

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	517	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.15
Planning Time:	50	50	30
Class Periods/Day:	8	8	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base:	29,900	Index:	5 x 4
Starting Salary:	29,900	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:			

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	479.02	886.21	1005.96	1350.75	Ee+Spouse Dental	Options: TSA, Cash
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		
PPO:	10-11 switch from 350D to 600D 1.COMMENTS:							IRS 125: Y
LIFE								Flex Accounts: Y
LTD	Madison Nat'l	.00335					Deductible Reimbursement	PART-TIME BENEFITS
NON-PARTICIPANT							Y 250/500	Minimum FTE: 1
								Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

AINSWORTH									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	29,900	31,096	32,292	33,488	34,684	34,684	35,880	37,076	38,272
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	31,395	32,591	33,787	34,983	36,179	36,179	37,375	38,571	39,767
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	32,890	34,086	35,282	36,478	37,674	37,674	38,870	40,066	41,262
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38
4	34,385	35,581	36,777	37,973	39,169	39,169	40,365	41,561	42,757
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	35,880	37,076	38,272	39,468	40,664	40,664	41,860	43,056	44,252
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
6		38,571	39,767	40,963	42,159	42,159	43,355	44,551	45,747
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7			41,262	42,458	43,654	43,654	44,850	46,046	47,242
			1.38	1.42	1.46	1.46	1.50	1.54	1.58
8				43,953	45,149	45,149	46,345	47,541	48,737
				1.47	1.51	1.51	1.55	1.59	1.63
9					46,644	46,644	47,840	49,036	50,232
					1.56	1.56	1.60	1.64	1.68
10					48,139	48,139	49,335	50,531	51,727
					1.61	1.61	1.65	1.69	1.73
11							50,830	52,026	53,222
							1.70	1.74	1.78
12								53,521	54,717
								1.79	1.83
13									56,212
									1.88

\$300 Annual Professional Dues Benefit upon exceeding MA+27

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 230 HS JH/MS ELEM
 Length of Teacher Day: 8.25 8.25 8.25
 Length of Student Day: 7.33 7.33 7.33
 Planning Time: 55 55 30
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 29,450 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
		H/A-Dent					470.45
HEALTH	BC/BS	600D	470.45	783.32	889.16	1193.92	H/A,Cash,TSA
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	Dist pays 90% family premium		COMMENTS:				
LIFE	Madison Nat'l						
LTD	National						
NON-PARTICIPANT	Single ins amt cash						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	Sev.-upon term. reimb. \$10/day unused over 40				
PERSONAL	2			yes	
BEREAVEMENT	3				over 3 use sick lv
PROFESSIONAL	1-2			yes	admin approval
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ALLEN							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	29,450	30,628	31,806	32,984	34,162	35,340	36,518
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	30,628	31,806	32,984	34,162	35,340	36,518	37,696
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	31,806	32,984	34,162	35,340	36,518	37,696	38,874
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,984	34,162	35,340	36,518	37,696	38,874	40,052
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	34,162	35,340	36,518	37,696	38,874	40,052	41,230
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	35,340	36,518	37,696	38,874	40,052	41,230	42,408
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	36,518	37,696	38,874	40,052	41,230	42,408	43,586
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	37,696	38,874	40,052	41,230	42,408	43,586	44,764
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9	38,874	40,052	41,230	42,408	43,586	44,764	45,942
	1.30	1.36	1.40	1.44	1.48	1.52	1.56
10		40,641	42,408	43,586	44,764	45,942	47,120
		1.38	1.44	1.48	1.52	1.56	1.60
11			42,997	44,764	45,942	47,120	48,298
			1.46	1.52	1.56	1.60	1.64
12				45,353	47,120	48,298	49,476
				1.54	1.60	1.64	1.68
13					47,709	49,476	50,654
					1.62	1.68	1.72
14						50,065	51,243
						1.70	1.74

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 31
 Enrollment: 304
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 29,500 Index: 4 x 4
 Starting Salary: 29,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	23.93 or 39.43	
DENTAL	BC/BS	1	21.66	21.66	21.66	21.66	Sp or Dep. Dental	
LIFE	Guardian	2.90						
LTD	Hartford	.0044						
NON-PARTICIPANT								

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	5 for dep.; \$10/day over 45 at EOY				
PERSONAL	3			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	school visitation
ADOPTION					
ASSOCIATION	1				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	
Enrollment:	250	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.57	7.57	7.57
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,800	Index:	4 x 4
Starting Salary:	27,800	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	Ind. Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE	Companion Life	3.15					
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	1/2 sub pay/day up to 40 at separation				
PERSONAL	2				
BEREAVEMENT	2				2 add'l for immed fam death
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

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

ANSELMO-MERNA								
Step	BA		BA+9		BA+18		BA+27	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	27,800	28,912	30,024	31,136	32,248	33,360	33,360	
	1.00	1.04	1.08	1.12	1.16	1.20	1.20	
2	28,912	30,024	31,136	32,248	33,360	34,472	34,472	
	1.04	1.08	1.12	1.16	1.20	1.24	1.24	
3	30,024	31,136	32,248	33,360	34,472	35,584	35,584	
	1.08	1.12	1.16	1.20	1.24	1.28	1.28	
4	31,136	32,248	33,360	34,472	35,584	36,696	36,696	
	1.12	1.16	1.20	1.24	1.28	1.32	1.32	
5	32,248	33,360	34,472	35,584	36,696	37,808	37,808	
	1.16	1.20	1.24	1.28	1.32	1.36	1.36	
6	33,360	34,472	35,584	36,696	37,808	38,920	38,920	
	1.20	1.24	1.28	1.32	1.36	1.40	1.40	
7		35,584	36,696	37,808	38,920	40,032	40,032	
		1.28	1.32	1.36	1.40	1.44	1.44	
8		36,696	37,808	38,920	40,032	41,144	41,144	
		1.32	1.36	1.40	1.44	1.48	1.48	
9			38,920	40,032	41,144	42,256	42,256	
			1.40	1.44	1.48	1.52	1.52	
10			40,032	41,144	42,256	43,368	43,368	
			1.44	1.48	1.52	1.56	1.56	
11				42,256	43,368	44,480	44,480	
				1.52	1.56	1.60	1.60	
12				43,368	44,480	45,592	45,592	
				1.56	1.60	1.64	1.64	
13					45,592	46,704	46,704	
					1.64	1.68	1.68	
14					46,704	47,816	47,816	
					1.68	1.72	1.72	

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	164	HS	JH/MS	ELEM
Length of Teacher Day:	8.5	8.5	8.5	
Length of Student Day:	8	8	8	
Planning Time:	52	52	52	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	27,200	Index:	4 x 5
Starting Salary:	27,200	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	09-10, 10-11		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25
PPO:			COMMENTS:			
LIFE						
LTD	Fortis					
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ANSLEY										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	MA	MA + 9	
1	27,200	28,560	29,920	31,280	32,640	34,000	1.00	1.05	1.10	1.15
2	28,288	29,648	31,008	32,368	33,728	35,088	1.04	1.09	1.14	1.19
3	29,376	30,736	32,096	33,456	34,816	36,176	1.08	1.13	1.18	1.23
4	30,464	31,824	33,184	34,544	35,904	37,264	1.12	1.17	1.22	1.27
5	31,552	32,912	34,272	35,632	36,992	38,352	1.16	1.21	1.26	1.31
6	32,640	34,000	35,360	36,720	38,080	39,440	1.20	1.25	1.30	1.35
7	33,728	35,088	36,448	37,808	39,168	40,528	1.24	1.29	1.34	1.39
8	34,816	36,176	37,536	38,896	40,256	41,616	1.28	1.33	1.38	1.43
9		37,264	38,624	39,984	41,344	42,704		1.37	1.42	1.47
10			39,712	41,072	42,432	43,792			1.46	1.51
11				42,160	43,520	44,880				1.55
12					44,608	45,968				
13						45,696				
14										
										1.77

07-08 change in horizontal index - 4.5% to 5%

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185	FTE Teachers:	Base: 26,900	Index: 4 x 5
Enrollment: 134	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Teacher Day: 8.5	8.5 8.5 8.5	Career Increments: N	Experience Allowed: D
Length of Student Day: 8	8 8 8	Vertical Freeze:	
Planning Time: 50	50 50 50	Rollback:	
Class Periods/Day: 8	8 8	Multi-year Contract:	
Normal Teaching Load: 7	7 7		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Horace Mann							PART-TIME BENEFITS	
LTD	Principal Life							Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info: \$20/day over 30 eoy					
PERSONAL	3			yes	
BEREAVEMENT	3				w/appr.
PROFESSIONAL	admin. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

A R C A D I A					
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36
	MA				
1	26,900	28,245	29,590	30,935	32,280
	1.00	1.05	1.10	1.15	1.20
2	27,976	29,321	30,666	32,011	33,356
	1.04	1.09	1.14	1.19	1.24
3	29,052	30,397	31,742	33,087	34,432
	1.08	1.13	1.18	1.23	1.28
4	30,128	31,473	32,818	34,163	35,508
	1.12	1.17	1.22	1.27	1.32
5	31,204	32,549	33,894	35,239	36,584
	1.16	1.21	1.26	1.31	1.36
6	32,280	33,625	34,970	36,315	37,660
	1.20	1.25	1.30	1.35	1.40
7	33,356	34,701	36,046	37,391	38,736
	1.24	1.29	1.34	1.39	1.44
8		35,777	37,122	38,467	39,812
		1.33	1.38	1.43	1.48
9			38,198	39,543	40,888
			1.42	1.47	1.52
10			39,274	40,619	41,964
			1.46	1.51	1.56
11				41,695	43,040
				1.55	1.60
12					44,116
					1.64

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 17.6
 Enrollment: 123
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5 7.5
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 53 53 53
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement					PART-TIME BENEFITS	
LTD	Principal	.0052						Minimum FTE: 0.375	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

ARNOLD						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	27,050	28,403	29,755	31,108	32,460	33,813
	1.00	1.05	1.10	1.15	1.20	1.25
2	28,132	29,485	30,837	32,190	33,542	34,895
	1.04	1.09	1.14	1.19	1.24	1.29
3	29,214	30,567	31,919	33,272	34,624	35,977
	1.08	1.13	1.18	1.23	1.28	1.33
4	30,296	31,649	33,001	34,354	35,706	37,059
	1.12	1.17	1.22	1.27	1.32	1.37
5	31,378	32,731	34,083	35,436	36,788	38,141
	1.16	1.21	1.26	1.31	1.36	1.41
6	32,460	33,813	35,165	36,518	37,870	39,223
	1.20	1.25	1.30	1.35	1.40	1.45
7	33,542	34,895	36,247	37,600	38,952	40,305
	1.24	1.29	1.34	1.39	1.44	1.49
8	34,624	35,977	37,329	38,682	40,034	41,387
	1.28	1.33	1.38	1.43	1.48	1.53
9	35,706	37,059	38,411	39,764	41,116	42,469
	1.32	1.37	1.42	1.47	1.52	1.57
10		38,141	39,493	40,846	42,198	43,551
		1.41	1.46	1.51	1.56	1.61
11			40,575	41,928	43,280	44,633
			1.50	1.55	1.60	1.65
12				43,010	44,362	45,715
				1.59	1.64	1.69
13				44,092	45,444	46,797
				1.63	1.68	1.73
14					46,526	47,879
					1.72	1.77
15					47,608	48,961
					1.76	1.81
16						50,043
						1.85

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 14.04
 Enrollment: 105
 Length of Teacher Day: 8.5 HS JH/MS ELEM 8.5
 Length of Student Day: 8 8 8
 Planning Time: 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,000 Index: 4 x 4
 Starting Salary: 28,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	800D	431.86	798.96	906.92	1217.76	Options:	
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE	Nat'l Ins	2.10					PART-TIME BENEFITS	
LTD	Nat'l Ins	.0071					Minimum FTE: 0.5	
NON-PARTICIPANT							Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ARTHUR CO.							
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	BA+54
1	28,000	29,120	30,240	31,360	32,480	33,600	34,720
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,120	30,240	31,360	32,480	33,600	34,720	35,840
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	30,240	31,360	32,480	33,600	34,720	35,840	36,960
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	31,360	32,480	33,600	34,720	35,840	36,960	38,080
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	32,480	33,600	34,720	35,840	36,960	38,080	39,200
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	33,600	34,720	35,840	36,960	38,080	39,200	40,320
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	34,720	35,840	36,960	38,080	39,200	40,320	41,440
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		36,960	38,080	39,200	40,320	41,440	42,560
		1.32	1.36	1.40	1.44	1.48	1.52
9			39,200	40,320	41,440	42,560	43,680
			1.40	1.44	1.48	1.52	1.56
10				41,440	42,560	43,680	44,800
				1.48	1.52	1.56	1.60
11					43,680	44,800	45,920
					1.56	1.60	1.64

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	872	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5	
Length of Student Day:	6.5	6.5	6.25	
Planning Time:	100	100	118	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	30,116	Index:	4 x 5
Starting Salary:	32,525	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all(D)
new hires frozen at step 3 for 3 yrs			
Vertical Freeze:	87-88/99-00		
Rollback:			
Multi-year Contract:	09-10, 10-11		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Ind. Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE	Guardian	3.00					
LTD							
NON-PARTICIPANT		\$166.67/mo.					

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

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

ASHLAND-GREENWOOD										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
BASE	30,116									
	1.00									
1-3	32,525	34,031	35,537	37,043	38,548	38,548	40,054	41,560	43,066	44,572
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	33,730	35,236	36,742	38,247	39,753	39,753	41,259	42,765	44,271	45,776
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	34,935	36,440	37,946	39,452	40,958	40,958	42,464	43,969	45,475	46,981
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	36,139	37,645	39,151	40,657	42,162	42,162	43,668	45,174	46,680	48,186
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	37,344	38,850	40,355	41,861	43,367	43,367	44,873	46,379	47,884	49,390
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		40,054	41,560	43,066	44,572	44,572	46,077	47,583	49,089	50,595
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9		41,259	42,765	44,271	45,776	45,776	47,282	48,788	50,294	51,800
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10			43,969	45,475	46,981	46,981	48,487	49,993	51,498	53,004
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
11			45,174	46,680	48,186	48,186	49,691	51,197	52,703	54,209
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
12				47,884	49,390	49,390	50,896	52,402	53,908	55,413
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
13					50,595	50,595	52,101	53,606	55,112	56,618
					1.68	1.68	1.73	1.78	1.83	1.88
14					51,800	51,800	53,305	54,811	56,317	57,823
					1.72	1.72	1.77	1.82	1.87	1.92
15								56,016	57,522	59,027
								1.86	1.91	1.96

WORKING CONDITIONS

Contract Days: 181 FTE Teachers:
 Enrollment: 870
 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: 30,650 Index: 4 x 5
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: Y Experience Allowed: D
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75
PPO: COMMENTS:						
LIFE	Guardian	2.38				
LTD	Madison Life	.00315(+B)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	60	no		
Other Info:					
PERSONAL	2			1-yes	max. accum. - 3
BEREAVEMENT	6				accum. to 10
PROFESSIONAL	adm. disc.				
ADOPTION	5				from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES: Family Emergency (5)

AUBURN

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	30,650	32,183	33,715	35,248	36,780	38,313	39,845	41,378	42,910
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	31,876	33,409	34,941	36,474	38,006	39,539	41,071	42,604	44,136
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	33,102	34,635	36,167	37,700	39,232	40,765	42,297	43,830	45,362
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	34,328	35,861	37,393	38,926	40,458	41,991	43,523	45,056	46,588
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	35,554	37,087	38,619	40,152	41,684	43,217	44,749	46,282	47,814
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	36,780	38,313	39,845	41,378	42,910	44,443	45,975	47,508	49,040
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	38,006	39,539	41,071	42,604	44,136	45,669	47,201	48,734	50,266
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		40,765	42,297	43,830	45,362	46,895	48,427	49,960	51,492
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			43,523	45,056	46,588	48,121	49,653	51,186	52,718
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				46,282	47,814	49,347	50,879	52,412	53,944
				1.51	1.56	1.61	1.66	1.71	1.76
11					49,040	50,573	52,105	53,638	55,170
					1.60	1.65	1.70	1.75	1.80
12						51,799	53,331	54,864	56,396
						1.69	1.74	1.79	1.84
13							54,557	56,090	57,622
							1.78	1.83	1.88
14								57,316	58,848
								1.87	1.92
15									60,074
									1.96

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	108.1
Enrollment:	1253	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	85	47	40
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base:	29,480	Index:	5 x 5
Starting Salary:	29,480	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		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	Ind. Dental	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE									
LTD	Principal	.0039 (thru sal)							PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	Sev.-1/4 daily pay unused sick/pers.lv. after 5 yrs.				
PERSONAL	2			yes	unused goes to accum sick lv.
BEREAVEMENT	5				immed family
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

AURORA									
Step	BA				BA+36		MA		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	29,480	30,954	32,428	33,902	35,376	36,850	38,324	39,798	41,272
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	30,954	32,428	33,902	35,376	36,850	38,324	39,798	41,272	42,746
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
3	32,428	33,902	35,376	36,850	38,324	39,798	41,272	42,746	44,220
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50
4	33,902	35,376	36,850	38,324	39,798	41,272	42,746	44,220	45,694
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
5	35,376	36,850	38,324	39,798	41,272	42,746	44,220	45,694	47,168
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	36,850	38,324	39,798	41,272	42,746	44,220	45,694	47,168	48,642
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
7		39,798	41,272	42,746	44,220	45,694	47,168	48,642	50,116
		1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70
8			42,746	44,220	45,694	47,168	48,642	50,116	51,590
			1.45	1.50	1.55	1.60	1.65	1.70	1.75
9			44,220	45,694	47,168	48,642	50,116	51,590	53,064
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
10				47,168	48,642	50,116	51,590	53,064	54,538
				1.60	1.65	1.70	1.75	1.80	1.85
11					50,116	51,590	53,064	54,538	56,012
					1.70	1.75	1.80	1.85	1.90
12					51,590	53,064	54,538	56,012	57,486
					1.75	1.80	1.85	1.90	1.95
13						54,538	56,012	57,486	58,960
						1.85	1.90	1.95	2.00
14							57,486	58,960	60,434
							1.95	2.00	2.05

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	282	HS	JH/MS ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,100	Index:	4 x 4.5
Starting Salary:	29,100	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Long.:MA-MA+18 2% base after 4 yrs frozen, ea. 4 yrs.			
Vertical Freeze:	01-02		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	Options:
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE							
LTD	Madison Nat'l	.00348					PART-TIME BENEFITS
NON-PARTICIPANT							Minimum FTE: 0.5
							Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	borrow up to 20; Sev.-Upon term. \$45/day unused days				
PERSONAL	2			yes	2 add'l. from sick lv.; may carry
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency Leave - 2 Days

AXTELL										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	
1	29,100	30,410	31,719	33,029	34,338	34,338	34,338	35,648	36,957	
	1.00	1.045	1.09	1.135	1.18	1.18	1.18	1.225	1.27	
2	30,264	31,574	32,883	34,193	35,502	35,502	35,502	36,812	38,121	
	1.04	1.085	1.13	1.175	1.22	1.22	1.22	1.265	1.31	
3	31,428	32,738	34,047	35,357	36,666	36,666	36,666	37,976	39,285	
	1.08	1.125	1.17	1.215	1.26	1.26	1.26	1.305	1.35	
4	32,592	33,902	35,211	36,521	37,830	37,830	37,830	39,140	40,449	
	1.12	1.165	1.21	1.255	1.3	1.3	1.3	1.345	1.39	
5	33,756	35,066	36,375	37,685	38,994	38,994	38,994	40,304	41,613	
	1.16	1.205	1.25	1.295	1.34	1.34	1.34	1.385	1.43	
6		36,230	37,539	38,849	40,158	40,158	40,158	41,468	42,777	
		1.245	1.29	1.335	1.38	1.38	1.38	1.425	1.47	
7			38,703	40,013	41,322	41,322	41,322	42,632	43,941	
			1.33	1.375	1.42	1.42	1.42	1.465	1.51	
8				41,177	42,486	42,486	42,486	43,796	45,105	
				1.415	1.46	1.46	1.46	1.505	1.55	
9				42,341	43,650	43,650	43,650	44,960	46,269	
				1.455	1.5	1.5	1.5	1.545	1.59	
10					44,814	44,814	44,814	46,124	47,433	
					1.54	1.54	1.54	1.585	1.63	
11						45,978	45,978	47,288	48,597	
						1.58	1.58	1.625	1.67	
12							47,142	48,452	49,761	
							1.62	1.665	1.71	
16							47,724	49,034	50,343	
							1.64	1.68502	1.73	
20							48,306	49,616	50,925	
							1.66	1.70502	1.75	

After being frozen at step 12 for 4 yrs on MA, MA+9 & MA+18 columns, 2% of base added to salary every 4 yrs.

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	294	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	100	100	100	
Class Periods/Day:	8	8		
Normal Teaching Load:	6	6		

SALARY SCHEDULE

Base:	29,750	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	3(D)
Vertical Freeze:	87-88		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	TSA,Cash	Options:
DENTAL	BC/BS	1	21.66	21.66	21.66	21.66		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE								
LTD	National Ins.	.0031						PART-TIME BENEFITS
NON-PARTICIPANT		\$492.11 TSA, Cash						Minimum FTE: 0
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info:	\$40/day above 40 @ beginning of yr				
PERSONAL	2			yes	admin has discretion to deny, \$
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	adm. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: emergency-3 days sub pay

BANCROFT-ROSALIE								
Step	BA		BA+9		BA+18		BA+27	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	29,750	30,940	32,130	33,320	34,510	35,700	35,700	
	1.00	1.04	1.08	1.12	1.16	1.20	1.20	
2	30,940	32,130	33,320	34,510	35,700	36,890	36,890	
	1.04	1.08	1.12	1.16	1.20	1.24	1.24	
3	32,130	33,320	34,510	35,700	36,890	38,080	38,080	
	1.08	1.12	1.16	1.20	1.24	1.28	1.28	
4	33,320	34,510	35,700	36,890	38,080	39,270	39,270	
	1.12	1.16	1.20	1.24	1.28	1.32	1.32	
5	34,510	35,700	36,890	38,080	39,270	40,460	40,460	
	1.16	1.20	1.24	1.28	1.32	1.36	1.36	
6	35,700	36,890	38,080	39,270	40,460	41,650	41,650	
	1.20	1.24	1.28	1.32	1.36	1.40	1.40	
7	36,890	38,080	39,270	40,460	41,650	42,840	42,840	
	1.24	1.28	1.32	1.36	1.40	1.44	1.44	
8	38,080	39,270	40,460	41,650	42,840	44,030	44,030	
	1.28	1.32	1.36	1.40	1.44	1.48	1.48	
9		40,460	41,650	42,840	44,030	45,220	45,220	
		1.36	1.40	1.44	1.48	1.52	1.52	
10			42,840	44,030	45,220	46,410	46,410	
			1.44	1.48	1.52	1.56	1.56	
11				45,220	46,410	47,600	47,600	
				1.52	1.56	1.60	1.60	
12					47,600	48,790	48,790	
					1.60	1.64	1.64	
13						49,980	49,980	
						1.68	1.68	

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	23.5
Enrollment:	171	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,300	Index:	4.5 x 4.5
Starting Salary:	29,300	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	9
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	471.25	872.02	989.86	1329.13	24.46 or 40.50	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental	IRS 125: Flex Accounts:
PPO:			COMMENTS:					
LIFE								
LTD	Principal							PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,7	45	yes		
Other Info:	10 -1st yr, 7 all others, 50% sub pay for days over 45				
PERSONAL	3			yes	
BEREAVEMENT					
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

NEED SALARY SCHEDULE

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	169.1
Enrollment:	2132	HS	JH/MS
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.77	6.77	6.33
Planning Time:	45	45	36
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,400	Index:	5 x 4
Starting Salary:	31,400	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:	1/00-01		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.	
HEALTH	BC/BS	600D/1500D	470.45	870.36	987.96	1326.58	Cash	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		
PPO:			COMMENTS:				300	Options: H/A,TSA,Cash
LIFE	Guardian	3.00					IRS 125: Y	
LTD	National Ins	.0026(+B)					Flex Accounts: Y	
NON-PARTICIPANT		\$300 cash-in-lieu					PART-TIME BENEFITS	
							Minimum FTE: 0.5	
							Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	
SICK	8	60	yes				
Other Info:							
PERSONAL	3			yes	\$100/day	Exists	Negotiated/Policy
BEREAVEMENT	2				+ 2 from pers. lv.; add'l from sic	Voluntary Separation:	N
PROFESSIONAL	unl.			yes		Grievance:	Y N
ADOPTION	10 from sick lv.				w/approv.	Professional Growth:	Y P
ASSOCIATION	3-5					Reduction in Force:	Y P
						Sick Bank:	N

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

BEATRICE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+45
1	31,400	32,656	33,912	35,168	36,424	37,680	38,936	40,192	41,448	42,704
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	32,970	34,226	35,482	36,738	37,994	39,250	40,506	41,762	43,018	44,274
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	34,540	35,796	37,052	38,308	39,564	40,820	42,076	43,332	44,588	45,844
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	36,110	37,366	38,622	39,878	41,134	42,390	43,646	44,902	46,158	47,414
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	37,680	38,936	40,192	41,448	42,704	43,960	45,216	46,472	47,728	48,984
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	39,250	40,506	41,762	43,018	44,274	45,530	46,786	48,042	49,298	50,554
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7		42,076	43,332	44,588	45,844	47,100	48,356	49,612	50,868	52,124
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8			44,902	46,158	47,414	48,670	49,926	51,182	52,438	53,694
			1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				47,728	48,984	50,240	51,496	52,752	54,008	55,264
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					50,554	51,810	53,066	54,322	55,578	56,834
					1.61	1.65	1.69	1.73	1.77	1.81
11					52,124	53,380	54,636	55,892	57,148	58,404
					1.66	1.70	1.74	1.78	1.82	1.86
12							56,206	57,462	58,718	59,974
							1.79	1.83	1.87	1.91
13								59,032	60,288	61,544
								1.88	1.92	1.96

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	769.3
Enrollment:	9887	HS	JH/MS
Length of Teacher Day:	8	ELEM	8
Length of Student Day:	7		6.5
Planning Time:	47		34
Class Periods/Day:	7		8
Normal Teaching Load:	5		6

SALARY SCHEDULE

Base:	31,540	Index:	3 x 4
Starting Salary:	31,540	Entry Level Step:	0
Career Increments:	Y	Experience Allowed:	11
Long. 3.75% basic salary after 20 yrs., all lanes			
Vertical Freeze:	87-88,88-89,09-10		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH	BC/BS	350D/2850D	
DENTAL	BC/BS	4	
PPO:	2850D rec 366.67+83.33 in HSA COMMENTS:		
LIFE	National Ins		
LTD	National Ins		
NON-PARTICIPANT			

Cafeteria Plan

Individ.	Depend.
450	450
Options:	Cash, TSA, H/A
IRS 125:	Y
Flex Accounts:	

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE:	0.5
Contribution:	fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

B E L L E V U E						
	BA	BA + 12	BA + 24	MA	MA + 18	MA + 36
Step				BA + 36		
0	31,540	32,802	34,063	35,325	37,217	39,110
	1.00	1.04	1.08	1.12	1.18	1.24
1	32,486	34,063	35,325	36,586	38,479	40,371
	1.03	1.08	1.12	1.16	1.22	1.28
2	33,432	35,325	36,586	37,848	39,740	41,633
	1.06	1.12	1.16	1.20	1.26	1.32
3	34,379	36,586	37,848	39,110	41,002	42,894
	1.09	1.16	1.20	1.24	1.30	1.36
4	35,325	37,848	39,110	40,371	42,264	44,156
	1.12	1.20	1.24	1.28	1.34	1.40
5	36,586	39,425	40,687	41,948	43,841	45,733
	1.16	1.25	1.29	1.33	1.39	1.45
6	37,848	41,002	42,264	43,525	45,418	47,310
	1.20	1.30	1.34	1.38	1.44	1.50
7			43,841	45,102	46,995	48,887
			1.39	1.43	1.49	1.55
8			45,418	46,679	48,572	50,464
			1.44	1.48	1.54	1.60
9			46,995	48,256	50,149	52,041
			1.49	1.53	1.59	1.65
10				49,833	51,726	53,618
				1.58	1.64	1.70
11				51,726	53,618	55,510
				1.64	1.70	1.76
12				53,618	55,510	57,403
				1.70	1.76	1.82
13				55,510	57,403	59,295
				1.76	1.82	1.88
14					59,295	61,188
					1.88	1.94
15					61,188	63,080
					1.94	2.00
16						64,972
						2.06
17						66,865
						2.12

09-10 vertical freeze

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	95.65
Enrollment:	1346	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.12	7.12	6.75
Planning Time:	99	99	125
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,750	Index:	4 x 5
Starting Salary:	33,210	Entry Level Step:	3
Career Increments:	Y	Experience Allowed:	10
new hires stay on stp 3 until eligible for movement by experience			
Vertical Freeze:			
Rollback:	85-86		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	475.20	Ind. Prem (less FICA/LTD)	Options:
DENTAL	BC/BS	5	45.85	45.85	45.85	45.85			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE	Guardian	5.20							PART-TIME BENEFITS
LTD	Principal	.0031							Minimum FTE: 0.5
NON-PARTICIPANT		\$475.20 Ind. Prem (I							Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	50	yes		
Other Info:	Incentive-\$30/unused day up to 10 days; 3 can be personal				
PERSONAL	3			yes	incl. in sick lv. (12 total)
BEREAVEMENT	up to 5				immed. fam.-other from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

BENNINGTON								
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
Step					MA			
1	30,750	32,288	33,825	35,363	36,900	38,438	39,975	41,513
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	31,980	33,518	35,055	36,593	38,130	39,668	41,205	42,743
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	33,210	34,748	36,285	37,823	39,360	40,898	42,435	43,973
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	34,440	35,978	37,515	39,053	40,590	42,128	43,665	45,203
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	35,670	37,208	38,745	40,283	41,820	43,358	44,895	46,433
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		38,438	39,975	41,513	43,050	44,588	46,125	47,663
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		39,668	41,205	42,743	44,280	45,818	47,355	48,893
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			42,435	43,973	45,510	47,048	48,585	50,123
			1.38	1.43	1.48	1.53	1.58	1.63
9			43,665	45,203	46,740	48,278	49,815	51,353
			1.42	1.47	1.52	1.57	1.62	1.67
10				46,433	47,970	49,508	51,045	52,583
				1.51	1.56	1.61	1.66	1.71
11				47,663	49,200	50,738	52,275	53,813
				1.55	1.60	1.65	1.70	1.75
12					50,430	51,968	53,505	55,043
					1.64	1.69	1.74	1.79
13					51,660	53,198	54,735	56,273
					1.68	1.73	1.78	1.83
14						54,428	55,965	57,503
						1.77	1.82	1.87
15						55,658	57,195	58,733
						1.81	1.86	1.91

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:		
Enrollment:	259	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75	
Length of Student Day:	7.66	7.66	7.66	
Planning Time:	51	51	51	
Class Periods/Day:	8	8		
Normal Teaching Load:	6	6		

SALARY SCHEDULE

Base:	28,200	Index:	4 x 4
Starting Salary:	28,200	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25
PPO:			COMMENTS:			
LIFE	Guardian					
LTD	Principal Life	.0039				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	40	yes		
Other Info: 9 days 1st yr, 7 days thereafter					
PERSONAL	2			no	3
BEREAVEMENT	see sick lv				
PROFESSIONAL	5			yes	
ADOPTION	see sick lv				
ASSOCIATION	see prof lv				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BERTRAND								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	28,200	29,328	30,456	31,584	32,712	33,840	34,968	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	29,328	30,456	31,584	32,712	33,840	34,968	36,096	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	30,456	31,584	32,712	33,840	34,968	36,096	37,224	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	31,584	32,712	33,840	34,968	36,096	37,224	38,352	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	32,712	33,840	34,968	36,096	37,224	38,352	39,480	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6		34,968	36,096	37,224	38,352	39,480	40,608	
		1.24	1.28	1.32	1.36	1.40	1.44	
7			37,224	38,352	39,480	40,608	41,736	
			1.32	1.36	1.40	1.44	1.48	
8			38,352	39,480	40,608	41,736	42,864	
			1.36	1.40	1.44	1.48	1.52	
9				40,608	41,736	42,864	43,992	
				1.44	1.48	1.52	1.56	
10				41,736	42,864	43,992	45,120	
				1.48	1.52	1.56	1.60	
11				42,864	43,992	45,120	46,248	
				1.52	1.56	1.60	1.64	
12					45,120	46,248	47,376	
					1.60	1.64	1.68	
13					46,248	47,376	48,504	
					1.64	1.68	1.72	
14					47,376	48,504	49,632	
					1.68	1.72	1.76	
15						49,632	50,760	
						1.76	1.80	
16						50,760	51,888	
						1.80	1.84	

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	179.3
Enrollment:	2326	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6
Planning Time:	85	45	50
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base:	30,605	Index:	4 x 5
Starting Salary:	33,053	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	10(TS)
	10-11, 11-12: 1/2 step vertical movement		
Vertical Freeze:	85-86, 88-89		
Rollback:			
Multi-year Contract:	10-11, 11-12		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Cash
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	single ins. rec \$250/mo		COMMENTS: if take ind ins, get \$250 cash also				
LIFE							
LTD	Madison Nat'l	.0031 (+B)					
NON-PARTICIPANT		\$416.67 cash					

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	no		
Other Info:	Retirement-sub rate pd for up to 45 max				
PERSONAL	2			1-yes;1-no	1 unused \$50, 2 @ \$150
BEREAVEMENT	5				immed family/2 non-family
PROFESSIONAL	unl.				
ADOPTION	See sick lv.				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency-2 accum. to 4

BLAIR										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	30,605	32,135	33,666	35,196	36,726	36,726	38,256	39,787	41,317	42,847
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	31,829	33,359	34,890	36,420	37,950	37,950	39,480	41,011	42,541	44,071
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	33,053	34,584	36,114	37,644	39,174	39,174	40,705	42,235	43,765	45,295
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	34,278	35,808	37,338	38,868	40,399	40,399	41,929	43,459	44,989	46,520
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	35,502	37,032	38,562	40,093	41,623	41,623	43,153	44,683	46,214	47,744
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6		38,256	39,787	41,317	42,847	42,847	44,377	45,908	47,438	48,968
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7			41,011	42,541	44,071	44,071	45,601	47,132	48,662	50,192
			1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8			42,235	43,765	45,295	45,295	46,826	48,356	49,886	51,416
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9				44,989	46,520	46,520	48,050	49,580	51,110	52,641
				1.47	1.52	1.52	1.57	1.62	1.67	1.72
10					47,744	47,744	49,274	50,804	52,335	53,865
					1.56	1.56	1.61	1.66	1.71	1.76
11					48,968	48,968	50,498	52,029	53,559	55,089
					1.60	1.60	1.65	1.70	1.75	1.80
12						50,192	51,722	53,253	54,783	56,313
						1.64	1.64	1.69	1.74	1.79
13						51,416	52,947	54,477	56,007	57,537
						1.68	1.68	1.73	1.78	1.83
14						52,641	54,171	55,701	57,231	58,762
						1.72	1.72	1.77	1.82	1.87
15									58,456	59,986
									1.91	1.96

05-06 staff on BA 36 step 13 or 14 will continue to remain on those steps, others may reach step 12 only; 06-07 Longevity increments grandfathered; 10-11 vertical movement 2%

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	24.15
Enrollment:	245	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.2
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,900	Index:	4 x 4
Starting Salary:	29,900	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Indiv. Negot. after frozen on MA+18 for 2 yrs			
Vertical Freeze:	86-87		
Rollback:	86-87 (Last 2)		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	1100	413.72	765.38	868.79	1166.57	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts:	
LIFE							PART-TIME BENEFITS	
LTD							Minimum FTE: 0.4	
NON-PARTICIPANT							Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

BLOOMFIELD

Step	B A + 36						
	B A	B A + 9	B A + 18	B A + 27	M A	M A + 9	M A + 18
1	29,900	31,096	32,292	33,488	34,684	35,880	37,076
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	31,096	32,292	33,488	34,684	35,880	37,076	38,272
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	32,292	33,488	34,684	35,880	37,076	38,272	39,468
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	33,488	34,684	35,880	37,076	38,272	39,468	40,664
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	34,684	35,880	37,076	38,272	39,468	40,664	41,860
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	35,880	37,076	38,272	39,468	40,664	41,860	43,056
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	37,076	38,272	39,468	40,664	41,860	43,056	44,252
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		39,468	40,664	41,860	43,056	44,252	45,448
		1.32	1.36	1.40	1.44	1.48	1.52
9		40,664	41,860	43,056	44,252	45,448	46,644
		1.36	1.40	1.44	1.48	1.52	1.56
10			43,056	44,252	45,448	46,644	47,840
			1.44	1.48	1.52	1.56	1.60
11				45,448	46,644	47,840	49,036
				1.52	1.56	1.60	1.64
12					47,840	49,036	50,232
					1.60	1.64	1.68
13					49,036	50,232	51,428
					1.64	1.68	1.72
14					49,634	51,428	52,624
					1.66	1.72	1.76
15						52,026	53,820
						1.74	1.80

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	609	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.9	6.4	6.7
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,000	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	(D)
00-01 BA45/MA9 to MA9 only - BA45s grandfathered			
Vertical Freeze:	88/89		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	24.46
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Emp+Sp. Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Sabbatical w/appvl.

BOONE CENTRAL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	29,000	30,450	31,900	33,350	34,800	34,800	36,250	37,700	39,150	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	30,160	31,610	33,060	34,510	35,960	35,960	37,410	38,860	40,310	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	31,320	32,770	34,220	35,670	37,120	37,120	38,570	40,020	41,470	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	32,480	33,930	35,380	36,830	38,280	38,280	39,730	41,180	42,630	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	33,640	35,090	36,540	37,990	39,440	39,440	40,890	42,340	43,790	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6		36,250	37,700	39,150	40,600	40,600	42,050	43,500	44,950	
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7		37,410	38,860	40,310	41,760	41,760	43,210	44,660	46,110	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8		38,570	40,020	41,470	42,920	42,920	44,370	45,820	47,270	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9			41,180	42,630	44,080	44,080	45,530	46,980	48,430	
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	
10				43,790	45,240	45,240	46,690	48,140	49,590	
				1.51	1.56	1.56	1.61	1.66	1.71	
11				44,950	46,400	46,400	47,850	49,300	50,750	
				1.55	1.60	1.60	1.65	1.70	1.75	
12					47,560	47,560	49,010	50,460	51,910	
					1.64	1.64	1.69	1.74	1.79	
13					48,720	48,720	50,170	51,620	53,070	
					1.68	1.68	1.73	1.78	1.83	
14					49,880	49,880	51,330	52,780	54,230	
					1.72	1.72	1.77	1.82	1.87	
15							52,490	53,940	55,390	
							1.81	1.86	1.91	
16								55,100	56,550	
								1.90	1.95	
17									57,710	
									1.99	

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

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:	
Enrollment:	205	HS	JH/MS ELEM
Length of Teacher Day:	9	9	9
Length of Student Day:	8	8	8
Planning Time:	57	57	57
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,600	Index:	4 x 4
Starting Salary:		Entry Level Step:	up to 2
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:	93-94		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Annuity
DENTAL	BC/BS	5	45.85	45.85	45.85	45.85	
PPO:			COMMENTS:				
LIFE							
LTD	Fortis						
NON-PARTICIPANT		250 cash-in-lieu					

Cafeteria Plan

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

Deductible Reimbursement

Y	250/500
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PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2.5			yes	sub avail., \$35/day unused
BEREAVEMENT	3				add'l w/sub pay
PROFESSIONAL	2			yes	add'l. w/appr.
ADOPTION	see sick lv.				
ASSOCIATION	by request				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BRADY											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27		
1	27,600	28,704	29,808	30,912	32,016	33,120	34,224	35,328	36,432		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
2	28,704	29,808	30,912	32,016	33,120	34,224	35,328	36,432	37,536		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
3	29,808	30,912	32,016	33,120	34,224	35,328	36,432	37,536	38,640		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
4	30,912	32,016	33,120	34,224	35,328	36,432	37,536	38,640	39,744		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
5	32,016	33,120	34,224	35,328	36,432	37,536	38,640	39,744	40,848		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
6	33,120	34,224	35,328	36,432	37,536	38,640	39,744	40,848	41,952		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52		
7	34,224	35,328	36,432	37,536	38,640	39,744	40,848	41,952	43,056		
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56		
8		36,432	37,536	38,640	39,744	40,848	41,952	43,056	44,160		
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60		
9			38,640	39,744	40,848	41,952	43,056	44,160	45,264		
			1.40	1.44	1.48	1.52	1.56	1.60	1.64		
10				40,848	41,952	43,056	44,160	45,264	46,368		
				1.48	1.52	1.56	1.60	1.64	1.68		
11					43,056	44,160	45,264	46,368	47,472		
					1.56	1.60	1.64	1.68	1.72		
12						45,264	46,368	47,472	48,576		
						1.64	1.68	1.72	1.76		
13							47,472	48,576	49,680		
							1.72	1.76	1.80		
14								49,680	50,784		
								1.80	1.84		
15									51,888		
									1.88		

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	79.3
Enrollment:	852	HS	JH/MS
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6.5
Planning Time:	45	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,150	Index:	4.5 x 4.5
Starting Salary:	29,150	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:	87-88		
Multi-year Contract:	09-10, 10-11		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	46.09 or 76.27
DENTAL	BC/BS	4	41.90	41.90	41.90	41.90	Sp or Dep. Dental
PPO:			COMMENTS:				
LIFE	Companion Life	2.30					
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		
Other Info:	10 days can be used for anything				
PERSONAL	from sick lv			yes	
BEREAVEMENT	from sick lv				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BROKEN BOW

Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+27	EDSPEC
1	29,150	30,462	31,774	33,085	34,397	34,397	35,709	37,021	38,332	39,644
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	30,462	31,774	33,085	34,397	35,709	35,709	37,021	38,332	39,644	40,956
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405
3	31,774	33,085	34,397	35,709	37,021	37,021	38,332	39,644	40,956	42,268
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	33,085	34,397	35,709	37,021	38,332	38,332	39,644	40,956	42,268	43,579
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	34,397	35,709	37,021	38,332	39,644	39,644	40,956	42,268	43,579	44,891
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	35,709	37,021	38,332	39,644	40,956	40,956	42,268	43,579	44,891	46,203
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7	37,021	38,332	39,644	40,956	42,268	42,268	43,579	44,891	46,203	47,515
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8		39,644	40,956	42,268	43,579	43,579	44,891	46,203	47,515	48,826
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			42,268	43,579	44,891	44,891	46,203	47,515	48,826	50,138
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				44,891	46,203	46,203	47,515	48,826	50,138	51,450
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11				46,203	47,515	47,515	48,826	50,138	51,450	52,762
				1.585	1.63	1.63	1.675	1.72	1.765	1.81
12					48,826	48,826	50,138	51,450	52,762	54,073
					1.675	1.675	1.72	1.765	1.81	1.855
13						50,138	50,138	51,450	52,762	54,073
						1.72	1.72	1.765	1.81	1.855
14							51,450	52,762	54,073	55,385
							1.765	1.81	1.855	1.9
15								55,385	56,697	58,009
								1.9	1.945	1.99

Bruning-Davenport

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:		
Enrollment:	171	HS	JH/MS	ELEM
Length of Teacher Day:	8	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:	6	6		

SALARY SCHEDULE

Base:	29,660	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	Sp or Dep Dental
DENTAL	BC/BS	1	21.66	21.66	21.66	21.66	
PPO:			COMMENTS:				
LIFE							
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

BRUNING-DAVENPORT UNIFIED SYSTEM

Step	BA + 36						MA + 9	MA + 18
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9		
1	29,660	30,846	32,033	33,219	34,406	35,592	36,778	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	30,846	32,033	33,219	34,406	35,592	36,778	37,965	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	32,033	33,219	34,406	35,592	36,778	37,965	39,151	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	33,219	34,406	35,592	36,778	37,965	39,151	40,338	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	34,406	35,592	36,778	37,965	39,151	40,338	41,524	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	35,592	36,778	37,965	39,151	40,338	41,524	42,710	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7	36,778	37,965	39,151	40,338	41,524	42,710	43,897	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
8		39,151	40,338	41,524	42,710	43,897	45,083	
		1.32	1.36	1.40	1.44	1.48	1.52	
9		40,338	41,524	42,710	43,897	45,083	46,270	
		1.36	1.40	1.44	1.48	1.52	1.56	
10			42,710	43,897	45,083	46,270	47,456	
			1.44	1.48	1.52	1.56	1.60	
11			43,897	45,083	46,270	47,456	48,642	
			1.48	1.52	1.56	1.60	1.64	
12					47,456	48,642	49,829	
					1.60	1.64	1.68	
13						49,829	51,015	
						1.68	1.72	

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	35.06
Enrollment:	392	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7
Planning Time:	94	94	52
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

Base:	28,750	Index:	4 x 5
Starting Salary:	28,750	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	600D	470.45	419.94	537.54	875.66	125	450.42	450.42	
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75				
PPO:			COMMENTS: will dedcut tax/retirement from caf amt							
LIFE									IRS 125: Y	
LTD									Flex Accounts: Y	
NON-PARTICIPANT		Cafeteria amount \$4							PART-TIME BENEFITS	
									Minimum FTE: 0.5	
									Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BURWELL										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27
1	28,750	30,188	31,625	33,063	34,500	34,500	34,500	35,938	37,375	38,813
	1.00	1.05	1.10	1.15	1.20	1.20	1.20	1.25	1.30	1.35
2	29,900	31,338	32,775	34,213	35,650	35,650	35,650	37,088	38,525	39,963
	1.04	1.09	1.14	1.19	1.24	1.24	1.24	1.29	1.34	1.39
3	31,050	32,488	33,925	35,363	36,800	36,800	36,800	38,238	39,675	41,113
	1.08	1.13	1.18	1.23	1.28	1.28	1.28	1.33	1.38	1.43
4	32,200	33,638	35,075	36,513	37,950	37,950	37,950	39,388	40,825	42,263
	1.12	1.17	1.22	1.27	1.32	1.32	1.32	1.37	1.42	1.47
5	33,350	34,788	36,225	37,663	39,100	39,100	39,100	40,538	41,975	43,413
	1.16	1.21	1.26	1.31	1.36	1.36	1.36	1.41	1.46	1.51
6	34,500	35,938	37,375	38,813	40,250	40,250	40,250	41,688	43,125	44,563
	1.20	1.25	1.30	1.35	1.40	1.40	1.40	1.45	1.50	1.55
7		37,088	38,525	39,963	41,400	41,400	41,400	42,838	44,275	45,713
		1.29	1.34	1.39	1.44	1.44	1.44	1.49	1.54	1.59
8			39,675	41,113	42,550	42,550	42,550	43,988	45,425	46,863
			1.38	1.43	1.48	1.48	1.48	1.53	1.58	1.63
9				42,263	43,700	43,700	43,700	45,138	46,575	48,013
				1.47	1.52	1.52	1.52	1.57	1.62	1.67
10				43,413	44,850	44,850	44,850	46,288	47,725	49,163
				1.51	1.56	1.56	1.56	1.61	1.66	1.71
11					46,000	46,000	46,000	47,438	48,875	50,313
					1.60	1.60	1.60	1.65	1.70	1.75
12						47,150	47,150	48,588	50,025	51,463
						1.64	1.64	1.69	1.74	1.79
13						48,300	48,300	49,738	51,175	52,613
						1.68	1.68	1.73	1.78	1.83
14							49,450	50,888	52,325	53,763
							1.72	1.77	1.82	1.87
15									53,475	54,913
									1.86	1.91

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	748	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.63	6.63	6.48
Planning Time:	91	137	110
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,000	Index:	5 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:	85-86, 87-88		
Rollback:	87-88 Last Step		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50 Dep. Dental
DENTAL		2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Madison Ntl.						
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

CENTRAL CITY

Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	30,000	31,200	32,400	33,600	34,800	36,000	37,200	38,400	39,600
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	31,500	32,700	33,900	35,100	36,300	37,500	38,700	39,900	41,100
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	33,000	34,200	35,400	36,600	37,800	39,000	40,200	41,400	42,600
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	34,500	35,700	36,900	38,100	39,300	40,500	41,700	42,900	44,100
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	36,000	37,200	38,400	39,600	40,800	42,000	43,200	44,400	45,600
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	37,500	38,700	39,900	41,100	42,300	43,500	44,700	45,900	47,100
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	39,000	40,200	41,400	42,600	43,800	45,000	46,200	47,400	48,600
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	40,500	41,700	42,900	44,100	45,300	46,500	47,700	48,900	50,100
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		43,200	44,400	45,600	46,800	48,000	49,200	50,400	51,600
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10			45,900	47,100	48,300	49,500	50,700	51,900	53,100
			1.53	1.57	1.61	1.65	1.69	1.73	1.77
11				48,600	49,800	51,000	52,200	53,400	54,600
				1.62	1.66	1.70	1.74	1.78	1.82
12					51,300	52,500	53,700	54,900	56,100
					1.71	1.75	1.79	1.83	1.87
13					52,800	54,000	55,200	56,400	57,600
					1.76	1.80	1.84	1.88	1.92
14						55,500	56,700	57,900	59,100
						1.85	1.89	1.93	1.97
15							58,200	59,400	60,600
							1.94	1.98	2.02
16								60,900	62,100
								2.03	2.07
17									63,600
									2.12

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	90.3
Enrollment:	923	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.15	8	8
Planning Time:	90	7	7
Class Periods/Day:	4	45	45
Normal Teaching Load:	3	9	
		8	

SALARY SCHEDULE

Base:	30,000	Index:	4.5 x 4.5
Starting Salary:	30,000	Entry Level Step:	0
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:	10-11, 11-12		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Nat'l	2.18						PART-TIME BENEFITS	
LTD	Madison Nat'l	.0020(thru sal)						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Yes

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

CHADRON								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
0	30,000	31,350	32,700	34,050	35,400	36,750	38,100	39,450
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	31,350	32,700	34,050	35,400	36,750	38,100	39,450	40,800
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	32,700	34,050	35,400	36,750	38,100	39,450	40,800	42,150
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	34,050	35,400	36,750	38,100	39,450	40,800	42,150	43,500
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	35,400	36,750	38,100	39,450	40,800	42,150	43,500	44,850
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	36,750	38,100	39,450	40,800	42,150	43,500	44,850	46,200
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		39,450	40,800	42,150	43,500	44,850	46,200	47,550
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7			42,150	43,500	44,850	46,200	47,550	48,900
			1.405	1.45	1.495	1.54	1.585	1.63
8				44,850	46,200	47,550	48,900	50,250
				1.495	1.54	1.585	1.63	1.675
9					47,550	48,900	50,250	51,600
					1.585	1.63	1.675	1.72
10					48,900	50,250	51,600	52,950
					1.63	1.675	1.72	1.765
11					50,250	51,600	52,950	54,300
					1.675	1.72	1.765	1.81
12						52,950	54,300	55,650
						1.765	1.81	1.855
13							55,650	57,000
							1.855	1.9
14								58,350
								1.945
15								59,700
								1.99

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

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 19.5
 Enrollment: 144
 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: 29,000 Index: 4 x 4
 Starting Salary: 29,000 Entry Level Step: 0
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 10-11, 11-12

INSURANCE

Type	Carrier	Option	Amount Paid by District			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	471.25	872.02	989.86	1329.13
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25

Cafeteria Plan

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

LIFE
 LTD Principal
 NON-PARTICIPANT

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION	from sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CHAMBERS							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
1	29,000	30,160	31,320	32,480	33,640	34,800	35,960
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	30,160	31,320	32,480	33,640	34,800	35,960	37,120
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	31,320	32,480	33,640	34,800	35,960	37,120	38,280
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,480	33,640	34,800	35,960	37,120	38,280	39,440
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	33,640	34,800	35,960	37,120	38,280	39,440	40,600
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	34,800	35,960	37,120	38,280	39,440	40,600	41,760
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		37,120	38,280	39,440	40,600	41,760	42,920
		1.28	1.32	1.36	1.40	1.44	1.48
8			39,440	40,600	41,760	42,920	44,080
			1.36	1.40	1.44	1.48	1.52
9				41,760	42,920	44,080	45,240
				1.44	1.48	1.52	1.56
10				42,920	44,080	45,240	46,400
				1.48	1.52	1.56	1.60
11				44,080	45,240	46,400	47,560
				1.52	1.56	1.60	1.64
12					46,400	47,560	48,720
					1.60	1.64	1.68
13						48,720	49,880
						1.68	1.72
14						49,880	51,040
						1.72	1.76

Chase County Schools

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	
Enrollment:	565	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:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,400	Index:	4.5 x 4.5
Starting Salary:	30,400	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	12
Vertical Freeze:			
Rollback:			
Multi-year Contract:	09-10, 10-11		

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	446.93	826.84	938.56 1260.25	Ind. Dental
DENTAL	BC/BS	2	22.25	22.25	22.25 22.25	
PPO:	Dist pays \$250 toward ded		COMMENTS:			
LIFE			Deductible Reimbursement			
LTD	Principal	.0027				
NON-PARTICIPANT						

Cafeteria Plan

Individ.	Depend.
Options:	
IRS 125:	
Flex Accounts:	
PART-TIME BENEFITS	
Minimum FTE: 0.6	
Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

CHASE COUNTY SCHOOLS									
Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	PHD
0	30,400	31,768	33,136	34,504	35,872	37,240	38,608	39,976	41,344
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	31,768	33,136	34,504	35,872	37,240	38,608	39,976	41,344	42,712
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	33,136	34,504	35,872	37,240	38,608	39,976	41,344	42,712	44,080
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	34,504	35,872	37,240	38,608	39,976	41,344	42,712	44,080	45,448
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	35,872	37,240	38,608	39,976	41,344	42,712	44,080	45,448	46,816
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	37,240	38,608	39,976	41,344	42,712	44,080	45,448	46,816	48,184
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		39,976	41,344	42,712	44,080	45,448	46,816	48,184	49,552
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			42,712	44,080	45,448	46,816	48,184	49,552	50,920
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			44,080	45,448	46,816	48,184	49,552	50,920	52,288
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				46,816	48,184	49,552	50,920	52,288	53,656
				1.54	1.585	1.63	1.675	1.72	1.765
10						50,920	52,288	53,656	55,024
						1.675	1.72	1.765	1.81
11							53,656	55,024	56,392
							1.765	1.81	1.855
12								56,392	57,760
								1.855	1.9

05-06 Merger of Chase Co. HS and Imperial Elementary; 07-08 added PHD column to schedule

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:		
Enrollment:	174	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	8	8	8	8
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	28,625	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
\$1500 stipend may be offered to new hires			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	IRS 125:	
PPO:			COMMENTS: Dist. pays 1st ded exp of \$550				Flex Accounts:	
LIFE							PART-TIME BENEFITS	
LTD	National Ins Co	(thru sal)	Deductible Reimbursement				Minimum FTE: 1	
NON-PARTICIPANT			Y	600			Contribution:	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Hospital (10)

CLARKSON								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	28,625	29,770	30,915	32,060	33,205	33,205	34,350	35,495
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	29,770	30,915	32,060	33,205	34,350	34,350	35,495	36,640
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	30,915	32,060	33,205	34,350	35,495	35,495	36,640	37,785
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	32,060	33,205	34,350	35,495	36,640	36,640	37,785	38,930
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	33,205	34,350	35,495	36,640	37,785	37,785	38,930	40,075
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	34,350	35,495	36,640	37,785	38,930	38,930	40,075	41,220
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	35,495	36,640	37,785	38,930	40,075	40,075	41,220	42,365
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		37,785	38,930	40,075	41,220	41,220	42,365	43,510
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			40,075	41,220	42,365	42,365	43,510	44,655
			1.40	1.44	1.48	1.48	1.52	1.56
10			41,220	42,365	43,510	43,510	44,655	45,800
			1.44	1.48	1.52	1.52	1.56	1.60
11				43,510	44,655	44,655	45,800	46,945
				1.52	1.56	1.56	1.60	1.64
12					45,800	45,800	46,945	48,090
					1.60	1.60	1.64	1.68
13						46,945	48,090	49,235
						1.64	1.68	1.72
14							49,235	50,380
							1.72	1.76

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	17
Enrollment:	107	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.7	8	8
Planning Time:	47	7.7	7.7
Class Periods/Day:	8	47	60
Normal Teaching Load:	7	8	
		7	

SALARY SCHEDULE

Base:	28,800	Index:	4 x 4
Starting Salary:	28,800	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7
Vertical Freeze:	87-88;98-99		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25
PPO:	5% BC/BS discount		COMMENTS:			
LIFE	Horace Mann	9.75				
LTD	Horace Mann	.0060				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: 5 days for dep. illness					
PERSONAL	2			no	Reim. \$25.00/day if unused
BEREAVEMENT	5				immed. Family from sick lv
PROFESSIONAL	2			yes	add'l w/approval
ADOPTION					
ASSOCIATION	1 day 1 person				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

COLERIDGE										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18		
1	28,800	29,952	31,104	32,256	33,408	34,560	35,712	36,864	38,016	39,168
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	29,952	31,104	32,256	33,408	34,560	35,712	36,864	38,016	39,168	40,320
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	31,104	32,256	33,408	34,560	35,712	36,864	38,016	39,168	40,320	41,472
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	32,256	33,408	34,560	35,712	36,864	38,016	39,168	40,320	41,472	42,624
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	33,408	34,560	35,712	36,864	38,016	39,168	40,320	41,472	42,624	43,776
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	34,560	35,712	36,864	38,016	39,168	40,320	41,472	42,624	43,776	44,928
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7	35,712	36,864	38,016	39,168	40,320	41,472	42,624	43,776	44,928	46,080
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		38,016	39,168	40,320	41,472	42,624	43,776	44,928	46,080	47,232
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9		39,168	40,320	41,472	42,624	43,776	44,928	46,080	47,232	48,384
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			41,472	42,624	43,776	44,928	46,080	47,232	48,384	49,536
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11				43,776	44,928	46,080	47,232	48,384	49,536	50,688
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
12					46,080	47,232	48,384	49,536	50,688	51,840
					1.60	1.64	1.68	1.72	1.76	1.80
13						48,384	49,536	50,688	51,840	53,040
						1.68	1.72	1.76	1.80	1.84
14							50,688	51,840	53,040	54,240
							1.76	1.80	1.84	1.88

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	282.6
Enrollment:	3713	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	44	84	30
Class Periods/Day:	4	9	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base:	32,900	Index:	4.7 x 5
Starting Salary:	32,900	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:	87-88		
Rollback:	85-86 (2 Steps)		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	645
HEALTH	BC/BS	600D/1500D		Cafeteria
DENTAL	BC/BS	2		
PPO:			COMMENTS:	
LIFE	Madison Nat'l	6.50		
LTD				Deductible Reimbursement
NON-PARTICIPANT				

Cafeteria Plan

Individ.	Depend.
645	645
Options:	H/A, Cash, TSA
IRS 125:	Y
Flex Accounts:	Y

PART-TIME BENEFITS

Minimum FTE:	0.5
Contribution:	fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	80	yes		
Other Info:	reimb. \$10/day@retire				
PERSONAL	2			1-yes, 1-no 2 add'l days from Emergency L	
BEREAVEMENT	5			add'l from sick lv.	
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	by request				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury, Military

COLUMBUS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54
1	32,900	34,545	36,190	37,835	39,480	41,125	42,770	44,415	46,060	47,705	
	1.00	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45	
2	34,446	36,091	37,736	39,381	41,026	42,671	44,316	45,961	47,606	49,251	
	1.047	1.097	1.147	1.197	1.247	1.297	1.347	1.397	1.447	1.497	
3	35,993	37,638	39,283	40,928	42,573	44,218	45,863	47,508	49,153	50,798	
	1.094	1.144	1.194	1.244	1.294	1.344	1.394	1.444	1.494	1.544	
4	37,539	39,184	40,829	42,474	44,119	45,764	47,409	49,054	50,699	52,344	
	1.141	1.191	1.241	1.291	1.341	1.391	1.441	1.491	1.541	1.591	
5		40,730	42,375	44,020	45,665	47,310	48,955	50,600	52,245	53,890	
		1.238	1.288	1.338	1.388	1.438	1.488	1.538	1.588	1.638	
6			43,922	45,567	47,212	48,857	50,502	52,147	53,792	55,437	
			1.335	1.385	1.435	1.485	1.535	1.585	1.635	1.685	
7				47,113	48,758	50,403	52,048	53,693	55,338	56,983	
				1.432	1.482	1.532	1.582	1.632	1.682	1.732	
8				48,659	50,304	51,949	53,594	55,239	56,884	58,529	
				1.479	1.529	1.579	1.629	1.679	1.729	1.779	
9					51,850	53,495	55,140	56,785	58,430	60,075	
					1.576	1.626	1.676	1.726	1.776	1.826	
10					53,397	55,042	56,687	58,332	59,977	61,622	
					1.623	1.673	1.723	1.773	1.823	1.873	
11							58,233	59,878	61,523	63,168	
							1.77	1.82	1.87	1.92	
12									63,069	64,714	
									1.917	1.967	
13										66,261	68,113
										2.014	2.07031

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

WORKING CONDITIONS

Contract Days: 158 FTE Teachers:
 Enrollment: 647
 Length of Teacher Day: 9
 Length of Student Day: 8
 Planning Time: 52
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
9	9	9
8	8	7.75
52	52	45
8	8	
7	7	

SALARY SCHEDULE

Base: 30,100 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 9
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 09-10, 10-11

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	24.46 or 40.50 Sp or Dep. Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	Madison Life	.0022					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

CONESTOGA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	30,100	31,605	33,110	34,615	36,120	36,120	37,625	39,130	40,635	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	31,304	32,809	34,314	35,819	37,324	37,324	38,829	40,334	41,839	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	32,508	34,013	35,518	37,023	38,528	38,528	40,033	41,538	43,043	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	33,712	35,217	36,722	38,227	39,732	39,732	41,237	42,742	44,247	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	34,916	36,421	37,926	39,431	40,936	40,936	42,441	43,946	45,451	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6	36,120	37,625	39,130	40,635	42,140	42,140	43,645	45,150	46,655	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7		38,829	40,334	41,839	43,344	43,344	44,849	46,354	47,859	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8		40,033	41,538	43,043	44,548	44,548	46,053	47,558	49,063	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9			42,742	44,247	45,752	45,752	47,257	48,762	50,267	
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	
10			43,946	45,451	46,956	46,956	48,461	49,966	51,471	
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	
11				46,655	48,160	48,160	49,665	51,170	52,675	
				1.55	1.60	1.60	1.65	1.70	1.75	
12				47,859	49,364	49,364	50,869	52,374	53,879	
				1.59	1.64	1.64	1.69	1.74	1.79	
13					50,568	50,568	52,073	53,578	55,083	
					1.68	1.68	1.73	1.78	1.83	
14							53,277	54,782	56,287	
							1.77	1.82	1.87	
15								55,986	57,491	
								1.86	1.91	

MA+27 column receives an additional 1% year 16 through 24

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	86.5
Enrollment:	970	HS	JH/MS ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	6.25	6.25	6
Planning Time:	95	95	95
Class Periods/Day:	7	7	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,650	Index:	4.75 x 4.25
Starting Salary:	30,650	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	86-87, 88-89(Adv)		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Ind. Dent + Vision	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125: Y
PPO:	single vision	\$10.75/mo	COMMENTS:					Flex Accounts: Y
LIFE								
LTD	National Ins.	.0032						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	Borrow up to 10 days from future accum. leave				
PERSONAL	2			yes	
BEREAVEMENT	3-5				accum to 5
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

COZAD										
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27	MA+36
1	30,650	31,953	33,255	34,558	35,861	37,163	38,466	39,768	41,071	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	
2	32,106	33,409	34,711	36,014	37,316	38,619	39,922	41,224	42,527	
	1.0475	1.09	1.1325	1.175	1.2175	1.26	1.3025	1.345	1.3875	
3	33,562	34,864	36,167	37,470	38,772	40,075	41,378	42,680	43,983	
	1.095	1.1375	1.18	1.2225	1.265	1.3075	1.35	1.3925	1.435	
4	35,018	36,320	37,623	38,926	40,228	41,531	42,833	44,136	45,439	
	1.1425	1.185	1.2275	1.27	1.3125	1.355	1.3975	1.44	1.4825	
5	36,474	37,776	39,079	40,381	41,684	42,987	44,289	45,592	46,895	
	1.19	1.2325	1.275	1.3175	1.36	1.4025	1.445	1.4875	1.53	
6	37,929	39,232	40,535	41,837	43,140	44,443	45,745	47,048	48,350	
	1.2375	1.28	1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775	
7		40,688	41,991	43,293	44,596	45,898	47,201	48,504	49,806	
		1.3275	1.37	1.4125	1.455	1.4975	1.54	1.5825	1.625	
8			43,446	44,749	46,052	47,354	48,657	49,960	51,262	
			1.4175	1.46	1.5025	1.545	1.5875	1.63	1.6725	
9				46,205	47,508	48,810	50,113	51,415	52,718	
				1.5075	1.55	1.5925	1.635	1.6775	1.72	
10				47,661	48,963	50,266	51,569	52,871	54,174	
				1.555	1.5975	1.64	1.6825	1.725	1.7675	
11					50,419	51,722	53,025	54,327	55,630	
					1.645	1.6875	1.73	1.7725	1.815	
12					51,875	53,178	54,480	55,783	57,086	
					1.6925	1.735	1.7775	1.82	1.8625	
13							55,936	57,239	58,542	
							1.825	1.8675	1.91	

Crawford

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	26.6
Enrollment:	238	HS	JH/MS
		ELEM	
Length of Teacher Day:	8.42	8.42	8.42
Length of Student Day:	7.75	7.75	7
Planning Time:	57	57	57
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	28,922	Index:	4.5 x 4.5
Starting Salary:	28,922	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	770.83	Individ. Depend. 770.83 770.83
HEALTH	BC/BS	350D		Cafeteria Plan	Options: H/A,Life, TSA,Cash
DENTAL	BC/BS	2			IRS 125: Y
PPO:	10% BC/BS surcharge		COMMENTS:		Flex Accounts: Y
LIFE	Principal				
LTD	Principal				
NON-PARTICIPANT					

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	unused reimb @ \$35day, max 45				
PERSONAL	3				days reimb @ per diem eoy
BEREAVEMENT	5				
PROFESSIONAL	See sick lv.				
ADOPTION	See sick lv.				
ASSOCIATION	4				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRAWFORD							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	28,922	30,223	31,525	32,826	33,477	34,128	35,429
	1.00	1.045	1.09	1.135	1.1575	1.18	1.225
2	30,223	31,525	32,826	34,128	34,779	35,429	36,731
	1.045	1.09	1.135	1.18	1.2025	1.225	1.27
3	31,525	32,826	34,128	35,429	36,080	36,731	38,032
	1.09	1.135	1.18	1.225	1.2475	1.27	1.315
4	32,826	34,128	35,429	36,731	37,382	38,032	39,334
	1.135	1.18	1.225	1.27	1.2925	1.315	1.36
5	34,128	35,429	36,731	38,032	38,683	39,334	40,635
	1.18	1.225	1.27	1.315	1.3375	1.36	1.405
6		36,731	38,032	39,334	39,985	40,635	41,937
		1.27	1.315	1.36	1.3825	1.405	1.45
7		38,032	39,334	40,635	41,286	41,937	43,238
		1.315	1.36	1.405	1.4275	1.45	1.495
8			40,635	41,937	42,588	43,238	44,540
			1.405	1.45	1.4725	1.495	1.54
9			41,937	43,238	43,889	44,540	45,841
			1.45	1.495	1.5175	1.54	1.585
10				44,540	45,191	45,841	47,143
				1.54	1.5625	1.585	1.63
11				45,841	46,492	47,143	48,444
				1.585	1.6075	1.63	1.675
12						48,444	49,746
						1.675	1.72
13						49,746	51,047
						1.72	1.765

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	
Enrollment:	1751	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.42	6.75	6.68
Planning Time:	104	104	50
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	31,325	Index:	4.5 x 4.5
Starting Salary:	31,325	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	714.88
HEALTH	BC/BS	600D/2850D	470.45	870.36	987.96	1326.58	Each spouse
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS: singles + \$222.18, Ee/Child+\$117.60				
LIFE							
LTD	Fortis	.0031(thru sal)					Deductible Reimbursement
NON-PARTICIPANT		\$516.67 in lieu					

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE:	0.4
Contribution:	fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	300	yes		
Other Info:	Sev:after 10 yrs. \$25/unused day to 30				
PERSONAL	2			yes	Accum 10/aft. 10 yrs. \$25/unused
BEREAVEMENT	3				Add'l 5 w/appv.
PROFESSIONAL	unl.			yes	
ADOPTION	6 wks				can use sick lv.
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRETE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	31,325	32,735	34,144	35,554		36,964	38,373	39,783	41,192	42,602
	1.00	1.045	1.09	1.135		1.18	1.225	1.27	1.315	1.36
2	32,735	34,144	35,554	36,964		38,373	39,783	41,192	42,602	44,012
	1.045	1.09	1.135	1.18		1.225	1.27	1.315	1.36	1.405
3	34,144	35,554	36,964	38,373		39,783	41,192	42,602	44,012	45,421
	1.09	1.135	1.18	1.225		1.27	1.315	1.36	1.405	1.45
4	35,554	36,964	38,373	39,783		41,192	42,602	44,012	45,421	46,831
	1.135	1.18	1.225	1.27		1.315	1.36	1.405	1.45	1.495
5	36,964	38,373	39,783	41,192		42,602	44,012	45,421	46,831	48,241
	1.18	1.225	1.27	1.315		1.36	1.405	1.45	1.495	1.54
6	38,373	39,783	41,192	42,602	44,012	44,012	45,421	46,831	48,241	49,650
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7		41,192	42,602	44,012	45,421	45,421	46,831	48,241	49,650	51,060
		1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8			44,012	45,421	46,831	46,831	48,241	49,650	51,060	52,469
			1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			45,421	46,831	48,241	48,241	49,650	51,060	52,469	53,879
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10,11,12				48,241	49,650	49,650	51,060	52,469	53,879	55,289
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
13					51,060	51,060	52,469	53,879	55,289	56,698
					1.63	1.63	1.675	1.72	1.765	1.81
14						52,469	52,469	53,879	55,289	56,698
						1.675	1.675	1.72	1.765	1.81
15							55,289	56,698	58,108	59,518
							1.765	1.81	1.855	1.9
16									59,518	60,927
									1.9	1.945
17										62,337
										1.99

02-03 all experience allowed, 08-09 BA36 column closed to new entrants

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 63.75
 Enrollment: 695
 Length of Teacher Day: 8
 Length of Student Day: 6.37
 Planning Time: 47
 Class Periods/Day: 8
 Normal Teaching Load: 7

HS	JH/MS	ELEM
8	8	8
6.37	6.37	5.83
47	47	50
8	8	
7	7	

SALARY SCHEDULE

Base: 30,800 Index: 4 x 5
 Starting Salary: 30,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
		H/A-Dent					24.46 or 40.50	Options:	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Sp or Dep. Dental	IRS 125: Y	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		Flex Accounts: Y	
PPO:			COMMENTS:					PART-TIME BENEFITS	
LIFE								Minimum FTE: 0.5	
LTD								Contribution: fte	
NON-PARTICIPANT									

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	FMLA				see sick lv.
ASSOCIATION	2 (adm. disc.)				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

DAVID CITY								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	30,800	32,340	33,880	35,420	36,960	38,500	40,040	41,580
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	32,032	33,572	35,112	36,652	38,192	39,732	41,272	42,812
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	33,264	34,804	36,344	37,884	39,424	40,964	42,504	44,044
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	34,496	36,036	37,576	39,116	40,656	42,196	43,736	45,276
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	35,728	37,268	38,808	40,348	41,888	43,428	44,968	46,508
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	36,960	38,500	40,040	41,580	43,120	44,660	46,200	47,740
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	38,192	39,732	41,272	42,812	44,352	45,892	47,432	48,972
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	39,424	40,964	42,504	44,044	45,584	47,124	48,664	50,204
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		42,196	43,736	45,276	46,816	48,356	49,896	51,436
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			44,968	46,508	48,048	49,588	51,128	52,668
			1.46	1.51	1.56	1.61	1.66	1.71
11				47,740	49,280	50,820	52,360	53,900
				1.55	1.60	1.65	1.70	1.75
12					50,512	52,052	53,592	55,132
					1.64	1.69	1.74	1.79
13						53,284	54,824	56,364
						1.73	1.78	1.83
14							56,056	57,596
							1.82	1.87

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 25
 Enrollment: 231
 Length of Teacher Day: 8
 Length of Student Day: 6.75
 Planning Time: 87
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 28,740 Index: 4.5 x 4
 Starting Salary: 28,740 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5+1 for 2
 *Years experience: 5 yrs + 1 for every 2 beyond 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D/2850D	471.35	872.02	989.86	1329.13
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75
PPO: COMMENTS:						
LIFE						
LTD	Amer. Fidelity	Deductible Reimbursement				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

D E S H L E R						
S t e p	B A	B A + 9	B A + 1 8	B A + 2 7	M A	M A + 9
1	28,740	29,890	31,039	32,189	33,338	34,488
	1.00	1.04	1.08	1.12	1.16	1.2
2	30,033	31,183	32,333	33,482	34,632	35,781
	1.045	1.085	1.125	1.165	1.205	1.245
3	31,327	32,476	33,626	34,775	35,925	37,075
	1.09	1.13	1.17	1.21	1.25	1.29
4	32,620	33,770	34,919	36,069	37,218	38,368
	1.135	1.175	1.215	1.255	1.295	1.335
5	33,913	35,063	36,212	37,362	38,512	39,661
	1.18	1.22	1.26	1.3	1.34	1.38
6		36,356	37,506	38,655	39,805	40,955
		1.265	1.305	1.345	1.385	1.425
7		37,649	38,799	39,949	41,098	42,248
		1.31	1.35	1.39	1.43	1.47
8			40,092	41,242	42,392	43,541
			1.395	1.435	1.475	1.515
9				42,535	43,685	44,834
				1.48	1.52	1.56
10				43,829	44,978	46,128
				1.525	1.565	1.605
11					46,271	47,421
					1.61	1.65
12					47,565	48,714
					1.655	1.695
13					48,858	50,008
					1.7	1.74
14					49,505	51,301
					1.725	1.785

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185	FTE Teachers:	Base: 29,800	Index: 4 x 4
Enrollment: 269	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Teacher Day: 8	8 8 8	Career Increments: N	Experience Allowed: 7
Length of Student Day: 7	7 7 7		
Planning Time: 50	50	Vertical Freeze:	
Class Periods/Day: 7	8	Rollback:	
Normal Teaching Load: 6	6	Multi-year Contract:	

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Guardian	4.80						PART-TIME BENEFITS	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	Yes		
Other Info: sep after 10 yrs \$25/day up to 60 days					
PERSONAL	2			Yes	trade 5 sick for 1 add'l personal
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	3				
ADOPTION	30				w/approv., from sick lv
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

DILLER-ODELL

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	29,800	30,992	32,184	33,376	33,972	34,568	35,760	36,952
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	30,992	32,184	33,376	34,568	35,164	35,760	36,952	38,144
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	32,184	33,376	34,568	35,760	36,356	36,952	38,144	39,336
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	33,376	34,568	35,760	36,952	37,548	38,144	39,336	40,528
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	34,568	35,760	36,952	38,144	38,740	39,336	40,528	41,720
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	35,760	36,952	38,144	39,336	39,932	40,528	41,720	42,912
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	36,952	38,144	39,336	40,528	41,124	41,720	42,912	44,104
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8	38,144	39,336	40,528	41,720	42,316	42,912	44,104	45,296
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		40,528	41,720	42,912	43,508	44,104	45,296	46,488
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			42,912	44,104	44,700	45,296	46,488	47,680
			1.44	1.48	1.50	1.52	1.56	1.60
11				45,296	45,892	46,488	47,680	48,872
				1.52	1.54	1.56	1.60	1.64
12					47,084	47,680	48,872	50,064
					1.58	1.60	1.64	1.68
13						48,276	50,064	51,256
						1.62	1.68	1.72
14								52,448
								1.76
15								53,640
								1.80

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	137	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	29,200	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Options:	
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE			Deductible Reimbursement				PART-TIME BENEFITS	
LTD							Minimum FTE: 0	
NON-PARTICIPANT							Contribution:	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	Incentive: accum over 30 pd @ 50% sub rate at EOY				
PERSONAL	2			yes	acc. to 4; over 2 pd @ 50% sub
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	accum. to 4
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DODGE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	29,200	30,660	32,120	33,580	35,040	35,040	36,500	37,960
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	30,368	31,828	33,288	34,748	36,208	36,208	37,668	39,128
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	31,536	32,996	34,456	35,916	37,376	37,376	38,836	40,296
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	32,704	34,164	35,624	37,084	38,544	38,544	40,004	41,464
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	33,872	35,332	36,792	38,252	39,712	39,712	41,172	42,632
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	35,040	36,500	37,960	39,420	40,880	40,880	42,340	43,800
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	36,208	37,668	39,128	40,588	42,048	42,048	43,508	44,968
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		38,836	40,296	41,756	43,216	43,216	44,676	46,136
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			41,464	42,924	44,384	44,384	45,844	47,304
			1.42	1.47	1.52	1.52	1.57	1.62
10				44,092	45,552	45,552	47,012	48,472
				1.51	1.56	1.56	1.61	1.66
11					46,720	46,720	48,180	49,640
					1.60	1.60	1.65	1.70
12							49,348	50,808
							1.69	1.74

Doniphan-Trumbull

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	47.78
Enrollment:	467	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.31	7.31	7
Planning Time:	67	67	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,800	Index:	4 x 5
Starting Salary:	29,800	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	11
05-06 \$1500 stipend added to salary (.5 and above prorated)			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental		
PPO:	all emp. rec \$166.67 for 125 Plan COMMENTS:							IRS 125: Y	
LIFE	Companion Life	1.90						Flex Accounts: Y	
LTD	Principal							PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	45	Yes		
Other Info: pd. 25% of daily rate over 45 days @ EOY (11 days annual lv)					
PERSONAL	2			yes	
BEREAVEMENT					from annual lv.
PROFESSIONAL					as assigned
ADOPTION					from annual leave
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: No

OTHER LEAVES: Emergency Lv from annual

DONIPHAN-TRUMBULL

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	29,800	31,290	32,780	34,270	35,760	35,760	37,250	38,740	40,230
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	30,992	32,482	33,972	35,462	36,952	36,952	38,442	39,932	41,422
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	32,184	33,674	35,164	36,654	38,144	38,144	39,634	41,124	42,614
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	33,376	34,866	36,356	37,846	39,336	39,336	40,826	42,316	43,806
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	34,568	36,058	37,548	39,038	40,528	40,528	42,018	43,508	44,998
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6		37,250	38,740	40,230	41,720	41,720	43,210	44,700	46,190
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		38,442	39,932	41,422	42,912	42,912	44,402	45,892	47,382
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8			41,124	42,614	44,104	44,104	45,594	47,084	48,574
			1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			42,316	43,806	45,296	45,296	46,786	48,276	49,766
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10				44,998	46,488	46,488	47,978	49,468	50,958
				1.51	1.56	1.56	1.61	1.66	1.71
11				46,190	47,680	47,680	49,170	50,660	52,150
				1.55	1.60	1.60	1.65	1.70	1.75
12					48,872	48,872	50,362	51,852	53,342
					1.64	1.64	1.69	1.74	1.79
13					50,064	50,064	51,554	53,044	54,534
					1.68	1.68	1.73	1.78	1.83
14							52,746	54,236	55,726
							1.77	1.82	1.87
15							53,938	55,428	56,918
							1.81	1.86	1.91

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	22.8
Enrollment:	197	HS	JH/MS
Length of Teacher Day:	8	8	ELEM
Length of Student Day:	7	7	7
Planning Time:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,250	Index:	4 x 4
Starting Salary:	29,250	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
BA Step 6 = 2%			
Vertical Freeze:	87-88; 00-01		
Rollback:	87-88;00-01		
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	471.35	872.02	989.86	1329.13	Options:	
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	IRS 125: Y	
PPO:	BC/BS Discount		COMMENTS:				Flex Accounts: Y	
LIFE	Principal	3.15	Deductible Reimbursement				PART-TIME BENEFITS	
LTD	Principal	.0036					Minimum FTE: 0.5	
NON-PARTICIPANT							Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
PERSONAL	2			no	acc. to 5;add'l. w/appr. and sub
BEREAVEMENT	5				
PROFESSIONAL	2			yes	exp can be reimb.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DORCHESTER

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	29,250	30,420	31,590	32,760	33,930	33,930	35,100	36,270
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	30,420	31,590	32,760	33,930	35,100	35,100	36,270	37,440
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	31,590	32,760	33,930	35,100	36,270	36,270	37,440	38,610
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	32,760	33,930	35,100	36,270	37,440	37,440	38,610	39,780
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	33,930	35,100	36,270	37,440	38,610	38,610	39,780	40,950
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	35,100	36,270	37,440	38,610	39,780	39,780	40,950	42,120
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		37,440	38,610	39,780	40,950	40,950	42,120	43,290
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		38,610	39,780	40,950	42,120	42,120	43,290	44,460
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			40,950	42,120	43,290	43,290	44,460	45,630
			1.40	1.44	1.48	1.48	1.52	1.56
10				43,290	44,460	44,460	45,630	46,800
				1.48	1.52	1.52	1.56	1.60
11					45,630	45,630	46,800	47,970
					1.56	1.56	1.60	1.64
12						46,800	47,970	49,140
						1.60	1.64	1.68
13							49,140	50,310
							1.68	1.72

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	
Enrollment:	379	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.20	7.15
Planning Time:	48	44	44
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,900	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:	91-92 (1 stp)		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	496.16	917.92	1041.96	1399.08	Ind. Dental	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE								
LTD								
NON-PARTICIPANT								

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	no		
Other Info:	\$25/day over 30 EOY				
PERSONAL	3			yes	accum. 4; buyback max of 2/yr
BEREAVEMENT	10				bereavement/immed fam illness
PROFESSIONAL	2			yes	travel pd (\$100-\$200)
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DUNDY CO.

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	29,900	31,096	32,292	33,488	34,684	34,684	35,880	37,076
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	31,096	32,292	33,488	34,684	35,880	35,880	37,076	38,272
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	32,292	33,488	34,684	35,880	37,076	37,076	38,272	39,468
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	33,488	34,684	35,880	37,076	38,272	38,272	39,468	40,664
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	34,684	35,880	37,076	38,272	39,468	39,468	40,664	41,860
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	35,880	37,076	38,272	39,468	40,664	40,664	41,860	43,056
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	37,076	38,272	39,468	40,664	41,860	41,860	43,056	44,252
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		39,468	40,664	41,860	43,056	43,056	44,252	45,448
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			41,860	43,056	44,252	44,252	45,448	46,644
			1.40	1.44	1.48	1.48	1.52	1.56
10				44,252	45,448	45,448	46,644	47,840
				1.48	1.52	1.52	1.56	1.60
11				45,448	46,644	46,644	47,840	49,036
				1.52	1.56	1.56	1.60	1.64
12					47,840	47,840	49,036	50,232
					1.60	1.60	1.64	1.68
13						49,036	50,232	51,428
						1.64	1.68	1.72
14							51,428	52,624
							1.72	1.76
15								53,820
								1.80

6 teachers are placed on a 4 X 5 schedule (grandfathering)

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	362	HS	JH/MS	ELEM
Length of Teacher Day:	6.5	6.5	7	
Length of Student Day:	6.5	6.5	6.5	
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	29,525	Index:	4.5 x 4
Starting Salary:	29,525	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE								PART-TIME BENEFITS	
LTD	Madison Nat'l							Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	Yes		
Other Info: Pd \$25/day up to 6 unused days					
PERSONAL	2			yes	acc. to 3
BEREAVEMENT	3				
PROFESSIONAL	1			yes	add'l. w/appr.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

EAST BUTLER										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27	MA + 36	
1	29,525	30,706	31,887	33,068	34,249	35,430	36,611	37,792	38,973	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	30,854	32,035	33,216	34,397	35,578	36,759	37,940	39,121	40,302	
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325	1.365	
3	32,182	33,363	34,544	35,725	36,906	38,087	39,268	40,449	41,630	
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41	
4	33,511	34,692	35,873	37,054	38,235	39,416	40,597	41,778	42,959	
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	
5	34,840	36,021	37,202	38,383	39,564	40,745	41,926	43,107	44,288	
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46	1.5	
6	36,168	37,349	38,530	39,711	40,892	42,073	43,254	44,435	45,616	
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505	1.545	
7	37,497	38,678	39,859	41,040	42,221	43,402	44,583	45,764	46,945	
	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59	
8		40,006	41,187	42,368	43,549	44,730	45,911	47,092	48,273	
		1.355	1.395	1.435	1.475	1.515	1.555	1.595	1.635	
9			42,516	43,697	44,878	46,059	47,240	48,421	49,602	
			1.44	1.48	1.52	1.56	1.6	1.64	1.68	
10				45,026	46,207	47,388	48,569	49,750	50,931	
				1.525	1.565	1.605	1.645	1.685	1.725	
11				46,354	47,535	48,716	49,897	51,078	52,259	
				1.57	1.61	1.65	1.69	1.73	1.77	
12					48,864	50,045	51,226	52,407	53,588	
					1.655	1.695	1.735	1.775	1.815	
13					50,193	51,374	52,555	53,736	54,917	
					1.7	1.74	1.78	1.82	1.86	
14						52,702	53,883	55,064	56,245	
						1.785	1.825	1.865	1.905	
15							55,212	56,393	57,574	
							1.87	1.91	1.95	

WORKING CONDITIONS

Contract Days:	173	FTE Teachers:	
Enrollment:	99	HS	JH/MS ELEM
Length of Teacher Day:	8.5	8.5	8.5
Length of Student Day:	8	8	8
Planning Time:	60	60	60
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	27,450	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	4
*fte 0.5 recv full ind H/A or fte fam H/A			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Cash	Options:
DENTAL	BC/BS	3	21.66	40.08	45.49	61.09		IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement					PART-TIME BENEFITS
LTD	National Ins							Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: full ind*

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	35	yes		
Other Info:	\$15/day over 35 eoy				
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELBA									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	27,450	28,823	30,195	31,568	32,940	32,940	34,313	35,685	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	28,548	29,921	31,293	32,666	34,038	34,038	35,411	36,783	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	29,646	31,019	32,391	33,764	35,136	35,136	36,509	37,881	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	30,744	32,117	33,489	34,862	36,234	36,234	37,607	38,979	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	31,842	33,215	34,587	35,960	37,332	37,332	38,705	40,077	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	32,940	34,313	35,685	37,058	38,430	38,430	39,803	41,175	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7		35,411	36,783	38,156	39,528	39,528	40,901	42,273	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8			37,881	39,254	40,626	40,626	41,999	43,371	
			1.38	1.43	1.48	1.48	1.53	1.58	
9				40,352	41,724	41,724	43,097	44,469	
				1.47	1.52	1.52	1.57	1.62	
10					42,822	42,822	44,195	45,567	
					1.56	1.56	1.61	1.66	
11							45,293	46,665	
							1.65	1.70	

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	23.5
Enrollment:	173	HS	JH/MS
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:	29,380	Index:	4 x 4.5
Starting Salary:	29,380	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:	89-90		
Rollback:	88-89		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	496.16	917.92	1041.96	1399.08	24.46 or 40.50	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE								
LTD	Principal	.004						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.4 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	40	yes		
Other Info:	Incentive: Over 40 days at 1/2 sub rate				
PERSONAL	2			no	
BEREAVEMENT	3				from sick lv
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELGIN								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	29,380	30,702	32,024	33,346	34,668	35,991	37,313	38,635
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	30,555	31,877	33,199	34,522	35,844	37,166	38,488	39,810
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	31,730	33,053	34,375	35,697	37,019	38,341	39,663	40,985
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	32,906	34,228	35,550	36,872	38,194	39,516	40,838	42,160
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	34,081	35,403	36,725	38,047	39,369	40,691	42,013	43,336
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		36,578	37,900	39,222	40,544	41,867	43,189	44,511
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			39,075	40,398	41,720	43,042	44,364	45,686
			1.33	1.375	1.42	1.465	1.51	1.555
8			40,251	41,573	42,895	44,217	45,539	46,861
			1.37	1.415	1.46	1.505	1.55	1.595
9				42,748	44,070	45,392	46,714	48,036
				1.455	1.5	1.545	1.59	1.635
10				43,923	45,245	46,567	47,889	49,212
				1.495	1.54	1.585	1.63	1.675
11						47,743	49,065	50,387
						1.625	1.67	1.715

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	31.75
Enrollment:	294	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.33	7.33	7.33
Planning Time:	49	49	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,400	Index:	4 x 4
Starting Salary:	31,752	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:	10-11, 11-12		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	189.46 or 205.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Dep. Dental+403b	IRS 125:	
PPO:	Singles: \$165/mo to 403b		COMMENTS:				Flex Accounts:		
LIFE							Deductible Reimbursement		PART-TIME BENEFITS
LTD	Principal	.0054(thru sal)							Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	20/8	60	yes		
Other Info: 20 1st yr., 8 ea. yr. after					
PERSONAL	2			yes	\$100/day unused, may buy 1 d
BEREAVEMENT	2				immed. fam.-unl.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELKHORN VALLEY											
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA	MA+9	MA+18		
1	29,400	30,576	31,752	32,928	34,104	36,456	34,104	35,280	36,456		
	1.00	1.04	1.08	1.12	1.16	1.24	1.16	1.20	1.24		
2	30,576	31,752	32,928	34,104	35,280	37,632	35,280	36,456	37,632		
	1.04	1.08	1.12	1.16	1.20	1.28	1.20	1.24	1.28		
3	31,752	32,928	34,104	35,280	36,456	38,808	36,456	37,632	38,808		
	1.08	1.12	1.16	1.20	1.24	1.32	1.24	1.28	1.32		
4	32,928	34,104	35,280	36,456	37,632	39,984	37,632	38,808	39,984		
	1.12	1.16	1.20	1.24	1.28	1.36	1.28	1.32	1.36		
5	34,104	35,280	36,456	37,632	38,808	41,160	38,808	39,984	41,160		
	1.16	1.20	1.24	1.28	1.32	1.40	1.32	1.36	1.40		
6		36,456	37,632	38,808	39,984	42,336	39,984	41,160	42,336		
		1.24	1.28	1.32	1.36	1.44	1.36	1.40	1.44		
7		37,632	38,808	39,984	41,160	43,512	41,160	42,336	43,512		
		1.28	1.32	1.36	1.40	1.48	1.40	1.44	1.48		
8			39,984	41,160	42,336	44,688	42,336	43,512	44,688		
			1.36	1.40	1.44	1.52	1.44	1.48	1.52		
9				42,336	43,512	45,864	43,512	44,688	45,864		
				1.44	1.48	1.56	1.48	1.52	1.56		
10					44,688	47,040	44,688	45,864	47,040		
					1.52	1.60	1.52	1.56	1.60		
11					45,864	48,216	45,864	47,040	48,216		
					1.56	1.64	1.56	1.60	1.64		
12						49,392	47,040	48,216	49,392		
						1.68	1.60	1.64	1.68		
13						50,568	48,216	49,392	50,568		
						1.72	1.64	1.68	1.72		
14								50,568	51,744		
								1.72	1.76		
15									52,920		
									1.80		

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

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:		
Enrollment:	331	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5	
Length of Student Day:	6.5	6.5	6.5	
Planning Time:	48	48	48	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	29,525	Index:	4 x 4
Starting Salary:	29,525	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Longevity: 2% every 4 yrs. BA_27 thru MA+18 - taken off 97-98			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Cash
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:							471.84
LIFE							
LTD	Principal	.0039					
NON-PARTICIPANT							\$471.84 Cash

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ELM CREEK										
Step	BA				BA+36		BA+45			
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	29,525	30,706	31,887	33,068	34,249	35,430	36,611	37,792		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	30,706	31,887	33,068	34,249	35,430	36,611	37,792	38,973		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	31,887	33,068	34,249	35,430	36,611	37,792	38,973	40,154		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	33,068	34,249	35,430	36,611	37,792	38,973	40,154	41,335		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	34,249	35,430	36,611	37,792	38,973	40,154	41,335	42,516		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6	35,430	36,611	37,792	38,973	40,154	41,335	42,516	43,697		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7		37,792	38,973	40,154	41,335	42,516	43,697	44,878		
		1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8			40,154	41,335	42,516	43,697	44,878	46,059		
			1.36	1.40	1.44	1.48	1.52	1.56		
9				42,516	43,697	44,878	46,059	47,240		
				1.44	1.48	1.52	1.56	1.60		
10				43,697	44,878	46,059	47,240	48,421		
				1.48	1.52	1.56	1.60	1.64		
11					46,059	47,240	48,421	49,602		
					1.56	1.60	1.64	1.68		
12					47,240	48,421	49,602	50,783		
					1.60	1.64	1.68	1.72		
13						49,602	50,783	51,964		
						1.68	1.72	1.76		
14							51,964	53,145		
							1.76	1.80		
15								54,326		
								1.84		

09-10 BA45 removed from schedule, teachers grandfathered

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	25
Enrollment:	252	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.5	8	8
Planning Time:	50	7.5	7.5
Class Periods/Day:	8	50	80
Normal Teaching Load:	7	8	7

SALARY SCHEDULE

Base:	28,500	Index:	4 x 4
Starting Salary:	28,500	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	50.45 or 83.47	Options:	
DENTAL	BC/BS	5	45.85	45.85	45.85	45.85	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								PART-TIME BENEFITS	
LTD	Principal	.0049						Minimum FTE: 1	
NON-PARTICIPANT								Contribution:	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	10 days @ 1/2 sub rate eoy				
PERSONAL	2			yes	accum to 3
BEREAVEMENT	5				3 from sick, 2 from pers
PROFESSIONAL	2			yes	
ADOPTION	30				after sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Paternity-2 from sick lv.

ELWOOD

Step					BA+36		BA+45	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	
1	28,500	29,640	30,780	31,920	33,060	34,200	35,340	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	29,640	30,780	31,920	33,060	34,200	35,340	36,480	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	30,780	31,920	33,060	34,200	35,340	36,480	37,620	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	31,920	33,060	34,200	35,340	36,480	37,620	38,760	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	33,060	34,200	35,340	36,480	37,620	38,760	39,900	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	34,200	35,340	36,480	37,620	38,760	39,900	41,040	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7	35,340	36,480	37,620	38,760	39,900	41,040	42,180	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
8		37,620	38,760	39,900	41,040	42,180	43,320	
		1.32	1.36	1.40	1.44	1.48	1.52	
9			39,900	41,040	42,180	43,320	44,460	
			1.40	1.44	1.48	1.52	1.56	
10				42,180	43,320	44,460	45,600	
				1.48	1.52	1.56	1.60	
11					44,460	45,600	46,740	
					1.56	1.60	1.64	
12					45,600	46,740	47,880	
					1.60	1.64	1.68	
13					46,740	47,880	49,020	
					1.64	1.68	1.72	
14						49,020	50,160	
						1.72	1.76	

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	26.55
Enrollment:	296	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	51	51	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,150	Index:	4 x 4
Starting Salary:	30,150	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
						503.41*		
HEALTH	BC/BS	600D	481.16	890.18	1010.46	1356.79	Cash	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125:
PPO:	switch to 600D on 2/1/11		COMMENTS:					Flex Accounts:
LIFE								
LTD	Madison Nat'l	.0051(thru sal)						PART-TIME BENEFITS
NON-PARTICIPANT		503.41* Cash Benefit						Minimum FTE: 0.4
								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EMERSON-HUBBARD							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	30,150	31,356	32,562	33,768	34,974	36,180	37,386
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	31,356	32,562	33,768	34,974	36,180	37,386	38,592
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	32,562	33,768	34,974	36,180	37,386	38,592	39,798
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	33,768	34,974	36,180	37,386	38,592	39,798	41,004
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	34,974	36,180	37,386	38,592	39,798	41,004	42,210
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	36,180	37,386	38,592	39,798	41,004	42,210	43,416
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	37,386	38,592	39,798	41,004	42,210	43,416	44,622
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		39,798	41,004	42,210	43,416	44,622	45,828
		1.32	1.36	1.40	1.44	1.48	1.52
9		41,004	42,210	43,416	44,622	45,828	47,034
		1.36	1.40	1.44	1.48	1.52	1.56
10			43,416	44,622	45,828	47,034	48,240
			1.44	1.48	1.52	1.56	1.60
11			44,622	45,828	47,034	48,240	49,446
			1.48	1.52	1.56	1.60	1.64
12				47,034	48,240	49,446	50,652
				1.56	1.60	1.64	1.68
13					49,446	50,652	51,858
					1.64	1.68	1.72
14					50,652	51,858	53,064
					1.68	1.72	1.76
15						53,064	54,270
						1.76	1.80

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 29,080 Index: 4 x 4
 Starting Salary: 29,662 Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze: 04-05
 Rollback:
 Multi-year Contract: 09-10, 10-11

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	437.75	632.75	667.75	877.75	Flat Salary
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	flat salary \$233.33		COMMENTS:				
LIFE	Madison Life	10.29					
LTD							
NON-PARTICIPANT		flat salary \$233.33					

Cafeteria Plan

Individ. Depend.
 233.33 233.33
 Options: added to salary
 IRS 125: Y
 Flex Accounts: Y

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	14	65	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Administrative, Emergency, Civil

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
Base	29,080										
1	1.00										
1	29,662	30,825	31,988	33,151	34,605	34,605	35,768	36,932	38,095	39,258	42,166
	1.02	1.06	1.10	1.14	1.19	1.19	1.23	1.27	1.31	1.35	1.45
2	30,243	31,406	32,570	33,733	35,187	35,187	36,350	37,513	38,676	39,840	42,748
	1.04	1.08	1.12	1.16	1.21	1.21	1.25	1.29	1.33	1.37	1.47
3	31,406	32,570	33,733	34,896	36,350	36,350	37,513	38,676	39,840	41,003	43,911
	1.08	1.12	1.16	1.20	1.25	1.25	1.29	1.33	1.37	1.41	1.51
4	32,570	33,733	34,896	36,059	37,513	37,513	38,676	39,840	41,003	42,166	45,074
	1.12	1.16	1.20	1.24	1.29	1.29	1.33	1.37	1.41	1.45	1.55
5	33,733	34,896	36,059	37,222	38,676	38,676	39,840	41,003	42,166	43,329	46,237
	1.16	1.20	1.24	1.28	1.33	1.33	1.37	1.41	1.45	1.49	1.59
6	34,896	36,059	37,222	38,386	39,840	39,840	41,003	42,166	43,329	44,492	47,400
	1.20	1.24	1.28	1.32	1.37	1.37	1.41	1.45	1.49	1.53	1.63
7	36,059	37,222	38,386	39,549	41,003	41,003	42,166	43,329	44,492	45,656	48,564
	1.24	1.28	1.32	1.36	1.41	1.41	1.45	1.49	1.53	1.57	1.67
8		38,386	39,549	40,712	42,166	42,166	43,329	44,492	45,656	46,819	49,727
		1.32	1.36	1.40	1.45	1.45	1.49	1.53	1.57	1.61	1.71
9			40,712	41,875	43,329	43,329	44,492	45,656	46,819	47,982	50,890
			1.40	1.44	1.49	1.49	1.53	1.57	1.61	1.65	1.75
10				41,875	43,038	44,492	44,492	45,656	46,819	47,982	49,145
				1.44	1.48	1.53	1.53	1.57	1.61	1.65	1.79
11					43,038	44,202	45,656	46,819	47,982	49,145	50,308
					1.48	1.52	1.57	1.61	1.65	1.69	1.83
12						45,656	46,819	47,982	49,145	50,308	51,472
						1.56	1.61	1.65	1.69	1.73	1.87
13							46,819	47,982	49,145	50,308	51,472
							1.60	1.65	1.69	1.73	1.91
14								48,127	49,145	50,308	51,472
								1.66	1.69	1.73	1.95
15									50,599	50,599	51,472
									1.74	1.77	1.85
16										51,762	51,762
										1.78	1.85
17											52,926
											1.82
18											
											56,706
19											
											1.95
20											
											60,486
21											
											2.08
											61,650
											2.12
											62,813
											2.16

04-05 staff within eliminated areas will be grandfathered; new movement to those areas not permitted

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: 27,650 Index: 4.5 x 4.5
 Starting Salary: 32,627 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
 Multi-year Contract: 09-10, 10-11

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	Cafeteria
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	
PPO: COMMENTS: *LTD-District pays 3/4(.003525)							493.60
LIFE	Guardian						
LTD	Unknown	(thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 493.60 493.60
 Options: H/A, TSA, Cash
 IRS 125: Y
 Flex Accounts:

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	60	yes		
Other Info:					
PERSONAL	2			no	
BEREAVEMENT	5				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: paternity - 2 days

ESU #02-FREMONT																
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC					
1	27,650															
	1.00															
2																
3																
4																
5	32,627	33,871	35,116	36,360	37,604	37,604	38,848	40,093	41,337	42,581	43,825					
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585					
6	33,871	35,116	36,360	37,604	38,848	38,848	40,093	41,337	42,581	43,825	45,070					
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63					
7	35,116	36,360	37,604	38,848	40,093	40,093	41,337	42,581	43,825	45,070	46,314					
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675					
8		37,604	38,848	40,093	41,337	41,337	42,581	43,825	45,070	46,314	47,558					
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72					
9			40,093	41,337	42,581	42,581	43,825	45,070	46,314	47,558	48,802					
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765					
10				42,581	43,825	43,825	45,070	46,314	47,558	48,802	50,047					
				1.54	1.585	1.585	1.63	1.675	1.72	1.765	1.81					
11					43,825	45,070	45,070	46,314	47,558	48,802	50,047	51,291				
					1.585	1.63	1.63	1.675	1.72	1.765	1.81	1.855				
12						45,070	46,314	46,314	47,558	48,802	50,047	51,291	52,535			
						1.63	1.675	1.675	1.72	1.765	1.81	1.855	1.9			
13							46,314	47,558	47,558	48,802	50,047	51,291	52,535	53,779		
							1.675	1.72	1.72	1.765	1.81	1.855	1.9	1.945		
14								47,558	48,802	48,802	50,047	51,291	52,535	53,779	55,024	
								1.72	1.765	1.765	1.81	1.855	1.9	1.945	1.99	
15									50,047	51,291	51,291	52,535	53,779	55,024	56,268	
									1.81	1.855	1.855	1.9	1.945	1.99	2.035	
16										51,291	52,535	53,779	55,024	56,268	57,512	
										1.855	1.9	1.945	1.99	2.035	2.08	
17											52,535	53,779	55,024	56,268	57,512	58,756
											1.9	1.945	1.99	2.035	2.08	2.125
18												55,024	56,268	57,512	58,756	60,001
												1.99	2.035	2.08	2.125	2.17
19																61,245
																2.215

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

WORKING CONDITIONS

Contract Days: 190 FTE Teachers:
 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: 28,862 Index: 5 x 5
 Starting Salary: 31,748 Entry Level Step: 3
 Career Increments: N Experience Allowed: 10
 Vertical Freeze: 04-05,05-06,07-08,08-09
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1304.10
HEALTH	BC/BS	800D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD			PART-TIME BENEFITS				
NON-PARTICIPANT			Minimum FTE: 0.5				
			Contribution: fte				

Cafeteria Plan

Individ. Depend.
 1304.10 1304.10
 Options: H/A, Cash, TSA
 IRS 125:
 Flex Accounts:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

Step	BA	BA+12	BA+24	BA+36	MA	MA+12	MA+24	MA+30	MA+36	EDSPEC
1	28,862	30,305	31,748	33,191	33,191	34,634	36,078	37,521	38,964	40,407
	1	1.05	1.1	1.15	1.15	1.2	1.25	1.3	1.35	1.4
2	30,305	31,748	33,191	34,634	34,634	36,078	37,521	38,964	40,407	41,850
	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45
3	31,748	33,191	34,634	36,078	36,078	37,521	38,964	40,407	41,850	43,293
	1.1	1.15	1.2	1.25	1.25	1.3	1.35	1.4	1.45	1.5
4	33,191	34,634	36,078	37,521	37,521	38,964	40,407	41,850	43,293	44,736
	1.15	1.2	1.25	1.3	1.3	1.35	1.4	1.45	1.5	1.55
5	34,634	36,078	37,521	38,964	38,964	40,407	41,850	43,293	44,736	46,179
	1.2	1.25	1.3	1.35	1.35	1.4	1.45	1.5	1.55	1.6
6	36,078	37,521	38,964	40,407	40,407	41,850	43,293	44,736	46,179	47,622
	1.25	1.3	1.35	1.4	1.4	1.45	1.5	1.55	1.6	1.65
7	37,521	38,964	40,407	41,850	41,850	43,293	44,736	46,179	47,622	49,065
	1.3	1.35	1.4	1.45	1.45	1.5	1.55	1.6	1.65	1.7
8	38,964	40,407	41,850	43,293	43,293	44,736	46,179	47,622	49,065	50,509
	1.35	1.4	1.45	1.5	1.5	1.55	1.6	1.65	1.7	1.75
9	40,407	41,850	43,293	44,736	44,736	46,179	47,622	49,065	50,509	51,952
	1.4	1.45	1.5	1.55	1.55	1.6	1.65	1.7	1.75	1.8
10	41,850	43,293	44,736	46,179	46,179	47,622	49,065	50,509	51,952	53,395
	1.45	1.5	1.55	1.6	1.6	1.65	1.7	1.75	1.8	1.85
11		44,736	46,179	47,622	47,622	49,065	50,509	51,952	53,395	54,838
		1.55	1.6	1.65	1.65	1.7	1.75	1.8	1.85	1.9
12		46,179	47,622	49,065	49,065	50,509	51,952	53,395	54,838	56,281
		1.6	1.65	1.7	1.7	1.75	1.8	1.85	1.9	1.95
13		47,622	49,065	50,509	50,509	51,952	53,395	54,838	56,281	57,724
		1.65	1.7	1.75	1.75	1.8	1.85	1.9	1.95	2
14				51,952	51,952	53,395	54,838	56,281	57,724	59,167
				1.8	1.8	1.85	1.9	1.95	2	2.05
15				53,395	53,395	54,838	56,281	57,724	59,167	60,610
				1.85	1.85	1.9	1.95	2	2.05	2.1
16				54,838	54,838	56,281	57,724	59,167	60,610	62,053
				1.9	1.9	1.95	2	2.05	2.1	2.15
17							59,167	60,610	62,053	63,496
							2.05	2.1	2.15	2.2
18							60,610	62,053	63,496	64,940
							2.1	2.15	2.2	2.25

04-05, 05-06, 07-08, 08-09 vertical freeze: New hires with no exp begin on step 3

ESU 05-Beatrice

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 32,735 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	850	Individ. Depend. 850 850
HEALTH	BC/BS	600D		Cafeteria	Options: H/A, Dental, LTD, TSA
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE	Am. Fidelity	2.30			
LTD					
NON-PARTICIPANT					

Deductible Reimbursement

PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #05-BEATRICE											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	PHD	EDSPEC	
1	32,735	34,372	36,009	37,645	39,282	40,919	42,556	44,192		45,829	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35		1.40	
2	34,044	35,681	37,318	38,955	40,591	42,228	43,865	45,502		47,138	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39		1.44	
3	35,354	36,991	38,627	40,264	41,901	43,538	45,174	46,811		48,448	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43		1.48	
4	36,663	38,300	39,937	41,573	43,210	44,847	46,484	48,120		49,757	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47		1.52	
5	37,973	39,609	41,246	42,883	44,520	46,156	47,793	49,430		51,067	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51		1.56	
6	39,282	40,919	42,556	44,192	45,829	47,466	49,103	50,739		52,376	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55		1.60	
7	40,591	42,228	43,865	45,502	47,138	48,775	50,412	52,049		53,685	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59		1.64	
8	41,901	43,538	45,174	46,811	48,448	50,085	51,721	53,358		54,995	
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63		1.68	
9		44,847	46,484	48,120	49,757	51,394	53,031	54,667		56,304	
		1.37	1.42	1.47	1.52	1.57	1.62	1.67		1.72	
10			47,793	49,430	51,067	52,703	54,340	55,977		57,614	
			1.46	1.51	1.56	1.61	1.66	1.71		1.76	
11				50,739	52,376	54,013	55,650	57,286		58,923	
				1.55	1.60	1.65	1.70	1.75		1.80	
12					53,685	55,322	56,959	58,596		60,232	
					1.64	1.69	1.74	1.79		1.84	

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: 30,150 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	350D	421.74	780.23	885.67	1189.22	163.30 or 219.27 Full Premium
DENTAL	BC/BS	2	18.91	34.98	39.70	53.34	
PPO:	employee pays 15% of premium						
LIFE							
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

ESU #06-MILFORD	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
Step 1	30,150	31,356	32,562	33,768	34,974	36,180	37,386	38,592	39,798	41,004	42,210	43,416
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
2	31,356	32,562	33,768	34,974	36,180	37,386	38,592	39,798	41,004	42,210	43,416	44,622
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
3	32,562	33,768	34,974	36,180	37,386	38,592	39,798	41,004	42,210	43,416	44,622	45,828
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
4	33,768	34,974	36,180	37,386	38,592	39,798	41,004	42,210	43,416	44,622	45,828	47,034
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
5	34,974	36,180	37,386	38,592	39,798	41,004	42,210	43,416	44,622	45,828	47,034	48,240
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
6	36,180	37,386	38,592	39,798	41,004	42,210	43,416	44,622	45,828	47,034	48,240	49,446
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
7	36,482	38,592	39,798	41,004	42,210	43,416	44,622	45,828	47,034	48,240	49,446	50,652
	1.21	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
8		38,894	41,004	42,210	43,416	44,622	45,828	47,034	48,240	49,446	50,652	51,858
		1.29	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9			41,306	43,416	44,622	45,828	47,034	48,240	49,446	50,652	51,858	53,064
			1.37	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				44,622	45,828	47,034	48,240	49,446	50,652	51,858	53,064	54,270
				1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11				44,924	47,034	48,240	49,446	50,652	51,858	53,064	54,270	55,476
				1.49	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12					48,240	49,446	50,652	51,858	53,064	54,270	55,476	56,682
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					48,542	49,748	51,858	53,064	54,270	55,476	56,682	57,888
					1.61	1.65	1.72	1.76	1.80	1.84	1.88	1.92
14							53,064	54,270	55,476	56,682	57,888	59,094
							1.76	1.80	1.84	1.88	1.92	1.96
15							53,366	54,572	56,682	57,888	59,094	60,300
							1.77	1.81	1.88	1.92	1.96	2.00
16									56,984	58,190	60,300	61,506
									1.89	1.93	2.00	2.04
17											60,602	61,808
											2.01	2.05

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 27,815 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	350D	248.08	248.08	248.08	248.08	equity pay	
DENTAL	BC/BS	2	11.13	11.13	11.13	11.13		
PPO: COMMENTS:								
LIFE	Guardian	5.50						
LTD	National Ins	.0041(+equity)						
NON-PARTICIPANT equity comp \$951.50								

Cafeteria Plan

Individ. Depend.
 951.50 951.50
 Options: Equity Pay
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	40	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	3				per incident
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	admin approval				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #07-COLUMBUS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	27,815	29,206	30,597	31,987	33,378	34,769	36,160	37,550	38,941	40,332	41,723	43,113
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
2	28,928	30,318	31,709	33,100	34,491	35,881	37,272	38,663	40,054	41,444	42,835	44,226
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
3	30,040	31,431	32,822	34,212	35,603	36,994	38,385	39,775	41,166	42,557	43,948	45,338
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
4	31,153	32,544	33,934	35,325	36,716	38,107	39,497	40,888	42,279	43,670	45,060	46,451
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67
5	32,265	33,656	35,047	36,438	37,828	39,219	40,610	42,001	43,391	44,782	46,173	47,564
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71
6	33,378	34,769	36,160	37,550	38,941	40,332	41,723	43,113	44,504	45,895	47,286	48,676
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75
7	34,491	35,881	37,272	38,663	40,054	41,444	42,835	44,226	45,617	47,007	48,398	49,789
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79
8		36,994	38,385	39,775	41,166	42,557	43,948	45,338	46,729	48,120	49,511	50,901
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83
9		38,107	39,497	40,888	42,279	43,670	45,060	46,451	47,842	49,233	50,623	52,014
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87
10		39,219	40,610	42,001	43,391	44,782	46,173	47,564	48,954	50,345	51,736	53,127
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91
11					44,504	45,895	47,286	48,676	50,067	51,458	52,849	54,239
					1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95
12					45,617	47,007	48,398	49,789	51,180	52,570	53,961	55,352
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99
13					46,729	48,120	49,511	50,901	52,292	53,683	55,074	56,464
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03
14					47,842	49,233	50,623	52,014	53,405	54,796	56,186	57,577
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07
15					48,954	50,345	51,736	53,127	54,517	55,908	57,299	58,690
					1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11

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: 30,500 Index: 4 x 5
 Starting Salary: Entry Level Step: 0
 Career Increments: Y Experience Allowed: 5(D)
 Vertical Freeze: 90-91 (H)
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	900
HEALTH	BC/BS	350D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD			Cafeteria				
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 900 900
 Options: H/A,Dent,TSA,
 LTD,Life
 IRS 125: Y
 Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

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

ESU #08-NELIGH

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
0	30,500	32,025	33,550	35,075	36,600	38,125	39,650	41,175	42,700
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	31,720	33,245	34,770	36,295	37,820	39,345	40,870	42,395	43,920
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	32,940	34,465	35,990	37,515	39,040	40,565	42,090	43,615	45,140
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	34,160	35,685	37,210	38,735	40,260	41,785	43,310	44,835	46,360
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	35,380	36,905	38,430	39,955	41,480	43,005	44,530	46,055	47,580
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	36,600	38,125	39,650	41,175	42,700	44,225	45,750	47,275	48,800
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	37,820	39,345	40,870	42,395	43,920	45,445	46,970	48,495	50,020
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7	39,040	40,565	42,090	43,615	45,140	46,665	48,190	49,715	51,240
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8	40,260	41,785	43,310	44,835	46,360	47,885	49,410	50,935	52,460
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
9		43,005	44,530	46,055	47,580	49,105	50,630	52,155	53,680
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
10			45,750	47,275	48,800	50,325	51,850	53,375	54,900
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
11				48,495	50,020	51,545	53,070	54,595	56,120
				1.59	1.64	1.69	1.74	1.79	1.84
12					51,240	52,765	54,290	55,815	57,340
					1.68	1.73	1.78	1.83	1.88
13						53,985	55,510	57,035	58,560
						1.77	1.82	1.87	1.92
14						55,205	56,730	58,255	59,780
						1.81	1.86	1.91	1.96

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 27.7
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 29,400 Index: 4.75 x 4
 Starting Salary: 30,797 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	600D	470.45	661.38	753.75	1019.75
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25
PPO: COMMENTS:						
LIFE	Guardian	4.20	Deductible Reimbursement			
LTD	CNA	.0048(thru sal)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	24	45	yes		
Other Info: 5 for dependents					
PERSONAL	2			yes	
BEREAVEMENT	3				w/appr.
PROFESSIONAL	2			yes	as approved
ADOPTION	as approved				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Family Emergency - 5;Ext. Leave

ESU #10-KEARNEY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
BASE	29,400	30,576	31,752	32,928	34,104	35,280	36,456	37,632	38,808	39,984	41,160
1	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36	1.4
	30,797	31,973	33,149	34,325	35,501	36,677	37,853	39,029	40,205	41,381	42,557
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
2	32,193	33,369	34,545	35,721	36,897	38,073	39,249	40,425	41,601	42,777	43,953
	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	1.495
3	33,590	34,766	35,942	37,118	38,294	39,470	40,646	41,822	42,998	44,174	45,350
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025	1.5425
4	34,986	36,162	37,338	38,514	39,690	40,866	42,042	43,218	44,394	45,570	46,746
	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
5	36,383	37,559	38,735	39,911	41,087	42,263	43,439	44,615	45,791	46,967	48,143
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
6	37,779	38,955	40,131	41,307	42,483	43,659	44,835	46,011	47,187	48,363	49,539
	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645	1.685
7	39,176	40,352	41,528	42,704	43,880	45,056	46,232	47,408	48,584	49,760	50,936
	1.3325	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
8		41,748	42,924	44,100	45,276	46,452	47,628	48,804	49,980	51,156	52,332
		1.42	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74	1.78
9			44,321	45,497	46,673	47,849	49,025	50,201	51,377	52,553	53,729
			1.5075	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275
10				46,893	48,069	49,245	50,421	51,597	52,773	53,949	55,125
				1.595	1.635	1.675	1.715	1.755	1.795	1.835	1.875
11					49,466	50,642	51,818	52,994	54,170	55,346	56,522
					1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225
12					50,862	52,038	53,214	54,390	55,566	56,742	57,918
					1.73	1.77	1.81	1.85	1.89	1.93	1.97
13					52,259	53,435	54,611	55,787	56,963	58,139	59,315
					1.7775	1.8175	1.8575	1.8975	1.9375	1.9775	2.0175
14									58,359	59,535	60,711
									1.985	2.025	2.065

05-06 additional salary for employees frozen on bottom steps

ESU 11-Holdrege

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 29,050 Index: 4 x 4
 Starting Salary: 29,050 Entry Level Step: 1
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze: 89-90
 Rollback: 89-90
 Multi-year Contract:

INSURANCE

Type	Carrier	Option
HEALTH	BC/BS	600D
DENTAL	BC/BS	2
PPO:	BC/BS 10% Surcharge	
LIFE		
LTD		
NON-PARTICIPANT		

Amount Paid by District
 Individ. EE/Child EE/Spouse EE/Sp/Child
 Couple - Benefits
 1000
 Cafeteria
 Deductible Reimbursement

Cafeteria Plan

Individ. Depend.
 1000 1000
 Options: H/A, Life, TSA
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.4
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	120	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	as needed				
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54	EDSPEC
0	29,050	30,212	31,374	32,536	33,698	34,860	36,022	37,184	38,346	39,508	40,670	41,832	
1	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.44
2	30,212	31,374	32,536	33,698	34,860	36,022	37,184	38,346	39,508	40,670	41,832	42,994	42,994
3	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.48
4	31,374	32,536	33,698	34,860	36,022	37,184	38,346	39,508	40,670	41,832	42,994	44,156	44,156
5	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.52
6	32,536	33,698	34,860	36,022	37,184	38,346	39,508	40,670	41,832	42,994	44,156	45,318	45,318
7	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.56
8	33,698	34,860	36,022	37,184	38,346	39,508	40,670	41,832	42,994	44,156	45,318	46,480	46,480
9	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.60
10	34,860	36,022	37,184	38,346	39,508	40,670	41,832	42,994	44,156	45,318	46,480	47,642	47,642
11	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.64
12	36,022	37,184	38,346	39,508	40,670	41,832	42,994	44,156	45,318	46,480	47,642	48,804	48,804
13	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.68
14	38,346	39,508	40,670	41,832	42,994	44,156	45,318	46,480	47,642	48,804	49,966	51,128	49,966
15	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.76
16	39,508	40,670	41,832	42,994	44,156	45,318	46,480	47,642	48,804	49,966	51,128	52,290	51,128
17	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.80
18	41,832	42,994	44,156	45,318	46,480	47,642	48,804	49,966	51,128	52,290	53,452	54,614	53,452
19	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.88
20	42,994	44,156	45,318	46,480	47,642	48,804	49,966	51,128	52,290	53,452	54,614	55,776	54,614
21	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.92
22	44,156	45,318	46,480	47,642	48,804	49,966	51,128	52,290	53,452	54,614	55,776	56,938	55,776
23	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96	1.96
24	45,318	46,480	47,642	48,804	49,966	51,128	52,290	53,452	54,614	55,776	56,938	58,100	56,938
25	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.00
26	46,480	47,642	48,804	49,966	51,128	52,290	53,452	54,614	55,776	56,938	58,100	59,262	58,100
27	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.04
28	48,804	49,966	51,128	52,290	53,452	54,614	55,776	56,938	58,100	59,262	60,424	61,586	60,424
29	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.12
30	49,966	51,128	52,290	53,452	54,614	55,776	56,938	58,100	59,262	60,424	61,586	62,748	61,586
31	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.16
32	51,128	52,290	53,452	54,614	55,776	56,938	58,100	59,262	60,424	61,586	62,748	63,910	62,748
33	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.20
34	52,290	53,452	54,614	55,776	56,938	58,100	59,262	60,424	61,586	62,748	63,910	65,072	63,910
35	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24	2.24
36	53,452	54,614	55,776	56,938	58,100	59,262	60,424	61,586	62,748	63,910	65,072	66,234	65,072
37	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24	2.28	2.28
38	54,614	55,776	56,938	58,100	59,262	60,424	61,586	62,748	63,910	65,072	66,234	67,396	66,234
39	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24	2.28	2.32	2.32
40	55,776	56,938	58,100	59,262	60,424	61,586	62,748	63,910	65,072	66,234	67,396	68,558	67,396
41	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24	2.28	2.32	2.36	2.36
42	56,938	58,100	59,262	60,424	61,586	62,748	63,910	65,072	66,234	67,396	68,558	69,720	68,558
43	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24	2.28	2.32	2.36	2.40	2.40

Experience increments for BA+36 classification end at Step 14. Experience increments for MA classification continue to Step 20

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6 6 6
 Planning Time: 0 0
 Class Periods/Day: 6 6
 Normal Teaching Load: 5 5

SALARY SCHEDULE

Base: 30,400 Index: 4.25 x 4.25
 Starting Salary: Entry Level Step: 1
 Career Increments: Experience Allowed: all
 Vertical Freeze: 90-91;94-95
 Rollback:
 Multi-year Contract: 10-11, 11-12

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	295	295	295	295	Flat Salary
DENTAL	BC/BS	1					
PPO:							
LIFE	Guardian	6.00					
LTD	Guarantee Mut.	.0054(+Caf)					
NON-PARTICIPANT		Flat Salary \$700/mo					

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:					
PERSONAL	2				
BEREAVEMENT	3				
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #13-SCOTTSBLUFF

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	30,400	31,692	32,984	34,276	35,568	35,568	36,860	38,152	39,444	40,736	40,736
	1.00	1.0425	1.085	1.1275	1.17	1.17	1.2125	1.255	1.2975	1.34	1.34
2	31,692	32,984	34,276	35,568	36,860	36,860	38,152	39,444	40,736	42,028	42,028
	1.0425	1.085	1.1275	1.17	1.2125	1.2125	1.255	1.2975	1.34	1.3825	1.3825
3	32,984	34,276	35,568	36,860	38,152	38,152	39,444	40,736	42,028	43,320	43,320
	1.085	1.1275	1.17	1.2125	1.255	1.255	1.2975	1.34	1.3825	1.425	1.425
4	34,276	35,568	36,860	38,152	39,444	39,444	40,736	42,028	43,320	44,612	44,612
	1.1275	1.17	1.2125	1.255	1.2975	1.2975	1.34	1.3825	1.425	1.4675	1.4675
5	35,568	36,860	38,152	39,444	40,736	40,736	42,028	43,320	44,612	45,904	45,904
	1.17	1.2125	1.255	1.2975	1.34	1.34	1.3825	1.425	1.4675	1.51	1.51
6		38,152	39,444	40,736	42,028	42,028	43,320	44,612	45,904	47,196	47,196
		1.255	1.2975	1.34	1.3825	1.3825	1.425	1.4675	1.51	1.5525	1.5525
7		39,444	40,736	42,028	43,320	43,320	44,612	45,904	47,196	48,488	48,488
		1.2975	1.34	1.3825	1.425	1.425	1.4675	1.51	1.5525	1.595	1.595
8		40,736	42,028	43,320	44,612	44,612	45,904	47,196	48,488	49,780	49,780
		1.34	1.3825	1.425	1.4675	1.4675	1.51	1.5525	1.595	1.6375	1.6375
9		43,320	44,612	45,904	47,196	47,196	48,488	49,780	51,072	51,072	51,072
		1.425	1.4675	1.51	1.5525	1.5525	1.595	1.6375	1.68	1.68	1.68
10		44,612	45,904	47,196	48,488	48,488	49,780	51,072	52,364	52,364	52,364
		1.4675	1.51	1.5525	1.595	1.595	1.6375	1.68	1.7225	1.7225	1.7225
11		45,904	47,196	48,488	49,780	49,780	51,072	52,364	53,656	53,656	53,656
		1.51	1.5525	1.595	1.6375	1.6375	1.68	1.7225	1.765	1.765	1.765
12		48,488	49,780	51,072	52,364	52,364	53,656	54,948	56,240	56,240	56,240
		1.595	1.6375	1.68	1.7225	1.7225	1.765	1.8075	1.85	1.85	1.85
13		49,780	51,072	52,364	53,656	53,656	54,948	56,240	57,532	57,532	57,532
		1.6375	1.68	1.7225	1.765	1.765	1.8075	1.85	1.8925	1.8925	1.8925
14		51,072	52,364	53,656	54,948	54,948	56,240	57,532	58,824	58,824	58,824
		1.68	1.7225	1.765	1.8075	1.8075	1.85	1.8925	1.935	1.935	1.935
15		53,656	54,948	56,240	57,532	57,532	58,824	60,116	61,408	61,408	61,408
		1.765	1.8075	1.85	1.8925	1.8925	1.935	1.9775	2.02	2.02	2.02
16		54,948	56,240	57,532	58,824	58,824	60,116	61,408	62,700	62,700	62,700
		1.8075	1.85	1.8925	1.935	1.935	1.9775	2.02	2.0625	2.0625	2.0625
17		56,240	57,532	58,824	60,116	60,116	61,408	62,700	64,000	64,000	64,000
		1.85	1.8925	1.935	1.9775	1.9775	2.02	2.0625	2.1075	2.1075	2.1075
18		57,532	58,824	60,116	61,408	61,408	62,700	64,000	65,300	65,300	65,300
		1.8925	1.935	1.9775	2.02	2.02	2.0625	2.1075	2.1525	2.1525	2.1525

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22.9
 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: 29,900 Index: 5 x 4
 Starting Salary: 29,900 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	55	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	5				per occur. w/appr.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency

ESU #16-OGALLALA

Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	29,900	31,096	32,292	33,488	34,684	35,880	37,076	38,272	39,468	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	31,395	32,591	33,787	34,983	36,179	37,375	38,571	39,767	40,963	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
3	32,890	34,086	35,282	36,478	37,674	38,870	40,066	41,262	42,458	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	
4	34,385	35,581	36,777	37,973	39,169	40,365	41,561	42,757	43,953	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	
5	35,880	37,076	38,272	39,468	40,664	41,860	43,056	44,252	45,448	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
6	37,375	38,571	39,767	40,963	42,159	43,355	44,551	45,747	46,943	
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	
7	38,870	40,066	41,262	42,458	43,654	44,850	46,046	47,242	48,438	
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	
8	40,365	41,561	42,757	43,953	45,149	46,345	47,541	48,737	49,933	
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	
9		43,056	44,252	45,448	46,644	47,840	49,036	50,232	51,428	
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	
10			45,747	46,943	48,139	49,335	50,531	51,727	52,923	
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	
11				48,438	49,634	50,830	52,026	53,222	54,418	
				1.62	1.66	1.70	1.74	1.78	1.82	
12					51,129	52,325	53,521	54,717	55,913	
					1.71	1.75	1.79	1.83	1.87	
13					52,624	53,820	55,016	56,212	57,408	
					1.76	1.80	1.84	1.88	1.92	
14						55,315	56,511	57,707	58,903	
						1.85	1.89	1.93	1.97	
15							58,006	59,202	60,398	
							1.94	1.98	2.02	
16								60,697	61,893	
								2.03	2.07	

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: 27,500 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5 (D)
 \$500 for adv degree after 5 yrs at bottom of sched
 Vertical Freeze: 90-91
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1421.33
HEALTH	BC/BS	350D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD			Cafeteria				
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 1421.33 1421.33
 Options: H/A,dental,life,
 LTD,TSA,Cash
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	EDSPEC
0	27,500	28,600	29,700	30,800	31,900	33,000	34,100	35,200
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	28,600	29,700	30,800	31,900	33,000	34,100	35,200	36,300
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	29,700	30,800	31,900	33,000	34,100	35,200	36,300	37,400
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	30,800	31,900	33,000	34,100	35,200	36,300	37,400	38,500
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	31,900	33,000	34,100	35,200	36,300	37,400	38,500	39,600
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	33,000	34,100	35,200	36,300	37,400	38,500	39,600	40,700
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	34,100	35,200	36,300	37,400	38,500	39,600	40,700	41,800
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	35,200	36,300	37,400	38,500	39,600	40,700	41,800	42,900
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	36,300	37,400	38,500	39,600	40,700	41,800	42,900	44,000
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9	37,400	38,500	39,600	40,700	41,800	42,900	44,000	45,100
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
10	38,500	39,600	40,700	41,800	42,900	44,000	45,100	46,200
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
11		40,700	41,800	42,900	44,000	45,100	46,200	47,300
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
12		41,800	42,900	44,000	45,100	46,200	47,300	48,400
		1.52	1.56	1.60	1.64	1.68	1.72	1.76
13		44,000	45,100	46,200	47,300	48,400	49,500	50,600
		1.60	1.64	1.68	1.72	1.76	1.80	1.84
14		45,100	46,200	47,300	48,400	49,500	50,600	51,700
		1.64	1.68	1.72	1.76	1.80	1.84	1.88
15		47,300	48,400	49,500	50,600	51,700	52,800	53,900
		1.72	1.76	1.80	1.84	1.88	1.92	1.96
16		48,400	49,500	50,600	51,700	52,800	53,900	55,000
		1.76	1.80	1.84	1.88	1.92	1.96	2.00
17				50,600	51,700	52,800	53,900	55,000
				1.84	1.88	1.92	1.96	2.00
18				51,700	52,800	53,900	55,000	56,100
				1.88	1.92	1.96	2.00	2.04
19						53,900	55,000	56,100
						1.96	2.00	2.04

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	24.5
Enrollment:	207	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.5	8	8
Planning Time:	52	7.5	7.5
Class Periods/Day:	8	52	50
Normal Teaching Load:	7	8	7

SALARY SCHEDULE

Base:	28,450	Index:	4 x 4
Starting Salary:	28,450	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	50.62 or 83.75	Options:	
DENTAL	BC/BS	3	46.01	46.01	46.01	46.01	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE								PART-TIME BENEFITS	
LTD	Principal	.0032						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	Can donate 2 days to sick bank				
PERSONAL	2			yes	+2 from sick lv
BEREAVEMENT	5				+10 from sick lv
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EUSTIS-FARNAM							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9
1	28,450	29,588	30,726	31,864	33,002	34,140	35,278
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,588	30,726	31,864	33,002	34,140	35,278	36,416
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	30,726	31,864	33,002	34,140	35,278	36,416	37,554
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	31,864	33,002	34,140	35,278	36,416	37,554	38,692
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	33,002	34,140	35,278	36,416	37,554	38,692	39,830
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	34,140	35,278	36,416	37,554	38,692	39,830	40,968
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		36,416	37,554	38,692	39,830	40,968	42,106
		1.28	1.32	1.36	1.40	1.44	1.48
8		37,554	38,692	39,830	40,968	42,106	43,244
		1.32	1.36	1.40	1.44	1.48	1.52
9			39,830	40,968	42,106	43,244	44,382
			1.40	1.44	1.48	1.52	1.56
10			40,968	42,106	43,244	44,382	45,520
			1.44	1.48	1.52	1.56	1.60
11			42,106	43,244	44,382	45,520	46,658
			1.48	1.52	1.56	1.60	1.64
12			43,244	44,382	45,520	46,658	47,796
			1.52	1.56	1.60	1.64	1.68
13			45,520	46,658	47,796	48,934	50,072
			1.60	1.64	1.68	1.72	1.76
14				47,796	48,934	50,072	51,210
				1.68	1.72	1.76	1.80
15					50,072	51,210	52,348
					1.76	1.80	1.84
16						52,348	53,486
						1.84	1.88

Teachers in BA 18 lane steps 11-12 and BA 27 step 13 will be grandfathered, steps will be taken away

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	120	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.1	7.1	7	7
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	28,125	Index:	4 x 4.25
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts: Y	
LIFE							PART-TIME BENEFITS	
LTD			Deductible Reimbursement				Minimum FTE: 1	
NON-PARTICIPANT							Contribution:	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	45	yes		
Other Info:					
PERSONAL	2			yes	trade 3 sick for 1 add'l personal
BEREAVEMENT	from sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EWING									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,125	29,320	30,516	31,711	32,906	34,102	35,297	36,492	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	
2	29,250	30,445	31,641	32,836	34,031	35,227	36,422	37,617	
	1.04	1.0825	1.125	1.1675	1.21	1.2525	1.295	1.3375	
3	30,375	31,570	32,766	33,961	35,156	36,352	37,547	38,742	
	1.08	1.1225	1.165	1.2075	1.25	1.2925	1.335	1.3775	
4	31,500	32,695	33,891	35,086	36,281	37,477	38,672	39,867	
	1.12	1.1625	1.205	1.2475	1.29	1.3325	1.375	1.4175	
5	32,625	33,820	35,016	36,211	37,406	38,602	39,797	40,992	
	1.16	1.2025	1.245	1.2875	1.33	1.3725	1.415	1.4575	
6	33,750	34,945	36,141	37,336	38,531	39,727	40,922	42,117	
	1.2	1.2425	1.285	1.3275	1.37	1.4125	1.455	1.4975	
7	34,875	36,070	37,266	38,461	39,656	40,852	42,047	43,242	
	1.24	1.2825	1.325	1.3675	1.41	1.4525	1.495	1.5375	
8		37,195	38,391	39,586	40,781	41,977	43,172	44,367	
		1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775	
9			39,516	40,711	41,906	43,102	44,297	45,492	
			1.405	1.4475	1.49	1.5325	1.575	1.6175	
10				41,836	43,031	44,227	45,422	46,617	
				1.4875	1.53	1.5725	1.615	1.6575	
11						45,352	46,547	47,742	
						1.6125	1.655	1.6975	
12							47,672	48,867	
							1.695	1.7375	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 580
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 90
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 30,400 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	24.46 or 40.50	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y
PPO:							Flex Accounts: Y	
LIFE	Madison Nat'l		Deductible Reimbursement			PART-TIME BENEFITS		
LTD	Madison Nat'l	(thru sal)				Minimum FTE: 0.4		
NON-PARTICIPANT							Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	Yes		
Other Info: 15 days immed family					
PERSONAL	2			2-n; 2-y	2 add'l for sub dock
BEREAVEMENT	5				
PROFESSIONAL	2			Yes	add'l w/ approval
ADOPTION	5				w/approval
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FILLMORE CENTRAL							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18
1	30,400	31,616	32,832	34,048	35,264	36,480	37,696
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	31,616	32,832	34,048	35,264	36,480	37,696	38,912
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	32,832	34,048	35,264	36,480	37,696	38,912	40,128
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	34,048	35,264	36,480	37,696	38,912	40,128	41,344
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	35,264	36,480	37,696	38,912	40,128	41,344	42,560
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	36,480	37,696	38,912	40,128	41,344	42,560	43,776
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		38,912	40,128	41,344	42,560	43,776	44,992
		1.28	1.32	1.36	1.40	1.44	1.48
8		40,128	41,344	42,560	43,776	44,992	46,208
		1.32	1.36	1.40	1.44	1.48	1.52
9			42,560	43,776	44,992	46,208	47,424
			1.40	1.44	1.48	1.52	1.56
10			43,776	44,992	46,208	47,424	48,640
			1.44	1.48	1.52	1.56	1.60
11				46,208	47,424	48,640	49,856
				1.52	1.56	1.60	1.64
12				47,424	48,640	49,856	51,072
				1.56	1.60	1.64	1.68
13					49,856	51,072	52,288
					1.64	1.68	1.72
14					51,072	52,288	53,504
					1.68	1.72	1.76
15						53,504	54,720
						1.76	1.80
16						54,720	55,936
						1.80	1.84

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:		
Enrollment:	585	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75	
Length of Student Day:	7.17	7.17	6.75	
Planning Time:	53	53	35	
Class Periods/Day:	8	8		
Normal Teaching Load:	6	6		

SALARY SCHEDULE

Base:	29,900	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7
Vertical Freeze:	99-00		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	496.16	917.92	1041.96	1399.08
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25
PPO:			COMMENTS:			
LIFE	Madison Nat'l	4.00				
LTD						
NON-PARTICIPANT		241.67-grandfathered				

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FORT CALHOUN										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	29,900	31,395	32,890	34,385	35,880	35,880	37,375	38,870	40,365	41,860
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	31,096	32,591	34,086	35,581	37,076	37,076	38,571	40,066	41,561	43,056
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	32,292	33,787	35,282	36,777	38,272	38,272	39,767	41,262	42,757	44,252
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	33,488	34,983	36,478	37,973	39,468	39,468	40,963	42,458	43,953	45,448
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	34,684	36,179	37,674	39,169	40,664	40,664	42,159	43,654	45,149	46,644
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	35,880	37,375	38,870	40,365	41,860	41,860	43,355	44,850	46,345	47,840
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	37,076	38,571	40,066	41,561	43,056	43,056	44,551	46,046	47,541	49,036
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		39,767	41,262	42,757	44,252	44,252	45,747	47,242	48,737	50,232
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9			42,458	43,953	45,448	45,448	46,943	48,438	49,933	51,428
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10				45,149	46,644	46,644	48,139	49,634	51,129	52,624
				1.51	1.56	1.56	1.61	1.66	1.71	1.76
11					47,840	47,840	49,335	50,830	52,325	53,820
					1.60	1.60	1.65	1.70	1.75	1.80
12						49,036	50,531	52,026	53,521	55,016
						1.64	1.64	1.69	1.74	1.79
13							50,232	51,727	53,222	54,717
							1.68	1.73	1.78	1.83
14								51,428	52,923	54,418
								1.72	1.77	1.82
									55,913	57,408
									1.87	1.92

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	379	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	48	48	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,250	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
03-04 BA36 removed frm BA36/MA col. those teachers grandfathered			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
		H/A-Dent				83.33		
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Cash	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125: Y
PPO:	ind receive add'l \$500/yr cash		COMMENTS:					Flex Accounts:
LIFE								
LTD	Principal	.00216						PART-TIME BENEFITS
NON-PARTICIPANT		\$83.33 Cash						Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info:	incl. Bereavement				
PERSONAL	2			yes	accum to 3
BEREAVEMENT	2 - 10				from sick lv
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: No

OTHER LEAVES:

FREEMAN																
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		MA		MA + 9		MA + 18	
	1	29,250	1.00	30,420	1.04	31,590	1.08	32,760	1.12	33,930	1.16	35,100	1.20	36,270	1.24	37,440
2	30,420	1.04	31,590	1.08	32,760	1.12	33,930	1.16	35,100	1.20	36,270	1.24	37,440	1.28	38,610	1.32
3	31,590	1.08	32,760	1.12	33,930	1.16	35,100	1.20	36,270	1.24	37,440	1.28	38,610	1.32	39,780	1.36
4	32,760	1.12	33,930	1.16	35,100	1.20	36,270	1.24	37,440	1.28	38,610	1.32	39,780	1.36	40,950	1.40
5	33,930	1.16	35,100	1.20	36,270	1.24	37,440	1.28	38,610	1.32	39,780	1.36	40,950	1.40	42,120	1.44
6	35,100	1.20	36,270	1.24	37,440	1.28	38,610	1.32	39,780	1.36	40,950	1.40	42,120	1.44	43,290	1.48
7	36,270	1.24	37,440	1.28	38,610	1.32	39,780	1.36	40,950	1.40	42,120	1.44	43,290	1.48	44,460	1.52
8			38,610	1.32	39,780	1.36	40,950	1.40	42,120	1.44	43,290	1.48	44,460	1.52	45,630	1.56
9					40,950	1.40	42,120	1.44	43,290	1.48	44,460	1.52	45,630	1.56	46,800	1.60
10						1.44	42,120	1.48	43,290	1.52	44,460	1.56	45,630	1.60	46,800	1.64
11							44,460	1.52	45,630	1.56	46,800	1.60	47,970	1.64	49,140	1.68
12								1.56	45,630	1.60	46,800	1.64	47,970	1.68	49,140	1.72
13									47,970	1.64	49,140	1.68	50,310	1.72	51,480	1.76
14										1.68	49,140	1.72	51,480	1.76		

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	339.75
Enrollment:	4541	HS	JH/MS
Length of Teacher Day:	7.5	7.5	ELEM
Length of Student Day:	7	7	7
Planning Time:	88	60	30
Class Periods/Day:	4	5	
Normal Teaching Load:	3	4	

SALARY SCHEDULE

Base:	30,485	Index:	4.5 x 5
Starting Salary:	30,485	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5(D)
Long. 4% ea. 4 yrs after frozen 4 yrs			
Vertical Freeze:			
Rollback:	85-86		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	525	Individ. Depend.
HEALTH	BC/BS	600D		Cafeteria	Options: H/A, Dental, Life, LT
DENTAL	BC/BS	3			IRS 125: Y
PPO:	Emp can choose between Dental (COMMENTS:				Flex Accounts: Y
LIFE	Sun Life	1.40			
LTD	Unknown	.0034 (thru caf)			
NON-PARTICIPANT					

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	unl.	yes		
Other Info:	After 15 yrs:to 60 days @ \$70				
PERSONAL	3			yes	\$130/day EOY for 3 days
BEREAVEMENT	5				3 family/1 non-family
PROFESSIONAL	unl.			yes	
ADOPTION	30				from sick lv.
ASSOCIATION	see prof lv				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Paternity

FREMONT

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	PHD
										EDSPEC		DOC
1	30,485	32,009	33,534	35,058	36,582	36,582	38,106	39,631	41,155	42,679	44,203	48,776
	1.00	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45	1.6
2	31,857	33,381	34,905	36,430	37,954	37,954	39,478	41,002	42,527	44,051	45,575	50,148
	1.045	1.095	1.145	1.195	1.245	1.245	1.295	1.345	1.395	1.445	1.495	1.645
3	33,229	34,753	36,277	37,801	39,326	39,326	40,850	42,374	43,898	45,423	46,947	51,520
	1.09	1.14	1.19	1.24	1.29	1.29	1.34	1.39	1.44	1.49	1.54	1.69
4	34,600	36,125	37,649	39,173	40,697	40,697	42,222	43,746	45,270	46,794	48,319	52,891
	1.135	1.185	1.235	1.285	1.335	1.335	1.385	1.435	1.485	1.535	1.585	1.735
5	35,972	37,497	39,021	40,545	42,069	42,069	43,594	45,118	46,642	48,166	49,691	54,263
	1.18	1.23	1.28	1.33	1.38	1.38	1.43	1.48	1.53	1.58	1.63	1.78
6	37,344	38,868	40,393	41,917	43,441	43,441	44,965	46,489	48,013	49,537	51,061	55,638
	1.225	1.275	1.325	1.375	1.43	1.43	1.48	1.53	1.58	1.63	1.68	1.83
7	38,716	40,240	41,764	43,289	44,813	44,813	46,337	47,861	49,385	50,909	52,433	57,010
	1.27	1.32	1.37	1.42	1.48	1.48	1.53	1.58	1.63	1.68	1.73	1.88
8		41,612	43,136	44,661	46,185	46,185	47,709	49,233	50,757	52,281	53,805	58,382
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			44,508	46,032	47,556	47,556	49,080	50,604	52,128	53,652	55,176	60,753
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				47,404	48,928	48,928	50,452	51,976	53,500	55,024	56,548	62,625
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				48,776	50,300	50,300	51,824	53,348	54,872	56,396	57,920	64,000
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12				50,148	51,672	51,672	53,196	54,720	56,244	57,768	59,292	65,370
				1.645	1.73	1.73	1.78	1.83	1.88	1.93	1.98	2.13
13						54,263	55,787	57,311	58,835	60,359	61,883	68,000
						1.78	1.83	1.88	1.93	1.98	2.03	2.18
14						55,788	57,312	58,836	60,360	61,884	63,408	69,500
						1.83	1.88	1.93	1.98	2.03	2.08	2.23
15							58,836	60,360	61,884	63,408	64,932	71,000
							1.93	1.98	2.03	2.08	2.13	2.28

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	309	HS	JH/MS
Length of Teacher Day:	7.5	7.5	ELEM
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,450	Index:	4.5 x 4
Starting Salary:	29,450	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								PART-TIME BENEFITS	
LTD	Madison Nat'l	.0040						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	\$20/day reimb. at separation				
PERSONAL	2			yes	+1 sub deduct
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	add'l as needed
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FRIEND								
Step	BA				BA+36			
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	29,450	30,628	31,806	32,984	34,162	35,340	36,518	37,696
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28
2	30,775	31,953	33,131	34,309	35,487	36,665	37,843	39,021
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325
3	32,101	33,279	34,457	35,635	36,813	37,991	39,169	40,347
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
4	33,426	34,604	35,782	36,960	38,138	39,316	40,494	41,672
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415
5	34,751	35,929	37,107	38,285	39,463	40,641	41,819	42,997
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46
6	36,076	37,254	38,432	39,610	40,788	41,966	43,144	44,322
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505
7		38,580	39,758	40,936	42,114	43,292	44,470	45,648
		1.31	1.35	1.39	1.43	1.47	1.51	1.55
8		39,905	41,083	42,261	43,439	44,617	45,795	46,973
		1.355	1.395	1.435	1.475	1.515	1.555	1.595
9			42,408	43,586	44,764	45,942	47,120	48,298
			1.44	1.48	1.52	1.56	1.6	1.64
10			43,733	44,911	46,089	47,267	48,445	49,623
			1.485	1.525	1.565	1.605	1.645	1.685
11				46,237	47,415	48,593	49,771	50,949
				1.57	1.61	1.65	1.69	1.73
12				47,562	48,740	49,918	51,096	52,274
				1.615	1.655	1.695	1.735	1.775
13				48,887	50,065	51,243	52,421	53,599
				1.66	1.7	1.74	1.78	1.82
14					51,390	52,568	53,746	54,924
					1.745	1.785	1.825	1.865

03-04 moved from 4 X 4 index to 4 X 4.5

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	323	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:	29,550	Index:	4 x 5
Starting Salary:	29,550	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:	86-87 Steps 1-5		
Rollback:	86-87		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts: Y	
LIFE	Unknown						PART-TIME BENEFITS	
LTD			Deductible Reimbursement				Minimum FTE: 0.5	
NON-PARTICIPANT			Y 350				Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			no	Reimb. \$20/day for unused eac
BEREAVEMENT	5				add'l @ supt. discretion
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FULLERTON														
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		MA + 9		MA + 18	
									MA					
1	29,550	31,028	32,505	33,983	35,460	36,938	38,415	39,893	41,370	42,848	44,325	45,803	47,280	48,758
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
2	30,732	32,210	33,687	35,165	36,642	38,120	39,597	41,075	42,552	44,030	45,507	46,985	48,462	49,940
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
3	31,914	33,392	34,869	36,347	37,824	39,302	40,779	42,257	43,734	45,212	46,689	48,166	49,644	51,122
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
4	33,096	34,574	36,051	37,529	39,006	40,484	41,961	43,439	44,916	46,394	47,871	49,349	50,826	52,304
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
5	34,278	35,756	37,233	38,711	40,188	41,666	43,143	44,621	46,098	47,576	49,053	50,531	52,008	53,486
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
6	35,460	36,938	38,415	39,893	41,370	42,848	44,325	45,803	47,280	48,758	50,235	51,713	53,190	54,668
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
7	36,642	38,120	39,597	41,075	42,552	44,030	45,507	46,985	48,462	49,940	51,417	52,895	54,372	55,850
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89
8		39,302	40,779	42,257	43,734	45,212	46,689	48,166	49,644	51,122	52,599	54,076	55,554	57,031
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83	1.88	1.93
9			41,961	43,439	44,916	46,394	47,871	49,349	50,826	52,304	53,781	55,259	56,736	58,214
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87	1.92	1.97
10			43,143	44,621	46,098	47,576	49,053	50,531	52,008	53,486	54,963	56,441	57,918	59,396
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91	1.96	2.01
11				45,803	47,280	48,758	50,235	51,713	53,190	54,668	56,145	57,623	59,100	60,578
				1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.05
12				46,985	48,462	49,940	51,417	52,895	54,372	55,850	57,327	58,805	60,282	61,760
				1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99	2.04	2.09
13					49,644	51,122	52,599	54,076	55,554	57,031	58,509	60,000	61,488	62,976
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03	2.08	2.13
14					50,826	52,304	53,781	55,259	56,736	58,214	59,691	61,169	62,646	64,124
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07	2.12	2.17
15						53,486	54,963	56,441	57,918	59,396	60,873	62,351	63,828	65,306
						1.81	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	29,500	Index:	4 x 4
Starting Salary:		Entry Level Step:	0
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	09-10, 10-11		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Flex Accounts:	
PPO:			COMMENTS:						
LIFE									
LTD	Omaha Life							PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: full	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	2			yes	pd \$80/day if unused
BEREAVEMENT	from sick lv.				
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

GILTNER							
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+18
					MA		
1	29,500	30,680	31,860	33,040	34,220	35,400	36,580
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	30,680	31,860	33,040	34,220	35,400	36,580	37,760
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	31,860	33,040	34,220	35,400	36,580	37,760	38,940
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	33,040	34,220	35,400	36,580	37,760	38,940	40,120
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	34,220	35,400	36,580	37,760	38,940	40,120	41,300
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	35,400	36,580	37,760	38,940	40,120	41,300	42,480
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		37,760	38,940	40,120	41,300	42,480	43,660
		1.28	1.32	1.36	1.40	1.44	1.48
8			40,120	41,300	42,480	43,660	44,840
			1.36	1.40	1.44	1.48	1.52
9			41,300	42,480	43,660	44,840	46,020
			1.40	1.44	1.48	1.52	1.56
10				43,660	44,840	46,020	47,200
				1.48	1.52	1.56	1.60
11				44,840	46,020	47,200	48,380
				1.52	1.56	1.60	1.64
12					47,200	48,380	49,560
					1.60	1.64	1.68
13							

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:
 Enrollment: 752
 Length of Teacher Day: 8.25 HS JH/MS 8 ELEM 7.5
 Length of Student Day: 7.8 7.5 7.33
 Planning Time: 48 75 30
 Class Periods/Day: 8 7
 Normal Teaching Load: 7 5

SALARY SCHEDULE

Base: 30,000 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	1050	Individ. Depend. 1050 1050
HEALTH	BC/BS	600D		Cash	Options: HA/Dent/Cash/ Caf
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE					
LTD					
NON-PARTICIPANT					

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:					
PERSONAL	4			yes	sub rate/day EOY
BEREAVEMENT	5				
PROFESSIONAL	unl.			yes	
ADOPTION					from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: N

SEVERANCE PAY:

OTHER LEAVES:

GORDON-RUSHVILLE									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	30,000	31,350	32,700	34,050	35,400	36,750	38,100	39,450	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	31,350	32,700	34,050	35,400	36,750	38,100	39,450	40,800	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
3	32,700	34,050	35,400	36,750	38,100	39,450	40,800	42,150	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
4	34,050	35,400	36,750	38,100	39,450	40,800	42,150	43,500	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
5	35,400	36,750	38,100	39,450	40,800	42,150	43,500	44,850	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
6	36,750	38,100	39,450	40,800	42,150	43,500	44,850	46,200	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
7		39,450	40,800	42,150	43,500	44,850	46,200	47,550	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	
8			42,150	43,500	44,850	46,200	47,550	48,900	
			1.405	1.45	1.495	1.54	1.585	1.63	
9				44,850	46,200	47,550	48,900	50,250	
				1.495	1.54	1.585	1.63	1.675	
10					47,550	48,900	50,250	51,600	
					1.585	1.63	1.675	1.72	
11					48,900	50,250	51,600	52,950	
					1.63	1.675	1.72	1.765	
12							52,950	54,300	
							1.765	1.81	
13							54,300	55,650	
							1.81	1.855	
14								57,000	
								1.9	

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	71.9
Enrollment:	927	HS	JH/MS
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6.5
Planning Time:	40	40	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,700	Index:	5 x 4
Starting Salary:	30,700	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	600D		446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:
DENTAL	BC/BS	2		22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE									
LTD	Madison	(thru sal)							PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: 0.5
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	75	yes		
Other Info:					
PERSONAL	2			yes	\$50/day unused EOY
BEREAVEMENT	10,5,2				immed family; from sick lv.
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				inc. in sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GOTHENBURG

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	30,700	31,928	33,156	34,384	35,612	36,840	38,068	39,296	40,524
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,235	33,463	34,691	35,919	37,147	38,375	39,603	40,831	42,059
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	33,770	34,998	36,226	37,454	38,682	39,910	41,138	42,366	43,594
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	35,305	36,533	37,761	38,989	40,217	41,445	42,673	43,901	45,129
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	36,840	38,068	39,296	40,524	41,752	42,980	44,208	45,436	46,664
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		39,603	40,831	42,059	43,287	44,515	45,743	46,971	48,199
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			42,366	43,594	44,822	46,050	47,278	48,506	49,734
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				45,129	46,357	47,585	48,813	50,041	51,269
				1.47	1.51	1.55	1.59	1.63	1.67
9				46,664	47,892	49,120	50,348	51,576	52,804
				1.52	1.56	1.60	1.64	1.68	1.72
10					49,427	50,655	51,883	53,111	54,339
					1.61	1.65	1.69	1.73	1.77
11					50,962	52,190	53,418	54,646	55,874
					1.66	1.70	1.74	1.78	1.82
12								56,181	57,409
								1.83	1.87

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	752
Enrollment:	9027	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	60	45	varies
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	31,400	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	8
Vertical Freeze:	85-86		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH	BC/BS	800D	
DENTAL	BC/BS	3	
PPO:	Fringe Benefit Stipend \$148.16	COMMENTS:	
LIFE			
LTD			
NON-PARTICIPANT			

Cafeteria Plan

Individ.	Depend.
625	625
Options: H/A,Life,Cash	
IRS 125: Y	
Flex Accounts: Y	
PART-TIME BENEFITS	
Minimum FTE: 0.4	
Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:	depend. use up to 10 days only				
PERSONAL	2+1				2 full pay + 1 sub deduct
BEREAVEMENT	3				may add to pers.
PROFESSIONAL	unl.			yes	
ADOPTION	20 from sick lv.				
ASSOCIATION	see prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GRAND ISLAND												
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,400	32,970	34,540	36,110	37,680	40,820	40,820	42,390	43,960	45,530	47,100	48,670
	1.00	1.05	1.10	1.15	1.20	1.30	1.30	1.35	1.40	1.45	1.50	1.55
2	32,656	34,226	35,796	37,366	38,936	42,076	42,076	43,646	45,216	46,786	48,356	49,926
	1.04	1.09	1.14	1.19	1.24	1.34	1.34	1.39	1.44	1.49	1.54	1.59
3	33,912	35,482	37,052	38,622	40,192	43,332	43,332	44,902	46,472	48,042	49,612	51,182
	1.08	1.13	1.18	1.23	1.28	1.38	1.38	1.43	1.48	1.53	1.58	1.63
4	35,796	37,366	38,936	40,506	42,076	45,216	45,216	46,786	48,356	49,926	51,496	53,066
	1.14	1.19	1.24	1.29	1.34	1.44	1.44	1.49	1.54	1.59	1.64	1.69
5	37,680	39,250	40,820	42,390	43,960	47,100	47,100	48,670	50,240	51,810	53,380	54,950
	1.20	1.25	1.30	1.35	1.40	1.50	1.50	1.55	1.60	1.65	1.70	1.75
6	39,564	41,134	42,704	44,274	45,844	48,984	48,984	50,554	52,124	53,694	55,264	56,834
	1.26	1.31	1.36	1.41	1.46	1.56	1.56	1.61	1.66	1.71	1.76	1.81
7	41,448	43,018	44,588	46,158	47,728	50,868	50,868	52,438	54,008	55,578	57,148	58,718
	1.32	1.37	1.42	1.47	1.52	1.62	1.62	1.67	1.72	1.77	1.82	1.87
8						52,752	52,752	54,322	55,892	57,462	59,032	60,602
						1.68	1.68	1.73	1.78	1.83	1.88	1.93
9						54,636	54,636	56,206	57,776	59,346	60,916	62,486
						1.74	1.74	1.79	1.84	1.89	1.94	1.99
10											62,800	64,370
											2.00	2.05
11											64,684	66,254
											2.06	2.11

87-88 BA45 column grandfathered, 02-03 PHD/EdD stipend available, 01-02 Longevity increments available after 20 years; 08-09 hiring base added (stp 1 + 1/2 prior yr total pkg increase x current yr base)

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	188	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	51	51	40	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	28,356	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	50.62 or 83.75	Options:	
DENTAL	BC/BS	3	46.01	46.01	46.01	46.01	Sp or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Madison Nat'l							PART-TIME BENEFITS	
LTD	Madison Nat'l	(thru sal)						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30			
Other Info: \$15/day after 30 accum					
PERSONAL	3				\$15/day unused up to 2
BEREAVEMENT	4				1 non-family
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES: Emergency - 2 days

GREELEY-WOLBACH									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,356	29,774	31,192	32,609	34,027	34,027	35,445	36,863	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	29,490	30,908	32,326	33,744	35,161	35,161	36,579	37,997	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	30,624	32,042	33,460	34,878	36,296	36,296	37,713	39,131	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	31,759	33,177	34,594	36,012	37,430	37,430	38,848	40,266	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	32,893	34,311	35,729	37,146	38,564	38,564	39,982	41,400	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	34,027	35,445	36,863	38,281	39,698	39,698	41,116	42,534	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7		36,579	37,997	39,415	40,833	40,833	42,250	43,668	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8			39,131	40,549	41,967	41,967	43,385	44,802	
			1.38	1.43	1.48	1.48	1.53	1.58	
9			40,266	41,683	43,101	43,101	44,519	45,937	
			1.42	1.47	1.52	1.52	1.57	1.62	
10				42,818	44,235	44,235	45,653	47,071	
				1.51	1.56	1.56	1.61	1.66	
11					45,370	45,370	46,787	48,205	
					1.60	1.60	1.65	1.70	
12							47,922	49,339	
							1.69	1.74	

WORKING CONDITIONS

Contract Days:	188	FTE Teachers:	227.74
Enrollment:	3110	HS	JH/MS
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6.5
Planning Time:	52	98	40
Class Periods/Day:	7	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	32,300	Index:	4 x 4
Starting Salary:	32,300	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
MA36-if frozen at last stp 2 yrs-\$500 3rd yr.			
Vertical Freeze:	84-85, 85-86		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50 Sp or Dep. Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE	Madison Nat'l	2.48					
LTD	Madison Nat'l	.003 (+B)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

GRETNA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	32,300	33,592	34,884	36,176		38,114	39,406	40,698	41,990	43,282
	1.00	1.04	1.08	1.12		1.18	1.22	1.26	1.30	1.34
2	33,592	34,884	36,176	37,468		39,406	40,698	41,990	43,282	44,574
	1.04	1.08	1.12	1.16		1.22	1.26	1.30	1.34	1.38
3	34,884	36,176	37,468	38,760		40,698	41,990	43,282	44,574	45,866
	1.08	1.12	1.16	1.20		1.26	1.30	1.34	1.38	1.42
4	36,176	37,468	38,760	40,052		41,990	43,282	44,574	45,866	47,158
	1.12	1.16	1.20	1.24		1.30	1.34	1.38	1.42	1.46
5	37,468	38,760	40,052	41,344		43,282	44,574	45,866	47,158	48,450
	1.16	1.20	1.24	1.28		1.34	1.38	1.42	1.46	1.50
6	38,760	40,052	41,344	42,636		44,574	45,866	47,158	48,450	49,742
	1.20	1.24	1.28	1.32		1.38	1.42	1.46	1.50	1.54
7		41,344	42,636	43,928		45,866	47,158	48,450	49,742	51,034
		1.28	1.32	1.36		1.42	1.46	1.50	1.54	1.58
8			43,928	45,220		47,158	48,450	49,742	51,034	52,326
			1.36	1.40		1.46	1.50	1.54	1.58	1.62
9				46,512		48,450	49,742	51,034	52,326	53,618
				1.44		1.50	1.54	1.58	1.62	1.66
10					47,804		49,742	51,034	52,326	53,618
					1.48		1.54	1.58	1.62	1.66
11						51,034	52,326	53,618	54,910	56,202
						1.58	1.62	1.66	1.70	1.74
12							52,326	53,618	54,910	56,202
							1.62	1.66	1.70	1.74
13								52,972	53,618	54,910
								1.64	1.66	1.70
14									57,494	58,786
									1.74	1.78
15										61,370
										1.90
16										62,662
										1.94

BA+36 grandfathered 89-90

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	190	HS	JH/MS
Length of Teacher Day:	8		ELEM
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:	29,000	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	87-88		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75
PPO:	Vision - \$4.40/mo		COMMENTS:			
LIFE	Madison Ntl.					
LTD	Madison Ntl.					
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

H A M P T O N					
Step	B A	B A + 1 2	B A + 2 4	B A + 3 6	M A + 1 2
1	29,000	30,160	31,320	33,640	34,800
	1.00	1.04	1.08	1.16	1.20
2	30,160	31,320	32,480	34,800	35,960
	1.04	1.08	1.12	1.20	1.24
3	31,320	32,480	33,640	35,960	37,120
	1.08	1.12	1.16	1.24	1.28
4	32,480	33,640	34,800	37,120	38,280
	1.12	1.16	1.20	1.28	1.32
5	33,640	34,800	35,960	38,280	39,440
	1.16	1.20	1.24	1.32	1.36
6	34,800	35,960	37,120	39,440	40,600
	1.20	1.24	1.28	1.36	1.40
7		37,120	38,280	40,600	41,760
		1.28	1.32	1.40	1.44
8		38,280	39,440	41,760	42,920
		1.32	1.36	1.44	1.48
9		39,440	40,600	42,920	44,080
		1.36	1.40	1.48	1.52
10			41,760	44,080	45,240
			1.44	1.52	1.56
11				45,240	46,400
				1.56	1.60
12				46,400	47,560
				1.60	1.64
13				47,560	48,720
				1.64	1.68
14				48,720	49,880
				1.68	1.72
15				49,880	51,040
				1.72	1.76
16					52,200
					1.80
17					53,360
					1.84

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	278	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.5	8	8
Planning Time:	51	7.5	7
Class Periods/Day:	8	51	50
Normal Teaching Load:	7	8	
		7	

SALARY SCHEDULE

Base:	28,950	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6
Vertical Freeze:	87-88		
Rollback:	86-87 (2 Steps)		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	900	Individ. Depend.
HEALTH	BC/BS	350D		Cafeteria	Options: H/A,Dent.,LTD, Life,TSA, Cash
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE	Madison Nat'l				
LTD	Madison Nat'l				
NON-PARTICIPANT					

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HARTINGTON							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	28,950	30,108	31,266	32,424	33,582	34,740	35,898
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	30,108	31,266	32,424	33,582	34,740	35,898	37,056
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	31,266	32,424	33,582	34,740	35,898	37,056	38,214
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,424	33,582	34,740	35,898	37,056	38,214	39,372
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	33,582	34,740	35,898	37,056	38,214	39,372	40,530
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	34,740	35,898	37,056	38,214	39,372	40,530	41,688
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		37,056	38,214	39,372	40,530	41,688	42,846
		1.28	1.32	1.36	1.40	1.44	1.48
8		38,214	39,372	40,530	41,688	42,846	44,004
		1.32	1.36	1.40	1.44	1.48	1.52
9		39,372	40,530	41,688	42,846	44,004	45,162
		1.36	1.40	1.44	1.48	1.52	1.56
10		40,530	41,688	42,846	44,004	45,162	46,320
		1.40	1.44	1.48	1.52	1.56	1.60
11			42,846	44,004	45,162	46,320	47,478
			1.48	1.52	1.56	1.60	1.64
12				45,162	46,320	47,478	48,636
				1.56	1.60	1.64	1.68
13				46,320	47,478	48,636	49,794
				1.60	1.64	1.68	1.72
14					48,636	49,794	50,952
					1.68	1.72	1.76
15					49,794	50,952	52,110
					1.72	1.76	1.80
16						52,110	53,268
						1.80	1.84

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 313 HS JH/MS ELEM
 Length of Teacher Day: 8.25 8.25 8.25
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,000 Index: 4 x 4
 Starting Salary: 32,400 Entry Level Step: 3
 Career Increments: N Experience Allowed: all
 BA+36,45,54 frozen 1 yr after entering; Not apply to MA
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits		
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	24.46 or 40.50 Sp or Dep. Dental	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13		
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		
PPO: COMMENTS:								
LIFE								
LTD	Madison Nat'l	.0045(thru sal)						
NON-PARTICIPANT								

Cafeteria Plan

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

Deductible Reimbursement

PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: full

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HARVARD							
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	BA+54 MA+18
1	30,000	31,200	32,400	33,600	34,800	36,000	37,200
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	31,200	32,400	33,600	34,800	36,000	37,200	38,400
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	32,400	33,600	34,800	36,000	37,200	38,400	39,600
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	33,600	34,800	36,000	37,200	38,400	39,600	40,800
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	34,800	36,000	37,200	38,400	39,600	40,800	42,000
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		37,200	38,400	39,600	40,800	42,000	43,200
		1.24	1.28	1.32	1.36	1.40	1.44
7		38,400	39,600	40,800	42,000	43,200	44,400
		1.28	1.32	1.36	1.40	1.44	1.48
8			40,800	42,000	43,200	44,400	45,600
			1.36	1.40	1.44	1.48	1.52
9				43,200	44,400	45,600	46,800
				1.44	1.48	1.52	1.56
10					45,600	46,800	48,000
					1.52	1.56	1.60
11						48,000	49,200
						1.60	1.64
12							50,400
							1.68

BA36, BA45, BA54 frozen for 1 yr after entering

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	290.4
Enrollment:	3543	HS	JH/MS
		ELEM	
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7.5	7	7
Planning Time:	45	88	40
Class Periods/Day:	10	9	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base:	31,080	Index:	4.5 x 4.5
Starting Salary:	31,080	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Those with a doctorate receive \$500/yr.			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	09-10, 10-11		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	425.02 or 475.08	Individ. Depend.
HEALTH	BC/BS	600D/2850D	470.45	826.84	938.56	1260.25	Full Ins. + \$325	Options: Cash
DENTAL	BC/BS	3	46.01	46.01	46.01	46.01		IRS 125: Y
PPO:	Dist pays 95% H/A premium for fa COMMENTS:							Flex Accounts: Y
LIFE								
LTD	Nat'l School	.00294						PART-TIME BENEFITS
NON-PARTICIPANT		\$275/mo no ins-if taki						Minimum FTE: 0.4
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		
Other Info: \$20/day at retirement					
PERSONAL	2			yes	1-sub. ded.
BEREAVEMENT	5				w/approv.
PROFESSIONAL	4			yes	
ADOPTION	5				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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

HASTINGS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,080	32,479	33,877	35,276	36,674	36,674	38,073	39,472	40,870	42,269	43,667
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	32,479	33,877	35,276	36,674	38,073	38,073	39,472	40,870	42,269	43,667	45,066
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	33,877	35,276	36,674	38,073	39,472	39,472	40,870	42,269	43,667	45,066	46,465
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	35,276	36,674	38,073	39,472	40,870	40,870	42,269	43,667	45,066	46,465	47,863
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	36,674	38,073	39,472	40,870	42,269	42,269	43,667	45,066	46,465	47,863	49,262
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	38,073	39,472	40,870	42,269	43,667	43,667	45,066	46,465	47,863	49,262	50,660
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	39,472	40,870	42,269	43,667	45,066	45,066	46,465	47,863	49,262	50,660	52,059
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	40,870	42,269	43,667	45,066	46,465	46,465	47,863	49,262	50,660	52,059	53,458
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			45,532	46,465	47,863	47,863	49,262	50,660	52,059	53,458	54,856
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				48,329	49,262	49,262	50,660	52,059	53,458	54,856	56,255
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					50,660	50,660	52,059	53,458	54,856	56,255	57,653
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12					52,059	52,059	53,458	54,856	56,255	57,653	59,052
					1.675	1.675	1.72	1.765	1.81	1.855	1.9
13						53,458	54,856	56,255	57,653	59,052	60,451
						1.72	1.765	1.81	1.855	1.9	1.945
14						54,856	56,255	57,653	59,052	60,451	61,849
						1.765	1.81	1.855	1.9	1.945	1.99
15										61,849	63,248
										1.99	2.035

02-03 staff frozen at bottom of MA45 will be given add'l 1.5% of base every yr on that step

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:	
Enrollment:	141	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	57	57	50
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	28,770	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE							PART-TIME BENEFITS	
LTD							Minimum FTE: 0.5	
NON-PARTICIPANT							Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

HAY SPRINGS							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	28,770	30,065	31,359	32,654	33,949	33,949	35,243
	1.00	1.045	1.09	1.135	1.18	1.18	1.225
2	30,065	31,359	32,654	33,949	35,243	35,243	36,538
	1.045	1.09	1.135	1.18	1.225	1.225	1.27
3	31,359	32,654	33,949	35,243	36,538	36,538	37,833
	1.09	1.135	1.18	1.225	1.27	1.27	1.315
4	32,654	33,949	35,243	36,538	37,833	37,833	39,127
	1.135	1.18	1.225	1.27	1.315	1.315	1.36
5	33,949	35,243	36,538	37,833	39,127	39,127	40,422
	1.18	1.225	1.27	1.315	1.36	1.36	1.405
6	35,243	36,538	37,833	39,127	40,422	40,422	41,717
	1.225	1.27	1.315	1.36	1.405	1.405	1.45
7	36,538	37,833	39,127	40,422	41,717	41,717	43,011
	1.27	1.315	1.36	1.405	1.45	1.45	1.495
8		39,127	40,422	41,717	43,011	43,011	44,306
		1.36	1.405	1.45	1.495	1.495	1.54
9		40,422	41,717	43,011	44,306	44,306	45,600
		1.405	1.45	1.495	1.54	1.54	1.585
10			43,011	44,306	45,600	45,600	46,895
			1.495	1.54	1.585	1.585	1.63
11				45,600	46,895	46,895	48,190
				1.585	1.63	1.63	1.675
12				46,895	48,190	48,190	49,484
				1.63	1.675	1.675	1.72
13					49,484	49,484	50,779
					1.72	1.72	1.765

Hayes Center

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:
 Enrollment: 141
 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: 28,300
 Starting Salary:
 Career Increments: N
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

Index: 4 x 4.5
 Entry Level Step: 1
 Experience Allowed: all

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	24.46 or 40.50 Sp or Dep Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	

Cafeteria Plan

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

LTD Principal
 NON-PARTICIPANT

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HAYES CENTER						
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	28,300	29,574	30,847	32,121	33,394	34,668
	1.00	1.045	1.09	1.135	1.18	1.225
2	29,432	30,706	31,979	33,253	34,526	35,800
	1.04	1.085	1.13	1.175	1.22	1.265
3	30,564	31,838	33,111	34,385	35,658	36,932
	1.08	1.125	1.17	1.215	1.26	1.305
4	31,696	32,970	34,243	35,517	36,790	38,064
	1.12	1.165	1.21	1.255	1.3	1.345
5	32,828	34,102	35,375	36,649	37,922	39,196
	1.16	1.205	1.25	1.295	1.34	1.385
6		35,234	36,507	37,781	39,054	40,328
		1.245	1.29	1.335	1.38	1.425
7		36,366	37,639	38,913	40,186	41,460
		1.285	1.33	1.375	1.42	1.465
8			38,771	40,045	41,318	42,592
			1.37	1.415	1.46	1.505
9				41,177	42,450	43,724
				1.455	1.5	1.545
10				42,309	43,582	44,856
				1.495	1.54	1.585
11					44,714	45,988
					1.58	1.625
12						47,120
						1.665
13						48,252
						1.705
14						49,384
						1.745

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	520	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,200	Index:	5 x 4
Starting Salary:		Entry Level Step:	0
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13
DENTAL	BC/BS	1	21.66	40.08	45.49	61.09
PPO:			COMMENTS:			
LIFE						
LTD	Unknown	(thru sal)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HERSHEY									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+18	MA+27	MA+36
BASE	29,200								
	1.00								
1	30,660	31,828	32,996	34,164	35,332	36,500	37,668	38,836	40,004
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
2	32,120	33,288	34,456	35,624	36,792	37,960	39,128	40,296	41,464
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
3	33,580	34,748	35,916	37,084	38,252	39,420	40,588	41,756	42,924
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
4	35,040	36,208	37,376	38,544	39,712	40,880	42,048	43,216	44,384
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
5		37,668	38,836	40,004	41,172	42,340	43,508	44,676	45,844
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
6		39,128	40,296	41,464	42,632	43,800	44,968	46,136	47,304
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
7			41,756	42,924	44,092	45,260	46,428	47,596	48,764
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
8			43,216	44,384	45,552	46,720	47,888	49,056	50,224
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
9				45,844	47,012	48,180	49,348	50,516	51,684
				1.57	1.61	1.65	1.69	1.73	1.77
10				47,304	48,472	49,640	50,808	51,976	53,144
				1.62	1.66	1.70	1.74	1.78	1.82
11					49,932	51,100	52,268	53,436	54,604
					1.71	1.75	1.79	1.83	1.87
12					51,392	52,560	53,728	54,896	56,064
					1.76	1.80	1.84	1.88	1.92
13						54,020	55,188	56,356	57,524
						1.85	1.89	1.93	1.97
14							56,648	57,816	58,984
							1.94	1.98	2.02
15								59,276	60,444
								2.03	2.07
17								60,736	61,904
								2.08	2.12
16									63,364
									2.17

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

High Plains Community

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	
Enrollment:	230	HS	JH/MS
Length of Teacher Day:	8	8	ELEM
Length of Student Day:	7.33	7.2	7.4
Planning Time:	80	80	80
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base:	30,275	Index:	4 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	23.83 or 39.46	Options:
DENTAL	BC/BS	1	21.66	21.66	21.66	21.66	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE								
LTD	Horace Mann							PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.4
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			no	
BEREAVEMENT	2				w/approv
PROFESSIONAL	adm. approv.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HIGH PLAINS COMMUNITY SCHOOL										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18		
1	30,275	31,637	33,000	34,362	35,725	37,087	38,449			
	1.00	1.045	1.09	1.135	1.18	1.225	1.27			
2	31,486	32,848	34,211	35,573	36,936	38,298	39,660			
	1.04	1.085	1.13	1.175	1.22	1.265	1.31			
3	32,697	34,059	35,422	36,784	38,147	39,509	40,871			
	1.08	1.125	1.17	1.215	1.26	1.305	1.35			
4	33,908	35,270	36,633	37,995	39,358	40,720	42,082			
	1.12	1.165	1.21	1.255	1.3	1.345	1.39			
5	35,119	36,481	37,844	39,206	40,569	41,931	43,293			
	1.16	1.205	1.25	1.295	1.34	1.385	1.43			
6	36,330	37,692	39,055	40,417	41,780	43,142	44,504			
	1.2	1.245	1.29	1.335	1.38	1.425	1.47			
7	37,541	38,903	40,266	41,628	42,991	44,353	45,715			
	1.24	1.285	1.33	1.375	1.42	1.465	1.51			
8		40,114	41,477	42,839	44,202	45,564	46,926			
		1.325	1.37	1.415	1.46	1.505	1.55			
9			42,688	44,050	45,413	46,775	48,137			
			1.41	1.455	1.5	1.545	1.59			
10				45,261	46,624	47,986	49,348			
				1.495	1.54	1.585	1.63			
11					47,835	49,197	50,559			
					1.58	1.625	1.67			
12					49,046	50,408	51,770			
					1.62	1.665	1.71			
13						51,619	52,981			
						1.705	1.75			
14							54,192			
							1.79			

Holdrege

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	94.475
Enrollment:	1141	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.6	7.5	7.3
Planning Time:	50	45	45
Class Periods/Day:	8	9	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,750	Index:	4.5 x 4.5
Starting Salary:	32,428	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	4 (D)
Vertical Freeze:	85-86		
Rollback:	95-96		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Principal	4.06						PART-TIME BENEFITS	
LTD								Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:					
PERSONAL	2			yes	acc. to 4
BEREAVEMENT	see sick lv.				max 1/funeral ext'd family
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

HOLDREGE										
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27	MA+36
					MA	MA+36				
1	29,750	31,089	32,428	33,766	35,105	36,444	37,783	39,121	40,460	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	31,089	32,428	33,766	35,105	36,444	37,783	39,121	40,460	41,799	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
3	32,428	33,766	35,105	36,444	37,783	39,121	40,460	41,799	43,138	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
4	33,766	35,105	36,444	37,783	39,121	40,460	41,799	43,138	44,476	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
5	35,105	36,444	37,783	39,121	40,460	41,799	43,138	44,476	45,815	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
6	36,444	37,783	39,121	40,460	41,799	43,138	44,476	45,815	47,154	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	
7	37,783	39,121	40,460	41,799	43,138	44,476	45,815	47,154	48,493	
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	
8	39,121	40,460	41,799	43,138	44,476	45,815	47,154	48,493	49,831	
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	
9			43,138	44,476	45,815	47,154	48,493	49,831	51,170	
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	
10				45,815	47,154	48,493	49,831	51,170	52,509	
				1.54	1.585	1.63	1.675	1.72	1.765	
11					48,493	49,831	51,170	52,509	53,848	
					1.63	1.675	1.72	1.765	1.81	
12					49,831	51,170	52,509	53,848	55,186	
					1.675	1.72	1.765	1.81	1.855	
13							53,848	55,186	56,525	
							1.81	1.855	1.9	
14								56,525	57,864	
								1.9	1.945	

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	36
Enrollment:	408	HS	JH/MS ELEM
Length of Teacher Day:	7.8	7.8	7.8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	26,850	Index:	4 x 4
Starting Salary:	26,850	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	9
part-time teachers over 0.425 recv full h/a			
Vertical Freeze:	87-88		
Rollback:	87-88 (1 Step)		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	800D	454.59	454.59	454.59	454.59	Cash
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	Indiv prem paid + "add'l ins allowa						
LIFE							
LTD							
NON-PARTICIPANT	\$104.17 cash-in-lieu						

Cafeteria Plan

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

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE:	0.425
Contribution:	fte*

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:	Retire:\$20/day				
PERSONAL	2			yes	
BEREAVEMENT	5				
PROFESSIONAL	adm. disc.				
ADOPTION	adm. disc.				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HOMER									
Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
1	26,850	27,924	28,998	30,072	31,146	32,220	33,294	34,368	35,442
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	27,924	28,998	30,072	31,146	32,220	33,294	34,368	35,442	36,516
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	28,998	30,072	31,146	32,220	33,294	34,368	35,442	36,516	37,590
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	30,072	31,146	32,220	33,294	34,368	35,442	36,516	37,590	38,664
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	31,146	32,220	33,294	34,368	35,442	36,516	37,590	38,664	39,738
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	32,220	33,294	34,368	35,442	36,516	37,590	38,664	39,738	40,812
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	33,294	34,368	35,442	36,516	37,590	38,664	39,738	40,812	41,886
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	34,368	35,442	36,516	37,590	38,664	39,738	40,812	41,886	42,960
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		36,516	37,590	38,664	39,738	40,812	41,886	42,960	44,034
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
10		37,590	38,664	39,738	40,812	41,886	42,960	44,034	45,108
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
11			39,738	40,812	41,886	42,960	44,034	45,108	46,182
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
12					42,960	44,034	45,108	46,182	47,256
					1.60	1.64	1.68	1.72	1.76
13						45,108	46,182	47,256	48,330
						1.68	1.72	1.76	1.80
14							47,256	48,330	49,404
							1.76	1.80	1.84
15								49,404	50,478
								1.84	1.88
16									51,552
									1.92

Additional insurance amounts based on percentage times the difference in premium between single and family insurance:
Step 1-3 (80%); Step 4-6 (85%); Step 7-9 (90%); Step 10-12 (95%); Step 13 & Above (100%); part time receive allowance & H/A benefits = to fte

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	16.5
Enrollment:	150	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,500	Index:	4 x 4
Starting Salary:	31,500	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:	88-89 (1 Step)		
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	650	Individ. Depend.
HEALTH	BC/BS	600D		Ind. Cafeteria	650 650
DENTAL	BC/BS	2			Options:
PPO:			COMMENTS:		IRS 125: Y
LIFE					Flex Accounts:
LTD	Am. Fidelity				PART-TIME BENEFITS
NON-PARTICIPANT					Minimum FTE: 0.5
					Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:					
PERSONAL	2			yes	Accum. to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HOWELLS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	31,500	32,760	34,020	35,280	36,540	36,540	37,800	39,060
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	32,760	34,020	35,280	36,540	37,800	37,800	39,060	40,320
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	34,020	35,280	36,540	37,800	39,060	39,060	40,320	41,580
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	35,280	36,540	37,800	39,060	40,320	40,320	41,580	42,840
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	36,540	37,800	39,060	40,320	41,580	41,580	42,840	44,100
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	37,800	39,060	40,320	41,580	42,840	42,840	44,100	45,360
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	39,060	40,320	41,580	42,840	44,100	44,100	45,360	46,620
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8	39,690	41,580	42,840	44,100	45,360	45,360	46,620	47,880
	1.26	1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			44,100	45,360	46,620	46,620	47,880	49,140
			1.40	1.44	1.48	1.48	1.52	1.56
10			44,730	46,200	47,880	47,880	49,140	50,400
			1.42	1.48	1.52	1.52	1.56	1.60
11			45,360	47,250	49,140	49,140	50,400	51,660
			1.44	1.50	1.56	1.56	1.60	1.64
12			45,990	47,880	49,770	49,770	51,660	52,920
			1.46	1.52	1.58	1.58	1.64	1.68
13				48,510	50,400	50,400	52,290	53,550
				1.54	1.60	1.60	1.66	1.70
14						51,030	52,920	54,180
						1.62	1.68	1.72
15						51,660	53,550	54,810
						1.64	1.70	1.74

Humboldt-Table Rock-Steinauer

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	421	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	30,300	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	09-10, 10-11		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE								PART-TIME BENEFITS	
LTD	Principal	.0025						Minimum FTE:	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	reimb \$25/day up to 60 days				
PERSONAL	2+1			yes	1 - sub deduct from sick lv.
BEREAVEMENT	10				
PROFESSIONAL	adm. disc.				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

HUMBOLDT-TABLE ROCK-STEINAUER									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	30,300	31,512	32,724	33,936	35,148	36,360	37,572	38,784	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	31,512	32,724	33,936	35,148	36,360	37,572	38,784	39,996	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	32,724	33,936	35,148	36,360	37,572	38,784	39,996	41,208	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	33,936	35,148	36,360	37,572	38,784	39,996	41,208	42,420	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	35,148	36,360	37,572	38,784	39,996	41,208	42,420	43,632	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	36,360	37,572	38,784	39,996	41,208	42,420	43,632	44,844	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	37,572	38,784	39,996	41,208	42,420	43,632	44,844	46,056	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		39,996	41,208	42,420	43,632	44,844	46,056	47,268	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9			42,420	43,632	44,844	46,056	47,268	48,480	
			1.40	1.44	1.48	1.52	1.56	1.60	
10				44,844	46,056	47,268	48,480	49,692	
				1.48	1.52	1.56	1.60	1.64	
11					47,268	48,480	49,692	50,904	
					1.56	1.60	1.64	1.68	
12						49,692	50,904	52,116	
						1.64	1.68	1.72	
13							52,116	53,328	
							1.72	1.76	
14								54,540	
								1.80	

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 26.38
 Enrollment: 251
 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: 29,000 Index: 4 x 4
 Starting Salary: 29,000 Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental	IRS 125: Flex Accounts:
PPO:			COMMENTS:					
LIFE								
LTD	National Ins	.00371						
NON-PARTICIPANT								

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,7	40	yes		
Other Info:	Severance:\$15/day over 40				
PERSONAL	2			no	accum to 3
BEREAVEMENT	5				add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION	from prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

HUMPHREY								
Step	BA		BA+9		BA+18		BA+27	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	29,000	30,160	31,320	32,480	33,640	34,800	35,960	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	30,160	31,320	32,480	33,640	34,800	35,960	37,120	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	31,320	32,480	33,640	34,800	35,960	37,120	38,280	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	32,480	33,640	34,800	35,960	37,120	38,280	39,440	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	33,640	34,800	35,960	37,120	38,280	39,440	40,600	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	34,800	35,960	37,120	38,280	39,440	40,600	41,760	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7	35,960	37,120	38,280	39,440	40,600	41,760	42,920	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
8	37,120	38,280	39,440	40,600	41,760	42,920	44,080	
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
9		39,440	40,600	41,760	42,920	44,080	45,240	
		1.36	1.40	1.44	1.48	1.52	1.56	
10			41,760	42,920	44,080	45,240	46,400	
			1.44	1.48	1.52	1.56	1.60	
11				44,080	45,240	46,400	47,560	
				1.52	1.56	1.60	1.64	
12					46,400	47,560	48,720	
					1.60	1.64	1.68	
13					47,560	48,720	49,880	
					1.64	1.68	1.72	
14						49,880	51,040	
						1.72	1.76	

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers: 381.05
 Enrollment: 5219
 Length of Teacher Day: 8
 Length of Student Day: 7.25
 Planning Time: 60
 Class Periods/Day: 4
 Normal Teaching Load: 3

HS	JH/MS	ELEM
8	8	8
7	7	7
57	30	
9		
7.5		

Base: 31,140 Index: 4.5 x 4.5
 Starting Salary: 31,140 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7(D)
 Vertical Freeze: 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

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

Option	Amount Paid by District				Couple - Benefits
H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	816.67
600D	200	200	200	200	cafeteria+fringe
2					

Cafeteria Plan

Individ. Depend.
 616.67 616.67
 Options: H/A, Cash
 IRS 125: Y
 Flex Accounts: Y

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte-BCBS*

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

KEARNEY

Step	BA+36									
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,140	32,541	33,943	35,344	36,745	38,147	39,548	40,949	42,350	43,752
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	32,541	33,943	35,344	36,745	38,147	39,548	40,949	42,350	43,752	45,153
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	33,943	35,344	36,745	38,147	39,548	40,949	42,350	43,752	45,153	46,554
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	35,344	36,745	38,147	39,548	40,949	42,350	43,752	45,153	46,554	47,956
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	36,745	38,147	39,548	40,949	42,350	43,752	45,153	46,554	47,956	49,357
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	38,147	39,548	40,949	42,350	43,752	45,153	46,554	47,956	49,357	50,758
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	39,548	40,949	42,350	43,752	45,153	46,554	47,956	49,357	50,758	52,160
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	40,949	42,350	43,752	45,153	46,554	47,956	49,357	50,758	52,160	53,561
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		43,752	45,153	46,554	47,956	49,357	50,758	52,160	53,561	54,962
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			46,554	47,956	49,357	50,758	52,160	53,561	54,962	56,363
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				49,357	50,758	52,160	53,561	54,962	56,363	57,765
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					52,160	53,561	54,962	56,363	57,765	59,166
					1.675	1.72	1.765	1.81	1.855	1.9
13						54,962	56,363	57,765	59,166	60,567
						1.72	1.765	1.81	1.855	1.945
14							57,765	59,166	60,567	61,969
							1.855	1.9	1.945	1.99
15									61,969	63,370
									1.99	2.035

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

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:		
Enrollment:	281	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	50	50	40	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	29,300	Index:	4 x 4
Starting Salary:	29,300	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	

LIFE			Deductible Reimbursement					PART-TIME BENEFITS	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

KENESAW

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	29,300	30,472	31,644	32,816	33,402	33,988	35,160	36,332
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	30,472	31,644	32,816	33,988	34,574	35,160	36,332	37,504
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	31,644	32,816	33,988	35,160	35,746	36,332	37,504	38,676
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	32,816	33,988	35,160	36,332	36,918	37,504	38,676	39,848
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	33,988	35,160	36,332	37,504	38,090	38,676	39,848	41,020
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	35,160	36,332	37,504	38,676	39,262	39,848	41,020	42,192
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		37,504	38,676	39,848	40,434	41,020	42,192	43,364
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8		38,676	39,848	41,020	41,606	42,192	43,364	44,536
		1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		39,848	41,020	42,192	42,778	43,364	44,536	45,708
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			42,192	43,364	43,950	44,536	45,708	46,880
			1.44	1.48	1.50	1.52	1.56	1.60
11				44,536	45,122	45,708	46,880	48,052
				1.52	1.54	1.56	1.60	1.64
12						46,880	48,052	49,224
						1.60	1.64	1.68

WORKING CONDITIONS

Contract Days:	180	FTE Teachers:	17.2
Enrollment:	102	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	28,850	Index:	4 x 4
Starting Salary:	28,850	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6
Vertical Freeze:			
Rollback:	93-94		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Options:	
DENTAL	BC/BS	4	41.90	77.51	87.99	118.17	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE							PART-TIME BENEFITS	
LTD							Minimum FTE: 0.5	
NON-PARTICIPANT							Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

KEYA PAHA COUNTY									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,850	30,004	31,158	32,312	33,466	34,620	35,774	36,928	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	30,004	31,158	32,312	33,466	34,620	35,774	36,928	38,082	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	31,158	32,312	33,466	34,620	35,774	36,928	38,082	39,236	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	32,312	33,466	34,620	35,774	36,928	38,082	39,236	40,390	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	33,466	34,620	35,774	36,928	38,082	39,236	40,390	41,544	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	34,620	35,774	36,928	38,082	39,236	40,390	41,544	42,698	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	35,774	36,928	38,082	39,236	40,390	41,544	42,698	43,852	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8			39,236	40,390	41,544	42,698	43,852	45,006	
			1.36	1.40	1.44	1.48	1.52	1.56	
9				41,544	42,698	43,852	45,006	46,160	
				1.44	1.48	1.52	1.56	1.60	
10						45,006	46,160	47,314	
						1.56	1.60	1.64	
11							47,314	48,468	
							1.64	1.68	

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	542	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.2
Planning Time:	48	48	0
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base:	28,800	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
Vert. Incr. are % of column base			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	24.46 or 40.50 Sp or Dep Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE	Companion	3.80					
LTD	Principal	.004626					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	60	yes		
Other Info:	PTO				
PERSONAL	PTO				
BEREAVEMENT	5				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	1-officers only				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

KIMBALL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	28,800	30,240	31,680	33,120	34,560	36,000	37,440	38,880	40,320	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	29,952	31,392	32,832	34,272	35,712	37,152	38,592	40,032	41,472	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	31,104	32,544	33,984	35,424	36,864	38,304	39,744	41,184	42,624	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	32,256	33,696	35,136	36,576	38,016	39,456	40,896	42,336	43,776	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	33,408	34,848	36,288	37,728	39,168	40,608	42,048	43,488	44,928	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6		36,000	37,440	38,880	40,320	41,760	43,200	44,640	46,080	
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7		37,152	38,592	40,032	41,472	42,912	44,352	45,792	47,232	
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8			39,744	41,184	42,624	44,064	45,504	46,944	48,384	
			1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9				42,336	43,776	45,216	46,656	48,096	49,536	
				1.47	1.52	1.57	1.62	1.67	1.72	
10					44,928	46,368	47,808	49,248	50,688	
					1.56	1.61	1.66	1.71	1.76	
11					46,080	47,520	48,960	50,400	51,840	
					1.60	1.65	1.70	1.75	1.80	
12					47,232	48,672	50,112	51,552	52,992	
					1.64	1.69	1.74	1.79	1.84	
13					49,824	51,264	52,704	54,144	55,584	
					1.73	1.78	1.83	1.88	1.93	
14						52,416	53,856	55,296	56,736	
						1.82	1.87	1.92	1.97	
15							55,008	56,448	57,888	
							1.91	1.96	2.01	
20									57,600	
									2.00	

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