### Working Conditions
- Contract Days: 184
- FTE Teachers: 874
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 46
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 31,600
- Starting Salary: 31,600
- Career Increments: N
- Experience Allowed: 7
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 888
- Length of Student Day: 777

### Insurance
- HEALTH
  - Carrier: BC/BS
  - Option: 600D
  - Type: H/A-Dent
  - Individ.: 446.93
  - EE/Child: 826.84
  - EE/Spouse: 938.56
  - EE/Sp/Child: 1260.25

- DENTAL
  - Carrier: BC/BS
  - Option: 3
  - Type: Individ.
  - Individ.: 21.66
  - EE/Child: 40.08
  - EE/Spouse: 45.49
  - EE/Sp/Child: 61.09

- LIFE
  - Carrier: Guardian
  - Option: 5.60
  - Type: Individ.
  - Amount Paid by District: 3
  - Deductible Reimbursement: 1.36

- LTD
  - Carrier: Madison
  - Option: .0039

- NON-PARTICIPANT

### Leaves
- SICK
  - Days/Year: 10
  - Accum.: 30
  - Depend. Use: yes
  - Approval: Needed
  - Other: yes

- PERSONAL
  - Days/Year: 2
  - Accum.: 30
  - Depend. Use: yes
  - Approval: Needed
  - Other: yes

- PROFESSIONAL
  - Days/Year: 5
  - Accum.: 30
  - Depend. Use: yes
  - Approval: Needed
  - Other: add'l w/appr

- ADOPTION
  - Days/Year: 5
  - Accum.: 30
  - Depend. Use: yes
  - Approval: Needed
  - Other: admin approval

- ASSOCIATION
  - Days/Year: 5
  - Accum.: 30
  - Depend. Use: yes
  - Approval: Needed
  - Other: admin approval

### Sabbatical
- No

### Severance Pay

### District Policies
- Negotiated Policy

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

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

### Other Leaves

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## Ainsworth

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 495
- **Enrollment:**
  - HS: 22.25
  - JH/MS: 22.25
  - ELEM: 22.25

### Salary Schedule
- **Base:** $30,400
- **Index:** 5 x 4
- **Starting Salary:** $30,400
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Vertical Freeze:** 86-87, 87-88, 89-90
- **Rollback:** 86-87 Last Step
- **Multi-year Contract:**
  - **Length of Teacher Day:** 888
  - **Length of Student Day:** 7.5
  - **Normal Teaching Load:** 88
  - **Planning Time:** 50
  - **Contract Days:** 185
  - **Enrollment:** 495 Base: 30,400

### Insurane
- **Type:**
  - HEALTH
    - Carrier: BC/BS
    - Option: 600D
    - Amount Paid by District: 446.93
    - **Deductible Reimbursement:** 250/500
- **Cafeteria Plan**
  - Type: Individ.
  - Carrier: Madison Nat'l
  - Option: 0.0035
  - Total Paid by District: 449.79

### Leaves
- **Sick Days/Year:** 10
- **Accumulator:** 45
- **Approval Needed:** yes

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

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

### 2011-2012
- **7.1**
### WORKING CONDITIONS

- **Contract Days:** 185
- **FTE Teachers:** 230
- **Enrollment:**
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- **Length of Teacher Day:** 7.33
- **Length of Student Day:** 7.33
- **Planning Time:** 55
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**
- **Vertical Freeze:**
- **Rollback:**

### SALARY SCHEDULE

- **Base Salary:** ₵30,400
- **Index:** 4 x 4
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** all

### INSURANCE

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

### LEAVES

- **Type**
- **Days/Year**
- **Accum.**
- **Depend. use**
- **Approval Needed**
- **Other**
- **OTHER DISTRICT POLICIES**
  - **Negotiated/Policy**
  - **Exists**

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 1569
- **Enrollment:** HS JH/MS ELEM
- **Length of Teacher Day:** 8 7.34 7.34
- **Length of Student Day:** 6.73 6.73 6.34
- **Planning Time:** 45 48 76
- **Class Periods/Day:** 9 8
- **Normal Teaching Load:** 7 7

### Salary Schedule
- **Base:** 29,300
- **Index:** 4.25 x 4.5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 10
- **Career Increments:** N
- **Multi-year Contract:** Yes

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### Leaves
- **Sick Days:** 10, Accum. 40
- **Approval Needed:** Yes
- **Other Info:** Yes

### Employment Conditions
- **Normal Teaching Load:** 7 7
- **Length of Teacher Day:** 87.34 47.34
- **Length of Student Day:** 6.73 6.73 6.34

### Salary Schedule

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### Cafeteria Plan
- **Options:** H/A, Dent, Cash

### Benefits
- **Insurance:**
  - **Health:** Individ.
  - **Dental:** Individ.
  - **Life:** Individ.

### Leaves
- **Sick Leave:** 10, Accum. 40
- **Other Leave:** Yes
- **Personal Leave:** 2, Accum. 5
- **Professional Leave:** 3, Accum. 5
- **Association Leave:** 3
- **Association from Sick Leave:** 5
- **Voluntary Separation:** N
- **Grievance:** Y
- **Professional Growth:** Y
- **Reduction in Force:** Y
- **Sick Bank:** N

### Severance Pay
- **Parental Leave:** Yes
- **Severance Pay:**
- **Part-Time Benefits:**
  - **Minimum FTE:** 0.5
  - **Cafeteria Plan:** Yes

### Other District Policies

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### Other Leaves
- **Emergency:**
- **Negotiated/Policy:**
- **Exists:**
- **Negotiated/Policy:**
- **Negotiated/Policy:**

### Comments
- **Comments:**
- **IRS 125:** Yes
- **Flex Accounts:** Yes
- **Cafeteria Plan:** Yes
- **Deductible Reimbursement:**
- **PART-TIME BENEFITS:**
  - **Minimum FTE:** 0.5
  - **Contribution:** FTE
### Working Conditions
- Contract Days: 183
- FTE Teachers: 304
- HS JS/MS ELEM
- Length of Teacher Day: 8.17 8.17 8.17
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 51 51 60
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

### Salary Schedule
- Base: 30,000
- Starting Salary: 30,000
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Insurance

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### Leaves

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### Other District Policies

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

### Cafeteria Plan
- Individ.: Depend.: IRS 125: Y
- Flex Accounts: Options: Part-Time Benefits Minimum FTE: 0.5
- Contribution: ft

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### General Notes
- School Visitations: Other Info: 5 for dep.; $10/day over 45 at EOY
- Negotiated/Policy: Exists
- Sick Bank: Y N
- SEVERANCE PAY:
## Working Conditions
- **Contract Days:** 182
- **FTE Teachers:** 278
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.4
- **Length of Student Day:** 7.4
- **Planning Time:** 47
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

## Salary Schedule
- **Base:** 29,000
- **Starting Salary:** 29,000
- **Career Increments:** Y
- **Index:** 4 x 4
- **Experience Allowed:** 5

## Insurance

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## Leaves
- **Type:** SICK
- **Days/Year:** 8
- **Accum. use:** 45
- **Needed:** yes
- **Approval:**
- **Other Info:** 1/2 sub. rate/day unused sick/pers. (max 45) pd in July

## Other District Policies

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

### Serveance Pay
- **Yes**

### Other Leaves:

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Anselmo-Merna

**WORKING CONDITIONS**

| Contract Days: | 184 |
| Enrollment: | 257 |
| Length of Teacher Day: | 8.25 |
| Length of Student Day: | 7.57 |
| Planning Time: | 51 |
| Class Periods/Day: | 8 |
| Normal Teaching Load: | 7 |

**SALARY SCHEDULE**

- Base: 28,650
- Index: 4 x 4
- Starting Salary: 28,650
- Career Increments: N
- Experience Allowed: 10

**INSURANCE**

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**LEAVES**

- SICK: 10 days, 40 years
- PERSONAL: 2 days
- BEREAVEMENT: 2 days
- PROFESSIONAL: 2 days
- ADOPTION: 2 days
- ASSOCIATION: 2 days
- OTHER LEAVES: 1/2 sub pay/day up to 40 at separation
- SABBATICAL: No
- SEVERANCE PAY: Y

**OTHER DISTRICT POLICIES**

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

**ANSELMO-MERNA**

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

### SALARY SCHEDULE
- Base: 28,000
- Index: 4 x 5
- Starting Salary: 22.25
- Career Increments: N
- Experience Allowed: 5
- Multi-year Contract: 11-12, 12-13

### INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Deductible Reimbursement: Options:
- DENTAL
  - Carrier: BC/BS
  - Deductible Reimbursement: Options:
- LIFE
  - Carrier: Fortis
  - Deductible Reimbursement: Options:
  - IRS 125: Y
  - Flex Accounts: Y

### LEAVES
- SICK
  - Days/Year: 35
  - Accum. Use: yes
  - Approval Needed: yes
- PERSONAL PTO
  - Days/Year: 13
  - Accum. Use: yes
- BEREAVEMENT PTO
  - Days/Year: 1
  - Accum. Use: yes
- PROFESSIONAL
  - Days/Year: 1
  - Accum. Use: yes
- ADOPTION
  - Days/Year: 1
  - Accum. Use: yes
- ASSOCIATION
  - Days/Year: 1
  - Accum. Use: yes

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

### OTHER LEAVES:

### ANSLEY

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*07-08 change in horizontal index - 4.5% to 5%*
2011-2012
3.1

WORKING CONDITIONS
Contract Days: 183
FTE Teachers: 316
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 51 51 25
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 29,700
Index: 4 x 4
Starting Salary: Entry Level Step: 0
Career Increments: Y
Experience Allowed: 12(D)
Vertical Freeze: 88-89
Rollback: 88-89 Last Step
Multi-year Contract:

INSURANCE
Type Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 800D 431.86 798.96 906.92 1217.76 Sp or Dep Dental
DENTAL BC/BS 2 22.25 22.25 22.25 22.25

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 45 yes
PERSONAL 2 yes
BEREAVEMENT 2 yes with admin permission
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION
SABBATICAL: No

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists

OTHER LEAVES:

ARAPAHOE

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   Minimum FTE: 0.5

   Contribution: fte

   Deductible Reimbursement: 400
   Options:
   IRS 125: Y
   Flex Accounts: Y
### Working Conditions
- Contract Days: 185
- FTE Teachers: 15
- Enrollment: 127
- Length of Teacher Day: 8.25
- Length of Student Day: 7.75
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 27,850
- Starting Salary: 27,850
- Career Increments: N
- Experience Allowed: D
- Index: 4 x 5
- Entry Level Step: 1

### Insurances
- **Health**: BC/BS, 600D, 446.93, 826.84, 938.56, 1260.25
- **Dental**: BC/BS, 22.25
- **Life**: Horace Mann, 8.61
- **LTD**: Principal Life
- **PPO**: COMMENTS:

### Leaves
- **Sick**: 10, 35, yes
- **Personal**: 3, yes
- ** Bereavement**: 3, w/appr.
- **Professional Admin. Disc.**: yes
- **Voluntary Separation**: Y
- **Grievance**: Y
- **Reduction in Force**: Y
- **Sick Bank**: Y

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

### Cafeteria Plan
- **Individ.**: 24.46 or 40.50
- **Depend.**: Options:
- **Horace Mann**: 475/950
- **IRs 125**: Y

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

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

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### Step Schedule

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WORKING CONDITIONS

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

Index: 4 x 5
Experience Allowed: all

BA+36 grandfathered in 86-87
Vertical Freeze:
Rollback: 86-87
Multi-year Contract: 10-11, 11-12

SAALARY SCHEDULE

Base: 32,970
Starting Salary: 32,970
Entry Level Step: 1

Experience: N

INDEX

Step BA BA+9 BA+18 BA+27 MA MA+9 MA+18 MA+27
1 32,970 34,619 36,267 37,916 39,564 41,213 42,861 44,510
1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35
2 34,289 35,937 37,586 39,234 40,883 42,531 44,180 45,828
1.04 1.09 1.14 1.19 1.24 1.29 1.34 1.39
3 35,608 37,256 38,905 40,553 42,202 43,850 45,499 47,147
1.08 1.13 1.18 1.23 1.28 1.33 1.38 1.43
4 36,926 38,575 40,223 41,872 43,520 45,169 46,817 48,466
1.12 1.17 1.22 1.27 1.32 1.37 1.42 1.47
5 38,245 39,894 41,542 43,191 44,839 46,488 48,136 49,785
1.16 1.21 1.26 1.31 1.36 1.41 1.46 1.51
6 39,564 41,213 42,861 44,510 46,158 47,807 49,455 51,104
1.20 1.25 1.30 1.35 1.40 1.45 1.50 1.55
7 40,883 42,531 44,180 45,828 47,477 49,125 50,774 52,422
1.24 1.29 1.34 1.39 1.44 1.49 1.54 1.59
8 43,850 45,499 47,147 48,796 50,444 52,093 53,741
1.33 1.38 1.43 1.48 1.53 1.58 1.63
9 46,817 48,466 50,114 51,763 53,411 55,060
1.42 1.47 1.52 1.57 1.62 1.67
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1.51 1.56 1.61 1.66 1.71
11 52,752 54,401 56,049 57,698
1.60 1.65 1.70 1.75
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1.74 1.79
13 57,687 60,335
1.73 1.83
14 58,654 61,302
1.77 1.87
15 61,324 64,972
1.80 1.91
16 64,292
1.93

ARLINGTON

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

Index: 4 x 5
Experience Allowed: all

BA+36 grandfathered in 86-87
Vertical Freeze:
Rollback: 86-87
Multi-year Contract: 10-11, 11-12

SAALARY SCHEDULE

Base: 32,970
Starting Salary: 32,970
Entry Level Step: 1

Experience: N

INDEX

Step BA BA+9 BA+18 BA+27 MA MA+9 MA+18 MA+27
1 32,970 34,619 36,267 37,916 39,564 41,213 42,861 44,510
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14 58,654 61,302
1.77 1.87
15 61,324 64,972
1.80 1.91
16 64,292
1.93
### WORKING CONDITIONS
- **Contract Days:** 182
- **FTE Teachers:** 123
- **Enrollment:** 182
- **HS:**
- **JH/MS:**
- **ELEM:**
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 53
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 77
- **Length of Student Day:** 7.5

### SALARY SCHEDULE
- **Base:** 28,000
- **Index:** 4 x 5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** (D)
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### INSURANCE
- **Type**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **Cafeteria Plan**
- **Type Carrier**
- **Depend.**
- **Use**
- **Approval**
- **Minimum FTE:** 0.375
- **Part-Time Benefits**
- **Contributions:** fte

### LEAVES
- **Type**
- **Days/Year**
- **Accum.**
- **Needed**
- **SEVERANCE PAY:** Y

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

### SCHEDULE

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WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 105
- HS: 8.5
- JH/MS: 8.5
- ELEM: 8.5
- Length of Teacher Day: 8
- Length of Student Day: 50
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

LENGTH OF CONTRACT:

- HS: 8.5
- JH/MS: 8.5
- ELEM: 8.5

INSURANCE

- HEALTH: BC/BS
  - Coverage: 800D
  - Deductible Reimbursement: 700/1400
- DENTAL: BC/BS
  - Coverage: 2
  - Deductible Reimbursement: 431.86/798.96
- LTD: Nat'l Ins
  - Deductible Reimbursement: .0071

LEAVES

- SICK: 10 days, 30 years
- PERSONAL: 2 days, yes
- BEREAVEMENT: from sick leave
- PROFESSIONAL: 3 days, yes
- ADOPTION: N
- ASSOCIATION: N

OTHER DISTRICT POLICIES

- SEVERANCE PAY: Y

SALARY SCHEDULE

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

Cafeteria Plan

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

PART-TIME BENEFITS

- Minimum FTE: 0.5
- Contribution: fte

OTHER LEAVES:

- SABBATICAL: N

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### Ashland-Greenwood

#### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 872
- **Enrollment:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 6.5 hours
- **Length of Student Day:** 6.25 hours
- **Planning Time:** 100 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Index:** 4 x 5
- **Experience Allowed:** All(D)
- **Career Increments:** N
- **New hires frozen at step 3 for 3 yrs**
- **Vertical Freeze:** 87-88/99-00
- **Rollback:**
- **Multi-year Contract:**
  - **Length of Teacher Day:** 7.5 hours
  - **Length of Student Day:** 6.5 hours
  - **Normal Teaching Load:** 7

#### SALARY SCHEDULE
- **Starting Salary:** 30,750
- **Entry Level Step:** 1
- **Deductible Reimbursement:**
  - HS: 1.00
  - JH/MS: 1.00
  - ELEM: 1.00

#### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 470.45, 870.36, 987.96, 1326.58
  - Individual:
    - EE/Child: 166.67/mo.
    - EE/Spouse EE/Sp/Child: 987.96
- **DENTAL**
  - Carrier: BC/BS
  - Option: 470.45, 870.36
  - Amount Paid by District: 12.25
- **LIFE**
  - Carrier: BC/BS
  - Option: 470.45, 870.36
  - Amount Paid by District: 12.25
- **LTD**
  - Carrier: BC/BS
  - Option: 470.45, 870.36
  - Amount Paid by District: 12.25

#### LEAVES
- **SICK**
  - Days/Year: 9
  - Accum. use: 45
  - Approval Needed: Yes
  - Other Info: $60/day
- **PERSONAL**
  - Days/Year: 2
  - Accum. use: Yes
  - Approval Needed: +1 from sick lv; acc to 4 per occur
- **BEREAVEMENT**
  - Days/Year: 4
  - Accum. use: Yes
  - Approval Needed: Yes
- **PROFESSIONAL**
  - Days/Year: Unl.
  - Accum. use: Yes
  - Approval Needed: Yes
  - Other: Sick lv; accum to 4
- **ADOPTION**
  - Days/Year: Unl.
  - Accum. use: Yes
  - Approval Needed: Yes
  - Other: Sick lv; accum to 4

#### OTHER DISTRICT POLICIES
- **SEVERANCE PAY:** Y
- **COMMENTS:** Deductible Reimbursement

#### OTHER LEAVES
- **Child's school act.-2 days**

![Salary Schedule Table](image-url)

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

### Part-Time Benefits
- **Minimum FTE:** 0.4
- **Contribution:** ft*/

### Ashland-Greenwood Salary Schedule

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### Working Conditions
- **Contract Days:** 181
- **FTE Teachers:** 870
- **Enrollment:**
  - HS: 434
  - JH/MS: 748
  - ELEM: 308
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 49 hours
- **Class Periods/Day:** 8 periods/day
- **Normal Teaching Load:** 7 periods/day
- **Index:** 4 x 5
- **Experience Allowed:** DCareer
- **Increments:** Y
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Base:** $31,050
- **Starting Salary:**
  - Step 1: $31,050
  - Step 2: $32,292
  - Step 3: $33,534
  - Step 4: $34,776
  - Step 5: $36,018
  - Step 6: $37,260
  - Step 7: $38,502
  - Step 8: $39,744
  - Step 9: $41,297
  - Step 10: $42,849
- **Index:** 1(D)

### Insuranc
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LTD: Madison Life
- **Carrier:**
  - HEALTH: 600D
  - DENTAL: 2
  - LTD: .00294 (+B)
- **Option:**
  - HEALTH: 600D
  - DENTAL: 2
  - LTD: .00294 (+B)
- **Amount Paid by District:**
  - HEALTH: 446.93
  - DENTAL: 41.15
  - LTD: .00294 (+B)
- **Couple - Benefits:**
  - HEALTH: 446.93
  - DENTAL: 41.15
  - LTD: .00294 (+B)
- **Deductible Reimbursement:**
  - HEALTH: 938.56
  - DENTAL: 46.71
  - LTD: .00294 (+B)
- **Non-Participant:**
  - HEALTH: 1260.25
  - DENTAL: 62.75
  - LTD: .00294 (+B)
- **Type Carrier:**
  - HEALTH: BC/BS
  - DENTAL: Guardian
  - LTD: Madison Life
- **Insurance:**
  - HEALTH: BC/BS
  - DENTAL: Guardian
  - LTD: Madison Life

### Leaves
- **Type:**
  - SICK: 15 days/year
  - PERSONAL: 60 days
  - BEREAVEMENT: 6 days
  - PROFESSIONAL: admin. disc.
  - ADOPTION: 5 days
  - ASSOCIATION: None
  - SABBATICAL: None
  - OTHER DISTRICT POLICIES
  - SABBATICAL: Yes
  - SEVERANCE PAY: N
  - OTHER LEAVES: Family Emergency (5)

### Cafeteria Plan
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: Guardian
  - LTD: Madison Life
- **Option:**
  - HEALTH: 600D
  - DENTAL: 2
  - LTD: .00294 (+B)
- **Amount Paid by District:**
  - HEALTH: 446.93
  - DENTAL: 41.15
  - LTD: .00294 (+B)
- **Couple - Benefits:**
  - HEALTH: 446.93
  - DENTAL: 41.15
  - LTD: .00294 (+B)
- **Deductible Reimbursement:**
  - HEALTH: 938.56
  - DENTAL: 46.71
  - LTD: .00294 (+B)
- **Non-Participant:**
  - HEALTH: 1260.25
  - DENTAL: 62.75
  - LTD: .00294 (+B)
- **Options:**
  - HEALTH: 600D
  - DENTAL: Guardian
  - LTD: Madison Life
- **Negotiated/Policy:**
  - HEALTH: BC/BS
  - DENTAL: Guardian
  - LTD: Madison Life

### Salary Schedule Table
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<th>Step</th>
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9-10 eliminated advanced placement, new teachers with no exp now begin on the base
### Working Conditions
- **Contract Days:** 185
- **Enrollment:** 1253
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 85, 47, 40
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

### Salary Schedule
- **Base:** 29,480
- **Starting Salary:** 29,480
- **Career Increments:** N
- **Experience Allowed:** 10(D)
- **Index:** 5 x 5
- **Entry Level Step:** 1

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

### Working Conditions:
- **Index:** 5 x 5
- **Experience Allowed:** 10(D)
- **Career Increments:** N
- **Entry Level Step:** 1

### Insurancce:
- **HEALTH:**
  - **Carrier:** BC/BS
  - **Option:** 350D
- **DENTAL:**
  - **Carrier:** BC/BS
  - **Option:** 2
- **LIFE:**
  - **Principal:** .0043
  - **Type:** Ind.
  - **Carrier:** Dental
- **LTD:**
  - **Principal:** .0043
  - **Type:** Ind.
  - **Carrier:** Dental

### Cafeteria Plan:
- **Options:**
  - **Ind. Dental:** Options:
  - **Principal:** IRS 125: Y

### Leaves:
- **SICK:**
  - **Days/Year:** 10, 60
  - **Accumulated:** Yes
  - **Approval Needed:** Yes
  - **Other:**
    - **Used:** Yes
    - **Unused:** Goes to Accum Sick

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

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

### Contract Days:
- **Enrollment:** 1253
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 85, 47, 40
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

### Salary Schedule:

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</table>
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 282
Enrollment: 7.7 7.7 7.7
Length of Teacher Day: 7.75 7.75 7.75
Length of Student Day: 7.25 7.25 7.25
Planning Time: 50 50 40
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 29,700  Index: 4 x 4.5
Starting Salary: 29,700  Entry Level Step: 1
Career Increments: Y  Experience Allowed: 10
Long.: MA-MA+18 2% base after 4 yrs frozen, ea. 4 yrs.
Vertical Freeze: 01-02
Rollback:
Multi-year Contract:

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
Health  BC/BS  350D  471.35  872.02  989.86  1329.13
Dental  BC/BS  2  22.25  41.15  46.71  62.75
LTD  Madison Nat'l  .00348 (thru sal)

LEAVES
Type  Days/Year  Accum.  Use  Approval  Needed  Other
Sick  10  40  yes  2 add'l. from sick lv.; may carry
Personal  2  yes  Voluntary Separation: Y  P
 Bereavement  2  add'l from sick lv.
Professional  3  yes  Professional Growth: Y  N
Adoption  see sick lv.
Association  see sick lv.
Sabbatical  No  Severance Pay: Y

OTHER DISTRICT POLICIES
Negotiated/  Exists  Policy
Address  Axtell

AXTELL
Step  BA  BA+9  BA+18  BA+27  BA+36  BA+45  MA  MA+9  MA+18
1  29,700  31,037  32,373  33,710  35,046  35,046  35,046  36,383  37,719
  1.00  1.05  1.10  1.15  1.20  1.18  1.18  1.18  1.22  1.27
2  30,888  32,225  33,561  34,898  36,234  36,234  36,234  37,571  38,907
  1.04  1.09  1.14  1.19  1.24  1.22  1.22  1.22  1.26  1.31
3  32,076  33,413  34,749  36,086  37,422  37,422  37,422  38,759  40,095
  1.08  1.13  1.18  1.23  1.28  1.26  1.26  1.26  1.30  1.35
4  33,264  34,601  35,937  37,274  38,610  38,610  38,610  39,947  41,283
  1.12  1.17  1.22  1.27  1.32  1.30  1.30  1.30  1.34  1.39
5  34,452  35,789  37,125  38,462  39,898  39,898  39,898  41,235  42,571
  1.16  1.21  1.26  1.31  1.36  1.34  1.34  1.34  1.38  1.43
6  36,677  38,013  39,349  40,686  40,686  40,686  42,023  43,360
  1.20  1.25  1.30  1.35  1.40  1.38  1.38  1.38  1.42  1.47
7  39,901  40,838  42,174  42,174  42,174  42,174  43,511  44,847
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8  42,026  43,362  43,362  43,362  43,362  44,799  46,135
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20  49,302  50,639  50,639  50,639
  1.46  1.51  1.56

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

- **Contract Days:** 185
- **FTE Teachers:** 25.75
- **Enrollment:** 293
- **HS:** 825
- **JH/MS:** 825
- **ELEM:** 825
- **Length of Teacher Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

## Salary Schedule

- **Index:** 4 x 4
- **Base:** 30,750
- **Starting Salary:** 30,750
- **Career Increments:** N
- **Experience Allowed:** 3(D)
- **Entry Level Step:** 1

## Insurance

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## Cafeteria Plan

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

## Leaves

- **SICK:** 10 days, 40 @ beginning of yr
- **PERSONAL:** 2 days, admin has discretion to deny, $40/day above 40
- **BEREAVEMENT:** 5
  - Voluntary Separation: N
  - Admin. discretion
- **PROFESSIONAL:**
  - Professional Growth: Y
  - Reduction in Force: Y
- **ADOPTION:**
  - Sick Bank: Y

## Other Policies

- **Emergency Leave:** 3 days, sub pay

## Salary Schedule Table

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## Other District Policies

- **Negotiated/Policy:**
  - **Exists:**
  - **BA + 9:**
  - **BA + 18:**
  - **BA + 27:**
  - **BA + 36:**

## Comments:

- **Sanctions:**
  - **Severance Pay:** No
  - **Other Leaves:**
    - Emergency-3 days sub pay
### WORKING CONDITIONS

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

### SALARY SCHEDULE

- **Base:** 30,200
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - Entry Level Step: 1
  - Experience Allowed: 9
  - Career Increments: Y

### INSURANCE

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### OTHER DISTRICT POLICIES

- **Negotiated/Exists:**
  - **Cafeteria Plan**
    - Individ.
    - Depend.
  - **Health:**
    - IRS 125:
    - Minimum FTE: 0.5
  - **Dental:**
    - Flexible Accounts:
    - Contribution: FTE

### OTHER LEAVES

- **SABBATICAL:** None
- **SEVERANCE PAY:**

---

### BANNER COUNTY

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### Base and Salary Schedule Details

- **Step BA:** Starting at 30,200, increments at 1.00, 1.045, 1.09, etc.
- **Step BA+9:** Starting at 31,599, increments at 1.00, 1.045, 1.09, etc.
- **Step BA+18:** Starting at 32,918, increments at 1.00, 1.045, 1.09, etc.
- **Step BA+27:** Starting at 34,277, increments at 1.00, 1.045, 1.09, etc.
- **Step BA+36:** Starting at 35,636, increments at 1.00, 1.045, 1.09, etc.
- **Step BA+45:** Starting at 37,675, increments at 1.00, 1.045, 1.09, etc.
- **Step MA:** Starting at 39,034, increments at 1.00, 1.045, 1.09, etc.
- **Step MA+9:** Starting at 40,393, increments at 1.00, 1.045, 1.09, etc.

### Calculation Example

- **Step BA:**
  - Year 1: 30,200
  - Year 2: 31,599
  - Year 3: 32,918
- **Step BA+9:**
  - Year 1: 31,599
  - Year 2: 33,044
  - Year 3: 34,489
## Working Conditions
- Contract Days: 185
- FTE Teachers: 462
- Enrollment: 462
- HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Normal Teaching Load: 7

## Salary Schedule
- Base: $29,600
- Index: 4 x 5
- Starting Salary: $31,968
- Entry Level Step: 3
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: horiz 99-00
- Rollback:
- Multi-year Contract:
- $1050 for 9 hrs credit one time if frozen at bottom right

## Insurancce
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## Leaves
- SICK: 10
- PERSONAL: 2
- PROFESSIONAL: 2
- ADOPTION:
- ASSOCIATION:
- SEVERANCE PAY:

## Other District Policies

## Cafeteria Plan
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## Other Leaves
- Military leave (dist. pays diff.)

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- 09-10 BA6 column became BA6/MA; 10-11 BA6/MA column became MA only column, teachers already in column were grandfathered.

- Field: MAT 09-11
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 418
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 43
- Class Periods/Day: 9
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 29,800
- Index: 4.5 x 4.5
- Starting Salary: 0
- Entry Level Step: (D)
- Career Increments: N
- Experience Allowed: 9 (stp 8)

*Freeze is total/no movement vert. or horiz.
Vertical Freeze: 97-98*
Rollback:

- Length of Teacher Day: 888
- Length of Student Day: 77
- Normal Teaching Load: 77

INDEX: 4.5 x 4.5

Cafeteria Plan
- Individ.
- Depend.

Options:
- IRS 125:
- Flex Accounts:

PART-TIME BENEFITS
- Minimum FTE: 0.5

INCENTIVES
- Deductible Reimbursement: Y
- Part-time:

INSURANCE
- Type Carrier
  - HEALTH BC/BS 1100D 413.72 765.38 868.79 1166.57
  - DENTAL BC/BS 2 22.25 22.25 22.25

PLAN
- PPO:
  - COMMENTS:

LEAVES
- Type Days/Year
  - SICK 5
  - PERSONAL 2
  - BEREAVEMENT see sick lv.
  - PROFESSIONAL 2
  - ADOPTION see sick lv.
  - ASSOCIATION 1

OTHER DISTRICT POLICIES
- Negotiated/Policy
  - Exists

SEVERANCE PAY:

OTHER LEAVES:

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<td>59,302</td>
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</table>
WORKING CONDITIONS

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

Experience Allowed: 5
Career Increments: N
Vertical Freeze:
Rollback: 1/00-01
Multi-year Contract: 11-12, 12-13
Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 6.77 6.33

SALARY SCHEDULE

Base: 31,725
Starting Salary: 987.96
Career Increments: N
Experience Allowed: 5
Index: 5 x 4

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 600D/1500D 470.45 870.36 987.96 1326.58
DENTAL BC/BS 2 22.25 22.25 22.25 22.25
PPO: 1500D recv diff betw 1500D & 600
LIFE Guardian 3.00
LTD National Ins .00247(+B)
NON-PARTICIPANT $300 cash-in-lieu

Cafeteria Plan

Individ. Depend.

Options: H/A,TSA,Cash

HEALTH

Deductible Reimbursement:

PART-TIME BENEFITS

Minimum FTE: 0.5

LEAVES

Type Days/Year Depend. Approval Other

SICK 8 60 yes

Other Info:

PERSONAL 3 yes $100/day

BEREAVEMENT 2 + 2 from pers. lv.;addt'l from sic Voluntary Separation: N

PROFESSIONAL unl. yes Grievance: Y N

ADOPTION 10 from sick lv. w/approv.

ASSOCIATION 3-5 Reduction in Force: Y P

OTHER DISTRICT POLICIES

Negotiated/ Policy Exists

SABBATICAL: Yes SEVERANCE PAY:

OTHER LEAVES:

BEATRICE

Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+45

1 31,725 32,994 34,263 35,532 36,801 38,070 39,339 40,608 41,877 43,146

2 33,311 34,580 35,849 37,118 38,387 39,656 40,925 42,194 43,463 44,732

3 34,898 36,167 37,436 38,705 39,974 41,243 42,512 43,781 45,050 46,319

4 36,484 37,753 39,022 40,291 41,560 42,829 44,098 45,367 46,636 47,905

5 38,070 39,339 40,608 41,877 43,146 44,415 45,684 46,953 48,222 49,491

6 39,666 40,925 42,194 43,463 44,732 46,001 47,270 48,539 49,808 51,077

7 42,512 43,781 45,050 46,319 47,588 48,857 50,126 51,395 52,664

8 45,367 46,636 47,905 49,174 50,443 51,712 52,981 54,250

9 48,222 49,491 50,760 52,029 53,298 54,567 55,836

10 51,077 52,346 53,615 54,884 56,153 57,422

11 52,664 53,933 55,202 56,471 57,740 59,009

12 56,788 58,057 59,326 60,605

13 59,643 60,912 62,181

FTE Teachers:

Starting Salary: 987.96

BEATRICE

2011-2012

Index: 5 x 4
### Bellevue 2011-2012

**Working Conditions**
- Contract Days: 187
- FTE Teachers: 9887
- Enrolment: HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7 7 6.5
- Planning Time: 47 44 34
- Normal Teaching Load: 5 6
- Index: 3 x 4
- Experience Allowed: Y
- Career Increments: Y
- Long. 3.75% basic salary after 20 yrs., all lanes
- Vertical Freeze: 87-88, 88-89, 09-10
- Rollback: Multi-year Contract:

**Salary Schedule**
- Base: 31,935
- Index: 3 x 4
- Entry Level Step: 0
- Starting Salary:

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**Insurance**
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: 2850D rec 366.67+83.33 in HSA
- LIFE: National Ins
- curb: Column Optional

**Incentives**
- Cafeteria Plan:
  - Cafeteria Options
  - H/A

**Benefits**
- CAFETERIA
- IRIS 125:
  - Y

**Leave**
- Type: Sick
  - Days/Year: 110
  - Accum.: 10
  - Approval: yes
  - Other: Upon term. 3.75% sal. over 20 yrs.; 1/4 under 20; full day rate over 110 days

**Other Policies**
- Negotiated/Policy
- Remarks:Exists

**Travel**
- Personal:
  - see sick lv

**Teacher**
- FTE Teachers:
  - ELEM
- Contract Days:
  - HS JH/MS
- Enrollment:
  - Base:
  - Index:
  - Class Periods/Day:
  - Length of Teacher Day:
  - Length of Student Day:
  - Normal Teaching Load:

**Sabbatical**
- No

**Severance Pay**
- Y
WORKING CONDITIONS

- Contract Days: 186
- FTE Teachers: 1346
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Student Day: 7.12
- New hires stay on step 3 until eligible for movement by experience
- Planning Time: 99
- Vertical Freeze: Rollback: 85-86
- Multi-year Contract: 11-12, 12-13
- Length of Teacher Day: 888
- Length of Student Day: 7.12
- 6.75
- Normal Teaching Load: 77
- Cafeteria Plan

INSURANCE

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<tr>
<th>Type</th>
<th>Carrier</th>
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<th>Cafeteria Plan</th>
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<td>45.85 45.85 45.85 45.85</td>
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<td>Life</td>
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<td>.0031</td>
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<td>$475.20 Ind. Prem (l</td>
<td></td>
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<td></td>
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</table>

LEAVES

- Sick: 9 50 yes
- Other Info: Incentive-$30/unused day up to 10 days; 3 can be personal

OTHER DISTRICT POLICIES

- Sabbatical: Yes
- Severance Pay: Y

OTHER LEAVES:
### Working Conditions
- Contract Days: 183
- FTE Teachers: 23
- Enrollment: 255
- HS: 7.75
- JH/MS: 7.75
- ELEM: 7.75
- Length of Teacher Day: 7.66
- Length of Student Day: 7.66
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Multi-year Contract: 

### Salary Schedule
- Base: 29,100
- Index: 4 x 4
- Starting Salary: 29,100
- Entry Level Step: 1
- Career Increments: N
- Vertical Freeze:
- Rollback:

### Vertical Freeze:

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<td>36,084</td>
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### Insurane

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<td>Principal Life</td>
<td>.0039</td>
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</table>

### Leaves
- SICK: 9 days 1st yr, 7 days thereafter
- PERSONAL: 2 days per annum
- BEREAVEMENT: see sick lv
- PROFESSIONAL: 5 days
- ADOPTION: see sick lv
- ASSOCIATION: see prof lv

### Sabbatical:
- No

### Severance Pay:

### Other Leaves:

### District Policies

### Other District Policies

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<td>9 days 1st yr, 7 days thereafter</td>
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### Cafeteria Plan

- Individual: 
- Depend.:

### Part-Time Benefits

- Minimum FTE: 
- Contribution: 

### Non-Participant

### Benefit Calculation Table:

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```

### Notes:
- **INDEX:** 4 x 4
- **Experience Allowed:** all(D)
- **Career Increments:** N
### WORKING CONDITIONS
- **Contract Days:** 187
- **FTE Teachers:** 179
- **Enrollment:** 2373
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 8 hours
- **Planning Time:** 85 hours
- **Class Periods/Day:** 4 periods
- **Normal Teaching Load:** 3 classes

### SALARY SCHEDULE
- **Base:** $31,005
- **Index:** 4 x 5
- **Starting Salary:** $33,485
- **Entry Level Step:** 3
- **Career Increments:** N
- **Experience Allowed:** 10 (TS)
- **10-11, 11-12:** 1/2 step vertical movement
- **Vertical Freeze:** 85-86, 88-89
- **Rollback:**
- **Multi-year Contract:** 10-11, 11-12

### INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
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### LEAVES
- **SICK:** 10 days/year, 55 hours
- **PERSONAL:** 2+1 days/year
- **BEREAVEMENT:** 5 days/year
- **PROFESSIONAL:** unlim.
- **ADOPTION:** see sick lv.
- **ASSOCIATION:** 5 days/year

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

### LEAF SCHEDULE

### Cafeteria Plan
- Option:
- **IRIS 125:**
- **Flex Accounts:**

### PART-TIME BENEFITS
- Minimum FTE: 0.5
- Contribution: Only LTD

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

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

- Contract Days: 185
- FTE Teachers: 245
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 95
- Class Periods/Day: 8
- Normal Teaching Load: 7
- 1.17/9/2012
- Index: 4 x 4
- Experience Allowed: all
- Career Increments: N
- Indiv. Negot. after frozen on MA+18 for 2 yrs
- Vertical Freeze: 86-87
- Rollback: 86-87 (Last 2)
- Multi-year Contract:

**INSURANCE**

- **Type**: Carrier
- **Option**: Amount Paid by District
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Couple - Benefits**: 22.25
- **Cafeteria Plan**: Individ. Depend.
  - Options:
  - IRS 125: Y
  - Flex Accounts:
  - Part-Time Benefits:
  - Minimum FTE: 0.4
  - Contribution: fte

**LEAVES**

- **Type**: Days/Year
- **Accum.**:
- **Approval**:
- **Other**:
  - SICK: 7
  - PERSONAL: 3
  - BEREAVEMENT: see sick lv.
  - PROFESSIONAL: 1
  - ADOPTION:
  - ASSOCIATION:
- **Negotiated/Policy**:
  - Exit:
  - Voluntary Separation: N
  - Grievance: Y N
  - Professional Growth: Y N
  - Reduction in Force: Y N
  - Sick Bank: Y N

**SABBATICAL**: No

**SEVERANCE PAY**: Y

**OTHER DISTRICT POLICIES**

- **BLOOMFIELD**

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- **BLOOMFIELD**: 22.25 22.2522.25 22.25
- **Plans**: Individ.
- **Carrier**: H/A-Dent
- **Option**: Flexible
- **Amount Paid by District**:
- **Cafeteria Plan**:
- **Options**:
  - IRS 125: Y
  - Flex Accounts:
- **Part-Time Benefits**:
  - Minimum FTE: 0.4
  - Contribution: fte
- **Negotiated/Policy**:
  - Exit:
  - Voluntary Separation: N
  - Grievance: Y N
  - Professional Growth: Y N
  - Reduction in Force: Y N
  - Sick Bank: Y N

**OTHER LEAVES**

- **Contract Days**: 185
- **Enrollment**: 245
- **Base**: 30,400
- **Index**: 4 x 4
- **Starting Salary**: 30,400
- **Entry Level Step**: 1
- **Career Increments**: N
- **Indiv. Negot. after frozen on MA+18 for 2 yrs**
- **Vertical Freeze**: 86-87
- **Rollback**: 86-87 (Last 2)
- **Multi-year Contract**: 2011-2012

**Salary Schedule**

- **Class Periods/Day**: 8
- **Length of Teacher Day**: 7.25
- **Length of Student Day**: 7.25
- **Planning Time**: 95
- **Normal Teaching Load**: 7
## WORKING CONDITIONS

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## SALARY SCHEDULE

- **Base**: 30,500
- **Starting Salary**: 30,500
- **Career Increments**: N
- **Experience Allowed**: 17
- **Index**: 4 x 4
- **Index**: 4 x 4
- **Rollback**: Multi-year Contract

## INSURANCE

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## LEAVES

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## OTHER DISTRICT POLICIES

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

## SEVERANCE PAY:

## OTHER LEAVES:

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### Work Conditions
- **Contract Days:** 185
- **FTE Teachers:** 57.3
- **Enrollment:** 595
- **Length of Teacher Day:** 7.5, 7.5, 7.5
- **Length of Student Day:** 6.9, 6.4, 6.7
- **Planning Time:** 50, 42, 50
- **Class Periods/Day:** 8, 8
- **Normal Teaching Load:** 7, 7

### Salary Schedule
- **Base:** 29,600
- **Starting Salary:** 29,600
- **Career Increments:** N
- **Experience Allowed:** (D)
- **00-01 BA45/MA9 to MA9 only - BA45s grandfathered**

### Vertical Freeze
- **88/89**

### Rollback

### Cafeteria Plan
- **Minimum FTE:** 0.5
- **Type:** Individ.
- **Carrier:** Depend.
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y

### Leaves

#### SICK
- **Days/Year:** 10
- **Accum. Dependent:** 45
- **Approval Needed:** yes
- **Other Days:** 1 add'l using 2 sick days

#### PERSONAL
- **Days/Year:** 2
- **Accum. Dependent:** 1-1, Y

#### PROFESSIONAL
- **Days/Year:** 15
- **Accum. Dependent:** Unused-accum. sick lv.

#### BEREAVEMENT
- **Days/Year:** 2
- **Accum. Dependent:** 42

#### ADOPTION
- **Days/Year:** 1
- **Accum. Dependent:** 35

#### SEVERANCE PAY

### Other District Policies

#### Negotiated/Policy
- **Exists:**
- **Negotiated/Policy:**

### Boones Central

#### Salary Schedule

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#### Contract Days
- **30-45:** 30-45

#### Enrollment
- **595**

#### Starting Salary
- **29,600**

### Benefits

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

#### Insurance

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#### PPO
- **COMMENTS:**

#### Leaves

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#### Sabbatical
- **No**
- **SEVERANCE PAY:**

#### Other District Policies

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#### Other Leaves
- **Sabbatical w/appvl.**

---

00-01 BA45/MA9 to MA9 only - those on BA45 grandfathered
## Working Conditions
- Contract Days: 175
- FTE Teachers: 21
- HS: 8.33
- JH/MS: 8.33
- ELEM: 8.33
- Planning Time: 54
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 28,520
- Starting Salary: 28,520
- Career Increments: N
- Experience Allowed: 8

## Vertical Freeze:
- Rollback: 93-94

## Multi-Year Contract:
- Length of Teacher Day: 8.33
- Length of Student Day: 88
- Normal Teaching Load: 77
- Planning Time: 54

## Leaves
- SICK: 10
- PERSONAL: 2.5
- BEREAVEMENT: 3
- PROFESSIONAL: 2
- ADOPTION: see sick lv.
- ASSOCIATION: by request

## Cafeteria Plan
- Options:
  - IRS 125:
  - Flex Accounts:
- Part-Time Benefits:
- Minimum FTE: 0.5

## Other District Policies
- Other Leaves:
- Severance Pay: Yes

## Brady 2011-2012

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- **Insurance**
  - Type: Option
  - Carrier: Individ.
  - Amount Paid by District:
    - Individ.: EE/Child
    - EE/Spouse
    - EE/Sp/Child
  - Couple - Benefits:
    - 250
  - HEALTH:
    - BC/BS:
      - 600D
      - 470.45
      - 870.36
      - 987.96
      - 1326.58
    - DENTAL:
      - BC/BS:
        - 5
        - 45.85
        - 45.85
        - 45.85
    - PPO:
      - COMMENTS:
      - Deductible Reimbursement:
        - Y
        - 250/500
    - LIFE:
      - Options:
    - LTD:
      - Fortis
    - NON-PARTICIPANT:
      - 250 Annuity

- **Salary Schedule**
  - Entry Level Step:
    - up to 2
  - Career Increments:
    - N
  - Experience Allowed:
    - 8

- **Leaves**
  - Type:
    - Dependent:
      - Approval:
        - Other:
  - SICK:
    - 10
    - 45
    - 1.28
  - PERSONAL:
    - 2.5
    - 1.28
  - BEREAVEMENT:
    - 3
    - 1.28
  - PROFESSIONAL:
    - 2
    - 1.28
  - ADOPTION:
    - see sick lv.
  - ASSOCIATION:
    - by request

- **Other Leaves**
  - Sabbatical:
    - No

- **Cafeteria Plan**
  - Individuals:
  - Dependent:
  - Options:
    - IRS 125:
    - Flex Accounts:
  - Part-Time Benefits:
    - Minimum FTE: 0.5
  - Part-Time Benefits:
    - Contributions:
      - Fee:

- **Negotiated/Policy**
  - Exists:
  - Policy:
  - Endorsement:
  - Policy:
  - Endorsement:
  - Policy:
  - Endorsement:

- **Other District Policies**
  - Severance Pay:
    - Yes
  - Others:
    - Subsidiary:
      - Yes
      - $35/day unused

- **Insurance**
  - Options:
    - IRS 125:
    - Flex Accounts:
  - Part-Time Benefits:
    - Minimum FTE: 0.5
  - Part-Time Benefits:
    - Contributions:
      - Fee:

- **Negotiated/Policy**
  - Policy:
  - Endorsement:
  - Policy:
  - Endorsement:
  - Policy:
  - Endorsement:

- **Other District Policies**
  - Severance Pay:
    - Yes
### Working Conditions

- **Contract Days:** 184
- **FTE Teachers:** 498
- **Enrollment:**
  - HS: 31,390
  - JH/MS: 32,803
  - ELEM: 34,215
- **Length of Teacher Day:**
  - 8: 35,628
  - 8: 37,040
  - 8: 38,453
- **Length of Student Day:**
  - 7.5: 35,628
  - 7.5: 37,040
  - 7.5: 38,453
- **Planning Time:**
  - 50: 35,628
  - 50: 37,040
  - 66: 38,453
- **Class Periods/Day:**
  - 8: 35,628
  - 8: 37,040
  - 8: 38,453
- **Normal Teaching Load:**
  - 7: 35,628
  - 7: 37,040
  - 7: 38,453
- **Multi-year Contract:** 11-12, 12-13

### Salary Schedule

- **Base:** 31,390
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - Entry Level Step: 1
  - Career Increments: N
  - Experience Allowed: 5
  - Vertical Freeze: 86-87

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### Leaves

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### Other District Policies

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 852
- **Enrollment:** 185
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6.5
- **Planning Time:** 4.5
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 29,350
- **Index:** 4.5 x 4.5
- **Starting Salary:** 29,350
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:** 87-88
- **Multi-year Contract:**
- **Length of Teacher Day:** 7.5 7.5 7.5
- **Length of Student Day:** 6.5 6.5 6.5
- **Normal Teaching Load:** 7 7 7

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

### leaves
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<tr>
<td>ADOPTION</td>
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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: Y N

### Sabbatical
- **No**

### Severance Pay

### Broken Bow

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### Broken Bow 2011-2012
- **Index:** 4.5 x 4.5
- **Starting Salary:** 29,350
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:** 87-88
- **Multi-year Contract:**
- **Length of Teacher Day:** 7.5 7.5 7.5
- **Length of Student Day:** 6.5 6.5 6.5
- **Normal Teaching Load:** 7 7 7

---

**Note:** The table and text contain comprehensive details regarding salaries, insurance, leaves, and other policies pertinent to the Broken Bow school district, as of 2011-2012.
### Working Conditions
- **Contract Days:** 182
- **FTE Teachers:** 171
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 50
- **Length of Student Day:** 50
- **Planning Time:** 50 50 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6
- **Index:** 4 x 4
- **Experience Allowed:** 5
- **Career Increments:** Y
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 30,475
- **Index:** 4 x 4
- **Starting Salary:**
- **Entry Level Step:** 1
- **Career Increments:** Y

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

### Leaves
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### Sabbatical
- **Yes**

### Severance Pay
- **Y**

### Other Distict Policies
- **Negotiated/Policy:**
  - **Exists:**
  - **BA+36**
  - **Negotiated:**

### BRUNING-DAVENPORT Unified System

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### Other Leaves:
- **Negotiated:**

### Cafeteria Plan
- **Minimum FTE:** 0.5
- **Minimum FTE:** 0.5

### Benefits Plan
- **Minimum FTE:** 0.5
- **Minimum FTE:** 0.5
WORKING CONDITIONS
Contract Days: 184  
FTE Teachers: 35  
Enrollment: 348  
Length of Teacher Day: 8  
Length of Student Day: 7.5  
Planning Time: 94  
Class Periods/Day: 4  
Normal Teaching Load: 3  

SALARY SCHEDULE
Base: 29,250  
Starting Salary: 29,250  
Career Increments: N  
Experienced Allowed: 5  
Index: 4 x 5  
Experience Increment: 5  

VERTICAL FREEZE:

ROLLBACK:

MULTI-YEAR CONTRACT:

LEAVES
Sick: 10 days
Personal: 2 days
Bereavement: 10 days
Professional: 2 days
Adoption: 10 days

SABBATICAL: No

SEVERANCE PAY:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
HEALTH BC/BS 600D Individ. EE/Child EE/Spouse EE/Sp/Child 450.42 450.42 450.42
DENTAL BC/BS 22.25 41.15 62.75

LEAVES
Type Days/Year Amount Depend. Approval Other
Sick 10 40 yes
Personal 2 yes Accum to 3
Bereavement 10
Professional 2 yes Accum to 3

OTHER DISTRICT POLICIES
Negotiated/ Policy
Existed
SEVERANCE PAY:

BUREWELL
Step BA BA+9 BA+18 BA+27 BA+36 BA+45 MA MA+9 MA+18 MA+27
1 29,250 30,713 32,175 33,638 35,100 36,563 38,025 39,488
2 30,420 31,883 33,345 34,808 36,270 37,733 39,195 40,658
3 31,590 33,053 34,515 35,978 37,440 38,903 40,365 41,828
4 32,760 34,223 35,685 37,148 38,610 39,995 41,370 42,845
5 33,930 35,393 36,855 38,318 39,780 40,245 41,710 43,175
6 35,100 36,563 37,925 39,388 40,850 41,323 42,795 44,268
7 36,270 37,733 39,195 40,658 42,120 43,583 45,045 46,508
8 37,440 38,903 40,365 41,828 43,290 44,753 46,215 47,678
9 38,610 39,995 41,370 42,845 44,248 45,705 47,170 48,638
10 39,780 41,243 42,710 44,175 45,670 47,135 48,600
11 40,950 42,413 43,875 45,338 46,770 48,235 49,690
12 42,120 43,583 45,045 46,508 47,970 49,433 50,895 52,358
13 43,290 44,753 46,215 47,678 49,140 50,603 52,065 53,528
14 44,365 45,828 47,290 48,753 49,140 50,603 52,065 53,528
15 45,538 47,001 48,463 49,926 50,390 51,854 53,328

FTE Teachers: 35
Starting Salary: 29,250
Class Periods/Day: 4
Length of Teacher Day: 8
Length of Student Day: 7.5
Normal Teaching Load: 3
Multi-year Contract:

FTE Teachers: 35
Starting Salary: 29,250
Class Periods/Day: 4
Length of Teacher Day: 8
Length of Student Day: 7.5
Normal Teaching Load: 3
Multi-year Contract:
WORKING CONDITIONS
Contract Days: 182  
Enrollment: 195  
Length of Teacher Day: 8.25  
Length of Student Day: 7.5  
Planning Time: 100  
Class Periods/Day: 8  
Normal Teaching Load: 6

SALARY SCHEDULE
Base: 28,600  
Starting Salary: 28,600  
Career Increments: N  
Experience Allowed: all

Experience Allowed: after 30 yrs in system, $3000 incentive bonus
Vertical Freeze: 86-87, 87-88
Rollback:

Multi-year Contract:

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

PPO: COMMENTS:
LIFE Fort Dearborn 10.50
LTD Fort Dearborn .0086

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

LEAVES
Type Days/Year Depend. Approval Other
SICK 10.5 30 yes
PERSONAL 2 yes
BEREAVEMENT 3 w/approval
PROFESSIONAL 2 yes acc. to 3; expenses to $150
ADOPTION
ASSOCIATION by request

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

OTHER LEAVES:

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**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers: 334
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 30,200
- Starting Salary: 24.46 or 40.50
- Career Increments: N
- Experience Allowed: 5(D)
- Entry Level Step: 1
- Multi-year Contract:

**INSURANCE**
- Type: Carrier
- Amount Paid by District
  - H/A-Dent
  - Individ. EE/Child
  - EE/Spouse
  - EE/Sp/Child
- Couple - Benefits
  - Sp or Dep. Dental

**INSURANCE**
- HEALTH: BC/BS 800D
  - 431.86 798.96 906.92 1217.76
- DENTAL: BC/BS 2
  - 22.25 22.25 22.25 22.25
- PPO:
  - COMMENTS:

**LEAVES**
- Type: Days/Year
  - SICK: 10, 60, yes
  - PERSONAL: 2, no, sub. avail.
  - BEREAVEMENT
  - PROFESSIONAL: adm. disc.
    - yes
  - ADOPTION
  - ASSOCIATION
  - SABBATICAL: No
  - OTHER LEAVES: Emergency

**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

**OTHER DISTRICT POLICIES**
- Cafeteria Plan
  - Individ.
  - Depend.

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SALARY SCHEDULE

| Base: | 30,600 |
| Index: | 4 x 4 |
| Starting Salary: | |
| Career Increments: | N |
| Experience Allowed: | all |
| Vertical Freeze: | |
| Rollback: | |
| Multi-year Contract: | |

INSURANCE

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SABBATICAL: No

SEVERANCE PAY: Yes

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### Cedar Rapids

**WORKING CONDITIONS**
- Contract Days: 184
- FTE Teachers: 18.75
- Enrollment: 120
- HS: 7.75
- JH/MS: 7.75
- ELEM: 7.75
- Length of Teacher Day: 7.75
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 29,400
- Starting Salary: 29,400
- Career Increments: N
- Experience Allowed: 2 (D)

- Index: 4 x 4.5
- Entry Level Step: 1

**Insurance**

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**SEVERANCE PAY**: Y

**Other Leaves**

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 475
- Enrolment:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day:
  - Planning Time: 48
  - Class Periods/Day: 8
- Normal Teaching Load:
  - Multi-year Contract:

### Salary Schedule
- Base: 31,100
- Index: 4 x 5
- Starting Salary: 4 x 5
- Experience Allowed: (D)
- Career Increments: N
- Entry Level Step: 1
- Vertical Freeze: 86-87 Also Horiz.
- Rollback:
- Multi-year Contract:

### Insurance
- **Type**
  - Health: BC/BS
  - Dental: BC/BS
  - PPO
- **Carrier**
  - HEALTH: 350D
  - DENTAL: 0223
  - PPO: Individ.
- **Option**
  - Health: EE/Child
  - Dental: Sp or Dep.
  - PPO: EE/Sp/Child
- **Amount Paid by District**
  - Health: 22.25 22.25 22.25 22.25
  - Dental: 22.25 22.25 22.25 22.25
- **Cafeteria Plan**
  - Individ.
  - Depend.
- **Options**
  - Sp or Dep. Dental
  - IRS 125:
- **Type Carrier**
  - FEE/Spouse
  - FEE/Sp/Child
- **Amount Paid by District**
  - Health: 471.35 872.02
  - Dental: 989.86 1329.13
- **Type Carrier**
  - Health: BC/BS
  - Dental: BC/BS
- **Amount Paid by District**
  - Health: 989.86 1329.13
- **Type Carrier**
  - Health: Individ.
  - Dental: Individ.
- **Type Carrier**
  - Health: EE/Spouse
  - Dental: EE/Sp/Child
- **Amount Paid by District**
  - Health: 989.86 1329.13

### Leaves
- **Type**
  - Sick: 10
  - Personal: 2
  - Bereavement: adm. disc.
  - Professional: adm. disc.
  - Adoption: see sick lv.
  - Association: No
- **Days/Year**
  - Sick: 50
  - Personal: 2
  - Bereavement: adm. disc.
  - Professional: adm. disc.
  - Adoption: see sick lv.
- **Accum.**
  - Sick: 50
  - Personal: 2
  - Bereavement: adm. disc.
  - Professional: adm. disc.
  - Adoption: see sick lv.
- **Approval Needed**
  - Sick: yes
  - Personal: yes
  - Bereavement: yes
  - Professional: yes
  - Adoption: yes
- **Other**
  - Sick or less used-one day reimb. @ sub rate in July

### Part-time Benefits
- Minimum FTE: 0.5
- Contribution: fte
- Cafeteria Plan
  - Individ.
  - Depend.
- Options:
  - Sp or Dep. Dental
  - IRS 125:
- **Partial Benefits**
  - Individ.
  - Dep.
- **Approval Needed**
  - Sick: yes
  - Bereavement: no
  - Professional: no
  - Adoption: no

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

### Salary Schedule - Centennial

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### Other Leaves
- Council Periods/Day: 8
- Contract Days: 185
- Enrollment: 475
- Normal Teaching Load: 7
- Multi-year Contract:
### Working Conditions
- Contract Days: 185
- FTE Teachers: 742
- Enrollm.: 30,350
- HS: 1.00
- JH/MS: 1.04
- ELEM: 1.08
- Starting Salary: 30,350
- Career Increments: N
- Entry Level Step: 1
- Experience Allowed: 5(D)
- Vertical Freeze: 85-86, 87-88
- Rollback: 87-88 Last Step
- Multi-year Contract:
  - Length of Teacher Day: 7.5 7.5 7.5
  - Length of Student Day: 6.63 6.48
- Normal Teaching Load: 77
- Planning Time: 91 137 110

### Salary Schedule
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### Leaves
- **Sick**: 10 60 days
  - Other Info: 2: 1st 5 yrs; 3: after 6 yrs
- **Personal**: 2, 3
- **Bereavement**: 2, 3
  - Adm. Approval: as needed
- **Professional**: 1
- **Adoption**: as needed
- **Association**: as needed

### Cafeteria Plan
- Options:
  - IRS125: Y
  - Flex Accounts: N
- Minimum FTE: 0.5

### Insurance
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<tbody>
<tr>
<td>Health</td>
<td>BC/BS</td>
<td>H/A-Dent</td>
<td>Individ. EE/Child EE/Spouse EE/Sp/Child</td>
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<td>LTD</td>
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<td>.00525</td>
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### Other District Policies
- **Negotiated/Policy**
  - Voluntary Separation: Y P
  - Grievance: Y N
  - Professional Growth: Y P
  - Reduction in Force: Y P
  - Sick Bank: N

### Severance Pay
- **Yes**
## Working Conditions
- **Contract Days:** 185
- **Enrollment:** 520
- **Length of Teacher Day:** 8 hrs
- **Length of Student Day:** 7.25 hrs
- **Planning Time:** 45 hrs
- **Normal Teaching Load:** 7 hrs
- **Experience Allowed:** N
- **Career Increments:** N
- **Vertical Freeze:** 90-91 (MA9, MA18)
- **Rollback:** Multi-year Contract

## Salary Schedule
- **Starting Salary:** $30,900
- **Index:** 4 x 5
- **Index Level Step:** 7(D)

## Insurancne
### Type
- **Health:** BC/BS
- **Dental:** BC/BS
- **Life:** Guardian
- **LTD:** Non-Participant

### Carrier
- **H/A-Dent:** 600D
- **EE/Spouse:** 446.93
- **EE/Sp/Child:** 938.56

### Amount Paid by District
- **Health:** $22.25
- **Dental:** $22.25
- **Life:** $5.20

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

## Leaves
- **Sick:** 10 Days/Year
- **Personal:** 2 Days/Year
- **Professional:** 2 Days/Year

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

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

## Salary Schedule Table
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<tr>
<th>Step</th>
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## Notes
- Vertical Freeze: 90-91 (MA9, MA18)
- Rollback: Multi-year Contract
- **Entry Level Step:** 0
WORKING CONDITIONS
Contract Days: 185
Enrollment: 923
Length of Teacher Day: 8
Length of Student Day: 7.15
Planning Time: 90
Class Periods/Day: 4
Normal Teaching Load: 3
Experience Allowed: all
Career Increments: N
Vertical Freeze: Rollback:
Multi-year Contract: 10-11, 11-12

SALARY SCHEDULE
Base: 30,400
Starting Salary: 1.17
Career Increments: N
Experience Allowed: all

INSURANCE
Type | Carrier | Option | Amount Paid by District | Couple - Benefits
--- | --- | --- | --- | ---
HEALTH | BC/BS | 446.93 | 24.46 or 40.50
DENTAL | BC/BS | 22.25 | Sp or Dep Dental

LEAVES
Type | Days/Year | Accum. | Depend. | Approval | Approval Needed | Other
--- | --- | --- | --- | --- | --- | ---
SICK | 10 | 50 | yes | | | 
PERSONAL | see sick lv. | | yes | | | 
BEREAVEMENT | see sick lv. | | yes | | | 
PROFESSIONAL | unlv. | | yes | | | 
ADOPTION | see sick lv. | | | | | 
ASSOCIATION | see prof lv. | | | | | 

OTHER DISTRICT POLICIES
Negotiated/Existed
Voluntary Separation: Y N
Grievance: Y N
Professional Growth: Y N
Reduction in Force: N
Sick Bank: Y N
SEVERANCE PAY: Yes
OTHER DISTRICT POLICIES

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09-10 vertical index from 4.25 to 4.5, 06-07 longevity eliminated
### Working Conditions
- Contract Days: 184
- FTE Teachers: 560
- HS: 7.5
- JH/MS: 7.5
- ELEM: 6.5
- Planning Time: 46
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: $31,000
- Index: 4.5 x 4.5
- Starting Salary: $31,000
- Career Increments: N
- Experience Allowed: 12
- Multi-year Contract: 11-12, 12-13

### Vertical Freeze
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5

### Cafeteria Plan
- Individual: 22.25
- Dependent: 22.25

### Leaves
- Sick: 10
- Personal: 4

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

### Normal Teaching Load
- 7

### Insurance
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<tr>
<th>Type</th>
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### Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: flat

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

### Chase County Schools Staff
- Step 0 31,000 32,395 33,790 35,185 36,580 37,975 39,370 40,765 42,160
- Step 1 32,395 33,790 35,185 36,580 37,975 39,370 40,765 42,160 43,555
- Step 2 33,790 35,185 36,580 37,975 39,370 40,765 42,160 43,555 44,950
- Step 3 35,185 36,580 37,975 39,370 40,765 42,160 43,555 44,950 46,345
- Step 4 36,580 37,975 39,370 40,765 42,160 43,555 44,950 46,345 47,740
- Step 5 37,975 39,370 40,765 42,160 43,555 44,950 46,345 47,740 49,135
- Step 6 40,765 42,160 43,555 44,950 46,345 47,740 49,135 50,530
- Step 7 43,555 44,950 46,345 47,740 49,135 50,530 51,925
- Step 8 44,950 46,345 47,740 49,135 50,530 51,925 53,320
- Step 9 47,740 49,135 50,530 51,925 53,320 54,715
- Step 10 51,925 53,320 54,715 56,110
- Step 11 54,715 56,110 57,505
- Step 12 57,505 58,900

### Cafeteria Plan
- Minimum FTE: 0.5
- Contribution: flat
## Working Conditions
- **Contract Days:** 184
- **FTE Teachers:** 174
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 8 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8 hours
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base Salary:** $29,700
- **Index:** 4 x 4
- **Starting Salary:** $29,700
- **Career Increments:** N
- **Experience Allowed:** 10
- **$1500 stipend may be offered to new hires**

## Insurance
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## Leaves
- **Sick Leave:**
  - Days/Year: 10
  - Accumulated: 60
  - Dependent Use: Yes
  - Approval Needed: Yes
- **Personal Leave:**
  - Days/Year: 2
  - Accumulated: Yes
  - Approval Needed: No
- **Bereavement Leave:**
  - Days/Year: 5
  - Accumulated: Yes
  - Approval Needed: No
- **Professional Association:**
  - Days/Year: 2
  - Accumulated: Yes
  - Approval Needed: No

## Other District Policies
- **Negotiated Policy:**
  - Voluntary Separation: Yes
  - Grievance: Yes
  - Professional Growth: Yes
  - Reduction in Force: Yes
  - Sick Bank: No
  - Deductible Reimbursement: $600
  - IRS 125: Flex Accounts

## Other Leaves
- **Sabbatical:** No
- **SEVERANCE PAY:** Y
- **Other Leaves:** Hospital (10)

## Cafeteria Plan
- **Options:**
  - Individual
  - Dependent

## Part-Time Benefits
- **Minimum FTE:** 1
- **Contribution:**
  - Voluntary Separation: Yes
  - Grievance: Yes
  - Professional Growth: Yes
  - Reduction in Force: Yes
  - Sick Bank: No

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**Cody-Kilgore**

### Working Conditions

- **Contract Days:** 186
- **FTE Teachers:** 140
- **HS:**
- **JH/MS:**
- **ELEM:**

### Salary Schedule

- **Base:** 28,400
- **Starting Salary:** 28,400
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 12
- **Index:** 4 x 4
- **Planning Time:**

### Vertical Freeze

90-91

**Rollback:**

### Multi-year Contract

Length of Teacher Day: 8

Length of Student Day: 7.5

### Normal Teaching Load

7

### Insurancce

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<th>Option</th>
<th>Amount Paid by District</th>
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### Cafeteria Plan

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**Cafeteria Plan Options:**

- Individ.
- Depend.
- IRS 125:
- Options:

### Leaves

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### Sabbatical

- **SEVERANCE PAY:**

### Other Leaves

#### Cody-Kilgore

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 98
- 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: 29,475
- Starting Salary: 29,475
- Career Increments: N
- Experience Allowed: 7
- Vertical Freeze: 87-88; 98-99
- Rollback:
- Multi-year Contract:

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### LEAVES
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### OTHER DISTRICT POLICIES
- Negociated/Policy: Exists
- Sick Bank: Y N
- Redirection in Force: Y P
- Voluntary Separation: Y P
- Grievance: Y N
- Professional Growth: Y P
- IRS 125: Flex Accounts

### SABBATICAL
- No

### SEVERANCE PAY:

#### COLUMBIA
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WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 274.34
- Enrollment: 3608
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 44
- Class Periods/Day: 4
- Normal Teaching Load: 3
- Multi-year Contract:

EXPERIENCE ALLOWED: 5
CARIER INCREMENTS: N
VERTICAL FREEZE: 87-88
ROLLBACK: 85-86 (2 Steps)

VERTICAL FREEZE: 87-88
ROLLBACK: 85-86 (2 Steps)

COLUMBUS 2011-2012
INDEX: 4.7 x 5

COLUMBUS 7.1

INSURANCE
- Type: Carrier: Option
- HEALTH: BC/BS: 600D/1500D
- DENTAL: BC/BS: 2
- PPO: COMMENTS:
- LIFE: Madison Nat'l: 6.00
- LTD: NON-PARTICIPANT

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

LEAVES
- Type: Days/Year: Accum.: Depend.: Approval: Needed: Other
- SICK: 10: 80: yes
- PERSONAL: 2: 1 yes, 1 no 2 add'l days from Emergency L
- BEREAVEMENT: 5: add'l from sick lv.
- PROFESSIONAL: unlv.: yes
- ADOPTION: unlv.
- ASSOCIATION: by request

LEAVES
- SICK: 10: 80: yes
- PERSONAL: 2: 1 yes, 1 no 2 add'l days from Emergency L
- BEREAVEMENT: 5: add'l from sick lv.
- PROFESSIONAL: unlv.: yes
- ADOPTION: unlv.
- ASSOCIATION: by request

SABBATICAL: Yes

SEVERANCE PAY:

OTHER DISTRICT POLICIES
- Negotiated/Policy

OTHER DISTRICT POLICIES
- Negotiated/Policy

COLUMBUS

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

- **Contract Days:** 157
- **FTE Teachers:** 58
- **Enrollment:** 646
- **Length of Teacher Day:** 9 hours
- **Length of Student Day:** 8 hours
- **Planning Time:** 52 hours
- **Normal Teaching Load:** 7 classes

### Salary Schedule

- **Base:** 30,700
- **Starting Salary:** 30,700
- **Career Increments:** 10
- **Experience Allowed:** 10

### Cafeteria Plan

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

### Leaves

- **Sick:** 12 days/year
- **PERSONAL:** 1 year
- **PROFESSIONAL:** 3 days/year
- **ADDITIONAL:**
- **ASSOCIATION:**

### Salary Schedule Table

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**Notes:**
- **Conestoga:**
- **FTE Teachers:** 58
- **Starting Salary:** 30,700
- **Career Increments:** 10
- **Experience Allowed:** 10
- **Length of Teacher Day:** 9 hours
- **Length of Student Day:** 8 hours
- **Planning Time:** 52 hours
- **Normal Teaching Load:** 7 classes

### Insuranc

- **HEALTH:**
  - **BC/BS:** 600D, 470.45, 870.36, 987.96, 1326.58
  - **DENTAL:** BC/BS, 21.66
  - **PPP:** 21.66, 21.66, 21.66

### Cafeteria Plan

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

### Leaves

- **SICK:**
  - **Days/Year:** 12
  - **Accum. Depend. use:** 50
  - **Approval Needed:** yes
  - **Other:** Unused: 1/2 sub up to 50 days
- **PERSONAL:**
  - 1 year
- **PROFESSIONAL:**
  - 3 days/year
- **ADDITIONAL:**
  - yes

### Severance Pay

- **Sabbatical:** Yes
- **Severance Pay:**

### Negotiated Policy

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

### Other Leaves

- **SABBATICAL:** Yes
- **OTHER LEAVES:**

---

**Notes:**
- **MA+27 column receives an additional 1% year 16 through 24**
### Working Conditions
- Contract Days: 185
- FTE Teachers: 970
- Enrollment: 970
- Length of Teacher Day: 7.75, 7.75, 7.75
- Length of Student Day: 6.25, 6.25, 6
- Planning Time: 95, 95, 95
- Class Periods/Day: 7, 7
- Normal Teaching Load: 7, 7

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

### Insurane
- **Health**: BC/BS 600D 446.93 826.84 938.56 1260.25
- **Dental**: BC/BS 22.25 22.25 22.25 22.25
- **PPO**: Single Vision $10.75/mo
- **LTD**: National Ins. 0.032

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

### Leaves
- **Type**: Sick, Bereavement, Professional, Adoption, Association
- **Days/Year**: 10, 3-5, 2
- **Accum. Use Needed**:
  - Sick: Borrow up to 10 days from future accum. leave
- **Approval Needed**: Yes
- **Other**: Yes

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

### Severance Pay
- **Contract Days**: 185
- **Salary**: $30,650

### Contractual Data

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### WORKING CONDITIONS
- **Contract Days:** 183
- **Enrollment:** 238
- **Length of Teacher Day:** 8.42
- **Length of Student Day:** 7.75
- **Planning Time:** 57
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### SALARY SCHEDULE
- **Base:** 29,422
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 5
- **Entry Level Step:** 1
- **Index:** 4.5 x 4.5

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

### SCHEDULE

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**Note:** The table above represents the salary schedule and working conditions for Crawford, including additional details on insurance, leaves, and other district policies. The salary structure is presented in a matrix format, detailing changes in salary increments based on years of experience.
### Working Conditions
- Contract Days: 185
- FTE Teachers: 26.5
- Enrollment: 266
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 30,150
- Starting Salary: 30,150
- Career Increments: N
- Experience Allowed: 5 (D)
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 11-12, 12-13
- Length of Teacher Day: 888
- Length of Student Day: 7.5
- Normal Teaching Load: 7

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### Cafeteria Plan
- Individ. Depend.

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#### Creek Valley

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### Creek Valley

| Class Periods/Day | 8
| Normal Teaching Load | 7
| Multi-year Contract | 11-12, 12-13

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### SAFERANCE PAY:
- **2011-2012**
- **5.1**
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:** 362
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.75 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Index:** 4 x 4.5
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Base:** $30,200
- **Starting Salary:**
  - Entry Level Step: 1
- **Career Increments:** N
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.75
- **Normal Teaching Load:** 7
- **Experience Allowed:** 5

### Insurance
- **HEALTH:** BC/BS
- **DENTAL:** BC/BS
- **PPO:** Fortis
- **LIFE:** Fortis
- **LTD:** Fortis
- **NON-PARTICIPANT:**

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

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

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

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

### Other Leaves

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## WORKING CONDITIONS
- **Contract Days:** 186
- **Enrollment:** 1607
- **Length of Teacher Day:** 7.5 hours
- **Length of Student Day:** 6.42 hours
- **Planning Time:** 104 hours
- **Normal Teaching Load:** 6 classes

## SALARY SCHEDULE
- **Base:** 31,605
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 1

### Vertical Freeze
- **Rollback:** N

### Multi-year Contract
- **Length of Teacher Day:** 7.5 hours
- **Length of Student Day:** 6.42 hours
- **Normal Teaching Load:** 6 classes

## INSURANCE

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### Cafeteria Plan
- **Type:** Ind.$222.18, Ee/C+$117.60
- **Comments:** Ind.$222.18, Ee/C+$117.60

## LEAVES

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### SABBATICAL
- **No**

### SEVERANCE PAY
- **Y**

## OTHER DISTRICT POLICIES

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### 08-09 BA36 column closed to new entrants
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 31.5
- **Enrollment:** 348
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.15
- **Planning Time:** 90
- **Normal Teaching Load:** 3

## SALARY SCHEDULE
- **Base:** 30,400
- **Index:** 4 x 4
- **Starting Salary:** 30,400
- **Career Increments:** Y
- **Experience Allowed:** 5
- **Vertical Freeze:** 86-87; 92-93
- **Rollback:**
- **Multi-year Contract:**
  - **Length of Teacher Day:** 888
  - **Length of Student Day:** 7.15
  - **Normal Teaching Load:** 33
  - **Planning Time:** 90
  - **Class Periods/Day:** 4

## INSURANCE
- **HEALTH**
  - **Type:** BC/BS
  - **Carrier:** 600D
  - **Option:** Cash
  - **Amount Paid by District:** 470.45
  - **Couple - Benefits:** 987.96
  - **Entry Level Step:** 1
  - **ира:** 5

- **DENTAL**
  - **Type:** BC/BS
  - **Carrier:** 2
  - **Option:** Cash
  - **Amount Paid by District:** 22.25
  - **Couple - Benefits:** 22.25
  - **Entry Level Step:** 1

- **LIFE**
  - **Type:** Principal Life
  - **Option:** Deductible Reimbursement
  - **Amount Paid by District:** 5.13

- **LTD**
  - **Type:** Principal Life
  - **Option:** Cash
  - **Amount Paid by District:** 9.00

- **NON-PARTICIPANT**
  - **Option:** Cash
  - **Amount Paid by District:** $674.38

## LEAVES
- **SICK**
  - **Days/Year:** 10
  - **Accum.:** 45
  - **Approval Needed:** Yes
  - **Other Info:** $50/day unused reimb

- **PERSONAL**
  - **Days/Year:** 4
  - **Accum.:** 45
  - **Approval Needed:** Yes
  - **Other Info:** $50/day unused reimb

- **BEREAVEMENT**
  - **Days/Year:** 2
  - **Accum.:** 45
  - **Approval Needed:** Yes

- **PROFESSIONAL**
  - **Days/Year:** 3
  - **Accum.:** 45
  - **Approval Needed:** Yes

- **ADOPTION**
  - **Days/Year:** 4
  - **Accum.:** 45
  - **Approval Needed:** Yes

- **ASSOCIATION**
  - **Days/Year:** 4
  - **Accum.:** 45
  - **Approval Needed:** Yes

- **SABBATICAL**
  - **Years:** 2
  - **Accum.:** 45
  - **Approval Needed:** Yes

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

## OTHER LEAVES:

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**Negotiated/Policy**
- **Exists**
  - **SICK**: Y P
  - **PERSONAL**: Y N
  - **BEREAVEMENT**: Y N
  - **PROFESSIONAL**: Y N
  - **SABBATICAL**: Y N
  - **ASSOCIATION**: Y N
Cross County

WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 33.575
- Enrollment: 370
- Length of Teacher Day: 7.5
- Length of Student Day: 6.68
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7

Salary Schedule

- Base: 30,000
- Index: 4.5 x 4
- Starting Salary: 30,000
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

Insurance

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INSURANCE

- HEALTH
  - Type: Carrier
  - Option: Amount Paid by District
  - Couple - Benefits

Leaves

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SABBATICAL: No

Other leaves: Jury

Other District Policies

- Negotiated/Policy
  - Exists
  - Sick Bank
  - Type: Carrier
  - Option: Amount Paid by District
  - Couple - Benefits

Cafeteria Plan

- Options:
  - IRS 125: Y

Part-Time Benefits

- Minimum FTE: 0.4
- Contributions: 

CROSS COUNTY

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Separance Pay: Y
**David City**

**WORKING CONDITIONS**
- Contract Days: 187
- FTE Teachers: 62.25
- Enrollment: 690
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 6.37
- Length of Student Day: 6.37
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 31,100
- Starting Salary: 31,100
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

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**OTHER DISTRICT POLICIES**

**SABBATICAL:** Yes

**SEVERANCE PAY:**

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**DAVID CITY**

- **Step Ba**
- **BA+9**
- **BA+18**
- **BA+27**
- **MA**
- **MA+9**
- **MA+18**
- **MA+27**

**LEAVES**

- **SICK**
  - Days/Year: 10
  - Accum.: 40
  - Depend.: yes
  - Approval: yes

**OTHER DISTRICT POLICIES**

**Negotiated/Policy**

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

**LEAVES**

Other Info:

- **PERSONAL**
  - Days/Year: 2
  - Depend.: yes
  - Approval: yes
  - Others: accum. to 3

### Cafeteria Plan

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

**Options**

- **BC/BS**
- **Dental**
- **LTD**

**Part-Time Benefits**

- **Minimum FTE:** 0.5
- **Contribution:** fe

**Cafeteria Plan**

- **Type Carrier**
- **Option**
- **Amount Paid by District**
- **Entry Level Step:** 1
- **Index:** 4 x 5

**Normal Teaching Load:** 7

**Multi-year Contract:**

**Working Conditions**

- **Contract Days:** 187
- **FTE Teachers:** 62.25
- **Enrollment:** 690
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8
- **Length of Teacher Day:** 6.37
- **Length of Student Day:** 6.37
- **Planning Time:** 47
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

**Salary Schedule**

- **Base:** 31,100
- **Starting Salary:** 31,100
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
### WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 25
- Enrollment: 205
- HS: 7.5, JH/MS: 7.5, ELEM: 7.5
- Length of Teacher Day: 6.5
- Planning Time: 87
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 29,350
- Index: 4.5 x 4
- Starting Salary: 29,350
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5+1 for 2
- *Years experience: 5 yrs + 1 for every 2 beyond 5
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

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### LEAVES
- SICK: 10 days, 45 years
- PERSONAL: 2 days, accumulate to 3
- BEREAVEMENT: 5 days, per occurrence, immediate family, 5 days
- PROFESSIONAL: 2 days, accumulate to 3
- ADOPTION: yes
- ASSOCIATION: yes

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

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## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 269
- **Enrollment:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 50
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

## SALARY SCHEDULE
- **Base:** 30,500
- **Starting Salary:**
  - **BA:** 30,500
  - **BA+9:** 32,940
  - **BA+18:** 34,160
  - **BA+27:** 34,160
  - **BA+36:** 34,770
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:**
  - **BA:** N
  - **BA+9:** N
  - **BA+18:** N
  - **BA+27:** N
  - **BA+36:** N
- **Experience Allowed:** 7
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

## INSURANCE

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## DILLER-ODELL SCHEDULE

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*04-05 BA36 increases base salary 2%, movement from BA36 to MA will also be 2% increase. Any teacher at BA36 in 03-04 is grandfathered.*
WORKING CONDITIONS
Contract Days: 185
FTE Teachers:
Enrollment: HS JH/MS ELEM
Length of Teacher Day:
Planning Time:
Class Periods/Day:
Normal Teaching Load:

Dodge-Howells
2011-2012
1.17/9/2012

INDEX: 4 x 5
Experience Allowed: all
Career Increments:
Vertical Freeze:
Rollback:
Multi-year Contract: 11-12, 12-13

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

HEALTH BC/BS 600D/1500D

DENTAL BC/BS 2

PPO: COMMENTS:

LIFE

LTD NON-PARTICIPANT

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

PERSONAL PTO

BEREAVEMENT PTO

PROFESSIONAL

ADOPTION

ASSOCIATION

SABBATICAL: SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/ Policy

OTHER LEAVES:

### DODGE-HOWELLS

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HEALTH BC/BS

DENTAL BC/BS

PPO: COMMENTS:

LIFE

LTD NON-PARTICIPANT

### Cafeteria Plan

Option

Cafe Plan

Type Carrier

HEALTH BC/BS 600D/1500D

DENTAL BC/BS 2

PART-TIME BENEFITS

Minimum FTE: 0.5

Voluntary Separation:

Grievance:

Professional Growth:

Reduction in Force:

Sick Bank:

### SABBATICAL:

SEVERANCE PAY:

### OTHER DISTRICT POLICIES

Negotiated/ Policy

### OTHER LEAVES:

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WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 467
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.25
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE

- Base: 30,200
- Starting Salary: 30,200
- Career Increments: N
- Experience Allowed: 11
- Vertical Freeze: 98-99, 05-06
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 7

INSURANCE

- HEALTH
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 446.93, 826.84, 938.56, 1260.25
  - Couple - Benefits: 40.50
  - Deductible Reimbursement:

- DENTAL
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 22.25, 22.25, 22.25, 22.25
  - Couple - Benefits: 1.90

- LTD
  - Carrier: Principal
  - Option: .0042 (thru sal)

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

LEAVES

- SICK
  - Days/Year: 11
  - Accum.: 45
  - Approval: Yes

- PERSONAL
  - Days/Year: 2
  - Accum.: Yes

- BEREAVEMENT
  - Days/Year: from annual lv.

- PROFESSIONAL
  - Days/Year: as assigned

- ADOPTION
  - Days/Year: from annual leave

- ASSOCIATION
  - Days/Year: Reduction in Force: Y

- SABBATICAL:
  - Days/Year: Yes

OTHER DISTRICT POLICIES

- SEVERANCE PAY:
  - Days/Year: N

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- 11-12 cash in lieu and prof rec recognition removed
**Dorchester**  
2011-2012  
1.1

### Working Conditions
- **Contract Days:** 185
- **Enrollment:** 197
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7 hours
- **Planning Time:** 49 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7 units

### Salary Schedule
- **Base:** 30,250
- **Index:** 4 x 4
- **Starting Salary:**
  - **Entry Level Step:** 1
- **Career Increments:** None
- **BA Step 6:** 2%
- **Vertical Freeze:** 87-88; 00-01
- **Rollback:** 87-88; 00-01
- **Multi-year Contract:**
  - **Length of Teacher Day:** 888
  - **Length of Student Day:** 77
  - **Normal Teaching Load:** 7 units

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

### Leaves

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### Sabbatical
- **Exists:** No

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

### Other Leaves

### Dorchester

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 65
- **Enrollment:** 640
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.08
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 31,015
- **Index:** 4 x 4
- **Starting Salary:** 31,015
- **Experience Allowed:** Y

#### INSURANCE

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#### Cafeteria Plan
- **Type:** Ind
- **Carrier:** H/A-Dent, Individ., EE/Child, EE/Spouse, EE/Sp/Child
- **Minimum FTE:** 0.5

### Leaves

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### Leaves Policy
- **Sick Bank:** Y
- **Voluntary Separation:** Y
- **Grievance:** Y
- **Professional Growth:** Y
- **Reduction in Force:** Y
- **Sabbatical:** Yes
- **Emergency Leaves:**

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

### Salary Schedule

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

### Salary Schedule
- **Base:** 30,000
- **Index:** 4.5 x 4
- **Starting Salary:**
  - Entry Level Step: 1
  - Experience Allowed: all
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Vertical Freeze

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

### Leaves
- **SICK:**
  - Days/Year: 10
  - Accum. Use: 45
  - Approval Needed: Yes
- **PERSONAL:**
  - Days/Year: 2
  - Approval Needed: Yes
  - Use: acc. to 3
- **BEREAVEMENT:**
  - Days/Year: 3
- **PROFESSIONAL:**
  - Days/Year: 1
  - Approval Needed: Yes
  - Use: add'l. w/appr.
- **ASSOCIATION:**
  - Approval Needed: Yes
- **OTHER LEAVES:**
  - Sick Bank: Y
  - Reduction in Force: Y

### Insurance
- **HEALTH:**
  - Carrier: BC/BS
  - Option: 600D
- **DENTAL:**
  - Carrier: BC/BS
  - Option: 2
- **LTD:**
  - Carrier: Madison Nat'l
  - Amount Paid by District: .00285

### Salary Schedule Table

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

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

### Other Leaves
- **SABBATICAL:** No
- **SEVERANCE PAY:** Y

---

**East Butler**

**7/9/2012**

**2011-2012**

**1.1**
### WORKING CONDITIONS
- **Contract Days:** 173
- **FTE Teachers:** 99
- **Enrollment:**
  - HS: 8.5
  - JH/MS: 8.5
  - ELEM: 8.5
- **Length of Teacher Day:** 8
- **Length of Student Day:** 60
- **Planning Time:** 60
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### SALARY SCHEDULE
- **Base:** 27,725
- **Index:** 4 x 5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 4
- ***fte 0.5 recv full ind H/A or fte fam H/A**

### INSURANCE
- **HEALTH:** BC/BS 600D
  - H/A-Dent: 416.93
  - Individ. EE/Child: 21.66
  - EE/Spouse: 40.08
  - EE/Sp/Child: 45.49
  - Cash: 61.09
- **DENTAL:** BC/BS 3
  - Cash: 55.63
- **LIFE:**
  - Suicide: N
  - Permanent Disability: N

### LEAVES
- **SICK:**
  - Days/Year: 8
  - Accum.: 35
  - Approval: yes
  - Other Info: reimb. $15/day max 12 days
- **PERSONAL:**
  - Days/Year: 2
  - Approval: yes
- **BEREAVEMENT:** see sick lv.
- **PROFESSIONAL**
  - Days/Year: 2
  - Approval: yes
- **ADOPTION**
  - Days/Year: 2
  - Approval: yes
- **ASSOCIATION**
  - Days/Year: 2
  - Approval: yes

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

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

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

### Other District Benefits
- **Cafeteria Plan**
- **Type Carrier**
  - H/A-Dent: 600D
  - Individ. EE/Child: 21.66
  - EE/Spouse: 40.08
  - EE/Sp/Child: 45.49
  - Cash: 61.09

### LEAVES

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### Working Conditions

### Salary Schedule

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Elgin

**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- **Base:** 29,580
- **Index:** 4 x 4.5
- **Starting Salary:**
  - Entry Level Step: 1
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:** 89-90
- **Rollback:** 88-89
- **Multi-year Contract:**
  - **Length of Teacher Day:** 8
  - **Length of Student Day:** 7.5
  - **Normal Teaching Load:** 7

**INSURANCE**

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**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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

**OTHER LEAVES:**

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### Working Conditions
- Contract Days: 189
- FTE Teachers: 420.2
- Enrollment: 5557
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 53
- Class Periods/Day: 5/6
- Normal Teaching Load: 8
- **Salary Schedule**
  - Base: 30,250
  - Starting Salary: 32,670
  - Career Increments: N
  - Experience Allowed: all
  - Vertical Freeze: 90-91, 00-01
  - Rollback: 01-02
  - Multi-year Contract:
  - Length of Teacher Day: 888
  - Length of Student Day: 77
  - Normal Teaching Load: 5/6
  - **Insurance**
    - HEALTH:
      - BC/BS: 600D/1500D
      - Carrier: Madison Nat'l
      - Deductible Reimbursement:
        - Individ.: $0
        - Spouse/Child: $87.74
      - Options:
        - BC/BS:
        - Type:
          - Deductible:
            - Individ.: $0
            - Spouse/Child: $87.74
        - Enrollment: 5557
        - FTE Teachers: 420.2
        - Starting Salary: 32,670
        - Career Increments: N
        - Experience Allowed: all
        - Vertical Freeze: 90-91, 00-01
        - Rollback: 01-02
        - Multi-year Contract:
        - Length of Teacher Day: 888
        - Length of Student Day: 77
        - Normal Teaching Load: 5/6
  - **Salary Schedule**
    - Entry Level Step: 1st
    - **Insurance**
      - HEALTH:
        - BC/BS: 600D/1500D
        - Carrier: Madison Nat'l
        - Deductible Reimbursement:
          - Individ.: $0
          - Spouse/Child: $87.74
        - Options:
          - BC/BS:
          - Type:
            - Deductible:
              - Individ.: $0
              - Spouse/Child: $87.74
          - Enrollment: 5557
          - FTE Teachers: 420.2
          - Starting Salary: 32,670
          - Career Increments: N
          - Experience Allowed: all
          - Vertical Freeze: 90-91, 00-01
          - Rollback: 01-02
          - Multi-year Contract:
          - Length of Teacher Day: 888
          - Length of Student Day: 77
          - Normal Teaching Load: 5/6
    - **Insurance**
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        - Carrier: Madison Nat'l
        - Deductible Reimbursement:
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          - Spouse/Child: $87.74
        - Options:
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              - Spouse/Child: $87.74
          - Enrollment: 5557
          - FTE Teachers: 420.2
          - Starting Salary: 32,670
          - Career Increments: N
          - Experience Allowed: all
          - Vertical Freeze: 90-91, 00-01
          - Rollback: 01-02
          - Multi-year Contract:
          - Length of Teacher Day: 888
          - Length of Student Day: 77
          - Normal Teaching Load: 5/6
  - **Insurance**
    - HEALTH:
      - BC/BS: 600D/1500D
      - Carrier: Madison Nat'l
      - Deductible Reimbursement:
        - Individ.: $0
        - Spouse/Child: $87.74
    - Options:
    - **Insurance**
    - HEALTH:
    - BC/BS: 600D/1500D
    - Carrier: Madison Nat'l
    - Deductible Reimbursement:
      - Individ.: $0
      - Spouse/Child: $87.74
    - Options:
    - **Insurance**
    - HEALTH:
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    - BC/BS: 600D/1500D
    - Carrier: Madison Nat'l
    - Deductible Reimbursement:
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      - Spouse/Child: $87.74
    - Options:
Elkhorn Valley

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 294
- HS: 185
- JH/MS: 240
- ELEM: 185
- Length of Teacher Day: 7.33
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 30,050
- Starting Salary: 32,454
- Career Increments: N
- Experience Allowed: all
- BA+45 and BA+54 available if employed 1986-87
- Vertical Freeze: 88-89, 89-90
- Rollback:
- Multi-year Contract: 10-11, 11-12

INSURANCE
- HEALTH
  - H/A-Dent: 600D
  - Individ. EE/Child: 446.93
  - Spouse EE/Child: 1260.25
- DENTAL
  - BC/BS:
  - Individ. EE/Spouse: 22.25
  - Dep. Dental+403b:
  - Options: IRS 125:
  - Deductible Reimbursement:

LEAVES
- SICK
  - Days/Year: 60
  - Depend. use: yes
  - Approval Needed: yes
  - Comments: $100/day unused, may buy 1 d
- PERSONAL
  - Days/Year: 2
- BEREAVEMENT
  - Days/Year: 2
  - Dep. - Benefits: yes
  - Approval Needed: yes
  - Voluntary Separation: Y
  - Professional Growth: Y
  - Reduction in Force: Y

OTHER DISTRICT POLICIES
- SABBATICAL: No
- SEVERANCE PAY: 

OTHER LEAVES:

ELKHORN VALLEY

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Notes:
- BA45 & BA54 available only to those employed during 86-87 school year. New hires with no experience start on Step 3.
- FTE Teachers: 294
### WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 331
- HS: 7
- JH/MS: 6.5
- ELEM: 7
- Length of Teacher Day: 7.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 30,150
- Starting Salary: 30,150
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Length of Student Day: 6.5
- Normal Teaching Load: 7

### Index: 4 x 4
- Experience Allowed: 8

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

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

#### Carrier
- BC/BS
- 600D
- 2

#### Option
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child

#### Amount Paid by District
- 470.45
- 22.25
- 22.25
- 22.25

#### Couple - Benefits
- Individ.
- Depend.
- 471.84

#### Cafeteria Plan
- Options: TSA/Cash
- IRS 125: Y

#### Cafeteria Plan
- Flex Accounts:

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

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

#### Carrier
- BC/BS
- 600D
- 2

#### Option
- Individ.
- EE/Child
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- EE/Sp/Child

#### Amount Paid by District
- 470.45
- 22.25
- 22.25
- 22.25

#### Couple - Benefits
- Individ.
- Depend.
- 471.84

#### Cafeteria Plan
- Options: TSA/Cash
- IRS 125: Y

#### Cafeteria Plan
- Flex Accounts:

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

#### Days/Year
- 10
- 2
- 5+2/3/1
- 2

#### Accum.
- 45
- yes
- yes

#### Approval
- no
- add'l if requested
- yes

#### Needed
- To 3, 1/2 sub pay for u
- Voluntary Separation: N
- Professional Growth: Y
- Sick Bank:

#### Other
- Severance: unused day max. 45 at 1/2 sub. Rate
- Voluntary Separation: N
- Professional Growth: Y
- Sick Bank:

### OTHER DISTRICT POLICIES
- SEVERANCE PAY: Y

### OTHER LEAVES:

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09-10 BA45 removed, teachers grandfathered
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 434
- **Enrollment:**
  - HS: 434
  - JH/MS: 31,100
  - ELEM: 31,100
- **Length of Teacher Day:** 8 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 31,100
- **Index:** 4 x 4
- **Starting Salary:**
  - 1.00
  - 1.04
  - 1.08
  - 1.12
- **Career Increments:** N
- **Experience Allowed:** 8
- **Vertical Freeze:** 85-86 (Steps 1,2)
- **Rollback:** 85-86, 86-87
- **Multi-year Contract:**
- **Length of Teacher Day:** 888
- **Length of Student Day:** 7.5
- **Normal Teaching Load:** 6

### Insurace
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - Horace Mann
  - Madison Nat'l
- **Option**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - Entry Level Step: 1
  - Health: 470.45
  - Dental: 21.66
  - Life: 21.66
  - LTD: 0.040
- **Cafeteria Plan**
  - Type: Y
  - Carrier: Flex Accounts
  - MINIMUM FTE: 0
  - Contribution: FTC

### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: 1
  - ADOPTION: 1
  - ASSOCIATION: 2
- **Accum.**
  - SICK: 45
- **Depend. use**
  - SICK: Yes
- **Approval Needed**
  - SICK: Yes

### Other Policies
- **Negotiated Policy**
  - Exists
  - Policy
  - NRAE
  - Unpaid-Prof. Growth, Foreign Exch.

### Salaries

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### Working Conditions
- **Contract Days:** 184
- **Enrollment:** 250 (HS JH/MS ELEM)
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 28,950
- **Starting Salary:** 28,950

### Career Increments
- **Index:** 4 x 4
- **Entry Level Step:** 1

### Experience Allowed
- **Rollback:**
- **Vertical Freeze:**
- **Multi-year Contract:**

### Insurance

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

### Leaves
- **Sick:** 10 days @ 1/2 sub rate eoy
- **Personal:** 2
- **Social:** 2
- **Adoption:** 30
- **Professional:**
- **Association:**
- **Social:** 3
- **Medical:** 5
- **Sabbatical:** No

### Severance Pay
- **Y**

### Other District Policies

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### Elwood 2011-2012

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

- Contract Days: 185
- FTE Teachers: 26.5
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE

- Base: 30,900
- Starting Salary: 30,900
- Career Increments: N
- Experience Allowed: all

INSURANCE

- HEALTH
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 492.70
- DENTAL
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 22.25

Cafeteria Plan

- Cafeteria Plan
- Type Carrier: Individ., Depend.
- Deductible Reimbursement:

LEAVES

- SICK
  - Days/Year: 60
  - Other Info:
    - 1 with sub-dock pay, 1 day career

OTHER DISTRICT POLICIES

- Negotiated/Policy: Exists
- PART-TIME BENEFITS
  - Minimum FTE: 0.4
  - Contribution: fte

OTHER LEAVES:

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EMERSON-HUBBARD

- Step 1: 30,900
- Step 10: 44,496
- Step 15: 54,384
- Base: 30,900
- Step 1: 1.00
- Step 10: 1.56
**ESU 01-Wakefield**

### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 41.26
- Enrollment: HS JHI/MS ELEM
- Length of Teacher Day: 7.5
- Length of Student Day:
- Planning Time: 0 0
- Class Periods/Day:
- Normal Teaching Load:
- Multi-Year Contract:
  - Length of Teacher Day: 7.5 7.5 7.5
  - Length of Student Day:
  - Planning Time:

### SALARY SCHEDULE
- Base: 29,080
- Index: 4 x 4
- Starting Salary: 29,662
- Career Increments: N
- Experience Allowed: 8
- Stip 1 is 1.02 index
- Vertical Freeze: 04-05
- Rollback:
- Cafeteria Plan:
  - Type Carrier
    - H/A-Dent
    - Individ.
    - EE/Child
    - EE/Spouse
    - EE/Sp/Child
  - Amount Paid by District
    - IRS 125: Y
    - Flex Accounts: Y
  - Option
    - 600D
  - Type
    - Individ.
    - Options: added to salary
    - IRS 125:

### INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Option: Madison Life
  - Individ. EE/Child
  - Individ. Depend.
  - Amount Paid by District
    - 667.75 877.75
  - Deductible Reimbursement:

### LEAVES
- SICK
  - Days/Year
  - Accum.
  - Approval Needed

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

### CAFETERIA PLAN
- Individ.
- Depend.
- Options: added to salary

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

### OTHER DISTRICT POLICIES
- Negotiated/Policy

### OTHER DISTRICT PAY:
- Severance Pay:

### OTHER LEAVES:
- Administrative, Emergency, Civil

---

### Class Periods/Day:
- 2

### Enrollment:
- Base: 29,080
- Class Periods/Day:
- 2

### Contract Days:
- 185

### FTE Teachers:
- 41.26

### Index:
- 4 x 4

### Base:
- 29,080

### Starting Salary:
- 29,662

### Career Increments:
- N

### Experience Allowed:
- 8

### Stip 1:
- 1.02 index

### Vertical Freeze:
- 04-05

### Rollback:

### Cafeteria Plan:
- Options: added to salary
- IRS 125: Y
- Flex Accounts: Y

### Minimum FTE:
- 0.5

### Contribution:

### Severance Pay:

### Administrative, Emergency, Civil

---

### Class Periods/Day:

### Enrollment:

### FTE Teachers:

### Index:

### Base:

### Starting Salary:

### Career Increments:

### Experience Allowed:

### Stip 1:

### Vertical Freeze:

### Rollback:

### Cafeteria Plan:

### Minimum FTE:

### Contribution:

### Severance Pay:

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

**Salary Schedule**
- Base: 28,050
- Index: 4.5 x 4.5
- Starting Salary: 33,099
- Entry Level Step: 5
- Career Increments: N
- Experience Allowed: 5
- Longevity: - 4.5% after ea. successive 3 yrs.
- Vertical Freeze: 96-97
- Rollback: 85-86, 90-91
- Multi-year Contract: 11-12, 12-13

**Insurance**

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**Insurant Carrier**

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**Other District Policies**

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**Sabbatical**
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**Other Leaves**
- Paternity - 2 days

**Leaves**
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**Steps**

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

**Employee Services Unit #02-Fremont**

**Salary Schedule**
- Starting Salary: 33,099
- Entry Level Step: 5
- Career Increments: N
- Experience Allowed: 5
- Longevity: - 4.5% after ea. successive 3 yrs.
- Vertical Freeze: 96-97
- Rollback: 85-86, 90-91
- Multi-year Contract: 11-12, 12-13

**Insurance**

- Health: BC/BS 350D 471.35 872.02 989.86 1329.13
- Dental: BC/BS 2 22.25 41.15 46.71 62.75
- Life: Principal 11.75
- LTD: Principal .0035625

**Cafeteria Plan**
- Individ. 493.60
- Dependent 493.60
- IRS 125: Y
- Flex Accounts: Y

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

**Cafeteria Plan Options**
- H/A, TSA, Cash
- IRS 125: Y

**LEAVES**

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**Step 1**
- Starting Salary: 33,099
- Entry Level Step: 5
- Career Increments: N
- Experience Allowed: 5
- Longevity: - 4.5% after ea. successive 3 yrs.
- Vertical Freeze: 96-97
- Rollback: 85-86, 90-91
- Multi-year Contract: 11-12, 12-13

**Notes**
- Emp with 4 or less years of exp will advance to step 5 when 5 yrs of exp has been attained
ESU 03-Omaha

WORKING CONDITIONS
Contract Days: 190
FTE Teachers:
Enrollment:
HS JH/MS ELEM
Length of Teacher Day:
Length of Student Day:
Planning Time: 0 0
Class Periods/Day:
Normal Teaching Load:

SALARY SCHEDULE
Base: 29,043
Index: 5 x 5
Starting Salary: 31,947
Entry Level Step: 3
Career Increments: N
Experience Allowed: 10


Experience Allowed: 10
Career Increments: N
Vertical Freeze: 04-05, 05-06, 07-08, 08-09
Rollback:
Multi-year Contract:

INDEX: 5 x 5

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 800D
DENTAL BC/BS 2

PPO: COMMENTS:
LIFE
LTD
Non-Participant

LEAVES
Type Days/Year Accum. Depend. Approval

SICK 10 60 yes
PERSONAL 2 yes
BEREAVEMENT
PROFESSIONAL
ADOPTION
ASSOCIATION

SABBATICAL: No
SEVERANCE PAY: N

OTHER DISTRICT POLICIES

OTHER LEAVES:

EDSPEC

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

1.17/9/2012

EO-35, 05-26, 37-28, 60-29 vertical freeze.
### Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS: 30,498
  - JH/MS: 31,719
  - ELEM: 32,939
- Enrollment: 63,718
- Length of Teacher Day: 8
- Length of Student Day: 6
- Planning Time: 0
- Class Periods/Day: Rollback
- Normal Teaching Load: Multi-year Contract

### Salary Schedule
- Base: 30,498
- Starting Salary: 31,719
- Career Increments: Y
- Experience Allowed: 5 (D)
- Vertical Freeze:
- Rollback:

### Insurance
- **Type**
  - HEALTH
  - DENTAL
- **Carrier**
  - BC/BS
  - Am. Fidelity
- **Option**
  - Individ.
  - EE/Child
- **Amount Paid by District**
  - Health: 0.12
  - Dental: 0.32
- **Benefit**
  - IRS 125
- **Part-Time Benefits**
- **Cafeteria Plan**
  - Cafeteria
  - Options: H/A/Life/TSA
  - Flex Accounts

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

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

### Other Leaves

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### Salary Schedule Excerpts
- **Step BA**
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- **Step BA+6**
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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.1
- **Length of Student Day:** 7.1
- **Planning Time:** 20/49
- **Class Periods/Day:** 8/7
- **Normal Teaching Load:** 8/7

### Salary Schedule
- **Base:** 33,350
- **Starting Salary:**
  - **Career Increments:** N
  - **Index:** 4 x 5
  - **Entry Level Step:** 1
  - **Experience Allowed:** 5

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

### Insurances
- **Type:** Carrier
- **Options:** Amount Paid by District
- **Couple - Benefits**
  - **Health:** BC/BS
    - Individ.: EE/Child
    - EE/Spouse: EE/Sp/Child
    - Options: H/A, Dental, LTD, TSA
  - **Dental:** BC/BS
    - Individ.: 
    - Depend.: 
  - **Life:** Am. Fidelity
    - Individ.: 
    - Depend.: 
  - **LTD:** Non-Participant

### Leaves
- **Type:** Depend. Approval Needed
- **Sick:** 10
- **Personal:** 3
- **Bereavement:** 5
- **Professional:** unl.
- **Aid:**
- **Association:**

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

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

### Other Leaves

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 2
- HS: 30
- JH/MS: 30
- ELEM: 55
- Length of Teacher Day: Planning Time: 0
- Length of Student Day: 0
- Class Periods/Day: 9
- Normal Teaching Load: 1.17
- 30,850
- 2
- 0
- 0
- 30,850
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### Salary Schedule
- Base: 30,850
- Index: 4 x 4
- Starting Salary: 30,850
- Career Increments: Y
- Vertical Freeze: 163.30 or
- Rollback: 219.27
- Multi-year Contract:

### Insurance
- **Type**: HEALTH
  - Carrier: BC/BS
  - Option: 350D
  - Amount Paid by District: 421.74
  - Couple - Benefits: 421.74
  - Deductible Reimbursement: 780.23
  - IRS 125: Y
  - IRS 125: Y

### Leaves
- SICK: 10
  - Days/Year: 40
  - Need: yes

### Other District Policies
- SEVERANCE PAY:

### Other Leaves
- Jury Duty

### ESU #06-Milford

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- FTE Teachers: 2
- Starting Salary: 30,850
- Career Increments: Y
- Vertical Freeze: 163.30 or
- Rollback: 219.27
- Multi-year Contract:

### Cafeteria Plan
- Type Carrier: Individ. Depend.
- Deductible Reimbursement: 421.74
- IRS 125: Y

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

### Leaves
- SICK: 10
  - Days/Year: 40
  - Need: yes

### Other District Policies
- SEVERANCE PAY:

### Other Leaves
- Jury Duty
WORKING CONDITIONS
Contract Days: 185
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: Planning Time: 0 0
Class Periods/Day: Normal Teaching Load:

ESU 07-Columbus

SALARY SCHEDULE
Base: 28,300
Starting Salary: 38,205
Career Increments: N
Experience Allowed: 7(D)

Index: 1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35 1.40 1.45 1.50 1.55

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

Deductible Reimbursement:

HEALTH BC/BS 350D 248.08 248.08 248.08 248.08

Kericae Pay:

DENTAL BC/BS 11.13 11.13 11.13 11.13

LIFE Guardian 5.50

LTD Non-Participant .0029 (+equity)

LTD National Ins

PPO: Exists Negotiated/

COMMENTS: IRS 125: Y

FLEX ACCOUNTS: Y

LEAVES
Type Days/Year Accum. Depend. Approval
SICK 15 40 yes

OTHER DISTRICT POLICIES
Negotiated/ Policy

SEVERNACE PAY:

OTHER LEAVES:

ESU #07-COLUMBUS

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Class Periods/Day: 2
Contract Days: 185
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: Planning Time: 0 0
Class Periods/Day: Normal Teaching Load:
### Working Conditions
- Contract Days: 185
- FTE Teachers: [HS, JH/MS, ELEM]
- Enrolment: [HS, JH/MS, ELEM]
- Length of Teacher Day: 5/9
- Length of Student Day: 0
- Planning Time: 0
- Class Periods/Day: 2
- Normal Teaching Load: 0

### Salary Schedule
- Base: 31,000
- Starting Salary: 31,000
- Career Increments: Y
- Experience Allowed: 5(D)
- Index: 4 x 5
- Entry Level Step: 0
- Vertical Freeze: 90-91 (H)

### INSURANCE
- HEALTH: BC/BS 350D
- DENTAL: BC/BS 2
- PPO: COMMENTS:
- LIFE: Deductible Reimbursement:
- LTD:
- NON-PARTICIPANT: Cafeteria

### Leaves
- Type: SICK
- Days/Year: 11
- Accum. Depend. Needed: 32 no
- Other Info: Pd. $40/day over 32, 1/2 unused accumulates

### Leaves:
- Type: PERSONAL
- Days/Year: 2
- Depend. Used: yes
- Approval Needed: no

### Part-Time Benefits
- Flexible Accounts: IRS 125: Y
- Minimum FTE: 0

### Leaves:
- Type: BEREAVEMENT
- Days/Year: 6
- Accum. to 10: yes

### Leaves:
- Type: PROFESSIONAL
- Days/Year: as needed
- Approval Needed: yes

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

### Other Leaves:
- Type: SABBATICAL
- Days/Year: No

### Severance Pay:
- Type: OTHER LEAVES: Emergency-6 (acc 10/pd $40/day over

### ESU #08-NELIGH

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- Type: CARSE
- Carrier: H/A-Dent
- Option: Individ. EE/Child EE/Spouse EE/Sp/Child
- Amount Paid by District: 900
- Couple - Benefits: Cafeteria
- Deductible Reimbursement: IRS 125: Y
WORKING CONDITIONS
Contract Days: 185
FTE Teachers:
Enrollment:

HS JH/MS ELEM

Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: Planning Time: 0 0
Class Periods/Day:
Normal Teaching Load:

INDEX: 4 X 4.5
Experience Allowed: 5(D)
Career Increments: N

Vert freeze is for MA-MA36 columns only
Vertical Freeze: 02-03*
Rollback: 90-91

SALARY SCHEDULE
Base: 31,525
Starting Salary: Entry Level Step: 1
Experience Allowed: S(D)

Cafeteria Plan

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

HEALTH BC/BS 350D 471.35 872.02 989.86 1329.13

DENTAL BC/BS 2 22.25 22.25 22.25 22.25

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

Other Info: Sev:after 10 yrs. at ret. $50/day max. 15 days
PERSONAL 1,2 yes

BEREAVEMENT 3 add'l from sick lv.

PROFESSIONAL 3 yes $125 travel reimb.

ADOPTION FMLA from sick lv.

ASSOCIATION SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES
Negotiated/Exists
Policy

FTE Teachers:

Starting Salary:

Normal Teaching Load:

Salary Schedule:

02-03 BA+36-MA horiz increment changed from 2.25 to 4.5, schedule is now true 4 X 4.5; 02-03 vertical freeze affects only MA-MA+36 columns

00 00 00 00

Class Periods/Day:

Normal Teaching Load:

Salary Schedule:

02-03 BA+36-MA horiz increment changed from 2.25 to 4.5, schedule is now true 4 X 4.5; 02-03 vertical freeze affects only MA-MA+36 columns

00 00 00 00

Class Periods/Day:

Normal Teaching Load:

Salary Schedule:

02-03 BA+36-MA horiz increment changed from 2.25 to 4.5, schedule is now true 4 X 4.5; 02-03 vertical freeze affects only MA-MA+36 columns

00 00 00 00

Class Periods/Day:

Normal Teaching Load:

Salary Schedule:

02-03 BA+36-MA horiz increment changed from 2.25 to 4.5, schedule is now true 4 X 4.5; 02-03 vertical freeze affects only MA-MA+36 columns

00 00 00 00

Class Periods/Day:

Normal Teaching Load:

Salary Schedule:

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00 00 00 00

Class Periods/Day:

Normal Teaching Load:

Salary Schedule:

02-03 BA+36-MA horiz increment changed from 2.25 to 4.5, schedule is now true 4 X 4.5; 02-03 vertical freeze affects only MA-MA+36 columns

00 00 00 00

Class Periods/Day:

Normal Teaching Load:

Salary Schedule:

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00 00 00 00

Class Periods/Day:

Normal Teaching Load:

Salary Schedule:

02-03 BA+36-MA horiz increment changed from 2.25 to 4.5, schedule is now true 4 X 4.5; 02-03 vertical freeze affects only MA-MA+36 columns

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Class Periods/Day:

Normal Teaching Load:

Salary Schedule:

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Class Periods/Day:

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Salary Schedule:

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Normal Teaching Load:

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Class Periods/Day:

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Salary Schedule:

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Salary Schedule:

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Class Periods/Day:

Normal Teaching Load:

Salary Schedule:

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Class Periods/Day:

Normal Teaching Load:

Salary Schedule:

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Class Periods/Day:

Normal Teaching Load:

Salary Schedule:

02-03 BA+36-MA horiz increment changed from 2.25 to 4.5, schedule is now true 4 X 4.5; 02-03 vertical freeze affects only MA-MA+36 columns

00 00 00 00

Class Periods/Day:

Normal Teaching Load:
### Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Enrollment:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8 hours
- Length of Student Day: 8 hours
- Planning Time: 0 hours
- Class Periods/Day: Total Class Periods/Day: 10
- Normal Teaching Load: 8 hours

### Salary Schedule
- Base: $30,000
- Index: 4.75 x 4
- Starting Salary: $31,425
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 7
- Vertical Freeze: Rollback: Multi-year Contract:

### Insurance
- **Health**:
  - Carrier: BC/BS
  - Option: 600D
- **Dental**:
  - Carrier: BC/BS
- **Life**:
  - Carrier: Guardian
- **LTD**:
  - Carrier: CNA
  - Deductible Reimbursement: (thru sal)
- **Non-Participant**:

### Leaves
- **Sick**: 24 days/year, 45 days use, 5 for dependents
- **Personal**: 2 days/year, yes
- ** Bereavement**: 3 days/year, w/appr.
- **Professional**: 2 days/year, yes, as approved
- **Adoption**: as approved
- **Association**:

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

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

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

### Leaves Pay
- **Family Emergency**: 5 days
- **Ext. Leave**: as approved

### Comments
- **Planning Time**: 0 hours
- **Length of Teacher Day**: 8 hours
- **Length of Student Day**: 8 hours
- **Normal Teaching Load**: 8 hours
- **Normal Teaching Load**: 8 hours
- **Contract Days**: 185
- **Enrollment**: Base: 30,000

### Contract Days
<table>
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<tr>
<th>Step</th>
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<th>BA+9</th>
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### Severance Pay
- **Family Emergency**: 5 days
- **Ext. Leave**: as approved

### Classification
- **Step 1**: 1.0475 index
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Starting Salary:** 29,400
- **Career Increments:** N
- **Experience Allowed:** 7(D)
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7 hours
- **Planning Time:** 0
- **Class Periods/Day:** 120
- **Normal Teaching Load:** Multi-year Contract

## SALARY SCHEDULE
- **Base:** 29,400
- **Index:** 4 x 4
- **Entry Level Step:** 0

## INSURANCE
- **Type Carrier:**
  - **Health:** BC/BS (350D/1500D)
  - **Dental:** BC/BS (2)
- **PPO:**
  - **Option:**
    - **Employer:**
      - Individual
      - Employee
    - **Employee:**
      - Child
      - Dependent

## LEAVES
- **Type:**
  - Sick
  - Bereavement
  - Adoption
  - Other Leaves
- **Days/Year:**
  - 10
  - 120
- **Accum.:**
  - Yes
- **Approval Needed:**
  - Yes
- **Approval Other:**
  - Yes

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

## SEVERANCE PAY
- **Y**

## OTHER LEAVES:

---

### ESU 11-Holdrege

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---
2011-2012
ESU 13-Scottsbluff

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 1.17/9/2012
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 6 6 6
Planning Time: 0 0
Class Periods/Day: 5 5
Normal Teaching Load: 4.25 x 4.25

Experience Allowed: all
Career Increments:
Vertical Freeze: 90-91;94-95
Multi-year Contract: 10-11, 11-12

Index: 4.25 x 4.25

INDEX: 4.25 x 4.25

ESU #13-SCOTTSBLUFF

SALARY SCHEDULE
Base: 31,060
Starting Salary: 31,060
Entry Level Step: 1

Starting Salary:

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INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits

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<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
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<td>310</td>
<td>310 310 310</td>
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PPO: COMMENTS:


HEALTH: Guardian
DENTAL: Guarantee Mut.

LIFE: Guardian

LTD: (Caf) 310 310

NON-PARTICIPANT: Flat Salary $700/mo

LEAVES

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<th>Depend.</th>
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SICK:

Other Info:

PERSONAL: 2
BEREAVEMENT: 3 immed fam only, add'l from sick
PROFESSIONAL: 2
ADOPTION: Voluntary Separation: Y P
ASSOCIATION: Grievance: Y P

SABBATICAL:

OTHER LEAVES:

SICK:

OTHER DISTRICT POLICIES

Negotiated/Policy:

Exists:

Cafeteria Plan

PART-TIME BENEFITS

Minimum FTE: 0.5

Cafeteria Plan

OPTIONS:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Cafeteria Plan

OTHER LEAVES:

SICK:

OTHER DISTRICT POLICIES

Negotiated/Policy:

Exists:

Cafeteria Plan

PART-TIME BENEFITS

Minimum FTE: 0.5

Cafeteria Plan

OTHER LEAVES:

SICK:

OTHER DISTRICT POLICIES

Negotiated/Policy:

Exists:
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: HS, JH/MS, ELEM
- Enrollment: 2011-2012
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 0
- Class Periods/Day: 2
- Normal Teaching Load: 888
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: Y

### SALARY SCHEDULE
- Base: 30,300
- Starting Salary: 30,300
- Career Increments: N
- Experience Allowed: all

### IN INSURANCE

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### LEAVES

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### OTHER DISTRICT POLICIES

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

### SABBATICAL

- No

### SEVERANCE PAY:

- Jury Leave
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
- **Enrollment:**
- **Length of Teacher Day:**
- **Length of Student Day:**
- **Planning Time:** 0 0
- **Class Periods/Day:**
- **Normal Teaching Load:**

## SALARY SCHEDULE
- **Base:** 30,900
- **Starting Salary:**
- **Career Increments:** Y
- **Experience Allowed:** 5
- **Index:** 5 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** 5

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

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

### SICK
- 15 55

### PERSONAL
- 2

### BEREAVEMENT
- 5

### PROFESSIONAL
- 2

### ADOPTION
- 1

### ASSOCIATION
- 1

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

### SEVERANCE PAY:

## OTHER LEAVES:
- **Emergency**

### ESU #16-OGALLALA

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</table>
WORKING CONDITIONS
Contract Days: 185 FTE Teachers:
Enrollment: HS JH/MS ELEM
Length of Teacher Day:
Length of Student Day:
Planning Time: 0 0
Normal Teaching Load:

SALARY SCHEDULE
Base: 28,500 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5 (D)
$500 for adv degree after 5 yrs at bottom of sched
Vertical Freeze: 90-91 Rollback:
Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 350D 1334.92 1364.92 1373.67 1399.08 Cash Options: H/A,dental,life, LTD,TSA,Cash
DENTAL BC/BS 2 22.25 22.25 22.25 22.25
PP: COMMENTS:
LIFE Deductible Reimbursement:
LTD
NON-PARTICIPANT $1320.33

LEAVES
Type Days/Year Depend. Approval Other
SICK 9 60 yes
Other Info:
PERSONAL 2 yes reimb. $100/day unused at EO
BEREAVEMENT see sick lv.
PROFESSIONAL yes expenses pd
ADOPTION
ASSOCIATION
SABBATICAL: No SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES
Negotiated/ Exists Policy
PERSONAL:
BEREAVEMENT:
PROFESSIONAL:
Grievance:
AID:
Reduction in Force:
Sick Bank:

SALARY SCHEDULE
Step BA BA+9 BA+18 BA+27 MA MA+18 MA+27 EDSPEC
1 28,500 29,450 30,360 31,290 32,240 33,210 34,190 35,180
2 29,450 30,360 31,290 32,240 33,210 34,190 35,180 36,180
3 30,360 31,290 32,240 33,210 34,190 35,180 36,180 37,180
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24 51,180 52,180 53,180 54,180 55,180 56,180 57,180 58,180
25 52,180 53,180 54,180 55,180 56,180 57,180 58,180 59,180
### WORKING CONDITIONS
- Contract Days: 183
- Enrollment: 205
- HS: 183
- JH/MS: 183
- ELEM: 183
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.5 hours
- Class Periods/Day: 8
- Normal Teaching Load: 7 hours

### SALARY SCHEDULE
- Base: 29,150
- Entry Level Step: 1
- Experience Allowed: 8

### ININSURANCE
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### LEAVES
- SICK: 10 days/year, 45 days accumulation
  - Approved: yes
  - Other Info: Can donate 2 days to sick bank
- PERSONAL: 2 days/year, +2 from sick leave
- BEREAVEMENT: 5 days/year, +10 from sick leave
- PROFESSIONAL: 2 days/year, Grievance: Y

### OTHER LEAVES:
- SABBATICAL: No

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

### OTHER DISTRICT POLICIES
- Cafeteria Plan:
  - Individ.: 50.62 or
  - Depend.: 83.75
  - Options:
    - IRS 125: Y
    - Flex Accounts: 

### LEAVES:
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### EUSTIS-FARNAM

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

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

SALARY SCHEDULE

Base: 28,600
Starting Salary: 28,600
Career Increments: N
Experience Allowed: 5

Index: 4 x 4.25
Entry Level Step: 1

Index: 4 x 4.25

Experience Allowed: 5

Career Increments: N

Vertical Freeze:
Rollback:

Multi-year Contract:

INSURANCE

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

HEALTH BC/BS 600D 455.07 841.90 955.66 1283.21
DENTAL BC/BS 2 22.25 22.25 22.25 22.25

PPO: 11-12 switch from 350D to 600D

OPTIONS:

IRS 125: Y
Flex Accounts: Y

LEAVES

Type Days/Year Accum. Depend. Approval Other

SICK 8 45 yes

Other Info: trade 3 sick for 1 add'l personal

PERSONAL 2 yes

Other Info: from sick lv.

PROFESSIONAL unl. yes

ADOPITION:

ASSOCIATION:

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/ Policy

EXISTS

OTHER LEAVES:

EWING

Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18
1 28,600 28,816 31,031 32,247 33,462 34,678 35,893 37,109
1 1.00 1.0425 1.085 1.1275 1.17 1.2125 1.255 1.2975
2 29,744 30,960 32,175 33,391 34,606 35,822 37,037 38,253
2 1.04 1.0825 1.125 1.1675 1.21 1.2525 1.295 1.3375
3 30,888 32,104 33,319 34,535 35,750 36,966 38,181 39,397
3 1.08 1.1225 1.165 1.2075 1.25 1.2925 1.335 1.3775
4 32,032 33,248 34,463 35,679 36,894 38,110 39,325 40,541
4 1.12 1.1625 1.205 1.2475 1.29 1.3325 1.375 1.4175
5 33,176 34,392 35,607 36,823 38,038 39,254 40,469 41,685
5 1.16 1.2025 1.245 1.2875 1.33 1.3725 1.415 1.4575
6 34,320 35,536 36,751 37,967 39,182 40,398 41,613 42,829
6 1.2 1.2425 1.285 1.3275 1.37 1.4125 1.455 1.4975
7 35,464 36,680 37,895 39,111 40,326 41,542 42,757 43,973
7 1.24 1.2825 1.325 1.3675 1.41 1.4525 1.495 1.5375
8 36,608 37,824 39,039 40,255 41,470 42,686 43,901 45,117
8 1.3225 1.365 1.4075 1.45 1.4925 1.535 1.5775
9 37,748 39,064 40,280 41,495 42,710 43,925 45,140 46,355
9 1.405 1.4475 1.49 1.5325 1.575 1.6175 1.6595 1.6975
10 38,888 40,104 41,320 42,535 43,750 44,965 46,180 47,395
10 1.4875 1.53 1.5725 1.615 1.6575 1.6995 1.7415
11 39,032 40,248 41,464 42,680 43,895 45,110 46,325 47,540
11 1.6125 1.655 1.6975 1.7395
12 39,176 40,392 41,608 42,823 44,038 45,253 46,468 47,683
12 1.695 1.7375

FTE Teachers:

Starting Salary:

Normal Teaching Load:

Length of Student Day:

Length of Teacher Day:

Class Periods/Day:

Planning Time:

Vertical Freeze:

Rollback:

Multi-year Contract:

Insurance:

Cafeteria Plan:

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

HEALTH BC/BS 600D 455.07 841.90 955.66 1283.21
DENTAL BC/BS 2 22.25 22.25 22.25 22.25

PPO: 11-12 switch from 350D to 600D

OPTIONS:

IRS 125: Y
Flex Accounts: Y

LEAVES

Type Days/Year Accum. Depend. Approval Other

SICK 8 45 yes

Other Info: trade 3 sick for 1 add'l personal

PERSONAL 2 yes

Other Info: from sick lv.

PROFESSIONAL unl. yes

ADOPITION:

ASSOCIATION:

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/ Policy

EXISTS

OTHER LEAVES:
### Exeter-Milligan

#### WORKING CONDITIONS
- **Contract Days:** 185
- **Enrollment:** 232
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

#### SALARY SCHEDULE
- **Index:** 4 x 4
- **Experience Allowed:** 5(D)
- **Career Increments:** N
- **Multi-year Contract:** 11-12, 12-13

#### INSURANCE

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#### OTHER DISTRICT POLICIES

- **Negotiated/Pending:**
  - Existed: Yes
  - Negotiated:
  - Policy: Y

#### OTHER LEAVES:

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 961
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 92
- Class Periods/Day: 4
- Normal Teaching Load: 3

### EXPERIENCE ALLOWED
- 5 (D)
- Career Increments: N

### MULTI-YEAR CONTRACT
- Length of Teacher Day: 888
- Length of Student Day: 77
- Normal Teaching Load: 3
- Multi-Year Contract:

### INSURANCE
- **HEALTH**
  - BC/BS: 600D
  - Individ.:
    - Deductible Reimbursement:
      - Upper Limit:
  - Sp or Dep. Dental

- **DENTAL**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

- **LIFE**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

- **LTD**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

### LEAVES
- **SICK**
  - Days/Year: 10
  - Other Info:
    - 3rd & 4th day at sub rate

- **BEREAVEMENT**
  - Days/Year: 4

- **PROFESSIONAL**
  - Days/Year: 5

- **ADOPTION**
  - Days/Year: unlim.

- **ASSOCIATION**
  - Approval Needed: yes

### SABBATICAL:
- Yes

### OTHER DISTRICT POLICIES
- **SABBATICAL**
  - Approval Needed: yes

### OTHER LEAVES:
- Military

### FAIRBURY

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### FAIRBURY SALARY SCHEDULE
- **Base:** 30,800
- **Starting Salary:** 30,800
- **Career Increments:** N
- **Index:** 4 x 5
- **Experience Level Step:** 5(D)
- **Rollback:**

### CAFETERIA PLAN
- **Options:**
  - Individ.
  - Depend.
  - IRS 125: Y
  - Flexible Accounts: Y

### CONTRACT DAYS
- **FTE Teachers:**
  - Total:

### ENROLLMENT
- **Enrollment:** 961
- **Base:** 30,800
- **Normal Teaching Load:** 3

### WORKING CONDITIONS
- **Enrollment:** 961
- **Normal Teaching Load:** 3

### INSURANCE
- **HEALTH**
  - BC/BS: 600D
  - Individ.:
    - Deductible Reimbursement:
      - Upper Limit:
  - Sp or Dep. Dental

- **DENTAL**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

- **LIFE**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

- **LTD**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

### LEAVES
- **SICK**
  - Days/Year: 10
  - Other Info:
    - 3rd & 4th day at sub rate

- **BEREAVEMENT**
  - Days/Year: 4

- **PROFESSIONAL**
  - Days/Year: 5

- **ADOPTION**
  - Days/Year: unlim.

- **ASSOCIATION**
  - Approval Needed: yes

### SABBATICAL:
- Yes

### OTHER DISTRICT POLICIES
- **SABBATICAL**
  - Approval Needed: yes

### OTHER LEAVES:
- Military

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 961
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8
- **Length of Teacher Day:** 7
- **Length of Student Day:** 7
- **Planning Time:** 92
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

### EXPERIENCE ALLOWED
- **5 (D)**
- **Career Increments:** N

### MULTI-YEAR CONTRACT
- **Length of Teacher Day:** 888
- **Length of Student Day:** 77
- **Normal Teaching Load:** 3

### INSURANCE
- **HEALTH**
  - BC/BS: 600D
  - Individ.:
    - Deductible Reimbursement:
      - Upper Limit:
  - Sp or Dep. Dental

- **DENTAL**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

- **LIFE**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

- **LTD**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

### LEAVES
- **SICK**
  - Days/Year: 10
  - Other Info:
    - 3rd & 4th day at sub rate

- **BEREAVEMENT**
  - Days/Year: 4

- **PROFESSIONAL**
  - Days/Year: 5

- **ADOPTION**
  - Days/Year: unlim.

- **ASSOCIATION**
  - Approval Needed: yes

### SABBATICAL:
- Yes

### OTHER DISTRICT POLICIES
- **SABBATICAL**
  - Approval Needed: yes

### OTHER LEAVES:
- Military

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 961
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8
- **Length of Teacher Day:** 7
- **Length of Student Day:** 7
- **Planning Time:** 92
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

### EXPERIENCE ALLOWED
- **5 (D)**
- **Career Increments:** N

### MULTI-YEAR CONTRACT
- **Length of Teacher Day:** 888
- **Length of Student Day:** 77
- **Normal Teaching Load:** 3
- **Multi-Year Contract:**

### INSURANCE
- **HEALTH**
  - BC/BS: 600D
  - Individ.:
    - Deductible Reimbursement:
      - Upper Limit:
  - Sp or Dep. Dental

- **DENTAL**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

- **LIFE**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

- **LTD**
  - Option:
    - IRS 125: Y
    - Flexible Accounts: Y

### LEAVES
- **SICK**
  - Days/Year: 10
  - Other Info:
    - 3rd & 4th day at sub rate

- **BEREAVEMENT**
  - Days/Year: 4

- **PROFESSIONAL**
  - Days/Year: 5

- **ADOPTION**
  - Days/Year: unlim.

- **ASSOCIATION**
  - Approval Needed: yes

### SABBATICAL:
- Yes

### OTHER DISTRICT POLICIES
- **SABBATICAL**
  - Approval Needed: yes

### OTHER LEAVES:
- Military
### WORKING CONDITIONS
- **Contract Days:** 184
- **FTE Teachers:** 865
- **Enrollment:** 865
- **Length of Teacher Day:** 7.5, 7.5, 7.5
- **Length of Student Day:** 7, 7
- **Planning Time:** 48, 48, 55
- **Class Periods/Day:** 8, 8
- **Normal Teaching Load:** 7, 7
- **Index:** 4 x 5
- **Experience Allowed:** 10
- **Career Increments:** Y
- **Multi-year Contract:**

### SALARY SCHEDULE
- **Base:** 31,075
- **Starting Salary:**
  - **Entry Level Step:** 1
  - **Experience Level Step:** 10
- **Rollback:**
- **Vertical Freeze:** 85-86
- **Length of Teacher Day:** 7.5, 7.5, 7.5
- **Length of Student Day:** 7, 7
- **Class Periods/Day:** 8, 8
- **Normal Teaching Load:** 7, 7

### INSURANCE
- **Health:**
  - **Type:** BC/BS
  - **Carrier:** 600D
  - **Option:** Individ. EE/Child, EE/Spouse, EE/Sp/Child
  - **Amount Paid by District:**
    - **H/A-Dent:** 24.46 or 40.50
    - **Health:**
      - **Deductible Reimbursement:** Yes
    - **Dental:**
      - **Deductible Reimbursement:** Yes
    - **Life:**
      - **Deductible Reimbursement:** No
    - **LTD:**
      - **Deductible Reimbursement:** No
- **PPO:**
  - **Type:** Guardian
  - **Option:** Individ. EE/Child, EE/Sp/Child
  - **Amount Paid by District:**
    - **Couple - Benefits:**
      - **Type:** IRS 125: Y
      - **Flex Accounts:** Y
- **Cafeteria Plan:**
  - **Minimum FTE:** 0.5
  - **Contribution:** FTE*

### LEAVES
- **Sick:**
  - **Type:**
    - **Days/Year:** 10
    - **Accum. use:** 50
    - **Approval Needed:** Yes
  - **Other Info:** 20-dependent use
  - **Other:**
    - **Personal:**
      - **Type:** 1+2
      - **Dependent use:** Yes
      - **Approval Needed:** No
      - **Voluntary Separation:** Y
      - **Voluntary Separation:** P
      - **Grievance:** Y
      - **Grievance:** N
      - **Professional Growth:** Y
      - **Professional Growth:** P
      - **Reduction in Force:** Y
      - **Reduction in Force:** P
      - **Sick Bank:** Y
      - **Sick Bank:** N
- **Association:**
  - **Type:** 5
  - **Dependent use:** Yes
  - **Approval Needed:** Yes
  - **Voluntary Separation:** Y
  - **Grievance:** Y
  - **Professional Growth:** Y
  - **Reduction in Force:** Y
  - **Sick Bank:** Y
  - **Sick Bank:** N

### OTHER LEAVES:
- **Sabbatical:** No

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

### FALLS CITY

### CONTRACT SCHEDULE

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### PART-TIME BENEFITS
- **Minimum FTE:** 0.5
- **Contribution:** FTE*
WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 45.5
Enrollment: 533
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7 7
Planning Time: 90 105 105
Class Periods/Day: 8 8
Normal Teaching Load: 7 7
Multi-year Contract:

INDEX: 4 x 4

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

INSURANCE

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NON-PARTICIPANT

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Fillmore Central 2011-2012
7.1
WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,200
Index: 4 x 5
Starting Salary: 30,200
Career Increments: N
Experience Allowed: 7
Vertical Freeze: 99-00
Rollback:
Multi-year Contract:

Length of Teacher Day: 7.75 7.75 7.75
Length of Student Day: 7.17 7.17 6.75
Planning Time: 53 53 35
Class Periods/Day: 8 8
Normal Teaching Load: 6 6

INSURANCE

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

- HEALTH BC/BS 350D 496.16 917.92 1041.96 1399.08 Individ. Depend.
- DENTAL BC/BS 2 22.25 22.25 22.25 22.25 Options:
- PPO: COMMENTS: IRS 125: Y
- LIFE Madison Nat'l 4.00 Deductible Reimbursement: Flex Accounts:
- LTD Non-Participant 241.67-grandfathered

LEAVES

Type Days/Year Accum. Depend. Approval Other

- SICK 10 45 yes
- Personal 2 yes acc. to 4
- Bereavement 5 immed family
- Professional 2 yes
- Adoption
- Association

OTHER DISTRICT POLICIES

Negotiated/Policy

- Sabbatical: No
- Severance Pay:

OTHER LEAVES:

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 336
- Enrollment: HS: 250, JH/MS: 7, ELEM: 7
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.25 hours
- Planning Time: 51 hours
- Class Periods/Day: 7
- Normal Teaching Load: 7
- Multi-year Contract: 5

**SALARY SCHEDULE**
- Base: 29,675
- Starting Salary: Entry Level Step: 24,462
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: 87-88
- Rollback: 87-88 Last Step

**INCENTIVES**
- Cafeteria Plan
- H/A-Dent: Individ., EE/Child, EE/Spouse, EE/Sp/Child
- Health: Individ., EE/Child, EE/Sp/Child
- Dental: Individ., EE/Child, EE/Sp/Child
- Life: Individ., EE/Child, EE/Sp/Child
- LTD: Individ., EE/Child, EE/Sp/Child
- PPO: Individ., EE/Child, EE/Sp/Child
- Flex Accounts: Individ., EE/Child, EE/Sp/Child

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**LEAVES**
- SICK: 6 days, 45% of pay
- PERSONAL: 6 days, 100% of pay
- BEREAVEMENT: 5 days, 100% of pay
- PROFESSIONAL: 2 days, 100% of pay
- ADOPTION: 2 days, 100% of pay
- ASSOCIATION: 15 days, 100% of pay

**OTHER DISTRICT POLICIES**
- Jury Duty

**BASE SCHEDULE**

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 35.5
- **Enrollment:** 378
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 48
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 30,150
- **Index:** 4 x 4
- **Starting Salary:** 30,150
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all

### Insurane
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO:
    - Principal: 600D
    - Individ.
    - EE/Child
    - EE/Spouse
    - EE/Sp/Child
- **Option:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District:**
  - HEALTH: 600D
    - Individ.: 446.93
    - EE/Child: 826.84
    - EE/Spouse: 938.56
    - EE/Sp/Child: 1260.25
- **Insurance Type:**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Part-Time Benefits**
- **Minimum FTE:** 0.5
- **Maximum FTE:** 1.00

### Leaves
- **Sick:**
  - 12 Days/Year
  - 45 Accum.
  - Individ.
  - Yes
- **Personal:**
  - 2 Days
  - Individ.
  - Yes
  - Yes
- **Bereavement:**
  - 2 - 10 Days
  - Individ.
  - Yes
  - Yes
- **Professional:**
  - Unl.
  - Individ.
  - Yes
  - Yes
- **Adoption:**
  - Individ.
  - Yes
  - Yes
- **Association:**
  - Individ.
  - Yes
  - Yes
- **Sabbatical:**
  - No
- **Severance Pay:**
  - No

### Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
  - **Part-Time Benefits:**
  - **Minimum FTE:** 0.5
  - **Maximum FTE:** 1.00

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

### Freeman

### Working Conditions Table

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03-04 BA36 removed from MA column, those in the column during that time were grandfathered. 10-11 MA9 added. BA36/MA ends at step 13, those on step 14 will be grandfathered.
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 4541
- HS: 2011-2012
- JH/MS: Fremont
- ELEM: 1.17/9/2012
- Length of Teacher Day: 7.5, 7.5, 7.5
- Length of Student Day: 7, 7, 7
- Planning Time: 88, 60, 30
- Class Periods/Day: 4, 5
- Normal Teaching Load: 3, 4

**SALARY SCHEDULE**
- Base: 30,785
- Index: 4.5 x 5
- Starting Salary: Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 5(D)
- Long. 4% ea. 4 yrs after frozen 4 yrs
- Vertical Freeze: Rollback: 85-86
- Multi-year Contract:

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**INSURANCE**
- HEALTH: BC/BS
- DENTAL: BC/BS 600D
- PPO: Emp can choose between Dental

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**LEAVES**
- SICK: 7
- PERSONAL: 4
- BEREAVEMENT: 5
- PROFESSIONAL: un.
- ADOPTION: 30
- ASSOCIATION: see prof lv

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**OTHER DISTRICT POLICIES**
- exists
- Negotiated/Policy
- ENROLLMENT: 4541 Base: 30,785
- MA+36 PHD

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**FREMONT**

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**Cafeteria Plan**

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

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

**OTHER LEAVES:**
- Paternity
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 309
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

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

INSCRIPTION
- Type: Carrier
- Option: Amount Paid by District
- Health: BC/BS
  - Carrier: 350D
  - Individ. H/A-Dent: 471.35
  - EE/Child EE/Spouse EE/Sp/Child: 872.02
  - Sp or Dep. Dental: 989.86
- Dental: BC/BS
  - Carrier: 2
  - Individ. H/A-Dent: 22.25
  - EE/Child EE/Spouse EE/Sp/Child: 22.25
- PPO: COMMENTS:
- Life: Madison Nat'l
- LTD: .0040 (thru sal)

LEAVES
- Type: Days/Year
- Sick: 18
- Personal: 2
- Bereavement: see sick lv.
- Professional: 3
- Adoption: 
- Association: 
- Sabbatical: No

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

OTHER LEAVES:

FRIEND
- Step: BA BA+9 BA+18 BA+27 BA+36
- 1 29,450 30,628 31,806 32,984 34,162 35,340 36,518 37,696
- 2 30,775 31,953 33,131 34,309 35,487 36,665 37,843 39,021
- 3 32,101 33,279 34,457 35,635 36,813 37,991 39,169 40,347
- 4 33,426 34,604 35,782 36,960 38,138 39,316 40,494 41,672
- 5 34,751 35,929 37,107 38,285 39,463 40,641 41,819 42,997
- 6 36,076 37,254 38,432 39,610 40,788 41,966 43,144 44,322
- 7 38,380 39,558 40,736 41,914 43,092 44,270 45,448 46,626
- 8 40,685 41,863 43,041 44,219 45,397 46,575 47,753 48,931
- 9 42,980 44,158 45,336 46,514 47,692 48,870 49,741 50,919
- 10 45,270 46,448 47,626 48,804 49,982 51,160 52,338 53,516
- 11 47,560 48,740 49,918 51,096 52,274 53,452 54,630 55,808
- 12 49,850 51,028 52,206 53,384 54,562 55,740 56,918 58,096
- 13 52,140 53,318 54,496 55,674 56,852 58,030 59,208 60,386
- 14 54,430 55,608 56,786 57,964 59,142 60,320 61,508 62,686

Contributions:

3-4 moved from 4X4 index to 4X4.5

03-04 moved from 4X4 index to 4X4.5
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 323
- HS: 8.25
- JH/MS: 8.25
- ELEM: 7.5
- Planning Time: 100
- Class Periods/Day: 6
- Normal Teaching Load: 66
- Length of Teacher Day: 8.25
- Length of Student Day: 7.5
- Vertical Freeze: 86-87 Steps 1-5
- Rollback: 86-87

### SALARY SCHEDULE
- Base: 30,050
- Starting Salary: 30,050
- Career Increments: N
- Experience Allowed: 5
- FTE Teachers: 323
- FTE Teachers: 323
- Entry Level Step: 1
- Index: 4 x 5
- Multi-year Contract:

### INSURANCE
- **HEALTH**: BC/BS 350D
- **DENTAL**: BC/BS 2
- **LIFE**: Unknown
- **LTD**: Non-Participant

### LEAVES
- **SICK**: 10
- **PERSONAL**: 2
- **BEREAVEMENT**: 5
- **PROFESSIONAL**: Unl.
- **ADPTION**: Yes
- **ASSOCIATION**: No

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

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

### OTHER PART-TIME BENEFITS
- Contribution: fte
### Working Conditions
- Contract Days: 185
- Enrollment: 272
- 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: Multi-year Contract

### Salary Schedule
- Base: 29,500
- Index: 4.5 x 4.5
- Starting Salary: 1012.50
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: Rollback: 89-90

### Insurance
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<th>TYPE</th>
<th>OPTION</th>
<th>AMOUNT PAID BY DISTRICT</th>
<th>CAFE - BENEFITS</th>
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<td>H/A-Dent</td>
<td>Individ. EE/Child EE/Spouse EE/Sp/Child</td>
<td>1012.50</td>
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<td>DENTAL</td>
<td>BC/BS</td>
<td>350D/1500D</td>
<td>Cafeteria</td>
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<tr>
<td>LTD</td>
<td>Principal Life</td>
<td>10.00</td>
<td>IRS 125: Y</td>
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<tr>
<td>NON-PARTICIPANT</td>
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<td>Options: H/A, Life, LTD,</td>
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</table>

### Leaves
- **SICK**: 10 days/year, 60 days, yes
- **PERSONAL**: 4 days/year, yes, accum. to 10
- **BEREAVEMENT**: 2 days/year, yes, see personal
- **PROFESSIONAL**: yes, see personal
- **ADOPTION**: yes
- **ASSOCIATION**: yes

### Sabbatical
- Yes

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

### Working Conditions (Cont.)
- **Class Periods/Day**: 8
- **Contract Days**: 185
- **Enrollment**: 272
- **Length of Teacher Day**: 7.5
- **Length of Student Day**: 7.5
- **Planning Time**: 50
- **Class Periods/Day**: 8
- **Normal Teaching Load**: Multi-year Contract

### Salary Schedule (Cont.)
- **Base**: 29,500
- **Index**: 4.5 x 4.5
- **Starting Salary**: 1012.50
- **Entry Level Step**: 1
- **Career Increments**: N
- **Experience Allowed**: 10
- **Vertical Freeze**: Rollback: 89-90

### Insurance (Cont.)
- **HEALTH**: H/A-Dent, Individ. EE/Child EE/Spouse EE/Sp/Child
- **DENTAL**: BC/BS, 350D/1500D
- **LIFE**: Cafeteria
- **LTD**: Principal Life, 10.00
- **NON-PARTICIPANT**: IRS 125: Y, Options: H/A, Life, LTD,

### Leaves (Cont.)
- **SICK**: 10 days/year, 60 days, yes
- **PERSONAL**: 4 days/year, yes, accum. to 10
- **BEREAVEMENT**: 2 days/year, yes, see personal
- **PROFESSIONAL**: yes, see personal
- **ADOPTION**: yes
- **ASSOCIATION**: yes

### Sabbatical
- Yes

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

### Working Conditions (Cont.)
- **Class Periods/Day**: 8
- **Contract Days**: 185
- **Enrollment**: 272
- **Length of Teacher Day**: 7.5
- **Length of Student Day**: 7.5
- **Planning Time**: 50
- **Class Periods/Day**: 8
- **Normal Teaching Load**: Multi-year Contract

### Salary Schedule (Cont.)
- **Base**: 29,500
- **Index**: 4.5 x 4.5
- **Starting Salary**: 1012.50
- **Entry Level Step**: 1
- **Career Increments**: N
- **Experience Allowed**: 10
- **Vertical Freeze**: Rollback: 89-90

### Insurance (Cont.)
- **HEALTH**: H/A-Dent, Individ. EE/Child EE/Spouse EE/Sp/Child
- **DENTAL**: BC/BS, 350D/1500D
- **LIFE**: Cafeteria
- **LTD**: Principal Life, 10.00
- **NON-PARTICIPANT**: IRS 125: Y, Options: H/A, Life, LTD,

### Leaves (Cont.)
- **SICK**: 10 days/year, 60 days, yes
- **PERSONAL**: 4 days/year, yes, accum. to 10
- **BEREAVEMENT**: 2 days/year, yes, see personal
- **PROFESSIONAL**: yes, see personal
- **ADOPTION**: yes
- **ASSOCIATION**: yes

### Sabbatical
- Yes

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

### Working Conditions (Cont.)
- **Class Periods/Day**: 8
- **Contract Days**: 185
- **Enrollment**: 272
- **Length of Teacher Day**: 7.5
- **Length of Student Day**: 7.5
- **Planning Time**: 50
- **Class Periods/Day**: 8
- **Normal Teaching Load**: Multi-year Contract

### Salary Schedule (Cont.)
- **Base**: 29,500
- **Index**: 4.5 x 4.5
- **Starting Salary**: 1012.50
- **Entry Level Step**: 1
- **Career Increments**: N
- **Experience Allowed**: 10
- **Vertical Freeze**: Rollback: 89-90

### Insurance (Cont.)
- **HEALTH**: H/A-Dent, Individ. EE/Child EE/Spouse EE/Sp/Child
- **DENTAL**: BC/BS, 350D/1500D
- **LIFE**: Cafeteria
- **LTD**: Principal Life, 10.00
- **NON-PARTICIPANT**: IRS 125: Y, Options: H/A, Life, LTD,
WORKING CONDITIONS
Contract Days: 186
FTE Teachers: 161.86
Enrollment: 2124
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Planning Time: 90 55 55
Class Periods/Day: 4 8
Normal Teaching Load: 3 6

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
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 600D/1500D 117.61 117.61 117.61 117.61 Cafeteria
DENTAL BC/BS 2 5.56 5.56 5.56 5.56
PPO: Dist pays 1/4 single prem + cafete
COMMENTS:
LIFE Guardian 4.60
Deductible Reimbursement:
LTD Principal .00399(thru sal)
NON-PARTICIPANT $687.50 Cafeteria

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 66 yes
PERSONAL 2 yes
BEREAVEMENT 5 yes
PROFESSIONAL unl.
ADOPTION per FMLA
ASSOCIATION 5

SABBATICAL: Yes
SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
OTHER LEAVES:

GERING
Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+36 MA+45 DOC
BASE 31,600

1.00
1 33,022 34,444 35,866 37,288 38,710 40,132 41,554 42,976 44,398 45,820 47,242
2 34,444 35,866 37,288 38,710 40,132 41,554 42,976 44,398 45,820 47,242
3 35,866 37,288 38,710 40,132 41,554 42,976 44,398 45,820 47,242
4 37,288 38,710 40,132 41,554 42,976 44,398 45,820 47,242
5 38,710 40,132 41,554 42,976 44,398 45,820 47,242
6 40,132 41,554 42,976 44,398 45,820 47,242
7 41,554 42,976 44,398 45,820 47,242
8 42,976 44,398 45,820 47,242
9 44,398 45,820 47,242
10 45,820 47,242
11 47,242
12 48,664
13 50,086
14 51,508

GERING
Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+36 MA+45 DOC
BASE 31,600

1.00
1 33,022 34,444 35,866 37,288 38,710 40,132 41,554 42,976 44,398 45,820 47,242
2 34,444 35,866 37,288 38,710 40,132 41,554 42,976 44,398 45,820 47,242
3 35,866 37,288 38,710 40,132 41,554 42,976 44,398 45,820 47,242
4 37,288 38,710 40,132 41,554 42,976 44,398 45,820 47,242
5 38,710 40,132 41,554 42,976 44,398 45,820 47,242
6 40,132 41,554 42,976 44,398 45,820 47,242
7 41,554 42,976 44,398 45,820 47,242
8 42,976 44,398 45,820 47,242
9 44,398 45,820 47,242
10 45,820 47,242
11 47,242
12 48,664
13 50,086
14 51,508

GERING
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 47
- **Enrollment:** 580
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 46
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 30,575
- **Starting Salary:** 30,575
- **Career Increments:** N
- **Experience Allowed:** 14
- **Entry Level Step:** 1
- **Index:** 4 x 5
- **Vertical Freeze:** 86-87
- **Rollback:**

## Insurance
- **Type**
  - Health
  - Dental
  - Life
- **Carrier**
  - BC/BS
  - Madison Nat'l
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
- **Amount Paid by District**
  - 24.46 or 40.50
- **Cafeteria Plan**
  - Individ.
  - Depend.
  - Options:
    - IRS 125: Y
  - Flex Accounts: Y

## Leaves
- **Type**
  - Sick
  - Bereavement
  - Personal
  - Professional
  - Adoption
  - Association
- **Accum. Days/Year**
  - 10
- **Approval Needed**
  - 2-yes, 1-no acc. to pers
  - Yes
  - Yes
  - 10
- **Comments**
  - Other info: may convert 1 over 35 acc to pers

## 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
- **SEVERANCE PAY**
  - maternity

## GIBBON
- **Salary Grid**
  - **Step**
    - 1
    - 2
    - 3
    - 4
    - 5
    - 6
    - 7
    - 8
    - 9
    - 10
    - 11
    - 12
    - 13
    - 14
    - 15
  - **Class Periods/Day**
    - 8
  - **Contract Days**
    - 185
  - **Enrollment**
    - 580
  - **Normal Teaching Load**
    - 7
WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,100
Starting Salary: 30,100
Career Increments: N
Experience Allowed: 5

Index: 4 x 4
Entry Level Step: 0

VERTICAL FREEZE:

ROLLBACK:

MULTI-YEAR CONTRACT:

INSURANCE

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

HEALTH BC/BS 600D 446.93 826.84 938.56 1260.25
DENTAL BC/BS 2 22.25 22.25 22.25

Cafeteria Plan

Type Carrier

INSURANCE

Health

Dental

LIFE

LTD

NON-PARTICIPANT

LEAVES

Type Days/Year Accum. Depend. Approval Other
SICK

PERSONAL

BEREAVEMENT

PROFESSIONAL

ADOPTION

ASSOCIATION

SABBATICAL

OTHER DISTRICT POLICIES

GUILTNER

GUILTNER

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/Policy

Existed

GRIEVANCE: N

Voluntary Separation: N

GRIEVANCE: Y

Professional Growth: Y

Reduction in Force: Y

Sick Bank: N

OTHER LEAVES:

Step BA BA + 9 BA + 18 BA + 27 MA MA + 18

1 30,100 31,304 32,508 33,712 34,916 36,120

2 31,304 32,508 33,712 34,916 36,120 37,324

3 32,508 33,712 34,916 36,120 37,324 38,528

4 33,712 34,916 36,120 37,324 38,528 39,732

5 34,916 36,120 37,324 38,528 39,732 40,936

6 36,120 37,324 38,528 39,732 40,936 42,140

7 38,528 39,732 40,936 42,140 43,344

8 40,936 42,140 43,344 44,548

9 42,140 43,344 44,548 45,752

10 44,548 45,752 46,956

11 45,752 46,956 48,160

12 48,160 49,364

13 50,568

1.20 1.28 1.32 1.36 1.40 1.44

1.40 1.44 1.48 1.52 1.56 1.60

1.60 1.64 1.68

1.60 1.64 1.68
WORKING CONDITIONS
Contract Days: 182  
Enrollment: 752  
Length of Teacher Day: 8.25 8 7.5  
Length of Student Day: 7.8 7.5 7.33  
Planning Time: 48 75 30  
Class Periods/Day: 8 7  
Normal Teaching Load: 7 5  

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

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child  HS  JH/MS  ELEM
HEALTH  BC/BS  600D  
DENTAL  BC/BS  2  

NOTES

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

SABBATICAL:  
SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/Policy
Existed

OTHER LEAVES:

GORDON-RUSHVILLE

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<td>48,900</td>
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09-10 base/movement freeze; 10-11 allow 2 steps movement
WORKING CONDITIONS

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

SALARY SCHEDULE

| Base: | 30,900 |
| Index: | 5 x 4 |

Experience Allowed: all
Career Increments: N

INSURANCE

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<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<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>PPO:</td>
<td>COMMENTS:</td>
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LEAVES

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OTHER DISTRICT POLICIES

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<td>Association</td>
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<td>Sabbatical: Yes</td>
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<td>Severance Pay:</td>
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OTHER LEAVES:

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**WORKING CONDITIONS**

- Contract Days: 187
- FTE Teachers: 9000
- Enrollment: 31,500
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 60
- Class Periods/Day: 8
- Normal Teaching Load: 6

**INDEX: 4 x 5**

**Experience Allowed:** 8

**Career Increments:** Y

**Vertical Freeze:** 85-86

**Rollback:**

**Multi-year Contract:** 11-12, 12-13

**Length of Teacher Day:** 7.5

**Length of Student Day:** 7.5

**Planning Time:** 60

**Class Periods/Day:** 8

**Normal Teaching Load:** 6

**SALARY SCHEDULE**

- Base: 31,500
- Starting Salary: 32,223
- Career Increments: Y
- Experience Allowed: 8
- Entry Level Step: 1

**INDEX:** 4 x 5

**GRIEVANCE:** Y

**FLEX ACCOUNTS:** Y

**REDUCTION IN FORCE:** Y P

**PART-TIME BENEFITS**

- Minimum FTE: 0.4
- Contribution: fte

**ENTRY LEVEL STEP:** 1

**INSURANCE**

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

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**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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**OTHER LEAVES:**

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**NOTES:**

- SPR-BA $445 column grandfathered.
- 02-03 PHD/EdD stipend available.
- 01-02 Longevity increments available after 20 years.
- 08-09 Hiring base added (Step 1 + 1/2 prior year total pay increase x current year base).
**WORKING CONDITIONS**

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**Insurance**

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**Leaves**

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<td>P</td>
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**Other Policies**

- **Severance Pay:** Emergency - 2 days

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**GREELEY-WOLBACH**

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**Notes:**

- **Part-Time Benefits:** Minimum FTE: 0.5
- **Cafeteria Plan:** Individ. Depend.
- **Insurance:** Deductible Reimbursement:
- **Leaves:** Exist
- **Negotiated Policy:** Esists
- **Sick Bank:** N
- **Voluntary Separation:** Y P
- **Grievance:** Y P
- **Professional Growth:** Y P
- **Reduction in Force:** Y P
- **Sick Bank:** N
- **Contracts:** FTE
- **Class Periods/Day:** 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 52
- **Normal Teaching Load:** 7
- **Starting Salary:** 28,781
- **Contract Days:** 185
- **FTE Teachers:** 21.6
- **Enrollment:** 188
- **HS JH/MS ELEM:**
- **Index:** 4 x 5
- **Entry Level Step:** 1
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
**WORKING CONDITIONS**
- Contract Days: 188
- FTE Teachers: 239.84
- Enrollment: 3154
- HS JH/MS ELEM
- Length of Teacher Day: 7.5 7.5 7.5
- Length of Student Day: 6.5 6.5 6.5
- Planning Time: 52 98 40
- Class Periods/Day: 7 8
- Normal Teaching Load: 6 6
- Multi-year Contract:

**SALARY SCHEDULE**
- Base: 32,800
- Index: 4 x 4
- Starting Salary: 32,800
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: all
- MA36-if frozen at last stp 2 yrs-$500 3rd yr.
- Vertical Freeze: 84-85, 85-86

**VERTICAL FREEZE**
- 84-85, 85-86

**Cafeteria Plan**
- Health
- Dental
- Life
- LTD
- Non-Participant

**LEAVES**
- SICK
- PERSONAL
- BEREAVEMENT
- PROFESSIONAL
- ADOPTION
- ASSOCIATION
- SEABATTICAL

**INSURANCE**

**FTE Teachers:** 239.84

**Enrollment:** 3154

**INDEX:** 4 x 4

**Experience Allowed:** all

**Career Increments:** Y

**MA36-if frozen at last stp 2 yrs-$500 3rd yr.**

**Vertical Freeze:** 84-85, 85-86

**Multi-year Contract:**

**Contract Days:** 188

**FTE Teachers:** 239.84

**Enrollment:** 3154

**Index:** 4 x 4

**Experience Allowed:** all

**Career Increments:** Y

**MA36-if frozen at last stp 2 yrs-$500 3rd yr.**

**Vertical Freeze:** 84-85, 85-86

**Multi-year Contract:**

**INDEX:** 4 x 4

**Experience Allowed:** all

**Career Increments:** Y

**MA36-if frozen at last stp 2 yrs-$500 3rd yr.**

**Vertical Freeze:** 84-85, 85-86

**Multi-year Contract:**
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 190
- HS: 2011-2012
- JH/MS: 1.17/9/2012
- ELEM: Index: 4 x 4

### SALARY SCHEDULE
- Base: 30,000
- Starting Salary: 30,000
- Career Increments: N
- Entry Level Step: 1
- Experience Allowed: all
- Vertical Freeze: 87-88
- Rollback:
- Multi-year Contract:

### INSURANCE

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### LEAVES

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### OTHER DISTRICT POLICIES

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

### SEVERANCE PAY:

### OTHER LEAVES:

### WORKING CONDITIONS (continued)

- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.25 7.25 7.25
- Planning Time: 50 50 60
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

### HAMPTON

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WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 29,300
Starting Salary: 29,300
Career Increments: N
Experience Allowed: 6

Index: 4 x 4

Multi-year Contract:

Index: 4 x 4
Experience Allowed: 6

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

INSURANCE

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

COMMENTS:

LIFE Madison Nat’l
LTD Madison Nat’l
NON-PARTICIPANT

LEAVES

Type Days/Year Accum. use Needed Approval
SICK 10 70 yes
PERSONAL 3 yes $50/unused day
BEREAVEMENT 7
PROFESSIONAL supt. disc. yes
ADOPTION
ASSOCIATION

SABBATICAL: Yes

OTHER DISTRICT POLICIES

Negotiated/Policy

S E V E R A N C E P A Y:

OTHER LEAVES:

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 27.25
- Enrollment: 315
- Length of Teacher Day: 8.25
- Length of Student Day: 7.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 30,500
- Index: 4 x 4
- Starting Salary: 32,940
- Career Increments: N
- BA+36, BA+45, BA+54 frozen 1 yr after entering
- Not apply to MA
- Vertical Freeze
- Rollback
- Multi-year Contract

### Insurance
- Carriers:
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE: Madison Nat’l
  - LTD
- Options:
  - IRS 125:
  - Deductible Reimbursement: N
  - Flex Accounts: N

### Cafeteria Plan
- Options:
  - Individ.: 22.25
  - Depend.: 22.25

### Leaves
- Type:
  - SICK: 12, 40, no
  - PERSONAL: 2, yes, $75/day/year up to $150 eoy
  - BEREAVEMENT: 5, from sick lv.
  - PROFESSIONAL: 1, yes, Grievance: Y
  - ADOPTION: 30, from sick lv.
  - ASSOCIATION
- Approval Needed:
  - YES
- Other
- SEVERANCE PAY:
- OTHER DISTRICT POLICIES
- EXISTING POLICIES
- AGREEMENTS

### Other Leaves
- Sabbatical: No
- SEVERANCE PAY:
- OTHER DISTRICT POLICIES
- AGREEMENT

### Salary Schedule Table

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**Notes:**
- BA36, BA45, BA54 frozen for 1 yr after entering
- **HARVARD**
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 286.43
- Enrollment: 3642
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 6.75
- Planning Time: 96
- Class Periods/Day: 8
- Normal Teaching Load: 6.5

**SALARY SCHEDULE**
- Base: 31,180
- Starting Salary: 31,180
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 10
- Those with a doctorate receive $500/yr.
- Vertical Freeze:
- Rollback:

**Insurance**
- Type:
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- Carrier:
  - BC/BS
- Option:
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- Deductible Reimbursement:

**Plan**
- Cafeteria Plan
- Individ.
- Depend.
- Options:
  - Cash
- IRS 125:
  - Y
- Flex Accounts:
  - Y
- Minimum FTE: 0.4

**LEAVES**
- Type:
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - OTHER LEAVES:
    - Family parenting
    - Sick

**Part-Time Benefits**
- Minimum FTE: 0.4

**Salary Schedule**

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**Notes:**
- 02-03 staff frozen at bottom of MA45 will be given add'l 1.5% of base every yr on that step.
### Working Conditions
- **Contract Days:** 160
- **FTE Teachers:** 19.54
- **Enrollment:** 138
- **Length of Teacher Day:** 8.75 hours
- **Length of Student Day:**
  - Planning Time: 64 days
  - Class Periods/Day: 7
- **Normal Teaching Load:** 6
- **Index:** 4.5 x 4.5
- **Experience Allowed:** Y
- **Career Increments:** Y
- **Multi-year Contract:** 11-12, 12-13
- **11-12 switch to 4 day work week - 160 contract days**
- **Vertical Freeze:**
- **Rollback:**
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Multi-year Contract:** 11-12, 12-13

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### Comments

- Deductible Reimbursement: N
- Part-Time Benefits:
  - Minimum FTE: 0.5
  - Contribution: fte

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### Hay Springs

- **Index:** 4.5 x 4.5
- **Experience Allowed:** Y
- **Career Increments:** Y
- **Multi-year Contract:** 11-12, 12-13
- **11-12 switch to 4 day work week - 160 contract days**
- **Vertical Freeze:**
- **Rollback:**
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Multi-year Contract:** 11-12, 12-13

### Cafeteria Plan

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

### Part-Time Benefits

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

### Other Leaves

- **Jury Duty**
### Working Conditions
- **Contract Days:** 180
- **FTE Teachers:** 16.5
- **Enrollment:** 144
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 29,100
- **Starting Salary:** 29,100
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Insurance
- **Type:** H/A-Dent, Individ., EE/Child, EE/Spouse, EE/Sp/Child
- **Option:** 1
- **Amount Paid by District:**
  - **Health:** BC/BS 350D 471.35 872.02 989.86 1329.13
  - **Dental:** BC/BS 2 22.25 22.25 22.25 22.25

### Leaves
- **Type:** SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- **Approval Needed:**
- **Approval Needed:**
- **Approval Needed:**
- **Approval Needed:**
- **Approval Needed:**

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

### Severance Pay

### Working Conditions

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

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

### Other LEAVES:

#### Other District Policies

#### Severance Pay:

### Hayes Center

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 31
- **Enrollment:** 310
- **Length of Teacher Day:** 7.5, 7.5, 7.5
- **Length of Student Day:** 6.5, 6.5, 6.5
- **Planning Time:** 97, 97, 97
- **Class Periods/Day:** 8, 8
- **Normal Teaching Load:** 7, 7
- **Multi-year Contract:**
- **Index:** 4 x 4
- **Experience Allowed:** N
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Length of Teacher Day:** 7.5, 7.5, 7.5
- **Length of Student Day:** 6.5, 6.5
- **Normal Teaching Load:** 7, 7

### Salary Schedule
- **Base:** 32,720
- **Startng Salary:** 32,720
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** 8

### Insurance
- **HEALTH:** BC/BS 600D 455.07 841.90 955.66 1283.21
- **DENTAL:** BC/BS 4 41.90 41.90 41.90 41.90
- **PPO:** 11-12 switch from 350D to 600D 1

### Cafeteria Plan
- **Type:** Carrier
- **Option:** Amount Paid by District
- **Couple - Benefits:** Normal Teaching Load
- **H/A-Dent:** Individ.
- **Individ.:** EE/Child
- **EE/Spouse:** EE/Sp/Child
- **Sp or Dep. Dental:** Options:
- **Deductible Reimbursement:** Amount Paid by District
- **BC/BS:** IRS 125: Y
- **H/A-Dent:** Flex Accounts: N
- **Individ. Depend.:** Y
- **EE/Sp/Child:** Y
- **Individ. EE/Child:** N
- **EE/Spouse:** N
- **Couple - Benefits:** Y

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

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### Cafeteria Plan
- **Type:** Carrier
- **Option:** Amount Paid by District
- **Dependencies:**
- **H/A-Dent:** Individ.
- **Individ.:** EE/Child
- **EE/Spouse:** EE/Sp/Child
- **Sp or Dep. Dental:** Options:
- **Deductible Reimbursement:** Amount Paid by District
- **BC/BS:** IRS 125: Y
WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 401
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7 7 7
- Planning Time: 50 50
- Class Periods/Day: 7 7
- Normal Teaching Load: 6 6

SALARY SCHEDULE
- Base: 30,550
- Starting Salary: 30,550
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze: 05-06, 06-07
- Rollback:
- Multi-year Contract: 11-12, 12-13

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Leaves
- Type: SICK
- Days/Year: 10
- Accum.: 50
- Depend. Use: yes
- Approval Needed: yes

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

**HEMINGFORD**

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FTE Teachers: 401
Starting Salary: 30,550
Index: 4.5 x 4.5
Entry Level Step: 1(D)

Index: 4.5 x 4.5
Experience Allowed: all
## Working Conditions
- Contract Days: 185
- FTE Teachers: 510
- Enrollment: 2011-2012
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 11-12, 12-13

## Salary Schedule
- Base: 29,800
- Starting Salary: 31,290
- Index: 5 x 4
- Entry Level Step: 0
- Career Increments: N
- Experience Allowed: all

## InsurancE
- Type: HEALTH, DENTAL, LIFE, LTD
- Carrier: BC/BS, H/A-Dent
- Amount Paid by District: Individ., EE/Child, EE/Spouse, EE/Sp/Child

## Cafeteria Plan
- Couple - Benefits: Individ., Depend.
- Options: IRS 125, FLEX Accounts
- Deductible Reimbursement:

## Leaves
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 10, 4, 5, 2, 2, 2
- Accum.: 45, 33, 33, 33, 33, 33
- Depend. use: yes, yes, yes, yes, yes, yes
- Approval Needed: no, no, yes, yes, yes, yes
- Other:

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

## Sabbatical
- SEVERANCE PAY:

## Other Leaves:
- Type: HERSHEY, HERSEY
### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:** 227
- **Enrollment:**
  - HS: 7.33
  - JH/MS: 7.2
  - ELEM: 7.4
- **Length of Teacher Day:** 80
- **Length of Student Day:** 80
- **Planning Time:** 80
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 88

### Salary Schedule
- **Base:** 31,275
- **Starting Salary:** 31,275
- **Career Increments:** N
- **Experience Allowed:** 6

### Vertical Freeze

### Rollback

### Multi-year Contract

### Leaves

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### Sabbatical
- **Yes**

### Severeance Pay

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

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

### Part-time Benefits
- **Minimum FTE:** 0.4
- **Contribution:** fte

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### Other Leaves

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**Hitchcock County**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 27
- Enrollment: 278
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

**SALARY SCHEDULE**
- Base: 28,800
- Starting Salary: 28,800
- Index: 4 x 4
- Experience Allowed: 10
- Career Increments: N

**INSURANCE**
- **HEALTH**: BC/BS, Carrier: 600D, Amount Paid by District: 22.25, 22.25, 22.25, 22.25
- **DENTAL**: BC/BS, Carrier: 600D, Amount Paid by District: 22.25, 22.25, 22.25, 22.25
- **LIFE**: Principal, Carrier: 5.25
- **INSURANCE**: Cafeteria Plan
  - **Type**: Individ.
  - **Option**: Depend.
  - **Amount Paid by District**: 22.25

**LEAVES**
- **Type**: SICK
- **Days/Year**: 10
- **Accum.**: 40
- **Approval Needed**: Yes
- **Notes**: Other Info: PERSONAL 2, BEREAVEMENT, PROFESSIONAL 2

**OTHER DISTRICT POLICIES**
- **Negotiated/Policy**
- **Exists**
- **Sick Bank**: N

**SEVERANCE PAY:**

**OTHER LEAVES:**

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## Holdrege

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 95,605
- **Enrollment:** 1105
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.6
- **Planning Time:** 50
- **Normal Teaching Load:** 7
- **Index:** 4.5 x 4.5
- **Experience Allowed:** 4 (D)
- **Career Increments:** N
- **Vertical Freeze:** 85-86
- **Rollback:** 95-96
- **Multi-year Contract:**

### Salary Schedule

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### Insurance

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

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

### Leaves

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### Sabbatical
- Yes

### Severance Pay:

### OTHER LEAVES:
- Jury Duty

---

### Class Periods/Day: 8

### Contract Days: 185

### Enrollment: 1105

### Length of Teacher Day: 8

### Length of Student Day: 7.6

### Planning Time: 50

### Normal Teaching Load: 7
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 37
- **Enrollment:** 385
- **Length of Teacher Day:** 7.8
- **Length of Student Day:** 7.25
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 27,600
- **Starting Salary:** 27,600
- **Career Increments:** N
- **Index:** 4 x 4
- **Experience Allowed:** 9
- **Part-time teachers over 0.425 recv full h/a**
- **Vertical Freeze:** 87-88
- **Rollback:** 87-88 (1 Step)

### Insurance
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### Cafeteria Plan
- Options: Individ. | Depend.
- **IRS 125:** Y
- **Flex Accounts:** Y
- **PART-TIME BENEFITS**
  - **Minimum FTE:** 0.425
  - **Contribution:** $6e*

### Leaves
- **Sick:** 10 | 90 | yes
- **Personal:** 2 | yes
- **Bereavement:** 5
- **Professional:** adm. disc.
- **Adoption:** adm. disc.
- **Association:** 2

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

### Severance Pay

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

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**Additional insurance amounts based on percentage times the difference in premium between single and family insurance: Step 1-3 (80%); Step 4-6 (85%); Step 7-9 (90%); Step 10-12 (95%); Step 13 & Above (100%); part-time receive allowance & H/A benefits = to fte**
### Working Conditions
- **Contract Days:** 185
- **Enrollment:** 429
- **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:** 31,000
- **Index:** 4 x 4
- **Starting Salary:** 31,000
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 11-12, 12-13

### Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Option: 800D
  - Amount Paid by District: 436.89
  - Deductible Reimbursement: 200/400
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 22.25
  - Deductible Reimbursement: Y

### Leaves
- **SICK**
  - Days/Year: 10
  - Accum. Needed: 60
  - Approval: yes
  - Other Info: @ retire: reimb $25/day up to 60 days
- **PERSONAL**
  - Days/Year: 2+1
  - Accum. Needed: yes
- **BEREAVEMENT**
  - Days/Year: 10
- **PROFESSIONAL**
  - Days/Year: adm. disc.
- **ADOPTION**
  - Days/Year:
- **ASSOCIATION**
  - Days/Year:

### Beverages
- **CAFETERIA PLAN**
  - Type Carrier
  - Option
  - Amount Paid by District
  - Deductible Reimbursement: Y

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

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**Notes:**
- 01-02 grandfathered BA+36 column when districts merged, teachers on BA+36 stayed on MA
- Severe Pay: Y
### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 26.38
- **Enrollment:** 242
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.25
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule

- **Base:** 29,850
- **Index:** 4 x 4
- **Starting Salary:** 29,850
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**

### Cafeteria Plan

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

### Insurance

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

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### Other District Policies

- **SABBATICAL:** No
- **SEVERANCE PAY:** Y

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## WORKING CONDITIONS
- **Contract Days:** 184
- **FTE Teachers:** 19
- **Enrollment:** 130
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 50 hours
- **Normal Teaching Load:** 77 students
- **Class Periods/Day:** 8

## SALARY SCHEDULE
- **Base:** $28,500
- **Starting Salary:** $28,500
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4 x 4
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Normal Teaching Load:** 77 students

### INSURANCE
- **HEALTH:**
  - Carrier: BC/BS
  - Deductible Reimbursement: 22.25
  - FTE Teachers: 19
  - Starting Salary: $28,500

### LEAVES
- **SICK:**
  - Days/Year: 10
  - Accum. Needed: 45
- **PERSONAL:**
  - Days/Year: 2
  - Accum. Needed: 100
- **BEREAVEMENT:**
  - Days/Year: 2
  - Accum. Needed: 50
- **PROFESSIONAL:**
  - Days/Year: 2
  - Accum. Needed: 100

### OTHER LEAVES:
- **SABBATICAL:**
  - Days/Year: 30
- **SEVERANCE PAY:**
  - Amount: $50 for expenses

### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - Exists: Yes
  - Non-Participant: Yes

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**Note:** The above table represents the steps and corresponding amounts as per the salary schedule. The table excludes steps 1-4 due to the nature of the document.
### WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 523
- HS JH/MS ELEM
- Length of Teacher Day: Planning Time:
- Length of Student Day: Normal Teaching Load:

### SALARY SCHEDULE
- Base: 30,975
- Starting Salary: 30,975
- Career Increments: 5(D)
- Experience Allowed: 5(D)
- Entry Level Step: 1
- Multi-year Contract: 11-12, 12-13

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### OTHER DISTRICT POLICIES

- Negotiated/Policy Exists
- Sick Bank

### SABBATICAL:

- SEVERANCE PAY:

### OTHER LEAVES:

### JOHNSON COUNTY

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WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 283
- Enrollmnet: HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.35 7.35 7.25
- Planning Time: 52 52 60
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract:

Salary Schedule

- Base: 29,900
- Index: 4 x 4
- Starting Salary: Career Increments: N
- Experience Allowed: all (D)

Insurance

- HEALTH BC/BS 600D
  - H/A-Dent Individ.
  - Individ. EE/Child EE/Spouse EE/Sp/Child
  - 446.93 826.84 938.56 1260.25
- DENTAL BC/BS 2
  - 22.25 41.15 46.71 62.75
- PPO:
  - COMMENTS:
  - OPTIONS:
- LIFE
  - Deductible Reimbursement:
- LTD Madison Nat’l
  - .0045
- NON-PARTICIPANT

LEAVES

- SICK
  - Days/Year: 10
  - Accum. Depend.: 50
  - Approval Needed: yes
  - Other: Use 5 or less = recv $400 eoy
- PERSONAL
  - 2
  - Use: yes
  - carryover/buyback up to 4
- BEREAVEMENT
  - from sick lv.
  - yes
- PROFESSIONAL
  - admin. disc.
  - yes
- ADOPTION
  - admin. disc.
- ASSOCIATION
  - 3 (off/deleg)

Cafeteria Plan

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

Part-Time Benefits

- Minimum FTE: 0.5
- Contribution: fte-% sgl

Other District Policies

- Negotiated/Policy
  - Exists
  - Sick Bank: Y
  - No
  - Severance Pay:

Sabbatical

- No

Other Leaves:

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## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 385
- **Enrollment:** 5219
- **Length of Teacher Day:** 7.5, 7.5, 7.5
- **Length of Student Day:** 6.5, 6.5, 6.42
- **Planning Time:** 60, 57, 30
- **Class Periods/Day:** 4, 9
- **Normal Teaching Load:** 3, 7.5

## Salary Schedule
- **Base:** 31,140
- **Starting Salary:** 31,140
- **Career Increments:** Y
- **Experience Allowed:** 7(D)
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 1
- **Multi-year Contract:**
- **Normal Teaching Load:** 37.5, 37.5, 37.5
- **Length of Student Day:** 6.5, 6.42, 9

## Leaves
- **Sick:** 10 days/year, 80 uses
- **Personal:** 3, other info: 20 days for dep./1/2 sub pay at retire.
- **Bereavement:** 5.5 based on type of use; with appr
- **Professional:** 2, yes
- **Aoption:** 10, w/approvers
- **Association:** 3

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

## Kearyn

### Kearyn

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### Longevity Increments
- Available on MA45 - 2nd yr on stp 15 rec 2% of base
- **Negotiated/Policy:**

### Notes
- **Insurance:**
  - **Deductible Reimbursement:**
  - **Options:**
    - H/A, Cash
  - **Flexible Accounts:**
    - Y
  - **IRS 125:**
    - Y
  - **Cafeteria Plan:**
    - **Type:**
      - Carrier:
      - Options:
      - **Insurance:**
        - **Health:**
          - **Option:**
            - **Amount Paid by District:**
          - **Couple - Benefits:**
        - **Dental:**
          - **Option:**
          - **Amount Paid by District:**
          - **Couple - Benefits:**
        - **Life:**
          - **Option:**
          - **Amount Paid by District:**
          - **Couple - Benefits:**
        - **LTD:**
          - **Option:**
          - **Amount Paid by District:**
          - **Couple - Benefits:**
        - **Non-Participant:**
          - **Option:**
          - **Amount Paid by District:**
          - **Couple - Benefits:**
  - **Part-Time Benefits:**
    - **Minimum FTE:**
      - **Option:**
      - **Contribution:**
      - **Type:**
        - **Carrier:**
        - **Option:**
        - **Amount Paid by District:**
        - **Couple - Benefits:**
  - **Part-Time Benefits:**
    - **Minimum FTE:**
      - **Option:**
      - **Contribution:**
      - **Type:**
        - **Carrier:**
        - **Option:**
        - **Amount Paid by District:**
        - **Couple - Benefits:**
  - **Other District Policies:**
    - **Type:**
      - **Days/Year:**
      - **Accumulation:**
      - **Approval Needed:**
      - **Other:**
    - **Sick:**
      - 10 days/year, 80 uses
    - **Personal:**
      - 3, other info: 20 days for dep./1/2 sub pay at retire
    - **Bereavement:**
      - 5.5 based on type of use; with appr
    - **Professional:**
      - 2, yes
    - **Aoption:**
      - 10, with approvers
    - **Association:**
      - 3
    - **Sabbatical:**
      - No
    - **Separance Pay:**
      - Y
  - **Negotiated/Policy:**
    - **Exists:**
      - **Type:**
        - **Carrier:**
        - **Option:**
        - **Amount Paid by District:**
        - **Couple - Benefits:**
### WORKING CONDITIONS
- Contract Days: 182
- Enrollment: 281
- HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 7.5, Length of Student Day: 7.5
- Planning Time: 50, Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 30,000
- Index: 4 x 4
- Starting Salary: 30,000
- Career Increments: N
- Experience Allowed: (D)
- Entry Level Step: 1

### INSURANCE
- HEALTH
  - BC/BS: 600D 446.93 826.84 938.56 1260.25
- DENTAL
  - BC/BS: 2 22.25 22.25 22.25 22.25
- LIFE
- LTD
- NON-PARTICIPANT

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

### LEAVES
- SICK
  - Days/Year: 10
  - Accum.: 42
  - Approval: yes

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

### SEVERANCE PAY

### KENESAW

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### COMMENTS
- Deducible Reimbursement:
- IRS 125: Y
- Cafeteria Plan:
  - Individ.: Depend.

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

### CONTRACT DAYS
- 182

### ENROLLMENT
- 281

### LENGTH OF TEACHER DAY
- 7.5

### LENGTH OF STUDENT DAY
- 7.5
### Keya Paha County

#### Working Conditions
- Contract Days: 180
- FTE Teachers: 102
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

#### Salary Schedule
- Base: 30,200
- Index: 4 x 4
- Starting Salary: 
- Career Increments: N
- Experience Allowed: 6
- Vertical Freeze: Rollback: 93-94
- Multi-year Contract: 11-12, 12-13

#### Insurance
- Type: Health, Dental, Life, LTD
- Carrier: BC/BS, H/A-Dent
- Option: Individ., EE/Child, EE/Spouse, EE/Sp/Child
- Deductible Reimbursement: 400/800

#### Leaves
- SICK: 10 days 1st yr
- PERSONAL: 2
- BEREAVEMENT: admin. disc.
- PROFESSIONAL: 3
- ADOPTION: 2
- ASSOCIATION: 3

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

#### Keya Paha County 2011-2012

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

### Salary Schedule
- Base: 29,700
- Starting Salary: 32,670
- Career Increments: Y
- Vert. Incr. are % of column base
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 11-12, 12-13
- Entry Level Step: 1
- Experience Allowed: all
- Index: 4 x 5

### Insurance
- Type: HEALTH, DENTAL, LIFE, LTD
- Carrier: BC/BS
- Option: H/A-Dent, Individ., EE/Child, EE/Spouse, EE/Sp/Child
- Amount Paid by District: 40.50
- Couple - Benefits: Individ., Depend.

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

### Leaves
- Type: SICK, PERSONAL, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 8, 5, unl.
- Approval: yes, yes, yes
- Other Info: PTO

### Other District Policies
- Negotiated/Policy: Exists
- Comet: Y
- Part-Time Benefits: Minimum FTE: 1

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

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### Salary Schedule Table

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