

**WORKING CONDITIONS**

Contract Days:	184	FTE Teachers:	
Enrollment:	733	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	51	51	51
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	29,300	Index:	5 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	TSA
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE							
LTD							
NON-PARTICIPANT		\$492.70 TSA					

**Cafeteria Plan**

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

**Deductible Reimbursement**

**PART-TIME BENEFITS**

Minimum FTE:	0.5
Contribution:	full*

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** N

**OTHER LEAVES:**

LAKEVIEW COMMUNITY SCHOOLS										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	29,300	30,472	31,644	32,816	33,988	35,160	36,332	37,504	38,676	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	30,765	31,937	33,109	34,281	35,453	36,625	37,797	38,969	40,141	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
3	32,230	33,402	34,574	35,746	36,918	38,090	39,262	40,434	41,606	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	
4	33,695	34,867	36,039	37,211	38,383	39,555	40,727	41,899	43,071	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	
5	35,160	36,332	37,504	38,676	39,848	41,020	42,192	43,364	44,536	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
6	36,625	37,797	38,969	40,141	41,313	42,485	43,657	44,829	46,001	
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	
7	38,090	39,262	40,434	41,606	42,778	43,950	45,122	46,294	47,466	
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	
8	39,555	40,727	41,899	43,071	44,243	45,415	46,587	47,759	48,931	
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	
9		42,192	43,364	44,536	45,708	46,880	48,052	49,224	50,396	
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	
10		43,657	44,829	46,001	47,173	48,345	49,517	50,689	51,861	
		1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	
11			46,294	47,466	48,638	49,810	50,982	52,154	53,326	
			1.58	1.62	1.66	1.70	1.74	1.78	1.82	
12			47,759	48,931	50,103	51,275	52,447	53,619	54,791	
			1.63	1.67	1.71	1.75	1.79	1.83	1.87	
13				50,396	51,568	52,740	53,912	55,084	56,256	
				1.72	1.76	1.80	1.84	1.88	1.92	
14					53,033	54,205	55,377	56,549	57,721	
					1.81	1.85	1.89	1.93	1.97	

*Full time staff who have been on MA36 Step 14 for one year will receive an annual comp payment of \$850, paid in Nov.*





**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	207	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	6.6	6.6	6.4	
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	29,900	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	800D	454.59	841.01	954.65	1281.85	Ind Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	Dist pays 350/700 of ded, sgl recv COMMENTS:						
LIFE							
LTD							
NON-PARTICIPANT		\$125 TSA					

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125:	
Flex Accounts:	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.4	
Contribution: .5 fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	52	yes		
Other Info:	family-5; pd \$5/day unused at separation				
PERSONAL	3			yes	
BEREAVEMENT					trade 10 sick lv. for 5 bereav.
PROFESSIONAL	2			yes	admin approval
ADOPTION					
ASSOCIATION	as requested				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Yes

**OTHER LEAVES:**

LEWISTON										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27	MA + 36	
1	29,900	31,096	32,292	33,488	34,684	35,880	37,076	38,272	39,468	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	31,096	32,292	33,488	34,684	35,880	37,076	38,272	39,468	40,664	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
3	32,292	33,488	34,684	35,880	37,076	38,272	39,468	40,664	41,860	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
4	33,488	34,684	35,880	37,076	38,272	39,468	40,664	41,860	43,056	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
5	34,684	35,880	37,076	38,272	39,468	40,664	41,860	43,056	44,252	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
6		37,076	38,272	39,468	40,664	41,860	43,056	44,252	45,448	
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
7		38,272	39,468	40,664	41,860	43,056	44,252	45,448	46,644	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
8			40,664	41,860	43,056	44,252	45,448	46,644	47,840	
			1.36	1.40	1.44	1.48	1.52	1.56	1.60	
9				43,056	44,252	45,448	46,644	47,840	49,036	
				1.44	1.48	1.52	1.56	1.60	1.64	
10				44,252	45,448	46,644	47,840	49,036	50,232	
				1.48	1.52	1.56	1.60	1.64	1.68	
11					46,644	47,840	49,036	50,232	51,428	
					1.56	1.60	1.64	1.68	1.72	
12					47,840	49,036	50,232	51,428	52,624	
					1.60	1.64	1.68	1.72	1.76	
13					49,036	50,232	51,428	52,624	53,820	
					1.64	1.68	1.72	1.76	1.80	
14					50,232	51,428	52,624	53,820	55,016	
					1.68	1.72	1.76	1.80	1.84	
15					51,428	52,624	53,820	55,016	56,212	
					1.72	1.76	1.80	1.84	1.88	

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 2915  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 50  
 Class Periods/Day: 7  
 Normal Teaching Load: 6

**SALARY SCHEDULE**

Base: 31,000 Index: 5 x 4  
 Starting Salary: 31,000 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 5  
 Vertical Freeze: 85-86  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Unk	.0054(+B,thru sal)						Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	65	yes		
Other Info:					
PERSONAL	2			yes	2nd day given after 10 yrs
BEREAVEMENT	5-immed fam				3 days others
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** N

**OTHER LEAVES:**

LEXINGTON									
Step	BA	BA+9	BA+18	BA+27	BA+45	MA+9	MA+18	MA+27	MA+36
1	31,000	32,240	33,480	34,720	35,960	37,200	38,440	39,680	40,920
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,550	33,790	35,030	36,270	37,510	38,750	39,990	41,230	42,470
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	34,100	35,340	36,580	37,820	39,060	40,300	41,540	42,780	44,020
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4		36,890	38,130	39,370	40,610	41,850	43,090	44,330	45,570
		1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5			39,680	40,920	42,160	43,400	44,640	45,880	47,120
			1.28	1.32	1.36	1.40	1.44	1.48	1.52
6				42,470	43,710	44,950	46,190	47,430	48,670
				1.37	1.41	1.45	1.49	1.53	1.57
7				44,020	45,260	46,500	47,740	48,980	50,220
				1.42	1.46	1.50	1.54	1.58	1.62
8					46,810	48,050	49,290	50,530	51,770
					1.51	1.55	1.59	1.63	1.67
9					48,360	49,600	50,840	52,080	53,320
					1.56	1.60	1.64	1.68	1.72
10						51,150	52,390	53,630	54,870
						1.65	1.69	1.73	1.77
11							53,940	55,180	56,420
							1.74	1.78	1.82
12								56,730	57,970
								1.83	1.87

**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 183	FTE Teachers: 24	Base: 28,200	Index: 4.5 x 4.5
Enrollment: 203	HS JH/MS ELEM	Starting Salary: 30,738	Entry Level Step: 3
Length of Teacher Day: 8	8 8 8	Career Increments: N	Experience Allowed: all
Length of Student Day: 7	7 7 7	\$100 tuition credit per teacher; new teachers frz at stp 3 for 3 yrs	
Planning Time: 50	40 40 40	Vertical Freeze:	
Class Periods/Day: 8	9 9 9	Rollback:	
Normal Teaching Load: 7	8 8 8	Multi-year Contract:	

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	423.41	783.32	889.16	1259.17	Options:	
DENTAL	BC/BS	2	20.02	20.02	20.02	20.02	IRS 125:	
PPO:	ded reimbursed 300/600, dist pays						Flex Accounts:	
LIFE	Guardian	3.75					<b>PART-TIME BENEFITS</b>	
LTD	Principal	.0095					Minimum FTE: 0.5	
NON-PARTICIPANT						Y 300/600	Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info: \$25/day over 30					
PERSONAL	2			Yes	accum. to 3
BEREAVEMENT	5				immed. fam.
PROFESSIONAL	as appr			Yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

LEYTON							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
BASE	28,200						
	1.00						
1	30,738	32,007	33,276	34,545	35,814	37,083	38,352
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	30,738	32,007	33,276	34,545	35,814	37,083	38,352
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	30,738	32,007	33,276	34,545	35,814	37,083	38,352
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	32,007	33,276	34,545	35,814	37,083	38,352	39,621
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	33,276	34,545	35,814	37,083	38,352	39,621	40,890
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	34,545	35,814	37,083	38,352	39,621	40,890	42,159
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7	35,814	37,083	38,352	39,621	40,890	42,159	43,428
	1.27	1.315	1.36	1.405	1.45	1.495	1.54
8	37,083	38,352	39,621	40,890	42,159	43,428	44,697
	1.315	1.36	1.405	1.45	1.495	1.54	1.585
9		39,621	40,890	42,159	43,428	44,697	45,966
		1.405	1.45	1.495	1.54	1.585	1.63
10			42,159	43,428	44,697	45,966	47,235
			1.495	1.54	1.585	1.63	1.675
11			43,428	44,697	45,966	47,235	48,504
			1.54	1.585	1.63	1.675	1.72
12				45,966	47,235	48,504	49,773
				1.63	1.675	1.72	1.765
13					48,504	49,773	51,042
					1.72	1.765	1.81
14					49,773	51,042	52,311
					1.765	1.81	1.855
15					51,042	52,311	53,580
					1.81	1.855	1.9
16						53,580	54,849
						1.9	1.945

### WORKING CONDITIONS

Contract Days: 191 FTE Teachers: 2985  
 Enrollment: 35901  
 HS JH/MS ELEM  
 Length of Teacher Day: 7.5 7.5 7.5  
 Length of Student Day: vary vary 6.5  
 Planning Time: 100 100 95  
 Class Periods/Day: 7 7  
 Normal Teaching Load: 5 5

### SALARY SCHEDULE

Base: 37,431 Index: 0 x 0  
 Starting Salary: 37,431 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 32  
 02-03 indx career stps; 03-04 sch is 21 stps;06-07 move caf to sched  
 Vertical Freeze: 95-96  
 Rollback:  
 Multi-year Contract: 10-11, 11-12

### INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D/2850D	441.32	606.23	689.04	917.33
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25
PPO:						
LIFE	Met Life	1.38				
LTD	Lincoln Nat'l					
NON-PARTICIPANT						

### Cafeteria Plan

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

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	unl.	yes		
Other Info: \$16.50/hr. accum. s/l after 10 yrs. at sev.					
PERSONAL	see sick lv.				
BEREAVEMENT	5				each occurrence
PROFESSIONAL	unl.			yes	
ADOPTION	20 from sick lv.				or sub ded.
ASSOCIATION	60, Pres/FT				

### OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Civic, Jury, Catastrophic

Step	BA	BA+18	BA+36	MA	MA+18	MA+36	PHD
1	37,431	38,736	39,519	39,519	40,563	41,868	43,956
2	1,000	1,034.86	1,055.78	1,055.78	1,083.67	1,118.54	1,174.32
3	3,942.1	3,972.6	4,059.9	4,059.9	4,155.3	4,255.8	4,434.6
4	3,894.6	4,025.1	4,103.4	4,103.4	4,207.8	4,318.3	4,547.1
5	1,040.47	1,075.34	1,096.26	1,096.26	1,124.15	1,159.01	1,214.8
6	3,949.6	4,080.1	4,158.4	4,158.4	4,262.8	4,373.3	4,602.1
7	1,055.17	1,090.03	1,110.95	1,110.95	1,137.71	1,173.49	1,229.49
8	4,046.6	4,135.1	4,213.4	4,213.4	4,317.8	4,428.3	4,657.1
9	1,069.86	1,104.73	1,125.64	1,125.64	1,153.54	1,188.4	1,244.18
10	4,114.6	4,270.6	4,375.1	4,375.1	4,479.4	4,584.1	4,818.7
11	1,099.8	1,140.93	1,168.84	1,168.84	1,196.74	1,231.6	1,287.36
12	4,223.4	4,406.1	4,536.6	4,536.6	4,641.1	4,745.6	4,980.3
13	1,128.32	1,177.13	1,211.99	1,211.99	1,239.91	1,274.75	1,330.53
14	4,332.8	4,541.6	4,698.2	4,698.2	4,802.6	4,907.1	5,142.0
15	1,157.54	1,213.33	1,255.16	1,255.16	1,283.05	1,311.92	1,373.73
16	4,442.2	4,651.1	4,809.5	4,809.5	4,914.0	5,018.5	5,253.5
17	1,186.77	1,242.58	1,298.36	1,298.36	1,326.23	1,355.12	1,416.87
18		4,766.4	5,021.4	5,125.9	5,230.4	5,334.9	5,570.5
19		1,271.78	1,341.51	1,341.51	1,369.43	1,397.29	1,460.05
20			1,391.65	1,391.65	1,419.57	1,447.49	1,503.25
21			5,318.5	5,318.5	5,423.0	5,527.5	5,763.1
22			1,420.88	1,420.88	1,455.75	1,488.64	1,544.39
23			5,480.1	5,480.1	5,636.8	5,793.5	5,949.9
24			1,464.95	1,464.95	1,500.82	1,536.69	1,593.56
25			5,641.8	5,641.8	5,772.2	5,902.8	6,111.5
26			1,507.25	1,507.25	1,542.09	1,576.98	1,632.74
27			5,803.3	5,803.3	5,933.9	6,064.5	6,273.1
28			1,550.4	1,550.4	1,585.29	1,620.15	1,675.91
29			5,964.9	5,964.9	6,095.5	6,226.1	6,434.8
30			1,593.57	1,593.57	1,628.46	1,663.35	1,719.11
31			6,100.5	6,100.5	6,230.9	6,361.4	6,570.3
32			1,629.8	1,629.8	1,664.64	1,699.55	1,755.31
33			6,235.9	6,235.9	6,366.3	6,496.7	6,705.7
34			1,665.97	1,665.97	1,700.86	1,735.75	1,784.54
35			6,342.1	6,342.1	6,472.6	6,603.1	6,812.1
36			1,694.34	1,694.34	1,729.21	1,764.08	1,812.88
37			6,423.4	6,423.4	6,553.9	6,684.4	6,893.4
38			1,716.06	1,716.06	1,750.95	1,785.84	1,834.6
39			6,504.8	6,504.8	6,635.3	6,765.8	6,974.3
40			1,737.81	1,737.81	1,772.68	1,807.55	1,856.35
41			6,610.9	6,610.9	6,741.4	6,871.9	7,080.4
42			1,761.6	1,761.6	1,796.47	1,831.34	1,879.14
43			6,686.7	6,686.7	6,817.2	6,947.7	7,156.2
44			1,786.41	1,786.41	1,821.27	1,856.14	1,904.95
45			6,757.4	6,757.4	6,887.9	7,018.4	7,227.0
46			1,805.3	1,805.3	1,840.16	1,875.03	1,923.83
47			6,833.2	6,833.2	6,963.7	7,094.2	7,302.9
48			1,825.55	1,825.55	1,860.41	1,895.28	1,944.08
49			6,909.1	6,909.1	7,039.6	7,170.1	7,378.2
50			1,845.82	1,845.82	1,880.67	1,915.52	1,964.36
51			6,983.9	6,983.9	7,114.4	7,244.9	7,453.0
52			1,865.81	1,865.81	1,900.67	1,935.52	1,984.34

BA 36 new hires cannot be placed higher than step 13 if first contract day is on or after 9-1-10. New hires on MA, MA18, MA36, and PHD cannot be placed higher than step 25









**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 533  
 Length of Teacher Day: 8  
 Length of Student Day: 7.25  
 Planning Time: 75  
 Class Periods/Day: 10  
 Normal Teaching Load: 6

HS	JH/MS	ELEM
8	8	8
7.25	7.25	7.25
75	75	75
10	10	
6	6	

**SALARY SCHEDULE**

Base: 31,280 Index: 5 x 3  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 12(D)  
 Vertical Freeze: 86-87  
 Rollback:  
 Multi-year Contract: 10-11, 11-12

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	350D	496.16	833.57	932.80	1218.50	Cash
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE							
LTD							
NON-PARTICIPANT		\$481.57 Cash					

**Cafeteria Plan**

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

**Deductible Reimbursement**

**PART-TIME BENEFITS**

Minimum FTE: 0.5  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,11	45	yes		
Other Info: 10 days/yr 1st 5 yrs, 11 days/yr after 5 yrs					
PERSONAL	2,3			yes	2 days/yr 1st 5 yrs, 3 days/yr af
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION	8,10				see sick lv.
ASSOCIATION					

**OTHER DISTRICT POLICIES**

**Negotiated/Policy**

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

SABBATICAL: No

SEVERANCE PAY:

**OTHER LEAVES:**

**LOUISVILLE**

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	31,280	32,218	33,157	34,095	35,034	35,972	36,910	37,849	38,787
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	32,844	33,782	34,721	35,659	36,598	37,536	38,474	39,413	40,351
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	34,408	35,346	36,285	37,223	38,162	39,100	40,038	40,977	41,915
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	35,972	36,910	37,849	38,787	39,726	40,664	41,602	42,541	43,479
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	37,536	38,474	39,413	40,351	41,290	42,228	43,166	44,105	45,043
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6	39,100	40,038	40,977	41,915	42,854	43,792	44,730	45,669	46,607
	1.25	1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		41,602	42,541	43,479	44,418	45,356	46,294	47,233	48,171
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			44,105	45,043	45,982	46,920	47,858	48,797	49,735
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9				46,607	47,546	48,484	49,422	50,361	51,299
				1.49	1.52	1.55	1.58	1.61	1.64
10					49,110	50,048	50,986	51,925	52,863
					1.57	1.60	1.63	1.66	1.69
11					50,674	51,612	52,550	53,489	54,427
					1.62	1.65	1.68	1.71	1.74
12					52,238	53,176	54,114	55,053	55,991
					1.67	1.70	1.73	1.76	1.79

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	30.11
Enrollment:	344	HS	JH/MS
Length of Teacher Day:	7.5	7.5	ELEM
Length of Student Day:	6.5	6.8	6.7
Planning Time:	50	45	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	29,525	Index:	4 x 5
Starting Salary:	29,525	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
long. 4% ea. 4 yrs. to 26; 03-04 sal/ins freeze			
Vertical Freeze:	03-04		
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	600D	423.41	783.32	889.16	1193.92	154.02 or 221.01 Dental + All Dep
DENTAL	BC/BS	3	41.41	41.41	41.41	41.41	
PPO:	teacher pays 10% premium		COMMENTS:				
LIFE							
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125:	Y
Flex Accounts:	Y
<b>PART-TIME BENEFITS</b>	
Minimum FTE:	0.45
Contribution:	fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	60	60	yes		
Other Info: with approval; 8 days for family					
PERSONAL	2			yes	acc. to 5
BEREAVEMENT	from sick lv				up to 8 days
PROFESSIONAL	1			yes	acc. to 2
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOUP CITY									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18		
1	29,525	31,001	32,478	33,954	35,430	36,906	38,383		
	1.00	1.05	1.10	1.15	1.20	1.25	1.30		
2	30,706	32,182	33,659	35,135	36,611	38,087	39,564		
	1.04	1.09	1.14	1.19	1.24	1.29	1.34		
3	31,887	33,363	34,840	36,316	37,792	39,268	40,745		
	1.08	1.13	1.18	1.23	1.28	1.33	1.38		
4	33,068	34,544	36,021	37,497	38,973	40,449	41,926		
	1.12	1.17	1.22	1.27	1.32	1.37	1.42		
5	34,249	35,725	37,202	38,678	40,154	41,630	43,107		
	1.16	1.21	1.26	1.31	1.36	1.41	1.46		
6	35,430	36,906	38,383	39,859	41,335	42,811	44,288		
	1.20	1.25	1.30	1.35	1.40	1.45	1.50		
7		38,087	39,564	41,040	42,516	43,992	45,469		
		1.29	1.34	1.39	1.44	1.49	1.54		
8		39,268	40,745	42,221	43,697	45,173	46,650		
		1.33	1.38	1.43	1.48	1.53	1.58		
9			41,926	43,402	44,878	46,354	47,831		
			1.42	1.47	1.52	1.57	1.62		
10				44,583	46,059	47,535	49,012		
				1.51	1.56	1.61	1.66		
11					47,240	48,716	50,193		
					1.60	1.65	1.70		
12					48,421	49,897	51,374		
					1.64	1.69	1.74		
16					49,602	51,078	52,555		
					1.68	1.73	1.78		
21					50,783	52,259	53,736		
					1.72	1.77	1.82		
26					51,964	53,440	54,917		
					1.76	1.81	1.86		

Longevity 4% ea. 4 yrs. to 26

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	89	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7	7	7	7
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	8	8		

**SALARY SCHEDULE**

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

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D					Options:	
DENTAL	BC/BS	2					IRS 125:	
PPO:	Ded reimburse \$400/sgl or fam		COMMENTS:				Flex Accounts:	
LIFE	Madison Nat'l						<b>PART-TIME BENEFITS</b>	
LTD	School Ins.						Minimum FTE: 0.28	
NON-PARTICIPANT							Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:	40% sub/day unused over 35 end of 4th yr.				
PERSONAL	see sick lv.			1-yes;1-no	
BEREAVEMENT	3-immed fam				
PROFESSIONAL	admin. disc.			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**NEED SALARY SCHEDULE**



# Lyons-Decatur Northeast

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	260	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.5	8	8
Planning Time:	50	7.5	7.5
Class Periods/Day:	8	50	50
Normal Teaching Load:	7	8	8
		7	7

**SALARY SCHEDULE**

Base:	29,500	Index:	4 x 5
Starting Salary:	29,500	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
	84-85 grandfathered steps		
Vertical Freeze:	88-89		
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	22.25
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Ind Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE	Guardian	5.57					
LTD	Madison Nat'l	.0052(thru sal)					
NON-PARTICIPANT							

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125: Y	
Flex Accounts:	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.4	
Contribution: full indiv	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	Unused over 40 pd. \$15/day EOY				
PERSONAL	2			Yes	accum to 3
BEREAVEMENT	unl.				
PROFESSIONAL	2			yes	from sick lv.
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

LYONS-DECATUR							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18
1	29,500	30,975	32,450	33,925	35,400	36,875	38,350
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	30,680	32,155	33,630	35,105	36,580	38,055	39,530
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	31,860	33,335	34,810	36,285	37,760	39,235	40,710
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	33,040	34,515	35,990	37,465	38,940	40,415	41,890
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5		35,695	37,170	38,645	40,120	41,595	43,070
		1.21	1.26	1.31	1.36	1.41	1.46
6		36,875	38,350	39,825	41,300	42,775	44,250
		1.25	1.30	1.35	1.40	1.45	1.50
7		38,055	39,530	41,005	42,480	43,955	45,430
		1.29	1.34	1.39	1.44	1.49	1.54
8			40,710	42,185	43,660	45,135	46,610
			1.38	1.43	1.48	1.53	1.58
9			41,890	43,365	44,840	46,315	47,790
			1.42	1.47	1.52	1.57	1.62
10			43,070	44,545	46,020	47,495	48,970
			1.46	1.51	1.56	1.61	1.66
11			44,250	45,725	47,200	48,675	50,150
			1.50	1.55	1.60	1.65	1.70
12				46,905	48,380	49,855	51,330
				1.59	1.64	1.69	1.74
13				48,085	49,560	51,035	52,510
				1.63	1.68	1.73	1.78
14				49,265	50,740	52,215	53,690
				1.67	1.72	1.77	1.82
15				50,445	51,920	53,395	54,870
				1.71	1.76	1.81	1.86
16					53,100	54,575	56,050
					1.80	1.85	1.90
17					54,280	55,755	57,230
					1.84	1.89	1.94

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	51
Enrollment:	488	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	49	45	75
Class Periods/Day:	8	10	
Normal Teaching Load:	6	8	

**SALARY SCHEDULE**

Base:	29,645	Index:	4 x 5
Starting Salary:	32,017	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	5(D)
Grandfathered steps 94-95			
Vertical Freeze:	86-87, 87-88		
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental		
PPO:	Dist. pays 600/1200		COMMENTS:					IRS 125: Y	
LIFE	Horace Mann	4.80						Flex Accounts: Y	
LTD								<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.4	
							Contribution: fte		

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			no	+1(w/sub pay) if sick lv @ max
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** N

**OTHER LEAVES:** Jury Duty

MADISON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	29,645	31,127	32,610	34,092	35,574	37,056	38,539	40,021	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	
2	30,831	32,313	33,795	35,278	36,760	38,242	39,724	41,207	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	
3	32,017	33,499	34,981	36,463	37,946	39,428	40,910	42,392	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	
4	33,202	34,685	36,167	37,649	39,131	40,614	42,096	43,578	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	
5	34,388	35,870	37,353	38,835	40,317	41,799	43,282	44,764	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	
6	35,574	37,056	38,539	40,021	41,503	42,985	44,468	45,950	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	
7	36,760	38,242	39,724	41,207	42,689	44,171	45,653	47,136	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	
8		39,428	40,910	42,392	43,875	45,357	46,839	48,321	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	
9			42,096	43,578	45,060	46,543	48,025	49,507	
			1.42	1.47	1.52	1.57	1.62	1.67	
10				44,764	46,246	47,728	49,211	50,693	
				1.51	1.56	1.61	1.66	1.71	
11				45,950	47,432	48,914	50,397	51,879	
				1.55	1.60	1.65	1.70	1.75	
12					48,618	50,100	51,582	53,065	
					1.64	1.69	1.74	1.79	
13					49,804	51,286	52,768	54,250	
					1.68	1.73	1.78	1.83	
14						52,472	53,954	55,436	
						1.77	1.82	1.87	
15								56,622	
								1.91	

03-04: teachers with 2 or fewer years of exp will be placed on stp 3, frozen until 4 yrs exp reached; 08-09 index changed from 4x4.5 to 4x5



**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

Base:	31,100	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	88-89		
Rollback:	88-89 Last Step		
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	575	Individ. Depend.
HEALTH	BC/BS	800D		Cafeteria	Options: H/A,LTD,TSA, Life,Cash,Canc
DENTAL	BC/BS	2			IRS 125: Y
PPO:	BC/BS 5% Surcharge		COMMENTS:		Flex Accounts: Y
LIFE					
LTD	Fortis	.0035 (thru sal)		<b>Deductible Reimbursement</b>	<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT					Minimum FTE: 0 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	33% sub pay/day over 40 EOY				
PERSONAL	2			yes	accum to 3 (buy back 2 @ 67%
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	1			yes	add'l at admin. disc.
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**MALCOLM**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	31,100	32,344	33,588	34,832	36,076	37,320	38,564	39,808	41,052
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,344	33,588	34,832	36,076	37,320	38,564	39,808	41,052	42,296
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	33,588	34,832	36,076	37,320	38,564	39,808	41,052	42,296	43,540
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	34,832	36,076	37,320	38,564	39,808	41,052	42,296	43,540	44,784
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	36,076	37,320	38,564	39,808	41,052	42,296	43,540	44,784	46,028
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	37,320	38,564	39,808	41,052	42,296	43,540	44,784	46,028	47,272
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	38,564	39,808	41,052	42,296	43,540	44,784	46,028	47,272	48,516
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		41,052	42,296	43,540	44,784	46,028	47,272	48,516	49,760
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			43,540	44,784	46,028	47,272	48,516	49,760	51,004
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				46,028	47,272	48,516	49,760	51,004	52,248
				1.48	1.52	1.56	1.60	1.64	1.68
11					48,516	49,760	51,004	52,248	53,492
					1.56	1.60	1.64	1.68	1.72
12					49,760	51,004	52,248	53,492	54,736
					1.60	1.64	1.68	1.72	1.76
13					51,004	52,248	53,492	54,736	55,980
					1.64	1.68	1.72	1.76	1.80
14					52,248	53,492	54,736	55,980	57,224
					1.68	1.72	1.76	1.80	1.84
15					54,736	55,980	57,224	58,468	
					1.76	1.80	1.84	1.88	

**WORKING CONDITIONS**

Contract Days:	184	FTE Teachers:	
Enrollment:	275	HS	JH/MS
Length of Teacher Day:	7.75	7.75	ELEM
Length of Student Day:	7.33	7.33	7.75
Planning Time:	52	52	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	28,072	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	1249	Individ. Depend. 1249 1249
HEALTH	BC/BS	350D		Cafeteria	Options: H/A,TSA,Cash
DENTAL	BC/BS	3			
PPO:			COMMENTS:		IRS 125: Y
LIFE					Flex Accounts: Y
LTD	Madison Nat'l	5.00		<b>Deductible Reimbursement</b>	<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT					Minimum FTE: 1 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: Add'l 10 full pay, 60 sub. Ded. For serious ill or inj					
PERSONAL	3			yes	sub pay/day @ eoy
BEREAVEMENT	5				plus 1 day travel
PROFESSIONAL	2			yes	bank to 3
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

MAXWELL									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,072	29,195	30,318	31,441	32,564	33,686	34,809	35,932	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	29,195	30,318	31,441	32,564	33,686	34,809	35,932	37,055	37,055
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.32
3	30,318	31,441	32,564	33,686	34,809	35,932	37,055	38,178	38,178
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.36
4	31,441	32,564	33,686	34,809	35,932	37,055	38,178	39,301	39,301
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.40
5	32,564	33,686	34,809	35,932	37,055	38,178	39,301	40,424	40,424
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.44
6		34,809	35,932	37,055	38,178	39,301	40,424	41,547	41,547
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.48
7		35,932	37,055	38,178	39,301	40,424	41,547	42,669	42,669
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.52
8		37,055	38,178	39,301	40,424	41,547	42,669	43,792	43,792
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.56
9		38,178	39,301	40,424	41,547	42,669	43,792	44,915	44,915
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.60
10		39,301	40,424	41,547	42,669	43,792	44,915	46,038	46,038
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.64
11				42,669	43,792	44,915	46,038	47,161	47,161
				1.52	1.56	1.60	1.64	1.68	1.68
12				43,792	44,915	46,038	47,161	48,284	48,284
				1.56	1.60	1.64	1.68	1.72	1.72
13					46,038	47,161	48,284	49,407	49,407
					1.64	1.68	1.72	1.76	1.76
14					47,161	48,284	49,407	50,530	50,530
					1.68	1.72	1.76	1.80	1.80
15						49,407	50,530	51,652	51,652
						1.76	1.80	1.84	1.84
16						50,530	51,652	52,775	52,775
						1.80	1.84	1.88	1.88
17							52,775	53,898	53,898
							1.88	1.92	1.92
18							53,898	55,021	55,021
							1.92	1.96	1.96
19								56,144	56,144
								2.00	2.00
20								57,267	57,267
								2.04	2.04

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	19.21
Enrollment:	175	HS	JH/MS
Length of Teacher Day:	7.5	7.5	ELEM
Length of Student Day:	7	7	7
Planning Time:	59	59	75
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	28,400	Index:	4.5 x 4.5
Starting Salary:	28,400	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	4
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Nat'l	2.25						PART-TIME BENEFITS	
LTD	Madison Nat'l	.004						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:					
PERSONAL	2			no	accum. to 4
BEREAVEMENT	3				per occurrence; add'l from sick
PROFESSIONAL	2			yes	
ADOPTION	as needed				from sick lv with approval
ASSOCIATION	2				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

MAYWOOD								
Step	BA		BA + 9		BA + 18		BA + 27	
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	
0	28,400	29,678	30,956	32,234	33,512	34,790	36,068	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	
1	29,678	30,956	32,234	33,512	34,790	36,068	37,346	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	30,956	32,234	33,512	34,790	36,068	37,346	38,624	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
3	32,234	33,512	34,790	36,068	37,346	38,624	39,902	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
4	33,512	34,790	36,068	37,346	38,624	39,902	41,180	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
5	34,790	36,068	37,346	38,624	39,902	41,180	42,458	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
6		37,346	38,624	39,902	41,180	42,458	43,736	
		1.315	1.36	1.405	1.45	1.495	1.54	
7			39,902	41,180	42,458	43,736	45,014	
			1.405	1.45	1.495	1.54	1.585	
8			41,180	42,458	43,736	45,014	46,292	
			1.45	1.495	1.54	1.585	1.63	
9				43,736	45,014	46,292	47,570	
				1.54	1.585	1.63	1.675	
10					46,292	47,570	48,848	
					1.63	1.675	1.72	
11					47,570	48,848	50,126	
					1.675	1.72	1.765	
12					48,848	50,126	51,404	
					1.72	1.765	1.81	
13								



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	215	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	52	52	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	27,950	Index:	4 x 4
Starting Salary:	27,950	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75
PPO:			COMMENTS:			
LIFE	Principal	3.50	Deductible Reimbursement			
LTD	Principal	.0036 (+B)				
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	75% sub pay/day
BEREAVEMENT	5				each occurrence
PROFESSIONAL	2			Yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

MEAD										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	27,950	29,068	30,186	31,304	32,422	33,540	34,658	35,776	36,894	38,012
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	29,068	30,186	31,304	32,422	33,540	34,658	35,776	36,894	38,012	39,130
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	30,186	31,304	32,422	33,540	34,658	35,776	36,894	38,012	39,130	40,248
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	31,304	32,422	33,540	34,658	35,776	36,894	38,012	39,130	40,248	41,366
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	32,422	33,540	34,658	35,776	36,894	38,012	39,130	40,248	41,366	42,484
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	33,540	34,658	35,776	36,894	38,012	39,130	40,248	41,366	42,484	43,602
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7		35,776	36,894	38,012	39,130	40,248	41,366	42,484	43,602	44,720
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		36,894	38,012	39,130	40,248	41,366	42,484	43,602	44,720	45,838
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9			39,130	40,248	41,366	42,484	43,602	44,720	45,838	46,956
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			40,248	41,366	42,484	43,602	44,720	45,838	46,956	48,074
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11				42,484	43,602	44,720	45,838	46,956	48,074	49,192
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
12				43,602	44,720	45,838	46,956	48,074	49,192	50,310
				1.56	1.60	1.64	1.68	1.72	1.76	1.80
13					45,838	46,956	48,074	49,192	50,310	51,428
					1.64	1.68	1.72	1.76	1.80	1.84
14					46,956	48,074	49,192	50,310	51,428	52,546
					1.68	1.72	1.76	1.80	1.84	1.88

**WORKING CONDITIONS**

Contract Days:	184	FTE Teachers:	
Enrollment:	214	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.25
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,100	Index:	4 x 4
Starting Salary:	28,100	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
	96-97 \$1,200 bonus/fte		
Vertical Freeze:	97-98		
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	50.62 or 83.75
DENTAL	BC/BS	3	46.01	46.01	46.01	46.01	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD	Nat'l Insurance						
NON-PARTICIPANT							

**Cafeteria Plan**

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

**Deductible Reimbursement**

**PART-TIME BENEFITS**

Minimum FTE: 0.5
Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	unl.	yes		
Other Info: Sev.-upon term. \$30/day on 1st 5 days acc. 60 max					
PERSONAL	3+1			yes	5 sick for 1 pers, accum to 4
BEREAVEMENT	3				w/appr.-add'l from sick lv.
PROFESSIONAL	2			yes	\$40/day for exp.
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

M E D I C I N E V A L L E Y - C U R T I S						
Step	B A	B A + 9	B A + 1 8	B A + 2 7	M A	
1	28,100	29,224	30,348	31,472	32,596	
	1.00	1.04	1.08	1.12	1.16	
2	29,224	30,348	31,472	32,596	33,720	
	1.04	1.08	1.12	1.16	1.20	
3	30,348	31,472	32,596	33,720	34,844	
	1.08	1.12	1.16	1.20	1.24	
4	31,472	32,596	33,720	34,844	35,968	
	1.12	1.16	1.20	1.24	1.28	
5	32,596	33,720	34,844	35,968	37,092	
	1.16	1.20	1.24	1.28	1.32	
6		34,844	35,968	37,092	38,216	
		1.24	1.28	1.32	1.36	
7		35,968	37,092	38,216	39,340	
		1.28	1.32	1.36	1.40	
8			38,216	39,340	40,464	
			1.36	1.40	1.44	
9				40,464	41,588	
				1.44	1.48	
10					42,712	
					1.52	
11					43,836	
					1.56	
12					44,960	
					1.60	
13					46,084	
					1.64	
14					47,208	
					1.68	
15					48,332	
					1.72	
16					49,456	
					1.76	
17					50,580	
					1.80	



**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	56.92
Enrollment:	721	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	96	96	100
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	31,075	Index:	5 x 4
Starting Salary:	31,075	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	470.45	696.29	790.37	1061.26	222.05 or 305.82 Full Coverage
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	

**Cafeteria Plan**

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

LIFE  
LTD  
NON-PARTICIPANT

**Deductible Reimbursement**

**PART-TIME BENEFITS**

Minimum FTE: 0.5  
Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	50	yes		
Other Info:					
PERSONAL				yes	from sick lv
BEREAVEMENT	2				3 add'l for immed fam
PROFESSIONAL	3			yes	
ADOPTION	10				from sick lv, add'l 5 emer
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**MILFORD**

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	31,075	32,318	33,561	34,804	36,047	37,290	38,533	39,776	41,019
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,629	33,872	35,115	36,358	37,601	38,844	40,087	41,330	42,573
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	34,183	35,426	36,669	37,912	39,155	40,398	41,641	42,884	44,127
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	35,736	36,979	38,222	39,465	40,708	41,951	43,194	44,437	45,680
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	37,290	38,533	39,776	41,019	42,262	43,505	44,748	45,991	47,234
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	38,844	40,087	41,330	42,573	43,816	45,059	46,302	47,545	48,788
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7		41,641	42,884	44,127	45,370	46,613	47,856	49,099	50,342
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8			44,437	45,680	46,923	48,166	49,409	50,652	51,895
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
9				47,234	48,477	49,720	50,963	52,206	53,449
				1.52	1.56	1.60	1.64	1.68	1.72
10					50,031	51,274	52,517	53,760	55,003
					1.61	1.65	1.69	1.73	1.77
11					51,585	52,828	54,071	55,314	56,557
					1.66	1.70	1.74	1.78	1.82
12						54,381	55,624	56,867	58,110
						1.75	1.79	1.83	1.87
13							57,178	58,421	59,664
							1.84	1.88	1.92

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



**WORKING CONDITIONS**

**SALARY SCHEDULE**

Contract Days: 194 FTE Teachers:  
 Enrollment: 22789  
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM  
 Length of Student Day: 7.25 7 6.75  
 Planning Time: 50 45 30  
 Class Periods/Day: 4 8  
 Normal Teaching Load: 3.5 6

Base: 36,032 Index: x  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 13  
 Incen. \$372,500; Long. 14 or + yrs and no 07-08 stipend = 2% add'l sal  
 Vertical Freeze: 86-87,91-92  
 Rollback: 84-85  
 Multi-year Contract: 09-10, 10-11

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child		Individ. Depend.
HEALTH	Self funded	350D		Dep. Dental	Options:
DENTAL	United Con				IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE	Madison Nat'l			<b>Deductible Reimbursement</b>	<b>PART-TIME BENEFITS</b>
LTD					Minimum FTE: 0.438
NON-PARTICIPANT					Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

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

MILLARD	BA	MA	EDSPEC	PHD
<b>Step</b>				
<b>Min</b>	36,032	38,288	44,248	45,576
	1.00	1.06261	1.22802	1.26488
<b>Max</b>	66,701	74,425	74,425	75,561
	1.85116	2.06553	2.06553	2.09705

**WORKING CONDITIONS**

Contract Days: 183 FTE Teachers:  
 Enrollment: 237  
 Length of Teacher Day: 8  
 Length of Student Day: 7.3  
 Planning Time: 110  
 Class Periods/Day: 8  
 Normal Teaching Load: 6

**SALARY SCHEDULE**

Base: 28,900 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 4  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	496.16	826.13	937.76	1259.17	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	IRS 125: Y	
PPO:	Dist pays 100% sgl/90% dep		COMMENTS:				Flex Accounts:	
LIFE	Guardian						PART-TIME BENEFITS	
LTD	Fort Dearborn		Deductible Reimbursement				Minimum FTE: 1	
NON-PARTICIPANT					Y	150	Contribution:	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: 60% of sub rate on 5 days over 50					
PERSONAL	2+1			yes	60% of sub rate on unused lv,
BEREAVEMENT	2				w/approval
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

MINATARE						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	28,900	30,345	31,790	33,235	34,680	36,125
	1.00	1.05	1.10	1.15	1.20	1.25
2	30,056	31,501	32,946	34,391	35,836	37,281
	1.04	1.09	1.14	1.19	1.24	1.29
3	31,212	32,657	34,102	35,547	36,992	38,437
	1.08	1.13	1.18	1.23	1.28	1.33
4	32,368	33,813	35,258	36,703	38,148	39,593
	1.12	1.17	1.22	1.27	1.32	1.37
5	33,524	34,969	36,414	37,859	39,304	40,749
	1.16	1.21	1.26	1.31	1.36	1.41
6	34,680	36,125	37,570	39,015	40,460	41,905
	1.20	1.25	1.30	1.35	1.40	1.45
7		37,281	38,726	40,171	41,616	43,061
		1.29	1.34	1.39	1.44	1.49
8		38,437	39,882	41,327	42,772	44,217
		1.33	1.38	1.43	1.48	1.53
9			41,038	42,483	43,928	45,373
			1.42	1.47	1.52	1.57
10				43,639	45,084	46,529
				1.51	1.56	1.61
11					46,240	47,685
					1.60	1.65
12						48,841
						1.69

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	795	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7	8	8
Planning Time:	48	7	7
Class Periods/Day:	8	48	48
Normal Teaching Load:	7	8	8
		7	7

**SALARY SCHEDULE**

Base:	30,000	Index:	4.5 x 4.5
Starting Salary:	30,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
BA+36 grandfathered for employees before 79-80			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	24.46 or 40.50	Individ. Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Sp. or Dep. Dental	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE								
LTD	Principal Life	.0025						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: 0.4
								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	may donate 1 to sick leave bank				
PERSONAL	2+2			yes	1 sub deduct, 1 full sal deduct
BEREAVEMENT	see sick lv.				10 from sick
PROFESSIONAL	2			yes	
ADOPTION	6 wks unpaid				
ASSOCIATION	see prof. lv.				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

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

79-80 teachers must have MA to qualify for MA/BA+36 column

**WORKING CONDITIONS**

Contract Days:	184	FTE Teachers:	
Enrollment:	695	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.3	7.3	6.7
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

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

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	248.08	248.08	248.08	248.08	Cafeteria
DENTAL	BC/BS	2	11.13	11.13	11.13	11.13	
PPO:			COMMENTS:				
LIFE	Guardian	5.50					
LTD	Omaha Life	2.00					
NON-PARTICIPANT							

**Cafeteria Plan**

Individ.	Depend.
1083.33	1083.33
Options:	H/A, TSA, LTD, Cash
IRS 125:	Y
Flex Accounts:	Y
<b>PART-TIME BENEFITS</b>	
Minimum FTE:	1
Contribution:	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	66	yes		
Other Info:	Flex Days				
PERSONAL				no	from sick lv
BEREAVEMENT					from sick lv.
PROFESSIONAL	2			yes	add'l at adm. disc.
ADOPTION					FMLA
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**MITCHELL**

Step	BA+36									
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	30,000	31,350	32,700	34,050	35,400	36,750	38,100	39,450	40,800	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	31,350	32,700	34,050	35,400	36,750	38,100	39,450	40,800	42,150	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
3	32,700	34,050	35,400	36,750	38,100	39,450	40,800	42,150	43,500	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
4	34,050	35,400	36,750	38,100	39,450	40,800	42,150	43,500	44,850	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
5	35,400	36,750	38,100	39,450	40,800	42,150	43,500	44,850	46,200	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
6	36,750	38,100	39,450	40,800	42,150	43,500	44,850	46,200	47,550	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	
7		39,450	40,800	42,150	43,500	44,850	46,200	47,550	48,900	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	
8			42,150	43,500	44,850	46,200	47,550	48,900	50,250	
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	
9				44,850	46,200	47,550	48,900	50,250	51,600	
				1.495	1.54	1.585	1.63	1.675	1.72	
10				46,200	47,550	48,900	50,250	51,600	52,950	
				1.54	1.585	1.63	1.675	1.72	1.765	
11					48,900	50,250	51,600	52,950	54,300	
					1.63	1.675	1.72	1.765	1.81	
12					50,250	51,600	52,950	54,300	55,650	
					1.675	1.72	1.765	1.81	1.855	
13						52,950	54,300	55,650	57,000	
						1.765	1.81	1.855	1.9	
14							55,650	57,000	58,350	
							1.855	1.9	1.945	
15								58,350	59,700	
								1.945	1.99	
16									61,050	
									2.035	

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	426	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	90	90	30
Class Periods/Day:	4	4	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	29,900	Index:	4.25 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	15
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	897
HEALTH	BC/BS	350D	248.08	248.08	248.08	248.08	Flat Salary
DENTAL	BC/BS	2	11.13	11.13	11.13	11.13	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

Individ.	Depend.
897	897
Options:	H/A, TSA, Cash
IRS 125:	Y
Flex Accounts:	Y

**PART-TIME BENEFITS**

Minimum FTE:	0.5
Contribution:	fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	incl. funeral lv.;family-3 days				
PERSONAL	1+1			1-Y,1-N	@ term buy back unused @ 80
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			w/appr.	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

**Negotiated/Policy**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

MORRILL									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	29,900	31,246	32,591	33,937	35,282	36,628	37,973	39,319	40,664
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	31,171	32,516	33,862	35,207	36,553	37,898	39,244	40,589	41,935
	1.0425	1.0875	1.1325	1.1775	1.2225	1.2675	1.3125	1.3575	1.4025
3	32,442	33,787	35,133	36,478	37,824	39,169	40,515	41,860	43,206
	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445
4	33,712	35,058	36,403	37,749	39,094	40,440	41,785	43,131	44,476
	1.1275	1.1725	1.2175	1.2625	1.3075	1.3525	1.3975	1.4425	1.4875
5	34,983	36,329	37,674	39,020	40,365	41,711	43,056	44,402	45,747
	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
6		37,599	38,945	40,290	41,636	42,981	44,327	45,672	47,018
		1.2575	1.3025	1.3475	1.3925	1.4375	1.4825	1.5275	1.5725
7		38,870	40,216	41,561	42,907	44,252	45,598	46,943	48,289
		1.3	1.345	1.39	1.435	1.48	1.525	1.57	1.615
8			41,486	42,832	44,177	45,523	46,868	48,214	49,559
			1.3875	1.4325	1.4775	1.5225	1.5675	1.6125	1.6575
9			42,757	44,103	45,448	46,794	48,139	49,485	50,830
			1.475	1.52	1.565	1.61	1.655	1.7	1.745
10				45,373	46,719	48,064	49,410	50,755	52,101
				1.5175	1.5625	1.6075	1.6525	1.6975	1.7425
11				46,644	47,990	49,335	50,681	52,026	53,372
				1.56	1.605	1.65	1.695	1.74	1.785
12						50,606	51,951	53,297	54,642
						1.6925	1.7375	1.7825	1.8275
13						51,877	53,222	54,568	55,913
						1.735	1.78	1.825	1.87
14							54,493	55,838	57,184
							1.8225	1.8675	1.9125
15							55,764	57,109	58,455
							1.865	1.91	1.955
16								58,380	59,725
								1.9525	1.9975
17								59,651	60,996
								1.995	2.04
18								60,921	62,342
								2.0375	2.085

**WORKING CONDITIONS**

Contract Days: 183 FTE Teachers: 23  
 Enrollment: 202  
 Length of Teacher Day: 8.5 HS JH/MS ELEM 8.5 8.5  
 Length of Student Day: 7.75 7.75 7.75  
 Planning Time: 50 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 27,800 Index: 4 x 5  
 Starting Salary: 27,800 Entry Level Step: 1(D)  
 Career Increments: N Experience Allowed: 3(D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	24.46 or 40.50 Sp. or Dep. Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement				
LTD	National Ins						
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	reimb for unused @ 2/3 sub pay/day				
PERSONAL	2			yes	
BEREAVEMENT	4				
PROFESSIONAL	admin. disc.			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Emergency

**NEED SALARY SCHEDULE**



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	57.8
Enrollment:	485	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	53	53	53
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	29,800	Index:	4 x 4
Starting Salary:	29,800	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options: H/A; 125K	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp. or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l	.0037						Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info:	1/2 sub. pay for unused to 35 at termination				
PERSONAL	2			yes	1 add'l if trade 3 sick days
BEREAVEMENT	from sick/personal				
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

NEBRASKA UNIFIED DISTRICT 1										
Step	BA		BA+9		BA+18		BA+27		BA+45	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+45		
1	29,800	30,992	32,184	33,376	34,568	35,760	36,952	38,144	39,336	40,528
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	30,992	32,184	33,376	34,568	35,760	36,952	38,144	39,336	40,528	41,720
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	32,184	33,376	34,568	35,760	36,952	38,144	39,336	40,528	41,720	42,912
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	33,376	34,568	35,760	36,952	38,144	39,336	40,528	41,720	42,912	44,104
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	34,568	35,760	36,952	38,144	39,336	40,528	41,720	42,912	44,104	45,296
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	35,760	36,952	38,144	39,336	40,528	41,720	42,912	44,104	45,296	46,488
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7	36,952	38,144	39,336	40,528	41,720	42,912	44,104	45,296	46,488	47,680
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		39,336	40,528	41,720	42,912	44,104	45,296	46,488	47,680	48,872
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9			41,720	42,912	44,104	45,296	46,488	47,680	48,872	50,064
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			42,912	44,104	45,296	46,488	47,680	48,872	50,064	51,256
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11				45,296	46,488	47,680	48,872	50,064	51,256	52,448
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
12					47,680	48,872	50,064	51,256	52,448	53,640
					1.60	1.64	1.68	1.72	1.76	1.80
13							51,256	52,448	53,640	54,832
							1.72	1.76	1.80	1.84
14									53,640	54,832
									1.80	1.84



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	40.5
Enrollment:	429	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.7	6.7	6.7
Planning Time:	52	52	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,500	Index:	4 x 4
Starting Salary:	28,500	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
Vertical Freeze:	87-88		
Rollback:	86-87(2); 02-03		
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	24.46 or 40.50	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp. or Dep. Dental	IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE	Companion	1.55						<b>PART-TIME BENEFITS</b>
LTD	Principal	.0035						Minimum FTE:
NON-PARTICIPANT		1/2 ins prem TSA						Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45	yes		
Other Info:					
PERSONAL	2				acc. to 5
BEREAVEMENT	4				3 immed. Fam, 1 non-fam
PROFESSIONAL	flexible			Yes	
ADOPTION	flexible				with approval
ASSOCIATION	flexible				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Emergency- 3 days

NELIGH-OAKDALE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,500	29,640	30,780	31,920	33,060	33,060	34,200	35,340	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	29,640	30,780	31,920	33,060	34,200	34,200	35,340	36,480	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	30,780	31,920	33,060	34,200	35,340	35,340	36,480	37,620	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	31,920	33,060	34,200	35,340	36,480	36,480	37,620	38,760	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	33,060	34,200	35,340	36,480	37,620	37,620	38,760	39,900	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6		35,340	36,480	37,620	38,760	38,760	39,900	41,040	
		1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7			37,620	38,760	39,900	39,900	41,040	42,180	
			1.32	1.36	1.40	1.40	1.44	1.48	
8			38,760	39,900	41,040	41,040	42,180	43,320	
			1.36	1.40	1.44	1.44	1.48	1.52	
9				41,040	42,180	42,180	43,320	44,460	
				1.44	1.48	1.48	1.52	1.56	
10				42,180	43,320	43,320	44,460	45,600	
				1.48	1.52	1.52	1.56	1.60	
11					44,460	44,460	45,600	46,740	
					1.56	1.56	1.60	1.64	
12					45,600	45,600	46,740	47,880	
					1.60	1.60	1.64	1.68	
13					46,740	46,740	47,880	49,020	
					1.64	1.64	1.68	1.72	
14					47,880	47,880	49,020	50,160	
					1.68	1.68	1.72	1.76	
15								51,300	
								1.80	
16								52,440	
								1.84	
17								53,580	
								1.88	

02-03 BA36/MA has 2.5 step roll back, then 1 full step up vertical left for existing staff in that lane, all will move up 1 step next year, no one frozen

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 15.66  
 Enrollment: 146  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 47 47 47  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

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

**INSURANCE**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	\$30/day over 50 eoy, term. up to 40-\$20/day				
PERSONAL	2			yes	over 3 reim. \$30/day for unuse
BEREAVEMENT	3				
PROFESSIONAL	adm. disc.			yes	
ADOPTION ASSOCIATION	rom sick/pers. lv				

**OTHER DISTRICT POLICIES**

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

NEED SALARY SCHEDULE



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	161	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	53	53	53	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	30,000	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp. or Dep. Dental	IRS 125: Flex Accounts:	
PPO:	Dist reimburses \$300/\$600 toward COMMENTS:								
LIFE									
LTD	National Ins							<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.4 Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	.5 sub rate reimbursed for days over 60				
PERSONAL	2				
BEREAVEMENT	5				
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER LEAVES:**

**NIOBRARA**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	30,000	31,200	32,400	33,600	34,200	34,800	36,000	37,200
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	31,200	32,400	33,600	34,800	35,400	36,000	37,200	38,400
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	32,400	33,600	34,800	36,000	36,600	37,200	38,400	39,600
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	33,600	34,800	36,000	37,200	37,800	38,400	39,600	40,800
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	34,800	36,000	37,200	38,400	39,000	39,600	40,800	42,000
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	36,000	37,200	38,400	39,600	40,200	40,800	42,000	43,200
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		38,400	39,600	40,800	41,400	42,000	43,200	44,400
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8			40,800	42,000	42,600	43,200	44,400	45,600
			1.36	1.40	1.42	1.44	1.48	1.52
9				43,200	43,800	44,400	45,600	46,800
				1.44	1.46	1.48	1.52	1.56
10					45,000	45,600	46,800	48,000
					1.50	1.52	1.56	1.60
11							48,000	49,200
							1.60	1.64

**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	
Enrollment:	4017	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7	7
Planning Time:	50	47	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	32,962	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	4/5
Vertical Freeze:	86-87,97-98		
Rollback:	89-90		
Multi-year Contract:	10-11, 11-12		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	500
HEALTH	BC/BS	600D/1500D		Cafeteria
DENTAL	BC/BS	2		
PPO:				
LIFE				
LTD				
NON-PARTICIPANT				

**Cafeteria Plan**

Individ.	Depend.
500	500
Options: H/A, Life, LTD	
IRS 125: Y	
Flex Accounts: Y	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.4	
Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	75	yes		
Other Info:	max=75 days, no more granted after 75 reached				
PERSONAL	2			yes	1 no pay-w/o app;reim \$200 E
BEREAVEMENT	5				add'l to 12 w/appr.
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION	7				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

**NORFOLK**

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	32,962	34,445	35,929	37,412	38,895	40,378	41,862	43,345	44,828	46,312
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	34,445	35,929	37,412	38,895	40,378	41,862	43,345	44,828	46,312	47,795
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	35,929	37,412	38,895	40,378	41,862	43,345	44,828	46,312	47,795	49,278
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	37,412	38,895	40,378	41,862	43,345	44,828	46,312	47,795	49,278	50,761
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	38,895	40,378	41,862	43,345	44,828	46,312	47,795	49,278	50,761	52,245
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	40,378	41,862	43,345	44,828	46,312	47,795	49,278	50,761	52,245	53,728
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7		43,345	44,828	46,312	47,795	49,278	50,761	52,245	53,728	55,211
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			46,312	47,795	49,278	50,761	52,245	53,728	55,211	56,695
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				49,278	50,926	52,410	53,893	55,376	56,859	58,343
				1.495	1.545	1.59	1.635	1.68	1.725	1.77
10					52,574	54,058	55,541	57,024	58,508	59,991
					1.595	1.64	1.685	1.73	1.775	1.82
11					54,222	55,706	57,189	58,672	60,156	61,639
					1.645	1.69	1.735	1.78	1.825	1.87
12						57,354	58,837	60,320	61,804	63,287
						1.74	1.785	1.83	1.875	1.92
13							60,485	61,969	63,452	64,935
							1.835	1.88	1.925	1.97
14								63,617	65,100	66,583
								1.93	1.975	2.02
15									66,748	68,231
									2.025	2.07

Staff frozen on step 15 of MA45 shall be pd annually an amt = to 1% of base salary beginning in the 1st yr, add'l 1% added each year up to 15%. BA+45 dropped in 00-01. Teachers frozen in step & lane.  
New to district (w/experience) on BA, BA+9 & BA+18 may bring 4 yrs. New to district (w/exp) on BA+27 through MA+45 may bring 5 yrs.

**WORKING CONDITIONS**

Contract Days: 187 FTE Teachers: 133.55  
 Enrollment: 2055  
 Length of Teacher Day: 8 HS JH/MS ELEM 8 8  
 Length of Student Day: 7 7 7  
 Planning Time: 45 90 50  
 Class Periods/Day: 6 misc  
 Normal Teaching Load: 7/8

**SALARY SCHEDULE**

Base: 32,700 Index: 4 x 5  
 Starting Salary: 32,700 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: all  
 Vertical Freeze: 86-87  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	24.46 or 40.50 Sp. or Dep. Dental
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE	Lincoln Finan	2.40					
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	after 5 yrs; reimbursed \$40/day at termination				
PERSONAL	2			1-yes,1-no	accum to 5
BEREAVEMENT	2				add'l. from sick lv.
PROFESSIONAL	adm. disc.				
ADOPTION	10				from sick lv.
ASSOCIATION	as needed				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

NORRIS											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	32,700	34,335	35,970	37,605	38,423	39,240	40,875	42,510	44,145	45,780	47,415
	1.00	1.05	1.10	1.15	1.18	1.20	1.25	1.30	1.35	1.40	1.45
2	34,008	35,643	37,278	38,913	39,731	40,548	42,183	43,818	45,453	47,088	48,723
	1.04	1.09	1.14	1.19	1.22	1.24	1.29	1.34	1.39	1.44	1.49
3	35,316	36,951	38,586	40,221	41,039	41,856	43,491	45,126	46,761	48,396	50,031
	1.08	1.13	1.18	1.23	1.26	1.28	1.33	1.38	1.43	1.48	1.53
4	36,624	38,259	39,894	41,529	42,347	43,164	44,799	46,434	48,069	49,704	51,339
	1.12	1.17	1.22	1.27	1.30	1.32	1.37	1.42	1.47	1.52	1.57
5	37,932	39,567	41,202	42,837	43,655	44,472	46,107	47,742	49,377	51,012	52,647
	1.16	1.21	1.26	1.31	1.34	1.36	1.41	1.46	1.51	1.56	1.61
6		40,875	42,510	44,145	44,963	45,780	47,415	49,050	50,685	52,320	53,955
		1.25	1.30	1.35	1.38	1.40	1.45	1.50	1.55	1.60	1.65
7			43,818	45,453	46,271	47,088	48,723	50,358	51,993	53,628	55,263
			1.34	1.39	1.42	1.44	1.49	1.54	1.59	1.64	1.69
8			45,126	46,761	47,579	48,396	50,031	51,666	53,301	54,936	56,571
			1.38	1.43	1.46	1.48	1.53	1.58	1.63	1.68	1.73
9				48,069	48,887	49,704	51,339	52,974	54,609	56,244	57,879
				1.47	1.50	1.52	1.57	1.62	1.67	1.72	1.77
10					50,195	51,012	52,647	54,282	55,917	57,552	59,187
					1.54	1.56	1.61	1.66	1.71	1.76	1.81
11						52,320	53,955	55,590	57,225	58,860	60,495
						1.60	1.65	1.70	1.75	1.80	1.85
12							55,263	56,898	58,533	60,168	61,803
							1.69	1.74	1.79	1.84	1.89
13									59,841	61,476	63,111
									1.83	1.88	1.93
14										62,784	64,419
										1.92	1.97
L1										63,111	64,746
										1.93	1.98
L2										63,438	65,073
										1.94	1.99
L3										63,765	65,400
										1.95	2.00
L4										64,092	65,727
										1.96	2.01

Removed first two steps (01-02): BA+36 closed to anyone new after Sept. 1, 2000; 02-03 add 1 stp to MA36; 05-06 add 3 longevity increments to MA36 (1%).

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	43.63
Enrollment:	494	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	7.25
Planning Time:	52	52	45
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	29,650	Index:	4 x 5
Starting Salary:	32,022	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	all
	no vert. movement 1st 3 yrs		
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	470.45	870.36	987.36	1326.58	Cash	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125: Y	
PPO:	singles rec \$155 cash		COMMENTS:					Flex Accounts:	
LIFE	Guardian	2.90						PART-TIME BENEFITS	
LTD	National Ins	.0049 (+B)						Minimum FTE: 0.5	
NON-PARTICIPANT		\$345 Cash						Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	sev: \$25/day over 50 after 5 yrs.				
PERSONAL	2			yes	accum to 4; EOY-\$50/day unus
BEREAVEMENT	from sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	30				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Yes

**OTHER LEAVES:**

NORTH BEND CENTRAL										
Step	BA	BA+3	BA+6	BA+9	BA+18	BA+27	MA			
							BA+36	MA+6	MA+12	MA+18
1	29,650	30,144	30,638	31,133	32,615	34,098	35,580	36,568	37,557	38,545
	1.00	1.01667	1.03333	1.05	1.1	1.15	1.2	1.23333	1.26667	1.3
2	30,836	31,330	31,824	32,319	33,801	35,284	36,766	37,754	38,743	39,731
	1.04	1.05667	1.07333	1.09	1.14	1.19	1.24	1.27333	1.30667	1.34
3	32,022	32,516	33,010	33,505	34,987	36,470	37,952	38,940	39,929	40,917
	1.08	1.09667	1.11333	1.13	1.18	1.23	1.28	1.31333	1.34667	1.38
4	33,208	33,702	34,196	34,691	36,173	37,656	39,138	40,126	41,115	42,103
	1.12	1.13667	1.15333	1.17	1.22	1.27	1.32	1.35333	1.38667	1.42
5	34,394	34,888	35,382	35,877	37,359	38,842	40,324	41,312	42,301	43,289
	1.16	1.17667	1.19333	1.21	1.26	1.31	1.36	1.39333	1.42667	1.46
6		36,074	36,568	37,063	38,545	40,028	41,510	42,498	43,487	44,475
		1.21667	1.23333	1.25	1.3	1.35	1.4	1.43333	1.46667	1.5
7			37,754	38,249	39,731	41,214	42,696	43,684	44,673	45,661
			1.27333	1.29	1.34	1.39	1.44	1.47333	1.50667	1.54
8				39,435	40,917	42,400	43,882	44,870	45,859	46,847
				1.33	1.38	1.43	1.48	1.51333	1.54667	1.58
9					42,103	43,586	45,068	46,056	47,045	48,033
					1.42	1.47	1.52	1.55333	1.58667	1.62
10					43,289	44,772	46,254	47,242	48,231	49,219
					1.46	1.51	1.56	1.59333	1.62667	1.66
11					44,475	45,958	47,440	48,428	49,417	50,405
					1.5	1.55	1.6	1.63333	1.66667	1.7
12						47,144	48,626	49,614	50,603	51,591
						1.59	1.64	1.67333	1.70667	1.74
13							49,812	50,800	51,789	52,777
							1.68	1.71333	1.74667	1.78
14							50,702	51,690	52,678	53,666
							1.71	1.74333	1.77667	1.81
15							51,591	52,579	53,568	54,556
							1.74	1.77333	1.80667	1.84
16							52,481	53,469	54,457	55,445
							1.77	1.80333	1.83667	1.87
17							53,370	54,358	55,347	56,335
							1.8	1.83333	1.86667	1.9
18							54,260	55,248	56,236	57,224
							1.83	1.86333	1.89667	1.93

**WORKING CONDITIONS**

Contract Days:	181	FTE Teachers:		
Enrollment:	169	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7	7
Planning Time:	48	48	48	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	28,600	Index:	4 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:	87-88 Also Horiz.		
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	350D	496.16	917.92	1041.96	1399.08	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp. or Dep. Dental	IRS 125: Flex Accounts:	
PPO:			COMMENTS:						
LIFE									
LTD	National Ins	(+B)						<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	40	yes		
Other Info:	\$15/day unused over 40 to \$150 max				
PERSONAL	2			yes	
BEREAVEMENT	from sick lv.				w/appr.
PROFESSIONAL	2			yes	w/appr.
ADOPTION	see sick lv.				
ASSOCIATION	see pers. lv.				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**NEED SALARY SCHEDULE**



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	4206	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	32,320	Index:	5 x 4
Starting Salary:	32,320	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	D
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	500	Individ. Depend.
HEALTH	BC/BS	350D			Options: H/A,Dent.,Life, LTD,TSA,Cash
DENTAL	BC/BS	2		Cafeteria	
PPO:			COMMENTS:		IRS 125: Y
LIFE					Flex Accounts: Y
LTD				Deductible Reimbursement	<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT					Minimum FTE:
					Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	
SICK	10	75	yes				
Other Info:	Reimb.subpay/day at early retirement						<i>Negotiated/</i>
PERSONAL	2+1			yes	1 sub pay; unused go to sick lv.	<i>Exists</i>	<i>Policy</i>
BEREAVEMENT	5				5-immed. fam.;2-other	Voluntary Separation:	Y N
PROFESSIONAL	unl.			yes		Grievance:	Y N
ADOPTION	10					Professional Growth:	Y P
ASSOCIATION	10					Reduction in Force:	Y P
						Sick Bank:	N

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Exceptional Circumstances-3

**NORTH PLATTE**

Step	BA+45									
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	32,320	33,613	34,906	36,198	37,491	38,784	40,077	41,370	42,662	43,955
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	33,936	35,229	36,522	37,814	39,107	40,400	41,693	42,986	44,278	45,571
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	35,552	36,845	38,138	39,430	40,723	42,016	43,309	44,602	45,894	47,187
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	37,168	38,461	39,754	41,046	42,339	43,632	44,925	46,218	47,510	48,803
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	38,784	40,077	41,370	42,662	43,955	45,248	46,541	47,834	49,126	50,419
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	40,400	41,693	42,986	44,278	45,571	46,864	48,157	49,450	50,742	52,035
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	42,016	43,309	44,602	45,894	47,187	48,480	49,773	51,066	52,358	53,651
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8		44,925	46,218	47,510	48,803	50,096	51,389	52,682	53,974	55,267
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9			47,834	49,126	50,419	51,712	53,005	54,298	55,590	56,883
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				50,742	52,035	53,328	54,621	55,914	57,206	58,499
				1.57	1.61	1.65	1.69	1.73	1.77	1.81
11					53,651	54,944	56,237	57,530	58,822	60,115
					1.66	1.70	1.74	1.78	1.82	1.86
12						56,560	57,853	59,146	60,438	61,731
						1.75	1.79	1.83	1.87	1.91
13							59,469	60,762	62,054	63,347
							1.84	1.88	1.92	1.96
14								62,378	63,670	64,963
								1.93	1.97	2.01
15									65,286	66,579
									2.02	2.06
16										68,195
										2.11

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

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	1357	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	91	75	75
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

**SALARY SCHEDULE**

Base:	29,500	Index:	4 x 5
Starting Salary:	29,500	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	12(D)
Career Incentive:\$500 MA/BA+45 (bottomed out) or above			
Vertical Freeze:	86-87		
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	250
HEALTH	BC/BS	600D/1500D	470.45	870.36	987.96	1326.58	TSA
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	
PPO:	single ins takers rec	\$104.17	COMMENTS:				
LIFE	Guardian	4.75					
LTD	National Ins	.003(thru sal)	<b>Deductible Reimbursement</b>				
NON-PARTICIPANT		\$250/mo TSA					

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	Incentive-over 50 pd. @ \$50/day - max. 10				
PERSONAL	2			yes	accum to 4; over 2 reimb \$50/d
BEREAVEMENT	unl.				w/appr.
PROFESSIONAL	unl.			yes	Admin. discretion
ADOPTION	from sick lv.				
ASSOCIATION	unl.				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

**NORTH WEST (GRAND ISLAND)**

Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+36	PHD
0	29,500	30,975	32,450	33,925	35,400	35,400	36,875	38,350	41,300	44,250
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.40	1.50
1	30,680	32,155	33,630	35,105	36,580	36,580	38,055	39,530	42,480	45,430
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.44	1.54
2	31,860	33,335	34,810	36,285	37,760	37,760	39,235	40,710	43,660	46,610
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.48	1.58
3	33,040	34,515	35,990	37,465	38,940	38,940	40,415	41,890	44,840	47,790
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.52	1.62
4	34,220	35,695	37,170	38,645	40,120	40,120	41,595	43,070	46,020	48,970
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.56	1.66
5	35,400	36,875	38,350	39,825	41,300	41,300	42,775	44,250	47,200	50,150
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.60	1.70
6	36,580	38,055	39,530	41,005	42,480	42,480	43,955	45,430	48,380	51,330
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.64	1.74
7		39,235	40,710	42,185	43,660	43,660	45,135	46,610	49,560	52,510
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.68	1.78
8		40,415	41,890	43,365	44,840	44,840	46,315	47,790	50,740	53,690
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.72	1.82
9			43,070	44,545	46,020	46,020	47,495	48,970	51,920	54,870
			1.46	1.51	1.56	1.56	1.61	1.66	1.76	1.86
10			44,250	45,725	47,200	47,200	48,675	50,150	53,100	56,050
			1.50	1.55	1.60	1.60	1.65	1.70	1.80	1.90
11			46,905	48,380	49,855	49,855	51,330	52,805	55,755	58,705
			1.59	1.64	1.69	1.69	1.74	1.79	1.89	1.99
12			48,085	49,560	51,035	51,035	52,510	53,985	56,935	59,885
			1.63	1.68	1.73	1.73	1.78	1.83	1.93	2.03
13			49,265	50,740	52,215	52,215	53,690	55,165	58,115	61,065
			1.67	1.72	1.77	1.77	1.82	1.92	2.02	2.12
14			50,445	51,920	53,395	53,395	54,870	56,345	59,295	62,245
			1.71	1.76	1.81	1.81	1.86	1.96	2.06	2.16
15				53,100	54,575	54,575	56,050	57,525	60,475	63,425
				1.80	1.85	1.85	1.90	1.95	2.05	2.15
16					55,755	55,755	57,230	58,705	61,655	64,605
					1.89	1.89	1.94	1.99	2.09	2.19

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	441	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:	7	7	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	29,350	Index:	4 x 5
Starting Salary:	29,350	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	24.46 or 40.50
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD	Fortis	.0046 (+B)					
NON-PARTICIPANT							

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 0.5
Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	48	yes		
Other Info:	Incentive: \$10 per unused day over 48				
PERSONAL	2			no	\$50/day if unused
BEREAVEMENT	5				per occur.
PROFESSIONAL	2			yes	add'l available
ADOPTION					can use sick lv
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Family Sick - 5;Emergency-with apprv.

OAKLAND-CRAIG									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	29,350	30,818	32,285	33,753	35,220	35,514	36,688	38,155	39,623
	1.00	1.05	1.10	1.15	1.20	1.21	1.25	1.30	1.35
2	30,524	31,992	33,459	34,927	36,394	36,688	37,862	39,329	40,797
	1.04	1.09	1.14	1.19	1.24	1.25	1.29	1.34	1.39
3	31,698	33,166	34,633	36,101	37,568	37,862	39,036	40,503	41,971
	1.08	1.13	1.18	1.23	1.28	1.29	1.33	1.38	1.43
4	32,872	34,340	35,807	37,275	38,742	39,036	40,210	41,677	43,145
	1.12	1.17	1.22	1.27	1.32	1.33	1.37	1.42	1.47
5	34,046	35,514	36,981	38,449	39,916	40,210	41,384	42,851	44,319
	1.16	1.21	1.26	1.31	1.36	1.37	1.41	1.46	1.51
6		36,688	38,155	39,623	41,090	41,384	42,558	44,025	45,493
		1.25	1.30	1.35	1.40	1.41	1.45	1.50	1.55
7		37,862	39,329	40,797	42,264	42,558	43,732	45,199	46,667
		1.29	1.34	1.39	1.44	1.45	1.49	1.54	1.59
8		39,036	40,503	41,971	43,438	43,732	44,906	46,373	47,841
		1.33	1.38	1.43	1.48	1.49	1.53	1.58	1.63
9			41,677	43,145	44,612	44,906	46,080	47,547	49,015
			1.42	1.47	1.52	1.53	1.57	1.62	1.67
10			42,851	44,319	45,786	46,080	47,254	48,721	50,189
			1.46	1.51	1.56	1.57	1.61	1.66	1.71
11			44,025	45,493	46,960	47,254	48,428	49,895	51,363
			1.50	1.55	1.60	1.61	1.65	1.70	1.75
12				46,667	48,134	48,428	49,602	51,069	52,537
				1.59	1.64	1.65	1.69	1.74	1.79
13				47,841	49,308	49,602	50,776	52,243	53,711
				1.63	1.68	1.69	1.73	1.78	1.83
14					50,482	50,776	51,950	53,417	54,885
					1.72	1.73	1.77	1.82	1.87
15					51,656	51,950	53,124	54,591	56,059
					1.76	1.77	1.81	1.86	1.91
16					51,950	52,243	53,417	54,885	56,352
					1.77	1.78	1.82	1.87	1.92
17					52,243	52,537	53,711	55,178	56,646
					1.78	1.79	1.83	1.88	1.93
18					52,537	52,830	54,004	55,472	56,939
					1.79	1.80	1.84	1.89	1.94
19					52,830	53,124	54,298	55,765	57,233
					1.80	1.81	1.85	1.90	1.95
20					53,124	53,417	54,591	56,059	57,526
					1.81	1.82	1.86	1.91	1.96



**WORKING CONDITIONS**

Contract Days:	190	FTE Teachers:	
Enrollment:	49461	HS	JH/MS
Length of Teacher Day:	7.3	7.1	ELEM
Length of Student Day:	7	6.25	6.25
Planning Time:	86	82	40
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	33,460	Index:	4 x
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Long. 5.75% of base after 20, 25, 30 yrs			
Vertical Freeze:	84,85,87,89,92,96,98,07		
Rollback:	84-85		
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	441.24 or 600.13	Dep. Cov. + Ind. Dental
HEALTH	BC/BS	350D	496.16	550.75*	625.18*	839.45*		Options:		
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125: Y		
PPO:	*Qualify for dep coverage after 3 y COMMENTS:							Flex Accounts: Y		
LIFE	United of Omaha									
LTD	United of Omaha									
NON-PARTICIPANT										

**Deductible Reimbursement**

**PART-TIME BENEFITS**

Minimum FTE: 0.5  
Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	90	yes		
Other Info:	Sev-after 18 yrs. unused sick lv. at 1/2 daily rate				
PERSONAL	2			yes	unused added to sick lv.
BEREAVEMENT	4+1				over 200 miles=5 days
PROFESSIONAL	unl.			yes	
ADOPTION	30 (sick lv.)				one parent
ASSOCIATION	unl. by practice				
SABBATICAL:	Yes				
SEVERANCE PAY:	yes				
OTHER LEAVES:	Emergency-2				

**OTHER DISTRICT POLICIES**

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

O	M	A	H	A	B	A	B	A	+ 18	M	A	M	A	+ 30	D	O	C
1					33,460					38,814							
2					34,798					40,152							
3					36,137					41,490							
4					37,475					42,829							
5					38,814					44,167							
6					40,152					45,506							
7					41,490					46,844							
8					42,829					48,182							
9					44,167					49,521							
10					45,506					50,859							
11					46,844					52,198							
12					48,182					53,536							
13					49,521					54,874							
14					50,859					56,213							
15					52,198					57,551							
16					53,536					58,890							
17					54,874					60,228							
18					56,213					61,567							
19					57,551					62,905							
20					58,890					64,244							
21					60,228					65,582							
22					61,567					66,921							
23					62,905					68,259							
24					64,244					69,598							
25					65,582					70,936							
26					67,259					72,275							
27					68,259					73,613							
28					69,598					74,952							
29					70,936					76,290							
30					72,275					77,629							
31					73,613					78,967							
32					74,952					80,306							
33					76,290					81,644							
34					77,629					82,983							
35					78,967					84,321							
36					80,306					85,660							
37					81,644					86,998							
38					82,983					88,337							
39					84,321					89,675							
40					85,660					91,014							
41					86,998					92,352							
42					88,337					93,691							
43					89,675					95,029							
44					91,014					96,368							
45					92,352					97,706							
46					93,691					99,045							
47					95,029					100,383							
48					96,368					101,722							
49					97,706					103,060							
50					99,045					104,399							
51					100,383					105,737							
52					101,722					107,076							
53					103,060					108,414							
54					104,399					109,753							
55					105,737					111,091							
56					107,076					112,430							
57					108,414					113,768							
58					109,753					115,107							
59					111,091					116,445							
60					112,430					117,784							
61					113,768					119,122							
62					115,107					120,461							
63					116,445					121,800							
64					117,784					123,138							
65					119,122					124,477							
66					120,461					125,815							
67					121,800					127,154							
68					123,138					128,492							
69					124,477					129,831							
70					125,815					131,170							
71					127,154					132,508							
72					128,492					133,847							
73					129,831					135,185							
74					131,170					136,524							
75					132,508					137,862							
76					133,847					139,201							
77					135,185					140,539							
78					136,524					141,878							
79					137,862					143,216							
80					139,201					144,555							
81					140,539					145,893							
82					141,878					147,232							
83					143,216					148,570							
84					144,555					149,909							
85					145,893					151,247							
86					147,232					152,586							
87					148,570					153,924							
88					149,909					155,263							
89					151,247					156,601							
90					152,586					157,940							
91					153,924					159,278							
92					155,263					160,617							
93					156,601					161,955							
94					157,940					163,294							
95					159,278					164,632							
96					160,617					165,971							
97					161,955					167,309							
98					163,294					168,648							
99					164,632					170,000							
100					165,971					171,341							

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 77.75  
 Enrollment: 789  
 Length of Teacher Day: 8  
 Length of Student Day: 6.93  
 Planning Time: 49  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

HS JH/MS ELEM  
 8 8 8  
 6.88 6.58  
 49 65  
 8 8  
 7 7

**SALARY SCHEDULE**

Base: 28,800 Index: 4.5 x 4.5  
 Starting Salary: 28,800 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze: 93-94  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	24.46 or 40.50
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Sp. or Dep. Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	

**Cafeteria Plan**

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

**Deductible Reimbursement**

**PART-TIME BENEFITS**

Minimum FTE: 0.5  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	35	yes		
PERSONAL	2			yes	acc. to 3
BEREAVEMENT	3				From sick leave
PROFESSIONAL	1				
ADOPTION ASSOCIATION	use sick lv.				

**OTHER DISTRICT POLICIES**

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

SABBATICAL: Yes

**SEVERANCE PAY:**

OTHER LEAVES: child rearing - 20 days from sick lv.

O'NEILL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	28,800	30,096	31,392	32,688	33,984	35,280	36,576	37,872	39,168	40,464
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	30,096	31,392	32,688	33,984	35,280	36,576	37,872	39,168	40,464	41,760
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	31,392	32,688	33,984	35,280	36,576	37,872	39,168	40,464	41,760	43,056
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	32,688	33,984	35,280	36,576	37,872	39,168	40,464	41,760	43,056	44,352
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	33,984	35,280	36,576	37,872	39,168	40,464	41,760	43,056	44,352	45,648
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	35,280	36,576	37,872	39,168	40,464	41,760	43,056	44,352	45,648	46,944
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	36,576	37,872	39,168	40,464	41,760	43,056	44,352	45,648	46,944	48,240
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	37,872	39,168	40,464	41,760	43,056	44,352	45,648	46,944	48,240	49,536
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		40,464	41,760	43,056	44,352	45,648	46,944	48,240	49,536	50,832
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			43,056	44,352	45,648	46,944	48,240	49,536	50,832	52,128
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				45,648	46,944	48,240	49,536	50,832	52,128	53,424
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					48,240	49,536	50,832	52,128	53,424	54,720
					1.675	1.72	1.765	1.81	1.855	1.9
13						50,832	52,128	53,424	54,720	56,016
						1.765	1.81	1.855	1.9	1.945
14							53,424	54,720	56,016	57,312
							1.855	1.9	1.945	1.99
15								56,016	57,312	58,608
								1.945	1.99	2.035
16									58,608	59,904
									2.035	2.08

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	53
Enrollment:	513	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	90	90	60
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	29,650	Index:	5 x 4
Starting Salary:	29,650	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	100.45 or 133.47
HEALTH	BC/BS	350D/2850D	471.35	872.02	989.86	1329.13	Dep Den+\$50 annuity
DENTAL	BC/BS	5	45.85	45.85	45.85	45.85	
PPO:	Ind prem takers rec. \$50 annuity		COMMENTS:				

**Cafeteria Plan**

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

LIFE  
LTD

**Deductible Reimbursement**

**PART-TIME BENEFITS**

NON-PARTICIPANT

Minimum FTE:	0.5
Contribution:	fte

**LEAVES**

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

Other Info: 10-for all lv, 60-limit to sick lv;\$20/day for unused over 60

PERSONAL					included in sick leave
BEREAVEMENT					included in sick leave
PROFESSIONAL	unl.			yes	
ADOPTION					FMLA
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

ORD										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	29,650	30,836	32,022	33,208	34,394	35,580	36,766	37,952	39,138	40,324
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	31,133	32,319	33,505	34,691	35,877	37,063	38,249	39,435	40,621	41,807
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	32,615	33,801	34,987	36,173	37,359	38,545	39,731	40,917	42,103	43,289
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	34,098	35,284	36,470	37,656	38,842	40,028	41,214	42,400	43,586	44,772
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	35,580	36,766	37,952	39,138	40,324	41,510	42,696	43,882	45,068	46,254
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6		38,249	39,435	40,621	41,807	42,993	44,179	45,365	46,551	47,737
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7			40,917	42,103	43,289	44,475	45,661	46,847	48,033	49,219
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8				43,586	44,772	45,958	47,144	48,330	49,516	50,702
				1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				45,068	46,254	47,440	48,626	49,812	50,998	52,184
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					47,737	48,923	50,109	51,295	52,481	53,667
					1.61	1.65	1.69	1.73	1.77	1.81
11					49,219	50,405	51,591	52,777	53,963	55,149
					1.66	1.70	1.74	1.78	1.82	1.86
12					50,702	51,888	53,074	54,260	55,446	56,632
					1.71	1.75	1.79	1.83	1.87	1.91
13						53,370	54,556	55,742	56,928	58,114
						1.80	1.84	1.88	1.92	1.96

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	280	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7	7	7	7
Planning Time:	49	49	40	
Class Periods/Day:	8	8		
Normal Teaching Load:	6	6		

**SALARY SCHEDULE**

Base:	29,650	Index:	4 x 4.5
Starting Salary:		Entry Level Step:	1(D)
Career Increments:	Y	Experience Allowed:	all (D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	23.83 or 39.43	Options:	
DENTAL	BC/BS	1	21.66	21.66	21.66	21.66	Sp. or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l							Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	43	yes		
Other Info:					
PERSONAL	2			no	acc. to 2
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			1-yes;1-no	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER LEAVES:**

**NEED SALARY SCHEDULE**









# Palmyra OR 1

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	440	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	6.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	31,000	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:	86-87;01-02		
Rollback:	86-87 Last Step		
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	250	Cash	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE	Guardian	4.75							
LTD	Madison Ntl.	.0037(thru sal)							<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT		\$250 cash			Y	250/500			Minimum FTE: 0
									Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info:	10 days immediate fam/child				
PERSONAL	2			yes	2 add'l. w/sub. ded.
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Substitute, Jury Duty

**PALMYRA-BENNETT(OR #1)**

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	31,000	32,240	33,480	34,720	35,960	37,200	38,440	39,680
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	32,240	33,480	34,720	35,960	37,200	38,440	39,680	40,920
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	33,480	34,720	35,960	37,200	38,440	39,680	40,920	42,160
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	34,720	35,960	37,200	38,440	39,680	40,920	42,160	43,400
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	35,960	37,200	38,440	39,680	40,920	42,160	43,400	44,640
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6		38,440	39,680	40,920	42,160	43,400	44,640	45,880
		1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		39,680	40,920	42,160	43,400	44,640	45,880	47,120
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			42,160	43,400	44,640	45,880	47,120	48,360
			1.36	1.40	1.44	1.48	1.52	1.56
9				44,640	45,880	47,120	48,360	49,600
				1.44	1.48	1.52	1.56	1.60
10				45,880	47,120	48,360	49,600	50,840
				1.48	1.52	1.56	1.60	1.64
11				47,120	48,360	49,600	50,840	52,080
				1.52	1.56	1.60	1.64	1.68
12					49,600	50,840	52,080	53,320
					1.60	1.64	1.68	1.72
13							53,320	54,560
							1.72	1.76

### WORKING CONDITIONS

Contract Days: 190 FTE Teachers:  
 Enrollment: 10179  
 Length of Teacher Day: 8  
 Length of Student Day: 6.33 6.16 5.83  
 Planning Time: 52 45 45  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 6 6

### SALARY SCHEDULE

Base: 30,230 Index: 5 x 5  
 Starting Salary: 30,230 Entry Level Step: 1  
 Career Increments: Y Experience Allowed: 12+1  
 V. Freeze 86-87, 89-90  
 Vertical Freeze: 91-92,03-04,08-09,09-10  
 Rollback: 85-86; 02-03  
 Multi-year Contract:

### INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	470.45	809.44	918.80	1233.72	91.41 or 115.11
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Full H/A + Ind. Dental
PPO:	Emp pays 7% premium		COMMENTS:				
LIFE	Madison Nat'l	3.60					
LTD	ReliaStar	.0027(+B)					
NON-PARTICIPANT							

### Cafeteria Plan

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

### PART-TIME BENEFITS

Minimum FTE: 0.5  
 Contribution: fte

### LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	120	yes		
Other Info:	Sev:1/2 sub. rate up to 12 days				
PERSONAL	2-4			yes	from sick lv.
BEREAVEMENT	3-5				ea. occur.
PROFESSIONAL				yes	
ADOPTION	all accum. sick lv				
ASSOCIATION	40				

### OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

### OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	PHD
					MA				EDS PEC	DOC
1	30,230	31,742	33,253	34,765	36,276	37,788	39,299	40,811	42,322	43,834
2	1,00	1,05	1,10	1,15	1,20	1,25	1,30	1,35	1,40	1,45
3	31,742	33,253	34,765	36,276	37,788	39,299	40,811	42,322	43,834	45,345
4	1,05	1,10	1,15	1,20	1,25	1,30	1,35	1,40	1,45	1,50
5	33,253	34,765	36,276	37,788	39,299	40,811	42,322	43,834	45,345	46,857
6	1,10	1,15	1,20	1,25	1,30	1,35	1,40	1,45	1,50	1,55
7	34,765	36,276	37,788	39,299	40,811	42,322	43,834	45,345	46,857	48,368
8	1,15	1,20	1,25	1,30	1,35	1,40	1,45	1,50	1,55	1,60
9	36,276	37,788	39,299	40,811	42,322	43,834	45,345	46,857	48,368	49,880
10	1,20	1,25	1,30	1,35	1,40	1,45	1,50	1,55	1,60	1,65
11	37,788	39,299	40,811	42,322	43,834	45,345	46,857	48,368	49,880	51,391
12	1,25	1,30	1,35	1,40	1,45	1,50	1,55	1,60	1,65	1,70
13	40,811	42,322	43,834	45,345	46,857	48,368	49,880	51,391	52,903	54,414
14	1,30	1,35	1,40	1,45	1,50	1,55	1,60	1,65	1,70	1,75
15	42,322	43,834	45,345	46,857	48,368	49,880	51,391	52,903	54,414	55,926
16	1,35	1,40	1,45	1,50	1,55	1,60	1,65	1,70	1,75	1,80
17	43,834	45,345	46,857	48,368	49,880	51,391	52,903	54,414	55,926	57,437
18	1,40	1,45	1,50	1,55	1,60	1,65	1,70	1,75	1,80	1,85
19	45,345	46,857	48,368	49,880	51,391	52,903	54,414	55,926	57,437	58,949
20	1,45	1,50	1,55	1,60	1,65	1,70	1,75	1,80	1,85	1,90
21	46,857	48,368	49,880	51,391	52,903	54,414	55,926	57,437	58,949	60,460
22	1,50	1,55	1,60	1,65	1,70	1,75	1,80	1,85	1,90	1,95
23	48,368	49,880	51,391	52,903	54,414	55,926	57,437	58,949	60,460	61,972
24	1,55	1,60	1,65	1,70	1,75	1,80	1,85	1,90	1,95	2,00
25	49,880	51,391	52,903	54,414	55,926	57,437	58,949	60,460	61,972	63,483
26	1,60	1,65	1,70	1,75	1,80	1,85	1,90	1,95	2,00	2,05
27	51,391	52,903	54,414	55,926	57,437	58,949	60,460	61,972	63,483	64,995
28	1,65	1,70	1,75	1,80	1,85	1,90	1,95	2,00	2,05	2,10
29	52,903	54,414	55,926	57,437	58,949	60,460	61,972	63,483	64,995	66,506
30	1,70	1,75	1,80	1,85	1,90	1,95	2,00	2,05	2,10	2,15
31	54,414	55,926	57,437	58,949	60,460	61,972	63,483	64,995	66,506	68,018
32	1,75	1,80	1,85	1,90	1,95	2,00	2,05	2,10	2,15	2,20
33	55,926	57,437	58,949	60,460	61,972	63,483	64,995	66,506	68,018	69,529
34	1,80	1,85	1,90	1,95	2,00	2,05	2,10	2,15	2,20	2,25
35	57,437	58,949	60,460	61,972	63,483	64,995	66,506	68,018	69,529	71,041
36	1,85	1,90	1,95	2,00	2,05	2,10	2,15	2,20	2,25	2,30
37	58,949	60,460	61,972	63,483	64,995	66,506	68,018	69,529	71,041	72,553
38	1,90	1,95	2,00	2,05	2,10	2,15	2,20	2,25	2,30	2,35
39	60,460	61,972	63,483	64,995	66,506	68,018	69,529	71,041	72,553	74,065
40	1,95	2,00	2,05	2,10	2,15	2,20	2,25	2,30	2,35	2,40
41	61,972	63,483	64,995	66,506	68,018	69,529	71,041	72,553	74,065	75,577
42	2,00	2,05	2,10	2,15	2,20	2,25	2,30	2,35	2,40	2,45
43	63,483	64,995	66,506	68,018	69,529	71,041	72,553	74,065	75,577	77,089
44	2,05	2,10	2,15	2,20	2,25	2,30	2,35	2,40	2,45	2,50
45	64,995	66,506	68,018	69,529	71,041	72,553	74,065	75,577	77,089	78,601
46	2,10	2,15	2,20	2,25	2,30	2,35	2,40	2,45	2,50	2,55
47	66,506	68,018	69,529	71,041	72,553	74,065	75,577	77,089	78,601	80,113
48	2,15	2,20	2,25	2,30	2,35	2,40	2,45	2,50	2,55	2,60
49	68,018	69,529	71,041	72,553	74,065	75,577	77,089	78,601	80,113	81,625
50	2,20	2,25	2,30	2,35	2,40	2,45	2,50	2,55	2,60	2,65
51	69,529	71,041	72,553	74,065	75,577	77,089	78,601	80,113	81,625	83,137
52	2,25	2,30	2,35	2,40	2,45	2,50	2,55	2,60	2,65	2,70
53	71,041	72,553	74,065	75,577	77,089	78,601	80,113	81,625	83,137	84,649
54	2,30	2,35	2,40	2,45	2,50	2,55	2,60	2,65	2,70	2,75
55	72,553	74,065	75,577	77,089	78,601	80,113	81,625	83,137	84,649	86,161
56	2,35	2,40	2,45	2,50	2,55	2,60	2,65	2,70	2,75	2,80
57	74,065	75,577	77,089	78,601	80,113	81,625	83,137	84,649	86,161	87,673
58	2,40	2,45	2,50	2,55	2,60	2,65	2,70	2,75	2,80	2,85
59	75,577	77,089	78,601	80,113	81,625	83,137	84,649	86,161	87,673	89,185
60	2,45	2,50	2,55	2,60	2,65	2,70	2,75	2,80	2,85	2,90
61	77,089	78,601	80,113	81,625	83,137	84,649	86,161	87,673	89,185	90,697
62	2,50	2,55	2,60	2,65	2,70	2,75	2,80	2,85	2,90	2,95
63	78,601	80,113	81,625	83,137	84,649	86,161	87,673	89,185	90,697	92,209
64	2,55	2,60	2,65	2,70	2,75	2,80	2,85	2,90	2,95	3,00
65	80,113	81,625	83,137	84,649	86,161	87,673	89,185	90,697	92,209	93,721
66	2,60	2,65	2,70	2,75	2,80	2,85	2,90	2,95	3,00	3,05
67	81,625	83,137	84,649	86,161	87,673	89,185	90,697	92,209	93,721	95,233
68	2,65	2,70	2,75	2,80	2,85	2,90	2,95	3,00	3,05	3,10
69	83,137	84,649	86,161	87,673	89,185	90,697	92,209	93,721	95,233	96,745
70	2,70	2,75	2,80	2,85	2,90	2,95	3,00	3,05	3,10	3,15
71	84,649	86,161	87,673	89,185	90,697	92,209	93,721	95,233	96,745	98,257
72	2,75	2,80	2,85	2,90	2,95	3,00	3,05	3,10	3,15	3,20
73	86,161	87,673	89,185	90,697	92,209	93,721	95,233	96,745	98,257	99,769
74	2,80	2,85	2,90	2,95	3,00	3,05	3,10	3,15	3,20	3,25
75	87,673	89,185	90,697	92,209	93,721	95,233	96,745	98,257	99,769	101,281
76	2,85	2,90	2,95	3,00	3,05	3,10	3,15	3,20	3,25	3,30
77	89,185	90,697	92,209	93,721	95,233	96,745	98,257	99,769	101,281	102,793
78	2,90	2,95	3,00	3,05	3,10	3,15	3,20	3,25	3,30	3,35
79	90,697	92,209	93,721	95,233	96,745	98,257	99,769	101,281	102,793	104,305
80	2,95	3,00	3,05	3,10	3,15	3,20	3,25	3,30	3,35	3,40
81	92,209	93,721	95,233	96,745	98,257	99,769	101,281	102,793	104,305	105,817
82	3,00	3,05	3,10	3,15	3,20	3,25	3,30	3,35	3,40	3,45
83	93,721	95,233	96,745	98,257	99,769	101,281	102,793	104,305	105,817	107,329
84	3,05	3,10	3,15	3,20	3,25	3,30	3,35	3,40	3,45	3,50
85	95,233	96,745	98,257	99,769	101,281	102,793	104,305	105,817	107,329	108,841
86	3,10	3,15	3,20	3,25	3,30	3,35	3,40	3,45	3,50	3,55
87	96,745	98,257	99,769	101,281	102,793	104,305	105,817	107,329	108,841	110,353
88	3,15	3,20	3,25	3,30	3,35	3,40	3,45	3,50	3,55	3,60
89	98,257	99,769	101,281	102,793	104,305	105,817	107,329	108,841	110,353	111,865
90										

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 293  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 49  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

**SALARY SCHEDULE**

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

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp. or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD	Standard Ins	7.00						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	\$30/day on any above 50 at EOY				
PERSONAL	2			no	2 add'l from sick lv.
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	as needed			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

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

**WORKING CONDITIONS**

Contract Days:	181	FTE Teachers:		
Enrollment:	212	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	29,250	Index:	4 x 4
Starting Salary:		Entry Level Step:	1(D)
Career Increments:	N	Experience Allowed:	10(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	496.16	917.92	1041.96	1399.08	24.46 or 40.50	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE								
LTD								
NON-PARTICIPANT		Cash-Sgl Prem \$518.						

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:	\$25/day unused over 35, 20 acum days for immed fam use				
PERSONAL	4				3-full pay;1-sub. ded.; add unus
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see personal lv.				
ASSOCIATION					

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**OTHER DISTRICT POLICIES**

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

**PAXTON**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	29,250	30,420	31,590	32,760	33,930	34,515	35,685	36,855	38,025
	1.00	1.04	1.08	1.12	1.16	1.18	1.22	1.26	1.30
2	30,420	31,590	32,760	33,930	35,100	35,685	36,855	38,025	39,195
	1.04	1.08	1.12	1.16	1.20	1.22	1.26	1.30	1.34
3	31,590	32,760	33,930	35,100	36,270	36,855	38,025	39,195	40,365
	1.08	1.12	1.16	1.20	1.24	1.26	1.30	1.34	1.38
4	32,760	33,930	35,100	36,270	37,440	38,025	39,195	40,365	41,535
	1.12	1.16	1.20	1.24	1.28	1.30	1.34	1.38	1.42
5	33,930	35,100	36,270	37,440	38,610	39,195	40,365	41,535	42,705
	1.16	1.20	1.24	1.28	1.32	1.34	1.38	1.42	1.46
6	35,100	36,270	37,440	38,610	39,780	40,365	41,535	42,705	43,875
	1.20	1.24	1.28	1.32	1.36	1.38	1.42	1.46	1.50
7	36,270	37,440	38,610	39,780	40,950	41,535	42,705	43,875	45,045
	1.24	1.28	1.32	1.36	1.40	1.42	1.46	1.50	1.54
8		38,610	39,780	40,950	42,120	42,705	43,875	45,045	46,215
		1.32	1.36	1.40	1.44	1.46	1.50	1.54	1.58
9			40,950	42,120	43,290	43,875	45,045	46,215	47,385
			1.40	1.44	1.48	1.50	1.54	1.58	1.62
10				43,290	44,460	45,045	46,215	47,385	48,555
				1.48	1.52	1.54	1.58	1.62	1.66
11					45,630	46,215	47,385	48,555	49,725
					1.56	1.58	1.62	1.66	1.70
12							48,555	49,725	50,895
							1.66	1.70	1.74
13								50,895	52,065
								1.74	1.78

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	28.35
Enrollment:	335	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	29,350	Index:	4 x 5
Starting Salary:	29,350	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Grandfathered Steps 85-86			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
		H/A-Dent				516.30		
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Cash	Options: H/A,Life,Dent, Cash
DENTAL	BC/BS	5	45.85	84.82	96.30	129.32		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE								
LTD	Madison Nat'l	.0036						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT		\$516.30						Minimum FTE: 0.4
								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info: use 0-1 - \$400/2 - \$300/3 - \$200 (all inclusive)					

**PERSONAL**

**BEREAVEMENT**

PROFESSIONAL as approved

ADOPTION FMLA

**ASSOCIATION**

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**OTHER DISTRICT POLICIES**

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

**PENDER**

Step	BA + 36						
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18
1	29,350	30,818	32,285	33,753	35,220	36,688	38,155
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	30,524	31,992	33,459	34,927	36,394	37,862	39,329
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	31,698	33,166	34,633	36,101	37,568	39,036	40,503
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	32,872	34,340	35,807	37,275	38,742	40,210	41,677
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	34,046	35,514	36,981	38,449	39,916	41,384	42,851
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	35,220	36,688	38,155	39,623	41,090	42,558	44,025
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	36,394	37,862	39,329	40,797	42,264	43,732	45,199
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		39,036	40,503	41,971	43,438	44,906	46,373
		1.33	1.38	1.43	1.48	1.53	1.58
9		40,210	41,677	43,145	44,612	46,080	47,547
		1.37	1.42	1.47	1.52	1.57	1.62
10			42,851	44,319	45,786	47,254	48,721
			1.46	1.51	1.56	1.61	1.66
11			44,025	45,493	46,960	48,428	49,895
			1.50	1.55	1.60	1.65	1.70
12				46,667	48,134	49,602	51,069
				1.59	1.64	1.69	1.74
13				47,841	49,308	50,776	52,243
				1.63	1.68	1.73	1.78
14					50,482	51,950	53,417
					1.72	1.77	1.82



**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:		
Enrollment:	373	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	100	100	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	6	6		

**SALARY SCHEDULE**

Base:	29,850	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:	10-11, 11-12		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58
DENTAL	BC/BS	1	21.66	40.08	45.49	61.09
PPO:	Dist to reimburse last \$300/\$600 tr					
LIFE						
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

**Deductible Reimbursement**

Y 300/600

**PART-TIME BENEFITS**

Minimum FTE:

Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

**Negotiated/Policy**

Exists

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**PERKINS COUNTY**

Step	BA		BA+9		BA+18		BA+27		MA		MA+9		MA+18		MA+27	
	BA	BA+9	BA+9	BA+18	BA+18	BA+27	BA+27	MA	MA+9	MA+9	MA+18	MA+18	MA+18	MA+27	MA+27	
1	29,850	31,044	1.00	32,238	1.08	33,432	1.12	34,626	1.16	35,820	1.20	37,014	1.24	38,208	1.28	
2	31,044	32,238	1.04	33,432	1.08	34,626	1.12	35,820	1.16	37,014	1.20	38,208	1.24	39,402	1.32	
3	32,238	33,432	1.08	34,626	1.12	35,820	1.16	37,014	1.20	38,208	1.24	39,402	1.28	40,596	1.36	
4	33,432	34,626	1.12	35,820	1.16	37,014	1.20	38,208	1.24	39,402	1.28	40,596	1.32	41,790	1.40	
5	34,626	35,820	1.16	37,014	1.20	38,208	1.24	39,402	1.28	40,596	1.32	41,790	1.36	42,984	1.44	
6	35,820	37,014	1.20	38,208	1.24	39,402	1.28	40,596	1.32	41,790	1.36	42,984	1.40	44,178	1.48	
7	37,014	38,208	1.24	39,402	1.28	40,596	1.32	41,790	1.36	42,984	1.40	44,178	1.44	45,372	1.52	
8	38,208	39,402	1.28	40,596	1.32	41,790	1.36	42,984	1.40	44,178	1.44	45,372	1.48	46,566	1.56	
9	39,402	40,596	1.32	41,790	1.36	42,984	1.40	44,178	1.44	45,372	1.48	46,566	1.52	47,760	1.60	
10	40,596	41,790	1.36	42,984	1.40	44,178	1.44	45,372	1.48	46,566	1.52	47,760	1.56	48,954	1.64	
11	41,790	42,984	1.40	44,178	1.44	45,372	1.48	46,566	1.52	47,760	1.56	48,954	1.60	50,148	1.68	
12		44,178	1.44	45,372	1.48	46,566	1.52	47,760	1.56	48,954	1.60	50,148	1.64	51,342	1.72	
13		45,372	1.48	46,566	1.52	47,760	1.56	48,954	1.60	50,148	1.64	51,342	1.68	52,536	1.76	
14		46,566	1.52	47,760	1.56	48,954	1.60	50,148	1.64	51,342	1.68	52,536	1.72	53,730	1.80	
15		47,760	1.56	48,954	1.60	50,148	1.64	51,342	1.68	52,536	1.72	53,730	1.76	54,924	1.84	
16		48,954	1.60	50,148	1.64	51,342	1.68	52,536	1.72	53,730	1.76	54,924	1.80	56,118	1.88	
17		50,148	1.64	51,342	1.68	52,536	1.72	53,730	1.76	54,924	1.80	56,118	1.84	57,312	1.92	
18		51,342	1.68	52,536	1.72	53,730	1.76	54,924	1.80	56,118	1.84	57,312	1.88	58,506	1.96	



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	363	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.17	7.17	7.17
Planning Time:	90	90	65
Class Periods/Day:	4-6	4-8	
Normal Teaching Load:	3-3.5	3-7	

**SALARY SCHEDULE**

Base:	30,000	Index:	4.25 x 4.25
Starting Salary:	30,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:	01-02 (2-3 stps)		
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Cash
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE							
LTD	Principal	22.92*					
NON-PARTICIPANT		\$390 cash option					

**Cafeteria Plan**

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

**Deductible Reimbursement**

**PART-TIME BENEFITS**

Minimum FTE:	0.4
Contribution:	fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45	yes		
Other Info:	Can borrow up to 4 days from next yr				
PERSONAL	2			yes	If 2 days unused, 3 days next y
BEREAVEMENT	1				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION	5				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

PLAINVIEW								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	BA+45 MA+9	MA+18
1	30,000	31,275	32,550	33,825	35,100	36,375	37,650	38,925
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	31,275	32,550	33,825	35,100	36,375	37,650	38,925	40,200
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
3	32,550	33,825	35,100	36,375	37,650	38,925	40,200	41,475
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
4	33,825	35,100	36,375	37,650	38,925	40,200	41,475	42,750
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
5	35,100	36,375	37,650	38,925	40,200	41,475	42,750	44,025
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
6	36,375	37,650	38,925	40,200	41,475	42,750	44,025	45,300
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
7		38,925	40,200	41,475	42,750	44,025	45,300	46,575
		1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
8			41,475	42,750	44,025	45,300	46,575	47,850
			1.3825	1.425	1.4675	1.51	1.5525	1.595
9				44,025	45,300	46,575	47,850	49,125
				1.4675	1.51	1.5525	1.595	1.6375
10					46,575	47,850	49,125	50,400
					1.5525	1.595	1.6375	1.68
11						49,125	50,400	51,675
						1.6375	1.68	1.7225
12						50,400	51,675	52,950
						1.68	1.7225	1.765
13						51,675	52,950	54,225
						1.7225	1.765	1.8075
14							54,225	55,500
							1.8075	1.85

Only teachers compensated on BA+36 or BA+45 during 89-90 school yr. will be eligible to be pd on BA+45 for 90-91 and yrs thereafter.  
01-02, teachers on BA, BA+9 & BA+18 will be rolled back 2 yrs, teacher on other 4 lanes will be rolled back 3 yrs; 08-09 BA+36 column separated from M

**WORKING CONDITIONS**

Contract Days:	187	FTE Teachers:	155.9
Enrollment:	1799	HS	JH/MS
		ELEM	
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.35	7.35	7
Planning Time:	45	40	40
Class Periods/Day:	8	4	
Normal Teaching Load:	7	3.5	

**SALARY SCHEDULE**

Base:	30,800	Index:	4 x 5
Starting Salary:	30,800	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5 (D)*
*exp allowed-5 yrs + 1/2 all yrs beyond 5			
Vertical Freeze:			
Rollback:	85-86		
Multi-year Contract:	09-10, 10-11		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	350D	496.16	917.92	1041.96	1399.08	Cash, 125, or TSA
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	Ind only takers also rec \$150/mo COMMENTS:						
LIFE	Madison Life	5.94					
LTD	Madison Life	.0064 (+B)					
NON-PARTICIPANT		\$668.41 in lieu					

**Cafeteria Plan**

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

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	30,800	32,340	33,880	35,420	36,960	38,500	36,960	38,500	40,040	41,580	43,120	44,660
	1.00	1.05	1.10	1.15	1.20	1.25	1.20	1.25	1.30	1.35	1.40	1.45
2	32,032	33,572	35,112	36,652	38,192	39,732	38,192	39,732	41,272	42,812	44,352	45,892
	1.04	1.09	1.14	1.19	1.24	1.29	1.24	1.29	1.34	1.39	1.44	1.49
3	33,264	34,804	36,344	37,884	39,424	40,964	39,424	40,964	42,504	44,044	45,584	47,124
	1.08	1.13	1.18	1.23	1.28	1.33	1.28	1.33	1.38	1.43	1.48	1.53
4	34,496	36,036	37,576	39,116	40,656	42,196	40,656	42,196	43,736	45,276	46,816	48,356
	1.12	1.17	1.22	1.27	1.32	1.37	1.32	1.37	1.42	1.47	1.52	1.57
5	35,728	37,268	38,808	40,348	41,888	43,428	41,888	43,428	44,968	46,508	48,048	49,588
	1.16	1.21	1.26	1.31	1.36	1.41	1.36	1.41	1.46	1.51	1.56	1.61
6	36,960	38,500	40,040	41,580	43,120	44,660	43,120	44,660	46,200	47,740	49,280	50,820
	1.20	1.25	1.30	1.35	1.40	1.45	1.40	1.45	1.50	1.55	1.60	1.65
7	38,192	39,732	41,272	42,812	44,352	45,892	44,352	45,892	47,432	48,972	50,512	52,052
	1.24	1.29	1.34	1.39	1.44	1.49	1.44	1.49	1.54	1.59	1.64	1.69
8		40,964	42,504	44,044	45,584	47,124	45,584	47,124	48,664	50,204	51,744	53,284
		1.33	1.38	1.43	1.48	1.53	1.48	1.53	1.58	1.63	1.68	1.73
9			43,736	45,276	46,816	48,356	46,816	48,356	49,896	51,436	52,976	54,516
			1.47	1.52	1.57	1.62	1.57	1.62	1.67	1.72	1.77	1.82
10				46,508	48,048	49,588	48,048	49,588	51,128	52,668	54,208	55,748
				1.51	1.56	1.61	1.56	1.61	1.66	1.71	1.76	1.81
11					49,280	50,820	49,280	50,820	52,360	53,900	55,440	56,980
					1.60	1.65	1.60	1.65	1.70	1.75	1.80	1.85
12						50,512	52,052	50,512	52,052	53,592	55,132	56,672
						1.64	1.69	1.64	1.69	1.74	1.79	1.84
13							53,284	51,744	53,284	54,824	56,364	57,904
							1.73	1.68	1.73	1.78	1.83	1.88
14								52,976	54,516	56,056	57,596	59,136
								1.72	1.77	1.82	1.87	1.92
15									57,288	58,828	60,368	61,908
									1.86	1.91	1.96	2.01
16										60,060	61,600	63,140
										1.95	2.00	2.05

07-08 schedule reworked, new hires begin on step 1; BA45 for individuals who took district courses between 1992-1997, 08-09 change to a 4X5 sched





**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:	23.5
Enrollment:	196	HS	JH/MS
Length of Teacher Day:	7.5	7.5	ELEM
Length of Student Day:	7	7	7
Planning Time:	45	45	60
Class Periods/Day:	5	8	
Normal Teaching Load:	4	7	

**SALARY SCHEDULE**

Base:	28,200	Index:	4.5 x 4.5
Starting Salary:	28,200	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:	93-94 (2 Steps)		
Multi-year Contract:			

**INSURANCE**

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

**Cafeteria Plan**

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

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

P O T T E R - D I X						
Step	B A	B A + 9	B A + 18	B A + 27	B A + 36	M A + 18
1	28,200	29,469	30,738	32,007	33,276	34,545
	1.00	1.045	1.09	1.135	1.18	1.225
2	29,469	30,738	32,007	33,276	34,545	35,814
	1.045	1.09	1.135	1.18	1.225	1.27
3	30,738	32,007	33,276	34,545	35,814	37,083
	1.09	1.135	1.18	1.225	1.27	1.315
4	32,007	33,276	34,545	35,814	37,083	38,352
	1.135	1.18	1.225	1.27	1.315	1.36
5	33,276	34,545	35,814	37,083	38,352	39,621
	1.18	1.225	1.27	1.315	1.36	1.405
6	34,545	35,814	37,083	38,352	39,621	40,890
	1.225	1.27	1.315	1.36	1.405	1.45
7	35,814	37,083	38,352	39,621	40,890	42,159
	1.27	1.315	1.36	1.405	1.45	1.495
8		38,352	39,621	40,890	42,159	43,428
		1.36	1.405	1.45	1.495	1.54
9			40,890	42,159	43,428	44,697
			1.45	1.495	1.54	1.585
10			42,159	43,428	44,697	45,966
			1.495	1.54	1.585	1.63
11				44,697	45,966	47,235
				1.585	1.63	1.675
12				45,966	47,235	48,504
				1.63	1.675	1.72
13					48,504	49,773
					1.72	1.765
14					49,773	51,042
					1.765	1.81
15						52,311
						1.855
16						53,580
						1.9

**WORKING CONDITIONS**

Contract Days:	190	FTE Teachers:	
Enrollment:	3150	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	6.75
Planning Time:	60	60	60
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

**SALARY SCHEDULE**

Base:	30,500	Index:	4 x 5
Starting Salary:	30,745	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	13
10-11: adv placement removed; move 5X5 to 4X5 sched			
Vertical Freeze:	86-87, 88-89		
Rollback:	85-86		
Multi-year Contract:	10-11, 11-12		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	106.12 or 119.64	Individ. Depend.
HEALTH	BC/BS	600D	456.34	839.90	938.56	1223.77	TSA+Dep. Dental*	Options:
DENTAL	BC/BS	2	21.58	21.58	21.58	21.58		IRS 125: Y
PPO:	*or 2 ind. hlth plus 83.33		COMMENTS:					Flex Accounts: Y
LIFE	Madison Nat'l	3.83						
LTD	Madison Nat'l	.0036						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT		\$83.33 TSA						Minimum FTE: 0.5
								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	90	yes		
Other Info: after 8 yrs. - \$65/day up to 90 at term.					
PERSONAL	2-3			yes	3 after 20 yrs
BEREAVEMENT	7				
PROFESSIONAL	3				
ADOPTION	FMLA				
ASSOCIATION	17				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:** Judicial/1 day pd.

RALSTON										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	EDSPEC
					MA					PHD
1	30,500	32,025	33,550	35,075	36,600	38,125	39,650	41,175	42,700	45,750
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	31,720	33,245	34,770	36,295	37,820	39,345	40,870	42,395	43,920	46,970
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.54
3	32,940	34,465	35,990	37,515	39,040	40,565	42,090	43,615	45,140	48,190
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.58
4	34,160	35,685	37,210	38,735	40,260	41,785	43,310	44,835	46,360	49,410
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.62
5	35,380	36,905	38,430	39,955	41,480	43,005	44,530	46,055	47,580	50,630
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.66
6	36,600	38,125	39,650	41,175	42,700	44,225	45,750	47,275	48,800	51,850
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
7	37,820	39,345	40,870	42,395	43,920	45,445	46,970	48,495	50,020	53,070
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.74
8		40,565	42,090	43,615	45,140	46,665	48,190	49,715	51,240	54,290
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.78
9		43,310	44,835	46,360	47,885	49,410	50,935	52,460	53,985	56,035
		1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.87
10		44,530	46,055	47,580	49,105	50,630	52,155	53,680	55,205	58,255
		1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.91
11		47,275	48,800	50,325	51,850	53,375	54,900	56,425	57,950	60,000
		1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	2.00
12		48,495	50,020	51,545	53,070	54,595	56,120	57,645	59,170	61,220
		1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94	2.04
13		49,715	51,240	52,765	54,290	55,815	57,340	58,865	60,390	62,440
		1.63	1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.08
14		52,460	53,985	55,510	57,035	58,560	60,085	61,610	63,135	65,185
		1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07	2.17
15		53,680	55,205	56,730	58,255	59,780	61,305	62,830	64,355	66,405
		1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11	2.21
16		54,900	56,425	57,950	59,475	61,000	62,525	64,050	65,575	67,625
		1.80	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.25

Longevity - Employee who reaches last step in BA36/MA through MA27 receives add'l comp at rate of .015 added to index 17th yr, .03 at 20th yr, .05 at 23rd yr, .07 at 26th yr.  
Employee who has reached last step in MA36 or above receives .025 added to index at start of 17th yr and receives add'l .005 added to index for each following year up to 30th yr of service.  
(.03 at 18th yr, .035 at 19th yr, .04 at 20th yr, etc.)  
10-11: changed from 5X5 to 4X5 schedule; removed advanced placement; new hires stp 1 receive \$30,745



**WORKING CONDITIONS**

Contract Days:	172	FTE Teachers:	
Enrollment:	279	HS	JH/MS
Length of Teacher Day:	9		ELEM
Length of Student Day:	8.25	9	7
Planning Time:	56	56	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	29,400	Index:	4 x 4
Starting Salary:	29,400	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Each emp recs \$108 in add'l salary			
Vertical Freeze:			
Rollback:	85-86		
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Options: H/A; Cash	
DENTAL	BC/BS	3	46.01	46.01	46.01	46.01	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts:	
LIFE	Madison Nat'l	3.15	<b>Deductible Reimbursement</b>				<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l	(thru sal)						
NON-PARTICIPANT								
							Minimum FTE: 0.5	
							Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	3 per occur.				10 max annually
PROFESSIONAL	1				
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** No

**OTHER LEAVES:**

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

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	41
Enrollment:	446	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7	8	8
Planning Time:	47	7	7
Class Periods/Day:	47	47	47
Normal Teaching Load:	7	8	8
	7	7	

**SALARY SCHEDULE**

Base:	29,900	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:	86-87		
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Annuity
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE	Guardian	8.00					
LTD							
NON-PARTICIPANT		\$492.70	Annuity				

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15,10	40	yes		
Other Info:	family use-10				
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	5				Bereavement/Emergency
PROFESSIONAL	5			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

RAVENNA								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	
0	29,900	31,395	32,890	34,385	35,880	37,375	38,870	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
1	31,096	32,591	34,086	35,581	37,076	38,571	40,066	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
2	32,292	33,787	35,282	36,777	38,272	39,767	41,262	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
3	33,488	34,983	36,478	37,973	39,468	40,963	42,458	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
4	34,684	36,179	37,674	39,169	40,664	42,159	43,654	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
5		37,375	38,870	40,365	41,860	43,355	44,850	
		1.25	1.30	1.35	1.40	1.45	1.50	
6		38,571	40,066	41,561	43,056	44,551	46,046	
		1.29	1.34	1.39	1.44	1.49	1.54	
7			41,262	42,757	44,252	45,747	47,242	
			1.38	1.43	1.48	1.53	1.58	
8			42,458	43,953	45,448	46,943	48,438	
			1.42	1.47	1.52	1.57	1.62	
9				45,149	46,644	48,139	49,634	
				1.51	1.56	1.61	1.66	
10				46,345	47,840	49,335	50,830	
				1.55	1.60	1.65	1.70	
11					49,036	50,531	52,026	
					1.64	1.69	1.74	
12					50,232	51,727	53,222	
					1.68	1.73	1.78	
13					50,830	52,325	53,820	
					1.70	1.75	1.80	
14					51,428	52,923	54,418	
					1.72	1.77	1.82	
15						53,521	55,016	
						1.79	1.84	
						54,119	55,614	
						1.81	1.86	

09-10: BA 36, BA 45, BA 54 removed from schedule, MA column added

**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	
Enrollment:	620	HS	JH/MS
Length of Teacher Day:	8	8	ELEM
Length of Student Day:	7	7	7
Planning Time:	46	46	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	32,500	Index:	4 x 5
Starting Salary:	32,500	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	6 (D)
Long: 11-20 yr, \$350; 21-30, \$600; 31-?, \$850 bonus			
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	496.16	496.16	496.16	496.16
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25
PPO:	Bd pays \$12.50/mo to defray dedu COMMENTS: *<.51=FTE benefits					
LIFE						
LTD	Fortis	(+B)				
NON-PARTICIPANT		\$270.83 cash				

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125: Y	
Flex Accounts: Y	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.51	
Contribution: full*	

**LEAVES**

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

Other Info: Unused pers days over 45 paid @ \$30/day in June

PERSONAL			yes	from sick lv
BEREAVEMENT				from sick lv
PROFESSIONAL	adm. disc.		yes	
ADOPTION				
ASSOCIATION				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

RAYMOND CENTRAL									
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	DOC
Step					MA				
1	32,500	34,125	35,750	37,375	39,000	40,625	42,250	43,875	45,500
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	33,800	35,425	37,050	38,675	40,300	41,925	43,550	45,175	46,800
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	35,100	36,725	38,350	39,975	41,600	43,225	44,850	46,475	48,100
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	36,400	38,025	39,650	41,275	42,900	44,525	46,150	47,775	49,400
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	37,700	39,325	40,950	42,575	44,200	45,825	47,450	49,075	50,700
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	39,000	40,625	42,250	43,875	45,500	47,125	48,750	50,375	52,000
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	40,300	41,925	43,550	45,175	46,800	48,425	50,050	51,675	53,300
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		43,225	44,850	46,475	48,100	49,725	51,350	52,975	54,600
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		44,525	46,150	47,775	49,400	51,025	52,650	54,275	55,900
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			47,450	49,075	50,700	52,325	53,950	55,575	57,200
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			48,750	50,375	52,000	53,625	55,250	56,875	58,500
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				51,675	53,300	54,925	56,550	58,175	59,800
				1.59	1.64	1.69	1.74	1.79	1.84
13					54,600	56,225	57,850	59,475	61,100
					1.68	1.73	1.78	1.83	1.88

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



**WORKING CONDITIONS**

Contract Days:	173	FTE Teachers:		
Enrollment:	81	HS	JH/MS	ELEM
Length of Teacher Day:	8.5	8.5	8.5	
Length of Student Day:	8	8	8	
Planning Time:	55	55	30-50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	30,600	Index:	4 x 5
Starting Salary:	33,048	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
End of Lane Stipend 2nd yr on step all lanes			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	496.16	844.57	968.61	1325.73	Or Ind. + \$91.67
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	Ind also receive 91.67		COMMENTS: \$91.67 incentive for those taking ind.				
LIFE							
LTD	CNA						<b>Deductible Reimbursement</b>
NON-PARTICIPANT		\$166.67					

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	30	yes		
Other Info: Ind. Sick lv. Bank up to 60 days max.					

**PERSONAL**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

RISING CITY						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
0	30,600					
	1.00					
1	33,048	34,578	36,108	37,638	39,168	40,698
	1.08	1.13	1.18	1.23	1.28	1.33
2	33,660	35,190	36,720	38,250	39,780	41,310
	1.10	1.15	1.20	1.25	1.30	1.35
3	34,272	35,802	37,332	38,862	40,392	41,922
	1.12	1.17	1.22	1.27	1.32	1.37
4	35,496	37,026	38,556	40,086	41,616	43,146
	1.16	1.21	1.26	1.31	1.36	1.41
5	36,720	38,250	39,780	41,310	42,840	44,370
	1.20	1.25	1.30	1.35	1.40	1.45
6	37,944	39,474	41,004	42,534	44,064	45,594
	1.24	1.29	1.34	1.39	1.44	1.49
7	39,168	40,698	42,228	43,758	45,288	46,818
	1.28	1.33	1.38	1.43	1.48	1.53
8		41,922	43,452	44,982	46,512	48,042
		1.37	1.42	1.47	1.52	1.57
9			44,676	46,206	47,736	49,266
			1.46	1.51	1.56	1.61
10			45,900	47,430	48,960	50,490
			1.50	1.55	1.60	1.65
11				48,654	50,184	51,714
				1.59	1.64	1.69
12				49,878	51,408	52,938
				1.63	1.68	1.73
13					52,632	54,162
					1.72	1.77
14					53,856	55,386
					1.76	1.81



**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:	
Enrollment:	171	HS	JH/MS
Length of Teacher Day:	8.25	8.25	ELEM
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	65
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	27,000	Index:	4 x 5
Starting Salary:	27,000	Entry Level Step:	0
Career Increments:	N	Experience Allowed:	7(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	600D		446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:
DENTAL	BC/BS	2		22.25	22.25	22.25	22.25	Sp. or Dep. Dental	
PPO:									IRS 125: Y
LIFE	Principal	6.42							Flex Accounts: Y
LTD	Principal	5.58							
NON-PARTICIPANT									

**Deductible Reimbursement**  
Y 250

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:	\$20/day over 35 at end of 4th yr				
PERSONAL	3			yes	2 days first 2 yrs
BEREAVEMENT	4				
PROFESSIONAL	2			yes	add'l w/approval
ADOPTION	10 - Dad				from sick lv. for mom
ASSOCIATION	2				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:** In school work day (1)

S A R G E N T						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 15
1	27,000	28,350	29,700	31,050	32,400	33,750
	1.00	1.05	1.10	1.15	1.20	1.25
2	28,080	29,430	30,780	32,130	33,480	34,830
	1.04	1.09	1.14	1.19	1.24	1.29
3	29,160	30,510	31,860	33,210	34,560	35,910
	1.08	1.13	1.18	1.23	1.28	1.33
4	30,240	31,590	32,940	34,290	35,640	36,990
	1.12	1.17	1.22	1.27	1.32	1.37
5	31,320	32,670	34,020	35,370	36,720	38,070
	1.16	1.21	1.26	1.31	1.36	1.41
6		33,750	35,100	36,450	37,800	39,150
		1.25	1.30	1.35	1.40	1.45
7		34,830	36,180	37,530	38,880	40,230
		1.29	1.34	1.39	1.44	1.49
8		35,910	37,260	38,610	39,960	41,310
		1.33	1.38	1.43	1.48	1.53
9		36,990	38,340	39,690	41,040	42,390
		1.37	1.42	1.47	1.52	1.57
10			39,420	40,770	42,120	43,470
			1.46	1.51	1.56	1.61
11				41,850	43,200	44,550
				1.55	1.60	1.65
12				42,930	44,280	45,630
				1.59	1.64	1.69
13					45,360	46,710
					1.68	1.73
14					46,440	47,790
					1.72	1.77
15						48,870
						1.81
16						49,950
						1.85
17						51,030
						1.89

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	138
Enrollment:	1787	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7	8	8
Planning Time:	90	7	7
Class Periods/Day:	4	50	40
Normal Teaching Load:	3	7	6

**SALARY SCHEDULE**

Base:	30,750	Index:	4 x 5
Starting Salary:	30,750	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
\$1000 signing bonus for new teachers			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	350D	496.16	917.92	1041.96	1399.08	24.46 or 40.50
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE	Companion Life	4.75					
LTD	Principal Life	.00367					
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	11	50	yes		
Other Info: PTO days - incl sick, pers, bereav					
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	5			yes	add'l with admin perm
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:**

**SCHUYLER COMMUNITY**

Step	BA + 36					BA + 45			
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27	
1	30,750	32,288	33,825	35,363	36,900	38,438	39,975	41,513	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	
2	31,980	33,518	35,055	36,593	38,130	39,668	41,205	42,743	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	
3	33,210	34,748	36,285	37,823	39,360	40,898	42,435	43,973	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	
4	34,440	35,978	37,515	39,053	40,590	42,128	43,665	45,203	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	
5	35,670	37,208	38,745	40,283	41,820	43,358	44,895	46,433	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	
6	36,900	38,438	39,975	41,513	43,050	44,588	46,125	47,663	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	
7	38,130	39,668	41,205	42,743	44,280	45,818	47,355	48,893	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	
8	40,898	42,435	43,973	45,510	47,048	48,585	50,123		
	1.33	1.38	1.43	1.48	1.53	1.58	1.63		
9	42,128	43,665	45,203	46,740	48,278	49,815	51,353		
	1.37	1.42	1.47	1.52	1.57	1.62	1.67		
10	44,895	46,433	47,970	49,508	51,045	52,583			
	1.46	1.51	1.56	1.61	1.66	1.71			
11	47,663	49,200	50,738	52,275	53,813				
	1.55	1.60	1.65	1.70	1.75				
12	50,430	51,968	53,505	55,043					
	1.64	1.69	1.74	1.79					
13	51,660	53,198	54,735	56,273					
	1.68	1.73	1.78	1.83					
14	52,890	54,428	55,965	57,503					
	1.72	1.77	1.82	1.87					
15	54,120	55,658	57,195	58,733					
	1.76	1.81	1.86	1.91					
16		58,425	59,963						
		1.90	1.95						
17			61,193						
			1.99						



**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 785  
 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: 30,000 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	Sev: after 10 yrs all days @ 25% sub rate				
PERSONAL	2+1			yes	1-sub deduct
BEREAVEMENT	5+5				add'l 5 from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	unl.				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

**SCN UNIFIED DISTRICT #5**

Step	BA	BA+9	BA+18	BA+27	BA+36		MA+18	MA+27	MA+36
					MA	MA+9			
1	30,000	31,500	33,000	34,500	36,000	37,500	39,000	40,500	42,000
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	31,200	32,700	34,200	35,700	37,200	38,700	40,200	41,700	43,200
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	32,400	33,900	35,400	36,900	38,400	39,900	41,400	42,900	44,400
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	33,600	35,100	36,600	38,100	39,600	41,100	42,600	44,100	45,600
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	34,800	36,300	37,800	39,300	40,800	42,300	43,800	45,300	46,800
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	36,000	37,500	39,000	40,500	42,000	43,500	45,000	46,500	48,000
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		38,700	40,200	41,700	43,200	44,700	46,200	47,700	49,200
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		39,900	41,400	42,900	44,400	45,900	47,400	48,900	50,400
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			42,600	44,100	45,600	47,100	48,600	50,100	51,600
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				45,300	46,800	48,300	49,800	51,300	52,800
				1.51	1.56	1.61	1.66	1.71	1.76
11				46,500	48,000	49,500	51,000	52,500	54,000
				1.55	1.60	1.65	1.70	1.75	1.80
12					49,200	50,700	52,200	53,700	55,200
					1.64	1.69	1.74	1.79	1.84
13					50,400	51,900	53,400	54,900	56,400
					1.68	1.73	1.78	1.83	1.88
14					51,600	53,100	54,600	56,100	57,600
					1.72	1.77	1.82	1.87	1.92
15						54,300	55,800	57,300	58,800
						1.81	1.86	1.91	1.96





**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	104.3
Enrollment:	1358	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7	7
Planning Time:	90	86	45
Class Periods/Day:	4.5	8.5	
Normal Teaching Load:	3.5	6.5	

**SALARY SCHEDULE**

Base:	30,200	Index:	5 x 4
Starting Salary:	30,200	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	8(D)
Move to MA+27 Step 16 only in 93-94; then step=to exper.			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75
PPO:			COMMENTS:			
LIFE	Provident	3.60				
LTD	Madison Nat'l	.00345				
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: \$20/day over 50					
PERSONAL	see sick lv			yes	
BEREAVEMENT	see sick lv				
PROFESSIONAL	9			yes	admin. disc.
ADOPTION	10				5-pd;5-sub.ded.
ASSOCIATION	3 (Pres.)				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

**SEWARD**

Step	BA + 45							
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	30,200	31,408	32,616	33,824	35,032	36,240	37,448	38,656
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	31,710	32,918	34,126	35,334	36,542	37,750	38,958	40,166
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33
3	33,220	34,428	35,636	36,844	38,052	39,260	40,468	41,676
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38
4	34,730	35,938	37,146	38,354	39,562	40,770	41,978	43,186
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43
5	36,240	37,448	38,656	39,864	41,072	42,280	43,488	44,696
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	37,750	38,958	40,166	41,374	42,582	43,790	44,998	46,206
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53
7	39,260	40,468	41,676	42,884	44,092	45,300	46,508	47,716
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58
8		41,978	43,186	44,394	45,602	46,810	48,018	49,226
		1.39	1.43	1.47	1.51	1.55	1.59	1.63
9			44,696	45,904	47,112	48,320	49,528	50,736
			1.48	1.52	1.56	1.60	1.64	1.68
10				47,414	48,622	49,830	51,038	52,246
				1.57	1.61	1.65	1.69	1.73
11					50,132	51,340	52,548	53,756
					1.66	1.70	1.74	1.78
12					51,642	52,850	54,058	55,266
					1.71	1.75	1.79	1.83
13						54,360	55,568	56,776
						1.80	1.84	1.88
14							57,078	58,286
							1.89	1.93
15								59,796
								1.98
16								61,306
								2.03

07-08 BA 45 eliminated, current staff is grandfathered

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	28
Enrollment:	296	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	6.62	6.62	6.62
Planning Time:	47	47	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	30,235	Index:	4.5 x 4
Starting Salary:	30,235	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75
PPO:			COMMENTS:			
LIFE						
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125:	
Flex Accounts:	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.49	
Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info: \$20/day over 35 days @ end of yr					
PERSONAL	2			yes	1-w/approv.;1-not
BEREAVEMENT	3+2				2 from sick leave
PROFESSIONAL	1			yes	1 add'l. w/appr.
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**SHELBY**

Step	SHELBY						
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	30,235	31,444	32,654	33,863	35,073	36,282	37,491
	1.00	1.04	1.08	1.12	1.16	1.2	1.24
2	31,596	32,805	34,014	35,224	36,433	37,643	38,852
	1.045	1.085	1.125	1.165	1.205	1.245	1.285
3	32,956	34,166	35,375	36,584	37,794	39,003	40,213
	1.09	1.13	1.17	1.21	1.25	1.29	1.33
4	34,317	35,526	36,736	37,945	39,154	40,364	41,573
	1.135	1.175	1.215	1.255	1.295	1.335	1.375
5	35,677	36,887	38,096	39,306	40,515	41,724	42,934
	1.18	1.22	1.26	1.3	1.34	1.38	1.42
6		38,247	39,457	40,666	41,875	43,085	44,294
		1.265	1.305	1.345	1.385	1.425	1.465
7		39,608	40,817	42,027	43,236	44,445	45,655
		1.31	1.35	1.39	1.43	1.47	1.51
8		40,968	42,178	43,387	44,597	45,806	47,015
		1.355	1.395	1.435	1.475	1.515	1.555
9		42,329	43,538	44,748	45,957	47,167	48,376
		1.4	1.44	1.48	1.52	1.56	1.6
10		43,690	44,899	46,108	47,318	48,527	49,737
		1.445	1.485	1.525	1.565	1.605	1.645
11				47,469	48,678	49,888	51,097
				1.57	1.61	1.65	1.69
12				48,830	50,039	51,248	52,458
				1.615	1.655	1.695	1.735
13					51,400	52,609	53,818
					1.7	1.74	1.78
14					52,760	53,969	55,179
					1.745	1.785	1.825
15					54,121	55,330	56,539
					1.79	1.83	1.87
16						56,691	57,900
						1.875	1.915

**WORKING CONDITIONS**

Contract Days:	181	FTE Teachers:	33
Enrollment:	292	HS	JH/MS
Length of Teacher Day:	8	8	7.5
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,500	Index:	4 x 5
Starting Salary:	28,500	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
BA+36 grandfathered prior to 92-93/added back in 98-99			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	4	41.90	77.51	87.99	118.17
PPO:			COMMENTS:			
LIFE	Companion Life	3.20				
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	13	35	yes		
Other Info: reimb 13 days/yr at \$35/day					
PERSONAL	2			yes	reimb daily rate of pay
BEREAVEMENT from sick or pers					
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**SHELTON**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	28,500	29,925	31,350	32,775	34,200	35,625	37,050	38,475
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	29,640	31,065	32,490	33,915	35,340	36,765	38,190	39,615
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	30,780	32,205	33,630	35,055	36,480	37,905	39,330	40,755
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	31,920	33,345	34,770	36,195	37,620	39,045	40,470	41,895
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	33,060	34,485	35,910	37,335	38,760	40,185	41,610	43,035
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	34,200	35,625	37,050	38,475	39,900	41,325	42,750	44,175
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	35,340	36,765	38,190	39,615	41,040	42,465	43,890	45,315
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		37,905	39,330	40,755	42,180	43,605	45,030	46,455
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			40,470	41,895	43,320	44,745	46,170	47,595
			1.42	1.47	1.52	1.57	1.62	1.67
10				43,035	44,460	45,885	47,310	48,735
				1.51	1.56	1.61	1.66	1.71
11				44,175	45,600	47,025	48,450	49,875
				1.55	1.60	1.65	1.70	1.75
12					46,740	48,165	49,590	51,015
					1.64	1.69	1.74	1.79
13					47,880	49,305	50,730	52,155
					1.68	1.73	1.78	1.83
14						50,445	51,870	53,295
						1.77	1.82	1.87
15							53,010	54,435
							1.86	1.91
16								55,575
								1.95

08-09 yrs exp from 5 yrs to 10 yrs, staff hired prior to 08-09 rec credit for up to 10 yrs exp

**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:	22
Enrollment:	124	HS	JH/MS
Length of Teacher Day:	7.5	ELEM	7.5
Length of Student Day:	7		7
Planning Time:	50		50
Class Periods/Day:	8		8
Normal Teaching Load:	7		7

**SALARY SCHEDULE**

Base:	29,500	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45	yes		
Other Info:					
PERSONAL	D			yes	granted @ discretion of supt
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

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





**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:		
Enrollment:	241	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.17	7.17	7.08	
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	29,400	Index:	4 x 4
Starting Salary:	29,400	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Sp. or Dep. Dental	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD								Minimum FTE: 0	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info:	reimb. max. 10 over 40 @ eoy (1/2 sub rate)				
PERSONAL	3			yes	trade 4 sick for 2 pers.
BEREAVEMENT					
PROFESSIONAL	2			yes	trade 4 sick for 1 prof.
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**NEED SALARY SCHEDULE**

**WORKING CONDITIONS**

Contract Days: 175 FTE Teachers:  
 Enrollment: 94  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 Length of Student Day: 7 6.78 6.78  
 Planning Time: 57 0  
 Class Periods/Day: 7  
 Normal Teaching Load: 6

**SALARY SCHEDULE**

Base: 28,350 Index: 4 x 4  
 Starting Salary: 28,350 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 7  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 10-11, 11-12

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child		Individ. Depend.
HEALTH	BC/BS	350D		Sp. or Dep. Dental	Options:
DENTAL	BC/BS	2			IRS 125:
PPO:			COMMENTS:		Flex Accounts:
LIFE	Fort Dearborn	4.00		<b>Deductible Reimbursement</b>	<b>PART-TIME BENEFITS</b>
LTD					Minimum FTE: 0.51
NON-PARTICIPANT		50% BC/BS premium			Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	3			yes	+2 sub rate
BEREAVEMENT					
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**NEED SALARY SCHEDULE**



**WORKING CONDITIONS**

Contract Days:	187	FTE Teachers:	
Enrollment:	1009	HS	JH/MS
			ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7.25	7.25	6.5
Planning Time:	76	76	80
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	30,775	Index:	5 x 3
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
	Long.-3% after 5 yrs. on MA+36-3% every 5 yrs.		
Vertical Freeze:	85-86,86-87,92-93		
Rollback:			
Multi-year Contract:	10-11, 11-12		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp. or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Madison Nat'l	4.40						<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l	.0040(thru sal)						Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	70	yes		
Other Info:	Sev:sub. rate per day (1/2 of days) at retire after 20 yrs.				
PERSONAL	2			yes	sub pay/day EOY
BEREAVEMENT	unl.				w/approv.
PROFESSIONAL	unl.			yes	
ADOPTION	10				from sick lv.
ASSOCIATION	3				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:** Emergency as needed

**SARPY DIST. #46**

Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	30,775	31,698	32,622	33,545	34,468	35,391	36,315	37,238	38,161	
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24	
2	32,314	33,237	34,160	35,084	36,007	36,930	37,853	38,777	39,700	
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29	
3	33,853	34,776	35,699	36,622	37,546	38,469	39,392	40,315	41,239	
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34	
4	35,391	36,315	37,238	38,161	39,084	40,008	40,931	41,854	42,777	
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39	
5	36,930	37,853	38,777	39,700	40,623	41,546	42,470	43,393	44,316	
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44	
6		39,392	40,315	41,239	42,162	43,085	44,008	44,932	45,855	
		1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49	
7		40,931	41,854	42,777	43,701	44,624	45,547	46,470	47,394	
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54	
8			43,393	44,316	45,239	46,163	47,086	48,009	48,932	
			1.41	1.44	1.47	1.50	1.53	1.56	1.59	
9			44,932	45,855	46,778	47,701	48,625	49,548	50,471	
			1.46	1.49	1.52	1.55	1.58	1.61	1.64	
10				47,394	48,317	49,240	50,163	51,087	52,010	
				1.54	1.57	1.60	1.63	1.66	1.69	
11					49,856	50,779	51,702	52,625	53,549	
					1.62	1.65	1.68	1.71	1.74	
12					51,394	52,318	53,241	54,164	55,087	
					1.67	1.70	1.73	1.76	1.79	
13					52,933	53,856	54,780	55,703	56,626	
					1.72	1.75	1.78	1.81	1.84	
14						55,395	56,318	57,242	58,165	
						1.80	1.83	1.86	1.89	
15							57,857	58,780	59,704	
							1.88	1.91	1.94	

07-08 teachers receive credit for all years experience; 06-07 teachers new to district since 8/1/02 will have 2 yrs exp deducted on placement; 02-03 eliminated first 2 and bottom 2 steps from schedule; 03-04 add MA+27/15 steps: Longevity steps every 5 yrs stps 20-45 (see neg. agreement)

**WORKING CONDITIONS**

Contract Days:	180	FTE Teachers:	38.45
Enrollment:	427	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.25
Planning Time:	73	73	73
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	29,100	Index:	4 x 4
Starting Salary:	29,100	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	10-11, 11-12		

**INSURANCE**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	Reimb. unused lv @ sub rate/day over 10/yr				
PERSONAL	3			yes	from sick leave
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION	Yes				with approval
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

SOUTHERN (WYMORE)										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+36		
1	29,100	30,264	31,428	32,592	33,756	34,920	36,084	37,248	38,412	39,576
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	30,264	31,428	32,592	33,756	34,920	36,084	37,248	38,412	39,576	40,740
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	31,428	32,592	33,756	34,920	36,084	37,248	38,412	39,576	40,740	41,904
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	32,592	33,756	34,920	36,084	37,248	38,412	39,576	40,740	41,904	43,068
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	33,756	34,920	36,084	37,248	38,412	39,576	40,740	41,904	43,068	44,232
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	34,920	36,084	37,248	38,412	39,576	40,740	41,904	43,068	44,232	45,396
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7		37,248	38,412	39,576	40,740	41,904	43,068	44,232	45,396	46,560
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		38,412	39,576	40,740	41,904	43,068	44,232	45,396	46,560	47,724
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9		39,576	40,740	41,904	43,068	44,232	45,396	46,560	47,724	48,888
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			41,904	43,068	44,232	45,396	46,560	47,724	48,888	50,052
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11				44,232	45,396	46,560	47,724	48,888	50,052	51,216
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
12					46,560	47,724	48,888	50,052	51,216	52,380
					1.60	1.64	1.68	1.72	1.76	1.80
13						47,724	48,888	50,052	51,216	52,380
						1.64	1.68	1.72	1.76	1.80
14								51,216	52,380	53,544
								1.76	1.80	1.84



**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:	33.46
Enrollment:	323	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	54	70	50
Class Periods/Day:	8	10	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	28,750	Index:	4 x 4
Starting Salary:	28,750	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	17
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info:					
PERSONAL	3				
BEREAVEMENT	5				1 from sick lv. for non-family
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER LEAVES:**

S O U T H W E S T							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18
1	28,750	29,900	31,050	32,200	33,350	34,500	35,650
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	29,900	31,050	32,200	33,350	34,500	35,650	36,800
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	31,050	32,200	33,350	34,500	35,650	36,800	37,950
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,200	33,350	34,500	35,650	36,800	37,950	39,100
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	33,350	34,500	35,650	36,800	37,950	39,100	40,250
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	34,500	35,650	36,800	37,950	39,100	40,250	41,400
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		36,800	37,950	39,100	40,250	41,400	42,550
		1.28	1.32	1.36	1.40	1.44	1.48
8			39,100	40,250	41,400	42,550	43,700
			1.36	1.40	1.44	1.48	1.52
9			40,250	41,400	42,550	43,700	44,850
			1.40	1.44	1.48	1.52	1.56
10				42,550	43,700	44,850	46,000
				1.48	1.52	1.56	1.60
11				43,700	44,850	46,000	47,150
				1.52	1.56	1.60	1.64
12				44,850	46,000	47,150	48,300
				1.56	1.60	1.64	1.68
13					47,150	48,300	49,450
					1.64	1.68	1.72
14					48,300	49,450	50,600
					1.68	1.72	1.76
15						50,600	51,750
						1.76	1.80
16							52,900
							1.84
17							54,050
							1.88





**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:		
Enrollment:	137	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.75	7.75	7.75	7.75
Planning Time:	51	51	51	51
Class Periods/Day:	8	8	8	8
Normal Teaching Load:	7	7	7	7

**SALARY SCHEDULE**

Base:	28,600	Index:	4 x 4.5
Starting Salary:		Entry Level Step:	1(D)
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	24.46 or 40.50	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE								
LTD	Madison Nat'l	.0062						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	14,12	35	yes		
Other Info:	14 first yr, 12 other yrs				
PERSONAL	2			yes	accum. to 4
BEREAVEMENT	see sick lv.				
PROFESSIONAL	supt. disc.			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

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

ST. EDWARD						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 18
1	28,600	29,887	31,174	32,461	33,748	35,035
	1.00	1.045	1.09	1.135	1.18	1.225
2	29,744	31,031	32,318	33,605	34,892	36,179
	1.04	1.085	1.13	1.175	1.22	1.265
3	30,888	32,175	33,462	34,749	36,036	37,323
	1.08	1.125	1.17	1.215	1.26	1.305
4	32,032	33,319	34,606	35,893	37,180	38,467
	1.12	1.165	1.21	1.255	1.3	1.345
5	33,176	34,463	35,750	37,037	38,324	39,611
	1.16	1.205	1.25	1.295	1.34	1.385
6	34,320	35,607	36,894	38,181	39,468	40,755
	1.2	1.245	1.29	1.335	1.38	1.425
7	35,464	36,751	38,038	39,325	40,612	41,899
	1.24	1.285	1.33	1.375	1.42	1.465
8		37,895	39,182	40,469	41,756	43,043
		1.325	1.37	1.415	1.46	1.505
9			40,326	41,613	42,900	44,187
			1.41	1.455	1.5	1.545
10				42,757	44,044	45,331
				1.495	1.54	1.585
11					45,188	46,475
					1.58	1.625
12						47,619
						1.665

08-09 yrs exp changed from 5 to all

**WORKING CONDITIONS**

Contract Days:	184	FTE Teachers:	48
Enrollment:	671	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	45	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	29,650	Index:	4 x 5
Starting Salary:	29,650	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Options:
DENTAL	BC/BS	3	46.01	46.01	46.01	46.01	Sp. or Dep. Dental
PPO:	5% BC/BS discount		COMMENTS:				IRS 125: Y
LIFE							Flex Accounts:
LTD	Principal	.0033					<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT							Minimum FTE: 0.5
							Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	5 for emergency				
PERSONAL	2			yes	accum to 5
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	2			yes	
ADOPTION	10				add'l. w/appr.
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Emergency-5 days

ST. PAUL										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	MA + 18		
1	29,650	31,133	32,615	34,098	35,580	37,063	38,545			
	1.00	1.05	1.10	1.15	1.20	1.25	1.30			
2	30,836	32,319	33,801	35,284	36,766	38,249	39,731			
	1.04	1.09	1.14	1.19	1.24	1.29	1.34			
3	32,022	33,505	34,987	36,470	37,952	39,435	40,917			
	1.08	1.13	1.18	1.23	1.28	1.33	1.38			
4	33,208	34,691	36,173	37,656	39,138	40,621	42,103			
	1.12	1.17	1.22	1.27	1.32	1.37	1.42			
5	34,394	35,877	37,359	38,842	40,324	41,807	43,289			
	1.16	1.21	1.26	1.31	1.36	1.41	1.46			
6	35,580	37,063	38,545	40,028	41,510	42,993	44,475			
	1.20	1.25	1.30	1.35	1.40	1.45	1.50			
7		38,249	39,731	41,214	42,696	44,179	45,661			
		1.29	1.34	1.39	1.44	1.49	1.54			
8			40,917	42,400	43,882	45,365	46,847			
			1.38	1.43	1.48	1.53	1.58			
9			42,103	43,586	45,068	46,551	48,033			
			1.42	1.47	1.52	1.57	1.62			
10				44,772	46,254	47,737	49,219			
				1.51	1.56	1.61	1.66			
11				45,958	47,440	48,923	50,405			
				1.55	1.60	1.65	1.70			
12					48,626	50,109	51,591			
					1.64	1.69	1.74			
13					49,812	51,295	52,777			
					1.68	1.73	1.78			
14						52,481	53,963			
						1.77	1.82			

**WORKING CONDITIONS**

Contract Days: 186 FTE Teachers: 39  
 Enrollment: 467  
 Length of Teacher Day: 8  
 Length of Student Day: 7.3  
 Planning Time: 49  
 Class Periods/Day: 8  
 Normal Teaching Load: 6

**SALARY SCHEDULE**

Base: 29,700 Index: 4 x 5  
 Starting Salary: 29,700 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze: 96-97  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
		H/A-Dent				259.21			
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	1/2 ind. prem.	350D	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25			
PPO:			COMMENTS:					Options:	
LIFE	Nat'l Insurance	2.55						IRS 125: Y	
LTD								Flex Accounts: Y	
NON-PARTICIPANT		\$259.21 (1/2 350D in						<b>PART-TIME BENEFITS</b>	
								Minimum FTE: 0	
								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	\$10/day over 45 at EOY, 5 days use for fam				
PERSONAL	2			yes	Reimbursed \$20/day, 2 sick da
BEREAVEMENT	3				accum to 10
PROFESSIONAL	adm. disc.			yes	
ADOPTION	30				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

STANTON								
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA+18	
	MA							
1	29,700	31,185	32,670	34,155	35,640	37,125	38,610	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	30,888	32,373	33,858	35,343	36,828	38,313	39,798	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	32,076	33,561	35,046	36,531	38,016	39,501	40,986	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	33,264	34,749	36,234	37,719	39,204	40,689	42,174	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	34,452	35,937	37,422	38,907	40,392	41,877	43,362	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6		37,125	38,610	40,095	41,580	43,065	44,550	
		1.25	1.30	1.35	1.40	1.45	1.50	
7			39,798	41,283	42,768	44,253	45,738	
			1.34	1.39	1.44	1.49	1.54	
8				42,471	43,956	45,441	46,926	
				1.43	1.48	1.53	1.58	
9				43,659	45,144	46,629	48,114	
				1.47	1.52	1.57	1.62	
10					46,332	47,817	49,302	
					1.56	1.61	1.66	
11					47,520	49,005	50,490	
					1.60	1.65	1.70	
12					48,708	50,193	51,678	
					1.64	1.69	1.74	
13					49,896	51,381	52,866	
					1.68	1.73	1.78	

**WORKING CONDITIONS**

Contract Days:	182	FTE Teachers:	21.75
Enrollment:	198	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	28,400	Index:	4 x 5
Starting Salary:	28,400	Entry Level Step:	0
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Options:
DENTAL	BC/BS	5	22.93	42.41	48.15	64.66	IRS 125:
PPO:			COMMENTS:				Flex Accounts:
LIFE							<b>PART-TIME BENEFITS</b>
LTD	School Ins.	.0063					Minimum FTE: 0.4
NON-PARTICIPANT							Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	sub rate + \$10/day up to 3 days eoy				
PERSONAL	3			yes	sub rate +\$10/day up to 3 days
BEREAVEMENT	2				w/appr.; + 3 from sick lv.
PROFESSIONAL	2			yes	\$200/yr. expenses
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**STAPLETON**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	28,400	29,820	31,240	32,660	34,080	34,080	35,500	36,920
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	29,536	30,956	32,376	33,796	35,216	35,216	36,636	38,056
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	30,672	32,092	33,512	34,932	36,352	36,352	37,772	39,192
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	31,808	33,228	34,648	36,068	37,488	37,488	38,908	40,328
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	32,944	34,364	35,784	37,204	38,624	38,624	40,044	41,464
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	34,080	35,500	36,920	38,340	39,760	39,760	41,180	42,600
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	35,216	36,636	38,056	39,476	40,896	40,896	42,316	43,736
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		37,772	39,192	40,612	42,032	42,032	43,452	44,872
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			40,328	41,748	43,168	43,168	44,588	46,008
			1.42	1.47	1.52	1.52	1.57	1.62
10				42,884	44,304	44,304	45,724	47,144
				1.51	1.56	1.56	1.61	1.66
11					45,440	45,440	46,860	48,280
					1.60	1.60	1.65	1.70
12					46,576	46,576	47,996	49,416
					1.64	1.64	1.69	1.74

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	217	HS	JH/MS	ELEM
Length of Teacher Day:	9	9	9	
Length of Student Day:	8.5	8.5	8.5	
Planning Time:	52	52	60	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	30,000	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	TSA	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE								
LTD	Principal	.003277(thru sal)						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT		\$166.67 TSA						Minimum FTE: 0.5
								Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	unused reimb. over 50 @ 1/2 sub pay				
PERSONAL	2			yes	
BEREAVEMENT	1-5				1-anyone, 5 immed. family
PROFESSIONAL	unl.				
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

STERLING						
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
Step					MA	
1	30,000	31,200	32,400	33,600	34,800	36,000
	1.00	1.04	1.08	1.12	1.16	1.20
2	31,200	32,400	33,600	34,800	36,000	37,200
	1.04	1.08	1.12	1.16	1.20	1.24
3	32,400	33,600	34,800	36,000	37,200	38,400
	1.08	1.12	1.16	1.20	1.24	1.28
4	33,600	34,800	36,000	37,200	38,400	39,600
	1.12	1.16	1.20	1.24	1.28	1.32
5	34,800	36,000	37,200	38,400	39,600	40,800
	1.16	1.20	1.24	1.28	1.32	1.36
6	36,000	37,200	38,400	39,600	40,800	42,000
	1.20	1.24	1.28	1.32	1.36	1.40
7	37,200	38,400	39,600	40,800	42,000	43,200
	1.24	1.28	1.32	1.36	1.40	1.44
8	38,400	39,600	40,800	42,000	43,200	44,400
	1.28	1.32	1.36	1.40	1.44	1.48
9	39,600	40,800	42,000	43,200	44,400	45,600
	1.32	1.36	1.40	1.44	1.48	1.52
10		42,000	43,200	44,400	45,600	46,800
		1.40	1.44	1.48	1.52	1.56
11			44,400	45,600	46,800	48,000
			1.48	1.52	1.56	1.60
12				46,800	48,000	49,200
				1.56	1.60	1.64
13					49,200	50,400
					1.64	1.68

**WORKING CONDITIONS**

Contract Days: 180 FTE Teachers: 20  
 Enrollment: 179  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 Length of Student Day: 7 7 7  
 Planning Time: 50 50 50  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 28,400 Index: 4 x 4  
 Starting Salary: 28,400 Entry Level Step: 0  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	23.83 or 39.43	Options:	
DENTAL	BC/BS	1	21.66	21.66	21.66	21.66	Sp. or Dep. Dental	IRS 125: Flex Accounts:	
PPO:			COMMENTS:						
LIFE								PART-TIME BENEFITS	
LTD								Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	4				
PROFESSIONAL	4			yes	\$50 reimb. for 1st 2 days
ADOPTION	60				FMLA
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

NEED SALARY SCHEDULE

# Sumner-Eddyville-Miller

**WORKING CONDITIONS**

Contract Days: 183 FTE Teachers: 23  
 Enrollment: 207  
 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: 28,550 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE							<b>PART-TIME BENEFITS</b>
LTD	Madison Nat'l	.0043					Minimum FTE: 0.75
NON-PARTICIPANT							Contribution: full

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	50	yes		
Other Info:	Sev-unused reimb. at 1/2 sub rate				
PERSONAL	2			yes	unused goes to sick lv.
BEREAVEMENT	3				add'l w/ bd approval
PROFESSIONAL	2			yes	\$25/day max. \$50
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:** Emergency

**SUMNER-EDDYVILLE-MILLER**

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18
1	28,550	29,692	30,834	31,976	33,118	34,260	35,402	36,544	37,686
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	29,692	30,834	31,976	33,118	34,260	35,402	36,544	37,686	38,828
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	30,834	31,976	33,118	34,260	35,402	36,544	37,686	38,828	39,970
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	31,976	33,118	34,260	35,402	36,544	37,686	38,828	39,970	41,112
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	33,118	34,260	35,402	36,544	37,686	38,828	39,970	41,112	42,254
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	34,260	35,402	36,544	37,686	38,828	39,970	41,112	42,254	43,396
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		36,544	37,686	38,828	39,970	41,112	42,254	43,396	44,538
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			38,828	39,970	41,112	42,254	43,396	44,538	45,680
			1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			39,970	41,112	42,254	43,396	44,538	45,680	46,822
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				42,254	43,396	44,538	45,680	46,822	47,964
				1.48	1.52	1.56	1.60	1.64	1.68
11					44,538	45,680	46,822	47,964	49,106
					1.56	1.60	1.64	1.68	1.72
12						46,822	47,964	49,106	
						1.64	1.68		

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	449	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	97	97	95
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	30,225	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:		Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child EE/Spouse EE/Sp/Child	
HEALTH	BC/BS	350D	471.35	872.02	989.86 1329.13	Spouse Dental
DENTAL	BC/BS	2	22.25	22.25	22.25 22.25	
PPO: COMMENTS:						
LIFE						
LTD	Principal	(+B thru sal)	<b>Deductible Reimbursement</b>			
NON-PARTICIPANT						

**Cafeteria Plan**

Individ.	Depend.
Options:	
IRS 125:	
Flex Accounts:	
<b>PART-TIME BENEFITS</b>	
Minimum FTE: 0.5	
Contribution: FTE	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	Yes		
Other Info: after 10 yrs - 25% sub pay/day					
PERSONAL	2				EOY-pd for xtra or banked for n
BEREAVEMENT	5/3				
PROFESSIONAL					Admin. discretion
ADOPTION					
ASSOCIATION					
<b>SABBATICAL:</b> Yes					
<b>SEVERANCE PAY:</b> Y					

**OTHER DISTRICT POLICIES**

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

**OTHER LEAVES:**

**SUPERIOR**

	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	
Step	MA									
1	30,225	31,736	33,248	34,759	36,270	37,781	39,293	40,804	42,315	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	31,434	32,945	34,457	35,968	37,479	38,990	40,502	42,013	43,524	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	32,643	34,154	35,666	37,177	38,688	40,199	41,711	43,222	44,733	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	33,852	35,363	36,875	38,386	39,897	41,408	42,920	44,431	45,942	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	35,061	36,572	38,084	39,595	41,106	42,617	44,129	45,640	47,151	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	36,270	37,781	39,293	40,804	42,315	43,826	45,338	46,849	48,360	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7		38,990	40,502	42,013	43,524	45,035	46,547	48,058	49,569	
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8		40,199	41,711	43,222	44,733	46,244	47,756	49,267	50,778	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9			42,920	44,431	45,942	47,453	48,965	50,476	51,987	
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10				45,640	47,151	48,662	50,174	51,685	53,196	
				1.51	1.56	1.61	1.66	1.71	1.76	
11				46,849	48,360	49,871	51,383	52,894	54,405	
				1.55	1.60	1.65	1.70	1.75	1.80	
12					49,569	51,080	52,592	54,103	55,614	
					1.64	1.69	1.74	1.79	1.84	
13					50,778	52,289	53,801	55,312	56,823	
					1.68	1.73	1.78	1.83	1.88	
14					51,987	53,498	55,010	56,521	58,032	
					1.72	1.77	1.82	1.87	1.92	
15						54,707	56,219	57,730	59,241	
						1.81	1.86	1.91	1.96	



**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers:  
 Enrollment: 359  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 51 51 51  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 27,600 Index: 5 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze: 89-90  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	800D	454.59	841.01	954.65	1281.85
DENTAL	BC/BS	4	41.90	77.51	87.99	118.17
PPO: COMMENTS: \$435.14 (less ded) if take ind-elig dep						
LIFE						
LTD						
NON-PARTICIPANT		1/2 elig. plan if spous				

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: Incentive: Under 6 days from 1 to 5 times sub. rate					
PERSONAL	3			no	Unused days paid at sub. rate
BEREAVEMENT	5				w/approval
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Maternity, Jury





# Syracuse-Dunbar-Avoca

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 60  
 Enrollment: 733  
 Length of Teacher Day: 7.75 HS JH/MS ELEM 7.75 7.75 7.75  
 Length of Student Day: 6.8 6.8 6.5  
 Planning Time: 72 72 90  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 31,185 Index: 5 x 5  
 Starting Salary: 31,185 Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5(D)  
 '87-'88 eliminate BA+36/grandfathered  
 Vertical Freeze: 88-89  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	516.67
HEALTH	BC/BS	350D		Cafeteria
DENTAL	BC/BS	5		
PPO:			COMMENTS:	
LIFE	The Principal	4.38		<b>Deductible Reimbursement</b>
LTD	The Principal	.0038(thru sal)		
NON-PARTICIPANT				

**Cafeteria Plan**

Individ. Depend.  
 516.67 516.67  
 Options: H/A, Dent  
 IRS 125: Y  
 Flex Accounts: Y  
**PART-TIME BENEFITS**  
 Minimum FTE: 0.5  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: Sev.-upon term. after 10 yrs. pd 1/2 sub. rate unused days					
PERSONAL	2+1			yes	1 from sick lv
BEREAVEMENT	3				per occur.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:** Emergency

**SYRACUSE-DUNBAR-AVOCA**

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	31,185	32,744	34,304	35,863	37,422	38,981	40,541	42,100	43,659	46,778
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	32,744	34,304	35,863	37,422	38,981	40,541	42,100	43,659	45,218	48,337
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.55
3	34,304	35,863	37,422	38,981	40,541	42,100	43,659	45,218	46,778	49,896
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60
4	35,863	37,422	38,981	40,541	42,100	43,659	45,218	46,778	48,337	51,455
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65
5	37,422	38,981	40,541	42,100	43,659	45,218	46,778	48,337	49,896	53,015
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
6	38,981	40,541	42,100	43,659	45,218	46,778	48,337	49,896	51,455	54,574
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75
7	40,541	42,100	43,659	45,218	46,778	48,337	49,896	51,455	53,015	56,133
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80
8	42,100	43,659	45,218	46,778	48,337	49,896	51,455	53,015	54,574	57,692
	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85
9		45,218	46,778	48,337	49,896	51,455	53,015	54,574	56,133	59,252
		1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90
10			48,337	49,896	51,455	53,015	54,574	56,133	57,692	60,811
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95
11				51,455	53,015	54,574	56,133	57,692	59,252	62,370
				1.65	1.70	1.75	1.80	1.85	1.90	2.00
12					54,574	56,133	57,692	59,252	60,811	63,929
					1.75	1.80	1.85	1.90	1.95	2.05
13						57,692	59,252	60,811	62,370	65,489
						1.85	1.90	1.95	2.00	2.10
14							60,811	62,370	63,929	67,048
							1.95	2.00	2.05	2.15
15								63,929	65,489	68,607
								2.05	2.10	2.20

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	52.9	
Enrollment:	588	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25	
Length of Student Day:	7	7	7	
Planning Time:	47	47	32	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	29,225	Index:	5 x 5
Starting Salary:	29,225	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
MA,MA+18 1% ea aft Stp 17 (92-93),BA+36 same (97-98); not full 5X5			
Vertical Freeze:	88-89		
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	Ind. Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	.5 fte 87-88&before full ben; after-fCOMMENTS: .5 fte 87-88&before full ben; after-fte						
LIFE	Guardian	3.00					
LTD	National	.0040(+b)					
NON-PARTICIPANT							

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	5,10	45	yes		
Other Info: Incent:\$25/day above 40; depend. use-7 days					
PERSONAL	2			yes	accum to 3
BEREAVEMENT	5				
PROFESSIONAL	unl.				
ADOPTION	unl.				
ASSOCIATION	unl.				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 18
1	29,225	30,686	32,148	33,317	34,486	35,070	36,531
2	1,000	1,050	1,100	1,140	1,180	1,200	1,250
3	32,148	33,609	35,070	36,239	37,408	37,993	39,454
4	33,609	35,070	36,531	37,700	38,869	39,454	40,915
5	35,070	36,531	37,993	39,162	40,331	40,915	42,376
6	36,531	37,993	39,454	40,623	41,792	42,376	43,838
7	38,000	39,461	40,922	42,084	43,253	43,838	45,299
8	39,461	40,922	42,384	43,575	44,744	45,329	46,760
9	40,922	42,384	43,845	44,866	46,035	46,413	48,181
10	42,384	43,845	45,306	46,157	47,326	47,704	49,592
11	43,845	45,306	46,767	47,448	48,617	49,095	50,993
12	45,306	46,767	48,228	48,769	49,928	50,413	52,394
13	46,767	48,228	49,689	50,080	51,239	51,728	53,795
14	48,228	49,689	51,150	51,391	52,550	53,044	55,196
15	49,689	51,150	52,611	52,702	53,861	54,333	56,597
16	51,150	52,611	54,072	53,913	55,172	55,605	57,998
17	52,611	54,072	55,533	54,924	56,483	56,817	59,399
18	54,072	55,533	56,994	55,935	57,794	58,130	60,800
19	55,533	56,994	58,455	56,946	59,105	59,464	62,201
20	56,994	58,455	59,916	57,957	60,416	60,775	63,602
21	58,455	59,916	61,377	58,968	61,727	62,086	65,003
22	59,916	61,377	62,838	59,979	63,038	63,397	66,404
23	61,377	62,838	64,299	60,990	64,349	64,708	67,805
24	62,838	64,299	65,760	62,001	65,660	66,019	69,206
25	64,299	65,760	67,221	63,012	66,971	67,330	70,607
26	65,760	67,221	68,682	64,023	68,282	68,641	72,008
27	67,221	68,682	70,143	65,034	69,593	69,952	73,409
28	68,682	70,143	71,604	66,045	70,904	71,263	74,810
29	70,143	71,604	73,065	67,056	72,215	72,574	76,211
30	71,604	73,065	74,526	68,067	73,526	73,885	77,612

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 416  
 Length of Teacher Day: 8  
 Length of Student Day: 7.5  
 Planning Time: 50  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

**SALARY SCHEDULE**

Base: 29,100 Index: 5 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

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

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	50	yes		
Other Info:					
PERSONAL	3			yes	unused reimbursed at sub pay
BEREAVEMENT	5				
PROFESSIONAL	2			yes	accum to 4
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:**

**SEVERANCE PAY:**

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

**THAYER CENTRAL**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	29,100	30,264	31,428	32,592	33,756	33,756	34,920	36,084	37,248
	1.00	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28
2	30,555	31,719	32,883	34,047	35,211	35,211	36,375	37,539	38,703
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	32,010	33,174	34,338	35,502	36,666	36,666	37,830	38,994	40,158
	1.1	1.14	1.18	1.22	1.26	1.26	1.3	1.34	1.38
4	33,465	34,629	35,793	36,957	38,121	38,121	39,285	40,449	41,613
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	34,920	36,084	37,248	38,412	39,576	39,576	40,740	41,904	43,068
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44	1.48
6	36,375	37,539	38,703	39,867	41,031	41,031	42,195	43,359	44,523
	1.25	1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7		38,994	40,158	41,322	42,486	42,486	43,650	44,814	45,978
		1.34	1.38	1.42	1.46	1.46	1.5	1.54	1.58
8			41,613	42,777	43,941	43,941	45,105	46,269	47,433
			1.43	1.47	1.51	1.51	1.55	1.59	1.63
9				44,232	45,396	45,396	46,560	47,724	48,888
				1.52	1.56	1.56	1.6	1.64	1.68
10				45,687	46,851	46,851	48,015	49,179	50,343
				1.57	1.61	1.61	1.65	1.69	1.73
11					48,306	48,306	49,470	50,634	51,798
					1.66	1.66	1.7	1.74	1.78
12					49,761	49,761	50,925	52,089	53,253
					1.71	1.71	1.75	1.79	1.83
13					50,489	50,489	51,653	53,544	54,708
					1.735	1.735	1.775	1.84	1.88
14					51,216	51,216	52,380	54,272	55,436
					1.76	1.76	1.8	1.865	1.905
15						51,944	53,108	54,999	56,163
						1.785	1.825	1.89	1.93
16						52,671	53,835	55,727	56,891
						1.81	1.85	1.915	1.955
17								56,454	57,618
								1.94	1.98





**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	503	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	52	52	varies
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

**SALARY SCHEDULE**

Base:	30,000	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child EE/Spouse EE/Sp/Child	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75
PPO:			COMMENTS:			
LIFE	Madison Nat'l	5.25	<b>Deductible Reimbursement</b>			
LTD	Madison Nat'l	.0031 (+B)				
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: \$15/day max of 30					
PERSONAL	2			yes	accum to 4
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

TWIN RIVER										
Step	BA				BA+36			BA+54		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	30,000	31,500	33,000	34,500	36,000	37,500	39,000	40,500	42,000	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	31,200	32,700	34,200	35,700	37,200	38,700	40,200	41,700	43,200	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	32,400	33,900	35,400	36,900	38,400	39,900	41,400	42,900	44,400	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	33,600	35,100	36,600	38,100	39,600	41,100	42,600	44,100	45,600	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	34,800	36,300	37,800	39,300	40,800	42,300	43,800	45,300	46,800	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	36,000	37,500	39,000	40,500	42,000	43,500	45,000	46,500	48,000	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7		38,700	40,200	41,700	43,200	44,700	46,200	47,700	49,200	
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8			41,400	42,900	44,400	45,900	47,400	48,900	50,400	
			1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9			42,600	44,100	45,600	47,100	48,600	50,100	51,600	
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10				45,300	46,800	48,300	49,800	51,300	52,800	
				1.51	1.56	1.61	1.66	1.71	1.76	
11					48,000	49,500	51,000	52,500	54,000	
					1.60	1.65	1.70	1.75	1.80	
12					49,200	50,700	52,200	53,700	55,200	
					1.64	1.69	1.74	1.79	1.84	
13						51,900	53,400	54,900	56,400	
						1.73	1.78	1.83	1.88	
14							53,100	54,600	56,100	
							1.77	1.82	1.87	
15								55,800	57,300	
								1.86	1.91	

*Merger of Silver Creek, Genoa & Monroe 01-02 is first year*



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	423	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6.5
Planning Time:	55	55	30
Class Periods/Day:	7	7	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	33,000	Index:	4 x 4
Starting Salary:	33,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	98-99		
Rollback:			
Multi-year Contract:	09-10, 10-11		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse EE/Sp/Child	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13
DENTAL	BC/BS	4	41.90	77.51	87.99	118.17
PPO:			COMMENTS:			
LIFE			<b>Deductible Reimbursement</b>			
LTD	Madison Nat'l	.0045				
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	20	60	yes		
Other Info:	\$50/day over 60 days				
PERSONAL	PTO			yes	
BEREAVEMENT	As needed				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:** Court, Military

OMAHA NATION (MACY)										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	33,000	34,320	35,640	36,960	38,280	39,600	40,920	42,240		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28		
2	34,320	35,640	36,960	38,280	39,600	40,920	42,240	43,560		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
3	35,640	36,960	38,280	39,600	40,920	42,240	43,560	44,880		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
4	36,960	38,280	39,600	40,920	42,240	43,560	44,880	46,200		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
5	38,280	39,600	40,920	42,240	43,560	44,880	46,200	47,520		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
6	39,600	40,920	42,240	43,560	44,880	46,200	47,520	48,840		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
7	40,920	42,240	43,560	44,880	46,200	47,520	48,840	50,160		
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52		
8		43,560	44,880	46,200	47,520	48,840	50,160	51,480		
		1.32	1.36	1.40	1.44	1.48	1.52	1.56		
9		44,880	46,200	47,520	48,840	50,160	51,480	52,800		
		1.36	1.40	1.44	1.48	1.52	1.56	1.60		
10		46,200	47,520	48,840	50,160	51,480	52,800	54,120		
		1.40	1.44	1.48	1.52	1.56	1.60	1.64		
11		47,520	48,840	50,160	51,480	52,800	54,120	55,440		
		1.44	1.48	1.52	1.56	1.60	1.64	1.68		
12			50,160	51,480	52,800	54,120	55,440	56,760		
			1.52	1.56	1.60	1.64	1.68	1.72		
13			51,480	52,800	54,120	55,440	56,760	58,080		
			1.56	1.60	1.64	1.68	1.72	1.76		
14				54,120	55,440	56,760	58,080	59,400		
				1.64	1.68	1.72	1.76	1.80		



**WORKING CONDITIONS**

Contract Days:	186	FTE Teachers:	72.52
Enrollment:	940	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7.15	7.15	7
Planning Time:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	29,500	Index:	4 x 5
Starting Salary:	29,500	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
\$600 Stipend last step			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Cash or 2 sgl + \$75
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	*spouse-\$75/mo if both take Ind						492.70
LIFE	Madison Life	2.05	COMMENTS:				
LTD			Deductible Reimbursement				
NON-PARTICIPANT		492.70/month					

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: also for bereav. lv. and emerg. lv.					
PERSONAL	2			yes	accum to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION	adm. disc.				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

W A H O O								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
1	29,500	30,975	32,450	33,925	35,400	36,875	38,350	39,825
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	30,680	32,155	33,630	35,105	36,580	38,055	39,530	41,005
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	31,860	33,335	34,810	36,285	37,760	39,235	40,710	42,185
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	33,040	34,515	35,990	37,465	38,940	40,415	41,890	43,365
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	34,220	35,695	37,170	38,645	40,120	41,595	43,070	44,545
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	35,400	36,875	38,350	39,825	41,300	42,775	44,250	45,725
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	36,580	38,055	39,530	41,005	42,480	43,955	45,430	46,905
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	37,760	39,235	40,710	42,185	43,660	45,135	46,610	48,085
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
9	38,940	40,415	41,890	43,365	44,840	46,315	47,790	49,265
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67
10	40,120	41,595	43,070	44,545	46,020	47,495	48,970	50,445
	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71
11				45,725	47,200	48,675	50,150	51,625
				1.55	1.60	1.65	1.70	1.75
12					48,380	49,855	51,330	52,805
					1.64	1.69	1.74	1.79
13					49,560	51,035	52,510	53,985
					1.68	1.73	1.78	1.83
14					50,740	52,215	53,690	55,165
					1.72	1.77	1.82	1.87
15						53,395	54,870	56,345
						1.81	1.86	1.91
16							56,050	57,525
							1.90	1.95
17								58,705
								1.99
18								59,305
								2.01034

00-01, 01-02 & 02-03 new hires placed on step 3 and allowed movement

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	457	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.33
Planning Time:	40	40	25
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	30,200	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:	87-88		
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25
PPO:			COMMENTS:			
LIFE	Madison Nat'l	14.88				
LTD						
NON-PARTICIPANT		\$433.33 Cash				

**Cafeteria Plan**

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

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

WAKEFIELD									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+12	MA+24	MA+36
1	30,200	31,408	32,616	33,824	35,032	36,240	37,448	38,656	39,864
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	31,408	32,616	33,824	35,032	36,240	37,448	38,656	39,864	41,072
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	32,616	33,824	35,032	36,240	37,448	38,656	39,864	41,072	42,280
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	33,824	35,032	36,240	37,448	38,656	39,864	41,072	42,280	43,488
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	35,032	36,240	37,448	38,656	39,864	41,072	42,280	43,488	44,696
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	36,240	37,448	38,656	39,864	41,072	42,280	43,488	44,696	45,904
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	37,448	38,656	39,864	41,072	42,280	43,488	44,696	45,904	47,112
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	38,656	39,864	41,072	42,280	43,488	44,696	45,904	47,112	48,320
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			42,280	43,488	44,696	45,904	47,112	48,320	49,528
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				44,696	45,904	47,112	48,320	49,528	50,736
				1.48	1.52	1.56	1.60	1.64	1.68
11				45,904	47,112	48,320	49,528	50,736	51,944
				1.52	1.56	1.60	1.64	1.68	1.72
12					48,320	49,528	50,736	51,944	53,152
					1.60	1.64	1.68	1.72	1.76
13						50,736	51,944	53,152	54,360
						1.68	1.72	1.76	1.80

**WORKING CONDITIONS**

Contract Days:	183	FTE Teachers:		
Enrollment:	186	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	49	49	49	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

**SALARY SCHEDULE**

Base:	29,000	Index:	4 x 4
Starting Salary:	31,320	Entry Level Step:	3
Career Increments:	Y	Experience Allowed:	5
New hires step 3, remain for 3 years			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info: dist buys back over 30 @ sub rate					
PERSONAL	2			yes	Accum to 5
BEREAVEMENT	2				
PROFESSIONAL	5			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

SABBATICAL: No

SEVERANCE PAY: Y

**OTHER LEAVES:**

W ALLACE						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9
1	29,000	30,160	31,320	32,480	33,640	34,800
	1.00	1.04	1.08	1.12	1.16	1.20
2	30,160	31,320	32,480	33,640	34,800	35,960
	1.04	1.08	1.12	1.16	1.20	1.24
3	31,320	32,480	33,640	34,800	35,960	37,120
	1.08	1.12	1.16	1.20	1.24	1.28
4	32,480	33,640	34,800	35,960	37,120	38,280
	1.12	1.16	1.20	1.24	1.28	1.32
5	33,640	34,800	35,960	37,120	38,280	39,440
	1.16	1.20	1.24	1.28	1.32	1.36
6	34,800	35,960	37,120	38,280	39,440	40,600
	1.20	1.24	1.28	1.32	1.36	1.40
7		37,120	38,280	39,440	40,600	41,760
		1.28	1.32	1.36	1.40	1.44
8			39,440	40,600	41,760	42,920
			1.36	1.40	1.44	1.48
9				41,760	42,920	44,080
				1.44	1.48	1.52
10				42,920	44,080	45,240
				1.48	1.52	1.56
11					45,240	46,400
					1.56	1.60

**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 300  
 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: 34,062 Index: 4 x 4  
 Starting Salary: 34,062 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 BA+36 grandfathered 92-93  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	350D	496.16	917.92	1041.96	1399.08	Options: TSA
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	Ind Dental + Cash
PPO:	Tiered payment sched. 1-7 yrs		COMMENTS:				IRS 125:
LIFE							Flex Accounts:
LTD							<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT							Minimum FTE:
						Deductible Reimbursement	Contribution: fte
						N	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info:	term aft 10 yr \$30/unused/EOY \$100/day over 45				
PERSONAL	2			yes	accum to 5
BEREAVEMENT	5				each occur., +5 from sick
PROFESSIONAL	2			yes	accum. to 3
ADOPTION	10				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Y

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

**WALTHILL**

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,062	35,424	36,787	38,149	39,512	40,874	42,237
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,424	36,787	38,149	39,512	40,874	42,237	43,599
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,787	38,149	39,512	40,874	42,237	43,599	44,962
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,149	39,512	40,874	42,237	43,599	44,962	46,324
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,512	40,874	42,237	43,599	44,962	46,324	47,687
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		42,237	43,599	44,962	46,324	47,687	49,049
		1.24	1.28	1.32	1.36	1.40	1.44
7		43,599	44,962	46,324	47,687	49,049	50,412
		1.28	1.32	1.36	1.40	1.44	1.48
8			46,324	47,687	49,049	50,412	51,774
			1.36	1.40	1.44	1.48	1.52
9			47,687	49,049	50,412	51,774	53,137
			1.40	1.44	1.48	1.52	1.56
10				50,412	51,774	53,137	54,499
				1.48	1.52	1.56	1.60
11					53,137	54,499	55,862
					1.56	1.60	1.64
12						55,862	57,224
						1.64	1.68



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:		
Enrollment:	212	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	6	6		

**SALARY SCHEDULE**

Base:	29,000	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
LTD neg. 94-95, carrier to be determined			
Vertical Freeze:	86-87, 87-88, 98-99		
Rollback:	86-87 Last Step		
Multi-year Contract:			

**INSURANCE**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	2			no	
BEREAVEMENT	4				per occurrence
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

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

01-02 .5-.74 fte offered benefits equal to fte; .75-.99 offered benefits equal to full time employees









**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 27  
 Enrollment: 243  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8.5  
 Length of Student Day: 7.5 7.5 7.5  
 Planning Time: 52 52 52  
 Class Periods/Day: 8 8  
 Normal Teaching Load: 7 7

**SALARY SCHEDULE**

Base: 29,100 Index: 4 x 4  
 Starting Salary: 29,100 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 09-10, 10-11

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13
DENTAL	BC/BS	2	21.66	21.66	21.66	21.66
PPO: COMMENTS:						
LIFE						Deductible Reimbursement
LTD						
NON-PARTICIPANT						

**Cafeteria Plan**

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

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

SABBATICAL: No

SEVERANCE PAY: N

**OTHER LEAVES:**

WEST BOYD UNIFIED						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	29,100	30,264	31,428	32,592	33,756	34,920
	1.00	1.04	1.08	1.12	1.16	1.20
2	30,264	31,428	32,592	33,756	34,920	36,084
	1.04	1.08	1.12	1.16	1.20	1.24
3	31,428	32,592	33,756	34,920	36,084	37,248
	1.08	1.12	1.16	1.20	1.24	1.28
4	32,592	33,756	34,920	36,084	37,248	38,412
	1.12	1.16	1.20	1.24	1.28	1.32
5	33,756	34,920	36,084	37,248	38,412	39,576
	1.16	1.20	1.24	1.28	1.32	1.36
6	34,920	36,084	37,248	38,412	39,576	40,740
	1.20	1.24	1.28	1.32	1.36	1.40
7	36,084	37,248	38,412	39,576	40,740	41,904
	1.24	1.28	1.32	1.36	1.40	1.44
8		38,412	39,576	40,740	41,904	43,068
		1.32	1.36	1.40	1.44	1.48
9			40,740	41,904	43,068	44,232
			1.40	1.44	1.48	1.52
10			41,904	43,068	44,232	45,396
			1.44	1.48	1.52	1.56
11				44,232	45,396	46,560
				1.52	1.56	1.60
12				45,396	46,560	47,724
				1.56	1.60	1.64



**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 70.912  
 Enrollment: 825  
 Length of Teacher Day: 7.5 HS JH/MS ELEM  
 Length of Student Day: 6.75 7.5 6.5  
 Planning Time: 49 40  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

**SALARY SCHEDULE**

Base: 30,000 Index: 4 x 5  
 Starting Salary: 30,000 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 09-10, 10-11

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.85	938.57	1260.26	469.18	Two Ind Policies*	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25			IRS 125:
PPO:			COMMENTS:						Flex Accounts:
LIFE	Madison Ntl.	2.85							<b>PART-TIME BENEFITS</b>
LTD	Madison Ntl.	.0053 (+B)							Minimum FTE: 0.4
NON-PARTICIPANT									Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: \$17/day over 35					
PERSONAL	2			yes	
BEREAVEMENT	unl.				imm. fam;day of death-funeral
PROFESSIONAL	unl.			yes	
ADOPTION					FMLA
ASSOCIATION	see prof lv.				

**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		

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

**WEST POINT**

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	30,000	31,500	33,000	34,500	36,000	37,500	39,000	40,500
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	31,200	32,700	34,200	35,700	37,200	38,700	40,200	41,700
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	32,400	33,900	35,400	36,900	38,400	39,900	41,400	42,900
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	33,600	35,100	36,600	38,100	39,600	41,100	42,600	44,100
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	34,800	36,300	37,800	39,300	40,800	42,300	43,800	45,300
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	36,000	37,500	39,000	40,500	42,000	43,500	45,000	46,500
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		38,700	40,200	41,700	43,200	44,700	46,200	47,700
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		39,900	41,400	42,900	44,400	45,900	47,400	48,900
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			42,600	44,100	45,600	47,100	48,600	50,100
			1.42	1.47	1.52	1.57	1.62	1.67
10			43,800	45,300	46,800	48,300	49,800	51,300
			1.46	1.51	1.56	1.61	1.66	1.71
11				46,500	48,000	49,500	51,000	52,500
				1.55	1.60	1.65	1.70	1.75
12				47,700	49,200	50,700	52,200	53,700
				1.59	1.64	1.69	1.74	1.79
13					50,400	51,900	53,400	54,900
					1.68	1.73	1.78	1.83
14					51,600	53,100	54,600	56,100
					1.72	1.77	1.82	1.87
15					52,800	54,300	55,800	57,300
					1.76	1.81	1.86	1.91

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	
Enrollment:	110	HS	JH/MS
Length of Teacher Day:	8	8	ELEM
Length of Student Day:	7.5	7.5	7.5
Planning Time:	55	55	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	26,425	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	10-11, 11-12		

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	Options:	
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts: N	
LIFE	Horace Mann		<b>Deductible Reimbursement</b>				<b>PART-TIME BENEFITS</b>	
LTD							Minimum FTE:	
NON-PARTICIPANT							Contribution: fte	

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

WHEELER CENTRAL						
Step	BA	BA+9	BA+18	BA+27	BA+36	MA
1	26,425	27,614	28,803	29,992	31,182	32,371
	1.00	1.045	1.09	1.135	1.18	1.225
2	27,614	28,803	29,992	31,182	32,371	33,560
	1.045	1.09	1.135	1.18	1.225	1.27
3	28,803	29,992	31,182	32,371	33,560	34,749
	1.09	1.135	1.18	1.225	1.27	1.315
4	29,992	31,182	32,371	33,560	34,749	35,938
	1.135	1.18	1.225	1.27	1.315	1.36
5	31,182	32,371	33,560	34,749	35,938	37,127
	1.18	1.225	1.27	1.315	1.36	1.405
6		33,560	34,749	35,938	37,127	38,316
		1.27	1.315	1.36	1.405	1.45
7		34,749	35,938	37,127	38,316	39,505
		1.315	1.36	1.405	1.45	1.495
8			37,127	38,316	39,505	40,695
			1.405	1.45	1.495	1.54
9			38,316	39,505	40,695	41,884
			1.45	1.495	1.54	1.585
10				40,695	41,884	43,073
				1.54	1.585	1.63
11				41,884	43,073	44,262
				1.585	1.63	1.675
12					44,262	45,451
					1.675	1.72
13					45,451	46,640
					1.72	1.765
14						47,829
						1.81

02-03 Frozen staff in BA 36/MA will receive add'l 1% of base

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	39
Enrollment:	568	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	7.17
Planning Time:	50	50	
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	32,000	Index:	4 x 4
Starting Salary:	32,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	86.96 or 103 Dep. Dental + caf	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125: Y	
PPO:	married cple - fam dent & \$62.50/r							COMMENTS:	Flex Accounts: Y
LIFE									
LTD	Nat'l Insurance	.0026(thru sal)						<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte	

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** N

**OTHER LEAVES:**

**WILBER-CLATONIA**

Step	BA					MA				
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	32,000	33,280	34,560	35,840	37,120	38,400	39,680	40,960	42,240	43,520
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	33,280	34,560	35,840	37,120	38,400	39,680	40,960	42,240	43,520	44,800
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	34,560	35,840	37,120	38,400	39,680	40,960	42,240	43,520	44,800	46,080
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	35,840	37,120	38,400	39,680	40,960	42,240	43,520	44,800	46,080	47,360
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	37,120	38,400	39,680	40,960	42,240	43,520	44,800	46,080	47,360	48,640
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	38,400	39,680	40,960	42,240	43,520	44,800	46,080	47,360	48,640	49,920
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7		40,960	42,240	43,520	44,800	46,080	47,360	48,640	49,920	51,200
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8			43,520	44,800	46,080	47,360	48,640	49,920	51,200	52,480
			1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9			44,800	46,080	47,360	48,640	49,920	51,200	52,480	53,760
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10				47,360	48,640	49,920	51,200	52,480	53,760	55,040
				1.48	1.52	1.56	1.60	1.64	1.68	1.72
11					49,920	51,200	52,480	53,760	55,040	56,320
					1.56	1.60	1.64	1.68	1.72	1.76
12					51,200	52,480	53,760	55,040	56,320	57,600
					1.60	1.64	1.68	1.72	1.76	1.80
13					52,480	53,760	55,040	56,320	57,600	58,880
					1.64	1.68	1.72	1.76	1.80	1.84
14							56,320	57,600	58,880	60,160
							1.76	1.80	1.84	1.88
15										1.88

*Experience allowed: 99-00, 5 yrs; 00-01, board discretion; 01-02, all yrs. 08-09 MA+27 lane added*





**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:  
 Enrollment: 470  
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8  
 Length of Student Day: 7.25 7.25 7.25  
 Planning Time: 50 50 30  
 Class Periods/Day: 8  
 Normal Teaching Load: 7

**SALARY SCHEDULE**

Base: 33,566 Index: 4 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5(D)  
 Vertical Freeze: 00-01  
 Rollback:  
 Multi-year Contract: 09-10, 10-11

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	496.16	917.92	1041.96	1399.08	Options:	
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	IRS 125:	
PPO:							Flex Accounts:	
LIFE	Madison Life						<b>PART-TIME BENEFITS</b>	
LTD	Unknown	(thru sal)					Minimum FTE: 0	
NON-PARTICIPANT							Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	35	yes		
PERSONAL	2			Yes	
BEREAVEMENT	2				add'l from emergency lv.
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Emergency Lv.

**NEED SALARY SCHEDULE**



**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers: 45  
 Enrollment: 494  
 Length of Teacher Day: 8  
 Length of Student Day: 7  
 Planning Time: 50  
 Class Periods/Day: 8  
 Normal Teaching Load: 6

**SALARY SCHEDULE**

Base: 29,285 Index: 4 x 5  
 Starting Salary: 29,285 Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Cash
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	if took CIL in 06-07, will rec 558.55						492.70
LIFE	Guardian	4.50					
LTD	National Ins.	.0049					
NON-PARTICIPANT	\$492.70 in lieu, 558.5						

**Cafeteria Plan**

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

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	Severance: \$25/day unused up to 45				
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	2				from Sick Lv.
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

WISNER-PILGER							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	29,285	30,749	32,214	33,678	35,142	36,606	38,071
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	30,456	31,921	33,385	34,849	36,313	37,778	39,242
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	31,628	33,092	34,556	36,021	37,485	38,949	40,413
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	32,799	34,263	35,728	37,192	38,656	40,120	41,585
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	33,971	35,435	36,899	38,363	39,828	41,292	42,756
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	35,142	36,606	38,071	39,535	40,999	42,463	43,928
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		37,778	39,242	40,706	42,170	43,635	45,099
		1.29	1.34	1.39	1.44	1.49	1.54
8		38,949	40,413	41,878	43,342	44,806	46,270
		1.33	1.38	1.43	1.48	1.53	1.58
9			41,585	43,049	44,513	45,977	47,442
			1.42	1.47	1.52	1.57	1.62
10			42,756	44,220	45,685	47,149	48,613
			1.46	1.51	1.56	1.61	1.66
11			43,928	45,392	46,856	48,320	49,785
			1.50	1.55	1.60	1.65	1.70
12				46,563	48,027	49,492	50,956
				1.59	1.64	1.69	1.74
13				47,735	49,199	50,663	52,127
				1.63	1.68	1.73	1.78
14					50,370	51,834	53,299
					1.72	1.77	1.82
15					51,542	53,006	54,470
					1.76	1.81	1.86
16						54,177	55,642
						1.85	1.90

**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	45.2
Enrollment:	574	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	30,350	Index:	4 x 5
Starting Salary:	30,350	Entry Level Step:	0
Career Increments:	N	Experience Allowed:	7(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
		H/A-Dent					469.18		
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Each spouse		Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25			IRS 125: Y
PPO:			COMMENTS:						Flex Accounts: Y
LIFE									
LTD	Principal	.0033							<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT									Minimum FTE: 0.5
									Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	leave after 5 yrs - \$100/day for 30 days				
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:** Yes

**OTHER LEAVES:**

WOOD RIVER RURAL														
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		BA + 45		BA + 54	
	BA	BA + 9	BA + 9	BA + 18	BA + 18	BA + 27	BA + 27	BA + 36	BA + 36	BA + 45	BA + 45	BA + 54	BA + 54	BA + 63
0	30,350	31,868	33,385	34,903	36,420	37,938	39,455	40,973	42,490	44,008	45,525	47,043	48,560	50,078
	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	31,564	33,082	34,599	36,117	37,634	39,152	40,669	42,187	43,704	45,222	46,739	48,257	49,774	51,292
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
2	32,778	34,296	35,813	37,331	38,848	40,366	41,883	43,401	44,918	46,436	47,953	49,471	50,988	52,506
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
3	33,992	35,510	37,027	38,545	40,062	41,580	43,097	44,615	46,132	47,650	49,167	50,685	52,202	53,720
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
4	35,206	36,724	38,241	39,759	41,276	42,794	44,311	45,829	47,346	48,864	50,381	51,899	53,416	54,934
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
5		37,938	39,455	40,973	42,490	44,008	45,525	47,043	48,560	50,078	51,595	53,113	54,630	56,148
		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
6			40,669	42,187	43,704	45,222	46,739	48,257	49,774	51,292	52,809	54,327	55,844	57,362
			1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89
7			41,883	43,401	44,918	46,436	47,953	49,471	50,988	52,506	54,023	55,541	57,059	58,577
			1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83	1.88	1.93
8				44,615	46,132	47,650	49,167	50,685	52,202	53,720	55,237	56,755	58,272	59,790
				1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87	1.92	1.97
9				45,829	47,346	48,864	50,381	51,899	53,416	54,934	56,451	57,969	59,486	61,004
				1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91	1.96	2.01
10				47,043	48,560	50,078	51,595	53,113	54,630	56,148	57,665	59,183	60,700	62,218
				1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.05
11				48,257	49,774	51,292	52,809	54,327	55,844	57,362	58,879	60,397	61,914	63,432
				1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99	2.04	2.09
12					50,988	52,506	54,023	55,541	57,059	58,577	60,094	61,612	63,130	64,648
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03	2.08	2.13
13					52,202	53,720	55,237	56,755	58,272	59,790	61,307	62,825	64,342	65,860
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07	2.12	2.17
14						54,934	56,451	57,969	59,486	61,004	62,521	64,039	65,556	67,074
						1.81	1.86	1.91	1.96	2.01	2.06	2.11	2.16	2.21

**WORKING CONDITIONS**

Contract Days:	170	FTE Teachers:	14.15
Enrollment:	158	HS	JH/MS
		ELEM	
Length of Teacher Day:	8.58	8.58	8.58
Length of Student Day:	8.5	8.5	8.5
Planning Time:	50	50	50
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

**SALARY SCHEDULE**

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

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE							<b>PART-TIME BENEFITS</b>	
LTD	National	.0051	<b>Deductible Reimbursement</b>				Minimum FTE: 0.5	
NON-PARTICIPANT							Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	2+1			yes	may trade 1 sick lv for pers
BEREAVEMENT	sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	sick lv				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

W Y N O T						
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	28,700	29,848	30,996	32,144	33,292	34,440
	1.00	1.04	1.08	1.12	1.16	1.20
2	29,848	30,996	32,144	33,292	34,440	35,588
	1.04	1.08	1.12	1.16	1.20	1.24
3	30,996	32,144	33,292	34,440	35,588	36,736
	1.08	1.12	1.16	1.20	1.24	1.28
4	32,144	33,292	34,440	35,588	36,736	37,884
	1.12	1.16	1.20	1.24	1.28	1.32
5	33,292	34,440	35,588	36,736	37,884	39,032
	1.16	1.20	1.24	1.28	1.32	1.36
6	34,440	35,588	36,736	37,884	39,032	40,180
	1.20	1.24	1.28	1.32	1.36	1.40
7	35,588	36,736	37,884	39,032	40,180	41,328
	1.24	1.28	1.32	1.36	1.40	1.44
8	36,736	37,884	39,032	40,180	41,328	42,476
	1.28	1.32	1.36	1.40	1.44	1.48
9		39,032	40,180	41,328	42,476	43,624
		1.36	1.40	1.44	1.48	1.52
10			41,328	42,476	43,624	44,772
			1.44	1.48	1.52	1.56
11				43,624	44,772	45,920
				1.52	1.56	1.60
12					45,920	47,068
					1.60	1.64
13						48,216
						1.68



**WORKING CONDITIONS**

Contract Days:	185	FTE Teachers:	42.4
Enrollment:	478	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	50	50	vary
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base:	30,712	Index:	4 x 4
Starting Salary:	30,712	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	00-01		
Rollback:			
Multi-year Contract:			

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	256.69 or 272.73 Dep Dent + TSA
PPO:			COMMENTS:				IRS 125: Y
LIFE							Flex Accounts:
LTD	Madison	.0053					<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT		\$232.23 TSA					Minimum FTE: 0.4 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	Yes		
Other Info:	\$40/day EOY				
PERSONAL	2+1				accum to 4, +1=sub deduct, 1/2
BEREAVEMENT	2				
PROFESSIONAL					admin approval
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

YUTAN										
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27	PHD
					MA					
1	30,712	31,940	33,169	34,397	35,626	36,854	38,083	39,311	41,768	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	31,940	33,169	34,397	35,626	36,854	38,083	39,311	40,540	42,997	44,225
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	33,169	34,397	35,626	36,854	38,083	39,311	40,540	41,768	42,997	44,225
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	34,397	35,626	36,854	38,083	39,311	40,540	41,768	42,997	44,225	45,454
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	35,626	36,854	38,083	39,311	40,540	41,768	42,997	44,225	45,454	46,682
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	36,854	38,083	39,311	40,540	41,768	42,997	44,225	45,454	46,682	47,911
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7		39,311	40,540	41,768	42,997	44,225	45,454	46,682	47,911	49,139
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		40,540	41,768	42,997	44,225	45,454	46,682	47,911	49,139	50,368
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9			42,997	44,225	45,454	46,682	47,911	49,139	50,368	51,596
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			44,225	45,454	46,682	47,911	49,139	50,368	51,596	52,825
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11				46,682	47,911	49,139	50,368	51,596	52,825	54,053
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
12				47,911	49,139	50,368	51,596	52,825	54,053	55,282
				1.56	1.60	1.64	1.68	1.72	1.76	1.80
13					50,368	51,596	52,825	54,053	55,282	56,510
					1.64	1.68	1.72	1.76	1.80	1.84
14					51,596	52,825	54,053	55,282	56,510	57,739
					1.68	1.72	1.76	1.80	1.84	1.88