WORKING CONDITIONS
Contract Days: 184  FTE Teachers: 874
Enrollment: HS  JH/MS  ELEM
Length of Teacher Day: 8  8  8
Length of Student Day: 7  7  7
Planning Time: 46  46  46
Class Periods/Day: 8  8
Normal Teaching Load: 7  7

SALARY SCHEDULE
Base: 31,100  Index: 4.5 x 4.5
Starting Salary: 31,100  Entry Level Step: 0
Career Increments: N  Experience Allowed: 7
Vertical Freeze: 86-87
Rollback:
Multi-year Contract:

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
HEALTH  BC/BS  600D  446.93  826.84  938.56  1260.25
DENTAL  BC/BS  3  21.66  40.08  45.49  61.09
PPO:  COMMENTS:
LIFE  Guardian  5.60
LTD  Madison  .0039
NON-PARTICIPANT

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Approval
SICK  10  30  yes
PERSONAL  2  yes  $80/day unused
PROFESSIONAL  unl.  yes
ADOPTION  admin approval
ASSOCIATION  admin approval

SABBATICAL: No

OTHER DISTRICT POLICIES
OTHER DISTRICT POLICIES

SEVERANCE PAY:

OTHER LEAVES:

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ADAMS CENTRAL

2010-2011
3.1
WORKING CONDITIONS
Contract Days: 185
Enrollment: 517
Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 8

INDEX: 5 x 4
Experience Allowed: 5(D)
Career Increments: N
Vertical Freeze: 86-87, 87-88, 89-90
Rollback: 86-87 Last Step

Experience Allowed: 5(D)
Career Increments: N

VERTICAL FREEZE:
86-87, 87-88, 89-90
ROLLBACK:
86-87 Last Step

Salary Schedule
Base: 29,900
Starting Salary: 29,900
Entry Level Step: 1
Experience Allowed: 5(D)
Career Increments: N

Cafeteria Plan
Individ. Depend.
Options: TSA, Cash

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 479.02 886.21 1005.96 1350.75 Ee+Spouse Dental

Dental
BC/BS 2 22.25 22.25 22.25 22.25

Life
LTD Madison Nat'l .00335

Part-Time Benefits
Minimum FTE: 1

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

PERSONAL 3 yes

Bereavement see sick lv.

Professional unl. yes

A Adoption see sick lv.

Association

Sabbatical: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/ Policy
Existed

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

OTHER LEAVES:

Ainsworth 2010-2011

7.1

10/26/2011
### WORKING CONDITIONS
- **Contract Days:** 185
- **Enrollment:** 230
- **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:**
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### INSURANCE
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### Cafeteria Plan
- **H/A-Dent:** Individ.
- **Individ. EE/Spouse:** Depend.
- **EE/Sp/Child:** 470.45
- **Options:**
- **H/A,Cash,TSA:**
- **Options:**
- **IRS 125:** Y
- **PART-TIME BENEFITS:**
- **Deductible Reimbursement:**

### LEAVES
- **SICK:**
  - Days/Year: 10 40
  - Other Info: Sev.-upon term. reimb. $10/day unused over 40
- **PERSONAL:** 2
- **BEREAVEMENT:** 3
- **PROFESSIONAL:** 1-2
- **ADOPOTION:**
- **ASSOCIATION:**

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

### OTHER LEAVES:

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### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 1,100
- **Enrollment:** 1,569
- **Length of Teacher Day:** 6.73
- **Length of Student Day:** 6.73
- **Planning Time:** 45
- **Class Periods/Day:** 9
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 29,300
- **Index:** 4.25 x 4.5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 10
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### INSURANCE
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **HEALTH**
- **BC/BS**
- **600D/1500D**
- **DENTAL**
- **BC/BS**
- **3**
- **PPO:**
- **LIFE**
- **LTD**
- **Fortis**
- **.0054**
- **NON-PARTICIPANT**

### LEAVES
- **Type**
- **Days/Year**
- **Accum.**
- **Depend.**
- **Approval**
- **Other**
- **SICK**
- **10**
- **40**
- **yes**

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
- **Exists**
- **SABBATICAL:**
- **Yes**
- **SEVERANCE PAY:**
- **emergency**

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### COMMENTS
- **Cafeteria Plan**
- **Type Carrier**
- **Options**
- **HEALTH**
- **BC/BS**
- **600D/1500D**
- **DENTAL**
- **BC/BS**
- **3**
- **PPO:**
- **LIFE**
- **LTD**
- **Fortis**
- **.0054**
- **NON-PARTICIPANT**

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

### INSURANCE
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **HEALTH**
- **BC/BS**
- **600D/1500D**
- **DENTAL**
- **BC/BS**
- **3**
- **PPO:**
- **LIFE**
- **LTD**
- **Fortis**
- **.0054**
- **NON-PARTICIPANT**

### LEAVES
- **Type**
- **Days/Year**
- **Accum.**
- **Depend.**
- **Approval**
- **Other**
- **SICK**
- **10**
- **40**
- **yes**

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

### SABBATICAL
- **Yes**

### SEVERANCE PAY
- **emergency**
## 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
- Multi-year Contract: All

## SALARY SCHEDULE
- Base: 29,500
- Starting Salary: 29,500
- Career Increments: N
- Vertical Freeze:
- Rollback:

## INSURANCE

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## LEAVES

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## OTHER DISTRICT POLICIES

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

## SABBATICAL

- No

## SEVERANCE PAY:

## OTHER LEAVES:

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**WORKING CONDITIONS**
- Contract Days: 182
- Enrollments: 278
  - HS: 22.25
  - JH/MS: 22.25
  - ELEM: 22.25
- Length of Teacher Day: 8
- Length of Student Day: 7.4
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 28,500
- Starting Salary: 28,500
- Index: 4 x 4
- Career Increments: Y
- Experience Allowed: 5
- Vertical Freeze: Y
- Rollback: Y
- Multi-year Contract: Y

**INSURANCE**
- **HEALTH**: BC/BS 600D
- **DENTAL**: BC/BS 2
- **LIFE**: Principal .0036
- **NON-PARTICIPANT**: $350 TSA

**Cafeteria Plan**
- Options: IRS 125: Y
- Minimum FTE: 0.5
- Contribution: fte

**LEAVES**
- **SICK**: Days/Year: 45
- **PERSONAL**: 3
- **BEREAVEMENT**: see sick lv.
- **PROFESSIONAL**: 2
- **ADOPITION**: see sick lv.
- **ASSOCIATION**: Sick Bank: N

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**OTHER DISTRICT POLICIES**
- **NEGOTIATED/EXISTS**
- **SABBATICAL**: No
- **SEVERANCE PAY**: Y

Other Info: Sev.:1/2 sub. rate/day unused sick/pers. (max 45) pd in July

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

2010-2011
7.1

WORKING CONDITIONS
Contract Days: 183
Enrollment: 250
HS JH/MS ELEM
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
FTE Teachers: 2
Base: 27,800
Starting Salary: 27,800
Career Increments: N
Experience Allowed: 10

Index: 4 x 4

Multi-year Contract:

INDEX: 4 x 4
Experience Allowed: 10
Career Increments: N

Rollback:

IN C U R R E N T  D A Y  S C H E D U L E

VERTICAL FREEZE:

NUMB ER O F C L A S S P E R I O D S D A Y : 8

NORMAL TEACHING LOAD:

PERIODS/DAY:

ROLLBACK:

LEAVES:

SICK: 10
BEREAVEMENT: 2
PERSONAL: 2
PROFESSIONAL: 2
ADOPTION: 2
ASSOCIATION: 2

SEVERANCE PAY:

SABBATICAL: No

OTHER LEAVES:

FAMILY ILLNESS:

OTHER DISTRICT POLICIES:

SEVERANCE PAY:

N O T E S:

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INSURANCE

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Cafeteria Plan

Options:

Options:

DEFERRED REIMBURSEMENT

FLEX ACCOUNTS:

IRIS 125:

Minimum FTE: 0.5

Contribution: Full

COMMENTS:

DEDUCTIBLE REIMBURSEMENT

OTHER DISTRICT POLICIES

Negotiated/Policy

Exists

SICK: 10 40 yes

Voluntary Separation: N

PERSONAL: 2

Grievance: Y P

BEREAVEMENT: 2 2 add'l for immed fam death

Professional Growth: Y N

ADOP TION: 2

Sick Bank: N

ASSOCIATION: 2

OTHER LEAVES:

FAMILY ILLNESS:

SEVERANCE PAY:

SABBATICAL: No

OTHER LEAVES:

Family illness (immed. fam. only)
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

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

**INSURANCE**

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**OTHER DISTRICT POLICIES**

- SEVERANCE PAY:
- OTHER LEAVES:

- **Base Salary Schedule**

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07-08 change in horizontal index - 4.5% to 5%
### Working Conditions
- Contract Days: 183
- FTE Teachers: 27.75
- Enrollment: 316
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 29,100
- Starting Salary: 29,100
- Career Increments: Y
- Vertical Freeze: 88-89
- Rollback: 88-89 Last Step
- Index: 4 x 4
- Experience Allowed: 12(D)
- Multi-year Contract:

### Insurance
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Deductible Reimbursement
- PART-TIME BENEFITS
- Flexible Accounts: Y

### Leaves
- Type: Days/Year: Accum. Depend. Approval Needed Other
- SICK: 10 45 yes
- PERSONAL: 2 yes
- Bereavement: 2
- PROFESSIONAL: 2 yes with admin permission
- ADOPTION: 2
- ASSOCIATION: 2

### Sabbatical
- No

### Severance Pay:

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

### Arapahoe

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**Arcadia**

### WORKING CONDITIONS
- **Contract Days:** 185
- **Enrollment:** 134
- **Length of Teacher Day:** 8.5, 8.5, 8.5 (HS, JH/MS, ELEM)
- **Length of Student Day:** 8, 8, 8
- **Planning Time:** 50, 50, 50
- **Class Periods/Day:** 8, 8
- **Normal Teaching Load:** 7, 7

### SALARY SCHEDULE
- **Base:** 26,900
- **Index:** 4 x 5
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** D

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### LEAVES
- **SICK:** 10 days/year, 30 accrual, yes
- **PERSONAL:** 3 days/year, yes
- **BEREAVEMENT:** 3 days/year, w/appr.
- **PROFESSIONAL:** admin. disc., yes
- **ADOPTION:** yes
- **ASSOCIATION:** yes
- **SABBATICAL:** No

### OTHER DISTRICT POLICIES
- **Sick Bank:** Y
- **Grievance:** Y
- **Prof. Growth:** Y
- **Reduction in Force:** Y
- **Voluntary Separation:** Y

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**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 49.6
- Enrollment: 588
  - HS: 
  - JH/MS: 
  - ELEM: 
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.25 7.25 7
- Planning Time: 45 45 45
- Class Periods/Day: 9 9
- Normal Teaching Load: 8 8

**EXPERIENCE ALLOWED:** all

**CAREER INCREMENTS:** N

**BA+36 grandfathered in 86-87**

**VERTICAL FREEZE:**

**ROLLBACK:** 86-87

**MULTI-YEAR CONTRACT:** 10-11, 11-12

**LENGTH OF TEACHER DAY:** 888

**LENGTH OF STUDENT DAY:** 7.25

**NORMAL TEACHING LOAD:**

---

**INSURANCE**

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**COMMENTS:**

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**SABBATICAL:** Yes

**SEVERANCE PAY:** N

**OTHER DISTRICT POLICIES**

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**OTHER LEAVES:**

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**ARLINGTON**

**2010-2011**

**7.1**
### WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 17.6
- Enrollment: 123
- HS JH/MS ELEM
- Length of Teacher Day: 7.5 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
- Salary: 27,050
- Index: 4 x 5
- Experience Allowed: (D)
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### SALARY SCHEDULE
- Entry Level Step: 1
- Starting Salary: 27,050
- Base: 27,050
- Index: 4 x 5

### INSURANCE
- Type: HEALTH
- Carrier: BC/BS
- Option: 350D
- H/A-Dent: 471.35
- Individ.: 872.02
- EE/Spouse: 989.86
- EE/Child: 1329.13
- Sp or Dep Dental: 40.50
- Options: IRS 125: Y
- Cafeteria Plan: Y
- Type Carrier
- H/A-Dent: Principal
- Individ.: .0052
- Options: Y
- Deductible Reimbursement

### LEAVES
- Type: SICK
- Days/Year: 7,10
- Accum.: 45
- Other Info: Unused over 45pd @ 25/day max - 250.00
- Pay for sub-deduct from sick lv.
-さまざまな
- Voluntary Separation: Y
- Grievance: Y
- Professional Growth: Y
- Reduction in Force: P
- Sick Bank: N

### OTHER DISTRICT POLICIES
- Negotiated/Policy:
- Exists
- Sev: $25/day to 45
- Minimum FTE: 0.375
- Contribution: fte
- Minimum FTE:

### SABBATICAL
- Yes
- SEVERANCE PAY: Y

### OTHER LEAVES:

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 14.04
- Enrollment: 105 (HS JH/MS ELEM)
- Length of Teacher Day: 8.5 8.5 8.5
- Length of Student Day: 8 8 8
- Planning Time: 50 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract:
- Length of Teacher Day: 8.5 8.5 8.5
- Length of Student Day: 8 8 8
- Planning Time: 50 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract:

### Salary Schedule
- Base: 28,000
- Index: 4 x 4
- Starting Salary: 28,000
- Career Increments: N
- Entry Level Step: 1
- Experience Allowed: 5

### Insurane
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: COMMENTS:
- LIFE: Nat'l Ins
- LTD: Nat'l Ins
- Non-Participant:

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- **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:**

### Sabbatical
- No

### Severance Pay
- Y

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**Arthur Co. HS**

**Work Days/Year**

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**Comments:**
- **Cafeteria Plan:** Individ. Depend.
- **Deductible Reimbursement:** Options:
- **Parking Accounts:** IRS 125:
- **Minimum FTE:** 0.5
- **Part-Time Benefits:** Contribution: fte

---

**Other District Policies**

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

**Other Leaves:**

---

**Arthur Co. HS**

**2010-2011**

**5.1**
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 872
- **Enrollment:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.5
- **Planning Time:** 100
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7.5
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.5
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7.5
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7.5

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

### Insurance
- **Type**
  - Health: BC/BS
  - Dental: BC/BS
  - Life: Guardian
  - LTD: Non-Participant
- **Option**
  - H/A-Dent: 600D
  - Individ. EE/Child: 22.25
  - EE/Spouse EE/Sp/Child: 22.25
- **Amount Paid by District**
  - Health: 470.45
  - Dental: 22.25
  - Life: 3.00
  - LTD: 166.67/mo.
- **Couple - Benefits**
  - Individ.: 32,525
  - Depend.: 34,031
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y

### Leaves
- **Type**
  - Sick
  - Personal
  - Bereavement
  - Professional
  - Adoption
  - Association
  - Sabbatical
  - Severance Pay
- **Days/Year**
  - Sick: 10
  - Personal: 2
  - Bereavement: unl.
  - Professional: unl.
  - Adoption: unl.
  - Association: unl.
  - Sabbatical: No
  - Severance Pay: Y
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  - Sick: 45
- **Approval Needed**
  - Sick: yes
  - Personal: yes
  - Bereavement: per occur./4
  - Professional: yes
  - Adoption: yes
  - Association: yes
  - Sabbatical: yes
  - Severance Pay: yes

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

### Other Leaves
- **Child's school act.-2 days**

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**WORKING CONDITIONS**

- **Contract Days:** 181
- **FTE Teachers:**
  - HS: 434
  - JH/MS: 748
  - ELEM: 888
- **Enrollment:** 870
- **Length of Teacher Day:** 8
  - Planning Time: 49
- **Length of Student Day:** 8
  - Class Periods/Day: 8
- **Normal Teaching Load:** 7
  - Multi-year Contract: 7

**SALARY SCHEDULE**

- **Base:** 30,650
- **Index:** 4 x 5
- **Starting Salary:**
  - HS: 30,650
  - JH/MS: 32,183
  - ELEM: 33,715
  - FTE Teachers: 35,248
  - Class Periods/Day: 36,780
  - Contract Days: 38,313
  - Enrollment: 39,845
  - Normal Teaching Load: 41,378
  - Multi-year Contract: 42,910
- **Career Increments:** Y
- **Experience Allowed:** D
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
- **Normal Teaching Load:**

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**Cafeteria Plan**

- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y
- **Deductible Reimbursement**
- **PART-TIME BENEFITS**
  - Minimum FTE: 
  - Contribution: 

**LEAVES**

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**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**OTHER LEAVES:** Family Emergency (5)

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<td>12</td>
<td>44,136</td>
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<td>43,217</td>
<td>44,749</td>
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<td>49,357</td>
<td>50,906</td>
<td>52,463</td>
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<tr>
<td>13</td>
<td>45,362</td>
<td>42,910</td>
<td>44,443</td>
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<td>50,690</td>
<td>52,233</td>
<td>53,791</td>
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<tr>
<td>14</td>
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<td>44,136</td>
<td>45,669</td>
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<td>51,509</td>
<td>53,057</td>
<td>54,617</td>
<td>56,179</td>
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</tbody>
</table>

**COMMENTS:**

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

- 10/26/2011
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 108.1
- Enrollment: 1253
- Length of Teacher Day: 8 hours
- Length of Student Day: 7 hours
- Planning Time: 85 hours
- Class Periods/Day: 4 periods
- Normal Teaching Load: 3 classes

INDEX:
- Base: 29,480
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 7(D)
- Vertical Freeze: Yes
- Rollback: No
- Multi-year Contract: Yes
- Length of Teacher Day: 888 hours
- Length of Student Day: 772 hours

INSURANCE
- HEALTH: BC/BS 350D, 471.35, 872.02, 989.86, 1329.13
- DENTAL: BC/BS 2, 22.25
- LIFE: Principal
- LTD: 0.0039 (thru sal)

LEAVES
- SICK: 10 days, 60 hours
- PERSONAL: 2 days
- BEREAVEMENT: 5 days
- PROFESSIONAL: 2 days
- ADOPTION: see sick lv.
- ASSOCIATION: see sick lv.

SEVERANCE PAY: Yes

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

LEAVES:
- SABBATICAL: Yes

SALARY SCHEDULE
- Starting Salary: 29,480
- Index: 5 x 5

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

OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- Number of Teachers: 108.1
- FTE Teachers: 108.1
- Contract Days: 185
- Entry Level Salary: 29,480
- Step BA+36: 50,116
- Step MA+36: 54,538
- Step MA+27: 53,064
- Step MA+18: 51,590
- Step MA+9: 50,116
- Step MA+3: 48,642
- Step MA+1: 47,168
- Step MA: 45,694
- Step MA-1: 44,220
- Step MA-2: 42,746
- Step MA-3: 41,272
- Step MA-4: 39,798
- Step MA-5: 38,324
- Step MA-6: 36,850
- Step MA-7: 35,376
- Step MA-8: 33,902
- Step MA-9: 32,428
- Step MA-10: 30,954
- Step MA-11: 29,480
- Step MA-12: 28,006
- Step MA-13: 26,532
- Step MA-14: 25,058
- Step MA-15: 23,584
- Step MA-16: 22,110
- Step MA-17: 20,636
- Step MA-18: 19,162
- Step MA-19: 17,688
- Step MA-20: 16,214
- Step MA-21: 14,740
- Step MA-22: 13,266
- Step MA-23: 11,792
- Step MA-24: 10,318
- Step MA-25: 8,844
- Step MA-26: 7,370
- Step MA-27: 5,896
- Step MA-28: 4,422
- Step MA-29: 2,948
- Step MA-30: 1,474
- Step MA-31: 0

OTHER LEAVES:
- Class Periods/Day: 4 periods
- Enrollment: 1253 Base: 29,480
- Contract Days: 185
- Part-Time Benefits: Minimum FTE: 0.5
- Deductible Reimbursement: Part-Time Benefits
### Working Conditions
- Contract Days: 185
- FTE Teachers: 282
- HS: 7.75
- JH/MS: 7.75
- ELEM: 7.75
- Length of Teacher Day: 7.75
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Long.: MA-MA+18
- Vertical Freeze: 01-02
- Rollback: Multi-year Contract:

### Salary Schedule
- Base: 29,100
- Starting Salary: 29,100
- Entry Level Step: 1
- Career Increments: Yes
- Experience Allowed: 10
- Long.: MA-MA+18% base after 4 yrs frozen, ea. 4 yrs.

### Insurance
- **Type**
  - Health: BC/BS
  - Dental: BC/BS
  - Life: H/A-Dent
- **Carrier**
  - BC/BS: 350D
  - BC/BS: 2
  - H/A-Dent: Madison Nat'l
- **Option**
  - Individ.: 471.35, 41.15
  - EE/Child: 872.02, 46.71
  - EE/Spouse: 989.86, 62.75
- **Amount Paid by District**
  - H/A-Dent: 350D
  - Individ.: 350D
  - EE/Child: 350D
  - EE/Spouse: 350D
- **Couple - Benefits**
  - Individ.: 50 50
  - EE/Spouse: 40 40
- **Type Carrier**
  - IRS 125: Y
  - Flex Accounts: Y
- **Deductible Reimbursement**

### Leaves
- **Type**
  - Sick: 10
  - Personal: 2
  - Bereavement: 2
  - Professional: 3
  - Adoption: see sick lv.
  - Association: see sick lv.
  - Sabbatical: No
- **Days/Year**
  - Sick: 40
  - Personal: 2
  - Bereavement: 2
  - Professional: 3
- **Accum. use Needed Other**
  - Sick: 1.3
  - Personal: 1.3
  - Bereavement: 1.3
- **Negotiated/Policy**
  - Exists
  - Sabbatical: No
- **Severance Pay:** Y

### Other District Policies
- **Type**
  - SEVERANCE PAY
- **Step**
  - 1
  - 2
  - 3
  - 4
  - 5
  - 6
  - 7
  - 8
  - 9
  - 10
  - 11
  - 12
  - 13
  - 14
  - 15
  - 16
  - 17
  - 18

### Coffee Plan
- **Type**
  - Cafeteria Plan
- **Option**
  - Individ.: 471.35, 41.15
  - EE/Spouse: 872.02, 46.71
  - EE/Child: 989.86, 62.75
- **Amount Paid by District**
  - H/A-Dent: 350D
  - Individ.: 350D
  - EE/Spouse: 350D
  - EE/Child: 350D
- **Couple - Benefits**
  - Individ.: 50 50
  - EE/Spouse: 40 40
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y

### Notes
- After being frozen at stp 12 for 4 yrs on MA, MA+9 & MA+18 columns, 2% of base added to salary every 4 yrs.
**Bancroft-Rosalie**

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 294
- **Enrollment:**
  - HS: 218
  - JH/MS: 143
  - ELEM: 33
- **Length of Teacher Day:** 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
- **Entry Level Step:** 1
- **Experience Allowed:** 3(D)
- **Career Increments:** N
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:**

### INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>600D</td>
<td>H/A-Dent 600D, Individ.</td>
<td>Individ.</td>
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<tr>
<td>PPO</td>
<td></td>
<td>COMMENTS:</td>
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<tr>
<td>LIFE</td>
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<td></td>
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<tr>
<td>LTD</td>
<td>National Ins.</td>
<td>.0031</td>
<td>Deductible Reimbursement</td>
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<tr>
<td>NON-PARTICIPANT</td>
<td>$492.11 TSA, Cash</td>
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<td>Minimum FTE: 0</td>
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</table>

### LEAVES

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<th>Days/Year</th>
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<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
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</thead>
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<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
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<td>admin has discretion to deny, $</td>
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<tr>
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<td>from sick lv.</td>
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<tr>
<td>PROFESSIONAL</td>
<td>adm. disc.</td>
<td>yes</td>
<td>Grievance:</td>
<td>Y N</td>
<td></td>
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<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td>Professional Growth:</td>
<td>Y P</td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td>Reduction in Force:</td>
<td>Y P</td>
<td></td>
</tr>
<tr>
<td>SABBATICAL</td>
<td>No</td>
<td></td>
<td>Sick Bank:</td>
<td>Y N</td>
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</table>

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

### OTHER LEAVES
- **SEVERANCE PAY**: emergency-3 days sub pay

### BANCROFT-ROSALIE

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
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<th>BA + 18</th>
<th>BA + 27</th>
<th>BA + 36</th>
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<td>1.04</td>
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<td>1.16</td>
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<td>32,130</td>
<td>33,320</td>
<td>34,510</td>
<td>35,700</td>
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<td>4</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
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<td>1.24</td>
</tr>
<tr>
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<td>33,320</td>
<td>34,510</td>
<td>35,700</td>
<td>36,890</td>
</tr>
</tbody>
</table>

### COMMENTS:
- IRS 125: Y
- Flex Accounts: Y
- Parts-Time BENEFITS
- Cafeteria Plan
- Deductible Reimbursement

### CONTRACT DAYS:
- 185

### FTE TEACHERS:
- 294

### STARTING SALARY:
- 29,750

### BASE SALARY:
- 29,750

### INDEX:
- 4 x 4

### ENTRY LEVEL STEP:
- 1

### EXPERIENCE ALLOWED:
- 3(D)

### CAFETERIA PLAN:
- Individ. Depend.
- Options:

### PART-TIME BENEFITS:
- Minimum FTE: 0
- Contribution: fte
**Working Conditions**

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

**Salary Schedule**

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

**Insurance**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td>H/A-Dent</td>
<td>24.46 or 40.50</td>
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<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>Individ. EE/Child</td>
<td>Sp or Dep Dental</td>
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<tr>
<td>PPO:</td>
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<td>EE/Spouse</td>
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<tr>
<td>LIFE:</td>
<td></td>
<td></td>
<td>EE/Sp/Child</td>
<td></td>
</tr>
<tr>
<td>LTD:</td>
<td>Principal</td>
<td></td>
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<tr>
<td>NON-PARTICIPANT:</td>
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</tbody>
</table>

**Cafeteria Plan**

- Individ. Depend.

**Part-Time Benefits**

- Minimum FTE: 0.5

**Leaves**

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<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
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<td>BEREAVEMENT</td>
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<tr>
<td>PROFESSIONAL</td>
<td>3</td>
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<td>yes</td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Severance Pay**

**Other District Policies**

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

---

**Need Salary Schedule**
## Working Conditions
- Contract Days: 185
- FTE Teachers: 462
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

## Salary Schedule
- Base: 29,150
- Index: 4 x 5
- Starting Salary: 31,482
- Entry Level Step: 3
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: horiz 99-00
- Rollback:

## Insurance

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<tr>
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<td>Depend.</td>
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<td>EE/Child</td>
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<tr>
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<td>EE/Spouse</td>
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## Leaves
- SICK: 10
- Personal: 2
- Bereavement: 3
- Professional: 2
- Adoption: 
- Association: 
- Sabbatical: Yes

## Other District Policies
- Sick Bank: N
- Memorial Leave: 
- Voluntary Separation: N
- Professional Growth: N

## Cafeteria Plan
- Minimum FTE: 0.75

## Other Time Benefits
- Contribution: fte

## Battle Creek

### Part-Time Benefits
- Salary: 
- Deductible Reimbursement: 

### Other Leaves: Military Leave (Dist. Pays Diff.)

### District Day Schedule

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<td>53,725</td>
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**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 35.65
- Enrollment: 418
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 43
- Class Periods/Day: 9
- Normal Teaching Load: 7.5

**SALARY SCHEDULE**

- Base: 29,400
- Starting Salary: 29,400
- Career Increments: N
- Freeze is total/no movement vert. or horiz.
- Vertical Freeze: 97-98
- Rollback:

**INSURANCE**

- Type: Health/Dep.
- Carrier: Fortis

**INSURANCE**

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**LEAVES**

- SICK: 10,5
- PERSONAL: 10 first yr
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: yes
- ADOPTION: see sick lv.
- ASSOCIATION: 1

**OTHER DISTRICT POLICIES**

- Sick Bank: Y
- Negotiated/Policy: Exists

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**COMMENTS:**

- Cafeteria Plan:
- Part-Time Benefits:
- Deductible Reimbursement:
- Minimum FTE: 0.5
- Contribution: fte
**WORKING CONDITIONS**
- Contract Days: 186
- FTE Teachers: 169.1
- Enrollment: 2132
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 6.77
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: Rollback: 1/00-01
- Multi-year Contract:
- Length of Teacher Day: 7.5
- Length of Student Day: 6.77
- Normal Teaching Load: 7
- Student Days:
- Class Periods/Day: 8
- Contract Days: 186
- Enrollment: 2132
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: Rollback: 1/00-01
- Multi-year Contract:

**SALARY SCHEDULE**
- Base: 31,400
- Starting Salary: 31,400
- Career Increments: N
- Experience Allowed: 5
- Index: 5 x 4
- Entry Level Step: 1

**INSURANCE**
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: COMMENTS:
- LIFE: Guardian
- LTD: National Ins
- NON-PARTICIPANT: $300 cash-in-lieu

**LEAVES**
- SICK: Days/Year: 8, Accum: 60, Depend. use: yes
- PERSONAL: Days/Year: 3
- BEREAVEMENT: Days/Year: 2
- PROFESSIONAL: Days/Year: unl.
- ADOPTION: Days/Year: 10 from sick lv.
- ASSOCIATION: Days/Year: 3-5

**OTHER DISTRICT POLICIES**
- Negotiated/Policy: Exists
- SICK: Other Info: yes
- PERSONAL: $100/day
- BEREAVEMENT: 2 with 2 from pers. lv.; addtl from sic
- PROFESSIONAL: Yes, Grievance: Y
- ADOPTION: 10 from sick lv.
- ASSOCIATION: w/approv.
- SABBATICAL: Yes

**Cafeteria Plan**
- Options: H/A, TSA, Cash

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

**LEAVES:**
- SEVERANCE PAY:

**BEATRICE**
- 2010-2011
- 5.1

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### Working Conditions

- Contract Days: 187
- FTE Teachers: 769.3
- Enrollment: 9887
- HS: 7.1
- JH/MS: 8
- ELEM: 8

### Salary Schedule

- Base: 31,540
- Entry Level Step: 0
- Index: 3 x 4
- Starting Salary: 31,540
- Career Increments: Y
- Experience Allowed: 11
- Longevity: 3.75% basic salary after 20 yrs., all lanes
- Vertical Freeze: 87-88, 88-89, 90-10
- Rollback: 888

### Leaves

- SICK: 10 days, 110 days
- Other: Upon term. 3.75% sal. over 20 yrs.; 1/4 under 20; full day rate over 110 days

### Other District Policies

- Negotiated/Policy: Exists
- Minimum FTE: 0.5

### Insurance

- Type: Carrier, Option, Amount Paid by District, Couple - Benefits
- HEALTH: BC/BS 350D/2850D
- DENTAL: BC/BS 4
- PPO: 2850D rec 366.67+83.33 in HSA

### Cafeteria Plan

- Cafeteria Plan: Cafeteria, Health/A
- IRS 125: Y
- Flex Accounts: Options: Cash, TSA, H/A

### Deductible Reimbursement

- Cafeteria Plan: Cafeteria, Health/A
- IRS 125: Y
- Flex Accounts: Options: Cash, TSA, H/A

### Other Leaves

- Sabbatical: No
- Severance Pay: Y

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### Bellevue Salary Schedule

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**Note:** Vertical freeze.
WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 95.65
- Enrollment: 1346
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.12
- Length of Student Day: 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: 85-86
- Rollback: 85-86

INSURANCE
- HEALTH: BC/BS
- Carrier: 600D
- Deductible Reimbursement
- Options: IRS 125: Y
- Flexible Reimbursement
- Cafeteria Plan

LEAVES
- SICK: 9
- Depend. Needed: 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.
- Voluntary Separation: Y
- Professional: Y
- Y
- Grievance: Y
- P
- Professional Growth: Y
- Reduction in Force: Y
- P
- Sick Bank: N

OTHER DISTRICT POLICIES
- Sabbatical: Yes
- Severance Pay: Y

OTHER LEAVES:

PROFESSIONAL DEVELOPMENT

BA
- Step 1: 30,750
- BA+9: 32,288
- BA+18: 33,825
- BA+27: 35,363
- BA+36:

BA+9
- 36,900
- 38,438
- 39,975
- 41,513

BA+18
- 38,438
- 40,975
- 42,513
- 44,051

BA+27
- 40,452
- 42,990
- 45,538
- 48,076

BA+36
- 42,513
- 45,050
- 47,588
- 50,125

MA
- 30,750
- 32,288
- 33,825
- 35,363

MA+9
- 36,900
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MA+18
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MA+36
- 42,513
- 45,050
- 47,588
- 50,125

10/26/2011

Bennington

2010-2011

7.1
### WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 259
- HS: 7.75
- JH/MS: 7.75
- ELEM: 7.75
- Length of Teacher Day: 7.75
- Length of Student Day: 7.66
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Vertical Freeze: 3.110/26/2011
- Rollback:

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

### INSURANCE
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **H/A-Dent**: Individ.
- **Individ. EE/Child**: Depend.
- **Individ. EE/Spouse**: Depend.
- **EE/Sp/Child**: Depend.
- **Options**:
  - IRS 125: Y
  - Flex Accounts:

### LEAVES
- **Type**: Days/Year
- **Accum. Depend. Approval Needed Other**
- **SICK**: 7 40 yes
- **PERSONAL**: 2 no 3
- **BEREAVEMENT**: see sick lv
- **PROFESSIONAL**: 5 yes
- **ADPTION**: see sick lv
- **ASSOCIATION**: see prof lv

### OTHER DISTRICT POLICIES
- **SABBATICAL**: No
- **SEVERANCE PAY**:

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2010-2011
Blair

**WORKING CONDITIONS**
- Contract Days: 187
- FTE Teachers: 179.3
- 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
- Starting Salary: 33,053
- Entry Level Step: 3
- Career Increments: N
- Experience Allowed: 10(TS)
- Vertical Freeze: 85-86, 88-89
- Vertical Movement: 1/2 step vertical movement
- Multi-year Contract: 10-11, 11-12

**INSURANCE**
- HEALTH BC/BS 600D 470.45 870.36 987.96 1326.58
- DENTAL BC/BS 22.25 22.25 22.25 22.25
- PPO: single ins. rec $250/mo
- COMMENTS: if take ind ins, get $250 cash also

**LEAVES**
- SICK 10 50 no

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

**SALARIES**

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**Cafeteria Plan**
- H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 416.67

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

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

**SALARY SCHEDULE**

- Base: 29,900
- Entry Level Step: 1
- Individual Negotiation after frozen on MA+18 for 2 yrs
- Vertical Freeze: 86-87
- Rollback: 86-87 (Last 2)

**Working Conditions and Salary Schedule**

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<td>56,850</td>
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<td>59,262</td>
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</table>

**INSURANCE**

- HEALTH: BC/BS
  - Carrier: BC/BS
  - Individ. EE/Child: 1100
  - Individ. EE/Spouse: 22.25
  - Individ. Depend.: 413.72
  - EE/Sp/Child: 765.38
  - EE/Sp/EE: 868.79
  - EE/Sp/Sp: 1166.57
  - Options: IRS 125: Y

- DENTAL: BC/BS
  - Carrier: BC/BS
  - Individ. EE/Child: 1100
  - Individ. EE/Spouse: 22.25
  - Individ. Depend.: 413.72
  - EE/Sp/Child: 765.38
  - EE/Sp/EE: 868.79
  - EE/Sp/Sp: 1166.57
  - Options: IRS 125: Y

- LTD: Non-Participant

- LIFE: Participants

- PPO:

**Cafeteria Plan**

- Deductible Reimbursement: N

**PART-TIME BENEFITS**

- Minimum FTE: 0.4

**OTHER DISTRICT POLICIES**

- Negotiated/Policy: Exists

**SALARY SCHEDULE**

- Entry Level Step: 1
- Base: 29,900
- Index: 4 x 4
- Starting Salary: 29,900
- Experience Allowed: All
- Individual Negotiation after frozen on MA+18 for 2 yrs
- Vertical Freeze: 86-87
- Rollback: 86-87 (Last 2)

**LEAVES**

- SICK: 7, 45, yes
- Personal: 3, no, reimbursed $50/day unused
- Bereavement: see sick lv.
- Professional: 1, yes
- Adoption:
- Association:

**SABBATICAL**: No

**SEVERANCE PAY**: Y

**OTHER LEAVES**
2010-2011

**INDEX:**
- **4 x 4**

**Experience Allowed:**
- **17**

**Career Increments:**
- **N**

**Multi-year Contract:**
- **Rollback:**

**Working Conditions**
- **Contract Days:** 185
- **Enrollment:** 400
- **HS:**
- **JH/MS:**
- **ELEM:**

**Salary Schedule**
- **Base:** 29,750
- **Starting Salary:** 29,750
- **Index:** 4 x 4
- **Entry Level Step:** 1

**Length of Teacher Day:**
- **Regular:** 7.5
- **Class Periods/Day:** 8

**Length of Student Day:**
- **Regular:** 7.5
- **Contract Days:** 185

**Planning Time:**
- **Regular:** 50

**Normal Teaching Load:**
- **Regular:** 7

**WORKING CONDITIONS**

**Leaves**

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<th>Accum.</th>
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<th>Needed</th>
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**Insurance**

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<td>22.25 22.25 22.25 22.25</td>
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**COMMENTS:**

**Deductible Reimbursement**

**HSA**
- **H/A-Dent**
- **Individ.**
- **EE/Child**
- **EE/Spouse**
- **EE/Sp/Child**

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

**Deduction**

**Cafeteria Plan**
- **Individ.**
- **Depend.**

**Leaves**

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<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
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**Other Info:**
- **$50/day unused pers days**

**Voluntary Separation:**
- **N**

**Personal**
- **yes**

**Grievance:**
- **Y**

**Professional**
- **1**

**Professional Growth:**
- **Y**

**Auction**
- **see personal lv.**

**Reduction in Force:**
- **Y**

**Sick Bank:**
- **N**

**Sabbatical:**
- **No**

**Severance Pay:**

**Other District Policies**

**Negotiated/Policy**

**Exists**

**Teaching Load**

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**Increase**

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**Enrollment**

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**Negotiated/Policy**

**Exists**

**30,940**

**32,130**

**33,320**

**34,510**

**35,700**

**36,890**

**38,080**

**39,270**

**40,460**

**41,650**

**42,840**

**44,030**

**45,220**

**46,410**

**47,600**

**48,790**

**49,980**

**51,170**

**52,360**

**53,550**

**54,740**

**55,930**
WORKING CONDITIONS

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Enrollment: 609

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
Normal Teaching Load: 7 7

INCENTIVES

- Experience Allowed: (D)
- Career Increments: N
- Rollback:

VERTICAL FREEZE

- 88/89
- Multi-year Contract:

LEAVES

- Sick: 10 45
- Personal: 2
- Bereavement: 15
- Professional: 2
- Adoption: 2
- Association: 2

OTHER DISTRICT POLICIES

- Severance Pay:

SALARY SCHEDULE

- Base: 29,000
- Index: 4 x 5

Starting Salary: Entry Level Step: 1

- Experience Allowed: (D)
- Career Increments: N

- 00-01 BA45/MA9 to MA9 only - BA45s grandfathered

- Vertical Freeze: 88/89

- Multi-year Contract:

- Normal Teaching Load: 7 7

INSURANCE

- Health:
  - BC/BS: 600D 446.93 826.84 938.56 1260.25
- Dental:
  - BC/BS: 446.93 826.84 938.56 1260.25
- Life:
  - BC/BS: 446.93 826.84 938.56 1260.25

- Cafeteria Plan:
  - Deductible Reimbursement

OTHER DISTRICT BENEFITS

- Minimum FTE: 0.5
- Contribution: fte

LEAVES

- Sick: 10 45
- Personal: 2
- Bereavement: 15
- Professional: 2
- Adoption: 2
- Association: 2

OTHER DISTRICT POLICIES

- Severance Pay:

SALARY SCHEDULE

- Base: 29,000
- Index: 4 x 5

Starting Salary: Entry Level Step: 1

- Experience Allowed: (D)
- Career Increments: N

- 00-01 BA45/MA9 to MA9 only - BA45s grandfathered

- Vertical Freeze: 88/89

- Multi-year Contract:

- Normal Teaching Load: 7 7

INSURANCE

- Health:
  - BC/BS: 600D 446.93 826.84 938.56 1260.25
- Dental:
  - BC/BS: 446.93 826.84 938.56 1260.25
- Life:
  - BC/BS: 446.93 826.84 938.56 1260.25

- Cafeteria Plan:
  - Deductible Reimbursement

OTHER DISTRICT BENEFITS

- Minimum FTE: 0.5
- Contribution: fte

LEAVES

- Sick: 10 45
- Personal: 2
- Bereavement: 15
- Professional: 2
- Adoption: 2
- Association: 2

OTHER DISTRICT POLICIES

- Severance Pay:

SALARY SCHEDULE

- Base: 29,000
- Index: 4 x 5

Starting Salary: Entry Level Step: 1

- Experience Allowed: (D)
- Career Increments: N

- 00-01 BA45/MA9 to MA9 only - BA45s grandfathered

- Vertical Freeze: 88/89

- Multi-year Contract:

- Normal Teaching Load: 7 7

INSURANCE

- Health:
  - BC/BS: 600D 446.93 826.84 938.56 1260.25
- Dental:
  - BC/BS: 446.93 826.84 938.56 1260.25
- Life:
  - BC/BS: 446.93 826.84 938.56 1260.25

- Cafeteria Plan:
  - Deductible Reimbursement

OTHER DISTRICT BENEFITS

- Minimum FTE: 0.5
- Contribution: fte

LEAVES

- Sick: 10 45
- Personal: 2
- Bereavement: 15
- Professional: 2
- Adoption: 2
- Association: 2

OTHER DISTRICT POLICIES

- Severance Pay:

SALARY SCHEDULE

- Base: 29,000
- Index: 4 x 5

Starting Salary: Entry Level Step: 1

- Experience Allowed: (D)
- Career Increments: N

- 00-01 BA45/MA9 to MA9 only - BA45s grandfathered

- Vertical Freeze: 88/89

- Multi-year Contract:

- Normal Teaching Load: 7 7

INSURANCE

- Health:
  - BC/BS: 600D 446.93 826.84 938.56 1260.25
- Dental:
  - BC/BS: 446.93 826.84 938.56 1260.25
- Life:
  - BC/BS: 446.93 826.84 938.56 1260.25

- Cafeteria Plan:
  - Deductible Reimbursement

OTHER DISTRICT BENEFITS

- Minimum FTE: 0.5
- Contribution: fte

LEAVES

- Sick: 10 45
- Personal: 2
- Bereavement: 15
- Professional: 2
- Adoption: 2
- Association: 2

OTHER DISTRICT POLICIES

- Severance Pay:

SALARY SCHEDULE

- Base: 29,000
- Index: 4 x 5

Starting Salary: Entry Level Step: 1

- Experience Allowed: (D)
- Career Increments: N

- 00-01 BA45/MA9 to MA9 only - BA45s grandfathered

- Vertical Freeze: 88/89

- Multi-year Contract:

- Normal Teaching Load: 7 7

INSURANCE

- Health:
  - BC/BS: 600D 446.93 826.84 938.56 1260.25
- Dental:
  - BC/BS: 446.93 826.84 938.56 1260.25
- Life:
  - BC/BS: 446.93 826.84 938.56 1260.25

- Cafeteria Plan:
  - Deductible Reimbursement

OTHER DISTRICT BENEFITS

- Minimum FTE: 0.5
- Contribution: fte

LEAVES

- Sick: 10 45
- Personal: 2
- Bereavement: 15
- Professional: 2
- Adoption: 2
- Association: 2

OTHER DISTRICT POLICIES

- Severance Pay:

SALARY SCHEDULE

- Base: 29,000
- Index: 4 x 5

Starting Salary: Entry Level Step: 1

- Experience Allowed: (D)
- Career Increments: N

- 00-01 BA45/MA9 to MA9 only - BA45s grandfathered

- Vertical Freeze: 88/89

- Multi-year Contract:

- Normal Teaching Load: 7 7

INSURANCE

- Health:
  - BC/BS: 600D 446.93 826.84 938.56 1260.25
- Dental:
  - BC/BS: 446.93 826.84 938.56 1260.25
- Life:
  - BC/BS: 446.93 826.84 938.56 1260.25

- Cafeteria Plan:
  - Deductible Reimbursement

OTHER DISTRICT BENEFITS

- Minimum FTE: 0.5
- Contribution: fte

LEAVES

- Sick: 10 45
- Personal: 2
- Bereavement: 15
- Professional: 2
- Adoption: 2
- Association: 2

OTHER DISTRICT POLICIES

- Severance Pay:

SALARY SCHEDULE

- Base: 29,000
- Index: 4 x 5

Starting Salary: Entry Level Step: 1

- Experience Allowed: (D)
- Career Increments: N

- 00-01 BA45/MA9 to MA9 only - BA45s grandfathered

- Vertical Freeze: 88/89

- Multi-year Contract:

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

Experience Allowed: 8
Career Increments: N
Vertical Freeze:
Rollback: 93-94
Multi-year Contract:

SALARY SCHEDULE
- Base: 27,600
- Index: 4 x 4
- Starting Salary: Entry Level Step: up to 2
- Experience Allowed: 8

INSURANCE
- Type: Carrier
- Option
- Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
-コメント
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: COMMENTS
- LIFE
- LTD: Fortis
- NON-PARTICIPANT: 250 cash-in-lieu

LEAVES
- Type
- Days/Year
- Accum.
- Depend.
- Approval
- Approval
- Other
- Negotiated/Policy
- SICK
- 10
- 45
- yes
- Other Info:
- PERSONAL: 2.5
- add'l w/sub pay
- Voluntary Separation: N
- BEREAVEMENT: 3
- Grievance: Y P
- PROFESSIONAL: 2
- Professional Growth: N
- ADDITION:
- ASSOCIATION: by request
- SABBATICAL: No
- SEVERANCE PAY:

OTHER DISTRICT POLICIES

OTHER LEAVES:

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## Working Conditions
- Contract Days: 184
- FTE Teachers: 498
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 30,300
- Starting Salary: 30,300
- Career Increments: N
- Vertical Freeze: 86-87

## Insuranc
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## Leaves
- SICK: 10 days/year, 60 days/accumulated
- Other Info: $30/day beyond 60
- PERSONAL: 2 days, yes, accum. to 3
- BEREAVEMENT: 5 days, per occur.-immed. fam.
- PROFESSIONAL: 5 days, yes
- ADOPTION: FEMA
- ASSOCIATION: FEMA

## Other District Policies
- Sabbatical: No
- Severance Pay: N

## Bridgeport
### FTE Teachers:
- Starting Salary: 30,300
- Index: 4.5 x 4.5

### Cafeteria
- Cafeteria Plan
- Cafeteria
- Comments: IRS 125: Y
- Flex Accounts: Y
- Deductible Reimbursement
- Minimum FTE: 1.00

### Part-Time Benefits
- Contributions: FTE

### Other Leaves:
### Working Conditions
- Contract Days: 185
- FTE Teachers: 79.3
- Enrollment: 852
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: $29,150
- Starting Salary: $29,150
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: Rollback: 87-88
- Multi-year Contract: 09-10, 10-11
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Class Periods/Day: 8

### Insurance

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### Cafeteria Plan
- COMMENTS: Deductible Reimbursement

### Leaves

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

### Sabbatical
- No

### Severance Pay

### Broken Bow Schedule

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### Additional Notes
- FTE Teachers: 79.3
- Starting Salary: $29,150
- Normal Teaching Load: 7
- Enrollmen: 852
WORKING CONDITIONS
Contract Days: 182
FTE Teachers: 71
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 6 6

INDEX: 4 x 4
Experience Allowed: 5
Career Increments: Y
Multi-year Contract: Y
Vertical Freeze: N
Rollback: N

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 23.83 or 39.43
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

PPO: COMMENTS:
LIFE
LTD
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Approval 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
ADOPION from sick lv.
ASSOCIATION

SABBATICAL: Yes SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/ Policy
Existed

OTHER LEAVES:

BRUNING-DAVENPORT UNIFIED SYSTEM
Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18
1 29,660 30,846 32,033 33,219 34,406 35,592 36,778
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11 43,897
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12 47,456
1.60 1.64 1.68
13 49,829
1.68 1.72

BRUNING-DAVENPORT UNIFIED SYSTEM
2010-2011
1.1
2010-2011
Burwell
7.1

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

SALARY SCHEDULE
Base: 28,750
Starting Salary: 28,750
Career Increments: N
Experience Allowed: 5
Index: 4 x 5
Entry Level Step: 1

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Spouse EE/Sp/Child
HEALTH BC/BS 600D 470.45 419.94 537.54 875.66 125
DENTAL BC/BS 2 22.25 41.15 46.71 62.75
PPO: COMMENTS: will deduct tax/retirement from caf amt
LIFE
LTD NON-PARTICIPANT Cafeteria amount $4
Flexible Accounts: Y

LEAVES
Type Days/Year Amount Paid by District
SICK 10 40 yes
PERSONAL 2 yes
BEREAVEMENT 10 yes
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION
SABBATICAL: No
SEVERANCE PAY:
OTHER DISTRICT POLICIES
Negotiated/ Exits Policy

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BURWELL

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| Class Periods/Day: 4 4 | Rollback: |

| Vertical Freeze: | Rollback: |

| Multi-year Contract: | |

| Deductible Reimbursement | |

| COMMENTS: will deduct tax/retirement from caf amt | |

| IRS 125: Y | |

| Cafeteria Plan | |

| Individ. | Depend. |

| Options: H/A,Cash-85% | |

| Flexible Accounts: Y | |

| Minimum FTE: 0.5 | |

| Contribution: fee | |
## Working Conditions
- **Contract Days:** 182
- **Enrollment:** 195
- **Length of Teacher Day:** 8.25
- **Length of Student Day:** 7.5
- **Planning Time:** 100
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

## Salary Schedule
- **Base:** 28,150
- **Index:** 4 x 5
- **Starting Salary:** 28,150
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **after 30 yrs in system, $3000 incentive bonus**
- **Vertical Freeze:** 86-87, 87-88
- **Rollback:**
- **Multi-year Contract:**

### Class Periods
- **Class Periods/Day:** 8
- **Contract Days:** 182
- **Enrollment:** 195

### Normal Pay Schedule

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### Cafeteria Plan
- **Individ.:** Depend.

### Insurance
- **HEALTH:** BC/BS
  - 600D: 446.93
  - Individ.: EE/Child: 938.56
  - EE/Spouse: 1260.25
- **DENTAL:** BC/BS
  - 2: 22.25
  - Individ.: EE/Child: 22.25
  - EE/Spouse: 22.25
- **PPO:**
  - Options: IRS 125:
  - Flexible Accounts:
  - Deductible Reimbursement:

### Leaves
- **SICK:** 10.5
- **PERSONAL:** 2
- **BEREAVEMENT:** 3
- **PROFESSIONAL:** 2
- **ADOPTION:**
- **ASSOCIATION:** by request

### Sabbatical
- **No**

### Severance Pay
- **Negotiated/Policy:**
  - **Exists:**
  - **Current Policy:**

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

### Other Leaves

---

**Note:**
- **Working Conditions:**
- **Salary Schedule:**
- **INSURANCE:**
- **LEAVES:**
- **Cafeteria Plan:**
- **Insurance Options:**
- **Flexible Accounts:**
- **Deductible Reimbursement:**
- **PART-TIME BENEFITS:**
- **Minimum FTE:**
- **Contribution:**
- **Leaves Type:**
- **Depend. Use:**
- **Approval Needed:**
- **Other:**
- **Negotiated/Policy:**
- **Exists:**
- **Current Policy:**
- **Sick Bank:**
- **Voluntary Separation:**
- **Grievance:**
- **Professional Growth:**
- **Reduction in Force:**
- **SEPARATION PAY:**
- **Other Leaves:**

---

**Callaway 2010-2011**

---

**Callaway**
WORKING CONDITIONS
Contract Days: 183  FTE Teachers: 32
Enrollment: 334  HS  JH/MS  ELEM
Length of Teacher Day: 8  8  8
Length of Student Day: 7  7  7
Planning Time: 52  52  52
Class Periods/Day: 8  8
Normal Teaching Load: 7  7
Multi-year Contract:

SALARY SCHEDULE
Base: 29,600
Starting Salary: 29,600
Career Increments: N
Experience Allowed: 5(D)
Vertical Freeze: 86-87
Rollback:

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
Health  BC/BS  H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child  24.46 or  40.50
Dental  BC/BS  Individ.  431.86  798.96  906.92  1217.76

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Needed  Other
Sick 10  60  yes

OTHER DISTRICT POLICIES

Cafeteria Plan
Type  Carrier  Option
H/A-Dent  Individ.  Depend.

Deductible Reimbursement
PART-TIME BENEFITS

SABBATICAL:

SEVERANCE PAY:
OTHER LEAVES:

10/26/2011
2010-2011
3.1
Cedar Bluffs

WORKING CONDITIONS
Contract Days: 185  
Enrollment: 229  
Length of Teacher Day: 8 8 8  
Length of Student Day: 7.5 7.5 7.5  
Class Periods/Day: 8 8  
Normal Teaching Load: 7 7  

SALARY SCHEDULE
Base: 30,000  
Starting Salary: 30,000  
Career Increments: N  
Experience Allowed: all  

Index: 4 x 4  

Length of Teacher Day: 8 8 8  
Length of Student Day: 7.5 7.5 7.5  
Planning Time: 50 50 40  
Class Periods/Day: 8 8  
Normal Teaching Load: 7 7  
Multi-year Contract:  

INSURANCE
Type | Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
--- | --- | --- | --- | --- | ---
HEALTH | BC/BS | 600D | 446.93 826.84 938.56 1260.25 | |  
DENTAL | BC/BS | 2 | 22.25 22.25 22.25 22.25 | |  
LTD | Principal | .00492 | | |  
NON-PARTICIPANT | | | | |  

LEAVES
Type | Days/Year | Accum. | Depend. | Approval | Other
--- | --- | --- | --- | --- | ---
SICK | 10 40 | yes | | |  
PERSONAL | 4 | yes | $75/day for unused | |  
BEREAVEMENT | | | | |  
PROFESSIONAL | unlist. | yes | | |  
ADOPTION | | | | |  
ASSOCIATION | | | | |  
SABBATICAL: No | | | | |  
SEVERANCE PAY: Yes | | | | |  

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

CEDAR BLUFFS

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### Cedar Rapids

**WORKING CONDITIONS**
- Contract Days: 184
- FTE Teachers: 18.5
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.7
- Length of Student Day: 7.7
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SAALRY SCHEDULE**
- Base: 28,700
- Entry Level Step: 1
- Index: 4 x 4.5
- Starting Salary: 28,700
- Career Increments: N
- Experience Allowed: 2 (D)
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

**INSURANCE**

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**SEVERANCE PAY: Y**

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### Working Conditions

- Contract Days: 185
- FTE Teachers: 43
- Enrollment: 475
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### Centennial

#### 2010-2011

<table>
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### Other leaves:

- **SICK**: 10 (50 days, yes)
- **PERSONAL**: 2 (yes, sub rate/ea day unused)
- **BEREAVEMENT**: adm. disc.
- **PROFESSIONAL**: adm. disc. (yes, exp can be reimb.)
- **ADOPTION**: see sick lv.
- **ASSOCIATION**:

### Cafeteria Plan

#### Deductible Reimbursement

#### PART-TIME BENEFITS

- **Minimum FTE**: 0.5

### Other District Policies

#### SEAVERANCE PAY:

### Salary Schedule

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### Insurancce

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### Leaves

#### SABBATICAL:

- **No**

### Salary Levels

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### Central City

**2010-2011**

#### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 748
- **Enrollment:**
  - HS: 31,200
  - JH/MS: 32,400
  - ELEM: 33,600
- **Length of Teacher Day:**
  - 7.5
- **Length of Student Day:**
  - 6.63
- **Planning Time:** 91
- **Class Periods/Day:**
  - 8
- **Normal Teaching Load:**
  - 7

#### SALARY SCHEDULE
- **Base:** 30,000
- **Index:** 5 x 4
- **Starting Salary:**
  - BA: 30,000
  - BA+3: 31,200
  - BA+6: 32,400
  - BA+9: 33,600
  - BA+12: 34,800
  - MA: 36,000
  - MA+3: 37,200
  - MA+6: 38,400
  - MA+9: 39,600
  - MA+12: 40,800
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Entry Level Step:** 1
- **Multi-year Contract:**
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6.63
- **Planning Time:**
- **Class Periods/Day:**
- **Normal Teaching Load:**
- **Multi-year Contract:**

#### INSURANCE

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#### LEAVES
- **SICK:** 10
- **PERSONAL:** 1-2
- **BEREAVEMENT:** unlv.
- **PROFESSIONAL:** 1
- **ADOPTION:** as needed
- **ASSOCIATION:**

#### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - **Exists:**
    - **SICK:** Sev.-after 10 yrs, 1/3 daily rate for unused days
    - **PERSONAL:** 1-2
    - **BEREAVEMENT:**
      - **ITEM:** adm approval
    - **PROFESSIONAL:** 1
    - **ADOPTION:** as needed
    - **ASSOCIATION:**

#### SABBATICAL:
- **Yes**

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

#### OTHER LEAVES:

---

### Central City

**2010-2011**

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**2010-2011 grandfathered BA step 3, BA+3 step 2, MA+36 step 17**
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 520

### SALARY SCHEDULE
- **Base:** 30,000
- **Index:** 4 x 5
- **Starting Salary:**
  - **Career Increments:** N
  - **Experience Allowed:** 7(D)

### Vertical Freeze
- 90-91 (MA9, MA18)

### Cafeteria Plan
- **Options:**
  - Individ.
  - Depend.

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

### OTHER DISTRICT POLICIES
- **Initiated Separation:**
  - Voluntary Separation: Y
  - Professional Separation: Y
- **Grievance:**
  - Professional Separation: Y

### SEVERANCE PAY
- **Step**
  - **Base**: 30,000
  - **BA**: 51,500
  - **BA+9**: 53,000
  - **BA+18**: 53,000
  - **BA+27**: 55,000
  - **BA+36**: 57,000
  - **MA**: 60,000
  - **MA+9**: 63,000
  - **MA+18**: 66,000

### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Carrier Options**
  - BC/BS
  - H/A-Dent
  - Guardian
  - Sp or Dep. Dental

### COMMENTS
- Deductible Reimbursement

### OTHER LEAVES
- **Type**
  - SABBATICAL
  - SEVERANCE PAY

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

### CENTURA
- **FTE Teachers:**
  - **Starting Salary:**

### Enrollment
- **Length of Teacher Day:** 7.25
- **Planning Time:** 45
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 7

### Experience Allowed
- get up to 2 yrs exp on schedule for military service

### Multi-year Contract
- Length of Teacher Day: 888
- Length of Student Day: 7.25
- Normal Teaching Load: 77

### Planning Time
- Vertical Freeze: 90-91 (MA9, MA18)

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

### Non-Participating
- Contribution: fte

### Contract Days
- Enrollment: 520
- Base: 30,000
- 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 1.70
- 1.75 1.80 1.85 1.90

### SEVERANCE PAY
- **Step**
  - **Base**: 30,000
  - **BA**: 51,500
  - **BA+9**: 53,000
  - **BA+18**: 53,000
  - **BA+27**: 55,000
  - **BA+36**: 57,000
  - **MA**: 60,000
  - **MA+9**: 63,000
  - **MA+18**: 66,000

### Contract Days
- Enrollment: 520
- Base: 30,000
- 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 1.70
- 1.75 1.80 1.85 1.90

### Non-Participating
- Contribution: fte
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 90.3
- Enrollment: 923
- HS: 5.110
- JH/MS: 26/11
- ELEM: 5.110
- Starting Salary: 30,000
- Base: 30,000
- Index: 4.5 x 4.5
- Entry Level Step: 0
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 10-11, 11-12

LEAVES
- SICK: 10 days
- PERSONAL: 50 days
- BEREAVEMENT: 10 days
- PROFESSIONAL: 10 days
- ADOPTION: 10 days
- ASSOCIATION: 10 days

INSURANCE
- HEALTH:
  - Carrier: BC/BS
  - Type: Individ. EE/Child
  - Amount Paid by District: 1.00
  - Options: Individ. Depend.
- DENTAL:
  - Carrier: BC/BS
  - Type: Individ. EE/Child
  - Amount Paid by District: 1.00
  - Options: Individ. Depend.
- LTD:
  - Carrier: BC/BS
  - Type: Individ. EE/Child
  - Amount Paid by District: 1.00
  - Options: Individ. Depend.

SALARY SCHEDULE
- Base: 30,000
- Index: 4.5 x 4.5
- Entry Level Step: 0
- Career Increments: N

Other Leaves:
- Sick Bank: Yes
- Voluntary Separation: Yes
- Grievance: Yes
- Professional Growth: Yes
- Reduction in Force: Yes
- Other:

Cafeteria Plan
- Deductible Reimbursement
- Minimum FTE: 0.5
- Contribution: fte

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

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

OTHER LEAVES:
- Community Service-35 divid. betw. staff
- SEVERANCE PAY: Yes

CHADRON
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09-10 Vertical Index from 4.25 to 4.5; 06-07 longevity eliminated; BA is at step 5 & MA 27 is step 15

10/26/2011 Chadron 2010-2011 5.1
WORKING CONDITIONS
- Contract Days: 184
- Enrollment: 144
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 10-11, 11-12

SALARY SCHEDULE
- Base: 29,000
- Index: 4 x 4
- Starting Salary: 29,000
- Career Increments: N
- Vertical Freeze: 
- Rollback: 
- Experience Allowed: 5(D)
- Entry Level Step: 0

INSURANCE
- Option
- Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Insuranc
- deductible reimbursement
- PART -TIME BENEFITS
- NOTE: Non-Participant

LEAVES
- Type
- Days/Year
- Accum.
- Use
- Needed
- Approval
- Other

OTHER DISTRICT POLICIES
- Negotiated/Policy

CHAMBERS
- Step
- BA
- BA + 9
- BA + 18
- BA + 27
- BA + 36
- MA
- MA + 18

- Starts
- 29,000
- 30,160
- 31,320
- 32,480
- 33,640
- 34,800
- 35,960
- 1.00
- 1.00
- 1.00
- 1.00
- 1.00
- 1.00
- 1.00

- Ends
- 37,120
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- 1.56
- 1.60
- 1.64
- 1.68
- 1.72
- 1.76
## WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 565
- Enrollment: 184
- 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
- Career Increments: N
- Experience Allowed: 12
- Entry Level Step: 1
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 09-10, 10-11
- Length of Teacher Day: 7.5 7.5 7.5
- Length of Student Day: 6.5 6.5 6.5
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract: 09-10, 10-11

## INSURANCE
- Type Carrier Option Amount Paid by District
  - HEALTH BC/BS 600D H/A-Dent
  - DENTAL BC/BS Individ. 446.93
  - PPO Dist pays $250 toward ded. 826.84
  - LIFE Principal .0027

## LEAVES
- Type Days/Year Accum. Depend. Approval Other
  - SICK 10 45
  - OTHER DISTRICT POLICIES
    - Negotiated/Policy
      - Exists
      - Negotiated
      - Policy
  - PERSONAL 4 yes
  - BEREAVEMENT admin discretion
  - PROFESSIONAL admin discretion
  - ADOPTION from sick lv
  - ASSOCIATION 2
  - OTHER LEAVES:
    - SEVERANCE PAY:

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

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

SALARY SCHEDULE
- Base: 28,625
- Index: 4 x 4
- Starting Salary: 28,625
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

$1500 stipend may be offered to new hires

INSCRIPTION
- Type: Carrier: Option
- H/A-Dent: Individ. EE/Child EE/Spouse EE/Sp/Child
- HEALTH BC/BS: 600D 470.45 870.36 987.96 1326.58
- DENTAL BC/BS: 2 22.25 22.25 22.25 22.25
- PPO: COMMENTS: Dist. pays 1st ded exp of $550
- IRS 125:
- Flex Accounts:
- Deductible Reimbursement
- PART-TIME BENEFITS
- Minimum FTE: 1
- Contribution:

LEAVES
- Type: Days/Year: Accum.: Depend. Approval Needed Other
- SICK: 10: 60: yes
- PERSONAL: 2: yes: accum to 3
- BEREAVEMENT: 5: w/appr.
- PROFESSIONAL: 2: yes
- ADOPITON:
- ASSOCIATION:
- SABBATICAL: No
- SEVERANCE PAY: Y

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

OTHER LEAVES: Hospital (10)

CLARKSON

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### WORKING CONDITIONS

- Contract Days: 186
- FTE Teachers: HS: JH/MS: ELEM: 120
- Enrollments: 120
- Length of Teacher Day: 8, 8, 8
- Length of Student Day: 7.5, 7.5, 7.5
- Planning Time: 52, 52, 52
- Class Periods/Day: 8, 8
- Normal Teaching Load: 7, 7
- Multi-year Contract:

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### OTHER DISTRICT POLICIES

- Negotiated/Policy: Exists

### OTHER LEAVES:

- SEVERANCE PAY:

### OTHER DISTRICT POLICIES

- Negotiated/Policy: Exists

### OTHER DISTRICT POLICIES

- Negotiated/Policy: Exists
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 17
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Experience Allowed:** 7  
**Career Increments:** N  
**Vertical Freeze:** 87-88; 98-99  
**Multi-year Contract:**

**INSURANCE**

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**SABBATICAL:** No  
**SEVERANCE PAY:**

**COLERIDGE**

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**Coleridge**

**2010-2011**

**5.1**
### Working Conditions
- Contract Days: 186
- FTE Teachers: 282.6
- Enrollment: 3713
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 8
- Planning Time: 44
- Class Periods/Day: 4
- Normal Teaching Load: 3
- Rollback: 85-86 (2 Steps)

### Salary Schedule
- Base: 32,900
- Entry Level Step: 1
- Starting Salary: 32,900
- Career Increments: N
- Index: 4.7 x 5
- Experience Allowed: 5(D)
- Vertical Freeze: 87-88

### Leaves
- **Sick**: 10 days, 80 credits, reimbursement $10/day at retire
- **Personal**: 2 days, 1-day from sick lv.
- **Professional**: 5 days, by request
- **Bereavement**: 5 days
- **Adoption**: unlim.
- **Professional Growth**: Y
- **Reduction in Force**: Y
- **Sabbatical**: Yes
- **Jury, Military**: 2 days

### Insurance
- **Health**: BC/BS 600D/1500D
- **Dental**: BC/BS 2
- **Life**: Madison Nat’l 6.50
- **LTD**: Non-Participant
- **Part-Time Benefits**: Cafeteria Plan
- **Flex Accounts**: IRS 125: Y
- **Cafeteria Plan**: Deductible Reimbursement
- **Cafeteria Plan**: IRS 125

### Other District Policies
- **Negotiated/Policy**: Exists
- **Severance Pay**: Y
- **Sick Bank**: N
- **Emergency Leave**: 2 days
- **Emergency Leave**: 2 additional days from Emergency Leave
- **Voluntary Separation**: Y, P
- **Grievance**: Y, N
- **Professional Growth**: Y, P
- **Reduction in Force**: Y, P
- **Sick Bank**: N
- **Cafeteria Plan**: Deductible Reimbursement
- **Part-Time Benefits**: Cafeteria Plan

### Columbus Pay Scale
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### Movement to MA+54
Movement to MA+54 not available after 97-98 contract year
**Conestoga**

**WORKING CONDITIONS**
- Contract Days: 158
- FTE Teachers: 647
- Enrollment: HS 158, JH/MS 241, ELEM 74
- Length of Teacher Day: 9
- Length of Student Day: 8
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 30,100
- Index: 4 x 5
- Starting Salary: 9
- Career Increments: Y
- Experience Allowed: 9
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 09-10, 10-11

**INSURANCE**
- Type: HEALTH
  - Carrier: B/BC
  - Option: 600D
  - Amount Paid by District: Individ. 470.45, EE/Child 870.36, EE/Spouse 987.96, EE/Sp/Child 1326.58

**Cafeteria Plan**
- Options: Individ. Depend.

**LEAVES**
- Type: SICK
  - Days/Year: 12
  - Approval: 50
  - Other Info: Unused: $25/day up to $125 max.

**OTHER DISTRICT POLICIES**
- Negotiated/Policy: Exists
  - SABBATICAL: Yes
  - Severance Pay: See

---

**CONESTOGA**

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**Notes:**
- MA+27 column receives an additional 1% year 1 through 24
**Cozad**

**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
- Starting Salary: 30,650
- Career Increments: N
- Experience Allowed: all
- Index: 4.75 x 4.25
- Entry Level Step: 1
- Vertical Freeze: 86-87, 88-89 (Adv)
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 7.75 7.75 7.75
- Length of Student Day: 6.25 6.25 6
- Normal Teaching Load: 7 7

**INSURANCE**
- Type Carrier Option Amount Paid by District Couple - Benefits
  - HEALTH BC/BS 600D 446.93 826.84 938.56 1260.25 Ind. Dent + Vision
  - DENTAL BC/BS 2 22.25 22.25 22.25 22.25
  - PPO: single vision $10.75/mo
- COMMENTS: Deductible Reimbursement
- Cafeteria Plan
  - Options: IRS 125: Y
  - Flex Accounts: Y
- MINIMUM FTE BENEFITS
  - Contribution: fte
  - Contributions: 0.5

**LEAVES**
- Type Days/Year Accum. Depend. Approval Needed Other
  - SICK 10 45 yes
  - PERSONAL 2 yes
  - BEREAVALMNT 3-5 accm to 5
  - PROFESSIONAL 2 yes
  - ADOPTION
  - ASSOCIATION
  - SEVERANCE PAY

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

**SUMMARY**
- **Base Salary:**
  - Step 1: 30,650
  - Step 2: 32,106
  - Step 3: 33,562
  - Step 4: 35,018
  - Step 5: 36,474
  - Step 6: 37,929
  - Step 7: 40,688
  - Step 8: 43,446
  - Step 9: 46,205
  - Step 10: 47,661
  - Step 11: 50,419
  - Step 12: 51,875
  - Step 13: 55,936
- **Index Increase:**
  - Step 1: 4.75
  - Step 2: 4.75
  - Step 3: 4.75
  - Step 4: 4.75
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- **Total Salary:**
  - Step 1: 30,650
  - Step 2: 32,106
  - Step 3: 33,562
  - Step 4: 35,018
  - Step 5: 36,474
  - Step 6: 37,929
  - Step 7: 40,688
  - Step 8: 43,446
  - Step 9: 46,205
  - Step 10: 47,661
  - Step 11: 50,419
  - Step 12: 51,875
  - Step 13: 55,936
**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
- Multi-year Contract:

**SALARY SCHEDULE**

- Base: 28,922
- Index: 4.5 x 4.5
- Starting Salary: 28,922
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze:
- Rollback:

**INSURANCE**

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**LEAVES**

- SICK: 10 45 yes
- PERSONAL: 3
- BEREAVEMENT: 5 days reimb @ per diem eoy
- PROFESSIONAL: See sick lv.
- ADOPTION: See sick lv.
- ASSOCIATION: 4

**OTHER DISTRICT POLICIES**

- SEVERANCE PAY: Y

**OTHER LEAVES:**

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Creek Valley

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 27
- Enrollment: 279
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 29,400
- Index: 4.5 x 4.5
- Starting Salary: 29,400
- Experience Allowed: 5 (D)
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 09-10, 10-11

INFORMATION
- WORKING CONDITIONS:
  - Contract Days: 185
  - FTE Teachers: 27
  - Enrollment: 279
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
  - Length of Teacher Day: 7.5
  - Length of Student Day: 7.5
  - Planning Time: 49
  - Class Periods/Day: 8
  - Normal Teaching Load: 7

- 2010-2011:
- Creek Valley
- 5.1
- 10/26/2011
WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 1751
- Length of Teacher Day: 7.5
- Length of Student Day: 6.42
- Planning Time: 104
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Multi-year Contract: N
- Length of Teacher Day: 7.5
- Length of Student Day: 6.42

SALARY SCHEDULE
- Base: 31,325
- Index: 4.5 x 4.5
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N
- Entry Level Step: 1
- INSURANCE
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO: 6.75
  - LIFE: 6.50
  - LTD: .0031
  - Cafeteria Plan
    - Type Carrier
      - H/A-Dent: Fortis
      - Individ. EE/Child
      - Individ. EE/Spouse
      - Individ. EE/Sp/Child
      - Individ. Dependent
      - Depend.
      - IRS 125: Y
      - Flex Accounts: Y
      - OPTIONS
        - singles + $222.18, Ee/Child+$117.60
      - Deductible Reimbursement
        - PART-TIME BENEFITS
          - Minimum FTE: 0.4
          - Contribution: fte

LEAVES
- SICK: 10
- Days/Year: 300
- Accum. Depend. Approval Other
  - Yes: 300
  - No: 0

LEAVES: SABBATICAL
- No

OTHER DISTRICT POLICIES

OTHER LEAVES:

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2010-2011

7.1
### Working Conditions
- Contract Days: 185
- FTE Teachers: 31
- Enrollment: 346
- Length of Teacher Day: 8
- Length of Student Day: 7.15
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

### Salary Schedule
- Base: 30,000
- Index: 4 x 4
- Starting Salary: 30,000
- Career Increments: Y
- Experience Allowed: 5
- Vertical Freeze: 86-87, 92-93
- Rollback:

### Vertical Freeze
- HS: 4 x 4
- JH/MS: 4 x 4
- ELEM: 4 x 4

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### Insurances
- HEALTH: BC/BS 600D
- DENTAL: BC/BS 2
- PPO: those not rec full fam rec
- LIFE: Principal Life 4.88
- LTD: Principal Life .0045
- NON-PARTICIPANT: $674.42

### Cafeteria Plan
- Option: Individ.
- Depend.
- Type: Carrier
- Amount Paid by District: 674.42

### Leaves
- SICK: 10, 45, yes
- PERSONAL: 4, yes, $50/day unused reimbursed
- BEREAVEMENT: 2
- PROFESSIONAL: 3, yes
- ADOPTION: see sick lv.
- ASSOCIATION: SABBATICAL: Yes

### Other District Policies
- EXIST: Negotiated/Policy
- SEVERANCE PAY:OTHER LEAVES:
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 377
- Enrollment: 612,0
- HS JH/MS ELEM
- Length of Teacher Day: 7.5 7.5 7.5
- Length of Student Day: 7.7 7.25 7.1
- Planning Time: 100 100 100
- Class Periods/Day: 8 8 8
- Normal Teaching Load: 7 7
- Length of Teacher Day: 7.5 7.5 7.5
- Length of Student Day: 7.25 7.25 7.1
- Planning Time: 100 100 100
- Class Periods/Day: 8 8 8
- Normal Teaching Load: 7 7 7

**SALARY SCHEDULE**

- Base: 29,500
- Index: 4.5 x 4
- Starting Salary: 29,500
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

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**LEAVES**

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- FTE Teachers: 63.75
- Enrollment: 695
- HS, JH/MS, ELEM Length of Teacher Day: 8, 8, 8
- Planning Time: 47, 47, 50
- Class Periods/Day: 8, 8
- Normal Teaching Load: 7, 7

INDEX
- Index: 4 x 5
- 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
- Health
-BC/BS
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- 24.46 or
- 40.50
- Options:
- Dental
- BC/BS
- Individual
- Sp or Dep. Dental
- Life
- LTD
- Non-Participant
- Health
- BC/BS
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- IRS 125: Y
- Flex Accounts: Y
- Deductible Reimbursement

LEAVES
- Type
- Days/Year: Accum.
- Depend. use
- Approval Needed
- Other
- SICK
- 10
- 40
- Yes
- Other Info:
- Personal
- Bereavement: see sick lv.
- Professional
- Adoption
- FMLA
- See sick lv.
- Other
- Sabbatical:
- Yes
- Severance Pay:

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

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### 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:**

### Insurance
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### Leaves
- **SICK:** 10 days/year, 45 days, yes
- **Personal:** 2 days/year, yes, accum to 3
- **Bereavement:** 5 days/year, per occur./immed family+5 fte, voluntary separation: N
- **Professional:** 2 days/year, yes, grievance: YN
- **Adoption:**
- **Association:**

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

### Dessler

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WORKING CONDITIONS

Contract Days: 185
Enrollment: 269
Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 50
Class Periods/Day: 7
Normal Teaching Load: 6

SALARY SCHEDULE

Base: 29,800
Starting Salary: 29,800
Career Increments: N
Experience Allowed: 7

Index: 4 x 4
Entry Level Step: 1

Index:

Experience:

Salary:

Vertical Freeze:

Rollback:

Multi-year Contract:

LEAVES

Type
SICK
PERSONAL
BEREAVEMENT
PROFESSIONAL
ADOPTION
ASSOCIATION

Days/Year
10
2
3
30

Accum.
60

Approval
Yes
Yes

SEVERANCE PAY:
Yes

OTHER DISTRICT POLICIES

Negotiated/Policy

Exists

DILLER-ODELL

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

BA
29,800
30,992
32,184
33,376
34,568
35,760
36,952
38,144
40,336
42,528
44,720
46,912
49,104
51,296
53,488

BA+9
30,992
32,184
33,376
34,568
35,760
36,952
38,144
40,336
42,528
44,720
46,912
49,104
51,296
53,488
55,672
57,864

BA+18
32,184
33,376
34,568
35,760
36,952
38,144
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44,720
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49,104
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60,048

BA+27
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34,568
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62,268

BA+36
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64,536

MA
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41,720
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MA+9
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MA+18
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53,882
55,074
57,266

Note: 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.
### Dodge

**2010-2011**

**Index:** 4 x 5

**Experience Allowed:** 5

**Career Increments:** N

**Vertical Freeze:**

**Rollback:**

**Multi-year Contract:**

### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 137
- **Enrollment:**
  - HS: 22.25
  - JH/MS: 46.71
  - ELEM: 62.75

### Salary Schedule

- **Base:** 29,200
- **Starting Salary:**
  - **Entry Level Step:** 1
- **Career Increments:** N

### Insurance

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### Leaves

#### Sick
- **Days/Year:** 10
- **Accum.:** 40
- **Approval Needed:** Yes
- **Other:** Incentive: accum over 30 pd @ 50% sub rate at EOY

#### Personal
- **Days/Year:** 2
- **Accum.:**
  - Yes
  - Accum. to 4
  - Over 2 pd @ 50% sub

#### Bereavement
- **Accum.:** Yes
- **Needed:** Acc. to 4

#### Professional
- **Days/Year:** 2
- **Accum.:** Yes
- **Needed:** Accum. to 4

#### Adoption
- **Accum.:** Yes
- **Needed:**
  - Incentive: accum over 30 pd @ 50% sub rate at EOY

#### Association
- **Accum.:** Yes
- **Needed:**
  - Incentive: accum over 30 pd @ 50% sub rate at EOY

#### Sabbatical
- **Accum.:** Yes
- **Needed:**
  - Incentive: accum over 30 pd @ 50% sub rate at EOY

#### Severance Pay
- **Accum.:** Yes
- **Needed:**
  - Incentive: accum over 30 pd @ 50% sub rate at EOY

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 47.78
- Enrollment: 467
- HS: 8, JH/MS: 8, ELEM: 8
- Planning Time: 67 67 60
- Length of Teacher Day: 7.31 7.31 7
- Length of Student Day: 5.11 5.11 5.11
- Vertical Freeze: 5.11 5.11 5.11
- Rollback: 5.11 5.11 5.11
- Multi-Year Contract: 5.11 5.11 5.11
- Experience Allowed: 11
- Career Increments: N
- Normal Teaching Load: 7 7 7
- 05-06 $1500 stipend added to salary (.5 and above prorated)
- Length of Teacher Day: 888
- Length of Student Day: 7.31 7.31 7
- Normal Teaching Load: 7 7 7
- Multi-year Contract: 5.11 5.11 5.11

### Salary Schedule
- Base: $29,800
- Starting Salary: $29,800
- Entry Level Step: 1
- Index: 4 x 5

### Insuranc
- HEALTH: BC/BS
- DENTAL: BC/BS
- LIFE: Companion Life
- LTD: Principal
- NON-PARTICIPANT

### Cafeteria Plan
- Option: Individ.
- Individ.
- Depend.
- Amount Paid by District:
  - H/A-Dent: 600D
  - Individ.
  - EE/Child: 446.93
  - 826.84
  - EE/Spouse: 938.56
  - 1260.25
  - EE/Sp/Child: 38,144
  - 38,144
  - Sp or Dep. Dental: 41,124
  - 42,614
- Options: IRS 125: Y
- Flex Accounts: Y

### Leaves
- SICK: 11
- Other Info: pd. 25% of daily rate over 45 days @ EOY (11 days annual lv)
- PERSONAL: 2
- BEREAVEMENT:
  - from annual lv.
  - Voluntary Separation: N
- PROFESSIONAL:
  - as assigned
  - Grievance: Y
- ADOPTION:
  - from annual leave
  - Professional Growth: Y
- ASSOCIATION:
  - Reduction in Force: Y
- SABBATICAL: No
- SICK Bank: N
- SEVERANCE PAY: No
- OTHER LEAVES:

### Notes
- Emergency Lv from annual

### DONIPHAN-TRUMBULL Schedule

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### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 22.8
- **Enrollment:** 197
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Index:** 4 x 4
- **Experience Allowed:** all
- **Career Increments:** N

### SALARY SCHEDULE
- **Base:** 29,250
- **Index:** 4 x 4
- **Starting Salary:** 29,250
- **Entry Level Step:** 1
- **BA Step 6 = 2%**
- **Vertical Freeze:** 87-88; 00-01
- **Rollback:** 87-88; 00-01
- **BA Step 6 = 2%**
- **Class Periods/Day:** 8
- **Length of Student Day:** 7
- **Normal Teaching Load:** 7

### INSURANCE

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### LEAVES

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 62.5
- Enrollment: 700
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.08
- Length of Student Day: 7.08
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 09-10, 10-11

### SALARY SCHEDULE
- Base: 30,815
- Starting Salary: 30,815
- Career Increments: Y
- Experience Allowed: 8
- Vertical Freeze: 
- Rollback: 
- Index: 4 x 4

### INSURANCE
- HEALTH
  - BC/BS: 350D/1500D
- DENTAL
  - BC/BS: 2
- LTD
  - Madison Nat'l: 0.030
- NON-PARTICIPANT

### LEAVES
- Type
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- Days/Year
  - 10
- Accum.
  - 60
- Depend. use
- Approval Needed
- Other

### OTHER DISTRICT POLICIES

### SABBATICAL
- Yes

### OTHER LEAVES
- emergency

### CAFETERIA PLAN
- Individ.
- Cash

### COMMENTS:
- IRS 125:
- Flex Accounts:

### PART-TIME BENEFITS
- Minimum FTE: 0.5
- Contribution: Ind 1500D

### WORKING CONDITIONS and SALARY SCHEDULE

### LEAVES

### OTHER DISTRICT POLICIES

### SABBATICAL

### OTHER LEAVES

### CAFETERIA PLAN

### PART-TIME BENEFITS

### WORKING CONDITIONS and SALARY SCHEDULE

### LEAVES

### OTHER DISTRICT POLICIES

### SABBATICAL

### OTHER LEAVES

### CAFETERIA PLAN

### PART-TIME BENEFITS
**Working Conditions**

- Contract Days: 183
- Enrollments: 379
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**

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

**Insurance**

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**Leaves**

- **SICK**: 10 days/year with no approval needed. Other Info: $25/day over 30 EOY
- **PERSONAL**: 3 days/year with accumulative use.
- **BEREAVEMENT**: 10 days/year with no approval needed.
- **PROFESSIONAL**: 2 days/year with travel paid ($100-$200).
- **ADOPTION**: 12 days/year with travel paid ($100-$200).
- **ASSOCIATION**: 2 days/year with travel paid ($100-$200).
- **OTHER DISTRICT POLICIES**
  - **Negotiated/Policy**
    - **Exists**: Y
    - **Voluntary Separation**: Y
    - **Grievance**: Y
    - **Professional Growth**: Y
    - **Reduction in Force**: Y
    - **Severance Pay**: Y

**Cafeteria Plan**

- **Options**
  - IRS 125: Y
  - Flex Accounts: Y
  - Deductible Reimbursement: Y
- **Minimum FTE**: 0
- **Contribution**: fte

**Salary Schedule**

- **Base**: 29,900
- **Index**: 4 x 4
- **Starting Salary**: 29,900
- **Entry Level Step**: 1
- **Career Increments**: N
- **Experience Allowed**: all
- **Vertical Freeze**: Rollback: 91-92 (1 step)
- **Multi-year Contract**: Length of Teacher Day: 8

**Working Conditions**

- **Contract Days**: 183
- **Enrollments**: 379
- **Length of Teacher Day**: 8
- **Length of Student Day**: 7.25
- **Planning Time**: 48
- **Class Periods/Day**: 8
- **Normal Teaching Load**: 7

**Insurance**

- **Health**: BC/BS 35D
- **Dental**: BC/BS 2
- **PPO**: COMMENTS

**Leaves**

- **Sick**: 10 days/year
- **Personal**: 3 days/year
- **Bereavement**: 10 days/year
- **Professional**: 2 days/year
- **Adoption**: 12 days/year
- **Association**: 2 days/year

**Other Leaves**

- **Sabbatical**: No

**Estado Pay**

- **Severance Pay**: Y

**Other District Policies**

- **Negotiated/Policy**: Y
- **Exists**: Y
- **Voluntary Separation**: Y
- **Grievance**: Y
- **Professional Growth**: Y
- **Reduction in Force**: Y
- **Severance Pay**: Y
## Working Conditions
- Contract Days: 185
- FTE Teachers: 362
- HS: 6.5
- JH/MS: 6.5
- ELEM: 7
- Length of Teacher Day: 6.5
- Length of Student Day: 6.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 29,525
- Starting Salary: 29,525
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

## Insurance
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## Cafeteria Plan
- Individ. Depend.
- Options: IRS 125:

## Leaves
- SICK: 10 45 Yes
- PERSONAL: 2 yes acc. to 3
- BEREAVEMENT: 3
- PROFESSIONAL: 1 yes add'l. w/appr.
- ADOPTION:
- ASSOCIATION:

## Other District Policies
- Negotiated/
- Policy

## Severance Pay
- Y

## Workdays
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WORKING CONDITIONS

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

FTE Teachers: HS JH/MS ELEM

Experience Allowed: 4
Career Increments: N

*fte 0.5 recv full ind H/A or fte fam H/A

Vertical Freeze:
Rollback:
Multi-year Contract:

Length of Teacher Day: 8.5
Length of Student Day: 8
Planning Time: 60
Class Periods/Day: 7
Normal Teaching Load: 6

INDEX: 4 x 5

Elba

SALARY SCHEDULE

Base: 27,450
Starting Salary: 27,450
Entry Level Step: 1

Career Increments: N
Experience Allowed: 4

Cafeteria Plan

Insurance

HEALTH BC/BS HEALTH BC/BS
DENTAL BC/BS DENTAL BC/BS

PPO: COMMENTS:

Cafeteria Plan

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: full ind*

LEAVES

SICK 8 35 yes
Other Info: $15/day over 35 eoy
PERSONAL 2 yes
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes
Grievance Separation: N
ADOPITION see sick lv.
Professional Growth: Y N
ASSOCIATION
Reduction in Force: Y P

SABBATICAL: No

OTHER DISTRICT POLICIES

Negotiated/ Policy

SEVERANCE PAY:

OTHER LEAVES:

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Step | BA+9 | BA+18 | BA+27 | BA+36 | MA+9 | MA+18 |
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WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 23.5
- Enrollment: 173
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.5 hours
- Planning Time: 50 hours
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE

- Base: $29,380
- Index: 4 x 4.5
- Starting Salary: $29,380
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 1
- Vertical Freeze: 89-90
- Rollback: 88-89
- Multi-year Contract:

INSURANCE

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

HEALTH
- BC/BS
- HEALTH BC/BS
- Options:
  - HEALTH BC/BS
  - Options:
  - HEALTH BC/BS
  - Options:

DENTAL
- BC/BS
- Options:
  - Options:
  - Options:

LIFE
- Options:
  - Options:
  - Options:

INDEMNITY
- Options:
  - Options:
  - Options:

LTD
- Principal
- .004
- OPTIONS:

NON-PARTICIPANT

LEAVES

SICK
- Days/Year
- Accum.
- Depend.
- Approval
- Other
- Other Info: Incentive: Over 40 days at 1/2 rate
- PERSONAL
- BEREAVEMENT
- PROFESSIONAL
- ADOPTION
- ASSOCIATION

SABBATICAL: No

OTHER DISTRICT POLICIES

- Negotiated/Policy
- Exists
- Policy

OTHER LEAVES:

ELGIN

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Elkhorn

2010-2011

3.1

WORKING CONDITIONS
Contract Days: 189
FTE Teachers: 5725
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 53 43 varies
Class Periods/Day: 7 8
Normal Teaching Load: 5/6 6

SALARY SCHEDULE
Base: 30,100
Starting Salary: 32,508
Career Increments: N
Experience Allowed: all
Index: 4 x 5

Insurance
Type Carrier Option
HEALTH BC/BS 600D/2850D Individ.
DENTAL BC/BS 2 Individ.

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 60 yes
BEREAVEMENT 4 yes acum to 4
PROFESSIONAL unl. yes
ADOPTION 42
ASSOCIATION

OTHER DISTRICT POLICIES
Negotiated/Policy

PART-TIME BENEFITS

SEVERANCE PAY:

OTHER LEAVES: Extended

ELKHORN

Step Base BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+36
BASE 30,100

A

32,508 34,013 35,518 37,023 38,528 38,528 40,033 41,538 43,043 44,548
1.68 1.13 1.16 1.23 1.28 1.28 1.39 1.39 1.38 1.48
B

1.12 1.17 1.20 1.27 1.33 1.33 1.37 1.46 1.47 1.52
C

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D

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F

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G

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M

52,976 52,976 54,481 55,986 57,491 58,996
1.88 1.93 1.98 2.03 2.08
N

57,190 58,695 60,200
1.90 1.95 2.00
O

61,404
2.04
P

62,608
2.08
Elkhorn Valley

WORKING CONDITIONS
Contract Days: 185
Enrollment: 294
Length of Teacher Day: 8
Planning Time: 49
Class Periods/Day: 8
Normal Teaching Load: 7

ELKHORN VALLEY

SAFETY SCHEDULE
Base: 29,400
Starting Salary: 31,752
Index: 4 x 4
Entry Level Step: 3

Experience Allowed: all
Career Increments: N

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

HEALTH
BC/BS
600D
446.93
826.84
938.56
1260.25

DENTAL
BC/BS
2
22.25
22.25
22.25
22.25

LIFE
LTD
Principal
.0054 (thru sal)

INSURANCE

Type
Carrier
Option
Amount Paid by District

HEALTH
BC/BS
600D
446.93
826.84
938.56
1260.25

DENTAL
BC/BS
2
22.25
22.25
22.25
22.25

LIFE
LTD
Principal
.0054 (thru sal)

LEAVES

Type
Days/Year
Accum.
Type
Days/Year
Accum.

SICK
20/8
60
yes

PERSONAL
2
yes
$100/day unused, may buy 1d

OTHER DISTRICT POLICIES
Negotiated/Policy

PERSONAL
2
yes
$100/day unused, may buy 1d

BEREAVEMENT
2
immed. fam.-unl.
Voluntary Separation: Y P

PROFESSIONAL
unl.
yes
Grievance: Y N

ADOPTION

yes
Professional Growth: Y N

ASSOCIATION

yes
Reduction in Force: Y N

OTHER LEAVES:

SEVERANCE PAY:

OTHER LEAVES:

Step
BA
BA+9
BA+18
BA+27
BA+36
BA+54
MA
MA+9
MA+18

1
28,400
30,576
31,752
32,928
34,104
35,280
36,456
37,632
38,808

2
1.00
1.04
1.08
1.12
1.16
1.20
1.24
1.28
1.32

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31,752
32,928
34,104
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36,456
37,632
38,808
39,984
41,160

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41,160
42,336

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42,336
43,512

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39,984
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44,688
45,864

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38,808
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41,160
42,336
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45,864
47,040

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44,688
45,864
47,040
48,216
49,352

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44,688
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51,744

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54,296

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56,848

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58,124

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59,400

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55,572
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58,124
59,400
60,680

BA+45 and BA+54 available if employed 1986-87
Verteal Freeze: 88-89, 89-90
Rollback: 2yr(01-02)
Multi-year Contract: 10-11, 11-12

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

**WORKING CONDITIONS**
- Contract Days: 182
- FTE Teachers: 331
- HS: 612.0
- JH/MS: 243.0
- ELEM: 434.0
- Starting Salary: 29,525
- Career Increments: N
- Enrollmen: 331
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

**SALARY SCHEDULE**
- Base: 29,525
- Index: 4 x 4
- Entry Level Step: 1
- Experience Allowed: 8
- Longevity: 2% every 4 yrs. BA_27 thru MA+18 - taken off 97-98
- Vertical Freeze:
- Rollback:

**INSURANCE**
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO:
- LIFE:
- LTD: Principal
- NON-PARTICIPANT:

**Cafeteria Plan**
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO:
- LIFE:
- LTD: Principal
- NON-PARTICIPANT:

**LEAVES**
- Type: Depend. Approval Other
- SICK: 10
- PERSONAL: 2
- BEREAVEMENT: 5+2/3/1
- PROFESSIONAL: 2
- ADOPTION:
- ASSOCIATION:
- SABBATICAL: No

**OTHER DISTRICT POLICIES**
- Negotiated/Policy
- Severance: Y

**OTHER LEAVES:**

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**EML CREEK**

- 09-10 BA45 removed from schedule, teachers grandfathered
### WORKING CONDITIONS
- Contract Days: 185
- Enrollement: 434
- FTE Teachers: 1
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 30,650
- Index: 4 x 4
- Experience Allowed: 8
- Career Increments: N
- Entry Level Step: 1
- Vertical Freeze: 85-86
- Rollback: 85-86, 86-87

### INSURANCE
- **HEALTH**
  - Carrier: Horace Mann
  - Deductible Reimbursement

- **DENTAL**
  - Carrier: Madison Nat'l
  - Deductible Reimbursement

- **LIFE**
  - Carrier: Horace Mann

- **LTD**
  - Carrier: Madison Nat'l

- **NON-PARTICIPANT**
  - $166.67 Cash or TSA

### LEAVES
- **SICK**
  - Days/Year: 10
  - Approval Needed: yes

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

- **BEREAVEMENT**
  - Days/Year: 5
  - Approval Needed: yes

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

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

- **ASSOCIATION**
  - Days/Year: 2

- **SEVERANCE PAY**
  - Part-Time Benefits
    - Minimum FTE: 0
  - Contributions: fte

### OTHER DISTRICT POLICIES
- **NEGOTIATED/EXISTS**
  - **FTE Teachers:**
  - Starting Salary: 30,650
  - Contract Days: 185
  - Enrollment: 434
  - Base: 30,650
  - Index: 4 x 4
  - Experience Allowed: 8
  - Career Increments: N
  - Entry Level Step: 1
  - Vertical Freeze: 85-86
  - Rollback: 85-86, 86-87

### ELMWOOD-MURDOCK

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Elwood

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

SALARY SCHEDULE
Base: 28,500  
Starting Salary: 28,500  
Career Increments: 28,500  
Experience Allowed: all

Index: 4 x 4

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

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<tr>
<th>Type</th>
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<th>Option</th>
<th>Amount Paid by District</th>
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PPO: COMMENTS:  

LIFE
LTD  Principal  .0049  
NON-PARTICIPANT

LEAVES
SICK 10 40 yes  
Other Info: 10 days @ 1/2 sub rate eoy
PERSONAL 2 yes  
BEREAVEMENT 5 3 from sick, 2 from pers
PROFESSIONAL 2 yes  
ADOPTION 30 after sick lv.
ASSOCIATION

OTHER DISTRICT POLICIES
SABBATICAL: No  
SEVERANCE PAY: Y

OTHER LEAVES: Paternity-2 from sick lv.

ELWOOD

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

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

## INSURANCE
- **Type**
  - Health
  - Dental
  - LTD
  - Non-Participant
- **Carrier**
  - BC/BS
  - BC/BS
  - Madison Nat'l
- **Option**
  - 600D
  - 600D
  - .0051 (thru sal)
- **Amount Paid by District**
  - H/A-Dent: 481.16
  - Individ. EE/Child: 1010.46
  - EE/Spouse: 1356.79
  - EE/Sp/Child: 1356.79
- **Couple - Benefits**
  - Health: Cash
  - Dental: Options: IRS 125
  - Life: Deductible Reimbursement
- **Cafeteria Plan**
  - Individ.: Depend.

## LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 10
  - 2+1
  - 3
  - unlim.
- **Approval**
  - Other
  - 1 with sub-dock pay, 1 day carry
  - yes
  - yes
- **Negotiated/Policy**
  - Exists
  - Voluntary Separation: Y P
  - Grieves: N
  - Professional Growth: Y P
  - Reduction in Force: Y P
  - Sick Bank: N

## PART-TIME BENEFITS
- Minimum FTE: 0.4
- Contribution: FTE

## WORKING CONDITIONS CONTINUED
- **Workday**
  - Class Periods/Day: 8
- **Contract Days**
  - 185
- **Enrollment**
  - 296
- **Steps & Salaries**

## OTHER DISTRICT POLICIES
- NA

## CAFETERIA PLAN
- 503.41* Cash Benefit

## OTHER DISTRICT POLICIES
- NA

## OTHER DISTRICT POLICIES
- NA

## OTHER DISTRICT POLICIES
- NA

## WORKING CONDITIONS CONTINUED
- **Contract Days**
  - 185
- **FTE Teachers**
  - 26.55
- **Enrollment**
  - 296
- **Health**
  - BC/BS
  - 600D
- **Health Carrier**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Insurance Amount Paid by District**
  - H/A-Dent: 481.16
  - Individ. EE/Child: 1010.46
  - EE/Spouse: 1356.79
  - EE/Sp/Child: 1356.79
- **Cafeteria Plan**
  - Individ.: Depend.

## WORKING CONDITIONS CONTINUED
- **Health**
  - BC/BS
  - 600D
- **Health Carrier**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Insurance Amount Paid by District**
  - H/A-Dent: 481.16
  - Individ. EE/Child: 1010.46
  - EE/Spouse: 1356.79
  - EE/Sp/Child: 1356.79
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- **Cafeteria Plan**
  - Individ.: Depend.
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: HS JH/MS ELM
- Enrollment:
- 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
- Starting Salary: 29,662
- Career Increments: N
- Experience Allowed: 8
- Vertical Freeze: 04-05
- Rollback:
- Multi-year Contract: 09-10, 10-11

## INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<tbody>
<tr>
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## LEAVES

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## OTHER DISTRICT POLICIES

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## WORKSHEET:

<table>
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## SALARY SCHEDULE

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## CONTRACT DATES

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## CONTRACTED TIMES

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## DESCRIPTIONS

- **Experience Allowed**: 8
- **Vertical Freeze**: 04-05
- **Rollback**: Multi-year Contract: 09-10, 10-11

## WORKING CONDITIONS

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

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</tbody>
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## DESCRIPTIONS

- **Experience Allowed**: 8
- **Vertical Freeze**: 04-05
- **Rollback**: Multi-year Contract: 09-10, 10-11

## WORKING CONDITIONS

- **Contract Days**: 185
- **FTE Teachers**: HS JH/MS ELM
- **Enrollment**
- **Length of Teacher Day**: 7.5 7.5 7.5
- **Length of Student Day**: Planning Time: 0 0
- **Class Periods/Day**: Normal Teaching Load:
### Working Conditions
- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Enrollment: 2010-2011
- Length of Teacher Day: Planning Time: 0 0
- Length of Student Day: 
- Class Periods/Day: 
- Normal Teaching Load: 

### Salary Schedule
- Base: 27,650
- Starting Salary: 32,627
- Index: 4.5 x 4.5
- 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**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - 2
  - BC/BS
- **Option**
  - Indiv. EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - H/A-Dent
  - Individ. Depend.
  -胃肠
- **Amount Paid by District**
  - 350D
  - 22.25
  - 471.35
  - 22.25
  - 41.15
  - 872.02
  - 46.71
  - 989.86
  - 62.75
  - 1329.13
- **Cafeteria Plan**
  - Cafeteria
  - Cafeteria
  - Cafeteria
  - Cafeteria
  - Cafeteria
- **Couple - Benefits**
  - 493.60
  - 493.60
  - 493.60
  - 493.60
  - 493.60
- **Deductible Reimbursement**
  - IRS 125: Y
- **Type Carrier**
  - BC/BS
  - Guardian
  - Unknown
  - BC/BS
  - BC/BS
  - BC/BS
  - BC/BS
- **Option**
  - 2
  - 2
  - 2
  - 2
  - 2
- **Amount Paid by District**
  - 350D
  - 350D
  - 350D
  - 350D
  - 350D
  - 22.25
  - 22.25
  - 22.25
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  - 22.25
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  - 62.75
  - 62.75
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  - 62.75
- **Cafeteria Plan**
  - Cafeteria
  - Cafeteria
  - Cafeteria
  - Cafeteria
  - Cafeteria
- **Couple - Benefits**
  - 493.60
  - 493.60
  - 493.60
  - 493.60
  - 493.60
- **Part-Time Benefits**
  - FTE Teachers: 2

### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - LTD
- **Days/Year**
  - 9
  - 2
  - 5
  - 2
  - Unknown
- **Accum.**
  - 60
  - 2
  - 2
- **Approval Needed**
  - Yes
  - No
  - Yes
- **Non-Participant**
  - Deductible Reimbursement

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

### Sabbatical
- Other Info:
  - **Type**
    - SABBATICAL
  - **Days/Year**
    - 2

### Other Leaves
- **Type**
  - OTHER LEAVES:
  - SEVERANCE PAY:
  - **Days/Year**
    - paternity - 2 days

### Salary Schedule Table
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*Emp with 4 or less years of exp will advance to step 6 when 5 yrs of exp has been attained.*
**ESU 03-Omaha**

### Working Conditions
- Contract Days: 190
- FTE Teachers: [HS, JH/MS, ELEM]
- Enrollment: [HS, JH/MS, ELEM]
- Length of Teacher Day: [Planning Time: 0, Class Periods/Day: 2]
- Length of Student Day: [Planning Time: 0, Class Periods/Day: 2]
- Normal Teaching Load: Multi-year Contract

### Salary Schedule
- Base: 28,862
- Starting Salary: 31,748
- Index: 5 x 5
- Entry Level Step: 3
- Career Increments: N
- Experience Allowed: 10
- Rollback: Vertical Freeze: 04-05, 05-06, 07-08, 08-09

### Insurance
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**:
  - H/A-Dent: Individ. EE/Child EE/Spouse EE/Sp/Child
  - Cafeteria:
- **Health**
- **Dental**
- **Life**
- **LTD**
- **Non-Participant**

### Leaves
- **Type**: Days/Year
- **Accum.**
- **Approval Needed**: Other
- **OTHER DISTRICT POLICIES**
  - Voluntary Separation: N
  - Grievance: Y P
  - Professional Growth: Y P
  - Reduction in Force: Y P
  - Sick Bank: N

### SABBATICAL
- **Negotiated/Policy**: No
- **SEVERANCE PAY**: N

### Other Leaves

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### Notes
- **Class Periods/Day**: 2
- **Contract Days**: 190
- **Enrollment**: [HS, JH/MS, ELEM]
- **Length of Teacher Day**: Planning Time: 0, Class Periods/Day: 2
- **Length of Student Day**: Planning Time: 0, Class Periods/Day: 2
- **Normal Teaching Load**: Multi-year Contract
- **Horizontal Freeze**: 04-05, 05-06, 07-08, 08-09
- **Starting Salary**: 31,748
- **Index**: 5 x 5
- **Entry Level Step**: 3
- **Career Increments**: N
- **Experience Allowed**: 10
- **Rollback**: Vertical Freeze: 04-05, 05-06, 07-08, 08-09
- **Cafeteria Plan**
- **HEALTH**
- **DENTAL**
- **PPO**
- **LIFE**
- **LTD**
- **NON-PARTICIPANT**
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: H/A-Dent: Individ. EE/Child EE/Spouse EE/Sp/Child
- **Insurance**
- **Health**
- **Dental**
- **Life**
- **LTD**
- **Non-Participant**
- **Entry Level Step**: 3
- **Negotiated/Policy**: Voluntary Separation: N
- **Grievance**: Y P
- **Professional Growth**: Y P
- **Reduction in Force**: Y P
- **Sick Bank**: N
- **Other Info**: Other
- **SICK**
- **PERSONAL**
- **BEREAVEMENT**
- **PROFESSIONAL**
- **ADOPTION**
- **ASSOCIATION**
- **SABBATICAL**: No
ESU 04-Auburn

10/26/2011

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:
Normal Teaching Load:

SALARY SCHEDULE
Base: 29,610
Entry Level Step: 1
Starting Salary:
Career Increments: Y
Experience Allowed: 5 (D)
Vertical Freeze:
Rollback:
Multi-year Contract:

Index: 4 x 4

ININSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 1348.83 1348.83 1348.83
Dental BC/BS 600D/2850D Cafeteria

Non-Participant Cafeteria

LIFE
Am. Fidelity .570

LTD
LTD

Options: H/A/Life/TSA

Deductible Reimbursement

LEAVES
Type Days/Year Accum. Depend. Approval Other
Sick 15 70 y

Bereavement (See Sick Lv.)

Professional 2

Adoption

Sabbatical:

Other Info:

PERSONAL 2 yes acc. to 3

Voluntary Separation:

Negotiated/ Policy

BEREAVEMENT (See Sick Lv.)

immed. fam.

Grievance:

Minimum FTE: 0.5

Part-Time Benefits

Reduction in Force:

Participation:

SEVERANCE PAY:

OTHER DISTRICT POLICIES

OTHER LEAVES:

ESU #04-AUBURN

1.1

2010-2011

Insurance

Index: 4 x 4

Entry Level Step: 1

Starting Salary:

Career Increments: Y

Experience Allowed: 5 (D)

Vertical Freeze:

Rollback:

Multi-year Contract:

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:

Normal Teaching Load:

Index: 4 x 4

Entry Level Step: 1

Starting Salary:

Career Increments: Y

Experience Allowed: 5 (D)

Vertical Freeze:

Rollback:

Multi-year Contract:

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:

Normal Teaching Load:

Index: 4 x 4

Entry Level Step: 1

Starting Salary:

Career Increments: Y

Experience Allowed: 5 (D)

Vertical Freeze:

Rollback:

Multi-year Contract:

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:

Normal Teaching Load:

Index: 4 x 4

Entry Level Step: 1

Starting Salary:

Career Increments: Y

Experience Allowed: 5 (D)

Vertical Freeze:

Rollback:

Multi-year Contract:

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:

Normal Teaching Load:

Index: 4 x 4

Entry Level Step: 1

Starting Salary:

Career Increments: Y

Experience Allowed: 5 (D)

Vertical Freeze:

Rollback:

Multi-year Contract:
## WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 0.6
- Enrollment: HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.1
- Planning Time: 20
- Class Periods/Day: 8
- Normal Teaching Load: 8

## SALARY SCHEDULE

- Base: 32,735
- Starting Salary: 32,735
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: Rollback: Multi-year Contract:

## INSURANCE

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## LEAVES

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## OTHER LEAVES

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- PHD
- EDSPEC
### Working Conditions
- Contract Days: 185
- FTE Teachers: 185
- Enrollment: HS JH/MS ELEM
- Length of Teacher Day: Planning Time: 0 0
- Length of Student Day: Normal Teaching Load:
- Class Periods/Day:
- Normal Teaching Load:

### Salary Schedule
- Base: 30,150
- Starting Salary: 30,150
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### INSURANCE
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **Health**
- BC/BS 350D 421.74 780.23 885.67 1189.22 Full Premium
- **Dental**
- BC/BS 2 18.91 34.98 39.70 53.34
- **Life**
- **LTD**
- **Non-Participant**
- **Type Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **Cafeteria Plan**
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **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
- ** Bereavement**
- 5
- additional w/appr.
- **Professional**
- 2
- yes
- **Adoption**
- **Association**
- **Sabbatical**
- No
- **Severance Pay:**
- **Other Leaves:** Jury Duty

### Other District Policies
- **Negotiated/ Policy**
- **Existed**
- **Exists**
- **Sick Bank:**
- **Sick Bank:**

### ESU 06-Milford
- **Step**
- **RA**
- **BA+9**
- **BA+18**
- **BA+27**
- **BA+36**
- **MA+9**
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- 17

### Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **Part-Time Benefits**
- Minimum FTE: 0.5
- **Contribution: fte**

### Other Leaves
- **Type**
- **Days/Year**
- **Accum.**
- **Depend. use**
- **Approval Needed**
- **Other**
- **Sick**
- 10
- 40
- yes
- **Personal**
- 2
- ** Bereavement**
- 5
- additional w/appr.
- **Professional**
- 2
- yes
- **Adoption**
- **Association**
- **Sabbatical**
- No
- **Severance Pay:**
- **Other Leaves:** Jury Duty

### ESU 06-Milford
- **Step**
- **RA**
- **BA+9**
- **BA+18**
- **BA+27**
- **BA+36**
- **MA+9**
- **MA+18**
- **MA+27**
- **MA+36**
- **EDSPEC**
- **PHD**
- **Step**
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17

### Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **Part-Time Benefits**
- Minimum FTE: 0.5
- **Contribution: fte**

### Other Leaves
- **Type**
- **Days/Year**
- **Accum.**
- **Depend. use**
- **Approval Needed**
- **Other**
- **Sick**
- 10
- 40
- yes
- **Personal**
- 2
- ** Bereavement**
- 5
- additional w/appr.
- **Professional**
- 2
- yes
- **Adoption**
- **Association**
- **Sabbatical**
- No
- **Severance Pay:**
- **Other Leaves:** Jury Duty

### ESU 06-Milford
- **Step**
- **RA**
- **BA+9**
- **BA+18**
- **BA+27**
- **BA+36**
- **MA+9**
- **MA+18**
- **MA+27**
- **MA+36**
- **EDSPEC**
- **PHD**
- **Step**
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17

### Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **Part-Time Benefits**
- Minimum FTE: 0.5
- **Contribution: fte**

### Other Leaves
- **Type**
- **Days/Year**
- **Accum.**
- **Depend. use**
- **Approval Needed**
- **Other**
- **Sick**
- 10
- 40
- yes
- **Personal**
- 2
- ** Bereavement**
- 5
- additional w/appr.
- **Professional**
- 2
- yes
- **Adoption**
- **Association**
- **Sabbatical**
- No
- **Severance Pay:**
- **Other Leaves:** Jury Duty

### ESU 06-Milford
- **Step**
- **RA**
- **BA+9**
- **BA+18**
- **BA+27**
- **BA+36**
- **MA+9**
- **MA+18**
- **MA+27**
- **MA+36**
- **EDSPEC**
- **PHD**
- **Step**
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: HS JH/MS ELEM
Enrollment: 8 8 8
Length of Teacher Day: 0 0
Length of Student Day: 0
Planning Time: 0
Class Periods/Day: Normal Teaching Load:

SALARY SCHEDULE
Base: 27,815
Starting Salary: 24,08
Career Increments: N
Experience Allowed: 1
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 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

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 15 40 yes
PERSONAL 2 yes
BEREAVEMENT 3 per incident
PROFESSIONAL unli. yes
ADOPTION see sick lv.
ASSOCIATION admin approval

OTHER DISTRICT POLICIES
Negotiated/ Exists
Policy
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 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
2 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
3 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 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
5 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
6 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
7 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 36,694 38,081 39,479 40,868 42,279 43,670 45,060 46,451 47,842 49,233 50,623 52,014
8 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 53,405
9 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
10 1.41 1.46 1.51 1.56 1.61 1.66 1.71 1.76 1.81 1.86 1.91
11 1.56 1.60 1.65 1.70 1.75 1.80 1.85 1.90 1.95
12 41,617 43,007 44,398 45,789 47,179 48,569 49,959 51,349 52,739 54,129 55,519 56,909
12 1.64 1.69 1.74 1.79 1.84 1.89 1.94 1.99
13 42,729 44,120 45,511 46,901 48,292 49,682 51,072 52,462 53,852 55,242 56,632 58,023
13 1.66 1.71 1.76 1.81 1.86 1.91 1.96 2.01 2.06 2.11
14 43,842 45,233 46,623 48,014 49,404 49,795 51,186 52,576 53,966 55,357 56,747 58,138
14 1.72 1.77 1.82 1.87 1.92 1.97 2.02 2.07 2.12 2.17 2.22 2.27
15 44,954 46,345 47,736 49,127 50,518 51,908 53,299 54,690
15 1.76 1.81 1.86 1.91 1.96 2.01 2.06 2.11 2.16 2.21 2.26 2.31
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

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

**INSURANCE**

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<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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**LEAVES**

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**OTHER DISTRICT POLICIES**

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**OTHER LEAVES:**

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

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</tbody>
</table>
## Working Conditions
- Contract Days: 185
- FTE Teachers: 27.7
- Enrollment: HS: JH/MS: ELEM
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 0
- Class Periods/Day: 6
- Normal Teaching Load: 8

## Salary Schedule
- Base: 29,400
- Starting Salary: 30,797
- Career Increments: Y
- Experience Allowed: 7
- Entry Level Step: 1

## INSURANCE
- Type: HEALTH, DENTAL, LIFE, LTD
- Carrier: BC/BS, Guardian, CNA

## Cafeteria Plan
- Options: IRS 125: Y, Flex Accounts: Y
- Deductible Reimbursement

## Leaves
- Type: SICK, PERSONAL, LEAVE, OTHER
- Days/Year: 24, 45
- Approval: yes
- Depend. use: yes
- Other: 5 for dependents

## Other District Policies
- Negotiated/Policy: Exists

## Severance Pay
- Family Emergency: 5, Ext. Leave

## ESU #10-Kearney

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<th>Step</th>
<th>BA</th>
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5,00 additional salary for employees frozen on bottom steps.
**ESU 11-Holdrege**

**10/26/2011**

**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: Multi-year Contract:

**SALARY SCHEDULE**

- Base: 29,050
- Starting Salary: 29,050
- Career Increments: N
- Experience Allowed: (7D)

**NON-PARTICIPANT LIFE DENTAL HEALTH INSURANCE**

- Length of Student Day: 888
- SICK: 10
- BEREAVEMENT: Y
- SABBATICAL:
- ASSOCIATION OTHER LEAVES:
- Experience increments for BA+36 classification end at Step 14. Experience increments for MA classification continue to Step 20

**INSURANCE**

- **Type**
  - HEALTH: BC/BS 600D
  - DENTAL: BC/BS 2
  - PPO: BC/BS 10% Surcharge

**Cafeteria Plan**

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

**LTD**

- NON-PARTICIPANT

**LEAVES**

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

**OTHER DISTRICT POLICIES**

- SEVERANCE PAY: Y

**ESU #11-HOLDREGE**

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**SABBATICAL:** Yes

**OTHER LEAVES:**

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**Contract Days: 185**

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<th>Length of Teacher Day</th>
<th>Class Periods/Day</th>
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<th>Multi-year Contract</th>
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### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 6
- **Enrollment:**
  - HS: 1,110
  - JH/MS: 30,400
  - ELEM: 30,400
- **Length of Teacher Day:** 6
- **Length of Student Day:** 6
- **Planning Time:** 0
- **Class Periods/Day:** 6
- **Normal Teaching Load:** 30

### SALARY SCHEDULE
- **Index:** 4.25 x 4.25
- **Starting Salary:** 30,400
- **Base:** 30,400
- **Entry Level Step:** 1
- **Career Increments:**
- **Experience Allowed:** all
- **Multi-year Contract:** 10-11, 11-12
- **Vertical Freeze:** 90-91; 94-95
- **Rollback:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8

### INSURANCE
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### Cafeteria Plan
- **Options:** IRS 125:
- **Flex Accounts:** Deductible Reimbursement

### PART-TIME BENEFITS
- **Minimum FTE:** 0.5
- **Contribution:** $700/mo

### WORKING CONDITIONS
- **FTE Teachers:**
  - BA: 30,400
  - BA+9: 31,692
  - BA+18: 33,984
  - BA+27: 36,276
  - BA+36: 38,568
- **MA:**
  - MA: 30,400
  - MA+9: 31,692
  - MA+18: 33,984
  - MA+27: 36,276
  - MA+36: 38,568

### NON-PARTICIPANT
- **Insurance**:
  - **Type**: H/A-Dent
  - **Carrier**: Individ.
  - **Option**: EE/Child
  - **Amount Paid by District**: 40,736
  - **Contributions**: 1.17
  - **Cafeteria Plan**: 1.34
  - **Flat Salary**: 1.425

### WORKING CONDITIONS
- **Index**:
  - 1.00
  - 1.0425
  - 1.085
  - 1.1275
  - 1.17
  - 1.2125
  - 1.255
  - 1.2975
  - 1.34
  - 1.3825
  - 1.425
  - 1.4675
  - 1.51
  - 1.5525
  - 1.60
  - 1.6375
  - 1.68
  - 1.7225
  - 1.765
  - 1.8075
  - 1.85
  - 1.8925
  - 1.935
  - 1.9775
  - 2.02
  - 2.0625
### Working Conditions
- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Enrollment: 8 8 8
- Length of Teacher Day: 0 0 0
- Length of Student Day: 0 0 0
- Planning Time: 0 0 0
- Class Periods/Day: Normal Teaching Load:
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Salary Schedule
- Base: 29,300
- Starting Salary: 29,300
- Career Increments: N
- Experience Allowed: All
- Index: 4 x 5

### Working Conditions
- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Enrollment: 8 8 8
- Length of Teacher Day: 0 0 0
- Length of Student Day: 0 0 0
- Planning Time: 0 0 0
- Class Periods/Day: Normal Teaching Load:
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

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

### Deductible Reimbursement
- Minimum FTE: 0.5
- Contribution: FTE

### Leaves

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- PERSONAL: yes reimbursed $80/day up to 2 if u
- BEREAVEMENT: w/approval; add'l from sick lv
- PROFESSIONAL: admin. disc.
- yes no pay
- ADOPION: Voluntary Separation: N
- LIFE: Grievance: Y
- LTD:
- NON-PARTICIPANT: Sick Bank: Y

### OTHER DISTRICT POLICIES

- personal: SEVERANCE PAY:

### Other Leaves:
- Jury Leave

### Salary Schedule

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### Salary Schedule

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ESU 16-Ogallala

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 22.9
- Enrollment: HS: JH/MS: ELEM:
- Length of Teacher Day: Planning Time: 0
- Length of Student Day: Class Periods/Day:
- Normal Teaching Load: Multi-year Contract:

**SALARY SCHEDULE**
- Base: 29,900
- Starting Salary: 29,900
- Career Increments: Y
- Experience Allowed: 5
- Vertical Freeze: Rollback:

**INSURANCE**

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**Cafeteria Plan**
- Option: IRS 125:
- Flex Accounts:
- Deductible Reimbursement

**LEAVES**

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**OTHER DISTRICT POLICIES**

**OTHER LEAVES:** Emergency

**ESU #16-OGALLALA**

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**FTE Teachers:** 22.9

**Negotiated/ Policy Exists**
- Minimum FTE: 0.4
- Contribution: fte

**COMMENTS:**
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 4
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 7 hours
Length of Student Day: 7 hours
Planning Time: 0
Class Periods/Day: 4
Normal Teaching Load:

SALARY SCHEDULE
Base: 27,500
Starting Salary: 27,500
Career Increments: N
Experience Allowed: 5 (D)
Vertical Freeze: 90-91
Rollback:

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ESU #17-AINSWORTH

10/26/2011

ESU 17-Ainsworth
2010-2011
1.1
WORKING CONDITIONS

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

INDEX: 4 x 4
Experience Allowed: 8
Career Increments: N

Vertical Freeze:
Rollback:
Multi-year Contract:

IN,murance

Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 50.62 or 83.75
HEALTH BC/BS 600D 446.93 826.84 938.56 1260.25 Sp or Dep. Dental
DENTAL BC/BS 3 46.01 46.01 46.01

PPO: COMMENTS:

LEAVES

Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 45 yes
PERSONAL 2 yes +2 from sick lv
BEREAVEMENT 5 yes +10 from sick lv Voluntary Separation: N
PROFESSIONAL 2 yes Grievance: Y
ADOP'ION
ASSOCIATION

OTHER DISTRICT POLICIES

SABBATICAL: No

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

- Contract Days: 185
- FTE Teachers: 120
- HS: 8
- JH/MS: 8
- ELEM: 7
- Length of School Day: 7.1
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 8
- Length of Student Day: 8.88
- Normal Teaching Load: 7.7
- Class Periods/Day: 8
- Normal Teaching Load: 7.7
- Length of School Day: 7.1
- Planning Time: 50

**SAALARY SCHEDULE**

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

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**LEAVES**

- Type: SICK
- Days/Year: 8
- Accum. Use: 45
- Approval Needed: yes
- Other: trade 3 sick for 1 add'l personal

**OTHER DISTRICT POLICIES**

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

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## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 28.35
- **Enrollment:** 232
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Index:** 4 x 4
- **Experience Allowed:** 5(D)
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

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

## SALARY SCHEDULE
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## OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
- **Exists:**
- **Minimum FTE:** 0.5
- **Part-Time Benefits:**
- **Full Ind:*
### WORKING CONDITIONS

- **Contract Days:** 185
- **FTE Teachers:** 75.5
- **Enrollment:** 961
- **HS:**
- **JH/MS:**
- **ELEM:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 92
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3
- **Index:** 4 x 5
- **Experience Allowed:** 5(D)
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### SALARY SCHEDULE

- **Base:** 30,300
- **Starting Salary:** 30,300
- **Index:** 4 x 5
- **Entry Level Step:** 1
- **Experience Level Step:** 5(D)

### INSURANCE

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### OTHER DISTRICT POLICIES

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### COMMENTS:

- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.4
- Contribution: fte

### OTHER LEAVES:

- **Military:**

### SEVERANCE PAY:

- **Negotiated/Policy:**
  - **Exists:**
  - **Sick Bank:** N
WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 865
- Enrollment: 184
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 48 48 55
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract:

SALARY SCHEDULE
- Base: 30,350
- Index: 4 x 5
- Starting Salary: 30,350
- Career Increments: Y
- Experience Allowed: 10
- Vertical Freeze: 85-86

INSURANCE
- HEALTH: 600D
- BC/BS: 446.93 826.84 938.56 1260.25
- DENTAL: 22.25 22.25 22.25 22.25
- LIFET: 22.25 22.25
- LTD: 22.25 22.25
- NON-PARTICIPANT:

LEAVES
- SICK: 10
- PERSONAL: 1+2
- BEREAVEMENT: 7
- PROFESSIONAL: 1
- ADOPTION: 10
- ASSOCIATION: 5

OTHER LEAVES:
- SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists
- Cafeteria Plan
- PPO:
- Deductible Reimbursement
- PART-TIME BENEFITS
- Minimum FTE: 0.5

FALLS CITY
- Contract Days: 184
- FTE Teachers: 865
- Health
- BA: 30,350
- 0.50
- Step 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15
- 31,868 33,385 34,903 36,420 37,938 39,455 40,973 42,490
- 1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35 1.40
- 1.04 1.09 1.14 1.19 1.24 1.29 1.34 1.39 1.44
- 30,350 31,868 33,385 34,903 36,420 37,938 39,455 40,973 42,490
- 1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35 1.40
- 1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35 1.40
- 1.04 1.09 1.14 1.19 1.24 1.29 1.34 1.39 1.44
- 0.50
- 1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35 1.40
- 31,868 33,385 34,903 36,420 37,938 39,455 40,973 42,490
- 1.04 1.09 1.14 1.19 1.24 1.29 1.34 1.39 1.44
- 30,350 31,868 33,385 34,903 36,420 37,938 39,455 40,973
- 1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35 1.40
- 31,868 33,385 34,903 36,420 37,938 39,455 40,973
- 1.04 1.09 1.14 1.19 1.24 1.29 1.34
- 0.50
- 1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35 1.40
- 31,868 33,385 34,903 36,420 37,938
- 1.04 1.09 1.14 1.19 1.24 1.29 1.34
- 0.50
- 1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35 1.40
- 31,868 33,385
- 1.04 1.09 1.14 1.19
- 0.50
- 1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35 1.40
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- 0.50
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- 1.00
- 31,868
**Fillmore Central**

**WORKING CONDITIONS**

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

**Salary Schedule**

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

**Insurance**

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**Leaves**

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**Sabbatical:** No

**Other Leaves:**

**Fillmore Central** 2010-2011

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**Cafeteria Plan**

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

**comments**

- Planning Time: 90
- Normal Teaching Load: 7
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Class Periods/Day: 8
- Normally Teaching Load: 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**Other District Policies**

- Sick Bank: Y N
- Sick: Y N
- Grievance: Y N
- Professional Growth: Y P
- Reduction in Force: Y P
- Occupation: Y P
- Options: 40.50
- Health: 22.25
- Life: 22.25
- LTD: 22.25
- PPO: 22.25
- Non-Participant: 22.25

**Salary Schedule**

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

**Insurance**

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

**Leaves**

- SICK: 10
- PERSONAL: 2
- BEREAVEMENT: 5
- PROFESSIONAL: 2
- ADOPTION: 5
- ASSOCIATION

**Sabbatical:** No

**Other Leaves:**

**Fillmore Central** 2010-2011

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<td>36,480</td>
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</table>

**Cafeteria Plan**

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

**comments**

- Planning Time: 90
- Normal Teaching Load: 7
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Class Periods/Day: 8
- Normally Teaching Load: 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**Other District Policies**

- Sick Bank: Y N
- Sick: Y N
- Grievance: Y N
- Professional Growth: Y P
- Reduction in Force: Y P
- Occupation: Y P
- Options: 40.50
- Health: 22.25
- Life: 22.25
- LTD: 22.25
- PPO: 22.25
- Non-Participant: 22.25

**Salary Schedule**

- Base: 30,400
- Starting Salary: 30,400
- Career Increments: N
- Experience Allowed: all(D)
- Index: 4 x 4
- Entry Level Step: 1
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
## WORKING CONDITIONS
- **Contract Days:** 187
- **FTE Teachers:** 585
- **Enrollment:** 585
- **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:**
  - **Career Increments:** N
  - **Experience Allowed:** 7
- **Experience Level Step:** 1
- **Rollback:**
- **Multi-year Contract:**

## INSURANCE
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Option:**
  - PPO: Madison Nat'l
- **Amount Paid by District:**
  - H/A-Dent: 350D
  - Individ.: 496.16
  - EE/Child: 917.92
  - EE/Parent: 1041.96
  - EE/Spouse: 1399.08
- **Cafeteria Plan:**
  - Deductible Reimbursement

## LEAVES
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year:**
  - SICK: 10
  - PERSONAL: 5
  - BEREAVEMENT: 2
  - PROFESSIONAL: 2
- **Accum. Days:**
  - SICK: 45
  - PERSONAL: 35
  - BEREAVEMENT: 35

## OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - **Severance Pay:**
  - **Sabbatical:** No

## OTHER LEAVES:
- **FORT CALHOUN**
- **Step:**
  - 1
- **BA:**
  - 29,900
  - 31,395
  - 32,890
  - 34,385
  - 35,880
  - 35,880
  - 37,375
  - 38,870
  - 40,365
  - 41,860
- **BA+9:**
  - 31,096
  - 32,591
  - 34,086
  - 35,581
  - 37,076
- **BA+18:**
  - 33,488
  - 35,093
  - 36,688
  - 38,283
  - 39,878
- **BA+27:**
  - 34,884
  - 36,489
  - 38,084
  - 39,679
  - 41,274
- **BA+36:**
  - 36,280
  - 37,885
  - 39,480
  - 41,075
  - 42,670
- **MA:**
  - 37,076
  - 38,571
  - 40,066
  - 41,561
  - 43,056
- **MA+9:**
  - 38,283
  - 39,878
  - 41,473
  - 43,068
  - 44,663
- **MA+18:**
  - 39,679
  - 41,274
  - 42,869
  - 44,464
  - 46,059
- **MA+27:**
  - 41,075
  - 42,670
  - 44,265
  - 45,860
  - 47,455
- **MA+36:**
  - 42,471
  - 44,066
  - 45,661
  - 47,256
  - 48,851

## SCHEDULES
- **Negotiated/Policy:**
  - **Submission:**
  - **Sick List:**
  - **Approval:**
  - **Imme Family:**
  - **Personal:**
  - **Professional:**
  - **Administration:**
  - **Sabbatical:** No
### Franklin 2010-2011

#### Working Conditions
- Contract Days: 185
- FTE Teachers: 336
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Index: 4 x 5
- Career Increments: N
- Vertical Freeze: 87-88
- Rollback: 87-88 Last Step
- Multi-year Contract:

#### Salary Schedule
- Base: 29,075
- Starting Salary: 29,075
- Entry Level Step: 1(D)
- Experience Allowed: 5(D)
- Cafeteria Plan

### Insurancce
- HEALTH
- BC/BS
- 350D
- 471.35
- 872.02
- 989.86
- 1329.13
- PPO
- COMMENTS:
- LIFE
- Fort Dearborn
- 6.00
- LTD
- Principal
- .0025
- NON-PARTICIPANT

### Leaves
- Type
- Days/Year
- Accum.
- Depend. 
- Approval 
- Other
- SICK
- 6
- 45
- yes
- PERSONAL
- 6
- yes
- extra roll into sick bank
- BEREAVEMENT
- 5
- yes
- extra roll into sick bank
- PROFESSIONAL
- 2
- yes
- extra roll into sick bank

### Other District Policies
- Exits
- Negotiated/Policy
- Exists
- IH
- FE
- NP

### Severance Pay
- Other Leaves:
- Jury Duty

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**SALARY SCHEDULE**

| Base: | 29,250 |
| Index: | 4 x 4 |
| Starting Salary: |     |
| Experience Allowed: | N |
| Career Increments: |     |
| 03-04 BA36 removed from BA36/MA column, those in the column during that time were grandfathered |
| Vertical Freeze: |     |
| Rollback: |     |

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**Cafeteria Plan**

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**Deductible Reimbursement**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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**OTHER LEAVES:**

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**COMMENTS:**

- 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: 309
- Enrollments:
  - HS: 259
  - JH/MS: 268
  - ELEM: 269
- Length of Teacher Day: 7.5
- Length of Student Day: 7.25
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Index: 4.5 x 4
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

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

## Insurance
- Type
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
  - NON-PARTICIPANT
- Carrier
  - BC/BS
  - Madison Nat'l
- Option
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- Amount Paid by District
  - Health: 471.35
  - Dental: 22.25
  - PPO:
  - Individ.: .0040
  - Depend.
  - BC/BS
  - Individ.: 350D
  - EE/Child:
  - EE/Spouse:
  - EE/Sp/Child:
- Cafeteria Plan
  - Individ.
  - Depend.
  - IRS 125: Y
  - Flex Accounts: Y
- Deductible Reimbursement
- PART-TIME BENEFITS
  - Minimum FTE: 0.5
  - Contribution: %

## Leaves
- Type
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- Days/Year
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: see sick lv.
  - PROFESSIONAL: 3
- Accum.
  - SICK: 45
  - PERSONAL:
- Depend. Use
  - SICK:
  - PERSONAL:
- Approval Needed
  - SICK:
  - PERSONAL:
- Other
  - SICK:
  - PERSONAL:

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

## Sabbatical
- No

## Severance Pay

## Other Leaves

## Friend

### Salary Schedule

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### Notes
- 03-04 moved from 4 x 4 index to 4 x 4.5
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 323
- **Enrollment:**
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- **Length of Teacher Day:** 7.5
- **Planning Time:** 100
- **Class Periods/Day:** 9
- **Normal Teaching Load:** 6

## Salary Schedule
- **Base:** 29,550
- **Starting Salary:** 29,550
- **Career Increments:** N
- **Experience Allowed:** 5
- **Rollback:** 86-87
- **Vertical Freeze:** 86-87 Steps 1-5

## Index: 4 x 5

## Leaves
- **Sick:** 10
- **Personal:** 2
- **Bereavement:** 5
- **Professional:**
- **Association:**
- **Sabbatical:**
- **Other:**
- **Reimb. $20/day for unused eac:**
- **Voluntary Separation:**
- **Grievance:**
- **Professional Growth:**
- **Reduction in Force:**
- **Sick Bank:**
- **SEVERANCE PAY:**

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

## Insurance
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LTD: Unknown
  - NON-PARTICIPANT
- **Option:**
  - H/A-Dent: Individ.
  - EE/Child: 350D
  - EE/Spouse: 2
  - EE/Sp/Child: 2
- **Amount Paid by District:**
  - Deductible Reimbursement
  - PART-TIME BENEFITS
  - Minimum FTE: 0.5

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

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Garden County

WORKING CONDITIONS
Contract Days: 185
Enrollment: 272
Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load:

Garden County

SALARY SCHEDULE
Base: 29,120
Starting Salary: 29,120
Rollback: 89-90

Experience Allowed: N
Career Increments: N

Index: 4.5 x 4.5

Potential Teachers:
Index:

INDEX:

Experience:

INSURANCE
Type
Carrier
Option
Amount Paid by District
H/A-Dent
Individ.
EE/Child
EE/Spouse
EE/Sp/Child
Entry Level Step:

HEALTH
BC/BS
350D

DENTAL
BC/BS
2

PPO:

LIFE

LTD
Principal Life
10.00

NON-PARTICIPANT

Cafeteria Plan
Commissary

Cafeteria

IRIS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Part-time Benefits

Deductible Reimbursement

LEAVES

Type
Days/Year
Accum.
Use
Approval
Needed
OTHER DISTRICT POLICIES

SICK
10
60
yes

BEREAVEMENT
2

PERSONAL
4

yes

accum. to 10

PROFESSIONAL

yes

see personal

ADOPTION

ASSOCIATION

OTHER LEAVES:

SABBATICAL

SeVERANCE PAY:

GARDEN CO.
### Working Conditions
- **Contract Days:** 186
- **FTE Teachers:** 2124
- **Enrollment:**
  - HS
  - JH/MS
  - ELEM
  - Total: 2124
- **Length of Teacher Day:**
  - 8
- **Length of Student Day:**
  - 7
- **Planning Time:**
  - 90
- **Class Periods/Day:**
  - 4
- **Normal Teaching Load:**
  - 3
- **Index:** 4.5 x 4.5
- **Experience Allowed:** N
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 30,850
- **Starting Salary:** 32,238
- **Entry Level Step:**
- **Career Increments:** N
- **Experience Allowed:** all
- **Options:** H/A, Dental, Casual
- **IRS 125:** Y
- **Flex Accounts:** Y

### Insuranc
- **Type**
  - HEALTH
  - DENTAL
- **Carrier**
  - BC/BS
  - Guardian
- **Option**
  - BC/BS
  - Individ.
  - Child
  - Spouse
- **Amount Paid by District**
  - 350D/2850D
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  - 124.04
  - 124.04
- **Couple - Benefits**
  - Cafeteria
  - 687.50
- **Deductible Reimbursement**
  - 124.04
  - 124.04
  - 124.04
  - 124.04

### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVERS
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Accum. Days**
  - 10
  - 2
  - 5
  - 1
  - 5
- **Use**
  - yes
  - yes
  - yes
  - yes
  - yes
- **Approval Needed**
  - yes
  - yes
  - yes
  - yes
  - yes
- **Comments**
  - Bd adds 30 days when 36 are acum = 66 days

### Other District Policies
- **Negotiated/Policy**
  - Minimum FTE: 0.5
  - Contribution: N
  - Cafeteria Plan:
    - H/A-Dent: Individual
    - EE/Spouse: Individual
    - EE/Child: Individual
  - IRS 125:
    - Y
  - Flex Accounts:
    - Y
  - PART-TIME BENEFITS:
    - Cafeteria Plan:
      - Individual Depend.
      - Couple - Benefits

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

### Gering Salary Schedule

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### Severance Pay
- **Yes**
WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 47
Enrollment: 630
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 46 46 30
Class Periods/Day: 8 8
Normal Teaching Load: 7 7
Multi-year Contract:

INDEX: 4 x 5
Experience Allowed: 14
Career Increments: N
Vertical Freeze: 86-87
Rollback:

SALARY SCHEDULE

Base: 30,125
Starting Salary: 30,125
Entry Level Step: 1
Index: 4 x 5

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

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<th>Option</th>
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LEAVES

Type Days/Year | Depend. | Approval Needed | Other
SICK | 10 | 45 | yes | Other Info: may convert 1 over 35 accum to pers
PERSONAL | 2 | 2-y, 1-no acc. to 3
BEREAVEMENT | 2 | yes | accum. 2
PROFESSIONAL | 2 | | |
ADOPTION | 10 | | from sick lv.
ASSOCIATION | | |

OTHER DISTRICT POLICIES

Negotiated/Policy

Exists

SABBATICAL: No
SEVERANCE PAY:

OTHER LEAVES: maternity
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 185
- Enrollment: 185
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: N
- Rollback: N

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

INSURANCE
- Type: H/A-Dent, Individ.
- Carrier: BC/BS, Omaha Life
- Option: Individ. EE/Child, EE/Spouse, EE/Sp/Child
- Amount Paid by District: 0
- Couple - Benefits: Sp or Dep. Dental
- IRS 125: Options: Flex Accounts
- Deductible Reimbursement: PART-TIME BENEFITS
- Minimum FTE: 0.5
- Contribution: full

LEAVES
- Type: SICK 10, PERSONAL 2, BEREAVEMENT 10, PROFESSIONAL 2, ADOPTION 10
- Days/Year: 40, 20
- Accum. use: yes, yes
- Approval: pd $80/day if unused
- Other: Voluntary Separation: N
- Grievance: Y P
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: N
- SEVERANCE PAY:

OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- SABBATICAL: No
- GILTNER
- FTE Teachers: 185
- Starting Salary: 29,500
- Entry Level Step: 0
- Career Increments: N
- Experience Allowed: 5
- Multi-year Contract: 09-10, 10-11

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**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 30,000
- Index: 4.5 x 4.5
- Starting Salary: N
- Career Increments: N
- Experience Allowed: N
- Entry Level Step: 1

**INSURANCE**

- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Caf
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: COMMENTS:
- LIFE
- LTD
- NON-PARTICIPANT

**LEAVES**

- Type: Days/Year
- Accum.
- Depend.
- Approval
- Use
- Needed
- SEVERANCE PAY:

**OTHER DISTRICT POLICIES**

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

**GORDON-RUSHVILLE**

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**COMMENTS:**

- Part-Time Benefits
- Minimum FTE: 0.4
- Cafeteria Plan
- Individ.
- Depend.
- Options: HA/Dent/Cash/Caf
- IRS 125: Y
- Flex Accounts: Y
- Deductible Reimbursement
- Pension: Y
- Sick Bank: Y

**OTHER LEAVES:**
WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,700
Starting Salary: 30,700
Career Increments: N
Experience Allowed: all

Index: 5 x 4
Entry Level Step: 1

Experience Allowed: all
Career Increments: N
Vertical Freeze:
Rollback:

Insurance

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Cafeteria Plan

- Individual
- Depend.
- IRS 125: Y
- Flex Accounts: Y

LEAVES

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OTHER DISTRICT POLICIES

Negotiated/Policy

|OTHER LEAVES:|

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Step 1 to Step 12
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| SABBATICAL | Yes |
| SEVERANCE PAY: | |

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

**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 28,356
- Starting Salary: 28,356
- Career Increments: N
- Vertical Freeze: N
- Rollback: N

**INSURANCE**

- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 446.93, 826.84, 938.56, 1260.25
  -Couple - Benefits: 50.62 or 83.75
- **DENTAL**
  - Carrier: BC/BS
  - Option: 3
  - Amount Paid by District: 46.01, 46.01, 46.01
- **PPO**
  - Carrier: MADISON NAT'L
  - Option: H/A-Dent

**LEAVES**

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

**OTHER DISTRICT POLICIES**

**SEVERANCE PAY:**

- Emergency - 2 days

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**GREELEY-WOLBACH**

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### Working Conditions
- **Contract Days:** 188
- **FTE Teachers:** 227.74
- **Enrollment:** 3110
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6.5
- **Planning Time:** 52 98 40
- **Class Periods/Day:** 7 8
- **Normal Teaching Load:** 6 6
- **Index:** 4 x 4
- **Career Increments:** Y

#### Vertical Freeze
- 84-85, 85-86
- Rollback:
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 32,300
- **Entry Level Step:** 1
- **Starting Salary:** 32,300

#### Experience Allowed
- MA36 if frozen at last step 2 yrs-$500 3rd yr.

### INSURANCE

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### Cafeteria Plan
- **Type:** Individ.
- **Option:** Dar.

### Leaves

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### Other District Policies

- **Negotiated/Policy**

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**BA+36 grandfathered 85-90**
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 190
- Enrollments: HS, JH/MS, ELEM
- Length of Teacher Day: 8, 8, 8
- Length of Student Day: 7.25, 7.25, 7.25
- Planning Time: 50, 50, 60
- Class Periods/Day: 8, 8
- Normal Teaching Load: 7, 7
- Multi-year Contract:

**INSURANCE**
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**Cafeteria Plan**
- Type: Carrier
- Option: Individ.
- Amount Paid by District: Depend.
- Couple - Benefits: Individ.
- Depend.
- Options: H/A

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**OTHER DISTRICT POLICIES**

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

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**H A M P T O N**

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**Index:** 4 x 4

**Experience Allowed:** all

**Sick Bank:** N

**Sick Bank:** Y

**Reduction in Force:** Y P

**Sick Bank:** N

**Negotiated/Policy:** Exists

**Negotiated/Policy:** Negotiated

**Negotiated/Policy:** Policy
### Working Conditions
- Contract Days: 185
- FTE Teachers: 278
- Enrollment: 28
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 51

### Salary Schedule
- Base: 28,950
- Starting Salary: 28,950
- Career Increments: N
- Experience Allowed: 6
- Vertical Freeze: 87-88
- Rollback: 86-87 (2 Steps)
- Multi-year Contract:

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### Cafeteria Plan
- Options: H/A, Dent., LTD, Life, TSA, Cash

### Leaves
- **Type** | **Days/Year** | **Accum. use** | **Needed** | **Other** |
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### Cafeteria Plan
- Comments: Deductible Reimbursement

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

### Sabbatical
- Yes

### Severance Pay

### Other Leaves

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</tbody>
</table>
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 313
- **Enrollment:**
  - HS: 434
  - JH/MS: 258
  - ELEM: 351
- **Length of Teacher Day:**
  - 8.25
  - 8.25
  - 8.25
- **Planning Time:**
  - 48
  - 48
  - 48
- **Class Periods/Day:**
  - 8
  - 8
- **Normal Teaching Load:**
  - 7
  - 7

### SALARY SCHEDULE
- **Base:** 30,000
- **Starting Salary:**
  - BA+36: 32,400
  - BA+45: 36,000
  - MA: 40,800
- **Career Increments:**
  - BA+36: 1.00
  - BA+45: 1.04
  - MA: 1.08
- **Index:**
  - 4 x 4
- **Experience Allowed:** all
- **Rollback:** Vertical Freeze

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 350D
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2

### LEAVES
- **SICK**
  - Days/Year: 12
  - Accum.: 40
  - Depend. use: no
  - Approval Needed: yes
  - Other: $75/day/year up to $150 eoy
- **PERSONAL**
  - Days/Year: 2
  - Approval Needed: yes
  - Other: $375/day/year up to $500 eoy
- **BEREAVEMENT**
  - Days/Year: 5
  - Approval Needed: yes
  - Other: $475/day/year up to $750 eoy
- **PROFESSIONAL**
  - Days/Year: 1
  - Approval Needed: yes
  - Other: $575/day/year up to $900 eoy
- **ADOPTION**
  - Days/Year: 30
  - Approval Needed: yes
  - Other: $900/day/year up to $1,500 eoy
- **ASSOCIATION**
  - Days/Year: 2
  - Approval Needed: yes
  - Other: $1,100/day/year up to $1,750 eoy
- **SABBATICAL**
  - Days/Year: 0

### OTHER DISTRICT POLICIES
- **Sick Bank:** N
- **Voluntary Separation:** Y
- **Grievance:** Y
- **Professional Growth:** Y
- **Reduction in Force:** Y
- **SEVERANCE PAY:**
  - Earnings Above:
    - 30,000: 1.00
    - 31,200: 1.04
    - 32,400: 1.08
    - 33,600: 1.12
    - 34,800: 1.16
    - 36,000: 1.20
    - 38,400: 1.24
    - 40,800: 1.28
    - 44,400: 1.32
    - 49,200: 1.36
    - 54,000: 1.40
    - 59,200: 1.44
    - 64,800: 1.48
    - 70,600: 1.52
    - 76,800: 1.56
    - 83,200: 1.60
    - 90,000: 1.64
    - 97,000: 1.68

### SALARY SCHEDULE

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*BA36, BA45, BA54 frozen for 1 yr after entering*
**Working Conditions**

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

**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: 

**Insurance**

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**LEAVES**

- SICK: 10
- PERSONAL: 2
- BEREAVEMENT: 5
- PROFESSIONAL: 4
- ADOPTION: 5
- ASSOCIATION: 5

**OTHER DISTRICT POLICIES**

- Sick Bank: Y
- Professional Growth: Y
- Voluntary Separation: Y
- Grievance: Y

**Hastings**

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- NHS: FTE Teachers: 290.4
- FTE Teachers: 290.4
- Starting Salary: 31,080
- 02-03 staff frozen at bottom of MA45 will be given add’l 1.5% of base every yr on that step

**Cafeteria Plan**

- Individ.: 46.01
- Depend.: 46.01

**Comments**

- Deductible Reimbursement
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.4
- Contribution: fte

**LEAVES**

- SICK: 10
- PERSONAL: 2
- BEREAVEMENT: 5
- PROFESSIONAL: 4
- ADOPTION: 5
- ASSOCIATION: 5

**SABBATICAL: Yes**

**OTHER LEAVES:**

- Family parenting-5, spec. pers.-2

**Negotiated/Policy**
**WORKING CONDITIONS**

- Contract Days: 182
- FTE Teachers: 141
- Enrollment: 141

**Salaries**

- Base: $28,770
- Index: 4.5 x 4.5
- Starting Salary: $28,770
- Career Increments: Y
- Experience Allowed: 5

**Incentives**

- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**Length of Teacher/Student Day**

- Normal Teaching Load: 6

**Insurance**

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**FTE Teachers**

- Starting Salary: $28,770
- Minimum FTE: 0.5

**LEAVES**

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</table>

**Other District Policies**

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

**Sabbatical**

- No

**Severance Pay**

- Jury Duty

---

**Working Conditions**

- Contract Days: 182
- FTE Teachers: 141
- Enrollment: 141

**Salary Schedule**

- Base: $28,770
- Index: 4.5 x 4.5

**Incentives**

- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**Length of Teacher/Student Day**

- Normal Teaching Load: 6

**Insurance**

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<th>Amount Paid by District</th>
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**FTE Teachers**

- Starting Salary: $28,770
- Minimum FTE: 0.5

**Leaves**

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**Other District Policies**

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

**Sabbatical**

- No

**Severance Pay**

- Jury Duty

---
## Working Conditions
- **Contract Days:** 184
- **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 Salary:** 28,300
- **Index:** 4 x 4.5
- **Starting Salary:**
  - Entry Level Step: 1
  - Experience Allowed: all

## Insurance
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## Leaves
- **Sick:** 10, 60 days, yes
- **Personal:** 1, yes, trade 3 sick for +1

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

## Deductible Reimbursement
- **PART-TIME BENEFITS**
- **Minimum FTE:** 0.5
  - Contribution: FTE

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

## Other Leaves

### Pay Schedule

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### Notes
- **Class Periods/Day:** 8
- **Contract Days:** 184
- **Enrollment:** 141
- **Normal Teaching Load:** 7

### Comments
- **HAYES CENTER**
- **2010-2011**
- **Hayes Center**
- **1.110/26/2011**
- **Index:** 4 x 4.5
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 32
- **Enrollment:** 330
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6.5
- **Planning Time:** 97
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 31,525
- **Index:** 4 x 4
- **Starting Salary:** 31,525
- **Career Increments:** N
- **Experience Allowed:** 8
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### INSCRIPTIONS
- **HEALTH**
  - **Carrier:** BC/BS
  - **Option:** 350D
  - **Amount Paid by District:**
    - H/A-Dent: 471.35
    - Individ. EE/Child: 872.02
    - EE/Spouse: 989.86
    - EE/Sp/Child: 1329.13
- **DENTAL**
  - ** Carrier:** BC/BS
  - **Option:** 4
  - **Amount Paid by District:**
    - Individ. EE/Child: 41.90
    - EE/Spouse: 41.90
    - EE/Sp/Child: 41.90
- **LTD**
  - **Type:** Madison Nat'l
  - **Option:** .0035
- **INSURANCE**
  - **Type Carrier**
  - **Option**
  - **Amount Paid by District**
  - **Couple - Benefits**
  - **Cafeteria Plan**
  - **OPTIONS**
  - **Type**
  - **Carrier**
  - **Option**
  - **Amount Paid by District**
  - **Couple - Benefits**
  - **Cafeteria Plan**
  - **INSURANCE**
  - **Type Carrier**
  - **Option**
  - **Amount Paid by District**
  - **Couple - Benefits**
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  - **INSURANCE**
  - **Type Carrier**
  - **Option**
  - **Amount Paid by District**
  - **Couple - Benefits**
  - **Cafeteria Plan**

### SCHEDULES
- **LEAVES**
  - **Type**
  - **Days/Year**
  - **Accum.**
  - **Approval**
  - **Other**
  - **SICK**
    - 10
    - 50
    - Yes
  - **PERSONAL**
    - 2
    - Yes
    - accum to 4
  - **BEREAVEMENT**
    - 5
    - Voluntary Separation:
    - **GRIEVANCE**
    - **PROFESSIONAL**
    - 2
    - Yes
    - accum to 4
  - **ADOPTION**
    - see sick lv.
  - **ASSOCIATION**
    - 2
  - **SABBATICAL**
    - No
  - **SEVERANCE PAY**

### PAY RATES

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**WORKING CONDITIONS**

- Contract Days: 183
- FTE Teachers: 401
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 50
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Vertical Freeze: 05-06, 06-07

**SALARY SCHEDULE**

- Base: 29,800
- Starting Salary: 29,800
- Career Increments: Y
- Experience Allowed: all
- Entry Level Step: 1(D)
- Length of Teacher Day: 888
- Length of Student Day: 77
- Normal Teaching Load: 66
- Contract Days: 183
- Enrollment: 401
- Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18
1 29,800 51,141 32,482 33,823 35,164 36,505 37,846 39,187
2 31,141 32,482 33,823 35,164 36,505 37,846 39,187 40,528
3 32,482 33,823 35,164 36,505 37,846 39,187 40,528 41,869
4 33,823 35,164 36,505 37,846 39,187 40,528 41,869 43,210
5 35,164 36,505 37,846 39,187 40,528 41,869 43,210 44,551
6 36,505 37,846 39,187 40,528 41,869 43,210 44,551 45,892
7 37,846 39,187 40,528 41,869 43,210 44,551 45,892 47,233
8 39,187 40,528 41,869 43,210 44,551 45,892 47,233 48,574
9 44,551 45,892 47,233 48,574 49,915 41,256 42,597 43,938
10 47,233 48,574 49,915 51,256 52,597 53,938 55,279 56,620
11 50,915 52,256 53,597 54,938 56,279 57,611 58,952 60,293
12 53,597 54,938 56,279 57,611 58,952 60,293 61,635 62,976
13 56,279 57,611 58,952 60,293 61,635 62,976 64,317 65,658
14 58,952 60,293 61,635 62,976 64,317 65,658 66,999 68,340
15 61,635 62,976 64,317 65,658 66,999 68,340 69,681 71,022

**INSURANCE**

- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO:
  - Guardian: 5.00
- LIFE: $517.82 annuity

**Cafeteria Plan**

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

**Deductible Reimbursement**

**LEAVES**

- SICK: 10
- PERSONAL: 3
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: adm. disc.
- ADOPTION: 5
- ASSOCIATION: see prof. lv.
- SABBATICAL: No
- SEVERANCE PAY:

**OTHER DISTRICT POLICIES**

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

**OTHER LEAVES:**

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 520
- Enrollment: HS
- Length of Teacher Day: 8
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Index: 5 x 4
- hl

**SALARY SCHEDULE**
- Base: 29,200
- Starting Salary: 2010-2011
- Career Increments: N
- Experience Level Step: 0
- Experience Allowed: all
- Multi-year Contract:

**INSURANCE**

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<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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**LEAVES:**

| Type | Other Info: | | | | | | | | |
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**FOOTNOTE:**

- 10-11 staff hires prior to 09-04 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: 230
- Enrollment: 1,100
- HS JH/MS ELEM 8 8 8
- Length of Teacher Day: 7.33 7.2 7.4
- Length of Student Day: 80 80 80
- Planning Time: 80 80 80
- Class Periods/Day: 8 9
- Normal Teaching Load: 7 8
- Multi-year Contract: N
- Experience Allowed: 6
- Career Increments: N
- Vertical Freeze: N
- Rollback: N

**INDEX**

Entry Level Step: 1

**LENGTH OF TEACHER DAY**

- Normal Teaching Load: 8

**LENGTH OF STUDENT DAY**

- 8.33 8.4

**PLANNING TIME**

- 80 80 80

**Working Conditions**

- Vertical Freeze: N
- Rollback: N
- Career Increments: N
- Experience Allowed: 6

**Cafeteria Plan**

- Individ.
- Depend.

**INSURANCE**

- HEALTH BC/BS 600D
- DENTAL BC/BS
- LIFE LTD
- LTD Horace Mann
-Ợэффект Carrier
- HEALTH BC/BS
- DENTAL BC/BS
- LIFE LTD
- PPO COMMENTS:

**LEAVES**

- SICK: 10 45 10 45
- SICK: 45 10
- PERSONAL: 2 2
- BEREAVEMENT: 2 w/approv
- PROFESSIONAL: adm. approv. yes
- ADOPTION
- LIFE
- LTD
- NON-PARTICIPANT

**SABBATICAL**

- Yes

**SEVERANCE PAY**

- YOUR LEAVES:

**Salary Schedule**

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**Hitchcock County**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 27
- Enrollment: 278
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 28,300
- Starting Salary: 28,300
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

**INSURANCE**
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Options:
- HEALTH
  - BC/BS: 600D
  - H/A-Dent: BC/BS
  - Individ.: 446.93
  - EE/Child: 826.84
  - EE/Spouse: 938.56
  - EE/Sp/Child: 1260.25
- DENTAL
  - BC/BS: 1
  - Individ.: 21.66
  - EE/Spouse: 21.66
  - Sp/Dep. Dental: 21.66
- LTD
  - Principal: 4.95
- PPO
  - COMMENTS:
- HEALTH
  - Deductible Reimbursement: IRS 125: Y
  - Flex Accounts: Y
- DENTAL
  - Reduced to:
- INSURANCE
  - Type: Carrier
  - Option: Amount Paid by District
  - Couple - Benefits
  - Cafeteria Plan
  - Options:
  - HEALTH
    - BC/BS: 600D
    - H/A-Dent: BC/BS
    - Individ.: 446.93
    - EE/Child: 826.84
    - EE/Spouse: 938.56
    - EE/Sp/Child: 1260.25
  - DENTAL
    - BC/BS: 1
    - Individ.: 21.66
    - EE/Spouse: 21.66
    - Sp/Dep. Dental: 21.66
- LTD
  - Principal: 4.95
- PPO
  - COMMENTS:
- HEALTH
  - Deductible Reimbursement: IRS 125: Y
  - Flex Accounts: Y
- DENTAL
  - Reduced to:
- INSURANCE
  - Type: Carrier
  - Option: Amount Paid by District
  - Couple - Benefits
  - Cafeteria Plan
  - Options:

**LEAVES**
- Type: Days/Year
- Accum.: Depend.
- Approval: Needed
- Other
- SICK
  - 10
  - 40
  - Yes
  - Other Info:
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      - 2
      - No
      - accum to 3
    - BEREAVEMENT
      - see sick lv.
    - PROFESSIONAL
      - 2
      - Yes
      - $100 stipend/day
    - ADOPTION
      - N
    - ASSOCIATION
      - N
- SEVERANCE PAY:

**OTHER DISTRICT POLICIES**
- Negotiated/Policy
- Exists
- HITCHCOCK CO.
- 2010-2011
- 5.1
- Contract Days: 185
- FTE Teachers: 27
- Base: 28,300
- Starting Salary: 28,300
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

**INSURANCE**
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Options:
- HEALTH
  - BC/BS: 600D
  - H/A-Dent: BC/BS
  - Individ.: 446.93
  - EE/Child: 826.84
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  - Sp or Dep. Dental: 21.66
  - EE/Sp/Child: 21.66
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- DENTAL
  - BC/BS: 1
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  - Sp or Dep. Dental: 21.66
  - Individ. Depend.: 446.93
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  - Principal: 4.95
- PPO
  - COMMENTS:
- HEALTH
  - Deductible Reimbursement: IRS 125: Y
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- DENTAL
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  - Type: Carrier
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  - Couple - Benefits
  - Cafeteria Plan
  - Options:

**LEAVES**
- Type: Days/Year
- Accum.: Depend.
- Approval: Needed
- Other
- SICK
  - 10
  - 40
  - Yes
  - Other Info:
    - PERSONAL
      - 2
      - No
      - accum to 3
    - BEREAVEMENT
      - see sick lv.
    - PROFESSIONAL
      - 2
      - Yes
      - $100 stipend/day
    - ADOPTION
      - N
    - ASSOCIATION
      - N
- SEVERANCE PAY:

**OTHER DISTRICT POLICIES**
- Negotiated/Policy
- Exists
- HITCHCOCK CO.
- 2010-2011
- 5.1
- Contract Days: 185
- FTE Teachers: 27
- Base: 28,300
- Starting Salary: 28,300
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

**INSURANCE**
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Options:
- HEALTH
  - BC/BS: 600D
  - H/A-Dent: BC/BS
  - Individ.: 446.93
  - EE/Child: 826.84
  - EE/Spouse: 938.56
  - EE/Sp/Child: 1260.25
  - Sp or Dep. Dental: 21.66
  - EE/Sp/Child: 21.66
  - Sp or Dep. Dental: 21.66
- DENTAL
  - BC/BS: 1
  - Individ.: 21.66
  - EE/Spouse: 21.66
  - Sp or Dep. Dental: 21.66
  - Individ. Depend.: 446.93
  - Sp or Dep. Dental: 826.84
  - BC/BS: 938.56
  - EE/Sp/Child: 1260.25
- LTD
  - Principal: 4.95
- PPO
  - COMMENTS:
- HEALTH
  - Deductible Reimbursement: IRS 125: Y
  - Flex Accounts: Y
- DENTAL
  - Reduced to:
- INSURANCE
  - Type: Carrier
  - Option: Amount Paid by District
  - Couple - Benefits
  - Cafeteria Plan
  - Options:
### WORKING CONDITIONS
- **Contract Days:** 185
- **Enrollment:** 1141
- **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
- **Starting Salary:** 32,428
- **Career Increments:** N
- **Experience Allowed:** 4 (D)
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 3
- **Vertical Freeze:** 85-86
- **Rollback:** 95-96
- **Multi-year Contract:**

### INSURANCE
- **HEALTH**
  - **Carrier:** BC/BS
  - **Option:** 600D
  - **Type:** H/A-Dent
  - **Amount Paid by District:**
    - Individ.: 446.93, 426.84, 826.84
    - EE/Child: 938.56, 1260.25
  - **Entry Level Step:** 3
  - **Entry Level Step:**
    - Individ.: 446.93, 426.84, 826.84
    - EE/Child: 938.56, 1260.25

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

### LEAVES
- **SICK**
  - **Days/Year:** 10
  - **Accumulation:** 90
  - **Use:** Yes
  - **Approval Needed:** Yes

### OTHER DISTRICT POLICIES
- **Negotiated/P Policy:**
  - **Sabbatical:** Yes
  - **Severance Pay:**
  - **OTHER LEAVES:** Jury Duty

### PAY SCHEDULE

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### PART-TIME BENEFITS
- **Minimum FTE:** 0.4
- **Contribution:** fte

### LEAVES
- **SICK**
  - **Days/Year:** 10
  - **Accumulation:** 90
  - **Use:** Yes
  - **Approval Needed:** Yes

### OTHER DISTRICT POLICIES
- **Sabbatical:** Yes
- **Severance Pay:**

### OTHER LEAVES
- **Jury Duty**
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 36
- Enrollment: 408
- HS: 7.8
- JH/MS: 7.8
- ELEM: 7.8
- Length of Teacher Day: 7.25
- Planning Time: 50
- Class Periods: 8
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 26,850
- Index: 4 x 4
- Starting Salary: 26,850
- Entry Level Step: 1
- Experience Allowed: N
- Career Increments: N
- Vertical Freeze: 87-88
- Rollback: 87-88 (1 Step)
- Multi-year Contract:
  - Length of Teacher Day: 7.8, 7.8, 7.8
  - Length of Student Day: 7.25, 7.25, 7.25
  - Normal Teaching Load: 6, 6

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 800D
  - Amount Paid by District: 454.59, 454.59, 454.59, 454.59
  - Couple - Benefits:
  - Individual: 104.17
  - Dependent: 104.17
  - Deductible Reimbursement

- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 22.25, 22.25, 22.25, 22.25

- **LIFE**
  - Carrier: IRS 125:
    - Option: Y

- **LTD**
  - Carrier: Cash
  - Option: $104.17

### OTHER DISTRICT POLICIES
- **LEAVES**
  - **SICK**
    - Days/Year: 10, 90
    - Approval Needed: Yes
    - Type:
      - Retire: 20/day
    - Minimum FTE: 0.425
  - **PERSONAL**
    - Days/Year: 2
    - Approval Needed: Yes
    - Type:
      - Voluntary Separation: Y
      - Grievance: Y
      - Professional Growth: Y
      - Reduction in Force: Y

### OTHER POLICIES
- **SABBATICAL**
  - No

### SEVERANCE PAY:
- None

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**Notes:**
- Additional insurance amounts based on percentage times the difference in premium between single and family insurance.
- Step 1-3 (80%); Step 4-8 (85%); Step 7-9 (90%); Step 10-12 (95%); Step 13 & Above (100%); part-time receive allowance & H/A benefits < to fte
**Howells**

**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 31,500
- Starting Salary: 31,500
- Career Increments: N
- Vertical Freeze:
- Rollback: 88-89 (1 Step)

**Experience Allowed:** all

**Career Increments:** N

**Insurance**

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**Negotiated/Policy**

- Exists
- Negotiated

**Other District Policies**

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

**Salary Schedule**

- Entry Level Step: 1
- Salaries:
  - 1.00
  - 1.04
  - 1.08
  - 1.12
  - 1.16
  - 1.20
  - 1.24
  - 1.28
  - 1.32
  - 1.36
  - 1.40
  - 1.44
  - 1.48
  - 1.52
  - 1.56
  - 1.60
  - 1.64
  - 1.68
  - 1.72
  - 1.76
  - 1.80
### Working Conditions
- Contract Days: 185
- FTE Teachers: 421
- Enrollment: 421
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 30,300
- Inter: 4 x 4
- Starting Salary: N
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: 0
- Rollback: 0
- Multi-year Contract: 09-10, 10-11
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 7
- Multi-year Contract: 09-10, 10-11

### Insurance
- Type: Carrier: Option: Amount Paid by District: Couple - Benefits: Cafeteria Plan:
  - HEALTH: BC/BS: 600D: 446.93: 826.84: 938.56: 1260.25: Sp or Dep. Dental
  - PPO: COMMENTS: Deductible Reimbursement

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<tr>
<th>Type</th>
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<th>Option</th>
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<th>Couple - Benefits</th>
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<td>BC/BS</td>
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### Leaves
- SICK: 10, 60, yes
- Other Info: reimb $25/day up to 60 days
- PERSONAL: 2+1, yes, 1 - sub deduct
- BEREAVEMENT: 10, from sick lv.

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

### Sabbatical
- SEVERANCE PAY:

### Partial Table

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

### Experience Allowed
- Multi-year Contract: N

### Vertical Freeze
- Rollback:

### SALARY SCHEDULE
- Base: 29,000
- Starting Salary: 29,000
- Career Increments: N
- Experience Allowed: all
- Length of Teacher Day: 888
- Length of Student Day: 7.25
- Normal Teaching Load: 7

### Cafeteria Plan
- Individ. Depend.
- IRS 125:
- Options:

### Leaves
- **Type**: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- **Days/Year**: 10,7, 2, 5, 2, from prof. lv.
- **Accum.**: 40, yes
- **Other Info**: Severance: $15/day over 40

### Severance Pay
- **Type**: No
- **Policy**: Y

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

### Seating Arrangement

### INSURANCE
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<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
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<tbody>
<tr>
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### Deductible Reimbursement

### Part-Time Benefits
- Minimum FTE: 0.00371

### HUMPHREY

#### Salary Schedule
- **Step**: 1-10
- **Base**: 29,000
- **Starting Salary**: 29,000
- **Career Increments**: N
- **Experience Allowed**: all
- **Length of Teacher Day**: 888
- **Length of Student Day**: 7.25
- **Normal Teaching Load**: 7

#### HUMPHREY

#### Cafeteria Plan
- Individ. Depend.
- IRS 125:
- Options:

#### Leaves
- **Type**: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- **Days/Year**: 10,7, 2, 5, 2, from prof. lv.
- **Accum.**: 40, yes
- **Other Info**: Severance: $15/day over 40

#### Severance Pay
- **Type**: No
- **Policy**: Y

#### Other District Policies
- **Negotiated/Policy**: Exists
- **Voluntary Separation**: N
- **Grievance**: YP
- **Professional Growth**: YP
- **Reduction in Force**: YP
- **Sick Bank**: YN
2010-2011

WORKING CONDITIONS
Contract Days: 186
Enrollment: 523
Length of Teacher Day: 5
Length of Student Day: 5
Class Periods/Day: 5
Normal Teaching Load: 5

SALARY SCHEDULE
Base: 30,425
Starting Salary: 1
Career Increments: 5(D)
Experience Allowed: 5(D)

INSURANCE
Type    Carrier    Option    Amount Paid by District
        HEALTH    BC/BS    350D    496.16    917.92    1041.96    1399.08
        DENTAL    BC/BS    5    45.85    45.85
        PPO

INSURANCE
Type    Carrier    Option    Amount Paid by District
        HEALTH    BC/BS    350D    496.16    917.92    1041.96    1399.08
        DENTAL    BC/BS    5    45.85    45.85
        PPO

LEAVES
Type    Days/Year    Accum.    Depend.    Approval    Approval
SICK    11    60    Y

OTHER DISTRICT POLICIES
Negotiated/Policy
Exists

OTHER LEAVES:

SABBATICAL:
SEVERANCE PAY:

JOHNSON COUNTY
WORKING CONDITIONS

Contract Days: 185  
Enrollment: 283  
Length of Teacher Day: 8 8 8  
Length of Student Day: 7.35 7.35 7.25  
Planning Time: 52 52 60  
Class Periods/Day: 8 8  
Normal Teaching Load: 7 7  
Multi-year Contract:

SAALARY SCHEDULE

Base: 29,450  
Starting Salary:  
Career Increments: N  
Experience Allowed: all (D)  
Vertical Freeze:  
Rollback:  
Multi-year Contract:

INSURANCE

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<th>Option</th>
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LEAVES

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OTHER DISTRICT POLICIES

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SEVERANCE PAY:

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WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 381.05
Enrollment: 5219
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7 7
Planning Time: 60 57 30
Class Periods/Day: 4 9
Normal Teaching Load: 3 7.5

SALARY SCHEDULE
Base: 31,140
Starting Salary: 31,140
Career Increments: Y
Experience Allowed: 7(D)
Vertical Freeze: 85-86
Rollback:
Multi-year Contract:

INDEX: 4.5 x 4.5

INCENTIVES

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 200 200 200 200 cafeteria+fringe
DENTAL BC/BS 2
PPO: COMMENTS: IRS 125: Y
LIFE Deductible Reimbursement PART-TIME BENEFITS
LTD Natl Ins Minimum FTE: 0.5
NON-PARTICIPANT Contributions: fte-BCBS*

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 80 yes
PERSONAL 3 one more by borrowing from ot
BEREAVEMENT 5.3 based on type of use; with appr
PROFESSIONAL 2 yes Grievance: Y N
ADOPTION 10 w/approv. Professional Growth: Y P
ASSOCIATION 3 Reduction in Force: Y N
SABBATICAL: No Sick Bank: N
SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

OTHER LEAVES:

KEARNEY

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Negotiated/Policy

LONGevity INcReMents aVAILABLE ON MA45 - 2nd yr on step 15 recev 2% of base
WORKING CONDITIONS
Contract Days: 182  
Enrollment: 281  
Length of Teacher Day: 8 8 8  
Planning Time: 50 50 40  
Class Periods/Day: 8 8  
Normal Teaching Load: 7 7  

SALARY SCHEDULE
FTE Teachers:  
Base: 29,300  
Starting Salary: 29,300  
Career Increments: N  
Experience Allowed: (D)  
Index: 4 x 4  
Entry Level Step: 1  

INSURANCE
Type | Carrier | Option  
--- | --- | ---  
HEALTH | BC/BS | HEALTH  
DENTAL | BC/BS | DENTAL  
PPO: | | COMMENTS:  

INSURANCE
Type | Carrier | Amount Paid by District | Couple - Benefits | Cafeteria Plan | Part-Time Benefits | Comments:  
--- | --- | --- | --- | --- | ---  
H/A-Dent | Individ. | 600D | 24.46 | Individ. |  
EE/Child | 446.93 |  
EE/Spouse | 826.84 |  
EE/Sp/Child | 938.56 |  
| 1260.25 |  
Deductible Reimbursement | Options: IRS 125: Y |  
| Flex Accounts: Y |  
| FTE Teachers:  
Starting Salary: 29,300 |  

LEAVES
Type | Days/Year | Accum. | Depend. | Approval |  
--- | --- | --- | --- | ---  
SICK | 10 | 40 | yes |  
OTHER DISTRICT POLICIES
Negotiated/Policy | Exists |  
LEAVES
Type | Days/Year | Accum. | Depend. | Approval |  
--- | --- | --- | --- | ---  
PERSONAL | 3 | yes | 2 add'l from sick lv |  
BEREAVEMENT | unil. | with admin approval | Voluntary Separation: Y P |  
PROFESSIONAL | unil. | yes | Grievance: Y P |  
ADOPTION | 10 | accum. 40 | Professional Growth: Y P |  
ASSOCIATION | | | Reduction in Force: Y P |  
SABBATICAL: No |  
SEVERANCE PAY:  
OTHER LEAVES:
Keya Paha County

10/26/2011

Keya Paha County

WORKING CONDITIONS

- Contract Days: 180
- FTE Teachers: 17.2
- Enrollment: 102
- HS: 8
- JH/MS: 8
- ELEM: 8
- 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: 28,850
- Starting Salary: 28,850
- Career Increments: N
- Experience Allowed: 6
- Vertical Freeze: 
- Rollback: 93-94
- Multi-year Contract: 

INDEX: 4 x 4

INCENTIVES

-スーパー: Normal Teaching Load: 7

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LEAVES

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SABBATICAL: No

OTHER LEAVES:

KEYA PAHA COUNTY

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COMMENTS:

- Cafeteria Plan:
- Indiv. Depend.
- Options:
- IRS 125:
- Flex Accounts:
- Deductible Reimbursement:
- PART-TIME BENEFITS:
- Minimum FTE: 0.5
- Contribution: fte

OTHER DISTRICT POLICIES

- Negotiated/ Policy
- Exists

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

### Salary Schedule
- Base: 28,800
- Starting Salary: 28,800
- Index: 4 x 5
- Experience Allowed: All
- Career Increments: Y
- Vertical Increments: % of column base
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Salary Scale

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