LAKEVIEW COMMUNITY SCHOOLS

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 62.11
- Enrollment: 733
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 87
- Class Periods/Day: 7
- Normal Teaching Load: 6

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

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

INSURANCE
- TYPE Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan

- HEALTH BC/BS 600D 470.45 870.36 987.96 1326.58 TSA
- DENTAL BC/BS 2 22.25 22.25 22.25 22.25
- PPO: COMMENTS: Deductible Reimbursement: 
- LIFE 
- LTD 
- NON-PARTICIPANT 492.70 TSA

LEAVES
- Type Days/Year Accum. Days/Year Depend. Approval Needed Other
- SICK 12 120 
  Other Info: PTO 
- PERSONAL PTO 
- BEREAVEMENT 10,5 10-spouse, child, parent 5-oth 
- PROFESSIONAL 2 yes 
  Voluntary Separation: 
  Grievance: 
- ADOPTION 30 from sick lv. 
  Professional Growth: 
  Reduction in Force: 
  Sick Bank: 
- ASSOCIATION 

SABBATICAL: Yes SEVERANCE PAY: N

OTHER LEAVES:

LAKEVIEW COMMUNITY SCHOOLS

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+16</th>
<th>BA+27</th>
<th>BA+36</th>
<th>BA+45</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+16</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,000</td>
<td>31,200</td>
<td>32,400</td>
<td>33,600</td>
<td>34,800</td>
<td>33,600</td>
<td>34,800</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
</tr>
<tr>
<td>2</td>
<td>1.00</td>
<td>1.06</td>
<td>1.12</td>
<td>1.18</td>
<td>1.24</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>1.05</td>
<td>1.10</td>
<td>1.17</td>
<td>1.22</td>
<td>1.29</td>
<td>1.25</td>
<td>1.29</td>
<td>1.33</td>
<td>1.37</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>33,000</td>
<td>34,200</td>
<td>35,400</td>
<td>36,600</td>
<td>37,800</td>
<td>39,000</td>
<td>40,200</td>
<td>41,400</td>
<td>42,600</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>1.10</td>
<td>1.14</td>
<td>1.18</td>
<td>1.22</td>
<td>1.26</td>
<td>1.30</td>
<td>1.34</td>
<td>1.38</td>
<td>1.42</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>34,500</td>
<td>35,700</td>
<td>36,900</td>
<td>38,100</td>
<td>39,300</td>
<td>40,500</td>
<td>41,700</td>
<td>42,900</td>
<td>44,100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>1.15</td>
<td>1.19</td>
<td>1.23</td>
<td>1.27</td>
<td>1.31</td>
<td>1.35</td>
<td>1.39</td>
<td>1.43</td>
<td>1.47</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
<td>42,000</td>
<td>43,200</td>
<td>44,400</td>
<td>45,600</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>37,500</td>
<td>38,700</td>
<td>39,900</td>
<td>41,100</td>
<td>42,300</td>
<td>43,500</td>
<td>44,700</td>
<td>45,900</td>
<td>47,100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>1.25</td>
<td>1.29</td>
<td>1.33</td>
<td>1.37</td>
<td>1.41</td>
<td>1.45</td>
<td>1.49</td>
<td>1.53</td>
<td>1.57</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>39,000</td>
<td>40,200</td>
<td>41,400</td>
<td>42,600</td>
<td>43,800</td>
<td>45,000</td>
<td>46,200</td>
<td>47,400</td>
<td>48,600</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>1.30</td>
<td>1.34</td>
<td>1.38</td>
<td>1.42</td>
<td>1.46</td>
<td>1.50</td>
<td>1.54</td>
<td>1.58</td>
<td>1.62</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>40,500</td>
<td>41,700</td>
<td>42,900</td>
<td>44,100</td>
<td>45,300</td>
<td>46,500</td>
<td>47,700</td>
<td>48,900</td>
<td>50,100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>1.35</td>
<td>1.39</td>
<td>1.43</td>
<td>1.47</td>
<td>1.51</td>
<td>1.55</td>
<td>1.59</td>
<td>1.63</td>
<td>1.67</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>42,000</td>
<td>43,200</td>
<td>44,400</td>
<td>45,600</td>
<td>46,800</td>
<td>48,000</td>
<td>49,200</td>
<td>50,400</td>
<td>51,600</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>43,500</td>
<td>44,700</td>
<td>45,900</td>
<td>47,100</td>
<td>48,300</td>
<td>49,500</td>
<td>50,700</td>
<td>51,900</td>
<td>53,100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>1.49</td>
<td>1.54</td>
<td>1.59</td>
<td>1.65</td>
<td>1.69</td>
<td>1.73</td>
<td>1.77</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>45,000</td>
<td>46,200</td>
<td>47,400</td>
<td>48,600</td>
<td>49,800</td>
<td>51,000</td>
<td>52,200</td>
<td>53,400</td>
<td>54,600</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>1.55</td>
<td>1.60</td>
<td>1.65</td>
<td>1.70</td>
<td>1.75</td>
<td>1.80</td>
<td>1.85</td>
<td>1.90</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>46,500</td>
<td>47,700</td>
<td>48,900</td>
<td>50,100</td>
<td>51,300</td>
<td>52,500</td>
<td>53,700</td>
<td>54,900</td>
<td>56,100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>1.63</td>
<td>1.68</td>
<td>1.73</td>
<td>1.78</td>
<td>1.83</td>
<td>1.88</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>48,000</td>
<td>50,100</td>
<td>51,300</td>
<td>52,500</td>
<td>54,000</td>
<td>55,200</td>
<td>56,400</td>
<td>57,600</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>1.72</td>
<td>1.77</td>
<td>1.82</td>
<td>1.87</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>50,500</td>
<td>52,000</td>
<td>54,000</td>
<td>56,000</td>
<td>58,000</td>
<td>60,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>1.81</td>
<td>1.86</td>
<td>1.91</td>
<td>1.96</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>53,000</td>
<td>54,500</td>
<td>56,000</td>
<td>57,500</td>
<td>59,000</td>
<td>60,500</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>1.89</td>
<td>1.94</td>
<td>1.99</td>
<td>2.04</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>56,000</td>
<td>57,500</td>
<td>59,000</td>
<td>60,500</td>
<td>62,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

NOTE: Part-time staff who have been on MA36 Step 14 for one year will receive an annual comp payment of $850, paid in Nov.

Full time staff who have been on MA36 Step 14 for one year will receive an annual comp payment of $850, paid in Nov.
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 355
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.3
- Length of Student Day: 7.3
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 29,600
- Starting Salary: 29,600
- Career Increments: N
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

### INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>800D</td>
<td>454.59</td>
<td>454.59</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td>22.25</td>
</tr>
<tr>
<td>LTD</td>
<td>Madison Nat'l</td>
<td>4.50</td>
<td>Deductible Reimbursement:</td>
<td></td>
</tr>
</tbody>
</table>

### LEAVES
<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>45</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>unl.</td>
<td></td>
<td>see sick lv.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>unl.</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### OTHER DISTRICT POLICIES
<table>
<thead>
<tr>
<th>Type</th>
<th>Policy</th>
<th>Negotiated/ Exists</th>
</tr>
</thead>
<tbody>
<tr>
<td>SABBATICAL</td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

### PART-TIME BENEFITS
- Minimum FTE: 0

### LAUREL-CONCORD

### COMMENTS:
- Options: H/A-TSA-Cash-Life-LTD
- IRS 125: Y
- Flex Accounts:

### OTHER LEAVES:

### LAUREL-CONCORD

### COMMENTS:

### OTHER LEAVES:

### LAUREL-CONCORD

### COMMENTS:

### OTHER LEAVES:
### Working Conditions
- **Contract Days:** 185
- **Enrollment:** 154
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Vertical Freeze
- Rollback:

### Career Increments
- **N**

### Experience Allowed
- All

### Salary Schedule
- **Base:** 29,700
- **Starting Salary:** 29,700
- **Index:** 4 x 4
- **Experience Level Step:** 1

### Cafeteria Plan
- **Individ. Depend.:**
- **Options:**
  - IRS 125:
  - Flex Accounts:
- **Minimum FTE:** 0.1

### Leaves
- **Sick:** 6 days/year, 34 unused, $40/day unused
- **Personal:** 6 days
- ** Bereavement:** 2 days
- **Professional:** 2 days, acc. to 5
- **Adoption:** 30 days
- **Association:**
- **Sabbatical:** No

### Part-Time Benefits
- **Minimum FTE:** 0.1
- **Contribution:** FTE

### Other Leaves

### Working Conditions

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health</strong></td>
<td>BC/BS</td>
<td>600D</td>
<td>Ind Dental</td>
<td>(1 to 1)</td>
</tr>
<tr>
<td><strong>Dental</strong></td>
<td>BC/BS</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>PPO</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>LTD</strong></td>
<td>Principal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Non-Participant</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Insurancce

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>H/A-Dent</td>
<td>Individ. EE/Child EE/Spouse EE/Sp/Child</td>
<td>22.25</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Salaries

<table>
<thead>
<tr>
<th>Step</th>
<th>Base</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+15</th>
<th>MA+30</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,700</td>
<td>30,888</td>
<td>32,076</td>
<td>33,264</td>
<td>34,452</td>
<td>35,640</td>
<td>36,828</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>30,888</td>
<td>32,076</td>
<td>33,264</td>
<td>34,452</td>
<td>35,640</td>
<td>36,828</td>
<td>38,016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>32,076</td>
<td>33,264</td>
<td>34,452</td>
<td>35,640</td>
<td>36,828</td>
<td>38,016</td>
<td>39,204</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>33,264</td>
<td>34,452</td>
<td>35,640</td>
<td>36,828</td>
<td>38,016</td>
<td>39,204</td>
<td>40,392</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>34,452</td>
<td>35,640</td>
<td>36,828</td>
<td>38,016</td>
<td>39,204</td>
<td>40,392</td>
<td>41,580</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>35,640</td>
<td>36,828</td>
<td>38,016</td>
<td>39,204</td>
<td>40,392</td>
<td>41,580</td>
<td>42,768</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>36,828</td>
<td>38,016</td>
<td>39,204</td>
<td>40,392</td>
<td>41,580</td>
<td>42,768</td>
<td>43,956</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>39,204</td>
<td>40,392</td>
<td>41,580</td>
<td>42,768</td>
<td>43,956</td>
<td>45,144</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>41,580</td>
<td>42,768</td>
<td>43,956</td>
<td>45,144</td>
<td>46,332</td>
<td>47,520</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>43,956</td>
<td>45,144</td>
<td>46,332</td>
<td>47,520</td>
<td>48,708</td>
<td>49,896</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>45,144</td>
<td>46,332</td>
<td>47,520</td>
<td>48,708</td>
<td>49,896</td>
<td>51,084</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>47,520</td>
<td>48,708</td>
<td>49,896</td>
<td>51,084</td>
<td>52,272</td>
<td>53,460</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>49,896</td>
<td>51,084</td>
<td>52,272</td>
<td>53,460</td>
<td>54,648</td>
<td>55,836</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

### Other District Policies
- **Negotiated/Policy**
  - **Exists**
  - **Sev:**
    - 6 days/year, 34 unused
    - 6 days
    - 2 days
    - 2 days, acc. to 5
    - 30 days
    - 2 days
    - 30 days
    - 30 days
    - 30 days
    - 30 days
    - 30 days

### Other Leaves

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sick</td>
<td>6</td>
<td>34</td>
<td>yes</td>
<td></td>
</tr>
<tr>
<td>Personal</td>
<td>6</td>
<td></td>
<td>yes unused goes to sick accum</td>
<td></td>
</tr>
<tr>
<td>Bereavement</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional</td>
<td>2</td>
<td></td>
<td>yes acc. to 5</td>
<td></td>
</tr>
<tr>
<td>Adoption</td>
<td>30</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Association</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Comments
- **Sabbatical:** No
- **Severance Pay:** Y

### Leigh

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+15</th>
<th>MA+30</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,700</td>
<td>30,888</td>
<td>32,076</td>
<td>33,264</td>
<td>34,452</td>
<td>35,640</td>
<td>36,828</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>30,888</td>
<td>32,076</td>
<td>33,264</td>
<td>34,452</td>
<td>35,640</td>
<td>36,828</td>
<td>38,016</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>32,076</td>
<td>33,264</td>
<td>34,452</td>
<td>35,640</td>
<td>36,828</td>
<td>38,016</td>
<td>39,204</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>33,264</td>
<td>34,452</td>
<td>35,640</td>
<td>36,828</td>
<td>38,016</td>
<td>39,204</td>
<td>40,392</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>34,452</td>
<td>35,640</td>
<td>36,828</td>
<td>38,016</td>
<td>39,204</td>
<td>40,392</td>
<td>41,580</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>35,640</td>
<td>36,828</td>
<td>38,016</td>
<td>39,204</td>
<td>40,392</td>
<td>41,580</td>
<td>42,768</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>36,828</td>
<td>38,016</td>
<td>39,204</td>
<td>40,392</td>
<td>41,580</td>
<td>42,768</td>
<td>43,956</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>39,204</td>
<td>40,392</td>
<td>41,580</td>
<td>42,768</td>
<td>43,956</td>
<td>45,144</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>41,580</td>
<td>42,768</td>
<td>43,956</td>
<td>45,144</td>
<td>46,332</td>
<td>47,520</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>43,956</td>
<td>45,144</td>
<td>46,332</td>
<td>47,520</td>
<td>48,708</td>
<td>49,896</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>45,144</td>
<td>46,332</td>
<td>47,520</td>
<td>48,708</td>
<td>49,896</td>
<td>51,084</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>47,520</td>
<td>48,708</td>
<td>49,896</td>
<td>51,084</td>
<td>52,272</td>
<td>53,460</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>49,896</td>
<td>51,084</td>
<td>52,272</td>
<td>53,460</td>
<td>54,648</td>
<td>55,836</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 207
- **Enrollment:**
  - HS: 31,408
  - JH/MS: 32,616
  - ELEM: 33,824
- **Length of Teacher Day:** 8
- **Length of Student Day:**
  - HS: 6.6
  - JH/MS: 6.6
  - ELEM: 6.4
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## SALARY SCHEDULE
- **Base:** 30,200
- **Index:** 4 x 4
- **Starting Salary:**
  - Entry Level Step: 1
  - Career Increments: N
  - Experience Allowed: 8
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 11-12, 12-13
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.6, 6.4
- **Normal Teaching Load:** 7

## INSURANCE
### Type
- **Carriers:**
  - BC/BS
  - Ind Dental

### Carrier Option
- **Amount Paid by District:**
  - H/A-Dent: Individ., EE/Child, EE/Spouse, EE/Sp/Child

### Couple - Benefits
- **Couple - Benefits:**
  - Individ., Depend.

### Cafeteria Plan
- **Options:**
  - Ind Dental

### HEALTH
- **Type:** BC/BS
- **Carrier:** 800D
- **Option:**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child

### DENTAL
- **Type:** BC/BS
- **Carrier:** 2
- **Option:**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child

### LTD
- **Type:** Non-Participant
- **Carrier:** $125 TSA

## LEAVES
### Type
- **SICK:**
  - Days/Year: 10
  - Days Needed: 52
  - Use: yes
  - Other: family-5; $5/day unused at separation

- **PERSONAL:**
  - Days/Year: 3
  - Use: yes

- **BEREAVEMENT:**
  - Days/Year: trade 10 sick lv. for 5 bereav.
  - Use: yes

- **PROFESSIONAL:**
  - Days/Year: yes
  - Use: admin approval

- **ADOPTION:**
  - Days/Year: as requested

- **ASSOCIATION:**
  - Days/Year: as requested

- **SABBATICAL:**
  - Days/Year: No

## OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - **SICK:**
    - Days: 10
    - Accum.: 52
    - Needed: yes
    - Other: family-5; $5/day unused
  - **PERSONAL:**
    - Days: 3
    - Use: yes
  - **BEREAVEMENT:**
    - Days: trade 10 sick lv. for 5 bereav.
    - Use: yes
  - **PROFESSIONAL:**
    - Days: yes
    - Use: admin approval
  - **ADOPTION:**
    - Days: as requested
  - **ASSOCIATION:**
    - Days: as requested
  - **SABBATICAL:**
    - Days: No
  - **SEVERANCE PAY:**
    - Days: Yes

## LEWISTON
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
<th>MA + 18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,200</td>
<td>31,408</td>
<td>32,616</td>
<td>33,824</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
</tr>
<tr>
<td>2</td>
<td>31,408</td>
<td>32,616</td>
<td>33,824</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
</tr>
<tr>
<td>3</td>
<td>32,616</td>
<td>33,824</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
</tr>
<tr>
<td>4</td>
<td>33,824</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
</tr>
<tr>
<td>5</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
<td>42,280</td>
</tr>
<tr>
<td>6</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
<td>42,280</td>
<td>43,488</td>
</tr>
<tr>
<td>7</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
<td>42,280</td>
<td>43,488</td>
<td>44,696</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>41,072</td>
<td>42,280</td>
<td>43,488</td>
<td>44,696</td>
<td>45,904</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>43,488</td>
<td>44,696</td>
<td>45,904</td>
<td>47,112</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>44,696</td>
<td>45,904</td>
<td>47,112</td>
<td>48,320</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>47,112</td>
<td>48,320</td>
<td>49,528</td>
<td>50,736</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>49,528</td>
<td>50,736</td>
<td>51,944</td>
<td>53,152</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>50,736</td>
<td>51,944</td>
<td>53,152</td>
<td>54,360</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>51,944</td>
<td>53,152</td>
<td>54,360</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>53,152</td>
<td>54,360</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Cafeteria Plan
- **Options:**
  - Ind Dental

### PART-TIME BENEFITS
- **Minimum FTE:** 0.4
- **Contribution:** 5 fte

### HEALTH
- **Type Carrier:**
  - BC/BS
  - Ind Dental

### DENTAL
- **Type Carrier:**
  - BC/BS
  - Ind Dental

### LTD
- **Type Carrier:**
  - Non-Participant
  - $125 TSA

### INSURANCE
- **Type Carrier:**
  - BC/BS
  - Ind Dental

### LEAVES
- **Type Days/Year Accum. Days Needed Other:**
  - SICK: 10, 52, yes, family-5; $5/day unused at separation
  - PERSONAL: 3, yes
  - BEREAVEMENT: trade 10 sick lv. for 5 bereav.
  - PROFESSIONAL: yes, admin approval
  - ADOPTION: as requested
  - ASSOCIATION: as requested

### SALARY SCHEDULE
- **Base:** 30,200
- **Index:** 4 x 4
- **Starting Salary:**
  - Entry Level Step: 1
  - Career Increments: N
  - Experience Allowed: 8
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 11-12, 12-13
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.6, 6.4
- **Normal Teaching Load:** 7
WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 2915
- HS Enrollment: 434
- JH/MS Enrollment: 742
- ELEM Enrollment: 1739
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 6
- 11-12 Supplemental Pay: $892
- Vertical Freeze: 85-86
- Rollback:
- Multi-year Contract: 11-12, 12-13
- Length of Teacher Day: 888
- Length of Student Day: 7.5
- Normal Teaching Load: 6
- Class Periods/Day: 7
- Planning Time: 50
- Experience Allowed: 5
- Career Increments: Y
- Index: 5 x 4
- Entry Level Step: 1
- Type Carrier 
  - HEALTH BC/BS: 600D
  - DENTAL BC/BS: 2
  - PPO: COMMENTS
  - LIFE
  - LTD Unk
- Entry Level Step: 1
- Deductible Reimbursement: .0054 (+B, thru sal)
- Cafeteria Plan
  - Individ.: 40.50
  - Depend.: 24.46 or
- Options:
  - IRS 125: Y
  - Flex Accounts: Y

LEAVES

- Type: SICK
- Days/Year: 10
- Accum. Use: 65
- Approval Needed: yes
- Depend. Needed: other

OTHER DISTRICT POLICIES

- Negotiated/Policy Exists
- SABBATICAL: No
- SEVERANCE PAY: N

LEXINGTON

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>32,168</td>
<td>33,455</td>
<td>34,741</td>
<td>36,028</td>
<td>37,315</td>
</tr>
<tr>
<td>2</td>
<td>33,776</td>
<td>35,063</td>
<td>36,350</td>
<td>37,637</td>
<td>38,923</td>
</tr>
<tr>
<td>3</td>
<td>35,385</td>
<td>36,672</td>
<td>37,958</td>
<td>39,245</td>
<td>40,532</td>
</tr>
<tr>
<td>4</td>
<td>36,993</td>
<td>38,280</td>
<td>39,567</td>
<td>40,835</td>
<td>42,140</td>
</tr>
<tr>
<td>5</td>
<td>38,602</td>
<td>40,362</td>
<td>41,716</td>
<td>43,072</td>
<td>44,428</td>
</tr>
<tr>
<td>6</td>
<td>40,210</td>
<td>41,575</td>
<td>42,939</td>
<td>44,305</td>
<td>45,671</td>
</tr>
<tr>
<td>7</td>
<td>41,716</td>
<td>43,072</td>
<td>44,428</td>
<td>45,785</td>
<td>47,141</td>
</tr>
<tr>
<td>8</td>
<td>43,072</td>
<td>44,428</td>
<td>45,785</td>
<td>47,141</td>
<td>48,497</td>
</tr>
<tr>
<td>9</td>
<td>44,428</td>
<td>45,785</td>
<td>47,141</td>
<td>48,497</td>
<td>49,853</td>
</tr>
<tr>
<td>10</td>
<td>45,785</td>
<td>47,141</td>
<td>48,497</td>
<td>49,853</td>
<td>51,213</td>
</tr>
<tr>
<td>12</td>
<td>48,497</td>
<td>49,853</td>
<td>51,213</td>
<td>52,569</td>
<td>53,926</td>
</tr>
<tr>
<td>13</td>
<td>49,853</td>
<td>51,213</td>
<td>52,569</td>
<td>53,926</td>
<td>55,283</td>
</tr>
<tr>
<td>14</td>
<td>51,213</td>
<td>52,569</td>
<td>53,926</td>
<td>55,283</td>
<td>56,640</td>
</tr>
</tbody>
</table>

OTHER LEAVES:
WORKING CONDITIONS

- Contract Days: 183
- FTE Teachers: 203
- Enrollment: HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7 7 7
- Planning Time: 50 40 40
- Class Periods/Day: 8 9
- Normal Teaching Load: 7 8

SALARY SCHEDULE

- Base: 28,300
- Starting Salary: 30,847
- Career Increments: N
- Experience Allowed: all
- $100 tuition credit per teacher; *Step 1 = 1.09

INSURANCE

- HEALTH Carrier: BC/BS
- DENTAL Carrier: BC/BS
- PPO: Dist pays 90% prem
- LIFE Option: Guardian
- LTD Option: Principal
- NON-PARTICIPANT

LEAVES

- SICK Days: 10
- Other Info: $25/day over 30
- PERSONAL Days: 2
- BEREAVEMENT Days: 5
- PROFESSIONAL Days: as appr
- ADOPTION
- ASSOCIATION

SABBATICAL: Yes

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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

OTHER LEAVES:

<table>
<thead>
<tr>
<th>S C H E D U L E</th>
<th>B A</th>
<th>B A + 9</th>
<th>B A + 18</th>
<th>B A + 27</th>
<th>B A + 36</th>
<th>M A</th>
<th>M A + 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASE 28,300</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>36,847</td>
<td>32,121</td>
<td>33,394</td>
<td>34,668</td>
<td>35,941</td>
<td>37,215</td>
<td>38,488</td>
</tr>
<tr>
<td>2</td>
<td>32,121</td>
<td>33,394</td>
<td>34,668</td>
<td>35,941</td>
<td>37,215</td>
<td>38,488</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>30,847</td>
<td>32,121</td>
<td>33,394</td>
<td>34,668</td>
<td>35,941</td>
<td>37,215</td>
<td>38,488</td>
</tr>
<tr>
<td>4</td>
<td>32,121</td>
<td>33,394</td>
<td>34,668</td>
<td>35,941</td>
<td>37,215</td>
<td>38,488</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>34,668</td>
<td>35,941</td>
<td>37,215</td>
<td>38,488</td>
<td>39,762</td>
<td>41,035</td>
<td>42,309</td>
</tr>
<tr>
<td>6</td>
<td>35,941</td>
<td>37,215</td>
<td>38,488</td>
<td>39,762</td>
<td>41,035</td>
<td>42,309</td>
<td>43,582</td>
</tr>
<tr>
<td>7</td>
<td>37,215</td>
<td>38,488</td>
<td>39,762</td>
<td>41,035</td>
<td>42,309</td>
<td>43,582</td>
<td>44,856</td>
</tr>
<tr>
<td>8</td>
<td>39,762</td>
<td>41,035</td>
<td>42,309</td>
<td>43,582</td>
<td>44,856</td>
<td>46,129</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>41,035</td>
<td>42,309</td>
<td>43,582</td>
<td>44,856</td>
<td>46,129</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>42,309</td>
<td>43,582</td>
<td>44,856</td>
<td>46,129</td>
<td>47,403</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>43,582</td>
<td>44,856</td>
<td>46,129</td>
<td>47,403</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>44,856</td>
<td>46,129</td>
<td>47,403</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>46,129</td>
<td>47,403</td>
<td>48,676</td>
<td>49,950</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>47,403</td>
<td>48,676</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>48,676</td>
<td>49,950</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>49,950</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2011-2012
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 37,958
- Entry Level Step: 1
- Starting Salary: 37,958
- Experience Allowed: 35
- Career Increments: N
- 02-03 indx career stps; 03-04 sch is 21 stps; 06-07 move caf to sched
- Vertical Freeze: 95-96
- Rollback:
- Multi-year Contract: 10-11, 11-12

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
<td>Options: H/A,Dent,Life, LTD,Vis,Cash</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>IRS 125: Y</td>
</tr>
<tr>
<td>LIFE</td>
<td>Met Life</td>
<td></td>
<td></td>
<td>Flex Accounts: Y</td>
</tr>
<tr>
<td>LTD</td>
<td>Lincoln Nat'l</td>
<td></td>
<td></td>
<td>PART-TIME BENEFITS</td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td>Minimum FTE: 0.4</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Contribution: fte*</td>
</tr>
</tbody>
</table>

**LEAVES**

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>11</td>
<td>unl.</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>see sick lv.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREEVEMENT</td>
<td>5</td>
<td></td>
<td>each occurance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>unl.</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>20 from sick lv.</td>
<td></td>
<td>or sub ded.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>60, Pres/FT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SABBATICAL:</td>
<td>Yes</td>
<td></td>
<td></td>
<td>SEVERANCE PAY:</td>
<td>Y</td>
</tr>
</tbody>
</table>

**OTHER DISTRICT POLICIES**

<table>
<thead>
<tr>
<th>Negotiated/Policy</th>
<th>Exists</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary Separation</td>
<td>N</td>
</tr>
<tr>
<td>Grievance</td>
<td>Y N</td>
</tr>
<tr>
<td>Professional Growth</td>
<td>Y P</td>
</tr>
<tr>
<td>Reduction in Force</td>
<td>Y N</td>
</tr>
<tr>
<td>Sick Bank</td>
<td>Y N</td>
</tr>
</tbody>
</table>

**OTHER LEAVES:** Civic, Jury, Catastrophic
WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 116
- Enrollment:
  - HS: 7.17
  - JH/MS: 9/12
  - ELEM: 7.5
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 6

SALARY SCHEDULE

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

INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>H/A-Dent</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Individ.</td>
<td>492.70</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Child</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Spouse</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Sp/Child</td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>H/A-Dent</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Individ.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Child</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Spouse</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Sp/Child</td>
<td></td>
</tr>
<tr>
<td>PPO:</td>
<td></td>
<td>COMMENTS:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Guardian</td>
<td>3.45</td>
<td>Deductible Reimbursement:</td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>Principal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td>$492.70 Cash</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>35</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>3</td>
<td></td>
<td>yes</td>
<td>1 unused=sick day next yr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>see sick lv.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>3</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SABBATICAL:</td>
<td>Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>SEVERANCE PAY:</td>
</tr>
</tbody>
</table>

OTHER DISTRICT POLICIES

<table>
<thead>
<tr>
<th>Negotiated/Policy</th>
<th>Exists</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary Separation</td>
<td>N</td>
</tr>
<tr>
<td>Grievance</td>
<td>Y N</td>
</tr>
<tr>
<td>Professional Growth:</td>
<td>Y P</td>
</tr>
<tr>
<td>Reduction in Force:</td>
<td>Y P</td>
</tr>
<tr>
<td>Sick Bank:</td>
<td>Y N</td>
</tr>
</tbody>
</table>

OTHER LEAVES:

- Cafeteria Plan
  - Individ.: Depend.
  - Options:
    - IRS 125:
    - Flex Accounts:
  - Minimum FTE: 0.5
  - Contribution: fte

- PART-TIME BENEFITS
  - FTE Teachers:
  - Starting Salary:
  - Contract Days: 185

- LITCHFIELD

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,400</td>
<td>30,870</td>
<td>32,340</td>
<td>33,810</td>
<td>35,280</td>
<td>36,750</td>
<td>38,220</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.05</td>
<td>1.10</td>
<td>1.15</td>
<td>1.20</td>
<td>1.25</td>
<td>1.30</td>
</tr>
<tr>
<td>2</td>
<td>30,576</td>
<td>32,046</td>
<td>33,516</td>
<td>34,986</td>
<td>36,456</td>
<td>37,926</td>
<td>39,396</td>
</tr>
<tr>
<td></td>
<td>1.04</td>
<td>1.09</td>
<td>1.14</td>
<td>1.19</td>
<td>1.24</td>
<td>1.29</td>
<td>1.34</td>
</tr>
<tr>
<td>3</td>
<td>31,752</td>
<td>33,222</td>
<td>34,692</td>
<td>36,162</td>
<td>37,632</td>
<td>39,102</td>
<td>40,572</td>
</tr>
<tr>
<td></td>
<td>1.08</td>
<td>1.13</td>
<td>1.18</td>
<td>1.23</td>
<td>1.28</td>
<td>1.33</td>
<td>1.38</td>
</tr>
<tr>
<td>4</td>
<td>32,928</td>
<td>34,398</td>
<td>35,868</td>
<td>37,338</td>
<td>38,808</td>
<td>40,278</td>
<td>41,748</td>
</tr>
<tr>
<td></td>
<td>1.12</td>
<td>1.17</td>
<td>1.22</td>
<td>1.27</td>
<td>1.32</td>
<td>1.37</td>
<td>1.42</td>
</tr>
<tr>
<td>5</td>
<td>34,104</td>
<td>35,574</td>
<td>37,044</td>
<td>38,514</td>
<td>39,984</td>
<td>41,454</td>
<td>42,924</td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.21</td>
<td>1.26</td>
<td>1.31</td>
<td>1.36</td>
<td>1.41</td>
<td>1.46</td>
</tr>
<tr>
<td>6</td>
<td>35,280</td>
<td>36,750</td>
<td>38,220</td>
<td>39,690</td>
<td>41,160</td>
<td>42,630</td>
<td>44,100</td>
</tr>
<tr>
<td></td>
<td>1.20</td>
<td>1.25</td>
<td>1.30</td>
<td>1.35</td>
<td>1.40</td>
<td>1.45</td>
<td>1.50</td>
</tr>
<tr>
<td>7</td>
<td>37,926</td>
<td>39,396</td>
<td>40,866</td>
<td>42,336</td>
<td>43,806</td>
<td>45,276</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.29</td>
<td>1.34</td>
<td>1.39</td>
<td>1.44</td>
<td>1.49</td>
<td>1.54</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>40,572</td>
<td>42,042</td>
<td>43,512</td>
<td>44,982</td>
<td>46,452</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.38</td>
<td>1.43</td>
<td>1.48</td>
<td>1.53</td>
<td>1.58</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>43,218</td>
<td>44,688</td>
<td>46,158</td>
<td>47,628</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.47</td>
<td>1.52</td>
<td>1.57</td>
<td>1.62</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>45,864</td>
<td>47,334</td>
<td>48,804</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.56</td>
<td>1.61</td>
<td>1.66</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>47,040</td>
<td>48,510</td>
<td>49,980</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.60</td>
<td>1.65</td>
<td>1.70</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>49,686</td>
<td>51,156</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.69</td>
<td>1.74</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>52,332</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.78</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 526
- HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 9
- Normal Teaching Load: 8
- Multi-year Contract: 11-12, 12-13
- Vertical Freeze:
- Rollback:

**SALARY SCHEDULE**
- Base: 30,100
- Index: 5 x 4
- Starting Salary: N
- Career Increments: N
- Experience Level Step: 1
- Experience Allowed: all

**INSURANCE**
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 446.93, 826.84, 938.56, 1260.25
- **DENTAL**
  - Carrier: BC/BS
  - Option: 22.25, 22.25, 22.25, 22.25
- **PPO**
  - Carrier: Unknown
  - Option: Unknown
  - Amounts Paid by District: 938.56, 1260.25
- **LIFE**
  - Carrier: Unknown
  - Option: .0047 (+B)
  - Deductible Reimbursement: Y
- **LTD**
  - Carrier: Non-Participant
  - Option: 0

**LEAVES**
- **SICK**
  - Days/Year: 40
  - Other Info: PTO, bonuses eoy $200-$350
- **PERSONAL**
  - PTO
- **BEREAVEMENT**
  - PTO
- **PROFESSIONAL**
  - Grievance: N
- **ADOPTION**
  - Professional Growth: N
- **ASSOCIATION**
  - Reduction in Force: N
  - Sick Bank: Y

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

**OTHER LEAVES:**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA100</th>
<th>B104</th>
<th>B108</th>
<th>B127</th>
<th>B136</th>
<th>MA100</th>
<th>MA104</th>
<th>MA108</th>
<th>MA127</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,100</td>
<td>31,304</td>
<td>32,508</td>
<td>33,712</td>
<td>34,916</td>
<td>34,916</td>
<td>36,120</td>
<td>37,324</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>31,605</td>
<td>32,809</td>
<td>34,013</td>
<td>35,217</td>
<td>36,421</td>
<td>36,421</td>
<td>37,625</td>
<td>38,829</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>33,110</td>
<td>34,314</td>
<td>35,518</td>
<td>36,722</td>
<td>37,926</td>
<td>37,926</td>
<td>39,130</td>
<td>40,334</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>34,615</td>
<td>35,819</td>
<td>37,023</td>
<td>38,227</td>
<td>39,431</td>
<td>39,431</td>
<td>40,635</td>
<td>41,839</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
<td>40,936</td>
<td>42,140</td>
<td>43,344</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>38,625</td>
<td>40,033</td>
<td>41,237</td>
<td>42,441</td>
<td>44,441</td>
<td>44,441</td>
<td>46,445</td>
<td>47,649</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>41,130</td>
<td>42,538</td>
<td>43,742</td>
<td>45,946</td>
<td>46,946</td>
<td>46,946</td>
<td>49,150</td>
<td>50,354</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>43,635</td>
<td>45,043</td>
<td>46,247</td>
<td>48,451</td>
<td>49,451</td>
<td>49,451</td>
<td>51,655</td>
<td>52,859</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>46,140</td>
<td>47,548</td>
<td>48,956</td>
<td>51,160</td>
<td>52,160</td>
<td>52,160</td>
<td>54,364</td>
<td>55,569</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>48,645</td>
<td>50,053</td>
<td>51,461</td>
<td>53,669</td>
<td>54,669</td>
<td>54,669</td>
<td>56,873</td>
<td>58,078</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>51,150</td>
<td>52,558</td>
<td>53,966</td>
<td>56,170</td>
<td>57,170</td>
<td>57,170</td>
<td>59,374</td>
<td>60,579</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>53,655</td>
<td>55,063</td>
<td>56,471</td>
<td>58,679</td>
<td>59,679</td>
<td>59,679</td>
<td>61,883</td>
<td>63,088</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>56,160</td>
<td>57,568</td>
<td>58,976</td>
<td>61,184</td>
<td>62,184</td>
<td>62,184</td>
<td>64,388</td>
<td>65,593</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>58,665</td>
<td>60,073</td>
<td>61,481</td>
<td>63,689</td>
<td>64,689</td>
<td>64,689</td>
<td>66,893</td>
<td>68,104</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>61,170</td>
<td>62,578</td>
<td>63,986</td>
<td>66,194</td>
<td>67,194</td>
<td>67,194</td>
<td>69,408</td>
<td>70,609</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>63,675</td>
<td>65,083</td>
<td>66,491</td>
<td>68,700</td>
<td>69,700</td>
<td>69,700</td>
<td>71,904</td>
<td>73,105</td>
<td></td>
</tr>
</tbody>
</table>
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:** 23,616
- **Enrollment:** 203
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 77

### Salary Schedule
- **Base:** 30,000
- **Index:** 4 x 4
- **Starting Salary:** 30,000
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **05-07 5 yrs exp; 07-08 and forward all exp**
- **Vertical Freeze:** Rollback:

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

### Working Conditions
- **Class Periods/Day:** 8
- **Contract Days:** 183
- **Enrollment:** 203
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 77

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

### Minimum FTE Benefits
- **Contribution:** fte

### Leaves
- **Sick:** 10, 45, yes
- **Other Info:** at termination $30/day unused
- **Personal:** 2, no, accum. to 3
- **Bereavement:** from sick lv, no restrictions
- **Professional:** 3, yes
- **Adoption:** from sick lv
- **Association:** from pers lv
- **Sabatical:** Yes

### Severance Pay
- **Negotiated/Policy:** Y

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

### Insuranc
- **Health:**
  - BC/BS: 600D, 470.45, 870.36, 987.96, 1326.58
- **Dental:**

### Cafeteria Plan
- **Type Carrier**
  - Type: H/A-Dent, Individ., EE/Child, EE/Spouse, EE/Sp/Child
  - Carrier: 100
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y

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

### District Policies

### Other Leaves

---

### Loomis

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,000</td>
<td>31,200</td>
<td>32,400</td>
<td>33,600</td>
<td>34,800</td>
<td>36,000</td>
<td>37,200</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
</tr>
<tr>
<td>2</td>
<td>31,200</td>
<td>32,400</td>
<td>33,600</td>
<td>34,800</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
</tr>
<tr>
<td></td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
</tr>
<tr>
<td>3</td>
<td>32,400</td>
<td>33,600</td>
<td>34,800</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
</tr>
<tr>
<td></td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>4</td>
<td>33,600</td>
<td>34,800</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
</tr>
<tr>
<td></td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>5</td>
<td>34,800</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
<td>42,000</td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
</tr>
<tr>
<td>6</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
<td>42,000</td>
<td>43,200</td>
</tr>
<tr>
<td></td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
</tr>
<tr>
<td>7</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
<td>42,000</td>
<td>43,200</td>
<td>44,400</td>
<td>45,600</td>
</tr>
<tr>
<td></td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
</tr>
<tr>
<td>8</td>
<td>40,800</td>
<td>42,000</td>
<td>43,200</td>
<td>44,400</td>
<td>45,600</td>
<td>46,800</td>
<td>48,000</td>
</tr>
<tr>
<td></td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
</tr>
<tr>
<td>9</td>
<td>43,200</td>
<td>44,400</td>
<td>45,600</td>
<td>46,800</td>
<td>48,000</td>
<td>49,200</td>
<td>50,400</td>
</tr>
<tr>
<td></td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
</tr>
<tr>
<td>10</td>
<td>45,600</td>
<td>46,800</td>
<td>48,000</td>
<td>49,200</td>
<td>50,400</td>
<td>51,600</td>
<td>52,800</td>
</tr>
<tr>
<td></td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
</tr>
</tbody>
</table>
### Salary Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>32,180</td>
<td>33,145</td>
<td>34,111</td>
<td>35,076</td>
<td>36,042</td>
<td>37,007</td>
<td>37,972</td>
<td>38,938</td>
<td>39,903</td>
</tr>
<tr>
<td>2</td>
<td>33,789</td>
<td>34,754</td>
<td>35,720</td>
<td>36,685</td>
<td>37,651</td>
<td>38,616</td>
<td>39,581</td>
<td>40,547</td>
<td>41,512</td>
</tr>
<tr>
<td>3</td>
<td>35,398</td>
<td>36,363</td>
<td>37,329</td>
<td>38,294</td>
<td>39,260</td>
<td>40,225</td>
<td>41,190</td>
<td>42,156</td>
<td>43,121</td>
</tr>
<tr>
<td>4</td>
<td>37,007</td>
<td>37,972</td>
<td>38,938</td>
<td>39,903</td>
<td>40,869</td>
<td>41,834</td>
<td>42,799</td>
<td>43,765</td>
<td>44,730</td>
</tr>
<tr>
<td>5</td>
<td>38,616</td>
<td>39,581</td>
<td>40,547</td>
<td>41,512</td>
<td>42,476</td>
<td>43,442</td>
<td>44,408</td>
<td>45,374</td>
<td>46,339</td>
</tr>
<tr>
<td>6</td>
<td>40,225</td>
<td>41,190</td>
<td>42,156</td>
<td>43,121</td>
<td>44,067</td>
<td>45,052</td>
<td>46,017</td>
<td>46,983</td>
<td>47,948</td>
</tr>
<tr>
<td>7</td>
<td>42,799</td>
<td>43,765</td>
<td>44,730</td>
<td>45,696</td>
<td>46,661</td>
<td>47,626</td>
<td>48,592</td>
<td>49,557</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>45,374</td>
<td>46,339</td>
<td>47,305</td>
<td>48,270</td>
<td>49,235</td>
</tr>
<tr>
<td>9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>47,948</td>
<td>48,914</td>
<td>49,879</td>
<td>50,844</td>
<td>51,810</td>
</tr>
<tr>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>47,948</td>
<td>48,914</td>
<td>49,879</td>
<td>50,844</td>
<td>51,810</td>
</tr>
<tr>
<td>11</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>50,523</td>
<td>51,488</td>
<td>52,453</td>
<td>53,419</td>
<td>54,384</td>
</tr>
<tr>
<td>12</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>52,132</td>
<td>53,097</td>
<td>54,062</td>
<td>55,028</td>
<td>56,993</td>
</tr>
<tr>
<td>13</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>53,741</td>
<td>54,706</td>
<td>55,671</td>
<td>56,637</td>
<td>57,602</td>
</tr>
</tbody>
</table>

### Working Conditions

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

### Index

- Starting Salary: 32,180
- Index: 5 x 3
- Career Increments: N
- Experience Allowed: 12(D)
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract: 10-11, 11-12

### Leaves

- **Sick**: 10,11 45  yes
- **Personal**: 2,3 yes 2 days/yr 1st 5 yrs, 3 days/yr after 5 yrs
- **Bereavement**: 3 yes
- **Professional**: unl.
- **Auction**: 8,10 yes
- **Association**: see sick lv.

### Cafeteria Plan

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

### Part-Time Benefits

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

### Insurance

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td>H/A-Dent</td>
<td>Individ.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>496.16</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>833.57</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>932.80</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1218.50</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Cash</td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td>Individ. EE/Child</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td>PP:</td>
<td>COMMENTS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>LTD</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td>$481.57 Cash</td>
<td></td>
</tr>
</tbody>
</table>

### Other District Policies

- **Sabbatical**: No
- **Severance Pay**: SEVERANCE

### Other Leaves

- **Contract Days**: 185
- **Enrollment**: HS JH/MS ELEM
- **Length of Teacher Day**: 7.25
- **Length of Student Day**: 7.25
- **Planning Time**: 75
- **Class Periods/Day**: 10
- **Normal Teaching Load**: 6
- **Multi-year Contract**: 10-11, 11-12
- **Starting Salary**: 32,180
- **Index**: 5 x 3
- **Career Increments**: N
- **Experience Allowed**: 12(D)
- **Vertical Freeze**: 86-87
- **Rollback**:
Loup City

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 344
- Enrollment: HS JH/MS ELEM
- Length of Teacher Day: 7.5 7.5 7.5
- Length of Student Day: 6.5 6.8 6.7
- Planning Time: 50 45 30
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Index: 4 x 5

**SALARY SCHEDULE**
- Base: \(30,000\)
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Longevity: 4% ea. 4 yrs. to 26

**INSURANCE**
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO: teacher pays 10% premium
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Dental + All Dep
  - IRS 125: Y
- **Amount Paid by District**
  - 600D: 423.41 783.32 889.16 1193.92
  - 3: 41.41 41.41 41.41 41.41
- **Couple - Benefits**
  - 144.65 or 208.03
- **Cafeteria Plan**
  - Individ.
  - Depend.
  - Flex Accounts: Y
- **PART-TIME BENEFITS**
  - Minimum FTE: 0.45
  - Contribution: fte

**LEAVES**
- **Type**
  - SICK: 60
  - PERSONAL: 2
  - BEREAVEMENT: from sick lv
  - PROFESSIONAL: 1
  - ADOPTION: yes
  - ASSOCIATION: yes

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

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

---

**Loup City**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
<th>MA + 18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,000</td>
<td>31,500</td>
<td>33,000</td>
<td>34,500</td>
<td>36,000</td>
<td>37,500</td>
<td>39,000</td>
</tr>
<tr>
<td>2</td>
<td>1.00</td>
<td>1.05</td>
<td>1.10</td>
<td>1.15</td>
<td>1.20</td>
<td>1.25</td>
<td>1.30</td>
</tr>
<tr>
<td>3</td>
<td>33,000</td>
<td>35,000</td>
<td>36,000</td>
<td>38,000</td>
<td>39,000</td>
<td>41,000</td>
<td>42,000</td>
</tr>
<tr>
<td>4</td>
<td>1.12</td>
<td>1.17</td>
<td>1.22</td>
<td>1.27</td>
<td>1.32</td>
<td>1.37</td>
<td>1.42</td>
</tr>
<tr>
<td>5</td>
<td>34,800</td>
<td>36,300</td>
<td>37,800</td>
<td>39,300</td>
<td>40,800</td>
<td>42,300</td>
<td>43,800</td>
</tr>
<tr>
<td>6</td>
<td>1.16</td>
<td>1.21</td>
<td>1.26</td>
<td>1.31</td>
<td>1.36</td>
<td>1.41</td>
<td>1.46</td>
</tr>
<tr>
<td>7</td>
<td>36,000</td>
<td>37,500</td>
<td>39,000</td>
<td>40,500</td>
<td>42,000</td>
<td>43,500</td>
<td>45,000</td>
</tr>
<tr>
<td>8</td>
<td>1.20</td>
<td>1.25</td>
<td>1.30</td>
<td>1.35</td>
<td>1.40</td>
<td>1.45</td>
<td>1.50</td>
</tr>
<tr>
<td>9</td>
<td>38,700</td>
<td>40,200</td>
<td>41,700</td>
<td>43,200</td>
<td>44,700</td>
<td>46,200</td>
<td>47,700</td>
</tr>
<tr>
<td>10</td>
<td>1.24</td>
<td>1.29</td>
<td>1.34</td>
<td>1.39</td>
<td>1.44</td>
<td>1.50</td>
<td>1.55</td>
</tr>
<tr>
<td>11</td>
<td>39,900</td>
<td>41,400</td>
<td>42,900</td>
<td>44,400</td>
<td>45,900</td>
<td>47,400</td>
<td>48,900</td>
</tr>
<tr>
<td>12</td>
<td>1.33</td>
<td>1.38</td>
<td>1.43</td>
<td>1.47</td>
<td>1.52</td>
<td>1.57</td>
<td>1.62</td>
</tr>
<tr>
<td>13</td>
<td>42,600</td>
<td>44,100</td>
<td>45,600</td>
<td>47,100</td>
<td>48,600</td>
<td>49,100</td>
<td>50,600</td>
</tr>
<tr>
<td>14</td>
<td>1.42</td>
<td>1.47</td>
<td>1.52</td>
<td>1.57</td>
<td>1.62</td>
<td>1.66</td>
<td>1.70</td>
</tr>
<tr>
<td>15</td>
<td>45,300</td>
<td>46,800</td>
<td>48,300</td>
<td>49,800</td>
<td>51,300</td>
<td>52,800</td>
<td>54,300</td>
</tr>
<tr>
<td>16</td>
<td>1.51</td>
<td>1.56</td>
<td>1.61</td>
<td>1.66</td>
<td>1.70</td>
<td>1.75</td>
<td>1.78</td>
</tr>
<tr>
<td>17</td>
<td>48,000</td>
<td>49,500</td>
<td>51,000</td>
<td>52,500</td>
<td>54,000</td>
<td>55,500</td>
<td>57,000</td>
</tr>
<tr>
<td>18</td>
<td>1.60</td>
<td>1.65</td>
<td>1.70</td>
<td>1.75</td>
<td>1.80</td>
<td>1.85</td>
<td>1.88</td>
</tr>
<tr>
<td>19</td>
<td>49,600</td>
<td>51,100</td>
<td>52,600</td>
<td>54,100</td>
<td>55,600</td>
<td>57,100</td>
<td>58,600</td>
</tr>
<tr>
<td>20</td>
<td>1.65</td>
<td>1.70</td>
<td>1.75</td>
<td>1.80</td>
<td>1.85</td>
<td>1.90</td>
<td>1.95</td>
</tr>
<tr>
<td>21</td>
<td>50,400</td>
<td>52,000</td>
<td>53,600</td>
<td>55,200</td>
<td>56,800</td>
<td>58,400</td>
<td>59,900</td>
</tr>
<tr>
<td>22</td>
<td>1.70</td>
<td>1.75</td>
<td>1.80</td>
<td>1.85</td>
<td>1.90</td>
<td>1.95</td>
<td>2.00</td>
</tr>
<tr>
<td>23</td>
<td>51,000</td>
<td>52,600</td>
<td>54,200</td>
<td>55,800</td>
<td>57,400</td>
<td>59,000</td>
<td>59,900</td>
</tr>
<tr>
<td>24</td>
<td>1.75</td>
<td>1.80</td>
<td>1.85</td>
<td>1.90</td>
<td>1.95</td>
<td>2.00</td>
<td>2.05</td>
</tr>
<tr>
<td>25</td>
<td>52,600</td>
<td>54,200</td>
<td>55,800</td>
<td>57,400</td>
<td>59,000</td>
<td>59,900</td>
<td>61,400</td>
</tr>
<tr>
<td>26</td>
<td>1.80</td>
<td>1.85</td>
<td>1.90</td>
<td>1.95</td>
<td>2.00</td>
<td>2.05</td>
<td>2.10</td>
</tr>
</tbody>
</table>

*Longevity 4% ea. 4 yrs. to 26*
### Loup County

#### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 89
- Enrollment: 89
- Length of Teacher Day: 8
- Length of Student Day: 6
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

#### SALARY SCHEDULE
- Base: 27,850
- Starting Salary: 27,850
- Career Increments: N
- Experience Allowed: 10
- Index: 4 x 5

#### INDEX: 4 x 5

### INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>826.84</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>938.56</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1260.25</td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td>PPO</td>
<td></td>
<td>COMMENTS:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Principal</td>
<td>6.54</td>
<td>Deductible Reimbursement: Y</td>
<td>500</td>
</tr>
<tr>
<td>LTD</td>
<td>Principal</td>
<td>.0057</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>35</td>
<td>yes</td>
<td>1-yes;1-no</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>see sick lv.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>3-immed fam</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>admin. disc.</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### OTHER DISTRICT POLICIES

<table>
<thead>
<tr>
<th>Type</th>
<th>Negotiated/Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>SABBATICAL:</td>
<td>No</td>
</tr>
</tbody>
</table>

#### Severance Pay:

#### OTHER LEAVES:

<table>
<thead>
<tr>
<th>LOUP COUNTY</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>27,850</td>
<td>29,243</td>
<td>30,635</td>
<td>32,028</td>
<td>33,420</td>
<td>34,813</td>
<td>36,205</td>
</tr>
<tr>
<td>2</td>
<td>28,964</td>
<td>30,357</td>
<td>31,749</td>
<td>33,142</td>
<td>34,534</td>
<td>35,927</td>
<td>37,319</td>
</tr>
<tr>
<td>3</td>
<td>30,078</td>
<td>31,471</td>
<td>32,863</td>
<td>34,256</td>
<td>35,648</td>
<td>37,041</td>
<td>38,433</td>
</tr>
<tr>
<td>4</td>
<td>31,192</td>
<td>32,585</td>
<td>33,977</td>
<td>35,370</td>
<td>36,762</td>
<td>38,155</td>
<td>39,547</td>
</tr>
<tr>
<td>5</td>
<td>32,306</td>
<td>33,699</td>
<td>35,091</td>
<td>36,484</td>
<td>37,876</td>
<td>39,269</td>
<td>40,661</td>
</tr>
<tr>
<td>6</td>
<td>32,863</td>
<td>34,813</td>
<td>36,205</td>
<td>37,598</td>
<td>38,990</td>
<td>40,383</td>
<td>41,775</td>
</tr>
<tr>
<td>7</td>
<td>35,370</td>
<td>37,319</td>
<td>38,712</td>
<td>40,104</td>
<td>41,497</td>
<td>42,889</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>37,876</td>
<td>39,726</td>
<td>41,121</td>
<td>42,611</td>
<td>44,106</td>
<td>45,601</td>
<td>47,100</td>
</tr>
<tr>
<td>9</td>
<td>40,940</td>
<td>42,332</td>
<td>43,725</td>
<td>45,118</td>
<td>46,514</td>
<td>48,009</td>
<td>49,506</td>
</tr>
<tr>
<td>10</td>
<td>41,497</td>
<td>43,446</td>
<td>44,383</td>
<td>46,329</td>
<td>48,274</td>
<td>50,220</td>
<td>52,166</td>
</tr>
<tr>
<td>11</td>
<td>44,560</td>
<td>45,953</td>
<td>47,345</td>
<td>48,739</td>
<td>50,133</td>
<td>51,527</td>
<td>52,922</td>
</tr>
<tr>
<td>12</td>
<td>45,117</td>
<td>46,507</td>
<td>47,896</td>
<td>49,286</td>
<td>50,676</td>
<td>52,065</td>
<td>53,454</td>
</tr>
<tr>
<td>13</td>
<td>47,624</td>
<td>49,016</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

#### PART-TIME BENEFITS
- Minimum FTE: 0.28
- Contribution: 

#### COMMENTS:
- E/E/Sp/Child
- H/A-Dent
- Individ.
- EE/Sp/Child
- 500

#### LOUP COUNTY

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>27,850</td>
<td>29,243</td>
<td>30,635</td>
<td>32,028</td>
<td>33,420</td>
<td>34,813</td>
<td>36,205</td>
</tr>
<tr>
<td>2</td>
<td>28,964</td>
<td>30,357</td>
<td>31,749</td>
<td>33,142</td>
<td>34,534</td>
<td>35,927</td>
<td>37,319</td>
</tr>
<tr>
<td>3</td>
<td>30,078</td>
<td>31,471</td>
<td>32,863</td>
<td>34,256</td>
<td>35,648</td>
<td>37,041</td>
<td>38,433</td>
</tr>
<tr>
<td>4</td>
<td>31,192</td>
<td>32,585</td>
<td>33,977</td>
<td>35,370</td>
<td>36,762</td>
<td>38,155</td>
<td>39,547</td>
</tr>
<tr>
<td>5</td>
<td>32,306</td>
<td>33,699</td>
<td>35,091</td>
<td>36,484</td>
<td>37,876</td>
<td>39,269</td>
<td>40,661</td>
</tr>
<tr>
<td>6</td>
<td>32,863</td>
<td>34,813</td>
<td>36,205</td>
<td>37,598</td>
<td>38,990</td>
<td>40,383</td>
<td>41,775</td>
</tr>
<tr>
<td>7</td>
<td>35,370</td>
<td>37,319</td>
<td>38,712</td>
<td>40,104</td>
<td>41,497</td>
<td>42,889</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>37,876</td>
<td>39,726</td>
<td>41,121</td>
<td>42,611</td>
<td>44,106</td>
<td>45,601</td>
<td>47,100</td>
</tr>
<tr>
<td>9</td>
<td>40,940</td>
<td>42,332</td>
<td>43,725</td>
<td>45,118</td>
<td>46,514</td>
<td>48,009</td>
<td>49,506</td>
</tr>
<tr>
<td>10</td>
<td>41,497</td>
<td>43,446</td>
<td>44,383</td>
<td>46,329</td>
<td>48,274</td>
<td>50,220</td>
<td>52,166</td>
</tr>
<tr>
<td>11</td>
<td>44,560</td>
<td>45,953</td>
<td>47,345</td>
<td>48,739</td>
<td>50,133</td>
<td>52,065</td>
<td>53,454</td>
</tr>
<tr>
<td>12</td>
<td>45,117</td>
<td>46,507</td>
<td>47,896</td>
<td>49,286</td>
<td>50,676</td>
<td>52,065</td>
<td>53,454</td>
</tr>
<tr>
<td>13</td>
<td>47,624</td>
<td>49,016</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## WORKING CONDITIONS
- **Contract Days:** 182
- **FTE Teachers:** 13
- **Enrollment:** 93
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.1
- **Planning Time:** 53
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## SALARY SCHEDULE
- **Base Salary:** $27,900
- **Index:** 4 x 4
- **Starting Salary:** $27,900
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**

## INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>Individ. 470.45</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Child 870.36</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Spouse 987.96</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Sp/Child 1326.58</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>Options:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Sp or Dep Dental</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Individ. 22.25</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Child 22.25</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Spouse 22.25</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Sp/Child 22.25</td>
</tr>
</tbody>
</table>

## LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>12</td>
<td>60</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td></td>
<td></td>
<td>see sick lv.</td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>5</td>
<td>yes</td>
<td>more at admin. discretion</td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## OTHER DISTRICT POLICIES

<table>
<thead>
<tr>
<th>Negotiated/Policy</th>
<th>Exists</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary Separation</td>
<td>N</td>
</tr>
<tr>
<td>Grievance</td>
<td>Y N</td>
</tr>
<tr>
<td>Professional Growth</td>
<td>Y N</td>
</tr>
<tr>
<td>Reduction in Force</td>
<td>Y P</td>
</tr>
<tr>
<td>Sick Bank</td>
<td>Y N</td>
</tr>
</tbody>
</table>

## OTHER LEAVES:

<table>
<thead>
<tr>
<th>LYNCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>4</td>
</tr>
<tr>
<td>5</td>
</tr>
<tr>
<td>6</td>
</tr>
<tr>
<td>7</td>
</tr>
<tr>
<td>8</td>
</tr>
<tr>
<td>9</td>
</tr>
<tr>
<td>10</td>
</tr>
<tr>
<td>11</td>
</tr>
<tr>
<td>12</td>
</tr>
<tr>
<td>13</td>
</tr>
<tr>
<td>14</td>
</tr>
<tr>
<td>15</td>
</tr>
<tr>
<td>16</td>
</tr>
<tr>
<td>17</td>
</tr>
</tbody>
</table>
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 27.25
Enrollment: 263
HS  JH/MS  ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 30,000
Starting Salary: 30,000
Index: 4 x 5
Entry Level Step: 1
Career Increments: N
Experience Allowed: all
84-85 grandfathered steps
Vertical Freeze: 88-89
Rollback:

Multi-year Contract:
Length of Teacher Day: 888
Length of Student Day: 7.5 7.5 7.5
Normal Teaching Load: 77
Planning Time: 50 50 50

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
HEALTH  BC/BS  600D  446.93  826.84  938.56  1260.25
DENTAL  BC/BS  2  22.25  22.25  22.25  22.25

PPO: COMMENTS:
LIFE  Guardian  5.57
LTD  Madison Nat'l  .0052(thru sal)
NON-PARTICIPANT

LEAVES
Type  Days/Year  Accum. Depend. Approval Other
SICK  10  40  yes
PERSONAL  2  Yes  accrue to 3
BEREAVEMENT  unl.
PROFESSIONAL  2  yes  from sick lv.
ADOPTION
ASSOCIATION
SABBATICAL: No

OTHER LEAVES:

OTHER DISTRICT POLICIES
Negotiated/Policy
Exists
Sabbatical: No
SEVERANCE PAY: Y

LYONS-DECATURE

LYONS-DECATURE 2011-2012  5.1
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 488
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7:25
- **Length of Student Day:** 7:25
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### SALARY SCHEDULE
- **Base:** 30,396
- **Index:** 4 x 5
- **Starting Salary:** 32,828
- **Entry Level Step:** 3
- **Career Increments:** N
- **Experience Allowed:** 5(D)

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 800D
  - Amount Paid by District: 454.59
  - Deductible Reimbursement: 24.46 or
  - Sp or Dep Dental
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 22.25
  - Deductible Reimbursement: 4.00

### LEAVES
- **SICK**
  - Days/Year: 10
  - Accum.: 45
  - Depend. Needed: yes
- **PERSONAL**
  - Days/Year: 2
  - Accum.: 2
  - Depend. Needed: no
- **BEREAVEMENT**
  - Days/Year: see sick lv.
  - Accum.: 45
  - Depend. Needed: no
- **PROFESSIONAL**
  - Days/Year: 2
  - Accum.: 2
  - Depend. Needed: yes
- **ADOPTION**
  - Days/Year: 2
  - Accum.: 2
  - Depend. Needed: yes
- **ASSOCIATION**
  - Days/Year: 2
  - Accum.: 2
  - Depend. Needed: yes

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

### Base Salary Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,396</td>
<td>31,916</td>
<td>33,436</td>
<td>34,955</td>
<td>36,475</td>
<td>37,995</td>
<td>39,515</td>
<td>41,035</td>
</tr>
<tr>
<td>2</td>
<td>31,612</td>
<td>33,132</td>
<td>34,651</td>
<td>36,171</td>
<td>37,691</td>
<td>39,211</td>
<td>40,731</td>
<td>42,251</td>
</tr>
<tr>
<td>3</td>
<td>32,828</td>
<td>34,347</td>
<td>35,867</td>
<td>37,387</td>
<td>38,907</td>
<td>40,427</td>
<td>41,946</td>
<td>43,466</td>
</tr>
<tr>
<td>4</td>
<td>34,044</td>
<td>35,563</td>
<td>37,083</td>
<td>38,603</td>
<td>40,123</td>
<td>41,643</td>
<td>43,162</td>
<td>44,682</td>
</tr>
<tr>
<td>5</td>
<td>35,259</td>
<td>36,779</td>
<td>38,299</td>
<td>39,819</td>
<td>41,339</td>
<td>42,859</td>
<td>44,379</td>
<td>45,898</td>
</tr>
<tr>
<td>6</td>
<td>36,475</td>
<td>37,995</td>
<td>39,515</td>
<td>41,035</td>
<td>42,554</td>
<td>44,074</td>
<td>45,594</td>
<td>47,114</td>
</tr>
<tr>
<td>7</td>
<td>37,691</td>
<td>39,211</td>
<td>40,731</td>
<td>42,250</td>
<td>43,770</td>
<td>45,290</td>
<td>46,810</td>
<td>48,330</td>
</tr>
<tr>
<td>8</td>
<td>40,427</td>
<td>41,946</td>
<td>43,466</td>
<td>44,986</td>
<td>46,506</td>
<td>48,026</td>
<td>49,546</td>
<td>51,066</td>
</tr>
<tr>
<td>9</td>
<td>43,162</td>
<td>44,682</td>
<td>46,202</td>
<td>47,722</td>
<td>49,242</td>
<td>50,762</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>45,898</td>
<td>47,418</td>
<td>48,938</td>
<td>50,457</td>
<td>51,977</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>47,144</td>
<td>48,664</td>
<td>50,183</td>
<td>51,703</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>49,849</td>
<td>51,369</td>
<td>52,889</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>51,065</td>
<td>52,585</td>
<td>54,105</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>52,801</td>
<td>54,321</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>58,056</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 2011-2012
- 1.1
- 10/3-04: teachers with 2 or fewer years of exp will be placed on stp 3, frozen until 4 yrs exp reached; 08-09 index changed from 4x4.5 to 4x5
- 03-04: teachers with 2 or fewer years of exp will be placed on stp 3, frozen until 4 yrs exp reached; 08-09 index changed from 4x4.5 to 4x5
**Working Conditions**
- Contract Days: 185
- FTE Teachers: 44
- Enrollment: 484
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:
- Vertical Freeze: 88-89
- Rollback: 88-89 Last Step

**Salary Schedule**
- Base: 31,900
- Entry Level Step: 1
- Starting Salary: 31,900
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 4

**Insurance**
- **Type**
  - Health: BC/BS
  - Dental: BC/BS
  - PPO: BC/BS
  - Life: Fortis
  - LTD: .0035 (thru sal)
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - Cafeteria
  - Cafeteria Plan
- **Couple - Benefits**
  - Individ.
  - Depend.
  - Flex Accounts: Y
- **Options**
  - H/A,LTD,TSA, Life,Cash,Canc

**Leaves**
- **Type**
  - Sick
  - Personal
  - Bereavement
  - Professional
  - Adoption
  - Association
  - Sabbatical
- **Days/Year**
  - 10
  - 2
  - 4
  - 2
  - see sick lv.
- **Accum.**
  - 40
  - yes
  - yes
  - yes
  - no
- **Approval Needed**
  - yes
  - yes
  - yes
  - yes
  - yes
- **Other**
  - 33% sub pay/day over 40 EOY
  - Voluntary Separation: Y
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N

**Salary**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>31,900</td>
<td>33,176</td>
<td>34,452</td>
<td>35,728</td>
<td>37,004</td>
<td>38,280</td>
<td>39,556</td>
<td>40,832</td>
<td>42,108</td>
</tr>
<tr>
<td>2</td>
<td>1.04</td>
<td>1.00</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>3</td>
<td>0.80</td>
<td>1.04</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>4</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
</tr>
<tr>
<td>5</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
</tr>
<tr>
<td>6</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
</tr>
<tr>
<td>7</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
</tr>
<tr>
<td>8</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
</tr>
<tr>
<td>9</td>
<td>44,680</td>
<td>45,936</td>
<td>47,212</td>
<td>48,488</td>
<td>49,764</td>
<td>51,040</td>
<td>52,316</td>
<td>53,592</td>
<td>54,868</td>
</tr>
<tr>
<td>10</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
</tr>
<tr>
<td>11</td>
<td>47,212</td>
<td>48,488</td>
<td>49,764</td>
<td>51,040</td>
<td>52,316</td>
<td>53,592</td>
<td>54,868</td>
<td>56,144</td>
<td>57,420</td>
</tr>
<tr>
<td>12</td>
<td>51,040</td>
<td>52,316</td>
<td>53,592</td>
<td>54,868</td>
<td>56,144</td>
<td>57,420</td>
<td>58,696</td>
<td>59,972</td>
<td>61,248</td>
</tr>
<tr>
<td>13</td>
<td>52,316</td>
<td>53,592</td>
<td>54,868</td>
<td>56,144</td>
<td>57,420</td>
<td>58,696</td>
<td>59,972</td>
<td>61,248</td>
<td>1.92</td>
</tr>
</tbody>
</table>
WORKING CONDITIONS
Contract Days: 184
Enrollment: 275
Length of Teacher Day: 7.75
Length of Student Day: 7.33
Planning Time: 52
Class Periods/Day: 8
Normal Teaching Load: 6

Maxwell

SALARY SCHEDULE
Base: 28,633
Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N
Experience Allowed: 5

INDEX: 4 x 4

Experience Allowed: 5
Career Increments: N

VERTICAL FREEZE:
ROLLBACK:
MULTI-YEAR CONTRACT:

LENGTH OF TEACHER DAY: 7.75 7.75 7.75
LENGTH OF STUDENT DAY: 7.33 7.33 7.25
PLANNING TIME: 52 52 45
CLASS PERIODS/DAY: 8 8
NORMAL TEACHING LOAD: 6 6

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 Cafeteria
DENTAL BC/BS 2
PPO: COMMENTS:
LIFE
LTD Madison Nat'l 5.00
NON-PARTICIPANT

Cafeteria Plan
Individ. Depend.
Options: H/A,TSA,Cash
IRS 125: Y
Flex Accounts: Y
PART-TIME BENEFITS
Minimum FTE: 1
Contribution: fte

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 40 yes
PERSONAL 3 yes sub pay/day @ eoy
BEREAVEMENT 5 plus 1 day travel
PROFESSIONAL 2 yes bank to 3
ADOPTION
ASSOCIATION
SABBATICAL: No

OTHER DISTRICT POLICIES
Negotiated/Policy
Exists
SICK 10 full pay, 60 sub. Ded. For serious ill or inj
PERSONAL 3
BEREAVEMENT 5
PROFESSIONAL 2
ADOPITION
ASSOCIATION

OTHER LEAVES:

MAXWELL

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28,633</td>
<td>30,878</td>
<td>33,124</td>
<td>35,370</td>
<td>37,616</td>
<td>39,862</td>
<td>42,108</td>
<td>44,354</td>
</tr>
<tr>
<td>2</td>
<td>28,773</td>
<td>30,929</td>
<td>33,185</td>
<td>35,430</td>
<td>37,676</td>
<td>39,922</td>
<td>42,168</td>
<td>44,414</td>
</tr>
<tr>
<td>3</td>
<td>30,928</td>
<td>33,174</td>
<td>35,420</td>
<td>37,666</td>
<td>39,912</td>
<td>42,158</td>
<td>44,404</td>
<td>46,650</td>
</tr>
<tr>
<td>4</td>
<td>32,069</td>
<td>34,314</td>
<td>36,559</td>
<td>38,805</td>
<td>41,051</td>
<td>43,297</td>
<td>45,543</td>
<td>47,789</td>
</tr>
<tr>
<td>5</td>
<td>33,214</td>
<td>35,464</td>
<td>37,709</td>
<td>39,955</td>
<td>42,201</td>
<td>44,447</td>
<td>46,693</td>
<td>48,939</td>
</tr>
<tr>
<td>6</td>
<td>34,360</td>
<td>36,610</td>
<td>38,855</td>
<td>41,101</td>
<td>43,347</td>
<td>45,593</td>
<td>47,839</td>
<td>49,985</td>
</tr>
<tr>
<td>7</td>
<td>35,505</td>
<td>37,760</td>
<td>39,991</td>
<td>42,237</td>
<td>44,483</td>
<td>46,729</td>
<td>48,975</td>
<td>50,221</td>
</tr>
<tr>
<td>8</td>
<td>36,650</td>
<td>38,920</td>
<td>41,166</td>
<td>43,412</td>
<td>45,658</td>
<td>47,904</td>
<td>49,984</td>
<td>50,221</td>
</tr>
<tr>
<td>9</td>
<td>37,795</td>
<td>39,970</td>
<td>42,216</td>
<td>44,462</td>
<td>46,708</td>
<td>48,954</td>
<td>50,200</td>
<td>50,221</td>
</tr>
<tr>
<td>10</td>
<td>40,065</td>
<td>42,232</td>
<td>44,488</td>
<td>46,734</td>
<td>48,980</td>
<td>50,226</td>
<td>50,221</td>
<td>50,221</td>
</tr>
<tr>
<td>11</td>
<td>41,335</td>
<td>43,502</td>
<td>45,758</td>
<td>47,994</td>
<td>49,240</td>
<td>51,486</td>
<td>50,221</td>
<td>50,221</td>
</tr>
<tr>
<td>12</td>
<td>42,605</td>
<td>44,771</td>
<td>46,904</td>
<td>49,140</td>
<td>50,386</td>
<td>51,632</td>
<td>50,221</td>
<td>50,221</td>
</tr>
<tr>
<td>13</td>
<td>43,875</td>
<td>46,041</td>
<td>48,050</td>
<td>50,240</td>
<td>50,436</td>
<td>51,682</td>
<td>50,221</td>
<td>50,221</td>
</tr>
<tr>
<td>14</td>
<td>45,145</td>
<td>47,249</td>
<td>49,250</td>
<td>51,450</td>
<td>51,650</td>
<td>52,860</td>
<td>50,221</td>
<td>50,221</td>
</tr>
<tr>
<td>15</td>
<td>46,415</td>
<td>48,539</td>
<td>50,560</td>
<td>52,770</td>
<td>52,970</td>
<td>54,180</td>
<td>50,221</td>
<td>50,221</td>
</tr>
<tr>
<td>16</td>
<td>47,685</td>
<td>49,959</td>
<td>51,980</td>
<td>54,200</td>
<td>54,410</td>
<td>55,640</td>
<td>50,221</td>
<td>50,221</td>
</tr>
<tr>
<td>17</td>
<td>48,955</td>
<td>51,289</td>
<td>53,310</td>
<td>55,540</td>
<td>55,760</td>
<td>56,990</td>
<td>50,221</td>
<td>50,221</td>
</tr>
<tr>
<td>18</td>
<td>50,225</td>
<td>52,549</td>
<td>54,580</td>
<td>56,810</td>
<td>57,050</td>
<td>58,290</td>
<td>50,221</td>
<td>50,221</td>
</tr>
<tr>
<td>19</td>
<td>51,495</td>
<td>53,879</td>
<td>55,920</td>
<td>58,150</td>
<td>58,390</td>
<td>59,630</td>
<td>50,221</td>
<td>50,221</td>
</tr>
<tr>
<td>20</td>
<td>52,765</td>
<td>55,169</td>
<td>57,220</td>
<td>59,480</td>
<td>59,730</td>
<td>60,970</td>
<td>50,221</td>
<td>50,221</td>
</tr>
</tbody>
</table>
WORKING CONDITIONS

Contract Days: 185
Enrollment: 175
Length of Teacher Day: 7.5
Length of Student Day: 7
Planning Time: 59
Class Periods/Day: 7
Normal Teaching Load: 6

SALARY SCHEDULE

FTE Teachers: Base: 28,800
HS JH/MS ELEM Starting Salary: 24.46 or
Index: 4.5 x 4.5
Entry Level Step: 1
Career Increments: Y
Experience Allowed: 4

INFORMATION

Index: 4.5 x 4.5
Experience Allowed: 4
Career Increments: Y

Vertical Freeze:
Rollback:
Multi-year Contract:

LEAVES

Type Days/Year Accrual Depend. Approval Use Needed Other
SICK 10 60 yes

OTHER DISTRICT POLICIES

Negotiated/ Exists
Policy

SABBATICAL: No	SEVERANCE PAY:

OTHER LEAVES:

MAYWOOD

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>28,800</td>
<td>30,096</td>
<td>31,392</td>
<td>32,688</td>
<td>33,984</td>
<td>35,280</td>
</tr>
<tr>
<td>1</td>
<td>1.00</td>
<td>1.045</td>
<td>1.09</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
</tr>
<tr>
<td>2</td>
<td>30,096</td>
<td>31,392</td>
<td>32,688</td>
<td>33,984</td>
<td>35,280</td>
<td>36,576</td>
</tr>
<tr>
<td>3</td>
<td>1.045</td>
<td>1.09</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
</tr>
<tr>
<td>4</td>
<td>31,392</td>
<td>32,688</td>
<td>33,984</td>
<td>35,280</td>
<td>36,576</td>
<td>37,872</td>
</tr>
<tr>
<td>5</td>
<td>1.09</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
</tr>
<tr>
<td>6</td>
<td>32,688</td>
<td>33,984</td>
<td>35,280</td>
<td>36,576</td>
<td>37,872</td>
<td>39,168</td>
</tr>
<tr>
<td>7</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
<td>1.36</td>
</tr>
<tr>
<td>8</td>
<td>33,984</td>
<td>35,280</td>
<td>36,576</td>
<td>37,872</td>
<td>39,168</td>
<td>40,464</td>
</tr>
<tr>
<td>9</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
<td>1.36</td>
<td>1.405</td>
</tr>
<tr>
<td>10</td>
<td>35,280</td>
<td>36,576</td>
<td>37,872</td>
<td>39,168</td>
<td>40,464</td>
<td>41,760</td>
</tr>
<tr>
<td>11</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
<td>1.36</td>
<td>1.405</td>
<td>1.45</td>
</tr>
<tr>
<td>12</td>
<td>37,872</td>
<td>39,168</td>
<td>40,464</td>
<td>41,760</td>
<td>43,064</td>
<td>44,364</td>
</tr>
<tr>
<td>13</td>
<td>1.315</td>
<td>1.36</td>
<td>1.405</td>
<td>1.45</td>
<td>1.495</td>
<td>1.54</td>
</tr>
<tr>
<td>14</td>
<td>40,464</td>
<td>41,760</td>
<td>43,064</td>
<td>44,352</td>
<td>45,648</td>
<td>46,944</td>
</tr>
<tr>
<td>15</td>
<td>1.405</td>
<td>1.45</td>
<td>1.495</td>
<td>1.54</td>
<td>1.585</td>
<td>1.63</td>
</tr>
<tr>
<td>16</td>
<td>41,760</td>
<td>43,064</td>
<td>44,352</td>
<td>45,648</td>
<td>46,944</td>
<td>48,240</td>
</tr>
<tr>
<td>17</td>
<td>1.45</td>
<td>1.495</td>
<td>1.54</td>
<td>1.585</td>
<td>1.63</td>
<td>1.675</td>
</tr>
<tr>
<td>18</td>
<td>44,352</td>
<td>45,648</td>
<td>46,944</td>
<td>48,240</td>
<td>49,536</td>
<td>50,832</td>
</tr>
<tr>
<td>19</td>
<td>1.54</td>
<td>1.585</td>
<td>1.63</td>
<td>1.675</td>
<td>1.72</td>
<td>1.765</td>
</tr>
<tr>
<td>20</td>
<td>46,944</td>
<td>48,240</td>
<td>49,536</td>
<td>50,832</td>
<td>52,128</td>
<td>53,424</td>
</tr>
</tbody>
</table>

Class Periods/Day: 7
Length of Teacher Day: 7.5
Length of Student Day: 7
Planning Time: 59
Normal Teaching Load: 6

MAYWOOD
### Working Conditions
- Contract Days: 185
- FTE Teachers: 111.27
- Enrollment: 1439
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 55
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Multi-year Contract:

### Salary Schedule
- Base: 31,220
- Starting Salary: 31,220
- Index: 4.5 x 4.5
- Entry Level Step: 1
- Career Increments: N
- Vert stps 1-8=4.5/stps 9-15=4.9
- Vertical Freeze:

### Leaves
- Type: SICK
- Days/Year: 10
- Accum. Depend. use: 90
- Approval Needed: yes
- Other: $10/day at early retirement

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

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

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

---

### Insurance

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
</tr>
</tbody>
</table>

### Schedule of Step Pay

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>MA+9</th>
<th>MA+12</th>
<th>MA+16</th>
<th>MA+20</th>
<th>MA+27</th>
<th>MA+30</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>31,220</td>
<td>32,625</td>
<td>34,030</td>
<td>35,435</td>
<td>36,840</td>
<td>38,245</td>
<td>39,649</td>
<td>41,054</td>
</tr>
<tr>
<td>2</td>
<td>32,625</td>
<td>34,030</td>
<td>35,435</td>
<td>36,840</td>
<td>38,245</td>
<td>39,649</td>
<td>41,054</td>
<td>42,459</td>
</tr>
<tr>
<td>3</td>
<td>34,030</td>
<td>35,435</td>
<td>36,840</td>
<td>38,245</td>
<td>39,649</td>
<td>41,054</td>
<td>42,459</td>
<td>43,864</td>
</tr>
<tr>
<td>4</td>
<td>35,435</td>
<td>36,840</td>
<td>38,245</td>
<td>39,649</td>
<td>41,054</td>
<td>42,459</td>
<td>43,864</td>
<td>45,269</td>
</tr>
<tr>
<td>5</td>
<td>36,840</td>
<td>38,245</td>
<td>39,649</td>
<td>41,054</td>
<td>42,459</td>
<td>43,864</td>
<td>45,269</td>
<td>46,674</td>
</tr>
<tr>
<td>6</td>
<td>38,245</td>
<td>39,649</td>
<td>41,054</td>
<td>42,459</td>
<td>43,884</td>
<td>45,269</td>
<td>46,764</td>
<td>48,079</td>
</tr>
<tr>
<td>7</td>
<td>39,649</td>
<td>41,054</td>
<td>42,459</td>
<td>43,884</td>
<td>45,269</td>
<td>46,764</td>
<td>48,079</td>
<td>49,484</td>
</tr>
<tr>
<td>8</td>
<td>41,054</td>
<td>42,459</td>
<td>43,884</td>
<td>45,269</td>
<td>46,764</td>
<td>48,079</td>
<td>49,484</td>
<td>50,889</td>
</tr>
<tr>
<td>9</td>
<td>42,459</td>
<td>43,864</td>
<td>45,269</td>
<td>46,764</td>
<td>48,079</td>
<td>49,484</td>
<td>50,889</td>
<td>52,294</td>
</tr>
<tr>
<td>10</td>
<td>43,864</td>
<td>45,269</td>
<td>46,764</td>
<td>48,079</td>
<td>49,484</td>
<td>50,889</td>
<td>52,294</td>
<td>53,823</td>
</tr>
<tr>
<td>11</td>
<td>45,269</td>
<td>46,764</td>
<td>48,079</td>
<td>49,484</td>
<td>50,889</td>
<td>52,294</td>
<td>53,823</td>
<td>55,353</td>
</tr>
<tr>
<td>12</td>
<td>46,764</td>
<td>48,079</td>
<td>49,484</td>
<td>50,889</td>
<td>52,294</td>
<td>53,823</td>
<td>55,353</td>
<td>56,883</td>
</tr>
<tr>
<td>13</td>
<td>48,079</td>
<td>49,484</td>
<td>50,889</td>
<td>52,294</td>
<td>53,823</td>
<td>55,353</td>
<td>56,883</td>
<td>58,413</td>
</tr>
<tr>
<td>14</td>
<td>49,484</td>
<td>50,889</td>
<td>52,294</td>
<td>53,823</td>
<td>55,353</td>
<td>56,883</td>
<td>58,413</td>
<td>60,067</td>
</tr>
<tr>
<td>15</td>
<td>51,263</td>
<td>52,668</td>
<td>54,073</td>
<td>55,478</td>
<td>56,883</td>
<td>58,413</td>
<td>60,067</td>
<td>61,672</td>
</tr>
<tr>
<td>16</td>
<td>52,668</td>
<td>54,073</td>
<td>55,478</td>
<td>56,883</td>
<td>58,413</td>
<td>60,067</td>
<td>61,672</td>
<td>63,202</td>
</tr>
<tr>
<td>17</td>
<td>54,073</td>
<td>55,478</td>
<td>56,883</td>
<td>58,413</td>
<td>60,067</td>
<td>61,672</td>
<td>63,202</td>
<td>64,732</td>
</tr>
</tbody>
</table>

### Notes
- Cafeteria Plan
- Type Carrier Options
- H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
- Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y
- PART-TIME BENEFITS
- Minimum FTE: 0.5
- Contribution: fte

---
WORKING CONDITIONS
- Contract Days: 184
- Enrollment: 254
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 50 50 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

SALARY SCHEDULE
- Base: 30,128
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 4
- Index: 4 x 4

INDEX: 4 x 4

Experience Allowed: 4
Career Increments: Y

Vertical Freeze:
Rollback:
Multi-year Contract:

Insurance:
- HEALTH: BC/BS 350D
  - Individ. EE/Child: 471.35
  - EE/Spouse: 872.02
  - EE/Sp/Child: 989.86
- DENTAL: BC/BS
  - Individ. E:
  - Ind. Dental
- PPO:
  - COMMENTS:
  - Ind. Dental

Life:
- LTD Principal:
- NON-PARTICIPANT

LEAVES
- SICK:
  - Depend. Accum. Needed Approval Other
  - Days/Year: 8 30
  - Individ. need approv. from supt & bd

Personal:
- 4
- BEREAVEMENT:
  - unil.
  - need approv. from supt & bd

Professional:
- 5
- ADOPTION:
  - unil.
  - up to 30 w/app.

Association:
- up to 30

SABBATICAL:
- No

OTHER DISTRICT POLICIES

SEVERANCE PAY:

OTHER LEAVES:

MCCOOL JUNCTION

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,128</td>
<td>31,333</td>
<td>32,538</td>
<td>33,743</td>
<td>34,948</td>
<td>34,948</td>
<td>36,154</td>
<td>37,359</td>
</tr>
<tr>
<td>2</td>
<td>31,333</td>
<td>32,538</td>
<td>33,743</td>
<td>34,948</td>
<td>36,154</td>
<td>36,154</td>
<td>37,359</td>
<td>38,564</td>
</tr>
<tr>
<td>3</td>
<td>32,538</td>
<td>33,743</td>
<td>34,948</td>
<td>36,154</td>
<td>37,359</td>
<td>37,359</td>
<td>38,564</td>
<td>39,769</td>
</tr>
<tr>
<td>4</td>
<td>33,743</td>
<td>34,948</td>
<td>36,154</td>
<td>37,359</td>
<td>37,359</td>
<td>38,564</td>
<td>39,769</td>
<td>40,974</td>
</tr>
<tr>
<td>5</td>
<td>34,948</td>
<td>36,154</td>
<td>37,359</td>
<td>37,359</td>
<td>38,564</td>
<td>39,769</td>
<td>40,974</td>
<td>42,179</td>
</tr>
<tr>
<td>6</td>
<td>36,154</td>
<td>37,359</td>
<td>38,564</td>
<td>39,769</td>
<td>40,974</td>
<td>40,974</td>
<td>42,179</td>
<td>43,384</td>
</tr>
<tr>
<td>7</td>
<td>37,359</td>
<td>38,564</td>
<td>39,769</td>
<td>40,974</td>
<td>42,179</td>
<td>42,179</td>
<td>43,384</td>
<td>44,589</td>
</tr>
<tr>
<td>8</td>
<td>39,769</td>
<td>40,974</td>
<td>42,179</td>
<td>43,384</td>
<td>43,384</td>
<td>44,589</td>
<td>45,795</td>
<td>47,000</td>
</tr>
<tr>
<td>9</td>
<td>42,179</td>
<td>43,384</td>
<td>44,589</td>
<td>44,589</td>
<td>45,795</td>
<td>45,795</td>
<td>47,000</td>
<td>48,205</td>
</tr>
<tr>
<td>10</td>
<td>44,589</td>
<td>45,795</td>
<td>45,795</td>
<td>47,000</td>
<td>49,410</td>
<td>49,410</td>
<td>50,615</td>
<td>51,820</td>
</tr>
<tr>
<td>11</td>
<td>47,000</td>
<td>47,000</td>
<td>48,205</td>
<td>49,410</td>
<td>49,410</td>
<td>50,615</td>
<td>51,820</td>
<td>51,820</td>
</tr>
<tr>
<td>12</td>
<td>49,410</td>
<td>50,615</td>
<td>50,615</td>
<td>51,820</td>
<td>51,820</td>
<td>51,820</td>
<td>51,820</td>
<td>51,820</td>
</tr>
<tr>
<td>13</td>
<td>51,820</td>
<td>51,820</td>
<td>51,820</td>
<td>51,820</td>
<td>51,820</td>
<td>51,820</td>
<td>51,820</td>
<td>51,820</td>
</tr>
</tbody>
</table>
**McPherson County**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 114
- Enrollment: HS 8, JH/MS 8, ELEM 7
- Length of Teacher Day: 8.5
- Length of Student Day: 7.5
- Planning Time: 60
- Class Periods/Day: 8
- Normal Teaching Load: 6

**SALARY SCHEDULE**
- Base: 29,200
- Index: 4 x 5
- Starting Salary: 29,200
- Career Increments: N
- Experience Allowed: all

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>1100</td>
<td>Individ. H/A-Dent 413.72</td>
<td>Depend. EE/Child 765.38</td>
<td>Individ. Options: IRS 125</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Depend. Flex Accounts:</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>Individ. EE/Spouse 22.25</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>PART-TIME BENEFITS</td>
</tr>
<tr>
<td>PPO:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Minimum FTE: 0.5</td>
</tr>
<tr>
<td>LIFE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Contribution: fte</td>
</tr>
<tr>
<td>LTD</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**LEAVES**

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend. use</th>
<th>Approval</th>
<th>Other</th>
<th>SEVERANCE PAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>30</td>
<td>yes</td>
<td></td>
<td></td>
<td>Y</td>
</tr>
<tr>
<td>PERSONAL</td>
<td>PTO</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>PTO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>as needed</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>as needed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>as needed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**OTHER DISTRICT POLICIES**

<table>
<thead>
<tr>
<th>Negotiated/Policy</th>
<th>Exists</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary Separation</td>
<td>N</td>
</tr>
<tr>
<td>Grievance:</td>
<td>Y P</td>
</tr>
<tr>
<td>Professional Growth:</td>
<td>Y P</td>
</tr>
<tr>
<td>Reduction in Force:</td>
<td>Y P</td>
</tr>
<tr>
<td>Sick Bank:</td>
<td>N</td>
</tr>
</tbody>
</table>

**OTHER LEAVES**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,200</td>
<td>30,660</td>
<td>32,120</td>
<td>33,580</td>
<td>35,040</td>
<td>36,500</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.05</td>
<td>1.10</td>
<td>1.15</td>
<td>1.20</td>
<td>1.25</td>
</tr>
<tr>
<td>2</td>
<td>30,368</td>
<td>31,828</td>
<td>33,288</td>
<td>34,748</td>
<td>36,208</td>
<td>37,668</td>
</tr>
<tr>
<td></td>
<td>1.04</td>
<td>1.09</td>
<td>1.14</td>
<td>1.19</td>
<td>1.24</td>
<td>1.29</td>
</tr>
<tr>
<td>3</td>
<td>31,536</td>
<td>32,996</td>
<td>34,456</td>
<td>35,916</td>
<td>37,376</td>
<td>38,836</td>
</tr>
<tr>
<td></td>
<td>1.08</td>
<td>1.13</td>
<td>1.18</td>
<td>1.23</td>
<td>1.28</td>
<td>1.33</td>
</tr>
<tr>
<td>4</td>
<td>32,704</td>
<td>34,164</td>
<td>35,624</td>
<td>37,084</td>
<td>38,544</td>
<td>40,004</td>
</tr>
<tr>
<td></td>
<td>1.12</td>
<td>1.17</td>
<td>1.22</td>
<td>1.27</td>
<td>1.32</td>
<td>1.37</td>
</tr>
<tr>
<td>5</td>
<td>33,872</td>
<td>35,332</td>
<td>36,792</td>
<td>38,252</td>
<td>39,712</td>
<td>41,172</td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.21</td>
<td>1.26</td>
<td>1.31</td>
<td>1.36</td>
<td>1.41</td>
</tr>
<tr>
<td>6</td>
<td>35,040</td>
<td>36,500</td>
<td>37,960</td>
<td>39,420</td>
<td>40,880</td>
<td>42,340</td>
</tr>
<tr>
<td></td>
<td>1.20</td>
<td>1.25</td>
<td>1.30</td>
<td>1.35</td>
<td>1.40</td>
<td>1.45</td>
</tr>
<tr>
<td>7</td>
<td>37,668</td>
<td>39,128</td>
<td>40,588</td>
<td>42,048</td>
<td>43,508</td>
<td>45,068</td>
</tr>
<tr>
<td></td>
<td>1.28</td>
<td>1.34</td>
<td>1.39</td>
<td>1.44</td>
<td>1.49</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>38,836</td>
<td>40,296</td>
<td>41,756</td>
<td>43,216</td>
<td>44,676</td>
<td>46,136</td>
</tr>
<tr>
<td></td>
<td>1.33</td>
<td>1.39</td>
<td>1.43</td>
<td>1.48</td>
<td>1.53</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>40,004</td>
<td>41,464</td>
<td>42,924</td>
<td>44,384</td>
<td>45,844</td>
<td>47,304</td>
</tr>
<tr>
<td></td>
<td>1.37</td>
<td>1.42</td>
<td>1.47</td>
<td>1.52</td>
<td>1.57</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>42,632</td>
<td>44,092</td>
<td>45,552</td>
<td>47,012</td>
<td>48,472</td>
<td>49,932</td>
</tr>
<tr>
<td></td>
<td>1.46</td>
<td>1.51</td>
<td>1.56</td>
<td>1.61</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>43,800</td>
<td>45,260</td>
<td>46,720</td>
<td>48,180</td>
<td>49,640</td>
<td>51,100</td>
</tr>
<tr>
<td></td>
<td>1.50</td>
<td>1.55</td>
<td>1.60</td>
<td>1.65</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>46,428</td>
<td>47,888</td>
<td>49,348</td>
<td>50,808</td>
<td>52,268</td>
<td>53,728</td>
</tr>
<tr>
<td></td>
<td>1.59</td>
<td>1.64</td>
<td>1.69</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>49,056</td>
<td>50,516</td>
<td>52,016</td>
<td>53,516</td>
<td>55,016</td>
<td>56,516</td>
</tr>
<tr>
<td></td>
<td>1.68</td>
<td>1.73</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 25.65
- **Enrollment:** 215
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 7
- **Planning Time:** 50
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 28,450
- **Index:** 4 x 4
- **Starting Salary:** 28,450
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

## Insurance
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>H/A-Dent: 446.93, EE/Child: 826.84, EE/Spouse: 938.56, EE/Sp/Child: 1260.25</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>Principal: 22.25, (B): 41.15, (B): 46.71, (B): 62.75</td>
</tr>
<tr>
<td>PPO</td>
<td></td>
<td></td>
<td>COMMENTS: IRS 125: Y, Flex Accounts: Y</td>
</tr>
<tr>
<td>LIFE</td>
<td>Principal</td>
<td>3.50</td>
<td>Deductible Reimbursement:</td>
</tr>
<tr>
<td>LTD</td>
<td>Principal</td>
<td>(+B)</td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

## Other District Policies
- **Negotiated/Policy:**
- **Exists:**
- **SABBATICAL:** No

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

### MEAD
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28,450</td>
<td>29,588</td>
<td>30,726</td>
<td>31,864</td>
<td>33,002</td>
</tr>
<tr>
<td>2</td>
<td>29,588</td>
<td>30,726</td>
<td>31,864</td>
<td>33,002</td>
<td>34,140</td>
</tr>
<tr>
<td>3</td>
<td>30,726</td>
<td>31,864</td>
<td>33,002</td>
<td>34,140</td>
<td>35,278</td>
</tr>
<tr>
<td>4</td>
<td>31,864</td>
<td>33,002</td>
<td>34,140</td>
<td>35,278</td>
<td>36,416</td>
</tr>
<tr>
<td>5</td>
<td>33,002</td>
<td>34,140</td>
<td>35,278</td>
<td>36,416</td>
<td>37,554</td>
</tr>
<tr>
<td>6</td>
<td>34,140</td>
<td>35,278</td>
<td>36,416</td>
<td>37,554</td>
<td>38,692</td>
</tr>
<tr>
<td>7</td>
<td>36,416</td>
<td>37,554</td>
<td>38,692</td>
<td>39,830</td>
<td>40,968</td>
</tr>
<tr>
<td>8</td>
<td>37,554</td>
<td>38,692</td>
<td>39,830</td>
<td>40,968</td>
<td>42,106</td>
</tr>
<tr>
<td>9</td>
<td>39,830</td>
<td>40,968</td>
<td>42,106</td>
<td>43,244</td>
<td>44,382</td>
</tr>
<tr>
<td>10</td>
<td>40,968</td>
<td>42,106</td>
<td>43,244</td>
<td>44,382</td>
<td>45,520</td>
</tr>
<tr>
<td>11</td>
<td>42,106</td>
<td>43,244</td>
<td>44,382</td>
<td>45,520</td>
<td>46,658</td>
</tr>
<tr>
<td>12</td>
<td>43,244</td>
<td>44,382</td>
<td>45,520</td>
<td>46,658</td>
<td>47,796</td>
</tr>
<tr>
<td>13</td>
<td>44,382</td>
<td>45,520</td>
<td>46,658</td>
<td>47,796</td>
<td>48,934</td>
</tr>
<tr>
<td>14</td>
<td>45,520</td>
<td>46,658</td>
<td>47,796</td>
<td>48,934</td>
<td>49,072</td>
</tr>
</tbody>
</table>
### Working Conditions
- **Contract Days:** 184
- **Enrollment:** 214
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 8

### Salary Schedule
- **Base:** 28,800
- **Starting Salary:** 28,800
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 10
- **96-97 $1,200 bonus/fte**
- **Vertical Freeze:** 97-98

### INsurance

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td>471.35 872.02 989.86 1329.13</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>3</td>
<td>46.01 46.01 46.01 46.01</td>
</tr>
</tbody>
</table>

### Leaves

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>unb.</td>
<td>yes</td>
<td>5</td>
<td>30/day on 1st 5 days acc. 60 max</td>
</tr>
<tr>
<td>PERSONAL</td>
<td>3+1</td>
<td></td>
<td>yes</td>
<td>5</td>
<td>sick for 1 pers, accum to 4</td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>3</td>
<td></td>
<td>w/appr.-add'</td>
<td>3</td>
<td>from sick lv.</td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td></td>
<td>yes</td>
<td>$40/day for exp.</td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Sabbatical
- **Sabbatical:** Yes

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

<table>
<thead>
<tr>
<th>Step</th>
<th>B A</th>
<th>B A + 9</th>
<th>B A + 18</th>
<th>B A + 27</th>
<th>M A</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28,800</td>
<td>29,552</td>
<td>31,104</td>
<td>32,256</td>
<td>33,408</td>
</tr>
<tr>
<td>2</td>
<td>29,552</td>
<td>31,104</td>
<td>32,256</td>
<td>33,408</td>
<td>34,560</td>
</tr>
<tr>
<td>3</td>
<td>31,104</td>
<td>32,256</td>
<td>33,408</td>
<td>34,560</td>
<td>35,712</td>
</tr>
<tr>
<td>4</td>
<td>32,256</td>
<td>33,408</td>
<td>34,560</td>
<td>35,712</td>
<td>36,864</td>
</tr>
<tr>
<td>5</td>
<td>33,408</td>
<td>34,560</td>
<td>35,712</td>
<td>36,864</td>
<td>38,016</td>
</tr>
<tr>
<td>6</td>
<td>34,560</td>
<td>35,712</td>
<td>36,864</td>
<td>38,016</td>
<td>39,168</td>
</tr>
<tr>
<td>7</td>
<td>35,712</td>
<td>36,864</td>
<td>38,016</td>
<td>39,168</td>
<td>40,320</td>
</tr>
<tr>
<td>8</td>
<td>36,864</td>
<td>38,016</td>
<td>39,168</td>
<td>40,320</td>
<td>41,472</td>
</tr>
<tr>
<td>9</td>
<td>38,016</td>
<td>39,168</td>
<td>40,320</td>
<td>41,472</td>
<td>42,624</td>
</tr>
<tr>
<td>10</td>
<td>39,168</td>
<td>40,320</td>
<td>41,472</td>
<td>42,624</td>
<td>43,776</td>
</tr>
<tr>
<td>11</td>
<td>40,320</td>
<td>41,472</td>
<td>42,624</td>
<td>43,776</td>
<td>44,928</td>
</tr>
<tr>
<td>12</td>
<td>41,472</td>
<td>42,624</td>
<td>43,776</td>
<td>44,928</td>
<td>46,080</td>
</tr>
<tr>
<td>13</td>
<td>42,624</td>
<td>43,776</td>
<td>44,928</td>
<td>46,080</td>
<td>47,232</td>
</tr>
<tr>
<td>14</td>
<td>43,776</td>
<td>44,928</td>
<td>46,080</td>
<td>47,232</td>
<td>48,384</td>
</tr>
<tr>
<td>15</td>
<td>44,928</td>
<td>46,080</td>
<td>47,232</td>
<td>48,384</td>
<td>49,536</td>
</tr>
<tr>
<td>16</td>
<td>46,080</td>
<td>47,232</td>
<td>48,384</td>
<td>49,536</td>
<td>50,688</td>
</tr>
<tr>
<td>17</td>
<td>47,232</td>
<td>48,384</td>
<td>49,536</td>
<td>50,688</td>
<td>51,840</td>
</tr>
</tbody>
</table>

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

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

- Contract Days: 185
- FTE Teachers: 22.05
- HS: 434x748
- JH/MS: 434x748
- ELEM: 434x748
- Length of Teacher Day: 7.17
- Length of Student Day: 6.67
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**

- Base: 30,300
- Starting Salary: 30,300
- Career Increments: Y
- Experience Allowed: all

**Indexes**

- 4 x 4

**Class Periods/Day**

- 8

**Normal Teaching Load**

- 7

**Multi-year Contract**

**Vertical Freeze**

**Rollback**

**Planned Time**

- 50

**Index: 4 x 4**

**Experience Allowed: all**

**Career Increments: Y**

**Length of Teacher Day: 7.17**

**Length of Student Day: 6.67**

**Planning Time: 50**

**Class Periods/Day: 8**

**Normal Teaching Load: 7**

**Multi-year Contract:**

**Working Conditions**

**Salary Schedule**

**Insurance**

**Type**

- HEALTH
- DENTAL
- LIFE
- LTD

**Carrier**

- BC/BS
- H/A-Dent
- Sp. or Dep. Dental

**Option**

- Individ.
- EE/Child
- EE/Spouse

**Amount Paid by District**

- 21.66
- 1.08
- 1.12

**Couple - Benefits**

- 50
- 1.32

**Plans**

<table>
<thead>
<tr>
<th>Carrier</th>
<th>Individ.</th>
<th>Depend.</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>25.05</td>
<td>41.09</td>
</tr>
<tr>
<td>DENTAL</td>
<td>446.93</td>
<td>826.84</td>
</tr>
<tr>
<td>LIFE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**LEAVES**

- SICK: 10
- PERSONAL: 2+2
- BEREAVEMENT: 6
- PROFESSIONAL: 3
- ADOPTION: see sick lv.
- ASSOCIATION: see prof lv.

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

**Cafeteria Plan**

**Options:**

<table>
<thead>
<tr>
<th>Type Carrier</th>
<th>Individ.</th>
<th>Depend.</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**MERIDIAN**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA +9</th>
<th>BA +18</th>
<th>BA +27</th>
<th>MA</th>
<th>MA +9</th>
<th>MA +18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,300</td>
<td>31,512</td>
<td>32,724</td>
<td>33,936</td>
<td>35,148</td>
<td>36,360</td>
<td>37,572</td>
</tr>
<tr>
<td>2</td>
<td>31,512</td>
<td>32,724</td>
<td>33,936</td>
<td>35,148</td>
<td>36,360</td>
<td>37,572</td>
<td>38,784</td>
</tr>
<tr>
<td>3</td>
<td>32,724</td>
<td>33,936</td>
<td>35,148</td>
<td>36,360</td>
<td>37,572</td>
<td>38,784</td>
<td>39,996</td>
</tr>
<tr>
<td>4</td>
<td>33,936</td>
<td>35,148</td>
<td>36,360</td>
<td>37,572</td>
<td>38,784</td>
<td>39,996</td>
<td>41,208</td>
</tr>
<tr>
<td>5</td>
<td>35,148</td>
<td>36,360</td>
<td>37,572</td>
<td>38,784</td>
<td>39,996</td>
<td>41,208</td>
<td>42,420</td>
</tr>
<tr>
<td>6</td>
<td>36,360</td>
<td>37,572</td>
<td>38,784</td>
<td>39,996</td>
<td>41,208</td>
<td>42,420</td>
<td>43,632</td>
</tr>
<tr>
<td>7</td>
<td>37,572</td>
<td>38,784</td>
<td>39,996</td>
<td>41,208</td>
<td>42,420</td>
<td>43,632</td>
<td>44,844</td>
</tr>
<tr>
<td>8</td>
<td>38,784</td>
<td>39,996</td>
<td>41,208</td>
<td>42,420</td>
<td>43,632</td>
<td>44,844</td>
<td>46,056</td>
</tr>
<tr>
<td>9</td>
<td>41,208</td>
<td>42,420</td>
<td>43,632</td>
<td>44,844</td>
<td>46,056</td>
<td>47,268</td>
<td>48,480</td>
</tr>
<tr>
<td>10</td>
<td>43,632</td>
<td>44,844</td>
<td>46,056</td>
<td>47,268</td>
<td>48,480</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>46,056</td>
<td>47,268</td>
<td>48,480</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>48,480</td>
<td>49,692</td>
<td>50,904</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>50,904</td>
<td>52,116</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>53,328</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Notes:**

- Negotiated/Policy
- Exists
- Minimum FTE: 0.5
- Contribution: fte
- IRS 125: Y
- Flex Accounts:
- Sick Bank: Y
- N

**Leaves:**

- SICK: 10
- PERSONAL: 2+2
- BEREAVEMENT: 6
- PROFESSIONAL: 3
- ADOPTION: see sick lv.
- ASSOCIATION: see prof lv.

- SEVERANCE PAY: Y

**Other Leaves:**

- SEVERANCE PAY: Y
WORKING CONDITIONS
Contract Days: 186  FTE Teachers: 721
Enrollment:  
Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7.25 7.25
Planning Time: 96 96 100
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 31,550
Starting Salary:  
Career Increments: Y
Experience Allowed: all

Index: 5 x 4
Entry Level Step: 1

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan
  HEALTH  BC/BS  600D  470.45 696.29 790.37 1061.26 222.06 or 305.82  
  DENTAL  BC/BS  2  22.25 22.25 22.25 22.25  
  PPO:  Dist pays 100% single, 80% other COMMENTS: 
  LIFE  
  LTD  
  NON-PARTICIPANT  

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other  
  SICK  11  50  yes  
  PERSONAL
  BEREAVEMENT  2
  PROFESSIONAL  3
  ADOPTION  10
  ASSOCIATION
  SABBATICAL:  No

SEVERANCE PAY:

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

OTHER LEAVES:

MILFORD

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>31,550</td>
<td>32,812</td>
<td>34,074</td>
<td>35,336</td>
<td>36,598</td>
<td>37,860</td>
<td>39,122</td>
<td>40,384</td>
<td>41,646</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>2</td>
<td>33,128</td>
<td>34,390</td>
<td>35,652</td>
<td>36,914</td>
<td>38,176</td>
<td>39,438</td>
<td>40,700</td>
<td>41,962</td>
<td>43,224</td>
</tr>
<tr>
<td></td>
<td>1.05</td>
<td>1.09</td>
<td>1.13</td>
<td>1.17</td>
<td>1.21</td>
<td>1.25</td>
<td>1.29</td>
<td>1.33</td>
<td>1.37</td>
</tr>
<tr>
<td>3</td>
<td>34,705</td>
<td>35,967</td>
<td>37,229</td>
<td>38,491</td>
<td>39,753</td>
<td>41,015</td>
<td>42,277</td>
<td>43,539</td>
<td>44,801</td>
</tr>
<tr>
<td></td>
<td>1.10</td>
<td>1.14</td>
<td>1.18</td>
<td>1.22</td>
<td>1.26</td>
<td>1.30</td>
<td>1.34</td>
<td>1.38</td>
<td>1.42</td>
</tr>
<tr>
<td>4</td>
<td>36,283</td>
<td>37,545</td>
<td>38,807</td>
<td>40,069</td>
<td>41,331</td>
<td>42,593</td>
<td>43,855</td>
<td>45,117</td>
<td>46,379</td>
</tr>
<tr>
<td></td>
<td>1.15</td>
<td>1.19</td>
<td>1.23</td>
<td>1.27</td>
<td>1.31</td>
<td>1.35</td>
<td>1.39</td>
<td>1.43</td>
<td>1.47</td>
</tr>
<tr>
<td>5</td>
<td>37,860</td>
<td>39,122</td>
<td>40,384</td>
<td>41,646</td>
<td>42,908</td>
<td>44,170</td>
<td>45,432</td>
<td>46,694</td>
<td>47,956</td>
</tr>
<tr>
<td></td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
</tr>
<tr>
<td>6</td>
<td>39,438</td>
<td>40,700</td>
<td>41,962</td>
<td>43,224</td>
<td>44,486</td>
<td>45,748</td>
<td>47,010</td>
<td>48,272</td>
<td>49,534</td>
</tr>
<tr>
<td></td>
<td>1.25</td>
<td>1.29</td>
<td>1.33</td>
<td>1.37</td>
<td>1.41</td>
<td>1.45</td>
<td>1.49</td>
<td>1.53</td>
<td>1.57</td>
</tr>
<tr>
<td>7</td>
<td>42,277</td>
<td>43,539</td>
<td>44,801</td>
<td>46,063</td>
<td>47,325</td>
<td>48,587</td>
<td>49,849</td>
<td>51,111</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.34</td>
<td>1.38</td>
<td>1.42</td>
<td>1.46</td>
<td>1.50</td>
<td>1.54</td>
<td>1.58</td>
<td>1.62</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>45,117</td>
<td>46,379</td>
<td>47,641</td>
<td>48,903</td>
<td>50,165</td>
<td>51,427</td>
<td>52,689</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.43</td>
<td>1.47</td>
<td>1.51</td>
<td>1.55</td>
<td>1.59</td>
<td>1.63</td>
<td>1.67</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>47,956</td>
<td>49,218</td>
<td>50,480</td>
<td>51,742</td>
<td>53,004</td>
<td>54,266</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>50,796</td>
<td>52,058</td>
<td>53,320</td>
<td>54,582</td>
<td>55,844</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.61</td>
<td>1.65</td>
<td>1.69</td>
<td>1.73</td>
<td>1.77</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>52,373</td>
<td>53,635</td>
<td>54,897</td>
<td>56,159</td>
<td>57,421</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.66</td>
<td>1.70</td>
<td>1.74</td>
<td>1.78</td>
<td>1.82</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>55,213</td>
<td>56,475</td>
<td>57,737</td>
<td>58,999</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.75</td>
<td>1.79</td>
<td>1.83</td>
<td>1.87</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>58,052</td>
<td>59,314</td>
<td>60,576</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.84</td>
<td>1.88</td>
<td>1.92</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### WORKING CONDITIONS
- Contract Days: 193
- FTE Teachers: 1700
- Enrollment: 22000
- HS: 8.25
- JH/MS: 8.25
- ELEM: 8.25
- Length of Teacher Day: 7.25
- Planning Time: 50
- Class Periods/Day: 4
- Normal Teaching Load: 3.5
- Length of Student Day: 7.25
- Experience Allowed: 13
- Career Increments: Y
- Incen. $372,500; Long. 14 or + yrs and no 07-08 stipend = 2% add'l sal
- Vertical Freeze: 86-87, 91-92
- Rollback: 84-85
- Multi-year Contract:
  - Length of Teacher Day: 8.25 8.25 8.25
  - Length of Student Day: 7.25 7.25
  - Normal Teaching Load: 3.5 6

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

### INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>DENTAL</td>
<td>United Con</td>
<td>24.38 24.38 24.38 24.38</td>
<td>Dep. Dental</td>
</tr>
<tr>
<td>PPO:</td>
<td>11-12 switch from 350D to 550D</td>
<td>24.38 24.38 24.38 24.38</td>
<td>Dep. Dental</td>
</tr>
<tr>
<td>LIFE</td>
<td>Hartford</td>
<td>3.50</td>
<td>41.31</td>
</tr>
<tr>
<td>LTD</td>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### LEAVES
<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>12</td>
<td>92</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>1</td>
<td>No</td>
<td>from sick lv.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>4</td>
<td>from sick lv/per occurrence</td>
<td>Voluntary Separation: Y N</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td></td>
<td></td>
<td></td>
<td>Grievance: Y P</td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>FMLA</td>
<td></td>
<td></td>
<td>Professional Growth: Y P</td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>18 for district</td>
<td></td>
<td></td>
<td>Reduction in Force: Y P</td>
<td></td>
</tr>
</tbody>
</table>

### MILLARD
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>MA</th>
<th>EDSPEC</th>
<th>PHD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Min</td>
<td>36,032</td>
<td>38,288</td>
<td>44,428</td>
<td>45,676</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.06261</td>
<td>1.22802</td>
<td>1.25488</td>
</tr>
<tr>
<td>Max</td>
<td>67,202</td>
<td>74,984</td>
<td>74,984</td>
<td>76,128</td>
</tr>
<tr>
<td></td>
<td>1.86506</td>
<td>2.08104</td>
<td>2.08104</td>
<td>2.11279</td>
</tr>
</tbody>
</table>

### COMMENTS:
- Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y
- PART-TIME BENEFITS
- Minimum FTE: 0.438
- Contribution: fte

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

### SEVERANCE PAY:
- BUS/Emerg Lv-2 from sick lv

### OTHER LEAVES:
- Bus/Emerg Lv-2 from sick lv
### WORKING CONDITIONS

- Contract Days: 183
- FTE Teachers: 237
- HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 7.3
- Length of Student Day: 7.3
- Planning Time: 110
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### SALARY SCHEDULE

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

### EXPERIENCE ALLOWED

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

### INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>H/A-Dent</td>
<td>Indiv.</td>
<td></td>
</tr>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td>496.16</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>826.13</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>937.76</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1259.17</td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td>PPO:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LTD:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum. use</th>
<th>Approval</th>
<th>Other</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>50</td>
<td>yes</td>
<td></td>
<td>50%</td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td></td>
<td>yes</td>
<td>60%</td>
<td></td>
</tr>
<tr>
<td>BEREAVER</td>
<td>2</td>
<td></td>
<td>w/approval</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>3</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### OTHER DISTRICT POLICIES

<table>
<thead>
<tr>
<th>Type</th>
<th>Notes</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Type</th>
<th>Notes</th>
</tr>
</thead>
</table>

### OTHER LEAVES:

#### MINATARE

<table>
<thead>
<tr>
<th>Step</th>
<th>BA 29,000</th>
<th>BA+9 30,450</th>
<th>BA+18 31,900</th>
<th>BA+27 33,350</th>
<th>MA 34,800</th>
<th>MA+9 36,250</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1.00</td>
<td>1.05</td>
<td>1.10</td>
<td>1.15</td>
<td>1.20</td>
<td>1.25</td>
</tr>
<tr>
<td>2</td>
<td>30,160</td>
<td>31,610</td>
<td>33,060</td>
<td>34,510</td>
<td>35,960</td>
<td>37,410</td>
</tr>
<tr>
<td>3</td>
<td>31,320</td>
<td>32,770</td>
<td>34,220</td>
<td>35,670</td>
<td>37,120</td>
<td>38,570</td>
</tr>
<tr>
<td>4</td>
<td>32,480</td>
<td>33,930</td>
<td>35,380</td>
<td>36,830</td>
<td>38,280</td>
<td>39,730</td>
</tr>
<tr>
<td>5</td>
<td>33,640</td>
<td>35,090</td>
<td>36,540</td>
<td>37,990</td>
<td>39,440</td>
<td>40,890</td>
</tr>
<tr>
<td>6</td>
<td>34,800</td>
<td>36,250</td>
<td>37,700</td>
<td>39,150</td>
<td>40,600</td>
<td>42,050</td>
</tr>
<tr>
<td>7</td>
<td>37,410</td>
<td>38,860</td>
<td>40,310</td>
<td>41,760</td>
<td>43,210</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>38,570</td>
<td>40,020</td>
<td>41,470</td>
<td>42,920</td>
<td>44,370</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>41,180</td>
<td>42,630</td>
<td>44,080</td>
<td>45,530</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>43,790</td>
<td>45,240</td>
<td>46,690</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>46,400</td>
<td>47,850</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>49,010</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1.69</td>
</tr>
</tbody>
</table>
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 69.17
- Enrollment: 760
- Length of Teacher Day: 7.33
- Length of Student Day: 7.33
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

## SALARY SCHEDULE
- Base: 30,300
- Index: 4.5 x 4.5
- Starting Salary: 30,300
- Entry Level Step: 1
- Career Increments: N

### BA+36 grandfathered for employees before 79-80

**Vertical Freeze:**
- Rollback:

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

## INSURANCE

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

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

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

### Amount Paid by District
- 446.93
- 446.93
- 22.25
- 22.25
- 22.25
- 22.25

### Couple - Benefits
- Individ. Depend.
- Sp. or Dep. Dental
- IRS 125: Y
- Cafeteria Plan

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

## LEAVES

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

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

### Accum. Depend.
- 60

### Approval
- yes

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

### OTHER DISTRICT POLICIES

### Negotiated/Policy
- Exits
- Exists

### COMMENT:
- Voluntary Separation: N
- Professional Growth: Y N
- Sick Bank: Y N

## LEAVES:

### OTHER LEAVES:

### MINDEN

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>30,300</td>
<td>31,664</td>
<td>33,027</td>
<td>34,391</td>
<td>35,754</td>
</tr>
<tr>
<td>1</td>
<td>31,664</td>
<td>33,027</td>
<td>34,391</td>
<td>35,754</td>
<td>37,118</td>
</tr>
<tr>
<td>2</td>
<td>33,027</td>
<td>34,391</td>
<td>35,754</td>
<td>37,118</td>
<td>38,481</td>
</tr>
<tr>
<td>3</td>
<td>34,391</td>
<td>35,754</td>
<td>37,118</td>
<td>38,481</td>
<td>39,845</td>
</tr>
<tr>
<td>4</td>
<td>35,754</td>
<td>37,118</td>
<td>38,481</td>
<td>39,845</td>
<td>41,208</td>
</tr>
</tbody>
</table>

### COMMENTS:
- 79-80 teachers must have MA to qualify for MA/BA+36 column
## Mitchell

**2011-2012**  
**3.1**

### Working Conditions
- **Contract Days:** 184  
- **FTE Teachers:** 695  
- **Enrollment:**  
  - HS:  
  - JH/MS:  
  - ELEM:  
- **Length of Teacher Day:** 8  
- **Length of Student Day:** 7.3  
- **Planning Time:** 47  
- **Class Periods/Day:** 8  
- **Normal Teaching Load:** 7  
- **Index:** 4.5 x 4.5  
- **Experience Allowed:** all  
- **Career Increments:** N  
- **Vertical Freeze:**  
- **Rollback:**  
- **Multi-year Contract:**

### Index: 4.5 x 4.5

- **Entry Level Step:** 1  
- **Starting Salary:** 30,550  
- **Base:** 30,550  
- **Experience Level Step:**  
- **FTE Teachers:**  
- **Starting Salary:** 30,550  
- **Base:** 30,550  
- **Class Periods/Day:** 8  
- **Normal Teaching Load:** 7  
- **Index:** 4.5 x 4.5  
- **Experience Allowed:** all  
- **Career Increments:** N

### Salary Schedule

#### Cafeteria Plan
- Individual:  
- Dependent:  
- **Options:** H/A, TSA, LTD, Cash

#### Heath
- **Carrier:** BC/BS  
- **Premium:** 248.08  
- **Type:** Guardian  
- **Benefit:** Omaha Life

#### Dental
- **Type:** H/A-Dent  
- **Premium:** 248.08  
- **Plan:** CAF/EE/Sp/Child

#### Life
- **Benefit:** Guardian  
- **Type:** Guardian  
- **Benefit:** Guardian

#### LTD
- **Type:** Guardian  
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:**  
- **Benefit:** Cafeteria Plan

#### IRS 125
- **Type:** Cafeteria Plan  
- **Benefit:** Cafeteria Plan

- **Option:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

#### Cafeteria Plan
- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

#### Cafeteria Plan
- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

#### Cafeteria Plan
- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

#### Cafeteria Plan
- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

### Leaves

#### Sick
- **Days/Year:** 10  
- **Accum:** 66  
- **Type:**  
- **Use:** yes

#### Personal
- **Days/Year:**  
- **Accum:**  
- **Type:**  
- **Use:** no

#### Bereavement
- **Days/Year:**  
- **Accum:**  
- **Type:**  
- **Use:** from sick lv

#### Professional
- **Days/Year:**  
- **Accum:**  
- **Type:**  
- **Use:** yes

#### Adoption
- **Days/Year:**  
- **Accum:**  
- **Type:**  
- **Use:** add'l at adm. disc.

#### Association
- **Days/Year:**  
- **Accum:**  
- **Type:**  
- **Use:**  

#### Sabbatical
- **Days/Year:**  
- **Accum:**  
- **Type:**  
- **Use:** no

#### Severance Pay:

### Working Conditions Table

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,550</td>
<td>31,925</td>
<td>33,300</td>
<td>34,674</td>
<td>36,049</td>
<td>37,424</td>
<td>38,799</td>
<td>40,173</td>
<td>41,548</td>
</tr>
<tr>
<td>2</td>
<td>40,173</td>
<td>41,548</td>
<td>42,923</td>
<td>44,298</td>
<td>45,672</td>
<td>47,047</td>
<td>48,422</td>
<td>49,797</td>
<td>51,171</td>
</tr>
<tr>
<td>3</td>
<td>47,047</td>
<td>48,422</td>
<td>49,797</td>
<td>51,171</td>
<td>52,546</td>
<td>53,921</td>
<td>55,306</td>
<td>56,681</td>
<td>58,056</td>
</tr>
<tr>
<td>4</td>
<td>51,171</td>
<td>52,546</td>
<td>53,921</td>
<td>55,306</td>
<td>56,681</td>
<td>58,056</td>
<td>59,431</td>
<td>60,807</td>
<td>62,183</td>
</tr>
<tr>
<td>5</td>
<td>56,681</td>
<td>58,056</td>
<td>59,431</td>
<td>60,807</td>
<td>62,183</td>
<td>63,558</td>
<td>64,934</td>
<td>66,310</td>
<td>67,686</td>
</tr>
</tbody>
</table>

### Salary Schedule

#### Cafeteria Plan
- Individual:  
- Dependent:  
- **Options:** H/A, TSA, LTD, Cash

#### Heath
- **Carrier:** BC/BS  
- **Premium:** 248.08  
- **Type:** Guardian  
- **Benefit:** Omaha Life

#### Dental
- **Type:** H/A-Dent  
- **Premium:** 248.08  
- **Plan:** CAF/EE/Sp/Child

#### Life
- **Benefit:** Guardian  
- **Type:** Guardian  
- **Benefit:** Guardian

#### LTD
- **Type:** Guardian  
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

#### IRS 125
- **Type:** Cafeteria Plan  
- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

#### Cafeteria Plan
- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

#### Cafeteria Plan
- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan

#### Cafeteria Plan
- **Premium:** 248.08  
- **Plan:** Cafeteria Plan

- **Option:** Cafeteria Plan

- **Benefit:** Cafeteria Plan
WORKING CONDITIONS
Contract Days: 185 FTE Teachers: 426
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 90 90 30
Class Periods/Day: 4 4
Normal Teaching Load: 6 6

MORRILL
2011-2012
1.1

Index: 4.25 x 4.5
Experience Allowed: 15
Career Increments: N

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
DENTAL BC/BS 2 11.13 11.13 11.13 11.13
PPO: COMMENTS:
LIFE
Deductible Reimbursement:
LTD NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 60 yes
BEREAVEMENT see sick lv.
PERSONAL 1+1 1-Y, 1-N @ term buy back unused @ 80
PROFESSIONAL unln. w/appr.
ADOPTION see sick lv.
ASSOCIATION
SAVABTICAL: No SEVERANCE PAY:

OTHER DISTRICT POLICIES
Exists
Negotiated/Policy

OTHER LEAVES:

<table>
<thead>
<tr>
<th>Size</th>
<th>BA BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+30</th>
<th>MA MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>39,100</td>
<td>31,455</td>
<td>32,809</td>
<td>34,164</td>
<td>35,518</td>
<td>36,873</td>
<td>38,227</td>
</tr>
<tr>
<td>2</td>
<td>31,378</td>
<td>32,734</td>
<td>34,088</td>
<td>35,443</td>
<td>36,797</td>
<td>38,152</td>
<td>39,506</td>
</tr>
<tr>
<td>3</td>
<td>22,059</td>
<td>34,013</td>
<td>35,368</td>
<td>36,722</td>
<td>38,077</td>
<td>39,431</td>
<td>40,786</td>
</tr>
<tr>
<td>4</td>
<td>1,085</td>
<td>1,131</td>
<td>1,177</td>
<td>1,223</td>
<td>1,269</td>
<td>1,315</td>
<td>1,360</td>
</tr>
<tr>
<td>5</td>
<td>39,927</td>
<td>36,572</td>
<td>37,926</td>
<td>39,281</td>
<td>40,636</td>
<td>41,990</td>
<td>43,344</td>
</tr>
<tr>
<td>6</td>
<td>1,17</td>
<td>1,215</td>
<td>1,261</td>
<td>1,307</td>
<td>1,354</td>
<td>1,400</td>
<td>1,445</td>
</tr>
<tr>
<td>7</td>
<td>30,100</td>
<td>38,465</td>
<td>41,839</td>
<td>44,214</td>
<td>46,599</td>
<td>48,984</td>
<td>51,369</td>
</tr>
<tr>
<td>8</td>
<td>31,378</td>
<td>32,734</td>
<td>34,088</td>
<td>35,443</td>
<td>36,797</td>
<td>38,152</td>
<td>39,506</td>
</tr>
<tr>
<td>9</td>
<td>39,927</td>
<td>36,572</td>
<td>37,926</td>
<td>39,281</td>
<td>40,636</td>
<td>41,990</td>
<td>43,344</td>
</tr>
<tr>
<td>10</td>
<td>39,100</td>
<td>31,455</td>
<td>32,809</td>
<td>34,164</td>
<td>35,518</td>
<td>36,873</td>
<td>38,227</td>
</tr>
<tr>
<td>11</td>
<td>30,100</td>
<td>38,465</td>
<td>41,839</td>
<td>44,214</td>
<td>46,599</td>
<td>48,984</td>
<td>51,369</td>
</tr>
<tr>
<td>12</td>
<td>31,378</td>
<td>32,734</td>
<td>34,088</td>
<td>35,443</td>
<td>36,797</td>
<td>38,152</td>
<td>39,506</td>
</tr>
<tr>
<td>13</td>
<td>39,927</td>
<td>36,572</td>
<td>37,926</td>
<td>39,281</td>
<td>40,636</td>
<td>41,990</td>
<td>43,344</td>
</tr>
<tr>
<td>14</td>
<td>30,100</td>
<td>38,465</td>
<td>41,839</td>
<td>44,214</td>
<td>46,599</td>
<td>48,984</td>
<td>51,369</td>
</tr>
<tr>
<td>15</td>
<td>31,378</td>
<td>32,734</td>
<td>34,088</td>
<td>35,443</td>
<td>36,797</td>
<td>38,152</td>
<td>39,506</td>
</tr>
<tr>
<td>16</td>
<td>39,927</td>
<td>36,572</td>
<td>37,926</td>
<td>39,281</td>
<td>40,636</td>
<td>41,990</td>
<td>43,344</td>
</tr>
<tr>
<td>17</td>
<td>30,100</td>
<td>38,465</td>
<td>41,839</td>
<td>44,214</td>
<td>46,599</td>
<td>48,984</td>
<td>51,369</td>
</tr>
<tr>
<td>18</td>
<td>31,378</td>
<td>32,734</td>
<td>34,088</td>
<td>35,443</td>
<td>36,797</td>
<td>38,152</td>
<td>39,506</td>
</tr>
</tbody>
</table>
WORKING CONDITIONS

- Contract Days: 183
- FTE Teachers: 23
- Enrollment: 195
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.45
- Length of Student Day: 7.45
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE

- Base: 28,500
- Starting Salary: 28,500
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

Index: 4 x 5

Experience Allowed: 3(D)

INSURANCE

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

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td>471.35</td>
<td>872.02</td>
<td>938.56 1200.25</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td>22.25</td>
<td>22.25 22.25</td>
</tr>
<tr>
<td>PPO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>COMMENTS:</td>
</tr>
<tr>
<td>LIFE</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Deductible Reimbursement:</td>
</tr>
<tr>
<td>LTD</td>
<td>National Ins</td>
<td>.0061</td>
<td></td>
<td></td>
<td>IRS 125:</td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Flex Accounts:</td>
</tr>
</tbody>
</table>

LEAVES

- Type: Days/Year
- Depend. use: Approval Needed
- Other

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Depend. use</th>
<th>Approval Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>30</td>
<td>yes</td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>3</td>
<td></td>
<td>yes</td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>4</td>
<td></td>
<td>yes</td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>admin. disc.</td>
<td></td>
<td>yes</td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| SEVERANCE PAY:
| OTHER DISTRICT POLICIES: Negotiated/Policy

- Sick Bank: N
- SEVERANCE PAY:
- Emergency

OTHER LEAVES: Emergency

MULLEN

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28,500</td>
<td>29,925</td>
<td>31,350</td>
<td>32,775</td>
<td>34,200</td>
<td>35,625</td>
<td>37,050</td>
<td>38,475</td>
</tr>
<tr>
<td>2</td>
<td>29,640</td>
<td>31,065</td>
<td>32,490</td>
<td>33,915</td>
<td>35,340</td>
<td>36,765</td>
<td>38,190</td>
<td>39,615</td>
</tr>
<tr>
<td>3</td>
<td>30,780</td>
<td>32,205</td>
<td>33,630</td>
<td>35,055</td>
<td>36,480</td>
<td>37,905</td>
<td>39,330</td>
<td>40,755</td>
</tr>
<tr>
<td>4</td>
<td>31,920</td>
<td>33,345</td>
<td>34,770</td>
<td>36,195</td>
<td>37,620</td>
<td>39,045</td>
<td>40,470</td>
<td>41,895</td>
</tr>
<tr>
<td>5</td>
<td>33,060</td>
<td>34,485</td>
<td>35,910</td>
<td>37,335</td>
<td>38,760</td>
<td>40,185</td>
<td>41,610</td>
<td>43,035</td>
</tr>
<tr>
<td>6</td>
<td>34,200</td>
<td>35,625</td>
<td>37,050</td>
<td>38,475</td>
<td>39,900</td>
<td>41,325</td>
<td>42,750</td>
<td>44,175</td>
</tr>
<tr>
<td>7</td>
<td>36,765</td>
<td>38,190</td>
<td>39,615</td>
<td>41,040</td>
<td>42,465</td>
<td>43,890</td>
<td>45,315</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>37,905</td>
<td>39,330</td>
<td>40,755</td>
<td>42,180</td>
<td>43,605</td>
<td>45,030</td>
<td>46,455</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>40,470</td>
<td>41,895</td>
<td>43,320</td>
<td>44,745</td>
<td>46,170</td>
<td>47,595</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>43,035</td>
<td>44,460</td>
<td>45,885</td>
<td>47,310</td>
<td>48,735</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>45,600</td>
<td>47,025</td>
<td>48,450</td>
<td>49,875</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>48,165</td>
<td>49,590</td>
<td>51,015</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>50,730</td>
<td>52,155</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>53,295</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

FTE Teachers: 23
Starting Salary: 28,500
Part-Time Benefits
Minimum FTE: 0.438
Contribution: FTE
## Working Conditions

- **Contract Days:** 186.5
- **FTE Teachers:** 1399
- **Enrollment:**
  - HS: 31,925
  - JH/MS: 33,202
  - ELEM: 34,479
- **Length of Teacher Day:** 8.75
- **Length of Student Day:** 6.9
- **Planning Time:** 47%
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule

- **Base:** 31,925
- **Starting Salary:** 33,202
- **Career Increments:** N
- **Experience Allowed:** 10
- **Index:** 4 x 5
- **Entry Level Step:** 1

## Insurancce

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D/2850D</td>
<td>446.93 826.84 938.56 1260.25</td>
<td>Sp. or Dep. Dental</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
<td></td>
</tr>
<tr>
<td>PPO:</td>
<td>National</td>
<td>3.60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE LTD</td>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Leaves

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend. use</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>50</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Cafeteria Plan

- **Type Carrier:** H/A-Dent, Individ., EE/Child, EE/Spouse, EE/Sp/Child
- **Amount Paid by District:** 24.46 or 40.50
- **Options:** IRS 125: Y
- **Flex Accounts:**
- **Minimum FTE:** 0.5
- **Contribution:** fte

## Other District Policies

- **Working Conditions Policy:**
- **Large Class Periods/Day:** 8
- **Contract Days:** 186.5
- **Enrollment:**
  - HS: 31,925
  - JH/MS: 33,202
  - ELEM: 34,479
- **Length of Teacher Day:** 8.75
- **Length of Student Day:** 6.9
- **Planning Time:** 47%
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Working Conditions

- **Salary Schedule:**
  - **Base:** 31,925
  - **Starting Salary:** 33,202
  - **Career Increments:** N
  - **Experience Allowed:** 10
  - **Index:** 4 x 5
  - **Entry Level Step:** 1

## Insurancce

- **Type Carrier:** H/A-Dent, Individ., EE/Child, EE/Spouse, EE/Sp/Child
- **Amount Paid by District:** 24.46 or 40.50
- **Options:** IRS 125: Y
- **Flex Accounts:**
- **Minimum FTE:** 0.5
- **Contribution:** fte
# Nebraska Unified District 1

## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 485
- **Enrollment:**
  - HS: 22.25
  - JH/MS: 22.25
  - ELEM: 22.25
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 53
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 30,100
- **Starting Salary:** 30,100
- **Index:** 4 x 4
- **Experience Allowed:** Y
- **Career Increments:** Y
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

## Insurancce
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
</tr>
<tr>
<td>PPO:</td>
<td></td>
<td></td>
<td>COMMENTS:</td>
</tr>
<tr>
<td>LIFE</td>
<td></td>
<td></td>
<td>Deductible Reimbursement:</td>
</tr>
<tr>
<td>LTD</td>
<td>Madison Nat'l</td>
<td>.0037</td>
<td></td>
</tr>
</tbody>
</table>

## Leaves
<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Needed</th>
<th>Other</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>40</td>
<td>Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td></td>
<td>yes</td>
<td>1 add'l if trade 3 sick days</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td></td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

## Other Leave:
- **SABBATICAL:** No

## Cafeteria Plan
- **Cafeteria Plan Payment:**
  - Individ.: 24.46 or 40.50
  - Depend.: Options: H/A; 125K

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

## Additional Information
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Enrollment:**
  - HS: 22.25
  - JH/MS: 22.25
  - ELEM: 22.25
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 53
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule Table
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,100</td>
<td>31,304</td>
<td>32,508</td>
<td>33,712</td>
<td>34,916</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
</tr>
<tr>
<td>2</td>
<td>31,304</td>
<td>32,508</td>
<td>33,712</td>
<td>34,916</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
</tr>
<tr>
<td>3</td>
<td>32,508</td>
<td>33,712</td>
<td>34,916</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
</tr>
<tr>
<td>4</td>
<td>33,712</td>
<td>34,916</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
<td>42,140</td>
</tr>
<tr>
<td>5</td>
<td>34,916</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
<td>42,140</td>
<td>43,344</td>
</tr>
<tr>
<td>6</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
<td>42,140</td>
<td>43,344</td>
<td>44,548</td>
</tr>
<tr>
<td>7</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
<td>42,140</td>
<td>43,344</td>
<td>44,548</td>
<td>45,752</td>
</tr>
<tr>
<td>8</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
<td>42,140</td>
<td>43,344</td>
<td>44,548</td>
<td>45,752</td>
<td>46,956</td>
</tr>
<tr>
<td>9</td>
<td>39,732</td>
<td>40,936</td>
<td>42,140</td>
<td>43,344</td>
<td>44,548</td>
<td>45,752</td>
<td>46,956</td>
<td>48,160</td>
</tr>
<tr>
<td>10</td>
<td>40,936</td>
<td>42,140</td>
<td>43,344</td>
<td>44,548</td>
<td>45,752</td>
<td>46,956</td>
<td>48,160</td>
<td>49,364</td>
</tr>
<tr>
<td>11</td>
<td>42,140</td>
<td>43,344</td>
<td>44,548</td>
<td>45,752</td>
<td>46,956</td>
<td>48,160</td>
<td>49,364</td>
<td>50,568</td>
</tr>
<tr>
<td>12</td>
<td>43,344</td>
<td>44,548</td>
<td>45,752</td>
<td>46,956</td>
<td>48,160</td>
<td>49,364</td>
<td>50,568</td>
<td>51,772</td>
</tr>
<tr>
<td>13</td>
<td>44,548</td>
<td>45,752</td>
<td>46,956</td>
<td>48,160</td>
<td>49,364</td>
<td>50,568</td>
<td>51,772</td>
<td>52,976</td>
</tr>
<tr>
<td>14</td>
<td>45,752</td>
<td>46,956</td>
<td>48,160</td>
<td>49,364</td>
<td>50,568</td>
<td>51,772</td>
<td>52,976</td>
<td>54,180</td>
</tr>
</tbody>
</table>
## Working Conditions
- **Contract Days:** 185
- **Enrollment:** 429
- **Length of Teacher Day:** 8 hrs
- **Length of Student Day:** 6.7 hrs
- **Planning Time:** 52 hrs
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Index:** 4 x 4
- **Experience Allowed:** all
- **Career Increments:** Y
- **Multi-year Contract:**
  - **Length of Teacher Day:** 8 hrs
  - **Length of Student Day:** 6.7 hrs
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 29,250
- **Index:** 4 x 4
- **Experience Level Step:** 1

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,250</td>
<td>30,420</td>
<td>31,590</td>
<td>32,760</td>
<td>33,930</td>
<td>35,100</td>
<td>36,270</td>
<td>36,270</td>
</tr>
<tr>
<td>2</td>
<td>30,420</td>
<td>31,590</td>
<td>32,760</td>
<td>33,930</td>
<td>35,100</td>
<td>36,270</td>
<td>36,270</td>
<td>37,440</td>
</tr>
<tr>
<td>3</td>
<td>31,590</td>
<td>33,760</td>
<td>35,930</td>
<td>38,100</td>
<td>39,270</td>
<td>40,440</td>
<td>41,610</td>
<td>42,780</td>
</tr>
<tr>
<td>4</td>
<td>33,760</td>
<td>35,930</td>
<td>38,100</td>
<td>40,270</td>
<td>42,440</td>
<td>43,610</td>
<td>44,780</td>
<td>45,950</td>
</tr>
<tr>
<td>5</td>
<td>35,930</td>
<td>38,100</td>
<td>40,270</td>
<td>42,440</td>
<td>44,610</td>
<td>45,780</td>
<td>46,950</td>
<td>48,120</td>
</tr>
<tr>
<td>6</td>
<td>38,100</td>
<td>40,270</td>
<td>42,440</td>
<td>44,610</td>
<td>46,780</td>
<td>47,950</td>
<td>49,120</td>
<td>50,290</td>
</tr>
<tr>
<td>7</td>
<td>40,270</td>
<td>42,440</td>
<td>44,610</td>
<td>46,780</td>
<td>48,950</td>
<td>50,120</td>
<td>51,290</td>
<td>52,460</td>
</tr>
<tr>
<td>8</td>
<td>42,440</td>
<td>44,610</td>
<td>46,780</td>
<td>48,950</td>
<td>51,120</td>
<td>53,290</td>
<td>55,460</td>
<td>57,630</td>
</tr>
<tr>
<td>9</td>
<td>44,610</td>
<td>46,780</td>
<td>48,950</td>
<td>51,120</td>
<td>53,290</td>
<td>55,460</td>
<td>57,630</td>
<td>59,800</td>
</tr>
<tr>
<td>10</td>
<td>46,780</td>
<td>48,950</td>
<td>51,120</td>
<td>53,290</td>
<td>55,460</td>
<td>57,630</td>
<td>59,800</td>
<td>62,000</td>
</tr>
<tr>
<td>11</td>
<td>48,950</td>
<td>51,120</td>
<td>53,290</td>
<td>55,460</td>
<td>57,630</td>
<td>59,800</td>
<td>62,000</td>
<td>64,200</td>
</tr>
<tr>
<td>12</td>
<td>51,120</td>
<td>53,290</td>
<td>55,460</td>
<td>57,630</td>
<td>59,800</td>
<td>62,000</td>
<td>64,200</td>
<td>66,400</td>
</tr>
<tr>
<td>13</td>
<td>53,290</td>
<td>55,460</td>
<td>57,630</td>
<td>59,800</td>
<td>62,000</td>
<td>64,200</td>
<td>66,400</td>
<td>68,600</td>
</tr>
<tr>
<td>14</td>
<td>55,460</td>
<td>57,630</td>
<td>59,800</td>
<td>62,000</td>
<td>64,200</td>
<td>66,400</td>
<td>68,600</td>
<td>70,800</td>
</tr>
<tr>
<td>15</td>
<td>57,630</td>
<td>59,800</td>
<td>62,000</td>
<td>64,200</td>
<td>66,400</td>
<td>68,600</td>
<td>70,800</td>
<td>73,000</td>
</tr>
<tr>
<td>16</td>
<td>59,800</td>
<td>62,000</td>
<td>64,200</td>
<td>66,400</td>
<td>68,600</td>
<td>70,800</td>
<td>73,000</td>
<td>75,100</td>
</tr>
<tr>
<td>17</td>
<td>62,000</td>
<td>64,200</td>
<td>66,400</td>
<td>68,600</td>
<td>70,800</td>
<td>73,000</td>
<td>75,100</td>
<td>77,300</td>
</tr>
</tbody>
</table>

### Cafeteria Plan
- **Options:**
  - **INDIV:** 24.46 or 40.50
  - **DEPEND:**

### Insurance
- **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:**
- **LIFE:** Companion 1.55
- **LTD:** Principal .0036

### Leaves
- **SICK:** 9 days, 45 accrual, yes
- **PERSONAL:** 2 days, other info: acc. to 5
- **BEREAVEMENT:** 4 days, 3 immed fam, 1 non-fam
- **PROFESSIONAL:** flexible
- **ADOPTION:** flexible, with approval
- **ASSOCIATION:** flexible
- **SEVERANCE PAY:**

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

### Other Leaves
- **Emergency- 3 days**
### Working Conditions
- Contract Days: 185
- FTE Teachers: 140
- Enrollment: 140
- 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: 28,800
- Starting Salary: 28,800
- Career Increments: N
- Index: 4 x 4
- Entry Level Step: 1
- Experience Allowed: All

### Index: 4 x 4

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28,800</td>
<td>29,952</td>
<td>31,104</td>
<td>32,256</td>
<td>33,408</td>
<td>34,560</td>
</tr>
<tr>
<td>2</td>
<td>31,104</td>
<td>32,256</td>
<td>33,408</td>
<td>34,560</td>
<td>35,712</td>
<td>36,864</td>
</tr>
<tr>
<td>3</td>
<td>34,560</td>
<td>35,712</td>
<td>36,864</td>
<td>38,016</td>
<td>39,168</td>
<td>40,320</td>
</tr>
<tr>
<td>4</td>
<td>38,016</td>
<td>39,168</td>
<td>40,320</td>
<td>41,472</td>
<td>42,624</td>
<td>43,776</td>
</tr>
<tr>
<td>5</td>
<td>43,776</td>
<td>44,928</td>
<td>46,080</td>
<td>47,232</td>
<td>48,384</td>
<td>49,536</td>
</tr>
<tr>
<td>6</td>
<td>49,536</td>
<td>50,688</td>
<td>51,832</td>
<td>52,984</td>
<td>54,136</td>
<td>55,288</td>
</tr>
</tbody>
</table>

### INSURANCE
- HEALTH BC/BS: 600D 4/46.93 826.84 938.56 1260.25
- DENTAL BC/BS: 2 22.25 22.25 22.25 22.25

### Cafeteria Plan
- Individ.: 24.46 or 40.50
- Depend.: Options: IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.5

### Leaves
- SICK: 10 40 yes
- PERSONAL: 3 yes over 3 reim. $30/day for unused
- BEREAVEMENT: 3
- PROFESSIONAL: adm. disc. yes
- ADOPTION: from sick/pers. lv
- ASSOCIATION: admin. disc.
- SABBATICAL: No

### OTHER DISTRICT POLICIES
- SEVERANCE PAY: Y

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

### New Castle

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28,800</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>31,104</td>
<td>32,256</td>
<td>33,408</td>
<td>34,560</td>
<td>35,712</td>
<td>36,864</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>34,560</td>
<td>35,712</td>
<td>36,864</td>
<td>38,016</td>
<td>39,168</td>
<td>40,320</td>
<td>41,472</td>
</tr>
<tr>
<td>4</td>
<td>38,016</td>
<td>39,168</td>
<td>40,320</td>
<td>41,472</td>
<td>42,624</td>
<td>43,776</td>
<td>44,928</td>
</tr>
<tr>
<td>5</td>
<td>43,776</td>
<td>44,928</td>
<td>46,080</td>
<td>47,232</td>
<td>48,384</td>
<td>49,536</td>
<td>50,688</td>
</tr>
<tr>
<td>6</td>
<td>49,536</td>
<td>50,688</td>
<td>51,832</td>
<td>52,984</td>
<td>54,136</td>
<td>55,288</td>
<td>56,440</td>
</tr>
</tbody>
</table>

### New Castle Annual Schedule
- Class Periods/Day: 8
- Contract Days: 185
- Enrollment: 140
- BA: 28,800
- BA+9: 31,104
- BA+18: 34,560
- BA+27: 38,016
- MA: 43,776
- MA+9: 49,536
- MA+18: 56,440
### Working Conditions

<table>
<thead>
<tr>
<th>Contract Days:</th>
<th>185</th>
<th>FTE Teachers:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment:</td>
<td>218</td>
<td></td>
</tr>
<tr>
<td>HS</td>
<td>8</td>
<td>JH/MS</td>
</tr>
<tr>
<td>ELEM</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Length of Teacher Day:</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>Length of Student Day:</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Planning Time:</td>
<td>90</td>
<td>90</td>
</tr>
<tr>
<td>Class Periods/Day:</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Normal Teaching Load:</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

### Salary Schedule

- **Base:** $29,450
- **Index:** 4 x 4
- **Starting Salary:**
- **Experience Allowed:** 5(D)
- **Career Increments:** N
- **Ind. Neg. after MA + 9(13); Incent. $2500**
- **Ind. Neg. after MA + 9:** 13
- **Incent. $2500**
- **Vertical Freeze:** 86-87, 87-88
- **Rollback:**
- **Multi-year Contract:**

### Insurancce

#### Options

- **Carrier:**
  - BC/BS 800D
  - BC/BS 2
  - PPO
  - LTD Madison Ntl.
  - NON-PARTICIPANT

#### Amount Paid by District

- **H/A-Dent:**
  - Indiv. EE/Child: 431.86
  - EE/Spouse: 798.96
  - EE/Sp/Child: 906.92
  - Sp. or Dep. Dental: 1217.76

- **Sp. or Dep. Dental:**
  - Individ. EE/Child: 22.25
  - EE/Spouse: 22.25
  - EE/Sp/Child: 22.25

#### Cafeteria Plan

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

- **Deductible Reimbursement:**

### Leavess

#### Type

- **SICK:** 10
- **PERSONAL:** 2
- **BEREAVEMENT:** unil.
- **PROFESSIONAL:** 30
- **ADOPTION:** see sick lv.
- **ASSOCIATION:** Adm. Disc.

#### Days/Year

- **SICK:** 30
- **PERSONAL:** 2
- **BEREAVEMENT:** unil.
- **PROFESSIONAL:** 30
- **ADOPTION:** see sick lv.
- **ASSOCIATION:** Adm. Disc.

#### Accum. Depend. Other

- **SICK:** 30,628
- **PERSONAL:** 30,628
- **BEREAVEMENT:** unil.
- **PROFESSIONAL:** 30,628
- **ADOPTION:** see sick lv.
- **ASSOCIATION:** Adm. Disc.

### Cafeteria Plan

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

### Other District Policies

#### Negotiated/Policy

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

### Newman Grove

#### Class Periods/Day:

- **4**

#### Enrollment:

- **218**

#### Contract Days:

- **185**

#### Length of Teacher Day:

- **8**

#### Length of Student Day:

- **7**

#### Normal Teaching Load:

- **3**

### Newman Grove 2011-2012

#### Worksheet

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>29,450</td>
<td>30,628</td>
<td>31,806</td>
<td>32,984</td>
<td>34,162</td>
<td>35,340</td>
</tr>
<tr>
<td>1</td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
</tr>
<tr>
<td>2</td>
<td>30,628</td>
<td>31,806</td>
<td>32,984</td>
<td>34,162</td>
<td>35,340</td>
<td>36,518</td>
</tr>
<tr>
<td>3</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
</tr>
<tr>
<td>4</td>
<td>31,806</td>
<td>32,984</td>
<td>34,162</td>
<td>35,340</td>
<td>36,518</td>
<td>37,696</td>
</tr>
<tr>
<td>5</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
</tr>
<tr>
<td>6</td>
<td>32,984</td>
<td>34,162</td>
<td>35,340</td>
<td>36,518</td>
<td>37,696</td>
<td>38,874</td>
</tr>
<tr>
<td>7</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>8</td>
<td>34,162</td>
<td>35,340</td>
<td>36,518</td>
<td>37,696</td>
<td>38,874</td>
<td>40,052</td>
</tr>
<tr>
<td>9</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>10</td>
<td>35,340</td>
<td>36,518</td>
<td>37,696</td>
<td>38,874</td>
<td>40,052</td>
<td>41,230</td>
</tr>
<tr>
<td>11</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
</tr>
<tr>
<td>12</td>
<td>36,518</td>
<td>37,696</td>
<td>38,874</td>
<td>40,052</td>
<td>41,230</td>
<td>42,408</td>
</tr>
<tr>
<td>13</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
</tr>
<tr>
<td>14</td>
<td>37,696</td>
<td>38,874</td>
<td>40,052</td>
<td>41,230</td>
<td>42,408</td>
<td>43,586</td>
</tr>
<tr>
<td>15</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
</tr>
<tr>
<td>16</td>
<td>40,052</td>
<td>41,230</td>
<td>42,408</td>
<td>43,586</td>
<td>44,764</td>
<td>45,942</td>
</tr>
<tr>
<td>17</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
</tr>
<tr>
<td>18</td>
<td>42,408</td>
<td>43,586</td>
<td>44,764</td>
<td>45,942</td>
<td>47,120</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>44,764</td>
<td>45,942</td>
<td>47,120</td>
<td>48,298</td>
<td>1.60</td>
<td>1.64</td>
</tr>
<tr>
<td>21</td>
<td>47,120</td>
<td>48,298</td>
<td>49,476</td>
<td>1.64</td>
<td>1.68</td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>48,298</td>
<td>49,476</td>
<td>1.68</td>
<td>1.72</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Comments

- **Negotiated/Policy:**
- **Exists:**
- **Sabbatical:** No
- **Severance Pay:** Y

### Other Leaves

- **Bereavement Leave:** at retirement $50/day up to $1,500
- **Personal Leave:** 30 days at retirement $50/day up to $1,500
- **Sick Leave:** 10 days
- **Professional Leave:** 30 days
- **Adoption Leave:** see sick lv.
- **Association Leave:** Adm. Disc.
## Working Conditions
- Contract Days: 185
- FTE Teachers: 20
- Enrollment: 157
- HS: 7.7
- JH/MS: 7.7
- ELEM: 7.7
- Length of Teacher Day: 8
- Length of Student Day: 7.7
- Planning Time: 54
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 30,800
- Starting Salary: 30,800
- Career Increments: N
- Index: 4 x 4
- Experience Allowed: 5
- Entry Level Step: 1

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

## Leaves
- Type: Days/Year
- Accum.: Use
- Approval: Needed
- Other:
- Sick: 10 60 yes
- Other Info: .5 sub rate reimbursed for days over 60
- Personal: 2
- Bereavement: 5
- Professional: 2
- Adoption: 
- Association: 

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

## Sevrance Pay:

## Niobrara Salary Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,800</td>
<td>32,032</td>
<td>33,264</td>
<td>34,496</td>
<td>35,112</td>
<td>35,728</td>
<td>36,960</td>
<td>38,192</td>
</tr>
<tr>
<td>2</td>
<td>32,032</td>
<td>33,264</td>
<td>34,496</td>
<td>35,728</td>
<td>36,344</td>
<td>36,960</td>
<td>38,192</td>
<td>39,424</td>
</tr>
<tr>
<td>3</td>
<td>33,264</td>
<td>34,496</td>
<td>35,728</td>
<td>36,960</td>
<td>37,576</td>
<td>38,192</td>
<td>39,424</td>
<td>40,656</td>
</tr>
<tr>
<td>4</td>
<td>34,496</td>
<td>35,728</td>
<td>36,960</td>
<td>38,192</td>
<td>39,424</td>
<td>40,656</td>
<td>41,888</td>
<td>43,120</td>
</tr>
<tr>
<td>5</td>
<td>35,728</td>
<td>36,960</td>
<td>38,192</td>
<td>39,424</td>
<td>40,040</td>
<td>40,656</td>
<td>41,888</td>
<td>43,120</td>
</tr>
<tr>
<td>6</td>
<td>36,960</td>
<td>38,192</td>
<td>39,424</td>
<td>40,040</td>
<td>40,656</td>
<td>41,888</td>
<td>43,120</td>
<td>44,352</td>
</tr>
<tr>
<td>7</td>
<td>39,424</td>
<td>40,656</td>
<td>41,888</td>
<td>42,504</td>
<td>43,120</td>
<td>44,352</td>
<td>45,584</td>
<td>46,816</td>
</tr>
<tr>
<td>8</td>
<td>41,888</td>
<td>43,120</td>
<td>43,736</td>
<td>44,352</td>
<td>45,584</td>
<td>46,816</td>
<td>48,048</td>
<td>49,280</td>
</tr>
<tr>
<td>9</td>
<td>44,352</td>
<td>44,968</td>
<td>45,584</td>
<td>46,816</td>
<td>48,048</td>
<td>49,280</td>
<td>50,512</td>
<td>51,744</td>
</tr>
<tr>
<td>10</td>
<td>46,200</td>
<td>46,816</td>
<td>48,048</td>
<td>49,280</td>
<td>50,512</td>
<td>51,744</td>
<td>52,976</td>
<td>54,208</td>
</tr>
<tr>
<td>11</td>
<td>49,280</td>
<td>50,512</td>
<td>51,744</td>
<td>52,976</td>
<td>54,208</td>
<td>55,440</td>
<td>56,672</td>
<td>57,904</td>
</tr>
</tbody>
</table>

## Notes
- Enrollment: 157
- FTE Teachers: 20
- Contract Days: 185
- Normal Teaching Load: 7
- Class Periods/Day: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.7
- Rollback: Multi-year Contract
- Deductible Reimbursement: 300/600
- Deductible Reimbursement: Y 300/600
- IRS 125: Options:
- Minimum FTE: 0.4
- Contribution: fte
- Length of Teacher Day: 888
- Length of Student Day: 7.7
- Normal Teaching Load: 7
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Class Periods/Day: 8
## Working Conditions
- **Contract Days:** 186
- **FTE Teachers:** 4017
- **Enrollment:** HS 434, JH/MS 434, ELEM 434
- **Length of Teacher Day:** 7:25, 7:2, 7:1
- **Length of Student Day:** 8:50, 50:45
- **Planning Time:** 8:50, 50:45, 45
- **Class Periods/Day:** 8:5, 8
- **Normal Teaching Load:** 6:6

## Salary Schedule
- **Base:** 33,345
- **Index:** 4.5 x 4.5
- **Starting Salary:** 33,345
- **Entry Level Step:** 1
- **Career Increments:** Y
- **Experience Allowed:** 4/5
- **Vertical Freeze:** 86-87, 97-98
- **Rollback:** 89-90
- **Multi-year Contract:** 10-11, 11-12

## Insuranc
- **Health:** BC/BS
- **Dental:** H/A-Dent
- **Life:** Individ. EE/Child EE/Spouse EE/Sp/Child
- **Options:** H/A, Life, LTD
- **Flex Accounts:** Y

## Leaves
- **Sick:** 10 days, max=75 days
- **Personal:** 2 days
- **Professional:** 3 days
- **Berereavement:** 5 days
- **Apt Adoptions:** 7 days

## Other District Policies
- **Sabbatical:** Yes

## Severance Pay

### Tables
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
<th>MA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>33,345</td>
<td>34,846</td>
<td>36,346</td>
<td>37,847</td>
<td>39,347</td>
<td>40,848</td>
<td>42,348</td>
<td>43,849</td>
<td>45,349</td>
<td>46,850</td>
</tr>
<tr>
<td>2</td>
<td>34,846</td>
<td>36,346</td>
<td>37,847</td>
<td>39,347</td>
<td>40,848</td>
<td>42,348</td>
<td>43,849</td>
<td>45,349</td>
<td>46,850</td>
<td>48,350</td>
</tr>
<tr>
<td>3</td>
<td>36,346</td>
<td>37,847</td>
<td>39,347</td>
<td>40,848</td>
<td>42,348</td>
<td>43,849</td>
<td>45,349</td>
<td>46,850</td>
<td>48,350</td>
<td>49,851</td>
</tr>
<tr>
<td>4</td>
<td>37,847</td>
<td>39,347</td>
<td>40,848</td>
<td>42,348</td>
<td>43,849</td>
<td>45,349</td>
<td>46,850</td>
<td>48,350</td>
<td>49,851</td>
<td>51,351</td>
</tr>
<tr>
<td>5</td>
<td>39,347</td>
<td>40,848</td>
<td>42,348</td>
<td>43,849</td>
<td>45,349</td>
<td>46,850</td>
<td>48,350</td>
<td>49,851</td>
<td>51,351</td>
<td>52,852</td>
</tr>
<tr>
<td>6</td>
<td>40,848</td>
<td>42,348</td>
<td>43,849</td>
<td>45,349</td>
<td>46,850</td>
<td>48,350</td>
<td>49,851</td>
<td>51,351</td>
<td>52,852</td>
<td>54,352</td>
</tr>
<tr>
<td>7</td>
<td>42,348</td>
<td>43,849</td>
<td>45,349</td>
<td>46,850</td>
<td>48,350</td>
<td>49,851</td>
<td>51,351</td>
<td>52,852</td>
<td>54,352</td>
<td>55,853</td>
</tr>
<tr>
<td>8</td>
<td>43,849</td>
<td>45,349</td>
<td>46,850</td>
<td>48,350</td>
<td>49,851</td>
<td>51,351</td>
<td>52,852</td>
<td>54,352</td>
<td>55,853</td>
<td>57,353</td>
</tr>
<tr>
<td>9</td>
<td>45,349</td>
<td>46,850</td>
<td>48,350</td>
<td>49,851</td>
<td>51,351</td>
<td>52,852</td>
<td>54,352</td>
<td>55,853</td>
<td>57,353</td>
<td>59,354</td>
</tr>
<tr>
<td>10</td>
<td>46,850</td>
<td>48,350</td>
<td>49,851</td>
<td>51,351</td>
<td>52,852</td>
<td>54,352</td>
<td>55,853</td>
<td>57,353</td>
<td>59,854</td>
<td>61,855</td>
</tr>
<tr>
<td>11</td>
<td>48,350</td>
<td>49,851</td>
<td>51,351</td>
<td>52,852</td>
<td>54,352</td>
<td>55,853</td>
<td>57,353</td>
<td>59,854</td>
<td>61,855</td>
<td>63,856</td>
</tr>
<tr>
<td>12</td>
<td>49,851</td>
<td>51,351</td>
<td>52,852</td>
<td>54,352</td>
<td>55,853</td>
<td>57,353</td>
<td>59,854</td>
<td>61,855</td>
<td>63,856</td>
<td>65,857</td>
</tr>
<tr>
<td>13</td>
<td>51,351</td>
<td>52,852</td>
<td>54,352</td>
<td>55,853</td>
<td>57,353</td>
<td>59,854</td>
<td>61,855</td>
<td>63,856</td>
<td>65,857</td>
<td>67,858</td>
</tr>
<tr>
<td>14</td>
<td>52,852</td>
<td>54,352</td>
<td>55,853</td>
<td>57,353</td>
<td>59,854</td>
<td>61,855</td>
<td>63,856</td>
<td>65,857</td>
<td>67,858</td>
<td>69,859</td>
</tr>
<tr>
<td>15</td>
<td>54,352</td>
<td>55,853</td>
<td>57,353</td>
<td>59,854</td>
<td>61,855</td>
<td>63,856</td>
<td>65,857</td>
<td>67,858</td>
<td>69,859</td>
<td>71,860</td>
</tr>
</tbody>
</table>

**Notes:**
- New to district (w/experience) on BA, BA+9 & BA+18 may bring 4 yrs. New to district (w/exp) on BA+27 through MA+45 may bring 5 yrs.
- Staff frozen on step 15 of MA45 shall be pd annually an amt = to 1% of base salary beginning in the 1st yr, add't 1% added each year up to 15%.

---

**Norfolk 2011-2012**

**5.1**

---

**Working Conditions**
- Contract Days: 186
- FTE Teachers: 4017
- Enrollment: HS 434, JH/MS 434, ELEM 434
- Length of Teacher Day: 7:25, 7:2, 7:1
- Length of Student Day: 8:50, 50:45
- Planning Time: 8:50, 50:45, 45
- Class Periods/Day: 8:5, 8
- Normal Teaching Load: 6:6

**Salary Schedule**
- Base: 33,345
- Index: 4.5 x 4.5
- Starting Salary: 33,345
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 4/5
- Vertical Freeze: 86-87, 97-98
- Rollback: 89-90
- Multi-year Contract: 10-11, 11-12

**Insurance**
- Health: BC/BS
- Dental: H/A-Dent
- Life: Individ. EE/Child EE/Spouse EE/Sp/Child
- Options: H/A, Life, LTD

**Leaves**
- Sick: 10 days, max=75 days
- Personal: 2 days
- Professional: 3 days
- Berereavement: 5 days
- Adoption: see sick lv.
- Association: 7 days

**Other District Policies**
- Sabbatical: Yes

**Severance Pay**

---

**Notes:**
- New to district (w/experience) on BA, BA+9 & BA+18 may bring 4 yrs. New to district (w/exp) on BA+27 through MA+45 may bring 5 yrs.
- Staff frozen on step 15 of MA45 shall be pd annually an amt = to 1% of base salary beginning in the 1st yr, add't 1% added each year up to 15%.
**WORKING CONDITIONS**
- Contract Days: 187
- FTE Teachers: 2055
- Enrollment: HS 8, JH/MS 8, ELEM 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 45
- Class Periods/Day: 6
- Normal Teaching Load: 7/8

**SALARY SCHEDULE**
- Base: 32,700
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: Y
- Multi-year Contract: 11-12, 12-13

**INSURANCE**
- HEALTH: BC/BS 600D, Individ. EE/Child 446.93, EE/Spouse 826.84, EE/Sp/Child 938.56, 1260.25
- DENTAL: BC/BS 2, Individ. EE/Child 22.25, EE/Spouse 22.25, EE/Sp/Child 22.25
- LIFE: Lincoln Finan 2.40
- LTD: Non-Participant
- Type Carrier: H/A-Dent 1.00, Individ. EE/Child 1.00, EE/Spouse 1.00, EE/Sp/Child 1.00
- Amount Paid by District: Individ. EE/Child 600D 1.00, EE/Spouse 600D 1.08, EE/Sp/Child 600D 1.16
- Cafeteria Plan: IRS 125: Y, Flex Accounts: Y

**LEAVES**
- SICK: 10, 50, yes, after 5 yrs, reimbursed $40/day at termination
- PERSONAL: 2, 1-yes, 1-no, acccum to 5
- BEREAVEMENT: 2, add'l. from sick lv.
- PROFESSIONAL: adm. disc.
- ADOPTION: 10, from sick lv.
- ASSOCIATION: as needed

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

**OTHER LEAVES:**

---

<table>
<thead>
<tr>
<th>Norris</th>
<th>2011-2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1.1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Norris</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step</td>
</tr>
<tr>
<td>--------</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>4</td>
</tr>
<tr>
<td>5</td>
</tr>
<tr>
<td>6</td>
</tr>
<tr>
<td>7</td>
</tr>
<tr>
<td>8</td>
</tr>
<tr>
<td>9</td>
</tr>
<tr>
<td>10</td>
</tr>
<tr>
<td>11</td>
</tr>
<tr>
<td>12</td>
</tr>
<tr>
<td>14</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Norris</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>4</td>
</tr>
<tr>
<td>5</td>
</tr>
<tr>
<td>6</td>
</tr>
<tr>
<td>7</td>
</tr>
<tr>
<td>8</td>
</tr>
<tr>
<td>9</td>
</tr>
<tr>
<td>10</td>
</tr>
<tr>
<td>11</td>
</tr>
<tr>
<td>12</td>
</tr>
</tbody>
</table>

**Removed first two steps (01-02); BA+36 closed to anyone new after Sept. 1, 2000; 02-03 add 1 stp to MA36; 05-06 add 3 longevity increments to MA36 (1%), 08-09 added DOC column with 3 longevity increments.
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 42.625
- Enrollment: 530
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.3
- Planning Time: 52
- Class Periods: 7
- Normal Teaching Load: 6
- **Index:** 4 x 5
- **Career Increments:** N

## SALARY SCHEDULE
- Base: 30,300
- Starting Salary: 32,724
- Entry Level Step: 3
- Vertical Freeze: no vert. movement 1st 3 yrs
- Rollback: 11-12, 12-13

### INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>470.45</td>
<td>Cash</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td>PPO</td>
<td>singles rec $155 cash</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Guardian</td>
<td>2.90</td>
<td>Deductible Reimbursement: Y</td>
<td>300/550</td>
</tr>
<tr>
<td>LTD</td>
<td>National Ins</td>
<td>.0049(+B)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td>$345 Cash</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend. use</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>55</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td></td>
<td>yes</td>
<td>accum to 4; EOY-$50/day unus</td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>from sick lv.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>30</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>30</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### OTHER DISTRICT POLICIES

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

### OTHER LEAVES:

```
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+3</th>
<th>BA+6</th>
<th>BA+9</th>
<th>BA+12</th>
<th>MA</th>
<th>MA+3</th>
<th>MA+6</th>
<th>MA+9</th>
<th>MA+12</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>30,300</td>
<td>32,724</td>
<td>35,148</td>
<td>37,572</td>
<td>39,996</td>
<td>42,420</td>
<td>44,844</td>
<td>47,268</td>
<td>49,692</td>
<td>52,116</td>
</tr>
<tr>
<td>3</td>
<td>32,724</td>
<td>35,148</td>
<td>37,572</td>
<td>39,996</td>
<td>42,420</td>
<td>44,844</td>
<td>47,268</td>
<td>49,692</td>
<td>52,116</td>
<td>54,540</td>
</tr>
<tr>
<td>4</td>
<td>42,420</td>
<td>44,844</td>
<td>47,268</td>
<td>49,692</td>
<td>52,116</td>
<td>54,540</td>
<td>56,964</td>
<td>59,428</td>
<td>61,892</td>
<td>64,356</td>
</tr>
<tr>
<td>5</td>
<td>52,116</td>
<td>54,540</td>
<td>56,964</td>
<td>59,428</td>
<td>61,892</td>
<td>64,356</td>
<td>66,816</td>
<td>69,280</td>
<td>71,744</td>
<td>74,208</td>
</tr>
<tr>
<td>6</td>
<td>61,892</td>
<td>64,356</td>
<td>66,816</td>
<td>69,280</td>
<td>71,744</td>
<td>74,208</td>
<td>76,672</td>
<td>79,136</td>
<td>81,600</td>
<td>84,064</td>
</tr>
<tr>
<td>7</td>
<td>71,744</td>
<td>74,208</td>
<td>76,672</td>
<td>79,136</td>
<td>81,600</td>
<td>84,064</td>
<td>86,528</td>
<td>88,992</td>
<td>91,456</td>
<td>93,920</td>
</tr>
<tr>
<td>8</td>
<td>81,600</td>
<td>84,064</td>
<td>86,528</td>
<td>88,992</td>
<td>91,456</td>
<td>93,920</td>
<td>96,384</td>
<td>98,848</td>
<td>101,312</td>
<td>103,776</td>
</tr>
<tr>
<td>9</td>
<td>91,456</td>
<td>93,920</td>
<td>96,384</td>
<td>98,848</td>
<td>101,312</td>
<td>103,776</td>
<td>106,240</td>
<td>108,704</td>
<td>111,168</td>
<td>113,632</td>
</tr>
<tr>
<td>11</td>
<td>111,168</td>
<td>113,632</td>
<td>116,116</td>
<td>118,580</td>
<td>121,044</td>
<td>123,508</td>
<td>126,040</td>
<td>128,584</td>
<td>131,128</td>
<td>133,672</td>
</tr>
<tr>
<td>12</td>
<td>121,044</td>
<td>123,508</td>
<td>126,040</td>
<td>128,584</td>
<td>131,128</td>
<td>133,672</td>
<td>136,216</td>
<td>138,760</td>
<td>141,304</td>
<td>143,848</td>
</tr>
<tr>
<td>13</td>
<td>131,128</td>
<td>133,672</td>
<td>136,216</td>
<td>138,760</td>
<td>141,304</td>
<td>143,848</td>
<td>146,392</td>
<td>148,936</td>
<td>151,480</td>
<td>154,024</td>
</tr>
<tr>
<td>14</td>
<td>141,304</td>
<td>143,848</td>
<td>146,392</td>
<td>148,936</td>
<td>151,480</td>
<td>154,024</td>
<td>156,568</td>
<td>159,112</td>
<td>161,656</td>
<td>164,200</td>
</tr>
<tr>
<td>15</td>
<td>151,480</td>
<td>154,024</td>
<td>156,568</td>
<td>159,112</td>
<td>161,656</td>
<td>164,200</td>
<td>166,744</td>
<td>169,288</td>
<td>171,832</td>
<td>174,376</td>
</tr>
<tr>
<td>16</td>
<td>161,656</td>
<td>164,200</td>
<td>166,744</td>
<td>169,288</td>
<td>171,832</td>
<td>174,376</td>
<td>176,920</td>
<td>179,464</td>
<td>181,960</td>
<td>184,448</td>
</tr>
<tr>
<td>17</td>
<td>171,832</td>
<td>174,376</td>
<td>176,920</td>
<td>179,464</td>
<td>181,960</td>
<td>184,448</td>
<td>186,992</td>
<td>189,536</td>
<td>191,992</td>
<td>194,480</td>
</tr>
<tr>
<td>18</td>
<td>181,960</td>
<td>184,448</td>
<td>186,992</td>
<td>189,536</td>
<td>191,992</td>
<td>194,480</td>
<td>196,924</td>
<td>199,468</td>
<td>201,936</td>
<td>204,404</td>
</tr>
<tr>
<td></td>
<td>191,960</td>
<td>194,448</td>
<td>196,992</td>
<td>199,536</td>
<td>201,992</td>
<td>204,480</td>
<td>206,924</td>
<td>209,468</td>
<td>211,992</td>
<td>214,400</td>
</tr>
<tr>
<td></td>
<td>191,960</td>
<td>194,448</td>
<td>196,992</td>
<td>199,536</td>
<td>201,992</td>
<td>204,480</td>
<td>206,924</td>
<td>209,468</td>
<td>211,992</td>
<td>214,400</td>
</tr>
<tr>
<td></td>
<td>191,960</td>
<td>194,448</td>
<td>196,992</td>
<td>199,536</td>
<td>201,992</td>
<td>204,480</td>
<td>206,924</td>
<td>209,468</td>
<td>211,992</td>
<td>214,400</td>
</tr>
<tr>
<td></td>
<td>191,960</td>
<td>194,448</td>
<td>196,992</td>
<td>199,536</td>
<td>201,992</td>
<td>204,480</td>
<td>206,924</td>
<td>209,468</td>
<td>211,992</td>
<td>214,400</td>
</tr>
<tr>
<td></td>
<td>191,960</td>
<td>194,448</td>
<td>196,992</td>
<td>199,536</td>
<td>201,992</td>
<td>204,480</td>
<td>206,924</td>
<td>209,468</td>
<td>211,992</td>
<td>214,400</td>
</tr>
<tr>
<td></td>
<td>191,960</td>
<td>194,448</td>
<td>196,992</td>
<td>199,536</td>
<td>201,992</td>
<td>204,480</td>
<td>206,924</td>
<td>209,468</td>
<td>211,992</td>
<td>214,400</td>
</tr>
</tbody>
</table>
```
WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 169
- HS: 8.25
- JH/MS: 8.25
- ELEM: 8.25
- Length of Teacher Day: 7.75
- Length of Student Day: 7.75
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: 29,300
- Index: 4 x 4.5
- Starting Salary: 29,300
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 87-88 Also Horiz.
- Rollback:
- Multi-year Contract: 11-12, 12-13
- Length of Teacher Day: 8.25
- Length of Student Day: 7.75
- Normal Teaching Load: 6

INSTURANCE
- Type: Carrier
- HEALTH: BC/BS 350D
- DENTAL: BC/BS 2
- PPO: 
- LIFE: Madison Nat'l .00585(+B)
- LTD: NON-PARTICIPANT

LEAVES
- SICK: Days/Year 15, Accum. 40, Depend. yes, Approval needed yes, Other $15/day unused over 40 to $150 max
- PERSONAL: Days/Year 2, Depend. yes, Approval w/appr.
- BEREAVEMENT: Days/Year 2, Depend. yes, Approval w/appr.
- ADOPTION: Days/Year 2, Depend. yes, Approval w/appr.
- ASSOCIATION: Days/Year 2, Depend. yes, Approval w/appr.

OTHER DISTRICT POLICIES

OTHER LEAVES:

NORTH LOUP-SCOTIA SCHEDULE
- Step 1: BA 29,300, BA+9 30,619, BA+18 31,937, BA+27 33,256, MA 34,574, MA+9 35,893, MA+18 37,211
- Step 2: BA 30,472, BA+9 31,791, BA+18 33,109, BA+27 34,428, MA 35,746, MA+9 37,065, MA+18 38,383
- Step 3: BA 31,644, BA+9 32,963, BA+18 34,281, BA+27 35,600, MA 36,918, MA+9 38,237, MA+18 39,555
- Step 4: BA 32,816, BA+9 34,135, BA+18 35,453, BA+27 36,772, MA 38,090, MA+9 39,409, MA+18 40,727
- Step 5: BA 33,988, BA+9 35,307, BA+18 36,625, BA+27 37,944, MA 39,262, MA+9 40,581, MA+18 41,899
- Step 6: BA 35,160, BA+9 36,479, BA+18 37,797, BA+27 39,116, MA 40,434, MA+9 41,753, MA+18 43,071
- Step 7: BA 36,332, BA+9 37,651, BA+18 38,969, BA+27 40,288, MA 41,606, MA+9 42,925, MA+18 44,243
- Step 8: BA 37,504, BA+9 38,823, BA+18 40,141, BA+27 41,460, MA 42,778, MA+9 44,097, MA+18 45,415
- Step 9: BA 38,676, BA+9 39,945, BA+18 41,264, BA+27 42,583, MA 43,900, MA+9 45,268, MA+18 46,587
- Step 10: BA 39,848, BA+9 41,122, BA+18 42,446, BA+27 43,753, MA 45,055, MA+9 46,370, MA+18 47,695
- Step 11: BA 41,020, BA+9 42,294, BA+18 43,613, BA+27 44,931, MA 46,241, MA+9 47,551, MA+18 48,831
- Step 12: BA 42,192, BA+9 43,467, BA+18 44,831, BA+27 46,148, MA 47,456, MA+9 48,757, MA+18 49,933
- Step 13: BA 43,364, BA+9 44,640, BA+18 46,046, BA+27 47,364, MA 48,661, MA+9 49,968, MA+18 51,275
- Step 14: BA 44,536, BA+9 45,714, BA+18 47,264, BA+27 48,580, MA 49,886, MA+9 51,202, MA+18 52,447

Cafeteria Plan
- Option: Individ., Depend.
- IRS 125: Flex Accounts:
- Amount Paid by District: 24.46 or 40.50
- Options:
- deductable reimbursement:
- PART-TIME BENEFITS
- Minimum FTE: 0.5
- Contribution: fte

NORTH LOUP-SCOTIA SCHEDULE
### North Platte 2011-2012

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

#### Salary Schedule
- Base: 32,480
- Index: 5 x 4
- Starting Salary: 32,480
- Career Increments: N
- Experience Allowed: D

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

#### Leaves
- **Sick**: 10 days/year, 75 accumulation, yes, 1 sub pay, unused go to sick lv.
- **Personal**: 2+1, yes, 5-immed. fam., 2-other
- ** Bereavement**: 5, yes, Voluntary Separation: Y, N
- **Professional**: unil., yes, Grievance: Y, N
- **Adoption**: 10, yes, Professional Growth: Y, P
- **Association**: 10, yes, Reduction in Force: Y, P

#### Other District Policies
- **Sabbatical**: Yes
- **Severance Pay**

#### Other Leaves
- Exceptional Circumstances-3

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

---

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

**Salary Schedule**
- Base: 32,480
- Index: 5 x 4
- Starting Salary: 32,480
- Career Increments: N
- Experience Allowed: D

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

**Leaves**
- **Sick**: 10 days/year, 75 accumulation, yes, 1 sub pay, unused go to sick lv.
- **Personal**: 2+1, yes, 5-immed. fam., 2-other
- ** Bereavement**: 5, yes, Voluntary Separation: Y, N
- **Professional**: unil., yes, Grievance: Y, N
- **Adoption**: 10, yes, Professional Growth: Y, P
- **Association**: 10, yes, Reduction in Force: Y, P

**Other District Policies**
- **Sabbatical**: Yes
- **Severance Pay**

**Other Leaves**
- Exceptional Circumstances-3

---

**Insurance**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Individ.</td>
<td>Dependent.</td>
</tr>
<tr>
<td>Health</td>
<td>BC/BS</td>
<td>350D</td>
<td></td>
<td>Cafeteria</td>
</tr>
<tr>
<td>Dental</td>
<td>BC/BS</td>
<td>2</td>
<td></td>
<td>Cafeteria</td>
</tr>
</tbody>
</table>

**PPO**
- COMMENTS: Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y

**Salary Schedule**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+10</th>
<th>BA+27</th>
<th>BA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>32,480</td>
<td>33,775</td>
<td>35,076</td>
<td>36,375</td>
<td>37,675</td>
</tr>
<tr>
<td>1</td>
<td>38,976</td>
<td>40,275</td>
<td>41,574</td>
<td>42,874</td>
<td>44,173</td>
</tr>
<tr>
<td>2</td>
<td>46,400</td>
<td>47,709</td>
<td>49,008</td>
<td>50,308</td>
<td>51,608</td>
</tr>
<tr>
<td>3</td>
<td>53,824</td>
<td>55,123</td>
<td>56,422</td>
<td>57,722</td>
<td>59,022</td>
</tr>
<tr>
<td>4</td>
<td>61,248</td>
<td>62,547</td>
<td>63,846</td>
<td>65,146</td>
<td>66,446</td>
</tr>
<tr>
<td>5</td>
<td>68,672</td>
<td>70,071</td>
<td>71,371</td>
<td>72,671</td>
<td>73,971</td>
</tr>
<tr>
<td>6</td>
<td>76,096</td>
<td>77,495</td>
<td>78,895</td>
<td>80,295</td>
<td>81,695</td>
</tr>
<tr>
<td>7</td>
<td>83,520</td>
<td>84,920</td>
<td>86,320</td>
<td>87,720</td>
<td>89,120</td>
</tr>
<tr>
<td>8</td>
<td>90,944</td>
<td>92,344</td>
<td>93,744</td>
<td>95,144</td>
<td>96,544</td>
</tr>
<tr>
<td>9</td>
<td>98,368</td>
<td>99,768</td>
<td>101,168</td>
<td>102,568</td>
<td>103,968</td>
</tr>
<tr>
<td>10</td>
<td>105,792</td>
<td>107,192</td>
<td>108,592</td>
<td>109,992</td>
<td>111,392</td>
</tr>
<tr>
<td>11</td>
<td>113,216</td>
<td>114,616</td>
<td>116,016</td>
<td>117,416</td>
<td>118,816</td>
</tr>
<tr>
<td>12</td>
<td>119,440</td>
<td>120,840</td>
<td>122,240</td>
<td>123,640</td>
<td>125,040</td>
</tr>
<tr>
<td>13</td>
<td>125,364</td>
<td>126,764</td>
<td>128,164</td>
<td>129,564</td>
<td>130,964</td>
</tr>
<tr>
<td>14</td>
<td>131,688</td>
<td>133,088</td>
<td>134,488</td>
<td>135,888</td>
<td>137,288</td>
</tr>
<tr>
<td>15</td>
<td>137,612</td>
<td>139,012</td>
<td>140,412</td>
<td>141,812</td>
<td>143,212</td>
</tr>
<tr>
<td>16</td>
<td>143,536</td>
<td>144,936</td>
<td>146,336</td>
<td>147,736</td>
<td>149,136</td>
</tr>
</tbody>
</table>

**Salary Schedule**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+10</th>
<th>BA+27</th>
<th>BA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>32,480</td>
<td>33,775</td>
<td>35,076</td>
<td>36,375</td>
<td>37,675</td>
</tr>
<tr>
<td>2</td>
<td>34,104</td>
<td>35,403</td>
<td>36,702</td>
<td>38,002</td>
<td>39,301</td>
</tr>
<tr>
<td>3</td>
<td>35,728</td>
<td>37,027</td>
<td>38,326</td>
<td>39,626</td>
<td>40,925</td>
</tr>
<tr>
<td>4</td>
<td>37,352</td>
<td>38,651</td>
<td>39,950</td>
<td>41,250</td>
<td>42,549</td>
</tr>
<tr>
<td>5</td>
<td>38,976</td>
<td>40,275</td>
<td>41,574</td>
<td>42,874</td>
<td>44,173</td>
</tr>
<tr>
<td>6</td>
<td>40,600</td>
<td>41,899</td>
<td>43,198</td>
<td>44,498</td>
<td>45,797</td>
</tr>
<tr>
<td>7</td>
<td>42,224</td>
<td>43,523</td>
<td>44,822</td>
<td>46,122</td>
<td>47,421</td>
</tr>
<tr>
<td>8</td>
<td>43,848</td>
<td>45,147</td>
<td>46,446</td>
<td>47,746</td>
<td>49,045</td>
</tr>
<tr>
<td>9</td>
<td>45,472</td>
<td>46,771</td>
<td>48,070</td>
<td>49,370</td>
<td>50,669</td>
</tr>
<tr>
<td>10</td>
<td>47,096</td>
<td>48,395</td>
<td>49,694</td>
<td>50,994</td>
<td>52,293</td>
</tr>
<tr>
<td>11</td>
<td>48,720</td>
<td>50,019</td>
<td>51,318</td>
<td>52,618</td>
<td>53,917</td>
</tr>
<tr>
<td>12</td>
<td>49,344</td>
<td>50,643</td>
<td>51,942</td>
<td>53,242</td>
<td>54,541</td>
</tr>
<tr>
<td>13</td>
<td>49,968</td>
<td>51,267</td>
<td>52,566</td>
<td>53,866</td>
<td>55,165</td>
</tr>
<tr>
<td>14</td>
<td>50,592</td>
<td>51,891</td>
<td>53,190</td>
<td>54,489</td>
<td>55,788</td>
</tr>
<tr>
<td>15</td>
<td>51,216</td>
<td>52,515</td>
<td>53,814</td>
<td>55,113</td>
<td>56,413</td>
</tr>
<tr>
<td>16</td>
<td>51,840</td>
<td>53,139</td>
<td>54,438</td>
<td>55,738</td>
<td>57,037</td>
</tr>
</tbody>
</table>

**Insurance**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Individ.</td>
<td>Dependent.</td>
</tr>
<tr>
<td>Health</td>
<td>BC/BS</td>
<td>350D</td>
<td></td>
<td>Cafeteria</td>
</tr>
<tr>
<td>Dental</td>
<td>BC/BS</td>
<td>2</td>
<td></td>
<td>Cafeteria</td>
</tr>
</tbody>
</table>

**PPO**
- COMMENTS: Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y

**Benefits**

**Work Days Yearly**
- Accum.: 75
- Use: yes
- Needed: yes
- Other: yes

**Sabbatical**
- Yes

**Severance Pay**
- Yes

**Other Attributes**
- Exceptional Circumstances-3

---

No staff were advanced to BA+45 after 98-99 school yr.
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 1357
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 91
- Class Periods/Day: 7
- Normal Teaching Load: 6

## SALARY SCHEDULE
- Base: 29,850
- Index: 4 x 5
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 17(D)
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract:

## INSURANCE
- Type: HEALTH
- Carrier: BC/BS
- Option Amount Paid by District
- Individ. EE/Child
- EE/Spouse EE/Sp/Child
- HMO
- Individ.
- Deductible Reimbursement:

## OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- Personal Sick: 10
- Personal Bereavement: 2
- Personal Professional: un
- Personal Adoption: from sick lv.
- Personal Association: un

## SABBATICAL:
- Yes

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

## PART-TIME BENEFITS
- Minimum FTE: 0.5
- Cafeteria Plan: Minimum FTE: 0.5

## OTHER LEAVES:
- Severance Pay:

## NORTHWEST (GRAND ISLAND) SCHEDULE

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+45</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>29,850</td>
<td>31,343</td>
<td>32,835</td>
<td>34,328</td>
<td>35,820</td>
<td>35,820</td>
<td>37,313</td>
<td>38,805</td>
<td>40,298</td>
<td>41,790</td>
</tr>
<tr>
<td>1</td>
<td>32,338</td>
<td>33,831</td>
<td>35,323</td>
<td>36,816</td>
<td>38,308</td>
<td>38,308</td>
<td>40,801</td>
<td>42,293</td>
<td>43,785</td>
<td>45,277</td>
</tr>
<tr>
<td>2</td>
<td>35,820</td>
<td>37,313</td>
<td>38,805</td>
<td>40,298</td>
<td>41,790</td>
<td>41,790</td>
<td>44,282</td>
<td>45,774</td>
<td>47,266</td>
<td>48,758</td>
</tr>
<tr>
<td>3</td>
<td>39,701</td>
<td>41,193</td>
<td>42,686</td>
<td>44,179</td>
<td>45,672</td>
<td>45,672</td>
<td>48,165</td>
<td>49,657</td>
<td>51,149</td>
<td>52,641</td>
</tr>
<tr>
<td>4</td>
<td>43,581</td>
<td>45,074</td>
<td>46,568</td>
<td>48,061</td>
<td>49,555</td>
<td>49,555</td>
<td>52,048</td>
<td>53,540</td>
<td>55,032</td>
<td>56,524</td>
</tr>
<tr>
<td>5</td>
<td>47,462</td>
<td>48,954</td>
<td>50,447</td>
<td>51,940</td>
<td>53,433</td>
<td>53,433</td>
<td>55,926</td>
<td>57,418</td>
<td>58,910</td>
<td>60,402</td>
</tr>
<tr>
<td>6</td>
<td>51,343</td>
<td>52,835</td>
<td>54,328</td>
<td>55,820</td>
<td>57,313</td>
<td>57,313</td>
<td>59,806</td>
<td>61,300</td>
<td>62,792</td>
<td>64,284</td>
</tr>
<tr>
<td>7</td>
<td>55,224</td>
<td>56,716</td>
<td>58,208</td>
<td>59,701</td>
<td>61,193</td>
<td>61,193</td>
<td>63,686</td>
<td>65,180</td>
<td>66,672</td>
<td>68,164</td>
</tr>
<tr>
<td>8</td>
<td>59,105</td>
<td>60,607</td>
<td>62,100</td>
<td>63,592</td>
<td>65,085</td>
<td>65,085</td>
<td>67,580</td>
<td>69,074</td>
<td>70,566</td>
<td>72,058</td>
</tr>
<tr>
<td>9</td>
<td>63,986</td>
<td>65,488</td>
<td>66,980</td>
<td>68,472</td>
<td>70,965</td>
<td>70,965</td>
<td>73,460</td>
<td>74,954</td>
<td>76,446</td>
<td>77,938</td>
</tr>
<tr>
<td>10</td>
<td>68,867</td>
<td>70,369</td>
<td>71,861</td>
<td>73,353</td>
<td>75,846</td>
<td>75,846</td>
<td>78,341</td>
<td>79,835</td>
<td>81,327</td>
<td>82,819</td>
</tr>
<tr>
<td>11</td>
<td>73,748</td>
<td>75,250</td>
<td>76,742</td>
<td>78,234</td>
<td>80,727</td>
<td>80,727</td>
<td>83,222</td>
<td>84,716</td>
<td>86,208</td>
<td>87,700</td>
</tr>
<tr>
<td>12</td>
<td>78,629</td>
<td>80,131</td>
<td>81,623</td>
<td>83,115</td>
<td>85,608</td>
<td>85,608</td>
<td>88,103</td>
<td>89,606</td>
<td>91,108</td>
<td>92,600</td>
</tr>
<tr>
<td>13</td>
<td>83,510</td>
<td>85,012</td>
<td>86,504</td>
<td>88,006</td>
<td>90,500</td>
<td>90,500</td>
<td>93,005</td>
<td>94,508</td>
<td>96,010</td>
<td>97,502</td>
</tr>
<tr>
<td>14</td>
<td>88,391</td>
<td>90,893</td>
<td>92,385</td>
<td>93,887</td>
<td>96,380</td>
<td>96,380</td>
<td>98,885</td>
<td>100,388</td>
<td>101,890</td>
<td>103,392</td>
</tr>
<tr>
<td>15</td>
<td>93,272</td>
<td>95,774</td>
<td>97,266</td>
<td>98,768</td>
<td>101,261</td>
<td>101,261</td>
<td>103,766</td>
<td>105,269</td>
<td>106,771</td>
<td>108,273</td>
</tr>
<tr>
<td>16</td>
<td>98,153</td>
<td>100,655</td>
<td>102,147</td>
<td>103,649</td>
<td>106,142</td>
<td>106,142</td>
<td>108,647</td>
<td>110,150</td>
<td>111,652</td>
<td>113,154</td>
</tr>
</tbody>
</table>

**Note:** All values are in dollars. The table represents salary steps for different levels of experience and education. The schedule is designed to show increments based on years of experience and educational attainment.
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 39.5
- **Enrollment:** 438
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### SALARY SCHEDULE
- **Base:** 29,425
- **Starting Salary:** 29,425
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4 x 5

### ININSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td>471.35</td>
<td>872.02</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td>22.25</td>
</tr>
<tr>
<td>PPO</td>
<td></td>
<td>COMMENTS:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### LEAVES
- **SICK:** 10
- **PERSONAL:** 2
- **BEREAVEMENT:** 5
- **PROFESSIONAL:** 2
- **ADOPTION:** can use sick lv
- **ASSOCIATION:**

### OTHER DISTRICT POLICIES

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

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

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

### OAKLAND-CRAIG

### SEVERANCE PAY:

### OTHER DISTRICT POLICIES

### NEGOTIATED/Policy

### OAKLAND-CRAIG

### FAMILY SICK:

### SICK:

### BEREA VMENT:

### PROFESSIONAL:

### ADOPTION:

### ASSOCIATION:

### SABBATICAL:

### SEVERANCE PAY:

### OTHER DISTRICT POLICIES

### NEGOTIATED/Policy

### OAKLAND-CRAIG

### FAMILY SICK:

### SICK:

### BEREA VMENT:

### PROFESSIONAL:

### ADOPTION:

### ASSOCIATION:

### SABBATICAL:

### SEVERANCE PAY:

### OTHER DISTRICT POLICIES

### NEGOTIATED/Policy

### OAKLAND-CRAIG

### FAMILY SICK:

### SICK:

### BEREA VMENT:

### PROFESSIONAL:

### ADOPTION:

### ASSOCIATION:

### SABBATICAL:

### SEVERANCE PAY:

### OTHER DISTRICT POLICIES

### NEGOTIATED/Policy

### OAKLAND-CRAIG

### FAMILY SICK:

### SICK:

### BEREA VMENT:

### PROFESSIONAL:

### ADOPTION:

### ASSOCIATION:

### SABBATICAL:

### SEVERANCE PAY:

### OTHER DISTRICT POLICIES

### NEGOTIATED/Policy

### OAKLAND-CRAIG

### FAMILY SICK:

### SICK:

### BEREA VMENT:

### PROFESSIONAL:

### ADOPTION:

### ASSOCIATION:

### SABBATICAL:

### SEVERANCE PAY:

### OTHER DISTRICT POLICIES

### NEGOTIATED/Policy
WORKING CONDITIONS
Contract Days: 185
Enrollment: 969
Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7.2 7.15
Planning Time: 52 43 50
Class Periods/Day: 7 8
Normal Teaching Load: 6 7

SALARY SCHEDULE
Base: 30,200
Starting Salary: 30,200
Career Increments: Y
Experience Allowed: all
Entry Level Step: 1

Index: 5 x 4

Vertical Freeze: 85-86 Also Horiz.
Rollback: 87-88

Multi-year Contract:

INSCRIPTION
Type Carrier Option
HEALTH BC/BS 600D
DENTAL BC/BS 2
PPO: COMMENTS:
LIFE
LTD National
NON-PARTICIPANT

Cafeteria Plan
Option
Individual Depend.
H/A-Dent 24.46 or
Individ. EE/Child 40.50
Sp or Dep Dental
EE/Spouse Child

LEAVES
Type Days/Year Depend. Approval Needed Other
SICK 10 30 yes
PERSONAL 3 yes
BEREAVEMENT 5 immediate family
PROFESSIONAL 5 Grievance: Y
ADOPTION unlim.
ASSOCIATION
SABBATICAL: Yes

OTHER DISTRICT POLICIES
Negotiated/
Policy
Exists

OTHER LEAVES:

OGALLALA
Step StepStepStep
BA BA+9 BA+18 BA+27 MA+9 MA+18
1 30,200 31,408 32,616 33,824 35,032 36,240 37,448 38,656
2 31,710 32,918 34,126 35,334 36,542 37,750 38,958 40,166
3 33,220 34,428 35,636 36,844 38,052 39,260 40,468 41,676
4 34,730 35,938 37,146 38,354 39,562 40,770 41,978 43,186
5 36,240 37,448 38,656 39,864 41,072 42,280 43,488 44,696
6 37,750 38,958 40,166 41,374 42,582 43,790 44,998 46,206
7 39,260 40,468 41,676 42,884 44,092 45,300 46,508 47,716
8 40,770 41,978 43,186 44,394 45,602 46,810 48,018 49,226
9 42,280 43,488 44,696 46,020 47,122 48,320 49,528 50,736
10 43,790 44,998 46,206 47,408 48,610 49,818 51,026 52,244
11 45,300 46,508 47,716 48,920 50,128 51,326 52,534 53,746
12 46,810 48,018 49,226 50,432 51,640 52,850 54,058 55,266
13 48,320 49,528 50,736 51,940 53,148 54,356 55,564 56,776
14 49,818 51,026 52,244 53,452 54,660 55,868 57,076 58,286
15 51,326 52,534 53,746 54,952 56,160 57,368 58,576 59,796
16 52,850 54,058 55,266 56,472 57,680 58,888 60,096 61,304
17 54,356 55,564 56,776 57,984 59,192 60,400 61,608 62,816
18 55,868 57,076 58,286 59,494 60,702 61,910 63,118 64,326
19 57,368 58,576 59,796 60,996 62,204 63,412 64,620 65,828
20 58,888 60,096 61,304 62,512 63,720 64,928 66,136 67,344
21 60,400 61,608 62,816 64,024 65,232 66,440 67,648 68,856
22 61,910 63,118 64,326 65,534 66,742 67,950 69,158 70,366
23 63,412 64,620 65,828 67,036 68,244 69,452 70,660 71,868
24 64,928 66,136 67,344 68,552 69,760 70,968 72,176 73,384
25 66,440 67,648 68,856 70,064 71,272 72,480 73,688 74,896
26 67,950 69,158 70,366 71,574 72,782 73,990 75,198 76,406
27 69,452 70,660 71,868 73,076 74,284 75,492 76,700 77,908
28 70,968 72,176 73,384 74,592 75,800 77,008 78,216 79,424
29 72,480 73,688 74,896 76,104 77,312 78,520 79,728 80,936
30 73,990 75,198 76,406 77,616 78,824 80,032 81,240 82,448
## WORKING CONDITIONS
- Contract Days: 190
- FTE Teachers: 49461
- HS: 7.83
- JH/MS: 7.83
- ELEM: 7.6
- Length of Teacher Day: 7.83
- Length of Student Day: 7
- Planning Time: 86
- Class Periods/Day: 8
- Normal Teaching Load: 6

## SALARY SCHEDULE
- Base: 33,460
- Index: 4 x
- Starting Salary: 417.43 or 552.88
- Experience Allowed: 10

## INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>H/A-Dent 470.45* EE/Child 522.22* EE/Spouse 592.78* EE/Sp/Child 795.95*</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>H/A-Dent 22.25 EE/Child 22.25 EE/Spouse 22.25 EE/Sp/Child 22.25</td>
</tr>
</tbody>
</table>

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

## LEAVES
- SICK: 10 days, 90 days accumulated, yes
- PERSONAL: 2 days, yes, unused added to sick lv.
- BEREAVEMENT: 4+1 days, over 200 miles=5 days
- PROFESSIONAL: unli.
- ADOPTION: 30 (sick lv.), one parent
- ASSOCIATION: unli. by practice
- SABBATICAL: yes
- SEVERANCE PAY: yes

## OTHER DISTRICT POLICIES
- Minimum FTE: 0.5
- Contributions: fte

See Negotiated Agreement
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 75
- Enrollment: 714
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 6.93 6.88 6.5
- Planning Time: 49 49 65
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

INDEX
- 4.5 x 4.5

MEASURES
- Starting Salary: 28,950
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 93-94
- Rollback:

- Multi-year Contract:
- Length of Teacher Day: 888
- Length of Student Day: 6.93 6.5
- Normal Teaching Load: 7 7

INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
<td>Sp. or Dep. Dental</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
<td></td>
</tr>
</tbody>
</table>

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

LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>9</td>
<td>35</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td>yes</td>
<td>acc. to 3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>3</td>
<td>From sick leave</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>1</td>
<td>use sick lv.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

OTHER DISTRICT POLICIES

<table>
<thead>
<tr>
<th>Type</th>
<th>Negotiated/Policy</th>
<th>Exists</th>
</tr>
</thead>
<tbody>
<tr>
<td>SABBATICAL</td>
<td>Yes</td>
<td></td>
</tr>
</tbody>
</table>

SEVERANCE PAY:
- child rearing - 20 days from sick lv.

O’NEILL

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28,950</td>
<td>30,203</td>
<td>31,556</td>
<td>32,858</td>
<td>34,161</td>
<td>35,464</td>
<td>36,767</td>
<td>38,069</td>
<td>39,372</td>
</tr>
<tr>
<td>2</td>
<td>30,253</td>
<td>31,556</td>
<td>32,858</td>
<td>34,161</td>
<td>35,464</td>
<td>36,767</td>
<td>38,069</td>
<td>39,372</td>
<td>40,675</td>
</tr>
<tr>
<td>7</td>
<td>36,767</td>
<td>38,069</td>
<td>39,372</td>
<td>40,675</td>
<td>41,978</td>
<td>43,280</td>
<td>44,583</td>
<td>45,886</td>
<td>47,189</td>
</tr>
<tr>
<td>8</td>
<td>38,069</td>
<td>39,372</td>
<td>40,675</td>
<td>41,978</td>
<td>43,280</td>
<td>44,583</td>
<td>45,886</td>
<td>47,189</td>
<td>48,491</td>
</tr>
<tr>
<td>9</td>
<td>39,372</td>
<td>40,675</td>
<td>41,978</td>
<td>43,280</td>
<td>44,583</td>
<td>45,886</td>
<td>47,189</td>
<td>48,491</td>
<td>49,794</td>
</tr>
<tr>
<td>10</td>
<td>40,675</td>
<td>41,978</td>
<td>43,280</td>
<td>44,583</td>
<td>45,886</td>
<td>47,189</td>
<td>48,491</td>
<td>49,794</td>
<td>51,097</td>
</tr>
<tr>
<td>11</td>
<td>41,978</td>
<td>43,280</td>
<td>44,583</td>
<td>45,886</td>
<td>47,189</td>
<td>48,491</td>
<td>49,794</td>
<td>51,097</td>
<td>52,400</td>
</tr>
<tr>
<td>12</td>
<td>43,280</td>
<td>44,583</td>
<td>45,886</td>
<td>47,189</td>
<td>48,491</td>
<td>49,794</td>
<td>51,097</td>
<td>52,400</td>
<td>53,702</td>
</tr>
<tr>
<td>13</td>
<td>44,583</td>
<td>45,886</td>
<td>47,189</td>
<td>48,491</td>
<td>49,794</td>
<td>51,097</td>
<td>52,400</td>
<td>53,702</td>
<td>55,005</td>
</tr>
<tr>
<td>14</td>
<td>45,886</td>
<td>47,189</td>
<td>48,491</td>
<td>49,794</td>
<td>51,097</td>
<td>52,400</td>
<td>53,702</td>
<td>55,005</td>
<td>56,308</td>
</tr>
<tr>
<td>15</td>
<td>47,189</td>
<td>48,491</td>
<td>49,794</td>
<td>51,097</td>
<td>52,400</td>
<td>53,702</td>
<td>55,005</td>
<td>56,308</td>
<td>57,611</td>
</tr>
<tr>
<td>16</td>
<td>48,491</td>
<td>49,794</td>
<td>51,097</td>
<td>52,400</td>
<td>53,702</td>
<td>55,005</td>
<td>56,308</td>
<td>57,611</td>
<td>58,913</td>
</tr>
</tbody>
</table>

Comments:
- Cafeteria Plan
- Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte
- Health
- Dental
- Life
- LTD
- Non-Participant
- Health
- Dental
- Life
- LTD
- Non-Participant
- Cafeteria Plan
- Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 53
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 90 90 60
- Class Periods/Day: 8 8
- Normal Teaching Load: 6 6
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

SALARY SCHEDULE
- Index: 5 x 4
- Career Increments: N
- Experience Allowed: all
- Base: 30,250
- Starting Salary: 30,250
- Entry Level Step: 1

INSURANCE
- HEALTH BC/BS 600D/2850D 446.93 826.84 938.56 1260.25
- DENTAL BC/BS 5 45.85 45.85 45.85 45.85
- PPO: Ind prem takers rec. $50 annuity
- LIFE Dep Den+$50 annuity
- LTD Non-Participant
- COMMENTS: Deductible Reimbursement:

LEAVES
- Type: SICK 10 PERSONAL included in sick leave
- Other Info: 10-for all lv, 60-limit to sick lv;$20/day for unused over 60
- BEREAVEMENT included in sick leave
- PROFESSIONAL unl. Grievance: Y P
- ADOPTION FMLA Professional Growth: Y P
- ASSOCIATION Reduction in Force: Y P
- SABBATICAL: Yes Sick Bank: N
- SEVERANCE PAY:

OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- SICK 10 60 yes
- PERSONAL included in sick leave
- BEREAVEMENT included in sick leave
- PROFESSIONAL unl. Grievance: Y P
- ADOPTION FMLA Professional Growth: Y P
- ASSOCIATION Reduction in Force: Y P
- SABBATICAL: Yes Sick Bank: N
- SEVERANCE PAY:

OTHER LEAVES:

ORD

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
<th>PHD</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,250</td>
<td>31,460</td>
<td>32,670</td>
<td>33,880</td>
<td>35,090</td>
<td>36,300</td>
<td>37,510</td>
<td>38,720</td>
<td>39,930</td>
<td>41,140</td>
</tr>
<tr>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>31,763</td>
<td>32,973</td>
<td>34,183</td>
<td>35,393</td>
<td>36,603</td>
<td>37,813</td>
<td>39,023</td>
<td>40,233</td>
<td>41,443</td>
<td>42,653</td>
</tr>
<tr>
<td>1.05</td>
<td>1.09</td>
<td>1.13</td>
<td>1.17</td>
<td>1.21</td>
<td>1.25</td>
<td>1.29</td>
<td>1.33</td>
<td>1.37</td>
<td>1.41</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>33,275</td>
<td>34,485</td>
<td>35,695</td>
<td>36,905</td>
<td>38,115</td>
<td>39,325</td>
<td>40,535</td>
<td>41,745</td>
<td>42,955</td>
<td>44,165</td>
</tr>
<tr>
<td>1.10</td>
<td>1.14</td>
<td>1.18</td>
<td>1.22</td>
<td>1.26</td>
<td>1.30</td>
<td>1.34</td>
<td>1.38</td>
<td>1.42</td>
<td>1.46</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>34,788</td>
<td>35,998</td>
<td>37,208</td>
<td>38,418</td>
<td>39,628</td>
<td>40,838</td>
<td>42,048</td>
<td>43,258</td>
<td>44,468</td>
<td>45,678</td>
</tr>
<tr>
<td>1.15</td>
<td>1.19</td>
<td>1.23</td>
<td>1.27</td>
<td>1.31</td>
<td>1.35</td>
<td>1.39</td>
<td>1.43</td>
<td>1.47</td>
<td>1.51</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>36,300</td>
<td>37,510</td>
<td>38,720</td>
<td>39,930</td>
<td>41,140</td>
<td>42,350</td>
<td>43,560</td>
<td>44,770</td>
<td>45,980</td>
<td>47,190</td>
</tr>
<tr>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>39,023</td>
<td>40,233</td>
<td>41,443</td>
<td>42,653</td>
<td>43,863</td>
<td>45,073</td>
<td>46,283</td>
<td>47,493</td>
<td>48,703</td>
<td>50,013</td>
</tr>
<tr>
<td>1.29</td>
<td>1.33</td>
<td>1.37</td>
<td>1.41</td>
<td>1.45</td>
<td>1.49</td>
<td>1.53</td>
<td>1.57</td>
<td>1.61</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>41,745</td>
<td>42,955</td>
<td>44,165</td>
<td>45,375</td>
<td>46,585</td>
<td>47,795</td>
<td>48,905</td>
<td>50,215</td>
<td>51,425</td>
<td>52,635</td>
</tr>
<tr>
<td>1.38</td>
<td>1.42</td>
<td>1.46</td>
<td>1.50</td>
<td>1.54</td>
<td>1.58</td>
<td>1.62</td>
<td>1.66</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>44,468</td>
<td>45,678</td>
<td>46,888</td>
<td>48,098</td>
<td>49,308</td>
<td>50,518</td>
<td>51,728</td>
<td>52,938</td>
<td>54,148</td>
<td>55,358</td>
</tr>
<tr>
<td>1.47</td>
<td>1.51</td>
<td>1.55</td>
<td>1.59</td>
<td>1.63</td>
<td>1.67</td>
<td>1.71</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>45,989</td>
<td>47,199</td>
<td>48,409</td>
<td>49,619</td>
<td>50,829</td>
<td>52,039</td>
<td>53,249</td>
<td>54,459</td>
<td>55,669</td>
<td>56,879</td>
</tr>
<tr>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>47,509</td>
<td>48,719</td>
<td>49,929</td>
<td>51,139</td>
<td>52,349</td>
<td>53,559</td>
<td>54,769</td>
<td>55,979</td>
<td>57,189</td>
<td>58,399</td>
</tr>
<tr>
<td>1.61</td>
<td>1.65</td>
<td>1.69</td>
<td>1.73</td>
<td>1.77</td>
<td>1.81</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>50,215</td>
<td>51,425</td>
<td>52,635</td>
<td>53,845</td>
<td>55,055</td>
<td>56,265</td>
<td>57,475</td>
<td>58,685</td>
<td>59,895</td>
<td>61,105</td>
</tr>
<tr>
<td>1.66</td>
<td>1.70</td>
<td>1.74</td>
<td>1.78</td>
<td>1.82</td>
<td>1.86</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>51,728</td>
<td>52,938</td>
<td>54,148</td>
<td>55,358</td>
<td>56,568</td>
<td>57,778</td>
<td>58,988</td>
<td>60,198</td>
<td>61,408</td>
<td>62,618</td>
</tr>
<tr>
<td>1.71</td>
<td>1.75</td>
<td>1.79</td>
<td>1.83</td>
<td>1.87</td>
<td>1.91</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>54,450</td>
<td>55,660</td>
<td>56,870</td>
<td>58,080</td>
<td>59,290</td>
<td>60,500</td>
<td>61,710</td>
<td>62,920</td>
<td>64,130</td>
<td>65,340</td>
</tr>
<tr>
<td>1.80</td>
<td>1.84</td>
<td>1.88</td>
<td>1.92</td>
<td>1.96</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Osceola

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

#### Salary Schedule
- **Base:** 30,000
- **Index:** 4 x 4.5
- **Starting Salary:** 30,000
- **Career Increments:** Y
- **Experience Allowed:** all (D)

#### Insurancex
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>1</td>
<td>21.66 21.66 21.66 21.66</td>
</tr>
</tbody>
</table>

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

#### Leaves
<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval Needed</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>43</td>
<td>yes</td>
<td>no</td>
<td></td>
</tr>
</tbody>
</table>

#### Other District Policies
<table>
<thead>
<tr>
<th>Negotiated/Policy</th>
<th>Exists</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary Separation</td>
<td>N</td>
</tr>
<tr>
<td>Grievance</td>
<td>Y</td>
</tr>
<tr>
<td>Professional Growth</td>
<td>Y</td>
</tr>
<tr>
<td>Reduction in Force</td>
<td>Y</td>
</tr>
<tr>
<td>Sick Bank</td>
<td>N</td>
</tr>
</tbody>
</table>

#### Sabbatical and Severance Pay

#### OTHER LEAVES:

#### Osceola

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,000</td>
<td>31,350</td>
<td>32,700</td>
<td>34,050</td>
<td>35,400</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.045</td>
<td>1.09</td>
<td>1.135</td>
<td>1.18</td>
</tr>
<tr>
<td>2</td>
<td>31,200</td>
<td>32,550</td>
<td>33,900</td>
<td>35,250</td>
<td>36,600</td>
</tr>
<tr>
<td></td>
<td>1.04</td>
<td>1.085</td>
<td>1.13</td>
<td>1.175</td>
<td>1.22</td>
</tr>
<tr>
<td>3</td>
<td>32,400</td>
<td>33,750</td>
<td>35,100</td>
<td>36,450</td>
<td>37,800</td>
</tr>
<tr>
<td></td>
<td>1.08</td>
<td>1.125</td>
<td>1.17</td>
<td>1.215</td>
<td>1.26</td>
</tr>
<tr>
<td>4</td>
<td>33,600</td>
<td>34,950</td>
<td>36,300</td>
<td>37,650</td>
<td>39,000</td>
</tr>
<tr>
<td></td>
<td>1.12</td>
<td>1.165</td>
<td>1.21</td>
<td>1.255</td>
<td>1.30</td>
</tr>
<tr>
<td>5</td>
<td>34,800</td>
<td>36,150</td>
<td>37,500</td>
<td>38,850</td>
<td>40,200</td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.205</td>
<td>1.25</td>
<td>1.295</td>
<td>1.34</td>
</tr>
<tr>
<td>6</td>
<td>36,000</td>
<td>37,350</td>
<td>38,700</td>
<td>39,050</td>
<td>40,400</td>
</tr>
<tr>
<td></td>
<td>1.2</td>
<td>1.245</td>
<td>1.29</td>
<td>1.335</td>
<td>1.38</td>
</tr>
<tr>
<td>7</td>
<td>37,200</td>
<td>38,550</td>
<td>39,900</td>
<td>41,250</td>
<td>42,600</td>
</tr>
<tr>
<td></td>
<td>1.24</td>
<td>1.285</td>
<td>1.33</td>
<td>1.375</td>
<td>1.42</td>
</tr>
<tr>
<td>8</td>
<td>39,750</td>
<td>41,100</td>
<td>42,450</td>
<td>43,800</td>
<td>45,150</td>
</tr>
<tr>
<td></td>
<td>1.325</td>
<td>1.37</td>
<td>1.415</td>
<td>1.46</td>
<td>1.505</td>
</tr>
<tr>
<td>9</td>
<td>40,950</td>
<td>42,300</td>
<td>43,650</td>
<td>45,000</td>
<td>46,350</td>
</tr>
<tr>
<td></td>
<td>1.365</td>
<td>1.41</td>
<td>1.455</td>
<td>1.50</td>
<td>1.545</td>
</tr>
<tr>
<td>10</td>
<td>43,500</td>
<td>44,850</td>
<td>46,200</td>
<td>47,550</td>
<td>48,900</td>
</tr>
<tr>
<td></td>
<td>1.45</td>
<td>1.495</td>
<td>1.54</td>
<td>1.585</td>
<td>1.63</td>
</tr>
<tr>
<td>11</td>
<td>46,050</td>
<td>47,400</td>
<td>48,750</td>
<td>50,100</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.525</td>
<td>1.58</td>
<td>1.625</td>
<td>1.67</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>48,600</td>
<td>49,950</td>
<td>51,300</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.62</td>
<td>1.665</td>
<td>1.71</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>51,150</td>
<td>52,500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.705</td>
<td>1.75</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>53,700</td>
</tr>
</tbody>
</table>

#### Class Periods/Day
- 888

#### Length of Teacher Day
- 8

#### Length of Student Day
- 7

#### Planning Time
- 49

#### Normal Teaching Load
- 6
WORKING CONDITIONS
Contract Days: 185
Enrollment: 244
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 30,200
Starting Salary: 30,200
Career Increments: N
Experience Allowed: 5 (D)

Index: 4 x 4
Entry Level Step: 1

INDEX:
4 x 4

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 470.45 870.36 987.96 1326.58 TSA
DENTAL BC/BS 2 22.25 22.25 22.25 22.25
PPO: COMMENTS:
LIFE Madison Nat'l 1.80 Deductible Reimbursement:
LTD Madison Nat'l .0049
NON-PARTICIPANT $350 TSA

Cafeteria Plan
Options:
IRS 125:
Flex Accounts:

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 7,10 35 yes

OTHER DISTRICT POLICIES
SAVINGS PLAN:
Negotiated/ Policy
Exists

OTHER DISTRICT POLICIES

OSMOND

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>BA + 36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,200</td>
<td>31,408</td>
<td>32,616</td>
<td>33,824</td>
<td>35,032</td>
</tr>
<tr>
<td>2</td>
<td>31,408</td>
<td>32,616</td>
<td>33,824</td>
<td>35,032</td>
<td>36,240</td>
</tr>
<tr>
<td>3</td>
<td>33,824</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
</tr>
<tr>
<td>4</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
</tr>
<tr>
<td>5</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
</tr>
<tr>
<td>6</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
<td>42,280</td>
</tr>
<tr>
<td>7</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
<td>42,280</td>
<td>43,488</td>
</tr>
<tr>
<td>8</td>
<td>39,864</td>
<td>41,072</td>
<td>42,280</td>
<td>43,488</td>
<td>44,696</td>
</tr>
<tr>
<td>9</td>
<td>41,072</td>
<td>42,280</td>
<td>43,488</td>
<td>44,696</td>
<td>45,904</td>
</tr>
<tr>
<td>10</td>
<td>42,280</td>
<td>43,488</td>
<td>44,696</td>
<td>45,904</td>
<td>47,112</td>
</tr>
<tr>
<td>11</td>
<td>43,488</td>
<td>44,696</td>
<td>45,904</td>
<td>47,112</td>
<td>48,320</td>
</tr>
<tr>
<td>12</td>
<td>44,696</td>
<td>45,904</td>
<td>47,112</td>
<td>48,320</td>
<td>49,528</td>
</tr>
<tr>
<td>13</td>
<td>45,904</td>
<td>47,112</td>
<td>48,320</td>
<td>49,528</td>
<td>50,736</td>
</tr>
<tr>
<td>14</td>
<td>47,112</td>
<td>48,320</td>
<td>49,528</td>
<td>50,736</td>
<td>51,944</td>
</tr>
</tbody>
</table>

SEVERANCE PAY:

OTHER LEAVES:
<table>
<thead>
<tr>
<th>WORKING CONDITIONS</th>
<th>SALARY SCHEDULE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contract Days: 182</td>
<td>Base: 29,250</td>
</tr>
<tr>
<td>Enrollment: 316</td>
<td>Index: 4 x 4</td>
</tr>
<tr>
<td>HS JH/MS ELEM</td>
<td></td>
</tr>
<tr>
<td>Length of Teacher Day: 8</td>
<td>Starting Salary:</td>
</tr>
<tr>
<td>Length of Student Day: 7</td>
<td>Career Increments: N</td>
</tr>
<tr>
<td>Planning Time: 45</td>
<td>Experience Allowed: all</td>
</tr>
<tr>
<td>Class Periods/Day: 7</td>
<td>Vertical Freeze: 86-87</td>
</tr>
<tr>
<td>Normal Teaching Load: 6</td>
<td>Rollback: 86-87</td>
</tr>
<tr>
<td>Multi-year Contract:</td>
<td></td>
</tr>
</tbody>
</table>

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
</tr>
<tr>
<td>PPO</td>
<td></td>
<td>COMMENTS:</td>
<td></td>
</tr>
</tbody>
</table>

**LEAVES**

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10 50</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>2</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**OTHER DISTRICT POLICIES**

<table>
<thead>
<tr>
<th>Negotiated/ Policy</th>
<th>Existed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sev:1/2 sub. rate for unused</td>
<td></td>
</tr>
<tr>
<td>VOLUNTARY SEPARATION:</td>
<td>Y P</td>
</tr>
<tr>
<td>GRIEVANCE:</td>
<td>Y P</td>
</tr>
<tr>
<td>PROFESSIONAL GROWTH:</td>
<td>Y P</td>
</tr>
<tr>
<td>SICK BANK:</td>
<td>N</td>
</tr>
</tbody>
</table>

**OVERTON**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>29,250</td>
<td>30,420</td>
<td>31,590</td>
<td>32,760</td>
<td>33,930</td>
<td>35,100</td>
<td>36,270</td>
<td>37,440</td>
</tr>
<tr>
<td>1</td>
<td>1.04</td>
<td>1.04</td>
<td>1.04</td>
<td>1.04</td>
<td>1.04</td>
<td>1.04</td>
<td>1.04</td>
<td>1.04</td>
</tr>
<tr>
<td>2</td>
<td>1.08</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>3</td>
<td>1.12</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>4</td>
<td>1.16</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
</tr>
<tr>
<td>5</td>
<td>1.20</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
</tr>
<tr>
<td>6</td>
<td>1.24</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
</tr>
<tr>
<td>7</td>
<td>1.28</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
</tr>
<tr>
<td>8</td>
<td>1.32</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
</tr>
<tr>
<td>9</td>
<td>1.36</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
</tr>
<tr>
<td>10</td>
<td>1.40</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
</tr>
<tr>
<td>11</td>
<td>1.44</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
</tr>
<tr>
<td>12</td>
<td>1.48</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
</tr>
<tr>
<td>13</td>
<td>1.52</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
</tr>
<tr>
<td>14</td>
<td>1.56</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td>1.80</td>
</tr>
</tbody>
</table>

**Cafeteria Plan**

<table>
<thead>
<tr>
<th>Cafeteria Plan</th>
<th>Individ.</th>
<th>Depend.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Options:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Denta Options:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IRS 125:</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Flex Accounts:</td>
<td>Y</td>
<td></td>
</tr>
</tbody>
</table>

**PART-TIME BENEFITS**

| Minimum FTE: 0.5 | Contribution: FTE |

**SEVERANCE PAY:** Y
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:** 260
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.33
- **Length of Student Day:** 7.33
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 30,000
- **Index:** 4 x 4.5
- **Starting Salary:** 30,000
- **Career Increments:** N
- **Experience Allowed:** (D)
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:** 11-12, 12-13

### Insurances
- **Health:**
  - Carrier: BC/BS
  - Option: 350D
  - Amount Paid by District:
    - Individ. EE/Child: 471.35
    - Individ. EE/Spouse: 872.02
    - Individ. EE/Sp/Child: 989.86
    - Dep. Dental: 1329.13
  - Couple - Benefits:
    - Dep. Dental: 74.05 or 107.07

- **Dental:**
  - Option: 5
  - Amount Paid by District:
    - Individ. EE: 22.25
    - Individ. EE/Spouse: 22.25
    - Individ. EE/Sp/Child: 22.25

- **Life:**
  - Option: COMMENTS:

- **LTD:**
  - Option: NON-PARTICIPANT

### Leaves
- **Sick:**
  - Days/Year: 10
  - Accum.: 45
  - Depend. Needed: yes
  - Approval Needed: yes

- **Personal:**
  - Days/Year: 2
  - Depend. Needed: yes
  - Approval Needed: yes
  - Comments: accum. to 5

- **Bereavement:**
  - Days/Year: 5
  - Depend. Needed: yes
  - Approval Needed: yes
  - Options: per occurrence

- **Professional:**
  - Days/Year: 3
  - Depend. Needed: yes
  - Approval Needed: yes
  - Comments: $200/convention, clinics

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

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

### Cafeteria Plan
- **Option:** Individ. Depend.
- **Amount Paid by District:**
  - Individ. EE/Spouse: 50
  - Individ. EE/Sp/Child: 50
  - Dep. Dental: 60

### Salary Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,000</td>
<td>31,350</td>
<td>32,700</td>
<td>34,050</td>
<td>35,400</td>
<td>36,750</td>
<td>38,100</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.045</td>
<td>1.09</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
</tr>
<tr>
<td>2</td>
<td>31,200</td>
<td>32,550</td>
<td>33,900</td>
<td>35,250</td>
<td>36,600</td>
<td>37,950</td>
<td>39,300</td>
</tr>
<tr>
<td></td>
<td>1.04</td>
<td>1.085</td>
<td>1.13</td>
<td>1.175</td>
<td>1.22</td>
<td>1.265</td>
<td>1.31</td>
</tr>
<tr>
<td>3</td>
<td>32,400</td>
<td>33,750</td>
<td>35,100</td>
<td>36,450</td>
<td>37,800</td>
<td>39,150</td>
<td>40,500</td>
</tr>
<tr>
<td></td>
<td>1.08</td>
<td>1.125</td>
<td>1.17</td>
<td>1.215</td>
<td>1.26</td>
<td>1.305</td>
<td>1.35</td>
</tr>
<tr>
<td>4</td>
<td>33,600</td>
<td>34,950</td>
<td>36,300</td>
<td>37,650</td>
<td>39,000</td>
<td>40,350</td>
<td>41,700</td>
</tr>
<tr>
<td></td>
<td>1.12</td>
<td>1.165</td>
<td>1.21</td>
<td>1.255</td>
<td>1.3</td>
<td>1.345</td>
<td>1.39</td>
</tr>
<tr>
<td>5</td>
<td>34,800</td>
<td>36,150</td>
<td>37,500</td>
<td>38,850</td>
<td>40,200</td>
<td>41,550</td>
<td>42,900</td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.205</td>
<td>1.25</td>
<td>1.295</td>
<td>1.34</td>
<td>1.385</td>
<td>1.43</td>
</tr>
<tr>
<td>6</td>
<td>36,000</td>
<td>37,350</td>
<td>38,700</td>
<td>40,050</td>
<td>41,400</td>
<td>42,750</td>
<td>44,100</td>
</tr>
<tr>
<td></td>
<td>1.2</td>
<td>1.245</td>
<td>1.29</td>
<td>1.335</td>
<td>1.38</td>
<td>1.425</td>
<td>1.47</td>
</tr>
<tr>
<td>7</td>
<td>38,550</td>
<td>39,900</td>
<td>41,250</td>
<td>42,600</td>
<td>43,950</td>
<td>45,300</td>
<td>46,700</td>
</tr>
<tr>
<td></td>
<td>1.255</td>
<td>1.33</td>
<td>1.375</td>
<td>1.42</td>
<td>1.465</td>
<td>1.51</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>41,100</td>
<td>42,450</td>
<td>43,800</td>
<td>45,150</td>
<td>46,500</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.37</td>
<td>1.415</td>
<td>1.46</td>
<td>1.505</td>
<td>1.55</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>42,300</td>
<td>43,650</td>
<td>45,000</td>
<td>46,350</td>
<td>47,700</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.41</td>
<td>1.455</td>
<td>1.5</td>
<td>1.545</td>
<td>1.59</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>44,850</td>
<td>46,200</td>
<td>47,550</td>
<td>48,900</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.495</td>
<td>1.54</td>
<td>1.585</td>
<td>1.63</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>47,400</td>
<td>48,750</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.58</td>
<td>1.625</td>
<td>1.67</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>49,950</td>
<td>51,300</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.665</td>
<td>1.71</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>52,500</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.75</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Working Conditions
- Contract Days: 185
- FTE Teachers: 440
- 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: 31,950
- Entry Level Step: 1
- Index: 4 x 4
- Experience Allowed: N
- Career Increments: N
- Vertical Freeze: 86-87; 01-02
- Rollback: 86-87 Last Step

## Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 470.45
  - Couple - Benefits: Cash
  - Deductible Reimbursement: 250
  - Options: IRS 125: Y

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

- **LTD**
  - Carrier: Madison Ntl.
  - Amount Paid by District: .0037(thru sal)

## Leaves
- **SICK**: 12 days, 45 use, 10 days immediate fam/child
- **PERSONAL**: 2 days, yes, 2 add'l. w/sub. ded.
- **BEREAVEMENT**: see sick lv.
- **PROFESSIONAL**: 2 days, yes
- **ADOPTION**: see sick lv.
- **ASSOCIATION**: yes

## Cafeteria Plan
- **INDIVIDUAL**:
  - Option: Individual
- **DEPENDENT**:
  - Option: Cubicle

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

## Palmyra Bennet (OR #1)

### Budget
<table>
<thead>
<tr>
<th>Step</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>31,950</td>
<td>33,228</td>
<td>34,506</td>
<td>35,784</td>
<td>37,062</td>
<td>37,340</td>
<td>37,618</td>
</tr>
<tr>
<td>2</td>
<td>33,228</td>
<td>34,506</td>
<td>35,784</td>
<td>37,062</td>
<td>38,340</td>
<td>38,618</td>
<td>40,896</td>
</tr>
<tr>
<td>3</td>
<td>34,506</td>
<td>35,784</td>
<td>37,062</td>
<td>38,340</td>
<td>39,618</td>
<td>40,896</td>
<td>42,174</td>
</tr>
<tr>
<td>4</td>
<td>35,784</td>
<td>37,062</td>
<td>38,340</td>
<td>39,618</td>
<td>40,896</td>
<td>42,174</td>
<td>43,452</td>
</tr>
<tr>
<td>5</td>
<td>37,062</td>
<td>38,340</td>
<td>39,618</td>
<td>40,896</td>
<td>42,174</td>
<td>43,452</td>
<td>44,730</td>
</tr>
<tr>
<td>6</td>
<td>38,340</td>
<td>39,618</td>
<td>40,896</td>
<td>42,174</td>
<td>43,452</td>
<td>44,730</td>
<td>46,008</td>
</tr>
<tr>
<td>7</td>
<td>39,618</td>
<td>40,896</td>
<td>42,174</td>
<td>43,452</td>
<td>44,730</td>
<td>46,008</td>
<td>47,286</td>
</tr>
<tr>
<td>8</td>
<td>40,896</td>
<td>42,174</td>
<td>43,452</td>
<td>44,730</td>
<td>46,008</td>
<td>47,286</td>
<td>48,564</td>
</tr>
<tr>
<td>9</td>
<td>42,174</td>
<td>43,452</td>
<td>44,730</td>
<td>46,008</td>
<td>47,286</td>
<td>48,564</td>
<td>49,842</td>
</tr>
<tr>
<td>10</td>
<td>43,452</td>
<td>44,730</td>
<td>46,008</td>
<td>47,286</td>
<td>48,564</td>
<td>49,842</td>
<td>51,120</td>
</tr>
<tr>
<td>11</td>
<td>44,730</td>
<td>46,008</td>
<td>47,286</td>
<td>48,564</td>
<td>49,842</td>
<td>51,120</td>
<td>52,398</td>
</tr>
<tr>
<td>12</td>
<td>46,008</td>
<td>47,286</td>
<td>48,564</td>
<td>49,842</td>
<td>51,120</td>
<td>52,398</td>
<td>53,676</td>
</tr>
<tr>
<td>13</td>
<td>47,286</td>
<td>48,564</td>
<td>49,842</td>
<td>51,120</td>
<td>52,398</td>
<td>53,676</td>
<td>54,954</td>
</tr>
<tr>
<td>14</td>
<td>48,564</td>
<td>49,842</td>
<td>51,120</td>
<td>52,398</td>
<td>53,676</td>
<td>54,954</td>
<td>56,232</td>
</tr>
</tbody>
</table>

### Cafeteria Options
- **Class Periods/Day**: 8
- **Contract Days**: 185
- **Enrollment**: 440
- **Planning Time**: 50
- **Length of Teacher Day**: 8
- **Length of Student Day**: 7.5
- **Normal Teaching Load**: 7
- **Working Conditions**: Multi-year Contract

### Cafeteria Plan
- **Type Carrier**
  - **H/A-Dent**: Individ.
  - **Individ. EE/Child**: 22.25
  - **EE/Spouse**: 22.25
  - **EE/Sp/Child**: 22.25
- **Option**: Cubicle
- **Amount Paid by District**: 250
- **Cafeteria Plan**
  - **INDIVIDUAL**:
    - **Option**: Individual
  - **DEPENDENT**:
    - **Option**: Cubicle

### Leaves
- **SICK**: 12 days, 45 use, 10 days immediate fam/child
- **PERSONAL**: 2 days, yes, 2 add'l. w/sub. ded.
- **BEREAVEMENT**: see sick lv.
- **PROFESSIONAL**: 2 days, yes
- **ADOPTION**: see sick lv.
- **ASSOCIATION**: yes

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

### Other Leaves
- Substitute, Jury Duty
### WORKING CONDITIONS
- **Contract Days:** 190
- **FTE Teachers:** 800.27
- **Enrollment:** 9895
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.33
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### SALARY SCHEDULE
- **Base Salary:** 32,500
- **Starting Salary:** 32,500
- **Entry Level Step:** 1
- **Career Increments:** Y
- **Experience Allowed:** 12+1
- **Rollback:** 85-86, 02-03
- **Vertical Freeze:** 86-87, 89-90
- **V. Freeze:** 91-92, 03-04, 08-09, 09-10

### INSURANCE
- **Type**
  - **Option**
  - **Amount Paid by District**
  - **Couple - Benefits**
- **Carrier**
  - **H/A-Dent**
  - **Individ.**
  - **EE/Child**
  - **EE/Spouse**
  - **EE/Sp/Child**
- **Policy**
  - **91.41 or 115.11**
  - **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**
- **Approval Other**
- **SICK**
  - 10
  - 120
  - yes
- **OTHER DISTRICT POLICIES**
- **Negotiated/Policy**
- **Exists**
- **Voluntary Separation:** Y P
- **Grievance:** Y N
- **Professional Growth:** Y P
- **Reduction in Force:** Y P
- **Sick Bank:** N

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

### OTHER LEAVES
## Pawnee City

### Working Conditions
- Contract Days: 185
- Enrollment: 293
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 30,750
- Index: 4 x 4
- Starting Salary: N
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: 11-12, 12-13

### Insurance
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
<td>24.46 or 40.50</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
<td>Options:</td>
</tr>
<tr>
<td>LTD</td>
<td>Standard Ins</td>
<td>7.00</td>
<td>COMMENTS:</td>
<td>Cafeteria Plan</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Individ.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Leaves
- SICK: 10 days/year, 50 days
- PERSONAL: 3 days/year
- BEREAVEMENT: 2 days/year
- PROFESSIONAL: as needed
- ADOPTION: yes
- ASSOCIATION: yes

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

### Other Leaves
- SABBATICAL: No

### Salary Schedule Table

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,750</td>
<td>31,980</td>
<td>33,210</td>
<td>34,440</td>
<td>35,670</td>
<td>36,900</td>
<td>38,130</td>
<td>39,360</td>
</tr>
<tr>
<td>2</td>
<td>31,980</td>
<td>33,210</td>
<td>34,440</td>
<td>35,670</td>
<td>36,900</td>
<td>38,130</td>
<td>39,360</td>
<td>40,590</td>
</tr>
<tr>
<td>3</td>
<td>33,210</td>
<td>34,440</td>
<td>35,670</td>
<td>36,900</td>
<td>38,130</td>
<td>39,360</td>
<td>40,590</td>
<td>41,820</td>
</tr>
<tr>
<td>4</td>
<td>34,440</td>
<td>35,670</td>
<td>36,900</td>
<td>38,130</td>
<td>39,360</td>
<td>40,590</td>
<td>41,820</td>
<td>43,050</td>
</tr>
<tr>
<td>5</td>
<td>35,670</td>
<td>36,900</td>
<td>38,130</td>
<td>39,360</td>
<td>40,590</td>
<td>41,820</td>
<td>43,050</td>
<td>44,280</td>
</tr>
<tr>
<td>6</td>
<td>36,900</td>
<td>38,130</td>
<td>39,360</td>
<td>40,590</td>
<td>41,820</td>
<td>43,050</td>
<td>44,280</td>
<td>45,510</td>
</tr>
<tr>
<td>7</td>
<td>38,130</td>
<td>39,360</td>
<td>40,590</td>
<td>41,820</td>
<td>43,050</td>
<td>44,280</td>
<td>45,510</td>
<td>46,740</td>
</tr>
<tr>
<td>8</td>
<td>40,590</td>
<td>41,820</td>
<td>43,050</td>
<td>44,280</td>
<td>45,510</td>
<td>46,740</td>
<td>47,970</td>
<td>49,200</td>
</tr>
<tr>
<td>9</td>
<td>43,050</td>
<td>44,280</td>
<td>45,510</td>
<td>46,740</td>
<td>47,970</td>
<td>49,200</td>
<td>50,430</td>
<td>51,660</td>
</tr>
<tr>
<td>10</td>
<td>45,510</td>
<td>46,740</td>
<td>47,970</td>
<td>49,200</td>
<td>50,430</td>
<td>51,660</td>
<td>52,890</td>
<td>54,120</td>
</tr>
<tr>
<td>11</td>
<td>47,970</td>
<td>49,200</td>
<td>50,430</td>
<td>51,660</td>
<td>52,890</td>
<td>54,120</td>
<td>55,350</td>
<td>56,580</td>
</tr>
<tr>
<td>12</td>
<td>50,430</td>
<td>51,660</td>
<td>52,890</td>
<td>54,120</td>
<td>55,350</td>
<td>56,580</td>
<td>57,810</td>
<td>59,040</td>
</tr>
</tbody>
</table>
## Working Conditions
- Contract Days: 181
- FTE Teachers: 212
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 29,900
- Index: 4 x 4
- Starting Salary: N
- Career Increments: N
- Entry Level Step: 1(D)
- Experience Allowed: 10(D)

## Insurance

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td>H/A-Dent 1.00 496.16 Individ.</td>
<td>Individ.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Child 1.04 917.92 Depend.</td>
<td>Depend.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Spouse 1.08 1041.96</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Sp/Child 1.12 1399.08</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Child 1.08 22.25 Depend.</td>
<td>Depend.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Spouse 1.12 22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Sp/Child 1.16 22.25</td>
<td></td>
</tr>
<tr>
<td>PPO</td>
<td></td>
<td>2</td>
<td>22.25 22.25 Individ.</td>
<td>INDIVIDUAL</td>
</tr>
<tr>
<td>LIFE</td>
<td></td>
<td></td>
<td>22.25 22.25 Depend.</td>
<td>DEPENDANT</td>
</tr>
<tr>
<td>LTD</td>
<td>Madison Nat'l (thru sal)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td>Cash-Sgl Prem $518.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Leaves
- SICK: 10 days/year, accumulated 35, unused over 35, 20 acum days for immf fam use
- PERSONAL: 4 days/year, 3-full pay, 1-sub. ded.; add unus
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: 2 days/year, yes
- ADOPTION: see personal lv.
- ASSOCIATION: see sick lv.
- SABBATICAL: No

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

## Part-Time Benefits
- Minimum FTE: 0
- Cafeteria Plan: Individ. and Dependent
- Flex Accounts: Y

## Step Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,900</td>
<td>31,096</td>
<td>32,292</td>
<td>33,488</td>
<td>34,684</td>
<td>35,282</td>
<td>36,478</td>
<td>37,674</td>
<td>38,870</td>
</tr>
<tr>
<td>2</td>
<td>31,096</td>
<td>32,292</td>
<td>33,488</td>
<td>34,684</td>
<td>35,282</td>
<td>36,478</td>
<td>37,674</td>
<td>38,870</td>
<td>40,066</td>
</tr>
<tr>
<td>3</td>
<td>32,292</td>
<td>33,488</td>
<td>34,684</td>
<td>35,880</td>
<td>37,076</td>
<td>37,674</td>
<td>38,870</td>
<td>40,066</td>
<td>41,262</td>
</tr>
<tr>
<td>4</td>
<td>33,488</td>
<td>34,684</td>
<td>35,880</td>
<td>37,076</td>
<td>38,272</td>
<td>38,870</td>
<td>40,066</td>
<td>41,262</td>
<td>42,458</td>
</tr>
<tr>
<td>5</td>
<td>34,684</td>
<td>35,880</td>
<td>37,076</td>
<td>38,272</td>
<td>39,468</td>
<td>40,066</td>
<td>41,262</td>
<td>42,458</td>
<td>43,654</td>
</tr>
<tr>
<td>6</td>
<td>35,880</td>
<td>37,076</td>
<td>38,272</td>
<td>39,468</td>
<td>40,664</td>
<td>41,262</td>
<td>42,458</td>
<td>43,654</td>
<td>44,850</td>
</tr>
<tr>
<td>7</td>
<td>37,076</td>
<td>38,272</td>
<td>39,468</td>
<td>40,664</td>
<td>41,860</td>
<td>42,458</td>
<td>43,654</td>
<td>44,850</td>
<td>46,046</td>
</tr>
<tr>
<td>8</td>
<td>38,272</td>
<td>39,468</td>
<td>40,664</td>
<td>41,860</td>
<td>43,056</td>
<td>43,654</td>
<td>44,850</td>
<td>46,046</td>
<td>47,242</td>
</tr>
<tr>
<td>9</td>
<td>39,468</td>
<td>40,664</td>
<td>41,860</td>
<td>43,056</td>
<td>44,252</td>
<td>44,850</td>
<td>46,046</td>
<td>47,242</td>
<td>48,438</td>
</tr>
<tr>
<td>10</td>
<td>40,664</td>
<td>41,860</td>
<td>43,056</td>
<td>44,252</td>
<td>45,448</td>
<td>46,046</td>
<td>47,242</td>
<td>48,438</td>
<td>49,634</td>
</tr>
<tr>
<td>11</td>
<td>41,860</td>
<td>43,056</td>
<td>44,252</td>
<td>45,448</td>
<td>46,046</td>
<td>47,242</td>
<td>48,438</td>
<td>49,634</td>
<td>50,830</td>
</tr>
<tr>
<td>12</td>
<td>43,056</td>
<td>44,252</td>
<td>45,448</td>
<td>46,046</td>
<td>47,242</td>
<td>48,438</td>
<td>49,634</td>
<td>50,830</td>
<td>52,026</td>
</tr>
<tr>
<td>13</td>
<td>44,252</td>
<td>45,448</td>
<td>46,046</td>
<td>47,242</td>
<td>48,438</td>
<td>49,634</td>
<td>50,830</td>
<td>52,026</td>
<td>53,222</td>
</tr>
</tbody>
</table>

## Salary Schedule
- Normal Teaching Load: 7
- Multi-year Contract:
- Vertical Freeze:
- Rollback:
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 28,875
Enrollment: 334  HS  JH/MS  ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 6.75
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Index: 4 x 5
Starting Salary: 29,850
Entry Level Step: 1
Career Increments: N
Grandfathered Steps 85-86
Vertical Freeze:
Rollback:
Multi-year Contract:
Length of Teacher Day: 888
Length of Student Day: 76.75
Normal Teaching Load: 7 7

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
HEALTH  BC/BS  600D  470.45  870.36  987.96  1326.58
DENTAL  BC/BS  5  45.85  84.82  96.30  129.32
PPO: COMMENTS:
LIFE
LTD  Madison Nat'l  .0036
NON-PARTICIPANT  $516.30

Cafeteria Plan
Type Carrier  Option  Individ.  Depend.
H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child
516.30

HEALTH
Gross Options:  H/A,Life,Dent, Cash
Deductible Reimbursement:

DENTAL
IRS 125: Y
Flex Accounts: Y

LIFE
PART-TIME BENEFITS
Minimum FTE: 0.4

LTD

NON-PARTICIPANT


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

PERSONAL  PTO
VOLUNTARY SEPARATION
BEREAVEMENT  PTO
GRIEVANCE
PROFESSIONAL  as approved  yes
GRIEVANCE:
PROFESSIONAL GROWTH
ADPTION  FMLA
REDUCTION IN FORCE
ASSOCIATION
SICK BANK:

SABBATICAL: No

SEVERANCE PAY:

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

OTHER LEAVES:

PENDER
Step  BA  BA+9  BA+18  BA+27  MA  MA+9  MA+18
0  29,850  31,343  32,835  34,328  35,820  37,313  38,805
  1.00  1.05  1.10  1.15  1.20  1.25  1.30
  1  31,044  32,537  34,029  35,522  37,014  38,507  39,999
  1.04  1.09  1.14  1.19  1.24  1.29  1.34
  2  32,238  33,731  35,223  36,716  38,208  39,701  41,193
  1.08  1.13  1.18  1.23  1.28  1.33  1.38
  3  33,432  34,925  36,417  37,910  39,402  40,895  42,387
  1.12  1.17  1.22  1.27  1.32  1.37  1.42
  4  34,626  36,119  37,611  39,104  40,596  42,089  43,581
  1.16  1.21  1.26  1.31  1.36  1.41  1.46
  5  35,820  37,313  38,805  40,298  41,790  43,283  44,775
  1.20  1.25  1.30  1.35  1.40  1.45  1.50
  6  37,014  38,507  39,999  41,492  42,984  44,477  45,969
  1.24  1.29  1.34  1.39  1.44  1.49  1.54
  7  39,208  40,701  41,193  42,686  44,178  45,671  47,163
  1.33  1.38  1.43  1.48  1.53  1.58
  8  40,402  41,895  42,387  43,880  45,372  46,865  48,357
  1.37  1.42  1.47  1.52  1.57  1.62
  9  41,606  43,099  44,592  46,086  47,579  49,071  50,563
   1.46  1.51  1.56  1.61  1.66
  10  44,775  46,268  47,760  49,253  50,745  52,238  53,730
   1.56  1.61  1.66  1.71  1.76
  11  47,944  49,437  50,930  52,423  53,916  55,409  56,901
   1.59  1.64  1.69  1.74
  12  51,112  52,605  54,098  55,591  57,084  58,577  59,209
   1.63  1.68  1.72  1.77
  13  51,342  52,835  54,328  55,821  57,314  58,807  59,200
   1.72  1.77  1.82
**Perkins County**

**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers: 373
- Enrollment: 373
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 100 90 60
- Class Periods/Day: 8 8
- Normal Teaching Load: 6 6

**SALARY SCHEDULE**
- Base: 30,600
- Entry Level Step: 1
- Index: 4 x 4
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 10-11, 11-12

**SALARY SCHEDULE**

<table>
<thead>
<tr>
<th>Class Periods/Day</th>
<th>MA MA +9</th>
<th>BA BA +9</th>
<th>BA+18</th>
<th>MA+27</th>
<th>BA+36</th>
<th>MA+45</th>
<th>MA+54</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,600</td>
<td>31,824</td>
<td>33,048</td>
<td>34,272</td>
<td>35,496</td>
<td>36,720</td>
<td>37,944</td>
</tr>
<tr>
<td>2</td>
<td>31,824</td>
<td>33,048</td>
<td>34,272</td>
<td>35,496</td>
<td>36,720</td>
<td>37,944</td>
<td>39,168</td>
</tr>
<tr>
<td>3</td>
<td>33,048</td>
<td>34,272</td>
<td>35,496</td>
<td>36,720</td>
<td>37,944</td>
<td>39,168</td>
<td>40,392</td>
</tr>
<tr>
<td>4</td>
<td>34,272</td>
<td>35,496</td>
<td>36,720</td>
<td>37,944</td>
<td>39,168</td>
<td>40,392</td>
<td>41,616</td>
</tr>
<tr>
<td>5</td>
<td>35,496</td>
<td>36,720</td>
<td>37,944</td>
<td>39,168</td>
<td>40,392</td>
<td>41,616</td>
<td>43,840</td>
</tr>
<tr>
<td>6</td>
<td>36,720</td>
<td>37,944</td>
<td>39,168</td>
<td>40,392</td>
<td>41,616</td>
<td>42,840</td>
<td>44,064</td>
</tr>
<tr>
<td>7</td>
<td>37,944</td>
<td>39,168</td>
<td>40,392</td>
<td>41,616</td>
<td>42,840</td>
<td>44,064</td>
<td>45,288</td>
</tr>
<tr>
<td>8</td>
<td>39,168</td>
<td>40,392</td>
<td>41,616</td>
<td>42,840</td>
<td>44,064</td>
<td>45,288</td>
<td>46,512</td>
</tr>
<tr>
<td>9</td>
<td>40,392</td>
<td>41,616</td>
<td>42,840</td>
<td>44,064</td>
<td>45,288</td>
<td>46,512</td>
<td>47,736</td>
</tr>
<tr>
<td>10</td>
<td>41,616</td>
<td>42,840</td>
<td>44,064</td>
<td>45,288</td>
<td>46,512</td>
<td>47,736</td>
<td>49,960</td>
</tr>
<tr>
<td>11</td>
<td>42,840</td>
<td>44,064</td>
<td>45,288</td>
<td>46,512</td>
<td>47,736</td>
<td>49,960</td>
<td>51,184</td>
</tr>
<tr>
<td>12</td>
<td>44,064</td>
<td>45,288</td>
<td>46,512</td>
<td>47,736</td>
<td>49,960</td>
<td>51,184</td>
<td>53,408</td>
</tr>
<tr>
<td>13</td>
<td>45,288</td>
<td>46,512</td>
<td>47,736</td>
<td>49,960</td>
<td>51,184</td>
<td>53,408</td>
<td>55,632</td>
</tr>
<tr>
<td>14</td>
<td>46,512</td>
<td>47,736</td>
<td>49,960</td>
<td>51,184</td>
<td>53,408</td>
<td>55,632</td>
<td>57,856</td>
</tr>
<tr>
<td>15</td>
<td>47,736</td>
<td>49,960</td>
<td>51,184</td>
<td>53,408</td>
<td>55,632</td>
<td>57,856</td>
<td>59,704</td>
</tr>
<tr>
<td>16</td>
<td>49,960</td>
<td>51,184</td>
<td>53,408</td>
<td>55,632</td>
<td>57,856</td>
<td>59,704</td>
<td>61,992</td>
</tr>
</tbody>
</table>

**INSURANCE**
- HEALTH health BC/BS
  - Type: HEALTH
  - Carrier: BC/BS
  - Option: 600
  - Amount Paid by District:
    - H/A-Dent: Individ.
    - Individ. EE/Child: 470.45
    - EE/Spouse: 870.36
    - EE/Sp/Child: 987.96
    - LTD: 1326.58

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

**LEAVES**

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>13</td>
<td>40</td>
<td>Yes</td>
<td>4th &amp; 5th days sub deduct</td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>5</td>
<td>Yes</td>
<td>4th &amp; 5th days sub deduct</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>2</td>
<td>Yes</td>
<td>immed. family</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td>Yes</td>
<td>Grievance: Y</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td>Professional Separation: N</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td>Reduction in Force: N</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SABBATICAL:</td>
<td>No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**OTHER DISTRICT POLICIES**

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>13</td>
<td>40</td>
<td>Yes</td>
<td>4th &amp; 5th days sub deduct</td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>5</td>
<td>Yes</td>
<td>4th &amp; 5th days sub deduct</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>2</td>
<td>Yes</td>
<td>immed. family</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td>Yes</td>
<td>Grievance: Y</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td>Professional Separation: N</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td>Reduction in Force: N</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SABBATICAL:</td>
<td>No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**PERKINS COUNTY**

<table>
<thead>
<tr>
<th>Step</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,600</td>
<td>31,824</td>
</tr>
<tr>
<td>2</td>
<td>31,824</td>
<td>33,048</td>
</tr>
<tr>
<td>3</td>
<td>33,048</td>
<td>34,272</td>
</tr>
<tr>
<td>4</td>
<td>34,272</td>
<td>35,496</td>
</tr>
<tr>
<td>5</td>
<td>35,496</td>
<td>36,720</td>
</tr>
<tr>
<td>6</td>
<td>36,720</td>
<td>37,944</td>
</tr>
<tr>
<td>7</td>
<td>37,944</td>
<td>39,168</td>
</tr>
<tr>
<td>8</td>
<td>39,168</td>
<td>40,392</td>
</tr>
<tr>
<td>9</td>
<td>40,392</td>
<td>41,616</td>
</tr>
<tr>
<td>10</td>
<td>41,616</td>
<td>42,840</td>
</tr>
<tr>
<td>11</td>
<td>42,840</td>
<td>44,064</td>
</tr>
<tr>
<td>12</td>
<td>44,064</td>
<td>45,288</td>
</tr>
<tr>
<td>13</td>
<td>45,288</td>
<td>46,512</td>
</tr>
<tr>
<td>14</td>
<td>46,512</td>
<td>47,736</td>
</tr>
<tr>
<td>15</td>
<td>47,736</td>
<td>49,960</td>
</tr>
<tr>
<td>16</td>
<td>49,960</td>
<td>51,184</td>
</tr>
<tr>
<td>17</td>
<td>51,184</td>
<td>52,408</td>
</tr>
<tr>
<td>18</td>
<td>52,408</td>
<td>53,632</td>
</tr>
<tr>
<td>19</td>
<td>53,632</td>
<td>54,856</td>
</tr>
<tr>
<td>20</td>
<td>54,856</td>
<td>56,080</td>
</tr>
<tr>
<td>21</td>
<td>56,080</td>
<td>57,304</td>
</tr>
<tr>
<td>22</td>
<td>57,304</td>
<td>58,528</td>
</tr>
<tr>
<td>23</td>
<td>58,528</td>
<td>60,752</td>
</tr>
</tbody>
</table>

**OTHER LEAVES:**

- Sick Leave: 40 days
- Personal Leave: 13 days
- Bereavement Leave: 2 days
- Professional Leave: 2 days
- Adoption Leave: 2 days
- Sabbatical Leave: No
- SEVERANCE PAY:

**SEVERANCE PAY:**

- 10-11, 11-12
- Multi-year Contract:
- Vertical Freeze:
- Rollback:
- Career Increments: N
- Experience Allowed: 5(D)
- Multi-year Contract: 10-11, 11-12
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 100 90 60
- Class Periods/Day: 8 8
- Normal Teaching Load: 6 6
- Enrollment: 373
- Contract Days: 183
- FTE Teachers: 373
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 686
Enrollment: 2011-2012
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 90 90 45
Class Periods/Day: 4 4
Normal Teaching Load: 3 3

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

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 1100D 413.72 765.38 868.79 1166.57
DENTAL BC/BS 2 22.25 22.25 22.25
LIFE LTD Assurant .00305 (thru sal)

LEAVES
Type Days/Year Depend. Approval Other
SICK 5 30 yes
PERSONAL 2 yes acc. to 5; district pays sub rate
BEREAVEMENT 3 w/appr.
PROFESSIONAL from pers lv yes
ADOPTION 20 + 10
ASSOCIATION 5

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
Reduction in Force: N
Sick Bank: Y N

OTHER LEAVES:

PIERCE

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,600</td>
<td>31,080</td>
<td>32,560</td>
<td>34,040</td>
<td>35,520</td>
<td>37,000</td>
<td>38,480</td>
<td>39,960</td>
<td>41,440</td>
<td>42,920</td>
</tr>
<tr>
<td>2</td>
<td>30,784</td>
<td>32,264</td>
<td>33,744</td>
<td>35,224</td>
<td>36,704</td>
<td>38,184</td>
<td>39,664</td>
<td>41,144</td>
<td>42,624</td>
<td>44,104</td>
</tr>
<tr>
<td>3</td>
<td>31,968</td>
<td>33,448</td>
<td>34,928</td>
<td>36,408</td>
<td>37,888</td>
<td>39,368</td>
<td>40,848</td>
<td>42,328</td>
<td>43,808</td>
<td>45,288</td>
</tr>
<tr>
<td>4</td>
<td>33,152</td>
<td>34,632</td>
<td>36,112</td>
<td>37,592</td>
<td>39,072</td>
<td>40,552</td>
<td>42,032</td>
<td>43,512</td>
<td>44,992</td>
<td>46,472</td>
</tr>
<tr>
<td>5</td>
<td>34,336</td>
<td>35,816</td>
<td>37,296</td>
<td>38,776</td>
<td>40,256</td>
<td>41,736</td>
<td>43,216</td>
<td>44,696</td>
<td>46,176</td>
<td>47,656</td>
</tr>
<tr>
<td>6</td>
<td>35,520</td>
<td>36,996</td>
<td>38,472</td>
<td>39,952</td>
<td>41,432</td>
<td>42,912</td>
<td>44,392</td>
<td>45,872</td>
<td>47,352</td>
<td>48,832</td>
</tr>
<tr>
<td>7</td>
<td>36,704</td>
<td>38,184</td>
<td>39,664</td>
<td>41,144</td>
<td>42,624</td>
<td>44,104</td>
<td>45,584</td>
<td>47,064</td>
<td>48,544</td>
<td>50,024</td>
</tr>
<tr>
<td>8</td>
<td>37,888</td>
<td>39,368</td>
<td>40,848</td>
<td>42,328</td>
<td>43,808</td>
<td>45,288</td>
<td>46,768</td>
<td>48,248</td>
<td>49,728</td>
<td>51,208</td>
</tr>
<tr>
<td>9</td>
<td>39,072</td>
<td>40,552</td>
<td>42,032</td>
<td>43,512</td>
<td>44,992</td>
<td>46,472</td>
<td>47,952</td>
<td>49,432</td>
<td>50,912</td>
<td>52,392</td>
</tr>
<tr>
<td>10</td>
<td>41,256</td>
<td>42,736</td>
<td>44,216</td>
<td>45,696</td>
<td>47,176</td>
<td>48,656</td>
<td>49,136</td>
<td>50,616</td>
<td>52,096</td>
<td>53,576</td>
</tr>
<tr>
<td>11</td>
<td>42,440</td>
<td>43,920</td>
<td>45,392</td>
<td>46,872</td>
<td>48,352</td>
<td>49,832</td>
<td>50,312</td>
<td>51,792</td>
<td>53,272</td>
<td>54,752</td>
</tr>
<tr>
<td>12</td>
<td>43,624</td>
<td>45,104</td>
<td>46,584</td>
<td>48,064</td>
<td>49,544</td>
<td>50,024</td>
<td>51,504</td>
<td>52,984</td>
<td>54,464</td>
<td>55,944</td>
</tr>
<tr>
<td>13</td>
<td>44,808</td>
<td>46,288</td>
<td>47,768</td>
<td>49,248</td>
<td>50,728</td>
<td>52,208</td>
<td>53,688</td>
<td>55,168</td>
<td>56,648</td>
<td>58,128</td>
</tr>
<tr>
<td>14</td>
<td>46,092</td>
<td>47,572</td>
<td>49,052</td>
<td>50,532</td>
<td>51,012</td>
<td>52,492</td>
<td>53,972</td>
<td>55,452</td>
<td>56,932</td>
<td>58,412</td>
</tr>
<tr>
<td>15</td>
<td>47,376</td>
<td>48,856</td>
<td>50,336</td>
<td>51,816</td>
<td>53,296</td>
<td>54,776</td>
<td>56,256</td>
<td>57,736</td>
<td>59,216</td>
<td>60,696</td>
</tr>
<tr>
<td>16</td>
<td>48,660</td>
<td>50,140</td>
<td>51,620</td>
<td>53,100</td>
<td>54,580</td>
<td>56,060</td>
<td>57,540</td>
<td>59,020</td>
<td>60,500</td>
<td>61,980</td>
</tr>
<tr>
<td>17</td>
<td>50,044</td>
<td>51,524</td>
<td>52,994</td>
<td>54,474</td>
<td>55,954</td>
<td>57,434</td>
<td>58,914</td>
<td>60,394</td>
<td>61,874</td>
<td>63,354</td>
</tr>
<tr>
<td>18</td>
<td>51,428</td>
<td>52,908</td>
<td>54,388</td>
<td>55,868</td>
<td>57,348</td>
<td>58,828</td>
<td>60,308</td>
<td>61,788</td>
<td>63,268</td>
<td>64,748</td>
</tr>
</tbody>
</table>

PIERCE 2011-2012
3.1
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 363
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.17
- **Planning Time:** 90
- **Class Periods/Day:** 4-6
- **Normal Teaching Load:** 3-3.5

### Salary Schedule
- **Base:** 30,600
- **Index:** 1.0425
- **Starting Salary:** 34,502
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** All
- **Vertical Freeze:**
- **Rollback:** 01-02 (2-3 steps)
- **Multi-year Contract:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.17
- **Planning Time:** 90
- **Class Periods/Day:** 4-6
- **Normal Teaching Load:** 3-3.5

### Insurance
- **HEALTH**
  - Type Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District:
    - Individ. EE/Child: 470.45
    - EE/Spouse: 870.36
    - EE/Sp/Child: 987.96
  - Cafeteria Plan:
    - Cash
- **DENTAL**
  - Type Carrier: BC/BS
  - Option: 2
  - Amount Paid by District:
    - Individ. EE/Child: 22.25
    - EE/Spouse EE/Sp/Child: 22.25
  - Cafeteria Plan:
    - H/A-Dent, Life, TSA

### Leaves
- **SICK:**
  - Days/Year: 9
  - Accrual: 45
  - Depend. use: Yes
  - Approval Needed: Yes
  - Other Info: Can borrow up to 4 days from next y
- **PERSONAL:**
  - Days/Year: 2
  - Accrual: 0
  - Depend. use: Yes
  - Approval Needed: Yes
  - Other Info: If 2 days unused, 3 days next y
- **BEREAVEMENT:**
  - Days/Year: 1
  - Accrual: 0
  - Depend. use: Yes
  - Approval Needed: Yes
  - Other Info: Can borrow up to 4 days from next y
- **PROFESSIONAL:**
  - Days/Year: 2
  - Accrual: 0
  - Depend. use: Yes
  - Approval Needed: Yes
  - Other Info: Can borrow up to 4 days from next y
- **ADPTION:**
  - Days/Year: 0
  - Accrual: 0
  - Depend. use: Yes
  - Approval Needed: Yes
- **ASSOCIATION:**
  - Days/Year: 5
  - Accrual: 0
  - Depend. use: Yes
  - Approval Needed: Yes
- **SEVERANCE PAY:**
  - **EXIST:**
    - **Negotiated/Policy:**
      - **PLAINVIEW**
        - **Steps:**
          | Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+0 | MA+18 |
          |------|----|------|-------|-------|-------|----|------|-------|
          | 1    | 30,600 | 31,991 | 33,201 | 34,502 | 35,802 | 37,103 | 38,403 | 39,704 |
          | 2    | 31,901 | 33,201 | 34,502 | 35,802 | 37,103 | 38,403 | 39,704 | 41,004 |
          | 3    | 33,201 | 34,502 | 35,802 | 37,103 | 38,403 | 39,704 | 41,004 | 41,004 |
          | 4    | 34,502 | 35,802 | 37,103 | 38,403 | 39,704 | 41,004 | 41,004 | 41,004 |
          | 5    | 35,802 | 37,103 | 38,403 | 39,704 | 41,004 | 42,305 | 43,605 | 44,906 |
          | 6    | 37,103 | 38,403 | 39,704 | 41,004 | 42,305 | 43,605 | 44,906 | 46,206 |
          | 7    | 39,704 | 41,004 | 42,305 | 43,605 | 45,005 | 46,206 | 47,507 | 48,807 |
          | 8    | 42,305 | 43,605 | 44,906 | 46,206 | 47,507 | 48,807 | 50,108 | 50,108 |
          | 9    | 44,906 | 46,206 | 47,507 | 48,807 | 50,108 | 51,408 | 52,709 | 54,009 |
          | 10   | 47,507 | 48,807 | 50,108 | 51,408 | 52,709 | 54,009 | 55,310 | 56,610 |
          | 11   | 50,108 | 51,408 | 52,709 | 54,009 | 55,310 | 56,610 | 58,911 | 60,212 |
          | 12   | 52,709 | 54,009 | 55,310 | 56,610 | 58,911 | 60,212 | 62,513 | 63,814 |
          | 13   | 55,310 | 56,610 | 58,911 | 60,212 | 62,513 | 63,814 | 66,115 | 67,416 |
          | 14   | 58,911 | 60,212 | 62,513 | 63,814 | 66,115 | 67,416 | 69,717 | 71,018 |

Only teachers compensated on BA+36 or BA+45 during 89-90 school yr. will be eligible to be pd on BA+45 for 90-91 and yrs thereafter. 01-02, teachers on BA, BA+9 & BA+18 will be rolled back 2 yrs, teacher on other 4 lanes will be rolled back 3 yrs; 08-09 BA+36 column separated from MA column.
<table>
<thead>
<tr>
<th>WORKING CONDITIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contract Days: 187</td>
</tr>
<tr>
<td>FTE Teachers: 1799</td>
</tr>
<tr>
<td>Enroll: 31,050</td>
</tr>
<tr>
<td>Length of Teacher Day: 8.25</td>
</tr>
<tr>
<td>Length of Student Day: 7.35</td>
</tr>
<tr>
<td>Planning Time: 40</td>
</tr>
<tr>
<td>Class Periods: 8</td>
</tr>
<tr>
<td>Normal Teaching Load: 3.5</td>
</tr>
<tr>
<td>2011-2012 Plattsmouth</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SALARY SCHEDULE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base: 31,050</td>
</tr>
<tr>
<td>Starting Salary: 4 x 5</td>
</tr>
<tr>
<td>Career Increments: N</td>
</tr>
<tr>
<td>Experience Allowed: 5(D)*</td>
</tr>
<tr>
<td>Vertical Freeze: Rollback: 85-86</td>
</tr>
<tr>
<td>Multi-year Contract:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>INSURANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type</td>
</tr>
<tr>
<td>HEALTH</td>
</tr>
<tr>
<td>DENTAL</td>
</tr>
<tr>
<td>PPO</td>
</tr>
<tr>
<td>LIFE</td>
</tr>
<tr>
<td>LTD</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LEAVES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type</td>
</tr>
<tr>
<td>SICK</td>
</tr>
<tr>
<td>PERSONAL</td>
</tr>
<tr>
<td>BEREAVEMENT</td>
</tr>
<tr>
<td>PROFESSIONAL</td>
</tr>
<tr>
<td>ADOPTION</td>
</tr>
<tr>
<td>ASSOCIATION</td>
</tr>
</tbody>
</table>

| SABBATICAL: Yes |
| SEVERANCE PAY: Y |

<table>
<thead>
<tr>
<th>OTHER LEAVES:</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>PLATTSOUTH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>4</td>
</tr>
<tr>
<td>5</td>
</tr>
<tr>
<td>6</td>
</tr>
<tr>
<td>7</td>
</tr>
<tr>
<td>8</td>
</tr>
<tr>
<td>9</td>
</tr>
<tr>
<td>10</td>
</tr>
<tr>
<td>11</td>
</tr>
<tr>
<td>12</td>
</tr>
<tr>
<td>13</td>
</tr>
<tr>
<td>14</td>
</tr>
<tr>
<td>15</td>
</tr>
<tr>
<td>16</td>
</tr>
</tbody>
</table>

Negotiated/Policy Exists

| 2007-08 schedule reworked, new hires begin on step 1; BA45 for individuals who took district courses between 1992-1997, 08-09 changed to a 4X5 schedule |

<table>
<thead>
<tr>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Options:</td>
</tr>
<tr>
<td>H/A-Dent</td>
</tr>
<tr>
<td>Individ.</td>
</tr>
<tr>
<td>Depend.</td>
</tr>
<tr>
<td>IRS 125: Y</td>
</tr>
<tr>
<td>Flex Accounts: Y</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LEAVES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type</td>
</tr>
<tr>
<td>SICK</td>
</tr>
<tr>
<td>PERSONAL</td>
</tr>
<tr>
<td>BEREAVEMENT</td>
</tr>
<tr>
<td>PROFESSIONAL</td>
</tr>
<tr>
<td>ADOPTION</td>
</tr>
<tr>
<td>ASSOCIATION</td>
</tr>
</tbody>
</table>

| SABBATICAL: Yes |
| SEVERANCE PAY: Y |

<table>
<thead>
<tr>
<th>OTHER LEAVES:</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>PLATTSOUTH</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
</tr>
<tr>
<td>12</td>
</tr>
<tr>
<td>13</td>
</tr>
<tr>
<td>14</td>
</tr>
<tr>
<td>15</td>
</tr>
<tr>
<td>16</td>
</tr>
</tbody>
</table>

| 9 |
| 8 |
| 7 |
| 6 |
| 5 |
| 4 |
| 3 |
| 2 |
| 1 |

| 07-08 schedule reworked, new hires begin on step 1; BA45 for individuals who took district courses between 1992-1997, 08-09 change to a 4X5 schedule |
### Working Conditions
- **Contract Days:** 182
- **FTE Teachers:** 225
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Planning Time:** 81
- **Normal Teaching Load:** 7
- **Class Periods/Day:** 8
- **Index:** 4 x 4
- **Experience Allowed:** all

### Salary Schedule
- **Base:** 28,650
- **Entry Level Step:** 1
- **Starting Salary:** 28,650
- **Career Increments:** Y
- **Rollback:**
  - 03-04 freeze is also horizontal

###保险
- **Health:**
  - **Carrier:** BC/BS
  - **Type:** H/A-Dent
  - **Individ. H/A:** 446.93
  - **EE/Child:** 826.84
  - **EE/Spouse:** 938.56
  - **EE/Sp/Child:** 1260.25
- **Dental:**
  - **Carrier:** BC/BS
  - **Type:** Individ.
  - **Option:** 600D
  - **Amount Paid by District:** 826.84
  - **Options:**
    - IRS 125: 40.50
    - Flex Accounts: Y
- **LTD:**
  - **Principal:** 0.0038
  - **Non-Participant:**
- **Insurance:**
  - **Type:** Health, Dental, Life, LTD
  - **Option:** Principal

### Leaves
- **Type:** SICK
  - **Days/Year:** 10
  - **Accum.:** 45
  - **Needed:** yes
- **Type:** PERSONAL
  - **Days/Year:** 3
  - **Accum.:** yes
- **Type:** BEREAVEMENT
  - **Days/Year:** 3
  - **Accum.:** yes
- **Type:** PROFESSIONAL
  - **Days/Year:** 12
  - **Accum.:** un.
- **Type:** ADOPTION
  - **Days/Year:** 6 weeks
- **Type:** ASSOCIATION
  - **Days/Year:**
- **Type:** SABBATICAL
  - **Days/Year:** No

### Cafeteria Plan
- **Type:** Individ.
- **Option:** Depend.
- **Amount Paid by District:**
  - **Options:**
    - IRS 125: 40.50
    - Flex Accounts: Y

### Part-Time Benefits
- **Type:** Cafeteria Plan
- **Options:**
  - **Individual Health:**
  - **Family Health:**
  - **Group Health:**
  - **Dental:**
  - **Life:**
  - **Accidental Death & Disability:**
  - **Disability Insurance:**

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

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

### Salary Schedule Table
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28,650</td>
<td>29,796</td>
<td>30,942</td>
<td>32,088</td>
<td>33,234</td>
<td>34,380</td>
<td>35,526</td>
<td>36,672</td>
<td>37,818</td>
</tr>
<tr>
<td>2</td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>3</td>
<td>30,942</td>
<td>32,088</td>
<td>33,234</td>
<td>34,380</td>
<td>35,526</td>
<td>36,672</td>
<td>37,818</td>
<td>38,964</td>
<td>40,110</td>
</tr>
<tr>
<td>4</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
</tr>
<tr>
<td>5</td>
<td>33,234</td>
<td>34,380</td>
<td>35,526</td>
<td>36,672</td>
<td>37,818</td>
<td>38,964</td>
<td>40,110</td>
<td>41,256</td>
<td>42,402</td>
</tr>
<tr>
<td>6</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
</tr>
<tr>
<td>7</td>
<td>35,526</td>
<td>36,672</td>
<td>37,818</td>
<td>38,964</td>
<td>40,110</td>
<td>41,256</td>
<td>42,402</td>
<td>43,548</td>
<td>44,694</td>
</tr>
<tr>
<td>8</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
</tr>
<tr>
<td>9</td>
<td>37,818</td>
<td>38,964</td>
<td>40,110</td>
<td>41,256</td>
<td>42,402</td>
<td>43,548</td>
<td>44,694</td>
<td>45,840</td>
<td>46,986</td>
</tr>
<tr>
<td>10</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
</tr>
<tr>
<td>11</td>
<td>38,964</td>
<td>40,110</td>
<td>41,256</td>
<td>42,402</td>
<td>43,548</td>
<td>44,694</td>
<td>45,840</td>
<td>46,986</td>
<td>48,132</td>
</tr>
<tr>
<td>12</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
</tr>
<tr>
<td>13</td>
<td>41,256</td>
<td>42,402</td>
<td>43,548</td>
<td>44,694</td>
<td>45,840</td>
<td>46,986</td>
<td>48,132</td>
<td>49,278</td>
<td>50,424</td>
</tr>
<tr>
<td>14</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
</tr>
<tr>
<td>15</td>
<td>42,402</td>
<td>43,548</td>
<td>44,694</td>
<td>45,840</td>
<td>46,986</td>
<td>48,132</td>
<td>49,278</td>
<td>50,424</td>
<td>51,570</td>
</tr>
<tr>
<td>16</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td>1.80</td>
<td>1.84</td>
<td>1.88</td>
</tr>
<tr>
<td>17</td>
<td>50,424</td>
<td>51,570</td>
<td>52,716</td>
<td>1.84</td>
<td>1.88</td>
<td>1.92</td>
<td>55,008</td>
<td>56,052</td>
<td>57,106</td>
</tr>
</tbody>
</table>
### WORKING CONDITIONS

- **Contract Days:** 185
- **FTE Teachers:** 437
- **Enrollment:**
  - HS: 32,032
  - JH/MS: 34,496
  - ELEM: 35,728
  - Total: 102,256
- **Length of Teacher Day:** 7.75
- **Length of Student Day:** 7.25
- **Planning Time:** 47
- **Normal Teaching Load:** 6
- **Class Periods/Day:** 8
- **Multi-year Contract:**

### SALARY SCHEDULE

- **Base:** 30,800
- **Starting Salary:**
  - Step 1: 30,800
  - Step 2: 32,032
  - Step 3: 33,264
  - Step 4: 34,496
  - Step 5: 35,728
  - Step 6: 36,960
  - Step 7: 38,192
  - Step 8: 39,424
  - Step 9: 40,656
  - Step 10: 41,888
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** 10
- **Career Increments:** N
- **Vertical Freeze:** 87-88
- **Rollback:** 86-87
- **Length of Teacher Day:** 8.88
- **Length of Student Day:** 7.25
- **Planning Time:** 47
- **Normal Teaching Load:** 6
- **Multi-year Contract:**

### INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BCBS</td>
<td>H/A-Dent</td>
<td>Indiv. EE/Child EE/Spouse EE/Sp/Child</td>
<td>Ind. Cafeteria</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>600D</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>Madison Nat'l</td>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>8</td>
<td>45</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>3-5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SABBATICAL</td>
<td>No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### OTHER DISTRICT POLICIES

<table>
<thead>
<tr>
<th>Negotiated/Policy</th>
<th>Exists</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PART-TIME BENEFITS</strong></td>
<td></td>
</tr>
<tr>
<td>Minimum FTE: 0.5</td>
<td></td>
</tr>
<tr>
<td>Contribution: fte</td>
<td></td>
</tr>
</tbody>
</table>

### COMMENTS:

- Options: H/A, TSA, Cash
- IRS 125: Y
- Flex Accounts: Y
- Part-Time Benefits Minimum FTE: 0.5
- Contribution: fte

### OTHER LEAVES:

- **SEVERANCE PAY:**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,800</td>
<td>32,032</td>
<td>33,264</td>
<td>34,496</td>
<td>35,728</td>
<td>36,960</td>
<td>38,192</td>
<td>39,424</td>
</tr>
<tr>
<td>2</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>3</td>
<td>33,264</td>
<td>34,496</td>
<td>35,728</td>
<td>36,960</td>
<td>38,192</td>
<td>39,424</td>
<td>40,656</td>
<td>41,888</td>
</tr>
<tr>
<td>4</td>
<td>1.06</td>
<td>1.10</td>
<td>1.14</td>
<td>1.18</td>
<td>1.22</td>
<td>1.26</td>
<td>1.30</td>
<td>1.34</td>
</tr>
<tr>
<td>5</td>
<td>35,728</td>
<td>36,960</td>
<td>38,192</td>
<td>39,424</td>
<td>40,656</td>
<td>41,888</td>
<td>43,120</td>
<td>44,352</td>
</tr>
<tr>
<td>6</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
</tr>
<tr>
<td>7</td>
<td>38,192</td>
<td>39,424</td>
<td>40,656</td>
<td>41,888</td>
<td>43,120</td>
<td>44,352</td>
<td>45,584</td>
<td>46,816</td>
</tr>
<tr>
<td>8</td>
<td>1.18</td>
<td>1.22</td>
<td>1.26</td>
<td>1.30</td>
<td>1.34</td>
<td>1.38</td>
<td>1.42</td>
<td>1.46</td>
</tr>
<tr>
<td>9</td>
<td>39,424</td>
<td>40,656</td>
<td>41,888</td>
<td>43,120</td>
<td>44,352</td>
<td>45,584</td>
<td>46,816</td>
<td>48,048</td>
</tr>
<tr>
<td>10</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
</tr>
<tr>
<td>11</td>
<td>41,888</td>
<td>43,120</td>
<td>44,352</td>
<td>45,584</td>
<td>46,816</td>
<td>48,048</td>
<td>49,280</td>
<td>50,512</td>
</tr>
<tr>
<td>12</td>
<td>1.30</td>
<td>1.34</td>
<td>1.38</td>
<td>1.42</td>
<td>1.46</td>
<td>1.50</td>
<td>1.54</td>
<td>1.58</td>
</tr>
<tr>
<td>13</td>
<td>43,120</td>
<td>44,352</td>
<td>45,584</td>
<td>46,816</td>
<td>48,048</td>
<td>49,280</td>
<td>50,512</td>
<td>51,744</td>
</tr>
<tr>
<td>14</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
</tr>
<tr>
<td>15</td>
<td>45,584</td>
<td>46,816</td>
<td>48,048</td>
<td>49,280</td>
<td>50,512</td>
<td>51,744</td>
<td>52,976</td>
<td>54,208</td>
</tr>
<tr>
<td>16</td>
<td>1.42</td>
<td>1.46</td>
<td>1.50</td>
<td>1.54</td>
<td>1.58</td>
<td>1.62</td>
<td>1.66</td>
<td>1.70</td>
</tr>
<tr>
<td>17</td>
<td>48,048</td>
<td>49,280</td>
<td>50,512</td>
<td>51,744</td>
<td>52,976</td>
<td>54,208</td>
<td>55,440</td>
<td>56,672</td>
</tr>
<tr>
<td>18</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
</tr>
<tr>
<td>19</td>
<td>50,512</td>
<td>51,744</td>
<td>52,976</td>
<td>54,208</td>
<td>55,440</td>
<td>56,672</td>
<td>57,904</td>
<td>59,136</td>
</tr>
<tr>
<td>20</td>
<td>1.54</td>
<td>1.58</td>
<td>1.62</td>
<td>1.66</td>
<td>1.70</td>
<td>1.74</td>
<td>1.78</td>
<td>1.82</td>
</tr>
<tr>
<td>21</td>
<td>52,976</td>
<td>54,208</td>
<td>55,440</td>
<td>56,672</td>
<td>57,904</td>
<td>59,136</td>
<td>60,368</td>
<td>61,596</td>
</tr>
<tr>
<td>22</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td>1.80</td>
<td>1.84</td>
<td>1.88</td>
</tr>
</tbody>
</table>
WORKING CONDITIONS

Contract Days: 182
Enrollment: 196
Length of Teacher Day: 7.5
Length of Student Day: 7
Planning Time: 45
Class Periods/Day: 5
Normal Teaching Load: 4

Index: 4.5 x 4.5
Experience Allowed: 8
Career Increments: N
Vertical Freeze:
Rollback: 93-94 (2 Steps)
Multi-year Contract: 11-12, 12-13

INSURANCE

Type Carrier Option Amount Paid by District
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child Couple - Benefits
HEALTH BC/BS 600D 446.93 826.84 938.56 1260.25 24.46 or 225
DENTAL BC/BS 2 22.25 22.25 22.25 22.25

INSURANCE

HEALTH

BC/BS 600D 446.93 826.84 938.56 1260.25 24.46 or 40.50
BC/BS 225

LIFE

Deductible Reimbursement: Y 250/500

NON-PARTICIPANT

CAFEeteria Plan

Type Carrier Option Amount Paid by District
Individ. Depend.

LEAVES

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

OTHER DISTRICT POLICIES

Negotiated/ Policy

PART-TIME BENEFITS

MINimum FTE: 0.5

SEVERANCE PAY:

OTHER LEAVES:

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

SALARY SCHEDULE
- Base: 31,100
- Index: 4 x 5
- Starting Salary: 31,100
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 13
- 10-11: adv placement removed; move 5X5 to 4X5 sched
- Vertical Freeze: 86-87, 88-89
- Rollback: 85-86
- Multi-year Contract: 10-11, 11-12

INSURANCE
- HEALTH BC/BS 600D 456.34 839.90 938.56 1223.77 TSA+Dep. Dental
- DENTAL BC/BS 2 21.58 39.71 44.37 57.89
- PPO: *or 2 ind. hlth plus 83.33 COMMENTS:
- LIFE Madison Nat'l 3.80
- LTD Madison Nat'l .0036

Cafeteria Plan
- Individual Depend.
- IRS 125:
- Flex Accounts:
- PART-TIME BENEFITS
- Minimum FTE: 0.5

LEAVES
- SICK:
  - Days/Year: 11
  - Accum.: 90
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info: after 8 yrs. - $65/day up to 90 at term.
- PERSONAL:
  - Days/Year: 2-3
  - Depend. Approval Needed: yes 3 after 20 yrs
- BEREAVEMENT:
  - Days/Year: 7
- PROFESSIONAL:
  - Days/Year: 3
- ADOPTION:
  - Days/Year: FMLA
- ASSOCIATION:
  - Days/Year: 17
- SEVERANCE PAY:
  - Days/Year: No

OTHER LEAVES:
- Judicial/1 day pd.

INCREASES IN SALARY
- Step 1: 31,100 32,655 34,210 35,765 37,320 38,875 40,430 41,985 43,540 46,650
  - Percentage: 1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35 1.40 1.45
- Step 2: 32,344 33,899 35,454 37,009 38,564 40,119 41,674 43,229 44,784 47,894
  - Percentage: 1.04 1.09 1.14 1.19 1.24 1.29 1.34 1.39 1.44 1.49
- Step 3: 33,588 35,143 36,698 38,253 39,808 41,363 42,918 44,473 46,028 49,138
  - Percentage: 1.08 1.13 1.18 1.23 1.28 1.33 1.38 1.43 1.48 1.53
- Step 4: 34,832 36,387 37,942 40,497 42,052 43,607 45,162 46,717 48,272 50,832
  - Percentage: 1.12 1.17 1.22 1.27 1.32 1.37 1.42 1.47 1.52 1.57
- Step 5: 36,076 37,631 39,186 40,741 42,296 43,851 45,406 47,961 49,516 51,626
  - Percentage: 1.16 1.21 1.26 1.31 1.36 1.41 1.46 1.51 1.56 1.61
- Step 6: 37,320 38,875 40,430 41,985 43,540 45,195 46,850 48,505 49,625 52,870
  - Percentage: 1.20 1.25 1.30 1.35 1.40 1.45 1.50 1.55 1.60 1.65
- Step 7: 38,564 40,119 41,674 43,229 44,784 46,339 47,944 49,626 51,308 54,114
  - Percentage: 1.24 1.29 1.34 1.39 1.44 1.49 1.54 1.59 1.64 1.69
- Step 8: 41,363 42,918 44,473 46,028 47,583 49,138 50,693 52,249 54,855 57,505
  - Percentage: 1.32 1.37 1.42 1.47 1.52 1.57 1.62 1.67 1.72 1.77
- Step 9: 44,162 45,717 47,272 48,827 50,382 51,937 53,492 55,047 56,602 58,157
  - Percentage: 1.42 1.47 1.52 1.57 1.62 1.67 1.72 1.77 1.82 1.87
- Step 10: 45,406 45,961 46,516 50,071 51,626 53,181 54,736 56,302 57,867 60,433
  - Percentage: 1.46 1.51 1.56 1.61 1.66 1.71 1.76 1.81 1.86 1.91
- Step 11: 46,205 46,760 47,315 50,770 52,325 53,880 55,435 57,990 59,545 61,100
  - Percentage: 1.49 1.54 1.59 1.64 1.69 1.74 1.79 1.84 1.89 1.94
- Step 12: 49,449 50,004 50,559 54,014 55,569 57,124 58,680 60,235 61,791 63,347
  - Percentage: 1.55 1.60 1.65 1.70 1.75 1.80 1.85 1.90 1.95 2.00
- Step 13: 50,883 52,438 54,004 55,569 57,135 58,700 60,265 61,830 63,395 64,961
  - Percentage: 1.59 1.64 1.69 1.74 1.79 1.84 1.89 1.94 1.99 2.04
- Step 14: 53,492 55,047 56,602 58,157 59,712 61,267 62,822 64,378 65,933 67,499
  - Percentage: 1.63 1.68 1.73 1.78 1.83 1.88 1.93 1.98 2.03 2.08
- Step 15: 54,736 56,291 57,846 59,401 60,956 62,512 64,068 65,624 67,180 68,736
  - Percentage: 1.67 1.72 1.77 1.82 1.87 1.92 1.97 2.02 2.07 2.12
- Step 16: 55,980 57,535 59,090 60,645 62,200 63,755 65,310 66,865 68,420 69,976
  - Percentage: 1.71 1.76 1.81 1.86 1.91 1.96 2.01 2.06 2.11 2.16

LONGEVITY - Employee who reaches last step in BA36/MA through MA27 receives add’l comp at rate of .015 added to index 17th yr, .03 at 20th yr, .05 at 20th yr. Employee who has reached last step in BA36 or above receives .025 added to index at start of 17th yr and receives add’l .005 added to index for each following year up to 30th yr of service (i.e. .03 at 18th yr, .035 at 19th yr, .04 at 20th yr, etc.)
### Working Conditions
- **Contract Days:** 172
- **FTE Teachers:** 28
- **Enrollment:** 279
- **HS:** 8.5
- **JH/MS:** 8.5
- **ELEM:** 8.5
- **Length of Teacher Day:** 8.5
- **Length of Student Day:** 8.25
- **Planning Time:** 56
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 30,100
- **Starting Salary:** 30,100
- **Career Increments:** N
- **Experience Allowed:** all

### Insurancce
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93</td>
<td>Individ.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>826.84</td>
<td>EE/Child</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>938.56</td>
<td>EE/Spouse</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1260.25</td>
<td>EE/Sp/Child</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>3</td>
<td>46.01</td>
<td>Individ.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>46.01</td>
<td>EE/Child</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>46.01</td>
<td>EE/Spouse</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>46.01</td>
<td>EE/Sp/Child</td>
</tr>
<tr>
<td>PPO</td>
<td>*Each emp recvs $108 add'l for LT COMMENTS:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>INSURANCE</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>Madison Nat'l</td>
<td>9.00* (thru sal)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Leaves
- **SICK:** 10
- **PERSONAL:** 2
- **BEREAVEMENT:** 3 per occur.
- **PROFESSIONAL:** 1
- **ADOPITON:**
- **ASSOCIATION:**

### Cafeteria Plan
<table>
<thead>
<tr>
<th></th>
<th>TYPE</th>
<th>CARRIER</th>
<th>OPTION</th>
<th>AMOUNT PAID BY DISTRICT</th>
<th>FAMILY BENEFITS</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>H/A-Dent</td>
<td>Individ.</td>
<td>EE/Child</td>
<td>EE/Spouse</td>
<td>EE/Sp/Child</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93</td>
<td>826.84</td>
<td>938.56</td>
</tr>
<tr>
<td>PPO</td>
<td>*Each emp recvs $108 add'l for LT COMMENTS:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Madison Nat'l</td>
<td>9.00* (thru sal)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte
- **Options:** H/A; Cash

### Other District Policies
- **SABBATICAL:** Yes
- **SEVERANCE PAY:** No
- **Negotiated/Policy:**
  - **Exists:**

### Randolph

#### Class Periods/Day

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
<th>MA + 18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,100</td>
<td>31,304</td>
<td>32,608</td>
<td>33,712</td>
<td>34,916</td>
<td>36,120</td>
<td>37,324</td>
</tr>
<tr>
<td>2</td>
<td>31,304</td>
<td>32,598</td>
<td>33,712</td>
<td>34,916</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
</tr>
<tr>
<td>3</td>
<td>32,508</td>
<td>33,712</td>
<td>34,916</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
</tr>
<tr>
<td>4</td>
<td>33,712</td>
<td>34,916</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
</tr>
<tr>
<td>5</td>
<td>34,916</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
<td>42,140</td>
</tr>
<tr>
<td>6</td>
<td>36,120</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
<td>42,140</td>
<td>43,344</td>
</tr>
<tr>
<td>7</td>
<td>37,324</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
<td>42,140</td>
<td>43,344</td>
<td>44,548</td>
</tr>
<tr>
<td>8</td>
<td>38,528</td>
<td>39,732</td>
<td>40,936</td>
<td>42,140</td>
<td>43,344</td>
<td>44,548</td>
<td>45,752</td>
</tr>
<tr>
<td>9</td>
<td>40,936</td>
<td>42,140</td>
<td>43,344</td>
<td>44,548</td>
<td>45,752</td>
<td>46,956</td>
<td>48,160</td>
</tr>
<tr>
<td>10</td>
<td>42,140</td>
<td>43,344</td>
<td>44,548</td>
<td>45,752</td>
<td>46,956</td>
<td>48,160</td>
<td>49,364</td>
</tr>
<tr>
<td>11</td>
<td>43,344</td>
<td>44,548</td>
<td>45,752</td>
<td>46,956</td>
<td>48,160</td>
<td>49,364</td>
<td>50,568</td>
</tr>
<tr>
<td>12</td>
<td>44,548</td>
<td>45,752</td>
<td>46,956</td>
<td>48,160</td>
<td>49,364</td>
<td>50,568</td>
<td>51,772</td>
</tr>
<tr>
<td>13</td>
<td>45,752</td>
<td>46,956</td>
<td>48,160</td>
<td>49,364</td>
<td>50,568</td>
<td>51,772</td>
<td>53,076</td>
</tr>
<tr>
<td>14</td>
<td>46,956</td>
<td>48,160</td>
<td>49,364</td>
<td>50,568</td>
<td>51,772</td>
<td>53,076</td>
<td>54,380</td>
</tr>
<tr>
<td>15</td>
<td>48,160</td>
<td>49,364</td>
<td>50,568</td>
<td>51,772</td>
<td>53,076</td>
<td>54,380</td>
<td>55,680</td>
</tr>
</tbody>
</table>
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 446
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 30,350
- Starting Salary: 30,350
- Career Increments: N
- Experience Allowed: 5
- Multi-year Contract: Length of Teacher Day: 888
- Length of Student Day: 77
- Normal Teaching Load: 7

**INSURANCE**
- HEALTH
  - BC/BS: 600D
  - Deductible Reimbursement: 492.70
- DENTAL
  - Guardian
- LIFE
  - Guardian

**LEAVES**
- SICK: 15, 10, 40
- PERSONAL: 2
- BEREAVEMENT: 5
- PROFESSIONAL: 5
- ADOPTION
- ASSOCIATION
- SABBATICAL: Yes

**OTHER DISTRICT POLICIES**
- SEVERANCE PAY:

**RAVENNA**

<table>
<thead>
<tr>
<th>Slp</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>30,350</td>
<td>31,868</td>
<td>33,385</td>
<td>34,903</td>
<td>36,420</td>
<td>36,420</td>
<td>37,938</td>
<td>37,938</td>
</tr>
<tr>
<td>1</td>
<td>31,964</td>
<td>33,082</td>
<td>34,599</td>
<td>36,117</td>
<td>37,634</td>
<td>37,634</td>
<td>39,152</td>
<td>39,152</td>
</tr>
<tr>
<td>2</td>
<td>32,778</td>
<td>34,296</td>
<td>35,813</td>
<td>37,331</td>
<td>38,848</td>
<td>38,848</td>
<td>40,366</td>
<td>40,366</td>
</tr>
<tr>
<td>4</td>
<td>34,408</td>
<td>35,925</td>
<td>37,442</td>
<td>38,960</td>
<td>40,478</td>
<td>40,478</td>
<td>42,996</td>
<td>42,996</td>
</tr>
<tr>
<td>5</td>
<td>35,224</td>
<td>36,740</td>
<td>38,257</td>
<td>39,775</td>
<td>41,294</td>
<td>41,294</td>
<td>43,812</td>
<td>43,812</td>
</tr>
<tr>
<td>6</td>
<td>36,040</td>
<td>37,556</td>
<td>39,073</td>
<td>40,591</td>
<td>42,109</td>
<td>42,109</td>
<td>44,627</td>
<td>44,627</td>
</tr>
<tr>
<td>7</td>
<td>36,856</td>
<td>38,372</td>
<td>39,890</td>
<td>41,408</td>
<td>42,926</td>
<td>42,926</td>
<td>45,444</td>
<td>45,444</td>
</tr>
<tr>
<td>8</td>
<td>37,672</td>
<td>39,188</td>
<td>40,705</td>
<td>42,224</td>
<td>43,742</td>
<td>43,742</td>
<td>46,260</td>
<td>46,260</td>
</tr>
<tr>
<td>9</td>
<td>38,488</td>
<td>40,004</td>
<td>41,521</td>
<td>43,040</td>
<td>44,558</td>
<td>44,558</td>
<td>47,075</td>
<td>47,075</td>
</tr>
<tr>
<td>10</td>
<td>39,304</td>
<td>40,820</td>
<td>42,337</td>
<td>43,855</td>
<td>45,373</td>
<td>45,373</td>
<td>47,890</td>
<td>47,890</td>
</tr>
<tr>
<td>11</td>
<td>40,120</td>
<td>41,636</td>
<td>43,153</td>
<td>44,672</td>
<td>46,190</td>
<td>46,190</td>
<td>48,707</td>
<td>48,707</td>
</tr>
<tr>
<td>12</td>
<td>40,936</td>
<td>42,452</td>
<td>43,970</td>
<td>45,488</td>
<td>46,998</td>
<td>46,998</td>
<td>49,515</td>
<td>49,515</td>
</tr>
<tr>
<td>13</td>
<td>41,752</td>
<td>43,268</td>
<td>44,786</td>
<td>46,296</td>
<td>47,814</td>
<td>47,814</td>
<td>50,331</td>
<td>50,331</td>
</tr>
<tr>
<td>14</td>
<td>42,568</td>
<td>44,084</td>
<td>45,602</td>
<td>47,120</td>
<td>48,638</td>
<td>48,638</td>
<td>51,155</td>
<td>51,155</td>
</tr>
<tr>
<td>15</td>
<td>43,384</td>
<td>44,900</td>
<td>46,418</td>
<td>47,936</td>
<td>49,454</td>
<td>49,454</td>
<td>51,971</td>
<td>51,971</td>
</tr>
</tbody>
</table>

**COMMENTS:**
- 09-10: BA36, BA45, BA54 removed from schedule (Staff grandfathered), MA column added

---

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

**Options:**
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.5

**PART-TIME BENEFITS**
- Contribution: fe

---

**3.1**
## Working Conditions
- **Contract Days:** 186
- **FTE Teachers:** 620
- **Enrollment:**
  - HS: 210
  - JH/MS: 140
  - ELEM: 270
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 46
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Index:** 4 x 5
- **Experience Allowed:** Y
- **Career Increments:** Y
- **Long:**
  - 11-20 yr: $350
  - 21-30: $600
  - 31-?: $850 bonus
- **Index:**
  - 1
- **Starting Salary:** 32,500
- **Entry Level Step:** 1
- **Type:**
  - 1.17/9/2012

## Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
  - **PART-TIME BENEFITS**
    - Minimum FTE: 0.51
    - Contribution: full
  - **Sabbatical:** Yes
- **Serversance Pay**

## Leaves
- **Sick Days:** 10
- **Sick Days Needed:** 45
- **Other Info:** Unused pers days over 45 paid @ $30/day in June
- **Personal:**
  - Yes
  - From sick lv
- **Berereavement:**
  - Yes
  - From sick lv
- **Professional:**
  - Adm. Disc.
  - Yes
- **Dental:**
  - 0.02908(+B)
- **Health:**
  - 518.41
- **Life:**
  - 270.83 cash

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

## Other Leavies:

## Raymond Central

### Table: Salary Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>DOC</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>32,500</td>
<td>34,125</td>
<td>35,750</td>
<td>37,375</td>
<td>39,000</td>
<td>40,625</td>
<td>42,250</td>
<td>43,875</td>
<td>45,500</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>33,800</td>
<td>35,425</td>
<td>37,050</td>
<td>38,675</td>
<td>40,300</td>
<td>41,925</td>
<td>43,550</td>
<td>45,175</td>
<td>46,800</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>35,100</td>
<td>36,725</td>
<td>38,350</td>
<td>39,975</td>
<td>41,600</td>
<td>43,225</td>
<td>44,850</td>
<td>46,475</td>
<td>48,100</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>36,400</td>
<td>38,025</td>
<td>39,650</td>
<td>41,275</td>
<td>42,900</td>
<td>44,525</td>
<td>46,150</td>
<td>47,775</td>
<td>49,400</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>37,700</td>
<td>39,325</td>
<td>40,950</td>
<td>42,575</td>
<td>44,200</td>
<td>45,825</td>
<td>47,450</td>
<td>49,075</td>
<td>50,700</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>39,000</td>
<td>40,625</td>
<td>42,250</td>
<td>43,875</td>
<td>45,500</td>
<td>47,125</td>
<td>48,750</td>
<td>50,375</td>
<td>52,000</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>40,300</td>
<td>41,925</td>
<td>43,550</td>
<td>45,175</td>
<td>46,800</td>
<td>48,425</td>
<td>50,050</td>
<td>51,675</td>
<td>53,300</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>41,600</td>
<td>43,225</td>
<td>44,850</td>
<td>46,475</td>
<td>48,100</td>
<td>49,725</td>
<td>51,350</td>
<td>52,975</td>
<td>54,600</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>44,525</td>
<td>46,150</td>
<td>47,775</td>
<td>49,400</td>
<td>51,025</td>
<td>52,650</td>
<td>54,275</td>
<td>55,900</td>
<td>57,600</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>44,525</td>
<td>46,150</td>
<td>47,775</td>
<td>49,400</td>
<td>51,025</td>
<td>52,650</td>
<td>54,275</td>
<td>55,900</td>
<td>57,600</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>48,750</td>
<td>50,375</td>
<td>52,000</td>
<td>53,625</td>
<td>55,250</td>
<td>56,875</td>
<td>58,500</td>
<td>60,125</td>
<td>61,700</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>51,675</td>
<td>53,300</td>
<td>54,925</td>
<td>56,550</td>
<td>58,175</td>
<td>59,800</td>
<td>61,425</td>
<td>63,050</td>
<td>64,650</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>54,600</td>
<td>56,225</td>
<td>57,850</td>
<td>59,475</td>
<td>61,100</td>
<td>62,725</td>
<td>64,350</td>
<td>65,975</td>
<td>67,600</td>
<td></td>
</tr>
</tbody>
</table>

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

- Contract Days: 183
- FTE Teachers: 24.175
- Enrollment: 230
- Length of Teacher Day: 8.25
- Length of Student Day: 7.82
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SAALARY SCHEDULE**

- Base: 29,800
- Starting Salary: 29,800
- Career Increments: N
- Experience Allowed: 12

**Cafeteria Plan**

- Individ. Depend.

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
<td>46.09 or 76.27</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>4</td>
<td>41.90 41.90 41.90 41.90</td>
<td>Sp or Dep Dental</td>
</tr>
<tr>
<td>PPO</td>
<td>Principal</td>
<td>COMMENTS: Individ. EE/Child EE/Spouse EE/Sp/Child</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Principal</td>
<td>3.49</td>
<td>Deductible Reimbursement:</td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>Principal</td>
<td>.0027(thru sal)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**LEAVES**

- SICK: 9 Days/Year, 40 Depend. use, yes, Needed, Other
- PERSONAL: 3 Days/Year, yes
- BEREAVEMENT: 5 Days/Year
- PROFESSIONAL: 4 Days/Year, yes
- ADOPTION: supt. disc.
- ASSOCIATION: |

**OTHER DISTRICT POLICIES**

- SEVERANCE PAY: |

**RED CLOUD**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA 29,800</th>
<th>BA+9 30,992</th>
<th>BA+18 32,184</th>
<th>BA+27 33,376</th>
<th>BA+36 34,568</th>
<th>MA 35,760</th>
<th>MA+9 36,952</th>
<th>MA+18 38,144</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,992</td>
<td>32,184</td>
<td>33,376</td>
<td>34,568</td>
<td>35,760</td>
<td>36,952</td>
<td>38,144</td>
<td>39,336</td>
</tr>
<tr>
<td>2</td>
<td>32,184</td>
<td>33,376</td>
<td>34,568</td>
<td>35,760</td>
<td>36,952</td>
<td>38,144</td>
<td>39,336</td>
<td>40,528</td>
</tr>
<tr>
<td>3</td>
<td>33,376</td>
<td>34,568</td>
<td>35,760</td>
<td>36,952</td>
<td>38,144</td>
<td>39,336</td>
<td>40,528</td>
<td>41,720</td>
</tr>
<tr>
<td>4</td>
<td>34,568</td>
<td>35,760</td>
<td>36,952</td>
<td>38,144</td>
<td>39,336</td>
<td>40,528</td>
<td>41,720</td>
<td>42,912</td>
</tr>
<tr>
<td>5</td>
<td>35,760</td>
<td>36,952</td>
<td>38,144</td>
<td>39,336</td>
<td>40,528</td>
<td>41,720</td>
<td>42,912</td>
<td>44,104</td>
</tr>
<tr>
<td>6</td>
<td>36,952</td>
<td>38,144</td>
<td>39,336</td>
<td>40,528</td>
<td>41,720</td>
<td>42,912</td>
<td>44,104</td>
<td>45,296</td>
</tr>
<tr>
<td>7</td>
<td>38,144</td>
<td>39,336</td>
<td>40,528</td>
<td>41,720</td>
<td>42,912</td>
<td>44,104</td>
<td>45,296</td>
<td>46,488</td>
</tr>
<tr>
<td>8</td>
<td>39,336</td>
<td>40,528</td>
<td>41,720</td>
<td>42,912</td>
<td>44,104</td>
<td>45,296</td>
<td>46,488</td>
<td>47,680</td>
</tr>
<tr>
<td>9</td>
<td>41,720</td>
<td>42,912</td>
<td>44,104</td>
<td>45,296</td>
<td>46,488</td>
<td>47,680</td>
<td>48,872</td>
<td>50,064</td>
</tr>
<tr>
<td>10</td>
<td>44,104</td>
<td>45,296</td>
<td>46,488</td>
<td>47,680</td>
<td>48,872</td>
<td>50,064</td>
<td>51,256</td>
<td>52,444</td>
</tr>
<tr>
<td>11</td>
<td>46,488</td>
<td>47,680</td>
<td>48,872</td>
<td>50,064</td>
<td>51,256</td>
<td>52,444</td>
<td>53,632</td>
<td>54,820</td>
</tr>
<tr>
<td>12</td>
<td>48,872</td>
<td>50,064</td>
<td>51,256</td>
<td>52,444</td>
<td>53,632</td>
<td>54,820</td>
<td>56,008</td>
<td>57,196</td>
</tr>
<tr>
<td>13</td>
<td>51,256</td>
<td>52,444</td>
<td>53,632</td>
<td>54,820</td>
<td>56,008</td>
<td>57,196</td>
<td>58,384</td>
<td>59,572</td>
</tr>
</tbody>
</table>
**WORKING CONDITIONS**
- Contract Days: 182
- FTE Teachers: 200
- HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

**SALARY SCHEDULE**
- Base: $28,675
- Starting Salary: $28,675
- Career Increments: N
- Experience Allowed: all

**Vertical Freeze:** 97-98/98-99
**Rollback:** 97-98/98-99/01-02

**Working Conditions Details**
- Length of Teacher Day: 888
- Length of Student Day: 7.5
- Normal Teaching Load: 6

**INSURANCE**
- **Type**: HEALTH, DENTAL, LIFE, LTD
- **Carrier Options**:
  - HEALTH: BC/BS 1100D, BC/BS 2

**INSURANCE Details**
- **Option**: Individ. EE/Child, EE/Spouse, EE/Sp/Child
- **Amount Paid by District**: 800/1600
- **Cafeteria Plan**: Individ. Depend.

**LEAVES**
- **Type**: SICK, PERSONAL, PROFESSIONAL, ADOPTION, ASSOCIATION
- **Days/Year**: 10, 3, 4-5, as approved, unl.

**LEAVES Details**
- **Depend. use**: 45, no, yes, as needed, yes
- **Approval Needed**: no, from sick lv., as needed, yes

**SEVERANCE PAY**
- **Options**: N

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

**ROCK COUNTY**

<table>
<thead>
<tr>
<th>Step</th>
<th>B + A</th>
<th>B + 9</th>
<th>B + 18</th>
<th>B + 27</th>
<th>B + 36</th>
<th>B + 45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28,675</td>
<td>28,675</td>
<td>31,112</td>
<td>33,656</td>
<td>34,768</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>29,894</td>
<td>31,112</td>
<td>32,331</td>
<td>33,550</td>
<td>34,768</td>
<td>35,987</td>
</tr>
<tr>
<td>3</td>
<td>31,112</td>
<td>32,331</td>
<td>33,550</td>
<td>34,768</td>
<td>35,987</td>
<td>37,206</td>
</tr>
<tr>
<td>4</td>
<td>32,331</td>
<td>33,550</td>
<td>34,768</td>
<td>35,987</td>
<td>37,206</td>
<td>38,425</td>
</tr>
<tr>
<td>5</td>
<td>33,550</td>
<td>34,768</td>
<td>35,987</td>
<td>37,206</td>
<td>38,425</td>
<td>39,643</td>
</tr>
<tr>
<td>6</td>
<td>34,768</td>
<td>35,987</td>
<td>37,206</td>
<td>38,425</td>
<td>39,643</td>
<td>40,862</td>
</tr>
<tr>
<td>7</td>
<td>35,987</td>
<td>37,206</td>
<td>38,425</td>
<td>39,643</td>
<td>40,862</td>
<td>42,081</td>
</tr>
<tr>
<td>8</td>
<td>36,425</td>
<td>38,425</td>
<td>39,643</td>
<td>40,862</td>
<td>42,081</td>
<td>43,299</td>
</tr>
<tr>
<td>9</td>
<td>38,425</td>
<td>40,473</td>
<td>41,721</td>
<td>42,949</td>
<td>44,187</td>
<td>45,426</td>
</tr>
<tr>
<td>10</td>
<td>40,473</td>
<td>42,949</td>
<td>44,187</td>
<td>45,426</td>
<td>46,663</td>
<td>47,902</td>
</tr>
<tr>
<td>11</td>
<td>42,949</td>
<td>45,426</td>
<td>46,663</td>
<td>47,902</td>
<td>49,141</td>
<td>50,380</td>
</tr>
<tr>
<td>12</td>
<td>45,426</td>
<td>48,174</td>
<td>49,412</td>
<td>50,650</td>
<td>51,888</td>
<td>53,127</td>
</tr>
<tr>
<td>13</td>
<td>48,174</td>
<td>50,650</td>
<td>52,088</td>
<td>53,426</td>
<td>54,764</td>
<td>56,093</td>
</tr>
<tr>
<td>14</td>
<td>50,650</td>
<td>53,426</td>
<td>55,088</td>
<td>56,764</td>
<td>58,432</td>
<td>59,770</td>
</tr>
<tr>
<td>15</td>
<td>53,127</td>
<td>56,764</td>
<td>59,408</td>
<td>61,086</td>
<td>62,764</td>
<td>64,442</td>
</tr>
<tr>
<td>16</td>
<td>55,694</td>
<td>59,408</td>
<td>62,086</td>
<td>63,764</td>
<td>65,442</td>
<td>67,120</td>
</tr>
</tbody>
</table>

**Cafeteria Plan**
- Deductible Reimbursement: Y
- Options: IRS 125:
- Flex Accounts:
- PART-TIME BENEFITS
- Minimum FTE: 0.5
- Contribution: fte

**Other LEAVES**
- **Type**: SICK, PERSONAL, PROFESSIONAL, ADOPTION, ASSOCIATION
- **Days/Year**: 10, 3, 4-5, as approved, unl.
- **Approval Needed**: no, from sick lv., as needed, yes, yes
- **Other Info**: 45, no, yes, as needed, yes

**Other DISTRICT POLICIES**
- **Negotiated/Policy**: Exists
- **Minimum FTE**: 0.5
- **Contribution**: fte
## Working Conditions
- **Contract Days:** 186
- **Enrollment:** 112
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** $27,650
- **Index:** 4 x 5
- **Starting Salary:** $27,650
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:** 88-89
- **Rollback:** 88-89

## Insurance
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>H/A-Dent</td>
<td>Individ.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>446.93</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>826.84</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>938.56</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1260.25</td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>Individ.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td>PPO:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Principal</td>
<td>2.65</td>
<td>Individ.</td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>Principal</td>
<td>.0025</td>
<td>Individ.</td>
<td></td>
</tr>
</tbody>
</table>

## Leaves
- **Sick:** 10 days, 40 years
- **Personal:** PTO-10 days, 1-2 yrs, 12 days, 3-4 yrs, 14 days, 5+ yrs
- **Bereavement:** from PTO
- **Professional:** 2 years
- **Adoption:** from PTO
- **Association:**

## Sabbatical
- **No**

## Severance Pay
- **Yes**

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

## Other Leaves

## Sandhills-Dunning

### S A N D H I L L S

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>BA + 36</th>
<th>MA</th>
<th>MA + 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>27,650</td>
<td>29,033</td>
<td>30,415</td>
<td>31,798</td>
<td>33,180</td>
<td>34,563</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>28,756</td>
<td>30,139</td>
<td>31,521</td>
<td>32,904</td>
<td>34,286</td>
<td>35,669</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>29,862</td>
<td>31,245</td>
<td>32,627</td>
<td>34,010</td>
<td>35,392</td>
<td>36,775</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>30,968</td>
<td>32,351</td>
<td>33,733</td>
<td>35,116</td>
<td>36,498</td>
<td>37,881</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>32,074</td>
<td>33,457</td>
<td>34,839</td>
<td>36,222</td>
<td>37,604</td>
<td>38,987</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>34,563</td>
<td>35,945</td>
<td>37,328</td>
<td>38,710</td>
<td>40,093</td>
<td>41,476</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>37,051</td>
<td>38,434</td>
<td>39,816</td>
<td>41,199</td>
<td>42,585</td>
<td>43,972</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>38,157</td>
<td>39,540</td>
<td>40,922</td>
<td>42,305</td>
<td>43,691</td>
<td>45,082</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>40,646</td>
<td>42,028</td>
<td>43,411</td>
<td>44,803</td>
<td>46,195</td>
<td>47,592</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>41,752</td>
<td>43,134</td>
<td>44,517</td>
<td>45,908</td>
<td>47,303</td>
<td>48,695</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>44,240</td>
<td>45,622</td>
<td>47,013</td>
<td>48,405</td>
<td>49,797</td>
<td>51,190</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>45,346</td>
<td>46,729</td>
<td>48,121</td>
<td>49,517</td>
<td>50,910</td>
<td>52,305</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>46,452</td>
<td>47,835</td>
<td>49,237</td>
<td>50,633</td>
<td>52,031</td>
<td>53,428</td>
<td></td>
</tr>
</tbody>
</table>

07-08 vertical and horizontal freeze, teachers will be allowed to move two steps each way for 08-09
## Working Conditions
- Contract Days: 185
- FTE Teachers: 28
- Enrollment: 165
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:
- Vertical Freeze: 90-91
- Rollback:

## Salary Schedule
- Base: 30,601
- Entry Level Step: 1
- Experience Allowed: 5
- Career Increments: N
- Index: 4 x 4

## Insurance
- Type: HEALTH, DENTAL, LIFE, LTD
- Carrier: BC/BS, AIG Life, SunLife
- Options: 350D, 5
- Deductible Reimbursement:

## Leaves
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 8, 4, 15
- Accum. Use: 8, 4, 15
- Approval Needed: 8, 4, 15
- Other:

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

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

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

## Part-Time Benefits
- Minimum FTE: 1
- Contribution:

## Santee

### Salary Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,601</td>
<td>31,825</td>
<td>33,049</td>
<td>34,273</td>
<td>35,497</td>
<td>36,721</td>
<td>37,945</td>
<td>39,169</td>
<td>40,393</td>
</tr>
<tr>
<td>2</td>
<td>31,825</td>
<td>33,049</td>
<td>34,273</td>
<td>35,497</td>
<td>36,721</td>
<td>37,945</td>
<td>39,169</td>
<td>40,393</td>
<td>41,617</td>
</tr>
<tr>
<td>3</td>
<td>33,049</td>
<td>34,273</td>
<td>35,497</td>
<td>36,721</td>
<td>37,945</td>
<td>39,169</td>
<td>40,393</td>
<td>41,617</td>
<td>42,841</td>
</tr>
<tr>
<td>4</td>
<td>34,273</td>
<td>35,497</td>
<td>36,721</td>
<td>37,945</td>
<td>39,169</td>
<td>40,393</td>
<td>41,617</td>
<td>42,841</td>
<td>44,065</td>
</tr>
<tr>
<td>5</td>
<td>35,497</td>
<td>36,721</td>
<td>37,945</td>
<td>39,169</td>
<td>40,393</td>
<td>41,617</td>
<td>42,841</td>
<td>44,065</td>
<td>45,289</td>
</tr>
<tr>
<td>6</td>
<td>36,721</td>
<td>37,945</td>
<td>39,169</td>
<td>40,393</td>
<td>41,617</td>
<td>42,841</td>
<td>44,065</td>
<td>45,289</td>
<td>46,513</td>
</tr>
<tr>
<td>7</td>
<td>37,945</td>
<td>39,169</td>
<td>40,393</td>
<td>41,617</td>
<td>42,841</td>
<td>44,065</td>
<td>45,289</td>
<td>46,513</td>
<td>47,737</td>
</tr>
<tr>
<td>8</td>
<td>39,169</td>
<td>40,393</td>
<td>41,617</td>
<td>42,841</td>
<td>44,065</td>
<td>45,289</td>
<td>46,513</td>
<td>47,737</td>
<td>48,961</td>
</tr>
<tr>
<td>9</td>
<td>40,393</td>
<td>41,617</td>
<td>42,841</td>
<td>44,065</td>
<td>45,289</td>
<td>46,513</td>
<td>47,737</td>
<td>48,961</td>
<td>48,961</td>
</tr>
<tr>
<td>10</td>
<td>41,617</td>
<td>42,841</td>
<td>44,065</td>
<td>45,289</td>
<td>46,513</td>
<td>47,737</td>
<td>48,961</td>
<td>48,961</td>
<td>48,961</td>
</tr>
<tr>
<td>11</td>
<td>42,841</td>
<td>44,065</td>
<td>45,289</td>
<td>46,513</td>
<td>47,737</td>
<td>48,961</td>
<td>48,961</td>
<td>48,961</td>
<td>48,961</td>
</tr>
</tbody>
</table>

### Notes
- Contract Days: /8/5
- Starting Salary: 30,601
- Index: 4 x 4
- Experience Allowed: 5
- Career Increments: N
### WORKING CONDITIONS
- **Contract Days:** 182
- **Enrollment:** 171
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 50%
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 77

### SALARY SCHEDULE
- **Base Salary:** $27,500
- **Career Increments:** N
- **Experience Allowed:** 7(D)
- **Index:** 4 x 5

### INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93, 826.84, 938.56, 1260.25</td>
<td>24.46 or 40.50</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td>Sp. or Dep. Dental</td>
</tr>
</tbody>
</table>

### LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>35</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>3</td>
<td>yes</td>
<td>2 days first 2 yrs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td>yes</td>
<td>add'l w/approval</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>10 - Dad</td>
<td></td>
<td>from sick lv. for mom</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### OTHER DISTRICT POLICIES

- **Negotiated/ Policy**
  - **Exists**
  - **SABBATICAL:** No
  - **SEVERANCE PAY:** Y

### SARGENT SCHEDULE

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>27,500</td>
<td>28,875</td>
<td>30,250</td>
<td>31,625</td>
<td>33,000</td>
<td>34,375</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>28,600</td>
<td>29,975</td>
<td>31,350</td>
<td>32,725</td>
<td>34,100</td>
<td>35,475</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>30,700</td>
<td>32,075</td>
<td>33,450</td>
<td>34,825</td>
<td>36,200</td>
<td>37,575</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>33,800</td>
<td>35,175</td>
<td>36,550</td>
<td>37,925</td>
<td>39,300</td>
<td>40,675</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>37,900</td>
<td>39,275</td>
<td>40,650</td>
<td>42,025</td>
<td>43,400</td>
<td>44,775</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>44,200</td>
<td>45,575</td>
<td>46,950</td>
<td>48,325</td>
<td>49,700</td>
<td>51,075</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>47,300</td>
<td>48,675</td>
<td>49,050</td>
<td>50,425</td>
<td>51,800</td>
<td>53,175</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>51,400</td>
<td>52,775</td>
<td>54,150</td>
<td>55,525</td>
<td>56,900</td>
<td>58,275</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

###カフェタープラン

- **Cafeteria Plan**
- **Type Carrier**
  - **Option**
  - **Amount Paid by District**
  - **Couple - Benefits**
- **Individ.**
- **Depend.**
- **Options:**
  - **IRS 125:** Y
  - **Flex Accounts:** Y
- **PART-TIME BENEFITS**
  - **Minimum FTE:** 0.5
- **Contribution:** fte

### COMMENTS:

- **Deductible Reimbursement:** Y
- **250**
- **Other Info:** $20/day over 35 at end of 4th yr
- **Voluntary Separation:** Y
- **Grievance:** N
- **Professional Growth:** Y
- **Reduction in Force:** Y
- **Sick Bank:** Y
- **SEVERANCE PAY:** Y
- **Negotiated/Policy**

### OTHER LEAVES:

- **In school work day (1)**
- **Negotiated/Policy**
- **Exists**

### COEFFICIENTS:

- **Steps:** 1 - 18
- **FTE Teachers:** 22.25
- **Starting Salary:** 27,500
- **Career Increments:** N
- **Index:** 4 x 5
- **Entry Level Step:** 0
### Working Conditions
- Contract Days: 185
- FTE Teachers: 138
- Enrollment: 1800
- HS JH/MS ELEM: Left
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

### Salary Schedule
- Base: 30,950
- Starting Salary: 30,950
- Index: 4\times 5
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: all
- $1000 signing bonus for new teachers

### Insurance
- **Type**: Carrier | Option | Amount Paid by District | Couple - Benefits
- **Health**: BC/BS | 350D | $917.92 | 22.25 22.25 22.25 22.25
- **Dental**: BC/BS | 2 | 496.16 496.16 496.16 496.16
- **Life**: Companion Life | 4.75 | 24.46 or 40.50
- **LTD**: Principal Life | .00367 |

### Cafeteria Plan
-コメント: IRS 125:
- Flex Accounts:
- Minimum FTE: 0.5

### Leaves
- **Type**: Days/Year | Accum. | Depend. | Approval | Needed | Other
- **Sick**: 11 | 50 | yes |
- **Personal**: PTO | yes |
- **Bereavement**: PTO |
- **Professional**: 5 | yes | add'l with admin perm |
- **Adoption**: |
- **Association**: |
- **Sabbatical**: Yes |

### Other District Policies
- **Type**: Exits |
- **Sabbatical**: Yes |

### Other Leaves:

### Schuyler Community

#### Salary Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>BA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,950</td>
<td>32,498</td>
<td>34,045</td>
<td>35,593</td>
<td>37,140</td>
<td>38,688</td>
</tr>
<tr>
<td>2</td>
<td>32,188</td>
<td>33,736</td>
<td>35,283</td>
<td>36,831</td>
<td>38,378</td>
<td>39,926</td>
</tr>
<tr>
<td>3</td>
<td>33,426</td>
<td>34,974</td>
<td>36,521</td>
<td>38,068</td>
<td>39,616</td>
<td>41,164</td>
</tr>
<tr>
<td>4</td>
<td>34,664</td>
<td>36,212</td>
<td>37,759</td>
<td>39,305</td>
<td>40,854</td>
<td>42,402</td>
</tr>
<tr>
<td>5</td>
<td>35,902</td>
<td>37,449</td>
<td>39,007</td>
<td>40,556</td>
<td>42,105</td>
<td>43,654</td>
</tr>
<tr>
<td>6</td>
<td>37,140</td>
<td>38,688</td>
<td>40,235</td>
<td>41,783</td>
<td>43,330</td>
<td>44,877</td>
</tr>
<tr>
<td>7</td>
<td>38,378</td>
<td>39,926</td>
<td>41,473</td>
<td>43,021</td>
<td>44,568</td>
<td>46,116</td>
</tr>
<tr>
<td>8</td>
<td>41,164</td>
<td>42,711</td>
<td>44,259</td>
<td>45,808</td>
<td>47,354</td>
<td>48,901</td>
</tr>
<tr>
<td>9</td>
<td>42,402</td>
<td>43,949</td>
<td>45,497</td>
<td>47,046</td>
<td>48,593</td>
<td>49,973</td>
</tr>
<tr>
<td>10</td>
<td>45,187</td>
<td>46,735</td>
<td>48,282</td>
<td>49,830</td>
<td>51,377</td>
<td>52,925</td>
</tr>
<tr>
<td>11</td>
<td>47,973</td>
<td>49,520</td>
<td>51,068</td>
<td>52,615</td>
<td>54,163</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>50,758</td>
<td>52,306</td>
<td>53,853</td>
<td>55,401</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>51,936</td>
<td>53,484</td>
<td>55,031</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>53,254</td>
<td>54,802</td>
<td>56,369</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>54,473</td>
<td>56,020</td>
<td>57,577</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>56,095</td>
<td>57,653</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Notes
- 2011-2012
- 5.1
- 7/9/2012
- 06-07: BA36 grandfathered
- 8-27: BA18 grandfathered
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 785
- Enrollment: 785
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Year

### SALARY SCHEDULE
- Base: 30,700
- Starting Salary: 30,700
- Index: 4 x 5
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 
- Length of Teacher Day: 888
- Length of Student Day: 7.25
- Normal Teaching Load: 7
- Year

### INSURANCE
- **Type** | **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 | | | | |
- LTD | Madison Nat'l | .0033(+B thru Sal) |
- NON-PARTICIPANT |

### LEAVES
- **Type** | **Days/Year** | **Accum.** | **Depend.** | **Approval** | **Needed** | **Other**
- | | | | | | 
- SICK | 10 | 45 | yes |
- PERSONAL | 2+1 | yes | 1-sub deduct |
- BEREAVEMENT | 5+5 | add'l 5 from sick lv. |
- PROFESSIONAL | unl. | yes |
- ADOPTION |
- ASSOCIATION | unl. |

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

### SCA UNIFIED DISTRICT #5

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

### OTHER LEAVES:
- SEVERANCE PAY: Y
### Working Conditions
- **Contract Days:** 187
- **FTE Teachers:** 2949
- **Enrollment:**
  - HS: 434
  - JH/MS: 748
  - ELEM: 1767
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 6.5, 6.9, 6.33
- **Planning Time:** 90, 45, 50
- **Class Periods/Day:** 4, 9
- **Normal Teaching Load:** 3, 8

### Salary Schedule
- **Base:** 31,550
- **Index:** 4.5 x 4.5
- **Starting Salary:** 31,550
- **Career Increments:** N
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:** 10-11, 11-12

### Working Conditions
- **Contract Days:** 187
- **FTE Teachers:** 2949
- **Enrollment:**
  - HS: 434
  - JH/MS: 748
  - ELEM: 1767
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 6.5, 6.9, 6.33
- **Planning Time:** 90, 45, 50
- **Class Periods/Day:** 4, 9
- **Normal Teaching Load:** 3, 8

### Insurance
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D/1500D</td>
<td>235.23 235.23 235.23 235.23</td>
<td>Cafeteria + 1/2 sgl</td>
<td>Options: H/A, Cash, TSA</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>11.13 11.13 11.13 11.13</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PPO</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Guardian</td>
<td>3.45</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>Madison Nat'1</td>
<td>0.0592</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Leaves
- **Sick:** 9 days, 100 days upon retirement
- **Personal:** 3 days, per occur; 1 day funeral, not for School
- **Reimbursement:** Deducted from sick lv.

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

### Salary Schedule
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
<th>MA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>31,550</td>
<td>32,970</td>
<td>34,390</td>
<td>35,809</td>
<td>37,229</td>
<td>38,649</td>
<td>40,069</td>
<td>41,488</td>
<td>42,908</td>
<td>44,328</td>
<td>45,748</td>
</tr>
<tr>
<td>2</td>
<td>1.00</td>
<td>1.045</td>
<td>1.09</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
<td>1.36</td>
<td>1.405</td>
<td>1.45</td>
</tr>
<tr>
<td>3</td>
<td>32,970</td>
<td>34,390</td>
<td>35,809</td>
<td>37,229</td>
<td>38,649</td>
<td>40,069</td>
<td>41,488</td>
<td>42,908</td>
<td>44,328</td>
<td>45,748</td>
<td>47,167</td>
</tr>
<tr>
<td>4</td>
<td>1.045</td>
<td>1.09</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
<td>1.36</td>
<td>1.405</td>
<td>1.45</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>34,390</td>
<td>35,809</td>
<td>37,229</td>
<td>38,649</td>
<td>40,069</td>
<td>41,488</td>
<td>42,908</td>
<td>44,328</td>
<td>45,748</td>
<td>47,167</td>
<td>48,587</td>
</tr>
<tr>
<td>6</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
<td>1.36</td>
<td>1.405</td>
<td>1.45</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>35,809</td>
<td>37,229</td>
<td>38,649</td>
<td>40,069</td>
<td>41,488</td>
<td>42,908</td>
<td>44,328</td>
<td>45,748</td>
<td>47,167</td>
<td>48,587</td>
<td>50,007</td>
</tr>
<tr>
<td>8</td>
<td>1.405</td>
<td>1.45</td>
<td>1.495</td>
<td>1.54</td>
<td>1.585</td>
<td>1.63</td>
<td>1.675</td>
<td>1.72</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>38,649</td>
<td>40,069</td>
<td>41,488</td>
<td>42,908</td>
<td>44,328</td>
<td>45,748</td>
<td>47,167</td>
<td>48,587</td>
<td>50,007</td>
<td>51,427</td>
<td>52,846</td>
</tr>
<tr>
<td>10</td>
<td>1.495</td>
<td>1.54</td>
<td>1.585</td>
<td>1.63</td>
<td>1.675</td>
<td>1.72</td>
<td>1.765</td>
<td>1.81</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>41,488</td>
<td>42,908</td>
<td>44,328</td>
<td>45,748</td>
<td>47,167</td>
<td>48,587</td>
<td>50,007</td>
<td>51,427</td>
<td>52,846</td>
<td>54,266</td>
<td>55,686</td>
</tr>
<tr>
<td>12</td>
<td>44,328</td>
<td>45,748</td>
<td>47,167</td>
<td>48,587</td>
<td>50,007</td>
<td>51,427</td>
<td>52,846</td>
<td>54,266</td>
<td>55,686</td>
<td>57,106</td>
<td>58,525</td>
</tr>
<tr>
<td>13</td>
<td>1.585</td>
<td>1.63</td>
<td>1.675</td>
<td>1.72</td>
<td>1.765</td>
<td>1.81</td>
<td>1.855</td>
<td>1.9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>54,266</td>
<td>55,686</td>
<td>57,106</td>
<td>58,525</td>
<td>59,945</td>
<td>61,365</td>
<td>62,785</td>
<td>64,205</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>1.855</td>
<td>1.9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>61,365</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>1.945</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**WORKING CONDITIONS**

- **Contract Days:** 185
- **FTE Teachers:** 252
- **Enrollment:** 285
- **Length of Teacher Day:** 8.25
- **Length of Student Day:** 7.25
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

**SALARY SCHEDULE**

- **Base:** 30,383
- **Starting Salary:** 30,383
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4 x 5

**VERTICAL FREEZE:**

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

**LEAVES**

- **SICK:**
  - **Days/Year:** 10
  - **Accumulation:** 35
  - **Depend. use:** Yes
  - **Approval Needed:** Yes
  - **Other:** Reimb. $45/day over 25 up to 35

- **PERSONAL:**
  - **Days/Year:** 2
  - **Accumulation:** 35
  - **Depend. use:** Yes
  - **Approval Needed:** Yes
  - **Other:** From sick lv.

- **BEREAVEMENT:**
  - **admin. disc.**
  - **+2 days from sick lv.**
  - **Approval Needed:** Yes
  - **Other:** Voluntary Separation: Y P

- **PROFESSIONAL:**
  - **admin. disc.**
  - **Approval Needed:** Yes
  - **Other:** Grievance: Y N

- **ADOPTION:**
  - **Approval Needed:** Yes
  - **Other:** Professional Growth: Y N

- **ASSOCIATION:**
  - **Approval Needed:** Yes
  - **Other:** Reduction in Force: Y P

- **SABBATICAL:**
  - **Approval Needed:** Yes
  - **Other:** Sick Bank: Y N

**INSURANCE**

- **HEALTH:**
  - **Carrier:** BC/BS
  - **Option:** 600D
  - **Option Amount Paid by District:** 446.93 826.84 938.56 1260.25
  - **Contributions:** 24.46 or 40.50
  - **Options:** IRS 125: Y

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

- **LIFE:**
  - **Carrier:** Guardian
  - **Option:** .055(thru sal)
  - **Contributions:** 826.84

- **LTD:**
  - **Carrier:** Omaha Life
  - **Option:** .0055(thru sal)
  - **Contributions:** 938.56

- **PPO:**
  - **Carrier:** Option
  - **Option Amount Paid by District:** 1260.25

**CAFETERIA PLAN**

- **Type:** Individ. Depend.
- **Carrier:** Flex Accounts
- **Option:** IRS 125: Y

**PART-TIME BENEFITS**

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

**OTHER DISTRICT POLICIES**

- **Negotiated/Policy:**
  - **SICK:**
    - **Accum. Days/Year:** 35
    - **Depend. use:** Yes
    - **Approval Needed:** Yes
    - **Other:** Reimb. $45/day over 25 up to 35
  - **PERSONAL:**
    - **Accum. Days/Year:** 2
    - **Depend. use:** Yes
    - **Approval Needed:** Yes
    - **Other:** From sick lv.
  - **BEREAVEMENT:**
    - **admin. disc.**
    - **+2 days from sick lv.**
    - **Approval Needed:** Yes
    - **Other:** Voluntary Separation: Y P
  - **PROFESSIONAL:**
    - **admin. disc.**
    - **Approval Needed:** Yes
    - **Other:** Grievance: Y N
  - **ADOPTION:**
    - **Approval Needed:** Yes
    - **Other:** Professional Growth: Y N
  - **ASSOCIATION:**
    - **Approval Needed:** Yes
    - **Other:** Reduction in Force: Y P
  - **SABBATICAL:**
    - **Approval Needed:** Yes
    - **Other:** Sick Bank: Y N

**OTHER LEAVES:**

**SCIBNER-SNYDER**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,383</td>
<td>31,902</td>
<td>33,421</td>
<td>34,940</td>
<td>36,460</td>
</tr>
<tr>
<td>2</td>
<td>31,598</td>
<td>33,117</td>
<td>34,637</td>
<td>36,156</td>
<td>37,675</td>
</tr>
<tr>
<td>3</td>
<td>32,814</td>
<td>34,333</td>
<td>35,852</td>
<td>37,371</td>
<td>38,890</td>
</tr>
<tr>
<td>4</td>
<td>34,029</td>
<td>35,548</td>
<td>37,067</td>
<td>38,586</td>
<td>40,106</td>
</tr>
<tr>
<td>5</td>
<td>35,244</td>
<td>36,763</td>
<td>38,283</td>
<td>39,802</td>
<td>41,321</td>
</tr>
<tr>
<td>6</td>
<td>36,460</td>
<td>37,979</td>
<td>39,498</td>
<td>41,017</td>
<td>42,536</td>
</tr>
<tr>
<td>7</td>
<td>37,676</td>
<td>39,194</td>
<td>40,713</td>
<td>42,232</td>
<td>43,752</td>
</tr>
<tr>
<td>8</td>
<td>41,929</td>
<td>43,448</td>
<td>44,967</td>
<td>46,486</td>
<td>47,905</td>
</tr>
<tr>
<td>9</td>
<td>44,663</td>
<td>46,182</td>
<td>47,701</td>
<td>49,220</td>
<td>50,740</td>
</tr>
<tr>
<td>10</td>
<td>45,876</td>
<td>47,397</td>
<td>48,917</td>
<td>50,436</td>
<td>51,955</td>
</tr>
<tr>
<td>11</td>
<td>48,613</td>
<td>50,132</td>
<td>51,651</td>
<td>53,170</td>
<td>54,688</td>
</tr>
<tr>
<td>12</td>
<td>49,828</td>
<td>51,347</td>
<td>52,866</td>
<td>54,386</td>
<td>55,905</td>
</tr>
<tr>
<td>13</td>
<td>52,563</td>
<td>54,082</td>
<td>55,601</td>
<td>57,118</td>
<td>58,632</td>
</tr>
<tr>
<td>14</td>
<td>55,297</td>
<td>56,816</td>
<td>58,333</td>
<td>59,851</td>
<td>61,372</td>
</tr>
<tr>
<td>15</td>
<td>58,032</td>
<td>59,551</td>
<td>61,072</td>
<td>62,590</td>
<td>64,110</td>
</tr>
</tbody>
</table>
**Seward**

**WORKING CONDITIONS**
- Contract Days: 186
- FTE Teachers: 103.8
- Enrollment: 1358
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 90
- Class Periods/Day: 4.5
- Normal Teaching Load: 3.5

**SALARY SCHEDULE**
- Base: 30,400
- Starting Salary: 30,400
- Experience Allowed: Y
- Career Increments: Y
- Move to MA+27 Step 16 only in 93-94; then step = to exper.

**Index:** 5 x 4

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child</td>
<td></td>
</tr>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 41.15 46.71 62.75</td>
<td></td>
</tr>
</tbody>
</table>

**PPO:**
- COMMENTS:

**LIFE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>3.60</td>
</tr>
</tbody>
</table>

**LTD**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Madison Nat’l</td>
<td>.00345</td>
</tr>
</tbody>
</table>

**NON-PARTICIPANT**

**LEAVES**

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>50</td>
<td>yes</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Other Info: $20/day over 50</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>see sick lv</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>see sick lv</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>9</td>
<td>admin. disc.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>10</td>
<td>5-pd;5-sub.ded.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>3 (Pres.)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**SEVERANCE PAY:** Y

**OTHER DISTRICT POLICIES**

**SEWARD**

<table>
<thead>
<tr>
<th>B to p</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>BA + 45</th>
<th>MA</th>
<th>MA + 9</th>
<th>MA + 18</th>
<th>MA + 27</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>30,400</td>
<td>31,616</td>
<td>32,832</td>
<td>34,048</td>
<td>35,264</td>
<td>36,480</td>
<td>37,696</td>
<td>38,912</td>
<td>39,128</td>
</tr>
<tr>
<td>1</td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>31,920</td>
<td>33,136</td>
<td>34,352</td>
<td>35,568</td>
<td>36,784</td>
<td>38,000</td>
<td>39,216</td>
<td>40,432</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>1.05</td>
<td>1.09</td>
<td>1.13</td>
<td>1.17</td>
<td>1.21</td>
<td>1.25</td>
<td>1.29</td>
<td>1.33</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>33,440</td>
<td>34,656</td>
<td>35,872</td>
<td>37,088</td>
<td>38,304</td>
<td>39,520</td>
<td>40,736</td>
<td>41,952</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>1.10</td>
<td>1.14</td>
<td>1.18</td>
<td>1.22</td>
<td>1.26</td>
<td>1.30</td>
<td>1.34</td>
<td>1.38</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>34,960</td>
<td>36,176</td>
<td>37,392</td>
<td>38,608</td>
<td>39,824</td>
<td>41,040</td>
<td>42,256</td>
<td>43,472</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>1.15</td>
<td>1.19</td>
<td>1.23</td>
<td>1.27</td>
<td>1.31</td>
<td>1.35</td>
<td>1.39</td>
<td>1.43</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>36,480</td>
<td>37,696</td>
<td>38,912</td>
<td>40,128</td>
<td>41,344</td>
<td>42,560</td>
<td>43,776</td>
<td>44,992</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>38,000</td>
<td>39,216</td>
<td>40,432</td>
<td>41,648</td>
<td>42,864</td>
<td>44,080</td>
<td>45,306</td>
<td>46,532</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>1.25</td>
<td>1.29</td>
<td>1.33</td>
<td>1.37</td>
<td>1.41</td>
<td>1.45</td>
<td>1.49</td>
<td>1.53</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>39,520</td>
<td>40,736</td>
<td>41,952</td>
<td>43,168</td>
<td>44,384</td>
<td>45,600</td>
<td>46,816</td>
<td>48,032</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>1.30</td>
<td>1.34</td>
<td>1.38</td>
<td>1.42</td>
<td>1.46</td>
<td>1.50</td>
<td>1.54</td>
<td>1.58</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>41,040</td>
<td>42,256</td>
<td>43,472</td>
<td>44,688</td>
<td>45,904</td>
<td>47,120</td>
<td>48,336</td>
<td>49,552</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>1.35</td>
<td>1.39</td>
<td>1.43</td>
<td>1.47</td>
<td>1.51</td>
<td>1.55</td>
<td>1.59</td>
<td>1.63</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>42,560</td>
<td>43,776</td>
<td>44,992</td>
<td>46,208</td>
<td>47,424</td>
<td>48,640</td>
<td>49,856</td>
<td>51,072</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>44,080</td>
<td>45,306</td>
<td>46,532</td>
<td>47,752</td>
<td>48,978</td>
<td>50,204</td>
<td>51,430</td>
<td>52,656</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>1.45</td>
<td>1.49</td>
<td>1.53</td>
<td>1.57</td>
<td>1.61</td>
<td>1.65</td>
<td>1.69</td>
<td>1.73</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>45,600</td>
<td>46,816</td>
<td>48,032</td>
<td>49,252</td>
<td>50,478</td>
<td>51,704</td>
<td>52,930</td>
<td>54,156</td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>1.50</td>
<td>1.54</td>
<td>1.58</td>
<td>1.62</td>
<td>1.66</td>
<td>1.70</td>
<td>1.74</td>
<td>1.78</td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>47,120</td>
<td>48,336</td>
<td>49,552</td>
<td>47,752</td>
<td>48,978</td>
<td>50,204</td>
<td>51,430</td>
<td>52,656</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>1.55</td>
<td>1.59</td>
<td>1.63</td>
<td>1.67</td>
<td>1.71</td>
<td>1.75</td>
<td>1.79</td>
<td>1.83</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>48,640</td>
<td>49,856</td>
<td>51,072</td>
<td>47,752</td>
<td>48,978</td>
<td>50,204</td>
<td>51,430</td>
<td>52,656</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td>1.80</td>
<td>1.84</td>
<td>1.88</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>50,204</td>
<td>51,430</td>
<td>52,656</td>
<td>47,752</td>
<td>48,978</td>
<td>50,204</td>
<td>51,430</td>
<td>52,656</td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>1.65</td>
<td>1.69</td>
<td>1.73</td>
<td>1.77</td>
<td>1.81</td>
<td>1.85</td>
<td>1.89</td>
<td>1.93</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>51,704</td>
<td>52,930</td>
<td>54,156</td>
<td>47,752</td>
<td>48,978</td>
<td>50,204</td>
<td>51,430</td>
<td>52,656</td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>1.70</td>
<td>1.74</td>
<td>1.78</td>
<td>1.82</td>
<td>1.86</td>
<td>1.90</td>
<td>1.94</td>
<td>1.98</td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>53,256</td>
<td>54,484</td>
<td>55,712</td>
<td>47,752</td>
<td>48,978</td>
<td>50,204</td>
<td>51,430</td>
<td>52,656</td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>1.75</td>
<td>1.79</td>
<td>1.83</td>
<td>1.87</td>
<td>1.91</td>
<td>1.95</td>
<td>1.99</td>
<td>2.03</td>
<td></td>
</tr>
</tbody>
</table>

**NOTES:**

- GS 45 eliminated, current staff is grandfathered
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 31
- **Enrollment:** 370
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.75
- **Planning Time:** 52
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### SALARY SCHEDULE
- **Base:** 31,000
- **Starting Salary:** 31,000
- **Career Increments:** N
- **Experience Allowed:** all

### INSURANCE
- **Type:**
  - **HEALTH:** BC/BS
  - **DENTAL:** BC/BS
- **Carrier Options:**
  - BC/BS
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
- **Amount Paid by District:**
  - Entry Level Step: 1
  - 1.00, 1.04, 1.08, 1.12, 1.16
- **Options:**
  - IRS 125:
  - Flex Accounts:

### LEAVES
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Accumulation:**
  - SICK: 10, 35, yes
  - PERSONAL: 2, yes
  - BEREAVEMENT: 3+2, 2 from sick leave
- **Approval Needed:**
  - SICK: yes
  - PERSONAL: 1 add'l. w/appr.
  - BEREAVEMENT: yes

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

### OTHER DISTRICT BENEFITS
- **Contributions:**
  - Cafeteria Plan:
    - Individual:
    - Dependent:
  - Options:
    - IRS 125:
    - Flex Accounts:
- **PART-TIME BENEFITS**
  - Minimum FTE: 0.49

### SHELBY

<table>
<thead>
<tr>
<th>Term</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
<th>MA + 18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>31,000</td>
<td>32,240</td>
<td>33,480</td>
<td>34,720</td>
<td>35,960</td>
<td>37,200</td>
<td>38,440</td>
</tr>
<tr>
<td>2</td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.2</td>
<td>1.24</td>
</tr>
<tr>
<td>3</td>
<td>32,395</td>
<td>33,635</td>
<td>34,875</td>
<td>36,115</td>
<td>37,355</td>
<td>38,595</td>
<td>39,835</td>
</tr>
<tr>
<td>4</td>
<td>1.045</td>
<td>1.085</td>
<td>1.125</td>
<td>1.165</td>
<td>1.205</td>
<td>1.245</td>
<td>1.285</td>
</tr>
<tr>
<td>5</td>
<td>33,790</td>
<td>35,030</td>
<td>36,270</td>
<td>37,510</td>
<td>38,750</td>
<td>39,990</td>
<td>41,230</td>
</tr>
<tr>
<td>6</td>
<td>1.08</td>
<td>1.13</td>
<td>1.17</td>
<td>1.21</td>
<td>1.26</td>
<td>1.3</td>
<td>1.33</td>
</tr>
<tr>
<td>7</td>
<td>35,185</td>
<td>36,425</td>
<td>37,665</td>
<td>38,905</td>
<td>40,145</td>
<td>41,385</td>
<td>42,625</td>
</tr>
<tr>
<td>8</td>
<td>1.135</td>
<td>1.175</td>
<td>1.215</td>
<td>1.255</td>
<td>1.295</td>
<td>1.335</td>
<td>1.375</td>
</tr>
<tr>
<td>9</td>
<td>36,580</td>
<td>37,820</td>
<td>39,060</td>
<td>40,300</td>
<td>41,540</td>
<td>42,780</td>
<td>44,020</td>
</tr>
<tr>
<td>10</td>
<td>1.18</td>
<td>1.32</td>
<td>1.46</td>
<td>1.6</td>
<td>1.74</td>
<td>1.88</td>
<td>2.02</td>
</tr>
<tr>
<td>11</td>
<td>39,215</td>
<td>40,455</td>
<td>41,695</td>
<td>42,935</td>
<td>44,175</td>
<td>45,415</td>
<td>46,655</td>
</tr>
<tr>
<td>12</td>
<td>1.265</td>
<td>1.305</td>
<td>1.345</td>
<td>1.385</td>
<td>1.425</td>
<td>1.465</td>
<td>1.505</td>
</tr>
<tr>
<td>13</td>
<td>40,610</td>
<td>41,850</td>
<td>43,090</td>
<td>44,330</td>
<td>45,570</td>
<td>46,810</td>
<td>48,050</td>
</tr>
<tr>
<td>14</td>
<td>1.31</td>
<td>1.35</td>
<td>1.39</td>
<td>1.43</td>
<td>1.47</td>
<td>1.51</td>
<td>1.555</td>
</tr>
<tr>
<td>15</td>
<td>42,005</td>
<td>43,245</td>
<td>44,485</td>
<td>45,725</td>
<td>46,965</td>
<td>48,205</td>
<td>49,445</td>
</tr>
<tr>
<td>16</td>
<td>1.355</td>
<td>1.395</td>
<td>1.435</td>
<td>1.475</td>
<td>1.515</td>
<td>1.555</td>
<td>1.595</td>
</tr>
<tr>
<td>17</td>
<td>43,400</td>
<td>44,640</td>
<td>45,880</td>
<td>47,120</td>
<td>48,360</td>
<td>49,600</td>
<td>50,840</td>
</tr>
<tr>
<td>18</td>
<td>1.4</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.6</td>
<td>1.645</td>
</tr>
<tr>
<td>19</td>
<td>44,795</td>
<td>46,035</td>
<td>47,275</td>
<td>48,515</td>
<td>49,755</td>
<td>50,995</td>
<td>52,235</td>
</tr>
<tr>
<td>20</td>
<td>1.445</td>
<td>1.485</td>
<td>1.525</td>
<td>1.565</td>
<td>1.605</td>
<td>1.645</td>
<td>1.685</td>
</tr>
<tr>
<td>21</td>
<td>46,190</td>
<td>49,530</td>
<td>51,870</td>
<td>54,210</td>
<td>56,550</td>
<td>58,890</td>
<td>61,230</td>
</tr>
<tr>
<td>22</td>
<td>1.57</td>
<td>1.61</td>
<td>1.65</td>
<td>1.69</td>
<td>1.73</td>
<td>1.77</td>
<td>1.815</td>
</tr>
<tr>
<td>23</td>
<td>48,585</td>
<td>50,925</td>
<td>53,265</td>
<td>55,605</td>
<td>57,945</td>
<td>60,285</td>
<td>62,625</td>
</tr>
<tr>
<td>24</td>
<td>1.57</td>
<td>1.61</td>
<td>1.645</td>
<td>1.695</td>
<td>1.745</td>
<td>1.785</td>
<td>1.825</td>
</tr>
<tr>
<td>25</td>
<td>50,970</td>
<td>53,310</td>
<td>55,650</td>
<td>57,990</td>
<td>60,330</td>
<td>62,670</td>
<td>64,975</td>
</tr>
<tr>
<td>26</td>
<td>1.6</td>
<td>1.65</td>
<td>1.69</td>
<td>1.73</td>
<td>1.77</td>
<td>1.81</td>
<td>1.855</td>
</tr>
<tr>
<td>27</td>
<td>56,795</td>
<td>59,235</td>
<td>61,675</td>
<td>64,115</td>
<td>66,555</td>
<td>69,005</td>
<td>71,445</td>
</tr>
<tr>
<td>28</td>
<td>1.7</td>
<td>1.76</td>
<td>1.81</td>
<td>1.86</td>
<td>1.91</td>
<td>1.96</td>
<td>2.015</td>
</tr>
<tr>
<td>29</td>
<td>60,190</td>
<td>62,630</td>
<td>65,070</td>
<td>67,510</td>
<td>69,950</td>
<td>72,395</td>
<td>74,835</td>
</tr>
<tr>
<td>30</td>
<td>1.7</td>
<td>1.74</td>
<td>1.78</td>
<td>1.82</td>
<td>1.87</td>
<td>1.91</td>
<td>1.955</td>
</tr>
</tbody>
</table>
WORKING CONDITIONS

- Contract Days: 181
- FTE Teachers: 292
- Enrollment: 292
- Length of Teacher Day: 8 8 7.5
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 50 50 60
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

Salary Schedule

- Base: 28,650
- Index: 4 x 5
- Entry Level Step: 1
- Experience Allowed: 10
- Career Increments: N
- BA+36 grandfathered prior to 92-93/added back in 98-99

Insurance

- HEALTH: BC/BS, Carrier: 600D
- DENTAL: BC/BS, Carrier: 4
- PPO: Companion Life, Carrier: 3.20
- LTD: Non-Participant
- Cafeteria Plan
- Options: IRS 125: Y

Leaves

- SICK: 13, Depend. use: yes, Approval Needed: yes
- PERSONAL: 2, Depend. use: yes, Approval Needed: yes
- BEREAVALMENT: from sick or pers
- PROFESSIONAL: 2, Depend. use: yes, Approval Needed: yes
- ADOPTION: see sick lv.
- ASSOCIATION: 

Salary Schedule

- Entry Level Step: 1
- Maximum Step: 16
- Steps: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16
- Base: 28,650
- Index: 4 x 5
- Full-Time Equivalency (FTE): 0.4
- Contribution: YP
- Grievance: YP
- Professional Growth: YP
- Reduction in Force: YP
- Sick Bank: N
- Voluntary Separation: Y
- Part-Time Benefits: Minimum FTE: 0.4

Other Leaves

- Sabbatical: No
- Severance Pay:

Other District Policies

- Negotiated/ Policy
- Exists

Shelton 2011-2012

- Scents: 4 x 5
- Entry Level Step: 1
- Experience Allowed: 10
- Career Increments: N
- BA+36 grandfathered prior to 92-93/added back in 98-99

Insurance

- HEALTH: BC/BS, Carrier: 600D
- DENTAL: BC/BS, Carrier: 4
- PPO: Companion Life, Carrier: 3.20
- LTD: Non-Participant
- Cafeteria Plan
- Options: IRS 125: Y

Leaves

- SICK: 13, Depend. use: yes, Approval Needed: yes
- PERSONAL: 2, Depend. use: yes, Approval Needed: yes
- BEREAVALMENT: from sick or pers
- PROFESSIONAL: 2, Depend. use: yes, Approval Needed: yes
- ADOPTION: see sick lv.
- ASSOCIATION: 

Salary Schedule

- Entry Level Step: 1
- Maximum Step: 16
- Steps: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16
- Base: 28,650
- Index: 4 x 5
- Full-Time Equivalency (FTE): 0.4
- Contribution: YP
- Grievance: YP
- Professional Growth: YP
- Reduction in Force: YP
- Sick Bank: N
- Voluntary Separation: Y
- Part-Time Benefits: Minimum FTE: 0.4

Other Leaves

- Sabbatical: No
- Severance Pay:

Other District Policies

- Negotiated/ Policy
- Exists
### WORKING CONDITIONS
- **Contract Days:** 182
- **FTE Teachers:** 22
- **Enrollment:** 113
- **Length of Teacher Day:** 7.5 7.5 7.5
- **Length of Student Day:** 7 7 7
- **Planning Time:** 48 48 30
- **Class Periods/Day:** 8 8
- **Normal Teaching Load:** 77

### SALARY SCHEDULE
- **Base:** 30,500
- **Starting Salary:** 30,500
- **Career Increments:** N
- **Experience Allowed:** 10
- **Index:** 4 x 4
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>446.93 826.84 938.56 1260.25</td>
<td>40.50 Options:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>IRS 125:</td>
</tr>
<tr>
<td>PPO:</td>
<td></td>
<td>COMMENTS:</td>
<td></td>
<td>Flex Accounts:</td>
</tr>
<tr>
<td>LIFE</td>
<td></td>
<td></td>
<td></td>
<td>PART-TIME BENEFITS</td>
</tr>
<tr>
<td>LTD</td>
<td></td>
<td></td>
<td></td>
<td>Minimum FTE: 0.5</td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td>Contribution: fte</td>
</tr>
</tbody>
</table>

### LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>9</td>
<td>45</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>D</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>see sick lv.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>see sick lv.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### OTHER DISTRICT POLICIES

<table>
<thead>
<tr>
<th>Type</th>
<th>Negotiated/ Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>SABBATICAL</td>
<td></td>
</tr>
<tr>
<td>SEVERANCE PAY:</td>
<td></td>
</tr>
</tbody>
</table>

### OTHER LEAVES:

<table>
<thead>
<tr>
<th>SHICKLEY</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,500</td>
<td>31,720</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
</tr>
<tr>
<td>2</td>
<td>31,720</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
</tr>
<tr>
<td>3</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
</tr>
<tr>
<td>4</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
</tr>
<tr>
<td>5</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
</tr>
<tr>
<td>6</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
</tr>
<tr>
<td>7</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
</tr>
<tr>
<td>8</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
<td>48,600</td>
</tr>
<tr>
<td>9</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
</tr>
<tr>
<td>10</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
<td>50,020</td>
<td>51,240</td>
</tr>
<tr>
<td>11</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
<td>50,020</td>
<td>51,240</td>
<td>52,460</td>
<td>53,680</td>
</tr>
<tr>
<td>12</td>
<td>48,800</td>
<td>50,020</td>
<td>51,240</td>
<td>52,460</td>
<td>53,680</td>
<td>54,900</td>
<td>56,120</td>
</tr>
<tr>
<td>13</td>
<td>51,240</td>
<td>52,460</td>
<td>53,680</td>
<td>54,900</td>
<td>56,120</td>
<td>57,340</td>
<td>58,560</td>
</tr>
</tbody>
</table>
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 1292
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 6.38
- **Length of Student Day:** 6.38
- **Planning Time:** 47
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 31,125
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - HS: 31,125
  - JH/MS: 32,526
  - ELEM: 33,926
- **Career Increments:** Y
- **Experience Allowed:** all
- **Vertical Freeze:** 88-89
- **Rollback:**
- **Multi-year Contract:**

### Insurance
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **Cafeteria Plan** |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>H/A-Dent</td>
<td>600D</td>
<td>Individ.</td>
<td>Individ.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ind/Child</td>
<td>446.93</td>
<td>EE/Spouse</td>
<td>Depend.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>EE/Sp/Child</td>
<td>826.84</td>
<td>22.25 or</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>938.56</td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1260.25</td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td>PPO:</td>
<td>COMMENTS:</td>
<td></td>
<td></td>
<td>40.50</td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Principal</td>
<td></td>
<td></td>
<td>Ind or Dep Dental</td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>Principal</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Leaves
- **Sick:**
  - **Depend. Days/Year:**
  - **Approval Needed:**
  - **Other:**
- **Personal:**
  - **Depend. Days/Year:**
  - **Approval Needed:**
  - **Other:**
- ** Bereavement:**
  - **Depend. Days/Year:**
  - **Approval Needed:**
  - **Other:**
- **Adoption:**
  - **Depend. Days/Year:**
  - **Approval Needed:**
  - **Other:**
- **Association:**
  - **Depend. Days/Year:**
  - **Approval Needed:**
  - **Other:**

### Other District Policies
- **Sabbatical:** Yes
- **Severance Pay:** Y

### Other Leaves:
- Maternity - 15 days

### Salary Schedule Table

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>31,125</td>
<td>32,526</td>
<td>33,926</td>
<td>35,327</td>
<td>36,728</td>
<td>38,128</td>
<td>39,529</td>
<td>40,929</td>
</tr>
<tr>
<td>1</td>
<td>1.00</td>
<td>1.045</td>
<td>1.09</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
</tr>
<tr>
<td>2</td>
<td>32,526</td>
<td>33,926</td>
<td>35,327</td>
<td>36,728</td>
<td>38,128</td>
<td>39,529</td>
<td>40,929</td>
<td>42,330</td>
</tr>
<tr>
<td>3</td>
<td>1.045</td>
<td>1.09</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
<td>1.36</td>
</tr>
<tr>
<td>4</td>
<td>35,327</td>
<td>36,728</td>
<td>38,128</td>
<td>39,529</td>
<td>40,929</td>
<td>42,330</td>
<td>43,731</td>
<td>45,131</td>
</tr>
<tr>
<td>5</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
<td>1.36</td>
<td>1.405</td>
<td>1.45</td>
</tr>
<tr>
<td>6</td>
<td>36,728</td>
<td>38,128</td>
<td>39,529</td>
<td>40,929</td>
<td>42,330</td>
<td>43,731</td>
<td>45,131</td>
<td>46,532</td>
</tr>
<tr>
<td>7</td>
<td>1.18</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
<td>1.36</td>
<td>1.405</td>
<td>1.45</td>
<td>1.495</td>
</tr>
<tr>
<td>8</td>
<td>38,128</td>
<td>39,529</td>
<td>40,929</td>
<td>42,330</td>
<td>43,731</td>
<td>45,131</td>
<td>46,532</td>
<td>47,933</td>
</tr>
<tr>
<td>9</td>
<td>1.225</td>
<td>1.27</td>
<td>1.315</td>
<td>1.36</td>
<td>1.405</td>
<td>1.45</td>
<td>1.495</td>
<td>1.54</td>
</tr>
<tr>
<td>10</td>
<td>40,929</td>
<td>42,330</td>
<td>43,731</td>
<td>45,131</td>
<td>46,532</td>
<td>47,933</td>
<td>49,333</td>
<td>50,734</td>
</tr>
<tr>
<td>11</td>
<td>1.315</td>
<td>1.36</td>
<td>1.405</td>
<td>1.45</td>
<td>1.495</td>
<td>1.54</td>
<td>1.585</td>
<td>1.63</td>
</tr>
<tr>
<td>12</td>
<td>43,731</td>
<td>45,131</td>
<td>46,532</td>
<td>47,933</td>
<td>49,333</td>
<td>50,734</td>
<td>52,134</td>
<td>53,535</td>
</tr>
<tr>
<td>13</td>
<td>1.405</td>
<td>1.45</td>
<td>1.495</td>
<td>1.54</td>
<td>1.585</td>
<td>1.63</td>
<td>1.675</td>
<td>1.72</td>
</tr>
<tr>
<td>14</td>
<td>46,532</td>
<td>47,933</td>
<td>49,333</td>
<td>50,734</td>
<td>52,134</td>
<td>53,535</td>
<td>55,936</td>
<td>57,336</td>
</tr>
<tr>
<td>15</td>
<td>1.495</td>
<td>1.54</td>
<td>1.585</td>
<td>1.63</td>
<td>1.675</td>
<td>1.72</td>
<td>1.765</td>
<td>1.81</td>
</tr>
</tbody>
</table>
WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 221
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 30,200
- Index: 4 x 4
- Starting Salary: 3.17/9/2012
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 1

INSURANCE
- HEALTH: BC/BS 600D 446.93 826.84 938.56 1260.25
- DENTAL: BC/BS 2 22.25 22.25 22.25 22.25
- PPO: COMMENTS:
- LIFE
- LTD
- NON-PARTICIPANT

LEAVES
- SICK: Days/Year 10 40
- PERSONAL: 3
- BEREAVEMENT:
- PROFESSIONAL: 2
- ADOPTION:
- ASSOCIATION:
- SABBATICAL: No
- SEVERANCE PAY:

OTHER DISTRICT POLICIES
- Negotiated/Policy

SILVER LAKE

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,200</td>
<td>31,408</td>
<td>32,616</td>
<td>33,824</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
</tr>
<tr>
<td>2</td>
<td>31,408</td>
<td>32,616</td>
<td>33,824</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
</tr>
<tr>
<td>3</td>
<td>32,616</td>
<td>33,824</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
</tr>
<tr>
<td>4</td>
<td>33,824</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
<td>42,280</td>
</tr>
<tr>
<td>5</td>
<td>35,032</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
<td>42,280</td>
<td>43,488</td>
</tr>
<tr>
<td>6</td>
<td>36,240</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
<td>42,280</td>
<td>43,488</td>
<td>44,696</td>
</tr>
<tr>
<td>7</td>
<td>37,448</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
<td>42,280</td>
<td>43,488</td>
<td>44,696</td>
<td>45,904</td>
</tr>
<tr>
<td>8</td>
<td>38,656</td>
<td>39,864</td>
<td>41,072</td>
<td>42,280</td>
<td>43,488</td>
<td>44,696</td>
<td>45,904</td>
<td>47,112</td>
</tr>
<tr>
<td>9</td>
<td>41,072</td>
<td>42,280</td>
<td>43,488</td>
<td>44,696</td>
<td>45,904</td>
<td>47,112</td>
<td>48,320</td>
<td>49,528</td>
</tr>
<tr>
<td>10</td>
<td>43,488</td>
<td>44,696</td>
<td>45,904</td>
<td>47,112</td>
<td>48,320</td>
<td>49,528</td>
<td>50,736</td>
<td>51,944</td>
</tr>
<tr>
<td>11</td>
<td>45,904</td>
<td>47,112</td>
<td>48,320</td>
<td>49,528</td>
<td>50,736</td>
<td>51,944</td>
<td>53,152</td>
<td>54,368</td>
</tr>
<tr>
<td>12</td>
<td>47,112</td>
<td>48,320</td>
<td>49,528</td>
<td>50,736</td>
<td>51,944</td>
<td>53,152</td>
<td>54,368</td>
<td>55,584</td>
</tr>
<tr>
<td>13</td>
<td>49,528</td>
<td>50,736</td>
<td>51,944</td>
<td>53,152</td>
<td>54,368</td>
<td>55,584</td>
<td>56,800</td>
<td>58,016</td>
</tr>
</tbody>
</table>
## Sierra County

### Working Conditions

- **Contract Days:** 175
- **Enrollment:** 94
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 57
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Index:** 4 x 4
- **Starting Salary:** 29,350
- **Career Increments:** N
- **Experience Allowed:** 7
- **Multi-year Contract:** 10-11, 11-12

### Insurane

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td>471.35 872.02 989.86 1329.13</td>
<td>24.46 or 40.50</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
<td>Sp. or Dep. Dental</td>
</tr>
<tr>
<td>PPO</td>
<td></td>
<td>COMMENTS:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Fort Dearborn</td>
<td></td>
<td>Deductible Reimbursement:</td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>NON-PARTICIPANT</td>
<td>50% BC/BS premium</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Leaves

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Depend. Use</th>
<th>Approval Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>45</td>
<td>yes</td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>3</td>
<td>yes</td>
<td>+2 sub rate</td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>2</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>No</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Other District Policies

<table>
<thead>
<tr>
<th>Negotiated/Policy</th>
<th>Exists</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary Separation</td>
<td>N</td>
</tr>
<tr>
<td>Grievance</td>
<td>Y P</td>
</tr>
<tr>
<td>Professional Growth</td>
<td>Y N</td>
</tr>
<tr>
<td>Reduction in Force</td>
<td>Y P</td>
</tr>
<tr>
<td>Sick Bank</td>
<td>Y N</td>
</tr>
</tbody>
</table>

### Salary Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+12</th>
<th>MA+24</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>29,350</td>
<td>30,524</td>
<td>31,698</td>
<td>32,872</td>
<td>34,046</td>
<td>35,220</td>
<td>36,394</td>
<td>37,568</td>
</tr>
<tr>
<td>1</td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
</tr>
<tr>
<td>2</td>
<td>30,524</td>
<td>31,698</td>
<td>32,872</td>
<td>34,046</td>
<td>35,220</td>
<td>36,394</td>
<td>37,568</td>
<td>38,742</td>
</tr>
<tr>
<td>3</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>4</td>
<td>31,698</td>
<td>32,872</td>
<td>34,046</td>
<td>35,220</td>
<td>36,394</td>
<td>37,568</td>
<td>38,742</td>
<td>39,916</td>
</tr>
<tr>
<td>5</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>6</td>
<td>32,872</td>
<td>34,046</td>
<td>35,220</td>
<td>36,394</td>
<td>37,568</td>
<td>38,742</td>
<td>39,916</td>
<td>41,090</td>
</tr>
<tr>
<td>7</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
</tr>
<tr>
<td>8</td>
<td>34,046</td>
<td>35,220</td>
<td>36,394</td>
<td>37,568</td>
<td>38,742</td>
<td>39,916</td>
<td>41,090</td>
<td>42,264</td>
</tr>
<tr>
<td>9</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
</tr>
<tr>
<td>10</td>
<td>35,220</td>
<td>36,394</td>
<td>37,568</td>
<td>38,742</td>
<td>39,916</td>
<td>41,090</td>
<td>42,264</td>
<td>43,438</td>
</tr>
<tr>
<td></td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
</tr>
<tr>
<td>11</td>
<td>36,394</td>
<td>37,568</td>
<td>38,742</td>
<td>39,916</td>
<td>41,090</td>
<td>42,264</td>
<td>43,438</td>
<td>44,612</td>
</tr>
<tr>
<td></td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
</tr>
<tr>
<td>12</td>
<td>41,090</td>
<td>42,264</td>
<td>43,438</td>
<td>44,612</td>
<td>45,786</td>
<td>46,960</td>
<td>48,134</td>
<td>49,308</td>
</tr>
<tr>
<td></td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
</tr>
<tr>
<td>13</td>
<td>44,612</td>
<td>45,786</td>
<td>46,960</td>
<td>48,134</td>
<td>49,308</td>
<td>50,482</td>
<td>51,656</td>
<td>52,830</td>
</tr>
<tr>
<td></td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td>1.80</td>
<td>1.84</td>
</tr>
</tbody>
</table>

### Cafeteria Plan

- **Individ.:** 350D
- **Depend.:** 471.35

### Other Leaves:

- **Sabbatical:** No

### Comments:

- Class Periods/Day: 7
- Contract Days: 175
- Enrollment: 94
- FTE Teachers: 22.25
- Normal Teaching Load: 6
### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 23
- Enrollment: 180
- HS: 8
- JH/MS: 8
- ELEM: 7.5
- Length of Teacher Day: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 30,000
- Starting Salary: 30,000
- Career Increments: N
- Experience Allowed: all
- Entry Level Step: 0

### INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>H/A-Dent</td>
<td>Individ. EE/Child</td>
<td>EE/Spouse EE/Sp/Child</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>Principal Life</td>
<td>Individ. EE/Spouse</td>
<td></td>
</tr>
</tbody>
</table>

### WORKING CONDITIONS
- Length of Student Day: 7.5
- Vertical Freeze: 95-96
- Rollback: Multi-year Contract

### LEAVES
- SICK: 10, 40, yes
- BEREAVEMENT: 3+1, yes, 1 day teacher pays sub
- PROFESSIONAL: 3, yes
- ADOPTION: see sick lv.
- ASSOCIATION: 
- SEVERANCE PAY: Y

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

### Cafeteria Plan
- Individ. Depend.

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

### SOUTH PLATTE

### SOUTHWEST PLATTE

### SOUTHWEST PLATTE

### SOUTH PLATTE

### SOUTHWEST PLATTE

### SOUTH PLATTE
### South Sarpy Dist 46

**2011-2012**

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

#### SALARY SCHEDULE
- Base: 31,075
- Entry Level: 1
- Starting Salary: 2011-2012
- Experience Allowed: all
- Career Increments: Y
- Longevity: beginning @ 20 yrs on MA+36, 3% added every 5 years
- Vertical Freeze: 85-86, 86-87, 92-93
- Rollback:
  - Multi-year Contract: 10-11, 11-12

#### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Option**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - H/A-Dent: 1.00
  - Individ.: 1.06
  - EE/Child: 1.12
  - EE/Spouse: 1.15
  - EE/Sp/Child: 1.18
  - Sp. or Dep. Dental: 1.21
- **Benefit**
  - Individ.: 40.50
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y

#### WORKING CONDITIONS
- **Class Periods/Day:** 8
- **Contract Days:** 187
- **Enrollment:** 1009 Base: 31,075
- **Salary:**
  - Step 1: 31,075
  - Step 2: 32,629
  - Step 3: 34,183
  - Step 4: 35,736
  - Step 5: 37,290
  - Step 6: 38,844
  - Step 7: 40,398
  - Step 8: 41,951
  - Step 9: 43,505
  - Step 10: 45,059
  - Step 11: 46,613
  - Step 12: 48,167
  - Step 13: 49,720
  - Step 14: 51,274
  - Step 15: 52,828
  - Step 16: 54,382
  - Step 17: 55,935
  - Step 18: 57,489
- **Salary Schedule:**
  - MA+9: 35,736
  - MA+18: 37,290
  - MA+27: 38,844
  - MA+36: 40,398
  - MA+45: 41,951
  - MA+54: 43,505
  - MA+63: 45,059
  - MA+72: 46,613
  - MA+81: 48,167
  - MA+90: 49,720
  - MA+99: 51,274
  - MA+108: 52,828
  - MA+117: 54,382
  - MA+126: 55,935
  - MA+135: 57,489

#### OTHER DISTRICT POLICIES
- **Sick Leave:** 10, 70, yes
- **Sick Leave:**
  - Days/Year: 70
  - Accum. Use: yes
  - Approval Needed: yes
- **Other Leaves:** Emergency as needed
- **Severance Pay:** Y

#### COMMENTS:
- H/A-Dent: 1.00
- Individ.: 1.06
- EE/Child: 1.12
- EE/Spouse: 1.15
- EE/Sp/Child: 1.18
- Sp. or Dep. Dental: 1.21
- Individ.: 40.50
- IRS 125: Y
- Flex Accounts: Y

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

#### Negotiated/Policy
- Exists: Y, N

---

*07-08 teachers receive credit for all years experience; 06-07 teachers new to district since 8/1/02 will have 2 yrs exp deducted on placement

Longevity: beginning @ 20 yrs on MA+36, 3% added every 5 years (20 yrs, 25, 30, 35, 40, 45)
## Working Conditions
- Contract Days: 188
- FTE Teachers: 3780
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.17
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

## Salary Schedule
- Base: 32,213
- Starting Salary: 32,213
- Index: 4 x 5
- Entry Level Step: 1
- Experience Allowed: 10
- Career Increments: N
- Multi-year Contract: 11-12, 12-13

## Vertical Freeze
- 01-02

## Rollback
- 01-02

### Salary Schedule Table

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
<th>MA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>32,213</td>
<td>33,824</td>
<td>35,434</td>
<td>37,045</td>
<td>38,656</td>
<td>38,656</td>
<td>40,266</td>
<td>41,877</td>
<td>43,488</td>
<td>45,098</td>
<td>46,709</td>
</tr>
<tr>
<td>3</td>
<td>34,970</td>
<td>36,580</td>
<td>38,190</td>
<td>39,800</td>
<td>41,410</td>
<td>41,410</td>
<td>43,021</td>
<td>44,631</td>
<td>46,242</td>
<td>47,853</td>
<td>49,464</td>
</tr>
<tr>
<td>4</td>
<td>36,471</td>
<td>38,081</td>
<td>39,691</td>
<td>41,301</td>
<td>42,911</td>
<td>42,911</td>
<td>44,522</td>
<td>46,132</td>
<td>47,743</td>
<td>49,354</td>
<td>50,965</td>
</tr>
<tr>
<td>5</td>
<td>38,070</td>
<td>39,680</td>
<td>41,290</td>
<td>42,900</td>
<td>44,510</td>
<td>44,510</td>
<td>46,121</td>
<td>47,731</td>
<td>49,342</td>
<td>50,953</td>
<td>52,564</td>
</tr>
<tr>
<td>6</td>
<td>39,770</td>
<td>41,380</td>
<td>43,000</td>
<td>44,610</td>
<td>46,220</td>
<td>46,220</td>
<td>47,831</td>
<td>49,441</td>
<td>51,052</td>
<td>52,663</td>
<td>54,274</td>
</tr>
<tr>
<td>7</td>
<td>41,540</td>
<td>43,150</td>
<td>44,760</td>
<td>46,370</td>
<td>47,980</td>
<td>47,980</td>
<td>49,591</td>
<td>51,201</td>
<td>52,812</td>
<td>54,423</td>
<td>56,034</td>
</tr>
<tr>
<td>8</td>
<td>43,320</td>
<td>44,930</td>
<td>46,550</td>
<td>48,160</td>
<td>49,770</td>
<td>49,770</td>
<td>51,381</td>
<td>52,991</td>
<td>54,602</td>
<td>56,213</td>
<td>57,824</td>
</tr>
<tr>
<td>9</td>
<td>45,110</td>
<td>46,720</td>
<td>48,340</td>
<td>49,950</td>
<td>51,560</td>
<td>51,560</td>
<td>53,171</td>
<td>54,781</td>
<td>56,392</td>
<td>58,003</td>
<td>59,614</td>
</tr>
<tr>
<td>10</td>
<td>46,900</td>
<td>48,520</td>
<td>50,140</td>
<td>51,750</td>
<td>53,360</td>
<td>53,360</td>
<td>54,971</td>
<td>56,581</td>
<td>58,192</td>
<td>59,803</td>
<td>61,414</td>
</tr>
<tr>
<td>11</td>
<td>48,690</td>
<td>50,310</td>
<td>51,930</td>
<td>53,540</td>
<td>55,150</td>
<td>55,150</td>
<td>56,761</td>
<td>58,371</td>
<td>59,982</td>
<td>61,593</td>
<td>63,204</td>
</tr>
<tr>
<td>12</td>
<td>50,480</td>
<td>52,100</td>
<td>53,720</td>
<td>55,330</td>
<td>56,940</td>
<td>56,940</td>
<td>58,551</td>
<td>60,161</td>
<td>61,772</td>
<td>63,383</td>
<td>64,994</td>
</tr>
<tr>
<td>13</td>
<td>52,270</td>
<td>53,890</td>
<td>55,510</td>
<td>57,120</td>
<td>58,730</td>
<td>58,730</td>
<td>60,341</td>
<td>61,951</td>
<td>63,562</td>
<td>65,173</td>
<td>66,783</td>
</tr>
<tr>
<td>14</td>
<td>54,060</td>
<td>55,680</td>
<td>57,300</td>
<td>58,910</td>
<td>60,520</td>
<td>60,520</td>
<td>62,131</td>
<td>63,741</td>
<td>65,352</td>
<td>66,963</td>
<td>68,573</td>
</tr>
<tr>
<td>15</td>
<td>55,850</td>
<td>57,470</td>
<td>59,090</td>
<td>60,700</td>
<td>62,310</td>
<td>62,310</td>
<td>63,921</td>
<td>65,531</td>
<td>67,142</td>
<td>68,752</td>
<td>70,363</td>
</tr>
</tbody>
</table>

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

## Sazarac:
- Yes

## Leaves
- Type: SICK
- Days/Year: 10
- Accum.: 60
- Approval Needed: Yes

## Cafeteria Plan
- Option: Cafeteria
- Insured: Individ.
- Dependent: Depend.
- Options: H/A, TSA, Cash
- IRS 125: Y
- Flex Accounts: Y
- Contribution: Y

## Insurance
- Type: HEALTH
- Carrier: BC/BS
- Option: 600D
- Deductible Reimbursement: $600 TSA

- Type: DENTAL
- Carrier: BC/BS
- Option: 1

- Type: LTD
- Carrier: Guardian
- Option: 3.00

## Other Leaves
- SEVERANCE PAY: Yes
- 1 emergency day/mo.
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

| Base: | 30,057 |
| Index: | 4 x 4 |
| Starting Salary: | 30,057 |
| Career Increments: | N |
| Experience Allowed: | 5 |

**INDEX: 4 x 4**

- Career Increments: N
- Length of Teacher Day: 8 hours
- Length of Student Day: 8 hours
- Class Periods/Day: 8
- Normal Teaching Load: 7

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
<td>24.46</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25</td>
<td>22.25 22.25</td>
</tr>
</tbody>
</table>

**Cafeteria Plan**

- Individ.: H/A-Dent
- Depend.: Individ.

**LEAVES**

- SICK: 10 days/year, 50 hours/year
- PERSONAL: 3 days/year, from sick leave
- BEREAVEMENT: 3 days/year, with approval
- PROFESSIONAL: 9 days/year, with approval

**OTHER DISTRICT POLICIES**

- **SEVERANCE PAY**: Y

---

**SOUTHERN (WYMORE)**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,057</td>
<td>31,259</td>
<td>32,462</td>
<td>33,664</td>
<td>34,866</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
</tr>
<tr>
<td>2</td>
<td>31,259</td>
<td>32,462</td>
<td>33,664</td>
<td>34,866</td>
<td>36,068</td>
</tr>
<tr>
<td></td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
</tr>
<tr>
<td>3</td>
<td>32,462</td>
<td>33,664</td>
<td>34,866</td>
<td>36,068</td>
<td>37,271</td>
</tr>
<tr>
<td></td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
</tr>
<tr>
<td>4</td>
<td>33,664</td>
<td>34,866</td>
<td>36,068</td>
<td>37,271</td>
<td>38,473</td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>5</td>
<td>34,866</td>
<td>36,068</td>
<td>37,271</td>
<td>38,473</td>
<td>39,675</td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>6</td>
<td>36,068</td>
<td>37,271</td>
<td>38,473</td>
<td>39,675</td>
<td>40,878</td>
</tr>
<tr>
<td></td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>7</td>
<td>38,473</td>
<td>39,675</td>
<td>40,878</td>
<td>42,080</td>
<td>43,282</td>
</tr>
<tr>
<td></td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
</tr>
<tr>
<td>8</td>
<td>40,078</td>
<td>41,379</td>
<td>42,680</td>
<td>43,982</td>
<td>45,284</td>
</tr>
<tr>
<td></td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
</tr>
<tr>
<td>9</td>
<td>42,680</td>
<td>44,082</td>
<td>45,484</td>
<td>46,887</td>
<td>48,290</td>
</tr>
<tr>
<td></td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
</tr>
<tr>
<td>10</td>
<td>45,293</td>
<td>46,895</td>
<td>48,500</td>
<td>46,897</td>
<td>48,290</td>
</tr>
<tr>
<td></td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
</tr>
<tr>
<td>11</td>
<td>49,293</td>
<td>50,900</td>
<td>52,500</td>
<td>54,103</td>
<td>55,705</td>
</tr>
<tr>
<td></td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td>1.80</td>
</tr>
<tr>
<td>12</td>
<td>52,900</td>
<td>54,103</td>
<td>55,305</td>
<td>56,507</td>
<td>57,709</td>
</tr>
<tr>
<td></td>
<td>1.76</td>
<td>1.80</td>
<td>1.84</td>
<td>1.88</td>
<td>1.92</td>
</tr>
</tbody>
</table>
Southern Valley

2011-2012

7.1

WORKING CONDITIONS
Contract Days: 183
FTE Teachers: 46
Enrollment: 480
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

INDEX: 4 x 4
Experience Allowed: 4
Career Increments: Y

Vertical Freeze:
Rollback:
Multi-year Contract:

SOUTHERN VALLEY

7.17/9/2012

SAMPLE SCHEDULE
Base: 30,000
Starting Salary: 30,000
Index: 4 x 4
Entry Level Step: 1(D)
Experience Allowed: 4

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

LEAVES
Type Days/Year Accum. Approval
SICK 10 45
Other Info:
PERSONAL 2,3 1-no,2-yes
BEREAVEMENT 2
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION
SABBATICAL: No
SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exits

SOUTHERN VALLEY

Salary Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>Base</th>
<th>Base+5</th>
<th>Base+10</th>
<th>Base+15</th>
<th>Base+20</th>
<th>Base+25</th>
<th>Base+30</th>
<th>Base+35</th>
<th>Base+40</th>
<th>Base+45</th>
<th>Base+50</th>
<th>Base+55</th>
<th>Base+60</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,000</td>
<td>31,200</td>
<td>32,400</td>
<td>33,600</td>
<td>34,800</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
<td>42,000</td>
<td>43,200</td>
<td>44,400</td>
</tr>
<tr>
<td>2</td>
<td>31,200</td>
<td>32,400</td>
<td>33,600</td>
<td>34,800</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
<td>42,000</td>
<td>43,200</td>
<td>44,400</td>
<td>45,600</td>
</tr>
<tr>
<td>3</td>
<td>32,400</td>
<td>33,600</td>
<td>34,800</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
<td>42,000</td>
<td>43,200</td>
<td>44,400</td>
<td>45,600</td>
<td>46,800</td>
</tr>
<tr>
<td>4</td>
<td>33,600</td>
<td>34,800</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
<td>42,000</td>
<td>43,200</td>
<td>44,400</td>
<td>45,600</td>
<td>46,800</td>
<td>48,000</td>
</tr>
<tr>
<td>5</td>
<td>34,800</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
<td>42,000</td>
<td>43,200</td>
<td>44,400</td>
<td>45,600</td>
<td>46,800</td>
<td>48,000</td>
<td>49,200</td>
</tr>
<tr>
<td>6</td>
<td>36,000</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
<td>42,000</td>
<td>43,200</td>
<td>44,400</td>
<td>45,600</td>
<td>46,800</td>
<td>48,000</td>
<td>49,200</td>
<td>50,400</td>
</tr>
<tr>
<td>7</td>
<td>37,200</td>
<td>38,400</td>
<td>39,600</td>
<td>40,800</td>
<td>42,000</td>
<td>43,200</td>
<td>44,400</td>
<td>45,600</td>
<td>46,800</td>
<td>48,000</td>
<td>49,200</td>
<td>50,400</td>
<td>51,600</td>
</tr>
</tbody>
</table>

Benefits

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

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>800D</td>
<td>431.86</td>
<td>798.96</td>
<td>906.92</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td>41.15</td>
<td>46.71</td>
</tr>
<tr>
<td>PPO</td>
<td>COMMENTS</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>LTD</td>
<td>Unknown</td>
<td>10.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

NON-PARTICIPANT

LEAVES
Type Depend. Approval
SICK 10 45 yes

OTHER LEAVES: extended sick lv-5 days

SOUTHERN VALLEY

FTE Teachers: 46
Starting Salary: 30,000
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:** 34.46
- **Enrollment:** 320
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 54
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 29,200
- **Starting Salary:** 29,200
- **Career Increments:** N
- **Experience Allowed:** 17
- **Index:** 4 x 4

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

### Multi-year Contract
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Normal Teaching Load:** 6

### Leaves
- **Sick:**
  - 10 days/year
  - Accum.: 40
  - Approval: Yes
- **Personal:** 3
- ** Bereavement:** 5
  - 1 from sick lv. for non-family
- **Professional:** 2
- **Adoption:**
- **Association:**

### Sabbatical:
- **Severance Pay:**

### Insuranc
- **Health:
  - **Carrier:** BC/BS
  - **Option:** 350D
  - **Amount Paid by District:**
    - Individ.: 471.35
    - EE/Child: 872.02
    - EE/Spouse: 989.86
    - EE/Sp/Child: 1392.13
  - **Cafeteria Plan:**
    - **Option:**
      - Individ.: 40.50
      - Depend.:
- **Dental:
  - **Carrier:** BC/BS
  - **Option:**
    - Individ.:
    - EE/Spouse:
    - EE/Sp/Child:
- **Life:
- **LTD:
- **Non-Participant:

### Cafeteria Plan
- **Type:** Carrier
- **Option:**
  - Individ.: 24.46
  - Depend.: 40.50

### Part-time Benefits
- **Type:**
- **Option:**
  - IRS 125:
  - Flex Accounts:

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

### Other Leaves:

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

Contract Days: 185
Enrollment: 91
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.25
Planning Time: 90 90 55
Class Periods/Day: 5 5
Normal Teaching Load: 4 4

SAALARY SCHEDULE

Base: 27,050
Starting Salary: Career Increments: Y
Index: 4 x 5
Entry Level Step: 1
Experience Allowed: all

Vertical Freeze: 85-86
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 350 550 550
HEALTH BC/BS 600D 470.45 870.36 987.96 1326.58 125 Plan
DENTAL BC/BS 2 22.25 22.25 22.25 22.25
PPO: COMMENTS: IRS 125: Y
LIFE
LTD Omaha Life
NON-PARTICIPANT

LEAVES

Type Days/Year Accum. Depend. Approval Other
SICK 15 45 yes

Other Info:
PERSONAL 3 yes 5 sick leave days = +2 pers day
BEREAVEMENT 2 more from sick lv
PROFESSIONAL 3 yes
ADOPTION as needed
ASSOCIATION as needed

SABBATICAL: Yes SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/ Policy
Exists

OTHER LEAVES:

SPALDING

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>27,050</td>
<td>28,403</td>
<td>29,755</td>
<td>31,108</td>
<td>32,460</td>
<td>32,460</td>
<td>33,813</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.05</td>
<td>1.10</td>
<td>1.15</td>
<td>1.20</td>
<td>1.20</td>
<td>1.25</td>
</tr>
<tr>
<td>2</td>
<td>28,132</td>
<td>29,485</td>
<td>30,837</td>
<td>32,190</td>
<td>33,542</td>
<td>33,542</td>
<td>34,895</td>
</tr>
<tr>
<td></td>
<td>1.04</td>
<td>1.09</td>
<td>1.14</td>
<td>1.19</td>
<td>1.24</td>
<td>1.24</td>
<td>1.29</td>
</tr>
<tr>
<td>3</td>
<td>29,214</td>
<td>30,567</td>
<td>31,919</td>
<td>33,272</td>
<td>34,624</td>
<td>34,624</td>
<td>35,977</td>
</tr>
<tr>
<td></td>
<td>1.08</td>
<td>1.13</td>
<td>1.18</td>
<td>1.23</td>
<td>1.28</td>
<td>1.28</td>
<td>1.33</td>
</tr>
<tr>
<td>4</td>
<td>30,296</td>
<td>31,649</td>
<td>33,001</td>
<td>34,354</td>
<td>35,706</td>
<td>35,706</td>
<td>37,059</td>
</tr>
<tr>
<td></td>
<td>1.12</td>
<td>1.17</td>
<td>1.22</td>
<td>1.27</td>
<td>1.32</td>
<td>1.32</td>
<td>1.37</td>
</tr>
<tr>
<td>5</td>
<td>31,378</td>
<td>32,731</td>
<td>34,083</td>
<td>35,436</td>
<td>36,788</td>
<td>36,788</td>
<td>38,141</td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.21</td>
<td>1.26</td>
<td>1.31</td>
<td>1.36</td>
<td>1.36</td>
<td>1.41</td>
</tr>
<tr>
<td>6</td>
<td>32,813</td>
<td>34,165</td>
<td>35,518</td>
<td>36,870</td>
<td>37,870</td>
<td>37,870</td>
<td>39,223</td>
</tr>
<tr>
<td></td>
<td>1.25</td>
<td>1.30</td>
<td>1.35</td>
<td>1.40</td>
<td>1.40</td>
<td>1.40</td>
<td>1.45</td>
</tr>
<tr>
<td>7</td>
<td>36,247</td>
<td>37,600</td>
<td>38,952</td>
<td>38,952</td>
<td>40,305</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.34</td>
<td>1.39</td>
<td>1.44</td>
<td>1.44</td>
<td>1.49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>37,329</td>
<td>38,682</td>
<td>40,034</td>
<td>40,034</td>
<td>41,387</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.38</td>
<td>1.43</td>
<td>1.48</td>
<td>1.48</td>
<td>1.53</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>39,764</td>
<td>41,116</td>
<td>41,116</td>
<td>41,116</td>
<td>42,469</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.47</td>
<td>1.52</td>
<td>1.52</td>
<td>1.52</td>
<td>1.57</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>42,198</td>
<td>42,198</td>
<td>43,551</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.56</td>
<td>1.56</td>
<td>1.56</td>
<td>1.61</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>44,633</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1.65
WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 137
- Enrollment: 137
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.75
- Length of Student Day: 7.75
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

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

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

LEAVES
- Type: SICK
- Days/Year: 14,12
- Accum.: 35
- Depend. use: yes
- Approval: yes

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

OTHER LEAVES:
- Paternity Leave - 30 consec. Days

ST. EDWARD

<table>
<thead>
<tr>
<th>Step</th>
<th>BA 29,000</th>
<th>BA + 9 30,305</th>
<th>BA + 18 31,610</th>
<th>BA + 27 32,915</th>
<th>MA 34,220</th>
<th>MA + 18 35,525</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1.00</td>
<td>1.045</td>
<td>1.09</td>
<td>1.135</td>
<td>1.18</td>
<td>1.225</td>
</tr>
<tr>
<td>2</td>
<td>30,160</td>
<td>31,465</td>
<td>32,770</td>
<td>34,075</td>
<td>35,380</td>
<td>36,685</td>
</tr>
<tr>
<td>3</td>
<td>31,320</td>
<td>32,625</td>
<td>33,930</td>
<td>35,235</td>
<td>36,540</td>
<td>37,845</td>
</tr>
<tr>
<td>4</td>
<td>32,480</td>
<td>33,785</td>
<td>35,090</td>
<td>36,395</td>
<td>37,700</td>
<td>39,005</td>
</tr>
<tr>
<td>5</td>
<td>33,640</td>
<td>34,945</td>
<td>36,250</td>
<td>37,555</td>
<td>38,860</td>
<td>40,165</td>
</tr>
<tr>
<td>6</td>
<td>34,800</td>
<td>36,105</td>
<td>37,410</td>
<td>38,715</td>
<td>40,020</td>
<td>41,325</td>
</tr>
<tr>
<td>7</td>
<td>35,960</td>
<td>37,265</td>
<td>38,570</td>
<td>39,875</td>
<td>41,180</td>
<td>42,485</td>
</tr>
<tr>
<td>8</td>
<td>38,425</td>
<td>39,730</td>
<td>41,035</td>
<td>42,340</td>
<td>43,645</td>
<td>44,955</td>
</tr>
<tr>
<td>9</td>
<td>40,890</td>
<td>42,195</td>
<td>43,500</td>
<td>44,805</td>
<td>46,065</td>
<td>47,325</td>
</tr>
<tr>
<td>10</td>
<td>43,125</td>
<td>44,455</td>
<td>45,820</td>
<td>47,125</td>
<td>48,285</td>
<td>49,665</td>
</tr>
<tr>
<td>11</td>
<td>45,180</td>
<td>46,600</td>
<td>48,285</td>
<td>49,885</td>
<td>51,625</td>
<td>53,185</td>
</tr>
<tr>
<td>12</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>54,015</td>
<td>55,595</td>
</tr>
</tbody>
</table>

*08-09 yrs exp changed from 5 to all*
## Working Conditions
- Contract Days: 184
- FTE Teachers: 47.5
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

## Salary Schedule
- Base: 30,300
- Index: 4 x 5
- Starting Salary: 30,300
- Career Increments: N
- Experience Allowed: 6(D)

## Cafeteria Plan
- Individ.: 50.62 or 83.75
- Depend.: Options: IRS 125: Y

## Insurances
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: COMMENTS:
- LIFE:
- LTD: Principal .00379

## Leaves
- Other Info: 5 for emergency
- SICK: 10 60 yes
- PERSONAL: 2 yes
- BEREAVEMENT: 5
- PROFESSIONAL: 2 yes
- ADOPTION: 10 addtl. w/appr.
- ASSOCIATION:

## Other District Policies
- Negotiated/Policy
- Exists

## Other Leaves
- SEVERANCE PAY:
- Emergency-5 days
- 

### St. Paul

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>BA + 36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,300</td>
<td>31,815</td>
<td>33,330</td>
<td>34,845</td>
<td>36,360</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.05</td>
<td>1.10</td>
<td>1.15</td>
<td>1.20</td>
</tr>
<tr>
<td>2</td>
<td>31,512</td>
<td>33,027</td>
<td>34,542</td>
<td>36,057</td>
<td>37,572</td>
</tr>
<tr>
<td></td>
<td>1.04</td>
<td>1.09</td>
<td>1.14</td>
<td>1.19</td>
<td>1.24</td>
</tr>
<tr>
<td>3</td>
<td>32,724</td>
<td>34,239</td>
<td>35,754</td>
<td>37,269</td>
<td>38,784</td>
</tr>
<tr>
<td></td>
<td>1.08</td>
<td>1.13</td>
<td>1.18</td>
<td>1.23</td>
<td>1.28</td>
</tr>
<tr>
<td>4</td>
<td>33,936</td>
<td>35,451</td>
<td>36,966</td>
<td>38,481</td>
<td>39,996</td>
</tr>
<tr>
<td></td>
<td>1.12</td>
<td>1.17</td>
<td>1.22</td>
<td>1.27</td>
<td>1.32</td>
</tr>
<tr>
<td>5</td>
<td>35,148</td>
<td>36,663</td>
<td>38,178</td>
<td>39,693</td>
<td>41,208</td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.21</td>
<td>1.26</td>
<td>1.31</td>
<td>1.36</td>
</tr>
<tr>
<td>6</td>
<td>36,360</td>
<td>37,875</td>
<td>39,390</td>
<td>40,905</td>
<td>42,420</td>
</tr>
<tr>
<td></td>
<td>1.20</td>
<td>1.25</td>
<td>1.30</td>
<td>1.35</td>
<td>1.40</td>
</tr>
<tr>
<td>7</td>
<td>39,087</td>
<td>40,602</td>
<td>42,117</td>
<td>43,632</td>
<td>45,147</td>
</tr>
<tr>
<td></td>
<td>1.29</td>
<td>1.34</td>
<td>1.39</td>
<td>1.44</td>
<td>1.49</td>
</tr>
<tr>
<td>8</td>
<td>41,814</td>
<td>43,329</td>
<td>44,844</td>
<td>46,359</td>
<td>47,874</td>
</tr>
<tr>
<td></td>
<td>1.38</td>
<td>1.43</td>
<td>1.48</td>
<td>1.53</td>
<td>1.58</td>
</tr>
<tr>
<td>9</td>
<td>43,926</td>
<td>45,441</td>
<td>46,956</td>
<td>48,471</td>
<td>49,986</td>
</tr>
<tr>
<td></td>
<td>1.47</td>
<td>1.52</td>
<td>1.57</td>
<td>1.62</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>45,753</td>
<td>47,268</td>
<td>48,783</td>
<td>50,298</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.51</td>
<td>1.56</td>
<td>1.61</td>
<td>1.66</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>46,965</td>
<td>48,480</td>
<td>49,995</td>
<td>51,510</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.55</td>
<td>1.60</td>
<td>1.65</td>
<td>1.70</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>49,692</td>
<td>51,207</td>
<td>52,722</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.64</td>
<td>1.69</td>
<td>1.74</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>50,904</td>
<td>52,419</td>
<td>53,934</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.68</td>
<td>1.73</td>
<td>1.78</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>53,631</td>
<td>55,146</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.77</td>
<td>1.82</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 39
- Enrollment: 435
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: 30,500
- Starting Salary: 30,500
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 5
- Vertical Freeze: 96-97
- Rollback:
- Multi-year Contract: 11-12, 12-13

INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>470.45 870.36 987.96 1326.58</td>
<td>1/2 ind. prem. 350D</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Nat'l Insurance</td>
<td>2.55</td>
<td>Deductible Reimbursement: Y 250/500</td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>NON-PARTICIPANT</td>
<td>$259.21 (1/2 350D in</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

LEAVES
<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Depend. use</th>
<th>Approval Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>45</td>
<td>yes</td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td>yes</td>
<td>Reimbursed $20/day, 2 sick da</td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>3</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>adm. disc.</td>
<td></td>
<td>Voluntary Separation: N</td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>30</td>
<td></td>
<td>Professional Growth: Y</td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>30</td>
<td></td>
<td>Reduction in Force: Y</td>
<td></td>
</tr>
</tbody>
</table>

OTHER LEAVES:

STANTON

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>BA+54</th>
<th>BA+9</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,500</td>
<td>32,025</td>
<td>33,550</td>
<td>35,075</td>
<td>36,600</td>
<td>38,125</td>
<td>39,650</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.05</td>
<td>1.10</td>
<td>1.15</td>
<td>1.20</td>
<td>1.25</td>
<td>1.30</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>31,720</td>
<td>33,245</td>
<td>34,770</td>
<td>36,295</td>
<td>37,820</td>
<td>39,345</td>
<td>40,870</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.04</td>
<td>1.09</td>
<td>1.14</td>
<td>1.19</td>
<td>1.24</td>
<td>1.29</td>
<td>1.34</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>32,940</td>
<td>34,465</td>
<td>35,990</td>
<td>37,515</td>
<td>39,040</td>
<td>40,565</td>
<td>42,090</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.08</td>
<td>1.13</td>
<td>1.18</td>
<td>1.23</td>
<td>1.28</td>
<td>1.33</td>
<td>1.38</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>34,160</td>
<td>35,685</td>
<td>37,210</td>
<td>38,735</td>
<td>40,260</td>
<td>41,785</td>
<td>43,310</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.12</td>
<td>1.17</td>
<td>1.22</td>
<td>1.27</td>
<td>1.32</td>
<td>1.37</td>
<td>1.42</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>35,380</td>
<td>36,905</td>
<td>38,430</td>
<td>39,955</td>
<td>41,480</td>
<td>43,005</td>
<td>44,530</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.21</td>
<td>1.26</td>
<td>1.31</td>
<td>1.36</td>
<td>1.41</td>
<td>1.46</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>38,125</td>
<td>39,650</td>
<td>41,175</td>
<td>42,700</td>
<td>44,225</td>
<td>45,750</td>
<td>47,275</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.25</td>
<td>1.30</td>
<td>1.35</td>
<td>1.40</td>
<td>1.45</td>
<td>1.50</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>40,870</td>
<td>42,395</td>
<td>43,920</td>
<td>45,445</td>
<td>46,970</td>
<td>48,495</td>
<td>49,010</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.34</td>
<td>1.39</td>
<td>1.44</td>
<td>1.49</td>
<td>1.54</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>43,615</td>
<td>45,140</td>
<td>46,665</td>
<td>48,190</td>
<td>49,715</td>
<td>51,240</td>
<td>52,765</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.43</td>
<td>1.48</td>
<td>1.53</td>
<td>1.58</td>
<td>1.63</td>
<td>1.69</td>
<td>1.74</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>44,835</td>
<td>46,360</td>
<td>47,885</td>
<td>49,410</td>
<td>50,935</td>
<td>52,460</td>
<td>53,985</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1.47</td>
<td>1.52</td>
<td>1.57</td>
<td>1.62</td>
<td>1.68</td>
<td>1.73</td>
<td>1.78</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**WORKING CONDITIONS**
- Contract Days: 182
- FTE Teachers: 198
- HS: 8
- JH/MS: 7
- ELEM: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 29,000
- Starting Salary: 29,000
- Experience Allowed: 5
- Career Increments: N

**INSURANCE**
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93</td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>5</td>
<td>22.93</td>
<td></td>
</tr>
<tr>
<td>PPO</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>School Ins.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**LEAVES**
- SICK: 10 days, 45 days
- PERSONAL: 3 days, sub rate + $10/day up to 3 days
- BEREAVEMENT: 2 days, w/appr.; + 3 from sick lv.
- PROFESSIONAL: 2 days, $200/hr. expenses
- ADOPTION: 2 days
- ASSOCIATION: 2 days

**OTHER DISTRICT POLICIES**
- Severance Pay: N

**STAPLETON**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,000</td>
<td>30,450</td>
<td>31,900</td>
<td>33,350</td>
<td>34,800</td>
<td>34,800</td>
<td>36,250</td>
<td>37,700</td>
</tr>
<tr>
<td>2</td>
<td>30,160</td>
<td>31,610</td>
<td>33,060</td>
<td>34,510</td>
<td>35,960</td>
<td>35,960</td>
<td>37,410</td>
<td>38,860</td>
</tr>
<tr>
<td>3</td>
<td>31,320</td>
<td>32,770</td>
<td>34,220</td>
<td>35,670</td>
<td>37,120</td>
<td>37,120</td>
<td>38,570</td>
<td>40,020</td>
</tr>
<tr>
<td>4</td>
<td>32,480</td>
<td>33,930</td>
<td>35,380</td>
<td>36,830</td>
<td>38,280</td>
<td>38,280</td>
<td>39,730</td>
<td>41,180</td>
</tr>
<tr>
<td>5</td>
<td>33,640</td>
<td>35,090</td>
<td>36,540</td>
<td>37,990</td>
<td>39,440</td>
<td>39,440</td>
<td>40,890</td>
<td>42,340</td>
</tr>
<tr>
<td>6</td>
<td>34,800</td>
<td>36,250</td>
<td>37,700</td>
<td>39,150</td>
<td>40,600</td>
<td>40,600</td>
<td>42,050</td>
<td>43,500</td>
</tr>
<tr>
<td>7</td>
<td>34,800</td>
<td>36,250</td>
<td>37,700</td>
<td>39,150</td>
<td>40,600</td>
<td>40,600</td>
<td>42,050</td>
<td>43,500</td>
</tr>
<tr>
<td>8</td>
<td>38,570</td>
<td>40,020</td>
<td>41,470</td>
<td>42,920</td>
<td>44,370</td>
<td>44,370</td>
<td>45,820</td>
<td>47,270</td>
</tr>
<tr>
<td>9</td>
<td>41,160</td>
<td>42,620</td>
<td>44,080</td>
<td>44,080</td>
<td>45,530</td>
<td>46,980</td>
<td>48,430</td>
<td>49,880</td>
</tr>
<tr>
<td>10</td>
<td>43,790</td>
<td>45,240</td>
<td>45,240</td>
<td>45,240</td>
<td>45,240</td>
<td>45,240</td>
<td>45,240</td>
<td>45,240</td>
</tr>
<tr>
<td>11</td>
<td>46,400</td>
<td>46,400</td>
<td>46,400</td>
<td>46,400</td>
<td>46,400</td>
<td>46,400</td>
<td>46,400</td>
<td>46,400</td>
</tr>
<tr>
<td>12</td>
<td>47,560</td>
<td>47,560</td>
<td>47,560</td>
<td>47,560</td>
<td>47,560</td>
<td>47,560</td>
<td>47,560</td>
<td>47,560</td>
</tr>
</tbody>
</table>
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 217
- **Enrollment:**
  - HS: 434
  - JH/MS: 748
  - ELEM: 694
- **Length of Teacher Day:** 9
- **Length of Student Day:** 8.5
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Index:** 4 x 4
- **Career Increments:** N
- **经验积累:** 5
- **Vertical Freeze:**
- **Rollback:**

## SALARY SCHEDULE
- **Base:** 30,500
- **Entry Level Step:** 0
- **Starting Salary:**
  - HS: 434
  - JH/MS: 748
  - ELEM: 694
  - 987.96
  - 1326.58
- **Experience Allowed:** 5
- **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**
- **TSA**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>470.45</td>
<td>870.36</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td>22.25</td>
</tr>
<tr>
<td>PPO</td>
<td>COMMENTS:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Principal</td>
<td>.003277(thru sal)</td>
<td>Deductible Reimbursement:</td>
<td>Y 250/500</td>
</tr>
</tbody>
</table>

## Cafeteria Plan
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>470.45</td>
<td>870.36</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td>22.25</td>
</tr>
<tr>
<td>PPO</td>
<td>COMMENTS:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Principal</td>
<td>.003277(thru sal)</td>
<td>Deductible Reimbursement:</td>
<td>Y 250/500</td>
</tr>
</tbody>
</table>

## WORKING CONDITIONS

### Leaves
- **SICK**
  - Days/Year: 10
  - Accum. Depend. use: 45
  - Approval Needed: yes
  - Other: unused reimb. over 50 @ 1/2 sub pay
- **PERSONAL**
  - Days/Year: 2
  - Accum. Depend. use: yes
- **BEREAVEMENT**
  - Days/Year: 1-5
  - Accum. Depend. use: 1-anyone, 5 immed. family
- **PROFESSIONAL**
  - Days/Year: unl.
  - Accum. Depend. use: Grievance:
- **ADOPTION**
  - Days/Year: unl.
  - Accum. Depend. use: Professional Growth:
- **ASSOCIATION**
  - Days/Year: unl.
  - Accum. Depend. use: Reduction in Force:
- **SABBATICAL**
  - Days/Year: No
  - Approval Needed: Sick Bank:

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

## Salary Schedule

### Sterling

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>30,500</td>
<td>31,720</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
</tr>
<tr>
<td>1</td>
<td>31,720</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
</tr>
<tr>
<td>2</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
</tr>
<tr>
<td>3</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
</tr>
<tr>
<td>4</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
</tr>
<tr>
<td>5</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
</tr>
<tr>
<td>6</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
</tr>
<tr>
<td>7</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
</tr>
<tr>
<td>8</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
</tr>
<tr>
<td>9</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
</tr>
<tr>
<td>10</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
</tr>
<tr>
<td>11</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
<td>49,980</td>
</tr>
<tr>
<td>12</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
<td>49,980</td>
<td>51,200</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>30,500</td>
<td>31,720</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
</tr>
<tr>
<td>1</td>
<td>31,720</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
</tr>
<tr>
<td>2</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
</tr>
<tr>
<td>3</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
</tr>
<tr>
<td>4</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
</tr>
<tr>
<td>5</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
</tr>
<tr>
<td>6</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
</tr>
<tr>
<td>7</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
</tr>
<tr>
<td>8</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
</tr>
<tr>
<td>9</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
</tr>
<tr>
<td>10</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
</tr>
<tr>
<td>11</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
<td>49,980</td>
</tr>
<tr>
<td>12</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
<td>49,980</td>
<td>51,200</td>
</tr>
</tbody>
</table>
### Working Conditions
- **Contract Days:** 180
- **Enrollment:** 181
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 29,250
- **Starting Salary:** 29,250
- **Entry Level Step:** 0
- **Experience Allowed:** 5

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

### Cafeteria Plan
- **Individual:**
- **Dependents:**

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

### Leaves
- **Type:**
- **Days/Year:**
- **Accumulation:**
- **Approval Needed:**
- **Approval Use:**

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

### Severance Pay
- **Type:**
- **Steps:**
- **BA:**
- **BA+9:**
- **BA+18:**
- **BA+27:**
- **BA+36:**
- **BA+45:**

### Other Leaves:
- **Type:**
- **Steps:**
- **BA:**
- **BA+9:**
- **BA+18:**
- **BA+27:**
- **BA+36:**
- **BA+45:**
### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 20.5
- Enrollment: 173
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 50 50 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

### SALARY SCHEDULE
- Base: 29,400
- Starting Salary: 29,400
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 4
- Entry Level Step: 1

### INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
<td>Individ. Depend.</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
<td>Options:</td>
</tr>
<tr>
<td>PPO</td>
<td></td>
<td></td>
<td></td>
<td>IRS 125: Y</td>
</tr>
<tr>
<td>LIFE</td>
<td></td>
<td></td>
<td></td>
<td>Flex Accounts: Y</td>
</tr>
<tr>
<td>LTD</td>
<td>Madison Nat'l</td>
<td>.0043</td>
<td></td>
<td>PART-TIME BENEFITS</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Minimum FTE: 0.75</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Contribution: full</td>
</tr>
</tbody>
</table>

### LEAVES
<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>11</td>
<td>50</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td>yes</td>
<td></td>
<td>$25/day max. $50</td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SABBATICAL</td>
<td>No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>OTHER LEAVES:</td>
<td>Emergency</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

### SUMNER-EDDYVILLE-MILLER

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,400</td>
<td>30,576</td>
<td>31,752</td>
<td>32,928</td>
<td>34,104</td>
<td>35,280</td>
<td>36,456</td>
<td>37,632</td>
</tr>
<tr>
<td>2</td>
<td>30,576</td>
<td>31,752</td>
<td>32,928</td>
<td>34,104</td>
<td>35,280</td>
<td>36,456</td>
<td>37,632</td>
<td>38,808</td>
</tr>
<tr>
<td>3</td>
<td>31,752</td>
<td>32,928</td>
<td>34,104</td>
<td>35,280</td>
<td>36,456</td>
<td>37,632</td>
<td>38,808</td>
<td>39,984</td>
</tr>
<tr>
<td>4</td>
<td>32,928</td>
<td>34,104</td>
<td>35,280</td>
<td>36,456</td>
<td>37,632</td>
<td>38,808</td>
<td>39,984</td>
<td>41,160</td>
</tr>
<tr>
<td>5</td>
<td>34,104</td>
<td>35,280</td>
<td>36,456</td>
<td>37,632</td>
<td>38,808</td>
<td>39,984</td>
<td>41,160</td>
<td>42,336</td>
</tr>
<tr>
<td>6</td>
<td>35,280</td>
<td>36,456</td>
<td>37,632</td>
<td>38,808</td>
<td>39,984</td>
<td>41,160</td>
<td>42,336</td>
<td>43,512</td>
</tr>
<tr>
<td>7</td>
<td>37,632</td>
<td>38,808</td>
<td>39,984</td>
<td>41,160</td>
<td>42,336</td>
<td>43,512</td>
<td>44,688</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>39,984</td>
<td>41,160</td>
<td>42,336</td>
<td>43,512</td>
<td>44,688</td>
<td>45,864</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>41,160</td>
<td>42,336</td>
<td>43,512</td>
<td>44,688</td>
<td>45,864</td>
<td>47,040</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>43,512</td>
<td>44,688</td>
<td>45,864</td>
<td>47,040</td>
<td>48,216</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>45,864</td>
<td>47,040</td>
<td>48,216</td>
<td>49,392</td>
<td>50,568</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>48,216</td>
<td>49,392</td>
<td>50,568</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

02-03 $10,000 insurance deductible pool; to be used by teachers, first come first served; $500 maximum per teacher
Superior

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

SALARY SCHEDULE
- Base: 30,925
- Starting Salary: 30,925
- Career Increments: 4 x 5
- Experience Allowed: all
- Index: 4 x 5
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

INSURANCE
- Type: HEALTH
- Carrier: BC/BS
- Option: 350D
- Amount Paid by District: 471.35
- Dependent: 872.02
- Spouse: 989.86
- Child: 1329.13

LEAVES
- Type: SICK
- Days/Year: 10
- Accum. Use: 45
- Approval Needed: Yes
- Other Info: after 10 yrs - 25% sub pay/day
- Type: PERSONAL
- Days/Year: 2
- Accum. Use: EYO-pd for xtra or banked for n
- Approval Needed: Voluntary Separation: Y
- Need: P
- Type: BEREAVEMENT
- Days/Year: 5/3
- Approval Needed: Admin. discretion
- Need: Voluntary Separation: Y
- Need: P
- Type: PROFESSIONAL
- Days/Year:
- Approval Needed: Grievance: Y
- Need: N
- Type: ADOPTION
- Days/Year:
- Approval Needed: Professional Growth: Y
- Need: P
- Type: ASSOCIATION
- Days/Year:
- Approval Needed: Reduction in Force: Y
- Need: P
- Type: SABBATICAL
- Days/Year: Yes
- Approval Needed: Sick Bank: N
- Need: SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- Type: OTHER LEAVES
- Days/Year:
- Approval Needed:
- Need:

SUPERIOR

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,925</td>
<td>32,471</td>
<td>34,018</td>
<td>35,564</td>
<td>37,110</td>
<td>38,656</td>
<td>40,203</td>
<td>41,749</td>
<td>43,295</td>
</tr>
<tr>
<td>2</td>
<td>32,162</td>
<td>33,708</td>
<td>35,255</td>
<td>36,801</td>
<td>38,347</td>
<td>39,893</td>
<td>41,440</td>
<td>42,986</td>
<td>44,532</td>
</tr>
<tr>
<td>3</td>
<td>33,399</td>
<td>34,945</td>
<td>36,492</td>
<td>38,038</td>
<td>39,584</td>
<td>41,130</td>
<td>42,677</td>
<td>44,223</td>
<td>45,769</td>
</tr>
<tr>
<td>4</td>
<td>34,636</td>
<td>36,182</td>
<td>37,729</td>
<td>39,275</td>
<td>40,821</td>
<td>42,367</td>
<td>43,914</td>
<td>45,460</td>
<td>47,006</td>
</tr>
<tr>
<td>5</td>
<td>35,873</td>
<td>37,419</td>
<td>38,966</td>
<td>40,512</td>
<td>42,058</td>
<td>43,604</td>
<td>45,151</td>
<td>46,697</td>
<td>48,243</td>
</tr>
<tr>
<td>6</td>
<td>37,110</td>
<td>38,656</td>
<td>40,203</td>
<td>41,749</td>
<td>43,295</td>
<td>44,841</td>
<td>46,388</td>
<td>47,934</td>
<td>49,480</td>
</tr>
<tr>
<td>7</td>
<td>38,347</td>
<td>40,893</td>
<td>42,440</td>
<td>43,986</td>
<td>45,532</td>
<td>47,078</td>
<td>48,625</td>
<td>49,171</td>
<td>50,717</td>
</tr>
<tr>
<td>8</td>
<td>41,130</td>
<td>42,677</td>
<td>44,223</td>
<td>45,769</td>
<td>47,315</td>
<td>48,862</td>
<td>50,408</td>
<td>51,954</td>
<td>53,501</td>
</tr>
<tr>
<td>9</td>
<td>43,914</td>
<td>45,460</td>
<td>47,006</td>
<td>48,552</td>
<td>49,299</td>
<td>50,846</td>
<td>52,402</td>
<td>53,958</td>
<td>55,504</td>
</tr>
<tr>
<td>10</td>
<td>46,697</td>
<td>48,243</td>
<td>49,789</td>
<td>51,336</td>
<td>52,882</td>
<td>54,428</td>
<td>56,974</td>
<td>58,520</td>
<td>59,965</td>
</tr>
<tr>
<td>11</td>
<td>47,934</td>
<td>49,480</td>
<td>51,026</td>
<td>52,573</td>
<td>54,119</td>
<td>55,665</td>
<td>57,215</td>
<td>58,761</td>
<td>59,307</td>
</tr>
<tr>
<td>12</td>
<td>49,299</td>
<td>50,846</td>
<td>52,402</td>
<td>53,958</td>
<td>55,504</td>
<td>57,050</td>
<td>58,606</td>
<td>59,152</td>
<td>60,702</td>
</tr>
<tr>
<td>13</td>
<td>51,336</td>
<td>52,882</td>
<td>54,428</td>
<td>55,974</td>
<td>57,521</td>
<td>59,067</td>
<td>60,613</td>
<td>62,169</td>
<td>63,715</td>
</tr>
</tbody>
</table>

OTHER LEAVES:
2011-2012
1.1

Sutherland

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

SALARY SCHEDULE
Base: 27,700  Index: 5 x 5
Starting Salary:  Career Increments: N
Entry Level Step:  Experience Allowed: all
Experience: 5 x 5

Vertical Freeze: 89-90
Rollback:
Multi-year Contract:

INSURANCE
Type     Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
HEALTH   BC/BS  | 800D   | 454.59 841.01 954.65 1281.85 | Individ. EE/Child EE/Spouse EE/Sp/Child |
DENTAL   BC/BS  | 4     | 41.90 77.51 87.99 118.17 |
PPO:     COMMENTS: $451.77 (less ded) if take ind-elig dep
LIFE     | Deductible Reimbursement: Y 450/900 |
LTD
NON-PARTICIPANT 1/2 elig. plan if spous

LEAVES
Type | Days/Year | Accum. | Depend. | Approval | Other
SICK   | 10       | 40     | yes     |         | Unused days paid at sub. rate
PERSON  | 3        |       | no      |         | Incentive: 6 days from 1 to 5 times sub. rate
BEREAVEMENT | 5     |       | w/approval |         |
PROFESSIONAL | 2    |       | yes     |         |
ADOPTION
ASSOCIATION
SABBATICAL: Yes

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

OTHER LEAVES: Maternity, Jury

SUTHERLAND

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+36</th>
<th>BA+39</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+42</th>
<th>BA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>27,700</td>
<td>30,03</td>
<td>31,05</td>
<td>32,08</td>
<td>33,12</td>
<td>34,16</td>
<td>35,20</td>
</tr>
<tr>
<td>2</td>
<td>29,03</td>
<td>31,47</td>
<td>32,74</td>
<td>34,12</td>
<td>35,79</td>
<td>36,93</td>
<td>38,23</td>
</tr>
<tr>
<td>3</td>
<td>30,40</td>
<td>32,88</td>
<td>35,35</td>
<td>36,84</td>
<td>38,38</td>
<td>40,04</td>
<td>41,83</td>
</tr>
<tr>
<td>4</td>
<td>31,86</td>
<td>34,42</td>
<td>36,94</td>
<td>38,45</td>
<td>40,09</td>
<td>41,84</td>
<td>43,69</td>
</tr>
<tr>
<td>5</td>
<td>33,32</td>
<td>35,98</td>
<td>38,70</td>
<td>40,38</td>
<td>42,11</td>
<td>43,94</td>
<td>45,88</td>
</tr>
<tr>
<td>6</td>
<td>34,88</td>
<td>37,55</td>
<td>40,18</td>
<td>41,89</td>
<td>43,72</td>
<td>45,65</td>
<td>47,68</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Step</th>
<th>MA</th>
<th>MA+36</th>
<th>MA+39</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+42</th>
<th>MA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>33,32</td>
<td>35,98</td>
<td>38,70</td>
<td>40,38</td>
<td>42,11</td>
<td>43,94</td>
<td>45,88</td>
</tr>
<tr>
<td>2</td>
<td>34,88</td>
<td>37,55</td>
<td>40,18</td>
<td>41,89</td>
<td>43,72</td>
<td>45,65</td>
<td>47,68</td>
</tr>
<tr>
<td>3</td>
<td>36,44</td>
<td>39,14</td>
<td>41,93</td>
<td>43,75</td>
<td>45,65</td>
<td>47,68</td>
<td>49,81</td>
</tr>
<tr>
<td>4</td>
<td>38,06</td>
<td>40,91</td>
<td>43,82</td>
<td>45,77</td>
<td>47,82</td>
<td>49,98</td>
<td>52,24</td>
</tr>
<tr>
<td>5</td>
<td>39,72</td>
<td>42,71</td>
<td>45,81</td>
<td>47,99</td>
<td>50,18</td>
<td>52,53</td>
<td>55,04</td>
</tr>
<tr>
<td>6</td>
<td>41,52</td>
<td>44,66</td>
<td>47,93</td>
<td>50,33</td>
<td>52,86</td>
<td>55,53</td>
<td>58,38</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Step</th>
<th>MA+36</th>
<th>MA+39</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+42</th>
<th>MA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>31,20</td>
<td>33,95</td>
<td>36,81</td>
<td>39,76</td>
<td>42,80</td>
<td>45,96</td>
</tr>
<tr>
<td>2</td>
<td>32,85</td>
<td>35,70</td>
<td>38,64</td>
<td>41,69</td>
<td>44,88</td>
<td>48,17</td>
</tr>
<tr>
<td>3</td>
<td>34,59</td>
<td>37,54</td>
<td>40,59</td>
<td>43,73</td>
<td>47,01</td>
<td>50,43</td>
</tr>
<tr>
<td>4</td>
<td>36,44</td>
<td>39,50</td>
<td>42,64</td>
<td>45,90</td>
<td>49,29</td>
<td>53,83</td>
</tr>
<tr>
<td>5</td>
<td>38,38</td>
<td>41,61</td>
<td>44,95</td>
<td>48,40</td>
<td>52,01</td>
<td>56,78</td>
</tr>
<tr>
<td>6</td>
<td>40,42</td>
<td>43,81</td>
<td>47,33</td>
<td>50,99</td>
<td>55,81</td>
<td>61,87</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Step</th>
<th>MA+39</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+42</th>
<th>MA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,08</td>
<td>32,94</td>
<td>35,95</td>
<td>39,11</td>
<td>42,39</td>
</tr>
<tr>
<td>2</td>
<td>31,95</td>
<td>34,95</td>
<td>38,11</td>
<td>41,41</td>
<td>44,89</td>
</tr>
<tr>
<td>3</td>
<td>33,92</td>
<td>37,04</td>
<td>40,41</td>
<td>43,93</td>
<td>47,61</td>
</tr>
<tr>
<td>4</td>
<td>35,98</td>
<td>39,21</td>
<td>42,72</td>
<td>46,38</td>
<td>50,20</td>
</tr>
<tr>
<td>5</td>
<td>38,03</td>
<td>41,45</td>
<td>45,12</td>
<td>49,02</td>
<td>53,13</td>
</tr>
<tr>
<td>6</td>
<td>40,09</td>
<td>43,65</td>
<td>47,51</td>
<td>51,67</td>
<td>55,99</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Step</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+42</th>
<th>MA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28,96</td>
<td>32,18</td>
<td>36,51</td>
<td>41,02</td>
</tr>
<tr>
<td>2</td>
<td>30,94</td>
<td>34,46</td>
<td>38,99</td>
<td>43,73</td>
</tr>
<tr>
<td>3</td>
<td>33,02</td>
<td>36,81</td>
<td>41,62</td>
<td>46,65</td>
</tr>
<tr>
<td>4</td>
<td>35,11</td>
<td>39,21</td>
<td>44,34</td>
<td>49,67</td>
</tr>
<tr>
<td>5</td>
<td>37,20</td>
<td>41,55</td>
<td>46,95</td>
<td>52,59</td>
</tr>
<tr>
<td>6</td>
<td>39,29</td>
<td>43,85</td>
<td>49,51</td>
<td>55,38</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Step</th>
<th>MA+27</th>
<th>MA+42</th>
<th>MA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>27,70</td>
<td>32,18</td>
<td>36,51</td>
</tr>
<tr>
<td>2</td>
<td>29,68</td>
<td>34,46</td>
<td>38,99</td>
</tr>
<tr>
<td>3</td>
<td>31,67</td>
<td>36,81</td>
<td>41,62</td>
</tr>
<tr>
<td>4</td>
<td>33,65</td>
<td>39,21</td>
<td>44,34</td>
</tr>
<tr>
<td>5</td>
<td>35,64</td>
<td>41,55</td>
<td>46,95</td>
</tr>
<tr>
<td>6</td>
<td>37,63</td>
<td>43,85</td>
<td>49,51</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Step</th>
<th>MA+42</th>
<th>MA+45</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>27,70</td>
<td>32,18</td>
</tr>
<tr>
<td>2</td>
<td>29,68</td>
<td>34,46</td>
</tr>
<tr>
<td>3</td>
<td>31,67</td>
<td>36,81</td>
</tr>
<tr>
<td>4</td>
<td>33,65</td>
<td>39,21</td>
</tr>
<tr>
<td>5</td>
<td>35,64</td>
<td>41,55</td>
</tr>
<tr>
<td>6</td>
<td>37,63</td>
<td>43,85</td>
</tr>
</tbody>
</table>
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 40
- Enrollment: 396
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 6.83
- Length of Student Day: 6.83
- Planning Time: 80
- Class Periods/Day: 8
- Normal Teaching Load: 7

INDEX: 4 x 4
- Experience Allowed: (D)
- Career Increments: N

Vertical Freeze:
Rollback:
Multi-year Contract:
Length of Teacher Day: 7.5
Length of Student Day: 6.83
Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 31,200
- Entry Level Step: (D)
- Index: 4 x 4
- Starting Salary: 31,200
- Experience Allowed: (D)

HEALTH
- Carrier: BC/BS
- Option: 350D
- Amount Paid by District: 74.64 or 107.66

DENTAL
- Carrier: BC/BS
- Option: 5
- Amount Paid by District: 21.66

PPO:
- Options: "long-term pers lv" policy

LIFE
- Type: Principal
- Deductible Reimbursement: .0039(thru sal)

LTD:
- Type: Non-Participant

INSURANCE
- Cafeteria Plan
- Type Carrier: H/A-Dent, Individ.
- Option: EE/Child, EE/Spouse, EE/Sp/Child

LEAVES
- Type: SICK
- Days/Year: 10
- Accum.: 50
- Approval: Yes
- Other: EOY Incent:over 50 days acc. pd $25 per/day

- Type: PERSONAL
- Days/Year: 2
- Approval: Yes
- Other: "long-term pers lv" policy

- Type: BEREAVEMENT
-Approval: Admin. Approval

- Type: PROFESSIONAL
- Days/Year: 2
- Approval: Yes

- Type: ADOPTION
- Approval: Yes

- Type: ASSOCIATION
- Approval: Yes

OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists

OTHER DISTRICT LEAVES
- Sabbatical: Yes
- Severance Pay: Voluntary Separation: N
- Grievance: Y
- Professional Growth: Y
- Reduction in Force: Y
- Sick Bank: N

SUTTON

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>31,200</td>
<td>32,448</td>
<td>33,696</td>
<td>34,944</td>
<td>36,192</td>
<td>37,440</td>
<td>38,688</td>
<td>39,936</td>
</tr>
<tr>
<td>2</td>
<td>32,448</td>
<td>33,696</td>
<td>34,944</td>
<td>36,192</td>
<td>37,440</td>
<td>38,688</td>
<td>39,936</td>
<td>41,184</td>
</tr>
<tr>
<td>3</td>
<td>33,696</td>
<td>34,944</td>
<td>36,192</td>
<td>37,440</td>
<td>38,688</td>
<td>39,936</td>
<td>41,184</td>
<td>42,432</td>
</tr>
<tr>
<td>4</td>
<td>34,944</td>
<td>36,192</td>
<td>37,440</td>
<td>38,688</td>
<td>39,936</td>
<td>41,184</td>
<td>42,432</td>
<td>43,890</td>
</tr>
<tr>
<td>5</td>
<td>36,192</td>
<td>37,440</td>
<td>38,688</td>
<td>39,936</td>
<td>41,184</td>
<td>42,432</td>
<td>43,890</td>
<td>44,928</td>
</tr>
<tr>
<td>6</td>
<td>37,440</td>
<td>38,688</td>
<td>39,936</td>
<td>41,184</td>
<td>42,432</td>
<td>43,890</td>
<td>44,928</td>
<td>46,176</td>
</tr>
<tr>
<td>7</td>
<td>39,936</td>
<td>41,184</td>
<td>42,432</td>
<td>43,890</td>
<td>44,928</td>
<td>46,176</td>
<td>47,424</td>
<td>48,672</td>
</tr>
<tr>
<td>8</td>
<td>41,184</td>
<td>42,432</td>
<td>43,890</td>
<td>44,928</td>
<td>46,176</td>
<td>47,424</td>
<td>48,672</td>
<td>49,920</td>
</tr>
<tr>
<td>9</td>
<td>42,432</td>
<td>43,890</td>
<td>44,928</td>
<td>46,176</td>
<td>47,424</td>
<td>48,672</td>
<td>49,920</td>
<td>51,168</td>
</tr>
<tr>
<td>10</td>
<td>43,890</td>
<td>45,148</td>
<td>46,176</td>
<td>47,424</td>
<td>48,672</td>
<td>49,920</td>
<td>51,168</td>
<td>52,416</td>
</tr>
<tr>
<td>11</td>
<td>45,148</td>
<td>46,464</td>
<td>47,424</td>
<td>48,672</td>
<td>49,920</td>
<td>51,168</td>
<td>52,416</td>
<td>53,664</td>
</tr>
<tr>
<td>12</td>
<td>46,464</td>
<td>47,720</td>
<td>48,672</td>
<td>49,920</td>
<td>51,168</td>
<td>52,416</td>
<td>53,664</td>
<td>54,912</td>
</tr>
<tr>
<td>13</td>
<td>47,720</td>
<td>49,076</td>
<td>49,920</td>
<td>51,168</td>
<td>52,416</td>
<td>53,664</td>
<td>54,912</td>
<td>56,160</td>
</tr>
<tr>
<td>14</td>
<td>49,076</td>
<td>50,432</td>
<td>50,920</td>
<td>52,168</td>
<td>53,416</td>
<td>54,664</td>
<td>55,912</td>
<td>57,160</td>
</tr>
<tr>
<td>15</td>
<td>50,432</td>
<td>51,788</td>
<td>52,168</td>
<td>53,416</td>
<td>54,664</td>
<td>55,912</td>
<td>57,160</td>
<td>58,408</td>
</tr>
</tbody>
</table>
**Working Conditions**
- Contract Days: 185
- FTE Teachers: 58.35
- Enrollment: 733
- Length of Teacher Day: 7.75
- Length of Student Day: 6.8
- Planning Time: 72
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**
- Base: 31,485
- Starting Salary: 31,485
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 88-89
- Rollback:

**Insurance**
- Type: H/A-Dent
- Carrier: Principal
- Option: Individ. EE/Child EE/Spouse EE/Sp/Child
- Amount Paid by District: 516.67
- Cafeteria Plan
- Health
- Dental
- Life
- LTD

**Leaves**
- SICK: 10
- PERSONAL: 2+1
- BEREAVEMENT: 3
- PROFESSIONAL: unl.
- ADOPTION: yes
- ASSOCIATION: yes
- SABBATICAL: No

**Other District Policies**
- Severance Pay: Y

---

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
<th>DOC</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>31,485</td>
<td>33,059</td>
<td>34,634</td>
<td>36,208</td>
<td>37,782</td>
<td>39,356</td>
<td>40,931</td>
<td>42,505</td>
<td>44,079</td>
<td>47,228</td>
</tr>
<tr>
<td>2</td>
<td>33,059</td>
<td>34,634</td>
<td>36,208</td>
<td>37,782</td>
<td>39,356</td>
<td>40,931</td>
<td>42,505</td>
<td>44,079</td>
<td>45,653</td>
<td>48,802</td>
</tr>
<tr>
<td>3</td>
<td>34,634</td>
<td>36,208</td>
<td>37,782</td>
<td>39,356</td>
<td>40,931</td>
<td>42,505</td>
<td>44,079</td>
<td>45,653</td>
<td>47,228</td>
<td>50,376</td>
</tr>
<tr>
<td>4</td>
<td>36,208</td>
<td>37,782</td>
<td>39,356</td>
<td>40,931</td>
<td>42,505</td>
<td>44,079</td>
<td>45,653</td>
<td>47,228</td>
<td>48,802</td>
<td>51,950</td>
</tr>
<tr>
<td>5</td>
<td>37,782</td>
<td>39,356</td>
<td>40,931</td>
<td>42,505</td>
<td>44,079</td>
<td>45,653</td>
<td>47,228</td>
<td>48,802</td>
<td>50,376</td>
<td>53,525</td>
</tr>
<tr>
<td>6</td>
<td>39,356</td>
<td>40,931</td>
<td>42,505</td>
<td>44,079</td>
<td>45,653</td>
<td>47,228</td>
<td>48,802</td>
<td>50,376</td>
<td>51,950</td>
<td>55,099</td>
</tr>
<tr>
<td>7</td>
<td>40,931</td>
<td>42,505</td>
<td>44,079</td>
<td>45,653</td>
<td>47,228</td>
<td>48,802</td>
<td>50,376</td>
<td>51,950</td>
<td>53,525</td>
<td>56,673</td>
</tr>
<tr>
<td>8</td>
<td>42,505</td>
<td>44,079</td>
<td>45,653</td>
<td>47,228</td>
<td>48,802</td>
<td>50,376</td>
<td>51,950</td>
<td>53,525</td>
<td>55,099</td>
<td>58,224</td>
</tr>
<tr>
<td>9</td>
<td>45,653</td>
<td>47,228</td>
<td>48,802</td>
<td>50,376</td>
<td>51,950</td>
<td>53,525</td>
<td>55,099</td>
<td>56,673</td>
<td>59,822</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>48,802</td>
<td>50,376</td>
<td>51,950</td>
<td>53,525</td>
<td>55,099</td>
<td>56,673</td>
<td>58,224</td>
<td>59,822</td>
<td>62,970</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>51,950</td>
<td>53,525</td>
<td>55,099</td>
<td>56,673</td>
<td>58,224</td>
<td>59,822</td>
<td>62,970</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>55,099</td>
<td>56,673</td>
<td>58,224</td>
<td>60,870</td>
<td>62,970</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>58,224</td>
<td>60,870</td>
<td>62,970</td>
<td>65,525</td>
<td>68,121</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>61,396</td>
<td>64,444</td>
<td>67,593</td>
<td>70,740</td>
<td>73,887</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>64,544</td>
<td>67,695</td>
<td>70,846</td>
<td>74,003</td>
<td>77,161</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

**Syracuse-Dunbar-Avoca**

---

**Index:** 5 x 5

---

Type Carrier Option Amount Paid by District Couple - Benefits
- H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 516.67 516.67

---

**Working Conditions**
- Contract Days: 185
- FTE Teachers: 58.35
- Enrollment: 733
- Length of Teacher Day: 7.75
- Length of Student Day: 6.8
- Planning Time: 72
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**
- Base: 31,485
- Starting Salary: 31,485
- CareerIncrements: N
- Experience Allowed: 5(D)
- Vertical Freeze: 88-89
- Rollback:

**Insurance**
- Type: H/A-Dent
- Carrier: Principal
- Option: Individ. EE/Child EE/Spouse EE/Sp/Child
- Amount Paid by District: 516.67
- Cafeteria Plan
- Health
- Dental
- Life
- LTD

**Leaves**
- SICK: 10
- PERSONAL: 2+1
- BEREAVEMENT: 3
- PROFESSIONAL: unl.
- ADOPTION: yes
- ASSOCIATION: yes
- SABBATICAL: No

**Other District Policies**
- Severance Pay: Y

---

**Working Conditions**
- Contract Days: 185
- FTE Teachers: 58.35
- Enrollment: 733
- Length of Teacher Day: 7.75
- Length of Student Day: 6.8
- Planning Time: 72
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**
- Base: 31,485
- Starting Salary: 31,485
- CareerIncrements: N
- Experience Allowed: 5(D)
- Vertical Freeze: 88-89
- Rollback:

**Insurance**
- Type: H/A-Dent
- Carrier: Principal
- Option: Individ. EE/Child EE/Spouse EE/Sp/Child
- Amount Paid by District: 516.67
- Cafeteria Plan
- Health
- Dental
- Life
- LTD

**Leaves**
- SICK: 10
- PERSONAL: 2+1
- BEREAVEMENT: 3
- PROFESSIONAL: unl.
- ADOPTION: yes
- ASSOCIATION: yes
- SABBATICAL: No

**Other District Policies**
- Severance Pay: Y
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 53.6
- Enrollments: 570
- HS: JH/MS: ELEM
- Length of Teacher Day: 8.25
- Length of Student Day: 7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 29,575
- Index: 5 x 5
- Starting Salary: 29,575
- Experience Allowed: 10
- Career Increments: N
- MA, MA+18: 1% ea aft Step 17 (92-93), BA+36 same (97-98); not full 5X5
- Vertical Freeze: 88-89
- Rollback:

MA, BA+9 BA+18 BA+27 BA+36
MA+18 1% ea aft Step 17 (92-93), BA+36 same (97-98); not full 5X5

VERTICAL FREEZE: 88-89

Rollback:

MA, MA+18: 1% ea aft Step 17 (92-93), BA+36 same (97-98); not full 5X5

Class Periods/Day: 8
Normal Teaching Load: 7

INTRANET

INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>300D</td>
<td>471.35</td>
<td>872.02</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>300D</td>
<td>471.35</td>
<td>872.02</td>
</tr>
</tbody>
</table>

LIFE
- Guardian
- 3.00

LTD
- 0.04 (+B)

NON-PARTICIPANT

CAFETERIA PLAN

- Flex Accounts: Y
- Minimum FTE: 0.5
- Contribution: Full

LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>5,10</td>
<td>45</td>
<td>yes</td>
<td>acum to 3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>unl.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>unl.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>unl.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SABBATICAL</td>
<td>No</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

OTHER DISTRICT POLICIES

<table>
<thead>
<tr>
<th>Type</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>5,10</td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>5</td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>unl.</td>
</tr>
<tr>
<td>ADOPTION</td>
<td>unl.</td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>unl.</td>
</tr>
<tr>
<td>SABBATICAL</td>
<td>No</td>
</tr>
</tbody>
</table>

SALARIES:

<table>
<thead>
<tr>
<th>Class Periods/Day</th>
<th>8</th>
<th>Contract Days</th>
<th>185</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollments</td>
<td>570</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Step</th>
<th>MA</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,575</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>31,054</td>
<td>32,533</td>
<td>34,011</td>
<td>35,490</td>
</tr>
<tr>
<td>3</td>
<td>32,533</td>
<td>34,011</td>
<td>35,490</td>
<td>36,969</td>
</tr>
<tr>
<td>4</td>
<td>34,011</td>
<td>35,490</td>
<td>36,969</td>
<td>38,448</td>
</tr>
<tr>
<td>5</td>
<td>35,490</td>
<td>36,969</td>
<td>38,448</td>
<td>39,926</td>
</tr>
<tr>
<td>6</td>
<td>36,969</td>
<td>38,448</td>
<td>39,926</td>
<td>41,405</td>
</tr>
<tr>
<td>7</td>
<td>38,448</td>
<td>40,926</td>
<td>42,405</td>
<td>43,884</td>
</tr>
<tr>
<td>8</td>
<td>40,926</td>
<td>43,405</td>
<td>44,884</td>
<td>46,363</td>
</tr>
<tr>
<td>9</td>
<td>42,405</td>
<td>44,884</td>
<td>46,363</td>
<td>47,842</td>
</tr>
<tr>
<td>10</td>
<td>43,926</td>
<td>46,405</td>
<td>47,884</td>
<td>49,363</td>
</tr>
<tr>
<td>11</td>
<td>45,405</td>
<td>47,884</td>
<td>49,363</td>
<td>50,842</td>
</tr>
<tr>
<td>12</td>
<td>46,884</td>
<td>49,363</td>
<td>50,842</td>
<td>52,321</td>
</tr>
<tr>
<td>13</td>
<td>48,363</td>
<td>50,842</td>
<td>52,321</td>
<td>53,800</td>
</tr>
<tr>
<td>14</td>
<td>49,842</td>
<td>52,321</td>
<td>53,800</td>
<td>55,279</td>
</tr>
<tr>
<td>15</td>
<td>51,321</td>
<td>53,800</td>
<td>55,279</td>
<td>56,758</td>
</tr>
<tr>
<td>16</td>
<td>52,800</td>
<td>55,279</td>
<td>56,758</td>
<td>58,237</td>
</tr>
<tr>
<td>17</td>
<td>54,279</td>
<td>56,758</td>
<td>58,237</td>
<td>59,716</td>
</tr>
<tr>
<td>18</td>
<td>55,758</td>
<td>58,237</td>
<td>59,716</td>
<td>61,195</td>
</tr>
<tr>
<td>19</td>
<td>57,237</td>
<td>60,716</td>
<td>62,195</td>
<td>63,674</td>
</tr>
<tr>
<td>20</td>
<td>58,716</td>
<td>62,195</td>
<td>63,674</td>
<td>65,153</td>
</tr>
<tr>
<td>21</td>
<td>60,195</td>
<td>63,674</td>
<td>65,153</td>
<td>66,632</td>
</tr>
<tr>
<td>22</td>
<td>61,674</td>
<td>65,153</td>
<td>66,632</td>
<td>68,111</td>
</tr>
<tr>
<td>23</td>
<td>63,153</td>
<td>66,632</td>
<td>68,111</td>
<td>69,590</td>
</tr>
<tr>
<td>24</td>
<td>64,632</td>
<td>68,111</td>
<td>69,590</td>
<td>71,069</td>
</tr>
<tr>
<td>25</td>
<td>66,111</td>
<td>69,590</td>
<td>71,069</td>
<td>72,548</td>
</tr>
<tr>
<td>26</td>
<td>67,590</td>
<td>71,069</td>
<td>72,548</td>
<td>74,027</td>
</tr>
<tr>
<td>27</td>
<td>69,069</td>
<td>72,548</td>
<td>74,027</td>
<td>75,506</td>
</tr>
<tr>
<td>28</td>
<td>70,548</td>
<td>74,027</td>
<td>75,506</td>
<td>77,085</td>
</tr>
<tr>
<td>29</td>
<td>72,027</td>
<td>75,506</td>
<td>77,085</td>
<td>78,664</td>
</tr>
<tr>
<td>30</td>
<td>73,506</td>
<td>77,085</td>
<td>78,664</td>
<td>80,243</td>
</tr>
<tr>
<td>31</td>
<td>75,085</td>
<td>78,664</td>
<td>80,243</td>
<td>81,822</td>
</tr>
<tr>
<td>32</td>
<td>76,664</td>
<td>80,243</td>
<td>81,822</td>
<td>83,401</td>
</tr>
<tr>
<td>33</td>
<td>78,243</td>
<td>81,822</td>
<td>83,401</td>
<td>85,980</td>
</tr>
<tr>
<td>34</td>
<td>79,822</td>
<td>83,401</td>
<td>85,980</td>
<td>87,559</td>
</tr>
<tr>
<td>35</td>
<td>81,401</td>
<td>85,980</td>
<td>87,559</td>
<td>89,138</td>
</tr>
<tr>
<td>36</td>
<td>83,000</td>
<td>87,559</td>
<td>89,138</td>
<td>90,900</td>
</tr>
</tbody>
</table>

Note: On MA+36 at step 17, 1% will be added on even numbered years. On MA and MA+18, 1% each after Step 17.
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 34.23
- Enrollment: 415
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 48 48 45
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 6

**SALARY SCHEDULE**
- Base: 29,650
- Starting Salary: 29,650
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:

**INSURANCE**
- HEALTH BCBS: 800D 431.86 798.96 906.92 1217.76
- DENTAL BC/BS: 3 46.01 46.01 46.01 46.01
- PPO: COMMENTS:
- LIFE
- LTD Principal .0041
- NON-PARTICIPANT

**LEAVES**
- SICK: 8 50 yes
- PERSONAL: 3 yes unused reimbursed at sub pay
- BEREAVEMENT: 5
- PROFESSIONAL: 2 yes accum to 4
- ADOPTION
- ASSOCIATION
- SABBATICAL:
- OTHER LEAVES: coaches-leave-state tourney

**THAYER CENTRAL**

---

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

---

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

**FACEBOOK:**

---

**SALARY SCHEDULE**
- Cafeteria Plan
- Individ. Depend.
- Options:
- IRS 125: Flex Accounts:
- Minimum FTE: 0.5

**FACEBOOK:**

---

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

**FACEBOOK:**
### Thedford Rural

#### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:** 17
- **Enrollment:** 100
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

#### Salary Schedule
- **Base:** $29,000
- **Starting Salary:** $29,000
- **Career Increments:** N
- **Experience Allowed:** 10
- **Index:** 4 x 5
- **Index:** 4 x 5
- **Rollback:**

#### Insurance
- **Type:** Health
- **Carrier:** BC/BS
- **Option:** 600D
- **Amount Paid by District:**
  - H/A-Dent: 446.93
  - Individ. EE/Child: 826.84
  - EE/Spouse: 938.56
  - EE/Sp/Child: 1260.25

#### Cafeteria Plan
- **Type:** Health
- **Carrier:** BC/BS
- **Option:** 600D
- **Amount Paid by District:**
  - Individ. EE/Child: 446.93
  - EE/Spouse: 826.84
  - EE/Sp/Child: 938.56

#### Leaves
- **Sick:**
  - Days/Year: 10
  - Accum. Days: 35
  - Use: yes
  - Approval: yes
  - Needed: yes
  - Other: yes
- **Personal:**
  - Days/Year: 3
  - Use: yes
- **Bereavement:**
  - Days/Year: 5
  - Use: w/appr.
- **Professional:**
  - Days/Year: 2
  - Use: yes
- **Association:**
  - Days/Year: 20
  - Use: yes
- **Sabbatical:**
  - Days/Year: 0
  - Use: yes

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

#### Other Leaves
- **Thedford:**
  - **Step 1:**
    - **BA:** 29,000
    - **BA+9:** 30,450
    - **BA+18:** 31,900
    - **BA+27:** 33,350
    - **BA+36:** 34,800
    - **MA:** 36,250
    - **MA+9:** 37,700
    - **MA+18:** 39,200
  - **Step 2:**
    - **BA:** 30,160
    - **BA+9:** 31,610
    - **BA+18:** 33,060
    - **BA+27:** 34,510
    - **BA+36:** 36,070
    - **MA:** 37,630
    - **MA+9:** 39,190
    - **MA+18:** 40,750
  - **Step 3:**
    - **BA:** 31,320
    - **BA+9:** 32,770
    - **BA+18:** 34,220
    - **BA+27:** 35,670
    - **BA+36:** 37,120
    - **MA:** 38,570
    - **MA+9:** 40,020
    - **MA+18:** 41,470
  - **Step 4:**
    - **BA:** 32,480
    - **BA+9:** 33,930
    - **BA+18:** 35,380
    - **BA+27:** 36,830
    - **BA+36:** 38,280
    - **MA:** 39,730
    - **MA+9:** 41,180
    - **MA+18:** 42,630
  - **Step 5:**
    - **BA:** 33,640
    - **BA+9:** 35,090
    - **BA+18:** 36,540
    - **BA+27:** 37,990
    - **BA+36:** 39,440
    - **MA:** 40,890
    - **MA+9:** 42,340
    - **MA+18:** 43,790
  - **Step 6:**
    - **BA:** 34,800
    - **BA+9:** 36,250
    - **BA+18:** 37,700
    - **BA+27:** 39,150
    - **BA+36:** 40,600
    - **MA:** 42,050
    - **MA+9:** 43,500
    - **MA+18:** 44,950
  - **Step 7:**
    - **BA:** 35,960
    - **BA+9:** 37,410
    - **BA+18:** 38,860
    - **BA+27:** 40,310
    - **BA+36:** 41,760
    - **MA:** 43,210
    - **MA+9:** 44,660
    - **MA+18:** 46,110
  - **Step 8:**
    - **BA:** 37,120
    - **BA+9:** 38,570
    - **BA+18:** 40,020
    - **BA+27:** 41,470
    - **BA+36:** 42,920
    - **MA:** 44,370
    - **MA+9:** 45,820
    - **MA+18:** 47,270
  - **Step 9:**
    - **BA:** 38,280
    - **BA+9:** 40,020
    - **BA+18:** 41,470
    - **BA+27:** 42,920
    - **BA+36:** 44,370
    - **MA:** 45,820
    - **MA+9:** 47,270
    - **MA+18:** 48,720
  - **Step 10:**
    - **BA:** 39,440
    - **BA+9:** 41,890
    - **BA+18:** 43,340
    - **BA+27:** 44,890
    - **BA+36:** 46,340
    - **MA:** 47,800
    - **MA+9:** 49,250
    - **MA+18:** 50,700
  - **Step 11:**
    - **BA:** 40,600
    - **BA+9:** 43,050
    - **BA+18:** 44,500
    - **BA+27:** 45,950
    - **BA+36:** 47,400
    - **MA:** 48,900
    - **MA+9:** 50,350
    - **MA+18:** 51,800
  - **Step 12:**
    - **BA:** 41,760
    - **BA+9:** 44,210
    - **BA+18:** 45,660
    - **BA+27:** 47,110
    - **BA+36:** 48,560
    - **MA:** 49,910
    - **MA+9:** 51,360
    - **MA+18:** 52,810
  - **Step 13:**
    - **BA:** 42,920
    - **BA+9:** 45,370
    - **BA+18:** 46,820
    - **BA+27:** 48,270
    - **BA+36:** 49,720
    - **MA:** 50,170
    - **MA+9:** 51,620
    - **MA+18:** 53,070
  - **Step 14:**
    - **BA:** 44,080
    - **BA+9:** 46,530
    - **BA+18:** 48,030
    - **BA+27:** 49,480
    - **BA+36:** 50,930
    - **MA:** 49,380
    - **MA+9:** 50,840
    - **MA+18:** 52,300

#### Cafeteria Plan
- **Type:** Health
- **Carrier:** BC/BS
- **Option:** 600D
- **Amount Paid by District:**
  - Individ. EE/Child: 446.93
  - EE/Spouse: 826.84
  - EE/Sp/Child: 938.56
  - Dep. Dental: 1260.25

#### PART-TIME Benefits
- **Minimum FTE:** 0.5
- **Contribution:** fte

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

#### Salary Schedule
- **Base:** $29,000
- **Starting Salary:** $29,000
- **Career Increments:** N
- **Experience Allowed:** 10
- **Index:** 4 x 5
- **Index:** 4 x 5
- **Rollback:**

#### Cafeteria Plan
- **Type:** Health
- **Carrier:** BC/BS
- **Option:** 600D
- **Amount Paid by District:**
  - Individ. EE/Child: 446.93
  - EE/Spouse: 826.84
  - EE/Sp/Child: 938.56
  - Dep. Dental: 1260.25

#### PART-TIME Benefits
- **Minimum FTE:** 0.5
- **Contribution:** fte

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

#### Part-Time Benefits
- **Minimum FTE:** 0.5
- **Contribution:** fte
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 401
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 30,675
- Index: 4 x 4
- Starting Salary: 22.25
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract:

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>471.35</td>
<td>872.02</td>
<td>989.86 1329.13</td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25                22.25</td>
<td></td>
</tr>
<tr>
<td>PPO</td>
<td></td>
<td>COMMENTS:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td></td>
<td></td>
<td>Deductible Reimbursement: Y</td>
<td>350/700</td>
</tr>
<tr>
<td>LTD</td>
<td>Fortis</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**LEAVES**

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Needed</th>
<th>Other</th>
<th>negot/Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>60</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td></td>
<td>1-yes,1-no</td>
<td>$45/day for unused</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>5</td>
<td>immed fam</td>
<td>2 others</td>
<td>Voluntary Separation: Y</td>
<td>P</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SEVERANCE PAY:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**OTHER DISTRICT POLICIES**

<table>
<thead>
<tr>
<th>Type</th>
<th>Steps</th>
<th>FTE Teachers:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**COMMENTS:**
- BC/BS: 350D
- H/A-Dent: 471.35
- Individ. EE/Child: 40.50
- Sp. or Dep. Dental: 41.17
- IRS 125: Y
- Flex Accounts: Y
- Cafeteria Plan: Individ.
- Options: H/A deductible

**TRI COUNTY**

<table>
<thead>
<tr>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,675</td>
<td>31,902</td>
<td>33,129</td>
<td>34,356</td>
<td>35,583</td>
<td>36,810</td>
<td>38,037</td>
</tr>
<tr>
<td>2</td>
<td>31,902</td>
<td>33,129</td>
<td>34,356</td>
<td>35,583</td>
<td>36,810</td>
<td>38,037</td>
<td>39,264</td>
</tr>
<tr>
<td>3</td>
<td>33,129</td>
<td>34,356</td>
<td>35,583</td>
<td>36,810</td>
<td>38,037</td>
<td>39,264</td>
<td>40,491</td>
</tr>
<tr>
<td>4</td>
<td>34,356</td>
<td>35,583</td>
<td>36,810</td>
<td>38,037</td>
<td>39,264</td>
<td>40,491</td>
<td>41,718</td>
</tr>
<tr>
<td>5</td>
<td>35,583</td>
<td>36,810</td>
<td>38,037</td>
<td>39,264</td>
<td>40,491</td>
<td>41,718</td>
<td>42,945</td>
</tr>
<tr>
<td>6</td>
<td>36,810</td>
<td>38,037</td>
<td>39,264</td>
<td>40,491</td>
<td>41,718</td>
<td>42,945</td>
<td>44,172</td>
</tr>
<tr>
<td>7</td>
<td>38,037</td>
<td>39,264</td>
<td>40,491</td>
<td>41,718</td>
<td>42,945</td>
<td>44,172</td>
<td>45,399</td>
</tr>
<tr>
<td>8</td>
<td>39,264</td>
<td>40,491</td>
<td>41,718</td>
<td>42,945</td>
<td>44,172</td>
<td>45,399</td>
<td>46,626</td>
</tr>
<tr>
<td>9</td>
<td>40,491</td>
<td>41,718</td>
<td>42,945</td>
<td>44,172</td>
<td>45,399</td>
<td>46,626</td>
<td>47,853</td>
</tr>
<tr>
<td>10</td>
<td>41,718</td>
<td>42,945</td>
<td>44,172</td>
<td>45,399</td>
<td>46,626</td>
<td>47,853</td>
<td>49,080</td>
</tr>
<tr>
<td>11</td>
<td>42,945</td>
<td>44,172</td>
<td>45,399</td>
<td>46,626</td>
<td>47,853</td>
<td>49,080</td>
<td>50,307</td>
</tr>
<tr>
<td>12</td>
<td>44,172</td>
<td>45,399</td>
<td>46,626</td>
<td>47,853</td>
<td>49,080</td>
<td>50,307</td>
<td>51,534</td>
</tr>
<tr>
<td>13</td>
<td>45,399</td>
<td>46,626</td>
<td>47,853</td>
<td>49,080</td>
<td>50,307</td>
<td>51,534</td>
<td>52,761</td>
</tr>
<tr>
<td>14</td>
<td>46,626</td>
<td>47,853</td>
<td>49,080</td>
<td>50,307</td>
<td>51,534</td>
<td>52,761</td>
<td>53,986</td>
</tr>
<tr>
<td>16</td>
<td>49,080</td>
<td>50,307</td>
<td>51,534</td>
<td>52,761</td>
<td>53,986</td>
<td>55,215</td>
<td>56,442</td>
</tr>
</tbody>
</table>

**OTHER LEAVES:**
- Sick: N
2011-2012
Twin River

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 492
- Enrollment: 492
- HS: 8
- JH/MS: 8
- ELEM: 8

Length of Teacher Day: 7.5
Length of Student Day: 7.5
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 6

Salary Schedule
- Base: 30,500
- Starting Salary: 30,500
- Index: 4 x 5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all

INSURANCE
- HEALTH
  - Type: BC/BS
  - Carrier: 600D
  - Deductible Reimbursement: 446.93
- DENTAL
  - Type: BC/BS
  - Carrier: 2
  - Deductible Reimbursement: 22.25
- LIFE
  - Type: Madison Nat'l
  - Carrier: 5.25

Cafeteria Plan
- Individ.
- Depend.

OTHER DISTRICT POLICIES
- Collective Bargaining:
  - Exists
  - Negotiated/Policy

OTHER LEAVES:
- Sabbatical: Yes
- Part-Time Benefits:
  - Minimum FTE: 0.5

TWIN RIVER

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,500</td>
<td>32,025</td>
<td>33,550</td>
<td>35,075</td>
<td>36,600</td>
<td>38,125</td>
<td>39,650</td>
<td>41,175</td>
<td>42,700</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>31,720</td>
<td>33,245</td>
<td>34,770</td>
<td>36,295</td>
<td>37,820</td>
<td>39,345</td>
<td>40,870</td>
<td>42,395</td>
<td>43,920</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>32,940</td>
<td>34,465</td>
<td>36,000</td>
<td>37,535</td>
<td>39,060</td>
<td>40,585</td>
<td>42,110</td>
<td>43,635</td>
<td>45,170</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>34,160</td>
<td>35,685</td>
<td>37,220</td>
<td>38,755</td>
<td>40,280</td>
<td>41,805</td>
<td>43,330</td>
<td>44,855</td>
<td>46,380</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>35,380</td>
<td>36,905</td>
<td>38,440</td>
<td>39,975</td>
<td>41,500</td>
<td>43,025</td>
<td>44,550</td>
<td>46,075</td>
<td>47,600</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>36,600</td>
<td>38,125</td>
<td>39,660</td>
<td>41,215</td>
<td>42,740</td>
<td>44,265</td>
<td>45,790</td>
<td>47,315</td>
<td>48,840</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>37,820</td>
<td>39,345</td>
<td>40,880</td>
<td>42,425</td>
<td>43,960</td>
<td>45,495</td>
<td>47,030</td>
<td>48,565</td>
<td>50,090</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>39,040</td>
<td>40,565</td>
<td>42,100</td>
<td>43,645</td>
<td>45,180</td>
<td>46,715</td>
<td>48,250</td>
<td>49,785</td>
<td>51,320</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>40,260</td>
<td>41,790</td>
<td>43,330</td>
<td>44,875</td>
<td>46,410</td>
<td>47,945</td>
<td>49,480</td>
<td>51,015</td>
<td>52,550</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>41,480</td>
<td>43,010</td>
<td>44,550</td>
<td>46,100</td>
<td>47,635</td>
<td>49,170</td>
<td>50,705</td>
<td>52,240</td>
<td>53,780</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>42,700</td>
<td>44,240</td>
<td>45,780</td>
<td>47,325</td>
<td>48,860</td>
<td>50,405</td>
<td>51,940</td>
<td>53,480</td>
<td>55,020</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>43,920</td>
<td>45,460</td>
<td>47,000</td>
<td>48,545</td>
<td>49,980</td>
<td>51,525</td>
<td>53,060</td>
<td>54,600</td>
<td>56,140</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>45,140</td>
<td>46,680</td>
<td>48,220</td>
<td>49,765</td>
<td>51,300</td>
<td>52,840</td>
<td>54,380</td>
<td>55,920</td>
<td>57,460</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>46,360</td>
<td>47,900</td>
<td>49,440</td>
<td>50,985</td>
<td>52,520</td>
<td>54,060</td>
<td>55,600</td>
<td>57,140</td>
<td>58,680</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>47,580</td>
<td>49,120</td>
<td>50,660</td>
<td>52,205</td>
<td>53,740</td>
<td>55,280</td>
<td>56,820</td>
<td>58,360</td>
<td>59,900</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>48,800</td>
<td>50,340</td>
<td>51,880</td>
<td>53,420</td>
<td>54,960</td>
<td>56,500</td>
<td>58,040</td>
<td>59,580</td>
<td>61,120</td>
<td></td>
</tr>
</tbody>
</table>

Other Info: $15/day max of 30

LEAVES
- SICK: 45
  - Days/Year: 10
  - Depend. Use: yes
  - Approval Needed: yes

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

- BEREAVEMENT: 3
  - Days/Year: 3
  - Depend. Use: yes
  - Approval Needed: yes

- PROFESSIONAL: 2
  - Days/Year: 2
  - Depend. Use: yes
  - Approval Needed: yes

- ADOPITION

- ASSOCIATION

- SEVERANCE PAY: Y
### Working Conditions
- Contract Days: 185
- FTE Teachers: 423
- Enrollment: HS: 185, JH/MS: 423, ELEM: 423
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 55
- Class Periods/Day: 7
- Normal Teaching Load: 7
- Vertical Freeze: 98-99
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 888
- Length of Student Day: 76.5
- Normal Teaching Load: 77
- Planning Time: 55

### Salary Schedule
- Base: 33,000
- Entry Level Step: 1
- Index: 4 x 4
- Experience Allowed: all
- Career Increments: N

### Contract Days
- Enrollment: 423
- HS: 185, JH/MS: 423, ELEM: 423
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 55
- Class Periods/Day: 7
- Normal Teaching Load: 7

### Leaves
- SICK: 20 (60 days)
- PERSONAL PTO: 60
- BEREAVEMENT: As needed
- PROFESSIONAL: yes
- ADOPTION: unlisted
- ASSOCIATION: yes

### Severance Pay
- Yes

### Omaha Nation (Macy)

<table>
<thead>
<tr>
<th>Step</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>33,000</td>
<td>34,320</td>
<td>35,640</td>
<td>36,960</td>
</tr>
<tr>
<td>2</td>
<td>34,320</td>
<td>35,640</td>
<td>36,960</td>
<td>38,280</td>
</tr>
<tr>
<td>3</td>
<td>35,640</td>
<td>36,960</td>
<td>38,280</td>
<td>39,600</td>
</tr>
<tr>
<td>4</td>
<td>36,960</td>
<td>38,280</td>
<td>39,600</td>
<td>40,920</td>
</tr>
<tr>
<td>5</td>
<td>38,280</td>
<td>39,600</td>
<td>40,920</td>
<td>42,240</td>
</tr>
<tr>
<td>6</td>
<td>39,600</td>
<td>40,920</td>
<td>42,240</td>
<td>43,560</td>
</tr>
<tr>
<td>7</td>
<td>40,920</td>
<td>42,240</td>
<td>43,560</td>
<td>44,880</td>
</tr>
<tr>
<td>8</td>
<td>42,240</td>
<td>43,560</td>
<td>44,880</td>
<td>46,200</td>
</tr>
<tr>
<td>9</td>
<td>43,560</td>
<td>44,880</td>
<td>46,200</td>
<td>47,520</td>
</tr>
<tr>
<td>10</td>
<td>44,880</td>
<td>46,200</td>
<td>47,520</td>
<td>48,840</td>
</tr>
<tr>
<td>11</td>
<td>46,200</td>
<td>47,520</td>
<td>48,840</td>
<td>50,160</td>
</tr>
<tr>
<td>12</td>
<td>47,520</td>
<td>48,840</td>
<td>50,160</td>
<td>51,480</td>
</tr>
<tr>
<td>13</td>
<td>48,840</td>
<td>50,160</td>
<td>51,480</td>
<td>52,800</td>
</tr>
<tr>
<td>14</td>
<td>50,160</td>
<td>51,480</td>
<td>52,800</td>
<td>54,120</td>
</tr>
<tr>
<td>15</td>
<td>51,480</td>
<td>52,800</td>
<td>54,120</td>
<td>55,440</td>
</tr>
<tr>
<td>16</td>
<td>52,800</td>
<td>54,120</td>
<td>55,440</td>
<td>56,760</td>
</tr>
<tr>
<td>17</td>
<td>54,120</td>
<td>55,440</td>
<td>56,760</td>
<td>58,080</td>
</tr>
<tr>
<td>18</td>
<td>55,440</td>
<td>56,760</td>
<td>58,080</td>
<td>59,400</td>
</tr>
</tbody>
</table>

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

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

### Other Leaves
- Court, Military

### Insurance
- HEALTH BC/BS: 350D
- DENTAL BC/BS: 4
- PPO: Options:
  - IRS 125:
    - Option BLUE:
    - Option 350D:
    - Option 471.35:
    - Options:
      - Deductible Reimbursement:
Valentine Community

WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 73
Enrollment: 657  HS  JH/MS  ELEM
Length of Teacher Day: 888
Length of Student Day: 7.4  7  7
Planning Time: 47  45  50
Class Periods/Day: 8  9
Normal Teaching Load: 7  8

SALARY SCHEDULE
Base: 30,450  Index: 4.5 x 4.5
Starting Salary: 30,450  Entry Level Step: 1(D)
Career Increments: N  Experience Allowed: all

Working Conditions:
- Vertical Freeze:
- Rollback:

Multi-year Contract: 11-12, 12-13
Length of Teacher Day: 888
Length of Student Day: 7.4  7  7
Planning Time: 47  45  50
Class Periods/Day: 8  9
Normal Teaching Load: 7  8

INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
<td>H/A-Dent Indiv. EE/Child EE/Spouse EE/Sp/Child</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
<td></td>
</tr>
<tr>
<td>PPO:</td>
<td>COMMENTS:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE:</td>
<td>Principal</td>
<td>.0047</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LTD:</td>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend. use</th>
<th>Approval</th>
<th>Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>8</td>
<td>50</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>5</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
<td>25/day of prof growth in summer</td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>from sick/pers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>un.</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

SABBATICAL: No

OTHER DISTRICT POLICIES

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

OTHER LEAVES:

<table>
<thead>
<tr>
<th>VALENTINE COMMUNITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step</td>
</tr>
<tr>
<td>------</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>4</td>
</tr>
<tr>
<td>5</td>
</tr>
<tr>
<td>6</td>
</tr>
<tr>
<td>7</td>
</tr>
<tr>
<td>8</td>
</tr>
<tr>
<td>9</td>
</tr>
<tr>
<td>10</td>
</tr>
<tr>
<td>11</td>
</tr>
<tr>
<td>12</td>
</tr>
<tr>
<td>13</td>
</tr>
</tbody>
</table>

Part-Time Benefits
- Minimum FTE: 0.8
- Contribution: FTE
- Options:
  - IRS 125:
    - Flex Accounts:
    - PART-TIME BENEFITS
  - Deductible Reimbursement:
WORKING CONDITIONS
Contract Days: 186 FTE Teachers: 940
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: Planning Time: 50 50 60
Class Periods: 8 8
Normal Teaching Load: 7 7
Multi-year Contract:

SALARY SCHEDULE
Base: 30,200
Starting Salary: 987.96 1326.58
Career Increments: N
Experience Allowed: all

Index: 4 x 5
Entry Level Step: 1

Vertical Freeze: 11-12
Rollback:

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 40 yes
PERSONAL 2 yes
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION adm. disc.
OTHER DISTRICT POLICIES
OTHER LEAVES:

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

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

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 40 yes
PERSONAL 2 yes
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION adm. disc.
OTHER DISTRICT POLICIES
OTHER LEAVES:

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

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 40 yes
PERSONAL 2 yes
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION adm. disc.
OTHER DISTRICT POLICIES
OTHER LEAVES:

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

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 40 yes
PERSONAL 2 yes
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION adm. disc.
### Working Conditions
- Contract Days: 185
- FTE Teachers: 457
- HS: 22.25
- JH/MS: 22.25
- ELEM: 22.25
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 40
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: Rollback: 87-88
- Multi-year Contract: Length of Teacher Day: 888
- Length of Student Day: 7.5
- Normal Teaching Load: 7
- Class Periods/Day: 8

### Salary Schedule
- Base: 30,500
- Index: 4 x 4
- Starting Salary: 30,500
- Career Increments: N
- Experience Allowed: all
- Entry Level Step: 1
- Rollback: 87-88

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

### Leaves
- Type: Days/Year
- Depend. Use: Approval
- Other
- Sick: 10
- Personal: 2
- Bereavement: 2
- Professional: unln.
- Adoption: N
- Association: N
- Sabbatical: N
- Severance Pay: Y

### Other District Policies
- Negotiated Policy: Exists
- Sick: 50
- Personal: 2
- Bereavement: 2
- Professional: unln.
- Adoption: N
- Association: N
- Sabbatical: N
- Severance Pay: Y

### Wakefield

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+12</th>
<th>MA+24</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,500</td>
<td>31,720</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
</tr>
<tr>
<td>2</td>
<td>31,720</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
</tr>
<tr>
<td></td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>3</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
</tr>
<tr>
<td></td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>4</td>
<td>34,160</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
</tr>
<tr>
<td></td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
</tr>
<tr>
<td>5</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
</tr>
<tr>
<td>6</td>
<td>36,600</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
</tr>
<tr>
<td></td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
</tr>
<tr>
<td>7</td>
<td>37,820</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
</tr>
<tr>
<td></td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
</tr>
<tr>
<td>8</td>
<td>39,040</td>
<td>40,260</td>
<td>41,480</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
</tr>
<tr>
<td></td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
</tr>
<tr>
<td>9</td>
<td>42,700</td>
<td>43,920</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
<td>49,020</td>
<td>50,240</td>
</tr>
<tr>
<td></td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
</tr>
<tr>
<td>10</td>
<td>45,140</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
<td>49,020</td>
<td>50,240</td>
<td>51,460</td>
<td>52,680</td>
</tr>
<tr>
<td></td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
</tr>
<tr>
<td>11</td>
<td>46,360</td>
<td>47,580</td>
<td>48,800</td>
<td>49,020</td>
<td>50,240</td>
<td>51,460</td>
<td>52,680</td>
<td>53,880</td>
</tr>
<tr>
<td></td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td>1.80</td>
</tr>
<tr>
<td>12</td>
<td>48,800</td>
<td>50,020</td>
<td>51,240</td>
<td>52,460</td>
<td>53,680</td>
<td>54,900</td>
<td>56,120</td>
<td>57,340</td>
</tr>
<tr>
<td></td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td>1.80</td>
<td>1.84</td>
<td>1.88</td>
</tr>
<tr>
<td>13</td>
<td>51,240</td>
<td>52,460</td>
<td>53,680</td>
<td>54,900</td>
<td>56,120</td>
<td>57,340</td>
<td>58,560</td>
<td>59,780</td>
</tr>
<tr>
<td></td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td>1.80</td>
<td>1.84</td>
<td>1.88</td>
<td>1.92</td>
<td>1.96</td>
</tr>
</tbody>
</table>
## Working Conditions
- **Contract Days:** 183
- **FTE Teachers:** 20
- **Enrollment:** 184
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 49 hours
- **Normal Teaching Load:** 7 classes

## Salary Schedule
- **Base:** $29,800
- **Index:** 4 x 4
- **Starting Salary:** $32,184
- **Entry Level Step:** 3
- **Career Increments:** Y
- **New hires step 3, remain for 3 years**

## Insurance
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>Ft. Dearborn</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Leaves
- **Sick:** 10 days, 40 accumulated, yes, other: buys back over 30 at sub rate
- **Personal:** 2 days, yes, accum to 5
- **Bereavement:** 2 days
- **Professional:** 5 days, yes
- **Adoption:**
- **Association:**
- **Sabbatical:** No

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

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

## Wage Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,800</td>
<td>30,992</td>
<td>32,184</td>
<td>33,376</td>
<td>34,568</td>
<td>35,760</td>
<td>36,952</td>
<td>38,144</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td></td>
</tr>
</tbody>
</table>

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

### Notes:
- **11-12 Added MA18 and MA27 columns**
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 300
- **Enrollment:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** $34,743
- **Index:** 4 x 4
- **Starting Salary:**
  - BA: $34,743
  - BA+9: $36,133
  - BA+18: $37,522
  - BA+27: $38,912
  - MA: $40,302
  - MA+9: $41,692
  - MA+18: $43,081
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 11-12, 12-13

## Insuranc
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td>496.16 917.92 1041.96 1399.08</td>
<td>Ind Dental + Cash</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 41.15 46.71 62.75</td>
<td></td>
</tr>
<tr>
<td>PPO:</td>
<td>Tiered payment sched 1-7 yrs</td>
<td>COMMENTS:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td></td>
<td></td>
<td></td>
<td>Deductible Reimbursement: N</td>
</tr>
<tr>
<td>LTD</td>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

## Leaves
<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>12</td>
<td>45</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Other District Policies
- **Negotiated/Policy:**
- **Exists:**
- **Sabbatical:** No
- **Severance Pay:** Y

## Walthill

<table>
<thead>
<tr>
<th>Step</th>
<th>BA 34,743</th>
<th>BA+9 36,133</th>
<th>BA+18 37,522</th>
<th>BA+27 38,912</th>
<th>MA 40,302</th>
<th>MA+9 41,692</th>
<th>MA+18 43,081</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
</tr>
<tr>
<td>2</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
</tr>
<tr>
<td>3</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>4</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>5</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
</tr>
<tr>
<td>6</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.44</td>
</tr>
<tr>
<td>7</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.48</td>
</tr>
<tr>
<td>8</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.56</td>
</tr>
<tr>
<td>9</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
</tr>
<tr>
<td>10</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.68</td>
</tr>
</tbody>
</table>
## Working Conditions

- **Contract Days:** 184
- **FTE Teachers:** 215
- **Enrollment:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 6.75 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8 hours
- **Normal Teaching Load:** 7 classes

## Salary Schedule

- **Base Salary:** $29,000
- **Index:** 4 x 5
- **Entry Level Step:** (D)
- **Experience Allowed:** 10(D)
- **Career Increments:** N
- **Vertical Freeze:** 86-87
- **Rollback:** 86-87 Last Step
- **Multi-year Contract:**

### Insurancce

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Cafeteria Plan</th>
</tr>
</thead>
</table>

## Leaves

### Sick Leaves

- **Days/Year:** 10
- **Accumulation:** 45
- **Approval Needed:** Yes

### Personal Leaves

- **Days/Year:** 2
- **Accumulation:** Yes
- **Approval Needed:** Yes

### Bereavement Leaves

- **Days/Year:** See sick lv.

### Professional Leaves

- **Days/Year:** 2
- **Accumulation:** Yes

### Adoption Leaves

- **Days/Year:** Professional Growth: Y
  - Redundancy in Force: Y

### Sabbatical

- **Days/Year:** No

## Other District Policies

- **Negotiated/Policy:**
  - Existed
  - Negotiated

### Severance Pay

- **Y**

## Waujeta-Palisade

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,000</td>
<td>30,450</td>
<td>31,900</td>
<td>33,350</td>
<td>34,800</td>
<td>36,250</td>
</tr>
<tr>
<td>2</td>
<td>30,160</td>
<td>31,610</td>
<td>33,060</td>
<td>34,510</td>
<td>35,960</td>
<td>37,410</td>
</tr>
<tr>
<td>3</td>
<td>31,320</td>
<td>32,770</td>
<td>34,220</td>
<td>35,670</td>
<td>37,120</td>
<td>38,570</td>
</tr>
<tr>
<td>4</td>
<td>32,480</td>
<td>33,930</td>
<td>35,380</td>
<td>36,830</td>
<td>38,280</td>
<td>39,730</td>
</tr>
<tr>
<td>5</td>
<td>33,640</td>
<td>35,090</td>
<td>36,540</td>
<td>37,990</td>
<td>39,440</td>
<td>40,890</td>
</tr>
<tr>
<td>6</td>
<td>34,800</td>
<td>36,250</td>
<td>37,700</td>
<td>39,150</td>
<td>40,600</td>
<td>42,050</td>
</tr>
<tr>
<td>7</td>
<td>37,410</td>
<td>38,860</td>
<td>40,310</td>
<td>41,760</td>
<td>43,210</td>
<td>44,660</td>
</tr>
<tr>
<td>8</td>
<td>40,020</td>
<td>41,470</td>
<td>42,920</td>
<td>44,370</td>
<td>45,820</td>
<td>47,270</td>
</tr>
<tr>
<td>9</td>
<td>41,180</td>
<td>42,630</td>
<td>44,080</td>
<td>45,530</td>
<td>46,990</td>
<td>48,440</td>
</tr>
<tr>
<td>10</td>
<td>43,790</td>
<td>45,240</td>
<td>46,690</td>
<td>48,140</td>
<td>49,600</td>
<td>51,050</td>
</tr>
<tr>
<td>11</td>
<td>44,950</td>
<td>46,400</td>
<td>47,850</td>
<td>49,300</td>
<td>50,750</td>
<td>52,200</td>
</tr>
<tr>
<td>12</td>
<td>47,560</td>
<td>49,010</td>
<td>50,460</td>
<td>51,910</td>
<td>53,360</td>
<td>54,810</td>
</tr>
<tr>
<td>13</td>
<td>50,170</td>
<td>51,620</td>
<td>53,070</td>
<td>54,520</td>
<td>55,970</td>
<td>57,420</td>
</tr>
</tbody>
</table>
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 19.5
- Enrollment: 210
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 6

**SALARY SCHEDULE**
- Base: 29,600
- Index: 4 x 4
- Starting Salary: 29,600
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- LTD neg. 94-95, carrier to be determined
- Vertical Freeze: 86-87, 87-88, 98-99
- Rollback: 86-87 Last Step

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>H/A-Dent: 446.93</td>
<td>24.46 or 40.50</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Individ. EE/Child: 826.84</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>938.56</td>
<td>Sp. or Dep. Dental</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1260.25</td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>Individ. EE/Child: 22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>LTD</td>
<td>Mut. of Omaha</td>
<td>.0040</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**LEAVES**

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend. use</th>
<th>Approval Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>35</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td></td>
<td>no</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>4</td>
<td></td>
<td>per occurrence</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SABBATICAL</td>
<td>No</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**OTHER DISTRICT POLICIES**

<table>
<thead>
<tr>
<th></th>
<th>Negotiated/Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Exists</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**W AUSA**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,600</td>
<td>30,784</td>
<td>31,968</td>
<td>33,152</td>
<td>34,336</td>
<td>35,520</td>
<td>36,704</td>
</tr>
<tr>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>30,784</td>
<td>31,968</td>
<td>33,152</td>
<td>34,336</td>
<td>35,520</td>
<td>36,704</td>
<td>37,888</td>
</tr>
<tr>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.28</td>
</tr>
<tr>
<td>3</td>
<td>31,968</td>
<td>33,152</td>
<td>34,336</td>
<td>35,520</td>
<td>36,704</td>
<td>37,888</td>
<td>39,072</td>
</tr>
<tr>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>2</td>
<td>34,336</td>
<td>35,520</td>
<td>36,704</td>
<td>37,888</td>
<td>39,072</td>
<td>40,256</td>
<td>41,440</td>
</tr>
<tr>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
</tr>
<tr>
<td>4</td>
<td>34,336</td>
<td>35,520</td>
<td>36,704</td>
<td>37,888</td>
<td>39,072</td>
<td>40,256</td>
<td>41,440</td>
</tr>
<tr>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
</tr>
<tr>
<td>6</td>
<td>35,520</td>
<td>36,704</td>
<td>37,888</td>
<td>39,072</td>
<td>40,256</td>
<td>41,440</td>
<td>42,624</td>
</tr>
<tr>
<td>1.29</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
</tr>
<tr>
<td>7</td>
<td>36,704</td>
<td>37,888</td>
<td>39,072</td>
<td>40,256</td>
<td>41,440</td>
<td>42,624</td>
<td>43,808</td>
</tr>
<tr>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>39,072</td>
<td>40,256</td>
<td>41,440</td>
<td>42,624</td>
<td>43,808</td>
<td>44,992</td>
<td></td>
</tr>
<tr>
<td>01-02</td>
<td>1.32</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>41,440</td>
<td>42,624</td>
<td>43,808</td>
<td>44,992</td>
<td>46,176</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>43,808</td>
<td>44,992</td>
<td>46,176</td>
<td>47,360</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>46,176</td>
<td>47,360</td>
<td>48,544</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>47,360</td>
<td>48,544</td>
<td>49,728</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>49,728</td>
<td>50,912</td>
<td>1.68</td>
<td>1.72</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

01-02 .5-.74 fte offered benefits equal to fte; .75-99 offered benefits equal to full time employees
2011-2012
7.1

WORKING CONDITIONS
Contract Days: 186
FTE Teachers: 139
Enrollment: 1816
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 6.5 6.5 6.5
Planning Time: 96 84 30
Class Periods/Day: 7 8
Normal Teaching Load: 5 6
Multi-year Contract:

Index: 5 x 4
Experience Allowed: all
Career Increments: Y after 15 yrs: BA36/MA-.005; MA9&MA18-.0075; MA36-.01 prev yr sal.
Vertical Freeze: 85-86

Leaves:

Type
Sick
Personal
Ber.
Professional
Association
Adoption
Bereavement
Sabbatical

Days/Year
9
3
3+2
Administration
10
3

Accum.
60

Approval
Yes
Yes
Voluntary Separation
Grievance
Professional Growth
Reduction in Force
Sick Bank

Needed
Yes
Yes

Other
Sev.-upon term. after 10 yrs $20/unused days
sub pay/day unused in summer

Sabbatical
Yes

Severance Pay
Y

OTHER DISTRICT POLICIES
Negotiated/Policy
Existed

Waverly

INSURANCE

Type
Health
Dental
LTD

Carrier
BC/BS
BC/BS
Lafayette
Lafayette

Option
600D
2

Amount Paid by District

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

24.46 or
40.50

22.25
22.25
22.25
22.25

PART-TIME BENEFITS

Minimum FTE: 0.5

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

Minimum FTE: 0.5

LEAVES:

Type
Sick
Personal
Ber.
Professional
Association
Adoption

Approval Needed
Yes
Yes
Yes
Yes
Yes

Approval
Voluntary Separation
Grievance
Professional Growth
Reduction in Force
Sick Bank

Comments
Sev.-upon term. after 10 yrs $20/unused days
Sub pay/day unused in summer

Waverly

SICK
9
60
Yes

Other Info: Sev.-upon term. after 10 yrs $20/unused days

PERSONAL
3
Yes
Sub pay/day unused in summer

BEREAVEMENT
3+2 from sick lv.

PROFESSIONAL
Administration

ADDITION
2

ASSOCIATION
Sabbatical

SICK: 9
PERSONAL: 3
BEREAVEMENT: 3+2 from sick lv.
PROFESSIONAL: Administration
ADDITION: 2
ASSOCIATION: Sabbatical

OTHER LEAVES:

OTHER DISTRICT POLICIES

Negotiated/Policy
Existed

Waverly

Monthly Teachers: 139
Starting Salary: 31,500
Enrollment: 1816
BA+36

BA+9

BA+18

BA+27

BA+36

Step
1
1.00
1.04
1.08
1.12
1.16
1.20
1.24
1.28
1.32

2
33,075
34,335
35,595
36,855
38,115
39,375
40,635
41,895
43,155

3
34,650
35,910
37,170
38,430
39,690
40,950
42,210
43,470
44,730

4
36,225
37,485
38,745
40,005
41,265
42,525
43,785
45,045
46,305

5
39,060
40,320
41,580
42,840
44,100
45,360
46,620
47,880

6
40,635
41,895
43,155
44,415
45,675
46,935
48,195
49,455

7
43,470
44,730
45,990
47,250
48,510
49,770
51,030

8
46,305
47,565
48,825
50,085
51,345
52,605

9
49,140
50,400
51,660
52,920
54,180

10
50,715
51,975
53,235
54,495
55,755

11
52,290
53,550
54,810
56,070
57,330

12
57,645
58,905

13
60,480

1.61
1.65
1.69
1.73
1.77

1.66
1.70
1.74
1.78
1.82

1.83
1.87

1.92
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 61.235
- Enrollment: 870
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7
- Planning Time: 48
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 48

SALARY SCHEDULE
- Base: 30,350
- Starting Salary: 30,350
- Career Increments: N
- Experience Allowed: 7(D)
- Rollback:
- Multi-year Contract:
- Vertical Freeze:

INSURANCE
- Type: Carrier: Option: Amount Paid by District: Couple - Benefits: Cafeteria Plan:
  - DENTAL: Ameritas: 30.20
  - PPO: COMMENTS: *5.74 full indiv only>7.4 ind or dep
  - LIFE: Mutual of Omaha: 10.20
  - LTD: Nevada: 30.20
  - NON-PARTICIPANT: 387.41

LEAVES
- Type: Days/Year: Accum. use: Approval Needed: Other: SEVERANCE PAY:
  - SICK: 8: 55: yes
  - PERSONAL: 2: 1-Yes/1-No accum to 3 from sick lv.
  - BEREAVEMENT: see sick lv.
  - PROFESSIONAL: unleft.
  - ADOPTION: see sick lv.
  - ASSOCIATION: see sick lv.

OTHER LEAVES:
- SABBATICAL: No

OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists:

WAYNE 2011-2012
- 3.1

WAYNE 3.1 7/9/2012
- Wayne

LEAVES CONDITIONS
- Contract Days: 185
- FTE Teachers: 61.235
- Enrollment: 870
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7
- Planning Time: 48
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 48

SALARY SCHEDULE
- Base: 30,350
- Starting Salary: 30,350
- Career Increments: N
- Experience Allowed: 7(D)
- Rollback:
- Multi-year Contract:
- Vertical Freeze:

INSURANCE
- Type: Carrier: Option: Amount Paid by District: Couple - Benefits: Cafeteria Plan:
  - DENTAL: Ameritas: 30.20
  - PPO: COMMENTS: *5.74 full indiv only>7.4 ind or dep
  - LIFE: Mutual of Omaha: 10.20
  - LTD: Nevada: 30.20
  - NON-PARTICIPANT: 387.41

LEAVES
- Type: Days/Year: Accum. use: Approval Needed: Other: SEVERANCE PAY:
  - SICK: 8: 55: yes
  - PERSONAL: 2: 1-Yes/1-No accum to 3 from sick lv.
  - BEREAVEMENT: see sick lv.
  - PROFESSIONAL: unleft.
  - ADOPTION: see sick lv.
  - ASSOCIATION: see sick lv.

OTHER LEAVES:
- SABBATICAL: No

OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists:
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 372
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.25
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 30,550
- **Index:** 4 x 4
- **Starting Salary:**
  - **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 9

**9-45 remove ma36; grandfather fac. on that column**

**Vertical Freeze:**

**Rollback:**

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

## Insurancce
- **HEALTH**
  - **Type:** BC/BS
  - **Carrier:** 600D
- **DENTAL**
  - **Type:** BC/BS
  - **Option:** 2
- **LIFE**
- **LTD**
- **NON-PARTICIPANT**

## Leaves
- **SICK**
  - **Days/Year:** 10
  - **Accum. Needed:** 45
  - **Use Needed:** yes
- **PERSONAL**
- **BEREAVEMENT**
- **PROFESSIONAL**
- **ADOPTION**
- **ASSOCIATION**

## WEEPING WATER

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,550</td>
<td>31,772</td>
<td>32,994</td>
<td>34,216</td>
<td>35,438</td>
<td>36,660</td>
<td>37,882</td>
<td>39,104</td>
</tr>
<tr>
<td>2</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>3</td>
<td>32,994</td>
<td>34,216</td>
<td>35,438</td>
<td>36,660</td>
<td>37,882</td>
<td>39,104</td>
<td>40,326</td>
<td>41,548</td>
</tr>
<tr>
<td>4</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>5</td>
<td>34,216</td>
<td>35,438</td>
<td>36,660</td>
<td>37,882</td>
<td>39,104</td>
<td>40,326</td>
<td>41,548</td>
<td>42,770</td>
</tr>
<tr>
<td>6</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>7</td>
<td>35,438</td>
<td>36,660</td>
<td>37,882</td>
<td>39,104</td>
<td>40,326</td>
<td>41,548</td>
<td>42,770</td>
<td>43,992</td>
</tr>
<tr>
<td>8</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>9</td>
<td>36,660</td>
<td>37,882</td>
<td>39,104</td>
<td>40,326</td>
<td>41,548</td>
<td>42,770</td>
<td>43,992</td>
<td>45,214</td>
</tr>
<tr>
<td>10</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>11</td>
<td>37,882</td>
<td>39,104</td>
<td>40,326</td>
<td>41,548</td>
<td>42,770</td>
<td>43,992</td>
<td>45,214</td>
<td>46,436</td>
</tr>
<tr>
<td>12</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>13</td>
<td>39,104</td>
<td>40,326</td>
<td>41,548</td>
<td>42,770</td>
<td>43,992</td>
<td>45,214</td>
<td>46,436</td>
<td>48,660</td>
</tr>
<tr>
<td>14</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>15</td>
<td>40,326</td>
<td>41,548</td>
<td>42,770</td>
<td>43,992</td>
<td>45,214</td>
<td>46,436</td>
<td>47,658</td>
<td>49,880</td>
</tr>
<tr>
<td>16</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>17</td>
<td>42,770</td>
<td>43,992</td>
<td>45,214</td>
<td>46,436</td>
<td>47,658</td>
<td>48,880</td>
<td>50,102</td>
<td>51,324</td>
</tr>
<tr>
<td>18</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>20</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
</tbody>
</table>

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

## Part-Time Benefits
- **Minimum FTE:** 0.5
- **Contribution:** 50%

## Severance Pay
- **SEVERANCE PAY:** Yes

## Other District Policies
- **Negotiated/Policy**
  - **Exists**
    - **Voluntary Separation:** Y P
    - **Grievance:** Y N
    - **Professional Growth:** Y N
    - **Reduction in Force:** Y P
    - **Sick Bank:** N
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 249
- HS: 8.25, JH/MS: 8.25, ELEM: 8.25
- Length of Teacher Day: 7.5, 7.5, 7.5
- Planning Time: 52, 52, 52
- Class Periods/Day: 8, 8
- Normal Teaching Load: 7

Salaries:
- Starting Salary: 29,500
- Career Increments: N
- Vertical Freeze: Rollback:

INSURANCE
- Type: HEALTH, DENTAL, LIFE, LTD
- Carrier: BC/BS
- Option: Entry Level Step: 1
- Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Options: IRS 125: Y
- Flex Accounts: Minimum FTE: 1

LEAVES
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 50
- Depend. use: yes
- Approval Needed: yes
- Approval Needed: yes
- OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists
- PART-TIME BENEFITS
- Minimum FTE: 1

WES T BOYD UNIFIED

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,500</td>
<td>30,680</td>
<td>31,860</td>
<td>33,040</td>
<td>34,220</td>
<td>35,400</td>
</tr>
<tr>
<td>2</td>
<td>30,680</td>
<td>31,860</td>
<td>33,040</td>
<td>34,220</td>
<td>35,400</td>
<td>36,580</td>
</tr>
<tr>
<td>3</td>
<td>31,860</td>
<td>33,040</td>
<td>34,220</td>
<td>35,400</td>
<td>36,580</td>
<td>37,760</td>
</tr>
<tr>
<td>4</td>
<td>33,040</td>
<td>34,220</td>
<td>35,400</td>
<td>36,580</td>
<td>37,760</td>
<td>38,940</td>
</tr>
<tr>
<td>5</td>
<td>34,220</td>
<td>35,400</td>
<td>36,580</td>
<td>37,760</td>
<td>38,940</td>
<td>40,120</td>
</tr>
<tr>
<td>6</td>
<td>35,400</td>
<td>36,580</td>
<td>37,760</td>
<td>38,940</td>
<td>40,120</td>
<td>41,300</td>
</tr>
<tr>
<td>7</td>
<td>36,580</td>
<td>37,760</td>
<td>38,940</td>
<td>40,120</td>
<td>41,300</td>
<td>42,480</td>
</tr>
<tr>
<td>8</td>
<td>37,760</td>
<td>38,940</td>
<td>40,120</td>
<td>41,300</td>
<td>42,480</td>
<td>43,660</td>
</tr>
<tr>
<td>9</td>
<td>38,940</td>
<td>40,120</td>
<td>41,300</td>
<td>42,480</td>
<td>43,660</td>
<td>44,840</td>
</tr>
<tr>
<td>10</td>
<td>40,120</td>
<td>41,300</td>
<td>42,480</td>
<td>43,660</td>
<td>44,840</td>
<td>46,020</td>
</tr>
<tr>
<td>11</td>
<td>41,300</td>
<td>42,480</td>
<td>43,660</td>
<td>44,840</td>
<td>46,020</td>
<td>47,200</td>
</tr>
<tr>
<td>12</td>
<td>42,480</td>
<td>43,660</td>
<td>44,840</td>
<td>46,020</td>
<td>47,200</td>
<td>48,380</td>
</tr>
</tbody>
</table>
### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 355
- Enrollment: 355
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

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

### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD

- **Carrier**
  - BC/BS
  - Principal
  - NON-PARTICIPANT

- **Option**
  - Single
  - EE/Spouse

- **Amount Paid by District**
  - Health: 600D
  - Dental: 2

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

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

### SEVERANCE PAY

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>36,150</td>
<td>31,431</td>
<td>32,713</td>
<td>33,994</td>
<td>35,276</td>
<td>36,557</td>
<td>37,838</td>
<td>39,120</td>
</tr>
<tr>
<td>2</td>
<td>1.009</td>
<td>1.0425</td>
<td>1.089</td>
<td>1.1275</td>
<td>1.17</td>
<td>1.2125</td>
<td>1.255</td>
<td>1.2975</td>
</tr>
<tr>
<td>3</td>
<td>31,431</td>
<td>33,713</td>
<td>35,994</td>
<td>38,276</td>
<td>39,557</td>
<td>40,838</td>
<td>42,120</td>
<td>43,410</td>
</tr>
<tr>
<td>4</td>
<td>1.0425</td>
<td>1.085</td>
<td>1.1275</td>
<td>1.17</td>
<td>1.2125</td>
<td>1.255</td>
<td>1.2975</td>
<td>1.34</td>
</tr>
<tr>
<td>5</td>
<td>32,713</td>
<td>35,994</td>
<td>38,276</td>
<td>39,557</td>
<td>40,838</td>
<td>42,120</td>
<td>43,410</td>
<td>44,682</td>
</tr>
<tr>
<td>6</td>
<td>1.085</td>
<td>1.1275</td>
<td>1.17</td>
<td>1.2125</td>
<td>1.255</td>
<td>1.2975</td>
<td>1.34</td>
<td>1.3825</td>
</tr>
<tr>
<td>7</td>
<td>35,994</td>
<td>38,276</td>
<td>39,557</td>
<td>40,838</td>
<td>42,120</td>
<td>43,410</td>
<td>44,682</td>
<td>46,125</td>
</tr>
<tr>
<td>8</td>
<td>1.1275</td>
<td>1.17</td>
<td>1.2125</td>
<td>1.255</td>
<td>1.2975</td>
<td>1.34</td>
<td>1.3825</td>
<td>1.425</td>
</tr>
<tr>
<td>9</td>
<td>38,276</td>
<td>39,557</td>
<td>40,838</td>
<td>42,120</td>
<td>43,410</td>
<td>44,682</td>
<td>46,125</td>
<td>47,570</td>
</tr>
<tr>
<td>10</td>
<td>1.17</td>
<td>1.2125</td>
<td>1.255</td>
<td>1.2975</td>
<td>1.34</td>
<td>1.3825</td>
<td>1.425</td>
<td>1.4675</td>
</tr>
<tr>
<td>11</td>
<td>39,557</td>
<td>40,838</td>
<td>42,120</td>
<td>43,410</td>
<td>44,682</td>
<td>46,125</td>
<td>47,570</td>
<td>49,020</td>
</tr>
<tr>
<td>12</td>
<td>1.2125</td>
<td>1.255</td>
<td>1.2975</td>
<td>1.34</td>
<td>1.3825</td>
<td>1.425</td>
<td>1.4675</td>
<td>1.51</td>
</tr>
<tr>
<td>13</td>
<td>40,838</td>
<td>42,120</td>
<td>43,410</td>
<td>44,682</td>
<td>46,125</td>
<td>47,570</td>
<td>49,020</td>
<td>50,470</td>
</tr>
<tr>
<td>14</td>
<td>1.255</td>
<td>1.2975</td>
<td>1.34</td>
<td>1.3825</td>
<td>1.425</td>
<td>1.4675</td>
<td>1.51</td>
<td>1.5525</td>
</tr>
<tr>
<td>15</td>
<td>42,120</td>
<td>43,410</td>
<td>44,682</td>
<td>46,125</td>
<td>47,570</td>
<td>49,020</td>
<td>50,470</td>
<td>51,930</td>
</tr>
<tr>
<td>16</td>
<td>1.2975</td>
<td>1.34</td>
<td>1.3825</td>
<td>1.425</td>
<td>1.4675</td>
<td>1.51</td>
<td>1.5525</td>
<td>1.60</td>
</tr>
<tr>
<td>...</td>
<td>...</td>
<td>...</td>
<td>...</td>
<td>...</td>
<td>...</td>
<td>...</td>
<td>...</td>
<td>...</td>
</tr>
</tbody>
</table>
## West Point 2011-2012

### Working Conditions
- Contract Days: 185
- FTE Teachers: 72.58
- Enrollment: 813
- Length of Teacher Day: 7.5
- Length of Student Day: 6.75
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 30,650
- Starting Salary: 30,650
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 11-12, 12-13
- Length of Teacher Day: 7.5 7.5 7.5
- Length of Student Day: 6.75 6.75 6.5

### Salaries
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,650</td>
<td>32,183</td>
<td>33,715</td>
<td>35,248</td>
<td>36,780</td>
<td>38,313</td>
<td>39,845</td>
<td>41,378</td>
</tr>
<tr>
<td>2</td>
<td>31,876</td>
<td>33,409</td>
<td>35,064</td>
<td>36,718</td>
<td>38,362</td>
<td>40,006</td>
<td>41,649</td>
<td>43,292</td>
</tr>
<tr>
<td>3</td>
<td>33,102</td>
<td>34,635</td>
<td>36,167</td>
<td>37,700</td>
<td>39,232</td>
<td>40,765</td>
<td>42,297</td>
<td>43,830</td>
</tr>
<tr>
<td>4</td>
<td>34,328</td>
<td>35,861</td>
<td>37,393</td>
<td>38,926</td>
<td>40,458</td>
<td>41,991</td>
<td>43,523</td>
<td>45,056</td>
</tr>
<tr>
<td>5</td>
<td>35,554</td>
<td>37,087</td>
<td>38,619</td>
<td>40,152</td>
<td>41,684</td>
<td>43,217</td>
<td>44,749</td>
<td>46,282</td>
</tr>
<tr>
<td>6</td>
<td>36,780</td>
<td>38,313</td>
<td>39,845</td>
<td>41,378</td>
<td>42,910</td>
<td>44,443</td>
<td>45,975</td>
<td>47,508</td>
</tr>
<tr>
<td>7</td>
<td>39,539</td>
<td>41,071</td>
<td>42,604</td>
<td>44,136</td>
<td>45,669</td>
<td>47,201</td>
<td>48,734</td>
<td>50,267</td>
</tr>
<tr>
<td>8</td>
<td>40,765</td>
<td>42,297</td>
<td>43,830</td>
<td>45,362</td>
<td>46,895</td>
<td>48,427</td>
<td>49,960</td>
<td>51,493</td>
</tr>
<tr>
<td>9</td>
<td>43,523</td>
<td>45,056</td>
<td>46,588</td>
<td>48,121</td>
<td>49,653</td>
<td>51,186</td>
<td>52,719</td>
<td>54,252</td>
</tr>
<tr>
<td>10</td>
<td>44,749</td>
<td>46,282</td>
<td>47,814</td>
<td>49,347</td>
<td>50,879</td>
<td>52,421</td>
<td>53,953</td>
<td>55,486</td>
</tr>
<tr>
<td>11</td>
<td>47,509</td>
<td>49,040</td>
<td>50,573</td>
<td>52,105</td>
<td>53,638</td>
<td>55,171</td>
<td>56,704</td>
<td>58,238</td>
</tr>
<tr>
<td>12</td>
<td>48,734</td>
<td>50,266</td>
<td>51,799</td>
<td>53,331</td>
<td>54,864</td>
<td>56,397</td>
<td>57,930</td>
<td>59,463</td>
</tr>
<tr>
<td>13</td>
<td>51,492</td>
<td>53,025</td>
<td>54,557</td>
<td>56,090</td>
<td>57,623</td>
<td>59,156</td>
<td>60,689</td>
<td>62,222</td>
</tr>
<tr>
<td>14</td>
<td>52,718</td>
<td>54,251</td>
<td>55,783</td>
<td>57,316</td>
<td>58,849</td>
<td>60,382</td>
<td>61,915</td>
<td>63,448</td>
</tr>
<tr>
<td>15</td>
<td>53,944</td>
<td>55,477</td>
<td>57,009</td>
<td>58,542</td>
<td>59,085</td>
<td>60,618</td>
<td>62,151</td>
<td>63,684</td>
</tr>
</tbody>
</table>

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

### Insurances
- **Health**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 446.93, 826.84, 938.56, 1206.25
  - Couple Benefits: Two Ind Policies
- **Dental**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 22.25, 22.25, 22.25, 22.25
- **Life**
  - Option: 2.85
- **LTD**
  - Option: .0053 (+B thru sal)

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

### Leaves
- **Sick**
  - Days/Year: 45
  - Approval Needed: Yes
  - Other Info: $25/day over 35

### Other
- **Negotiated/Policy**
  - **Exists**
  - **Non-Participatory**
  - 6.75

### Classification/Step
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1.00</td>
<td>1.05</td>
<td>1.1</td>
<td>1.15</td>
<td>1.2</td>
<td>1.25</td>
<td>1.3</td>
<td>1.35</td>
</tr>
<tr>
<td>2</td>
<td>1.04</td>
<td>1.09</td>
<td>1.14</td>
<td>1.19</td>
<td>1.24</td>
<td>1.29</td>
<td>1.34</td>
<td>1.39</td>
</tr>
<tr>
<td>3</td>
<td>1.08</td>
<td>1.13</td>
<td>1.18</td>
<td>1.23</td>
<td>1.28</td>
<td>1.33</td>
<td>1.38</td>
<td>1.43</td>
</tr>
<tr>
<td>4</td>
<td>1.12</td>
<td>1.17</td>
<td>1.22</td>
<td>1.27</td>
<td>1.32</td>
<td>1.37</td>
<td>1.42</td>
<td>1.47</td>
</tr>
<tr>
<td>5</td>
<td>1.16</td>
<td>1.21</td>
<td>1.26</td>
<td>1.31</td>
<td>1.36</td>
<td>1.41</td>
<td>1.46</td>
<td>1.51</td>
</tr>
<tr>
<td>6</td>
<td>1.20</td>
<td>1.25</td>
<td>1.3</td>
<td>1.35</td>
<td>1.4</td>
<td>1.45</td>
<td>1.5</td>
<td>1.55</td>
</tr>
<tr>
<td>7</td>
<td>1.24</td>
<td>1.29</td>
<td>1.34</td>
<td>1.39</td>
<td>1.44</td>
<td>1.49</td>
<td>1.54</td>
<td>1.59</td>
</tr>
<tr>
<td>8</td>
<td>1.28</td>
<td>1.33</td>
<td>1.38</td>
<td>1.43</td>
<td>1.48</td>
<td>1.53</td>
<td>1.58</td>
<td>1.63</td>
</tr>
<tr>
<td>9</td>
<td>1.32</td>
<td>1.37</td>
<td>1.42</td>
<td>1.47</td>
<td>1.52</td>
<td>1.57</td>
<td>1.62</td>
<td>1.67</td>
</tr>
<tr>
<td>10</td>
<td>1.36</td>
<td>1.41</td>
<td>1.46</td>
<td>1.51</td>
<td>1.57</td>
<td>1.62</td>
<td>1.67</td>
<td>1.72</td>
</tr>
<tr>
<td>11</td>
<td>1.40</td>
<td>1.46</td>
<td>1.52</td>
<td>1.57</td>
<td>1.62</td>
<td>1.67</td>
<td>1.72</td>
<td>1.78</td>
</tr>
<tr>
<td>12</td>
<td>1.44</td>
<td>1.50</td>
<td>1.55</td>
<td>1.60</td>
<td>1.66</td>
<td>1.72</td>
<td>1.78</td>
<td>1.84</td>
</tr>
<tr>
<td>13</td>
<td>1.48</td>
<td>1.54</td>
<td>1.59</td>
<td>1.65</td>
<td>1.71</td>
<td>1.78</td>
<td>1.84</td>
<td>1.90</td>
</tr>
<tr>
<td>14</td>
<td>1.52</td>
<td>1.58</td>
<td>1.64</td>
<td>1.70</td>
<td>1.76</td>
<td>1.83</td>
<td>1.89</td>
<td>1.95</td>
</tr>
<tr>
<td>15</td>
<td>1.56</td>
<td>1.62</td>
<td>1.68</td>
<td>1.74</td>
<td>1.81</td>
<td>1.88</td>
<td>1.95</td>
<td>2.01</td>
</tr>
</tbody>
</table>

### Planning Time
- Vertical Freeze: 49
- Rollback: 49
- Class Periods/Day: 8 8 8

### Normal Teaching Load
- 7 7 7

### Multi-year Contract
- 11-12, 12-13

### Insurances
- **Health**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 446.93, 826.84, 938.56, 1206.25
  - Couple Benefits: Two Ind Policies
- **Dental**
  -Carrier: BC/BS
  -Option: 2
  -Amount Paid by District: 22.25, 22.25, 22.25, 22.25
- **Life**
  - Option: 2.85
- **LTD**
  - Option: .0053 (+B thru sal)
WORKING CONDITIONS

| Contract Days: | 198.5 |
| Enrollment: | 6100 |
| HS | JH/MS | ELEM |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7.17 | 7.37 | 6.67 |
| Planning Time: | vary | 90 | 60 |
| Class Periods/Day: | vary | 8 |
| Normal Teaching Load: | 9 | 6 |

SALARY SCHEDULE

| Base: | 34,200 |
| Starting Salary: | 34,200 |
| Career Increments: | Y |
| Experience Allowed: | all |

| Entry Level Step: | 1 |

INDEX: 0 x 0

INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93 826.84 938.56 1260.25</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25 22.25 22.25 22.25</td>
</tr>
<tr>
<td>LTD</td>
<td>Standard Sec</td>
<td>.0024(thru sal)</td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cafeteria Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individ. Depend.</td>
</tr>
<tr>
<td>Options:</td>
</tr>
<tr>
<td>IRS 125:</td>
</tr>
<tr>
<td>PART-TIME BENEFITS</td>
</tr>
<tr>
<td>Minimum FTE: 0.5</td>
</tr>
<tr>
<td>Contribution: fte</td>
</tr>
</tbody>
</table>

LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td></td>
<td></td>
<td>no</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>1</td>
<td></td>
<td>yes</td>
<td>max accum to 4</td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>unl.</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SABBATICAL:</td>
<td>Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

OTHER DISTRICT POLICIES

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

OTHER LEAVES:
Wheeler Central 2011-2012

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

### SALARY SCHEDULE
- Base: 27,250
- Starting Salary: 27,250
- Career Increments: Y
- Experience Allowed: 5
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 10-11, 11-12

### INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>446.93, 826.84, 938.56, 1260.25</td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25, 41.15, 46.75, 62.75</td>
<td></td>
</tr>
<tr>
<td>PPO:</td>
<td></td>
<td>COMMENTS: IRS 125: Y</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LIFE</td>
<td>Horace Mann</td>
<td>2.15</td>
<td>Deductible Reimbursement:</td>
<td></td>
</tr>
<tr>
<td>LTD</td>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Approval</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>10</td>
<td>40</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>3</td>
<td></td>
<td>no</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>3</td>
<td></td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>2.5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### OTHER DISTRICT POLICIES

<table>
<thead>
<tr>
<th>Negotiated/Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exists</td>
</tr>
<tr>
<td>Voluntary Separation: N</td>
</tr>
<tr>
<td>Grievance: Y P</td>
</tr>
<tr>
<td>Professional Growth: Y P</td>
</tr>
<tr>
<td>Reduction in Force: Y P</td>
</tr>
<tr>
<td>Sick Bank: Y N</td>
</tr>
</tbody>
</table>

### WORKING CONDITIONS

<table>
<thead>
<tr>
<th>WHEELER CENTRAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step</td>
</tr>
<tr>
<td>------</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>4</td>
</tr>
<tr>
<td>5</td>
</tr>
<tr>
<td>6</td>
</tr>
<tr>
<td>7</td>
</tr>
<tr>
<td>8</td>
</tr>
<tr>
<td>9</td>
</tr>
<tr>
<td>10</td>
</tr>
</tbody>
</table>

**02-03 Frozen staff in BA 36/MA will receive add’l 1% of base**
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 39.49
- Enrollment: 565
- Length of Teacher Day: 8
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Student Day: 7.3
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 32,625
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 4
- Entry Level Step: 1
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**INCOME CONDITIONS**
- Class Periods/Day: 8
- Contract Days: 185
- Enrollment: 565
- Base: 32,625
- BA: 32,625
- BA+3: 33,930
- BA+6: 35,235
- MA: 36,540
- MA+3: 37,845
- MA+6: 39,150
- MA+9: 40,455
- MA+12: 41,760
- MA+15: 43,065
- MA+18: 44,370
- MA+21: 45,675
- MA+24: 46,980
- MA+27: 48,285
- MA+30: 49,590
- MA+33: 50,895
- MA+36: 52,200
- MA+39: 53,505
- MA+42: 54,810
- MA+45: 56,115
- MA+48: 57,420
- MA+51: 58,725
- MA+54: 60,030
- MA+57: 61,335

**INSURANCE**
- HEALTH
  - BC/BS: 600D
  - Deductible: 50
  - Reimbursement: 103
- DENTAL
  - BC/BS: 2
  - Deductible: 22.25
  - Reimbursement: 22.25
- LTD: Nat'l Insurance
  - Amount Paid by District: 0.026

**LEAVES**
- SICK
  - 10 days
  - Depend.: use
  - Approval: yes
- PERSONAL
  - 2 days
  - Depend.: use
  - Approval: yes
  - unused reimb at 75% of sub rat
- BEREAVEMENT
  - 2 days
  - Depend.: use
  - Approval: yes
- PROFESSIONAL
  - 2 days
  - Depend.: use
  - Approval: yes
- ADOPTION
  - 3 additional days
  - Depend.: use
  - Approval: yes
- ASSOCIATION
  - SABBATICAL: No
  - SEVERANCE PAY: N
  - OTHER DISTRICT POLICIES
    - Negotiated/Policy
    - Exists
    - Y
    - P
- Voluntary Separation:
  - N
- Professional Growth:
  - Y
- Reduction in Force:
  - Y
- Sick Bank:
  - N

**Cafeteria Plan**
- Individ.: Dep.
- Options:
  - IRS 125: Y
  - Flex Accounts: Y
  - Deductible Reimbursement: N
  - Minimum FTE: 0.5
  - Contribution: fte

**OTHER DISTRICT POLICIES**
- WILBER-CLATONIA
  - 7.1
  - 2011-2012
  - 7/9/2012
  - 7.17/9/2012
  - 4 x 4
  - 0.5
  - 0.25
  - 0.75
  - 1.0
  - 1.25
  - 1.5
  - 1.75
  - 2.0
  - 2.25
  - 2.5
  - 2.75
  - 3.0
  - 3.25
  - 3.5
  - 3.75
  - 4.0
  - 4.25
  - 4.5
  - 4.75
  - 5.0
  - 5.25
  - 5.5
  - 5.75
  - 6.0
  - 6.25
  - 6.5
  - 6.75
  - 7.0
  - 7.25
  - 7.5
  - 7.75
  - 8.0
  - 8.25
  - 8.5
  - 8.75
  - 9.0
  - 9.25
  - 9.5
  - 9.75
  - 10.0

**OTHER LEAVES:**

**WILBER-CLATONIA**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
<th>MA+36</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>32,625</td>
<td>33,930</td>
<td>35,235</td>
<td>36,540</td>
<td>37,845</td>
<td>39,150</td>
<td>40,455</td>
<td>41,760</td>
<td>43,065</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>33,930</td>
<td>35,235</td>
<td>36,540</td>
<td>37,845</td>
<td>39,150</td>
<td>40,455</td>
<td>41,760</td>
<td>43,065</td>
<td>44,370</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>35,235</td>
<td>36,540</td>
<td>37,845</td>
<td>39,150</td>
<td>40,455</td>
<td>41,760</td>
<td>43,065</td>
<td>44,370</td>
<td>45,675</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>36,540</td>
<td>37,845</td>
<td>39,150</td>
<td>40,455</td>
<td>41,760</td>
<td>43,065</td>
<td>44,370</td>
<td>45,675</td>
<td>46,980</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>37,845</td>
<td>39,150</td>
<td>40,455</td>
<td>41,760</td>
<td>43,065</td>
<td>44,370</td>
<td>45,675</td>
<td>46,980</td>
<td>48,285</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>39,150</td>
<td>40,455</td>
<td>41,760</td>
<td>43,065</td>
<td>44,370</td>
<td>45,675</td>
<td>46,980</td>
<td>48,285</td>
<td>49,590</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>41,760</td>
<td>43,065</td>
<td>44,370</td>
<td>45,675</td>
<td>46,980</td>
<td>48,285</td>
<td>49,590</td>
<td>50,895</td>
<td>52,200</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>44,370</td>
<td>45,675</td>
<td>46,980</td>
<td>48,285</td>
<td>49,590</td>
<td>50,895</td>
<td>52,200</td>
<td>53,505</td>
<td>54,810</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>45,675</td>
<td>46,980</td>
<td>48,285</td>
<td>49,590</td>
<td>50,895</td>
<td>52,200</td>
<td>53,505</td>
<td>54,810</td>
<td>56,115</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>48,285</td>
<td>49,590</td>
<td>50,895</td>
<td>52,200</td>
<td>53,505</td>
<td>54,810</td>
<td>56,115</td>
<td>57,420</td>
<td>58,725</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>50,895</td>
<td>52,200</td>
<td>53,505</td>
<td>54,810</td>
<td>56,115</td>
<td>57,420</td>
<td>58,725</td>
<td>60,030</td>
<td>61,335</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>52,200</td>
<td>53,505</td>
<td>54,810</td>
<td>56,115</td>
<td>57,420</td>
<td>58,725</td>
<td>60,030</td>
<td>61,335</td>
<td>62,635</td>
<td></td>
</tr>
</tbody>
</table>

*Experience allowed: 59-00, 5 yrs; 00-01, board discretion; 01-02, all yrs. 06-09 MA+27 lane added*
WORKING CONDITIONS
Contract Days: 183 FTE Teachers: 210
Enrollment: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 52 40 40
Class Periods/Day: 8 10
Normal Teaching Load: 7 8

SALARY SCHEDULE
Base: 29,700 Starting Salary: 29,700
Career Increments: N Experience Allowed: all
Entry Level Step: 1

INDEX: 4 x 4
Experience Allowed: all

VERTICAL FREEZE: Rollback:

MULTI-YEAR CONTRACT:

LENGTH OF TEACHER DAY: 888
LENGTH OF STUDENT DAY: 77
NORMAL TEACHING LOAD: 78

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

HEALTH BC/BS 600D Individ. EE/Child EE/Spouse EE/Sp/Child

DENTAL BC/BS 1 Individ. Individ.

LIFE

LTD Principal 8.00

NON-PARTICIPANT

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

SICK 10 40 yes

PERSONAL 3 no

BEREAVEMENT 3

PROFESSIONAL 2 yes

ADOPTION admin approval

ASSOCIATION admin approval

SABBATICAL: No SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

Negotiated/Policy

Exits

SALARY SCHEDULE

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,700</td>
<td>30,888</td>
<td>32,076</td>
<td>33,264</td>
<td>34,452</td>
<td>35,640</td>
<td>36,828</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td>1.80</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
<td>1.76</td>
<td>1.80</td>
<td>1.84</td>
<td></td>
</tr>
</tbody>
</table>
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 469
Enrollment:   HS JH/MS ELEM
Length of Teacher Day: 8  8  8
Length of Student Day: 7.5  7.5  7.5
Planning Time: 50  50  50
Class Periods/Day: 7  8
Normal Teaching Load: 6  7
Multi-year Contract:

INDEX: 4 x 4
Experience Allowed: 5(D)
Career Increments: N
Vertical Freeze: 00-01
Rollback:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Indiv. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 350D 496.16 917.92 1041.96 1399.08 Options:
DENTAL BC/BS 22.25 41.15 46.71 62.75
PPO: COMMENTS:
LIFE Madison Life Deductible Reimbursement: Y 350/700
LTD Madison Nat'l .0055(thru sal)
NON-PARTICIPANT

LEAVES
Type Days/Year Depend. Accum. Needed Approval Other
SICK 12 35 yes
PERSONAL 2 Yes
BEREAVEMENT 2 add'l from emergency lv.
PROFESSIONAL 2 yes
ADOPOTION
ASSOCIATION
SABBATICAL: No

OTHER DISTRICT POLICIES
SEVERANCE PAY:
Negotiated/ Policy
Exists
OTHER LEAVES: Emergency Lv.

WINNEBAGO

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>34,069</td>
<td>35,432</td>
<td>36,795</td>
<td>38,157</td>
<td>39,520</td>
<td>40,883</td>
<td>42,246</td>
</tr>
<tr>
<td></td>
<td>1.00</td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
</tr>
<tr>
<td>2</td>
<td>35,432</td>
<td>36,795</td>
<td>38,157</td>
<td>39,520</td>
<td>40,883</td>
<td>42,246</td>
<td>43,608</td>
</tr>
<tr>
<td></td>
<td>1.04</td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
</tr>
<tr>
<td>3</td>
<td>36,795</td>
<td>38,157</td>
<td>39,520</td>
<td>40,883</td>
<td>42,246</td>
<td>43,608</td>
<td>44,971</td>
</tr>
<tr>
<td></td>
<td>1.08</td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
</tr>
<tr>
<td>4</td>
<td>38,157</td>
<td>39,520</td>
<td>40,883</td>
<td>42,246</td>
<td>43,608</td>
<td>44,971</td>
<td>46,334</td>
</tr>
<tr>
<td></td>
<td>1.12</td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
</tr>
<tr>
<td>5</td>
<td>39,520</td>
<td>40,883</td>
<td>42,246</td>
<td>43,608</td>
<td>44,971</td>
<td>46,334</td>
<td>47,697</td>
</tr>
<tr>
<td></td>
<td>1.16</td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
</tr>
<tr>
<td>6</td>
<td>40,883</td>
<td>42,246</td>
<td>43,608</td>
<td>44,971</td>
<td>46,334</td>
<td>47,697</td>
<td>49,059</td>
</tr>
<tr>
<td></td>
<td>1.20</td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
</tr>
<tr>
<td>7</td>
<td>42,246</td>
<td>43,608</td>
<td>44,971</td>
<td>46,334</td>
<td>47,697</td>
<td>49,059</td>
<td>50,422</td>
</tr>
<tr>
<td></td>
<td>1.24</td>
<td>1.28</td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
</tr>
<tr>
<td>8</td>
<td>44,971</td>
<td>46,334</td>
<td>47,697</td>
<td>49,059</td>
<td>50,422</td>
<td>51,785</td>
<td>53,148</td>
</tr>
<tr>
<td></td>
<td>1.32</td>
<td>1.36</td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
</tr>
<tr>
<td>9</td>
<td>47,697</td>
<td>49,059</td>
<td>50,422</td>
<td>51,785</td>
<td>53,148</td>
<td>54,510</td>
<td>55,873</td>
</tr>
<tr>
<td></td>
<td>1.40</td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
</tr>
<tr>
<td>10</td>
<td>49,059</td>
<td>50,422</td>
<td>51,785</td>
<td>53,148</td>
<td>54,510</td>
<td>55,873</td>
<td>57,236</td>
</tr>
<tr>
<td></td>
<td>1.44</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
</tr>
<tr>
<td>11</td>
<td>50,422</td>
<td>51,785</td>
<td>53,148</td>
<td>54,510</td>
<td>55,873</td>
<td>57,236</td>
<td>58,599</td>
</tr>
<tr>
<td></td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
<td>1.64</td>
<td>1.68</td>
<td>1.72</td>
</tr>
<tr>
<td>12</td>
<td>54,510</td>
<td>55,873</td>
<td>57,236</td>
<td>58,599</td>
<td>59,961</td>
<td>1.48</td>
<td>1.52</td>
</tr>
<tr>
<td>13</td>
<td>57,236</td>
<td>58,599</td>
<td>59,961</td>
<td>1.48</td>
<td>1.52</td>
<td>1.56</td>
<td>1.60</td>
</tr>
</tbody>
</table>
# Working Conditions
- Contract Days: 185
- FTE Teachers: 230
- Length of Teacher Day: 8
- Length of Student Day: 7.6
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

# Salary Schedule
- Base: 30,150
- 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

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td>496.16</td>
<td>24.46 or 40.50</td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.25</td>
<td>Sp. or Dep. Dental</td>
</tr>
</tbody>
</table>

# Leaves
- Type: Days/Year
- Accum. Use
- Approval Needed
- Other

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum. Use</th>
<th>Approval Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td>20</td>
<td>40</td>
<td>yes</td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td>2</td>
<td>yes</td>
<td>accum. to 4</td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td>adm. disc.</td>
<td>add'l from sick lv</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>adm. disc.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

# Other District Policies
- Negotiated/Policy

<table>
<thead>
<tr>
<th>Other Info</th>
<th>Negotiated/Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Exists</td>
</tr>
<tr>
<td>PERSONAL</td>
<td>Y N</td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>Y P</td>
</tr>
<tr>
<td>ADOPTION</td>
<td>Professional Growth: Y N</td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td>Sick Bank: N</td>
</tr>
</tbody>
</table>

# Sabbatical
- No

# Severance Pay

# Other Leaves
- 20 day emergency sick lv.

---

**WINSIDE**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>BA+36</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
<th>MA+27</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>30,150</td>
<td>31,356</td>
<td>32,562</td>
<td>33,768</td>
<td>34,974</td>
<td>36,180</td>
<td>37,386</td>
<td>38,592</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>31,356</td>
<td>32,562</td>
<td>33,768</td>
<td>34,974</td>
<td>36,180</td>
<td>37,386</td>
<td>38,592</td>
<td>39,798</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>32,562</td>
<td>33,768</td>
<td>34,974</td>
<td>36,180</td>
<td>37,386</td>
<td>38,592</td>
<td>39,798</td>
<td>41,004</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>33,768</td>
<td>34,974</td>
<td>36,180</td>
<td>37,386</td>
<td>38,592</td>
<td>39,798</td>
<td>41,004</td>
<td>42,210</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>34,974</td>
<td>36,180</td>
<td>37,386</td>
<td>38,592</td>
<td>39,798</td>
<td>41,004</td>
<td>42,210</td>
<td>43,416</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>36,180</td>
<td>37,386</td>
<td>38,592</td>
<td>39,798</td>
<td>41,004</td>
<td>42,210</td>
<td>43,416</td>
<td>44,622</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>37,386</td>
<td>38,592</td>
<td>39,798</td>
<td>41,004</td>
<td>42,210</td>
<td>43,416</td>
<td>44,622</td>
<td>45,828</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>38,592</td>
<td>39,798</td>
<td>41,004</td>
<td>42,210</td>
<td>43,416</td>
<td>44,622</td>
<td>45,828</td>
<td>47,034</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>40,004</td>
<td>41,004</td>
<td>42,210</td>
<td>43,416</td>
<td>44,622</td>
<td>45,828</td>
<td>47,034</td>
<td>48,240</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>41,004</td>
<td>42,210</td>
<td>43,416</td>
<td>44,622</td>
<td>45,828</td>
<td>47,034</td>
<td>48,240</td>
<td>49,466</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>42,210</td>
<td>43,416</td>
<td>44,622</td>
<td>45,828</td>
<td>47,034</td>
<td>48,240</td>
<td>49,466</td>
<td>50,652</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>43,416</td>
<td>44,622</td>
<td>45,828</td>
<td>47,034</td>
<td>48,240</td>
<td>49,466</td>
<td>50,652</td>
<td>51,858</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>44,622</td>
<td>45,828</td>
<td>47,034</td>
<td>48,240</td>
<td>49,466</td>
<td>50,652</td>
<td>51,858</td>
<td>53,064</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>45,828</td>
<td>47,034</td>
<td>48,240</td>
<td>49,466</td>
<td>50,652</td>
<td>51,858</td>
<td>53,064</td>
<td>54,270</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>47,034</td>
<td>48,240</td>
<td>49,466</td>
<td>50,652</td>
<td>51,858</td>
<td>53,064</td>
<td>54,270</td>
<td>55,476</td>
<td></td>
</tr>
</tbody>
</table>

---

**Com</textarea>
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 494
- **Enrollment:**
  - HS: 227
  - JH/MS: 46
  - ELEM: 221
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7 hours
- **Planning Time:** 50 minutes
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6 classes

## Salary Schedule
- **Base:** 29,788
- **Starting Salary:** 29,788
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4 x 5
- **Index:** 4 x 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

## INSURANCE
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Option**
  - 600D
  - 2
- **Amount Paid by District**
  - H/A-Dent: Individ.
  - EE/Child: 470.45
  - EE/Spouse: 870.36
  - EE/Sp/Child: 987.96
  - 1326.58
- **Couple - Benefits**
  - 492.70
- **Cafeteria Plan**
  - Options:
    - IRS 125: Y
  - Contributions:
    - fte

## Leaves
- **Type**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 2
  - PROFESSIONAL: 3
- **Days/Year**
  - SICK: 45
  - PERSONAL: yes
  - BEREAVEMENT: yes
  - PROFESSIONAL: yes
- **Accum.**
  - SICK: 45
  - PERSONAL: yes
  - BEREAVEMENT: from Sick Lv.
  - PROFESSIONAL: yes
- **Approval Needed**
  - SICK: yes
  - PERSONAL: yes
  - BEREAVEMENT: yes
  - PROFESSIONAL: yes
- **Other**
  - SICK: Severance: $25/day unused up to 45

## Other District Policies
- **Negotiated/Policy**
  - Exists
  - **SEVERANCE PAY**
    - Y

## Cafeteria Plan
- **Type Carrier**
  - H/A-Dent: Individ.
  - EE/Child: 470.45
  - EE/Spouse: 870.36
  - EE/Sp/Child: 987.96
- **Coverage**
  - Deductible Reimbursement:
    - 492.70

## Other leaves
- **WISNER - PILGER**
  - **SEVERANCE PAY**
    - Yes

## Salary Schedule Table
<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA +5</th>
<th>BA +10</th>
<th>BA +15</th>
<th>BA +20</th>
<th>BA +25</th>
<th>MA</th>
<th>MA +5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,778</td>
<td>31,328</td>
<td>32,778</td>
<td>34,228</td>
<td>35,728</td>
<td>37,228</td>
<td>38,728</td>
<td>39,228</td>
</tr>
<tr>
<td>2</td>
<td>30,990</td>
<td>32,440</td>
<td>33,890</td>
<td>35,340</td>
<td>36,850</td>
<td>38,350</td>
<td>39,850</td>
<td>40,350</td>
</tr>
<tr>
<td>3</td>
<td>32,812</td>
<td>34,262</td>
<td>35,712</td>
<td>37,162</td>
<td>38,652</td>
<td>39,152</td>
<td>40,652</td>
<td>41,152</td>
</tr>
<tr>
<td>4</td>
<td>33,734</td>
<td>35,184</td>
<td>36,634</td>
<td>38,084</td>
<td>39,574</td>
<td>40,074</td>
<td>41,574</td>
<td>42,074</td>
</tr>
<tr>
<td>5</td>
<td>34,656</td>
<td>36,106</td>
<td>37,556</td>
<td>38,956</td>
<td>40,356</td>
<td>41,856</td>
<td>43,356</td>
<td>44,856</td>
</tr>
<tr>
<td>6</td>
<td>35,758</td>
<td>37,208</td>
<td>38,658</td>
<td>39,108</td>
<td>40,558</td>
<td>41,958</td>
<td>43,458</td>
<td>44,958</td>
</tr>
<tr>
<td>7</td>
<td>36,859</td>
<td>38,309</td>
<td>39,759</td>
<td>40,209</td>
<td>41,659</td>
<td>43,059</td>
<td>44,559</td>
<td>46,059</td>
</tr>
<tr>
<td>8</td>
<td>39,650</td>
<td>41,100</td>
<td>42,550</td>
<td>43,900</td>
<td>44,150</td>
<td>45,600</td>
<td>46,050</td>
<td>47,550</td>
</tr>
<tr>
<td>9</td>
<td>42,151</td>
<td>48,053</td>
<td>43,503</td>
<td>44,903</td>
<td>45,353</td>
<td>46,753</td>
<td>47,253</td>
<td>48,753</td>
</tr>
<tr>
<td>10</td>
<td>43,652</td>
<td>44,102</td>
<td>45,652</td>
<td>46,102</td>
<td>46,102</td>
<td>46,652</td>
<td>47,102</td>
<td>47,652</td>
</tr>
<tr>
<td>11</td>
<td>44,153</td>
<td>44,603</td>
<td>45,153</td>
<td>45,603</td>
<td>46,153</td>
<td>46,603</td>
<td>47,153</td>
<td>47,603</td>
</tr>
<tr>
<td>12</td>
<td>43,654</td>
<td>44,104</td>
<td>45,654</td>
<td>46,104</td>
<td>46,654</td>
<td>47,104</td>
<td>47,654</td>
<td>48,104</td>
</tr>
<tr>
<td>13</td>
<td>42,155</td>
<td>43,605</td>
<td>45,155</td>
<td>46,605</td>
<td>47,155</td>
<td>47,155</td>
<td>48,155</td>
<td>48,155</td>
</tr>
<tr>
<td>14</td>
<td>40,656</td>
<td>42,106</td>
<td>43,656</td>
<td>45,106</td>
<td>45,656</td>
<td>46,106</td>
<td>46,656</td>
<td>47,106</td>
</tr>
</tbody>
</table>
**Wood River Rural**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 46.2
- Enrollment: 580
- HS, JH/MS, ELEM
- Length of Teacher Day: 8, 8, 8
- Length of Student Day: 7.5, 7.5, 7
- Planning Time: 50, 50, 50
- Class Periods/Day: 8, 8
- Normal Teaching Load: 7, 7
- Multi-year Contract:

**SAALARY SCHEDULE**
- Base: 31,260
- Starting Salary: 31,260
- Entry Level Step: 0
- Career Increments: N
- Experience Allowed: 7(D)

**INSURANCE**
- Type: HEALTH
- Carrier: BC/BS
- Option: 600D
- Amount Paid by District: 446.93, 826.84, 938.56, 1260.25
- Couple - Benefits: 22.25, 22.25, 22.25, 22.25
- Vertical Freeze:
- Rollback:

**LEAVES**
- Type: SICK
- Days/Year: 12
- Accum. Use: yes
- Approval: Needed
- Other Info: leave after 5 yrs - $100/day for 30 days

**OTHER DISTRICT POLICIES**
- Negotiated/Policy: Exists
- Contract Days: 185
- Enrollment: 580
- BA+0: 31,260
- BA+9: 32,283
- BA+18: 34,386
- BA+27: 35,949
- BA+36: 37,512
- BA+45: 39,075
- Step 0: 31,260
- Step 1: 32,510
- Step 2: 33,761
- Step 3: 35,011
- Step 4: 36,262
- Step 5: 37,511
- Step 6: 38,762
- Step 7: 39,999
- Step 8: 41,263
- Step 9: 42,514
- Step 10: 43,762
- Step 11: 44,991
- Step 12: 46,215
- Step 13: 47,433
- Step 14: 48,641

**OTHER LEAVES:**
- Sabbatical: No
- Severeance Pay: Yes

**Cafeteria Plan**
- Individ.
- Depend.
- Health Care: IRS 125: Y
- Flex Accounts: Y
- Deductible Reimbursement: N
- Minimum FTE: 0.5

**W O O D R I V E R R U R A L**

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>31,260</td>
<td>32,283</td>
<td>34,386</td>
<td>35,949</td>
<td>37,512</td>
<td>39,075</td>
<td>40,638</td>
</tr>
<tr>
<td>1</td>
<td>32,510</td>
<td>34,073</td>
<td>35,636</td>
<td>37,199</td>
<td>38,762</td>
<td>40,325</td>
<td>41,888</td>
</tr>
<tr>
<td>2</td>
<td>33,761</td>
<td>35,324</td>
<td>36,887</td>
<td>38,450</td>
<td>40,013</td>
<td>41,576</td>
<td>43,139</td>
</tr>
<tr>
<td>3</td>
<td>35,011</td>
<td>36,574</td>
<td>38,137</td>
<td>39,700</td>
<td>41,263</td>
<td>42,826</td>
<td>44,399</td>
</tr>
<tr>
<td>4</td>
<td>36,262</td>
<td>37,825</td>
<td>39,388</td>
<td>40,951</td>
<td>42,514</td>
<td>44,077</td>
<td>45,640</td>
</tr>
<tr>
<td>5</td>
<td>37,511</td>
<td>39,075</td>
<td>40,638</td>
<td>42,201</td>
<td>43,764</td>
<td>45,327</td>
<td>46,890</td>
</tr>
<tr>
<td>6</td>
<td>38,762</td>
<td>40,325</td>
<td>41,888</td>
<td>43,451</td>
<td>45,014</td>
<td>46,577</td>
<td>48,140</td>
</tr>
<tr>
<td>7</td>
<td>40,013</td>
<td>41,576</td>
<td>43,139</td>
<td>44,702</td>
<td>46,265</td>
<td>47,828</td>
<td>49,391</td>
</tr>
<tr>
<td>8</td>
<td>41,263</td>
<td>42,826</td>
<td>44,399</td>
<td>45,952</td>
<td>47,515</td>
<td>49,078</td>
<td>50,641</td>
</tr>
<tr>
<td>9</td>
<td>42,514</td>
<td>44,077</td>
<td>45,640</td>
<td>47,020</td>
<td>48,583</td>
<td>50,146</td>
<td>51,799</td>
</tr>
<tr>
<td>10</td>
<td>43,764</td>
<td>45,327</td>
<td>46,890</td>
<td>48,271</td>
<td>49,835</td>
<td>51,399</td>
<td>53,062</td>
</tr>
<tr>
<td>11</td>
<td>45,014</td>
<td>46,577</td>
<td>48,140</td>
<td>49,470</td>
<td>50,933</td>
<td>52,497</td>
<td>54,056</td>
</tr>
<tr>
<td>12</td>
<td>46,265</td>
<td>47,828</td>
<td>49,391</td>
<td>50,708</td>
<td>52,265</td>
<td>53,822</td>
<td>55,383</td>
</tr>
<tr>
<td>13</td>
<td>47,515</td>
<td>49,078</td>
<td>50,641</td>
<td>51,209</td>
<td>52,767</td>
<td>54,324</td>
<td>55,883</td>
</tr>
<tr>
<td>14</td>
<td>48,766</td>
<td>50,329</td>
<td>51,892</td>
<td>52,938</td>
<td>54,496</td>
<td>56,053</td>
<td>57,614</td>
</tr>
<tr>
<td>15</td>
<td>50,016</td>
<td>51,579</td>
<td>53,142</td>
<td>54,106</td>
<td>55,665</td>
<td>57,224</td>
<td>58,783</td>
</tr>
<tr>
<td>16</td>
<td>51,266</td>
<td>52,829</td>
<td>54,392</td>
<td>55,954</td>
<td>57,513</td>
<td>59,072</td>
<td>60,633</td>
</tr>
<tr>
<td>17</td>
<td>52,517</td>
<td>54,080</td>
<td>55,643</td>
<td>57,196</td>
<td>58,753</td>
<td>60,312</td>
<td>61,872</td>
</tr>
<tr>
<td>18</td>
<td>53,767</td>
<td>55,333</td>
<td>56,893</td>
<td>58,448</td>
<td>60,002</td>
<td>61,561</td>
<td>63,120</td>
</tr>
<tr>
<td>19</td>
<td>55,018</td>
<td>56,579</td>
<td>58,139</td>
<td>59,694</td>
<td>61,253</td>
<td>62,812</td>
<td>64,372</td>
</tr>
<tr>
<td>20</td>
<td>56,268</td>
<td>57,829</td>
<td>59,393</td>
<td>60,948</td>
<td>62,503</td>
<td>64,062</td>
<td>65,622</td>
</tr>
</tbody>
</table>

**P R O F E S S I O N A L**
- Voluntary Separation: Y P
- Grievance: Y N
- Professional Growth: Y N
- Reduction in Force: Y P
- Sick Bank: N
WORKING CONDITIONS
- Contract Days: 170
- FTE Teachers: 14.5
- Enrollment: 149
- Length of Teacher Day: 8.58
- Length of Student Day: 8.5
- Planning Time: 50
- Class Periods/Day: 9
- Normal Teaching Load: 8
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

SALARY SCHEDULE
- Base: 29,200
- Index: 4 x 4
- Starting Salary: 29,200
- Experience Allowed: 4

LENGTH OF TEACHER DAY
- Class Periods/Day: 9

INSURANCE

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td></td>
<td>H/A-Dent</td>
<td>Individ.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>BC/BS</td>
<td>Depend.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Individ. EE/Child</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Spouse</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>EE/Sp/Child</td>
<td></td>
</tr>
<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td></td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>PPO:</td>
<td></td>
<td>COMMENTS:</td>
<td>22.25</td>
<td></td>
</tr>
<tr>
<td>LIFE:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LTD:</td>
<td>National</td>
<td>.0051</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

LEAVES

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Depend.</th>
<th>Approval Needed</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK:</td>
<td>10</td>
<td>35</td>
<td>yes</td>
<td></td>
</tr>
<tr>
<td>PERSONAL:</td>
<td>2+1</td>
<td>yes</td>
<td>may trade 1 sick lv for pers</td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td>sick lv.</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td>2</td>
<td>yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION:</td>
<td>sick lv</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SABBATICAL:</td>
<td>No</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

OTHER DISTRICT POLICIES

<table>
<thead>
<tr>
<th>Type</th>
<th>Negotiated/Policy</th>
<th>Exists</th>
</tr>
</thead>
<tbody>
<tr>
<td>SICK</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PERSONAL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BEREAVEMENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROFESSIONAL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ADOPTION</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ASSOCIATION</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SABBATICAL</td>
<td>No</td>
<td></td>
</tr>
</tbody>
</table>

OTHER LEAVES:

<table>
<thead>
<tr>
<th></th>
<th>B A</th>
<th>B A + 9</th>
<th>B A + 18</th>
<th>B A + 27</th>
<th>M A</th>
<th>M A + 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>29,200</td>
<td>30,368</td>
<td>31,536</td>
<td>32,704</td>
<td>33,872</td>
<td>35,040</td>
</tr>
<tr>
<td>2</td>
<td>30,368</td>
<td>31,536</td>
<td>32,704</td>
<td>33,872</td>
<td>35,040</td>
<td>36,208</td>
</tr>
<tr>
<td>3</td>
<td>31,536</td>
<td>32,704</td>
<td>33,872</td>
<td>35,040</td>
<td>36,208</td>
<td>37,376</td>
</tr>
<tr>
<td>4</td>
<td>32,704</td>
<td>33,872</td>
<td>35,040</td>
<td>36,208</td>
<td>37,376</td>
<td>38,544</td>
</tr>
<tr>
<td>5</td>
<td>33,872</td>
<td>35,040</td>
<td>36,208</td>
<td>37,376</td>
<td>38,544</td>
<td>39,712</td>
</tr>
<tr>
<td>6</td>
<td>35,040</td>
<td>36,208</td>
<td>37,376</td>
<td>38,544</td>
<td>39,712</td>
<td>40,880</td>
</tr>
<tr>
<td>7</td>
<td>36,208</td>
<td>37,376</td>
<td>38,544</td>
<td>39,712</td>
<td>40,880</td>
<td>42,048</td>
</tr>
<tr>
<td>8</td>
<td>37,376</td>
<td>38,544</td>
<td>39,712</td>
<td>40,880</td>
<td>42,048</td>
<td>43,216</td>
</tr>
<tr>
<td>9</td>
<td>38,544</td>
<td>39,712</td>
<td>40,880</td>
<td>42,048</td>
<td>43,216</td>
<td>44,384</td>
</tr>
<tr>
<td>10</td>
<td>39,712</td>
<td>40,880</td>
<td>42,048</td>
<td>43,216</td>
<td>44,384</td>
<td>45,552</td>
</tr>
<tr>
<td>11</td>
<td>40,880</td>
<td>42,048</td>
<td>43,216</td>
<td>44,384</td>
<td>45,552</td>
<td>46,720</td>
</tr>
<tr>
<td>12</td>
<td>42,048</td>
<td>43,216</td>
<td>44,384</td>
<td>45,552</td>
<td>46,720</td>
<td>47,888</td>
</tr>
<tr>
<td>13</td>
<td>43,216</td>
<td>44,384</td>
<td>45,552</td>
<td>46,720</td>
<td>47,888</td>
<td>49,056</td>
</tr>
</tbody>
</table>

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

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

NON-PARTICIPANT

STEPS:

<table>
<thead>
<tr>
<th>Step</th>
<th>MA + 9</th>
<th>MA + 18</th>
<th>MA + 27</th>
<th>M A</th>
<th>M A + 9</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Work Conditions
- **Contract Days:** 187
- **Enrollment:** 1263
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6.5
- **Planning Time:** 52
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

## Salary Schedule
- **Base:** 30,500
- **Entry Level Step:** 0
- **Career Increments:** N
- **Experience Allowed:** all
- **Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.**
- **Vertical Freeze:** 86-87
- **Rollback:** 86-87 Bottom
- **Length of Teacher Day:** 7.5 7.5 7.25
- **Length of Student Day:** 6.5 6.25 6.25
- **Normal Teaching Load:** 6 7

## Insurancce
- **HEALTH:** Permax
- **DENTAL:** Self-insur
- **LIFE:** School Insur.
- **LTD:** School Insur.

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

## Leaves
- **SICK:** un.
- **PERSONAL:** 1-1-1
- **BEREAVEMENT:** 10
- **PROFESSIONAL:** 6
- **ADOPTION:** 10
- **ASSOCIATION:** as needed

## Other District Policies
- **NEGOTIATED/Policy:**
  - Voluntary Separation: Y N
  - Grievance: Y N
  - Professional Growth: Y P

## Severance Pay
- **SABBATICAL:** Yes

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

## York

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>MA</th>
<th>MA+9</th>
<th>MA+18</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>20,025</td>
<td>21,790</td>
<td>23,375</td>
<td>30,500</td>
<td>31,720</td>
<td>32,940</td>
</tr>
<tr>
<td>2</td>
<td>23,375</td>
<td>24,750</td>
<td>26,125</td>
<td>32,940</td>
<td>34,160</td>
<td>35,380</td>
</tr>
<tr>
<td>3</td>
<td>26,125</td>
<td>27,875</td>
<td>29,625</td>
<td>35,380</td>
<td>36,600</td>
<td>37,820</td>
</tr>
<tr>
<td>4</td>
<td>29,625</td>
<td>31,500</td>
<td>33,375</td>
<td>39,955</td>
<td>41,225</td>
<td>42,495</td>
</tr>
<tr>
<td>5</td>
<td>33,375</td>
<td>35,525</td>
<td>37,685</td>
<td>42,495</td>
<td>43,920</td>
<td>45,345</td>
</tr>
<tr>
<td>6</td>
<td>37,685</td>
<td>39,955</td>
<td>42,495</td>
<td>45,345</td>
<td>47,275</td>
<td>48,800</td>
</tr>
<tr>
<td>7</td>
<td>42,495</td>
<td>45,345</td>
<td>48,800</td>
<td>51,575</td>
<td>54,300</td>
<td>57,025</td>
</tr>
<tr>
<td>8</td>
<td>48,800</td>
<td>51,575</td>
<td>54,300</td>
<td>57,025</td>
<td>59,770</td>
<td>62,525</td>
</tr>
<tr>
<td>9</td>
<td>54,300</td>
<td>57,025</td>
<td>59,770</td>
<td>62,525</td>
<td>65,270</td>
<td>68,025</td>
</tr>
<tr>
<td>10</td>
<td>60,025</td>
<td>62,770</td>
<td>65,525</td>
<td>68,270</td>
<td>71,025</td>
<td>73,770</td>
</tr>
<tr>
<td>11</td>
<td>65,525</td>
<td>68,270</td>
<td>71,025</td>
<td>73,770</td>
<td>76,525</td>
<td>79,270</td>
</tr>
<tr>
<td>12</td>
<td>71,025</td>
<td>73,770</td>
<td>76,525</td>
<td>79,270</td>
<td>82,025</td>
<td>84,770</td>
</tr>
<tr>
<td>13</td>
<td>76,525</td>
<td>79,270</td>
<td>82,025</td>
<td>84,770</td>
<td>87,525</td>
<td>90,270</td>
</tr>
<tr>
<td>14</td>
<td>82,025</td>
<td>84,770</td>
<td>87,525</td>
<td>90,270</td>
<td>93,025</td>
<td>95,770</td>
</tr>
<tr>
<td>15</td>
<td>87,525</td>
<td>90,270</td>
<td>93,025</td>
<td>95,770</td>
<td>98,525</td>
<td>101,270</td>
</tr>
<tr>
<td>16</td>
<td>93,025</td>
<td>95,770</td>
<td>98,525</td>
<td>101,270</td>
<td>104,025</td>
<td>106,770</td>
</tr>
<tr>
<td>17</td>
<td>98,525</td>
<td>101,270</td>
<td>104,025</td>
<td>106,770</td>
<td>109,525</td>
<td>112,270</td>
</tr>
<tr>
<td>18</td>
<td>104,025</td>
<td>106,770</td>
<td>109,525</td>
<td>112,270</td>
<td>115,025</td>
<td>117,770</td>
</tr>
<tr>
<td>19</td>
<td>109,525</td>
<td>112,270</td>
<td>115,025</td>
<td>117,770</td>
<td>120,525</td>
<td>123,270</td>
</tr>
<tr>
<td>20</td>
<td>115,025</td>
<td>117,770</td>
<td>120,525</td>
<td>123,270</td>
<td>126,025</td>
<td>128,770</td>
</tr>
<tr>
<td>21</td>
<td>120,525</td>
<td>123,270</td>
<td>126,025</td>
<td>128,770</td>
<td>131,525</td>
<td>134,270</td>
</tr>
</tbody>
</table>