674 | 33,728 | 34,782 | 35,836 | 36,890 | 37,944 | 38,998 | 40,052 | 41,109
8     | 33,728 | 34,782 | 35,836 | 36,890 | 37,944 | 38,998 | 40,052 | 41,109 | 42,160
9     | 34,782 | 35,836 | 36,890 | 37,944 | 38,998 | 40,052 | 41,109 | 42,160 | 43,214
10    | 35,836 | 36,890 | 37,944 | 38,998 | 40,052 | 41,109 | 42,160 | 43,214 | 44,268
11    | 36,890 | 37,944 | 38,998 | 40,052 | 41,109 | 42,160 | 43,214 | 44,268 | 45,322
12    | 41,109 | 42,160 | 43,214 | 44,268 | 45,322 | 46,378 | 47,430 | 48,484 | 48,484
13    | 42,160 | 43,214 | 44,268 | 45,322 | 46,378 | 47,430 | 48,484 | 49,539 | 49,539
14    | 43,214 | 44,268 | 45,322 | 46,378 | 47,430 | 48,484 | 49,539 | 50,592 | 50,592
15    | 44,268 | 45,322 | 46,378 | 47,430 | 48,484 | 49,539 | 50,592 | 50,592 | 50,592
16    | 45,322 | 46,378 | 47,430 | 48,484 | 49,539 | 50,592 | 50,592 | 50,592 | 50,592

Additional insurance amounts based on percentage times the difference in premium between single and family insurance (1100D): Step 1-3 (80%); Step 4-6 (85%); Step 7-9 (80%); Step 10-12 (95%); Step 13 & Above (100%); part time receives allowance & H/A benefits = to fte; 0-2-03 all experience is allowed

SALARIES

Partial-Time Benefits
Minimum FTE: 0.425
Contribution: fte*

Other Leav

Type  Days/Year  Accum.  Depend.  Approval  Other

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

2009-2010

3.1
### Working Conditions
- Contract Days: 185
- Enroll: 160
- HS: 8
- JH/MS: 8
- ELEM: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 31,000
- Starting Salary: 31,000
- Career Increments: N
- Vertical Freeze:
- Rollback: 88-89 (1 Step)
- Length of Teacher Day: 8
- Length of Student Day: 7
- Normal Teaching Load: 7
- Multi-year Contract: 08-09, 09-10

### Insurance
- Type: HEALTH, DENTAL, LTD
- Carrier: BC/BS, Individ.
- Options: H/A-Dent, EE/Child, EE/Spouse, EE/Sp/Child
- Amount Paid by District:
  - HEALTH: 35D
  - DENTAL: 2
- Couple - Benefits:
  - Individ.: 550
  - Depend.: 650
- Cafeteria Plan Options: Ind. Cafeteria
- Cafeteria Plan:
  - IRS 125: Y
- Flex Accounts: Y

### Leaves
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION, SABBATICAL
- Days/Year:
  - SICK: 10
  - PERSONAL: 2
- Approval Needed: yes
- Other Info:
  - Other Info: yes
  - Accum. to 3

### Other District Policies
- Negotiated/Policy
  - Exists
  - Voluntary Separation: N
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N

### Other Leaves
- FTE Teachers: 19.5
- Starting Salary: 31,000
- Contract Days: 185
- Enrollment: 160
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 08-09, 09-10

### Salary Schedule Table
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<tr>
<th>Step</th>
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<th>BA + 18</th>
<th>BA + 27</th>
<th>BA + 36</th>
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</tbody>
</table>

### Leaves Table
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION, SABBATICAL
- Days/Year:
  - SICK: 10
  - PERSONAL: 2
- Approval Needed: yes
- Other Info:
  - Other Info: yes
  - Accum. to 3

### Severance Pay

### Notes
- Contract Days: 185
- Enroll: 160
- HS: 8
- JH/MS: 8
- ELEM: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 08-09, 09-10
- Contract Days: 185
- Enrollment: 160
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 08-09, 09-10
### Working Conditions
- Contract Days: 185
- Enrollment: 443
- Length of Teacher Day: 8 hours
- Length of Student Day: 8 hours
- Normal Teaching Load: 7 periods
- Class Periods/Day: 8
- Planning Time: 50 minutes
- Vertical Freeze: Rollback
- Multi-year Contract: 09-10, 10-11

### Salary Schedule
- Base: 29,300
- Starting Salary: 29,300
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 1

### Insurance
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<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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<td>Individ. EE/Child EE/Spouse EE/Sp/Child</td>
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<td>Individ. Sp or Dep. Dental</td>
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<td>IRS 125: Y</td>
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<td>PPO</td>
<td>COMMENTS:</td>
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<td>Flex Accounts:</td>
</tr>
</tbody>
</table>

### Leaves
- SICK: 10 days, 60 hours, reimb $25/day up to 60 days
- PERSONAL: 2+1 days, 1 - sub deduct
- BEREAVEMENT: 10 days, from sick lv.
- PROFESSIONAL: adm. disc.
- ADOPTION: 2+1 days, from sick lv.
- ASSOCIATION: 10 days, from sick lv.
- SABBATICAL: 10 days, from sick lv.
- SEVERANCE PAY: 2009-2010

### Other District Policies
- Negotiated/Policy

### Salary Schedule Details
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01-02 grandfathered BA+36 column when districts merged, teachers on BA+36 stayed on MA
## Humphrey

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 259
- **Enrollment:** 259
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 27,900
- **Starting Salary:** 27,900
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4 x 4
- **Entry Level Step:** 1(D)

### Leaves
- **Sick:** 10,7
- **Dependent Use:** Yes
- **Personal:** 2
- ** Bereavement:** 5
- **Professional:** 2
- **Association:** From prof. lv.

### Insurane
- **HEALTH:**
  - **Carrier:** BC/BS
  - **Option:** 600D
  - **Type:** H/A-Dent
  - **Individ. EE/Sp/Child:** 454.72
  - **EE/Sp/Child:** 841.25
  - **EE/Spouse:** .00371
  - **Couple - Benefits:** 23.20 or 37.15
  - **Injection:** 21.11
  - **理赔金:** 21.11

### Cafeteria Plan
- **Options:**
  - IRS 125:
  - Flex Accounts:

### Part-Time Benefits
- **Minimum FTE:**
- **Contribution:** Fte

### Other District Policies

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**Working Conditions**
- Contract Days: 184
- Enrollments: 123
- Length of Teacher Day: 8.16
- Length of Student Day: 7.1
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Planning Time: 53

**Salary Schedule**
- Base: 27,500
- Index: 4 x 4
- Starting Salary: 27,500
- Career Increments: N
- Vertical Freeze: Rollback:
- Multi-year Contract:

### Insurancce

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### Cafeteria Plan
- Options:
- IRS 125:
- Flex Accounts:

### Leaves

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### Other Leaves:

#### Hyannis

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### Hynes Working Conditions

- HS: 9/9/2010
WORKING CONDITIONS
Contract Days: 186
Enrollment: 530
Length of Teacher Day: Planning Time:
Length of Student Day: Class Periods/Day:
Normal Teaching Load: Multi-year Contract:

SALARY SCHEDULE
Base: 29,600
Starting Salary: Career Increments:
Experience Allowed: 5(D)
Entry Level Step: 1

Vertical Freeze:
Rollback:

Experience:

ININSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 35OD 479.57 887.22 1007.11 1323.63 Cash Options:
DENTAL BC/BS 5 43.50 43.50 43.50

PPO: COMMENTS:
LIFE
LTD Unknown (thru sal)
NON-PARTICIPANT $166.67 Cash

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 7 60 Y

PERSONAL 5 sell back @ 75% sub pay or ad
BEREAVEMENT 3 more from sick leave
PROFESSIONAL 3 Yes

ADOPPTION
ASSOCIATION

SABBATICAL:
SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/ Exists
Policy

OTHER LEAVES:

JOHNSON COUNTY
Step BA BA + 9 BA + 18 BA + 27 MA BA + 36 MA + 9 MA + 18 MA + 27
1 29,600 30,784 31,968 33,152 34,336 35,520 36,704 37,888 39,072
2 1.04 1.04 1.04 1.04 1.04 1.04 1.04 1.04 1.04
3 31,968 33,152 34,336 35,520 36,704 37,888 39,072 40,256 41,440
4 33,152 34,336 35,520 36,704 37,888 39,072 40,256 41,440 42,624
5 34,336 35,520 36,704 37,888 39,072 40,256 41,440 42,624
6 35,520 36,704 37,888 39,072 40,256 41,440 42,624 43,808
7 36,704 37,888 39,072 40,256 41,440 42,624 43,808 44,992
8 39,072 40,256 41,440 42,624 43,808 44,992 46,176
9 41,440 42,624 43,808 44,992 46,176 47,360
10 43,808 44,992 46,176 47,360 48,544
11 46,176 47,360 48,544 49,728
12 47,360 48,544 49,728 50,912
13 49,728 50,912 52,096
14 52,096 53,280
15 54,464
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 20.8
- Enrolment: 297
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.35
- Length of Student Day: 7.35
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### SALARY SCHEDULE
- Base: 28,800
- Starting Salary: (D)
- Career Increments: N
- Experience Allowed: all (D)
- Vertical Freeze:
- Rollback:

### Index
- 4 x 4

### Experience Allowed
- All (D)

### LEAVES
- SICK: 10 50 yes
- BEREAVEMENT: from sick lv.
- PERSONAL: 2+1 yes 1 day pay deduct.; +5 from sick
- PROFESSIONAL: admin. disc.
- ADOPTION: admin. disc.
- ASSOCIATION: 3 (off/deleg)

### LEAVES (Other)
- Retirement: 1 year
- PTA:

### OTHER DISTRICT POLICIES
- Negotiated/Policy
- Voluntary Separation: N
- Grievance: Y P
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: Y N

### OTHER DISTRICT POLICIES (continued)
- Part-Time Benefits:
  - Minimum FTE: 0.5
  - Contribution: fte-% sgl

### Cafeteria Plan
- Options:
  - IRS 125: Y
  - Flex Accounts: Y

### INSURANCE
- Type
- Carrier
- HEALTH BC/BS 600D 431.98 799.19 907.17 1192.29
- DENTAL BC/BS 21.11 39.04 44.31 58.26
- PPO: COMMENTS:

### CAFETERIA PLAN
- Type
- Carrier:

### FTE Teachers:
- Johnson-Brock: 20.8
- Starting Salary: (D)

### BASE SALARY
- CLASS PERIOD:
  - 8
- ENROLLMENT:
  - 297
- BASE:
  - 28,800
  - 29,952
  - 31,104
  - 32,256
  - 33,408
  - 34,560
  - 35,712
- ACCUMULATED:
  - 1.00
  - 1.04
  - 1.08
  - 1.12
  - 1.16
  - 1.20
  - 1.24
- B A + 9:
  - 1.00
  - 1.04
  - 1.08
  - 1.12
  - 1.16
  - 1.20
  - 1.24
- B A + 18:
  - 1.00
  - 1.04
  - 1.08
  - 1.12
  - 1.16
  - 1.20
  - 1.24
- B A + 27:
  - 1.00
  - 1.04
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  - 1.16
  - 1.20
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- B A + 36:
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- MA + 18:
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  - 1.04
  - 1.08
  - 1.12
  - 1.16
  - 1.20
  - 1.24

### COMMENTS
- Other Info: Use 5 or less = recv $400 eoy
- Personal: 2+1 yes 1 day pay deduct.; +5 from sick
- Bereavement:
- Professional:
- Adoption:
- Association:
- Sabbatical: No
- Severance Pay:
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 379.05
- **Enrollment:** 5215
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 8 hours
- **Planning Time:** 60 minutes
- **Class Periods/Day:** 3 periods
- **Normal Teaching Load:** 7.5 hours

### SALARY SCHEDULE
- **Base:** 30,129
- **Starting Salary:** 30,129
- **Career Increments:** Yes
- **Vertical Freeze:** 85-86
- **Rollback:**
- **Multi-year Contract:**
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.25 hours

### INSURANCE
- **HEALTH**
  - **Carrier:** BC/BS
  - **Option:** 600D
  - **Amount Paid by District:**
    - H/A-Dent: 1.00
    - EE/Child: 1.09
    - EE/Spouse: 1.10
    - EE/Sp/Child: 1.10
  - **Couple - Benefits:** cafeteria+fringe
- **DENTAL**
  - **Carrier:** Nat'l Ins
  - **Option:** H/A-Dent
  - **Amount Paid by District:**
    - Individ.: 1.75
    - Individ. & Depend.: 1.75
  - **Couple - Benefits:**
    - EE/Spouse: 1.75
    - EE/Sp/Child: 1.75

### LEAVES
- **SICK**
  - **Days/Year:** 10
  - **Accum. & Needed:** 80
  - **Approval Required:** Yes
  - **Other Info:** 20 days for dep./1/2 sub pay at retire.
- **PERSONAL**
  - **Type:** 3
  - **Depend. Use:** one more by borrowing from ot
  - **Approval Required:** Yes
  - **Other Info:** based on type of use; with appr
- **BEREAVEMENT**
  - **Type:** unlit.
  - **Approval Required:** Yes
  - **Other Info:** Voluntary Separation: Y P
  - **Grievance:** Y N
  - **Professional Growth:** Y P
  - **Reduction in Force:** Y N

### OTHER DISTRICT POLICIES
- **SEVERANCE PAY:** Y

### OTHER LEAVES:
- **SABBATICAL:** No
- **LONGEVITY INCREMENTS AVAILABLE ON BA36 & MA45 COLUMNS**
## Working Conditions
- **Contract Days:** 182
- **FTE Teachers:** 23
- **Enrollment:** 275
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 50
- **Planning Time:** 7.5
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** $28,200
- **Index:** 4 x 4
- **Starting Salary:** $28,200
- **Career Increments:** N
- **Experience Allowed:** (D)

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## Leaves
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### Sabbatical
- **No**

## Other Leave Policies
- **Negotiated/Policy:** Exists
- **Sick Bank:** Y N
- **Reduction in Force:** Y P
- **Professional Growth:** Y P
- **Grievance:** Y P
- **Voluntary Separation:** Y P

## Other Policies
- **Other Info:**
- **Working Conditions:**
- **Salary Schedule:**
- **Insurance:**
- **Leaves:**
- **Negotiated/Policies:**
- **Sabbatical:**
- **Severance Pay:**
### Working Conditions

- **Contract Days:** 180
- **Enrollment:** 104
- **Length of Teacher Day:**
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- **Length of Student Day:**
  - 7.5
  - 7.5
  - 7.5
- **Planning Time:**
  - 50
  - 50
  - 30
- **Class Periods/Day:**
  - 8
- **Normal Teaching Load:**
  - 7

### Salary Schedule

- **Base:** 28,000
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 6
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Rollback:** 93-94
- **Multi-year Contract:**

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### Other District Policies

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

### Cafeteria Plan

- **Options:**
- **IRS 125:**
- **Flex Accounts:**

### Part-Time Benefits

- **Minimum FTE:**
- **Contribution:** fte

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Advance to Step 20 is obtained after being at Step 15 for 5 years.
### WORKING CONDITIONS
- **Contract Days:** 184
- **FTE Teachers:** 61
- **Enrollment:** 720
- **HS:** 3.1
- **JH/MS:** 2
- **ELEM:**
- **Length of Teacher Day:** 8
- **Planning Time:** 51
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### SALARY SCHEDULE
- **Base:** 28,600
- **Index:** 5 x 4
- **Starting Salary:** 28,600
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all

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### Cafeteria Plan
- **Options:** (TSA, IRS 125: Y, Flex Accounts: Y)

### LEAVES
- **SICK:** 12 days in PTO bank for sick, personal
- **PERSONAL:** PTO
- **BEREAVEMENT:** 10, yes
- **PROFESSIONAL:** 2
- **ADOPTION:** 30
- **ASSOCIATION:**
- **SABBATICAL:** Yes

### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
- **Exists:**
- **Voluntary Separation:** Y
- **Grievance:** Y
- **Professional Growth:** Y
- **Reduction in Force:** Y
- **Sick Bank:** Y

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**Notes:**
- **LOST PAY DUE TO SICK:**
- **LTD:**
- **H/A-Dent:**
- **EE/Child:**
- **EE/Spouse:**
- **EE/Sp/Child:**
- **Index:**
- **Starting Salary:**
- **Career Increments:**
- **Experience Allowed:**
- **Multi-year Contract:**
- **Rollback:**
- **Vertical Freeze:**
- **TSA:**
- **IRSA 125:**
- **Flex Accounts:**
- **Options:**
- **Contribution:**
- **Negotiated/Policy:**
- **Exists:**
- **Voluntary Separation:**
- **Grievance:**
- **Professional Growth:**
- **Reduction in Force:**
- **Sick Bank:**
- **Other Info:**
- **Negotiated/Policy:**
- **PERT:**
### Working Conditions
- Contract Days: 185
- FTE Teachers: 354
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.3
- Length of Student Day: 7.3
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### Salary Schedule
- Base: 28,400
- Index: 4 x 4
- Starting Salary: 28,400
- Career Increments: N
- Vertical Freeze: No
- Rollback: No

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### Leaves
- SICK: 10, 45, Yes
- PERSONAL: 2, Yes
- BEREAVEMENT: unl., see sick lv.
- PROFESSIONAL: unl., Yes
- ADOPTION: unl., Yes
- ASSOCIATION: unl., Yes

### Other District Policies
- Negotiated/Policy: exists
- Voluntary Separation: Y, P
- Grievance: Y, P
- Professional Growth: Y, P
- Reduction in Force: Y, P
- Sick Bank: Y, N

### Laurel-Concord

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### Comments
- Cafeteria Plan Options: H/A-TSA, Cash-Life-LTD
- IRS 125: Y
- Flex Accounts: Yes
- Minimum FTE: 0
- Contribution: fte

### Other Leaves
- Severance Pay:

---

**Note:** The table represents the salary schedule and benefit details for Laurel-Concord for the period 2009-2010.
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 18.82
Enrollment: 148  HS  JH/MS  ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 8 8 8
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 28,000  Index: 4 x 4
Starting Salary: 28,000  Entry Level Step: 1
Career Increments: N  Experience Allowed: all

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
HEALTH  BC/BS  600D  H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child
DENTAL  BC/BS  2  Individ.  EE/Sp/Child
LIFE  LTD  Principal  NON-PARTICIPANT

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
SICK  6  34  yes  use  Needed  Other
PERSONAL  6  yes  unused goes to sick accum
BEREAVEMENT  2  yes  acc. to 5
PROFESSIONAL  2  Grievance: N  N
ADOPTION  30  Professional Growth: Y  N
ASSOCIATION
SABBATICAL: No  SEVERANCE PAY: Y

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### Lewiston

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 21.9
- HS: 432
- JH/MS: 744
- ELEM: 148
- Length of Teacher Day: 8
- Planning Time: 50
- Length of Student Day: 6.6
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: Rollback:
- Experience Allowed: N
- Career Increments: N
- Multi-year Contract: Yes

**INSURANCE**
- Type: HEALTH, DENTAL, LIFE
- Carrier: BC/BS, H/A-Dent, Individ.
- Option: EE/Child, EE/Spouse, EE/Sp/Child
- Amount Paid by District: 21.11
- Couple - Benefits: Ind Ind, Ind/Sp, Ind/Sp/Child
- IRS 125: Yes
- Cafeteria Plan: IRS 125
- Flex Accounts: Yes

**SALARY SCHEDULE**
- Base: 29,300
- Index: 4 x 4
- Entry Level Step: 1
- Experience Allowed: 8
- Starting Salary: 9/9/2010
- Contract Days: 185
- Enrollment: 196
- FTE Teachers: 21.9
- Salary Schedule:

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**LEAVES**
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ASSOCIATION, SABBATICAL
- Days/Year: 10, 3, 1, 2, as requested, No
- Approval Needed: Yes, Yes, admin approval, yes, yes, no
-/comments: family-5; pd $5/day unused at separation
- Other Info: trade 10 sick lv. for 5 bereav.

**OTHER DISTRICT POLICIES**
- Negotiated/Policy: Exists
- Part-Time Benefits: Minimum FTE: 0.4
- Cafeteria Plan: IRS 125
- Flexible Accounts: Yes
- Sick Bank: Y
- Professional Growth: Y
- Reduction in Force: Y
- Voluntary Separation: N
- Professional Development: Y
- Volunteer Leave: N

**LEWISTON**

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### Other Leves:
- **SEVERANCE PAY**: Yes
### Working Conditions
- **Contract Days:** 185
- **Enrollment:** 2805
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 31,000
- **Starting Salary:** 31,000
- **Career Increments:** 5
- **Experience Allowed:** 31,000
- **Entry Level Step:** 1

### Insuranc
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### Cafeteria Plan
- **Couple - Benefits:**
  - Individ.: 23.20 or 37.15
  - Dep.: 21.11

### Leaves
- **Type:** SICK
  - **Days/Year:** 10
  - **Accum.:** 65
  - **Approval Needed:** yes
  - **Other Info:**
    - **PERSONAL:** 2, yes, 2nd day given after 10 yrs
    - **BEREAVEMENT:** 5-immed fam, 3 days others
    - **PROFESSIONAL:** unlim. yes, Grievance: Y N
    - **ADOPTION:** see sick lv.
    - **ASSOCIATION:**
    - **SEVERANCE PAY:** N, Sick Bank: Y N

### Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
  - **BA+45:**
    - **Step:** 1
      - **BA:** 31,000
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      - **BA+18:** 33,480
      - **BA+27:** 34,720
      - **MA:** 35,960
      - **MA+9:** 37,200
      - **MA+18:** 38,440
      - **MA+27:** 39,680
      - **MA+36:** 40,920
    - **Step:** 2
      - **BA:** 32,550
      - **BA+9:** 33,790
      - **BA+18:** 35,030
      - **BA+27:** 36,270
      - **MA:** 37,510
      - **MA+9:** 38,750
      - **MA+18:** 39,990
      - **MA+27:** 41,230
      - **MA+36:** 42,470
    - **Step:** 3
      - **BA:** 34,100
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      - **BA+27:** 37,820
      - **MA:** 39,060
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    - **Step:** 4
      - **BA:** 36,890
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      - **MA:** 41,850
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    - **Step:** 5
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    - **Step:** 6
      - **BA:** 42,470
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      - **BA+18:** 53,630
      - **BA+27:** 54,870
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### Lexington
- **Salary Schedule:**
  - **Base:** 31,000
  - **Starting Salary:** 31,000
  - **Career Increments:** 5
  - **Experience Allowed:** 31,000
  - **Entry Level Step:** 1
WORKING CONDITIONS

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SALARY SCHEDULE

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02-03 indx career stps; 03-04 sch is 21 stps; 06-07 move caf to sched

| Vertical Freeze: 95-96 |

| Cafeteria Plan |

- Options: H/A,Dent,Life, LTD,Vis,Cash
- IRS 125: Y
- Flex Accounts: Y

PART-TIME BENEFITS

- Minimum FTE: 0
- Contribution: fte*

INSURANCE

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<th>Amount Paid by District</th>
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<td>LTD</td>
<td>Jefferson Pilot</td>
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LEAVES

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Other Info: $18.50/hr. accum. s/l after 10 yrs. at serv.

PERSONAL

- see sick lv.

BEREAVEMENT

- 5/ea. occur. w/appr.
- yes
- or sub ded.

PROFESSIONAL

- 60, Pres/FT

ASSOCIATION

- 60, Pres/FT

SABBATICAL

- Yes

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

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

OTHER LEAVES:

- Civic, Jury, Catastrophic
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 164
- **Enrollment:**
  - HS: 21.11
  - JH/MS: 21.11
  - ELEM: 21.11
- **Length of Teacher Day:** 8, 8, 8
- **Length of Student Day:** 7.5, 7.5, 7.5
- **Planning Time:** 52, 52, 30
- **Class Periods/Day:** 8, 8, 8
- **Normal Teaching Load:** 6, 6, 6
- **Multi-year Contract:**

### Salary Schedule
- **Base:** $27,700
- **Entry Level Step:** 1(D)
- **Index:** 4 x 5
- **Experience Allowed:** 4
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

### Insurance
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
  - **Carrier**
  - **Option**
  - **Amount Paid by District**

### Cafeteria Plan
- **Type**
- **Benefit**
- **Carrier**
- **Option**
- **Amount Paid by District**

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

### Other District Policies
- **Negotiated/Policy**
- **Exists**

### Litchfield Pay Schedule

### Cafeteria Plan
- **Type**
- **Benefit**
- **Carrier**
- **Option**
- **Amount Paid by District**

### Other Policies
- **Type**
- **Benefit**
- **Carrier**
- **Option**
- **Amount Paid by District**

### Litchfield Pay Schedule

### Litchfield Pay Schedule

### Litchfield Pay Schedule
2009-2010

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 527
- HS: JH/MS: ELEM
- Length of Teacher Day: Planning Time
- Length of Student Day: Class Periods/Day
- Normal Teaching Load: Multi-year Contract

SALARY SCHEDULE
- Base: 28,750
- Index: 5 x 4
- Starting Salary: Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback:
- Multi-year Contract:

INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Dist cont $250/$500 to 125 plan
- LIFE: Unknown
- LTD: Unknown
- NON-PARTICIPANT

SALARY SCHEDULE
- Entry Level Step: 1
- Participation: N
- Experience Allowed: all
- Vertical Freeze: Rollback:
- Multi-year Contract:

LEAVES
- SICK: 12
- PTO: 40
- OTHER INFO: PTO, bonuses eoy $200-$350

COMMENTS:

INSURANCE
- HEALTH
- DENTAL
- LIFE
- LTD
- NON-PARTICIPANT

INDEX:

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 527
- HS: JH/MS: ELEM
- Length of Teacher Day: Planning Time
- Length of Student Day: Class Periods/Day
- Normal Teaching Load: Multi-year Contract

SALARY SCHEDULE
- Base: 28,750
- Index: 5 x 4
- Starting Salary: Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback:
- Multi-year Contract:

INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Dist cont $250/$500 to 125 plan
- LIFE: Unknown
- LTD: Unknown
- NON-PARTICIPANT

COMMENTS:

INSURANCE
- HEALTH
- DENTAL
- LIFE
- LTD
- NON-PARTICIPANT

INDEX:

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 527
- HS: JH/MS: ELEM
- Length of Teacher Day: Planning Time
- Length of Student Day: Class Periods/Day
- Normal Teaching Load: Multi-year Contract

SALARY SCHEDULE
- Base: 28,750
- Index: 5 x 4
- Starting Salary: Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback:
- Multi-year Contract:

INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Dist cont $250/$500 to 125 plan
- LIFE: Unknown
- LTD: Unknown
- NON-PARTICIPANT

COMMENTS:

INSURANCE
- HEALTH
- DENTAL
- LIFE
- LTD
- NON-PARTICIPANT

INDEX:

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 527
- HS: JH/MS: ELEM
- Length of Teacher Day: Planning Time
- Length of Student Day: Class Periods/Day
- Normal Teaching Load: Multi-year Contract

SALARY SCHEDULE
- Base: 28,750
- Index: 5 x 4
- Starting Salary: Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback:
- Multi-year Contract:

INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Dist cont $250/$500 to 125 plan
- LIFE: Unknown
- LTD: Unknown
- NON-PARTICIPANT

COMMENTS:

INSURANCE
- HEALTH
- DENTAL
- LIFE
- LTD
- NON-PARTICIPANT

INDEX:

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 527
- HS: JH/MS: ELEM
- Length of Teacher Day: Planning Time
- Length of Student Day: Class Periods/Day
- Normal Teaching Load: Multi-year Contract

SALARY SCHEDULE
- Base: 28,750
- Index: 5 x 4
- Starting Salary: Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback:
- Multi-year Contract:

INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Dist cont $250/$500 to 125 plan
- LIFE: Unknown
- LTD: Unknown
- NON-PARTICIPANT

COMMENTS:

INSURANCE
- HEALTH
- DENTAL
- LIFE
- LTD
- NON-PARTICIPANT

INDEX:
**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers: 23.991
- Enrollment: 205
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8
  - 8
  - 8

**Salary Schedule**
- Base: 28,000
- Starting Salary: 28,000
- Index: 4 x 4
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
  - 05-07 5 yrs experience; 07-08 and forward all experience
- Vertical Freeze: Rollback: Multi-year Contract:

**Insurance**

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**L O O M I S**

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**COMMENTS:**
- SABAICAL: Yes
- SEVERANCE PAY: N

**Other LEAVES:**

- Other Info: at termination $30/day unused
- Voluntary Separation: N
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: N
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 529
- Enrollment: HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.25 7.25 7.25
- Planning Time: 75 75 75
- Class Periods/Day: 10 10
- Normal Teaching Load: 6 6
- Multi-year Contract: 08-09, 09-10

**SALARY SCHEDULE**

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## Loup City

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 31.21
- **Enrollment:** 327
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 28,840
- **Starting Salary:** 28,840
- **Career Increments:** N
- **Vertical Freeze:** 03-04
- **Rollback:**

### Experience Allowed:
- All

### Vertical Freeze:
- 03-04

### Cafeteria Plan
- Minimum FTE: 0.45

### LEAVES
- **SICK:** 60, 60
- **PERSONAL:** 2, 2
- **BEREAVEMENT:** 8
- **PROFESSIONAL:** 1, 1
- **ASSOCIATION:**

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
- **Voluntary Separation:** Y
- **Grievance:** Y
- **Professional Growth:** Y
- **Reduction in Force:** Y
- **Sick Bank:**

### OTHER LEAVES:
- **SEVERANCE PAY:**

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**Longevity 4% ea. 4 yrs. to 26**
## Working Conditions
- **Contract Days:** 185
- **Enrollment:** 106
- **Length of Teacher Day:** 8
- **Planning Time:** 48
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 26,200
- **Index:** 4 x 5
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 10
- **Vertical Freeze:** Rollback
- **Multi-year Contract:**

### Cafeteria Plan
- Options: IRS 125
- Flex Accounts: Minimum FTE: 0.28
- Contribution: fte

## Insuranc
- **Health:**
  - **Carrier:** BC/BS
  - **Option:** 600D, 21.11
- **Dental:**
  - **Carrier:** BC/BS
  - **Option:** 21.11
- **Life:**
  - **Carrier:** Madison Nat'l
- **LTD:**
  - **Option:** Individ.

### Type | Carrier | Indiv. | EE/Child | EE/Spouse | EE/Sp/Child
---|---|---|---|---|---
**Health** | BC/BS | 600D | 454.72 | 841.25 | 954.92, 1255.04
**Dental** | BC/BS | 2 | 21.11 | 21.11 | 21.11
**Life** | Madison Nat'l | Individ.

### Cafeteria Plan
- **Options:**
  - IRS 125
  - Flex Accounts:
- **Minimum FTE:** 0.28

## Leaves
- **Sick:**
  - **Days/Year:** 10
  - **Accum.:** 35
  - **Approval Needed:** Yes
  - **Other:** 40% sub/day unused over 35 end of 4th yr.
- **Personal:**
  - **See sick lv.**
- ** Bereavement:** 3-immed fam
- **Professional:**
  - **Admin. Disc.**
- **Adoption:**
- **Association:**

### Severance Pay:

## Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
  - **Grievance:** Y N
  - **Professional Growth:** Y N
  - **Reduction in Force:** Y N
  - **Sick Bank:** N

## LOUP COUNTY

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## Workforce Conditions
- **FTE Teachers:** 15
- **Starting Salary:**

### Enrollments
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Enrollment:** 106
- **Length of Student Day:** 8
- **Normal Teaching Load:** 7
- **Planning Time:** 48
- **Length of Teacher Day:** 8
**WORKING CONDITIONS**

- Contract Days: 178
- FTE Teachers: 13
- Enrollment: 106
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.75
- Length of Student Day: 7.75
- Planning Time: 53
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 25,950
- Starting Salary: 25,950
- Career Increments: N
- Vertical Freeze: Rollback
- Multi-year Contract: Length of Teacher Day: 8
- Length of Student Day: 8
- Normal Teaching Load: 7

**INSURANCE**

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**SABBATICAL:**

- SEVERANCE PAY:

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**Negotiated/Policy**

- Exists
- BY

**OTHER DISTRICT POLICIES**

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

**SEVERANCE PAY:**

- Minimum FTE: 0.5

- Contribution: fte
WORKING CONDITIONS

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SALARY SCHEDULE

| Base: | 28,675 |
| Index: | 4 x 5 |
| Starting Salary: | 28,675 |
| Entry Level Step: | 1 |
| Career Increments: | N |
| 84-85 grandfathered steps |
| Vertical Freeze: | 88-89 |
| Rollback: |

Index:

| 4 x 5 |

Experience Allowed:

| all |

Cafeteria Plan

| Options: |
| Ind Dental |
| IRS 125: Y |
| Flex Accounts: |

PART-TIME BENEFITS

| Minimum FTE: 0.4 |
| Contribution: full indiv |

LEAVES

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<th>Depend.</th>
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INSURANCE

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WORKING CONDITIONS

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SALARY SCHEDULE

| Base: 28,675 |
| Index: 4 x 5 |
| Starting Salary: 28,675 |
| Entry Level Step: 1 |
| Career Increments: N |
| 84-85 grandfathered steps |
| Vertical Freeze: 88-89 |
| Rollback: |

Index: 4 x 5

Experience Allowed: all

Cafeteria Plan

| Options: |
| Ind Dental |
| IRS 125: Y |
| Flex Accounts: |

PART-TIME BENEFITS

| Minimum FTE: 0.4 |
| Contribution: full indiv |

LEAVES

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 52
- Enrollment: 508
  - HS: 432
  - JH/MS: 748
  - ELEM: 0
- Length of Teacher Day: 8
- Length of Student Day: 6.35
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6
- 2009-2010 Madison
  - 9/9/2010
  - 7.1

### SALARY SCHEDULE
- Base: 28,750
- Index: 4 x 5
- Starting Salary: 31,050
- Entry Level Step: 3
- Career Increments: N
- Grandfathered steps 94-95.
- Vertical Freeze: 86-87, 87-88
- Rollback:
  - Length of Teacher Day: 8
  - Length of Student Day: 6.35
  - Class Periods/Day: 8
- Multi-year Contract:

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### SABBATICAL
- SEVERANCE PAY: N

### OTHER LEAVES: Jury Duty

### MADISON

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### COMMENTS
- FTE Teachers: 52
- Starting Salary: 31,050
- 03-04: teachers with 2 or fewer years of exp will be placed on step 2, frozen until 4 yrs exp reached; 08-09 index changed from 4x4.5 to 4x5
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 481
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

**SALARY SCHEDULE**
- Base: 30,150
- Starting Salary: 30,150
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 88-89
- Rollback: 88-89 Last Step
- Length of Teacher Day: 8
- Length of Student Day: 8
- Class Periods/Day: 8
- Normal Teaching Load: 7

**INSURANCE**

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**INDEX:** 4 x 4

**MULTY YEAR CONTRACT:**
### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:** 296
- **Enrollment:**
  - HS: 7.75
  - JH/MS: 7.5
  - ELEM: 7.75
- **Length of Teacher Day:** 7.75
- **Length of Student Day:** 7.33
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 28,072
- **Index:** 4 x 4
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 5
- **Entry Level Step:** 1

### Insurance
- **Type**
  - Health: BC/BS
  - Dental: BC/BS
  - LTD: Madison Nat’l
  - Non-Participant
- **Carrier**
  - Health: BC/BS
  - Dental: BC/BS
  - LTD: Madison Nat’l
  - Non-Participant
- **Option**
  - Health: 350D
  - Dental: 3
- **Amount Paid by District**
  - Health: Individ.
  - Dental: Individ.
  - LTD: Individ.
  - Cafeteria Plan
- **Couple - Benefits**
  - Health: EE/Child
  - Dental: EE/Spouse
  - LTD: EE/Sp/Child
  - Cafeteria Plan
- **Couple - Amount Paid by District**
  - Health: 1194.50
  - Dental: 1194.50
  - LTD: 1194.50
- **Options**
  - H/A,TSA,Cash

### Cafeteria Plan
- **Cafeteria Plan**
  - Individ.
  - Depend.
- **Amount Paid by District**
  - Health: 1194.50
  - Dental: 1194.50
- **Options**
  - H/A,TSA,Cash
  - IRS 125: Y
  - Flex Accounts: Y

### Leaves
- **Type**
  - Sick: 10 days/year
- **Accum.**
  - Sick: 40
  - Depend. use:
  - Approval Needed:
  - Other:
  - **Comments:**
- **Other Info:** Add 10 full pay, 60 sub. Ded. For serious ill or inj
- **Personal**
  - 3 days/year
  - sub pay/day @ eoy
- **Bereavement**
  - 5 days/year
  - plus 1 day travel
- **Professional**
  - 2 days/year
  - bank to 3

### Sabbatical
- **No**

### Severance Pay

### Other District Policies
- **Negotiated/Policy**
  - **Exists**
  - **Voluntary Separation:** N
  - **Grievance:** Y N
  - **Professional Growth:** Y N
  - **Reduction in Force:** Y N
  - **Sick Bank:** Y N
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 20
- Enrolment: 143
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 26,600
- Starting Salary: 26,600
- Career Increments: 26,600
- Index: 4.5 x 4.5
- Entry Level Step: 1
- Y Experience Allowed:

INDEX:
- 4.5 x 4.5

Experience Allowed:
- Y Career Increments:
- Y Vertical Freeze:
- Rollback:

Multi-year Contract:
- 08-09, 09-10

INSURANCE

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SABBATICAL: No

SEVERANCE PAY:

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### Working Conditions
- Contract Days: 184
- FTE Teachers: 250
- Enrollment: HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 50 50 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 28,600
- Starting Salary: 28,600
- Career Increments: Y
- Experience Allowed: 4
- Index: 4 x 4
- Entry Level Step: 1

### Insurancen
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### Leaves
- SICK: 10 30 yes
- PERSONAL: 2 yes reimburse unused @$20/day over 30 days
- BEREAVEMENT: unlim. need approx. from supt & bd
- PROFESSIONAL: 5 yes
- ADOPTION: unlim. up to 30 w/app.
- ASSOCIATION: up to 30

### Other District Policies
- Negotiated/Policy: Exists
- SEVERANCE PAY: SEVERANCE PAY:

### Salary Schedule Table

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**McPherson County**

### Working Conditions
- Contract Days: 185
- FTE Teachers: 83
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8.5
- Planning Time: 60
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Length of Student Day: 7.5
- Vertical Freeze: Rollback
- Multi-year Contract: Length of Teacher Day: 8.5
- Planning Time: 60
- Class Periods/Day: 8
- Normal Teaching Load: 6

### Salary Schedule
- Base: 28,800
- Starting Salary: 28,800
- Career Increments: N
- Vertical Increments: N
- Experience Allowed: all
- Entry Level Step: 1

### Insurace

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### Cafeteria Plan
- Individ. Depend.
- Options:
- IRS 125:
- Flex Accounts:

### Leave

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### Other District Policies

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

### Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte
### Working Conditions
- Contract Days: 185
- FTE Teachers: 234
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 8
- Length of Student Day: 7
- Normal Day: 8
- Vertical Freeze: Rollback:
- Multi-year Contract: yes
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 1
- IRS 125: Y
- Flex Accounts: Y
- Sick Bank: N
- Professional Growth: Y
- Reduction in Force: Y
- Voluntary Separation: Y
- Grievance: Y
- Professional Association: A
- Sick Bank: Y
- SEVERANCE PAY: Other LEAVES:

### Salary Schedule
- Base: 27,550
- Starting Salary: 27,550
- Entry Level Step: 1
- Experience Allowed: 5
- Index: 4 x 4
- Length of Teacher Day: 8
- Length of Student Day: 7
- Normal Day: 8
- Vertical Freeze: Rollback:
- Multi-year Contract: yes

### Insuranc
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### Cafeteria Plan
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.4
- Contribution: fte

### Leave Policies
- Other Info:
  - PERSONAL: 2
  - Bereavement: as needed
  - Professional: 2
  - ADOPTION: Yes
  - Association: 
  - SABBATICAL: No
  - Leaves:

### Other District Policies
- Negotiated:
  - Exists
  - Policy

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- Class Periods/Day: 8
WORKING CONDITIONS

Contract Days: 184
FTE Teachers: 24
Enrollment: 204
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.25
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,500
Starting Salary: 27,500
Career Increments: N
Vertical Freeze: 97-98
Rollback:

INDEX: 4 x 4
Experience Allowed: 10

Cafeteria Plan

Options:

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan

HEALTH BC/BS 350D Individ. EE/Child EE/Spouse EE/Sp/Child 48.02 or Sp. or Dep. Dental

DENTAL BC/BS 3 Individ. Individ. Individ. .0046

LTD Nat'l Insurance

NON-PARTICIPANT

LEAVES

Type Days/Year Accum. Depend. Approval Other

SICK 10 10 10 10

PERSONAL 3 yes none

BEREAVEMENT 3 w/appr.-add'l from sick lv.

PROFESSIONAL 2 yes $40/day for exp.

ADPTION

ASSOCIATION

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

Negotiated/ Exits Policy

OTHER LEAVES:

MEDICINE VALLEY-CURT

Step BA BA + 9 BA + 18 BA + 27 MA

1 27,500 28,600 29,700 30,800 31,900

2 28,600 29,700 30,800 31,900 33,000

3 29,700 30,800 31,900 33,000 34,100

4 30,800 31,900 33,000 34,100 35,200

5 31,900 33,000 34,100 35,200 36,300

6 34,100 36,300 38,500 39,600 41,800

7 35,200 37,400 39,600 41,800

8 34,100 36,300 38,500 39,600 41,800

9 33,000 35,200 37,400 39,600

10 34,100 36,300 38,500 40,700

11 35,200 37,400 39,600 41,800

12 36,300 38,500 40,700

13 37,400 39,600

14 38,500 40,700

15 39,600 41,800

16 40,700 42,900

17 41,800 44,000

18 42,900 45,100

19 44,000 46,200

20 45,100 47,300

21 46,200 48,400

22 47,300 49,500

23 48,400 50,700

24 49,500 51,800
### Working Conditions
- Contract Days: 185
- FTE Teachers: 20.1
- HS: 177
- JH/MS: 20
- ELEM: 177
- Length of Teacher Day: 7.17
- Length of Student Day: 6.67
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:
- 2009-2010
- 9/9/2010

### Salary Schedule
- Base: 28,761
- Starting Salary:
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 4
- Entry Level Step: 1
- Multi-year Contract: 08-09, 09-10

### INSURANCE

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

### Leaves
- **SICK**: 10, 50, Yes
- Other Info: At sep $35/day up to 40
- **PERSONAL**: 2+2, Yes, 2 add'l w/sub deduct
- **BEREAVEMENT**: 6
- **PROFESSIONAL**: 3, Yes, admin discretion
- **ADOPTION**: see sick lv.
- **ASSOCIATION**: see prof lv.
- **SABBATICAL**: Yes
- **SEVERANCE PAY**: Y

### Other Leavves:

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### Other District Policies
- **Negotiated/Policy**: Exists
- **Minimum FTE**: 0.5

- **Rollover Contract**: 08-09, 09-10
- **Length of Teacher Day**: 7.17
- **Length of Student Day**: 6.67
- **Planning Time**: 50
- **Class Periods/Day**: 8
WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 52
- Enrollment: 735
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 46
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 30,600
- Index: 5 x 4
- Starting Salary: 30,600
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback:
- Multi-year Contract:

INSURANCE
- HEALTH: BC/BS 600D
  - H/A-Dent: 454.72
  - EE/Child: 1004.03
  - EE/Spouse: 673.94
- DENTAL: BC/BS 2
  - Individ.: 21.11
  - EE/Child: 21.11
  - EE/Sp/Child: 21.11
- LIFE:

Cafeteria Plan
- Options:
  - IRS 125: Y
  - Flex Accounts: Y

LEAVES
- Type: SICK
  - Days/Year: 11
  - Accum.: 50
  - Depend. use: yes
  - Approval Needed: Other

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

LEAVES:
- SABBITAL: No
- SEVERANCE PAY:
- OTHER LEAVES:
**WORKING CONDITIONS**

- Contract Days: 194
- FTE Teachers:
  - HS: 257
  - JH/MS: 458
  - ELEM: 258
- Enrollment: 22658
- Length of Teacher Day: 8.25
  - HS
  - JH/MS: 8.25
  - ELEM: 8.25
- Length of Student Day: 7.25
  - HS
  - JH/MS: 7
  - ELEM: 6.75
- Planning Time: 50
- Class Periods/Day: 4
- Normal Teaching Load: 3.5

**SALARY SCHEDULE**

- Base: 34,383
- Starting Salary: 34,383
- Entry Level Step: 1
- Incen. $372,500; Long. 14 or + yrs and no 07-08 stipend = 2% add'l sal
- Career Increments: Y
- Experience Allowed: Y
- Vertical Freeze: 86-87, 91-92
- Rollback: 84-85
- Multi-year Contract: 09-10, 10-11

**INSURANCE**

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**Cafeteria Plan**

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

**PART-TIME BENEFITS**

- Minimum FTE: 0.438
- Contribution: fte

**LEAVES**

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**SABBATICAL**: Yes

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

**OTHER DISTRICT POLICIES**

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 69.3
- Enrollment: 782
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 48
- Normal Teaching Load: 7
- Class Periods/Day: 8

### Salary Schedule
- Base: $29,425
- Index: 4.5 x 4.5
- Starting Salary: $29,425
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5

### Index
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

### Cafeteria Plan
- Individ.: 21.11
- Depend.: 21.11

### Leaves
- **Sick**: 6
- **Personal**: 2
- ** Bereavement**: see personal lv.
- **Professional**: 2
- **Aoption**: 6 wks unpaid
- **Association**: see prof. lv.

### Sabbatical
- Yes

### Severance Pay

### Other District Policies
- Voluntary Separation: N
- Grievance: Y
- Professional Growth: Y
- Reduction in Force: Y
- Sick Bank: Y

### Salary Schedule

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

- Contract Days: 184
- FTE Teachers: 668
- Enrollment: HS 7.3, JH/MS 7.3, ELEM 6.7
- Length of Teacher Day: 8
- Length of Student Day: 7.3
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 29,500
- Starting Salary: 29,500
- Career Increments: N
- Experience Allowed: all

### Work Days
- **Sick Days:** 10
- **Accum. Days:** 66
- **Approval Days:** yes
- **Other Days:**

### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
- **Exists:**
- **Bereavement:**
  - **Y:**
  - **P:**
- **Professional:**
  - **Y:**
  - **P:**
- **Grievance:**
  - **Y:**
  - **N:**
- **Professional Growth:**
  - **Y:**
  - **P:**
- **Reduction in Force:**
  - **Y:**
  - **P:**
- **Sick Bank:**
  - **Y:**
  - **P:**
- **SEVERANCE PAY:**

### MITCHELL

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- **FTE Teachers:** 668
- **Starting Salary:** 29,500
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 1
- **Voluntary Separation:** Y
- **Add'l at adm. disc.:**
- **Flex Days:**
- **Approval Needed:** yes
- **Sick Leave:** 10
- **Accum. Days:** 66
- **Approval Days:** yes
- **Other Days:**

### SABBATICAL
- **No**
## WORKING CONDITIONS
- **Contract Days:** 183
- **FTE Teachers:** 23
- **Enrollment:** 194
- **HS:** 8.5
- **JH/MS:** 8.5
- **ELEM:** 8.5
- **Length of Teacher Day:** 7.75
- **Length of Student Day:** 7.75
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## SALARY SCHEDULE
- **Base:** 26,800
- **Starting Salary:** 26,800
- **Career Increments:** N
- **Experience Allowed:** 3(D)
- **Entry Level Step:** 1(D)
- **Index:** 4 x 5

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## LEAVES
- **SICK:** 10  30  yes
- **PERSONAL:** 2  yes
- **BEREAVEMENT:** 4
- **PROFESSIONAL admin. disc.**  yes
- **ADOPTION:**
- **ASSOCIATION:**

## SABBATICAL:
- **No**

## SEVERANCE PAY:

## OTHER DISTRICT POLICIES
- **Negotiated/Policy**
- **Exists**
- **Voluntary Separation:** N
- **Grievance:** Y  N
- **Professional Growth:** Y  P
- **Reduction in Force:** Y  P
- **Sick Bank:** N

## FTE Teachers:
- **Starting Salary:** 26,800
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8.5
- **Length of Student Day:** 7.75
- **Class Periods/Day:** 8
- **Planning Time:** 50
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

## OTHER DISTRICT POLICIES
- **Negotiated/Policy**
- **Exists**
- **Voluntary Separation:** N
- **Grievance:** Y  N
- **Professional Growth:** Y  P
- **Reduction in Force:** Y  P
- **Sick Bank:** N

## FTE Teachers:
- **Starting Salary:** 26,800
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8.5
- **Length of Student Day:** 7.75
- **Class Periods/Day:** 8
- **Planning Time:** 50
- **Normal Teaching Load:** 7
- **Multi-year Contract:**
### Nebraska City

**2009-2010**

#### WORKING CONDITIONS

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#### SALARY SCHEDULE

| Base: | 30,825 |
| Index: | 4 x 5 |
| Entry Level Step: | 1 |
| Experience Allowed: | 10 |

#### INSURANCE

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#### LEAVES

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Other Info:

- PERSONAL: 2
- BEREAVEMENT: 3
- PROFESSIONAL: 2
- ADOPTION: 10
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#### SEVERANCE PAY

**NEBRASKA CITY**

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#### OTHER LEAVES:

- Sabbatical: Yes
### Working Conditions
- Contract Days: 185
- FTE Teachers: 58.05
- Enrollment: 481
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 8
- Planning Time: 53
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Student Day: 8
- Vertical Freeze: Rollback
- Multi-year Contract:

### Salary Schedule
- Base: 29,000
- Starting Salary: 29,000
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 1
- Index: 4 x 4
- Rollback: N

### Salary Schedule

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### Other District Policies
- Voluntary Separation: Y P
- Grievance: Y P
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: N

### Leaves

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### INSURANCE
- HEALTH
  - Carrier: BC/BS
  - 60D: 431.98
  - 799.19
  - 907.17
  - 1192.29
- DENTAL
  - Carrier: BC/BS
  - 2: 21.11
  - 21.11
  - 21.11
- PPO
  - Carrier: Individ.
  - 600D: 431.98
  - 799.19
  - 907.17
  - 1192.29
- LIFE
  - Carrier: Madison Nat'l
  - .0037
- LTD
  - Carrier: Non-Participant

### Cafeteria Plan
- Type: Individ.
- Carrier: Depend.
- Options: H/A; 125K
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0
- Contribution: fte

### Non-Participant

### Part-Time Benefits
- Minimum FTE: 0

###NEBRASKA UNIFIED DISTRICT 1

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### Other Leaves

- SEVERANCE PAY: Y
WORKING CONDITIONS

Contract Days: 185  FTE Teachers: 433
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 6.5 6.5 6.5
Planning Time: 52 52 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 27,400  Entry Level Step: 1
Starting Salary: 27,400  Experience Allowed: all
Career Increments: Y
Vertical Freeze: 87-88
Rollback: 86-87(2); 02-03
Multi-year Contract:

INSURANCE

Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 350D 479.57 887.22 1007.11 1323.63  Sp. or Dep. Dental
DENTAL BC/BS 2 21.11 21.11 21.11
PPO: COMMENTS: 1.55
LIFE Companion .0035
LTD Principal
NON-PARTICIPANT 1/2 of ins premium in TSA

SAVINGS

HEALTH BC/BS
DENTAL

LEAVES

Type  Days/Year  Accum.  Depend.  Approval
SICK 9 45  yes
Other Info:
PERSONAL 2 acc. to 5
BEREAVEMENT 4 3 immed. Fam, 1 non-fam
PROFESSIONAL flexible Yes
ADOPTION flexible with approval
ASSOCIATION flexible

OTHER DISTRICT POLICIES

Negotiated/Policy

SABBATICAL: No  SEVERANCE PAY:

OTHER LEAVES: Emergency: 3 days

NELIGH-OAKDALE

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2009-2010

7.1
### Working Conditions
- Contract Days: 185
- FTE Teachers: 18.2
- Enrolment: 147
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### Salary Schedule
- Base: 27,900
- Entry Level Step: 1
- Index: 4 x 4
- Starting Salary: 27,900
- Career Increments: Y

### Leaves
- Sick
  - Days/Year: 10
  - Accum. Use: 40
  - Approval: yes
- Personal
  - Days/Year: 2
  - Accum. Use: yes
  - Approval: over 3 reim. $30/day for use
- Bereavement
  - Days/Year: 3
  - Accum. Use: yes
- Professional
  - Days/Year: adm. disc.
  - Accum. Use: yes
- Adoption
  - Days/Year: rom sick/pers. lv
  - Accum. Use: yes
- Sabbatical
  - Days/Year: No
  - Accum. Use: SEVERANCE PAY: Y

### Insurance
- HEALTH
  - Carrier: BC/BS
  - Type: Individ.
  - Amount Paid by District: 454.72
  - Option: 600D
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  - Type: Sp. or Dep. Dental
  - Amount Paid by District: 954.92
  - Option: H/A-Dent
  - Carrier: EE/Sp/Child
  - Type: Individ.
  - Amount Paid by District: 23.20
  - Option: IRS 125:

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

### Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte

### Other District Policies
- Negotiated/ Existed
- Policy
- Voluntary Separation: N
- Grievance:
  - Y
  - P
- Professional Growth:
  - Y
  - P
- Reduction in Force:
  - Y
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- Sick Bank:
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### NEWMAN GROVE

#### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 24
- **Enrollment:** 205
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 90
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

#### SALARY SCHEDULE
- **Base:** 27,600
- **Index:** 4 x 4
- **Index for Entry Level Step:** 0(D)
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **5% after 4 yrs. BA+9; Ind. neg. after MA+9(14); Incent. $2500**
- **Vertical Freeze:** 86-87, 87-88
- **Rollback:**

#### WORKING CONDITIONS
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 90
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

#### INSURANCE

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#### N E W M A N  G R O V E

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#### OTHER DISTRICT POLICIES

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#### OTHER LEAVES

- **SEVERANCE PAY:** Y
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 20.5
- Enrollments: HS 145, JH/MS 7.5, ELEM 7.5
- Length of Teacher Day: 8, 8, 8
- Length of Student Day: 7.5, 7.5, 7.5
- Planning Time: 53, 53, 53
- Class Periods/Day: 8, 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 29,000
- Starting Salary: 29,000
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 1
- Index: 4 x 4
- Rollback:

### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - 600D
  - 2
- **Cafeteria Plan**
  - Health
  - Dependent
  - National Ins
  - 21.11

### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 10
  - 2
  - 5
  - 2
- **Accum.**
  - 60
  - 0
- **Depend. use**
  - yes
  - yes
- **Approval Needed**
  - yes
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- **Duration**
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### NIOBRARA

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WORKING CONDITIONS
Contract Days: 186
FTE Teachers: 323.99
Enrollment: 4005
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7 7
Planning Time: 50 47 45
Class Periods/Day: 8 8
Normal Teaching Load: 6 6

SALARY SCHEDULE
Base: 32,000
Starting Salary: 32,000
Career Increments: Y
Experience Allowed: 4/5

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 600D
DENTAL BC/BS 2
PPO: COMMENTS:
LIFE
LTD
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 75 yes

OTHER DISTRICT POLICIES
Negotiated/ Policy

NORFOLK
Step BA BA+9 BA+18 BA+27 MA MA+9 MA+18 MA+27 MA+36 MA+45
1 32,000 34,880 36,320 37,760 39,200 40,640 42,080 43,520 44,960
1.045 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36
2 34,880 36,320 39,200 40,640 42,080 43,520 44,960 46,400 47,840
1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405 1.45
3 36,320 39,200 42,080 43,520 44,960 46,400 47,840 49,280 50,720
1.135 1.18 1.225 1.27 1.315 1.36 1.405 1.45 1.54
4 37,760 39,200 42,080 43,520 44,960 46,400 47,840 49,280 50,720
1.18 1.225 1.27 1.315 1.36 1.405 1.45 1.54 1.63
5 39,200 40,640 42,080 44,960 47,840 49,280 50,720 52,160 53,600
1.225 1.27 1.315 1.36 1.405 1.45 1.54 1.63 1.72
6 41,680 43,520 44,960 47,840 50,720 52,160 53,600 55,040 56,480
1.315 1.36 1.405 1.45 1.54 1.63 1.72 1.81 1.90
7 44,400 46,400 47,840 50,720 52,160 53,600 55,040 56,480 57,920
1.405 1.45 1.54 1.63 1.72 1.81 1.90 2.00 2.09
8 47,840 49,840 50,880 52,320 53,760 55,200 56,640 58,080 59,520
1.495 1.545 1.63 1.72 1.81 1.90 2.00 2.09 2.27
9 51,040 53,920 55,880 57,720 59,600 61,440 63,280 65,120 66,960
1.595 1.645 1.73 1.82 1.91 2.00 2.09 2.27 2.46
10 54,080 55,200 56,480 58,080 59,520 61,440 63,280 65,120 67,050
1.695 1.73 1.82 1.91 2.00 2.09 2.27 2.46 2.65
11 57,120 58,080 58,080 60,000 61,440 63,280 65,120 67,050 68,990
1.795 1.83 1.91 2.00 2.09 2.27 2.46 2.65 2.84
12 60,160 61,120 62,080 63,920 65,760 67,600 69,440 71,280 73,120
1.895 1.93 2.00 2.09 2.27 2.46 2.65 2.84 3.03
13 63,200 64,160 65,120 66,960 68,800 70,640 72,480 74,320 76,160
1.995 2.00 2.09 2.27 2.46 2.65 2.84 3.03 3.22
14 66,240 67,200 68,160 69,080 70,920 72,760 74,600 76,440 78,280
2.095 2.13 2.22 2.31 2.40 2.49 2.58 2.67 2.76
15 69,280 70,240 71,200 72,080 73,920 75,760 77,600 79,440 81,280
2.195 2.23 2.32 2.41 2.50 2.59 2.68 2.77 2.86

Sabbatical: Yes
Sick: Y

OTHER LEAVES:

Staff frozen on step 15 of MA+45 shall be paid annually an amount 1% of base salary beginning in the 1st yr, add l/10% added each year up to 15%, BA+45 dropped in 00-01. Teachers frozen in step & lane. New to district (w/experience) on BA, BA+9 & BA+18 may bring 4 yrs. New to district (w/exp) on BA+27 through MA+45 may bring 5 yrs.
**Working Conditions**

- Contract Days: 187
- FTE Teachers: 2034
- HS: 49,920
- JH/MS: 49,920
- ELEM: 40,000
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 45
- Class Periods/Day: 6
- Normal Teaching Load:

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**Salary Schedule**

- Base: 32,000
- Starting Salary: 32,000
- Career Increments: Y
- Experience Allowed: all
- Index: 4 x 5

**Insurance**

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**Leaves**

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- Other Info: after 5 yrs; reimbursed $40/day at termination

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**SALARY SCHEDULE**

Base: 28,700
Index: 4 x 5
Entry Level Step: 3

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

**OTHER LEAVES:**

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**WORKING CONDITIONS**
- Contract Days: 181
- Enrolment: 184
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 27,800
- Starting Salary: 27,800
- Career Increments: N
- Vertical Freeze: 87-88 Also Horiz.
- Rollback:

**INSURANCE**
- **Type**:
  - HEALTH
  - DENTAL
  - PPO
- **Option**:
  - BC/BS
  - BC/BS
  - Individual
- **Amount Paid by District**: 
  - H/A-Dent
  - EE/Spouse
- **Couple - Benefits**: 
  - Individ.
  - Depend.
- **Cafeteria Plan**:
  - IRS 125:
  - Flex Accounts:

**LEAVES**
- **Type**: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- **Days/Year**: 15, 2, 2
- **Approval**: w/appr.
- **Need**: yes
- **Other Info**: $15/day unused over 40 to $150 max
- **SABBATICAL**: No
- **SEVERANCE PAY**:

**OTHER DISTRICT POLICIES**
- **Negotiated/Existed**: 
- **Policy**:
  - Voluntary Separation: N
  - Grievance: Y P
  - Professional Growth: Y P
  - Reduction in Force: Y P
  - Sick Bank: Y N

**NORTH LOUP-SCOTIA**
- **Step**: 1 to 14
- **Base**: 27,800
- **Base + 9**: 30,302
- **Base + 18**: 33,777
- **Base + 27**: 35,252
- **MA**: 36,279
- **MA + 9**: 37,391
- **MA + 18**: 38,642

**CONTRACT YEARS**
- **FTE Teachers**: 24.48
- **Starting Salary**: 27,800
## WORKING CONDITIONS

- **Contract Days:** 187
- **FTE Teachers:** 413
- **Enrollment:** 34,387
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6
- **Planning Time:** 46
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## SALARY SCHEDULE

- **Base:** 31,840
- **Index:** 5 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** D

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Other Info: Reimb.subpay/day at early retirement

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- **SABBATICAL:** Yes
- **SEVERANCE PAY:** Exceptional Circumstances-3

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- **Contract Days:** 185
- **FTE Teachers:** 439
- **Enrollment:**
  - HS: 350D
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 6 hours
- **Planning Time:** 50 minutes
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7 fte

### Salary Schedule
- **Base:** $28,550
- **Index:** 4 x 5
- **Starting Salary:** $22,110
- **Career Increments:** N
- **Experience Level Step:** all
- **Rollback:**
- **Vertical Freeze:**
- **Multi-year Contract:**

### Insurance

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### Other Leaves

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WORKING CONDITIONS

- Contract Days: 190
- FTE Teachers: 3863.9
- HS: 64,997
- JH/MS: 1.40001
- ELEM: 43,530
- Length of Teacher Day: 7.3
- Length of Student Day: 7
- Planning Time: 86
- Class Periods/Day: 8
- Normal Teaching Load: 6

SALARY SCHEDULE

- Base: 32,485
- Starting Salary: Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 10
- Long: 5.75% of base after 20, 25, 30 yrs
- Vertical Freeze: 84,85,87,89,92,96,98,07
- Rollback: 84-85
- Multi-year Contract:

INSURANCE

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<td>423.95 or 550.56</td>
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NON-PARTICIPANT

OTHER LEAVES:

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SABBATICAL: Yes

SEVERANCE PAY: yes

OTHER DISTRICT POLICIES

Negotiated/ Exists
Policy

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

Minority: 2.14071

Length of Student Day:

- ELEM: 48,402
- HS: 46,778
- JH/MS: 38,008

Length of Teacher Day:

- ELEM: 42,880
- HS: 40,282
- JH/MS: 34,109

WORKING CONDITIONS

- FTE Teachers: 3863.9
- Enrollment: 49191
- HS: 64,997
- JH/MS: 1.40001
- ELEM: 43,530

SALARY SCHEDULE

- Base: 32,485
- Starting Salary: Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 10
- Long: 5.75% of base after 20, 25, 30 yrs
- Vertical Freeze: 84,85,87,89,92,96,98,07
- Rollback: 84-85
- Multi-year Contract:

INSURANCE

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OTHER LEAVES:

- Emergency-2

WORKING CONDITIONS

- FTE Teachers: 3863.9
- Enrollment: 49191
- HS: 64,997
- JH/MS: 1.40001
- ELEM: 43,530

SALARY SCHEDULE

- Base: 32,485
- Starting Salary: Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 10
- Long: 5.75% of base after 20, 25, 30 yrs
- Vertical Freeze: 84,85,87,89,92,96,98,07
- Rollback: 84-85
- Multi-year Contract:

INSURANCE

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OTHER LEAVES:

- Emergency-2
### Working Conditions
- **Contract Days:** 185
- **Enrollment:** 792
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7 hours
- **Planning Time:** 57 hours
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** $28,000
- **Starting Salary:** $28,000
- **Career Increments:** N
- **Vertical Freeze:** 93-94
- **Rollback:**
- **Multi-year Contract:**

### Working Conditions (continued)
- **Index:** 4.5 x 4.5
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:** 93-94
- **Rollback:**
- **Multi-year Contract:**

### Insurancce
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<tr>
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### Cafeteria Plan
- **Individ. Depend.**
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y

### Leaves
- **Type:** SICK
  - **Days/Year:** 9
  - **Accum.:** 35
  - **Approval:** yes
  - **Other:**
- **Type:** Bereavement
  - **Days/Year:** 3
  - **Approval:**
  - **Other:**
- **Type:** Professional
  - **Days/Year:** 1
  - **Approval:**
  - **Other:**
- **Type:** Adoption
  - **Days/Year:**
  - **Approval:**
  - **Other:**
- **Type:** Association
  - **Days/Year:**
  - **Approval:**
  - **Other:**

### Other District Policies
- **Negotiated/Policy**
- **Exists:**

### Severance Pay
- **Type:** SABBATICAL
  - **Approval:**
  - **Other:**

### Other Leaves
- **Type:** Child rearing - 20 days from sick lv.

---

### Step 1
- **Step:** 1
- **BA:** $28,000
- **BA+9:** $28,260
- **BA+18:** $29,520
- **BA+27:** $30,900
- **BA+36:** $32,380
- **MA:** $33,860
- **MA+9:** $35,340
- **MA+18:** $36,820
- **MA+27:** $38,300
- **MA+36:** $39,780
- **FTE Teachers:** 1

### Step 2
- **Step:** 2
- **BA:** $28,000
- **BA+9:** $28,260
- **BA+18:** $29,520
- **BA+27:** $30,900
- **BA+36:** $32,380
- **MA:** $33,860
- **MA+9:** $35,340
- **MA+18:** $36,820
- **MA+27:** $38,300
- **MA+36:** $39,780
- **FTE Teachers:** 1
### Working Conditions
- Contract Days: 185
- FTE Teachers: 53
- Enrolment: 557
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 90
- Normal Teaching Load: 6
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Class Periods/Day: 8

### Salary Schedule
- Base: 29,000
- Starting Salary: 29,000
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Insurance
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### Leaves
- Sick: 10
days
- Other Info: 10-for all lv, 60-limit to sick lv;$20/day for unused over 60

### Other District Policies
- Negotiated/Policy
- Exists
- Policy

### Other Leaves:
- Sabbatical: Yes
- Severance Pay:

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WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 25
- Enrolment: 293
- HS: 9/9/2010
- JH/MS: Osceola
- ELEM: 2009-2010

SALARY SCHEDULE
- Base: 28,900
- Starting Salary: 28,900
- Index: 4 x 4.5
- Entry Level Step: 1(D)
- Career Increments: Y
- Experience Allowed: all (D)
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

INSURANCE
- HEALTH
  - Type: BC/BS
  - Carrier: 600D
  - Option: Individ.
  - Amount Paid by District: H/A-Dent: 431.98
  - Carrier: Madison Nat'l
  - Individ.
  - EE/Child: 431.98
  - EE/Spouse: 799.19
  - EE/Sp/Child: 907.17
  - Options:
    - IRS 125: Y
    - Flex Accounts:

Cafeteria Plan
- Individ.: 22.16
- Depend.: 36.17

LEAVES
- Type
  - SICK
  - Type: Days/Year
    - Other Info: Acc. to 2
    - Other Info: No
  - Days: 10
  - Year: 43
  - Approval
    - Needed: Yes
    - Other

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

### Osceola

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 23.75
- Enrollment: 243
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 50
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 28,450
- Index: 4 x 4
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5 (D)

**INCENTIVES**
- Class Periods/Day: 8
- Contract Days: 185
- Enrollment: 243
- Normal Teaching Load: 7
- Multi-year Contract: 7

**INSURANCE**
- Health:
  - Type: BC/BS
  - Carrier: 600D
  - Individ.: 454.92
  - EE/Child: 21.11
  - EE/Spouse: 21.11
  - EE/Sp/Child: 21.11
- Dental:
  - Type: BC/BS
  - Carrier: 2
  - Individ.: 21.11
  - EE/Child: 21.11
  - EE/Spouse: 21.11
- Life:
  - Type: Life
  - Carrier: Madison Ntl.
- LTD:
  - Type: LTD
  - Carrier: School Ins.
- Non-Participant:
  - Type: Non-Participant
- Cafeteria Plan:
  - Type: Cafeteria Plan
  - Carrier: $350 TSA
  - Options: IRS 125: Flex Accounts

**LEAVES**
- Sick:
  - Type: Sick
  - Days/Year: 7
  - Accum.: 1
  - Use: 10
  - Needed: 35
  - Approval: Yes
  - Other: Requires 1 day either person or professional

**OTHER DISTRICT POLICIES**
- Negotiated/Policy:
  - Type: Negotiated/Policy
  - Exists: Yes
  - Policy: No

**OSMOND**

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**SEVERANCE PAY**
- Type: Severance Pay
- Value: 1.72
## Working Conditions
- **Contract Days:** 182
- **FTE Teachers:** 316
- **Enrollment:**
  - HS: 200
  - JH/MS: 220
  - ELEM: 296
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7 hours
- **Planning Time:** 45 minutes
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6 classes
- **Multi-year Contract:**

## Salary Schedule
- **Base:** $28,150
- **Starting Salary:** $28,150
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:** 86-87
- **Rollback:** 86-87

## Insurancce
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Type: H/A-Dent
  - Amount Paid by District: $431.98
  - Coverage: Individ.
  - Premium: $600D
  - Amount Paid by District: $907.17
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Type: EE/Child
  - Amount Paid by District: $21.11
  - Coverage: Individ.
  - Premium: $21.11
  - Amount Paid by District: $431.98
- **LIFE**
  - Carrier: National Life
  - Type: Individ.
  - Amount Paid by District: $1.04
- **LTD**
  - Carrier: National Life
  - Type: Individ.
  - Amount Paid by District: $0.0435

## Leaves
- **SICK**
  - Days/Year: 10
  - Accum.: 50
  - Depend. use: yes
- **PERSONAL**
  - Days/Year: 2
  - Approval: yes
- **BEREAVEMENT**
  - Days/Year: 2
  - Approval: yes
- **PROFESSIONAL**
  - Days/Year: 2
  - Approval: yes
- **ADOPTION**
  - Days/Year: 2
  - Approval: yes
- **ASSOCIATION**
  - Days/Year: 2
  - Approval: yes
- **SABBATICAL**
  - Days/Year: 2
  - Approval: yes

## Other District Policies
- **Negotiated/Policy**
- **Severance Pay:** Y
- **Other Leaves:**

## Overton Salary Schedule

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07-08: Experience allowed changed from 6 yrs to all
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| Other Leaves: |
|---------------|----------|
| Palmer        | 2009-2010 |
|               | 3.1      |
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 40.6
- **Enrollment:** 439
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 30,100
- **Index:** 4 x 4
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Entry Level Step:** 1
- **Rollback:** 86-87 Last Step
- **Multi-year Contract:**

## Index
- **4 x 4**

## Vertical Freeze
- **86-87; 01-02**

## Rollback
- **86-87 Last Step**

## Other District Policies
- **Negotiated/Policy:**
- **Exists:**

## Leaves
- **Sick**
- **PERSONAL**
- **BEREAVEMENT**
- **PROFESSIONAL**
- **ADOPTION**
- **ASSOCIATION**
- **SABBATICAL:** No

## Cafeteria Plan
- **Options:**
- **Minimum FTE:** 0

## Part-Time Benefits
- **Contribution:** fte

## Insurance
- | Type | Carrier | Option | Amount Paid by District | Couple - Benefits |
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## Non-Participant
- **Type:**
- **Carrier:**
- **Option:**
- **Amount Paid by District:**
- **Couple - Benefits:**

##コメント
- **Details:**

## Other District Policies
- **Negotiated/Policy:**
- **Exists:**

## Severance Pay
- **Voluntary Separation:** N
- **Grievance:** Y P
- **Professional Growth:** Y p
- **Reduction in Force:** N
- **Sick Bank:** N

### Other Leaves
- **SEVERANCE PAY:** Substitute, Jury Duty

### Salary Schedule

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### Notes
- **Plan Days/Year:**
- **Accum.:**
- **Approval:**
- **Other:**

### Salary Schedule

<table>
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<tr>
<th>Step</th>
<th>Base</th>
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### Notes
- **Entries:**
- **Negotiated/Policy:**
- **Exists:**

### Cafeteria Plan
- **Minimum FTE:** 0
- **Contribution:** fte

### Other District Policies
- **Negotiated/Policy:**
- **Exists:**

### Severance Pay
- **Voluntary Separation:** N
- **Grievance:** Y P
- **Professional Growth:** Y p
- **Reduction in Force:** N
- **Sick Bank:** N

### Other Leaves
- **SEVERANCE PAY:** Substitute, Jury Duty
## Working Conditions

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## Salary Schedule

- **Base**: 30,130
- **Starting Salary**: 30,130
- **Career Increments**: Y
- **Experience Allowed**: 12+1
- **Vertical Freeze**: 91-92,03-04,08-09,09-10
- **Rollback**: 85-86; 02-03
- **Index**: 5 x 5
- **Entry Level Step**: 1

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## Other District Policies

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

## Leaves

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## Other Leaves

- **SABBATICAL**: Yes
- **SEVERANCE PAY**: Y
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 294
- **Enrollment:** HS 8 JH/MS 8 ELEM 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 29,575
- **Starting Salary:** 29,575
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Index:** 4 x 4

## Insurance
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## Cafeteria Plan
- **Type:** Individ. Depend.
- **Options:** IRS 125: Y
- **Flex Accounts:** Y

## Leaves
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## Other District Policies
- **Negotiated/Exists:** Policy
- **Voluntary Separation:** N
- **Grievance:** Y P
- **Professional Growth:** Y P
- **Reduction in Force:** Y P
- **Sick Bank:** Y N

## Pawnee City

### Monthly Salary Schedule

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- **Working Days:** 21.11
- **Contract Days:** 185
- **Enrollment:** 294
- **Starting Salary:** 29,575
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 27.2
- Enrollment: 347
- HS: 30
- JH/MS: 85
- ELEM: 132
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.5 hours
- Planning Time: 50 minutes
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 28,800
- Index: 4 x 5
- Starting Salary: 28,800
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Grandfathered Steps 85-86

### INSURANCE

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<tr>
<th>Type</th>
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### LEAVES

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### PART-TIME BENEFITS
- Duration: 100 hours
- Compensation: $65.92

### WORKING CONDITIONS
- Class Periods/Day: 9
- Class Periods: 8
- Length of Student Day: 9
- Length of Teacher Day: 9
- Normal Teaching Load: 7
- Length of Planning Time: 15 minutes
- Class Periods: 8
- Normal Teaching Load: 7

### SABBATICAL
- No

### SEVERANCE PAY:
- Negotiated Policy: Absent
- Exists: N
- Policy: N

### OTHER DISTRICT POLICIES
- Voluntary Separation: N
- Grievance: Y
- Professional Growth: Y
- Reduction in Force: Y
- Sick Bank: N

### PENDER

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### Other Leaves:
- Rollback: 0.4
### Perkins County:

#### Working Conditions:
- Contract Days: 183
- FTE Teachers: 45.7
- Enrollment: 393
- HS: 8, JH/MS: 8, ELEM: 7.5, Planning Time: 100
- Length of Teacher Day: 8, Length of Student Day: 7.5, Planning Time: 100
- Class Periods/Day: 8, Normal Teaching Load: 6

#### Salary Schedule:
- Base: 29,100
- Starting Salary: 29,100
- Career Increments: N
- Experience Allowed: 5(D)

#### Insurance:
- **Type**
  - HEALTH
  - DENTAL
- **Carrier**
  - BC/BS
  - BC/BS
- **Option**
  - H/A-Dent
  - Individ.
- **Amount Paid by District**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Option - Benefits**
  - Individ.
  - Depend.
- **Options**
  - IRS 125:
  - Flex Accounts:

#### Cafeteria Plan:
- Minimum FTE: Contribution: fte

#### Other Leaves:
- **Type**
  - SICK
  - OTHER LEAVES:
  - LEAVES:
    - Other Info:
      - PERSONAL: 5, BEREAVEMENT: 2, PROFESSIONAL: 2, ADOPTION: yes, ASSOCIATION: no,
    - **Other Info:**
      - yes:
        - 4th & 5th days sub deduct:
      - Voluntary Separation:
        - N
      - Grievance:
        - Y
      - Professional Growth:
        - N
    - **Type**
      - SICK
        - 13
      - 40
    - **Accum.**
      - 8
    - **Approval**
      - 7
    - **Days/Year**
      - 6
    - **Depend. use**
      - 5
    - **Other**
      - 4

#### Other District Policies:
- **Negotiated/Policy**
  - Exists
  - Negotiated/Paid

#### Perk in County:
- **Type**
  - BA
  - BA+8
  - BA+16
  - BA+24
  - BA+32
  - MA
  - MA+4
  - MA+8
  - MA+16
  - MA+24
  - Step:
    - 1
  - 2
  - 3
  - 4
  - 5
  - 6
  - 7
  - 8
  - 9
  - 10
  - 11
  - 12
  - 13
  - 14
  - 15
  - 16
  - 17
  - 18

#### 2009-2010:
- Accredited by: 2009-2010
- 9/9/2010
- 18
- 15
- 14
- 12
- 10
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1

#### Comments:
- **COMMENTS:**
  - 20.55
  - 14
  - 8
  - 7
  - 6
  - 4
  - 3

#### Other Info:
- **Other Info:**
  - 8
  - 7
  - 6
  - 4
  - 3

#### Perk in County:
- **Step**
  - 1
  - 2
  - 3
  - 4
  - 5
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  - 16
  - 17
  - 18

#### 2009-2010:
- Accredited by: 2009-2010
- 9/9/2010
- 18
- 15
- 14
- 12
- 10
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- 8
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- 6
- 5
- 4
- 3

#### 2009-2010:
- Accredited by: 2009-2010
- 9/9/2010
- 18
- 15
- 14
- 12
- 10
- 9
- 8
- 7
- 6
- 5
- 4
- 3
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 37.08
- Enrollment: 367
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.15
- Planning Time: 50
- Class Periods/Day: 4
- Normal Teaching Load: 3.5
- Length of Student Day: 7.15
- Class Periods/Day: 4
- Vertical Freeze: Rollback: 01-02 (2-3 stps)
- Multi-year Contract: 08-09, 09-10

SALARY SCHEDULE
- Base: 28,935
- Starting Salary: 28,935
- Index: 4 x 4
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback: 01-02 (2-3 stps)
- Multi-year Contract: 08-09, 09-10

INSURANCE
- HEALTH
  - Type: BC/BS
  - Carrier: 600D
  - Option: Individ.
  - Amount Paid by District: 454.72, 841.25, 954.92, 1255.04
  - Couple - Benefits: Individ.
  - Depend.
  - IRS 125: Y
  - Cafeteria Plan: $390 cash option

- DENTAL
  - Type: H/A-Dent
  - Carrier: Option:
  - Amount Paid by District: 600D
  - IRS 125: Y
  - Cafeteria Plan: $390 cash option

- LIFE
  - Health: Principal
  - Type: EE/Child
  - Carrier: 454.72
  - IRS 125: Y
  - Cafeteria Plan: $390 cash option

- LTD
  - Principal: EE/Sp/Child
  - Carrier: 151
  - IRS 125: Y
  - Cafeteria Plan: $390 cash option

- NON-PARTICIPANT
  - Principal: EE/Sp/Child
  - Carrier: 454.72
  - IRS 125: Y
  - Cafeteria Plan: $390 cash option

LEAVES
- SICK
  - Days/Year: 9
  - Accum.: 45
  - Depend. use: Yes

- PERSONAL
  - Days/Year: 2
  - Accum.: 45
  - Depend. use: Yes

- BEREAVEMENT
  - Days/Year: 1
  - Accum.: 45
  - Depend. use: Yes

- PROFESSIONAL
  - Days/Year: 2
  - Accum.: 45
  - Depend. use: Yes

- ADOPTION
  - Days/Year: 2
  - Accum.: 45
  - Depend. use: Yes

- ASSOCIATION
  - Days/Year: 5
  - Accum.: 45
  - Depend. use: Yes

- SEVERANCE PAY:

OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- BEREAVEMENT:
  - Voluntary Separation: Y
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: Y

OTHER LEAVES:
- SABBATICAL:
  - Days/Year: 10
  - Accum.: 45
  - Depend. use: Yes

Plainview

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Notes:
- Only teachers compensated on BA + 36 or BA + 45 during 89-90 school yr. will be eligible to be pd on BA + 45 for 90-91 and yrs thereafter.
- 01-02, teachers on BA, BA + 9 & BA + 18 will be rolled back 2 yrs, teacher on other 4 lanes will be rolled back 3 yrs; 08-09 BA + 36 column separated for M
## WORKING CONDITIONS
- Contract Days: 187
- FTE Teachers: 147
- HS: 30,300
- JH/MS: 30,300
- ELEM: 30,300

## SALARY SCHEDULE
- Base: 30,300
- Starting Salary: 30,300
- Career Increment: Y
- Experience Allowed: 5 (D)*
- Entry Level Step: 1

## ININSURANCE
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## CALENDAR
- Length of Teacher Day: 7.35
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Cafeteria Plan
- Options: IRS 125: Y, Flex Accounts: Y

## LEAVES
- SICK
  - Days/Year: 10
  - Accum. Depend. use: 50
  - Approval Needed: yes

## OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists

## PLATTSMOUTH
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</table>

## OTHER LEAVES:
- Other Info:
  - Teachers: yes
  -集体 (Collective) Benefits
  - Sick Bank: Y

## CONTRACT DAYS:
- 10/10 schedule reworked, new hires begin on step 1; BA45 for individuals who took district courses between 1992-1997, 08-09 change to a 4X5 schedule

## Notes:
- 07-09 schedule reworked, new hires begin on step 1; BA45 for individuals who took district courses between 1992-1997, 08-09 change to a 4x5 schedule.
WORKING CONDITIONS
- Contract Days: 182
- Enrolment: 214
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Student Day: 6.92
- Planning Time: 89
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

SALARY SCHEDULE
- Base: 27,450
- Starting Salary: 27,450
- Experience Allowed: all

INASHBOARD

INSURANCE
- HEALTH BC/BS 600D: 431.98
- DENTAL BC/BS: 21.11
- PPO: 431.98

LEAVES
- SICK: Days/Year=10, Accum.=40, Approval=Yes, Other Info: Severance:1/2 sub. rate up to 40 days
- PERSONAL: Days/Year=3, Approval=Yes
- BEREAVEMENT
- PROFESSIONAL: Days/Year=unl., Approval=Yes
- ADOPTION: Days/Year=6 weeks
- ASSOCIATION: Days/Year=unl., Approval=Yes
- SABBATICAL: No
- SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
- Negotiated/Policy:
  - Existed: Yes
  - Policy: Voluntary Separation: Y
  - Policy: Grievance: Y
  - Policy: Professional Growth: Y
  - Policy: Reduction in Force: Y
  - Policy: Sick Bank: N

OTHER LEAVES:
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers:
  - HS: 435
  - JH/MS: 6.5
  - ELEM: 6.5
- Length of Teacher Day: 8
- Length of Student Day: 6.5
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: 29,385
- Starting Salary: 34,087
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: 87-88
- Rollback: 86-87
- Multi-year Contract:

INSURANCE
- HEALTH: BCBS
  - Carrier: 600D
  - Option: Individ.
  - Amount Paid by District: EE/Child, EE/Spouse, EE/Sp/Child
  - Couple - Benefits: 650
  - Ind. Cafeteria: 819/929/1221
- DENTAL: BC/BS
  - Carrier: Individ.
  - Option: H/A-Dent
  - Amount Paid by District: Ind. Cafeteria
- LTD: Omaha Life

LEAVES
- SICK: 8 days/year, 45 days/accumulated, yes
  - Other Info:
    - PERSONAL: 4 days/year, 2 days @ sub pay eoy
    - BEREAVEMENT: 3-5 days/year, with approval
    - PROFESSIONAL: 2 days/year, yes, Dist pays $75 for fees
  - Approval Needed: Sick Bank:
    - SABBATICAL: No

OTHER DISTRICT POLICIES
- Negotiated/Pay: Exists
  - Redirection of Force: Y
  - Sick Bank:

OTHER LEAVES:

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<td>41,139</td>
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SEVERANCE PAY: N

COMMENTS:

Cafeteria Plan
- Options: H/A, TSA, Cash
- IRS 125: Y
- Flex Accounts: Y

PART-TIME BENEFITS
- Minimum FTE: 0
- Contribution: fte

WORKING CONDITIONS

SALARY SCHEDULE

INSURANCE

LEAVES

OTHER DISTRICT POLICIES

OTHER LEAVES:

PONCA

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<td>54,068</td>
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PONCA
## Working Conditions
- Contract Days: 182
- FTE Teachers: 23.5
- Enrollment: 191
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 5
- Normal Teaching Load: 4.5
- Multi-year Contract: 7.5
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 50

## Salary Schedule
- Base: 28,100
- Index: 4.5 x 4.5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 8
- Vertical Freeze: Rollback: 93-94 (2 Steps)

## Insurace
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<th>Type</th>
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<td>Flex Accounts:</td>
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## Leaves
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## Other District Policies
- Negotiated/Policy: Exists
- Voluntary Separation: Y P
- Grievance: Y N
- Professional Growth: N
- Reduction in Force: N
- Sick Bank: Y N

## Other Leaves
- Sabbatical: No
- Severance Pay: |

## Salary Schedule Details

### Annual Salary Schedule

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### FTE Teachers
- 23.5

### Starting Salary
- 28,100

### Class Periods/Day
- 5
WORKING CONDITIONS

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SAALARY SCHEDULE

| Base: | 27,250 |
| Starting Salary: | |
| Career Increments: | N |
| Experience Allowed: | all (D) |
| Index: | 4 x 4 |
| Entry Level Step: | 1 |
| Vertical Freeze: | |
| Rollback: | |
| Multi-year Contract: | |

INSURANCE

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Cafeteria Plan

- Individ. Depend.
- Options:
  - Sp. or Dep. Dental
  - IRS 125:
    - Flexible Accounts:

PART-TIME BENEFITS

- Minimum FTE: 0.5
- Contribution: fte

LEAVES

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OTHER DISTRICT POLICIES

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<td>Reduction in Force:</td>
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OTHER LEAVES: Maternity - 5 days
### Working Conditions
- Contract Days: 172
- FTE Teachers: 29
- Enrolment: 287
- HS: 9
- JH/MS: 9
- ELEM: 9
- Length of Teacher Day: 8.25
- Length of Student Day: 8.25
- Planning Time: 56
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 

### Salary Schedule
- Base: 28,900
- Index: 4 x 4
- Starting Salary: 28,900
- Experience Level Step: 1
- Each emp recs extra $108 in add'l salary

### Cafeteria Plan
- Options: H/A; Cash
- Flex Accounts:
- Minimum FTE: 0.5
- Contribution: fte

### Insurance

<table>
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<tr>
<th>Type</th>
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### Leaves

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### Other District Policies

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

### Negotiated Policy

- Exists
- Non-exists

### Randoph

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WORKING CONDITIONS
- Contract Days: 185
- Enroll: 461
- HS: 8, JH/MS: 8, ELEM: 8
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 28,850
- Starting Salary: 28,850
- Index: 4 x 5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: 86-87
- Rollback: Multi-year Contract

INSURANCE
- HEALTH: BC/BS, Carrier: 600D, Option: 21.11
- DENTAL: BC/BS, Carrier: 2, Option: 21.11
- PPO: Comments
- LIFE: Guardian, Amount Paid by District: 8.00
- LTD: NON-PARTICIPANT

Cafeteria Plan
- Options: IRS 125: Y, Flex Accounts: Y

SALARY SCHEDULE
- Entry Level Step: 1
- Retirement: Annuity
- HEALTH: BC/BS, Carrier: 600D
- DENTAL: BC/BS, Carrier: 2
- PPO: Comments
- LIFE: Guardian
- LTD: NON-PARTICIPANT

LEAVES
- SICK: Days/Year: 15,10
- PERSONAL: 2, Yes
- BEREAVEMENT: 5, Bereavement/Emergency
- PROFESSIONAL: 5
- ADOPTION
- ASSOCIATION

SEVERANCE PAY:

OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists
- SABBATICAL: Yes

OTHER LEAVES:

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09-10: BA 45, BA 54 removed from schedule, MA column added
WORKING CONDITIONS
Contract Days: 186
FTE Teachers: 652
Enrollment: HS JH/MS ELEM
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: 31,900
Starting Salary: 31,900
Entry Level Step: 1
Career Increments: Y
Experience Allowed: 6 (D)
Long: 11-20 yr, $350; 21-30, $600; 31-?, $850 bonus

Index: 4 x 5

INSURANCE
Type Carrier Option Amount Paid by District
H/A-Dent Individ. EE/Child EE/Spouse EE/SpChild
HEALTH BC/BS 350D 479.57 479.57 479.57 479.57

PPO: Bd pays $12.50/mo to defray ded

COMMENTS: <.51=FTE benefits

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK
Other Info: Unused personal days over 45 paid @ $30/day in June
PERSONAL 10 yes Accum. 45,for sick, pers, berea
BEREAVEMENT Voluntary Separation: Y P
PROFESSIONAL adm. disc. yes 
Grievance: Y N
ADOPTION Professional Growth: Y N
ASSOCIATION Reduction in Force: Y P
ASSOCIATION
SABBATICAL: Yes SEVERANCE PAY:

OTHER LEAVES:

RAYMOND CENTRAL

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Negotiated/Policy
Exists

OTHER DISTRICT POLICIES

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
WORKING CONDITIONS

Contract Days: 183  
Enrollment: 245  
Length of Teacher Day: 8.25  
Length of Student Day: 7.5  
Planning Time: 51  
Class Periods/Day: 8  
Normal Teaching Load: 7  

SALARY SCHEDULE

Base: 28,200  
Starting Salary: 28,200  
Career Increments: N  
Experience Allowed: 12  

Index: 4 x 4  
Enter Level Step: 1  
Multi-year Contract:  

INSURANCE

Type Carrier Option Amount Paid by District Cafeteria Plan

Health BC/BS 600D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child

Dental BC/BS 4 39.75 39.75 39.75

PPO: BC/BS 5% discount

LIFE Fort Dearborn

LTD Principal

NON-PARTICIPANT

LEAVES

Type Days/Year Accum. Approval Other

SICK 9 40 yes

Other Info:

PERSONAL 3 yes

BEREAVEMENT 5

PROFESSIONAL 3 yes

ADOPTION supt. disc.

ASSOCIATION

SABBATICAL:

OTHER LEAVES:

RED CLOUD

RED CLOUD

2009-2010

7.1

9/9/2010
### Working Conditions
- Contract Days: 173
- FTE Teachers: 105
- HS: 2009
- JH/MS: 2010
- ELEM: 1.1
- Length of Teacher Day: 8.5
- Length of Student Day: 8
- Planning Time: 55
- Class Periods/Day: 8
- Normal Teaching Load: 7
- End of Lane Stipend: 2nd yr on step all lanes
- Vertical Freeze: Rollback:
- Multi-year Contract: 4 x 5

### Salary Schedule
- Base: 28,500
- Index: 4 x 5
- Starting Salary: 30,780
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 5

### Working Conditions
- Contract Days: 173
- FTE Teachers: 105
- HS: 2009
- JH/MS: 2010
- ELEM: 1.1
- Length of Teacher Day: 8.5
- Length of Student Day: 8
- Planning Time: 55
- Class Periods/Day: 8
- Normal Teaching Load: 7
- End of Lane Stipend: 2nd yr on step all lanes
- Vertical Freeze: Rollback:
- Multi-year Contract: 4 x 5

### Insurance
- HEALTH: BC/BS 350D 479.57 813.87 933.76 1250.28 Or Ind. + $91.67
- PPO: Ind also receive 91.67

### Cafeteria Plan
- Options:
  - IRS 125: Y
- Flex Accounts:

### Leaves
- SICK: Days/Year: 12
- Accum. Use: 30
- Approval Needed: yes
- Other Info: Ind. Sick lv. Bank up to 60 days max.

### Personal
- Bereavement: see sick lv.
- Professional: 2
- Adoption: see sick lv.
- Association: SABBATICAL: No

### Severance Pay

### Other District Policies
- Negotiated/Policy
  - Voluntary Separation: N
  - Grievance: Y N
  - Professional Growth: Y N
  - Reduction in Force: N
  - Sick Bank: Y N

### Salary Schedule

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WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 28.9
- Enrollment: 194
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: 27,325
- Salary Schedule: 4.25 x 4.25
- Starting Salary: 27,325
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all

INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Type: HD
  - Carrier: BC/BS
  - Option: 1100D
  - Type: Individ.
  - Type: EE/Child
  - Type: EE/Sp/Child
  - Carrier: Madison Nat’l
  - Type: EE/Child
  - Type: EE/Sp/Child
  - Option: 1100D
  - Option: Individ.
  - Type: Individ.
  - Type: EE/Sp/Child

Cafeteria Plan
- Cafeteria Plan
- Cafeteria Plan

LEAVES
- SICK: 10
- Approval: yes
- Depend. use: yes
- Approval: yes

OTHER DISTRICT POLICIES
- Negotiated/ Policy
- Exists

SABBATICAL: No

OTHER LEAVES:

| S | p | ELEM | JH/MS | HS | FTE Teachers | Starting Salary | Normal Teaching Load | Class Periods/Day | Length of Student Day | Planning Time | Length of Teacher Day | Experience Allowed | Career Increments | Multi-year Contract |滚动调整 | Vertical Freeze | 垂直冻结 | 滚动调整 | 垂直冻结 | 滚动调整 | 垂直冻结 | 滚动调整 |
| 1 | 27,325 | 28,486 | 29,648 | 30,809 | 32,076 | 33,342 | 34,609 | 35,877 | 37,144 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 2 | 28,486 | 29,648 | 30,809 | 31,970 | 33,132 | 34,293 | 35,454 | 36,616 | 37,777 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 3 | 30,809 | 31,970 | 33,132 | 34,293 | 35,454 | 36,616 | 37,777 | 38,938 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 4 | 31,970 | 33,132 | 34,293 | 35,454 | 36,616 | 37,777 | 38,938 | 39,099 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 5 | 33,132 | 34,293 | 35,454 | 36,616 | 37,777 | 38,938 | 39,099 | 39,261 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 6 | 34,293 | 35,454 | 36,616 | 37,777 | 38,938 | 39,099 | 39,261 | 39,422 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 7 | 35,454 | 36,616 | 37,777 | 38,938 | 39,099 | 39,261 | 39,422 | 39,583 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 8 | 36,616 | 37,777 | 38,938 | 39,099 | 39,261 | 39,422 | 39,583 | 39,745 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |

| S | p | ELEM | JH/MS | HS | FTE Teachers | Starting Salary | Normal Teaching Load | Class Periods/Day | Length of Student Day | Planning Time | Length of Teacher Day | Experience Allowed | Career Increments | Multi-year Contract |滚动调整 | Vertical Freeze | 垂直冻结 | 滚动调整 | 垂直冻结 | 滚动调整 | 垂直冻结 | 滚动调整 |
| 9 | 27,325 | 28,486 | 29,648 | 30,809 | 32,076 | 33,342 | 34,609 | 35,877 | 37,144 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 10 | 28,486 | 29,648 | 30,809 | 31,970 | 33,132 | 34,293 | 35,454 | 36,616 | 37,777 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 11 | 30,809 | 31,970 | 33,132 | 34,293 | 35,454 | 36,616 | 37,777 | 38,938 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 12 | 31,970 | 33,132 | 34,293 | 35,454 | 36,616 | 37,777 | 38,938 | 39,099 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 13 | 33,132 | 34,293 | 35,454 | 36,616 | 37,777 | 38,938 | 39,099 | 39,261 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 14 | 34,293 | 35,454 | 36,616 | 37,777 | 38,938 | 39,099 | 39,261 | 39,422 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 15 | 35,454 | 36,616 | 37,777 | 38,938 | 39,099 | 39,261 | 39,422 | 39,583 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 16 | 36,616 | 37,777 | 38,938 | 39,099 | 39,261 | 39,422 | 39,583 | 39,745 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 17 | 37,777 | 38,938 | 39,099 | 39,261 | 39,422 | 39,583 | 39,745 | 39,906 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
| 18 | 38,938 | 39,099 | 39,261 | 39,422 | 39,583 | 39,745 | 39,906 | 39,906 | 1,175 | 1,212 | 1,249 | 1,286 | 1,323 | 0.031 |
### Working Conditions
- **Contract Days:** 185
- **Enrollment:** 179
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 29,326
- **Starting Salary:** 34,018
- **Career Increments:** N
- **Vertical Freeze:** 90-91
- **Rollback:**
- **Multi-year Contract:** 08-09, 09-10

### Insurance
- **HEALTH:** BC/BS 150D
- **DENTAL:** BC/BS 5
- **LIFE:** AIG Life
- **LTD:** United Group

### Cafeteria Plan
- **Options:**
  - **Options:**
    - **Indiv.**
    - **Dep.**
    - **Dep. Dental**

### Leaves
- **Sick:**
  - **Days/Year:** 10
  - **Accum.:** 50
  - **Needed:** yes

### Other District Policies
- **Negotiated/Policy:**
  - **Voluntary Separation:** N
  - **Professional Growth:** N
  - **Reduction in Force:** Y
  - **Sick Bank:** Y

### Sabbatical
- **Other Info:**
  - **SEVERANCE PAY:**

### Santee

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**WORKING CONDITIONS**
- Contract Days: 182
- FTE Teachers: 170
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 6.67
- Length of Student Day: 6.67
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Experience Allowed: N
- Career Increments: N
- Vertical Freeze: Rollback
- Multi-year Contract: Yes

**INSURANCE**
- Type: HEALTH
  - Carrier: BC/BS
  - Option: 350D
  - Amount Paid by District: 455.59
- Type: DENTAL
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 21.11
  - Contribution: 1.00

**SALARY SCHEDULE**
- Base: 26,300
- Starting Salary: 26,300
- Index: 4 x 5
- Entry Level Step: 0
- Career Increments: N
- Experience Allowed: 7(D)

**LEAVES**
- Type: SICK
  - Days/Year: 10
  - Approval Needed: Yes
  - Other: $20/day over 35 at end of 4th yr
- Type: PERSONAL
  - Days/Year: 3
  - Approval Needed: Yes
  - Other: 2 days first 2 yrs
- Type: BEREAVEMENT
  - Days/Year: 5
  - Approval Needed: Yes
  - Other: Voluntary Separation:
- Type: PROFESSIONAL
  - Days/Year: 3
  - Approval Needed: Yes
  - Other: add'l w/approval
- Type: ADOPTION
  - Days/Year: 10-Dad
  - Approval Needed: Yes
  - Other: from sick lv. for mom
- Type: ASSOCIATION
  - Days/Year: 2
  - Approval Needed: Yes
  - Other: Sick Bank:

**Cafeteria Plan**
- Indiv.: 21.11
- Depend.: 21.11

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**OTHER DISTRICT POLICIES**
- Negotiated/Policy: Exists

**OTHER LEAVES**: In school work day (1)

**SEVERANCE PAY**: Y

---

**COMMENTS**

- Cafeteria Plan
- Minimum FTE: 0.5
- Contribution: fte
### Working Conditions
- Contract Days: 185
- FTE Teachers: 58.5
- Enroll: 652
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.25 7.25 7.25
- Planning: 47 47
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

### Salary Schedule
- Base: 29,400
- Starting Salary: 29,400
- Career Increments: N
- Experience Allowed: All
- Index: 4 x 5
- Entry Level Step: 1
- Rollback:
- Vertical Freeze:

### Insurancce
- Type
- Carrier
- Option
- Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Individ.
- Depend.

### Leaves
- Type
- Days/Year
- Accum.
- Use
- Approval
- Depend.
- Approval
- Notes
- Other

### Other District Policies
- Negotiated/Policy
- Exists

### Other Leaves
- SCN Unified District 
- Step
- BA
- BA+9
- BA+18
- BA+27
- MA
- MA+9
- MA+18
- MA+27
- MA+36

### Notes
- Other Info: Sev: after 10 yrs all days @ 25% sub rate
- Personal: Y P
- Bereavement: 5+5
- Professional: Y N
- Adoption: Y P
- Association: N
- Sabbatical: Y
- Severance Pay: Y
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 229.87
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 95
- Class Periods/Day: 4
- Normal Teaching Load: 3

**SALARY SCHEDULE**

- Base: 29,950
- Index: 4.5 x 4.5
- Starting Salary: 29,950
- Career Increments: N
- Experience Allowed: BA=4, MA=6
- Vertical Freeze: 87-88
- Rollback:

**INSURANCE**

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**LEAVES**

- SICK: 9 days/year, 100%, approval needed, other info: $40/day upon retirement or death
- PERSONAL: 2 days/year, dependant use allowed, approval needed, other info: Deducted from sick lv.
- BEREAVEMENT: 5 days/year, per occurrence, 1 day funeral, not fa
- PROFESSIONAL: admin disc
- ADOPTION: 5 days/year

**OTHER DISTRICT POLICIES**

- Negotiated/Policy: Exists
- Sick Bank: N

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 281
- HS: 8.25
- JH/MS: 8.25
- ELEM: 8.25
- Length of Teacher Day: 7.25
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Student Day: 7.25
- Vertical Freeze: Rollback:

### Salary Schedule
- Base: 28,630
- Index: 4 x 5
- Starting Salary: 28,630
- Career Increments: N
- Experience Allowed: all

### Cafeteria Plan
- Couple - Benefits: 23.20 or 37.15
- Options:
  - Individ.: 954.92
  - EE/Sp/Child: 841.25

### Insurance
- HEALTH - BC/BS: 600D
- DENTAL - BC/BS: 2
- PPO:
- LIFE - Guardian
- LTD - Omaha Life

### Leaves
- SICK: 35, Days/Year: 10, Depend. use Needed: yes, Approval: yes
- PERSONAL: 35, Days/Year: 2, from sick lv.
- BEREAVEMENT: +2 days from sick lv.
- PROFESSIONAL: yes
- ADOPTION: yes, admin. disc.
- ASSOCIATION: yes, admin. disc.

### Major Classes
- BA: 21.11
- Step 1: 28,630, 30,062, 31,493, 32,925, 34,356, 35,788, 37,219, 38,651
- Step 2: 30,920, 32,352, 33,783, 35,215, 36,646, 38,078, 39,509, 40,941
- Step 3: 32,060, 33,497, 35,929, 38,360, 39,792, 41,224, 42,656, 44,090
- Step 4: 33,211, 34,642, 36,074, 37,505, 38,937, 40,368, 41,800, 43,231
- Step 5: 34,356, 35,788, 37,219, 38,651, 40,082, 41,514, 42,945, 44,377
- Step 6: 36,933, 38,364, 39,796, 41,227, 42,659, 44,090, 45,522
- Step 8: 42,086, 43,518, 44,949, 46,381, 47,812
- Step 9: 43,231, 44,663, 46,094, 47,526, 48,957
- Step 10: 45,808, 47,240, 48,671, 50,103
- Step 11: 46,953, 48,385, 49,816, 51,248
- Step 12: 49,530, 50,961, 52,393
- Step 13: 52,107, 53,538
- Step 14: 54,683

### Notes
- FTE Teachers: 281
- Starting Salary: 28,630
## WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 103.8
- Enrollment: 1369
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 90
- Class Periods/Day: 5
- Normal Teaching Load: 4

## SALARY SCHEDULE
- Base: 29,600
- Index: 5 x 4
- Starting Salary: 29,600
- Experience Allowed: Y
- Career Increments: Y
- Move to MA+27 Step 16 only in 93-94; then step = to exper.
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Option: Indiv.
  - Amount Paid by District: 600D
  - Carrier: Provident
  - Type: EE/Child
  - Carrier: BC/BS
  - Amount Paid by District: 439.85

- **DENTAL**
  - Carrier: BC/BS
  - Type: EE/Spouse
  - Carrier: Individ.
  - Type: EE/Sp/Child

### LEAVES
- **SICK**
  - Days/Year: 50
- **PERSONAL**
  - See sick lv
- **BEREAVEMENT**
  - See sick lv
- **PROFESSIONAL**
  - Use: admin. disc.
- **ADOPTION**
  - 5-pd/5-sub.ded.
- **ASSOCIATION**
  - (Pres.)

### SABBATICAL
- Yes

### SEVERANCE PAY
- Y

## OTHER LEAVES:

### FTE Teachers:
- 103.8

### Starting Salary:
- 29,600

### Length of Teacher Day:
- 8

### Length of Student Day:
- 7.5

### Planning Time:
- 90

### Class Periods/Day:
- 5

### Normal Teaching Load:
- 4

### WORKING CONDITIONS:

### SALARY SCHEDULE:

### INSURANCE:

### LEAVES:

### SABBATICAL:

### SEVERANCE PAY:

### OTHER LEAVES:
**WORKING CONDITIONS**

- **Contract Days:** 185
- **FTE Teachers:** 334
- **Enrollment:**
  - HS: 7.1
  - JH/MS: 9/9/2010
  - ELEM: 410

**SALARY SCHEDULE**

- **Salary Base:** 28,975
- **Index:** 4.5 x 4
- **Starting Salary:** 28,975
- **Entry Level Step:** 1

**Experience Allowed:** all

**Career Increments:** N

**Vertical Freeze:**

**Rollback:**

**Multi-year Contract:**

**Length of Teacher Day:** 8

**Length of Student Day:** 6.62

**Planning Time:** 47

**Class Periods/Day:** 8

**Normal Teaching Load:** 7

**Multi-year Contract:**

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**LEAVES**

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**SABBATICAL:** No

**OTHER DISTRICT POLICIES**

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### Working Conditions
- **Contract Days**: 181
- **FTE Teachers**: 333
- **Enrollment**: 7.5
- **Length of Teacher Day**: 8
- **Length of Student Day**: 7.5
- **Planning Time**: 50
- **Class Periods/Day**: 8
- **Normal Teaching Load**: 7

### Salary Schedule
- **Base**: 28,200
- **Index**: 4 x 4
- **Starting Salary**: 28,200
- **Entry Level Step**: 1
- **Experience Allowed**: 10
- **BA-36 grandfathered prior to 92-93/added back in 98-99
- **Vertical Freeze**: Rollback:

### Cafeteria Plan
- **Options**: IRS 125: Y
- **Flex Accounts**: No

### Other District Policies
- **Negotiated/Policy**: Exists
- **Severance Pay**: Y
- **Voluntary Separation**: Y
- **Grievance**: Y
- **Professional Growth**: Y
- **Reduction in Force**: Y
- **Sick Bank**: N

### Leaves
- **Sick**: 13 days/yr at $35/day
- **Personal**: 2 days/yr at $35/day
- ** Bereavement**: 5 days/yr
- **Professional**: 2 days/yr at $35/day
- **Adoption**: see sick lv.
- **Association**: see sick lv.
- **Sabbatical**: No
- **Severance Pay**: Yes

### Insurances
- **Type**: HEALTH
- **Carrier**: BC/BS
- **Option**: 600D
- **Amount Paid by District**: 454.72
- **Cafeteria Plan**: Options:
- **Option Details**: IRS 125: Y

### Benefits
- **Career Increments**: 1.32
- **Experience Allowed**: 1.16
- **Normal Teaching Load**: 1.16
- **Length of Student Day**: 1.48
- **Planning Time**: 1.48
- **Class Periods/Day**: 1.48
- **Class Periods/Day**: 1.48
- **Normal Teaching Load**: 1.48

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**Large staff/Large stock**

---

**SHELTON 2009-2010**

**Shelton**
WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 22
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 28,600
- Starting Salary: 28,600
- Career Increments: N
- Experience Allowed: 10
- Index: 4 x 4
- Entry Level Step: 1

INSURANCE
- HEALTH: BC/BS
  - Type: H/A-Dent
  - Carrier: 600D
  - Option: Individ.
  - Amount Paid by District: 431.98
- DENTAL: BC/BS
  - Type: EE/Sp/Child
  - Carrier: 431.98
  - Option: Individ.
  - Amount Paid by District: 799.19

LEAVES
- SICK: 9
  - Days/Year: 45
  - Use: yes
  - Approval Needed: yes

OTHER DISTRICT POLICIES
- Voluntary Separation: N
- Grievance: Y
- Professional Growth: Y
- Reduction in Force: Y
- Sick Bank: Y
- SEVERANCE PAY: 

SHICKLEY
- BA
  - Step 1: 28,600
  - Step 10: 44,616
- MA
  - Step 1: 33,176
  - Step 10: 44,616
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 1259
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 6.38
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 30,725
- Starting Salary: 30,725
- Career Increments: Y
- Vertical Freeze: 88-89
- Rollback: Multi-year Contract

INSURANCE
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LEAVES
- SICK: 10
- PERSONAL: 2
- BEREAVEMENT: 3
- PROFESSIONAL: 2
- ADOPTION: see sick lv.
- ASSOCIATION: see prof. lv.

OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- Minimum FTE: 0.5

OTHER LEAVES:
- Maternity - 15 days

S A L A R Y \n\| Step | BA | BA + 9 | BA + 18 | BA + 27 | MA | MA + 9 | MA + 18 | MA + 27 |
\|------|---|--------|--------|--------|----|--------|--------|--------|
\| 0    | 30,725 | 32,108 | 33,490 | 34,873 | 36,256 | 37,638 | 39,021 | 40,403 |
\| 1    | 32,108 | 33,490 | 34,873 | 36,256 | 37,638 | 39,021 | 40,403 | 41,786 |
\| 2    | 33,490 | 34,873 | 36,256 | 37,638 | 39,021 | 40,403 | 41,786 | 43,169 |
\| 3    | 34,873 | 36,256 | 37,638 | 39,021 | 40,403 | 41,786 | 43,169 | 44,551 |
\| 4    | 36,256 | 37,638 | 39,021 | 40,403 | 41,786 | 43,169 | 44,551 | 45,934 |
\| 5    | 37,638 | 39,021 | 40,403 | 41,786 | 43,169 | 44,551 | 45,934 | 47,317 |
\| 6    | 39,021 | 40,403 | 41,786 | 43,169 | 44,551 | 45,934 | 47,317 | 48,699 |
\| 7    | 40,403 | 41,786 | 43,169 | 44,551 | 45,934 | 47,317 | 48,699 | 50,082 |
\| 8    | 41,786 | 43,169 | 44,551 | 45,934 | 47,317 | 48,699 | 50,082 | 51,464 |
\| 9    | 43,169 | 44,551 | 45,934 | 47,317 | 48,699 | 50,082 | 51,464 | 52,847 |
\| 10   | 44,551 | 45,934 | 47,317 | 48,699 | 50,082 | 51,464 | 52,847 | 54,230 |
\| 11   | 45,934 | 47,317 | 48,699 | 50,082 | 51,464 | 52,847 | 54,230 | 55,612 |
\| 12   | 47,317 | 48,699 | 50,082 | 51,464 | 52,847 | 54,230 | 55,612 | 56,995 |

**Note:** The table format is preserved for clarity, but the content is readable from the given layout.
WORKING CONDITIONS

| Contract Days: | 182 |
| Enrolment:     | 245 |
| FTE Teachers:  |     |
| HS            | 8   |
| JH/MS         | 8   |
| ELEM          | 8   |
| Length of Teacher Day: | 8    |
| Length of Student Day: | 7.17 |
| Planning Time: | 45  |
| Class Periods/Day: | 8    |
| Normal Teaching Load: | 7    |

SALARY SCHEDULE

| Base: 28,400 | Index: 4 x 4 |
| Starting Salary: 28,400 | Entry Level Step: 1 |
| Career Increments: N | Experience Allowed: 5 |

INSURANCE

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LEAVES

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WORKING CONDITIONS

| Contract Days: | 175 |
| Enrollments:  | 98 |
| HS | JH/MS | ELEM |
| 8 | 8 | 8 |
| Length of Teacher Day: | 7 | 6.78 | 6.78 |
| Planning Time: | 57 | 0 |
| Class Periods/Day: | 7 |
| Normal Teaching Load: | 6 |

SALARY SCHEDULE

| FTE Teachers: | Base: | Index: |
| 98 | 27,400 | 4 x 4 |
| Starting Salary: | | Entry Level Step: |
| Career Increments: | N |
| Experience Allowed: | 7 |
| Vertical Freeze: |
| Rollback: |
| Multi-year Contract: | 08-09, 09-10 |

INSURANCE

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LEAVES

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OTHER DISTRICT POLICIES

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<td>44,936</td>
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</table>

COMMENT:

- Voluntary Separation: N
- Grievance: Y P
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: N
WORKING CONDITIONS
Contract Days:
184
Enrollment:

2009-2010

South Platte

9/9/2010

7.1

SALARY SCHEDULE
FTE Teachers:

158

Base:

JH/MS

ELEM

Length of Teacher Day:

8

8

8

Length of Student Day:

7.5

7.5

7.5

Planning Time:

50

50

50

Class Periods/Day:

8

8

Rollback:

Normal Teaching Load:

7

7

Multi-year Contract:

INSURANCE
Type
Carrier

Option
H/A-Dent

HEALTH

BC/BS

600D

DENTAL

BC/BS

1

Starting Salary:

Vertical Freeze:

95-96

IRS 125: Y
Flex Accounts: Y

Principal Life

PART-TIME BENEFITS
Minimum FTE: 0.5

.0040

Contribution: full

Days/Year
10

Other Info:

Options:

20.55

NON-PARTICIPANT
LEAVES
Type
SICK

Cafeteria Plan
Individ. Depend.

Amount Paid by District
Couple - Benefits
Individ. EE/Child EE/Spouse EE/Sp/Child
22.61 or
36.17
431.98
799.19
907.17 1192.29
Sp. or Dep. Dental
20.55

1

Experience Allowed: all

LIFE
LTD

5x4

Entry Level Step:

28,100
N

Career Increments:

20.55
20.55
COMMENTS:

PPO:

Index:

28,100

HS

Accum.
40

Depend.
use

Approval
Needed

Other

OTHER DISTRICT POLICIES

yes

At retirement or death-sub. rate for unused days

PERSONAL

3+1

yes

BEREAVEMENT

see sick lv.

PROFESSIONAL

3

ADOPTION

1 day teacher pays sub
Voluntary Separation:

yes

see sick lv.

ASSOCIATION
SABBATICAL:

No

SEVERANCE PAY:

Y

Exists
N

Negotiated/
Policy

Grievance:

Y

N

Professional Growth:

Y

P

Reduction in Force:

Y

P

Sick Bank:

Y

N

OTHER LEAVES:
SOUTH PLATTE
BA+36
Step

BA+3

BA+6

BA+9

MA+3

MA+6

MA+9

28,100

28,474

28,847

29,224

29,598

29,971

30,348

30,722

31,095

31,472

31,846

32,219

32,596

32,970

33,343

33,720

34,094

34,467

1.00

1.0133

1.0266

1.04

1.0533

1.0666

1.08

1.0933

1.1066

1.12

1.1333

1.1466

1.16

1.1733

1.1866

1.2

1.2133

1.2266

1.24

2

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29,879

30,252

30,629

31,003

31,376

31,753

32,127

32,500

32,877

33,251

33,624

34,001

34,375

34,748

35,125

35,499

35,872

36,249

1.05

1.0633

1.0766

1.09

1.1033

1.1166

1.13

1.1433

1.1566

1.17

1.1833

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1.2233

1.2366

1.25

1.2633

1.2766

1.29

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32,034

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33,905

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34,656

35,029

35,406

35,780

36,153

36,530

36,904

37,277

37,654

1.1

1.1133

1.1266

1.14

1.1533

1.1666

1.18

1.1933

1.2066

1.22

1.2333

1.2466

1.26

1.2733

1.2866

1.3

1.3133

1.3266

1.34

4

32,315

32,689

33,062

33,439

33,813

34,186

34,563

34,937

35,310

35,687

36,061

36,434

36,811

37,185

37,558

37,935

38,309

38,682

39,059

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1.19

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1.23

1.2433

1.2566

1.27

1.2833

1.2966

1.31

1.3233

1.3366

1.35

1.3633

1.3766

1.39

5

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34,094

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34,844

35,218

35,591

35,968

36,342

36,715

37,092

37,466

37,839

38,216

38,590

38,963

39,340

39,714

40,087

40,464

1.2

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1.24

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1.2666

1.28

1.2933

1.3066

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1.3466

1.36

1.3733

1.3866

1.4

1.4133

1.4266

1.44

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36,249

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36,996

37,373

37,747

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38,497

38,871

39,244

39,621

39,995

40,368

40,745

41,119

41,492

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1.3566

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1.4366

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1.4633

1.4766

1.49

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36,904

37,277

37,654

38,028

38,401

38,778

39,152

39,525

39,902

40,276

40,649

41,026

41,400

41,773

42,150

42,524

42,897

43,274

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1.3666

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1.4866

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1.5133

1.5266

1.54

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38,309

38,682

39,059

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39,806

40,183

40,557

40,930

41,307

41,681

42,054

42,431

42,805

43,178

43,555

43,929

44,302

44,679

1.35

1.3633

1.3766

1

9
10

BA

BA+12

BA+15

BA+18

BA+21

BA+24

BA+27

BA+30

BA+33

MA

MA+12 MA+15 MA+18
34,844

1.39

1.4033

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1.43

1.4433

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1.5366

1.55

1.5633

1.5766

1.59

40,464

40,838

41,211

41,588

41,962

42,335

42,712

43,086

43,459

43,836

44,210

44,583

44,960

45,334

45,707

46,084

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1.4533

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43,740

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44,491

44,864

45,241

45,615

45,988

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46,739

47,112

47,489

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1.57

1.5833

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1.61

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1.6633

1.6766

1.69

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45,896

46,269

46,646

47,020

47,393

47,770

48,144

48,517

48,894

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1.6466

1.66

1.6733

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1.7266

1.74

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47,301

47,674

48,051

48,425

48,798

49,175

49,549

49,922

50,299

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1.6833

1.6966

1.71

1.7233

1.7366

1.75

1.7633

1.7766

13

1.79
51,704
1.84


### Working Conditions
- Contract Days: 187
- FTE Teachers: 1055
- HS: 9/9/2010
- JH/MS: 2009-2010
- ELEM: South Sarpy Dist 46

### Salary Schedule
- Base: 30,475
- Index: 5 x 3
- Starting Salary: Entry Level
- Experience Allowed: Y
- Career Increments: Y
- Long-term after 5 yrs. on MA+36-3% every 5 yrs.
- Vertical Freeze: 85-86, 86-87, 92-93
- Rollback:
- Multi-year Contract:

### Insuranc
- HEALTH: BC/BS
  - Type: H/A-Dent
  - Option: Individ.
  - Carrier: BC/BS
  - Premium: 431.98
  - Individ.
  - Premium: 431.98
- DENTAL: BC/BS
  - Type: EE/Spouse
  - Carrier: Madison Nat'l
  - Premium: 799.19
  - Individ.
  - Premium: 799.19
- LIFE: Madison Nat'l
  - Type: EE/Child
  - Carrier: Madison Nat'l
  - Premium: 907.17
  - Individ.
  - Premium: 431.98
- LTD: Non-Participant
  - Type: IRS 125
  - Carrier: Y
  - Option: Flex Accounts
  - Minimum FTE: 0.4
- Cafeteria Plan
  - Type: Individ.
  - Depend.
  - Option:

### Leaves
- Type: Sick
  - Days/Year: 10
  - Accum. Use: 70
  - Approval Needed: yes
- Type: Bereavement
  - Days/Year: 2
  - Approval Needed: unapproved
- Type: Professional
  - Days/Year: 10
  - Approval Needed: unapproved
- Type: Adoption
  - Days/Year: 10
  - Approval Needed: from sick lv.
- Type: Association
  - Days/Year: 3

### Health Benefits
- Class Periods/Day: 8
- Contract Days: 187
- Enrollment: 1055
- Normal Teaching Load: 6
- Planning Time: 77
- Length of Teacher Day: 7.5
- Length of Student Day: 7.25
- Length of Teacher Day: 6.5
- Rollback:
- Multi-year Contract:

### Other District Policies
- Negotiated Policy
  - Exists
  - SEVERANCE PAY: Y
- SABBATICAL: Yes
- OTHER LEAVES: Emergency as needed

### Salary Schedule Table
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<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+16</th>
<th>BA+27</th>
<th>BA+36</th>
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</table>

- 07-08 teachers receive credit for all years experience; 05-06 teachers new to district since 8/1/02 will have 3 yrs exp deducted on placement; 03-04 eliminated first 2 and bottom 3 steps from schedule; 03-04 add MA+27/15 steps
### Working Conditions
- **Contract Days:** 188
- **Enrollment:** 3823
- **Length of Teacher Day:** 7.17
- **Planning Time:** 90
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 30,950
- **Starting Salary:** 30,950
- **Career Increments:** N
- **Experience Allowed:** 10
- **Multi-year Contract:**

### Insurancce
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<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<td>600D</td>
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<td>Individ.</td>
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<tr>
<td>DENTAL</td>
<td>BC/BS</td>
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<td>EE/Child</td>
<td>Depend.</td>
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<td>EE/Spouse</td>
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</tr>
<tr>
<td>LIFE</td>
<td>Guardian</td>
<td></td>
<td>EE/Sp/Child</td>
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</tbody>
</table>

### Cafeteria Plan
- **Options:** H/A, TSA, Cash
- **Minimum FTE:** 0.5
- **Contribution:** fte

### Leaves
- **Sick:** 10 for dep. Use
- **Personal:** 5
- **Bereavement:** unl.
- **Professional:** unl.
- **Adoption:** case by case
- **Association:** 7 district wide

### Other District Policies
- **Negotiated/Policy:**
- **Part-Time Benefits:**
  - **Minimum FTE:** 0.5
- **Contributions:** fte

### Salary Schedule

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<th>Step</th>
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<th>BA+18</th>
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</table>

### Other Leases
- **1 emergency day/mo.**
### Working Conditions
- Contract Days: 180
- FTE Teachers: 43.35
- Enrollment: 411
- Length of Teacher Day: 7.25
- Length of Student Day: 6.00
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Multi-year Contract:

### Salary Schedule
- Base: 28,550
- Starting Salary: 28,550
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 1
- Index: 4 x 4
- 1.00
- 2.00
- 3.00
- 4.00
- 5.00
- 6.00
- 7.00
- 8.00
- 9.00
- 10.00
- 11.00
- 12.00
- 13.00
- 14.00

### Southern

#### Insurance

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#### Cafeteria Plan
- IRS 125: Y
- Flex Accounts:

#### Leaves
- SICK: 13 days/year
- Other Info: Reimb. unused lv @ sub rate/day over 10/yr

#### Personal
- BEREAVEMENT: 3
- PROFESSIONAL: 1
- ADOPTION: Yes

#### Adoption
- with approval

#### Association
- Yes

#### Sabbatical
- No

#### Severance Pay
- Y

#### Other District Policies
- Negotiated/Policy
- Exists

### Southern

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#### Contract Days:
- 180

#### Enrollment:
- 411

#### Length of Teacher Day:
- 7.25

#### Length of Student Day:
- 6.00

#### Planning Time:
- 50

#### Class Periods/Day:
- 7

#### Normal Teaching Load:
- 6

#### Multi-year Contract:
- Y
**Southern Valley**

**Working Conditions**
- Contract Days: 183
- FTE Teachers: 481
- HS: 8
- JH/MS: 7
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**
- Base: 28,950
- Starting Salary: 28,950
- Career Increments: 4
- Experience Allowed: 4
- Index: 4 x 4
- Entry Level Step: Y

**Insurance**
- HEALTH: BC/BS 800D
- DENTAL: BC/BS 2
- PPO: Individ.
- Option: IRS 125
- Cafeteria Plan: Y
- Options: Flex Accounts: Y

**Leaves**
- SICK: 10
- PERSONAL: 2
- BEREAVEMENT: 2
- PROFESSIONAL: 2
- ADOPTION: 1
- ASSOCIATION: No
- Other Info: 1-no,2-yes accum. to 3

**Part-Time Benefits**
- Minimum FTE: 0.5

**Other Leave Policies**
- Severance Pay: Yes

**Southern Valley**

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**Note:**
- Sickle cell disease
- Sickle cell trait
- A+18
- B+18
- C+18
- D+18
- E+18
- F+18
- G+18
- H+18
- I+18
- J+18
- K+18
- L+18
- M+18
- N+18
- O+18
- P+18
- Q+18
- R+18
- S+18
- T+18
- U+18
- V+18
- W+18
- X+18
- Y+18
- Z+18

**Recommended Action:**
- Expected Action: Extend sick lv-5 days

**Recommended Action:**
- SEVERANCE PAY:
## Working Conditions
- Contract Days: 183
- FTE Teachers: 38.59
- Enrolment: 341
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 54
- Class Periods/Day: 8
- Normal Teaching Load: 6

## Salary Schedule
- Base: $28,250
- Starting Salary: $28,250
- Career Increments: N
- Experience Allowed: 17

## Insurance

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## Cafeteria Plan
- Individ.: |
- Depend.: |
- Options: |
- IRS 125: |
- Flex Accounts: |

## Leaves

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## Other Leaves:

- **Southwest**
- **Salient Policies**
- **Negotiated/Policy Exists**

## Other District Policies

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WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 93
Enrollment: 93  HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.25
Planning Time: 90 90 55
Class Periods/Day: 5 5
Normal Teaching Load: 4 4

SALARY SCHEDULE
Base: 26,000
Starting Salary: 26,000
Career Increments: Y
Experience Allowed: all
Before 01-02 exp was 3
Vertical Freeze: 85-86
Rollback:
Multi-year Contract: 08-09, 09-10

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 600D 454.72 841.25 954.92 1255.04 125 Plan
PPO: COMMENTS: .0076

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 15 45 use Needed

OTHER DISTRICT POLICIES
Negotiated/ Exists Policy
PERSONAL 3 yes 5 sick leave days = +2 pers day Voluntary Separation: N
BEREAVEMENT 2 more from sick lv Grievance: Y P
PROFESSIONAL 3 yes Professional Growth: Y P
ADOPITION as needed Reduction in Force: Y P
ASSOCIATION as needed Sick Bank: N

SABBATICAL: Yes SEVERANCE PAY:

OTHER LEAVES:

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**WORKING CONDITIONS**

- Contract Days: 183
- FTE Teachers: 156
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.75
- Length of Student Day: 7.75
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 27,900
- Starting Salary: 8
- Career Increments: N
- Experience Allowed: all

**INSURANCE**

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**LEAVES**

- SICK: 14, 12, 35, yes, 14 first yr, 12 other yrs
- PERSONAL: 2, yes, accum. to 4
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: supt. disc., yes
- ADOPTION: supt. disc.
- ASSOCIATION: 2

**OTHER DISTRICT POLICIES**

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

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

**ST. EDWARD**

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08-09 yrs exp changed from 5 to all
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 47
- Enrolment: 652
- HS: 432
- JH/MS: 74
- ELEM: 47
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

SALARY SCHEDULE
- Base: 28,650
- Index: 4 x 5
- Starting Salary: 28,650
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 6(D)
- Vertical Freeze:
- Rollback:

INSURANCE
- HEALTH: BC/BS
- Carrier: 600D
- Individ. EE/Spouse
- Amount Paid by District: 1192.29
- Couple - Benefits: 38,815
- Options:
- IRS 125: Y
- Cafeteria Plan
- Comments: .0033
- Principal
- Part-Time Benefits

LEAVES
- Type: SICK
- Days/Year: 10
- Accum. use: 60
- Approval: yes
- OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists
- Sick Bank: N
- SICK: 5 for emergency
- Other Info:
- PERSONAL: 2
- BEREAVEMENT: 5
- PROFESSIONAL: 2
- ADOPTION: 10
- ASSOCIATION
- Sabbatical: Yes
- SEVERANCE PAY:
- OTHER LEAVES: Emergency-5 days

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ST. PAUL 2009-2010
5.1
WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 39
- Enrolment: 469
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.3
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6

SALARY SCHEDULE
- Index: 4 x 5
- Base: 29,100
- Starting Salary: 29,100
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 96-97
- Rollback:

INSURANCE
- HEALTH: BC/BS 600D 454.72 841.25 954.92 1255.04 1/2 ind. prem. cash/TSA
- PPO: 250/500 paid by dist for ded
- LIFE: Natl Insurance
- LTD: ReliaStar .0040

LEAVES
- SICK: 10 45 yes
- PERSONAL: 2 yes Reimbursed $20/day, 2 sick da
- BEREAVEMENT: 3 yes accum to 10
- PROFESSIONAL: adm. disc. yes
- ADOPTION: 30
- ASSOCIATION
- SABBATICAL: No

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

STANTON

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WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 20.75
- Enrollments: HS 176, JH/MS 7, ELEM 8
- Length of Teacher Day: 8 hours
- Length of Student Day: 7 hours
- Planning Time: 50 hours
- Normal Teaching Load: 7 hours
- Class Periods/Day: 8

SALARY SCHEDULE
- Base: 27,700
- Starting Salary: 27,700
- Experience Allowed: 5
- Career Increments: N
- Vertical Freeze: Rollback
- Multi-year Contract:

INSURANCE
- HEALTH: BC/BS, 600D, 431.98, 799.19, 907.17, 1192.29
- DENTAL: BC/BS, 5, 21.75, 40.24, 45.68, 60.03
- PPO: emp pays $350 ded, dist pays last
- LIFE: Carrier: School Ins., .0063
- LTD: NON-PARTICIPANT

LEAVES
- SICK: 10 days, 45 days
- PERSONAL: 3 days, yes
- BEREAVEMENT: 2 days, w/appr.; + 3 from sick lv.
- PROFESSIONAL: 2 days, $200/yr. expenses
- ADOPTION:
- ASSOCIATION:

OTHER DISTRICT POLICIES
- SEVERANCE PAY:

STAPLETON

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

SPECIAL POLICIES
- STAPLETON
- FTE Teachers: 20.75
- Starting Salary: 27,700
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 216
- Enrollment: 216
- HS: 9
- JH/MS: 9
- ELEM: 9
- Length of Teacher Day: 8.5
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 28,750
- Starting Salary: 28,750
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: Rollback

INSURANCE
- HEALTH: BC/BS 600D
- DENTAL: BC/BS 2
- PPO: Bd pays diff between 350D & 600D

LEAVES
- SICK: 10 Days/Year, 45 Accum.
- PERSONAL: 2 Days/Year, yes
- BEREAVEMENT: 1-5 Days/Year, 1-person, 5 imm. family
- PROFESSIONAL: Unlimited
- ADOPTION: 1 Day/Year, yes
- ASSOCIATION: No

OTHER LEAVES:
- SEVERANCE PAY: Y

SALARY SCHEDULE
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<p>| Enrolment: | 170 |</p>
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| Length of Teacher Day: | 8 |
| Planning Time: | 50 |
| Class Periods/Day: | 8 |
| Normal Teaching Load: | 7 |

## SALARY SCHEDULE

| Base: | 27,600 |
| Index: | 4 x 4 |
| Starting Salary: | 27,600 |
| Entry Level Step: | 0 |
| Career Increments: | N |
| Experience Allowed: | 5 |

## VERTICAL FREEZE

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## INSURANCE

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## INSURANCE OPTIONS

Options:
- IRS 125:
- Flex Accounts:

## Cafeteria Plan

Options:
- Individ.: 22.61 or 36.17
- Depend.: Sp. or Dep. Dental

## LEAVES

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## COMMENTS:

- FTE Teachers: Starting Salary: 27,600
WORKING CONDITIONS
Contract Days: 183
Enrollment: 191
Length of Teacher Day: 8
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 27,950
Starting Salary: 27,950
Career Increments: N
Experience Allowed: 5

INSURANCE
Type | Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
--- | --- | --- | --- | --- | ---
HEALTH | BC/BS | 600D | 431.98 | 907.17 | Options:
DENTAL | BC/BS | 2 | 21.11 | 21.11 |
LIFE | | | | |
LTD | Madison Nat'l | | | .0043 |
NON-PARTICIPANT | | | | |

LEAVES
Type | Days/Year | Accum. | Depend. | Use | Approval | Needed | Other | Status | Policy
--- | --- | --- | --- | --- | --- | --- | --- | --- | ---
SICK | 8 | 50 | yes | | | | | | 
PERSONAL | 2 | | yes | unused goes to sick lv.
BEREAVEMENT | 3 | | | add'l w/ bd approval |
PROFESSIONAL | 2 | | yes | $25/day max. $50 |
ADOP | | | | |
ASSOCIATION | | | | |
SABBATICAL: No |
SEVERANCE PAY: Y |

OTHER DISTRICT POLICIES
Negotiated/ Exists Policy
SUMNER-EDDYVILLE-MILLER

OTHER LEAVES: Emergency
WORKING CONDITIONS

Contract Days: 184  FTE Teachers: 35.35
Enrollment: 377  HS  JH/MS  ELEM
Length of Teacher Day: 8  8  8
Length of Student Day: 7.5  7.5  7.5
Planning Time: 51  51  51
Class Periods/Day: 8  8
Normal Teaching Load: 7  7

SALARY SCHEDULE

Base: 26,800
Starting Salary: 5,000
Career Increments: N
Vertical Freeze: 89-90
Rollback:

INSURANCE

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LEAVES

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OTHER DISTRICT POLICIES

Negotiated/
Policy

SUFFERLAND

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OTHER LEAVES: Maternity, Jury

PART-TIME BENEFITS

Minimum FTE: 1

Contrib.: 1/2 elig. plan if spouse has other ins

Cafeteria Plan

Indiv.  Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PPO:

Dist pays 250/500 of ded cost

Exists

Negotiated/
Policy

COMMENTS:

$435.14 (less ded) if take ind-elig dep

S U T H E R L A N D
**WORKING CONDITIONS**
- Contract Days: 186
- FTE Teachers: 38.951
- Enrollment: 425
- HS: 6.83
- JH/MS: 6.83
- ELEM: 6.67
- Planning Time: 80
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 29,600
- Starting Salary: 29,600
- Career Increments: N
- Vertical Freeze: Rollback
- Multi-year Contract: N

**LEAVES**
- SICK: 10 days
- PERSONAL: 2 days
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: 2 days
- ADOPTION: see sick lv.
- ASSOCIATION: see prof lv.

**OTHER LEAVES:**
- SABBATICAL: Yes

**INSURANCE**
- HEALTH:
  - Entry Level Step: 1(D)
  - Carrier: Individ.
  - Type: H/A-Dent
  - Option: 350D
  - Amount Paid by District: 455.59
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Child
  - Amount Paid by District: 350.59
- DENTAL:
  - Carrier: Individ.
  - Option: EE/Sp/Child
  - Amount Paid by District: 455.59
  - Carrier: H/A-Dent
  - Type: Individ.
  - Option: EE/Spouse
  - Amount Paid by District: 350.59

**S U T T O N**

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**COMMENTS:**
- Entry Level Step: 1(D)
- Voluntary Separation: N
- Grievance: Y
- Professional Growth: Y
- Reduction in Force: N
**WORKING CONDITIONS**

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<th>FTE Teachers:</th>
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<td>Normal Teaching Load:</td>
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**SALARY SCHEDULE**

| Base:          | 29,725 |
| Index:         | 5 x 5 |
| Starting Salary: | 29,725 |
| Career Increments: | N |
| Experience Allowed: | 5(D) |

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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**LEAVES**

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**SABBATICAL**

| SEVERANCE PAY | Y |

**OTHER LEAVES**

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**SEVERANCE PAY: Y**
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 52,475
Enrollment: 566  HS  JH/MS  ELEM
Length of Teacher Day: 8.25  8.25  8.25
Length of Student Day: 7  7  7
Planning Time: 47  47  32
Class Periods/Day: 8  8
Normal Teaching Load: 7  7

SALARY SCHEDULE
Base: 28,575  Index: 5 x 5
Starting Salary: 28,575  Entry Level Step: 1
Career Increments: N  Experience Allowed: 10

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits

HEALTH  BC/BS  350D  455.59  842.86  956.75  1257.45
DENTAL  BC/BS  2  21.11  21.11  21.11
PPO  .5 fte 87-88&before full ben; after-ICOMMENTS: .5 fte 87-88&before full ben; after-fte
LIFE  Guardian  3.00
LTD  National  (+B)

NON-PARTICIPANT

OTHER LEAVES:

SICK  5,10  45  yes
BEREAVEMENT  5
PROFESSIONAL  unlt.
ADOPTION  unlt.
ASSOCIATION  unlt.

SABBATICAL: No

SAVERANCE PAY: Y

TEKAMAH-HERMAN  2009-2010
9/9/2010  7.1

ON BA+36 AT STEP 17, 1% WILL BE ADDED ON EVEN NUMBERED YEARS. ON BA AND BA+18, 1% EACH AFTER STEP 17
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 33.75
- **Enrollment:** 410
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 28,400
- **Index:** 5 x 4
- **Starting Salary:** 28,400
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all

### Insurances
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**

### Cafeteria Plan
- **Individ.**
- **Depend.**

### Leaves
- **Type**
- **Days/Year**
- **Accum.**
- **Approval**
- **Negotiated/Policy**

### Other District Policies
- **Negotiated/Policy**

### Sabbatical
- **SEVERANCE PAY:**

### Other Leaves
- **OTHER LEAVES:** coaches leave-state tourney

---

### Other Info:
- **PERSONAL:** 3
- **BEREAVEMENT:** 5
- **PROFESSIONAL:** 2

### Minimum FTE:
- 0.5

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### THAYER CENTRAL

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### Base:
- 30,500

### Use:
- 600D

### Sp. or Dep. Dental
- 454.72

### IRS 125:
- Flex Accounts:

### PART-TIME BENEFITS
- Minimum FTE: 0.5

### Contributions:
- fte
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 34.42
- Enrollment: 417
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Planning Time: 50 50 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

### SALARY SCHEDULE
- Base: 29,300
- Starting Salary: Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: all

### INSURANCE
#### Type Carrier Option Amount Paid by District
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### Cafeteria Plan
- Individ. Depend.
- Options: H/A deductible
- IRS 125: Y
- Flex Accounts: Y

### PART-TIME BENEFITS
- Minimum FTE: 1

### LEAVES
#### Type Days/Year Accum. Depend. Approval Other
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###OTHER DISTRICT POLICIES

#### Negotiated/Policy
- Exits
- Exists

### SABBATICAL
- No

### SEVERANCE PAY:

### OTHER LEAVES:

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## Twin River 2009-2010

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 42
- **Enrollment:** 515
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.33
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 29,000
- **Starting Salary:** 29,000
- **Career Increments:** N
- **Multi-year Contract:**

### Insurance
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO:
  - LIFE: Madison Nat'l
  - LTD: Non-Participant
- **Options**
  - Health:
    - BC/BS: 600D
    - Individ.: 431.98
  - Dental:
    - H/A-Dent: 2
    - Individ.: 21.11
  - Life:
    - Individ.: 39.04
  - LTD:
    - Individ.: .0031(+B)
  - Cafeteria Plan:
    - IRS 125: Y
    - Flex Accounts:

### Leaves
- **Type**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 3
  - PROFESSIONAL: 2
  - ADOPTION:
  - ASSOCIATION:
- **Negotiated/Policy**
  - Sick Bank: N

### Other District Policies
- **Negotiated/Policy**
  - Minimum FTE: 0.5
  - Contribution: fte

### Twin River

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### Comments
- **Sabbatical:** Yes
- **Severance Pay:** Y

### Other Leaves:
- **SENIORITY:** 1.56
- **SICK:** 1.56
- **PERSONAL:** 1.56
- **BEREAVEMENT:** 1.56
- **PROFESSIONAL:** 1.56
- **ADOPTION:** 1.56
- **ASSOCIATION:** 1.56

---

01-02 Merge of Silver Creek, Genoa & Monroe
### Working Conditions
- Contract Days: 185
- FTE Teachers: 54
- Enrollments: HS 374, JH/MS 374, ELEM 374
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 55
- Class Periods/Day: 7
- Normal Teaching Load: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 55
- Class Periods/Day: 7
- Normal Teaching Load: 8

### Salary Schedule
- Year: 2009-2010
- Base: 32,000
- Index: 4 x 4

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### Insurance
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- Dental: BC/BS, 4, 73.53, 83.47, 109.71
- Life: Madigan Nat'l
- LTD: Non-Participant

### Cafeteria Plan
- Options: IRS 125
- Flex Accounts: Yes

### Leaves
- Sick: 20, 60, Yes
- PTO: Yes
- Bereavement: As Needed
- Professional: Yes
- Adoption: Yes
- Association: Yes
- Sabbatical: No
- Severance Pay: Yes

### Other District Policies
- Negotiated/Policy: Exists

### Omaha Nation (Macy)
- Step 1: 32,000, 33,280, 34,560, 35,840, 37,120, 38,400, 39,680, 40,960
- Step 2: 33,280, 34,560, 35,840, 37,120, 38,400, 39,680, 40,960, 42,240
- Step 3: 34,560, 35,840, 37,120, 38,400, 39,680, 40,960, 42,240, 43,520
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- Step 7: 39,680, 40,960, 42,240, 43,520, 44,800, 46,080, 47,360, 48,640
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- Step 14: 52,480, 53,760, 55,040, 56,320, 57,600

### Other leaves
- Court, Military

### Comments
- Entry Level Step: 1
- Experience Allowed: All
WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 703
- Enrollment: 612.2
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 47
- Length of Student Day: 45
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE

- Base: 29,400
- Entry Level Step: 4.5 x 4.5
- Starting Salary: 29,400
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback
- Multi-year Contract:

INSURANCE

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**INSURANCE**

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**SABBATICAL**: No

**SEVERANCE PAY**: No
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 36.9
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 40
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Student Day: 7.5
- Enrollments: 410

## SALARY SCHEDULE
- Base: 29,200
- Index: 4 x 4
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: Rollback: 87-88

## INSURANCE
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## LEAVES
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## COMMENTS:
- Severance-unused at $10/day, after 10 yrs $50/day

## OTHER DISTRICT POLICIES
- Voluntary Separation: Y P
- Grievance: Y P
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: Y N

---

**NEED SALARY SCHEDULE**
### WORKING CONDITIONS
- Contract Days: 185
- Enrollment: 354
- Length of Teacher Day: 8 hours
- Planning Time: 50 minutes
- Class Periods/Day: 8
- Normal Teaching Load: 7
- FTE Teachers: 5.1
- HS: 8
- JH/MS: 8
- ELEM: 8
- BA+36 grandfathered 92-93
- Vertical Freeze: Rollback:

### SALARY SCHEDULE
- Base: 33,070
- Starting Salary: 33,070
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 4
- Entry Level Step: 1

#### SALARY SCHEDULE

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### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: Tiered payment sched. 1-7 yrs
- **DENTAL**
  - Carrier: BC/BS
  - Option: Individ.
- **LIFE**
- **LTD**
- **NON-PARTICIPANT**

#### Cafeteria Plan
- **Individ.**
  - Carrier: BC/BS
  - Option: Individ.
  - Amount Paid by District: 954.92
- **Depend.**
  - Carrier: BC/BS
  - Option: Individ.
  - Amount Paid by District: 1255.04

### LEAVES
- **SICK**
  - Days/Year: 12
  - Accum.: 45
  - Approval Needed: Yes
  - Other: Term after 10 years, unused, EOY $100/day over 45
- **PERSONAL**
  - Days/Year: 2
  - Approval Needed: Yes
  - Other: Each occur., +5 from sick
- **BEREAVEMENT**
  - Days/Year: 5
  - Approval Needed: Yes
  - Other: Accum. to 3
- **PROFESSIONAL**
  - Days/Year: 2
  - Approval Needed: Yes
  - Other: Term after 10 years, unused, EOY $100/day over 45
- **ADOPTION**
  - Days/Year: 10
  - Approval Needed: Yes
- **ASSOCIATION**
  - Days/Year: 10
  - Approval Needed: Yes
  - Other: Term after 10 years, unused, EOY $100/day over 45

### OTHER DISTRICT POLICIES
- **SABBATICAL**
  - Days/Year: 12
  - Approval Needed: Yes
  - Other: Term after 10 years, unused, EOY $100/day over 45
- **SEVERANCE PAY**
  - Days/Year: 12
  - Approval Needed: Yes
  - Other: Term after 10 years, unused, EOY $100/day over 45
- **HOSPITAL**
  - Days/Year: 5
  - Approval Needed: Yes
  - Other: Term after 10 years, unused, EOY $100/day over 45

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Wausa

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 19.5
- Enrolment: 209
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: 28,400
- Starting Salary: 28,400
- Career Increments: N
- LTD neg. 94-95, carrier to be determined
- Vertical Freeze: 86-87, 87-88, 98-99
- Rollback: 86-87 Last Step

INSURANCE
- HEALTH: BC/BS
  - Carrier: 600D
  - Individ.: 454.72
  - EE/Child: 21.11
  - EE/Sp/Child: 21.11
- DENTAL: BC/BS
  - Carrier: Individ.
  - Amount Paid by District:
    - IRS 125: 954.92
    - Flex Accounts: 1255.04
- LIFE
- LTD: Mut. of Omaha

LEAVES
- SICK: 10
  - Accum.: 35
- PERSONAL: 2
  - BEREAVEMENT: 4
  - PROFESSIONAL: 2
- ADOPTION
- ASSOCIATION

SEVERANCE PAY:

OTHER LEAVES:

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

Contract Days: 186  
Enrollment: 1780  
Length of Teacher Day: 8  
Length of Student Day: 8  
Planning Time: 30  
Class Periods/Day: 8  
Normal Teaching Load: 6

SALARY SCHEDULE

Base: 30,935  
Starting Salary: 30,935  
Career Increments: Y  
Experience Allowed: all  
After 15 yrs: BA36/MA-.005; MA9&MA18-.0075; MA36-.01 prev yr sal.

Index: 5 x 4  
Entry Level Step: 1

INSURANCE

Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan

Health  BC/BS  600D  431.98  799.19  907.17  1192.29  Sp. or Dep. Dental
Dental  BC/BS  2  21.11  21.11  21.11  21.11

PPO:  Comments:

LIFE  Lafayette  2.40
LTD  Lafayette  .003
Non-Participant

LEAVES

Type  Days/Year  Accum.  Depend.  Approval  Needed  Other

Sick  10  60  yes

Other Info:  Sev.-upon term. after 10 yrs $20/unused days

Personal  3  yes  sub pay/day unused in summer

Bereavement  3+2 from sick lv.
Professional  admin. disc.  yes
Adoption  1+10 from sick lv.
Association  2

Sabbatical:  Yes  Severance Pay: Y

OTHER DISTRICT POLICIES

Negotiated/  Policy

 exists

Wiaverly

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### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 63.485
- **Enrollment:** 876
- **HS:**
- **JH/MS:**
- **ELEM:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.33
- **Planning Time:** 47
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 29,150
- **Starting Salary:** 29,150
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 7(D)
- **Index:** 4 x 5

### INSURANCE
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**

### Cafeteria Plan
- **Type**
- **Carrier**
- **H/A-Dent**
- **Individ.**
- **Depend.**

### HEALTH
- **Coventry**
- **500D**
- **367.11**
- **1038.89**
- **1038.89**
- **Cash/TSA+Dental**

### DENTAL
- **Ameritas**
- **PPO:**
- **COMMENTS:** 0.5-74 full indiv only/.74 ind or dep

### LIFE
- **Mutual of Omaha**
- **LTD**
- **NON-PARTICIPANT**
- **367.11 Cash**
- **Minimum FTE:** 0.5
- **Contribution:** full*

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

### SICK
- **8**
- **55**
- **yes**

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
- **Exists**
- **Voluntary Separation:**
- **Y**
- **N**
- **Grievance:**
- **Y**
- **P**
- **Professional Growth:**
- **Y**
- **P**
- **Reduction in Force:**
- **Y**
- **P**
- **Sick Bank:**
- **Y**
- **N**

### SABBATICAL
- **No**

### SEVERANCE PAY

### OTHER LEAVES:

### Wayne

### 2009-2010
- **3.1**

### ASSOCIATION
- **BEREAVEMENT**
- **SICK**
- **Type**

### PART-TIME BENEFITS
- **Options:**
- **IRS 125:**
- **Y**
- **Flex Accounts:**
- **Y**

### COMMENTS:
- *.5-74 full indiv only/.74 ind or dep

### PART-TIME BENEFITS
- **Minimum FTE:** 0.5
- **Contribution:** full*

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

### SICK
- **8**
- **55**
- **yes**

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
- **Exists**
- **Voluntary Separation:**
- **Y**
- **N**
- **Grievance:**
- **Y**
- **P**
- **Professional Growth:**
- **Y**
- **P**
- **Reduction in Force:**
- **Y**
- **P**
- **Sick Bank:**
- **Y**
- **N**

### SABBATICAL
- **No**

### SEVERANCE PAY

### OTHER LEAVES:
### Weeping Water

**2009-2010**

#### Working Conditions
- Contract Days: 184
- FTE Teachers: 376
- Enrollment: 376
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7

#### Salary Schedule
- Base: 29,150
- Entry Level Step: 1
- Starting Salary: 29,150
- Career Increments: N
- Experience Allowed: 9
- Vertical Freeze: 94-95 remove ma36; grandfather fac. on that column
- Rollback:

#### Insurance
- HEALTH BC/BS: 350D
- DENTAL BC/BS: 2
- PPO: 4 x 4
- Life:
- LTD:
- Non-Participant:

#### Cafeteria Plan
- Options:
- IRS 125: Y
- Flex Accounts:

#### Leaves
- Type: SICK
- Days/Year: 10
- Accum.: 45
- Depend. use: yes
- Needed: yes
- Approval Needed: yes
- Other Info: Unused over 45 pd. $45/day EOY, $25/day at retirement

#### Other District Policies
- Negotiated/Policy: Exists
- Voluntary Separation: Y P
- Grievance: Y N
- Professional Growth: Y N
- Reduction in Force: Y P
- Sick Bank: N

#### Other Leaves:

### WEEPING WATER

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#### Salary Schedule
- Entry Level Step: 1
- Starting Salary: 29,150
- Career Increments: N
- Experience Allowed: 9
- Vertical Freeze: 94-95 remove ma36; grandfather fac. on that column
- Rollback:

#### Cafeteria Plan
- Options:
- IRS 125: Y
- Flex Accounts:

#### Leaves
- Type: SICK
- Days/Year: 10
- Accum.: 45
- Depend. use: yes
- Needed: yes
- Approval Needed: yes
- Other Info: Unused over 45 pd. $45/day EOY, $25/day at retirement

#### Other District Policies
- Negotiated/Policy: Exists
- Voluntary Separation: Y P
- Grievance: Y N
- Professional Growth: Y N
- Reduction in Force: Y P
- Sick Bank: N

#### Other Leaves:

### WEEPING WATER

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## Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 27
- **Enrollment:** 251
- **HS:**
- **JH/MS:**
- **ELEM:**
- **Length of Teacher Day:** 8, 8, 8.5
- **Length of Student Day:** 7.5, 7.5, 7.5
- **Planning Time:** 54, 54, 54
- **Class Periods/Day:** 8, 8
- **Normal Teaching Load:** 7, 7
- **Multi-year Contract:** 09-10, 10-11

## Salary Schedule

- **Base:** 28,100
- **Starting Salary:** 28,100
- **Career Increments:** N
- **Experience Allowed:** all

## Insurance

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<th>Option</th>
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<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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## Leaves

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## Other District Policies

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

## Cafeteria Plan

- **Options:**
- **Comments:**
- **Minimum FTE:** 1
- **Contribution:**

### West Boyd Unified

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### West Holt Schools

#### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 37
- HS: 333
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

#### SALARY SCHEDULE
- Base: 28,850
- Index: 4.25 x 4.25
- Starting Salary: 28,850
- Career Increments: N
- Experience Allowed: all
- Multi-year Contract:

#### INSURANCE
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<th>Type</th>
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#### LEAVES
- **SICK**: 10, 40, Other Info: accum to 3
- **PERSONAL**: 2
- **bereavement**: 1
- **professional**: 2
- **adoPTION**: FMLA
- **association**: 8

#### OTHER DISTRICT POLICIES
- **Negotiated/Policy**: Exists
- **Voluntary Separation**: Y, P
- **Grievance**: Y, N
- **Professional Growth**: N
- **Reduction in Force**: Y, P
- **Sick Bank**: Y, N

#### SABBATICAL:
- **SEVERANCE PAY**: OTHER LEAVES:

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WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 795
- Enrolment: 795
- HS: 7.5
- JH/MS: 7.5
- ELEM: 6.75
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 7.5
- Length of Student Day: 6.75
- Vertical Freeze:
- Rollback:
- Career Increments: N
- Multi-year Contract: 09-10, 10-11
- Length of Teacher Day: 7.5
- Length of Student Day: 6.75

INSURANCE
- HEALTH: BC/BS 600D 431.98 799.19 907.17 1192.29
- PPO: COMMENTS:
- LIFE: Madison Ntl. 2.85
- LTD: Madison Ntl. .0053 (+B)

INSURANCE
- INSURANCE
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
  - CAFETERIA PLAN
  - IRS 125:
  - Options:
  - Type
  - Carrier
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child

LEAVES
- SICK
- Other Info: $17/day over 35
- PERSONAL
- BEREAVEMENT
- PROFESSIONAL
- ADOPTION
- ASSOCIATION
- SABBATICAL: No

LEAVES
- WORKING CONDITIONS
- SALARY SCHEDULE
- Base: 30,000
- Starting Salary: 30,000
- Entry Level Step: 1
- Index: 4 x 5
- Experience Allowed: all

SALARY SCHEDULE
- Step
- BA
- BA + 9
- BA + 18
- BA + 27
- BA + 36
- MA
- MA + 9
- MA + 18
- 1
- 2
- 3
- 4
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- 10
- 11
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- 13
- 14
- 15

SCHEDULE
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- 15

SCHEDULE
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SCHEDULE
- 1
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### Working Conditions
- **Contract Days:** 198.5
- **FTE Teachers:** 504.89
- **Enrollment:** 6080
  - **HS:**
  - **JH/MS:**
  - **ELEM:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.1
- **Planning Time:**
- **Class Periods/Day:** 13
- **Normal Teaching Load:** 9

### Salary Schedule
- **Base:** 34,200
- **Index:** 0 x 0
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Insurance
- **Type:**
- **Carrier:**
- **Option:**
- **Amount Paid by District:**
  - **Couple - Benefits:**
  - **Cafeteria Plan:**
    - **Individ.**
    - **Depend.**
    - **Comments:**
      - **Options:**
        - **IRS 125:**
        - **Flex Accounts:**
      - **Minimum FTE:** 0.5
      - **Contribution:** fte

### Leaves
- **Type:**
- **Days/Year:**
- **Accum. use:**
- **Approval Needed:**
- **Other Info:**
  - **PERSONAL:** 1
  - **BEREAVEMENT:** 5
  - **PROFESSIONAL:** unlim.
  - **ADOPTION:** 10
  - **ASSOCIATION:**
  - **SABBATICAL:** yes

### Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
  - **Voluntary Separation:** Y P
  - **Grievance:** Y N
  - **Professional Growth:** Y P
  - **Reduction in Force:** Y P
  - **Sick Bank:** N

### Westside

#### I. 198.5 Day - Basic Teacher Contract for First Year Teachers
- **BA:** 34,200
- **BA+36 or MA:** 37,200

#### II. 193.5 Day Contract - Basic Teacher Contract for Teachers after the First Year
- **35,900-60,543**
- **38,900-65,233**
- **41,900-68,065**
- **44,900-71,585**

#### III. 193.5 Day Contract - With Responsibilities in Addition to Regular Teaching Duties
- **34,410-64,591**
- **37,410-74,019**
- **40,410-79,714**
- **43,410-83,234**

#### IV. 198.5 up to 213.5 Day Contract - Additional Time Commitment and Responsibilities
- **35,000-74,034**
- **38,000-82,341**
- **41,000-87,874**
- **44,000-91,490**

#### V. 214.5 up to 231 Day Contract - Additional Time Commitment and Responsibilities
- **40,560-88,671**
- **43,560-92,279**
- **46,560-95,622**
### Working Conditions
- Contract Days: 185
- FTE Teachers: 17
- Enrollment: 117
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 55
- Length of Student Day: 7.5
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 25,500
- Starting Salary: 25,500
- Experience Allowed: 5
- Career Increments: Y
- Vertical Freeze: Y
- Rollback: Y
- Multi-year Contract: 08-09, 09-10

### Insurance
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### Leaves
- SICK: 10 days/year, use: yes, other info: 2.5 for dependent leave
- PERSONAL: 3, no
- BEREAVEMENT: 3, yes
- PROFESSIONAL: 3, yes
- ADOPTION: 3, yes
- ASSOCIATION: 2.5, yes

### Other Leaves
- Sabbatical: No
- Severance Pay: Negotiated

---

### Cafeteria Plan
- Options:
  - IRS 125: Y
  - Flex Accounts: N

### Part-Time Benefits
- Minimum FTE: fte

### Other District Policies
- Voluntary Separation: N
- Grievance: Y P
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: Y N

---

### Salary Schedule Table

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07-08 Frozen staff in BA 36/M A will receive add’l 1 % of base
**Wilber-Clatonia**

**2009-2010**

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 38.5
- **Enrollment:** 568
- **HS:**
- **JH/MS:**
- **ELEM:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.3
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** $31,025
- **Starting Salary:** $31,025
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** All

### Insurance

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### Leaves

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### Sabbatical
- **Type:** No
- **Sabbatical Pay:** N

### Other Leaves

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**Negotiated/Policy:**
- **Exists:**
- **Negotiated:**

**Other leaves:**

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

**Experience allowed:** 09-05, 5 yrs; 05-01, board discretion; 01-02, all yrs. 08-09 MA + 27 lane added
### Working Conditions

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### Salary Schedule

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### Vertical Freeze: Rollback: Multi-year Contract:

### Insurane

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### Cafeteria Plan

- Options:  
  - IRS 125: Y
  - Flex Accounts: Y

### Leaves

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### Other District Policies

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<td>P</td>
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<td>Sick Bank:</td>
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### Extras

- **NORMAL TEACHING LOAD:** 7
- **PLANNING TIME:** 52
- **CLASS PERIODS/Day:** 8
- **LENGTH OF STUDENT DAY:** 10
- **VERTICAL FREEZE:** Rollback
- **ROLLBACK:** Multi-year Contract
- **Multi-year Contract:**

### Comments

- **Class Periods/Day:** 8
- **Contract Days:** 183
- **Enrollment:** 235
- **Entry Level Step:** 1
- **Base:** 28,000
- **Starting Salary:** 28,000
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** all

### Salary Schedule

- **Base:** 28,000
- **Starting Salary:** 28,000
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all

### Cafeteria Plan

- **Options:**  
  - IRS 125: Y
  - Flex Accounts: Y

### Part-Time Benefits

- **Minimum FTE:** 0.4
- **Contribution:** fte

### Other District Policies

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

### Salary Schedule

- **Base:** 28,000
- **Starting Salary:** 28,000
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all

### Cafeteria Plan

- **Options:**  
  - IRS 125: Y
  - Flex Accounts: Y

### Part-Time Benefits

- **Minimum FTE:** 0.4
- **Contribution:** fte

### Other District Policies

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

### Salary Schedule

- **Base:** 28,000
- **Starting Salary:** 28,000
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all

### Cafeteria Plan

- **Options:**  
  - IRS 125: Y
  - Flex Accounts: Y

### Part-Time Benefits

- **Minimum FTE:** 0.4
- **Contribution:** fte

### Other District Policies

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

### Salary Schedule

- **Base:** 28,000
- **Starting Salary:** 28,000
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all

### Cafeteria Plan

- **Options:**  
  - IRS 125: Y
  - Flex Accounts: Y

### Part-Time Benefits

- **Minimum FTE:** 0.4
- **Contribution:** fte

### Other District Policies

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

### Salary Schedule

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- **Starting Salary:** 28,000
- **Index:** 4 x 4
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### Cafeteria Plan

- **Options:**  
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- **Minimum FTE:** 0.4
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### Other District Policies

- **Negotiated/Policy:**
  - **Voluntary Separation:** N
  - **Grievance:** Y
  - **Professional Growth:** Y
  - **Reduction in Force:** Y
  - **Sick Bank:** N
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 47
- Enrolment: 469
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.25 7.25 7.25
- Planning Time: 50 50 30
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 32,589
- Index: 4 x 4
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 00-01
- Rollback:
- Multi-year Contract: 09-10, 10-11

INSURANCE
- HEALTH: BC/BS 350D 479.57 887.22 1007.11 1323.63
- PPO: Dist reimb 350/700 ded
- LIFE: Madison Life
- LTD: Unknown (thru sal)

LEVIES
- SICK: 12 35
- PERSONAL: 2
- BEREAVEMENT: 2
- PROFESSIONAL: 2
- ADOPTION: 2
- ASSOCIATION: 2

OTHER DISTRICT POLICIES
- SEVERANCE PAY: Placement

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### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 25.75
- **Enrollment:** 246
  - HS: 39,712
  - JH/MS: 30,368
  - ELEM: 44,384
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.6 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6
- **Multi-year Contract:**

### Salary Schedule

- **Base:** $29,200
- **Starting Salary:** $29,200
- **Career Increments:** N
- **Experience Allowed:** 5

### INSURANCE

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### Other District Policies

- **Negotiated/Policy:** Exists
- **Sabbatical:** No

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### Non-Participate

- **Contribution:** fte
- **IRS 125:** Y
- **Flex Accounts:** Y

### Other Leaves

- **20 Day Emergency Sick lv.**
### Working Conditions
- Contract Days: 185
- FTE Teachers: 43.5
- Enrolment: 455
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

### Salary Schedule
- Base: 28,479
- Index: 4 x 5
- Starting Salary: 28,479
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Supt. decides placement of new hires
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Insurancce

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

### Leaves

#### Sick
- Days/Year: 45
- Depend. use: Yes
- Approval Needed: Yes
- Other Info: Severance:
- 10/day unused up to 45

#### Personal
- Days/Year: 2
- Depend. use: Yes
- Approval Needed: Yes
- Other Info: from Sick Lv.

#### Professional
- Days/Year: 3
- Depend. use: Yes
- Approval Needed: Yes
- Other Info: from Sick Lv.

### Other District Policies
- Negotiated/Policy

### WISNER-PILGER

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### Wood River Rural

#### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 546
- Enrollment: HS: 213, JH/MS: 210, ELEM: 52
- Length of Teacher Day: 8, 8, 8
- Length of Student Day: 7.5, 7.5, 7
- Class Periods/Day: 8, 9
- Normal Teaching Load: 7
- Planning Time: 50, 90, 60
- Multi-year Contract: N

#### SALARY SCHEDULE
- Base: 29,500
- Starting Salary: 29,500
- Career Increments: N
- Experience Allowed: 7(D)
- Index: 4 x 5
- Entry Level Step: 1

#### INSURANCE
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#### Cafeteria Plan
- Options: IRS 125: Y, Flex Accounts: Y

#### LEAVES
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#### OTHER DISTRICT POLICIES
- Voluntary Separation: Y, N
- Grievance: Y, P
- Professional Growth: Y, N
- Reduction in Force: Y, P
- Sick Bank: N
Wynot

WORKING CONDITIONS
- Contract Days: 170
- FTE Teachers: 16.03
- Enrollment: 167
- HS JH/MS ELEM:
  - Length of Teacher Day: 8.45 8.45 8.45
  - Length of Student Day: 8.3 8.3 8.3
  - Planning Time: 50 50 50
- Class Periods/Day: 9 9
- Normal Teaching Load: 8 8

SALARY SCHEDULE
- Base: 27,750
- Starting Salary: 27,750
- Career Increments: N
- Experience Allowed: 4
- Index: 4 x 4
- Entry Level Step: 1

INSURANCE
- Type: HEALTH BC/BS
  - Option: 600D
  - Carrier: BC/BS
  - Amount Paid by District:
    - H/A-Dent: Individ.: 454.72
    - EE/Child: 21.11
    - EE/Spouse: 21.11
    - EE/Sp/Child: 21.11
- DENTAL BC/BS:
  - Option: 2
  - Carrier: H/A-Dent
  - Amount Paid by District:
    - Individ.: 454.72
    - EE/Child: 841.25
    - EE/Spouse: 954.92
- LTD National
- NON-PARTICIPANT
- Cafeteria Plan
  - Options:
    - IRS 125:
      - Flex Accounts:

LEAVES
- Type: SICK
  - Days/Year: 9
  - Accum.: 35
  - Depend. use: yes
  - Approval Needed: yes

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

OTHER LEAVES:

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## Working Conditions

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<td>Length of Student Day:</td>
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## Salary Schedule

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<td>Index:</td>
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<td>Starting Salary:</td>
<td>Entry Level Step:</td>
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<tr>
<td>Career Increments:</td>
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<tr>
<td>Experience Allowed:</td>
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<td>Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.</td>
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<td>Rollback:</td>
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<tr>
<td>Multi-year Contract:</td>
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</table>

## Insurance

### Type
- HEALTH
- DENTAL
- PPO:
- LIFE
- LTD

### Carrier
- Performax
- Self-insur

### Option
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child

### Amount Paid by District
- 500D
- 496.08
- 841
- 944
- 1395
- 7.50

### Couple - Benefits
- Dep. Dental
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.5

### Cafeteria Plan
- Individ.
- Depend.
- Options:

## Leaves

### Type
- SICK
- PERSONAL
- BEREAVEMENT
- PROFESSIONAL
- ADOPTION
- ASSOCIATION

### Depend. Days/Year
- No

### Accum.
- SICK: un.
- PERSONAL: 1-1

### Plan
- Approval Needed
- Other

### Other District Policies
- Negotiated/Policy
- Exists
- Voluntary Separation: Y N
- Professional Growth: Y P
- Reduction in Force: Y N
- Sick Bank: N

## Sabbatical

### Yes

## Severance Pay

### Yes

## Other Leaves

- Emergency - 10 max., Jury duty

## Notes

- 45 consecutive if don’t qualify for LTD, 2 days child + 2 sub pay x 1.1

- 1-pd; 1-sub ded; 1 no pay

- with apprv., for family

- Grievance

- yes

- Professional Growth

- Reduction in Force

- Sick Bank

- Emergency - 10 max., Jury duty
# Yutan

## Working Conditions
- Contract Days: 185
- FTE Teachers: 41.71
- Enrollment: 460
- HS: 8
- JH/MS: 8
- ELEM: 7
- Length of Teacher Day: 7
- Length of Student Day: 50
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- **Salary Schedule**
  - Base: 29,762
  - Entry Level Step: 1
  - Experience Allowed: all
  - Career Increments: N
  - Vertical Freeze: 00-01
  - Rollback:

## Salary Schedule

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<tr>
<th>Class Periods/Day</th>
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<td>Normal Teaching Load</td>
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## Insuranc
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Cafeteria Plan**
- **HEALTH**
  - BC/BS: 350D
  - EE/Sp/Child: 255.43
  - EE/Sp/Child: 269.38
- **DENTAL**
  - BC/BS: 21.11
  - Individ.: 479.57
- **PPO**
  - Individ.: 29,762
  - Dep Dent + TSA: 1007.11
  - Dep Dent + TSA: 1323.63

## Leaves
- **Type**
- **Days/Year**
- **Accum. Use**
- **Approval Needed**
- **Other**
- **LEAVES**
  - SICK: 9
  - PERSONAL: 2+1
  - BEREAVEMENT: 2
  - PROFESSIONAL: admin approval
  - ADOPTION: admin approval
  - ASSOCIATION: admin approval
- **OTHER DISTRICT POLICIES**
  - SEVERANCE PAY:
  - Sick Bank: N

## Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Cafeteria Plan**
  - Individ.: 21.11
  - Depend.: 7.00

## Part-Time Benefits
- **Minimum FTE:** 0.4
- **Contribution:** fte
- **Option:** IRS 125: Y

## Salaries

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