Lakeview Community Schools

WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 733
- Enrollment: 733
- HS: 733
- JH/MS: 733
- ELEM: 733
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 51
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Multi-year Contract:
- Vertical Freeze:
- Rollback:
- Experience Allowed: N
- Career Increments: N
- Index: 5 x 4

Salary Schedule
- Base: 29,300
- Entry Level Step: 1
- Starting Salary: 29,300
- Normal Teaching Load: 66
- Length of Teacher Day: 888
- Length of Student Day: 777
- Planning Time: 51
- Class Periods/Day: 7

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

Cafeteria Plan
- Deductible Reimbursement

Leaves
- SICK: 12
- PERSONAL: PTO
- BEREAVEMENT: 10,5
- PROFESSIONAL: 2
- ADOPTION: 30
- ASSOCIATION:

Other Leave Policies
- Sabbatical: Yes

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: 30.4
- Enrollment: 355
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.3
- Length of Student Day: 7.3
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**

- Base: 29,000
- Starting Salary: 29,000
- Career Increments: N
- Experience Allowed: 3
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**Insurance**

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<tr>
<th>Type</th>
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<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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**Leaves**

- SICK: 10 Days/Year, 45 Accum., 1.25 Depend. Use, 1.0 Approval Needed, 1.0 Other
- PERSONAL: 2 Days/Year, yes
- BEREAVEMENT: unl., see sick lv.
- PROFESSIONAL: 2 Days/Year, yes
- ADOPTION: 2 Days/Year, yes
- ASSOCIATION: 2 Days/Year, see sick lv.

**Other Leavess:**

- SABBATICAL: No
- SEVERANCE PAY:

**Salary Schedule Table**

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WORKING CONDITIONS

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Enrollment: 150

Length of Teacher Day: 8 8 8

Length of Student Day: 8 8 8

Planning Time: 50 50 50

Class Periods/Day: 7 7

Normal Teaching Load: 6 6

Index: 4 x 4

Experience Allowed: all

Career Increments: N

Vertical Freeze:

Rollback:

Multi-year Contract:

ININSURANCE

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Cafeteria Plan

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INLEAVES

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SABBATICAL: No

OTHER DISTRICT POLICIES

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SEVERANCE PAY: Y

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**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

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

**INSURANCE**

- **Type**
  - HEALTH
  - DENTAL
  - LTD
- **Carrier**
  - BC/BS
  - 2
- **Option**
  - Indiv.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - 800D
  - 22.25
- **Couple - Benefits**
  - Ind Dental
  - Dist pays 350/700 of deductibles
- **LEAVES**
  - **Type**
    - SICK
    - PERSONAL
    - BEREAVEMENT
    - PROFESSIONAL
    - ADOPTION
    - ASSOCIATION
  - **Days/Year**
    - 10
    - 3
    - 2
  - **Accum.**
    - 52
  - **Depend. use**
    - yes
  - **Approval Needed**
    - yes
  - **Other**
    - family-5; pd $5/day unused at separation
  - **NEGOTIATED/ POLICY**
    - Exists
    - Exited
  - **OTHER DISTRICT POLICIES**
    - Voluntary Separation:
      - N
    - Grievance:
      - Y P
    - Professional Growth:
      - Y P
    - Reduction in Force:
      - Y P
    - Sick Bank:
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**Cafeteria Plan**

- **Type Carrier**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - 22.25
- **Part-Time Benefits**
  - Minimum FTE: 0.4
- **Contribution:** 0.5 fte

**COMMENTS:**

- Class Periods/Day: 8
- Contract Days: 185
- Enrollment: 207 Base: 29,900
- Normal Teaching Load: 7 7
- Planning Time: 50 50 50
- Length of Student Day: 6.6 6.6 6.4
- Length of Teacher Day: 8 8 8
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

**INSURANCE**

- **Type**
  - HEALTH
  - DENTAL
  - LTD
- **Carrier**
  - BC/BS
  - 2
- **Option**
  - Indiv.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - 800D
  - 22.25
- **Couple - Benefits**
  - Ind Dental
  - Dist pays 350/700 of deductibles
- **LEAVES**
  - **Type**
    - SICK
    - PERSONAL
    - BEREAVEMENT
    - PROFESSIONAL
    - ADOPTION
    - ASSOCIATION
  - **Days/Year**
    - 10
    - 3
    - 2
  - **Accum.**
    - 52
  - **Depend. use**
    - yes
  - **Approval Needed**
    - yes
  - **Other**
    - family-5; pd $5/day unused at separation
  - **NEGOTIATED/ POLICY**
    - Exists
    - Exited
  - **OTHER DISTRICT POLICIES**
    - Voluntary Separation:
      - N
    - Grievance:
      - Y P
    - Professional Growth:
      - Y P
    - Reduction in Force:
      - Y P
    - Sick Bank:
      - Y N

**OTHER LEAVES:**

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 2915
- Enrollment: HS JH/MS ELEM
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 6

**SALARY SCHEDULE**
- Base: 31,000
- Index: 5 x 4
- Starting Salary: 31,000
- Career Increments: Y
- Experience Allowed: 5
- Vertical Freeze: 85-86
- Rollback:
- Multi-year Contract:

**INSURANCE**

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**OTHER DISTRICT POLICIES**

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**LEXTINGTON**

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**NEGOTIATED/ EXIST**

- **Basics**:
  - Index:
  - Base:
  - Index:
  - Step BA+18:
  - Step BA+27:
  - Step BA+45:

- **Contract Days**: 185
- **FTE Teachers**: 2915
- **Enrollment**: HS JH/MS ELEM
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day**: 7.5
- **Length of Student Day**: 7.5
- **Planning Time**: 50
- **Class Periods/Day**: 7
- **Normal Teaching Load**: 6
**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers: 24
- Enrolment: 203
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 50
- Planning Time: 7
- Class Periods/Day: 8
- Normal Teaching Load: 8

**SALARY SCHEDULE**
- Base: 28,200
- Starting Salary: 30,738
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- $100 tuition credit per teacher; new teachers frozen at step 3 for 3 yrs

**INSURANCE**
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **Cafeteria Plan**
- **Health**
- **BC/BS**
- 600D
- 423.41
- 783.32
- 889.16
- 1259.17
- Individual
- EE/Child
- EE/Spouse
- EE/Sp/Child
- **Dental**
- **Life**
- **LTD**
- **Non-Participant**

**LEAVES**
- **Type**
- **Days/Year**
- **Accum**.
- **Depend. use**
- **Approval Needed**
- **Other**
- **Sick**
- 10
- 30
- Yes
- $25/day over 30

**OTHER DISTRICT POLICIES**
- **Negotiated/Policy**
- **Exists**
- **Sabbatical**: Yes

**OTHER LEAVES**
- **Step**
- **BA**
- **BA + 9**
- **BA + 18**
- **BA + 27**
- **BA + 36**
- **MA**
- **MA + 9**
- **MA + 18**

**LEYTON**

### Working Conditions
- Contract Days: 183
- FTE Teachers: 24
- Enrolment: 203
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 50
- Planning Time: 7
- Class Periods/Day: 8
- Normal Teaching Load: 8

### Salary Schedule
- Base: 28,200
- Starting Salary: 30,738
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- $100 tuition credit per teacher; new teachers frozen at step 3 for 3 yrs

### Insurance
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **Health**: BC/BS
- 600D
- 423.41
- 783.32
- 889.16
- 1259.17
- Individual
- EE/Child
- EE/Spouse
- EE/Sp/Child
- **Dental**: BC/BS
- **Life**: Guardian
- **LTD**: Principal
- **Non-Participant**: 0.905

### Leaves
- **Type**: Days/Year
- **Accum.**: Depend. use
- **Approval Needed**: Other
- **Sick**: 10
- 30
- Yes
- $25/day over 30

### Other District Policies
- **Negotiated/Policy**: Exists
- **Sabbatical**: Yes

### Other Leaves
- **Step**: BA
- **BA + 9**: BA + 18
- **BA + 27**: BA + 36
- **BA + 36**: MA
- **MA + 9**: MA + 18
- **MA + 18**:
### Working Conditions
- **Contract Days:** 191
- **Enrollment:** 35901
- **FTE Teachers:** 2985
- **Length of Teacher Day:** 7.5
- **Class Periods/Day:** 7
- **Planning Time:** 100
- **Normal Teaching Load:** 5

### Salary Schedule
- **Base:** 37,431
- **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**

### Multi-year Contract
- **10-11, 11-12**

### Length of Teacher Day
- **7.5 7.5 7.5**

### Length of Student Day
- **vary 6.5**

### Normal Teaching Load
- **5 5**

### Leaves
- **Sick:** 11
- **Personal:** see sick lv.
- **Bereavement:** 5
- **Professional:** unl.
- **Adoption:** 20 from sick lv.
- **Association:** 60, Pres/FT

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

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

### Deductible Reimbursement
- Minimum FTE: 0.4
- Contribution: fte*

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

### Sevance Pay
- **SEVERANCE PAY:** Y

### Other Leaves
- Civic, Jury, Catastrophic

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

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

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

### Deductible Reimbursement
- Minimum FTE: 0.4
- Contribution: fte*

### Contract Days
- **191**

### Enrollment
- **35901**

### FTE Teachers
- **2985**

### Length of Teacher Day
- **7.5**

### Class Periods/Day
- **7**

### Planning Time
- **100**

### Normal Teaching Load
- **5**

### Leaves
- **Sick:** 11
- **Personal:** see sick lv.
- **Bereavement:** 5
- **Professional:** unl.
- **Adoption:** 20 from sick lv.
- **Association:** 60, Pres/FT

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

### Cafeteria Plan Options
- **Options:** H/A, Dent, Life, LTD, Vis, Cash
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### Contract Days
- **191**

### Enrollment
- **35901**

### FTE Teachers
- **2985**

### Length of Teacher Day
- **7.5**

### Class Periods/Day
- **7**

### Planning Time
- **100**

### Normal Teaching Load
- **5**

### Leaves
- **Sick:** 11
- **Personal:** see sick lv.
- **Bereavement:** 5
- **Professional:** unl.
- **Adoption:** 20 from sick lv.
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### Cafeteria Plan
- **Individ.**
- **Depend.**

### Cafeteria Plan Options
- **Options:** H/A, Dent, Life, LTD, Vis, Cash
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### Deductible Reimbursement
- Minimum FTE: 0.4
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### Contract Days
- **191**

### Enrollment
- **35901**

### FTE Teachers
- **2985**

### Length of Teacher Day
- **7.5**

### Class Periods/Day
- **7**

### Planning Time
- **100**

### Normal Teaching Load
- **5**

### Leaves
- **Sick:** 11
- **Personal:** see sick lv.
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- **Adoption:** 20 from sick lv.
- **Association:** 60, Pres/FT

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

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

### Deductible Reimbursement
- Minimum FTE: 0.4
- Contribution: fte*
### Working Conditions
- **Contract Days:** 185
- **Enrollment:** 144
- **H-S:** 8
- **J-H/M-S:** 8
- **E-L-M:** 8
- **Length of Teacher Day:** 7.5
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 28,650
- **Index:** 4 x 5
- **Entry Level Step:** 1(D)
- **Career Increments:** N
- **Experience Allowed:** 4
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Insuranc
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### Cafeteria Plan
- **Options:**
- **Part-Time Benefits**
- **Min FTE:** 0.5

### Leaves
- **Sick**: 10, 35, yes
- **Other Info:** 1 unused=sick day next yr
- **Insurance:**
  - **Life:** Guardian 3.45
  - **LTD:** Madison Nat'l .0019
  - **Non-Participant**: $492.70 Cash

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

### Litchfield

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 526
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 9 hours
- **Length of Student Day:** 22.25 hours
- **Class Periods/Day:** 9
- **Normal Teaching Load:** 8
- **Multi-year Contract:**
  - Vertical Freeze:
  - Rollback:

### Salary Schedule
- **Base:** 29,550
- **Starting Salary:** 29,550
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 5 x 4

### Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District:
    - EE/Child: 446.93
    - EE/Spouse: 826.84
    - EE/Sp/Child: 938.56
    - Sp or Dep Dental: 1260.25
  - Flexible Reimbursement: IRS 125:
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District:
    - Individ.: 22.25
    - EE/Sp: 22.25
    - EE/Sp/Child: 22.25
    - Sp or Dep Dental: 22.25

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

### Leaves
- **SICK:**
  - Days/Year: 12
  - Accum.: 40
  - Depend. use: 2
  - Approval Needed: 0

- **PERSONAL:** PTO
- **BEREAVEMENT:** PTO
- **PROFESSIONAL:**
- **ADOPTION:**
- **ASSOCIATION:**
- **SABBATICAL:** No

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

### Other Leaves

### Logans View Salary Schedule

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### WORKING CONDITIONS

- **Contract Days:** 183
- **Enrollment:** 206
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 50
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE

- **Base:** 28,900
- **Starting Salary:** 28,900
- **Career Increments:** N
- **Experience Allowed:** all 05-07 5 yrs exp; 07-08 and forward all exp

### INSURANCE

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### Cafeteria Plan

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

### LEAVES

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### OTHER DISTRICT POLICIES

- **Negotiated/Policy:**
  - **Exists:**
    - **Sick Bank:** N

### COMMENTS:

- **Part-Time Benefits:** Minimum FTE: 0.5
- **Participation:** fte

### OTHER DISTRICT POLICIES

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## Working Conditions
- **Contract Days:** 185
- **Enrollment:** 533
- **Length of Teacher Day:** 8:00 - 5:00
- **Planning Time:** 75
- **Class Periods/Day:** 10
- **Normal Teaching Load:** 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

## Insurce

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## Cafeteria Plan
- **Type:** Cash
- **Carrier:** BC/BS
- **Option:** Individ.
- **Amount:** 481.57

## Leaves

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## Other District Policies
- **Negotiated/Policy:** Exists
- **Sick Bank:** N
- **Voluntary Separation:** Y P
- **Grievance:** Y N
- **Professional Growth:** Y P
- **Reduction in Force:** Y P
- **Minimum FTE:** 0.5

## Severance Pay
- **Other Leaves:**

## Louisville Salary Schedule

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## Louisville Teachers' Day
- **Length of Teacher Day:** 8:00 - 5:00
- **Planning Time:** 75
- **Class Periods/Day:** 10
- **Normal Teaching Load:** 6

## Louisville FTE Teachers
- **Starting Salary:**
  - **Entry Level Step:** 1
  - **Career Increments:** N
  - **Experience Allowed:** 12(D)
- **Multi-year Contract:** 10-11, 11-12

## Cafeteria Plan
- **Type:** Cash
- **Carrier:** BC/BS
- **Option:** Individ.
- **Amount:** 481.57

## Deductible Reimbursement
- **Part-Time Benefits:**
  - **Minimum FTE:** 0.5

## grease
- **Approval Needed:** yes
Loup City

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

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

**INSURANCE**
- HEALTH
  - Type: BC/BS
  - Carrier: 600D
  - Option: Individ. EE/Child
  - Amount Paid by District: 423.41
  - Couple - Benefits: 783.32
- DENTAL
  - Type: BC/BS
  - Carrier: 3
  - Option: Individ. EE/Spouse EE/Sp/Child
  - Amount Paid by District: 41.41
  - Couple - Benefits: 41.41
- LIFE
- LTD
- NON-PARTICIPANT

**CAFETERIA PLAN**
- Cafeteria Plan:
  - Individ.
  - Depend.

**INSURANCE**
- HEALTH
  - Type: BC/BS
  - Carrier: 600D
  - Option: Individ. EE/Child
  - Amount Paid by District: 423.41
  - Couple - Benefits: 783.32
- DENTAL
  - Type: BC/BS
  - Carrier: 3
  - Option: Individ. EE/Spouse EE/Sp/Child
  - Amount Paid by District: 41.41
  - Couple - Benefits: 41.41
- LIFE
- LTD
- NON-PARTICIPANT

**LEAVES**
- SICK: 60 days
- Other Info: with approval; 8 days for family
- PERSONAL: 2 days
- BEREAVEMENT: from sick lv
- PROFESSIONAL: 1 day
- ADOPTION
- ASSOCIATION
- SABBATICAL: No

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

**STEPS: 23,525 through 38,087**

**SEVERANCE PAY:**

**OTHER LEAVES:**

---

**L O U P C I T Y**

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**Longevity 4% ea. 4 yrs. to 26**
### Working Conditions
- Contract Days: 185
- FTE Teachers: 89
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 8
- Length of Teacher Day: 88
- Length of Student Day: 77
- Normal Teaching Load: 88

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

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### Cafeteria Plan
- Individ.
- Depend.
- Options:
- IRS 125:
- Flex Accounts:
- Deductible Reimbursement
- PART-TIME BENEFITS
  - Minimum FTE: 0.28
  - Contribution: fte

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</table>

### Sabbatical
- No

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

---

**NEED SALARY SCHEDULE**
## Working Conditions
- **Contract Days:** 180
- **FTE Teachers:** 13
- **Enrollment:** 100
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.1
- **Planning Time:** 53
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Contract Days:** 180
- **FTE Teachers:** 13
- **Enrollment:** 100
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.1
- **Planning Time:** 53
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule Details
- **Base:** 26,825
- **Index:** 4 x 4
- **Entering Salary:** 26,825
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

## Insurantce
- **Type Carrier:**
  - **Health:** BC/BS 600D
  - **Dental:** BC/BS
  - **LTD:** Madison Nat'l
  - **LIFE:**
  - **Cafeteria Plan:**
    - **Type Carrier:**
      - **Option:**
        - **Amount Paid by District:**
          - **H/A-Dent:**
            - **Individ.:**
              - **EE/Child:**
                - **EE/Spouse:**
                  - **EE/Sp/Child:**
                    - **Sp or Dep Dental:**
                      - **Part-Year Benefits:**
                        - **Minimum FTE:** 0.5

## Leaves
- **Type:**
- **Days/Year:**
- **Accum.:**
- **Depend. Approval Needed:**
- **Other:**
  - **Sick:** 12
  - **Personal:**
  - **Bereavement:** 5
  - **Professional:** 2
  - **Adoption:**
  - **Association:**
  - **Sabbatical:**

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

## Severance Pay
- **Lynch:**
  - **Step:**
  - **BA BA+9 BA+18 BA+27 BA+36 MA MA+9**
  - **1:**
    - **26,825 27,898 28,971 30,044 30,581 31,117 32,190**
    - **1.00 1.04 1.08 1.12 1.14 1.16 1.20**
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      - **1.50 1.52 1.56 1.60**
  - **11:**
    - **42,920**
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 260
- **Length of Teacher Day:** 8
- **Student Day:** 7.5
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 77
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Normal Teaching Load:** 7

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

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- **Option:** Amount Paid by District
- **Couple - Benefits:**

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

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

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### Other District Policies
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### Sabbatical
- **No**
- **SEVERANCE PAY:** Y

### Other Leaves
- **Lyons-Decatur**
## Working Conditions
- Contract Days: 185
- FTE Teachers: 51
- Enrollment: 488
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Vertical Freeze: 86-87, 87-88
- Grandfathered steps 94-95
- Rollback: 
- Multi-year Contract: 

## Salary Schedule
- Base: 29,645
- Index: 4 x 5
- Starting Salary: 32,017
- Entry Level Step: 3
- Grandfathered steps 94-95

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

### Deductible Reimbursement

## Leaves
- Type: SICK
- Days/Year: 10
- Accum. Use: 45
- Approval: yes
- Other Info: +1(w/sub pay) if sick lv @ max

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

## Madison

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*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: 484
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 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

## Insurance

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## Leaves

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## Sabbatical
- No

### Severance Pay

### Other Leaves

## Other District Policies

### Part-Time Benefits
- Minimum FTE: 0
- Contribution: fee

## Cafeteria Plan
- Cafeteria
- Options: H/A/LTD,TSA, Life,Cash,Canc
- IRS 125: Y
- Flex Accounts: Y

## Salary Schedule

### Class Periods/Day: 8
- Contract Days: 185
- Enrollment: 484
- 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

### Salary Schedule

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**WORKING CONDITIONS**

- Contract Days: 184
- FTE Teachers: 275
- Enrollment: HS JH/MS ELEM
- Length of Teacher Day: 7.75 7.75 7.75
- Length of Student Day: 7.33 7.33 7.25
- Planning Time: 52 52 45
- Class Periods/Day: 8 8 8
- Normal Teaching Load: 6 6 6

**SALARY SCHEDULE**

- Base: 28,072
- Index: 4 x 4
- Starting Salary: 28,072
- Career Increments: N
- Experience Allowed: 5

**ININSURANCE**

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**LEAVES**

- SICK: 10 40 yes
- PERSONAL: 3 yes sub pay/day @ eoy Voluntary Separation: N
- BEREAVEMENT: 5 plus 1 day travel Grievance: Y N
- PROFESSIONAL: 2 yes bank to 3 Professional Growth: Y N
- ADOPTION: |
- ASSOCIATION: |

**OTHER DISTRICT POLICIES**

- SEVERANCE PAY:
- OTHER LEAVES:

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10/26/2011
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 19.21
- **Enrollment:** 175
- **Length of Teacher Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Student Day:**
  - Planning Time: 59
  - 7
  - 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

#### Multi-year Contract:
- **Length of Teacher Day:** 7.5
  - 7.5
  - 7.5
- **Length of Student Day:**
  - Planning Time: 59
  - 59
  - 75
- **Normal Teaching Load:**
  - 6
  - 6

### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - BC/BS
  - Madison Nat'l
  - Madison Nat'l
- **Option**
  - 600D
  - 2
- **Amount Paid by District**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 446.93
  - 826.84
  - 938.56
  - 1260.25
- **Couple - Benefits**
  - 24.46 or
  - 40.50
  - Sp or Dep Dental
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y
- **Deductible Reimbursement**
  - Individ. Depend.
  - 600D
- **Part-Time Benefits**
  - Cafeteria Plan
  - IRC 125:
  - Y
  - Flex Accounts:
  - Y

### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 10
  - 2
  - 3
  - 2
  - 2
- **Accum.**
  - 60
- **Depend. use**
  - no
- **Approval Needed**
  - yes
- **Other**
  - Yes

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - Exists
  - Exits
  - Negotiated/Policy
- **SABBATICAL:**
  - No

### OTHER LEAVES:

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- **Starting Salary:** 28,400
- **Normal Teaching Load:**
  - 6
  - 6
- **Plan:**
  - Vertical Freeze:
  - Rollback:
- **Length of Student Day:**
  - Planning Time: 59
  - 75

### COMMENTS:
- **Cafeteria Plan**
  - Individ.
  - Depend.
- **Deductible Reimbursement**
  - Individ.
  - Depend.
- **Type Carrier**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 446.93
  - 826.84
  - 938.56
  - 1260.25
- **Part-Time Benefits**
  - Cafeteria Plan
  - IRC 125:
  - Y
  - Flex Accounts:
  - Y
- **LEAVES**
  - **Type**
    - SICK
    - PERSONAL
    - BEREAVEMENT
    - PROFESSIONAL
    - ADOPTION
    - ASSOCIATION
  - **Days/Year**
    - 10
    - 2
    - 3
    - 2
    - 2
- **Accum.**
  - 60
- **Depend. use**
  - no
- **Approval Needed**
  - yes
- **Other**
  - Yes

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - Exists
  - Exits
  - Negotiated/Policy
- **SABBATICAL:**
  - No

### SEVERANCE PAY:
- **Negotiated/Policy**
  - Exists
  - Exits
  - Negotiated/Policy
- **SABBATICAL:**
  - No
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 112.12
- **Enrollment:** 1441
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 56
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Index:** 4.5 x 4.5
- **Starting Salary:** $30,570
- **Career Increments:** N
- **Experience Allowed:** 8
- **Rollback:**
- **Vertical Freeze:**
- **Vertical Stps:** 1-8 = $4.5/stps 9-15 = $4.9

### Salary Schedule

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### Other District Policies
- **Negotiated/Policy:** Exists
- **Salary Schedule:**

### Cafeteria Plan
- **Individ:**
  - 24.46 or
  - 40.50
- **Depend:**
  - IRS 125: Y
  - Flex Accounts: Y

### Leaves
- **Sick:**
  - Days/Year: 10
  - Accum: 90
  - Approval: yes

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

### Severance Pay
- **Y**

### Other Leaves:
- **SEVERANCE PAY:** Y
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 215
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**PAYROLL**

- Index: 4 x 4
- Base: 27,950
- Starting Salary: 27,950
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5
- Increment Type: 4 x 4

**INSURANCE**

- Type Carrier
  - HEALTH BC/BS 600D
  - DENTAL BC/BS 2
  - LIFE Principal 3.50
  - LTD Principal .0036 (+B)

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

- Deductible Reimbursement

**INSURANCE**

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**SCHOOL YEAR: 2010-2011**

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**OTHER DISTRICT POLICIES**

- EXISTING
- NEGOTIATED/ POLICY

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</table>
## Working Conditions
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 214
  - JH/MS: 214
  - ELEM: 214
- **Enrollment:**
  - HS: 7.1
  - JH/MS: 7.1
  - ELEM: 7.1
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 888
- **Length of Student Day:** 7.5
- **Normal Teaching Load:** 7
- **Planning Time:** 50

## Salary Schedule
- **Base:** 28,100
- **Starting Salary:** 28,100
- **Entry Level Step:** 1
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** 10
- **Vertical Freeze:** 97-98
- **Rollback:**
- **Multi-year Contract:**

## Insuranc
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## Leaves
- **Sick:** 10
- **Personal:** 3+1
- **Pro Bono:** 10
- **Severance Pay:** Y

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

## Part-Time Benefits
- **Minimum FTE:** 0.5
- **Contribution:** $10

## Other District Policies
- **Negotiated/Policy:**
  - **Exists:** Always
  - **Sev. upon term:** Y
  - **5 sick for 1 pers., accum. to 4:** Y
  - **Voluntary Separation:** Y
  - **Grievance:** Y
  - **Professional Growth:** Y
  - **Reduction in Force:** N
  - **Sick Bank:** Y

## Other Leaves

### Enrollment

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WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 21.1
- HS: 67.67
- JH/MS: 67.67
- ELEM: 6.4
- Length of Teacher Day: 7.17
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

INSCRIPTION

- Option 4
- Amount Paid by District: 24.46
- Couple - Benefits: 40.50

LEAVES

- SICK: 10 days, 50 credits
- PERSONAL: 2+2 days, yes and submit deduct
- BEREAVEMENT: 6 days
- PROFESSIONAL: 3 days, admin discretion
- ADOPTION: see sick lv.
- ASSOCIATION: see prof lv.

SABBATICAL: Yes

OTHER LEAVES:

- SEVERANCE PAY: N

OTHER DISTRICT POLICIES

- Negligible Policy: Exists
- Severeance Pay: N

SALARIES SCHEDULE

- Base: 29,550
- Index: 4 x 4
- Starting Salary: 29,550
- Experience Allowed: All
- Career Increments: N
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

- Length of Student Day: 7.17
- Entry Level Step: 1

INSURANCE

- HEALTH
  - BC/BS: 600D
  - H/A-Dent: 446.93
  - Individ. EE/Child: 22.25
  - Individ. EE/Spouse: 22.25
  - Individ. EE/Sp/Child: 22.25
  - Sp. or Dep. Dental: 938.56
- DENTAL
  - BC/BS: 2
  - Individ. EE/Child: 446.93
  - Individ. EE/Spouse: 22.25
  - Individ. EE/Sp/Child: 22.25

CAFETERIA PLAN

- Deductible Reimbursement

PART-TIME BENEFITS

- Minimum FTE: 0.6
- Contribution: FTE

SALARY SHEET

- Step 1: 1, 1.00, 1.04, 1.08, 1.12, 1.16, 1.20, 1.24
- Step 2: 2, 31, 914, 34, 278, 35, 460, 36, 442
- Step 3: 3, 31, 914, 34, 278, 35, 460, 36, 442
- Step 4: 4, 33, 096, 35, 460, 36, 442, 37, 824
- Step 5: 5, 34, 278, 36, 442, 37, 824, 39, 006
- Step 6: 6, 35, 460, 37, 824, 39, 006, 40, 188
- Step 7: 7, 36, 642, 38, 006, 40, 188, 41, 370
- Step 8: 8, 37, 824, 39, 006, 40, 188, 41, 370
- Step 9: 9, 38, 006, 40, 188, 41, 370, 42, 552
- Step 10: 10, 39, 006, 40, 188, 41, 370, 42, 552
- Step 11: 11, 40, 188, 41, 370, 42, 552, 43, 734
- Step 12: 12, 41, 370, 42, 552, 43, 734, 45, 036

OTHER DISTRICT POLICIES

- Leaves:
  - SICK: 10 days, 50 credits
  - PERSONAL: 2+2 days
  - BEREAVEMENT: 6 days
  - PROFESSIONAL: 3 days
  - ADOPTION: see sick lv.
  - ASSOCIATION: see prof lv.

- Sabbatical: Yes

- Severance Pay: N

- Other Leaves:
  - Other Info: At sep $35/day up to 40

- Cafeteria Plan:
  - Deductible Reimbursement

- Insurance:
  - HEALTH
    - BC/BS: 600D
    - Individ. EE/Child: 22.25
    - Individ. EE/Spouse: 22.25
    - Individ. EE/Sp/Child: 22.25
  - DENTAL
    - BC/BS: 2
    - Individ. EE/Child: 446.93
    - Individ. EE/Spouse: 22.25
    - Individ. EE/Sp/Child: 22.25

- Cafeteria Plan:
  - Deductible Reimbursement

- Part-Time Benefits:
  - Minimum FTE: 0.6
  - Contribution: FTE

- Salaries Schedule:
  - Base: 29,550
  - Index: 4 x 4
  - Starting Salary: 29,550
  - Experience Allowed: All
  - Career Increments: N
  - Vertical Freeze: 
  - Rollback: 
  - Multi-year Contract: 

- Length of Student Day: 7.17
- Entry Level Step: 1

- INSCRIPTION:
  - Option 4
  - Amount Paid by District: 24.46
  - Couple - Benefits: 40.50

- Leaves:
  - SICK: 10 days, 50 credits
  - PERSONAL: 2+2 days
  - BEREAVEMENT: 6 days
  - PROFESSIONAL: 3 days
  - ADOPTION: see sick lv.
  - ASSOCIATION: see prof lv.

- Sabbatical: Yes

- Severance Pay: N

- Other Leaves:
  - Other Info: At sep $35/day up to 40

- Cafeteria Plan:
  - Deductible Reimbursement

- Insurance:
  - HEALTH
    - BC/BS: 600D
    - Individ. EE/Child: 22.25
    - Individ. EE/Spouse: 22.25
    - Individ. EE/Sp/Child: 22.25
  - DENTAL
    - BC/BS: 2
    - Individ. EE/Child: 446.93
    - Individ. EE/Spouse: 22.25
    - Individ. EE/Sp/Child: 22.25

- Cafeteria Plan:
  - Deductible Reimbursement

- Part-Time Benefits:
  - Minimum FTE: 0.6
  - Contribution: FTE

- Salaries Schedule:
  - Base: 29,550
  - Index: 4 x 4
  - Starting Salary: 29,550
  - Experience Allowed: All
  - Career Increments: N
  - Vertical Freeze: 
  - Rollback: 
  - Multi-year Contract: 

- Length of Student Day: 7.17
- Entry Level Step: 1

- INSCRIPTION:
  - Option 4
  - Amount Paid by District: 24.46
  - Couple - Benefits: 40.50

- Leaves:
  - SICK: 10 days, 50 credits
  - PERSONAL: 2+2 days
  - BEREAVEMENT: 6 days
  - PROFESSIONAL: 3 days
  - ADOPTION: see sick lv.
  - ASSOCIATION: see prof lv.

- Sabbatical: Yes

- Severance Pay: N

- Other Leaves:
  - Other Info: At sep $35/day up to 40
### WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 56.92
- Enrollment: 721
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Planning Time: 96
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 31,075
- Starting Salary: 31,075
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### INSURANCE
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Option**
  - BC/BS: 600D, 2
- **Amount Paid by District**
  - HEALTH: 470.45, 22.25
  - DENTAL: 696.29, 22.25
- **Couple - Benefits**
  - HEALTH: 1061.26, 22.25
  - DENTAL: 790.37, 22.25

### INSURANCE - Cafeteria Plan
- **Type**
  - Individ.
  - Depend.
- **Carrier**
  - BC/BS
- **Option**
  - IRS 125: Y
- **Amount Paid by District**
  - Individ.: 600D, 222.05 or 305.82
  - Depend.: 600D, 790.37 or 1061.26

### LEAVES
- **Type**
  - SICK, PERSONAL, PROFESSIONAL, ADOPTION, ASSOCIATION
- **Days/Year**
  - SICK: 11
  - PERSONAL: 2, 3
  - PROFESSIONAL: 3
  - ADOPTION: 10
  - ASSOCIATION: No
- **Accum. Use**
  - SICK: 50
  - PERSONAL: yes
  - PROFESSIONAL: yes
- **Approval Needed**
  - SICK: yes from sick lv
  - PERSONAL: 3 add'l for immed fam
  - PROFESSIONAL: Grievance: Y
  - ADOPTION: from sick lv, add'l 5 emer

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - **Exists**
  - **SEVERANCE PAY**
  - **OTHER LEAVES**

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**Notes:**
- 03-04 BA+36 column only open to those on BA+18, BA+27 & BA+36 in 02-03
### Working Conditions
- **Contract Days:** 194
- **Enrollment:** 22789
- **Length of Teacher Day:** 8.25 8.25 8.25
- **Planning Time:** 50 45 30
- **Class Periods/Day:** 4 8
- **Normal Teaching Load:** 3.5 6
- **Length of Student Day:** 7.25 7 6.75
- **FTE Teachers:**
  - HS: 36,032
  - JH/MS: 38,288
  - ELEM: 44,428
- **Starting Salary:** 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

### Salary Schedule
- **Base:** 36,032
- **Index:** x
- **Experience Allowed:** 13
- **Career Increments:** Y
- **Entry Level Step:** 1

### Insurance
- **Type:**
  - Health: Self funded
  - Dental: United Con
  - Life: Madison Nat'l
  - LTD: NON-PARTICIPANT
- **Option:**
  - H/A-Dent: 350D
  - Individ. EE/Child: Dep. Dental
- **Amount Paid by District:**
  - Individ. EE/Spouse: Options:
  - EE/Sp/Child: Flexible Accounts: Y
- **Cafeteria Plan:**
  - Individ. Depend.
  - Options:
  - IRS 125: Y

### Leaves
- **Type:**
  - Sick: 12
  - Personal: 1
  - Bereavement: 4
  - Professional: from sick lv/occurrence
  - Adoption: FMLA
  - Association: 18 for district
  - Sabbatical: Yes
- **Approval Needed:**
  - Voluntary Separation: Y
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N

### Other District Policies
- **Negotiated/Policy:**
  - Exists:
  - Severance Pay:
  - Other Leaves: Bus/Emerg Lv-2 from sick lv

### Millard

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**Minatare**

**WORKING CONDITIONS**
- Contract Days: 183
- Enrollment: 237
- HS: 7.3
- JH/MS: 7.3
- ELEM: 8
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.3 7.3 6
- Planning Time: 110 110
- Class Periods/Day: 8 8
- Normal Teaching Load: 6 6

**SALARY SCHEDULE**
- FTE Teachers: 237
- Base: 28,900
- Experience Allowed: 4
- Career Increments: Y
- Entry Level Step: 1
- Vertical Freeze: Rollback: Multi-year Contract:

**INSURANCE**

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

**CAFEteria Plan**
- Individ. Depend.

**LEAVES**

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**SEVERANCE PAY:** Y

**OTHER DISTRICT POLICIES**

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**SEVERANCE PAY:** Y

**OTHER LEAVES:**
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 795
- HS: 7
- JH/MS: 7
- ELEM: 7
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

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

## INSURANCE
### Type
- HEALTH
- DENTAL
- PPO:
- LIFE
- LTD

### Carrier
- BC/BS
- BC/BS

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

### Amount Paid by District
- 600D
- 446.93
- 826.84
- 938.56
- 1260.25
- 22.25
- 22.25
- 22.25

### Couple - Benefits
- 24.46 or 40.50

### Cafeteria Plan
- Individ.
- Depend.

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

### Deductible Reimbursement
- Minimum FTE: 0.4

### COMMENTS:

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

### Days/Year
- 10
- 2+2

### Accum.
- 60

### Approvals Needed
- yes

### Approval
- yes

### Other
- may donate 1 to sick leave bank
- 1 sub deduct, 1 full sal deduct

### SEVERANCE PAY:

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

### OTHER LEAVES:

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79-80 teachers must have MA to qualify for MA/BA+36 column
WORKING CONDITIONS
Contract Days: 184  FTE Teachers: MITCHELL
Enrollment: 695
Length of Teacher Day: 8 8 8
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: 30,000  Entry Level Step: 1
Career Increments: N  Experience Allowed: all

INDEX: 4.5 x 4.5
Experience Allowed: all
Career Increments: N
Vertical Freeze: 
Rollback: 
Multi-year Contract: 

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
Health BC/BS 350D 248.08 248.08 Cafeteria
Dental BC/BS 2 11.13 11.13
PPO: COMMENTS: 
Life Guardian 5.50 Deductible Reimbursement
LTD Omaha Life 2.00

LEAVES
Type Days/Year Accum. Depend. Approval Other
Sick 10 66 yes

OTHER DISTRICT POLICIES
Negotiated/Policy
Sabbatical: No

OTHER LEAVES:

MITCHELL

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|      | 1.495 | 1.54  | 1.585 | 1.63  | 1.675 |
| 6    | 38,100 | 39,450 | 40,800 | 42,150 | 43,500 |
|      | 1.45  | 1.495 | 1.54  | 1.585 | 1.63  |
| 7    | 40,800 | 42,150 | 43,500 | 44,900 | 46,200 |
|      | 1.63  | 1.675 | 1.725 | 1.785 | 1.855 |
| 8    | 42,150 | 43,500 | 44,900 | 46,200 | 47,550 |
|      | 1.675 | 1.725 | 1.785 | 1.855 | 1.935 |
| 9    | 44,900 | 46,200 | 47,550 | 48,900 | 50,250 |
|      | 1.855 | 1.935 | 2.035 | 2.135 | 2.235 |

FTE Teachers:
Starting Salary:
Contract Days:
Enrollment:
Length of Teacher Day:
Length of Student Day:
Planning Time:
Class Periods/Day:
Normal Teaching Load:

2010-2011 3.1
### Working Conditions
- Contract Days: 185
- FTE Teachers: 426
- Enrollment: HS JH/MS ELEM
- 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
- Multi-year Contract:

### Salary Schedule
- Base: $29,900
- Index: 4.25 x 4.5
- Starting Salary: Career Increments: N
- Experience Allowed: 15
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Leaves
- **Sick**: 60 days
- Other Info: incl. funeral lv.; family-3 days
- **Personal**: 1+1
- **Vacation**: 1-Y, 1-N @ term buy back unused @ 80
- **Mandatory**: see sick lv.
- **Professional**: unln. w/appr.
- **Other**: see sick lv.
- **Sabbatical**: No

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

### Cafeteria Plan
- **Type**: Individ. Depend.
- **Carrier**: H/A, TSA, Cash
- **Options**: IRS 125: Y
- **Flex Accounts**: Y
- **Minimum FTE**: 0.5

### Insurance
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Deductible Reimbursement
- **Health**: BC/BS 350D 248.08 248.08 248.08 248.08
- **Dental**: BC/BS 2 11.13 11.13 11.13 11.13
- **Life**:
- **LTD**: NON-PARTICIPANT

### Other Leaves:

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### Enrollment
- 426
- HS JH/MS ELEM

### Contract Days
- 185

### Enrollment
- 426
- HS JH/MS ELEM

### Class Periods/Day
- 4 4

### Normal Teaching Load
- 6 6

### Multi-year Contract
- Yes

### Length of Teacher Day
- 8 8 8

### Length of Student Day
- 7 7 7

### Vertical Freeze
- Yes

### Rollback
- Yes

### Multi-year Contract
- Yes

### Working Conditions Table

### Leaves Table

### Cafeteria Plan Table

### Insurance Table

### Other Leaves Table
Mullen
2010-2011

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

SAALARY SCHEDULE
Base: 27,800
Starting Salary: 27,800
Career Increments: N
Entry Level Step: 1(D)
Experience Allowed: 3(D)
Index: 4 x 5

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 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
PPO: COMMENTS:
LIFE
LTD National Ins
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 30 yes
PERSONAL 2 yes
BEREAVEMENT 4
PROFESSIONAL admin. disc. yes
ADOPTION
ASSOCIATION
SABBATICAL: No
OTHER LEAVES: Emergency

NEED SALARY SCHEDULE
## WORKING CONDITIONS
- Contract Days: 186.5
- FTE Teachers: 1399
- Enrollment: 1399
- Length of Teacher Day: 8
- JJHMS: 7.5
- ELEM: 7.67
- Length of Student Day: 6.9
- 6.54: 6.4
- Planning Time: 47
- 45: 40
- Class Periods/Days: 8
- 8
- Normal Teaching Load: 7
- 7
- Multi-year Contract:  

## SALARY SCHEDULE
- Base: 31,325
- Index: 4 x 5
- Starting Salary: 31,325
- Career Increments: N
- Vertical Freeze:  
- Rollback:  
- Experience Allowed: 10
- Entry Level Step: 1

## ININSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
  - NON-PARTICIPANT
- **Carrier**
  - BC/BS
  - BC/BS
  - National
  - National
- **Option**
  - Deductible Reimbursement
- **Amount Paid by District**
  - 40.50
- **Cafeteria Plan**
  - Individ. Depend.
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y

## LEAVES
- **Type**
  - SICK
  - PERSONAL
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - SEVERANCE PAY
- **Days/Year**
  - 10
  - 3
  - 2
  - 10
  - unl.
- **Accum.**
  - 50
- **Depend. use**
  - yes
  - yes
  - yes
  - from sick lv.
- **Approval Needed**
  - yes
  - add’l from sick lv.
  - yes
  - yes
- **Other**
  - $50/day (2 days) EOY; accum
  - Voluntary Separation: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: Y

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

## SABBATICAL
- Yes

## WORKING CONDITIONS
- **NEBRASKA CITY**
- **Step**
  - 1
  - 2
  - 3
  - 4
  - 5
  - 6
  - 7
  - 8
  - 9
  - 10
  - 11
  - 12
  - 13
  - 14
  - 15
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  - 50,220
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  - 49,522
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  - 64,314
### Working Conditions
- Contract Days: 185
- FTE Teachers: 57.8
- Enrollment: 485
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Planning Time: 53
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: N
- Vertical Freeze:
- Rollback:
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 7

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

### Insuranc
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Deductible Reimbursement
- Life
- LTD
- Non-Participant

### Leaves
- Type: Days/Year
- Depend: Approve
- Other
- S.I.: 1/2 sub. pay for unused to 35 at termination
- Personal: 2
- Bereavement: 2
- Professional: 2
- Adoption: 2
- Association: 2
- Sabbatical: No
- Severance Pay: Y

### Other District Policies
- Other Info:
- Personal: 1/2 sub. pay for unused to 35 at termination
- Bereavement: Y
- Professional: 1/2 sub. pay for unused to 35 at termination
- Adoption: 1/2 sub. pay for unused to 35 at termination
- Association: 1/2 sub. pay for unused to 35 at termination
- Sabbatical: 1/2 sub. pay for unused to 35 at termination

### Other Leaves:
- NEBRASKA UNIFIED DISTRICT 1
- Negotiated/Policy
- Exits
- Exists
- Policy

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## Working Conditions
- Contract Days: 185
- FTE Teachers: 40.5
- Enrollment: 429
- Length of Teacher Day: 8
- Length of Student Day: 6.7
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 28,500
- Starting Salary: 28,500
- Career Increments: Y
- Vertical Freeze: 87-88
- Rollback: 86-87; 02-03

## Leases
- Type: SICK
- Days/Year: 9
- Accum.: 45
- Use: yes
- Approval: needed

## Other District Policies
- Negotiated/Policy: Exists
- Sabbatical: No
- SEVERANCE PAY:

---

### Index: 4 x 4

#### Cafeteria Plan
- Individual
- Depend.

#### Health
- Type: BC/BS
- Carrier: 600D
- Deductible Reimbursement

#### Dental
- Type: BC/BS
- Carrier: 2
- Deductible Reimbursement

#### Life
- Type: BC/BS
- Carrier: 1.55
- Deductible Reimbursement

#### LTD
- Type: BC/BS
- Carrier: 0.0035
- Deductible Reimbursement

#### Non-Participant
- Type: BC/BS
- Carrier: 1/2 ins prem TSA
- Deductible Reimbursement

---

### Part-Time Benefits

- Minimum FTE: Contribution: fte

---

### Table: Salary Schedule

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---

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

WORKING CONDITIONS

Contract Days: 185  FTE Teachers: 15.66
Enrollment: 146  HS  JH/MS  ELEM
Length of Teacher Day: 8  8  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

INSURANCE

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Cafeteria Plan

Individ.  Depend.

Part-Time Benefits

Minimum FTE: 0.5

LEAVES

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OTHER DISTRICT POLICIES

Negotiated/Policy

Exists

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

WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 218
Enrollment: 218  HS  JH/MS  ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 90 90 90
Class Periods/Day: 4 4
Normal Teaching Load: 3 3

SALARY SCHEDULE
Base: 28,650  Index: 4 x 4
Starting Salary: 28,650  Entry Level Step: 0(D)
Career Increments: N  Experience Allowed: 5(D)

Vertical Freeze: 86-87, 87-88
Rollback:

INDEX: 4 x 4

Experience Allowed: 5(D)
Career Increments: N
5% after 4 yrs. BA+9; Ind. neg. after MA+9(14); Incent. $2500

59 x 4

40.50 or

Options:

IRS 125: Y
Flex Accounts: Y

Deductible Reimbursement

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: FTE

LEAVES
Type          Days/Year  Accum.  Depend.  Approval  Needed  Other
SICK 10 30 yes
Other Info: at retirement $50/day up to $1,500

PERSONAL 2 no

BEREAVEMENT unl.

PROFESSIONAL unl. yes

ADOPTION see sick lv.

ASSOCIATION Adm. Disc.

SABBATICAL: No

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/Exists Policy

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## Niobrara

### Working Conditions
- **Contract Days:** 185
- **Enrollment:** 161
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 53
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

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

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### Cafeteria Plan
- **Individ:** N/A
- **Depend:** N/A

### Deductible Reimbursement
- **Options:**
- **IRS 125:**

### Leavess
- **SICK:**
  - Days/Year: 10
  - Accum.: 60
  - Depend. use: yes
  - Approval Needed: Y
  - Other: .5 sub rate reimbursed for days over 60

### Personal Leaves

### Sabbatical

### Severance Pay

### Other District Policies

### Negotiated Policy

### Seaberry pay

### Niobrara

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WORKING CONDITIONS
Contract Days: 186  FTE Teachers: 4017
Enrollment: 8 8 8
Length of Teacher Day: 8.25 7 7
Planning Time: 50 47 45
Class Periods: 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
HEALTH BC/BS 600D/1500D Individ. EE/Child EE/Spouse EE/Sp/Child
DENTAL BC/BS 2 Cafeteria

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 75 yes 1 no pay w/o app: reim $200 E
BEREAVEMENT 5 addl to 12 w/appr.
PROFESSIONAL 3 yes Professional Growth: Y P
ADOPTION see sick lv.
ASSOCIATION 7 yes Sick Bank: Y N

OTHER DISTRICT POLICIES
Negotiated/ Existed
Policy

NORFOLK
FTE Teachers: 4017
Starting Salary: 32,962

OTHER LEAVES:

NEDD RANCE PAY:

Staff frozen on 15 of MA45 shall be pd annually an amt of 1% of base salary beginning in the 1st yr, add1/1% added each year up to 15%. BA+45 dropped in 00-01. Teachers frozen in step 6 & lane.

New to district (w/exp) 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.

New to district (w/exp) 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.

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New to district (w/exp) 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.
2010-2011
5.1
Norris

WORKING CONDITIONS
Contract Days: 187
FTE Teachers: 133.55
Enrollment: 2055
HS JH/MS ELEM
Length of Teacher Day: 8 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
Starting Salary: 32,700
Career Increments: Y
Entry Level Step: 1
Experience Allowed: all

Index: 4 x 5
Index: 4 x 5

Experience Allowed: all

Career Increments: Y

Starting Salary: 32,700

Entry Level Step: 1

Normal Teaching Load: 7/8

Multi-year Contract:

INSURANCE
Type
Carrier
Option
Amount Paid by District
Couple - Benefits

HEALTH
BC/BS
600D
446.93 826.84 938.56 1260.25
Sp. or Dep. Dental

BC/BS
2
22.25 22.25 22.25 22.25

Deductible Reimbursement

Cafeteria Plan

Minimum FTE: 0.4

Cafeteria Plan

Contributed: fte

LTD
2.40

Non-PARTICIPANT

Flexible Reimbursement

LEAVES
Type
Days/Year
Accum. Use
Approval Needed

SICK
10 50 yes

BEREAVEMENT
2
1-yes,1-no

PROFESSIONAL
adm. disc.

ADOPTION
10

ASSOCIATION
as needed

SABBATIC
Yes

OTHER DISTRICT POLICIES
Negotiated/P
Policy

Exists

N

Y

P

SICK: after 5 yrs; reimbursed $40/day at termination

PERSONAL
2

BEREAVEMENT
2
add'l. from sick lv.

PROFESSIONAL
adm. disc.

ADDITION
as needed

SABBATIC: Yes

SEVERANCE PAY

OTHER LEAVES:

R2
1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00 1.00

FTE Teachers: 133.55

Starting Salary: 32,700

Entry Level Step: 1

Normal Teaching Load: 7/8

Multi-year Contract:

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 40,060 40,875 41,690 42,510 43,325 44,145

2 34,008 35,643 37,278 38,913 39,731 40,548 41,365 42,183 42,999 43,816 44,633 45,450

3 35,316 36,951 38,586 40,221 41,039 41,856 42,673 43,491 44,307 45,124 45,941 46,758

4 36,624 38,259 39,894 41,529 42,347 43,164 43,980 44,796 45,612 46,429 47,246 48,063

5 37,932 39,567 41,202 42,837 43,654 44,470 45,286 46,102 46,918 47,734 48,551 49,368

6 40,875 42,510 44,145 45,863 46,580 47,306 48,022 48,738 49,454 50,170 50,887 51,604

7 43,818 45,453 47,088 48,723 50,358 51,993 53,628 55,263 56,908

8 45,126 46,761 48,396 49,021 50,646 52,281 53,916 55,551 57,186

9 46,434 48,069 49,704 50,339 51,974 53,609 55,244 56,879

10 48,742 50,378 52,013 53,648 55,283 56,918 58,553

11 50,050 51,685 53,320 54,955 56,590 58,225 59,860

12 52,358 54,993 56,628 58,263 59,908 61,543

13 54,666 57,301 58,936 60,571

14 56,974 59,610 61,245

L1 63,111 64,746

L2 65,337

L3 66,932

L4 68,528

L1 63,111 64,746

L2 65,337

L3 66,932

L4 68,528

L1 63,111 64,746

L2 65,337

L3 66,932

L4 68,528

Removed first two steps (01-02); BA+36 closed to anyone new after Sept. 1, 2000; 02-03 add 1 step to MA36; 05-06 add 3 longevity increments to MA36 (1%).
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 43.63
- Enrollment: 494
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.3
- Length of Student Day: 7.3
- Planning Time: 52
- Class Periods/Day: 7
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: 29,650
- Starting Salary: 32,022
- Career Increments: N
- Experience Allowed: all
- No vert. movement 1st 3 yrs
- Vertical Freeze:
- Rollback:

ININSURANCE
- Type: Carrier
- Option
- Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- Cash
- IRS 125: Y
- Deductible Reimbursement
- Part-Time Benefits
- Options:
- Flex Accounts:
- Minimum FTE: 0.5
- Contribution: fj

LEAVES
- Type
- Days/Year
- Accum.
- Depend.
- Approval
- Other
- SICK
- 10
- 50
- yes
- Other Info: sev: $25/day over 50 after 5 yrs.
- BEREAVEMENT
- from sick lv.
- PROFESSIONAL
- 2
- yes
- Professional Separation: Y
- Professional Growth: Y
- SABBATICAL
- No
- SEVERANCE PAY: Yes

OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists

OTHER LEAVES:

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## North Loup-Scotia

### Working Conditions
- **Contract Days:** 181
- **Enrollment:** 169
- **Length of Teacher Day:** 7.5, 7.5, 7
- **Length of Student Day:** 48, 48, 48
- **Planning Time:** 48
- **Class Periods/Day:** 8, 8
- **Normal Teaching Load:** 7, 7

### Salary Schedule
- **Base:** 28,600
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Vertical Freeze:** 87-88 Also Horiz.
- **Rollback:**
- **Multi-year Contract:**

### Insurance
- **Type:** Health, Dental, Life
- **Carrier Options:**
  - H/A-Dent: Individ.
  - EE/Child: EE/Spouse
  - EE/Sp/Child: Sp. or Dep. Dental
- **Amount Paid by District:**
  - HEALTH: 350D, 496.16, 917.92, 1041.96, 1399.08
  - DENTAL: 2, 22.25, 22.25, 22.25, 22.25

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

### Leaves
- **Sick:**
  - **Days/Year:** 15
  - **Accum.:** 40
  - **Approval Needed:**
  - **Other:**
    - $15/day unused over 40 to $150 max
  - **Approval Needed:**
  - **Other:**
    - New

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

### Need Salary Schedule
WORKING CONDITIONS
Contract Days: 185
Enrollment: 4206
Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 47
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 32,320
Starting Salary: 32,320
Career Increments: N
Experience Allowed: D
Index: 5 x 4

Insurances
- HEALTH: BC/BS
- DENTAL: BC/BS
- LIFE
- LTD
- NON-PARTICIPANT

LEAVES
- SICK: 10 days/year, 75 hours
- PERSONAL: 2+1 days
- BEREAVEMENT: 5 days
- PROFESSIONAL: unlimited
- ADOPTION: 10 days
- ASSOCIATION: 10 days

OTHER DISTRICT POLICIES
- PART-TIME BENEFITS

OTHER LEAVES
- SEVERANCE PAY

NORTH PLATTE
School Start Date: 10/26/2011
School Year: 2010-2011
Grade Levels: HS, JH/MS, ELEM

No staff were advanced to BA+45 after 98-99 school yr.
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 1357
Enrollment: 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
Starting Salary: 29,500
Index: 4 x 5
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:

INCENTIVES

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individual
EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 600D/1500D 470.45 870.36 987.96 1326.58
DENTAL BC/BS 2 22.25 41.15 46.71 62.75

PPO: single ins takers rec $104.17
COMMENTS: IRS 125: Y
Deductible Reimbursement

NON-PARTICIPANT
$250/mo TSA

Cafeteria Plan

LEAVES
Type Days/Year Accum. Depend. 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 unli. w/appr.
PROFESSIONAL unli. y Admin. discretion
ADOPTION from sick lv.
ASSOCIATION unli.

SABBATICAL: Yes SEVERANCE PAY:

OTHER DISTRICT POLICIES

OTHER LEAVES:

NORTHWEST (GRAND ISLAND)

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</table>
## Working Conditions
- Contract Days: 185
- FTE Teachers: 441
- Enrollment: 441
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 6
- Normal Teaching Load: 6

## Oakland-Craig

### Oakland-Craig

### Insurane
- **Type**: Carrier
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO:
  - LIFE:
  - LTD: Fortis

### Cafeteria Plan
- **Option**: Comments
- **Amount Paid by District**:
  - Individ.:
  - Depend.:

### Part-Time Benefits
- **Type**: Carrier
- **Option**:
- **Amount Paid by District**:

### Leaves
- **Type**: Days/Year
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: 2
  - ADOPTION: can use sick lv
  - ASSOCIATION: SABBATICAL:

### Other District Policies
- **Type**: Days/Year

### Other Leaves
- Family Sick: 5
- Emergency-with apprv.
### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 969
- **Enrollment:**
  - HS: 7.25
  - JH/MS: 7.2
  - ELEM: 7.15
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Planning Time:** 52
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### Salary Schedule

- **Base:** 30,000
- **Starting Salary:** 30,000
- **Career Increments:** Y
- **Index:** 5 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** all
- **Vertical Freeze:** 85-86 Also Horiz.
- **Rollback:** 87-88
- **Multi-year Contract:**
  - **Length of Teacher Day:** 8
  - **Length of Student Day:** 8
  - **Normal Teaching Load:** 6

### Working Conditions

- **Class Periods/Day:** 7
- **Contract Days:** 185
- **Enrollment:**
  - HS: 7.25
  - JH/MS: 7.2
  - ELEM: 7.15
- **Planning Time:** 52
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### Insurance

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### Cafeteria Plan

- **Sick**: 10
- **Personal**: 3
- **Please**: 08-09 change from dent opt 1 to 2

### Leaves

- **Sick**: 10
- **Personal**: 3
- **Professional**: 5
- **Leaves**: 30

### Severance Pay

- **Negotiated Policy**: Exists
- **Sabbatical**: Yes

### Ogallala

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### Other District Policies

- **Voluntary Separation**: N
- **Grievance**: Y
- **Professional Growth**: Y
- **Reduction in Force**: Y
- **Sick Bank**: N
**Working Conditions**
- Contract Days: 190
- FTE Teachers: 49461
- Enrollment: HS JH/MS ELEM
- Length of Teacher Day: 7.3 7.1 7.1
- 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

**Insurance**
- Health
  - BC/BS
  - 350D
  - 496.16
  - 550.75
  - 625.18
  - Deductible Reimbursement
- Dental
  - BC/BS
  - 2
  - 22.25
  - 22.25
  - 22.25
  - 22.25
- PPO
  - *Qualify for dep coverage after 3 yrs
- Life
  - United of Omaha
- LTD
  - United of Omaha
- Non-Participant
- Cafeteria Plan
  - IRS 125: Y
  - Flex Accounts: Y

**Leaves**
- Sick
  - Days/Year: 10
  - Depend. use: 90
  - Approval Needed: yes
  - Other Info: Sev-after 18 yrs. unused sick lv. at 1/2 daily rate
- Personal
  - Days/Year: 2
  - Depend. use: yes
  - Approval Needed: unused added to sick lv.
- Bereavement
  - Days/Year: 4+1
  - Approval Needed: over 200 miles=5 days
- Professional
  - Days/Year: unlim.
  - Approval Needed: yes
- Adoption
  - Days/Year: 30 (sick lv.)
  - Approval Needed: one parent
- Association
  - Days/Year: unlim. by practice

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

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

**Class Periods/Day**
- 8

**Contract Days**
- 190

**Enrollment**
- HS JH/MS ELEM

**Base Class Periods/Day**
- 8

**Base Contract Days**
- 190

**Base Enrollment**
- 49461
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 77.75
- Enrollment: 789
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 6.93
- Length of Student Day: 6.88
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 7.1

### SALARY SCHEDULE
- Base: 28,800
- Starting Salary: 28,800
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 93-94
- Rollback:
- Length of Teacher Day: 888
- Length of Student Day: 6.58

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

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

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

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

### O'Neill

### Salary Schedule

### Cafeteria Plan

### Deductible Reimbursement

### Part-Time Benefits

### Minimum FTE: 0.5

### Contributions:

### Salary Schedule

### Cafeteria Plan

### Deductible Reimbursement

### Part-Time Benefits

### Minimum FTE: 0.5

### Contributions:

### Salary Schedule

### Cafeteria Plan

### Deductible Reimbursement

### Part-Time Benefits

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### Cafeteria Plan

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### Deductible Reimbursement

### Part-Time Benefits

### Minimum FTE: 0.5

### Contributions:

### Salary Schedule

### Cafeteria Plan

### Deductible Reimbursement

### Part-Time Benefits

### Minimum FTE: 0.5

### Contributions:
WORKING CONDITIONS
Contract Days: 185
Enrollment: 513
HS JH/MS ELEM
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
Starting Salary: 29,650
Career Increments: N
Index: 5 x 4
Entry Level Step: 1
Experience Allowed: all

INDEX: 5 x 4

Experience Allowed: all
Career Increments: N

Vertical Freeze:
Rollback:
Multi-year Contract:

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

LIFE

LTD
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 60 yes
PERSONAL included in sick leave
BEREAVEMENT included in sick leave
PROFESSIONAL unli. yes
ADOPTION FMLA
ASSOCIATION

SABBATICAL: Yes SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exits

ORD
Step BA BA+9 BA+18 BA+27 BA+36 MA+9 MA+18 MA+27 MA+36 PHD
1 29,650 30,836 32,022 33,208 34,384 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 45,689 46,885 47,441 48,625 49,812 50,998 52,184
1.52 1.56 1.60 1.64 1.68 1.72 1.76
10 47,737 48,932 50,129 51,325 52,521 53,717 55,914
1.61 1.65 1.69 1.73 1.77 1.81
11 49,219 50,405 51,601 52,797 53,993 55,190 57,387
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

FTE Teachers: 53
Starting Salary: 29,650
Enrollment: 513
Contract Days: 185
### Working Conditions
- **Contract Days:** 185
- **Enrollment:** 280
- **Length of Teacher Day:** 8 8 8
- **Length of Student Day:** 7 7 7
- **Planning Time:** 49 49 40
- **Class Periods/Day:** 8 8
- **Normal Teaching Load:** 6 6

### Salary Schedule
- **Base:** 29,650
- **Starting Salary:**
- **Career Increments:** Y
- **Experience Allowed:** all (D)
- **Index:** 4 x 4.5

### Vertical Freeze

### Rollback

### Multi-year Contract

### Working Conditions Details
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 49
- **Enrollment:** 280
- **Normal Teaching Load:** 6

### Insurance

#### Type
- **Health:** BC/BS
- **Dental:** BC/BS
- **LTD:** Madison Nat'l
- **LIFE:**
- **Non-Participant:**

#### Carrier
- **Option:**
- **Amount Paid by District:**
- **Couple - Benefits:**

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

### Deductible Reimbursement

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

### Leaves

#### Type
- **Sick:**
- **Personal:**
- **Bereavement:** see sick lv.
- **Professional:**
- **Adoption:**
- **Association:**
- **Sabbatical:**

#### Days/Year
- **Sick:** 10
- **Personal:** 2
- **Bereavement:**
- **Professional:** 2
- **Adoption:**
- **Association:**
- **Sabbatical:**

#### Accum.
- **Sick:** 43
- **Personal:**
- **Bereavement:**
- **Professional:**
- **Adoption:**
- **Association:**
- **Sabbatical:**

#### Depend. use
- **Sick:**
- **Personal:** no
- **Bereavement:**
- **Professional:** 1
- **Adoption:**
- **Association:**
- **Sabbatical:**

#### Approval
- **Sick:**
- **Personal:**
- **Bereavement:**
- **Professional:**
- **Adoption:**
- **Association:**
- **Sabbatical:**

#### Approval Needed
- **Sick:**
- **Personal:**
- **Bereavement:**
- **Professional:**
- **Adoption:**
- **Association:**
- **Sabbatical:**

#### Other
- **Sick:**
- **Personal:**
- **Bereavement:**
- **Professional:**
- **Adoption:**
- **Association:**
- **Sabbatical:**

### Other District Policies

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

### Need Salary Schedule

### Need Salary Schedule Details
Osmond 2010-2011

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 23
- Enrollment: 244
- 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
- Multi-year Contract:

Experience Allowed: 5 (D)
Career Increments: N
Vertical Freeze:
Rollback:

INSURANCE

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Cafeteria Plan

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LEAVES

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OTHER DISTRICT POLICIES

- Negotiated/Policy:
- Exists
- N
- Y
- P
- N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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Enrollment:
- HS JH/MS ELEM
- Starting Salary: 29,600
- Index: 4 x 4
- Entry Level Step: 1
- Experience Allowed: 5 (D)

Salary Schedule:
- Base: 29,600
- FTE Teachers: 23
- Oregon Teachers Association
- Cafeteria Plan
- Deductible Reimbursement

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

Severance Pay:
- No

BA + 36

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</table>
### WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 316
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 45
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Vertical Freeze: 86-87
- Rollback: 86-87

### SALARY SCHEDULE
- Base: 28,650
- Starting Salary: 28,650
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 4

### INSURANCE
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits**
| | | | Individ. | Depend. |
| HEALTH | BC/BS | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | 24.46 | 40.50 |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 |

### LEAVES
- **Type** | **Days/Year** | **Accum.** | **Depend.** | **Approval** | **Other**
| | | | use | Needed |
| SICK | 10 | 50 | yes |
| PERSONAL | 2 | yes |
| BEREAVEMENT | 2 | yes |
| PROFESSIONAL | 2 | yes |
| ADOPTION | 2 |

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

### OTHER LEAVES:

### OVERTON

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- **OVERTON Start Date:** 10/26/2011
- **Salary Schedule:** 7.1
- **FTE Teachers:** 22.25
- **Starting Salary:** 28,650
- **Length of Teacher Day:** 888
- **Length of Student Day:** 77
- **Normal Teaching Load:** 66
- **Cafeteria Plan:** Individ.
- **Options:** YP
- **Deductible Reimbursement:** Y
- **PART-TIME BENEFITS:** Minimum FTE: 0.5
- **Contribution:** FTE
### Working Conditions

- **Contract Days:** 183
- **Enrollment:** 260
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.63
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule

- **Base:** 29,100
- **Index:** 4 x 4.5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** (D)
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:**

### Insurance

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### Pay Schedule

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### Other Leaves:

- **PALMER**

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**WORKING CONDITIONS**

Contract Days: 185  FTE Teachers: 440

Enrollment: 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

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<tr>
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<th>H/A-Dent</th>
<th>Individ.</th>
<th>EE/Child</th>
<th>EE/Spouse</th>
<th>EE/Sp/Child</th>
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<td>BC/BS</td>
<td>600D</td>
<td>470.45</td>
<td>870.36</td>
<td>987.96</td>
<td>1326.58</td>
<td>Cash</td>
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<tr>
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PPO: COMMENTS: IRS 125: Y

**INSURANCE**

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

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**LEAVES**

**Type** Days/Year Depend. Approval Other

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**OTHER DISTRICT POLICIES**

Negotiated/ Policy

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**SABBATICAL:** No

**SEVERANCE PAY:** Substitute, Jury Duty

**OTHER LEAVES:** Substitute, Jury Duty

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### Palmyra-Bennett (OR #1)

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### 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**
- **Rollback:** 85-86, 02-03

### Insurance

#### Type

- **Health:** BC/BS
- **Dental:** BC/BS
- **PPO:** Emp pays 7% premium
- **Life:** Madison Nat'l
- **LTD:** ReliaStar .0027(+B)
- **Non-Participant:**

#### Carrier

- **Health:** BC/BS
- **Dental:** BC/BS
- **Life:**
- **LTD:**

#### Option

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

#### Amount Paid by District

- **Individ.:**
- **EE/Child:**
- **EE/Spouse:**
- **EE/Sp/Child:**

#### Couple - Benefits

- **Full H/A + Ind. Dental:**
- **Options:**
- **IRS 125:** Y
- **Flex Accounts: Y**

#### Deductible Reimbursement

- **Minimum FTE:** 0.5
- **Contribution:** fte

### Cafeteria Plan

- **Individ.:**
- **Depend.:**

### Leaves

#### Type

- **Sick**: 10, 120
- **Personal**: 2-4
- **Bereavement**: 3-5
- **Professional**:
- **Adoption**: Ill accum. sick lv
- **Association**: 40

#### Depend. use

- **Approval Needed**: Yes

#### Approval

- **Other Info**: Sev: 1/2 sub. rate up to 12 days

#### Comments:

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

### Other District Policies

#### Negotiated/Policy

- **Exists**
- **Papillion-LaVista**

### Other Leaves

- **Papillion-LaVista**
### Working Conditions

- **Contract Days:** 185
- **Enrollment:** 293
- **FTE Teachers:**
  - HS: 22
  - JH/MS: 21
  - ELEM: 20
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule

- **Base Salary:** $30,300
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**

### Insurance

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<tr>
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- **Cafeteria Plan:**
  - Individ.: Depend.
  - IRS 125: Y
  - Flex Accounts: Y
  - Deductible Reimbursement

### Leaves

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- **Severance Pay:** Y

### Other District Policies

- **Negotiated/Policy:**
  - Exists: Y
  - Negotiated/Policy: Y
  - **Minimum FTE:** 0.5
  - **Part-Time Benefits:**
    - Cafeteria Plan: fte

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### Other Leaves

- **Other Leaves:**
  - MA: 64

---

The document includes detailed information about working conditions, salary scales, insurance options, leave policies, and part-time benefits for the Pawnee City school district for the 2010-2011 academic year.
### WORKING CONDITIONS
- Contract Days: 181
- Enroll: 212
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 29,250
- Career Increments: N
- Experience Allowed: 10(D)
- Index: 4 x 4
- Entry Level Step: 1(D)

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### LEAVES
- SICK: 10 days, 35 acum days for immed fam use
- PERSONAL: 4 days, 3-full pay; 1-sub. ded.; add unus
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: 2 days, yes
- ADOPTION: see personal lv.
- ASSOCIATION: yes

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

### OTHER LEAVES:

### Pay Schedule

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

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

## Insurancce
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## LEAVES
- **Sick**
  - Days/Year: 12
  - Accum.: 45
  - Approval: yes

## Cafeteria Plan
- Individ.
- Depend.
- Options: H/A, Life, Dent, Cash

## Deductible Reimbursement

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

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

## Sabbatical
- No

## Severance Pay

## Other Leaves

---

### Salary Schedule

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**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers: 373
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.5 hours
- Planning Time: 100 hours
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Contract Days: 183
- Enrollment: 373
- Base: 29,850
- Index: 4 x 4
- Starting Salary: 29,850
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 10-11, 11-12

**INSURANCE**
- HEALTH: BC/BS 600D
- DENTAL: BC/BS
- PPO: Dist to reimburse last $300/$600 t

**INSURANCE**
- HEALTH: BC/BS 600D
- DENTAL: BC/BS
- PPO: Dist to reimburse last $300/$600 t

**LEAVES**
- SICK: 13 days/year
- PERS: 5 days/year
- BEREAVEMENT: 2 days/year
- PROFESSIONAL: 2 days/year
- ADOPTION: 
- ASSOCIATION: 
- SABBATICAL: No

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

**INSURANCE**
- HEALTH: BC/BS 600D
- DENTAL: BC/BS
- PPO: Dist to reimburse last $300/$600 t

**INSURANCE**
- HEALTH: BC/BS 600D
- DENTAL: BC/BS
- PPO: Dist to reimburse last $300/$600 t

**LEAVES**
- SICK: 13 days/year
- PERSONAL: 5 days/year
- BEREAVEMENT: 2 days/year
- PROFESSIONAL: 2 days/year
- ADOPTION: 
- ASSOCIATION: 
- SABBATICAL: No

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

**LEAVES**
- SICK: 13 days/year
- PERSONAL: 5 days/year
- BEREAVEMENT: 2 days/year
- PROFESSIONAL: 2 days/year
- ADOPTION: 
- ASSOCIATION: 
- SABBATICAL: No

**Salary Schedule**

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

**SABBATICAL**
- No

**OTHER LEAVES**

**Summary**
- Wages and salaries for Perkins County for the years 2010-2011.
- Details on working conditions, salary schedule, insurance, leaves, and other district policies.
- Salary increments and steps are outlined with starting and maximum salaries provided.
- Insurance options include health, dental, life, and LTD.
- LEAVES section includes sick, personal, bereavement, and professional leave days.
- Negotiated policies and benefits are mentioned, such as voluntary separation and grievance procedures.

**Notes**
- The data includes steps and base salaries, with additional columns for increments and maximum salaries.
- The document covers various aspects such as contract days, enrollment, and insurance options.
- The summary highlights key points for understanding the salary and leave policies.
WORKING CONDITIONS
Contract Days: 185
Enrollment: 686
Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 90
Class Periods/Day: 4
Normal Teaching Load: 3

SALARY SCHEDULE
Base: 29,600
Starting Salary: 31,968
Career Increments: N
Index: 4 x 5
Entry Level Step: 3
Experience Allowed: all

INSURANCE
HEALTH  BC/BS  1100  413.72  765.38  868.79  1166.57
DENTAL  BC/BS  2  22.25  22.25  22.25  22.25

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
SICK  5  30  yes

OTHER DISTRICT POLICIES
Negotiated/Policy
Exists

SABBATICAL: No
SEVERANCE PAY:

OTHER LEAVES:

Pierce
2010-2011
3.1
Plainview

2010-2011
3.1

WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 363
Enrollment: HS JH/MS ELEM
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  Starting Salary: 30,000
Index: 4.25 x 4.25  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 Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 390
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
LTD Principal 22.92
Non-Participant

LEAVES
Type Days/Year Accum. Depend. Approval Other
Sick 9 45 yes
Personal 2 yes If 2 days unused, 3 days next y
Bereavement 1
Professional 2 yes
Adoption
Association 5

OTHER DISTRICT POLICIES
Sabbatical: No Severance Pay:

OTHER LEAVES:

PLAINVIEW

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Only teachers compensated on BA+36 or BA+45 during 90-90 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: 8 4
Normal Teaching Load: 7 3.5

SALARY SCHEDULE
Base: 30,800  Entry Level Step: 1
Starting Salary: 30,800
Career Increments: N
*Experience Allowed: 5 yrs + 1/2 all yrs beyond 5
Vertical Freeze:
Rollback: 85-86
Multi-year Contract: 09-10, 10-11

WORKING CONDITIONS
Class Periods/Day: 8 8.25 8.25
Contract Days: 187
Enrollment: 1799

INFORMATION
Type  Carrier  Option  Amount Paid by District  Couplet - Benefits
H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child
HEALTH  BC/BS  350D 496.16 917.92 1041.96 1399.08
DENTAL  BC/BS 2 22.25 22.25 22.25 22.25
LIFE  Madison Life 5.94
LTD  Madison Life .0064 (+B)
NON-PARTICIPANT $668.41 in lieu

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

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists

SEVERANCE PAY: Y

OTHER LEAVES:

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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: 22.75
- Enrollment: 227
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 69
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 28,150
- Starting Salary: 28,150
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 03-04

### Insurance
- HEALTH BC/BS: 600D
- DENTAL BC/BS: 2
- PPO: COMMENTS:

### Cafeteria Plan
- Individ.: 40.50
- Depend.: 24.50

### Leaves
- SICK: 10 days
- PERSONAL: 3 days
- BEREAVEMENT: 45 days
- PROFESSIONAL: 6 weeks
- ADOPTION: 6 weeks
- ASSOCIATION: unlisted

### Other District Policies
- Negotiated/Policy
- Exists
- Severance: Y
- Voluntary Separation: YES
- Grievance: YES
- Professional Growth: YES
- Reduction in Force: YES
- Sick Bank: NO

### SABBATICAL
- No

### Severance Pay
- YES

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### Other Leaves:
- Other Info: Severance: 1/2 sub. rate up to 40 days
WORKING CONDITIONS

Contract Days: 185
Enrollment: 437
Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7.25 7.25
Planning Time: 47 47 47
Class Periods/Day: 8 8
Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 29,959
Starting Salary: 29,959
Career Increments: N
Vertical Freeze: 87-88
Rollback: 86-87

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BCBS H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 694
DENTAL BC/BS Ind. Cafeteria Options: H/A, TSA, Cash
LIFE
LTD Madison Nat'l .0043
NON-PARTICIPANT

LEAVES

Type Days/Year Depend. Approval Other

SICK 8 45 yes

Other Info:
PERSONAL 4 2 days @ sub pay eoy
BEREAVEMENT 3-5 with approval
PROFESSIONAL 2 yes Dist pays $75 for fees
ADOPTION
ASSOCIATION

SABBATICAL: No

OTHER LEAVES:

OTHER DISTRICT POLICIES

Existe

Negotiated/ Policy

SALARIES (BA - MA)

Step  BA  BA+9  BA+18  BA+27  MA  MA+9  MA+18  MA+27
1 29,959 31,157 32,356 33,554 34,752 35,951 37,149 38,348
2 31,157 32,356 33,554 34,752 35,951 37,149 38,348 39,546
3 32,356 33,554 34,752 35,951 37,149 38,348 39,546 40,744
4 33,554 34,752 35,951 37,149 38,348 39,546 40,744 41,943
5 34,752 35,951 37,149 38,348 39,546 40,744 41,943 43,141
6 35,951 37,149 38,348 39,546 40,744 41,943 43,141 44,340
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11 41,943 43,141 44,339 45,538 46,736 47,934 49,133 50,331
12 43,141 44,339 45,538 46,736 47,934 49,133 50,331 51,529
13 44,339 45,538 46,736 47,934 49,133 50,331 51,529 52,728
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16 47,934 49,133 50,331 51,529 52,728 53,926 55,125 56,323
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28 62,325 63,526 64,728 65,926 67,125 68,325 69,526 70,728
29 63,526 64,728 65,926 67,125 68,325 69,526 70,728 71,926
30 64,728 65,926 67,125 68,325 69,526 70,728 71,926 73,125
**WORKING CONDITIONS**
- Contract Days: 182
- FTE Teachers: 23.5
- Enrollment: 196
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 7.5
- Planning Time: 45
- Class Periods/Day: 5
- Normal Teaching Load: 4

**SALARY SCHEDULE**
- Base: 28,200
- Start: 28,200
- Career Increments: N
- Experience Allowed: 8
- Rollback: 93-94 (2 Steps)

**INSURANCE**

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**LEAVES**

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**SABBATICAL:** No

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

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

**POTTER-DIX**

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**WORKING CONDITIONS**

- Contract Days: 190
- FTE Teachers: 3150
- Enrollment: HS JH/MS ELEM
- 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

**INDEX:**

- 3.110/26/2011
- 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

**Length of Teacher Day:** 888

**Length of Student Day:** 7.5 6.75

**Normal Teaching Load:** 36

**PLANNING TIME:**

- Individ.: 60 60 60
- EE/Spouse: 60 60 60
- EE/Sp/Child: 60 60 60

**WORKING CONDITIONS SALARY SCHEDULE**

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**INSURANCE**

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**INSURANCE - HEALTH**

- Individ.: 1.00
- Spouse: 1.05
- Child: 1.16
- Dep.: 1.25

**INSURANCE - DENTAL**

- Individ.: 1.00
- Spouse: 1.04
- Child: 1.14
- Dep.: 1.20

**INSURANCE - LIFE**

- Individ.: 1.00
- Spouse: 1.00
- Child: 1.00
- Dep.: 1.00

**INSURANCE - LTD**

- Individ.: 0.00
- Spouse: 0.00
- Child: 0.00
- Dep.: 0.00

**INSURANCE - NON-PARTICIPANT**

- Individ.: 0.00
- Spouse: 0.00
- Child: 0.00
- Dep.: 0.00

**INSURANCE - PPO**

- Individ.: 1.00
- Spouse: 1.00
- Child: 1.00
- Dep.: 1.00

**Cafeteria Plan**

- Individ.: 1.05
- Spouse: 1.05
- Child: 1.05
- Dep.: 1.05

**Cafeteria Plan - Deductible Reimbursement**

- Individ.: 1.00
- Spouse: 1.00
- Child: 1.00
- Dep.: 1.00

**Cafeteria Plan - PART-TIME BENEFITS**

- Individ.: 1.00
- Spouse: 1.00
- Child: 1.00
- Dep.: 1.00

**LEAVES**

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<th>Days/Year</th>
<th>Depend. use</th>
<th>Approval Needed</th>
<th>Other</th>
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</tr>
<tr>
<td>PERSONAL</td>
<td>2-3</td>
<td>yes</td>
<td>3 after 20 yrs</td>
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<tr>
<td>BEREAVEMENT</td>
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<tr>
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<tr>
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<td>FMLA</td>
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<tr>
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</table>

**OTHER LEAVES**

- Judicial/1 day pd.

**SABBATICAL**

- No

**SEVERANCE PAY**

- Y

**PART-TIME BENEFITS**

- Minimum FTE: 0.5

**OTHER DISTRICT POLICIES**

- Negotiated/Policy: Exists

**NEGOTIATED/ POLICY**

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<th>Days/Year</th>
<th>Depend. use</th>
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<td>2-3</td>
<td>yes</td>
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<td>ASSOCIATION</td>
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</table>

**SABBATICAL**

- No

**SEVERANCE PAY**

- Y

**LONGEVITY - EMPLOYEE who reaches last step in MA36/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.**

**LONGEVITY - EMPLOYEE who reaches last step in MA36 or above receives .025 added to index for each following year up to 30th yr of service.**

**LONGEVITY - 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.**

**LONGEVITY - EMPLOYEE who has reached last step in MA36 or above receives .03 at 18th yr, .035 at 19th yr, .04 at 20th yr, etc.**

**LONGEVITY - EMPLOYEE who reaches last step in MA36/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.**

**LONGEVITY - EMPLOYEE who reaches last step in MA36 or above receives .025 added to index for each following year up to 30th yr of service.**
**WORKING CONDITIONS**
- Contract Days: 172
- FTE Teachers: 279
- HS: 9
- JH/MS: 9
- ELEM: 9
- Length of Teacher Day: 8.25
- Length of Student Day: 8.25
- Planning Time: 56
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Starting Salary: $29,400
- Career Increments: N
- Vertical Freeze: Rollback: 85-86

**INSURANCE**
- Type: HEALTH
  - Carrier: BC/BS
  - Option: Individ.
  - Amount: 600D
  - Deductible: 446.93
  - Reimbursement: 826.84
- Type: DENTAL
  - Carrier: BC/BS
  - Option: Individ.
  - Amount: 3
  - Deductible: 46.01
- Type: LIFE
  - Carrier: Madison Nat’l
  - Option: Individ.
  - Amount: 3.15
  - Deductible: (thru sal)

**LEAVES**
- Type: SICK
  - Days/Year: 10
  - Depend.: yes
  - Approval: yes
  - Other Info: 45
- Type: PERSONAL
  - Days/Year: 2
  - Depend.: yes
  - Approval: yes
  - Other Info: 2
- Type: BEREAVEMENT
  - Days/Year: 3
  - Depend.: 10 max annually
  - Approval: yes
  - Other Info: 1

**SABBATICAL:**
- Yes
- SEVERANCE PAY: No

**RANDOM POLICY**

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<tr>
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<th>BA + 27</th>
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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 41
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Vertical Freeze:** 86-87
- **Rollback:**
- **Multi-year Contract:**

### SALARY SCHEDULE
- **Index:** 4 x 5
- **Entry Level Step:** 1
- **Career Increments:** N
- **Starting Salary:** 29,900
- **Base:** 29,900
- **Experience Allowed:** 5

### INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
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<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>H/A-Dent Individ.</td>
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### LEAVES
- **Type**
- **Days/Year**
- **Accum.**
- **Approval Needed**
- **Other**
- **Role Info**

### OTHER DISTRICT POLICIES
- **Type**
- **Days/Year**
- **Accum.**
- **Approval Needed**
- **Other**

### SEVERANCE PAY:

### OTHER LEAVES:

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

### PART-TIME BENEFITS
- **Type Carrier**
- **Option**
- **Amount Paid by District**

###コメント

### RAVENNA

### 2010-2011

### 10/26/2011

### 7.1

### Ravenna

### Salary Schedule

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<th>BA+10</th>
<th>BA+27</th>
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</tbody>
</table>

**09-10: BA+45, BA+54 removed from schedule, MA column added**
WORKING CONDITIONS
Contract Days: 186  FTE Teachers: 620
Enrollment:  HS  JH/MS  ELEM
Length of Teacher Day: 8  8  8
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
Direct:

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  Ind. Health  518.41  Options:
DENTAL  BC/BS  2  22.25  22.25  22.25  22.25  
PPO: Bd pays $12.50/mo to defray deduc
LIFE
LTD  Fortis  (+B)  
NON-PARTICIPANT  

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

OTHER DISTRICT POLICIES
Type  Exists  Negotiated/Policy
PERSONAL  yes  from sick lv
BEREAVEMENT  from sick lv  Voluntary Separation: Y  P
PROFESSIONAL  adm. disc.  yes  Grievance: Y  N
ADOPTION
ASSOCIATION
SABBATICAL: Yes  SEVERANCE PAY:
OTHER LEAVES:

RAYMOND CENTRAL
Step  BA  BA+9  BA+18  BA+27  BA+36  MA  MA+9  MA+18  MA+27  DOC
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  41,625  43,225  44,850  46,475  48,100  49,725  51,350  53,075  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  57,500
   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: 183
- FTE Teachers: 24,175
- Enrollment: 267
- HS: 8.25
- JH/MS: 8.25
- ELEM: 7.5
- Length of Teacher Day: 52
- Planning Time: 52
- Length of Student Day: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: N

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
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<td>DENTAL</td>
<td>BC/BS</td>
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<td>41.90 41.90 41.90 41.90</td>
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<td>PPO</td>
<td>BC/BS 5% discount</td>
<td>COMMENTS:</td>
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<td>Principal</td>
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**LEAVES**

- SICK: 9 days/year, Approved: yes, Approval Needed: yes
- PERSONAL: 3 days/year, Approved: yes
- BEREAVEMENT: 5 days/year, Approved: yes
- PROFESSIONAL: 4 days/year, Approved: yes
- ASSOCIATION: N/A

**SABBATICAL:**

**SEVERANCE PAY:**

**RED CLOUD**

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<tr>
<th>Step</th>
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<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
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### WORKING CONDITIONS

- **Contract Days:** 173
- **FTE Teachers:** 81
- **Enrollment:**
  - HS: 173
  - JH/MS: 173
  - ELEM: 173
- **Length of Teacher Day:** 8.5
- **Length of Student Day:** 8
- **Planning Time:** 55
- **Class Periods/Day:** 8
- **Normal Teaching Load:**
  - BA: 7
  - BA+3: 7

### SALARY SCHEDULE

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

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### RISING CITY

#### Cafeteria Plan

- **Type:** Indiv.
- **Carrier:** BC/BS
- **Option:** 350D
- **Amount Paid by District:**
  - H/A-Dent: 496.16
  - Individ. EE/Child: 844.57
  - EE/Spouse: 968.61
  - EE/Sp/Child: 1325.73

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

- **Deductible Reimbursement:**
  - Minimum FTE: 0.5

#### LEAVES

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- **Other Info:** Ind. Sick lv. Bank up to 60 days max.

#### PERSONAL

- **BEREAVEMENT:** see sick lv.
- **PROFESSIONAL:** 2
  - Yes
- **ADOPTION:** see sick lv.
- **ASSOCIATION:**
  - Voluntary Separation: N
  - Grievance: Y
  - Reducrion in Force: N
  - Sick Bank: Y

#### SABBATICAL

- No

#### SEVERANCE PAY

#### OTHER DISTRICT POLICIES

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#### OTHER LEAVES:

- **Contract Days:** 173
- **FTE Teachers:** 81
- **Enrollment:**
  - HS: 173
  - JH/MS: 173
  - ELEM: 173
- **Length of Teacher Day:** 8.5
- **Length of Student Day:** 8
- **Planning Time:** 55
- **Class Periods/Day:** 8
- **Normal Teaching Load:**
  - BA: 7
  - BA+3: 7

### INSURANCE

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

- **FTE Teachers:**
  - Starting Salary: 33,048
  - Deductible Reimbursement

- **Class Periods/Day:** 8
- **Contract Days:** 173
- **Enrollment:**
  - HS: 30,600
  - JH/MS: 30,600
  - ELEM: 30,600
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 175
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 30,000
- Starting Salary: 30,000
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: 90-91
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 8 hours
- Length of Student Day: 7 hours
- Normal Teaching Load: 7

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 350D
  - Rate: 471.35
- **DENTAL**
  - Carrier: BC/BS
  - Option: 5
  - Rate: 45.85

### LEAVES
- **SICK**
  - 8 days
  - 50% accrual
  - Other Info: 1/2 sub pay/day over 50

### SABBATICAL
- No

### WORKING CONDITIONS

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### COMMENTS:
- IRC 125:
- Cafeteria Plan:
- Deductible Reimbursement:
- PART-TIME BENEFITS:
- Non-Participating:
- Minimum FTE: 1
Sargent

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

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

INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 446.93 826.84 938.56 1260.25
  - Couple - Benefits: Sp. or Dep. Dental
- DENTAL
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 22.25 22.25 22.25 22.25

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

LEAVES
- SICK: 10 Days/Year
- PERSONAL: 3 Days/Year
- BEREAVEMENT: 4 Days/Year
- PROFESSIONAL: 2 Days/Year
- ADOPTION: 10 - Dad
- ASSOCIATION: 2 Days/Year

SABBATICAL: No

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

OTHER LEAVES: In school work day (1)

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**Schuyler Community**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 138
- Enrollment: 1787
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3
- Multi-year Contract:

**SALARY SCHEDULE**
- Base: $30,750
- Starting Salary: $30,750
- Index: $4 x 5
- Experience Level Step: 1
- Career Increments: Y
- Vertical Freeze:
- Rollback:
- $1000 signing bonus for new teachers

**INSURANCE**
- HEALTH: BC/BS
- DENTAL: BC/BS
- LIFE: Companion Life
- PPO: COMMENTS:

**CAFETERIA PLAN**
- Cafeteria Plan Options:

**LEAVES**
- SICK: 11 days/year
- PERSONAL PTO: yes
- BEREAVEMENT PTO: yes
- PROFESSIONAL: 5
- PROFESSIONAL Options: IRS 125:
- ADOPTION: yes
- ASSOCIATION: yes

**SABBATICAL:** Yes

**SCHUYLER COMMUNITY**

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

**OTHER LEAVES:**
- SEVERANCE PAY:

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10/26/2011

3.1
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 785
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 30,000
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Multi-year Contract: 
- Vertical Freeze: 
- Rollback: 
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Normal Teaching Load: 7
- Index: 4 x 5

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**LEAVES**

- SICK: 10 / 45 / Yes
- PERSONAL: 2+1 / Yes / 1-sub deduct
- BEREAVEREMENT: 5+5 / Add! 5 from sick lv.
- PROFESSIONAL: un/l. / Yes
- ADOPTION: un/l. / 
- ASSOCIATION: - / 

**OTHER DISTRICT POLICIES**

- SEVERANCE PAY: Y

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### Working Conditions
- **Contract Days:** 187
- **FTE Teachers:** 2949
- **Enrollment:**
  - **HS:**
  - **JH/MS:**
  - **ELEM:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 95 45 50
- **Class Periods/Day:** 4 9
- **Normal Teaching Load:** 3 8

### Salary Schedule
- **Base:** 30,550
- **Index:** 4.5 x 4.5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** BA=4, MA=6
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:** 10-11, 11-12

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

### Leaves
- **Type**
  - **Days/Year**
  - **Accum.**
  - **Use**
  - **Approval**
  - **Other**
  - **Sick**
  - **9**
  - **100**
  - **Yes**
  - **Other Info:** $40/day upon retirement or death
  - **Personal**
  - **2**
  - **Yes**
  - **Deducted from sick lv.**
  - **Voluntary Separation:** N
  - **Grievance:** Y
  - **Professional Growth:** Y
  - **Reduction in Force:** P
  - **Sick Bank:** N
  - **Sabbatical:** Yes
  - **Other Leaves:** Emergency-1 from sick lv.

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

### Scottsbluff
- **2010-2011**
- **1.1**

### Scottsbluff
- **Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+36 MA+45**
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  - **30,550 31,925 33,300 34,674 36,049 37,424 38,799 40,173 41,548 42,923 44,298**
  - **1.00 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405 1.45**
  - **2**
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  - **6**
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  - **11**
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  - **1.855 1.9**
  - **12**
  - **59,420**
  - **1.945**
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 252
- Enrollments: HS, JH/MS, ELEM
- Length of Teacher Day: 8.25
- Length of Student Day: 7.25
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 29,700
- Index: 4 x 5
- Starting Salary: Career Increments: N
- Experience Allowed: all

**INCENTIVES**

- Vertical Freeze: Rollback: Multi-year Contract:

**WORKING CONDITIONS**

- Class Periods/Day: 8
- Length of Teacher Day: 8.25
- Length of Student Day: 7.25
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

**INSURANCE**

- Health: BC/BS
- Dental: BC/BS
- Life: Guardian
- LTD: Omaha Life
- Non-Participant

**LEAVES**

- **SICK**: Days/Year: 10, Accum.: 35, Depend.: yes, Approval: needed, Other: yes from sick lv.
- **PERSONAL**: Days/Year: 2, Accum.: yes from sick lv.
- **BEREAVEMENT**: Days/Year: admin. disc., Approval: +2 days from sick lv.
- **PROFESSIONAL**: Days/Year: admin. disc., Approval: yes, Other: Voluntary Separation: Y, P
- **ADOPTION**: Days/Year: yes, Approval: yes, Other: Voluntary Separation: Y, P
- **ASSOCIATION**: Days/Year: Administration: Y, N
- **SABBATICAL**: Days/Year: No, Approval:

**OTHER DISTRICT POLICIES**

- **SEVERANCE PAY**:

**SCRFIBER-SNYDER**

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**Cafeteria Plan**

- Deductible Reimbursement
- PART-TIME BENEFITS
- Minimum FTE: 0.5
- Contribution:fte
### Working Conditions
- **Contract Days:** 186
- **FTE Teachers:** 104.3
- **Enrollment:** 1358
- **Length of Teacher Day:** 8
- **HS JH/MS ELEM:** 8 8 8
- **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
- **Career Increments:** Y
- **Experience Allowed:** 8(D)
- **Move to MA+27 Step 16 only in 93-94; then step = to exper.
- **Vertical Freeze:**
- **Rollback:**

### Insurane
- **HEALTH:** BC/BS
- **DENTAL:** BC/BS
- **LIFE:** Provident
- **LTD:** Madison Nat'l

### Cafeteria Plan
- **Type Carrier Option Amount Paid by District Couple - Benefits**
  - H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
  - BC/BS 600D 446.93 826.84 938.56 1260.25
  - Individ. EE/Spouse EE/Sp/Child
  - Preference: INDIRECT

### Leaves
- **Type:** SICK
  - **Days/Year:** 50
  - **Accum.:** yes
  - **Approval Needed:** yes
  - **Other:**

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

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

### Other Leaves:

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07-08 BA 45 eliminated, current staff is grandfathered
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 28
- **Enrollment:** 296
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.62
- **Planning Time:** 47
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 30,235
- **Starting Salary:** 30,235
- **Career Increments:** N
- **Index:** 4.5 x 4

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## Insurance
- **HEALTH:** BC/BS 600D
  - Deductible: 446.93
  - Out of Pocket: 826.84
  - Maximum: 938.56
  - District Share: 1260.25
- **DENTAL:** BC/BS 2
  - Deductible: 22.25
  - Out of Pocket: 41.15
  - Maximum: 46.71
  - District Share: 62.75

## Leaves
- **SICK:** 10 days, 35 years
  - Other Info: $20/day over 35 days @ end of yr
- **PERSONAL:** 2 days, yes
  - Other Info: 1-w/approved; 1-not
- **BEREAVEMENT:** 3+2 days
  - Other Info: 2 from sick leave
- **PROFESSIONAL:** 1 day, yes
  - Other Info: 1 add'l. w/approval
- **ADOPION:**
- **ASSOCIATION:**

## Other District Policies
- **SEVERANCE PAY:**

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

## Part-Time Benefits
- **Minimum FTE:** 0.49
- **Contribution:** fte

## Shelby Salary Schedule

## Shelby Salary Schedule Table
<table>
<thead>
<tr>
<th>Step</th>
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<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA 753</th>
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## Shelby Salary Schedule Table Notes
- **Step:** 1
- **Base:** 30,235
- **Index:** 4.5 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

## Shelby Salary Schedule Table Notes
- **BA 235:** Base Salary 2010-2011
- **BA + 9:** Base Salary + 9
- **BA + 18:** Base Salary + 18
- **BA + 27:** Base Salary + 27
- **MA 753:** Master's Degree
- **MA + 9:** Master's Degree + 9
- **MA + 18:** Master's Degree + 18

## Shelby Salary Schedule Table Notes
- **Salary Schedule:** 2010-2011
- **Shelby:**
- **10/26/2011:** Date
- **4.1:** Version

## Shelby Salary Schedule Table Notes
- **H/A-Dent:** Health/Adult Dental
- **Individ.:** Individual
- **EE/Child:** Employee/Child
- **EE/Spouse:** Employee/Spouse
- **EE/Sp/Child:** Employee/Spouse/Child

## Shelby Salary Schedule Table Notes
- **Health Insurance Carrier:**
  - **BC/BS:** Blue Cross/Blue Shield
- **Dental Insurance Carrier:**
  - **BC/BS:** Blue Cross/Blue Shield
- **Life Insurance Carrier:**
  - **BC/BS:** Blue Cross/Blue Shield
- **LTD Insurance Carrier:**
  - **BC/BS:** Blue Cross/Blue Shield
- **Non-Participant Carrier:**
  - **BC/BS:** Blue Cross/Blue Shield

## Shelby Salary Schedule Table Notes
- **Type:**
  - **Cafeteria Plan:**
    - **Options:**
      - IRS 125: Flex Accounts
      - Deductible Reimbursement

## Shelby Salary Schedule Table Notes
- **Part-Time Benefits:**
  - **Minimum FTE:** 0.49
  - **Contribution:** fte

## Shelby Salary Schedule Table Notes
- **Leaves:**
  - **Sick:** 10 days, 35 years
  - **Personal:** 2 days, yes
  - **Bereavement:** 3+2 days
  - **Professional:** 1 day, yes

## Shelby Salary Schedule Table Notes
- **Insurance:**
  - **Health:** BC/BS 600D
  - **Dental:** BC/BS 2
  - **Life:**
  - **LTD:**
  - **Non-Participant:**

---

**Note:** This text provides an overview of a document containing educational salary information for Shelby, including working conditions, salary schedule, insurance details, and leave policies. The table outlines salary steps, base salaries, and health and dental insurance options. The document also includes notes on leaves, insurance carriers, cafeteria plans, and part-time benefits.
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 28,500
- Starting Salary: 28,500
- 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**

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<th>Option</th>
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<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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**LEAVES**

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**OTHER DISTRICT POLICIES**

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

**SEVERANCE PAY:**

**OTHER LEAVES:**

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**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
- **Enrollment:** 124
- **Length of Teacher Day:** 7.5, 7.5, 7.5
- **Length of Student Day:** 7, 7, 7
- **Planning Time:** 50, 50, 50
- **Class Periods/Day:** 8, 8
- **Normal Teaching Load:** 7, 7, 7

## SALARY SCHEDULE
- **Base:** 29,500
- **Index:** 4 x 4
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 10
- **Index:** 4 x 4

## INSURANCE
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## LEAVES
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## PART-TIME BENEFITS
- **Minimum FTE:** 0.5
- **Contribution:** fte
- **IRS 125:**
- **Flex Accounts:**

## OTHER DISTRICT POLICIES
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## SHICKLEY
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## COMMENTS
- Deductible Reimbursement
- Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte
Sidney

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 1292
- HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 6.38
- Length of Student Day: 6.38
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: 88-89
- Rollback:

SALARY SCHEDULE
- Base: 31,125
- Starting Salary: 31,125
- Career Increments: Y
- Experience Allowed: All
- Index: 4.5 x 4.5
- Entry Level Step: 0

INTEGRATED PAYROLL
- Year 1:
  - Entry Level: 31,125
  - Year 1: 32,526
  - Year 2: 33,926

INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Options:
    - Individ.
    - EE/Child
    - EE/Spouse
    - EE/Sp/Child
- DENTAL
  - Carrier: BC/BS
  - Options:
    - Individ.
    - EE/Child
    - EE/Spouse
    - EE/Sp/Child

LEAVES
- SICK: 10
- OTHER: Sev.Pd over 35 @ sub.rate max. 110; immed. fam. death

OTHER DISTRICT POLICIES
- Negotiated/Policy
  - Exists
  - Non-Participating

OTHER LEAVES
- Maternity - 15 days

SIDNEY

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### Cafeteria Plan
- Individ.
- Depend.
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- 24.46 or
- 40.50
- Sp. or Dep. Dental
- Options:
  - IRS 125:
  - Flex Accounts:
  - Deductible Reimbursement

### PART-TIME BENEFITS
- Minimum FTE: 0.4
- Contribution: fte
## Working Conditions
- **Contract Days:** 182
- **FTE Teachers:** 241
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.17
- **Length of Student Day:** 7.08
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** $29,400
- **Starting Salary:** $29,400
- **Career Increments:** N
- **Experience Allowed:** 5
- **Index:** 4 x 4

## Insurance
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<td>446.93 826.84</td>
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## Cafeteria Plan
- **Individ.:**
- **Depend.:**
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y

## Part-Time Benefits
- Minimum FTE: 0
- Contribution: fte

## Leaves
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## 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

## Need Salary Schedule

### Work Days
- **Contract Days:** 182
- **Enrollment:** 241
- **Length of Teacher Day:** 7.17
- **Length of Student Day:** 7.08
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Teachers
- **Starting Salary:** 29,400
- **Base:** 29,400
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** 5

### Insurance
- **Health Carrier:** BC/BS
  - Option 600D
  - Individ. 446.93
  - EE/Child 826.84
- **Dental Carrier:** BC/BS
  - Option 2
  - Individ. 22.25
  - EE/Spouse 22.25

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

### Part-Time Benefits
- Minimum FTE: 0
- Contribution: fte
## Working Conditions
- **Contract Days:** 175
- **Enrollment:** 94
- **Length of Teacher Day:** 8: 8: 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
- **Starting Salary:** 28,350
- **Career Increments:** N
- **Experience Allowed:** 7
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Multi-year Contract:** 10-11, 11-12

## Insurance
<table>
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<th>Type</th>
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## Cafeteria Plan
- **Individ.**
- **Depend.**

## Leaves
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<td>ASSOCIATION</td>
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## Other District Policies
- **Voluntary Separation:** N
- **Grievance:** Y
- **Professional Growth:** Y
- **Reduction in Force:** Y
- **Sick Bank:** Y

**Need Salary Schedule**

---

**WORKING CONDITIONS:**
- Contract Days: 175
- Enrollment: 94
- Length of Teacher Day: 8: 8: 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
- Starting Salary: 28,350
- Career Increments: N
- Experience Allowed: 7
- Index: 4 x 4
- Entry Level Step: 1
- Multi-year Contract: 10-11, 11-12

**INSURANCE:**
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO:
- LIFE: Fort Dearborn
- LTD
- NON-PARTICIPANT: 50% BC/BS premium

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

**LEAVES:**
- SICK: 10 days/year
- PERSONAL: 3 days
- BEREAVEMENT: 2 days
- PROFESSIONAL: 2 days
- ADOPTION: 3 days
- ASSOCIATION: 3 days

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

---

**NEED SALARY SCHEDULE**
WORKING CONDITIONS

Contract Days: 184  
FTE Teachers: 22.5

Enrollment: 173  
HS  JH/MS  ELEM

Length of Teacher Day: 8  
8  8

Length of Student Day: 7.5  
7.5  7.5

Planning Time: 50  
50  50

Class Periods/Day: 8  
8

Normal Teaching Load: 7  
7

MULTI-YEAR CONTRACT:

SALARY SCHEDULE

Base: 29,100  
Entry Level Step: 1

Starting Salary: 29,100  
Experience Allowed: all

Type of Job:

- Bereavement
- Professional

SENIORITY:

- South Platte

INSCRIPTION

- HEALTH
  - BC/BS
    - 600D
      - 446.93
    - 826.84

- DENTAL
  - PPO
    - 2383
    - 39.43

- SSD
  - 400

- LTD
  - Principal Life
    - .004

- NON-PARTICIPANT

- Part-Time Benefits

- Cafeteria Plan
  - Individ.
  - Depend.


OTHER DISTRICT POLICIES

- Negotiated/Policy
  - Exits
  - Exists

- SICK
  - 10
  - 40
  - yes

- OTHER LEAVES

- SEVERANCE PAY
  - Y

SOUTH PLATTE
## WORKING CONDITIONS
- **Contract Days:** 187
- **FTE Teachers:** 1009
- **Enrollment:**
  - HS: 205
  - JH/MS: 75
  - ELEM: 75
- **Length of Teacher Day:**
  - 7.5 hours on MA
- **Length of Student Day:**
  - 6.5 hours on MA
- **Planning Time:** 76 hours
- **Class Periods/Day:**
  - 8 periods per day
- **Normal Teaching Load:** 6 periods per day

## SALARY SCHEDULE
- **Base:** $30,775
- **Index:** 5 x 3
- **Starting Salary:** $30,775
- **Entry Level Step:** 1
- **Career Increments:** Y
- **Experience Allowed:** all
- **Longevity:** -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
- **HEALTH**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Child
  - Amount Paid by District: $448.93
  - Spouse: EE/Spouse
  - Amount Paid by District: $938.56

## LEAVES
- **SICK**
  - Days/Year: 10
  - Approval: Yes
  - Use: Yes
  - Other Info: Sev. sub. rate per day (1/2 of days) at retire after 20 yrs.
- **PERSONAL**
  - Days/Year: 70
  - Approval: Yes
  - Use: Yes
  - Non-Participating: Yes
- **BEREAVEMENT**
  - Days/Year: 10
  - Approval: Yes
  - Use: Yes

## OTHER DISTRICT POLICIES
- **Negotiated/Policy:** Exists
- **VOLUNTARY SEPARATION:** Y
- **GRIEVANCE:** Y
- **PROFESSIONAL GROWTH:** Y
- **REDUCTION IN FORCE:** P
- **SEVERANCE PAY:** Y

## COMMENTS:
- Deductible Reimbursement

---

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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 steps 20-45 (see neg. agreement)
### WORKING CONDITIONS
- Contract Days: 180
- FTE Teachers: 38.45
- Enrollment: 427
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 73
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 10-11, 11-12

### SALARY SCHEDULE
- Base: 29,100
- Starting Salary: 29,100
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: 
- Rollback: 

### INSURANCE
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### LEAVES
- SICK: 10 50 yes
- PERSONAL: 3 yes from sick leave
- BEREAVEMENT: 3
- PROFESSIONAL: unl. yes
- ADOPTION: Yes with approval
- ASSOCIATION: 

### OTHER DISTRICT POLICIES
- SEVERANCE PAY: Y

### Cafeteria Plan
- Options: 
- Contributions: 

### SOUTHERN (WYMORE)

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### COMMENTS:
- Cafeteria Plan
- Flexible Accounts
- Deductible Reimbursement
- Part-Time Benefits
- Minimum FTE: 0.5
- Contributions: 
- affiliations: 
- benefits: 
- Policies: 
- Voluntary Separation: Y P
- Grievance: Y P
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: N
- leaves: 
- other leaves:
## WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 49
- Enrollment: 467
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

## SALARY SCHEDULE
- Base: 29,500
- Starting Salary: 29,500
- Career Increments: 4
- Index: 4 x 4
- Entry Level Step: 1(D)
- Experience Allowed: 4

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## COMMENTS:
- Deductible Reimbursement: Y
- Minimum FTE: 

## SEVERANCE PAY:
- extended sick lv-5 days
### WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 33.46
- Enrollments: 323
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 54 / 70 / 50
- Class Periods/Day: 8 / 10
- Normal Teaching Load: 6 / 6
- Multi-year Contract:

### SALARY SCHEDULE
- Base: $28,750
- Starting Salary: $28,750
- Career Increments: N
- Experience Allowed: 17
- VERTICAL FREEZE:
- ROLLBACK:
- MULTI-YEAR CONTRACT:

### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Option**
  - BC/BS
  - Individ.
  - Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Couple - Benefits**
  - 24.46 or 40.50
  - Options:
    - IRS 125:
    - Flex Accounts:
- **Cafeteria Plan**
  - Individ.
  - Depend.
- **Deductible Reimbursement**
  - PART-TIME BENEFITS
  - Minimum FTE: 0.5
  - Contribution: fte

### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 10
  - 3
  - 5
  - 2
  -
- **Accum.**
  - 40
  - Yes
  - 1 from sick lv. for non-family
- **Approval**
  - Voluntary Separation:
  - Grievance:
  - Professional Growth:
  - Reduction in Force:
- **Other**
  - Sick Bank:
  - Negotiated/Policy
  - Exists

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

### SOUTHWEST

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### SOUTHWEST M A R G E R O F R E P U B L I C A N V A L L E Y & T W I N V A L L E Y
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 91
- **Enrollment:**
  - HS: 26,500
  - JH/MS: 27,560
  - ELEM: 28,620
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 90 hours
- **Class Periods/Day:** 5
- **Normal Teaching Load:** 4
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 26,500
- **Index:** 4 x 5
- **Starting Salary:**
  - Entry Level Step: 1
- **Career Increments:** Y
- **Experience Allowed:** all
- **Vertical Freeze:** 85-86
- **Rollback:**

### Insurance
- **Type**
  - Health
  - Dental
- **Carrier**
  - BC/BS
  - Omah Life
  - ACA
- **Option**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - Health: 600D 470.45 870.36 987.96 1326.58
  - Dental: 2 22.25 22.25 22.25 22.25
  - PPO: 
  - Comments:
- **Cafeteria Plan**
  - Individual: 350
  - Dependent: 550
  - Options:
  - IRS 125: Y
  - Flex Accounts:

### Leaves
- **Type**
  - Sick
  - Personal
  - Bereavement
  - Professional
  - Adoption
  - Association
- **Days/Year**
  - Sick: 15
  - Personal: 3
  - Bereavement: 2
  - Professional: 3
  - Adoption: as needed
  - Association: as needed
- **Approval Needed**
  -yes
- **Secial Notes**
  - 5 sick leave days = +2 pers day
  - more from sick lv
  - more from sick lv

### Other District Policies
- **Negotiated/Policy**
- **Exists**
- **Sabbatical:** Yes

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St. Edward 2010-2011

WORKING CONDITIONS

- Contract Days: 183
- FTE Teachers: 137
- HS: 8
- JH/MS: 7.75
- ELEM: 7.75
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7.75
- Experience Allowed: all
- Career Increments: N
- Index: 4 x 4.5
- Entry Level Step: 1(D)
- Normal Teaching Load: 77
- Planning Time: 51
- Class Periods/Day: 8
- Length of Teacher Day: 888
- Length of Student Day: 7.75

SALARY SCHEDULE

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

INSURANCE

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

- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: COMMENTS:
- LIFE

- LTD: Madison Nat’l
- NON-PARTICIPANT

LEAVES

- Type: Days/Year
- Accum. Dependent
- Approval Needed
- Other

- SICK: 14, 12, 35
- PERSONAL: 2
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: see sick lv.
- ADOPTION: yes
- ASSOCIATION: yes

SABBATICAL: No

OTHER DISTRICT POLICIES

- Negoctiated/Policy
- Existed

OTHER LEAVES: Paternity Leave - 30 consec. Days

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| 2008-09 yrs exp changed from 5 to all
### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:** 48
- **Enrollment:** 671
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 29,650
- **Index:** 4 x 5
- **Starting Salary:** 29,650
- **Career Increments:** N
- **Experience Allowed:** 6(D)

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### Leaves
- **Sick:** 10 days/year, 60 hours/yr, yes, accum to 5
- **Personal:** 2 days/year, yes
- **Bereavement:** 5 days/year, from sick lv.
- **Professional:** 2 days/year, yes
- **Adoption:** 10 days/year, addtl. w/appr.
- **Association:**

### Cafeteria Plan
- **Type:** Individ., Depend.
- **Carrier:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Premiums
  - Options: IRS 125: Y

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

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

### Other Leaves
- **Emergency-5 days**

### St. Paul

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**Stapleton**  
2010-2011  
7.1

**WORKING CONDITIONS**
- Contract Days: 182
- FTE Teachers: 21.75
- Enrollment: 198
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 28,400
- Starting Salary: 28,400
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- Entry Level Step: 0
- Experience Allowed: 5
- Length of Teacher Day: 888
- Length of Student Day: 77
- Normal Teaching Load: 7

**INSURANCE**
- HEALTH: BC/BS
  - Carrier: 600D
  - Individ.: 446.93
  - EE/Child: 826.84
  - EE/Spouse: 938.56
  - EE/Sp/Child: 1260.25
- DENTAL: BC/BS
  - Carrier: 5
  - Individ.: 22.93
  - EE/Child: 42.41
  - EE/Spouse: 48.15
  - EE/Sp/Child: 64.66

**LEAVES**
- SICK: 10 days
  - Other Info: sub rate + $10/day up to 3 days eoy
- PERSONAL: 3 days
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- BEREAVEMENT: 2 days
  - Other Info: w/appr.; + 3 from sick lv.
- PROFESSIONAL: 2 days
  - Other Info: voluntary separation
- ADOPTION: 2 days
  - Other Info: $200/yr. expenses
- ASSOCIATION: 2 days

**OTHER DISTRICT POLICIES**
- SABBATICAL: No

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**SEVERANCE PAY:**
- Voluntary Separation: Y
- Professional Growth: Y
- Reduction in Force: Y
- Sick Bank: N

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

**Cafeteria Plan**
- Options: IRS 125:
- Flex Accounts:
- Deductible Reimbursement: Y 250

**NON-PARTICIPANT**
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 217
- Enrollment:
  - HS: 9
  - JH/MS: 9
  - ELEM: 9
- Length of Teacher Day: 8.5
- Length of Student Day: 8.5
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

## SALARY SCHEDULE
- Base: 30,000
- Index: 4 x 4
- Starting Salary:
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

## INSURANCE

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<th>Couple - Benefits</th>
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| HEALTH      | BC/BS   | 600D   | 470.45                  | 870.36            | 987.96        | 1326.58        |
| DENTAL      | BC/BS   | 2      | 22.25                   | 22.25             | 22.25         | 22.25          |

## CAFETERIA PLAN
- Options:
  - IRS 125: Y

## DEDUCTIBLE REIMBURSEMENT

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## LEAVES

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## OTHER DISTRICT POLICIES

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## OTHER LEAVES:

- Cafeteria Plan
- Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte
### Working Conditions
- Contract Days: 180
- FTE Teachers: 20
- Enrollment: 179
- 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: 28,400
- Starting Salary: 28,400
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 0
- Index: 4 x 4

### Insurance
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### Leaves
- Sick: 10 Days/Year, Accum. 45, Depend. use yes, Approval Needed, Other
- Personal: 3 Days/Year, Yes
- Bereavement: 4 Days/Year, Yes $50 reimb. for 1st 2 days
- Adoption: 60 Days/Year, FMLA

### Cafeteria Plan
- Individ. Depend.

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

### Need Salary Schedule
### WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 23
- Enrollment: 207
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: $28,550
- Entry Level Step: 1
- Career Increments: N
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

### INSURANCE
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<td>.0043</td>
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### LEAVES
- SICK: 8 days, 50% of accrued, yes, unused goes to sick lv.
- PERSONAL: 2 days, yes, $25/day max. $50
- BEREAVEMENT: 3 days, add'l w/ bd approval
- PROFESSIONAL: 2 days, yes
- ADOPTION: 
- ASSOCIATION: 
- SABBATICAL: No
- SEVERANCE PAY: Y

### OTHER DISTRICT POLICIES
- Negotiated Policy
  - Exists
  - Policy
  - PART-TIME BENEFITS
    - Minimum FTE: 0.75
    - Contribution: full
  - Cafeteria Plan
    - Individ.
    - Depend.
  - Deductible Reimbursement
    - Options:
      - IRS 125: Y
      - Flex Accounts: Y

### SUMNER-EDDYVILLE-MILLER

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### OTHER LEAVES
- Emergency
### Working Conditions
- Contract Days: 185
- FTE Teachers: 449
- HS: 8, JH/MS: 8, ELEM: 7
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 97
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: Rollback:
- Multi-year Contract: Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 97
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 30,225
- Index: 4 x 5

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### Insurance
- Type: HEALTH, DENTAL, LTD
- Carrier: BC/BS
- Option: H/A-Dent, Individ. EE/Child, EE/Spouse, EE/Sp/Child
- Amount Paid by District: 24.46
- Couple - Benefits: Spouse Dental

### Cafeteria Plan
- Type Carrier: Principal
- Option: IRS 125:
- Deductible Reimbursement

### Leaves
- Type: SICK, PERSONAL, BEREAVEMENT
- Days/Year: 10, 2
- Accum. Use: 45, 1.25
- Approval Needed: Yes, Yes
- Other: after 10 yrs - 25% sub pay/day

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

### Superior

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### Other Leaves
- Sabbatical: Yes
- Severance Pay: Y
### Working Conditions

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

### Salary Schedule

- **Base:** 27,600
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 5 x 5
- **Entry Level Step:** 1

### Vertical Freeze
- 89-90

### Cafeteria Plan

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

###PART-TIME BENEFITS

- Minimum FTE: 1
- Contribution:

### Leaves

#### Type

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#### Other Leaves
- Maternity, Jury

#### Other District Policies

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

### Insurance

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#### Deductible Reimbursement

- Individ. EE/Child EE/Spouse EE/Sp/Child
- 1/2 elig. plan if spouse
- Y 450/900

### Conference Plan

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

Contract Days: 185
Enrollment: 410
Length of Teacher Day: 7.5
Length of Student Day: 6.83
Planning Time: 80
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE

Base: 30,500
Starting Salary: 30,500
Career Increments: N
Experience Allowed: (D)
Entry Level Step: 1(D)
Index: 4 x 4

INDEX: 4 x 4

Experience Allowed: (D)
Career Increments: N
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

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

HEALTH BC/BS 350D 471.35 872.02 989.86 1329.13 Sp. or Dep. Dental Options:


LTD Principal .0039(thru sal)

NON-PARTICIPANT

LEAVES

Type Days/Year Depend. Approval Other

SICK 10 50 yes

PERSONAL 2 yes "long-term pers lv" policy

BEREAVEMENT see sick lv.

PROFESSIONAL 2 yes Admin. Approval

ADOPTION see sick lv.

ASSOCIATION see prof lv.

SABBATICAL: Yes

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/ Policy

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Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

Minimum FTE: 0.5

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

SALARY SCHEDULE
- Base: 31,185
- Starting Salary: 31,185
- Index: 5 x 5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 88-89
- Rollback:
- Multi-year Contract:

INSURANCE
- Type: Carrier
- Option
- Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Health
- BC/BS
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- Cafeteria
- Dental
- BC/BS
- 350D
- Deductible Reimbursement
- Life
- LTD
- The Principal
- .0038(thru sal)
-选项: H/A, Dent

LEAVES
- Type
- Days/Year
- Accum. use
- Approval
- 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
- yes

ASSOCIATION
- yes

SABBATICAL
- No

OTHER LEAVES: Emergency

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists
- Syracus-Dunbar-Avoca
- FTE Teachers: 60
- Starting Salary: 31,185

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

Step |
- Old |
- New |
- Old |
- New |
- Old |
- New |
- Old |
- New |
- Old |
- New |
- Old |
- New |
- Old |
- New |
- Old |
- New |
- Old |
- New |

Step 5:
- Old: 31,185
- New: 31,185
- 32,744
- 34,304
- 35,863
- 37,422
- 38,981
- 40,541
- 42,100
- 43,659
- 45,218
- 46,778
- 49,896
- 51,455
- 54,574

Step 10:
- Old: 48,337
- New: 51,455
- 53,015
- 54,574
- 56,133
- 57,692
- 60,811

Step 15:
- Old: 63,929
- New: 65,489
- 68,048

NEGOTIATED/Policy
- Syracus-Dunbar-Avoca
- FTE Teachers: 60
- Starting Salary: 31,185

Step 5:
- Old: 31,185
- New: 31,185
- 32,744
- 34,304
- 35,863
- 37,422
- 38,981
- 40,541
- 42,100
- 43,659
- 45,218
- 46,778
- 49,896
- 51,455
- 54,574

Step 10:
- Old: 48,337
- New: 51,455
- 53,015
- 54,574
- 56,133
- 57,692
- 60,811

Step 15:
- Old: 63,929
- New: 65,489
- 68,048
**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+1 8 1% ea aft Stp 17 (92-93), BA+36 same (97-98); not full 5X5
- Vertical Freeze: 88-89
- Rollback:

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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**OTHER LEAVES:**

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**INSURANCE**

- **HEALTH**
  - Carrier: BC/BS
  - Options: Indiv.
  - Amount: H/A-Dent 350D
- **DENTAL**
  - Carrier: BC/BS
  - Options: Indiv.
  - Amount: H/A-Dent 2
- **LIFE**
  - Carrier: Guardian
  - Options: Indiv.
  - Amount: H/A-Dent 3.00
- **LTD**
  - Carrier: National
  - Options: Indiv.
  - Amount: H/A-Dent .0040(+b)
- **NON-PARTICIPANT**
  - Carrier: Indiv.
  - Options: Indiv.
  - Amount: H/A-Dent

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

- **Minimum FTE:** 0.5
- **Contribution:** fte

**COMMENTS**

- .5 fte 87-88&before full ben; after-ft
- .5 fte 87-88&before full ben; after-ft

**NEGOTIATED POLICY**

- **Exists**
  - Voluntary Separation: Y
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 416
- **Enrollment:**
  - HS: 29,100
  - JH/MS: 30,264
  - ELEM: 31,428
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Normal Teaching Load:** 8
- **Class Periods/Day:** 8
- **Index:** 5 x 4
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Index:** 5 x 4
- **Starting Salary:** 29,100
- **Base:** 29,100

### Insurance
- **Type:** Carrier
- **Option:** Amount Paid by District
- **Couple - Benefits**
  - **Health:** BCBS
    - 600D: 46.01
    - 46.01
    - 46.01
    - 46.01
  - **Dental:** BC/BS
    - 3
  - **Life:** Principal
  - **LTD:** Non-Participant

### Cafeteria Plan
- **Type Carrier:** Individ.
- **Option:** Depend.
- **Amount Paid by District:**
  - **Health:**
    - BCBS: 600D: 46.01
    - BC/BS: 3
  - **Dental:**
    - BC/BS: 3
  - **Life:**
    - Principal:
  - **LTD:**
    - Non-Participant

### Leaves
- **Type:**
- **Sick:** 8
- **Personal leaves:**
  - 3
- **Personal leave:** 5
- **Professional:** 2
  - 6
- **Lever State Tourney:**

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

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2010-2011

Thedford Rural

WORKING CONDITIONS

Contract Days: 184
Enrollment: 112

Length of Teacher Day: 8
Length of Student Day: 7.25
Planning Time: 52
Class Periods/Day: 8
Normal Teaching Load: 7

Experience Allowed: 5
Career Increments: N

Index: 4 x 5

INSURANCE

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

Health
BC/BS
600D
446.93
826.84
938.56
1260.25
24.46 or
40.50

Dental
BC/BS
2
22.25
22.25
22.25
22.25

PPO:
COMMENTS:

Life
LTD
Madison Nat'l
.00247

non-participant

LEAVES

Sick
10
35
yes

Personal
3

yes

Bereavement
5
w/appr.

Voluntary Separation: N

Professional
2

yes

Grievance: Y N

A Adoption
20

yes

Professional Growth: Y N

Association

Reduction in Force: N

Sab batical:

Sick Bank: N Y

OTHER DISTRICT POLICIES

Negotiated/Policy

Exits

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

THEFORD

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**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 401
- Enrollment: 
  - HS: 342
  - JH/MS: 301
  - ELEM: 419
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 30,275
- Starting Salary: 30,275
- Career Increments: Y
- Experience Allowed: all
- Entry Level Step: 1
- Index: 4 x 4
- Vertical Freeze: 86-87
- Rollback:

**VERTICAL FREEZE**

- Multi-year Contract:

**INSURANCE**

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**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

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Twin River

2010-2011
7.1

WORKING CONDITIONS

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

SALARY SCHEDULE

| Base: | 30,000 |
| Index: | 4 x 5 |
| Starting Salary: | 30,000 |
| Career Increments: | N |
| Experience Allowed: | all |

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

INSURANCE

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

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**INSURANCE**

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| OTHER LEAVES: | Court, Military |

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**WORKING CONDITIONS**

- Contract Days: 185
- Enrollment: 657
- Length of Teacher Day: 8
- Length of Student Day: 7.4
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 30,065
- Starting Salary: 30,065
- Career Increments: N
- Experience Allowed: all
- Entry Level Step: 1(D)

**INCENTIVES**

- veggies
- fruit
- milk

**INSURANCE**

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**LEAVES**

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**SABBATICAL**: No

**SEVERANCE PAY**

**OTHER DISTRICT POLICIES**

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<td>Professional Growth</td>
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<td>Reduction in Force</td>
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**VALENTINE COMMUNITY**

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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
Starting Salary: 29,500
Entry Level Step: 1
Career Increments: N
Index: 4 x 5
Experience Allowed: all
$600 Stipend last step
Vertical Freeze:
Rollback:
Multi-year Contract:
Length of Teacher Day: 888
Length of Student Day: 7.15
Normal Teaching Load: 7 7

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
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
LIFE Madison Life 2.05
LTD
NON-PARTICIPANT 492.70/month

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

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

OTHER LEAVES:
SEVERANCE PAY:

Wahoo 2010-2011
7.1

FTE Teachers: 72.52
Starting Salary: 29,500
Index: 4 x 5
Experience Allowed: all
$600 Stipend last step
Vertical Freeze:
Rollback:
Multi-year Contract:
Length of Teacher Day: 888
Length of Student Day: 7.15
Normal Teaching Load: 7 7

INSURANCE
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SICK 10 40 yes
PERSONAL 2 yes accum to 3
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION adm. disc.

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

OTHER LEAVES:
SEVERANCE PAY:
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 457
- **Enrollment:**
  - HS: 185
  - JH/MS: 185
  - ELEM: 185
- **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:**
  - 77
- **Index:** 4 x 4
- **Experience Allowed:** All
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:** 87-88
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 30,200
- **Entry Level Step:** 1
- **Starting Salary:**
  - 87-88

### Insurance
- **Type Carrier**
  - **Health:** BC/BS 600D
  - **Dental:** BC/BS 2
  - **PPO:**
  - **Life:** Madison Nat'l

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

### Leaves
- **Type**
  - **Sick:** 10
  - **Personal:** 2
  - **Bereavement:** 2
  - **Professional:**
  - **Association:**

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

### Other Leaves
- **Severance Pay:** Y
**Working Conditions**

- Contract Days: 183
- Enrollment: 186
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: 
- Rollback: 

**Salary Schedule**

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

**Insurance**

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**LEAVES**

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**Wallace 65R**

**Other District Policies**

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

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**Wallace**

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2010-2011

Walthill

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 300
- Enrollment: HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 50 50 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

SALARY SCHEDULE
- Base: 34,062
- Starting Salary: 34,062
- Career Increments: N
- BA+36 grandfathered 92-93
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

Experience Allowed: all

INSURANCE
- Type
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- Carrier
  - BC/BS 350D 2
- Option
  - Individ. EE/Child EE/Spouse EE/Sp/Child
- Amount Paid by District
  - HEALTH 496.16 917.92 1041.96 1399.08
  - DENTAL 22.25 41.15 46.71 62.75
- Couple - Benefits
  - Individ.
  - Depend.
- Cafeteria Plan
  - Options: TSA

LEAVES
- Type
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - SABBATICAL
- Days/Year
  - SICK 12
  - PERSONAL 2
  - BEREAVEMENT 5
  - PROFESSIONAL 2
  - ADOPTION 10
  - ASSOCIATION
- Accum.
  - SICK 45
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- Other
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OTHER DISTRICT POLICIES
- SEVERANCE PAY: Y

WALThILL

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### Working Conditions
- Contract Days: 184
- FTE Teachers: 215
- HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 6.75
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 27,400
- Index: 4 x 5
- Career Increments: N
- Experience Allowed: 7(D)
- Vertical Freeze: 86-87
- Rollback: 86-87 Last Step
- Length of Teacher Day: 8
- Length of Student Day: 6.75
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

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

### Leaves
- **Type**: Depend.
- **Approval Needed**: Yes
- **Use**: Yes
- **Accum. to**: 3

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

### Wauenta-Palisade Salary Schedule

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Wausa

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

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
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
LTD  Mut. of Omaha
LIFE

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

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

OTHER LEAVES:

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W1-02 .5-.74 fte offered benefits equal to full time employees; .75-.99 offered benefits equal to full time employees
### Working Conditions
- **Contract Days:** 186
- **FTE Teachers:** 1802
- **Enrollment:** 1802
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.5
- **Planning Time:** 96
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 5

### Salary Schedule
- **Base:** 31,190
- **Index:** 5 x 4
- **Starting Salary:** 31,190
- **Entry Level Step:** 1
- **Career Increments:** Y after 15 yrs: BA36/MA-.005; MA9&MA18-.0075; MA36-.01 prev yr sal.
- **Vertical Freeze:** 85-86
- **Rollback:**
- **Multi-year Contract:**

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

### Leaves
- **SICK:** 9 Days/Year, yes
  - **Accum.:** 60
  - **Depend. Approval Needed:** yes
  - **Approval Needed:** yes
  - **Other Info:** Sev.-upon term. after 10 yrs $20/unused days
- **PERSONAL:** 3 Days/Year, yes
  - **Accum.:**
  - **Depend.:** yes
  - **Approval Needed:** sub pay/day unused in summer
- **BEREAVEMENT:** 3+2 from sick lv., yes
- **PROFESSIONAL admin. disc.:** yes
- **ADOPTION:** 10 from sick lv.
- **ASSOCIATION:** 2
- **SABBATICAL:** Yes
- **SEVERANCE PAY:** Y

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

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### Other Leaves:
- **WAVERLY:**
- **Contract Days:**
- **Enrollment:**
- **Class Periods/Day:** 7
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.5
- **Planning Time:** 96
- **Normal Teaching Load:** 5
- **Index:** 5 x 4
- **Starting Salary:** 31,190
- **Entry Level Step:** 1
- **Career Increments:** Y after 15 yrs: BA36/MA-.005; MA9&MA18-.0075; MA36-.01 prev yr sal.
- **Vertical Freeze:** 85-86
- **Rollback:**
- **Multi-year Contract:**
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 875
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 50, 50, 50
- **Class Periods/Day:** 8, 9
- **Normal Teaching Load:** 7, 8
- **Experience Allowed:** 7(D)
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

## Salary Schedule
- **Index:** 4 x 5
- **Starting Salary:** 30,000
- **Entry Level Step:** 1
- **Experience Allowed:** 7(D)

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## Insurance
- **Healthcare Provider:**
  - **Type:**
    - **H/A-Dent:** 500D
    - **Individ. EE/Child:** 385.47
    - **EE/Spouse:** 1090.83
    - **EE/Sp/Child:** 1090.83
- **Dental Provider:**
  - **Type:** Ameritas
  - **Carrier:** Mutual of Omaha
- **Life Provider:**
  - **Type:** Mutual of Omaha
  - **Carrier:** Coventry
  - **Option:** H/A-Dent
  - **Type:** Ameritas
  - **Carrier:** Mutual of Omaha
  - **Option:** 500D

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

## Leaves
- **Sick:**
  - **Days/Year:** 30
  - **Accum. Days:** 6
  - **Approval Needed:** 1-Yes/1-No
- **Personal:**
  - **Days/Year:** 10
  - **Accum. Days:** 10
  - **Approval Needed:** 1-Yes/1-No
- **Professional:**
  - **Days/Year:** 5
  - **Accum. Days:** 5

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

## Sabbatical Pay
- **Other Leave Pay:**
  - **SEVERANCE PAY:**

## Wayne
- **Starting Salary:** 30,000
- **Contract Days:** 185
- **FTE Teachers:** 875
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 50, 50, 50
- **Class Periods/Day:** 8, 9
- **Normal Teaching Load:** 7, 8
- **Experience Allowed:** 7(D)
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

## Summary
- **Index:** 4 x 5
- **Starting Salary:** 30,000
- **Entry Level Step:** 1
- **Experience Allowed:** 7(D)
### Weeping Water 2010-2011

#### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 372
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

#### SALARY SCHEDULE
- **Base:** 30,000
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 1.00
  - JH/MS: 1.04
  - ELEM: 1.08
- **Career Increments:** N
- **Experience Allowed:** 9
- **94-95 remove ma36; grandfather fac. on that column**
- **Rollback:**
- **Vertical Freeze:**

#### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District:
    - Individ. EE/Child: 479.02
    - EE/Spouse EE/Sp/Child: 886.21
    - Individ. Depend.: 41.15
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District:
    - Individ. EE/Child: 46.71
    - EE/Spouse EE/Sp/Child: 62.75
- **LIFE**
  - Carrier: H/A-Dent
  - Amount Paid by District:
    - Individ. EE/Child: 1005.96
    - EE/Spouse EE/Sp/Child: 1350.75
- **LTD**
  - Carrier: Option 600D
  - Amount Paid by District:
    - Individ. EE/Child: 16.5% base pay

#### LEAVES
- **SICK**
  - Days/Year: 10
  - Accum.: 45
  - Depend.: yes
  - Approval Needed: yes
  - Other Info:
    - Unused over 45 pd. $45/day EOY, $25/day at retirement

#### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
- **Exists**
- **SABBATICAL**
  - No
  - **SEVERANCE PAY**
  - Yes

#### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 372
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

#### SALARY SCHEDULE
- **Base:** 30,000
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 1.00
  - JH/MS: 1.04
  - ELEM: 1.08
- **Career Increments:** N
- **Experience Allowed:** 9
- **94-95 remove ma36; grandfather fac. on that column**
- **Rollback:**
- **Vertical Freeze:**

#### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District:
    - Individ. EE/Child: 479.02
    - EE/Spouse EE/Sp/Child: 886.21
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- **LTD**
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  - Amount Paid by District:
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#### LEAVES
- **SICK**
  - Days/Year: 10
  - Accum.: 45
  - Depend.: yes
  - Approval Needed: yes
  - Other Info:
    - Unused over 45 pd. $45/day EOY, $25/day at retirement

#### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 372
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

#### SALARY SCHEDULE
- **Base:** 30,000
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 1.00
  - JH/MS: 1.04
  - ELEM: 1.08
- **Career Increments:** N
- **Experience Allowed:** 9
- **94-95 remove ma36; grandfather fac. on that column**
- **Rollback:**
- **Vertical Freeze:**

#### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District:
    - Individ. EE/Child: 479.02
    - EE/Spouse EE/Sp/Child: 886.21
    - Individ. Depend.: 41.15
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District:
    - Individ. EE/Child: 46.71
    - EE/Spouse EE/Sp/Child: 62.75
- **LIFE**
  - Carrier: H/A-Dent
  - Amount Paid by District:
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- **LTD**
  - Carrier: Option 600D
  - Amount Paid by District:
    - Individ. EE/Child: 16.5% base pay

#### LEAVES
- **SICK**
  - Days/Year: 10
  - Accum.: 45
  - Depend.: yes
  - Approval Needed: yes
  - Other Info:
    - Unused over 45 pd. $45/day EOY, $25/day at retirement

#### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 372
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

#### SALARY SCHEDULE
- **Base:** 30,000
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 1.00
  - JH/MS: 1.04
  - ELEM: 1.08
- **Career Increments:** N
- **Experience Allowed:** 9
- **94-95 remove ma36; grandfather fac. on that column**
- **Rollback:**
- **Vertical Freeze:**

#### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District:
    - Individ. EE/Child: 479.02
    - EE/Spouse EE/Sp/Child: 886.21
    - Individ. Depend.: 41.15
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District:
    - Individ. EE/Child: 46.71
    - EE/Spouse EE/Sp/Child: 62.75
- **LIFE**
  - Carrier: H/A-Dent
  - Amount Paid by District:
    - Individ. EE/Child: 1005.96
    - EE/Spouse EE/Sp/Child: 1350.75
- **LTD**
  - Carrier: Option 600D
  - Amount Paid by District:
    - Individ. EE/Child: 16.5% base pay

#### LEAVES
- **SICK**
  - Days/Year: 10
  - Accum.: 45
  - Depend.: yes
  - Approval Needed: yes
  - Other Info:
    - Unused over 45 pd. $45/day EOY, $25/day at retirement
WORKING CONDITIONS
Contract Days: 185
Enrollment: 243
Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 52
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE
Contract Days: 185
FTE Teachers: 27
Base: 29,100
Starting Salary: 29,100
Career Increments: N
Experience Allowed: all
Index: 4 x 4
Entry Level Step: 1

INSURANCE
Type Carrier Option Amount Paid by District couple - Benefits
H/A-Dent Indiv. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 350D 471.35 872.02 989.86 1329.13
DENTAL BC/BS 2 21.66 21.66 21.66
PPO: COMMENTS:
LIFE
LTD NON-PARTICIPANT

LEAVES
Type Days/Year Accum. use Approval 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
SABBATICAL: No
SEVERANCE PAY: N

OTHER DISTRICT POLICIES
Negotiated/ Policy
Existed

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West Holt Schools 2010-2011

WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 34
- Enrollment: 355
- HS: 8
- JH/MS: 8
- ELM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 29,450
- Starting Salary: 29,450
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 888
- Length of Student Day: 7.5
- Normal Teaching Load: 7

INSURANCE
- Type: Option
- Carrier: Amount Paid by District
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- 22.25
- HEALTH
- DENTAL
- NO-PARTICIPANT
- CONTRACT:
- Cafeteria Plan
- Comments:
- Options:
- IRS 125:
- Deductible Reimbursement

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

SICK
- 10
- 40
- Other Info:
- PERSONAL
- PROFESSIONAL
- ADOPTION
- ASSOCIATION
- SEVERANCE PAY

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

OTHER LEAVES:

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COMMENTS:
- H/A-Dent
- Options:
- IRS 125:
- Deductible Reimbursement

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

SEVERANCE PAY:

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

WFT Teachers: 34

HC

FTE Teachers: 34

HC

FTE Teachers: 34
## Working Conditions
- **Contract Days:** 185
- **Enrollment:** 825
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6.75
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 30,000
- **Starting Salary:** 30,000
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 09-10, 10-11
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6.75
- **Normal Teaching Load:** 7

## Insurance
### Type | Carrier | Option | Amount Paid by District | Couple - Benefits |
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### Cafeteria Plan
- **Type:** Individ.
- **Carrier:** Depend.
- **Commission:** 469.18

### Deductible Reimbursement
- **Options:** IRS 125:

## Leaves
### Type | Days/Year | Accum. | Depend. | Approval | Other |
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### Other District Policies
- **Negotiated/Policy:** Exists
- **Sick Bank:** N

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## Notes
- **FTE Teachers:** 70.912
- **Starting Salary:** 30,000
- **Negotiated/Policy:** Exists
- **Cafeteria Plan:** Individ.
- **Deductible Reimbursement:** Yes

## Cafeteria Plan
- **Type:** Individ.
- **Carrier:** Depend.
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 110
- Enrollment: 26,425
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 55
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 26,425
- Index: 4.5 x 4.5
- Starting Salary: 26,425
- Career Increments: Y
- Experience Allowed: 5
- Multi-year Contract: 10-11, 11-12

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**PART-TIME BENEFITS**

- Minimum FTE: 1.00
- Contribution: fte

**SALARIES**

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** COMMENTS:**

- 2010-2011 Frozen staff in BA 36/MA will receive add’l 1% of base

---

*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
- **Length of Student Day:** 7.3
- **Planning Time:** 50
- **Normal Teaching Load:** 7
- **Index:** 4 x 4
- **Experience Allowed:** all

### Salary Schedule
- **Base:** 32,000
- **Starting Salary:** 32,000
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
- **Normal Teaching Load:** 77
- **Length of Teacher Day:** 888
- **Length of Student Day:** 7.3
- **Health Insurance:**
- **Dental Insurance:**
- **Life Insurance:**
- **LTD:**
- **Insurance Options:**
- **Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan**
- **Health BC/BS 600D Individ. H/A-Dent**
- **Individ. EE/Child EE/Spouse EE/Sp/Child**
- **Dep. Dental + caf 86.96 or 103**
- **Dental BC/BS 2 22.25 22.25 22.25 22.25**
- **Part-Time Benefits Minimum FTE: 0.5 Contribution: fte**
- **Normal Teaching Load:** 7
- **Index:** 4 x 4
- **Experience Allowed:** all

### Leaves
- **Type:**
- **Days/Year:**
- **Accum. Depend. Approval Needed Other**
- **Sick:**
- **Personal:**
- ** Bereavement:**
- **Professional:**
- **Association:**
- **Severance Pay:**
- **Negotiated/Policy Exists:**
- **Voluntary Separation:**
- **Grievance:**
- **Professional Growth:**
- **Reduction in Force:**
- **Sick Bank:**
- **Sabbatical:**
- **Negotiated/Policy:**
- **Voluntary Separation:**
- **Grievance:**
- **Professional Growth:**
- **Reduction in Force:**
- **Sick Bank:**
- **Severance Pay:**
- **Other Leaves:**

### Salary Schedule Table

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**Notes:**
- Experience allowed: 99-00, 5 yrs; 00-01, board discretion; 02-03, all yrs. 08-09 MA+27 lane added

### Additional Notes
- **Starting Salary:** 32,000
- **Index:** 4 x 4
- **Experience Allowed:** all

---

**Wilber-Clatonia 2010-2011**

**7.1**
### Working Conditions
- Contract Days: 183
- FTE Teachers: 27.63
- Enrollment: 210
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Planning Time: 52
- Class Periods/Day: 10
- Normal Teaching Load: 7

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

### Normal Working Conditions
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

### Insurances
- **Health**: BC/BS
  - Carrier: 600D
  - Amount Paid by District: 446.93
  - Individ. EE/Child: 826.84
  - EE/Spouse: 938.56
  - EE/Sp/Child: 1200.25
- **Dental**: BC/BS
  - Carrier: 1
  - Amount Paid by District: 21.66
  - Individ. EE: 21.66
  - EE/Sp: 21.66
  - EE/Sp/Child: 21.66

### Leaves
- **Sick**: 10
  - Days/Year: 40
  - Other Info: reimb 1/2 sub pay for unused, $300 bonus-no sick days used
- **Personal**: 3
  - Voluntary Separation: N
- **Professional**: 2
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N
- **Adoption**: admin approval
  - Other: admin approval
- **Association**: ad
  - Other: ad

### Other District Policies
- **Sabbatical**: No
- **Severance Pay**: Y

### Cafeteria Plan
- Individ.: 8.00
- Depend.: 52 40 40

### Salary Schedule Table

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

**SALARY SCHEDULE**
- Base: $33,566
- Index: 4 x 4
- Starting Salary: Index: 4 x 4
- Experience Allowed: 5(D)
- Career Increments: N
- Vertical Freeze: 00-01
- Rollback:
- Multi-year Contract: 09-10, 10-11

**INSURANCE**
- Type
- Carrier
- Option
- Amount Paid by District
- Couple - Benefits

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**LEAVES**
- Type
- Days/Year
- Depend. use
- Approval Needed
- Other

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**OTHER DISTRICT POLICIES**
- Negotiated/Policy
- Exists
- Minimum FTE: 0
- Contribution: fte

**NEED SALARY SCHEDULE**
WORKING CONDITIONS
Contract Days: 185
Enrollment: 230
Length of Teacher Day: 8
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 6

SALARY SCHEDULE
Base: 30,150
Starting Salary: 30,150
Career Increments: N
Experience Allowed: 5

Index: 4 x 4
Entry Level Step: 1

.role
3.110/26/2011

Index: 4 x 4
Experience Allowed: 5
Career Increments: N

Winside

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 496.16 917.92 1041.96 1399.08
DENTAL BC/BS 2 22.25 22.25 22.25 22.25

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

HEALTH BC/BS 350D 496.16 917.92 1041.96 1399.08
DENTAL BC/BS 2 22.25 22.25 22.25 22.25

LIFE
LTD National Ins .0025

INSURANCE

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 20 40 yes
PERSONAL 2 yes
BEREAVEMENT 3 add'l from sick lv
PROFESSIONAL 2 yes
ADOPTION adm. disc.
ASSOCIATION adm. disc.

SEVERANCE PAY:
OTHER DISTRICT POLICIES
Negotiated/ Policy

SEASONAL

OTHER DISTRACTIONS

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

SEASONAL

OTHER DISTRACTIONS

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

OTHER DISTRACTIONS

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SEVERANCE PAY:
OTHER DISTRICT POLICIES
Negotiated/ Policy

OTHER DISTRACTIONS

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

OTHER DISTRACTIONS

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

OTHER DISTRACTIONS

Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27
1 30,150 31,356 32,562 33,768 34,974 34,974 36,180 37,386 38,592
2 31,356 32,562 33,768 34,974 36,180 36,180 37,386 38,592 39,798
3 32,562 33,768 34,974 36,180 37,386 37,386 38,592 39,798 41,004
4 33,768 34,974 36,180 37,386 38,592 38,592 39,798 41,004 42,210
5 34,974 36,180 37,386 38,592 39,798 39,798 41,004 42,210 43,416
6 36,180 37,386 38,592 39,798 41,004 41,004 42,210 43,416 44,622
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13 48,240 49,446 49,446 50,652 51,858 53,064
14 49,446 50,652 50,652 51,858 53,064 54,270
15 50,652 51,858 51,858 53,064 54,270 55,476

10/26/2011

CONTACT:
2010-2011
3.1
WORKING CONDITIONS

Contract Days: 185  FTE Teachers: 45
Enrollment: 494  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: 6  6

SALARY SCHEDULE

Base: 29,285  Index: 4 x 5
Starting Salary: 29,285  Entry Level Step: 1
Career Increments: N  Experience Allowed: all

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

INSURANCE

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OPTIONS:

- IRS 125: Y
- Flex Accounts: Y

Deductible Reimbursement

LEAVES

Type | Days/Year | Depend. | Approval | Other |
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OTHER DISTRICT POLICIES

- Severance: $25/day unused up to 45
- Voluntary Separation: Y P
- Grievance: Y P
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: N

SEVERANCE PAY: Y

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WORKING CONDITIONS

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

INSURANCE

- HEALTH BC/BS: 600D
- DENTAL BC/BS: 2
- PPO: COMMENTS:
- LIFE LTD: Principal
- NON-PARTICIPANT


type carrier option amount paid by district couple - benefits

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OTHER DISTRICT POLICIES

- SABBATICAL: No
- SEVERANCE PAY: Yes

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WOOD RIVER RURAL

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**WORKING CONDITIONS**

- **Contract Days:** 170
- **FTE Teachers:** 14.15
- **Enrollment:** 158
- **HS:** 8.58
- **JH/MS:** 8.58
- **ELEM:** 8.58
- **Length of Teacher Day:** 8.5
- **Length of Student Day:** 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
- **Career Increments:** N
- **Experience Allowed:** 4

**INSURANCE**

**Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **Cafeteria Plan**
---|---|---|---|---|---
HEALTH | BC/BS | 600D | 446.93 826.84 938.56 1260.25 | | |
DENTAL | BC/BS | 2 | 22.25 22.25 22.25 22.25 | | |
PPO: | | | COMMENTS: | | |
LIFE | National | | .0051 | | |
LTD | National | | | | |
The above options are the minimum. Options are available for other carriers.

**LEAVES**

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**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

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## Working Conditions
- Contract Days: 187
- FTE Teachers: 1263
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.25
- Length of Student Day: 6.5
- Planning Time: 52 45 40
- Class Periods/Day: 7 8
- Normal Teaching Load: 6 7
- Vertical Freeze: 86-87
- Rollback: 86-87 Bottom
- Multi-year Contract:
  - Length of Teacher Day: 7.5 7.5 7.25
  - Length of Student Day: 6.5 6.25 6.25

## Salary Schedule
- Base: 30,200
- Index: 5 x 4
- Starting Salary: 30,200
- Entry Level Step: 0
- Experience Allowed: N
- Career Increments: N
- Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.
- Vertical Freeze: 86-87

## Insurance
- Type | Carrier | Option | Amount Paid by District | Couple - Benefits |
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## Leaves
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## Other District Policies
- Negotiated/Policy
- Exists

## Severance Pay

## Negotiated/Policy
- SABBATICAL: Yes
- SEVERANCE PAY:

## Salary Schedule Table

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

## Other Leaves
- Emergency - 10 max., Jury duty

## Salary Schedule Table

## Cafeteria Plan
- Minimum FTE: 0.5
- Contribution: fte
- Options:
  - IRS 125: Y
  - Flex Accounts: Y
WORKING CONDITIONS

Contract Days: 185
Enrollment: 478
Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE

Base: 30,712
Starting Salary: 30,712
Career Increments: N

Experience Allowed: all

Index: 4 x 4
Entry Level Step: 1

Vertical Freeze: 00-01
Rollback:

Multi-year Contract:

Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 7

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

Health BC/BS 600D H/A-Dent Individ. EE/Child EE/Spouse 256.69 or

Dental BC/BS 2 22.25 22.25 22.25

LTD Madison .0053

NON-PARTICIPANT $232.23 TSA

LEAVES

Type Days/Year Accum. Depend. Approval Needed Other

Sick 10 45 Yes

PERSONAL 2+1

Bereavement 2

Professional admin approval

Auction

Association

Sabatical: No

Sabbatical: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/ Policy

Type Days/Year Accum. Depend. Approval Needed Other

Sick

PERSONAL

Bereavement

Professional growth

Reduction in Force

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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Grievance: Y P

Professional Growth: Y P

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SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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Grievance: Y P

Professional Growth: Y P

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SEVERANCE PAY:

OTHER DISTRICT POLICIES

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OTHER DISTRICT POLICIES

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SEVERANCE PAY:

OTHER DISTRICT POLICIES

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SEVERANCE PAY:

OTHER DISTRICT POLICIES

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Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Voluntary Separation: Y P

Grievance: Y P

Professional Growth: Y P

Sick Bank: N

SABBATICAL: No

SEVERANCE PAY: