

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	495	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.15
Planning Time:	50	50	30
Class Periods/Day:	8	8	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base:	30,400	Index:	5 x 4
Starting Salary:	30,400	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:	86-87,87-88, 89-90		
Rollback:	86-87 Last Step		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50 Sp or Dep Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement: Y				250/500
LTD	Madison Nat'l	.00335					
NON-PARTICIPANT							

Cafeteria Plan

Individ.	Depend.
Options: TSA, Cash	
IRS 125: Y	
Flex Accounts: Y	

PART-TIME BENEFITS

Minimum FTE: 1
Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

AINSWORTH										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	30,400	31,616	32,832	34,048	35,264	35,264	36,480	37,696	38,912	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	
2	31,920	33,136	34,352	35,568	36,784	36,784	38,000	39,216	40,432	
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33	
3	33,440	34,656	35,872	37,088	38,304	38,304	39,520	40,736	41,952	
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38	
4	34,960	36,176	37,392	38,608	39,824	39,824	41,040	42,256	43,472	
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43	
5	36,480	37,696	38,912	40,128	41,344	41,344	42,560	43,776	44,992	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	
6		39,216	40,432	41,648	42,864	42,864	44,080	45,296	46,512	
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53	
7			41,952	43,168	44,384	44,384	45,600	46,816	48,032	
			1.38	1.42	1.46	1.46	1.50	1.54	1.58	
8				44,688	45,904	45,904	47,120	48,336	49,552	
				1.47	1.51	1.51	1.55	1.59	1.63	
9					47,424	47,424	48,640	49,856	51,072	
					1.56	1.56	1.60	1.64	1.68	
10					48,944	48,944	50,160	51,376	52,592	
					1.61	1.61	1.65	1.69	1.73	
11							51,680	52,896	54,112	
							1.70	1.74	1.78	
12								54,416	55,632	
								1.79	1.83	
13									57,152	
									1.88	

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

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ALLEN								
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18
					MA			
1	30,400	31,616	32,832	34,048	35,264		36,480	37,696
	1.00	1.04	1.08	1.12	1.16		1.20	1.24
2	31,616	32,832	34,048	35,264	36,480		37,696	38,912
	1.04	1.08	1.12	1.16	1.20		1.24	1.28
3	32,832	34,048	35,264	36,480	37,696		38,912	40,128
	1.08	1.12	1.16	1.20	1.24		1.28	1.32
4	34,048	35,264	36,480	37,696	38,912		40,128	41,344
	1.12	1.16	1.20	1.24	1.28		1.32	1.36
5	35,264	36,480	37,696	38,912	40,128		41,344	42,560
	1.16	1.20	1.24	1.28	1.32		1.36	1.40
6	36,480	37,696	38,912	40,128	41,344		42,560	43,776
	1.20	1.24	1.28	1.32	1.36		1.40	1.44
7	37,696	38,912	40,128	41,344	42,560		43,776	44,992
	1.24	1.28	1.32	1.36	1.40		1.44	1.48
8	38,912	40,128	41,344	42,560	43,776		44,992	46,208
	1.28	1.32	1.36	1.40	1.44		1.48	1.52
9	39,520	41,344	42,560	43,776	44,992		46,208	47,424
	1.30	1.36	1.40	1.44	1.48		1.52	1.56
10		41,952	43,776	44,992	46,208		47,424	48,640
		1.38	1.44	1.48	1.52		1.56	1.60
11			44,384	46,208	47,424		48,640	49,856
			1.46	1.52	1.56		1.60	1.64
12				46,816	48,640		49,856	51,072
				1.54	1.60		1.64	1.68
13					49,248		51,072	52,288
					1.62		1.68	1.72
14							51,680	52,896
							1.70	1.74

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	22.9
Enrollment:	257	HS	JH/MS
		ELEM	
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.57	7.57	7.57
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	28,650	Index:	4 x 4
Starting Salary:	28,650	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

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

ANSELMO-MERNA								
Step	BA		BA+9		BA+18		BA+27	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	28,650	29,796	30,942	32,088	33,234	34,380	35,526	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	29,796	30,942	32,088	33,234	34,380	35,526	36,672	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	30,942	32,088	33,234	34,380	35,526	36,672	37,818	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	32,088	33,234	34,380	35,526	36,672	37,818	38,964	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	33,234	34,380	35,526	36,672	37,818	38,964	40,110	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	34,380	35,526	36,672	37,818	38,964	40,110	41,256	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7		36,672	37,818	38,964	40,110	41,256	42,402	
		1.28	1.32	1.36	1.40	1.44	1.48	
8		37,818	38,964	40,110	41,256	42,402	43,548	
		1.32	1.36	1.40	1.44	1.48	1.52	
9			40,110	41,256	42,402	43,548	44,694	
			1.40	1.44	1.48	1.52	1.56	
10			41,256	42,402	43,548	44,694	45,840	
			1.44	1.48	1.52	1.56	1.60	
11				43,548	44,694	45,840	46,986	
				1.52	1.56	1.60	1.64	
12				44,694	45,840	46,986	48,132	
				1.56	1.60	1.64	1.68	
13					46,986	48,132	49,278	
					1.64	1.68	1.72	
14					48,132	49,278		
					1.68			

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	28,000	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ANSLEY						
Step	BA		BA + 9		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	28,000	29,400	30,800	32,200	33,600	35,000
	1.00	1.05	1.10	1.15	1.20	1.25
2	29,120	30,520	31,920	33,320	34,720	36,120
	1.04	1.09	1.14	1.19	1.24	1.29
3	30,240	31,640	33,040	34,440	35,840	37,240
	1.08	1.13	1.18	1.23	1.28	1.33
4	31,360	32,760	34,160	35,560	36,960	38,360
	1.12	1.17	1.22	1.27	1.32	1.37
5	32,480	33,880	35,280	36,680	38,080	39,480
	1.16	1.21	1.26	1.31	1.36	1.41
6	33,600	35,000	36,400	37,800	39,200	40,600
	1.20	1.25	1.30	1.35	1.40	1.45
7	34,720	36,120	37,520	38,920	40,320	41,720
	1.24	1.29	1.34	1.39	1.44	1.49
8	35,840	37,240	38,640	40,040	41,440	42,840
	1.28	1.33	1.38	1.43	1.48	1.53
9		38,360	39,760	41,160	42,560	43,960
		1.37	1.42	1.47	1.52	1.57
10			40,880	42,280	43,680	45,080
			1.46	1.51	1.56	1.61
11				43,400	44,800	46,200
				1.55	1.60	1.65
12					45,920	47,320
					1.64	1.69
13					47,040	48,440
					1.68	1.73
14						49,560
						1.77

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

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

ARNOLD						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	28,000	29,400	30,800	32,200	33,600	35,000
	1.00	1.05	1.10	1.15	1.20	1.25
2	29,120	30,520	31,920	33,320	34,720	36,120
	1.04	1.09	1.14	1.19	1.24	1.29
3	30,240	31,640	33,040	34,440	35,840	37,240
	1.08	1.13	1.18	1.23	1.28	1.33
4	31,360	32,760	34,160	35,560	36,960	38,360
	1.12	1.17	1.22	1.27	1.32	1.37
5	32,480	33,880	35,280	36,680	38,080	39,480
	1.16	1.21	1.26	1.31	1.36	1.41
6	33,600	35,000	36,400	37,800	39,200	40,600
	1.20	1.25	1.30	1.35	1.40	1.45
7	34,720	36,120	37,520	38,920	40,320	41,720
	1.24	1.29	1.34	1.39	1.44	1.49
8	35,840	37,240	38,640	40,040	41,440	42,840
	1.28	1.33	1.38	1.43	1.48	1.53
9	36,960	38,360	39,760	41,160	42,560	43,960
	1.32	1.37	1.42	1.47	1.52	1.57
10		39,480	40,880	42,280	43,680	45,080
		1.41	1.46	1.51	1.56	1.61
11			42,000	43,400	44,800	46,200
			1.50	1.55	1.60	1.65
12				44,520	45,920	47,320
				1.59	1.64	1.69
13				45,640	47,040	48,440
				1.63	1.68	1.73
14					48,160	49,560
					1.72	1.77
15					49,280	50,680
					1.76	1.81
16						51,800
						1.85

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	800D	431.86	798.96	906.92	1217.76	Options:		
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	IRS 125:		
PPO:			COMMENTS:			Flex Accounts:		PART-TIME BENEFITS Minimum FTE: 0.5 Contribution: fte	
LIFE	Nat'l Ins		Deductible Reimbursement: Y			700/1400			
LTD	Nat'l Ins	.0071							
NON-PARTICIPANT									

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,750 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 new hires frozen at step 3 for 3 yrs
 Vertical Freeze: 87-88/99-00
 Rollback:
 Multi-year Contract:

INSURANCE

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

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	45	yes		
Other Info: \$60/day eoy					
PERSONAL	2			yes	+1 from sick lv; accum to 4
BEREAVEMENT	4				per occur
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

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

ASHLAND-GREENWOOD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
BASE	30,750									
	1.00									
1-3	33,210	34,748	36,285	37,823	39,360	39,360	40,898	42,435	43,973	45,510
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	34,440	35,978	37,515	39,053	40,590	40,590	42,128	43,665	45,203	46,740
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	35,670	37,208	38,745	40,283	41,820	41,820	43,358	44,895	46,433	47,970
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	36,900	38,438	39,975	41,513	43,050	43,050	44,588	46,125	47,663	49,200
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	38,130	39,668	41,205	42,743	44,280	44,280	45,818	47,355	48,893	50,430
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		40,898	42,435	43,973	45,510	45,510	47,048	48,585	50,123	51,660
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9		42,128	43,665	45,203	46,740	46,740	48,278	49,815	51,353	52,890
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10			44,895	46,433	47,970	47,970	49,508	51,045	52,583	54,120
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
11			46,125	47,663	49,200	49,200	50,738	52,275	53,813	55,350
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
12				48,893	50,430	50,430	51,968	53,505	55,043	56,580
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
13					51,660	51,660	53,198	54,735	56,273	57,810
					1.68	1.68	1.73	1.78	1.83	1.88
14					52,890	52,890	54,428	55,965	57,503	59,040
					1.72	1.72	1.77	1.82	1.87	1.92
15								57,195	58,733	60,270
								1.86	1.91	1.96

WORKING CONDITIONS

Contract Days: 181 FTE Teachers:
 Enrollment: 870
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 49
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 31,050 Index: 4 x 5
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: Y Experience Allowed: D
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75
PPO: COMMENTS:						
LIFE	Guardian	2.38	Deductible Reimbursement:			
LTD	Madison Life	.00294 (+B)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES: Family Emergency (5)

AUBURN										
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	31,050	32,603	34,155	35,708	37,260	38,813	40,365	41,918	43,470	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	32,292	33,845	35,397	36,950	38,502	40,055	41,607	43,160	44,712	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	33,534	35,087	36,639	38,192	39,744	41,297	42,849	44,402	45,954	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	34,776	36,329	37,881	39,434	40,986	42,539	44,091	45,644	47,196	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	36,018	37,571	39,123	40,676	42,228	43,781	45,333	46,886	48,438	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	37,260	38,813	40,365	41,918	43,470	45,023	46,575	48,128	49,680	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7	38,502	40,055	41,607	43,160	44,712	46,265	47,817	49,370	50,922	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8		41,297	42,849	44,402	45,954	47,507	49,059	50,612	52,164	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9			44,091	45,644	47,196	48,749	50,301	51,854	53,406	
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10				46,886	48,438	49,991	51,543	53,096	54,648	
				1.51	1.56	1.61	1.66	1.71	1.76	
11					49,680	51,233	52,785	54,338	55,890	
					1.60	1.65	1.70	1.75	1.80	
12						52,475	54,027	55,580	57,132	
						1.69	1.74	1.79	1.84	
13							55,269	56,822	58,374	
							1.78	1.83	1.88	
14								58,064	59,616	
								1.87	1.92	
15									60,858	
									1.96	

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	29,480	Index:	5 x 5
Starting Salary:	29,480	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	Ind. Dental	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		
PPO:			COMMENTS:				22.25	
LIFE			Deductible Reimbursement:					
LTD	Principal	.0043 (thru sal)						
NON-PARTICIPANT								

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:					
PERSONAL	2			yes	unused goes to accum sick lv.
BEREAVEMENT	5				immed family
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

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

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency Leave - 2 Days

AXTELL										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	
1	29,700	31,037	32,373	33,710	35,046	35,046	35,046	36,383	37,719	
	1.00	1.045	1.09	1.135	1.18	1.18	1.18	1.225	1.27	
2	30,888	32,225	33,561	34,898	36,234	36,234	36,234	37,571	38,907	
	1.04	1.085	1.13	1.175	1.22	1.22	1.22	1.265	1.31	
3	32,076	33,413	34,749	36,086	37,422	37,422	37,422	38,759	40,095	
	1.08	1.125	1.17	1.215	1.26	1.26	1.26	1.305	1.35	
4	33,264	34,601	35,937	37,274	38,610	38,610	38,610	39,947	41,283	
	1.12	1.165	1.21	1.255	1.3	1.3	1.3	1.345	1.39	
5	34,452	35,789	37,125	38,462	39,798	39,798	39,798	41,135	42,471	
	1.16	1.205	1.25	1.295	1.34	1.34	1.34	1.385	1.43	
6		36,977	38,313	39,650	40,986	40,986	40,986	42,323	43,659	
		1.245	1.29	1.335	1.38	1.38	1.38	1.425	1.47	
7			39,501	40,838	42,174	42,174	42,174	43,511	44,847	
			1.33	1.375	1.42	1.42	1.42	1.465	1.51	
8				42,026	43,362	43,362	43,362	44,699	46,035	
				1.415	1.46	1.46	1.46	1.505	1.55	
9				43,214	44,550	44,550	44,550	45,887	47,223	
				1.455	1.5	1.5	1.5	1.545	1.59	
10					45,738	45,738	45,738	47,075	48,411	
					1.54	1.54	1.54	1.585	1.63	
11						46,926	46,926	48,263	49,599	
						1.58	1.58	1.625	1.67	
12							48,114	49,451	50,787	
							1.62	1.665	1.71	
16							48,708	50,045	51,381	
							1.64	1.68502	1.73	
20							49,302	50,639	51,975	
							1.66	1.70502	1.75	

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

Banner County

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,200	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	9
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,7	45	yes		
Other Info:	10 -1st yr, 7 all others, 50% sub pay for days over 45				
PERSONAL	3			yes	
BEREAVEMENT					
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BANNER COUNTY									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18
1	30,200	31,559	32,918	34,277	35,636	36,995	37,675	39,034	40,393
	1.00	1.045	1.09	1.135	1.18	1.225	1.2475	1.2925	1.3375
2	31,559	32,918	34,277	35,636	36,995	38,354	39,034	40,393	41,752
	1.045	1.09	1.135	1.18	1.225	1.27	1.2925	1.3375	1.3825
3	32,918	34,277	35,636	36,995	38,354	39,713	40,393	41,752	43,111
	1.09	1.135	1.18	1.225	1.27	1.315	1.3375	1.3825	1.4275
4	34,277	35,636	36,995	38,354	39,713	41,072	41,752	43,111	44,470
	1.135	1.18	1.225	1.27	1.315	1.36	1.3825	1.4275	1.4725
5	35,636	36,995	38,354	39,713	41,072	42,431	43,111	44,470	45,829
	1.18	1.225	1.27	1.315	1.36	1.405	1.4275	1.4725	1.5175
6	36,995	38,354	39,713	41,072	42,431	43,790	44,470	45,829	47,188
	1.225	1.27	1.315	1.36	1.405	1.45	1.4725	1.5175	1.5625
7	38,354	39,713	41,072	42,431	43,790	45,149	45,829	47,188	48,547
	1.27	1.315	1.36	1.405	1.45	1.495	1.5175	1.5625	1.6075
8		41,072	42,431	43,790	45,149	46,508	47,188	48,547	49,906
		1.36	1.405	1.45	1.495	1.54	1.5625	1.6075	1.6525
9			43,790	45,149	46,508	47,867	48,547	49,906	51,265
			1.45	1.495	1.54	1.585	1.6075	1.6525	1.6975
10				46,508	47,867	49,226	49,906	51,265	52,624
				1.54	1.585	1.63	1.6525	1.6975	1.7425
11					49,226	50,585	51,265	52,624	53,983
					1.63	1.675	1.6975	1.7425	1.7875
12						51,944	52,624	53,983	55,342
						1.72	1.7425	1.7875	1.8325
13							53,983	55,342	56,701
							1.7875	1.8325	1.8775

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	462	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.25
Planning Time:	50	50	50
Class Periods/Day:	9	9	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Annuity
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison Nat'l	.0044					
NON-PARTICIPANT	\$200 annuity						

Cafeteria Plan

Individ.	Depend.
Options: One-time Ded. Payment	
IRS 125:	
Flex Accounts: Y	
PART-TIME BENEFITS	
Minimum FTE: 0.75	
Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: if use only 2, get add'l personal day					
PERSONAL	2			no	accum to 3, \$100/day unused
BEREAVEMENT	3				per occur.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Military leave (dist. pays diff.)

BATTLE CREEK								
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27
1	29,600	31,080	32,560	34,040	35,520	37,000	38,480	39,960
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	30,784	32,264	33,744	35,224	36,704	38,184	39,664	41,144
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	31,968	33,448	34,928	36,408	37,888	39,368	40,848	42,328
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	33,152	34,632	36,112	37,592	39,072	40,552	42,032	43,512
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	34,336	35,816	37,296	38,776	40,256	41,736	43,216	44,696
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	35,520	37,000	38,480	39,960	41,440	42,920	44,400	45,880
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	36,704	38,184	39,664	41,144	42,624	44,104	45,584	47,064
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		39,368	40,848	42,328	43,808	45,288	46,768	48,248
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		40,552	42,032	43,512	44,992	46,472	47,952	49,432
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			43,216	44,696	46,176	47,656	49,136	50,616
			1.46	1.51	1.56	1.61	1.66	1.71
11			44,400	45,880	47,360	48,840	50,320	51,800
			1.50	1.55	1.60	1.65	1.70	1.75
12				47,064	48,544	50,024	51,504	52,984
				1.59	1.64	1.69	1.74	1.79
13				48,248	49,728	51,208	52,688	54,168
				1.63	1.68	1.73	1.78	1.83
14					50,912	52,392	53,872	55,352
					1.72	1.77	1.82	1.87
15					52,096	53,576	55,056	56,536
					1.76	1.81	1.86	1.91
16							56,240	57,720
							1.90	1.95
17								58,904
								1.99
18								60,088
								2.03

09-10 BA36 column became BA36/MA; 10-11 BA36/MA column became MA only column, teachers already in column were grandfathered

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	418	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7	8	8
Planning Time:	43	7	7
Class Periods/Day:	9	43	40
Normal Teaching Load:	7	9	
		7	

SALARY SCHEDULE

Base:	29,800	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	0(D)
Career Increments:	N	Experience Allowed:	9 (stp 8)
*Freeze is total/no movement vert. or horiz.			
Vertical Freeze:	97-98*		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	1100D	413.72	765.38	868.79	1166.57	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE							Deductible Reimbursement: Y	550/1100	PART-TIME BENEFITS
LTD	Fortis								Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	5	unl.	yes		
Other Info:	10 days 1st yr				
PERSONAL	2			yes	acc. to 4
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION	1				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BAYARD								
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	
0	29,800	31,141	32,482	33,823	35,164	36,505	37,846	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	
1	31,141	32,482	33,823	35,164	36,505	37,846	39,187	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	32,482	33,823	35,164	36,505	37,846	39,187	40,528	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
3	33,823	35,164	36,505	37,846	39,187	40,528	41,869	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
4	35,164	36,505	37,846	39,187	40,528	41,869	43,210	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
5	36,505	37,846	39,187	40,528	41,869	43,210	44,551	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
6		39,187	40,528	41,869	43,210	44,551	45,892	
		1.315	1.36	1.405	1.45	1.495	1.54	
7		40,528	41,869	43,210	44,551	45,892	47,233	
		1.36	1.405	1.45	1.495	1.54	1.585	
8			43,210	44,551	45,892	47,233	48,574	
			1.45	1.495	1.54	1.585	1.63	
9			44,551	45,892	47,233	48,574	49,915	
			1.495	1.54	1.585	1.63	1.675	
10				47,233	48,574	49,915	51,256	
				1.585	1.63	1.675	1.72	
11				48,574	49,915	51,256	52,597	
				1.63	1.675	1.72	1.765	
12					51,256	52,597	53,938	
					1.72	1.765	1.81	
13					52,597	53,938	55,279	
					1.765	1.81	1.855	
14						55,279	56,620	
						1.855	1.9	
15						56,620	57,961	
						1.9	1.945	
16							59,302	
							1.99	

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	
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
Planning Time:	45	45	36
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,725	Index:	5 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:	1/00-01		
Multi-year Contract:	11-12, 12-13		

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

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	60	yes		
Other Info:					
PERSONAL	3			yes	\$100/day
BEREAVEMENT	2				+ 2 from pers. lv.; add'l from sic
PROFESSIONAL	unl.			yes	
ADOPTION	10 from sick lv.				w/approv.
ASSOCIATION	3-5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

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
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	33,311	34,580	35,849	37,118	38,387	39,656	40,925	42,194	43,463	44,732
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	34,898	36,167	37,436	38,705	39,974	41,243	42,512	43,781	45,050	46,319
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	36,484	37,753	39,022	40,291	41,560	42,829	44,098	45,367	46,636	47,905
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	38,070	39,339	40,608	41,877	43,146	44,415	45,684	46,953	48,222	49,491
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	39,656	40,925	42,194	43,463	44,732	46,001	47,270	48,539	49,808	51,077
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7		42,512	43,781	45,050	46,319	47,588	48,857	50,126	51,395	52,664
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8			45,367	46,636	47,905	49,174	50,443	51,712	52,981	54,250
			1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				48,222	49,491	50,760	52,029	53,298	54,567	55,836
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					51,077	52,346	53,615	54,884	56,153	57,422
					1.61	1.65	1.69	1.73	1.77	1.81
11						52,664	53,933	55,202	56,471	57,740
						1.66	1.70	1.74	1.78	1.82
12							56,788	58,057	59,326	60,595
							1.79	1.83	1.87	1.91
13								59,643	60,912	62,181
								1.88	1.92	1.96

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	
Enrollment:	9887	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6.5
Planning Time:	47	44	34
Class Periods/Day:	7	8	
Normal Teaching Load:	5	6	

SALARY SCHEDULE

Base:	31,935	Index:	3 x 4
Starting Salary:		Entry Level Step:	0
Career Increments:	Y	Experience Allowed:	11
Long. 3.75% basic salary after 20 yrs., all lanes			
Vertical Freeze:	87-88,88-89,09-10		
Rollback:			
Multi-year Contract:			

INSURANCE

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

Cafeteria Plan

Individ.	Depend.
450	450
Options: Cash, TSA, H/A	
IRS 125: Y	
Flex Accounts:	
PART-TIME BENEFITS	
Minimum FTE: 0.5	
Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

BELLEVUE						
	BA	BA + 12	BA + 24	MA	MA + 18	MA + 36
Step				BA + 36		
0	31,935	33,212	34,490	35,767	37,683	39,599
	1.00	1.04	1.08	1.12	1.18	1.24
1	32,893	34,490	35,767	37,045	38,961	40,877
	1.03	1.08	1.12	1.16	1.22	1.28
2	33,851	35,767	37,045	38,322	40,238	42,154
	1.06	1.12	1.16	1.20	1.26	1.32
3	34,809	37,045	38,322	39,599	41,516	43,432
	1.09	1.16	1.20	1.24	1.30	1.36
4	35,767	38,322	39,599	40,877	42,793	44,709
	1.12	1.20	1.24	1.28	1.34	1.40
5	37,045	39,919	41,196	42,474	44,390	46,306
	1.16	1.25	1.29	1.33	1.39	1.45
6	38,322	41,516	42,793	44,070	45,986	47,903
	1.20	1.30	1.34	1.38	1.44	1.50
7			44,390	45,667	47,583	49,499
			1.39	1.43	1.49	1.55
8			45,986	47,264	49,180	51,096
			1.44	1.48	1.54	1.60
9			47,583	48,861	50,777	52,693
			1.49	1.53	1.59	1.65
10				50,457	52,373	54,290
				1.58	1.64	1.70
11				52,373	54,290	56,206
				1.64	1.70	1.76
12				54,290	56,206	58,122
				1.70	1.76	1.82
13				56,206	58,122	60,038
				1.76	1.82	1.88
14					60,038	61,954
					1.88	1.94
15					61,954	63,870
					1.94	2.00
16						65,786
						2.06
17						67,702
						2.12

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	31,125	Index:	4 x 5
Starting Salary:	33,615	Entry Level Step:	3
Career Increments:	Y	Experience Allowed:	10
new hires stay on stp 3 until eligible for movement by experience			
Vertical Freeze:			
Rollback:	85-86		
Multi-year Contract:	11-12, 12-13		

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

BENNINGTON

Step	BA + 36							
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27
1	31,125	32,681	34,238	35,794	37,350	38,906	40,463	42,019
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	32,370	33,926	35,483	37,039	38,595	40,151	41,708	43,264
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	33,615	35,171	36,728	38,284	39,840	41,396	42,953	44,509
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	34,860	36,416	37,973	39,529	41,085	42,641	44,198	45,754
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	36,105	37,661	39,218	40,774	42,330	43,886	45,443	46,999
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		38,906	40,463	42,019	43,575	45,131	46,688	48,244
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		40,151	41,708	43,264	44,820	46,376	47,933	49,489
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			42,953	44,509	46,065	47,621	49,178	50,734
			1.38	1.43	1.48	1.53	1.58	1.63
9			44,198	45,754	47,310	48,866	50,423	51,979
			1.42	1.47	1.52	1.57	1.62	1.67
10				46,999	48,555	50,111	51,668	53,224
				1.51	1.56	1.61	1.66	1.71
11				48,244	49,800	51,356	52,913	54,469
				1.55	1.60	1.65	1.70	1.75
12					51,045	52,601	54,158	55,714
					1.64	1.69	1.74	1.79
13					52,290	53,846	55,403	56,959
					1.68	1.73	1.78	1.83
14						55,091	56,648	58,204
						1.77	1.82	1.87
15						56,336	57,893	59,449
						1.81	1.86	1.91

Bertrand

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 23
 Enrollment: 255
 Length of Teacher Day: 7.75 HS JH/MS ELEM 7.75 7.75
 Length of Student Day: 7.66 7.66 7.66
 Planning Time: 51 51 51
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		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	Guardian		Deductible Reimbursement:			
LTD	Principal Life	.0039				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BERTRAND								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	29,100	30,264	31,428	32,592	33,756	34,920	36,084	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	30,264	31,428	32,592	33,756	34,920	36,084	37,248	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	31,428	32,592	33,756	34,920	36,084	37,248	38,412	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	32,592	33,756	34,920	36,084	37,248	38,412	39,576	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	33,756	34,920	36,084	37,248	38,412	39,576	40,740	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6		36,084	37,248	38,412	39,576	40,740	41,904	
		1.24	1.28	1.32	1.36	1.40	1.44	
7			38,412	39,576	40,740	41,904	43,068	
			1.32	1.36	1.40	1.44	1.48	
8			39,576	40,740	41,904	43,068	44,232	
			1.36	1.40	1.44	1.48	1.52	
9				41,904	43,068	44,232	45,396	
				1.44	1.48	1.52	1.56	
10				43,068	44,232	45,396	46,560	
				1.48	1.52	1.56	1.60	
11				44,232	45,396	46,560	47,724	
				1.52	1.56	1.60	1.64	
12					46,560	47,724	48,888	
					1.60	1.64	1.68	
13					47,724	48,888	50,052	
					1.64	1.68	1.72	
14					48,888	50,052	51,216	
					1.68	1.72	1.76	
15						51,216	52,380	
						1.76	1.80	
16						52,380	53,544	
						1.80	1.84	

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	179
Enrollment:	2373	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6
Planning Time:	85	45	50
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base:	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

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Cash
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	single ins. rec \$250/mo		COMMENTS: if take ind ins, get \$250 cash also				
LIFE			Deductible Reimbursement:				
LTD	Madison Nat'l	.0027(+B)					
NON-PARTICIPANT	\$416.67 cash						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	55	no		
Other Info:	Retirement-sub rate pd for up to 45 max				
PERSONAL	2+1			1-yes;1-no	+1 @ 15 yrs; 1 unused \$50, 2-\$
BEREAVEMENT	5				immed family/2 non-family
PROFESSIONAL	unl.				
ADOPTION	See sick lv.				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency-2 accum. to 4

BLAIR										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	31,005	32,555	34,106	35,656	37,206	37,206	38,756	40,307	41,857	43,407
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	32,245	33,795	35,346	36,896	38,446	38,446	39,996	41,547	43,097	44,647
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	33,485	35,036	36,586	38,136	39,686	39,686	41,237	42,787	44,337	45,887
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	34,726	36,276	37,826	39,376	40,927	40,927	42,477	44,027	45,577	47,128
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	35,966	37,516	39,066	40,617	42,167	42,167	43,717	45,267	46,818	48,368
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6		38,756	40,307	41,857	43,407	43,407	44,957	46,508	48,058	49,608
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7			41,547	43,097	44,647	44,647	46,197	47,748	49,298	50,848
			1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8			42,787	44,337	45,887	45,887	47,438	48,988	50,538	52,088
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9				45,577	47,128	47,128	48,678	50,228	51,778	53,329
				1.47	1.52	1.52	1.57	1.62	1.67	1.72
10					48,368	48,368	49,918	51,468	53,019	54,569
					1.56	1.56	1.61	1.66	1.71	1.76
11					49,608	49,608	51,158	52,709	54,259	55,809
					1.60	1.60	1.65	1.70	1.75	1.80
12					50,848	50,848	52,398	53,949	55,499	57,049
					1.64	1.64	1.69	1.74	1.79	1.84
13					52,088	52,088	53,639	55,189	56,739	58,289
					1.68	1.68	1.73	1.78	1.83	1.88
14					53,329	53,329	54,879	56,429	57,979	59,530
					1.72	1.72	1.77	1.82	1.87	1.92
15									59,220	60,770
									1.91	1.96

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	245	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.25	7.25	7.2	
Planning Time:	95	95	95	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	1100D	413.72	765.38	868.79	1166.57	Ind Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO: COMMENTS:							
LIFE Deductible Reimbursement: N							
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

BLOOMFIELD														
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		MA + 9		MA + 18	
									MA					
1	30,400	1.00	31,616	1.04	32,832	1.08	34,048	1.12	35,264	1.16	36,480	1.20	37,696	1.24
2	31,616	1.04	32,832	1.08	34,048	1.12	35,264	1.16	36,480	1.20	37,696	1.24	38,912	1.28
3	32,832	1.08	34,048	1.12	35,264	1.16	36,480	1.20	37,696	1.24	38,912	1.28	40,128	1.32
4	34,048	1.12	35,264	1.16	36,480	1.20	37,696	1.24	38,912	1.28	40,128	1.32	41,344	1.36
5	35,264	1.16	36,480	1.20	37,696	1.24	38,912	1.28	40,128	1.32	41,344	1.36	42,560	1.40
6	36,480	1.20	37,696	1.24	38,912	1.28	40,128	1.32	41,344	1.36	42,560	1.40	43,776	1.44
7	37,696	1.24	38,912	1.28	40,128	1.32	41,344	1.36	42,560	1.40	43,776	1.44	44,992	1.48
8			40,128	1.32	41,344	1.36	42,560	1.40	43,776	1.44	44,992	1.48	46,208	1.52
9					42,560	1.40	43,776	1.44	44,992	1.48	46,208	1.52	47,424	1.56
10							44,992	1.48	46,208	1.52	47,424	1.56	48,640	1.60
11									47,424	1.56	48,640	1.60	49,856	1.64
12									48,640	1.60	49,856	1.64	51,072	1.68
13									49,856	1.64	51,072	1.68	52,288	1.72
14									50,464	1.66	52,288	1.72	53,504	1.76
15											52,896	1.74	54,720	1.80

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	57.3
Enrollment:	595	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.9	6.4	6.7
Planning Time:	50	42	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,600	Index:	4 x 5
Starting Salary:	29,600	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	(D)
00-01 BA45/MA9 to MA9 only - BA45s grandfathered			
Vertical Freeze:	88/89		
Rollback:			
Multi-year Contract:			

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Sabbatical w/appvl.

BOONE CENTRAL

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	29,600	31,080	32,560	34,040	35,520	35,520	37,000	38,480	39,960
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	30,784	32,264	33,744	35,224	36,704	36,704	38,184	39,664	41,144
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	31,968	33,448	34,928	36,408	37,888	37,888	39,368	40,848	42,328
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	33,152	34,632	36,112	37,592	39,072	39,072	40,552	42,032	43,512
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	34,336	35,816	37,296	38,776	40,256	40,256	41,736	43,216	44,696
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6		37,000	38,480	39,960	41,440	41,440	42,920	44,400	45,880
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		38,184	39,664	41,144	42,624	42,624	44,104	45,584	47,064
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8		39,368	40,848	42,328	43,808	43,808	45,288	46,768	48,248
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			42,032	43,512	44,992	44,992	46,472	47,952	49,432
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10				44,696	46,176	46,176	47,656	49,136	50,616
				1.51	1.56	1.56	1.61	1.66	1.71
11				45,880	47,360	47,360	48,840	50,320	51,800
				1.55	1.60	1.60	1.65	1.70	1.75
12					48,544	48,544	50,024	51,504	52,984
					1.64	1.64	1.69	1.74	1.79
13					49,728	49,728	51,208	52,688	54,168
					1.68	1.68	1.73	1.78	1.83
14					50,912	50,912	52,392	53,872	55,352
					1.72	1.72	1.77	1.82	1.87
15							53,576	55,056	56,536
							1.81	1.86	1.91
16								56,240	57,720
								1.90	1.95
17									58,904
									1.99

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

WORKING CONDITIONS

Contract Days: 175 FTE Teachers: 21
 Enrollment: 203
 Length of Teacher Day: 8.33 HS JH/MS 8.33 ELEM 8.33
 Length of Student Day: 8 8 8
 Planning Time: 54 54 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,520 Index: 4 x 4
 Starting Salary: 28,520 Entry Level Step: up to 2
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback: 93-94
 Multi-year Contract:

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BRADY											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27		
1	28,520	29,661	30,802	31,942	33,083	34,224	35,365	36,506	37,646		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
2	29,661	30,802	31,942	33,083	34,224	35,365	36,506	37,646	38,787		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
3	30,802	31,942	33,083	34,224	35,365	36,506	37,646	38,787	39,928		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
4	31,942	33,083	34,224	35,365	36,506	37,646	38,787	39,928	41,069		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
5	33,083	34,224	35,365	36,506	37,646	38,787	39,928	41,069	42,210		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
6	34,224	35,365	36,506	37,646	38,787	39,928	41,069	42,210	43,350		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52		
7	35,365	36,506	37,646	38,787	39,928	41,069	42,210	43,350	44,491		
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56		
8		37,646	38,787	39,928	41,069	42,210	43,350	44,491	45,632		
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60		
9			39,928	41,069	42,210	43,350	44,491	45,632	46,773		
			1.40	1.44	1.48	1.52	1.56	1.60	1.64		
10				42,210	43,350	44,491	45,632	46,773	47,914		
				1.48	1.52	1.56	1.60	1.64	1.68		
11					44,491	45,632	46,773	47,914	49,054		
					1.56	1.60	1.64	1.68	1.72		
12						46,773	47,914	49,054	50,195		
						1.64	1.68	1.72	1.76		
13							49,054	50,195	51,336		
							1.72	1.76	1.80		
14								51,336	52,477		
								1.80	1.84		
15									53,618		
									1.88		

Broken Bow

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	852	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:	45	45	45	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	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:			

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

Other Info: 10 days can be used for anything

PERSONAL	from sick lv			yes	
BEREAVEMENT	from sick lv				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BROKEN BOW

Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+27	EDSPEC
1	29,350	30,671	31,992	33,312	34,633	34,633	35,954	37,275	38,595	39,916
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	30,671	31,992	33,312	34,633	35,954	35,954	37,275	38,595	39,916	41,237
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405
3	31,992	33,312	34,633	35,954	37,275	37,275	38,595	39,916	41,237	42,558
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	33,312	34,633	35,954	37,275	38,595	38,595	39,916	41,237	42,558	43,878
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	34,633	35,954	37,275	38,595	39,916	39,916	41,237	42,558	43,878	45,199
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	35,954	37,275	38,595	39,916	41,237	41,237	42,558	43,878	45,199	46,520
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7	37,275	38,595	39,916	41,237	42,558	42,558	43,878	45,199	46,520	47,841
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8		39,916	41,237	42,558	43,878	43,878	45,199	46,520	47,841	49,161
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			42,558	43,878	45,199	45,199	46,520	47,841	49,161	50,482
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				45,199	46,520	46,520	47,841	49,161	50,482	51,803
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11				46,520	47,841	47,841	49,161	50,482	51,803	53,124
				1.585	1.63	1.63	1.675	1.72	1.765	1.81
12					49,161	49,161	50,482	51,803	53,124	54,444
					1.675	1.675	1.72	1.765	1.81	1.855
13					50,482	50,482	51,803	53,124	54,444	55,765
					1.72	1.72	1.765	1.81	1.855	1.9
14						51,803	53,124	54,444	55,765	57,086
						1.765	1.81	1.855	1.9	1.945
15								55,765	57,086	58,407
								1.9	1.945	1.99

Bruning-Davenport

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:
 Enrollment: 171
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 6

SALARY SCHEDULE

Base: 30,475 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	23.83 or 39.43	Options:	
DENTAL	BC/BS	1	21.66	21.66	21.66	21.66	Sp or Dep Dental	IRS 125: Flex Accounts:	
PPO:			COMMENTS:						
LIFE			Deductible Reimbursement:						
LTD								PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:	\$45 for every day over 50				
PERSONAL	2			yes	\$30/day
BEREAVEMENT					from sick lv
PROFESSIONAL	2			yes	more w/ approval
ADOPTION					from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

BRUNING-DAVENPORT UNIFIED SYSTEM

Step	BA		BA+9		BA+18		BA+27		BA+36		MA		MA+9		MA+18	
	BA	BA+9	BA+9	BA+18	BA+18	BA+27	BA+27	BA+36	MA	MA+9	MA+9	MA+18	MA+18	MA+18	MA+18	MA+18
1	30,475	31,694	31,694	32,913	32,913	34,132	34,132	35,351	35,351	36,570	36,570	37,789	37,789	37,789	39,008	39,008
	1.00	1.04	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.24	1.28	1.28
2	31,694	32,913	32,913	34,132	34,132	35,351	35,351	36,570	36,570	37,789	37,789	39,008	39,008	39,008	40,227	40,227
	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.28	1.32	1.32
3	32,913	34,132	34,132	35,351	35,351	36,570	36,570	37,789	37,789	39,008	39,008	40,227	40,227	40,227	41,446	41,446
	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.32	1.36	1.36
4	34,132	35,351	35,351	36,570	36,570	37,789	37,789	39,008	39,008	40,227	40,227	41,446	41,446	41,446	42,665	42,665
	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.36	1.40	1.40
5	35,351	36,570	36,570	37,789	37,789	39,008	39,008	40,227	40,227	41,446	41,446	42,665	42,665	42,665	43,884	43,884
	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.40	1.44	1.44
6	36,570	37,789	37,789	39,008	39,008	40,227	40,227	41,446	41,446	42,665	42,665	43,884	43,884	43,884	45,103	45,103
	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.44	1.44	1.44	1.48	1.48
7	37,789	39,008	39,008	40,227	40,227	41,446	41,446	42,665	42,665	43,884	43,884	45,103	45,103	45,103	46,322	46,322
	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.44	1.44	1.48	1.48	1.48	1.52	1.52
8		40,227	40,227	41,446	41,446	42,665	42,665	43,884	43,884	45,103	45,103	46,322	46,322	46,322	47,541	47,541
		1.32	1.32	1.36	1.36	1.40	1.40	1.44	1.44	1.48	1.48	1.52	1.52	1.52	1.56	1.56
9		41,446	41,446	42,665	42,665	43,884	43,884	45,103	45,103	46,322	46,322	47,541	47,541	47,541	48,760	48,760
		1.36	1.36	1.40	1.40	1.44	1.44	1.48	1.48	1.52	1.52	1.56	1.56	1.56	1.60	1.60
10				43,884	43,884	45,103	45,103	46,322	46,322	47,541	47,541	48,760	48,760	48,760	50,000	50,000
				1.44	1.44	1.48	1.48	1.52	1.52	1.56	1.56	1.60	1.60	1.60	1.64	1.64
11				45,103	45,103	46,322	46,322	47,541	47,541	48,760	48,760	50,000	50,000	50,000	51,250	51,250
				1.48	1.48	1.52	1.52	1.56	1.56	1.60	1.60	1.64	1.64	1.64	1.68	1.68
12								48,760	48,760	49,979	49,979	51,250	51,250	51,250	52,500	52,500
								1.60	1.60	1.64	1.64	1.68	1.68	1.68	1.72	1.72
13										51,250	51,250	52,500	52,500	52,500	53,750	53,750
										1.68	1.68	1.72	1.72	1.72	1.76	1.76

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	35
Enrollment:	348	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7
Planning Time:	94	94	52
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

Base:	29,250	Index:	4 x 5
Starting Salary:	29,250	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	600D	470.45	419.94	537.54	875.66	125	450.42	450.42	
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75				
PPO:			COMMENTS: will deduct tax/retirement from caf amt							Options: H/A,Cash-85%
LIFE			Deductible Reimbursement:							IRS 125: Y
LTD										Flex Accounts: Y
NON-PARTICIPANT	Cafeteria amount \$4									PART-TIME BENEFITS
										Minimum FTE: 0.5
										Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BURWELL										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27
1	29,250	30,713	32,175	33,638	35,100	35,100	35,100	36,563	38,025	39,488
	1.00	1.05	1.10	1.15	1.20	1.20	1.20	1.25	1.30	1.35
2	30,420	31,883	33,345	34,808	36,270	36,270	36,270	37,733	39,195	40,658
	1.04	1.09	1.14	1.19	1.24	1.24	1.24	1.29	1.34	1.39
3	31,590	33,053	34,515	35,978	37,440	37,440	37,440	38,903	40,365	41,828
	1.08	1.13	1.18	1.23	1.28	1.28	1.28	1.33	1.38	1.43
4	32,760	34,223	35,685	37,148	38,610	38,610	38,610	40,073	41,535	42,998
	1.12	1.17	1.22	1.27	1.32	1.32	1.32	1.37	1.42	1.47
5	33,930	35,393	36,855	38,318	39,780	39,780	39,780	41,243	42,705	44,168
	1.16	1.21	1.26	1.31	1.36	1.36	1.36	1.41	1.46	1.51
6	35,100	36,563	38,025	39,488	40,950	40,950	40,950	42,413	43,875	45,338
	1.20	1.25	1.30	1.35	1.40	1.40	1.40	1.45	1.50	1.55
7		37,733	39,195	40,658	42,120	42,120	42,120	43,583	45,045	46,508
		1.29	1.34	1.39	1.44	1.44	1.44	1.49	1.54	1.59
8			40,365	41,828	43,290	43,290	43,290	44,753	46,215	47,678
			1.38	1.43	1.48	1.48	1.48	1.53	1.58	1.63
9				42,998	44,460	44,460	44,460	45,923	47,385	48,848
				1.47	1.52	1.52	1.52	1.57	1.62	1.67
10				44,168	45,630	45,630	45,630	47,093	48,555	50,018
				1.51	1.56	1.56	1.56	1.61	1.66	1.71
11					46,800	46,800	46,800	48,263	49,725	51,188
					1.60	1.60	1.60	1.65	1.70	1.75
12						47,970	47,970	49,433	50,895	52,358
						1.64	1.64	1.69	1.74	1.79
13						49,140	49,140	50,603	52,065	53,528
						1.68	1.68	1.73	1.78	1.83
14							50,310	51,773	53,235	54,698
							1.72	1.77	1.82	1.87
15									54,405	55,868
									1.86	1.91

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	229	HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,600	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	\$75/day for unused				
PERSONAL	4			yes	\$75/day for unused
BEREAVEMENT					
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

CEDAR BLUFFS										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18			
0	30,600	31,824	33,048	34,272	35,496	36,720	37,944			
	1.00	1.04	1.08	1.12	1.16	1.20	1.24			
1	31,824	33,048	34,272	35,496	36,720	37,944	39,168			
	1.04	1.08	1.12	1.16	1.20	1.24	1.28			
2	33,048	34,272	35,496	36,720	37,944	39,168	40,392			
	1.08	1.12	1.16	1.20	1.24	1.28	1.32			
3	34,272	35,496	36,720	37,944	39,168	40,392	41,616			
	1.12	1.16	1.20	1.24	1.28	1.32	1.36			
4	35,496	36,720	37,944	39,168	40,392	41,616	42,840			
	1.16	1.20	1.24	1.28	1.32	1.36	1.40			
5	36,720	37,944	39,168	40,392	41,616	42,840	44,064			
	1.20	1.24	1.28	1.32	1.36	1.40	1.44			
6	37,944	39,168	40,392	41,616	42,840	44,064	45,288			
	1.24	1.28	1.32	1.36	1.40	1.44	1.48			
7		40,392	41,616	42,840	44,064	45,288	46,512			
		1.32	1.36	1.40	1.44	1.48	1.52			
8		41,616	42,840	44,064	45,288	46,512	47,736			
		1.36	1.40	1.44	1.48	1.52	1.56			
9			44,064	45,288	46,512	47,736	48,960			
			1.44	1.48	1.52	1.56	1.60			
10				46,512	47,736	48,960	50,184			
				1.52	1.56	1.60	1.64			
11					48,960	50,184	51,408			
					1.60	1.64	1.68			
12						51,408	52,632			
						1.68	1.72			
13							53,856			
							1.76			

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 742
 Length of Teacher Day: 7.5
 Length of Student Day: 6.63
 Planning Time: 91
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 30,350 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 85-86, 87-88
 Rollback: 87-88 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	40.50 or 22.25 Dep. Dental or 2 Ind
DENTAL		2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison Ntl.	.00525					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	Sev.-after 10 yrs, 1/3 daily rate for unused days				
PERSONAL	2, 3			no	2: 1st 5 yrs; 3: after 6 yrs
BEREAVEMENT	unl.				adm approval
PROFESSIONAL	1			yes	
ADOPTION ASSOCIATION	as needed				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

CENTRAL CITY										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	30,350	31,564	32,778	33,992	35,206	36,420	37,634	38,848	40,062	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	31,868	33,082	34,296	35,510	36,724	37,938	39,152	40,366	41,580	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
3	33,385	34,599	35,813	37,027	38,241	39,455	40,669	41,883	43,097	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	
4	34,903	36,117	37,331	38,545	39,759	40,973	42,187	43,401	44,615	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	
5	36,420	37,634	38,848	40,062	41,276	42,490	43,704	44,918	46,132	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
6	37,938	39,152	40,366	41,580	42,794	44,008	45,222	46,436	47,650	
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	
7	39,455	40,669	41,883	43,097	44,311	45,525	46,739	47,953	49,167	
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	
8		42,187	43,401	44,615	45,829	47,043	48,257	49,471	50,685	
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	
9			44,918	46,132	47,346	48,560	49,774	50,988	52,202	
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	
10			46,436	47,650	48,864	50,078	51,292	52,506	53,720	
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	
11				49,167	50,381	51,595	52,809	54,023	55,237	
				1.62	1.66	1.70	1.74	1.78	1.82	
12					51,899	53,113	54,327	55,541	56,755	
					1.71	1.75	1.79	1.83	1.87	
13					53,416	54,630	55,844	57,058	58,272	
					1.76	1.80	1.84	1.88	1.92	
14						56,148	57,362	58,576	59,790	
						1.85	1.89	1.93	1.97	
15							58,879	60,093	61,307	
							1.94	1.98	2.02	
16								61,611	62,825	
								2.03	2.07	

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

Chadron

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,400	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	0
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:	10-11, 11-12		

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Yes

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

CHADRON								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
0	30,400	31,768	33,136	34,504	35,872	37,240	38,608	39,976
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	31,768	33,136	34,504	35,872	37,240	38,608	39,976	41,344
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	33,136	34,504	35,872	37,240	38,608	39,976	41,344	42,712
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	34,504	35,872	37,240	38,608	39,976	41,344	42,712	44,080
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	35,872	37,240	38,608	39,976	41,344	42,712	44,080	45,448
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	37,240	38,608	39,976	41,344	42,712	44,080	45,448	46,816
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		39,976	41,344	42,712	44,080	45,448	46,816	48,184
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7			42,712	44,080	45,448	46,816	48,184	49,552
			1.405	1.45	1.495	1.54	1.585	1.63
8				45,448	46,816	48,184	49,552	50,920
				1.495	1.54	1.585	1.63	1.675
9					48,184	49,552	50,920	52,288
					1.585	1.63	1.675	1.72
10					49,552	50,920	52,288	53,656
					1.63	1.675	1.72	1.765
11					50,920	52,288	53,656	55,024
					1.675	1.72	1.765	1.81
12						53,656	55,024	56,392
						1.765	1.81	1.855
13							56,392	57,760
							1.855	1.9
14								59,128
								1.945
15								60,496
								1.99

09-10 vertical index from 4.25 to 4.5; 06-07 longevity eliminated

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 18
 Enrollment: 139
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

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

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

Chase County Schools

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	
Enrollment:	560	HS	JH/MS
Length of Teacher Day:	7.5	7.5	ELEM
Length of Student Day:	6.5	6.5	6.75
Planning Time:	46	46	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,000	Index:	4.5 x 4.5
Starting Salary:	31,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	12
Vertical Freeze:			
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	800D	431.86	798.46	906.92	1217.76	Ind. Dental
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement: Y				450
LTD	Principal	.00254					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

CHASE COUNTY SCHOOLS

Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	PHD
0	31,000	32,395	33,790	35,185	36,580	37,975	39,370	40,765	42,160
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	32,395	33,790	35,185	36,580	37,975	39,370	40,765	42,160	43,555
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	33,790	35,185	36,580	37,975	39,370	40,765	42,160	43,555	44,950
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	35,185	36,580	37,975	39,370	40,765	42,160	43,555	44,950	46,345
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	36,580	37,975	39,370	40,765	42,160	43,555	44,950	46,345	47,740
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	37,975	39,370	40,765	42,160	43,555	44,950	46,345	47,740	49,135
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		40,765	42,160	43,555	44,950	46,345	47,740	49,135	50,530
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			43,555	44,950	46,345	47,740	49,135	50,530	51,925
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			44,950	46,345	47,740	49,135	50,530	51,925	53,320
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				47,740	49,135	50,530	51,925	53,320	54,715
				1.54	1.585	1.63	1.675	1.72	1.765
10						51,925	53,320	54,715	56,110
						1.675	1.72	1.765	1.81
11							54,715	56,110	57,505
							1.765	1.81	1.855
12								57,505	58,900
								1.855	1.9

Clarkson

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	29,700	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
\$1500 stipend may be offered to new hires			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement: Y				600
LTD	National Ins Co	(thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Hospital (10)

CLARKSON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	29,700	30,888	32,076	33,264	34,452	34,452	35,640	36,828	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	
2	30,888	32,076	33,264	34,452	35,640	35,640	36,828	38,016	
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	
3	32,076	33,264	34,452	35,640	36,828	36,828	38,016	39,204	
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	
4	33,264	34,452	35,640	36,828	38,016	38,016	39,204	40,392	
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	
5	34,452	35,640	36,828	38,016	39,204	39,204	40,392	41,580	
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	
6	35,640	36,828	38,016	39,204	40,392	40,392	41,580	42,768	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	
7	36,828	38,016	39,204	40,392	41,580	41,580	42,768	43,956	
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	
8		39,204	40,392	41,580	42,768	42,768	43,956	45,144	
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	
9			41,580	42,768	43,956	43,956	45,144	46,332	
			1.40	1.44	1.48	1.48	1.52	1.56	
10			42,768	43,956	45,144	45,144	46,332	47,520	
			1.44	1.48	1.52	1.52	1.56	1.60	
11				45,144	46,332	46,332	47,520	48,708	
				1.52	1.56	1.56	1.60	1.64	
12					47,520	47,520	48,708	49,896	
					1.60	1.60	1.64	1.68	
13						48,708	49,896	51,084	
						1.64	1.68	1.72	
14							51,084	52,272	
							1.72	1.76	

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	98	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.3	8	8
Planning Time:	48	7.3	7.3
Class Periods/Day:	8	48	48
Normal Teaching Load:	7	8	8
		7	7

SALARY SCHEDULE

Base:	29,475	Index:	4 x 4
Starting Salary:	29,475	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7
Vertical Freeze:	87-88;98-99		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25
PPO:	5% BC/BS discount		COMMENTS:			
LIFE	Horace Mann	10.25	Deductible Reimbursement:			
LTD	Horace Mann	.0064				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

COLERIDGE										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27	MA + 36	
1	29,475	30,654	31,833	33,012	34,191	35,370	36,549	37,728	38,907	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	30,654	31,833	33,012	34,191	35,370	36,549	37,728	38,907	40,086	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
3	31,833	33,012	34,191	35,370	36,549	37,728	38,907	40,086	41,265	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
4	33,012	34,191	35,370	36,549	37,728	38,907	40,086	41,265	42,444	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
5	34,191	35,370	36,549	37,728	38,907	40,086	41,265	42,444	43,623	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
6	35,370	36,549	37,728	38,907	40,086	41,265	42,444	43,623	44,802	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
7	36,549	37,728	38,907	40,086	41,265	42,444	43,623	44,802	45,981	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
8		38,907	40,086	41,265	42,444	43,623	44,802	45,981	47,160	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	
9		40,086	41,265	42,444	43,623	44,802	45,981	47,160	48,339	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	
10			42,444	43,623	44,802	45,981	47,160	48,339	49,518	
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	
11				44,802	45,981	47,160	48,339	49,518	50,697	
				1.52	1.56	1.60	1.64	1.68	1.72	
12					47,160	48,339	49,518	50,697	51,876	
					1.60	1.64	1.68	1.72	1.76	
13						49,518	50,697	51,876	53,055	
						1.68	1.72	1.76	1.80	
14							51,876	53,055	54,234	
							1.76	1.80	1.84	

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	274.34		
Enrollment:	3608	HS	JH/MS	ELEM	
Length of Teacher Day:	8	8	8		
Length of Student Day:	7.5	7.5	7.5		
Planning Time:	44	84	30		
Class Periods/Day:	4	9			
Normal Teaching Load:	3	6			

SALARY SCHEDULE

Base:	33,250	Index:	4.7 x 5
Starting Salary:	33,250	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:	87-88		
Rollback:	85-86 (2 Steps)		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	645	Individ. Depend. 645 645
HEALTH	BC/BS	600D/1500D			Options: H/A, Cash, TSA
DENTAL	BC/BS	2		Cafeteria	
PPO:			COMMENTS:		IRS 125: Y
LIFE	Madison Nat'l	6.00	Deductible Reimbursement:		Flex Accounts: Y
LTD					PART-TIME BENEFITS
NON-PARTICIPANT					Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury, Military

COLUMBUS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54
1	33,250	34,913	36,575	38,238	39,900	41,563	43,225	44,888	46,550	48,213	
	1.00	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45	
2	34,813	36,475	38,138	39,800	41,463	43,125	44,788	46,450	48,113	49,775	
	1.047	1.097	1.147	1.197	1.247	1.297	1.347	1.397	1.447	1.497	
3	36,376	38,038	39,701	41,363	43,026	44,688	46,351	48,013	49,676	51,338	
	1.094	1.144	1.194	1.244	1.294	1.344	1.394	1.444	1.494	1.544	
4	37,938	39,601	41,263	42,926	44,588	46,251	47,913	49,576	51,238	52,901	
	1.141	1.191	1.241	1.291	1.341	1.391	1.441	1.491	1.541	1.591	
5		41,164	42,826	44,489	46,151	47,814	49,476	51,139	52,801	54,464	
		1.238	1.288	1.338	1.388	1.438	1.488	1.538	1.588	1.638	
6			44,389	46,051	47,714	49,376	51,039	52,701	54,364	56,026	
			1.335	1.385	1.435	1.485	1.535	1.585	1.635	1.685	
7				47,614	49,277	50,939	52,602	54,264	55,927	57,589	
				1.432	1.482	1.532	1.582	1.632	1.682	1.732	
8				49,177	50,839	52,502	54,164	55,827	57,489	59,152	
				1.479	1.529	1.579	1.629	1.679	1.729	1.779	
9					52,402	54,065	55,727	57,390	59,052	60,715	
					1.576	1.626	1.676	1.726	1.776	1.826	
10					53,965	55,627	57,290	58,952	60,615	62,277	
					1.623	1.673	1.723	1.773	1.823	1.873	
11							58,853	60,515	62,178	63,840	
							1.77	1.82	1.87	1.92	
12									63,740	65,403	
									1.917	1.967	
13										66,966	68,838
										2.014	2.07031

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

WORKING CONDITIONS

Contract Days:	157	FTE Teachers:	58
Enrollment:	646	HS	JH/MS ELEM
Length of Teacher Day:	9	9	9
Length of Student Day:	8	8	7.75
Planning Time:	52	52	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,700	Index:	4 x 4.5
Starting Salary:	30,700	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Vertical Freeze:			
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	23.83 or 39.43	Options:	
DENTAL	BC/BS	1	21.66	21.66	21.66	21.66	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Madison Life	.0024						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	50	yes		
Other Info:	Unused: 1/2 sub up to 50 days				
PERSONAL				1-yes, 1-no	
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

CONESTOGA											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27		
1	30,700	32,082	33,463	34,845	36,226	36,226	37,608	38,989	40,371		
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315		
2	31,928	33,310	34,691	36,073	37,454	37,454	38,836	40,217	41,599		
	1.04	1.085	1.13	1.175	1.22	1.22	1.265	1.31	1.355		
3	33,156	34,538	35,919	37,301	38,682	38,682	40,064	41,445	42,827		
	1.08	1.125	1.17	1.215	1.26	1.26	1.305	1.35	1.395		
4	34,384	35,766	37,147	38,529	39,910	39,910	41,292	42,673	44,055		
	1.12	1.165	1.21	1.255	1.3	1.3	1.345	1.39	1.435		
5	35,612	36,994	38,375	39,757	41,138	41,138	42,520	43,901	45,283		
	1.16	1.205	1.25	1.295	1.34	1.34	1.385	1.43	1.475		
6	36,840	38,222	39,603	40,985	42,366	42,366	43,748	45,129	46,511		
	1.2	1.245	1.29	1.335	1.38	1.38	1.425	1.47	1.515		
7		39,450	40,831	42,213	43,594	43,594	44,976	46,357	47,739		
		1.285	1.33	1.375	1.42	1.42	1.465	1.51	1.555		
8		40,678	42,059	43,441	44,822	44,822	46,204	47,585	48,967		
		1.325	1.37	1.415	1.46	1.46	1.505	1.55	1.595		
9			43,287	44,669	46,050	46,050	47,432	48,813	50,195		
			1.41	1.455	1.5	1.5	1.545	1.59	1.635		
10			44,515	45,897	47,278	47,278	48,660	50,041	51,423		
			1.45	1.495	1.54	1.54	1.585	1.63	1.675		
11				47,125	48,506	48,506	49,888	51,269	52,651		
				1.535	1.58	1.58	1.625	1.67	1.715		
12				48,353	49,734	49,734	51,116	52,497	53,879		
				1.575	1.62	1.62	1.665	1.71	1.755		
13					50,962	50,962	52,344	53,725	55,107		
					1.66	1.66	1.705	1.75	1.795		
14							53,572	54,953	56,335		
							1.745	1.79	1.835		
15								56,181	57,563		
								1.83	1.875		

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

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

Crawford

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	29,422	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	770.83	Individ. Depend. 770.83 770.83
HEALTH	BC/BS	350D		Cafeteria Plan	Options: H/A,Life, TSA,Cash
DENTAL	BC/BS	2			IRS 125: Y
PPO:	10% BC/BS surcharge		COMMENTS:		Flex Accounts: Y
LIFE	Principal		Deductible Reimbursement:		PART-TIME BENEFITS
LTD	Principal				Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRAWFORD							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	29,422	30,746	32,070	33,394	34,056	34,718	36,042
	1.00	1.045	1.09	1.135	1.1575	1.18	1.225
2	30,746	32,070	33,394	34,718	35,380	36,042	37,366
	1.045	1.09	1.135	1.18	1.2025	1.225	1.27
3	32,070	33,394	34,718	36,042	36,704	37,366	38,690
	1.09	1.135	1.18	1.225	1.2475	1.27	1.315
4	33,394	34,718	36,042	37,366	38,028	38,690	40,014
	1.135	1.18	1.225	1.27	1.2925	1.315	1.36
5	34,718	36,042	37,366	38,690	39,352	40,014	41,338
	1.18	1.225	1.27	1.315	1.3375	1.36	1.405
6		37,366	38,690	40,014	40,676	41,338	42,662
		1.27	1.315	1.36	1.3825	1.405	1.45
7		38,690	40,014	41,338	42,000	42,662	43,986
		1.315	1.36	1.405	1.4275	1.45	1.495
8			41,338	42,662	43,324	43,986	45,310
			1.405	1.45	1.4725	1.495	1.54
9			42,662	43,986	44,648	45,310	46,634
			1.45	1.495	1.5175	1.54	1.585
10				45,310	45,972	46,634	47,958
				1.54	1.5625	1.585	1.63
11				46,634	47,296	47,958	49,282
				1.585	1.6075	1.63	1.675
12						49,282	50,606
						1.675	1.72
13						50,606	51,930
						1.72	1.765

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	
Enrollment:	362	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.75	7.75	7.75
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,200	Index:	4 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	23.83 or 39.43	Options:	
DENTAL	BC/BS	1	21.66	21.66	21.66	21.66	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS: LTD-District pays 1/2 insurance					Flex Accounts: Y	
LIFE	Fortis						Deductible Reimbursement: Y	250	PART-TIME BENEFITS
LTD	Fortis								Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

CREIGHTON							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18
1	30,200 1.00	31,559 1.045	32,918 1.09	34,277 1.135	35,636 1.18	36,995 1.225	38,354 1.27
2	31,408 1.04	32,767 1.085	34,126 1.13	35,485 1.175	36,844 1.22	38,203 1.265	39,562 1.31
3	32,616 1.08	33,975 1.125	35,334 1.17	36,693 1.215	38,052 1.26	39,411 1.305	40,770 1.35
4	33,824 1.12	35,183 1.165	36,542 1.21	37,901 1.255	39,260 1.3	40,619 1.345	41,978 1.39
5	35,032 1.16	36,391 1.205	37,750 1.25	39,109 1.295	40,468 1.34	41,827 1.385	43,186 1.43
6	36,240 1.2	37,599 1.245	38,958 1.29	40,317 1.335	41,676 1.38	43,035 1.425	44,394 1.47
7		38,807 1.285	40,166 1.33	41,525 1.375	42,884 1.42	44,243 1.465	45,602 1.51
8		40,015 1.325	41,374 1.37	42,733 1.415	44,092 1.46	45,451 1.505	46,810 1.55
9			42,582 1.41	43,941 1.455	45,300 1.5	46,659 1.545	48,018 1.59
10				45,149 1.495	46,508 1.54	47,867 1.585	49,226 1.63
11				46,357 1.535	47,716 1.58	49,075 1.625	50,434 1.67
12					48,924 1.62	50,283 1.665	51,642 1.71
13					50,132 1.66	51,491 1.705	52,850 1.75
14						52,699 1.745	54,058 1.79
15							55,266 1.83
16							56,474 1.87
17							57,682 1.91
18							58,890 1.95

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	
Enrollment:	1607	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.42	6.75	6.68
Planning Time:	104	104	50
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	31,605	Index:	4.5 x 4.5
Starting Salary:	31,605	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
						714.88		
HEALTH	BC/BS	600D/2850D	470.45	870.36	987.96	1326.58	Each spouse	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		IRS 125: Y
PPO:	Ind+\$222.18, Ee/C+\$117.60		COMMENTS: Ind+\$222.18, Ee/C+\$117.60					Flex Accounts: Y
LIFE								Deductible Reimbursement:
LTD	Fortis	.0031(thru sal)						PART-TIME BENEFITS
NON-PARTICIPANT	\$516.67 in lieu							Minimum FTE: 0.4
								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRETE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	31,605	33,027	34,449	35,872		37,294	38,716	40,138	41,561	42,983
	1.00	1.045	1.09	1.135		1.18	1.225	1.27	1.315	1.36
2	33,027	34,449	35,872	37,294		38,716	40,138	41,561	42,983	44,405
	1.045	1.09	1.135	1.18		1.225	1.27	1.315	1.36	1.405
3	34,449	35,872	37,294	38,716		40,138	41,561	42,983	44,405	45,827
	1.09	1.135	1.18	1.225		1.27	1.315	1.36	1.405	1.45
4	35,872	37,294	38,716	40,138		41,561	42,983	44,405	45,827	47,249
	1.135	1.18	1.225	1.27		1.315	1.36	1.405	1.45	1.495
5	37,294	38,716	40,138	41,561		42,983	44,405	45,827	47,249	48,672
	1.18	1.225	1.27	1.315		1.36	1.405	1.45	1.495	1.54
6	38,716	40,138	41,561	42,983	44,405	44,405	45,827	47,249	48,672	50,094
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7		41,561	42,983	44,405	45,827	45,827	47,249	48,672	50,094	51,516
		1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8			44,405	45,827	47,249	47,249	48,672	50,094	51,516	52,938
			1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			45,827	47,249	48,672	48,672	50,094	51,516	52,938	54,361
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				48,672	50,094	50,094	51,516	52,938	54,361	55,783
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11,12,13					51,516	51,516	52,938	54,361	55,783	57,205
					1.63	1.63	1.675	1.72	1.765	1.81
14					52,938	52,938	54,361	55,783	57,205	58,627
					1.675	1.675	1.72	1.765	1.81	1.855
15							55,783	57,205	58,627	60,050
							1.765	1.81	1.855	1.9
16									60,050	61,472
									1.9	1.945
17										62,894
										1.99

08-09 BA36 column closed to new entrants

Cross County

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 33.575
 Enrollment: 370
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5
 Length of Student Day: 6.68 6.68 6.5
 Planning Time: 45 45 45
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 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

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD	Madison Nat'l	.003				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	15	45	Yes		
Other Info: \$20/day above 40 (5 days max.)					
PERSONAL	2			Yes	accum to 4
BEREAVEMENT	2				add'l from sick or personal lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Jury

CROSS COUNTY								
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 18	MA + 36	
1	30,000	31,200	32,400	33,600	34,800	37,200	39,600	
	1.00	1.04	1.08	1.12	1.16	1.24	1.32	
2	31,350	32,550	33,750	34,950	36,150	38,550	40,950	
	1.045	1.085	1.125	1.165	1.205	1.285	1.365	
3	32,700	33,900	35,100	36,300	37,500	39,900	42,300	
	1.09	1.13	1.17	1.21	1.25	1.33	1.41	
4	34,050	35,250	36,450	37,650	38,850	41,250	43,650	
	1.135	1.175	1.215	1.255	1.295	1.375	1.455	
5	35,400	36,600	37,800	39,000	40,200	42,600	45,000	
	1.18	1.22	1.26	1.3	1.34	1.42	1.5	
6	36,750	37,950	39,150	40,350	41,550	43,950	46,350	
	1.225	1.265	1.305	1.345	1.385	1.465	1.545	
7		39,300	40,500	41,700	42,900	45,300	47,700	
		1.31	1.35	1.39	1.43	1.51	1.59	
8		40,650	41,850	43,050	44,250	46,650	49,050	
		1.355	1.395	1.435	1.475	1.555	1.635	
9			43,200	44,400	45,600	48,000	50,400	
			1.44	1.48	1.52	1.6	1.68	
10			44,550	45,750	46,950	49,350	51,750	
			1.485	1.525	1.565	1.645	1.725	
11			45,300	47,100	48,300	50,700	53,100	
			1.51	1.57	1.61	1.69	1.77	
12			46,050	47,850	49,650	52,050	54,450	
			1.535	1.595	1.655	1.735	1.815	
13				48,600	50,400	52,800	55,800	
				1.62	1.68	1.76	1.86	
14				49,350	51,150	53,550	56,550	
				1.645	1.705	1.785	1.885	
15				50,100	51,900	54,300	57,300	
				1.67	1.73	1.81	1.91	
16					52,650	55,050	58,050	
					1.755	1.835	1.935	
17						55,800	58,800	
						1.86	1.96	
18							59,550	
							1.985	

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	62.25
Enrollment:	690	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.37	6.37	5.83
Planning Time:	47	47	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,100	Index:	4 x 5
Starting Salary:	31,100	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

DAVID CITY

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	31,100	32,655	34,210	35,765	37,320	38,875	40,430	41,985
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	32,344	33,899	35,454	37,009	38,564	40,119	41,674	43,229
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	33,588	35,143	36,698	38,253	39,808	41,363	42,918	44,473
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	34,832	36,387	37,942	39,497	41,052	42,607	44,162	45,717
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	36,076	37,631	39,186	40,741	42,296	43,851	45,406	46,961
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	37,320	38,875	40,430	41,985	43,540	45,095	46,650	48,205
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	38,564	40,119	41,674	43,229	44,784	46,339	47,894	49,449
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	39,808	41,363	42,918	44,473	46,028	47,583	49,138	50,693
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		42,607	44,162	45,717	47,272	48,827	50,382	51,937
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			45,406	46,961	48,516	50,071	51,626	53,181
			1.46	1.51	1.56	1.61	1.66	1.71
11				48,205	49,760	51,315	52,870	54,425
				1.55	1.60	1.65	1.70	1.75
12					51,004	52,559	54,114	55,669
					1.64	1.69	1.74	1.79
13						53,803	55,358	56,913
						1.73	1.78	1.83
14							56,602	58,157
							1.82	1.87

WORKING CONDITIONS

Contract Days:	182	FTE Teachers:	25
Enrollment:	205	HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6
Planning Time:	87	87	117
Class Periods/Day:	8	8	
Normal Teaching Load:	7	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:			

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

D E S H L E R						
S t e p	B A	B A + 9	B A + 1 8	B A + 2 7	M A	M A + 9
1	29,350	30,524	31,698	32,872	34,046	35,220
	1.00	1.04	1.08	1.12	1.16	1.2
2	30,671	31,845	33,019	34,193	35,367	36,541
	1.045	1.085	1.125	1.165	1.205	1.245
3	31,992	33,166	34,340	35,514	36,688	37,862
	1.09	1.13	1.17	1.21	1.25	1.29
4	33,312	34,486	35,660	36,834	38,008	39,182
	1.135	1.175	1.215	1.255	1.295	1.335
5	34,633	35,807	36,981	38,155	39,329	40,503
	1.18	1.22	1.26	1.3	1.34	1.38
6		37,128	38,302	39,476	40,650	41,824
		1.265	1.305	1.345	1.385	1.425
7		38,449	39,623	40,797	41,971	43,145
		1.31	1.35	1.39	1.43	1.47
8			40,943	42,117	43,291	44,465
			1.395	1.435	1.475	1.515
9				43,438	44,612	45,786
				1.48	1.52	1.56
10				44,759	45,933	47,107
				1.525	1.565	1.605
11					47,254	48,428
					1.61	1.65
12					48,574	49,748
					1.655	1.695
13					49,895	51,069
					1.7	1.74
14					51,216	52,390
					1.745	1.785

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,500	Index:	4 x 4
Starting Salary:	30,500	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

DILLER-ODELL

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	30,500	31,720	32,940	34,160	34,770	35,380	36,600	37,820
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	31,720	32,940	34,160	35,380	35,990	36,600	37,820	39,040
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	32,940	34,160	35,380	36,600	37,210	37,820	39,040	40,260
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	34,160	35,380	36,600	37,820	38,430	39,040	40,260	41,480
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	35,380	36,600	37,820	39,040	39,650	40,260	41,480	42,700
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	36,600	37,820	39,040	40,260	40,870	41,480	42,700	43,920
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	37,820	39,040	40,260	41,480	42,090	42,700	43,920	45,140
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8	39,040	40,260	41,480	42,700	43,310	43,920	45,140	46,360
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		41,480	42,700	43,920	44,530	45,140	46,360	47,580
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			43,920	45,140	45,750	46,360	47,580	48,800
			1.44	1.48	1.50	1.52	1.56	1.60
11				46,360	46,970	47,580	48,800	50,020
				1.52	1.54	1.56	1.60	1.64
12					48,190	48,800	50,020	51,240
					1.58	1.60	1.64	1.68
13						49,410	50,020	51,240
						1.62	1.64	1.68
14								53,680
								1.76
15								54,900
								1.80

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 32,000 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D/1500D				650	650	650
DENTAL	BC/BS	2				Flat Salary		
PPO:			COMMENTS:					Options:
LIFE								IRS 125:
LTD								Flex Accounts:
NON-PARTICIPANT								PART-TIME BENEFITS
								Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	PTO; Days over 30 accum @ 1/2 sub rate eoy				
PERSONAL	PTO				
BEREAVEMENT	PTO				
PROFESSIONAL					
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

Negotiated/
Exists Policy

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

DODGE-HOWELLS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	32,000	33,600	35,200	36,800	38,400	38,400	40,000	41,600
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	33,280	34,880	36,480	38,080	39,680	39,680	41,280	42,880
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	34,560	36,160	37,760	39,360	40,960	40,960	42,560	44,160
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	35,840	37,440	39,040	40,640	42,240	42,240	43,840	45,440
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	37,120	38,720	40,320	41,920	43,520	43,520	45,120	46,720
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	38,400	40,000	41,600	43,200	44,800	44,800	46,400	48,000
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	39,680	41,280	42,880	44,480	46,080	46,080	47,680	49,280
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		42,560	44,160	45,760	47,360	47,360	48,960	50,560
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			45,440	47,040	48,640	48,640	50,240	51,840
			1.42	1.47	1.52	1.52	1.57	1.62
10			46,720	48,320	49,920	49,920	51,520	53,120
			1.46	1.51	1.56	1.56	1.61	1.66
11			48,000	49,600	51,200	51,200	52,800	54,400
			1.50	1.55	1.60	1.60	1.65	1.70
12			49,280	50,880	52,480	52,480	54,080	55,680
			1.54	1.59	1.64	1.64	1.69	1.74
13				52,160	53,760	53,760	55,360	56,960
				1.63	1.68	1.68	1.73	1.78
14						55,040	56,640	58,240
						1.72	1.77	1.82
15						56,320	57,920	59,520
						1.76	1.81	1.86

Doniphan-Trumbull

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 467
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 47
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 30,200 Index: 4 x 5
 Starting Salary: 30,200 Entry Level Step: 1
 Career Increments: N Experience Allowed: 11
 Vertical Freeze: 98-99, 05-06
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE	Principal	1.90					Deductible Reimbursement:	PART-TIME BENEFITS
LTD	Principal	.0042 (thru sal)						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: No

OTHER LEAVES: Emergency Lv from annual

DONIPHAN-TRUMBULL											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27		
1	30,200	31,710	33,220	34,730	36,240	36,240	37,750	39,260	40,770		
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35		
2	31,408	32,918	34,428	35,938	37,448	37,448	38,958	40,468	41,978		
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39		
3	32,616	34,126	35,636	37,146	38,656	38,656	40,166	41,676	43,186		
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43		
4	33,824	35,334	36,844	38,354	39,864	39,864	41,374	42,884	44,394		
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47		
5	35,032	36,542	38,052	39,562	41,072	41,072	42,582	44,092	45,602		
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51		
6		37,750	39,260	40,770	42,280	42,280	43,790	45,300	46,810		
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55		
7		38,958	40,468	41,978	43,488	43,488	44,998	46,508	48,018		
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59		
8			41,676	43,186	44,696	44,696	46,206	47,716	49,226		
			1.38	1.43	1.48	1.48	1.53	1.58	1.63		
9			42,884	44,394	45,904	45,904	47,414	48,924	50,434		
			1.42	1.47	1.52	1.52	1.57	1.62	1.67		
10				45,602	47,112	47,112	48,622	50,132	51,642		
				1.51	1.56	1.56	1.61	1.66	1.71		
11				46,810	48,320	48,320	49,830	51,340	52,850		
				1.55	1.60	1.60	1.65	1.70	1.75		
12					49,528	49,528	51,038	52,548	54,058		
					1.64	1.64	1.69	1.74	1.79		
13					50,736	50,736	52,246	53,756	55,266		
					1.68	1.68	1.73	1.78	1.83		
14							53,454	54,964	56,474		
							1.77	1.82	1.87		
15							54,662	56,172	57,682		
							1.81	1.86	1.91		

08-09 cash in lieu and prof recognition removed

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,250	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
BA Step 6 = 2%			
Vertical Freeze:	87-88; 00-01		
Rollback:	87-88;00-01		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	455.07	841.90	955.66	1283.21	Options:	
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	IRS 125: Y	
PPO:	11-12 switch from 350D to 600D 1 COMMENTS:						Flex Accounts: Y	
LIFE	Principal	4.75	Deductible Reimbursement:				PART-TIME BENEFITS	
LTD	Principal	.0040	Minimum FTE: 0.5					
NON-PARTICIPANT							Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DORCHESTER								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	30,250	31,460	32,670	33,880	35,090	35,090	36,300	37,510
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	31,460	32,670	33,880	35,090	36,300	36,300	37,510	38,720
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	32,670	33,880	35,090	36,300	37,510	37,510	38,720	39,930
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	33,880	35,090	36,300	37,510	38,720	38,720	39,930	41,140
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	35,090	36,300	37,510	38,720	39,930	39,930	41,140	42,350
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	36,300	37,510	38,720	39,930	41,140	41,140	42,350	43,560
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		38,720	39,930	41,140	42,350	42,350	43,560	44,770
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		39,930	41,140	42,350	43,560	43,560	44,770	45,980
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			42,350	43,560	44,770	44,770	45,980	47,190
			1.40	1.44	1.48	1.48	1.52	1.56
10				44,770	45,980	45,980	47,190	48,400
				1.48	1.52	1.52	1.56	1.60
11					47,190	47,190	48,400	49,610
					1.56	1.56	1.60	1.64
12						48,400	49,610	50,820
						1.60	1.64	1.68
13							50,820	52,030
							1.68	1.72

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	27,725	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	4
*fte 0.5 recv full ind H/A or fte fam H/A			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	35	yes		
Other Info:	reimb. \$15/day max 12 days				
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELBA								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	27,725	29,111	30,498	31,884	33,270	33,270	34,656	36,043
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	28,834	30,220	31,607	32,993	34,379	34,379	35,765	37,152
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	29,943	31,329	32,716	34,102	35,488	35,488	36,874	38,261
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	31,052	32,438	33,825	35,211	36,597	36,597	37,983	39,370
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	32,161	33,547	34,934	36,320	37,706	37,706	39,092	40,479
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	33,270	34,656	36,043	37,429	38,815	38,815	40,201	41,588
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7		35,765	37,152	38,538	39,924	39,924	41,310	42,697
		1.29	1.34	1.39	1.44	1.44	1.49	1.54
8			38,261	39,647	41,033	41,033	42,419	43,806
			1.38	1.43	1.48	1.48	1.53	1.58
9				40,756	42,142	42,142	43,528	44,915
				1.47	1.52	1.52	1.57	1.62
10					43,251	43,251	44,637	46,024
					1.56	1.56	1.61	1.66
11							45,746	47,133
							1.65	1.70

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	173	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	
Length of Student Day:	7.5	7.5	7.25	
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	29,580	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:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	496.16	917.92	1041.96	1399.08	24.46 or 40.50	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	
PPO:	11-12 \$400 stipend in Dec		COMMENTS:					IRS 125: Y
LIFE							Deductible Reimbursement:	Flex Accounts: Y
LTD	Principal							PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.4
								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELGIN								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	29,580	30,911	32,242	33,573	34,904	36,236	37,567	38,898
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	30,763	32,094	33,425	34,757	36,088	37,419	38,750	40,081
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	31,946	33,278	34,609	35,940	37,271	38,602	39,933	41,264
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	33,130	34,461	35,792	37,123	38,454	39,785	41,116	42,447
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	34,313	35,644	36,975	38,306	39,637	40,968	42,299	43,631
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		36,827	38,158	39,489	40,820	42,152	43,483	44,814
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			39,341	40,673	42,004	43,335	44,666	45,997
			1.33	1.375	1.42	1.465	1.51	1.555
8			40,525	41,856	43,187	44,518	45,849	47,180
			1.37	1.415	1.46	1.505	1.55	1.595
9				43,039	44,370	45,701	47,032	48,363
				1.455	1.5	1.545	1.59	1.635
10				44,222	45,553	46,884	48,215	49,547
				1.495	1.54	1.585	1.63	1.675
11						48,068	49,399	50,730
						1.625	1.67	1.715

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,050 Index: 4 x 4.25
 Starting Salary: 32,454 Entry Level Step: 3
 Career Increments: N Experience Allowed: all
 BA+45 and BA+54 available if employed 1986-87
 Vertical Freeze: 88-89,89-90
 Rollback:
 Multi-year Contract: 10-11, 11-12

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELKHORN VALLEY										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA	MA+9	MA+18	
1	30,050	31,327	32,604	33,881	35,159	37,713	35,159	36,436	37,713	
	1.00	1.0425	1.085	1.1275	1.17	1.255	1.17	1.2125	1.255	
2	31,252	32,529	33,806	35,083	36,361	38,915	36,361	37,638	38,915	
	1.04	1.0825	1.125	1.1675	1.21	1.295	1.21	1.2525	1.295	
3	32,454	33,731	35,008	36,285	37,563	40,117	37,563	38,840	40,117	
	1.08	1.1225	1.165	1.2075	1.25	1.335	1.25	1.2925	1.335	
4	33,656	34,933	36,210	37,487	38,765	41,319	38,765	40,042	41,319	
	1.12	1.1625	1.205	1.2475	1.29	1.375	1.29	1.3325	1.375	
5	34,858	36,135	37,412	38,689	39,967	42,521	39,967	41,244	42,521	
	1.16	1.2025	1.245	1.2875	1.33	1.415	1.33	1.3725	1.415	
6		37,337	38,614	39,891	41,169	43,723	41,169	42,446	43,723	
		1.2425	1.285	1.3275	1.37	1.455	1.37	1.4125	1.455	
7		38,539	39,816	41,093	42,371	44,925	42,371	43,648	44,925	
		1.2825	1.325	1.3675	1.41	1.495	1.41	1.4525	1.495	
8			41,018	42,295	43,573	46,127	43,573	44,850	46,127	
			1.365	1.4075	1.45	1.535	1.45	1.4925	1.535	
9				43,497	44,775	47,329	44,775	46,052	47,329	
				1.4475	1.49	1.575	1.49	1.5325	1.575	
10					45,977	48,531	45,977	47,254	48,531	
					1.53	1.615	1.53	1.5725	1.615	
11					47,179	49,733	47,179	48,456	49,733	
					1.57	1.655	1.57	1.6125	1.655	
12						50,935	48,381	49,658	50,935	
						1.695	1.61	1.6525	1.695	
13						52,137	49,583	50,860	52,137	
						1.735	1.65	1.6925	1.735	
14								52,062	53,339	
								1.7325	1.775	
15									54,541	
									1.815	

BA45 & BA54 available only to those employed during 86-87 school ; New hires with no experience start on Step 3.

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,150	Index:	4 x 4
Starting Salary:	30,150	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ELM CREEK										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+9	BA+18	BA+18	BA+27	BA+27	BA+36	BA+36	BA+36
1	30,150	31,356	31,356	32,562	32,562	33,768	33,768	34,974	34,974	36,180
	1.00	1.04	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20
2	31,356	32,562	32,562	33,768	33,768	34,974	34,974	36,180	36,180	37,386
	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24
3	32,562	33,768	33,768	34,974	34,974	36,180	36,180	37,386	37,386	38,592
	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28
4	33,768	34,974	34,974	36,180	36,180	37,386	37,386	38,592	38,592	39,798
	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32
5	34,974	36,180	36,180	37,386	37,386	38,592	38,592	39,798	39,798	41,004
	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36
6	36,180	37,386	37,386	38,592	38,592	39,798	39,798	41,004	41,004	42,210
	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40
7		38,592	39,798	39,798	41,004	41,004	42,210	42,210	42,210	43,416
		1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.40	1.44
8			41,004	42,210	42,210	43,416	43,416	44,622	44,622	45,828
			1.36	1.40	1.40	1.44	1.44	1.48	1.48	1.52
9				43,416	44,622	44,622	45,828	45,828	45,828	47,034
				1.44	1.48	1.48	1.52	1.52	1.52	1.56
10					44,622	45,828	45,828	47,034	47,034	48,240
					1.48	1.52	1.52	1.56	1.56	1.60
11						47,034	48,240	48,240	48,240	49,446
						1.56	1.60	1.60	1.60	1.64
12							48,240	49,446	49,446	50,652
							1.60	1.64	1.64	1.68
13								50,652	50,652	51,858
								1.68	1.68	1.72
14										53,064
										1.76
15										
										55,476
										1.84

09-10 BA45 removed, teachers grandfathered

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	25
Enrollment:	250	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.5	8	8
Planning Time:	7.5	7.5	7.5
Class Periods/Day:	50	50	80
Normal Teaching Load:	8	8	
	7	7	

SALARY SCHEDULE

Base:	28,950	Index:	4 x 4
Starting Salary:	28,950	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Paternity-2 from sick lv.

ELWOOD

Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		BA + 45	
	BA	BA + 9	BA + 18	BA + 27	BA + 36	BA + 45	BA + 18	BA + 27	BA + 36	BA + 45	BA + 18	BA + 27
1	28,950	30,108	31,266	32,424	33,582	34,740	35,898	37,056	38,214	39,372	40,530	41,688
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
2	30,108	31,266	32,424	33,582	34,740	35,898	37,056	38,214	39,372	40,530	41,688	42,846
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
3	31,266	32,424	33,582	34,740	35,898	37,056	38,214	39,372	40,530	41,688	42,846	44,004
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
4	32,424	33,582	34,740	35,898	37,056	38,214	39,372	40,530	41,688	42,846	44,004	45,162
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
5	33,582	34,740	35,898	37,056	38,214	39,372	40,530	41,688	42,846	44,004	45,162	46,320
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
6	34,740	35,898	37,056	38,214	39,372	40,530	41,688	42,846	44,004	45,162	46,320	47,478
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
7	35,898	37,056	38,214	39,372	40,530	41,688	42,846	44,004	45,162	46,320	47,478	48,636
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
8		38,214	39,372	40,530	41,688	42,846	44,004	45,162	46,320	47,478	48,636	49,794
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9			40,530	41,688	42,846	44,004	45,162	46,320	47,478	48,636	49,794	50,952
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				42,846	44,004	45,162	46,320	47,478	48,636	49,794	50,952	52,110
				1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11					45,162	46,320	47,478	48,636	49,794	50,952	52,110	53,268
					1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12					46,320	47,478	48,636	49,794	50,952	52,110	53,268	54,426
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					47,478	48,636	49,794	50,952	52,110	53,268	54,426	55,584
					1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
14					48,636	49,794	50,952	52,110	53,268	54,426	55,584	56,742
					1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96

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
Enrollment:	300	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7	8	8
Planning Time:	51	7	7
Class Periods/Day:	8	51	30
Normal Teaching Load:	7	8	
		7	

SALARY SCHEDULE

Base:	30,900	Index:	4 x 4
Starting Salary:	30,900	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	470.45	870.36	987.96	1326.58	Cash
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison Nat'l	.0051(thru sal)					
NON-PARTICIPANT	492.70*	Cash Benefit					

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EMERSON-HUBBARD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	30,900	32,136	33,372	34,608	35,844	37,080	38,316
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	32,136	33,372	34,608	35,844	37,080	38,316	39,552
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	33,372	34,608	35,844	37,080	38,316	39,552	40,788
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	34,608	35,844	37,080	38,316	39,552	40,788	42,024
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	35,844	37,080	38,316	39,552	40,788	42,024	43,260
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	37,080	38,316	39,552	40,788	42,024	43,260	44,496
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	38,316	39,552	40,788	42,024	43,260	44,496	45,732
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		40,788	42,024	43,260	44,496	45,732	46,968
		1.32	1.36	1.40	1.44	1.48	1.52
9		42,024	43,260	44,496	45,732	46,968	48,204
		1.36	1.40	1.44	1.48	1.52	1.56
10			44,496	45,732	46,968	48,204	49,440
			1.44	1.48	1.52	1.56	1.60
11			45,732	46,968	48,204	49,440	50,676
			1.48	1.52	1.56	1.60	1.64
12				48,204	49,440	50,676	51,912
				1.56	1.60	1.64	1.68
13					50,676	51,912	53,148
					1.64	1.68	1.72
14					51,912	53,148	54,384
					1.68	1.72	1.76
15						54,384	55,620
						1.76	1.80

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 41.26
 Enrollment: HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 29,080 Index: 4 x 4
 Starting Salary: 29,662 Entry Level Step: 1*
 Career Increments: N Experience Allowed: 8
 Stp 1 is 1.02 index
 Vertical Freeze: 04-05
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	233.33
HEALTH	BC/BS	600D	437.75	632.75	667.75	877.75	Flat Salary
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:	flat salary \$233.33		COMMENTS:				
LIFE	Madison Life	9.33	Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	flat salary \$233.33						

Cafeteria Plan

Individ. Depend.
 233.33 233.33
 Options: added to salary
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Administrative, Emergency, Civil

ESU #01-WAKEFIELD	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC					
Step Base	29,080															
1	1.00															
1	29,662	30,825	31,988	33,151	34,605	34,605	35,768	36,932	38,095	39,258	42,166					
	1.02	1.06	1.14	1.19	1.23	1.19	1.23	1.27	1.31	1.35	1.45					
2	30,243	31,406	32,570	33,733	35,187	35,187	36,350	37,513	38,676	39,840	42,748					
	1.04	1.08	1.12	1.16	1.21	1.21	1.25	1.29	1.33	1.37	1.47					
3	31,406	32,570	33,733	34,896	36,350	36,350	37,513	38,676	39,840	41,003	43,911					
	1.08	1.12	1.16	1.2	1.25	1.25	1.29	1.33	1.37	1.41	1.51					
4	32,570	33,733	34,896	36,059	37,513	37,513	38,676	39,840	41,003	42,166	45,074					
	1.12	1.16	1.2	1.24	1.29	1.29	1.33	1.37	1.41	1.45	1.55					
5	33,733	34,896	36,059	37,222	38,676	38,676	39,840	41,003	42,166	43,329	46,237					
	1.16	1.2	1.24	1.28	1.33	1.33	1.37	1.41	1.45	1.49	1.59					
6	34,896	36,059	37,222	38,386	39,840	39,840	41,003	42,166	43,329	44,492	47,400					
	1.2	1.24	1.28	1.32	1.37	1.37	1.41	1.45	1.49	1.53	1.63					
7	36,059	37,222	38,386	39,549	41,003	41,003	42,166	43,329	44,492	45,656	48,564					
	1.24	1.28	1.32	1.36	1.41	1.41	1.45	1.49	1.53	1.57	1.67					
8		38,386	39,549	40,712	42,166	42,166	43,329	44,492	45,656	46,819	49,727					
		1.32	1.36	1.4	1.45	1.45	1.49	1.53	1.57	1.61	1.71					
9			40,712	41,875	43,329	43,329	44,492	45,656	46,819	47,982	50,890					
			1.4	1.44	1.49	1.49	1.53	1.57	1.61	1.65	1.75					
10				41,875	43,038	44,492	44,492	45,656	46,819	47,982	49,145	52,053				
				1.44	1.48	1.53	1.53	1.57	1.61	1.65	1.79					
11					43,038	44,202	45,656	46,819	47,982	49,145	50,308	53,216				
					1.48	1.52	1.57	1.61	1.65	1.69	1.83					
12						45,656	46,819	47,982	49,145	50,308	51,472	54,380				
						1.56	1.61	1.65	1.69	1.73	1.87					
13							47,982	49,145	50,308	51,472	52,635	55,543				
							1.6	1.65	1.69	1.73	1.81					
14								48,127	49,145	50,308	51,472	52,635	56,706			
								1.655	1.69	1.73	1.85					
15									50,599	51,472	52,635	53,798	54,961	57,869		
									1.69	1.73	1.81	1.89				
16										51,762	51,762	53,798	54,961	56,124	59,032	
										1.74	1.78	1.85	1.89			
17											52,926	52,926	55,543	56,124	57,288	60,196
											1.82	1.82	1.91	1.93		
18												56,706	56,706	59,323	61,359	
												1.95	1.95	2.04		
19														60,486	2.11	
														2.08		
20														61,650		
														2.12		
21														62,813		
														2.16		

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 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

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	493.60
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	Cafeteria
PPO: COMMENTS: *LTD-District pays 3/4(.0035625)							
LIFE	Principal	11.75	Deductible Reimbursement:				
LTD	Principal	.0035625					
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 493.60 493.60
 Options: H/A, TSA, Cash
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: paternity - 2 days

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	28,050										
	1.00										
2	29,312										
	1.045										
3	30,575										
	1.09										
4	31,837										
	1.135										
5	33,099	34,361	35,624	36,886	38,148	38,148	39,410	40,673	41,935	43,197	44,459
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	34,361	35,624	36,886	38,148	39,410	39,410	40,673	41,935	43,197	44,459	45,722
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	35,624	36,886	38,148	39,410	40,673	40,673	41,935	43,197	44,459	45,722	46,984
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8		38,148	39,410	40,673	41,935	41,935	43,197	44,459	45,722	46,984	48,246
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			40,673	41,935	43,197	43,197	44,459	45,722	46,984	48,246	49,508
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				43,197	44,459	44,459	45,722	46,984	48,246	49,508	50,771
				1.54	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					44,459	45,722	45,722	46,984	48,246	49,508	50,771
					1.585	1.63	1.63	1.675	1.72	1.765	1.81
12						45,722	46,984	48,246	49,508	50,771	52,033
						1.63	1.675	1.72	1.765	1.81	1.855
13							46,984	48,246	49,508	50,771	52,033
							1.675	1.72	1.765	1.81	1.855
14								48,246	49,508	49,508	50,771
								1.72	1.765	1.81	1.855
15									50,771	52,033	53,295
									1.81	1.855	1.9
16										52,033	53,295
										1.855	1.9
17											53,295
											1.9
18											
											1.945
19											
											1.99
											2.035
											2.08
											2.125
											2.17
											2.215

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 29,043 Index: 5 x 5
 Starting Salary: 31,947 Entry Level Step: 3
 Career Increments: N Experience Allowed: 10
 Vertical Freeze: 04-05,05-06,07-08,08-09
 Rollback:
 Multi-year Contract:

INSURANCE

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

Cafeteria Plan

Individ. Depend.
 1304.10 1304.10
 Options: H/A, Cash, TSA
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

ESU #03-OMAHA										
Step	BA	BA+12	BA+24	BA+36	MA	MA+12	MA+24	MA+30	MA+36	EDSPEC
										PHD
1	29,043	30,495	31,947	33,399	33,399	34,852	36,304	37,756	39,208	40,660
	1.00	1.05	1.10	1.15	1.15	1.20	1.25	1.30	1.35	1.40
2	30,495	31,947	33,399	34,852	34,852	36,304	37,756	39,208	40,660	42,112
	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
3	31,947	33,399	34,852	36,304	36,304	37,756	39,208	40,660	42,112	43,565
	1.10	1.15	1.20	1.25	1.25	1.30	1.35	1.40	1.45	1.50
4	33,399	34,852	36,304	37,756	37,756	39,208	40,660	42,112	43,565	45,017
	1.15	1.20	1.25	1.30	1.30	1.35	1.40	1.45	1.50	1.55
5	34,852	36,304	37,756	39,208	39,208	40,660	42,112	43,565	45,017	46,469
	1.20	1.25	1.30	1.35	1.35	1.40	1.45	1.50	1.55	1.60
6	36,304	37,756	39,208	40,660	40,660	42,112	43,565	45,017	46,469	47,921
	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	37,756	39,208	40,660	42,112	42,112	43,565	45,017	46,469	47,921	49,373
	1.30	1.35	1.40	1.45	1.45	1.50	1.55	1.60	1.65	1.70
8	39,208	40,660	42,112	43,565	43,565	45,017	46,469	47,921	49,373	50,825
	1.35	1.40	1.45	1.50	1.50	1.55	1.60	1.65	1.70	1.75
9	40,660	42,112	43,565	45,017	45,017	46,469	47,921	49,373	50,825	52,277
	1.40	1.45	1.50	1.55	1.55	1.60	1.65	1.70	1.75	1.80
10	42,112	43,565	45,017	46,469	46,469	47,921	49,373	50,825	52,277	53,730
	1.45	1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80	1.85
11		45,017	46,469	47,921	47,921	49,373	50,825	52,277	53,730	55,182
		1.55	1.60	1.65	1.65	1.70	1.75	1.80	1.85	1.90
12		46,469	47,921	49,373	49,373	50,825	52,277	53,730	55,182	56,634
		1.60	1.65	1.70	1.70	1.75	1.80	1.85	1.90	1.95
13		47,921	49,373	50,825	50,825	52,277	53,730	55,182	56,634	58,086
		1.65	1.70	1.75	1.75	1.80	1.85	1.90	1.95	2.00
14				52,277	52,277	53,730	55,182	56,634	58,086	59,538
				1.80	1.80	1.85	1.90	1.95	2.00	2.05
15				53,730	53,730	55,182	56,634	58,086	59,538	60,990
				1.85	1.85	1.90	1.95	2.00	2.05	2.10
16				55,182	55,182	56,634	58,086	59,538	60,990	62,442
				1.90	1.90	1.95	2.00	2.05	2.10	2.15
17							59,538	60,990	62,442	63,895
							2.05	2.10	2.15	2.20
18							60,990	62,442	63,895	65,347
							2.10	2.15	2.20	2.25

04-05, 05-06, 07-08, 08-09 vertical freeze

ESU 05-Beatrice

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 33,350 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
		H/A-Dent				850	850	850	
HEALTH	BC/BS	600D						Options: H/A, Dental, LTD, TSA	
DENTAL	BC/BS	2				Cafeteria			
PPO:			COMMENTS:						IRS 125: Y
LIFE	Am. Fidelity	4.50						Flex Accounts: Y	
LTD								PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #05-BEATRICE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	PHD
					MA				EDSPEC
1	33,350	35,018	36,685	38,353	40,020	41,688	43,355	45,023	46,690
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	34,684	36,352	38,019	39,687	41,354	43,022	44,689	46,357	48,024
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,018	37,686	39,353	41,021	42,688	44,356	46,023	47,691	49,358
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	37,352	39,020	40,687	42,355	44,022	45,690	47,357	49,025	50,692
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	38,686	40,354	42,021	43,689	45,356	47,024	48,691	50,359	52,026
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	40,020	41,688	43,355	45,023	46,690	48,358	50,025	51,693	53,360
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	41,354	43,022	44,689	46,357	48,024	49,692	51,359	53,027	54,694
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8	42,688	44,356	46,023	47,691	49,358	51,026	52,693	54,361	56,028
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		45,690	47,357	49,025	50,692	52,360	54,027	55,695	57,362
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			48,691	50,359	52,026	53,694	55,361	57,029	58,696
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				51,693	53,360	55,028	56,695	58,363	60,030
				1.55	1.60	1.65	1.70	1.75	1.80
12					54,694	56,362	58,029	59,697	61,364
					1.64	1.69	1.74	1.79	1.84

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,850 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	421.74	780.23	885.67	1189.22	163.30 or 219.27 Full Premium
DENTAL	BC/BS	2	18.91	34.98	39.70	53.34	
PPO:	employee pays 15% of premium		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Nat'l Insurance	.0041					
NON-PARTICIPANT							

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

ESU #06-MILFORD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	30,850	32,084	33,318	34,552	35,786	37,020	38,254	39,488	40,722	41,956	43,190	44,424
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
2	32,084	33,318	34,552	35,786	37,020	38,254	39,488	40,722	41,956	43,190	44,424	45,658
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
3	33,318	34,552	35,786	37,020	38,254	39,488	40,722	41,956	43,190	44,424	45,658	46,892
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
4	34,552	35,786	37,020	38,254	39,488	40,722	41,956	43,190	44,424	45,658	46,892	48,126
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
5	35,786	37,020	38,254	39,488	40,722	41,956	43,190	44,424	45,658	46,892	48,126	49,360
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
6	37,020	38,254	39,488	40,722	41,956	43,190	44,424	45,658	46,892	48,126	49,360	50,594
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
7	37,329	39,488	40,722	41,956	43,190	44,424	45,658	46,892	48,126	49,360	50,594	51,828
	1.21	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
8		39,797	41,956	43,190	44,424	45,658	46,892	48,126	49,360	50,594	51,828	53,062
		1.29	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9			42,265	44,424	45,658	46,892	48,126	49,360	50,594	51,828	53,062	54,296
			1.37	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				45,658	46,892	48,126	49,360	50,594	51,828	53,062	54,296	55,530
				1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11				45,967	48,126	49,360	50,594	51,828	53,062	54,296	55,530	56,764
				1.49	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12					49,360	50,594	51,828	53,062	54,296	55,530	56,764	57,998
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					49,669	50,903	53,062	54,296	55,530	56,764	57,998	59,232
					1.61	1.65	1.72	1.76	1.80	1.84	1.88	1.92
14							54,296	55,530	56,764	57,998	59,232	60,466
							1.76	1.80	1.84	1.88	1.92	1.96
15							54,605	55,839	57,998	59,232	60,466	61,700
							1.77	1.81	1.88	1.92	1.96	2.00
16									58,307	59,541	61,700	62,934
									1.89	1.93	2.00	2.04
17											62,009	63,243
											2.01	2.05

ESU 07-Columbus

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 28,300 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	350D	248.08	248.08	248.08	248.08	951.50
DENTAL	BC/BS	2	11.13	11.13	11.13	11.13	equity pay
PPO:			COMMENTS:				
LIFE	Guardian	5.50					Deductible Reimbursement:
LTD	National Ins	.0039 (+equity)					
NON-PARTICIPANT	equity comp \$951.50						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #07-COLUMBUS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	28,300	29,715	31,130	32,545	33,960	35,375	36,790	38,205	39,620	41,035	42,450	43,865
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
2	29,432	30,847	32,262	33,677	35,092	36,507	37,922	39,337	40,752	42,167	43,582	44,997
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
3	30,564	31,979	33,394	34,809	36,224	37,639	39,054	40,469	41,884	43,299	44,714	46,129
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
4	31,696	33,111	34,526	35,941	37,356	38,771	40,186	41,601	43,016	44,431	45,846	47,261
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67
5	32,828	34,243	35,658	37,073	38,488	39,903	41,318	42,733	44,148	45,563	46,978	48,393
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71
6	33,960	35,375	36,790	38,205	39,620	41,035	42,450	43,865	45,280	46,695	48,110	49,525
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75
7	35,092	36,507	37,922	39,337	40,752	42,167	43,582	44,997	46,412	47,827	49,242	50,657
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79
8		37,639	39,054	40,469	41,884	43,299	44,714	46,129	47,544	48,959	50,374	51,789
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83
9		38,771	40,186	41,601	43,016	44,431	45,846	47,261	48,676	50,091	51,506	52,921
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87
10		39,903	41,318	42,733	44,148	45,563	46,978	48,393	49,808	51,223	52,638	54,053
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91
11					45,280	46,695	48,110	49,525	50,940	52,355	53,770	55,185
					1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95
12					46,412	47,827	49,242	50,657	52,072	53,487	54,902	56,317
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99
13					47,544	48,959	50,374	51,789	53,204	54,619	56,034	57,449
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03
14					48,676	50,091	51,506	52,921	54,336	55,751	57,166	58,581
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07
15					49,808	51,223	52,638	54,053	55,468	56,883	58,298	59,713
					1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

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

Cafeteria Plan

Individ. Depend.
 900 900
 Options: H/A,Dent,TSA,
 LTD,Life
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

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

ESU #08-NELIGH

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
0	31,000	32,550	34,100	35,650	37,200	38,750	40,300	41,850	43,400
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	32,240	33,790	35,340	36,890	38,440	39,990	41,540	43,090	44,640
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	33,480	35,030	36,580	38,130	39,680	41,230	42,780	44,330	45,880
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	34,720	36,270	37,820	39,370	40,920	42,470	44,020	45,570	47,120
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	35,960	37,510	39,060	40,610	42,160	43,710	45,260	46,810	48,360
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	37,200	38,750	40,300	41,850	43,400	44,950	46,500	48,050	49,600
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	38,440	39,990	41,540	43,090	44,640	46,190	47,740	49,290	50,840
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7	39,680	41,230	42,780	44,330	45,880	47,430	48,980	50,530	52,080
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8	40,920	42,470	44,020	45,570	47,120	48,670	50,220	51,770	53,320
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
9		43,710	45,260	46,810	48,360	49,910	51,460	53,010	54,560
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
10			46,500	48,050	49,600	51,150	52,700	54,250	55,800
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
11				49,290	50,840	52,390	53,940	55,490	57,040
				1.59	1.64	1.69	1.74	1.79	1.84
12					52,080	53,630	55,180	56,730	58,280
					1.68	1.73	1.78	1.83	1.88
13						54,870	56,420	57,970	59,520
						1.77	1.82	1.87	1.92
14						56,110	57,660	59,210	60,760
						1.81	1.86	1.91	1.96

ESU 09-Hastings

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 31,525 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 *Vert freeze is for MA-MA36 columns only
 Vertical Freeze: 02-03*
 Rollback: 90-91
 Multi-year Contract:

INSURANCE

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

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: Sev:after 10 yrs. at ret. \$50/day max. 15 days					
PERSONAL	1,2			yes	Unused aft 1 yr/add to sick lv
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	3			yes	\$125 travel reimb.
ADOPTION	FMLA				from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	31,525	32,944	34,362	35,781	37,200	38,618	40,037	41,455	42,874	44,293	45,711
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	32,786	34,205	35,623	37,042	38,461	39,879	41,298	42,716	44,135	45,554	46,972
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	1.49
3	34,047	35,466	36,884	38,303	39,722	41,140	42,559	43,977	45,396	46,815	48,233
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
4	35,308	36,727	38,145	39,564	40,983	42,401	43,820	45,238	46,657	48,076	49,494
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
5	36,569	37,988	39,406	40,825	42,244	43,662	45,081	46,499	47,918	49,337	50,755
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565	1.61
6	37,830	39,249	40,667	42,086	43,505	44,923	46,342	47,760	49,179	50,598	52,016
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605	1.65
7	39,091	40,510	41,928	43,347	44,766	46,184	47,603	49,021	50,440	51,859	53,277
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645	1.69
8	40,352	41,771	43,189	44,608	46,027	47,445	48,864	50,282	51,701	53,120	54,538
	1.28	1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685	1.73
9		43,032	44,450	45,869	47,288	48,706	50,125	51,543	52,962	54,381	55,799
		1.365	1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725	1.77
10			45,711	47,130	48,549	49,967	51,386	52,804	54,223	55,642	57,060
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				48,391	49,810	51,228	52,647	54,065	55,484	56,903	58,321
				1.535	1.58	1.625	1.67	1.715	1.76	1.805	1.85
12						52,489	53,908	55,326	56,745	58,164	59,582
						1.665	1.71	1.755	1.8	1.845	1.89
13							55,169	56,587	58,006	59,425	60,843
							1.75	1.795	1.84	1.885	1.93
14								57,848	59,267	60,686	62,104
								1.835	1.88	1.925	1.97
15									60,528	61,947	63,365
									1.92	1.965	2.01
16										63,208	64,626
										2.005	2.05
17											65,887
											2.09
18											67,148
											2.13

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,000 Index: 4.75 x 4
 Starting Salary: 31,425 Entry Level Step: 1*
 Career Increments: Y Experience Allowed: 7
 *stp 1 is 1.0475 index
 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	470.45	652.77	740.97	994.94
DENTAL	BC/BS	2	22.25	30.86	35.03	47.06
PPO:	Dist pays 75% prem		COMMENTS:			
LIFE	Guardian		Deductible Reimbursement:			
LTD	CNA	(thru sal)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Family Emergency - 5;Ext. Leave

ESU #10-KEARNEY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
BASE	30,000	31,200	32,400	33,600	34,800	36,000	37,200	38,400	39,600	40,800	42,000
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36	1.4
1	31,425	32,625	33,825	35,025	36,225	37,425	38,625	39,825	41,025	42,225	43,425
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
2	32,850	34,050	35,250	36,450	37,650	38,850	40,050	41,250	42,450	43,650	44,850
	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	1.495
3	34,275	35,475	36,675	37,875	39,075	40,275	41,475	42,675	43,875	45,075	46,275
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025	1.5425
4	35,700	36,900	38,100	39,300	40,500	41,700	42,900	44,100	45,300	46,500	47,700
	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
5	37,125	38,325	39,525	40,725	41,925	43,125	44,325	45,525	46,725	47,925	49,125
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
6	38,550	39,750	40,950	42,150	43,350	44,550	45,750	46,950	48,150	49,350	50,550
	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645	1.685
7	39,975	41,175	42,375	43,575	44,775	45,975	47,175	48,375	49,575	50,775	51,975
	1.3325	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
8		42,600	43,800	45,000	46,200	47,400	48,600	49,800	51,000	52,200	53,400
		1.42	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74	1.78
9			45,225	46,425	47,625	48,825	50,025	51,225	52,425	53,625	54,825
			1.5075	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275
10				47,850	49,050	50,250	51,450	52,650	53,850	55,050	56,250
				1.595	1.635	1.675	1.715	1.755	1.795	1.835	1.875
11					50,475	51,675	52,875	54,075	55,275	56,475	57,675
					1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225
12					51,900	53,100	54,300	55,500	56,700	57,900	59,100
					1.73	1.77	1.81	1.85	1.89	1.93	1.97
13					53,325	54,525	55,725	56,925	58,125	59,325	60,525
					1.7775	1.8175	1.8575	1.8975	1.9375	1.9775	2.0175
14								59,550	60,750	61,950	
								1.985	2.025	2.065	

ESU 11-Holdrege

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 29,400 Index: 4 x 4
 Starting Salary: Entry Level Step: 0
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze: 89-90
 Rollback: 89-90
 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/1500D					Cafeteria	Options: H/A, Life, TSA
DENTAL	BC/BS	2						
PPO:								IRS 125: Y
LIFE								Flex Accounts: Y
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.4 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

ESU #11-HOLDREGE													
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54	DOC
0	29,400	30,576	31,752	32,928	34,104	34,104	35,280	36,456	37,632	38,808	39,984	41,160	42,336
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
1	30,576	31,752	32,928	34,104	35,280	35,280	36,456	37,632	38,808	39,984	41,160	42,336	43,512
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
2	31,752	32,928	34,104	35,280	36,456	36,456	37,632	38,808	39,984	41,160	42,336	43,512	44,688
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
3	32,928	34,104	35,280	36,456	37,632	37,632	38,808	39,984	41,160	42,336	43,512	44,688	45,864
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
4	34,104	35,280	36,456	37,632	38,808	38,808	39,984	41,160	42,336	43,512	44,688	45,864	47,040
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
5	35,280	36,456	37,632	38,808	39,984	39,984	41,160	42,336	43,512	44,688	45,864	47,040	48,216
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
6	36,456	37,632	38,808	39,984	41,160	41,160	42,336	43,512	44,688	45,864	47,040	48,216	49,392
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
7	38,808	39,984	41,160	42,336	43,512	43,512	44,688	45,864	47,040	48,216	49,392	50,568	51,744
	1.32	1.36	1.40	1.44	1.48	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
8	39,984	41,160	42,336	43,512	44,688	44,688	45,864	47,040	48,216	49,392	50,568	51,744	52,920
	1.36	1.40	1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
9	41,160	42,336	43,512	44,688	45,864	45,864	47,040	48,216	49,392	50,568	51,744	52,920	54,096
	1.40	1.44	1.48	1.52	1.56	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
10	42,336	43,512	44,688	45,864	47,040	47,040	48,216	49,392	50,568	51,744	52,920	54,096	55,272
	1.44	1.48	1.52	1.56	1.60	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
11	43,512	44,688	45,864	47,040	48,216	48,216	49,392	50,568	51,744	52,920	54,096	55,272	56,448
	1.48	1.52	1.56	1.60	1.64	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
12	44,688	45,864	47,040	48,216	49,392	49,392	50,568	51,744	52,920	54,096	55,272	56,448	57,624
	1.52	1.56	1.60	1.64	1.68	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
13	45,864	47,040	48,216	49,392	50,568	50,568	51,744	52,920	54,096	55,272	56,448	57,624	58,800
	1.56	1.60	1.64	1.68	1.72	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00
14	47,040	48,216	49,392	50,568	51,744	51,744	52,920	54,096	55,272	56,448	57,624	58,800	59,976
	1.60	1.64	1.68	1.72	1.76	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04
15	48,216	49,392	50,568	51,744	52,920	52,920	54,096	55,272	56,448	57,624	58,800	59,976	61,152
	1.64	1.68	1.72	1.76	1.80	1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08
16	49,392	50,568	51,744	52,920	54,096	54,096	55,272	56,448	57,624	58,800	59,976	61,152	62,328
	1.68	1.72	1.76	1.80	1.84	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12
17	50,568	51,744	52,920	54,096	55,272	55,272	56,448	57,624	58,800	59,976	61,152	62,328	63,504
	1.72	1.76	1.80	1.84	1.88	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16
18	51,744	52,920	54,096	55,272	56,448	56,448	57,624	58,800	59,976	61,152	62,328	63,504	64,680
	1.76	1.80	1.84	1.88	1.92	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20
19	52,920	54,096	55,272	56,448	57,624	57,624	58,800	59,976	61,152	62,328	63,504	64,680	65,856
	1.80	1.84	1.88	1.92	1.96	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24
20	54,096	55,272	56,448	57,624	58,800	58,800	59,976	61,152	62,328	63,504	64,680	65,856	67,032
	1.84	1.88	1.92	1.96	2.00	2.00	2.04	2.08	2.12	2.16	2.20	2.24	2.28

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 31,060 Index: 4.25 x 4.25
 Starting Salary: Entry Level Step: 1
 Career Increments: Experience Allowed: all
 Vertical Freeze: 90-91;94-95
 Rollback:
 Multi-year Contract: 10-11, 11-12

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	700
HEALTH	BC/BS	350D	310	310	310	310	Flat Salary
DENTAL	BC/BS	1					
PPO: COMMENTS:							
LIFE	Guardian						Deductible Reimbursement:
LTD	Guarantee Mut.	(+Caf)					
NON-PARTICIPANT Flat Salary \$700/mo							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

	<i>Negotiated/</i>	
	<i>Exists</i>	<i>Policy</i>
immed fam only, add'l from sick	Y	P
Voluntary Separation:	Y	P
Grievance:	Y	P
Professional Growth:	Y	P
Reduction in Force:	Y	P
Sick Bank:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #13-SCOTTSBLUFF

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	31,060	32,380	33,700	35,020	36,340	36,340	37,660	38,980	40,300	41,620	41,620
	1.00	1.0425	1.085	1.1275	1.17	1.17	1.2125	1.255	1.2975	1.34	1.34
2	32,380	33,700	35,020	36,340	37,660	37,660	38,980	40,300	41,620	42,940	42,940
	1.0425	1.085	1.1275	1.17	1.2125	1.2125	1.255	1.2975	1.34	1.3825	1.3825
3	33,700	35,020	36,340	37,660	38,980	38,980	40,300	41,620	42,940	44,261	44,261
	1.085	1.1275	1.17	1.2125	1.255	1.255	1.2975	1.34	1.3825	1.425	1.425
4	35,020	36,340	37,660	38,980	40,300	40,300	41,620	42,940	44,261	45,581	45,581
	1.1275	1.17	1.2125	1.255	1.2975	1.2975	1.34	1.3825	1.425	1.4675	1.4675
5	36,340	37,660	38,980	40,300	41,620	41,620	42,940	44,261	45,581	46,901	46,901
	1.17	1.2125	1.255	1.2975	1.34	1.34	1.3825	1.425	1.4675	1.51	1.51
6	38,980	40,300	41,620	42,940	44,261	42,940	44,261	45,581	46,901	48,221	48,221
	1.255	1.2975	1.34	1.3825	1.425	1.3825	1.425	1.4675	1.51	1.5525	1.5525
7	40,300	41,620	42,940	44,261	45,581	44,261	45,581	46,901	48,221	49,541	49,541
	1.2975	1.34	1.3825	1.425	1.4675	1.425	1.4675	1.51	1.5525	1.595	1.595
8	41,620	42,940	44,261	45,581	46,901	45,581	46,901	48,221	49,541	50,861	50,861
	1.34	1.3825	1.425	1.4675	1.51	1.4675	1.51	1.5525	1.595	1.6375	1.6375
9	44,261	45,581	46,901	48,221	49,541	46,901	48,221	49,541	50,861	52,181	52,181
	1.425	1.4675	1.51	1.5525	1.595	1.51	1.5525	1.595	1.6375	1.68	1.68
10	45,581	46,901	48,221	49,541	50,861	48,221	49,541	50,861	52,181	53,501	53,501
	1.4675	1.51	1.5525	1.595	1.6375	1.5525	1.595	1.6375	1.68	1.7225	1.7225
11	46,901	48,221	49,541	50,861	52,181	49,541	50,861	52,181	53,501	54,821	54,821
	1.51	1.5525	1.595	1.6375	1.68	1.595	1.6375	1.68	1.7225	1.765	1.765
12	49,541	50,861	52,181	53,501	54,821	50,861	52,181	53,501	54,821	56,141	56,141
	1.595	1.6375	1.68	1.7225	1.765	1.6375	1.68	1.7225	1.765	1.8075	1.8075
13	50,861	52,181	53,501	54,821	56,141	52,181	53,501	54,821	56,141	57,461	57,461
	1.6375	1.68	1.7225	1.765	1.8075	1.68	1.7225	1.765	1.8075	1.85	1.85
14	52,181	53,501	54,821	56,141	57,461	53,501	54,821	56,141	57,461	58,781	58,781
	1.68	1.7225	1.765	1.8075	1.85	1.7225	1.765	1.8075	1.85	1.8925	1.8925
15	54,821	56,141	57,461	58,781	60,101	54,821	56,141	57,461	58,781	60,101	60,101
	1.765	1.8075	1.85	1.8925	1.935	1.765	1.8075	1.85	1.8925	1.935	1.935
16	56,141	57,461	58,781	60,101	61,421	56,141	57,461	58,781	60,101	61,421	61,421
	1.8075	1.85	1.8925	1.935	1.9775	1.8075	1.85	1.8925	1.935	1.9775	1.9775
17	57,461	58,781	60,101	61,421	62,741	57,461	58,781	60,101	61,421	62,741	62,741
	1.85	1.8925	1.935	1.9775	2.02	1.85	1.8925	1.935	1.9775	2.02	2.02
18	58,781	60,101	61,421	62,741	64,061	58,781	60,101	61,421	62,741	64,061	64,061
	1.8925	1.935	1.9775	2.02	2.0625	1.8925	1.935	1.9775	2.02	2.0625	2.0625

ESU 16-Ogallala

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,900 Index: 5 x 4
 Starting Salary: 30,900 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency

ESU #16-OGALLALA

Step	BA+36										EDSPEC
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36		
1	30,900	32,136	33,372	34,608	35,844	37,080	38,316	39,552	40,788	42,024	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
2	32,445	33,681	34,917	36,153	37,389	38,625	39,861	41,097	42,333	43,569	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41	
3	33,990	35,226	36,462	37,698	38,934	40,170	41,406	42,642	43,878	45,114	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46	
4	35,535	36,771	38,007	39,243	40,479	41,715	42,951	44,187	45,423	46,659	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	
5	37,080	38,316	39,552	40,788	42,024	43,260	44,496	45,732	46,968	48,204	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
6	38,625	39,861	41,097	42,333	43,569	44,805	46,041	47,277	48,513	49,749	
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61	
7	40,170	41,406	42,642	43,878	45,114	46,350	47,586	48,822	50,058	51,294	
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66	
8	41,715	42,951	44,187	45,423	46,659	47,895	49,131	50,367	51,603	52,839	
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71	
9		44,496	45,732	46,968	48,204	49,440	50,676	51,912	53,148	54,384	
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	
10			47,277	48,513	49,749	50,985	52,221	53,457	54,693	55,929	
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81	
11				50,058	51,294	52,530	53,766	55,002	56,238	57,474	
				1.62	1.66	1.70	1.74	1.78	1.82	1.86	
12					52,839	54,075	55,311	56,547	57,783	59,019	
					1.71	1.75	1.79	1.83	1.87	1.91	
13					54,384	55,620	56,856	58,092	59,328	60,564	
					1.76	1.80	1.84	1.88	1.92	1.96	
14						57,165	58,401	59,637	60,873	62,109	
						1.85	1.89	1.93	1.97	2.01	
15							59,946	61,182	62,418	63,654	
							1.94	1.98	2.02	2.06	
16								62,727	63,963	65,199	
								2.03	2.07	2.11	

ESU 17-Ainsworth

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 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
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	1334.92	1364.92	1373.67	1399.08	Cash
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	\$1320.33						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	EDSPEC
1	28,500	29,640	30,780	31,920	33,060	34,200	35,340	36,480
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	29,640	30,780	31,920	33,060	34,200	35,340	36,480	37,620
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	30,780	31,920	33,060	34,200	35,340	36,480	37,620	38,760
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	31,920	33,060	34,200	35,340	36,480	37,620	38,760	39,900
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	33,060	34,200	35,340	36,480	37,620	38,760	39,900	41,040
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	34,200	35,340	36,480	37,620	38,760	39,900	41,040	42,180
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	35,340	36,480	37,620	38,760	39,900	41,040	42,180	43,320
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	36,480	37,620	38,760	39,900	41,040	42,180	43,320	44,460
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9	37,620	38,760	39,900	41,040	42,180	43,320	44,460	45,600
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
10	38,760	39,900	41,040	42,180	43,320	44,460	45,600	46,740
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
11	39,900	41,040	42,180	43,320	44,460	45,600	46,740	47,880
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
12		42,180	43,320	44,460	45,600	46,740	47,880	49,020
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
13		43,320	44,460	45,600	46,740	47,880	49,020	50,160
		1.52	1.56	1.60	1.64	1.68	1.72	1.76
14			45,600	46,740	47,880	49,020	50,160	51,300
			1.60	1.64	1.68	1.72	1.76	1.80
15			46,740	47,880	49,020	50,160	51,300	52,440
			1.64	1.68	1.72	1.76	1.80	1.84
16				49,020	50,160	51,300	52,440	53,580
				1.72	1.76	1.80	1.84	1.88
17				50,160	51,300	52,440	53,580	54,720
				1.76	1.80	1.84	1.88	1.92
18					52,440	53,580	54,720	55,860
					1.84	1.88	1.92	1.96
19					53,580	54,720	55,860	57,000
					1.88	1.92	1.96	2.00
20						55,860	57,000	58,140
						1.96	2.00	2.04

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	24.5
Enrollment:	205	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.5	8	8
Planning Time:	52	7.5	7.5
Class Periods/Day:	8	52	52
Normal Teaching Load:	7	8	8
		7	7

SALARY SCHEDULE

Base:	29,150	Index:	4 x 4
Starting Salary:	29,150	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EUSTIS-FARNAM							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9
1	29,150	30,316	31,482	32,648	33,814	34,980	36,146
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	30,316	31,482	32,648	33,814	34,980	36,146	37,312
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	31,482	32,648	33,814	34,980	36,146	37,312	38,478
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,648	33,814	34,980	36,146	37,312	38,478	39,644
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	33,814	34,980	36,146	37,312	38,478	39,644	40,810
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	34,980	36,146	37,312	38,478	39,644	40,810	41,976
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		37,312	38,478	39,644	40,810	41,976	43,142
		1.28	1.32	1.36	1.40	1.44	1.48
8		38,478	39,644	40,810	41,976	43,142	44,308
		1.32	1.36	1.40	1.44	1.48	1.52
9			40,810	41,976	43,142	44,308	45,474
			1.40	1.44	1.48	1.52	1.56
10			41,976	43,142	44,308	45,474	46,640
			1.44	1.48	1.52	1.56	1.60
11			43,142	44,308	45,474	46,640	47,806
			1.48	1.52	1.56	1.60	1.64
12			44,308	45,474	46,640	47,806	48,972
			1.52	1.56	1.60	1.64	1.68
13			46,640	47,806	48,972	50,138	51,304
			1.60	1.64	1.68	1.72	1.76
14				48,972	50,138	51,304	52,470
				1.68	1.72	1.76	1.80
15					51,304	52,470	53,636
					1.76	1.80	1.84
16						53,636	54,802
						1.80	1.84

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	28,600	Index:	4 x 4.25
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	455.07	841.90	955.66	1283.21	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	IRS 125: Y	
PPO:	11-12 switch from 350D to 600D o COMMENTS:						Flex Accounts: Y	
LIFE							Deductible Reimbursement:	
LTD							PART-TIME BENEFITS	
NON-PARTICIPANT							Minimum FTE: 1	
							Contribution:	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EWING									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,600	29,816	31,031	32,247	33,462	34,678	35,893	37,109	
	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	
	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	
	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	
	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	
	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	
	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	
	1.24	1.2825	1.325	1.3675	1.41	1.4525	1.495	1.5375	
8		37,824	39,039	40,255	41,470	42,686	43,901	45,117	
		1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775	
9			40,183	41,399	42,614	43,830	45,045	46,261	
			1.405	1.4475	1.49	1.5325	1.575	1.6175	
10				42,543	43,758	44,974	46,189	47,405	
				1.4875	1.53	1.5725	1.615	1.6575	
11						46,118	47,333	48,549	
						1.6125	1.655	1.6975	
12							48,477	49,693	
							1.695	1.7375	

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	31,000	Index:	4 x 4
Starting Salary:	31,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all(D)
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	24.46 or 40.50	Options:
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE	Madison Nat'l	1.62			Deductible Reimbursement:			PART-TIME BENEFITS
LTD	Madison Nat'l	.0067(thru sal)						Minimum FTE: 0.4
NON-PARTICIPANT								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FILLMORE CENTRAL							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18
1	31,000	32,240	33,480	34,720	35,960	37,200	38,440
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	32,240	33,480	34,720	35,960	37,200	38,440	39,680
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	33,480	34,720	35,960	37,200	38,440	39,680	40,920
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	34,720	35,960	37,200	38,440	39,680	40,920	42,160
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	35,960	37,200	38,440	39,680	40,920	42,160	43,400
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	37,200	38,440	39,680	40,920	42,160	43,400	44,640
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		39,680	40,920	42,160	43,400	44,640	45,880
		1.28	1.32	1.36	1.40	1.44	1.48
8		40,920	42,160	43,400	44,640	45,880	47,120
		1.32	1.36	1.40	1.44	1.48	1.52
9			43,400	44,640	45,880	47,120	48,360
			1.40	1.44	1.48	1.52	1.56
10			44,640	45,880	47,120	48,360	49,600
			1.44	1.48	1.52	1.56	1.60
11				47,120	48,360	49,600	50,840
				1.52	1.56	1.60	1.64
12				48,360	49,600	50,840	52,080
				1.56	1.60	1.64	1.68
13					50,840	52,080	53,320
					1.64	1.68	1.72
14					52,080	53,320	54,560
					1.68	1.72	1.76
15						54,560	55,800
						1.76	1.80
16						55,800	57,040
						1.80	1.84

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	
Enrollment:	585	HS	JH/MS
Length of Teacher Day:	7.75	7.75	ELEM
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:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7
Vertical Freeze:	99-00		
Rollback:			
Multi-year Contract:			

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FORT CALHOUN

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	30,200	31,710	33,220	34,730	36,240	36,240	37,750	39,260	40,770	42,280
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	31,408	32,918	34,428	35,938	37,448	37,448	38,958	40,468	41,978	43,488
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	32,616	34,126	35,636	37,146	38,656	38,656	40,166	41,676	43,186	44,696
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	33,824	35,334	36,844	38,354	39,864	39,864	41,374	42,884	44,394	45,904
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	35,032	36,542	38,052	39,562	41,072	41,072	42,582	44,092	45,602	47,112
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	36,240	37,750	39,260	40,770	42,280	42,280	43,790	45,300	46,810	48,320
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	37,448	38,958	40,468	41,978	43,488	43,488	44,998	46,508	48,018	49,528
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		40,166	41,676	43,186	44,696	44,696	46,206	47,716	49,226	50,736
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9			42,884	44,394	45,904	45,904	47,414	48,924	50,434	51,944
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10				45,602	47,112	47,112	48,622	50,132	51,642	53,152
				1.51	1.56	1.56	1.61	1.66	1.71	1.76
11					48,320	48,320	49,830	51,340	52,850	54,360
					1.60	1.60	1.65	1.70	1.75	1.80
12					49,528	49,528	51,038	52,548	54,058	55,568
					1.64	1.64	1.69	1.74	1.79	1.84
13					50,736	50,736	52,246	53,756	55,266	56,776
					1.68	1.68	1.73	1.78	1.83	1.88
14						51,944	53,454	54,964	56,474	57,984
						1.72	1.77	1.82	1.87	1.92

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	336	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	
Length of Student Day:	7.5	7.5	7.25	
Planning Time:	51	51	51	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	29,675	Index:	4 x 5
Starting Salary:		Entry Level Step:	1(D)
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:	87-88		
Rollback:	87-88 Last Step		
Multi-year Contract:			

INSURANCE

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

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	6	45	yes		
Other Info:	extra roll into sick bank				
PERSONAL	6			yes	extra roll into sick bank
BEREAVEMENT	5				add'l from sick lv
PROFESSIONAL	2			yes	1 from Sick Lv. w/appr.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

FRANKLIN							
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	
1	29,675 1.00	31,159 1.05	32,643 1.10	34,126 1.15	35,610 1.20	37,094 1.25	
2	30,862 1.04	32,346 1.09	33,830 1.14	35,313 1.19	36,797 1.24	38,281 1.29	
3	32,049 1.08	33,533 1.13	35,017 1.18	36,500 1.23	37,984 1.28	39,468 1.33	
4	33,236 1.12	34,720 1.17	36,204 1.22	37,687 1.27	39,171 1.32	40,655 1.37	
5	34,423 1.16	35,907 1.21	37,391 1.26	38,874 1.31	40,358 1.36	41,842 1.41	
6	35,610 1.20	37,094 1.25	38,578 1.30	40,061 1.35	41,545 1.40	43,029 1.45	
7		38,281 1.29	39,765 1.34	41,248 1.39	42,732 1.44	44,216 1.49	
8		39,468 1.33	40,952 1.38	42,435 1.43	43,919 1.48	45,403 1.53	
9			42,139 1.42	43,622 1.47	45,106 1.52	46,590 1.57	
10			43,326 1.46	44,809 1.51	46,293 1.56	47,777 1.61	
11				45,996 1.55	47,480 1.60	48,964 1.65	
12				47,183 1.59	48,667 1.64	50,151 1.69	
13					49,854 1.68	51,338 1.73	
14					51,041 1.72	52,525 1.77	
15						53,712 1.81	
16						54,899 1.85	

Freeman

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	35.5
Enrollment:	378	HS	JH/MS
Length of Teacher Day:	8		ELEM
Length of Student Day:	7.5	8	8
Planning Time:	48	7.5	7.5
Class Periods/Day:	8	48	50
Normal Teaching Load:	7	8	
		7	

SALARY SCHEDULE

Base:	30,150	Index:	4 x 4
Starting Salary:	30,150	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
03-04 BA36 removed frm BA36/MA col. those teachers grandfathered			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
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			Deductible Reimbursement:			
LTD	Principal	.00216 (thru sal)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: No

OTHER LEAVES:

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

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

Fremont

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:			
Enrollment:	4541	HS	JH/MS	ELEM	
Length of Teacher Day:	7.5	7.5	7.5	7.5	
Length of Student Day:	7	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:			

INSURANCE

Type	Carrier	Option	Amount Paid by District
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH	BC/BS	600D	
DENTAL	BC/BS	3	
PPO:	Emp can choose between Dental (COMMENTS:		
LIFE	Sun Life	1.40	Deductible Reimbursement:
LTD	Unknown	.0034 (thru caf)	
NON-PARTICIPANT			

Cafeteria Plan

Individ.	Depend.
541.67	541.67
Options:	H/A, Dental, Life, LT
IRS 125:	Y
Flex Accounts:	Y

PART-TIME BENEFITS

Minimum FTE:	0.5
Contribution:	fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	7	unl.	yes		
Other Info:	After 15 yrs:to 60 days @ \$70				
PERSONAL	4			yes	\$130/day EOY for 3 days
BEREAVEMENT	5				3 family/1 non-family
PROFESSIONAL	unl.			yes	
ADOPTION	30				from sick lv.
ASSOCIATION	see prof lv				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Paternity

FREMONT

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	PHD
										EDSPEC		DOC
1	30,785	32,324	33,864	35,403	36,942	36,942	38,481	40,021	41,560	43,099	44,638	49,256
	1.00	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45	1.6
2	32,170	33,710	35,249	36,788	38,327	38,327	39,867	41,406	42,945	44,484	46,024	50,641
	1.045	1.095	1.145	1.195	1.245	1.245	1.295	1.345	1.395	1.445	1.495	1.645
3	33,556	35,095	36,634	38,173	39,713	39,713	41,252	42,791	44,330	45,870	47,409	52,027
	1.09	1.14	1.19	1.24	1.29	1.29	1.34	1.39	1.44	1.49	1.54	1.69
4	34,941	36,480	38,019	39,559	41,098	41,098	42,637	44,176	45,716	47,255	48,794	53,412
	1.135	1.185	1.235	1.285	1.335	1.335	1.385	1.435	1.485	1.535	1.585	1.735
5	36,326	37,866	39,405	40,944	42,483	42,483	44,023	45,562	47,101	48,640	50,180	54,797
	1.18	1.23	1.28	1.33	1.38	1.38	1.43	1.48	1.53	1.58	1.63	1.78
6	37,712	39,251	40,790	42,329	44,023	44,023	45,562	47,101	48,640	50,180	51,719	56,337
	1.225	1.275	1.325	1.375	1.43	1.43	1.48	1.53	1.58	1.63	1.68	1.83
7	39,097	40,636	42,175	43,715	45,254	45,254	46,793	48,332	49,871	51,410	52,949	57,567
	1.27	1.32	1.37	1.42	1.48	1.48	1.53	1.58	1.63	1.68	1.73	1.88
8		42,022	43,561	45,100	47,101	47,101	48,640	50,180	51,719	53,258	54,797	59,415
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			44,946	46,485	48,024	48,024	49,563	51,102	52,641	54,180	55,719	60,337
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				47,871	50,180	50,180	51,719	53,258	54,797	56,337	57,876	62,494
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				49,256	51,719	51,719	53,258	54,797	56,337	57,876	59,415	64,033
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12				50,641	53,258	53,258	54,797	56,337	57,876	59,415	60,954	65,572
				1.645	1.73	1.73	1.78	1.83	1.88	1.93	1.98	2.13
13						54,797	56,337	57,876	59,415	60,954	62,494	67,111
						1.78	1.83	1.88	1.93	1.98	2.03	2.18
14						56,337	57,876	59,415	60,954	62,494	64,033	68,651
						1.83	1.88	1.93	1.98	2.03	2.08	2.23
15							59,415	60,954	62,494	64,033	65,572	70,190
							1.93	1.98	2.03	2.08	2.13	2.28

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

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

Fullerton

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	323	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25	
Length of Student Day:	7.5	7.5	7	
Planning Time:	100	100	95	
Class Periods/Day:	9	9		
Normal Teaching Load:	6	6		

SALARY SCHEDULE

Base:	30,050	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:	86-87 Steps 1-5		
Rollback:	86-87		
Multi-year Contract:			

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FULLERTON

Step	BA + 36						
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18
1	30,050	31,553	33,055	34,558	36,060	37,563	39,065
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	31,252	32,755	34,257	35,760	37,262	38,765	40,267
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	32,454	33,957	35,459	36,962	38,464	39,967	41,469
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	33,656	35,159	36,661	38,164	39,666	41,169	42,671
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	34,858	36,361	37,863	39,366	40,868	42,371	43,873
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	36,060	37,563	39,065	40,568	42,070	43,573	45,075
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	37,262	38,765	40,267	41,770	43,272	44,775	46,277
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		39,967	41,469	42,972	44,474	45,977	47,479
		1.33	1.38	1.43	1.48	1.53	1.58
9			42,671	44,174	45,676	47,179	48,681
			1.42	1.47	1.52	1.57	1.62
10			43,873	45,376	46,878	48,381	49,883
			1.46	1.51	1.56	1.61	1.66
11				46,578	48,080	49,583	51,085
				1.55	1.60	1.65	1.70
12				47,780	49,282	50,785	52,287
				1.59	1.64	1.69	1.74
13					50,484	51,987	53,489
					1.68	1.73	1.78
14					51,686	53,189	54,691
					1.72	1.77	1.82
15						54,391	55,893
						1.81	1.86

Gering

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	161.86
Enrollment:	2124	HS	JH/MS
		ELEM	
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	90	55	55
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base:	31,600	Index:	4.5 x 4.5
Starting Salary:	33,032	Entry Level Step:	1*
Career Increments:	N	Experience Allowed:	all
	*stp 1 is 1.045 index		
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D/1500D	117.61	117.61	117.61	117.61	687.50	Cafeteria	Options: H/A,Dental,Cash
DENTAL	BC/BS	2	5.56	5.56	5.56	5.56			IRS 125: Y
PPO:	Dist pays 1/4 single prem + cafete COMMENTS:								
LIFE	Guardian	4.60							Deductible Reimbursement:
LTD	Principal	.00399(thru sal)							Flex Accounts: Y
NON-PARTICIPANT	\$687.50 Cafeteria								PART-TIME BENEFITS
									Minimum FTE: 0.5
									Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	66	yes		
Other Info: Bd adds 30 days when 36 are accum = 66 days					
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	5				5 immed. Fam/1 others
PROFESSIONAL	unl.			yes	
ADOPTION	per FMLA				
ASSOCIATION	5				

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

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	48,664
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
2	34,444	35,866	37,288	38,710	40,132	41,554	42,976	44,398	45,820	47,242	48,664	50,086
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
3	35,866	37,288	38,710	40,132	41,554	42,976	44,398	45,820	47,242	48,664	50,086	51,508
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
4	37,288	38,710	40,132	41,554	42,976	44,398	45,820	47,242	48,664	50,086	51,508	52,930
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
5	38,710	40,132	41,554	42,976	44,398	45,820	47,242	48,664	50,086	51,508	52,930	54,352
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
6	40,132	41,554	42,976	44,398	45,820	47,242	48,664	50,086	51,508	52,930	54,352	55,774
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
7		42,976	44,398	45,820	47,242	48,664	50,086	51,508	52,930	54,352	55,774	57,196
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
8			45,820	47,242	48,664	50,086	51,508	52,930	54,352	55,774	57,196	58,618
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
9			48,664	50,086	51,508	52,930	54,352	55,774	57,196	58,618	60,040	61,462
			1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9	1.945
10					52,930	54,352	55,774	57,196	58,618	60,040	61,462	62,884
					1.675	1.72	1.765	1.81	1.855	1.9	1.945	1.99
11					54,352	55,774	57,196	58,618	60,040	61,462	62,884	64,306
					1.72	1.765	1.81	1.855	1.9	1.945	1.99	2.035
12					55,774	57,196	58,618	60,040	61,462	62,884	64,306	65,728
					1.765	1.81	1.855	1.9	1.945	1.99	2.035	2.08
13							60,040	61,462	62,884	64,306	65,728	67,150
							1.9	1.945	1.99	2.035	2.08	2.125
14								62,884	64,306	65,728	67,150	68,572
								1.99	2.035	2.08	2.125	2.17

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,100	Index:	4 x 4
Starting Salary:	30,100	Entry Level Step:	0
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Omaha Life	.0053						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: full	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

GILTNER								
Step	B A		B A + 9		B A + 18		B A + 27	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18	
1	30,100	31,304	32,508	33,712	34,916	36,120	36,120	
	1.00	1.04	1.08	1.12	1.16	1.20	1.20	
2	31,304	32,508	33,712	34,916	36,120	37,324	37,324	
	1.04	1.08	1.12	1.16	1.20	1.24	1.24	
3	32,508	33,712	34,916	36,120	37,324	38,528	38,528	
	1.08	1.12	1.16	1.20	1.24	1.28	1.28	
4	33,712	34,916	36,120	37,324	38,528	39,732	39,732	
	1.12	1.16	1.20	1.24	1.28	1.32	1.32	
5	34,916	36,120	37,324	38,528	39,732	40,936	40,936	
	1.16	1.20	1.24	1.28	1.32	1.36	1.36	
6	36,120	37,324	38,528	39,732	40,936	42,140	42,140	
	1.20	1.24	1.28	1.32	1.36	1.40	1.40	
7		38,528	39,732	40,936	42,140	43,344	43,344	
		1.28	1.32	1.36	1.40	1.44	1.44	
8			40,936	42,140	43,344	44,548	44,548	
			1.36	1.40	1.44	1.48	1.48	
9			42,140	43,344	44,548	45,752	45,752	
			1.40	1.44	1.48	1.52	1.52	
10				44,548	45,752	46,956	46,956	
				1.48	1.52	1.56	1.56	
11				45,752	46,956	48,160	48,160	
				1.52	1.56	1.60	1.60	
12					48,160	49,364	49,364	
					1.60	1.64	1.64	
13						50,568	50,568	
						1.68	1.68	

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	1050	Individ. Depend. 1050 1050
HEALTH	BC/BS	600D		Cash	Options: HA/Dent/Cash/ Caf
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE			Deductible Reimbursement:		PART-TIME BENEFITS
LTD					Minimum FTE: 0.4
NON-PARTICIPANT					Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	Negotiated/ Policy
PERSONAL	4			yes	sub rate/day EOY	Exists
BEREAVEMENT	5					Voluntary Separation: N
PROFESSIONAL	unl.			yes		Grievance: Y N
ADOPTION					from sick lv.	Professional Growth: Y P
ASSOCIATION						Reduction in Force: Y P
						Sick Bank: Y N

SABBATICAL: N

SEVERANCE PAY:

OTHER LEAVES:

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

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,900 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GOTHENBURG									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	30,900	32,136	33,372	34,608	35,844	37,080	38,316	39,552	40,788
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,445	33,681	34,917	36,153	37,389	38,625	39,861	41,097	42,333
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	33,990	35,226	36,462	37,698	38,934	40,170	41,406	42,642	43,878
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	35,535	36,771	38,007	39,243	40,479	41,715	42,951	44,187	45,423
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	37,080	38,316	39,552	40,788	42,024	43,260	44,496	45,732	46,968
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		39,861	41,097	42,333	43,569	44,805	46,041	47,277	48,513
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			42,642	43,878	45,114	46,350	47,586	48,822	50,058
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				45,423	46,659	47,895	49,131	50,367	51,603
				1.47	1.51	1.55	1.59	1.63	1.67
9				46,968	48,204	49,440	50,676	51,912	53,148
				1.52	1.56	1.60	1.64	1.68	1.72
10					49,749	50,985	52,221	53,457	54,693
					1.61	1.65	1.69	1.73	1.77
11					51,294	52,530	53,766	55,002	56,238
					1.66	1.70	1.74	1.78	1.82
12								56,547	57,783
								1.83	1.87

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:		
Enrollment:	9000	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5	
Length of Student Day:	7	7	7	
Planning Time:	60	45	varies	
Class Periods/Day:	8	8		
Normal Teaching Load:	6	6		

SALARY SCHEDULE

Base:	31,500	Index:	4 x 5
Starting Salary:	32,223	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	8
Vertical Freeze:	85-86		
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	800D	454.59	454.59	454.59	454.59	Ind+Stipend
DENTAL	BC/BS	3	46.01	46.01	46.01	46.01	
PPO:	+ Fringe Benefit Stipend \$124.40 COMMENTS:						
LIFE	Deductible Reimbursement:						
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GRAND ISLAND												
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,500	33,075	34,650	36,225	37,800	40,950	40,950	42,525	44,100	45,675	47,250	48,825
	1.00	1.05	1.10	1.15	1.20	1.30	1.30	1.35	1.40	1.45	1.50	1.55
2	32,760	34,335	35,910	37,485	39,060	42,210	42,210	43,785	45,360	46,935	48,510	50,085
	1.04	1.09	1.14	1.19	1.24	1.34	1.34	1.39	1.44	1.49	1.54	1.59
3	34,020	35,595	37,170	38,745	40,320	43,470	43,470	45,045	46,620	48,195	49,770	51,345
	1.08	1.13	1.18	1.23	1.28	1.38	1.38	1.43	1.48	1.53	1.58	1.63
4	35,910	37,485	39,060	40,635	42,210	45,360	45,360	46,935	48,510	50,085	51,660	53,235
	1.14	1.19	1.24	1.29	1.34	1.44	1.44	1.49	1.54	1.59	1.64	1.69
5	37,800	39,375	40,950	42,525	44,100	47,250	47,250	48,825	50,400	51,975	53,550	55,125
	1.20	1.25	1.30	1.35	1.40	1.50	1.50	1.55	1.60	1.65	1.70	1.75
6	39,690	41,265	42,840	44,415	45,990	49,140	49,140	50,715	52,290	53,865	55,440	57,015
	1.26	1.31	1.36	1.41	1.46	1.56	1.56	1.61	1.66	1.71	1.76	1.81
7	41,580	43,155	44,730	46,305	47,880	51,030	51,030	52,605	54,180	55,755	57,330	58,905
	1.32	1.37	1.42	1.47	1.52	1.62	1.62	1.67	1.72	1.77	1.82	1.87
8						52,920	52,920	54,495	56,070	57,645	59,220	60,795
						1.68	1.68	1.73	1.78	1.83	1.88	1.93
9						54,810	54,810	56,385	57,960	59,535	61,110	62,685
						1.74	1.74	1.79	1.84	1.89	1.94	1.99
10											63,000	64,575
											2.00	2.05
11											64,890	66,465
											2.06	2.11

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	21.6
Enrollment:	188	HS	JH/MS
			ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	28,781	Index:	4 x 5
Starting Salary:	28,781	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	50.62 or 83.75	Options:	
DENTAL	BC/BS	3	46.01	46.01	46.01	46.01	Sp or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Madison Nat'l	5.10	Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Madison Nat'l	.00531(thru sal)						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES: Emergency - 2 days

GREELEY-WOLBACH									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	28,781	30,220	31,659	33,098	34,537	34,537	35,976	37,415	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	29,932	31,371	32,810	34,249	35,688	35,688	37,127	38,567	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	31,083	32,523	33,962	35,401	36,840	36,840	38,279	39,718	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	32,235	33,674	35,113	36,552	37,991	37,991	39,430	40,869	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	33,386	34,825	36,264	37,703	39,142	39,142	40,581	42,020	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	34,537	35,976	37,415	38,854	40,293	40,293	41,732	43,172	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7		37,127	38,567	40,006	41,445	41,445	42,884	44,323	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8			39,718	41,157	42,596	42,596	44,035	45,474	
			1.38	1.43	1.48	1.48	1.53	1.58	
9			40,869	42,308	43,747	43,747	45,186	46,625	
			1.42	1.47	1.52	1.52	1.57	1.62	
10				43,459	44,898	44,898	46,337	47,776	
				1.51	1.56	1.56	1.61	1.66	
11					46,050	46,050	47,489	48,928	
					1.60	1.60	1.65	1.70	
12							48,640	50,079	
							1.69	1.74	

WORKING CONDITIONS

Contract Days:	188	FTE Teachers:	239.84
Enrollment:	3154	HS	JH/MS
Length of Teacher Day:	7.5	7.5	ELEM
Length of Student Day:	6.5	6.5	6.5
Planning Time:	52	98	40
Class Periods/Day:	7	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	32,800	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		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Madison Nat'l	2.48	Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Madison Nat'l	.0030(+B)						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info:					
PERSONAL	2			yes	\$75/day for unused days
BEREAVEMENT	see sick lv.				
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

GRETNA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	32,800	34,112	35,424	36,736		38,704	40,016	41,328	42,640	43,952
	1.00	1.04	1.08	1.12		1.18	1.22	1.26	1.30	1.34
2	34,112	35,424	36,736	38,048		40,016	41,328	42,640	43,952	45,264
	1.04	1.08	1.12	1.16		1.22	1.26	1.30	1.34	1.38
3	35,424	36,736	38,048	39,360		41,328	42,640	43,952	45,264	46,576
	1.08	1.12	1.16	1.20		1.26	1.30	1.34	1.38	1.42
4	36,736	38,048	39,360	40,672		42,640	43,952	45,264	46,576	47,888
	1.12	1.16	1.20	1.24		1.30	1.34	1.38	1.42	1.46
5	38,048	39,360	40,672	41,984		43,952	45,264	46,576	47,888	49,200
	1.16	1.20	1.24	1.28		1.34	1.38	1.42	1.46	1.50
6	39,360	40,672	41,984	43,296		45,264	46,576	47,888	49,200	50,512
	1.20	1.24	1.28	1.32		1.38	1.42	1.46	1.50	1.54
7		41,984	43,296	44,608		46,576	47,888	49,200	50,512	51,824
		1.28	1.32	1.36		1.42	1.46	1.50	1.54	1.58
8			44,608	45,920		47,888	49,200	50,512	51,824	53,136
			1.36	1.40		1.46	1.50	1.54	1.58	1.62
9				47,232		49,200	50,512	51,824	53,136	54,448
				1.44		1.50	1.54	1.58	1.62	1.66
10				48,544		50,512	51,824	53,136	54,448	55,760
				1.48		1.54	1.58	1.62	1.66	1.70
11						51,824	53,136	54,448	55,760	57,072
						1.58	1.62	1.66	1.70	1.74
12						53,136	54,448	55,760	57,072	58,384
						1.62	1.66	1.70	1.74	1.78
13						53,792	54,448	55,760	57,072	58,384
						1.64	1.66	1.70	1.74	1.78
14								58,384	59,696	61,008
								1.78	1.82	1.86
15										62,320
										1.90
16										63,632
										1.94

BA+36 grandfathered 89-90

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
Enrollment:	190	HS	JH/MS
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	

SALARY SCHEDULE

Base:	30,000	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	87-88		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			
			H/A-Dent	Individ.	EE/Child	EE/Spouse
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75
PPO:	Vision - \$4.40/mo		COMMENTS:			
LIFE	Madison Ntl.	2.22	Deductible Reimbursement:			
LTD	Madison Ntl.	.0049				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

H A M P T O N					
Step	B A	B A + 1 2	B A + 2 4	B A + 3 6	M A + 1 2
1	3 0 , 0 0 0	3 1 , 2 0 0	3 2 , 4 0 0	3 4 , 8 0 0	3 6 , 0 0 0
	1 . 0 0	1 . 0 4	1 . 0 8	1 . 1 6	1 . 2 0
2	3 1 , 2 0 0	3 2 , 4 0 0	3 3 , 6 0 0	3 6 , 0 0 0	3 7 , 2 0 0
	1 . 0 4	1 . 0 8	1 . 1 2	1 . 2 0	1 . 2 4
3	3 2 , 4 0 0	3 3 , 6 0 0	3 4 , 8 0 0	3 7 , 2 0 0	3 8 , 4 0 0
	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 4	1 . 2 8
4	3 3 , 6 0 0	3 4 , 8 0 0	3 6 , 0 0 0	3 8 , 4 0 0	3 9 , 6 0 0
	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 8	1 . 3 2
5	3 4 , 8 0 0	3 6 , 0 0 0	3 7 , 2 0 0	3 9 , 6 0 0	4 0 , 8 0 0
	1 . 1 6	1 . 2 0	1 . 2 4	1 . 3 2	1 . 3 6
6	3 6 , 0 0 0	3 7 , 2 0 0	3 8 , 4 0 0	4 0 , 8 0 0	4 2 , 0 0 0
	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 6	1 . 4 0
7		3 8 , 4 0 0	3 9 , 6 0 0	4 2 , 0 0 0	4 3 , 2 0 0
		1 . 2 8	1 . 3 2	1 . 4 0	1 . 4 4
8		3 9 , 6 0 0	4 0 , 8 0 0	4 3 , 2 0 0	4 4 , 4 0 0
		1 . 3 2	1 . 3 6	1 . 4 4	1 . 4 8
9		4 0 , 8 0 0	4 2 , 0 0 0	4 4 , 4 0 0	4 5 , 6 0 0
		1 . 3 6	1 . 4 0	1 . 4 8	1 . 5 2
1 0			4 3 , 2 0 0	4 5 , 6 0 0	4 6 , 8 0 0
			1 . 4 4	1 . 5 2	1 . 5 6
1 1				4 6 , 8 0 0	4 8 , 0 0 0
				1 . 5 6	1 . 6 0
1 2				4 8 , 0 0 0	4 9 , 2 0 0
				1 . 6 0	1 . 6 4
1 3				4 9 , 2 0 0	5 0 , 4 0 0
				1 . 6 4	1 . 6 8
1 4				5 0 , 4 0 0	5 1 , 6 0 0
				1 . 6 8	1 . 7 2
1 5				5 1 , 6 0 0	5 2 , 8 0 0
				1 . 7 2	1 . 7 6
1 6					5 4 , 0 0 0
					1 . 8 0
1 7					5 5 , 2 0 0
					1 . 8 4

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	29,300	Index:	4 x 4
Starting Salary:	29,300	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6
Vertical Freeze:	87-88		
Rollback:	86-87 (2 Steps)		
Multi-year Contract:			

INSURANCE

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

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HARTINGTON							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	29,300	30,472	31,644	32,816	33,988	35,160	36,332
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	30,472	31,644	32,816	33,988	35,160	36,332	37,504
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	31,644	32,816	33,988	35,160	36,332	37,504	38,676
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	32,816	33,988	35,160	36,332	37,504	38,676	39,848
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	33,988	35,160	36,332	37,504	38,676	39,848	41,020
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	35,160	36,332	37,504	38,676	39,848	41,020	42,192
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		37,504	38,676	39,848	41,020	42,192	43,364
		1.28	1.32	1.36	1.40	1.44	1.48
8		38,676	39,848	41,020	42,192	43,364	44,536
		1.32	1.36	1.40	1.44	1.48	1.52
9		39,848	41,020	42,192	43,364	44,536	45,708
		1.36	1.40	1.44	1.48	1.52	1.56
10		41,020	42,192	43,364	44,536	45,708	46,880
		1.40	1.44	1.48	1.52	1.56	1.60
11			43,364	44,536	45,708	46,880	48,052
			1.48	1.52	1.56	1.60	1.64
12				45,708	46,880	48,052	49,224
				1.56	1.60	1.64	1.68
13				46,880	48,052	49,224	50,396
				1.60	1.64	1.68	1.72
14					49,224	50,396	51,568
					1.68	1.72	1.76
15					50,396	51,568	52,740
					1.72	1.76	1.80
16						52,740	53,912
						1.80	1.84

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 27.25
 Enrollment: 315
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 48 48 48
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,500 Index: 4 x 4
 Starting Salary: 32,940 Entry Level Step: 3
 Career Increments: N Experience Allowed: all
 BA+36,45,54 frozen 1 yr after entering; Not apply to MA
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	471.35	872.02	898.86	1329.13	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Flex Accounts:	
PPO:			COMMENTS:						
LIFE			Deductible Reimbursement: N						
LTD	Madison Nat'l	.0045 (thru sal)							PART-TIME BENEFITS
NON-PARTICIPANT									Minimum FTE: 0.5 Contribution: full

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HARVARD									
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	BA+54 MA+18	MA+27	
1	30,500	31,720	32,940	34,160	35,380	36,600	37,820	39,040	39,040
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.28
2	31,720	32,940	34,160	35,380	36,600	37,820	39,040	40,260	40,260
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.32
3	32,940	34,160	35,380	36,600	37,820	39,040	40,260	41,480	41,480
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.36
4	34,160	35,380	36,600	37,820	39,040	40,260	41,480	42,700	42,700
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.40
5	35,380	36,600	37,820	39,040	40,260	41,480	42,700	43,920	43,920
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.44
6		37,820	39,040	40,260	41,480	42,700	43,920	45,140	45,140
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.48
7		39,040	40,260	41,480	42,700	43,920	45,140	46,360	46,360
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.52
8			41,480	42,700	43,920	45,140	46,360	47,580	47,580
			1.36	1.40	1.44	1.48	1.52	1.56	1.56
9				43,920	45,140	46,360	47,580	48,800	48,800
				1.44	1.48	1.52	1.56	1.60	1.60
10					46,360	47,580	48,800	50,020	50,020
					1.52	1.56	1.60	1.64	1.64
11						48,800	50,020	51,240	51,240
						1.60	1.64	1.68	1.68
12							51,240	52,460	52,460
							1.68	1.72	1.72
13								53,680	53,680
								1.76	1.76

BA36, BA45, BA54 frozen for 1 yr after entering

Hastings

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	286.43
Enrollment:	3642	HS	JH/MS
		ELEM	
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.75	6.5	6.5
Planning Time:	96	95	90
Class Periods/Day:	8	9	
Normal Teaching Load:	6.5	7	

SALARY SCHEDULE

Base:	31,180	Index:	4.5 x 4.5
Starting Salary:	31,180	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Those with a doctorate receive \$500/yr.			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D/2850D	470.45	826.84	938.56	1260.25	425.02 or 475.08 Full Ins. + \$325
DENTAL	BC/BS	3	46.01	46.01	46.01	46.01	
PPO:	Dist pays 95% H/A premium for fa COMMENTS:						
LIFE							
LTD	Madison Nat'l	.00294					
NON-PARTICIPANT	\$275/mo no ins-if taki						

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE:	0.4
Contribution:	fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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

HASTINGS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,180	32,583	33,986	35,389	36,792	36,792	38,196	39,599	41,002	42,405	43,808
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	32,583	33,986	35,389	36,792	38,196	38,196	39,599	41,002	42,405	43,808	45,211
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	33,986	35,389	36,792	38,196	39,599	39,599	41,002	42,405	43,808	45,211	46,614
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	35,389	36,792	38,196	39,599	41,002	41,002	42,405	43,808	45,211	46,614	48,017
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	36,792	38,196	39,599	41,002	42,405	42,405	43,808	45,211	46,614	48,017	49,420
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	38,196	39,599	41,002	42,405	43,808	43,808	45,211	46,614	48,017	49,420	50,823
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	39,599	41,002	42,405	43,808	45,211	45,211	46,614	48,017	49,420	50,823	52,227
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	41,002	42,405	43,808	45,211	46,614	46,614	48,017	49,420	50,823	52,227	53,630
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			45,679	46,614	48,017	48,017	49,420	50,823	52,227	53,630	55,033
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				48,485	49,420	49,420	50,823	52,227	53,630	55,033	56,436
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					50,823	50,823	52,227	53,630	55,033	56,436	57,839
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12						52,227	52,227	53,630	55,033	56,436	57,839
						1.675	1.675	1.72	1.765	1.81	1.855
13							53,630	55,033	56,436	57,839	59,242
							1.72	1.765	1.81	1.855	1.9
14								55,033	56,436	57,839	59,242
								1.765	1.81	1.855	1.9
15										62,048	63,451
										1.99	2.035

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

Hay Springs

WORKING CONDITIONS

Contract Days:	160	FTE Teachers:	19.54
Enrollment:	138	HS	JH/MS
		ELEM	
Length of Teacher Day:	8.75	8.75	8.75
Length of Student Day:			
Planning Time:	64	64	60
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	28,770	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
11-12 switch to 4 day work week - 160 contract days			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

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

Hayes Center

WORKING CONDITIONS

Contract Days: 180 FTE Teachers: 16.5
 Enrollment: 144
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 51
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 29,100 Index: 4 x 4.5
 Starting Salary: 29,100 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD	Principal	.0046						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HAYES CENTER							
Step	BA	BA + 9	BA + 18	BA + 27	MA/BA + 36	MA + 9	
1	29,100	30,410	31,719	33,029	34,338	35,648	
	1.00	1.045	1.09	1.135	1.18	1.225	
2	30,264	31,574	32,883	34,193	35,502	36,812	
	1.04	1.085	1.13	1.175	1.22	1.265	
3	31,428	32,738	34,047	35,357	36,666	37,976	
	1.08	1.125	1.17	1.215	1.26	1.305	
4	32,592	33,902	35,211	36,521	37,830	39,140	
	1.12	1.165	1.21	1.255	1.3	1.345	
5	33,756	35,066	36,375	37,685	38,994	40,304	
	1.16	1.205	1.25	1.295	1.34	1.385	
6		36,230	37,539	38,849	40,158	41,468	
		1.245	1.29	1.335	1.38	1.425	
7		37,394	38,703	40,013	41,322	42,632	
		1.285	1.33	1.375	1.42	1.465	
8			39,867	41,177	42,486	43,796	
			1.37	1.415	1.46	1.505	
9				42,341	43,650	44,960	
				1.455	1.5	1.545	
10				43,505	44,814	46,124	
				1.495	1.54	1.585	
11					45,978	47,288	
					1.58	1.625	
12						48,452	
						1.665	
13						49,616	
						1.705	
14						50,780	
						1.745	

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	510	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	49	49	49	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	29,800	Index:	5 x 4
Starting Salary:	31,290	Entry Level Step:	0
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HERSHEY									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+18	MA+27	MA+36
BASE	29,800								
	1.00								
1	31,290	32,482	33,674	34,866	36,058	37,250	38,442	39,634	40,826
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
2	32,780	33,972	35,164	36,356	37,548	38,740	39,932	41,124	42,316
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
3	34,270	35,462	36,654	37,846	39,038	40,230	41,422	42,614	43,806
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
4	35,760	36,952	38,144	39,336	40,528	41,720	42,912	44,104	45,296
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
5		38,442	39,634	40,826	42,018	43,210	44,402	45,594	46,786
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
6		39,932	41,124	42,316	43,508	44,700	45,892	47,084	48,276
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
7			42,614	43,806	44,998	46,190	47,382	48,574	49,766
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
8			44,104	45,296	46,488	47,680	48,872	50,064	51,256
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
9				46,786	47,978	49,170	50,362	51,554	52,746
				1.57	1.61	1.65	1.69	1.73	1.77
10				48,276	49,468	50,660	51,852	53,044	54,236
				1.62	1.66	1.70	1.74	1.78	1.82
11					50,958	52,150	53,342	54,534	55,726
					1.71	1.75	1.79	1.83	1.87
12					52,448	53,640	54,832	56,024	57,216
					1.76	1.80	1.84	1.88	1.92
13						55,130	56,322	57,514	58,706
						1.85	1.89	1.93	1.97
14							57,812	59,004	60,196
							1.94	1.98	2.02
15								60,494	61,686
								2.03	2.07
16								61,984	63,176
								2.08	2.12
17									64,666
									2.17

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

High Plains Community

WORKING CONDITIONS

Contract Days:	184	FTE Teachers:	
Enrollment:	227	HS	JH/MS
Length of Teacher Day:	8	8	ELEM
Length of Student Day:	7.33	7.2	7.4
Planning Time:	80	80	80
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base:	31,275	Index:	4 x 4.5
Starting Salary:	31,275	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HIGH PLAINS COMMUNITY SCHOOL										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	BA	BA+9	BA+18	BA	BA+9	
1	31,275	32,682	34,090	35,497	36,905	38,312	39,719			
	1.00	1.045	1.09	1.135	1.18	1.225	1.27			
2	32,526	33,933	35,341	36,748	38,156	39,563	40,970			
	1.04	1.085	1.13	1.175	1.22	1.265	1.31			
3	33,777	35,184	36,592	37,999	39,407	40,814	42,221			
	1.08	1.125	1.17	1.215	1.26	1.305	1.35			
4	35,028	36,435	37,843	39,250	40,658	42,065	43,472			
	1.12	1.165	1.21	1.255	1.3	1.345	1.39			
5	36,279	37,686	39,094	40,501	41,909	43,316	44,723			
	1.16	1.205	1.25	1.295	1.34	1.385	1.43			
6	37,530	38,937	40,345	41,752	43,160	44,567	45,974			
	1.2	1.245	1.29	1.335	1.38	1.425	1.47			
7	38,781	40,188	41,596	43,003	44,411	45,818	47,225			
	1.24	1.285	1.33	1.375	1.42	1.465	1.51			
8		41,439	42,847	44,254	45,662	47,069	48,476			
		1.325	1.37	1.415	1.46	1.505	1.55			
9			44,098	45,505	46,913	48,320	49,727			
			1.41	1.455	1.5	1.545	1.59			
10				46,756	48,164	49,571	50,978			
				1.495	1.54	1.585	1.63			
11					49,415	50,822	52,229			
					1.58	1.625	1.67			
12					50,666	52,073	53,480			
					1.62	1.665	1.71			
13						53,324	54,731			
						1.705	1.75			
14							55,982			
							1.79			

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	95.605
Enrollment:	1105	HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.6	7.5	7.3
Planning Time:	50	45	45
Class Periods/Day:	8	9	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,000	Index:	4.5 x 4.5
Starting Salary:	32,700	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	4 (D)
Vertical Freeze:	85-86		
Rollback:	95-96		
Multi-year Contract:			

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	37
Enrollment:	385	HS	JH/MS
Length of Teacher Day:	7.8		ELEM
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	27,600	Index:	4 x 4
Starting Salary:	27,600	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	9
part-time teachers over 0.425 recv full h/a			
Vertical Freeze:	87-88		
Rollback:	87-88 (1 Step)		
Multi-year Contract:			

INSURANCE

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

Cafeteria Plan

Individ.	Depend.
Options:	
IRS 125:	Y
Flex Accounts:	Y
PART-TIME BENEFITS	
Minimum FTE:	0.425
Contribution:	fte*

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HOMER									
Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
1	27,600	28,704	29,808	30,912	32,016	33,120	34,224	35,328	36,432
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	28,704	29,808	30,912	32,016	33,120	34,224	35,328	36,432	37,536
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	29,808	30,912	32,016	33,120	34,224	35,328	36,432	37,536	38,640
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	30,912	32,016	33,120	34,224	35,328	36,432	37,536	38,640	39,744
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	32,016	33,120	34,224	35,328	36,432	37,536	38,640	39,744	40,848
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	33,120	34,224	35,328	36,432	37,536	38,640	39,744	40,848	41,952
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	34,224	35,328	36,432	37,536	38,640	39,744	40,848	41,952	43,056
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	35,328	36,432	37,536	38,640	39,744	40,848	41,952	43,056	44,160
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		37,536	38,640	39,744	40,848	41,952	43,056	44,160	45,264
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
10		38,640	39,744	40,848	41,952	43,056	44,160	45,264	46,368
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
11			40,848	41,952	43,056	44,160	45,264	46,368	47,472
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
12					44,160	45,264	46,368	47,472	48,576
					1.60	1.64	1.68	1.72	1.76
13						46,368	47,472	48,576	49,680
						1.68	1.72	1.76	1.80
14							48,576	49,680	50,784
							1.76	1.80	1.84
15								50,784	51,888
								1.84	1.88
16									52,992
									1.92

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

Humboldt-Table Rock-Steinauer

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:		
Enrollment:	429	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8	8
Length of Student Day:	7.5	7.5	7.5	
Planning Time:	50	50	50	
Class Periods/Day:	8	8		
Normal Teaching Load:	7	7		

SALARY SCHEDULE

Base:	31,000	Index:	4 x 4
Starting Salary:	31,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	800D	436.89	808.25	917.46	1231.92	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep. Dental	IRS 125: Y	
PPO:	11-12 switch from 600D to 800D 1 COMMENTS:							Flex Accounts:	
LIFE							Deductible Reimbursement: Y	200/400	
LTD	Principal							PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY: Y

OTHER LEAVES:

HUMBOLDT-TABLE ROCK-STEINAUER									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	31,000	32,240	33,480	34,720	35,960	37,200	38,440	39,680	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	32,240	33,480	34,720	35,960	37,200	38,440	39,680	40,920	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	33,480	34,720	35,960	37,200	38,440	39,680	40,920	42,160	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	34,720	35,960	37,200	38,440	39,680	40,920	42,160	43,400	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	35,960	37,200	38,440	39,680	40,920	42,160	43,400	44,640	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	37,200	38,440	39,680	40,920	42,160	43,400	44,640	45,880	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7	38,440	39,680	40,920	42,160	43,400	44,640	45,880	47,120	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8		40,920	42,160	43,400	44,640	45,880	47,120	48,360	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	
9			43,400	44,640	45,880	47,120	48,360	49,600	
			1.40	1.44	1.48	1.52	1.56	1.60	
10				45,880	47,120	48,360	49,600	50,840	
				1.48	1.52	1.56	1.60	1.64	
11					48,360	49,600	50,840	52,080	
					1.56	1.60	1.64	1.68	
12						50,840	52,080	53,320	
						1.64	1.68	1.72	
13							53,320	54,560	
							1.72	1.76	
14								55,800	
								1.80	

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 26.38
 Enrollment: 242
 Length of Teacher Day: 8 HS JH/MS 8 ELEM
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	24.46 or 40.50 Sp or Dep Dental	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25		
PPO: COMMENTS:								
LIFE Deductible Reimbursement:								
LTD	National Ins	.00371						
NON-PARTICIPANT								

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE:
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

HUMPHREY								
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18
					MA			
1	29,850	31,044	32,238	33,432	34,626	35,820	37,014	38,208
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	31,044	32,238	33,432	34,626	35,820	37,014	38,208	39,402
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	32,238	33,432	34,626	35,820	37,014	38,208	39,402	40,596
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	33,432	34,626	35,820	37,014	38,208	39,402	40,596	41,790
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	34,626	35,820	37,014	38,208	39,402	40,596	41,790	42,984
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	35,820	37,014	38,208	39,402	40,596	41,790	42,984	44,178
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	37,014	38,208	39,402	40,596	41,790	42,984	44,178	45,372
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	38,208	39,402	40,596	41,790	42,984	44,178	45,372	46,566
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		40,596	41,790	42,984	44,178	45,372	46,566	47,760
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			42,984	44,178	45,372	46,566	47,760	48,954
			1.44	1.48	1.52	1.56	1.60	1.64
11				45,372	46,566	47,760	48,954	50,148
				1.52	1.56	1.60	1.64	1.68
12					47,760	48,954	50,148	51,342
					1.60	1.64	1.68	1.72
13						48,954	50,148	51,342
						1.64	1.68	1.72
14							51,342	52,536
							1.72	1.76

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 19
 Enrollment: 130
 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: 28,500 Index: 4 x 4
 Starting Salary: 28,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	
DENTAL	BC/BS	2	22.25	41.15	46.71	62.75	
PPO:							
LIFE							
LTD	Omaha Life	.0076 (1/2)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	from sick lv.
BEREAVEMENT	from sick lv.				
PROFESSIONAL	2			yes	\$50 for expenses
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 385
 Enrollment: 5219
 Length of Teacher Day: 7.5 HS JH/MS ELEM 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 Index: 4.5 x 4.5
 Starting Salary: 31,140 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7(D)
 Vertical Freeze: 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	816.67	Individ. Depend.
HEALTH	BC/BS	600D/1500D	200	200	200	200	cafeteria+fringe	616.67 616.67
DENTAL	BC/BS	2						Options: H/A, Cash
PPO:								IRS 125: Y
LIFE								Flex Accounts: Y
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte-BCBS*

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

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

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

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	42	yes		
Other Info:					
PERSONAL	3			yes	2 add'l from sick lv with admin approval
BEREAVEMENT	unl.				
PROFESSIONAL	unl.			yes	
ADOPTION	10				accum. 40
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

KENESAW

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	30,000	31,200	32,400	33,600	34,200	34,800	36,000	37,200
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	31,200	32,400	33,600	34,800	35,400	36,000	37,200	38,400
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	32,400	33,600	34,800	36,000	36,600	37,200	38,400	39,600
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	33,600	34,800	36,000	37,200	37,800	38,400	39,600	40,800
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	34,800	36,000	37,200	38,400	39,000	39,600	40,800	42,000
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	36,000	37,200	38,400	39,600	40,200	40,800	42,000	43,200
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		38,400	39,600	40,800	41,400	42,000	43,200	44,400
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8		39,600	40,800	42,000	42,600	43,200	44,400	45,600
		1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		40,800	42,000	43,200	43,800	44,400	45,600	46,800
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			43,200	44,400	45,000	45,600	46,800	48,000
			1.44	1.48	1.50	1.52	1.56	1.60
11				45,600	46,200	46,800	48,000	49,200
				1.52	1.54	1.56	1.60	1.64
12						48,000	49,200	50,400
						1.60	1.64	1.68

Keya Paha County

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,200	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6
Vertical Freeze:			
Rollback:	93-94		
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	446.93	826.84	938.56	1260.25	Options:	
DENTAL	BC/BS	4	41.90	77.51	87.99	118.17	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE			Deductible Reimbursement: Y				400/800	
LTD			PART-TIME BENEFITS					
NON-PARTICIPANT			Minimum FTE: 0.5					
			Contribution: fte					

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	29,700	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
Vert. Incr. are % of column base			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	471.35	872.02	989.86	1329.13	24.46 or 40.50	Options:	
DENTAL	BC/BS	2	22.25	22.25	22.25	22.25	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD							Minimum FTE: 1		
NON-PARTICIPANT							Contribution:		

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

KIMBALL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	29,700	31,185	32,670	34,155	35,640	37,125	38,610	40,095	41,580	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	30,888	32,373	33,858	35,343	36,828	38,313	39,798	41,283	42,768	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	32,076	33,561	35,046	36,531	38,016	39,501	40,986	42,471	43,956	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	33,264	34,749	36,234	37,719	39,204	40,689	42,174	43,659	45,144	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	34,452	35,937	37,422	38,907	40,392	41,877	43,362	44,847	46,332	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6		37,125	38,610	40,095	41,580	43,065	44,550	46,035	47,520	
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7		38,313	39,798	41,283	42,768	44,253	45,738	47,223	48,708	
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8			40,986	42,471	43,956	45,441	46,926	48,411	49,896	
			1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9				43,659	45,144	46,629	48,114	49,599	51,084	
				1.47	1.52	1.57	1.62	1.67	1.72	
10					46,332	47,817	49,302	50,787	52,272	
					1.56	1.61	1.66	1.71	1.76	
11					47,520	49,005	50,490	51,975	53,460	
					1.60	1.65	1.70	1.75	1.80	
12					48,708	50,193	51,678	53,163	54,648	
					1.64	1.69	1.74	1.79	1.84	
13						51,381	52,866	54,351	55,836	
						1.73	1.78	1.83	1.88	
14							54,054	55,539	57,024	
							1.82	1.87	1.92	
15								56,727	58,212	
								1.91	1.96	
20									59,400	
										2.00

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