

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 62.11
 Enrollment: 733
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 87
 Class Periods/Day: 7
 Normal Teaching Load: 6

| | | |
|-----|-------|------|
| HS | JH/MS | ELEM |
| 8 | 8 | 8 |
| 7.5 | 7.5 | 7.17 |
| 87 | 87 | 80 |
| 7 | 8 | |
| 6 | 7 | |

SALARY SCHEDULE

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

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|--------|---------|----------|-------------------------|----------|-----------|-------------|-------------------|
| | | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | 492.70 |
| 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:
 LIFE
 LTD
 NON-PARTICIPANT \$492.70 TSA

Cafeteria Plan

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

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--------------|-----------|--------|-------------|-----------------|---------------------------------|
| SICK | 12 | 120 | yes | | |
| Other Info: | PTO | | | | |
| PERSONAL | PTO | | | | |
| BEREAVEMENT | 10,5 | | | | 10-spouse, child, parent 5-othr |
| PROFESSIONAL | 2 | | | yes | |
| ADOPTION | 30 | | | | from sick lv. |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES:

| LAKEVIEW COMMUNITY SCHOOLS | | | | | | | | | | |
|----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|
| Step | BA | | | | BA+36 | | BA+45 | | MA | |
| | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | MA+36 | |
| 1 | 30,000 | 31,200 | 32,400 | 33,600 | 34,800 | 36,000 | 37,200 | 38,400 | 39,600 | |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | |
| 2 | 31,500 | 32,700 | 33,900 | 35,100 | 36,300 | 37,500 | 38,700 | 39,900 | 41,100 | |
| | 1.05 | 1.09 | 1.13 | 1.17 | 1.21 | 1.25 | 1.29 | 1.33 | 1.37 | |
| 3 | 33,000 | 34,200 | 35,400 | 36,600 | 37,800 | 39,000 | 40,200 | 41,400 | 42,600 | |
| | 1.10 | 1.14 | 1.18 | 1.22 | 1.26 | 1.30 | 1.34 | 1.38 | 1.42 | |
| 4 | 34,500 | 35,700 | 36,900 | 38,100 | 39,300 | 40,500 | 41,700 | 42,900 | 44,100 | |
| | 1.15 | 1.19 | 1.23 | 1.27 | 1.31 | 1.35 | 1.39 | 1.43 | 1.47 | |
| 5 | 36,000 | 37,200 | 38,400 | 39,600 | 40,800 | 42,000 | 43,200 | 44,400 | 45,600 | |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | |
| 6 | 37,500 | 38,700 | 39,900 | 41,100 | 42,300 | 43,500 | 44,700 | 45,900 | 47,100 | |
| | 1.25 | 1.29 | 1.33 | 1.37 | 1.41 | 1.45 | 1.49 | 1.53 | 1.57 | |
| 7 | 39,000 | 40,200 | 41,400 | 42,600 | 43,800 | 45,000 | 46,200 | 47,400 | 48,600 | |
| | 1.30 | 1.34 | 1.38 | 1.42 | 1.46 | 1.50 | 1.54 | 1.58 | 1.62 | |
| 8 | 40,500 | 41,700 | 42,900 | 44,100 | 45,300 | 46,500 | 47,700 | 48,900 | 50,100 | |
| | 1.35 | 1.39 | 1.43 | 1.47 | 1.51 | 1.55 | 1.59 | 1.63 | 1.67 | |
| 9 | | 43,200 | 44,400 | 45,600 | 46,800 | 48,000 | 49,200 | 50,400 | 51,600 | |
| | | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | |
| 10 | | 44,700 | 45,900 | 47,100 | 48,300 | 49,500 | 50,700 | 51,900 | 53,100 | |
| | | 1.49 | 1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | |
| 11 | | | 47,400 | 48,600 | 49,800 | 51,000 | 52,200 | 53,400 | 54,600 | |
| | | | 1.58 | 1.62 | 1.66 | 1.70 | 1.74 | 1.78 | 1.82 | |
| 12 | | | 48,900 | 50,100 | 51,300 | 52,500 | 53,700 | 54,900 | 56,100 | |
| | | | 1.63 | 1.67 | 1.71 | 1.75 | 1.79 | 1.83 | 1.87 | |
| 13 | | | | 51,600 | 52,800 | 54,000 | 55,200 | 56,400 | 57,600 | |
| | | | | 1.72 | 1.76 | 1.80 | 1.84 | 1.88 | 1.92 | |
| 14 | | | | | 54,300 | 55,500 | 56,700 | 57,900 | 59,100 | |
| | | | | | 1.81 | 1.85 | 1.89 | 1.93 | 1.97 | |

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

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------------|---------------------|-------|
| Base: | 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 | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | |
|-----------------|--------------|--------|-----------------------------|----------|----------|-------------------|------------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse |
| HEALTH | BC/BS | 800D | 435.49 | 805.66 | 914.52 | 1227.97 | Ind Dental |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: | sgl recv TSA | | COMMENTS: | | | | |
| LIFE | | | Deductible Reimbursement: Y | | | | 350/700 |
| LTD | | | | | | | |
| NON-PARTICIPANT | \$125 TSA | | | | | | |

Cafeteria Plan

| | |
|---------------------------|---------|
| Individ. | Depend. |
| Options: | |
| IRS 125: | |
| Flex Accounts: | |
| PART-TIME BENEFITS | |
| Minimum FTE: 0.4 | |
| Contribution: .5 fte | |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

| LEWISTON | | | | | | | | | | | | | | | | |
|----------|--------|--------|--------|--------|---------|--------|---------|--------|---------|--------|--------|--------|--------|--------|---------|--------|
| Step | BA | | BA + 9 | | BA + 18 | | BA + 27 | | BA + 36 | | MA | | MA + 9 | | MA + 18 | |
| | 1 | 30,200 | 1.00 | 31,408 | 1.04 | 32,616 | 1.08 | 33,824 | 1.12 | 35,032 | 1.16 | 36,240 | 1.20 | 37,448 | 1.24 | 38,656 |
| 2 | 31,408 | 1.04 | 32,616 | 1.08 | 33,824 | 1.12 | 35,032 | 1.16 | 36,240 | 1.20 | 37,448 | 1.24 | 38,656 | 1.28 | 39,864 | 1.32 |
| 3 | 32,616 | 1.08 | 33,824 | 1.12 | 35,032 | 1.16 | 36,240 | 1.20 | 37,448 | 1.24 | 38,656 | 1.28 | 39,864 | 1.32 | 41,072 | 1.36 |
| 4 | 33,824 | 1.12 | 35,032 | 1.16 | 36,240 | 1.20 | 37,448 | 1.24 | 38,656 | 1.28 | 39,864 | 1.32 | 41,072 | 1.36 | 42,280 | 1.40 |
| 5 | 35,032 | 1.16 | 36,240 | 1.20 | 37,448 | 1.24 | 38,656 | 1.28 | 39,864 | 1.32 | 41,072 | 1.36 | 42,280 | 1.40 | 43,488 | 1.44 |
| 6 | 36,240 | 1.20 | 37,448 | 1.24 | 38,656 | 1.28 | 39,864 | 1.32 | 41,072 | 1.36 | 42,280 | 1.40 | 43,488 | 1.44 | 44,696 | 1.48 |
| 7 | | | 38,656 | 1.28 | 39,864 | 1.32 | 41,072 | 1.36 | 42,280 | 1.40 | 43,488 | 1.44 | 44,696 | 1.48 | 45,904 | 1.52 |
| 8 | | | | | 41,072 | 1.36 | 42,280 | 1.40 | 43,488 | 1.44 | 44,696 | 1.48 | 45,904 | 1.52 | 47,112 | 1.56 |
| 9 | | | | | | | 43,488 | 1.44 | 44,696 | 1.48 | 45,904 | 1.52 | 47,112 | 1.56 | 48,320 | 1.60 |
| 10 | | | | | | | | 44,696 | 1.48 | 45,904 | 1.52 | 47,112 | 1.56 | 48,320 | 1.60 | 49,528 |
| 11 | | | | | | | | | 45,904 | 1.52 | 47,112 | 1.56 | 48,320 | 1.60 | 49,528 | 1.64 |
| 12 | | | | | | | | | | 47,112 | 1.56 | 48,320 | 1.60 | 49,528 | 1.64 | 50,736 |
| 13 | | | | | | | | | | | 48,320 | 1.60 | 49,528 | 1.64 | 50,736 | 1.68 |
| 14 | | | | | | | | | | | | 49,528 | 1.64 | 50,736 | 1.68 | 51,944 |
| 15 | | | | | | | | | | | | | 50,736 | 1.68 | 51,944 | 1.72 |
| | | | | | | | | | | | | | | 51,944 | 1.72 | 53,360 |
| | | | | | | | | | | | | | | | 53,360 | 1.80 |

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|--|--------|---------------------|-----------|
| Base: | 28,300 | Index: | 4.5 x 4.5 |
| Starting Salary: | 30,847 | Entry Level Step: | 3 |
| Career Increments: | N | Experience Allowed: | all |
| \$100 tuition credit per teacher; *Step 1 = 1.09 | | | |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits |
|-----------------|--------------------|--------|-----------------------------|----------|-----------|-------------------|
| | | | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 600D | 423.41 | 783.32 | 889.16 | 1193.92 |
| DENTAL | BC/BS | 2 | 20.03 | 20.03 | 20.03 | 20.03 |
| PPO: | Dist pays 90% prem | | COMMENTS: | | | |
| LIFE | Guardian | 3.75 | Deductible Reimbursement: Y | | 300/600 | |
| LTD | Principal | | | | | |
| NON-PARTICIPANT | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

| LEYTON | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 |
| BASE | 28,300 | | | | | | |
| | 1.00 | | | | | | |
| 1 | 30,847 | 32,121 | 33,394 | 34,668 | 35,941 | 37,215 | 38,488 |
| | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 |
| 2 | 30,847 | 32,121 | 33,394 | 34,668 | 35,941 | 37,215 | 38,488 |
| | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 |
| 3 | 30,847 | 32,121 | 33,394 | 34,668 | 35,941 | 37,215 | 38,488 |
| | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 |
| 4 | 32,121 | 33,394 | 34,668 | 35,941 | 37,215 | 38,488 | 39,762 |
| | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 |
| 5 | 33,394 | 34,668 | 35,941 | 37,215 | 38,488 | 39,762 | 41,035 |
| | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 |
| 6 | 34,668 | 35,941 | 37,215 | 38,488 | 39,762 | 41,035 | 42,309 |
| | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 |
| 7 | 35,941 | 37,215 | 38,488 | 39,762 | 41,035 | 42,309 | 43,582 |
| | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 |
| 8 | 37,215 | 38,488 | 39,762 | 41,035 | 42,309 | 43,582 | 44,856 |
| | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 |
| 9 | | 39,762 | 41,035 | 42,309 | 43,582 | 44,856 | 46,129 |
| | | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 |
| 10 | | | 42,309 | 43,582 | 44,856 | 46,129 | 47,403 |
| | | | 1.495 | 1.54 | 1.585 | 1.63 | 1.675 |
| 11 | | | 43,582 | 44,856 | 46,129 | 47,403 | 48,676 |
| | | | 1.54 | 1.585 | 1.63 | 1.675 | 1.72 |
| 12 | | | | 46,129 | 47,403 | 48,676 | 49,950 |
| | | | | 1.63 | 1.675 | 1.72 | 1.765 |
| 13 | | | | | 48,676 | 49,950 | 51,223 |
| | | | | | 1.72 | 1.765 | 1.81 |
| 14 | | | | | 49,950 | 51,223 | 52,497 |
| | | | | | 1.765 | 1.81 | 1.855 |
| 15 | | | | | 51,223 | 52,497 | 53,770 |
| | | | | | 1.81 | 1.855 | 1.9 |
| 16 | | | | | | 53,770 | 55,044 |
| | | | | | | 1.9 | 1.945 |

WORKING CONDITIONS

Contract Days: 191 FTE Teachers:
 Enrollment: 35901
 Length of Teacher Day: 7.5 HS JH/MS 7.5 ELEM 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 Index: 0 x 0
 Starting Salary: 37,958 Entry Level Step: 1
 Career Increments: N Experience Allowed: 35
 02-03 indx career stps; 03-04 sch is 21 stps;06-07 move caf to sched
 Vertical Freeze: 95-96
 Rollback:
 Multi-year Contract: 10-11, 11-12

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits |
|-------------------|---------|------------|-------------------------|----------|-----------|-------------------|
| | | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child |
| HEALTH | BC/BS | 350D/2850D | 482.79 | 681.44 | 774.18 | 1031.04 |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 |
| PPO: | | | | | | |
| LIFE Met Life | | | | | | |
| LTD Lincoln Nat'l | | | | | | |
| NON-PARTICIPANT | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

| Step | BA | BA+1B | BA+3B | MA | MA+1B | MA+3B | PHD |
|------|----------|----------|----------|----------|----------|----------|----------|
| 1 | 37,431 | 38,736 | 39,519 | 39,519 | 40,563 | 41,868 | 43,956 |
| 2 | 1,000 | 1,034.86 | 1,055.78 | 1,055.78 | 1,083.67 | 1,118.54 | 1,174.32 |
| 3 | 3,942.1 | 3,972.6 | 4,050.9 | 4,050.9 | 4,155.3 | 4,265.8 | 4,494.6 |
| 4 | 3,894.6 | 4,025.1 | 4,103.4 | 4,103.4 | 4,207.8 | 4,338.3 | 4,547.1 |
| 5 | 1,040.47 | 1,075.34 | 1,096.26 | 1,096.26 | 1,124.15 | 1,159.01 | 1,214.8 |
| 6 | 3,949.6 | 4,080.1 | 4,158.4 | 4,158.4 | 4,262.8 | 4,373.3 | 4,602.1 |
| 7 | 1,055.17 | 1,090.03 | 1,110.95 | 1,110.95 | 1,137.71 | 1,173.71 | 1,229.49 |
| 8 | 4,044.6 | 4,135.1 | 4,213.4 | 4,213.4 | 4,317.8 | 4,428.3 | 4,657.1 |
| 9 | 1,069.86 | 1,104.73 | 1,125.64 | 1,125.64 | 1,153.54 | 1,188.4 | 1,244.18 |
| 10 | 4,114.0 | 4,270.6 | 4,375.1 | 4,375.1 | 4,479.4 | 4,583.8 | 4,818.7 |
| 11 | 1,099.0 | 1,140.93 | 1,168.84 | 1,168.84 | 1,196.74 | 1,231.6 | 1,273.6 |
| 12 | 4,223.4 | 4,406.1 | 4,536.6 | 4,536.6 | 4,641.1 | 4,745.5 | 4,980.3 |
| 13 | 1,128.32 | 1,177.13 | 1,211.99 | 1,211.99 | 1,239.91 | 1,274.75 | 1,330.53 |
| 14 | 4,332.8 | 4,541.6 | 4,698.2 | 4,698.2 | 4,802.6 | 4,907.0 | 5,142.0 |
| 15 | 1,157.54 | 1,213.33 | 1,255.16 | 1,255.16 | 1,283.05 | 1,311.92 | 1,373.73 |
| 16 | 4,442.2 | 4,651.1 | 4,807.7 | 4,807.7 | 4,912.1 | 5,016.5 | 5,250.9 |
| 17 | 1,186.77 | 1,242.58 | 1,298.36 | 1,298.36 | 1,326.23 | 1,355.12 | 1,416.87 |
| 18 | | 4,766.4 | 5,021.4 | 5,125.8 | 5,230.2 | 5,334.6 | 5,569.0 |
| 19 | | 1,271.78 | 1,341.51 | 1,341.51 | 1,369.43 | 1,397.29 | 1,460.05 |
| 20 | | | 1,391.65 | 1,391.65 | 1,419.57 | 1,447.49 | 1,503.25 |
| 21 | | | 5,318.5 | 5,318.5 | 5,422.9 | 5,527.3 | 5,761.7 |
| 22 | | | 1,420.88 | 1,420.88 | 1,455.75 | 1,488.64 | 1,544.39 |
| 23 | | | 5,480.1 | 5,480.1 | 5,636.8 | 5,793.5 | 5,949.9 |
| 24 | | | 1,464.05 | 1,464.05 | 1,505.92 | 1,522.81 | 1,589.56 |
| 25 | | | 5,641.8 | 5,641.8 | 5,772.2 | 5,902.8 | 6,111.5 |
| 26 | | | 1,507.25 | 1,507.25 | 1,542.09 | 1,576.98 | 1,632.74 |
| 27 | | | 5,803.3 | 5,803.3 | 5,933.9 | 6,064.5 | 6,273.1 |
| 28 | | | 1,550.4 | 1,550.4 | 1,585.29 | 1,613.15 | 1,675.91 |
| 29 | | | 5,964.9 | 5,964.9 | 6,095.5 | 6,226.1 | 6,434.8 |
| 30 | | | 1,593.57 | 1,593.57 | 1,628.46 | 1,656.35 | 1,719.11 |
| 31 | | | 6,100.5 | 6,100.5 | 6,230.9 | 6,361.3 | 6,570.3 |
| 32 | | | 1,629.8 | 1,629.8 | 1,664.64 | 1,692.55 | 1,755.31 |
| 33 | | | 6,235.9 | 6,235.9 | 6,365.3 | 6,494.7 | 6,703.7 |
| 34 | | | 1,665.97 | 1,665.97 | 1,700.86 | 1,728.75 | 1,784.54 |
| 35 | | | 6,342.1 | 6,342.1 | 6,471.5 | 6,600.9 | 6,809.9 |
| 36 | | | 1,694.34 | 1,694.34 | 1,729.21 | 1,757.1 | 1,812.88 |
| 37 | | | 6,423.4 | 6,423.4 | 6,552.8 | 6,682.2 | 6,891.2 |
| 38 | | | 1,716.06 | 1,716.06 | 1,750.95 | 1,778.82 | 1,834.6 |
| 39 | | | 6,504.8 | 6,504.8 | 6,634.2 | 6,763.6 | 6,972.6 |
| 40 | | | 1,737.81 | 1,737.81 | 1,772.68 | 1,800.57 | 1,856.35 |
| 41 | | | 6,610.9 | 6,610.9 | 6,740.3 | 6,869.7 | 7,078.7 |
| 42 | | | 1,766.16 | 1,766.16 | 1,801.02 | 1,828.91 | 1,884.69 |
| 43 | | | 6,686.7 | 6,686.7 | 6,816.1 | 6,945.5 | 7,154.5 |
| 44 | | | 1,788.64 | 1,788.64 | 1,823.51 | 1,851.4 | 1,907.18 |
| 45 | | | 6,757.4 | 6,757.4 | 6,886.8 | 7,016.2 | 7,225.2 |
| 46 | | | 1,805.3 | 1,805.3 | 1,840.16 | 1,868.05 | 1,923.83 |
| 47 | | | 6,833.2 | 6,833.2 | 6,962.6 | 7,092.0 | 7,301.0 |
| 48 | | | 1,825.55 | 1,825.55 | 1,860.41 | 1,888.3 | 1,944.08 |
| 49 | | | 6,909.1 | 6,909.1 | 7,038.5 | 7,167.9 | 7,376.9 |
| 50 | | | 1,845.82 | 1,845.82 | 1,880.67 | 1,908.58 | 1,964.36 |
| 51 | | | 6,983.9 | 6,983.9 | 7,113.3 | 7,242.7 | 7,451.7 |
| 52 | | | 1,865.81 | 1,865.81 | 1,900.67 | 1,928.56 | 1,984.34 |

BA 36 new hires cannot be placed higher than step 13 if first contract day is on or after 9-1-10. New hires on MA, MA1B, MA36, and PHD cannot be placed higher than step 25

Louisville

WORKING CONDITIONS

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

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

SALARY SCHEDULE

Base: 32,180 Index: 5 x 3
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 12(D)
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract: 10-11, 11-12

INSURANCE

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

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| LOUISVILLE | | | | | | | | | |
|------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | MA+36 |
| 1 | 32,180 | 33,145 | 34,111 | 35,076 | 36,042 | 37,007 | 37,972 | 38,938 | 39,903 |
| | 1.00 | 1.03 | 1.06 | 1.09 | 1.12 | 1.15 | 1.18 | 1.21 | 1.24 |
| 2 | 33,789 | 34,754 | 35,720 | 36,685 | 37,651 | 38,616 | 39,581 | 40,547 | 41,512 |
| | 1.05 | 1.08 | 1.11 | 1.14 | 1.17 | 1.20 | 1.23 | 1.26 | 1.29 |
| 3 | 35,398 | 36,363 | 37,329 | 38,294 | 39,260 | 40,225 | 41,190 | 42,156 | 43,121 |
| | 1.10 | 1.13 | 1.16 | 1.19 | 1.22 | 1.25 | 1.28 | 1.31 | 1.34 |
| 4 | 37,007 | 37,972 | 38,938 | 39,903 | 40,869 | 41,834 | 42,799 | 43,765 | 44,730 |
| | 1.15 | 1.18 | 1.21 | 1.24 | 1.27 | 1.30 | 1.33 | 1.36 | 1.39 |
| 5 | 38,616 | 39,581 | 40,547 | 41,512 | 42,478 | 43,443 | 44,408 | 45,374 | 46,339 |
| | 1.20 | 1.23 | 1.26 | 1.29 | 1.32 | 1.35 | 1.38 | 1.41 | 1.44 |
| 6 | 40,225 | 41,190 | 42,156 | 43,121 | 44,087 | 45,052 | 46,017 | 46,983 | 47,948 |
| | 1.25 | 1.28 | 1.31 | 1.34 | 1.37 | 1.40 | 1.43 | 1.46 | 1.49 |
| 7 | | 42,799 | 43,765 | 44,730 | 45,696 | 46,661 | 47,626 | 48,592 | 49,557 |
| | | 1.33 | 1.36 | 1.39 | 1.42 | 1.45 | 1.48 | 1.51 | 1.54 |
| 8 | | | 45,374 | 46,339 | 47,305 | 48,270 | 49,235 | 50,201 | 51,166 |
| | | | 1.41 | 1.44 | 1.47 | 1.50 | 1.53 | 1.56 | 1.59 |
| 9 | | | | 47,948 | 48,914 | 49,879 | 50,844 | 51,810 | 52,775 |
| | | | | 1.49 | 1.52 | 1.55 | 1.58 | 1.61 | 1.64 |
| 10 | | | | | 50,523 | 51,488 | 52,453 | 53,419 | 54,384 |
| | | | | | 1.57 | 1.60 | 1.63 | 1.66 | 1.69 |
| 11 | | | | | 52,132 | 53,097 | 54,062 | 55,028 | 55,993 |
| | | | | | 1.62 | 1.65 | 1.68 | 1.71 | 1.74 |
| 12 | | | | | 53,741 | 54,706 | 55,671 | 56,637 | 57,602 |
| | | | | | 1.67 | 1.70 | 1.73 | 1.76 | 1.79 |

WORKING CONDITIONS

| | | | | |
|------------------------|-----|---------------|-------|------|
| Contract Days: | 185 | FTE Teachers: | | |
| Enrollment: | 344 | 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 | | |

SALARY SCHEDULE

| | | | |
|----------------------|---|---------------------|-------|
| Base: | 30,000 | Index: | 4 x 5 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| | long. 4% ea. 4 yrs. to 26; 03-04 sal/ins freeze | | |
| Vertical Freeze: | 03-04 | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | |
|-----------------|--------------------------|----------|---------------------------|----------|-----------|-------------------|------------------|
| | | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | 144.65 or 208.03 |
| HEALTH | BC/BS | 600D | 423.41 | 783.32 | 889.16 | 1193.92 | Dental + All Dep |
| DENTAL | BC/BS | 3 | 41.41 | 41.41 | 41.41 | 41.41 | |
| PPO: | teacher pays 10% premium | | COMMENTS: | | | | |
| LIFE | | | Deductible Reimbursement: | | | | |
| LTD | | | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

| | |
|---------------------------|---------|
| Individ. | Depend. |
| Options: | |
| IRS 125: | Y |
| Flex Accounts: | Y |
| PART-TIME BENEFITS | |
| Minimum FTE: | 0.45 |
| Contribution: | fte |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| LOUP CITY | | | | | | | | |
|-----------|--------|--------|--------|--------|--------|--------|--------|--|
| Step | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | |
| 1 | 30,000 | 31,500 | 33,000 | 34,500 | 36,000 | 37,500 | 39,000 | |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | |
| 2 | 31,200 | 32,700 | 34,200 | 35,700 | 37,200 | 38,700 | 40,200 | |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 | |
| 3 | 32,400 | 33,900 | 35,400 | 36,900 | 38,400 | 39,900 | 41,400 | |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 | |
| 4 | 33,600 | 35,100 | 36,600 | 38,100 | 39,600 | 41,100 | 42,600 | |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 | |
| 5 | 34,800 | 36,300 | 37,800 | 39,300 | 40,800 | 42,300 | 43,800 | |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 | |
| 6 | 36,000 | 37,500 | 39,000 | 40,500 | 42,000 | 43,500 | 45,000 | |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | |
| 7 | | 38,700 | 40,200 | 41,700 | 43,200 | 44,700 | 46,200 | |
| | | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | |
| 8 | | 39,900 | 41,400 | 42,900 | 44,400 | 45,900 | 47,400 | |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 | |
| 9 | | | 42,600 | 44,100 | 45,600 | 47,100 | 48,600 | |
| | | | 1.42 | 1.47 | 1.52 | 1.57 | 1.62 | |
| 10 | | | | 45,300 | 46,800 | 48,300 | 49,800 | |
| | | | | 1.51 | 1.56 | 1.61 | 1.66 | |
| 11 | | | | | 48,000 | 49,500 | 51,000 | |
| | | | | | 1.60 | 1.65 | 1.70 | |
| 12 | | | | | 49,200 | 50,700 | 52,200 | |
| | | | | | 1.64 | 1.69 | 1.74 | |
| 16 | | | | | 50,400 | 51,900 | 53,400 | |
| | | | | | 1.68 | 1.73 | 1.78 | |
| 21 | | | | | 51,600 | 53,100 | 54,600 | |
| | | | | | 1.72 | 1.77 | 1.82 | |
| 26 | | | | | 52,800 | 54,300 | 55,800 | |
| | | | | | 1.76 | 1.81 | 1.86 | |

Longevity 4% ea. 4 yrs. to 26

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|-------|
| Contract Days: | 185 | FTE Teachers: | |
| Enrollment: | 89 | HS | JH/MS |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 6 | 6 | 6 |
| Planning Time: | 51 | 51 | 51 |
| Class Periods/Day: | 8 | 8 | |
| Normal Teaching Load: | 7 | 7 | |

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 27,850 | Index: | 4 x 5 |
| Starting Salary: | 27,850 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 10 |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits |
|-----------------|-----------|--------|---------------------------------|----------|-----------|-------------------|
| | | | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 |
| PPO: | | | COMMENTS: | | | |
| LIFE | Principal | 6.54 | Deductible Reimbursement: Y 500 | | | |
| LTD | Principal | .0057 | | | | |
| NON-PARTICIPANT | | | | | | |

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:
PART-TIME BENEFITS
Minimum FTE: 0.28
Contribution: fte

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|------|-----------|--------|-------------|-----------------|-------|
| SICK | 10 | 35 | yes | | |

Other Info: 40% sub/day unused over 35 end of 4th yr.

| | | | | | |
|--------------|--------------|--|--|------------|--|
| PERSONAL | see sick lv. | | | 1-yes;1-no | |
| BEREAVEMENT | 3-immed fam | | | | |
| PROFESSIONAL | admin. disc. | | | yes | |
| ADOPTION | | | | | |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| LOUP COUNTY | | | | | | | | |
|-------------|--------|--------|--------|--------|--------|--------|--------|-------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 |
| 1 | 27,850 | 29,243 | 30,635 | 32,028 | 33,420 | 34,813 | 36,205 | |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | |
| 2 | 28,964 | 30,357 | 31,749 | 33,142 | 34,534 | 35,927 | 37,319 | |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 | |
| 3 | 30,078 | 31,471 | 32,863 | 34,256 | 35,648 | 37,041 | 38,433 | |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 | |
| 4 | 31,192 | 32,585 | 33,977 | 35,370 | 36,762 | 38,155 | 39,547 | |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 | |
| 5 | 32,306 | 33,699 | 35,091 | 36,484 | 37,876 | 39,269 | 40,661 | |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 | |
| 6 | 32,863 | 34,813 | 36,205 | 37,598 | 38,990 | 40,383 | 41,775 | |
| | 1.18 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | |
| 7 | | 35,370 | 37,319 | 38,712 | 40,104 | 41,497 | 42,889 | |
| | | 1.27 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | |
| 8 | | | 37,876 | 39,826 | 41,218 | 42,611 | 44,003 | |
| | | | 1.36 | 1.43 | 1.48 | 1.53 | 1.58 | |
| 9 | | | | 40,940 | 42,332 | 43,725 | 45,117 | |
| | | | | 1.47 | 1.52 | 1.57 | 1.62 | |
| 10 | | | | 41,497 | 43,446 | 44,839 | 46,231 | |
| | | | | 1.49 | 1.56 | 1.61 | 1.66 | |
| 11 | | | | | 44,560 | 45,953 | 47,345 | |
| | | | | | 1.60 | 1.65 | 1.70 | |
| 12 | | | | | 45,117 | 47,067 | 48,459 | |
| | | | | | 1.62 | 1.69 | 1.74 | |
| 13 | | | | | | 47,624 | 49,016 | |
| | | | | | | 1.71 | 1.76 | |

Lyons-Decatur Northeast

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 27.25
 Enrollment: 263
 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: 30,000 Index: 4 x 5
 Starting Salary: 30,000 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 84-85 grandfathered steps
 Vertical Freeze: 88-89
 Rollback:
 Multi-year Contract:

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

| LYONS-DECATUR | | | | | | | |
|---------------|--------|--------|---------|---------|---------|--------|---------|
| Step | BA | BA + 9 | BA + 18 | BA + 27 | BA + 36 | MA + 9 | MA + 18 |
| 1 | 30,000 | 31,500 | 33,000 | 34,500 | 36,000 | 37,500 | 39,000 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 |
| 2 | 31,200 | 32,700 | 34,200 | 35,700 | 37,200 | 38,700 | 40,200 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 |
| 3 | 32,400 | 33,900 | 35,400 | 36,900 | 38,400 | 39,900 | 41,400 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 |
| 4 | 33,600 | 35,100 | 36,600 | 38,100 | 39,600 | 41,100 | 42,600 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 |
| 5 | | 36,300 | 37,800 | 39,300 | 40,800 | 42,300 | 43,800 |
| | | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 |
| 6 | | 37,500 | 39,000 | 40,500 | 42,000 | 43,500 | 45,000 |
| | | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 |
| 7 | | 38,700 | 40,200 | 41,700 | 43,200 | 44,700 | 46,200 |
| | | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 |
| 8 | | | 41,400 | 42,900 | 44,400 | 45,900 | 47,400 |
| | | | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 |
| 9 | | | 42,600 | 44,100 | 45,600 | 47,100 | 48,600 |
| | | | 1.42 | 1.47 | 1.52 | 1.57 | 1.62 |
| 10 | | | 43,800 | 45,300 | 46,800 | 48,300 | 49,800 |
| | | | 1.46 | 1.51 | 1.56 | 1.61 | 1.66 |
| 11 | | | 45,000 | 46,500 | 48,000 | 49,500 | 51,000 |
| | | | 1.50 | 1.55 | 1.60 | 1.65 | 1.70 |
| 12 | | | | 47,700 | 49,200 | 50,700 | 52,200 |
| | | | | 1.59 | 1.64 | 1.69 | 1.74 |
| 13 | | | | 48,900 | 50,400 | 51,900 | 53,400 |
| | | | | 1.63 | 1.68 | 1.73 | 1.78 |
| 14 | | | | 50,100 | 51,600 | 53,100 | 54,600 |
| | | | | 1.67 | 1.72 | 1.77 | 1.82 |
| 15 | | | | 51,300 | 52,800 | 54,300 | 55,800 |
| | | | | 1.71 | 1.76 | 1.81 | 1.86 |
| 16 | | | | | 54,000 | 55,500 | 57,000 |
| | | | | | 1.80 | 1.85 | 1.90 |
| 17 | | | | | 55,200 | 56,700 | 58,200 |
| | | | | | 1.84 | 1.89 | 1.94 |

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|---------------------------|--------------|---------------------|-------|
| Base: | 30,396 | Index: | 4 x 5 |
| Starting Salary: | 32,828 | Entry Level Step: | 3 |
| Career Increments: | N | Experience Allowed: | 5(D) |
| Grandfathered steps 94-95 | | | |
| Vertical Freeze: | 86-87, 87-88 | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|---------------------|--------|---------------------------|----------|----------|-----------|------------------------------------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 800D | 454.59 | 841.01 | 954.65 | 1281.85 | 24.46 or 40.50 Sp or Dep Dental |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: | Dist. pays 600/1200 | | COMMENTS: | | | | |
| LIFE | Horace Mann | 4.80 | Deductible Reimbursement: | | | | |
| LTD | | | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES: Jury Duty

MADISON

| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 30,396 | 31,916 | 33,436 | 34,955 | 36,475 | 37,995 | 39,515 | 41,035 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | 1.35 |
| 2 | 31,612 | 33,132 | 34,651 | 36,171 | 37,691 | 39,211 | 40,731 | 42,250 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 | 1.39 |
| 3 | 32,828 | 34,347 | 35,867 | 37,387 | 38,907 | 40,427 | 41,946 | 43,466 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 | 1.43 |
| 4 | 34,044 | 35,563 | 37,083 | 38,603 | 40,123 | 41,643 | 43,162 | 44,682 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 | 1.47 |
| 5 | 35,259 | 36,779 | 38,299 | 39,819 | 41,339 | 42,858 | 44,378 | 45,898 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 | 1.51 |
| 6 | 36,475 | 37,995 | 39,515 | 41,035 | 42,554 | 44,074 | 45,594 | 47,114 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 |
| 7 | 37,691 | 39,211 | 40,731 | 42,250 | 43,770 | 45,290 | 46,810 | 48,330 |
| | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | 1.59 |
| 8 | | 40,427 | 41,946 | 43,466 | 44,986 | 46,506 | 48,026 | 49,545 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 | 1.63 |
| 9 | | | 43,162 | 44,682 | 46,202 | 47,722 | 49,242 | 50,761 |
| | | | 1.42 | 1.47 | 1.52 | 1.57 | 1.62 | 1.67 |
| 10 | | | | 45,898 | 47,418 | 48,938 | 50,457 | 51,977 |
| | | | | 1.51 | 1.56 | 1.61 | 1.66 | 1.71 |
| 11 | | | | 47,114 | 48,634 | 50,153 | 51,673 | 53,193 |
| | | | | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 |
| 12 | | | | | 49,849 | 51,369 | 52,889 | 54,409 |
| | | | | | 1.64 | 1.69 | 1.74 | 1.79 |
| 13 | | | | | 51,065 | 52,585 | 54,105 | 55,625 |
| | | | | | 1.68 | 1.73 | 1.78 | 1.83 |
| 14 | | | | | | 53,801 | 55,321 | 56,841 |
| | | | | | | 1.77 | 1.82 | 1.87 |
| 15 | | | | | | | | 58,056 |
| | | | | | | | | 1.91 |

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

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-----------|
| Base: | 28,800 | Index: | 4.5 x 4.5 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | Y | Experience Allowed: | 4 |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| M A Y W O O D | | | | | | | | |
|---------------|--------|---------|----------|----------|----------|--------|----------|---------|
| Step | B A | | B A + 9 | | B A + 18 | | B A + 27 | |
| | B A | B A + 9 | B A + 18 | B A + 27 | B A + 36 | | M A | M A + 9 |
| 0 | 28,800 | 30,096 | 31,392 | 32,688 | 33,984 | 35,280 | | |
| | 1.00 | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | | |
| 1 | 30,096 | 31,392 | 32,688 | 33,984 | 35,280 | 36,576 | | |
| | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | | |
| 2 | 31,392 | 32,688 | 33,984 | 35,280 | 36,576 | 37,872 | | |
| | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | | |
| 3 | 32,688 | 33,984 | 35,280 | 36,576 | 37,872 | 39,168 | | |
| | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | | |
| 4 | 33,984 | 35,280 | 36,576 | 37,872 | 39,168 | 40,464 | | |
| | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | | |
| 5 | 35,280 | 36,576 | 37,872 | 39,168 | 40,464 | 41,760 | | |
| | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | | |
| 6 | | 37,872 | 39,168 | 40,464 | 41,760 | 43,056 | | |
| | | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | | |
| 7 | | | 40,464 | 41,760 | 43,056 | 44,352 | | |
| | | | 1.405 | 1.45 | 1.495 | 1.54 | | |
| 8 | | | 41,760 | 43,056 | 44,352 | 45,648 | | |
| | | | 1.45 | 1.495 | 1.54 | 1.585 | | |
| 9 | | | | 44,352 | 45,648 | 46,944 | | |
| | | | | 1.54 | 1.585 | 1.63 | | |
| 10 | | | | | 46,944 | 48,240 | | |
| | | | | | 1.63 | 1.675 | | |
| 11 | | | | | 48,240 | 49,536 | | |
| | | | | | 1.675 | 1.72 | | |
| 12 | | | | | 49,536 | 50,832 | | |
| | | | | | 1.72 | 1.765 | | |
| 13 | | | | | | 52,128 | | |
| | | | | | | 1.81 | | |

WORKING CONDITIONS

| | | | |
|------------------------|------|---------------|--------|
| Contract Days: | 185 | FTE Teachers: | 111.27 |
| Enrollment: | 1439 | HS | JH/MS |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7.5 | 7.5 | 7.5 |
| Planning Time: | 55 | 55 | 40 |
| Class Periods/Day: | 7 | 7 | |
| Normal Teaching Load: | 6 | 6 | |

SALARY SCHEDULE

| | | | |
|---------------------------------|--------|---------------------|-----------|
| Base: | 31,220 | Index: | 4.5 x 4.5 |
| Starting Salary: | 31,220 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 8 |
| vert stps 1-8=4.5/stps 9-15=4.9 | | | |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|---------------|--------|---------------------------|----------|----------|-----------|-------------------|---------------------------|----------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child | Individ. |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 | Options: | |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp or Dep Dental | IRS 125: Y | |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: Y | |
| LIFE | | | Deductible Reimbursement: | | | | | PART-TIME BENEFITS | |
| LTD | Madison Nat'l | .0028 | | | | | | Minimum FTE: 0.5 | |
| NON-PARTICIPANT | | | | | | | | Contribution: fte | |

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--|--------------------|--------|-------------|-----------------|----------------------------|
| SICK | 10 | 90 | yes | | |
| Other Info: \$10/day at early retirement | | | | | |
| PERSONAL | 2 | | | no | sub rate reimb. unused day |
| BEREAVEMENT | 5 | | | | per occur. |
| PROFESSIONAL | unl. | | | yes | |
| ADOPTION | 10 (from sick lv.) | | | | w/appr. |
| ASSOCIATION | officers | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

| MCCOOK | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|
| Step | MA | | | | | PHD | | | | |
| | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA+9 | MA+18 | MA+27 | MA+36 | |
| 1 | 31,220 | 32,625 | 34,030 | 35,435 | 36,840 | 38,245 | 39,649 | 41,054 | 42,459 | |
| | 1.00 | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | |
| 2 | 32,625 | 34,030 | 35,435 | 36,840 | 38,245 | 39,649 | 41,054 | 42,459 | 43,864 | |
| | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | |
| 3 | 34,030 | 35,435 | 36,840 | 38,245 | 39,649 | 41,054 | 42,459 | 43,864 | 45,269 | |
| | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | |
| 4 | 35,435 | 36,840 | 38,245 | 39,649 | 41,054 | 42,459 | 43,864 | 45,269 | 46,674 | |
| | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | |
| 5 | 36,840 | 38,245 | 39,649 | 41,054 | 42,459 | 43,864 | 45,269 | 46,674 | 48,079 | |
| | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | |
| 6 | 38,245 | 39,649 | 41,054 | 42,459 | 43,864 | 45,269 | 46,674 | 48,079 | 49,484 | |
| | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | |
| 7 | 39,649 | 41,054 | 42,459 | 43,864 | 45,269 | 46,674 | 48,079 | 49,484 | 50,889 | |
| | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 | |
| 8 | | 42,459 | 43,864 | 45,269 | 46,674 | 48,079 | 49,484 | 50,889 | 52,294 | |
| | | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 | 1.675 | |
| 9 | | | 45,394 | 46,799 | 48,204 | 49,609 | 51,013 | 52,418 | 53,823 | |
| | | | 1.454 | 1.499 | 1.544 | 1.589 | 1.634 | 1.679 | 1.724 | |
| 10 | | | | 48,329 | 49,733 | 51,138 | 52,543 | 53,948 | 55,353 | |
| | | | | 1.548 | 1.593 | 1.638 | 1.683 | 1.728 | 1.773 | |
| 11 | | | | | 51,263 | 52,668 | 54,073 | 55,478 | 56,883 | |
| | | | | | 1.642 | 1.687 | 1.732 | 1.777 | 1.822 | |
| 12 | | | | | | 54,198 | 55,603 | 57,008 | 58,413 | |
| | | | | | | 1.736 | 1.781 | 1.826 | 1.871 | |
| 13 | | | | | | | 57,133 | 58,538 | 59,942 | |
| | | | | | | | 1.83 | 1.875 | 1.92 | |
| 14 | | | | | | | | 60,067 | 61,472 | |
| | | | | | | | | 1.924 | 1.969 | |
| 15 | | | | | | | | | 63,002 | |
| | | | | | | | | | 2.018 | |

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 29,200 | Index: | 4 x 5 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits |
|-----------------|---------|--------|---------------------------|----------|----------|-------------------|
| | | | H/A-Dent | Individ. | EE/Child | |
| HEALTH | BC/BS | 1100 | 413.72 | 765.38 | 868.79 | 1166.57 |
| DENTAL | BC/BS | 2 | 22.25 | 41.15 | 41.15 | 41.15 |
| PPO: | | | COMMENTS: | | | |
| LIFE | | | Deductible Reimbursement: | | | |
| LTD | | | | | | |
| NON-PARTICIPANT | | | | | | |

Cafeteria Plan

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

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--------------|---|--------|-------------|-----------------|-------|
| SICK | 10 | 30 | yes | | |
| Other Info: | PTO, Sep pay: 50% sub pay up to 30 days | | | | |
| PERSONAL | PTO | | | yes | |
| BEREAVEMENT | PTO | | | | |
| PROFESSIONAL | as needed | | | yes | |
| ADOPTION | | | | | |
| ASSOCIATION | as needed | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

| MCPHERSON COUNTY | | | | | | | |
|------------------|--------|--------|---------|---------|--------|--------|--|
| Step | BA | BA + 9 | BA + 18 | BA + 27 | MA | MA + 9 | |
| 1 | 29,200 | 30,660 | 32,120 | 33,580 | 35,040 | 36,500 | |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | |
| 2 | 30,368 | 31,828 | 33,288 | 34,748 | 36,208 | 37,668 | |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | |
| 3 | 31,536 | 32,996 | 34,456 | 35,916 | 37,376 | 38,836 | |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | |
| 4 | 32,704 | 34,164 | 35,624 | 37,084 | 38,544 | 40,004 | |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | |
| 5 | 33,872 | 35,332 | 36,792 | 38,252 | 39,712 | 41,172 | |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | |
| 6 | 35,040 | 36,500 | 37,960 | 39,420 | 40,880 | 42,340 | |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | |
| 7 | | 37,668 | 39,128 | 40,588 | 42,048 | 43,508 | |
| | | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | |
| 8 | | 38,836 | 40,296 | 41,756 | 43,216 | 44,676 | |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | |
| 9 | | 40,004 | 41,464 | 42,924 | 44,384 | 45,844 | |
| | | 1.37 | 1.42 | 1.47 | 1.52 | 1.57 | |
| 10 | | | 42,632 | 44,092 | 45,552 | 47,012 | |
| | | | 1.46 | 1.51 | 1.56 | 1.61 | |
| 11 | | | 43,800 | 45,260 | 46,720 | 48,180 | |
| | | | 1.50 | 1.55 | 1.60 | 1.65 | |
| 12 | | | | 46,428 | 47,888 | 49,348 | |
| | | | | 1.59 | 1.64 | 1.69 | |
| 13 | | | | | 49,056 | 50,516 | |
| | | | | | 1.68 | 1.73 | |

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|-------|
| Contract Days: | 185 | FTE Teachers: | 25.65 |
| Enrollment: | 215 | HS | JH/MS |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7 | 7 | 7 |
| Planning Time: | 50 | 50 | 48 |
| Class Periods/Day: | 8 | 8 | |
| Normal Teaching Load: | 7 | 7 | |

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 28,450 | Index: | 4 x 4 |
| Starting Salary: | 28,450 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 5 |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| MEAD | | | | | | | | | | |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | | BA+9 | | BA+18 | | BA+27 | | BA+36 | |
| | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | | |
| 1 | 28,450 | 29,588 | 30,726 | 31,864 | 33,002 | 34,140 | 35,278 | 36,416 | 37,554 | 38,692 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 2 | 29,588 | 30,726 | 31,864 | 33,002 | 34,140 | 35,278 | 36,416 | 37,554 | 38,692 | 39,830 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 |
| 3 | 30,726 | 31,864 | 33,002 | 34,140 | 35,278 | 36,416 | 37,554 | 38,692 | 39,830 | 40,968 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 |
| 4 | 31,864 | 33,002 | 34,140 | 35,278 | 36,416 | 37,554 | 38,692 | 39,830 | 40,968 | 42,106 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 |
| 5 | 33,002 | 34,140 | 35,278 | 36,416 | 37,554 | 38,692 | 39,830 | 40,968 | 42,106 | 43,244 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 |
| 6 | 34,140 | 35,278 | 36,416 | 37,554 | 38,692 | 39,830 | 40,968 | 42,106 | 43,244 | 44,382 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 |
| 7 | | 36,416 | 37,554 | 38,692 | 39,830 | 40,968 | 42,106 | 43,244 | 44,382 | 45,520 |
| | | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 |
| 8 | | 37,554 | 38,692 | 39,830 | 40,968 | 42,106 | 43,244 | 44,382 | 45,520 | 46,658 |
| | | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 |
| 9 | | | 39,830 | 40,968 | 42,106 | 43,244 | 44,382 | 45,520 | 46,658 | 47,796 |
| | | | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 |
| 10 | | | 40,968 | 42,106 | 43,244 | 44,382 | 45,520 | 46,658 | 47,796 | 48,934 |
| | | | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 |
| 11 | | | | 43,244 | 44,382 | 45,520 | 46,658 | 47,796 | 48,934 | 50,072 |
| | | | | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 |
| 12 | | | | 44,382 | 45,520 | 46,658 | 47,796 | 48,934 | 50,072 | 51,210 |
| | | | | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.80 |
| 13 | | | | | 46,658 | 47,796 | 48,934 | 50,072 | 51,210 | 52,348 |
| | | | | | 1.64 | 1.68 | 1.72 | 1.76 | 1.80 | 1.84 |
| 14 | | | | | 47,796 | 48,934 | 50,072 | 51,210 | 52,348 | 53,486 |
| | | | | | 1.68 | 1.72 | 1.76 | 1.80 | 1.84 | 1.88 |

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|-------------------------|---------------------|-------|
| Base: | 28,800 | Index: | 4 x 4 |
| Starting Salary: | 28,800 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 10 |
| | 96-97 \$1,200 bonus/fte | | |
| Vertical Freeze: | 97-98 | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|-----------------|--------|---------------------------|----------|----------|-----------|--------------------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 350D | 471.35 | 872.02 | 989.86 | 1329.13 | 50.62 or 83.75 |
| DENTAL | BC/BS | 3 | 46.01 | 46.01 | 46.01 | 46.01 | Sp. or Dep. Dental |
| PPO: | | | COMMENTS: | | | | |
| LIFE | | | Deductible Reimbursement: | | | | |
| LTD | Nat'l Insurance | .0046 | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

| M E D I C I N E V A L L E Y - C U R T I S | | | | | | |
|---|--------|---------|-----------|-----------|--------|--------|
| Step | B A | B A + 9 | B A + 1 8 | B A + 2 7 | M A | |
| 1 | 28,800 | 29,952 | 31,104 | 32,256 | 33,408 | 33,408 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.16 |
| 2 | 29,952 | 31,104 | 32,256 | 33,408 | 34,560 | 34,560 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.20 |
| 3 | 31,104 | 32,256 | 33,408 | 34,560 | 35,712 | 35,712 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.24 |
| 4 | 32,256 | 33,408 | 34,560 | 35,712 | 36,864 | 36,864 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.28 |
| 5 | 33,408 | 34,560 | 35,712 | 36,864 | 38,016 | 38,016 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.32 |
| 6 | | 35,712 | 36,864 | 38,016 | 39,168 | 39,168 |
| | | 1.24 | 1.28 | 1.32 | 1.36 | 1.36 |
| 7 | | 36,864 | 38,016 | 39,168 | 40,320 | 40,320 |
| | | 1.28 | 1.32 | 1.36 | 1.40 | 1.40 |
| 8 | | | 39,168 | 40,320 | 41,472 | 41,472 |
| | | | 1.36 | 1.40 | 1.44 | 1.44 |
| 9 | | | | 41,472 | 42,624 | 42,624 |
| | | | | 1.44 | 1.48 | 1.48 |
| 10 | | | | | 43,776 | 43,776 |
| | | | | | 1.52 | 1.52 |
| 11 | | | | | 44,928 | 44,928 |
| | | | | | 1.56 | 1.56 |
| 12 | | | | | 46,080 | 46,080 |
| | | | | | 1.60 | 1.60 |
| 13 | | | | | 47,232 | 47,232 |
| | | | | | 1.64 | 1.64 |
| 14 | | | | | 48,384 | 48,384 |
| | | | | | 1.68 | 1.68 |
| 15 | | | | | 49,536 | 49,536 |
| | | | | | 1.72 | 1.72 |
| 16 | | | | | 50,688 | 50,688 |
| | | | | | 1.76 | 1.76 |
| 17 | | | | | 51,840 | 51,840 |
| | | | | | 1.80 | 1.80 |

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 31,550 Index: 5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | |
|--------|---------|----------|-------------------------|----------|-----------|-------------------|--------------------------------|
| | | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | |
| HEALTH | BC/BS | 600D | 470.45 | 696.29 | 790.37 | 1061.26 | 222.06 or 305.82 Full Coverage |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |

PPO: Dist pays 100% single, 80% other
 LIFE Deductible Reimbursement:
 LTD
 NON-PARTICIPANT

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MILFORD

| Step | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | MA+36 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 31,550 | 32,812 | 34,074 | 35,336 | 36,598 | 37,860 | 39,122 | 40,384 | 41,646 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 |
| 2 | 33,128 | 34,390 | 35,652 | 36,914 | 38,176 | 39,438 | 40,700 | 41,962 | 43,224 |
| | 1.05 | 1.09 | 1.13 | 1.17 | 1.21 | 1.25 | 1.29 | 1.33 | 1.37 |
| 3 | 34,705 | 35,967 | 37,229 | 38,491 | 39,753 | 41,015 | 42,277 | 43,539 | 44,801 |
| | 1.10 | 1.14 | 1.18 | 1.22 | 1.26 | 1.30 | 1.34 | 1.38 | 1.42 |
| 4 | 36,283 | 37,545 | 38,807 | 40,069 | 41,331 | 42,593 | 43,855 | 45,117 | 46,379 |
| | 1.15 | 1.19 | 1.23 | 1.27 | 1.31 | 1.35 | 1.39 | 1.43 | 1.47 |
| 5 | 37,860 | 39,122 | 40,384 | 41,646 | 42,908 | 44,170 | 45,432 | 46,694 | 47,956 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 |
| 6 | 39,438 | 40,700 | 41,962 | 43,224 | 44,486 | 45,748 | 47,010 | 48,272 | 49,534 |
| | 1.25 | 1.29 | 1.33 | 1.37 | 1.41 | 1.45 | 1.49 | 1.53 | 1.57 |
| 7 | | 42,277 | 43,539 | 44,801 | 46,063 | 47,325 | 48,587 | 49,849 | 51,111 |
| | | 1.34 | 1.38 | 1.42 | 1.46 | 1.50 | 1.54 | 1.58 | 1.62 |
| 8 | | | 45,117 | 46,379 | 47,641 | 48,903 | 50,165 | 51,427 | 52,689 |
| | | | 1.43 | 1.47 | 1.51 | 1.55 | 1.59 | 1.63 | 1.67 |
| 9 | | | | 47,956 | 49,218 | 50,480 | 51,742 | 53,004 | 54,266 |
| | | | | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 |
| 10 | | | | | 50,796 | 52,058 | 53,320 | 54,582 | 55,844 |
| | | | | | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 |
| 11 | | | | | 52,373 | 53,635 | 54,897 | 56,159 | 57,421 |
| | | | | | 1.66 | 1.70 | 1.74 | 1.78 | 1.82 |
| 12 | | | | | | 55,213 | 56,475 | 57,737 | 58,999 |
| | | | | | | 1.75 | 1.79 | 1.83 | 1.87 |
| 13 | | | | | | | 58,052 | 59,314 | 60,576 |
| | | | | | | | 1.84 | 1.88 | 1.92 |

WORKING CONDITIONS

Contract Days: 193 FTE Teachers: 1700
 Enrollment: 22000
 Length of Teacher Day: 8.25 HS JH/MS 8.25 ELEM 8.25
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 50 45 30
 Class Periods/Day: 4 8
 Normal Teaching Load: 3.5 6

SALARY SCHEDULE

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

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | |
|-----------------|--|--------|-------------------------|----------|-----------|-------------------|---------------------------|
| | | | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child |
| HEALTH | Self funded | 550D | 394.58 | 1080.56 | 1080.56 | 1080.56 | 41.31 |
| DENTAL | United Con | | 24.38 | 24.38 | 24.38 | 24.38 | |
| PPO: | 11-12 switch from 350D to 550D COMMENTS: | | | | | | |
| LIFE | Hartford | 3.50 | | | | | Deductible Reimbursement: |
| LTD | | | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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

| MILLARD | | | | |
|-------------|---------|---------|---------|---------|
| | BA | MA | EDSPEC | PHD |
| Step | | | | |
| Min | 36,032 | 38,288 | 44,248 | 45,576 |
| | 1.00 | 1.06261 | 1.22802 | 1.26488 |
| Max | 67,202 | 74,984 | 74,984 | 76,128 |
| | 1.86506 | 2.08104 | 2.08104 | 2.11279 |

Minatare

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 29,000 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 4
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits |
|-----------------|---------------|--------|---------------------------------|----------|-----------|-------------------|
| | | | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 350D | 496.16 | 826.13 | 937.76 | 1259.17 |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 |
| PPO: COMMENTS: | | | | | | |
| LIFE | Guardian | | Deductible Reimbursement: Y 150 | | | |
| LTD | Fort Dearborn | | | | | |
| NON-PARTICIPANT | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

| MINATARE | | | | | | |
|----------|--------|--------|---------|---------|------------|--------|
| Step | BA | BA + 9 | BA + 18 | BA + 27 | BA + 36 MA | MA + 9 |
| 1 | 29,000 | 30,450 | 31,900 | 33,350 | 34,800 | 36,250 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 |
| 2 | 30,160 | 31,610 | 33,060 | 34,510 | 35,960 | 37,410 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 |
| 3 | 31,320 | 32,770 | 34,220 | 35,670 | 37,120 | 38,570 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 |
| 4 | 32,480 | 33,930 | 35,380 | 36,830 | 38,280 | 39,730 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 |
| 5 | 33,640 | 35,090 | 36,540 | 37,990 | 39,440 | 40,890 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 |
| 6 | 34,800 | 36,250 | 37,700 | 39,150 | 40,600 | 42,050 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 |
| 7 | | 37,410 | 38,860 | 40,310 | 41,760 | 43,210 |
| | | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 |
| 8 | | 38,570 | 40,020 | 41,470 | 42,920 | 44,370 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 |
| 9 | | | 41,180 | 42,630 | 44,080 | 45,530 |
| | | | 1.42 | 1.47 | 1.52 | 1.57 |
| 10 | | | | 43,790 | 45,240 | 46,690 |
| | | | | 1.51 | 1.56 | 1.61 |
| 11 | | | | | 46,400 | 47,850 |
| | | | | | 1.60 | 1.65 |
| 12 | | | | | | 49,010 |
| | | | | | | 1.69 |

WORKING CONDITIONS

| | | | |
|------------------------|------|---------------|-------|
| Contract Days: | 185 | FTE Teachers: | 69.17 |
| Enrollment: | 760 | HS | JH/MS |
| | | ELEM | |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7.33 | 7.33 | 7.33 |
| Planning Time: | 48 | 48 | 48 |
| Class Periods/Day: | 8 | 8 | |
| Normal Teaching Load: | 7 | 7 | |

SALARY SCHEDULE

| | | | |
|--|--------------|---------------------|-----------|
| Base: | 30,300 | Index: | 4.5 x 4.5 |
| Starting Salary: | 30,300 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 5 |
| BA+36 grandfathered for employees before 79-80 | | | |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | 11-12, 12-13 | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|----------------|--------|---------------------------|----------|----------|-----------|--------------------|---------------------------|----------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child | Individ. |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 | Options: | |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp. or Dep. Dental | IRS 125: Y | |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: Y | |
| LIFE | | | Deductible Reimbursement: | | | | | PART-TIME BENEFITS | |
| LTD | Principal Life | .0028 | | | | | | Minimum FTE: 0.4 | |
| NON-PARTICIPANT | | | | | | | | Contribution: fte | |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

| MINDEN | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--|
| Step | BA | | BA+9 | | BA+18 | | BA+27 | | BA+36 | |
| | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | | |
| 0 | 30,300 | 31,664 | 33,027 | 34,391 | 35,754 | 37,118 | 38,481 | 39,845 | | |
| | 1.00 | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | | |
| 1 | 31,664 | 33,027 | 34,391 | 35,754 | 37,118 | 38,481 | 39,845 | 41,208 | | |
| | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | | |
| 2 | 33,027 | 34,391 | 35,754 | 37,118 | 38,481 | 39,845 | 41,208 | 42,572 | | |
| | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | | |
| 3 | 34,391 | 35,754 | 37,118 | 38,481 | 39,845 | 41,208 | 42,572 | 43,935 | | |
| | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | | |
| 4 | 35,754 | 37,118 | 38,481 | 39,845 | 41,208 | 42,572 | 43,935 | 45,299 | | |
| | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | | |
| 5 | | 38,481 | 39,845 | 41,208 | 42,572 | 43,935 | 45,299 | 46,662 | | |
| | | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | | |
| 6 | | 39,845 | 41,208 | 42,572 | 43,935 | 45,299 | 46,662 | 48,026 | | |
| | | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | | |
| 7 | | | 42,572 | 43,935 | 45,299 | 46,662 | 48,026 | 49,389 | | |
| | | | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 | | |
| 8 | | | | 45,299 | 46,662 | 48,026 | 49,389 | 50,753 | | |
| | | | | 1.495 | 1.54 | 1.585 | 1.63 | 1.675 | | |
| 9 | | | | 46,662 | 48,026 | 49,389 | 50,753 | 52,116 | | |
| | | | | 1.54 | 1.585 | 1.63 | 1.675 | 1.72 | | |
| 10 | | | | | 49,389 | 50,753 | 52,116 | 53,480 | | |
| | | | | | 1.63 | 1.675 | 1.72 | 1.765 | | |
| 11 | | | | | 50,753 | 52,116 | 53,480 | 54,843 | | |
| | | | | | 1.675 | 1.72 | 1.765 | 1.81 | | |
| 12 | | | | | 52,116 | 53,480 | 54,843 | 56,207 | | |
| | | | | | 1.72 | 1.765 | 1.81 | 1.855 | | |

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

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|------------|
| Base: | 30,100 | Index: | 4.25 x 4.5 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 15 |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|---------|----------|---------------------------|----------|-----------|-------------|-------------------|
| | | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | 900 |
| HEALTH | BC/BS | 350D | 248.08 | 248.08 | 248.08 | 248.08 | Flat Salary |
| DENTAL | BC/BS | 2 | 11.13 | 11.13 | 11.13 | 11.13 | |
| PPO: | | | COMMENTS: | | | | |
| LIFE | | | Deductible Reimbursement: | | | | |
| LTD | | | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

| | |
|----------------|----------------|
| Individ. | Depend. |
| 900 | 900 |
| Options: | H/A, TSA, Cash |
| IRS 125: | Y |
| Flex Accounts: | Y |

PART-TIME BENEFITS

| | |
|---------------|-----|
| Minimum FTE: | 0.5 |
| Contribution: | fte |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| MORRILL | | | | | | | | | | |
|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | MA+27 | |
| 1 | 30,100 | 31,455 | 32,809 | 34,164 | 35,518 | 36,873 | 38,227 | 39,582 | 40,936 | |
| | 1.00 | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | |
| 2 | 31,379 | 32,734 | 34,088 | 35,443 | 36,797 | 38,152 | 39,506 | 40,861 | 42,215 | |
| | 1.0425 | 1.0875 | 1.1325 | 1.1775 | 1.2225 | 1.2675 | 1.3125 | 1.3575 | 1.4025 | |
| 3 | 32,659 | 34,013 | 35,368 | 36,722 | 38,077 | 39,431 | 40,786 | 42,140 | 43,495 | |
| | 1.085 | 1.13 | 1.175 | 1.22 | 1.265 | 1.31 | 1.355 | 1.4 | 1.445 | |
| 4 | 33,938 | 35,292 | 36,647 | 38,001 | 39,356 | 40,710 | 42,065 | 43,419 | 44,774 | |
| | 1.1275 | 1.1725 | 1.2175 | 1.2625 | 1.3075 | 1.3525 | 1.3975 | 1.4425 | 1.4875 | |
| 5 | 35,217 | 36,572 | 37,926 | 39,281 | 40,635 | 41,990 | 43,344 | 44,699 | 46,053 | |
| | 1.17 | 1.215 | 1.26 | 1.305 | 1.35 | 1.395 | 1.44 | 1.485 | 1.53 | |
| 6 | | 37,851 | 39,205 | 40,560 | 41,914 | 43,269 | 44,623 | 45,978 | 47,332 | |
| | | 1.2575 | 1.3025 | 1.3475 | 1.3925 | 1.4375 | 1.4825 | 1.5275 | 1.5725 | |
| 7 | | 39,130 | 40,485 | 41,839 | 43,194 | 44,548 | 45,903 | 47,257 | 48,612 | |
| | | 1.3 | 1.345 | 1.39 | 1.435 | 1.48 | 1.525 | 1.57 | 1.615 | |
| 8 | | | 41,764 | 43,118 | 44,473 | 45,827 | 47,182 | 48,536 | 49,891 | |
| | | | 1.3875 | 1.4325 | 1.4775 | 1.5225 | 1.5675 | 1.6125 | 1.6575 | |
| 9 | | | 43,043 | 44,398 | 45,752 | 47,107 | 48,461 | 49,816 | 51,170 | |
| | | | 1.475 | 1.52 | 1.565 | 1.61 | 1.655 | 1.7 | 1.745 | |
| 10 | | | | 45,677 | 47,031 | 48,386 | 49,740 | 51,095 | 52,449 | |
| | | | | 1.5175 | 1.5625 | 1.6075 | 1.6525 | 1.6975 | 1.7425 | |
| 11 | | | | 46,956 | 48,311 | 49,665 | 51,020 | 52,374 | 53,729 | |
| | | | | 1.56 | 1.605 | 1.65 | 1.695 | 1.74 | 1.785 | |
| 12 | | | | | | 50,944 | 52,299 | 53,653 | 55,008 | |
| | | | | | | 1.6925 | 1.7375 | 1.7825 | 1.8275 | |
| 13 | | | | | | 52,224 | 53,578 | 54,933 | 56,287 | |
| | | | | | | 1.735 | 1.78 | 1.825 | 1.87 | |
| 14 | | | | | | | 54,857 | 56,212 | 57,566 | |
| | | | | | | | 1.8225 | 1.8675 | 1.9125 | |
| 15 | | | | | | | 56,137 | 57,491 | 58,846 | |
| | | | | | | | 1.865 | 1.91 | 1.955 | |
| 16 | | | | | | | | 58,770 | 60,125 | |
| | | | | | | | | 1.9525 | 1.9975 | |
| 17 | | | | | | | | 60,050 | 61,404 | |
| | | | | | | | | 1.995 | 2.04 | |
| 18 | | | | | | | | 61,329 | 62,759 | |
| | | | | | | | | 2.0375 | 2.085 | |

Nebraska Unified District 1

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 30,100 | Index: | 4 x 4 |
| Starting Salary: | 30,100 | Entry Level Step: | 1 |
| Career Increments: | Y | Experience Allowed: | 5 |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

| NEBRASKA UNIFIED DISTRICT 1 | | | | | | | | | | |
|-----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--|
| Step | BA | | BA+9 | | BA+18 | | BA+27 | | BA+45 | |
| | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+45 | | |
| 1 | 30,100 | 31,304 | 32,508 | 33,712 | 34,916 | 36,120 | 37,324 | 38,528 | | |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | | |
| 2 | 31,304 | 32,508 | 33,712 | 34,916 | 36,120 | 37,324 | 38,528 | 39,732 | | |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | | |
| 3 | 32,508 | 33,712 | 34,916 | 36,120 | 37,324 | 38,528 | 39,732 | 40,936 | | |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | | |
| 4 | 33,712 | 34,916 | 36,120 | 37,324 | 38,528 | 39,732 | 40,936 | 42,140 | | |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | | |
| 5 | 34,916 | 36,120 | 37,324 | 38,528 | 39,732 | 40,936 | 42,140 | 43,344 | | |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | | |
| 6 | 36,120 | 37,324 | 38,528 | 39,732 | 40,936 | 42,140 | 43,344 | 44,548 | | |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | | |
| 7 | 37,324 | 38,528 | 39,732 | 40,936 | 42,140 | 43,344 | 44,548 | 45,752 | | |
| | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | | |
| 8 | | 39,732 | 40,936 | 42,140 | 43,344 | 44,548 | 45,752 | 46,956 | | |
| | | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | | |
| 9 | | | 42,140 | 43,344 | 44,548 | 45,752 | 46,956 | 48,160 | | |
| | | | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | | |
| 10 | | | 43,344 | 44,548 | 45,752 | 46,956 | 48,160 | 49,364 | | |
| | | | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | | |
| 11 | | | | 45,752 | 46,956 | 48,160 | 49,364 | 50,568 | | |
| | | | | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | | |
| 12 | | | | | 48,160 | 49,364 | 50,568 | 51,772 | | |
| | | | | | 1.60 | 1.64 | 1.68 | 1.72 | | |
| 13 | | | | | | | 51,772 | 52,976 | | |
| | | | | | | | 1.72 | 1.76 | | |
| 14 | | | | | | | | 54,180 | | |
| | | | | | | | | 1.80 | | |

Neligh-Oakdale

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|-----------------|---------------------|-------|
| Base: | 29,250 | Index: | 4 x 4 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | Y | Experience Allowed: | all |
| Vertical Freeze: | 87-88 | | |
| Rollback: | 86-87(2); 02-03 | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|------------------|----------|---------------------------|----------|-----------|-------------|--------------------|
| | | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | 24.46 or 40.50 |
| HEALTH | BC/BS | 600D | 470.45 | 870.36 | 987.96 | 1326.58 | Sp. or Dep. Dental |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: | | | COMMENTS: | | | | |
| LIFE | Companion | 1.55 | Deductible Reimbursement: | | | | |
| LTD | Principal | .0036 | | | | | |
| NON-PARTICIPANT | 1/2 ins prem TSA | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency- 3 days

| NELIGH-OAKDALE | | | | | | | | | | |
|----------------|--------|--------|--------|--------|--------|--------|--------|--------|--|--|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | | |
| 1 | 29,250 | 30,420 | 31,590 | 32,760 | 33,930 | 33,930 | 35,100 | 36,270 | | |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.16 | 1.20 | 1.24 | | |
| 2 | 30,420 | 31,590 | 32,760 | 33,930 | 35,100 | 35,100 | 36,270 | 37,440 | | |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.20 | 1.24 | 1.28 | | |
| 3 | 31,590 | 32,760 | 33,930 | 35,100 | 36,270 | 36,270 | 37,440 | 38,610 | | |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.24 | 1.28 | 1.32 | | |
| 4 | 32,760 | 33,930 | 35,100 | 36,270 | 37,440 | 37,440 | 38,610 | 39,780 | | |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.28 | 1.32 | 1.36 | | |
| 5 | 33,930 | 35,100 | 36,270 | 37,440 | 38,610 | 38,610 | 39,780 | 40,950 | | |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.32 | 1.36 | 1.40 | | |
| 6 | | 36,270 | 37,440 | 38,610 | 39,780 | 39,780 | 40,950 | 42,120 | | |
| | | 1.24 | 1.28 | 1.32 | 1.36 | 1.36 | 1.40 | 1.44 | | |
| 7 | | | 38,610 | 39,780 | 40,950 | 40,950 | 42,120 | 43,290 | | |
| | | | 1.32 | 1.36 | 1.40 | 1.40 | 1.44 | 1.48 | | |
| 8 | | | 39,780 | 40,950 | 42,120 | 42,120 | 43,290 | 44,460 | | |
| | | | 1.36 | 1.40 | 1.44 | 1.44 | 1.48 | 1.52 | | |
| 9 | | | | 42,120 | 43,290 | 43,290 | 44,460 | 45,630 | | |
| | | | | 1.44 | 1.48 | 1.48 | 1.52 | 1.56 | | |
| 10 | | | | 43,290 | 44,460 | 44,460 | 45,630 | 46,800 | | |
| | | | | 1.48 | 1.52 | 1.52 | 1.56 | 1.60 | | |
| 11 | | | | | 45,630 | 45,630 | 46,800 | 47,970 | | |
| | | | | | 1.56 | 1.56 | 1.60 | 1.64 | | |
| 12 | | | | | 46,800 | 46,800 | 47,970 | 49,140 | | |
| | | | | | 1.60 | 1.60 | 1.64 | 1.68 | | |
| 13 | | | | | 47,970 | 47,970 | 49,140 | 50,310 | | |
| | | | | | 1.64 | 1.64 | 1.68 | 1.72 | | |
| 14 | | | | | 49,140 | 49,140 | 50,310 | 51,480 | | |
| | | | | | 1.68 | 1.68 | 1.72 | 1.76 | | |
| 15 | | | | | | | | 52,650 | | |
| | | | | | | | | 1.80 | | |
| 16 | | | | | | | | 53,820 | | |
| | | | | | | | | 1.84 | | |
| 17 | | | | | | | | 54,990 | | |
| | | | | | | | | 1.88 | | |

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

Niobrara

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 20
 Enrollment: 157
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7.7 7.7 7.7
 Planning Time: 54 54 54
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,800 Index: 4 x 4
 Starting Salary: 30,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|--------------|--------|-------------------------|----------|-----------|-------------|--------------------------------------|
| | | | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 Sp. or Dep. Dental |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: COMMENTS: | | | | | | | |
| LIFE | | | | | | | Deductible Reimbursement: Y 300/600 |
| LTD | National Ins | .0043 | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.4
 Contribution: fte

LEAVES

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

Other Info: .5 sub rate reimbursed for days over 60

| | | | | | |
|--------------|---|--|--|--|--|
| PERSONAL | 2 | | | | |
| BEREAVEMENT | 5 | | | | |
| PROFESSIONAL | 2 | | | | |
| ADOPTION | | | | | |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

NIOBRARA

| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 30,800 | 32,032 | 33,264 | 34,496 | 35,112 | 35,728 | 36,960 | 38,192 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.14 | 1.16 | 1.20 | 1.24 |
| 2 | 32,032 | 33,264 | 34,496 | 35,728 | 36,344 | 36,960 | 38,192 | 39,424 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.18 | 1.20 | 1.24 | 1.28 |
| 3 | 33,264 | 34,496 | 35,728 | 36,960 | 37,576 | 38,192 | 39,424 | 40,656 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.22 | 1.24 | 1.28 | 1.32 |
| 4 | 34,496 | 35,728 | 36,960 | 38,192 | 38,808 | 39,424 | 40,656 | 41,888 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.26 | 1.28 | 1.32 | 1.36 |
| 5 | 35,728 | 36,960 | 38,192 | 39,424 | 40,040 | 40,656 | 41,888 | 43,120 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.30 | 1.32 | 1.36 | 1.40 |
| 6 | 36,960 | 38,192 | 39,424 | 40,656 | 41,272 | 41,888 | 43,120 | 44,352 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.34 | 1.36 | 1.40 | 1.44 |
| 7 | | 39,424 | 40,656 | 41,888 | 42,504 | 43,120 | 44,352 | 45,584 |
| | | 1.28 | 1.32 | 1.36 | 1.38 | 1.40 | 1.44 | 1.48 |
| 8 | | | 41,888 | 43,120 | 43,736 | 44,352 | 45,584 | 46,816 |
| | | | 1.36 | 1.40 | 1.42 | 1.44 | 1.48 | 1.52 |
| 9 | | | | 44,352 | 44,968 | 45,584 | 46,816 | 48,048 |
| | | | | 1.44 | 1.46 | 1.48 | 1.52 | 1.56 |
| 10 | | | | | 46,200 | 46,816 | 48,048 | 49,280 |
| | | | | | 1.50 | 1.52 | 1.56 | 1.60 |
| 11 | | | | | | | 49,280 | 50,512 |
| | | | | | | | 1.60 | 1.64 |

WORKING CONDITIONS

| | | | |
|------------------------|------|---------------|-------|
| Contract Days: | 186 | FTE Teachers: | |
| Enrollment: | 4017 | HS | JH/MS |
| Length of Teacher Day: | 8 | | ELEM |
| Length of Student Day: | 7.25 | 8 | 8 |
| Planning Time: | 50 | 7.2 | 7.1 |
| Class Periods/Day: | 8 | 50 | 45 |
| Normal Teaching Load: | 6 | 8 | 8 |
| | | 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

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

| NORFOLK | | | | | | | | | | |
|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | MA+36 | MA+45 |
| 1 | 33,345 | 34,846 | 36,346 | 37,847 | 39,347 | 40,848 | 42,348 | 43,849 | 45,349 | 46,850 |
| | 1.00 | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 |
| 2 | 34,846 | 36,346 | 37,847 | 39,347 | 40,848 | 42,348 | 43,849 | 45,349 | 46,850 | 48,350 |
| | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 |
| 3 | 36,346 | 37,847 | 39,347 | 40,848 | 42,348 | 43,849 | 45,349 | 46,850 | 48,350 | 49,851 |
| | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 |
| 4 | 37,847 | 39,347 | 40,848 | 42,348 | 43,849 | 45,349 | 46,850 | 48,350 | 49,851 | 51,351 |
| | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 |
| 5 | 39,347 | 40,848 | 42,348 | 43,849 | 45,349 | 46,850 | 48,350 | 49,851 | 51,351 | 52,852 |
| | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 |
| 6 | 40,848 | 42,348 | 43,849 | 45,349 | 46,850 | 48,350 | 49,851 | 51,351 | 52,852 | 54,352 |
| | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 |
| 7 | | 43,849 | 45,349 | 46,850 | 48,350 | 49,851 | 51,351 | 52,852 | 54,352 | 55,853 |
| | | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 | 1.675 |
| 8 | | | 46,850 | 48,350 | 49,851 | 51,351 | 52,852 | 54,352 | 55,853 | 57,353 |
| | | | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 | 1.675 | 1.72 |
| 9 | | | | 49,851 | 51,518 | 53,019 | 54,519 | 56,020 | 57,520 | 59,021 |
| | | | | 1.495 | 1.545 | 1.59 | 1.635 | 1.68 | 1.725 | 1.77 |
| 10 | | | | | 53,185 | 54,686 | 56,186 | 57,687 | 59,187 | 60,688 |
| | | | | | 1.595 | 1.64 | 1.685 | 1.73 | 1.775 | 1.82 |
| 11 | | | | | 54,853 | 56,353 | 57,854 | 59,354 | 60,855 | 62,355 |
| | | | | | 1.645 | 1.69 | 1.735 | 1.78 | 1.825 | 1.87 |
| 12 | | | | | | 58,020 | 59,521 | 61,021 | 62,522 | 64,022 |
| | | | | | | 1.74 | 1.785 | 1.83 | 1.875 | 1.92 |
| 13 | | | | | | | 61,188 | 62,689 | 64,189 | 65,690 |
| | | | | | | | 1.835 | 1.88 | 1.925 | 1.97 |
| 14 | | | | | | | | 64,356 | 65,856 | 67,357 |
| | | | | | | | | 1.93 | 1.975 | 2.02 |
| 15 | | | | | | | | | 67,524 | 69,024 |
| | | | | | | | | | 2.025 | 2.07 |

Staff frozen on step 15 of MA45 shall be pd annually an amt = to 1% of base salary beginning in the 1st yr, add'1 1% added each year up to 15%.

New to district (w/experience) on BA, BA+9 & BA+18 may bring 4 yrs. New to district (w/exp) on BA+27 through MA+45 may bring 5 yrs.

WORKING CONDITIONS

Contract Days: 187 FTE Teachers:
 Enrollment: 2055
 Length of Teacher Day: 8
 Length of Student Day: 7
 Planning Time: 45
 Class Periods/Day: 6 misc
 Normal Teaching Load: 7/8

SALARY SCHEDULE

Base: 32,700 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

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

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.4
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

| NORRIS | | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | MA+27 | MA+36 | DOC |
| 1 | 32,700 | 34,335 | 35,970 | 37,605 | 38,423 | 39,240 | 40,875 | 42,510 | 44,145 | 45,780 | 47,415 |
| | 1.00 | 1.05 | 1.1 | 1.15 | 1.175 | 1.2 | 1.25 | 1.3 | 1.35 | 1.4 | 1.45 |
| 2 | 34,008 | 35,643 | 37,278 | 38,913 | 39,731 | 40,548 | 42,183 | 43,818 | 45,453 | 47,088 | 48,723 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.215 | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 |
| 3 | 35,316 | 36,951 | 38,586 | 40,221 | 41,039 | 41,856 | 43,491 | 45,126 | 46,761 | 48,396 | 50,031 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.255 | 1.28 | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 |
| 4 | 36,624 | 38,259 | 39,894 | 41,529 | 42,347 | 43,164 | 44,799 | 46,434 | 48,069 | 49,704 | 51,339 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.295 | 1.32 | 1.37 | 1.42 | 1.47 | 1.52 | 1.57 |
| 5 | 37,932 | 39,567 | 41,202 | 42,837 | 43,655 | 44,472 | 46,107 | 47,742 | 49,377 | 51,012 | 52,647 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.335 | 1.36 | 1.41 | 1.46 | 1.51 | 1.56 | 1.61 |
| 6 | | 40,875 | 42,510 | 44,145 | 44,963 | 45,780 | 47,415 | 49,050 | 50,685 | 52,320 | 53,955 |
| | | 1.25 | 1.3 | 1.35 | 1.375 | 1.4 | 1.45 | 1.5 | 1.55 | 1.6 | 1.65 |
| 7 | | | 43,818 | 45,453 | 46,271 | 47,088 | 48,723 | 50,358 | 51,993 | 53,628 | 55,263 |
| | | | 1.34 | 1.39 | 1.415 | 1.44 | 1.49 | 1.54 | 1.59 | 1.64 | 1.69 |
| 8 | | | 45,126 | 46,761 | 47,579 | 48,396 | 50,031 | 51,666 | 53,301 | 54,936 | 56,571 |
| | | | 1.38 | 1.43 | 1.455 | 1.48 | 1.53 | 1.58 | 1.63 | 1.68 | 1.73 |
| 9 | | | | 48,069 | 48,887 | 49,704 | 51,339 | 52,974 | 54,609 | 56,244 | 57,879 |
| | | | | 1.47 | 1.495 | 1.52 | 1.57 | 1.62 | 1.67 | 1.72 | 1.77 |
| 10 | | | | | 50,195 | 51,012 | 52,647 | 54,282 | 55,917 | 57,552 | 59,187 |
| | | | | | 1.535 | 1.56 | 1.61 | 1.66 | 1.71 | 1.76 | 1.81 |
| 11 | | | | | | 52,320 | 53,955 | 55,590 | 57,225 | 58,860 | 60,495 |
| | | | | | | 1.6 | 1.65 | 1.7 | 1.75 | 1.8 | 1.85 |
| 12 | | | | | | | 55,263 | 56,898 | 58,533 | 60,168 | 61,803 |
| | | | | | | | 1.69 | 1.74 | 1.79 | 1.84 | 1.89 |
| 13 | | | | | | | | 59,841 | 61,476 | 63,111 | 64,746 |
| | | | | | | | | 1.83 | 1.88 | 1.93 | 1.98 |
| 14 | | | | | | | | | 62,784 | 64,419 | 66,054 |
| | | | | | | | | | 1.92 | 1.97 | 2.02 |
| L1 | | | | | | | | | | 63,111 | 64,746 |
| | | | | | | | | | | 1.93 | 1.98 |
| L2 | | | | | | | | | | 63,438 | 65,073 |
| | | | | | | | | | | 1.94 | 1.99 |
| L3 | | | | | | | | | | 63,765 | 65,400 |
| | | | | | | | | | | 1.95 | 2 |
| L4 | | | | | | | | | | 64,092 | 65,727 |
| | | | | | | | | | | 1.96 | 2.01 |

Removed first two steps (01-02); BA+36 closed to anyone new after Sept. 1, 2000; 02-03 add 1 step 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 | JH/MS |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7.3 | 7.3 | 7.3 |
| Planning Time: | 52 | 52 | 45 |
| Class Periods/Day: | 7 | 7 | |
| Normal Teaching Load: | 6 | 6 | |

SALARY SCHEDULE

| | | | |
|----------------------|-----------------------------|---------------------|-------|
| Base: | 30,300 | Index: | 4 x 5 |
| Starting Salary: | 32,724 | Entry Level Step: | 3 |
| Career Increments: | N | Experience Allowed: | all |
| | no vert. movement 1st 3 yrs | | |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | 11-12, 12-13 | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|------------------------|-----------|-------------------------|----------|-----------------------------|-----------|-------------------|---------------------------|----------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child | Individ. |
| HEALTH | BC/BS | 600D | 470.45 | 870.36 | 987.96 | 1326.58 | Cash | Options: | |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | | IRS 125: Y | |
| PPO: | singles rec \$155 cash | | COMMENTS: | | | | | Flex Accounts: | |
| LIFE | Guardian | 2.90 | | | Deductible Reimbursement: Y | | 300/550 | PART-TIME BENEFITS | |
| LTD | National Ins | .0049(+B) | | | | | | Minimum FTE: 0.5 | |
| NON-PARTICIPANT | \$345 Cash | | | | | | | Contribution: fte | |

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--|---------------|--------|-------------|-----------------|-------------------------------|
| SICK | 10 | 55 | yes | | |
| Other Info: sev: \$25/day over 50 after 5 yrs. | | | | | |
| PERSONAL | 2 | | | yes | accum to 4; EOY-\$50/day unus |
| BEREAVEMENT | from sick lv. | | | | |
| PROFESSIONAL | 2 | | | yes | |
| ADOPTION | 30 | | | | |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

| NORTH BEND CENTRAL | | | | | | | | | | |
|--------------------|--------|---------|---------|--------|--------|--------|--------|---------|---------|--------|
| Step | BA | BA+3 | BA+6 | BA+9 | BA+18 | BA+27 | MA | MA+6 | MA+12 | MA+18 |
| 1 | 30,300 | 30,805 | 31,310 | 31,815 | 33,330 | 34,845 | 36,360 | 37,370 | 38,380 | 39,390 |
| | 1.00 | 1.01667 | 1.03333 | 1.05 | 1.1 | 1.15 | 1.2 | 1.23333 | 1.26667 | 1.3 |
| 2 | 31,512 | 32,017 | 32,522 | 33,027 | 34,542 | 36,057 | 37,572 | 38,582 | 39,592 | 40,602 |
| | 1.04 | 1.05667 | 1.07333 | 1.09 | 1.14 | 1.19 | 1.24 | 1.27333 | 1.30667 | 1.34 |
| 3 | 32,724 | 33,229 | 33,734 | 34,239 | 35,754 | 37,269 | 38,784 | 39,794 | 40,804 | 41,814 |
| | 1.08 | 1.09667 | 1.11333 | 1.13 | 1.18 | 1.23 | 1.28 | 1.31333 | 1.34667 | 1.38 |
| 4 | 33,936 | 34,441 | 34,946 | 35,451 | 36,966 | 38,481 | 39,996 | 41,006 | 42,016 | 43,026 |
| | 1.12 | 1.13667 | 1.15333 | 1.17 | 1.22 | 1.27 | 1.32 | 1.35333 | 1.38667 | 1.42 |
| 5 | 35,148 | 35,653 | 36,158 | 36,663 | 38,178 | 39,693 | 41,208 | 42,218 | 43,228 | 44,238 |
| | 1.16 | 1.17667 | 1.19333 | 1.21 | 1.26 | 1.31 | 1.36 | 1.39333 | 1.42667 | 1.46 |
| 6 | | 36,865 | 37,370 | 37,875 | 39,390 | 40,905 | 42,420 | 43,430 | 44,440 | 45,450 |
| | | 1.21667 | 1.23333 | 1.25 | 1.3 | 1.35 | 1.4 | 1.43333 | 1.46667 | 1.5 |
| 7 | | | 38,582 | 39,087 | 40,602 | 42,117 | 43,632 | 44,642 | 45,652 | 46,662 |
| | | | 1.27333 | 1.29 | 1.34 | 1.39 | 1.44 | 1.47333 | 1.50667 | 1.54 |
| 8 | | | | 40,299 | 41,814 | 43,329 | 44,844 | 45,854 | 46,864 | 47,874 |
| | | | | 1.33 | 1.38 | 1.43 | 1.48 | 1.51333 | 1.54667 | 1.58 |
| 9 | | | | | 43,026 | 44,541 | 46,056 | 47,066 | 48,076 | 49,086 |
| | | | | | 1.42 | 1.47 | 1.52 | 1.55333 | 1.58667 | 1.62 |
| 10 | | | | | 44,238 | 45,753 | 47,268 | 48,278 | 49,288 | 50,298 |
| | | | | | 1.46 | 1.51 | 1.56 | 1.59333 | 1.62667 | 1.66 |
| 11 | | | | | 45,450 | 46,965 | 48,480 | 49,490 | 50,500 | 51,510 |
| | | | | | 1.5 | 1.55 | 1.6 | 1.63333 | 1.66667 | 1.7 |
| 12 | | | | | | 48,177 | 49,692 | 50,702 | 51,712 | 52,722 |
| | | | | | | 1.59 | 1.64 | 1.67333 | 1.70667 | 1.74 |
| 13 | | | | | | | 50,904 | 51,914 | 52,924 | 53,934 |
| | | | | | | | 1.68 | 1.71333 | 1.74667 | 1.78 |
| 14 | | | | | | | 51,813 | 52,823 | 53,833 | 54,843 |
| | | | | | | | 1.71 | 1.74333 | 1.77667 | 1.81 |
| 15 | | | | | | | 52,722 | 53,732 | 54,742 | 55,752 |
| | | | | | | | 1.74 | 1.77333 | 1.80667 | 1.84 |
| 16 | | | | | | | 53,631 | 54,641 | 55,651 | 56,661 |
| | | | | | | | 1.77 | 1.80333 | 1.83667 | 1.87 |
| 17 | | | | | | | 54,540 | 55,550 | 56,560 | 57,570 |
| | | | | | | | 1.8 | 1.83333 | 1.86667 | 1.9 |
| 18 | | | | | | | 55,449 | 56,459 | 57,469 | 58,479 |
| | | | | | | | 1.83 | 1.86333 | 1.89667 | 1.93 |

North Loup-Scotia

WORKING CONDITIONS

| | | | | |
|------------------------|------|---------------|-------|------|
| Contract Days: | 183 | FTE Teachers: | | |
| Enrollment: | 169 | HS | JH/MS | ELEM |
| Length of Teacher Day: | 8.25 | 8.25 | 8.25 | |
| Length of Student Day: | 7.75 | 7.75 | 7.75 | |
| Planning Time: | 51 | 51 | 51 | |
| Class Periods/Day: | 8 | 8 | | |
| Normal Teaching Load: | 6 | 6 | | |

SALARY SCHEDULE

| | | | |
|----------------------|-------------------|---------------------|---------|
| Base: | 29,300 | Index: | 4 x 4.5 |
| Starting Salary: | 29,300 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 5(D) |
| Vertical Freeze: | 87-88 Also Horiz. | | |
| Rollback: | | | |
| Multi-year Contract: | 11-12, 12-13 | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|---------------|------------|---------------------------|----------|----------|-------------------|--------------------|---------------------------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse | EE/Sp/Child |
| HEALTH | BC/BS | 350D | 496.16 | 917.92 | 1041.96 | 1399.08 | 24.46 or 40.50 | Options: |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp. or Dep. Dental | IRS 125: |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: |
| LIFE | | | Deductible Reimbursement: | | | | | |
| LTD | Madison Nat'l | .00585(+B) | | | | | | PART-TIME BENEFITS |
| NON-PARTICIPANT | | | | | | | | Minimum FTE: 0.5 |
| | | | | | | | | Contribution: fte |

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--------------|--------------------------------------|--------|-------------|-----------------|-----------------------------|
| SICK | 15 | 40 | yes | | |
| Other Info: | \$15/day unused over 40 to \$150 max | | | | |
| PERSONAL | 2 | | | yes | accum to 3, \$90/unused day |
| BEREAVEMENT | from sick lv. | | | | w/appr. |
| PROFESSIONAL | 2 | | | yes | w/appr. |
| ADOPTION | see sick lv. | | | | |
| ASSOCIATION | see pers. lv. | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| NORTH LOUP-SCOTIA | | | | | | | | | | | | | | |
|-------------------|--------|------|--------|-------|---------|------|---------|-------|---------|------|--------|-------|---------|------|
| Step | BA | | BA + 9 | | BA + 18 | | BA + 27 | | BA + 36 | | MA + 9 | | MA + 18 | |
| | | | | | | | | | MA | | | | | |
| 1 | 29,300 | 1.00 | 30,619 | 1.045 | 31,937 | 1.09 | 33,256 | 1.135 | 34,574 | 1.18 | 35,893 | 1.225 | 37,211 | 1.27 |
| 2 | 30,472 | 1.04 | 31,791 | 1.085 | 33,109 | 1.13 | 34,428 | 1.175 | 35,746 | 1.22 | 37,065 | 1.265 | 38,383 | 1.31 |
| 3 | 31,644 | 1.08 | 32,963 | 1.125 | 34,281 | 1.17 | 35,600 | 1.215 | 36,918 | 1.26 | 38,237 | 1.305 | 39,555 | 1.35 |
| 4 | 32,816 | 1.12 | 34,135 | 1.165 | 35,453 | 1.21 | 36,772 | 1.255 | 38,090 | 1.3 | 39,409 | 1.345 | 40,727 | 1.39 |
| 5 | 33,988 | 1.16 | 35,307 | 1.205 | 36,625 | 1.25 | 37,944 | 1.295 | 39,262 | 1.34 | 40,581 | 1.385 | 41,899 | 1.43 |
| 6 | 35,160 | 1.2 | 36,479 | 1.245 | 37,797 | 1.29 | 39,116 | 1.335 | 40,434 | 1.38 | 41,753 | 1.425 | 43,071 | 1.47 |
| 7 | | | 37,651 | 1.285 | 38,969 | 1.33 | 40,288 | 1.375 | 41,606 | 1.42 | 42,925 | 1.465 | 44,243 | 1.51 |
| 8 | | | | | 40,141 | 1.37 | 41,460 | 1.415 | 42,778 | 1.46 | 44,097 | 1.505 | 45,415 | 1.55 |
| 9 | | | | | | | 42,632 | 1.455 | 43,950 | 1.5 | 45,269 | 1.545 | 46,587 | 1.59 |
| 10 | | | | | | | | | 45,122 | 1.54 | 46,441 | 1.585 | 47,759 | 1.63 |
| 11 | | | | | | | | | 46,294 | 1.58 | 47,613 | 1.625 | 48,931 | 1.67 |
| 12 | | | | | | | | | | | 48,785 | 1.665 | 50,103 | 1.71 |
| 13 | | | | | | | | | | | 49,957 | 1.705 | 51,275 | 1.75 |
| 14 | | | | | | | | | | | | | 52,447 | 1.79 |

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 32,480 | Index: | 5 x 4 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | D |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

LEAVES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Exceptional Circumstances-3

NORTH PLATTE

| Step | BA+45 | | | | | | | | | |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | MA+36 | MA+45 |
| 1 | 32,480 | 33,779 | 35,078 | 36,378 | 37,677 | 38,976 | 40,275 | 41,574 | 42,874 | 44,173 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 2 | 34,104 | 35,403 | 36,702 | 38,002 | 39,301 | 40,600 | 41,899 | 43,198 | 44,498 | 45,797 |
| | 1.05 | 1.09 | 1.13 | 1.17 | 1.21 | 1.25 | 1.29 | 1.33 | 1.37 | 1.41 |
| 3 | 35,728 | 37,027 | 38,326 | 39,626 | 40,925 | 42,224 | 43,523 | 44,822 | 46,122 | 47,421 |
| | 1.10 | 1.14 | 1.18 | 1.22 | 1.26 | 1.30 | 1.34 | 1.38 | 1.42 | 1.46 |
| 4 | 37,352 | 38,651 | 39,950 | 41,250 | 42,549 | 43,848 | 45,147 | 46,446 | 47,746 | 49,045 |
| | 1.15 | 1.19 | 1.23 | 1.27 | 1.31 | 1.35 | 1.39 | 1.43 | 1.47 | 1.51 |
| 5 | 38,976 | 40,275 | 41,574 | 42,874 | 44,173 | 45,472 | 46,771 | 48,070 | 49,370 | 50,669 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 |
| 6 | 40,600 | 41,899 | 43,198 | 44,498 | 45,797 | 47,096 | 48,395 | 49,694 | 50,994 | 52,293 |
| | 1.25 | 1.29 | 1.33 | 1.37 | 1.41 | 1.45 | 1.49 | 1.53 | 1.57 | 1.61 |
| 7 | 42,224 | 43,523 | 44,822 | 46,122 | 47,421 | 48,720 | 50,019 | 51,318 | 52,618 | 53,917 |
| | 1.30 | 1.34 | 1.38 | 1.42 | 1.46 | 1.50 | 1.54 | 1.58 | 1.62 | 1.66 |
| 8 | 45,147 | 46,446 | 47,746 | 49,045 | 50,344 | 51,643 | 52,942 | 54,242 | 55,541 | 56,840 |
| | 1.39 | 1.43 | 1.47 | 1.51 | 1.55 | 1.59 | 1.63 | 1.67 | 1.71 | 1.75 |
| 9 | | 48,070 | 49,370 | 50,669 | 51,968 | 53,267 | 54,566 | 55,866 | 57,165 | 58,464 |
| | | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.80 |
| 10 | | | 50,994 | 52,293 | 53,592 | 54,891 | 56,190 | 57,490 | 58,789 | 60,088 |
| | | | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 | 1.85 |
| 11 | | | | 53,917 | 55,216 | 56,515 | 57,814 | 59,114 | 60,413 | 61,712 |
| | | | | 1.66 | 1.70 | 1.74 | 1.78 | 1.82 | 1.86 | 1.90 |
| 12 | | | | | 56,840 | 58,139 | 59,438 | 60,738 | 62,037 | 63,336 |
| | | | | | 1.75 | 1.79 | 1.83 | 1.87 | 1.91 | 1.95 |
| 13 | | | | | | 59,763 | 61,062 | 62,362 | 63,661 | 64,960 |
| | | | | | | 1.84 | 1.88 | 1.92 | 1.96 | 2.00 |
| 14 | | | | | | | 62,686 | 63,986 | 65,285 | 66,584 |
| | | | | | | | 1.93 | 1.97 | 2.01 | 2.05 |
| 15 | | | | | | | | 65,610 | 66,909 | 68,208 |
| | | | | | | | | 2.02 | 2.06 | 2.10 |
| 16 | | | | | | | | | 68,533 | 69,832 |
| | | | | | | | | | 2.11 | 2.15 |

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

Northwest-Grand Island

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|---|--------|---------------------|-------|
| Base: | 29,850 | Index: | 4 x 5 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 17(D) |
| Career Incentive:\$500 MA/BA+45 (bottomed out) or above | | | |
| Vertical Freeze: | 86-87 | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|-----------------------------|-----------------|-------------------------|----------|---------------------------|-------------------|----------------|---------------------------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse | EE/Sp/Child |
| HEALTH | BC/BS | 600D/1500D | 470.45 | 870.36 | 987.96 | 1326.58 | TSA | Options: |
| DENTAL | BC/BS | 2 | 22.25 | 41.15 | 46.71 | 62.75 | | IRS 125: Y |
| PPO: | Ind takers recv \$104.17/mo | | COMMENTS: | | | | | Flex Accounts: Y |
| LIFE | Guardian | 4.75 | | | Deductible Reimbursement: | | | |
| LTD | National Ins | .003 (thru sal) | | | | | | PART-TIME BENEFITS |
| NON-PARTICIPANT | \$250/mo TSA | | | | | | | Minimum FTE: 0.5 |
| | | | | | | | | Contribution: fte |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

NORTHWEST (GRAND ISLAND)

| Step | BA | BA+9 | BA+18 | BA+27 | BA+45 | MA | MA+9 | MA+18 | MA+27 | MA+36 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 0 | 29,850 | 31,343 | 32,835 | 34,328 | 35,820 | 35,820 | 37,313 | 38,805 | 40,298 | 41,790 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 |
| 1 | 31,044 | 32,537 | 34,029 | 35,522 | 37,014 | 37,014 | 38,507 | 39,999 | 41,492 | 42,984 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 |
| 2 | 32,238 | 33,731 | 35,223 | 36,716 | 38,208 | 38,208 | 39,701 | 41,193 | 42,686 | 44,178 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.28 | 1.33 | 1.38 | 1.43 | 1.48 |
| 3 | 33,432 | 34,925 | 36,417 | 37,910 | 39,402 | 39,402 | 40,895 | 42,387 | 43,880 | 45,372 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.32 | 1.37 | 1.42 | 1.47 | 1.52 |
| 4 | 34,626 | 36,119 | 37,611 | 39,104 | 40,596 | 40,596 | 42,089 | 43,581 | 45,074 | 46,566 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.36 | 1.41 | 1.46 | 1.51 | 1.56 |
| 5 | 35,820 | 37,313 | 38,805 | 40,298 | 41,790 | 41,790 | 43,283 | 44,775 | 46,268 | 47,760 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 |
| 6 | 37,014 | 38,507 | 39,999 | 41,492 | 42,984 | 42,984 | 44,477 | 45,969 | 47,462 | 48,954 |
| | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.44 | 1.49 | 1.54 | 1.59 | 1.64 |
| 7 | | 39,701 | 41,193 | 42,686 | 44,178 | 44,178 | 45,671 | 47,163 | 48,656 | 50,148 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.48 | 1.53 | 1.58 | 1.63 | 1.68 |
| 8 | | 40,895 | 42,387 | 43,880 | 45,372 | 45,372 | 46,865 | 48,357 | 49,850 | 51,342 |
| | | 1.37 | 1.42 | 1.47 | 1.52 | 1.52 | 1.57 | 1.62 | 1.67 | 1.72 |
| 9 | | | 43,581 | 45,074 | 46,566 | 46,566 | 48,059 | 49,551 | 51,044 | 52,536 |
| | | | 1.46 | 1.51 | 1.56 | 1.56 | 1.61 | 1.66 | 1.71 | 1.76 |
| 10 | | | 44,775 | 46,268 | 47,760 | 47,760 | 49,253 | 50,745 | 52,238 | 53,730 |
| | | | 1.50 | 1.55 | 1.60 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 |
| 11 | | | 47,462 | 48,954 | 50,447 | 50,447 | 51,939 | 53,432 | 54,924 | 56,417 |
| | | | 1.59 | 1.64 | 1.69 | 1.69 | 1.74 | 1.79 | 1.84 | 1.89 |
| 12 | | | 48,656 | 50,148 | 51,641 | 51,641 | 53,133 | 54,626 | 56,118 | 57,611 |
| | | | 1.63 | 1.68 | 1.73 | 1.73 | 1.78 | 1.83 | 1.88 | 1.93 |
| 13 | | | 49,850 | 51,342 | 52,835 | 52,835 | 54,327 | 55,820 | 57,312 | 58,805 |
| | | | 1.67 | 1.72 | 1.77 | 1.77 | 1.82 | 1.87 | 1.92 | 1.97 |
| 14 | | | 51,044 | 52,536 | 54,029 | 54,029 | 55,521 | 57,014 | 58,506 | 60,000 |
| | | | 1.71 | 1.76 | 1.81 | 1.81 | 1.86 | 1.91 | 1.96 | 2.01 |
| 15 | | | | 53,730 | 55,223 | 55,223 | 56,715 | 58,208 | 59,700 | 61,193 |
| | | | | 1.80 | 1.85 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 |
| 16 | | | | | 56,417 | 56,417 | 57,909 | 59,402 | 60,894 | 62,387 |
| | | | | | 1.89 | 1.89 | 1.94 | 1.99 | 2.04 | 2.09 |

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 Index: 4 x 5
 Starting Salary: 29,425 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

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

| OAKLAND-CRAIG | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | MA+27 |
| 1 | 29,425 | 30,896 | 32,368 | 33,839 | 35,310 | 35,604 | 36,781 | 38,253 | 39,724 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.21 | 1.25 | 1.30 | 1.35 |
| 2 | 30,602 | 32,073 | 33,545 | 35,016 | 36,487 | 36,781 | 37,958 | 39,430 | 40,901 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.25 | 1.29 | 1.34 | 1.39 |
| 3 | 31,779 | 33,250 | 34,722 | 36,193 | 37,664 | 37,958 | 39,135 | 40,607 | 42,078 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.29 | 1.33 | 1.38 | 1.43 |
| 4 | 32,956 | 34,427 | 35,899 | 37,370 | 38,841 | 39,135 | 40,312 | 41,784 | 43,255 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.33 | 1.37 | 1.42 | 1.47 |
| 5 | 34,133 | 35,604 | 37,076 | 38,547 | 40,018 | 40,312 | 41,489 | 42,961 | 44,432 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.37 | 1.41 | 1.46 | 1.51 |
| 6 | | 36,781 | 38,253 | 39,724 | 41,195 | 41,489 | 42,666 | 44,138 | 45,609 |
| | | 1.25 | 1.30 | 1.35 | 1.40 | 1.41 | 1.45 | 1.50 | 1.55 |
| 7 | | 37,958 | 39,430 | 40,901 | 42,372 | 42,666 | 43,843 | 45,315 | 46,786 |
| | | 1.29 | 1.34 | 1.39 | 1.44 | 1.45 | 1.49 | 1.54 | 1.59 |
| 8 | | 39,135 | 40,607 | 42,078 | 43,549 | 43,843 | 45,020 | 46,492 | 47,963 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.49 | 1.53 | 1.58 | 1.63 |
| 9 | | | 41,784 | 43,255 | 44,726 | 45,020 | 46,197 | 47,669 | 49,140 |
| | | | 1.42 | 1.47 | 1.52 | 1.53 | 1.57 | 1.62 | 1.67 |
| 10 | | | 42,961 | 44,432 | 45,903 | 46,197 | 47,374 | 48,846 | 50,317 |
| | | | 1.46 | 1.51 | 1.56 | 1.57 | 1.61 | 1.66 | 1.71 |
| 11 | | | 44,138 | 45,609 | 47,080 | 47,374 | 48,551 | 50,023 | 51,494 |
| | | | 1.50 | 1.55 | 1.60 | 1.61 | 1.65 | 1.70 | 1.75 |
| 12 | | | | 46,786 | 48,257 | 48,551 | 49,728 | 51,200 | 52,671 |
| | | | | 1.59 | 1.64 | 1.65 | 1.69 | 1.74 | 1.79 |
| 13 | | | | 47,963 | 49,434 | 49,728 | 50,905 | 52,377 | 53,848 |
| | | | | 1.63 | 1.68 | 1.69 | 1.73 | 1.78 | 1.83 |
| 14 | | | | | 50,611 | 50,905 | 52,082 | 53,554 | 55,025 |
| | | | | | 1.72 | 1.73 | 1.77 | 1.82 | 1.87 |
| 15 | | | | | 51,788 | 52,082 | 53,259 | 54,731 | 56,202 |
| | | | | | 1.76 | 1.77 | 1.81 | 1.86 | 1.91 |
| 16 | | | | | 52,082 | 52,377 | 53,554 | 55,025 | 56,496 |
| | | | | | 1.77 | 1.78 | 1.82 | 1.87 | 1.92 |
| 17 | | | | | 52,377 | 52,671 | 53,848 | 55,319 | 56,790 |
| | | | | | 1.78 | 1.79 | 1.83 | 1.88 | 1.93 |
| 18 | | | | | 52,671 | 52,965 | 54,142 | 55,613 | 57,085 |
| | | | | | 1.79 | 1.80 | 1.84 | 1.89 | 1.94 |
| 19 | | | | | 52,965 | 53,259 | 54,436 | 55,908 | 57,379 |
| | | | | | 1.80 | 1.81 | 1.85 | 1.90 | 1.95 |
| 20 | | | | | 53,259 | 53,554 | 54,731 | 56,202 | 57,673 |
| | | | | | 1.81 | 1.82 | 1.86 | 1.91 | 1.96 |

WORKING CONDITIONS

Contract Days: 190 FTE Teachers:
 Enrollment: 49461
 Length of Teacher Day: 7.83 HS 7.83 JH/MS 7.6 ELEM
 Length of Student Day: 7 6.25 6.25
 Planning Time: 86 82 40
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

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

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|---|--------|---------------------------|----------|-----------|-------------------|-------------------------|---------------------------|
| | | | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child | Individ. |
| HEALTH | BC/BS | 600D | 470.45* | 522.22* | 592.78* | 795.95* | 417.43 or 552.88 | Options: |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Dep. Cov. + Ind. Dental | IRS 125: Y |
| PPO: | *Qualify for dep coverage after 3 y COMMENTS: | | | | | | | Flex Accounts: Y |
| LIFE | United of Omaha | (50%) | Deductible Reimbursement: | | | | | PART-TIME BENEFITS |
| LTD | United of Omaha | | | | | | | Minimum FTE: 0.5 |
| NON-PARTICIPANT | | | | | | | | Contribution: fte |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: yes

OTHER LEAVES: Emergency-2

See Negotiated Agreement

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 75
 Enrollment: 714
 Length of Teacher Day: 8
 Length of Student Day: 6.93
 Planning Time: 49
 Class Periods/Day: 8
 Normal Teaching Load: 7

| | | |
|------|-------|------|
| HS | JH/MS | ELEM |
| 8 | 8 | 8 |
| 6.93 | 6.88 | 6.5 |
| 49 | 49 | 65 |
| 8 | 8 | |
| 7 | 7 | |

SALARY SCHEDULE

Base: 28,950 Index: 4.5 x 4.5
 Starting Salary: 28,950 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 93-94
 Rollback:
 Multi-year Contract:

INSURANCE

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

PPO: COMMENTS:
 LIFE Deductible Reimbursement:
 LTD
 NON-PARTICIPANT

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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

| O'NEILL | | | | | | | | | | |
|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | MA+27 | MA+36 |
| 1 | 28,950 | 30,253 | 31,556 | 32,858 | 34,161 | 35,464 | 36,767 | 38,069 | 39,372 | 40,675 |
| | 1.00 | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 |
| 2 | 30,253 | 31,556 | 32,858 | 34,161 | 35,464 | 36,767 | 38,069 | 39,372 | 40,675 | 41,978 |
| | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 |
| 3 | 31,556 | 32,858 | 34,161 | 35,464 | 36,767 | 38,069 | 39,372 | 40,675 | 41,978 | 43,280 |
| | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 |
| 4 | 32,858 | 34,161 | 35,464 | 36,767 | 38,069 | 39,372 | 40,675 | 41,978 | 43,280 | 44,583 |
| | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 |
| 5 | 34,161 | 35,464 | 36,767 | 38,069 | 39,372 | 40,675 | 41,978 | 43,280 | 44,583 | 45,886 |
| | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 |
| 6 | 35,464 | 36,767 | 38,069 | 39,372 | 40,675 | 41,978 | 43,280 | 44,583 | 45,886 | 47,189 |
| | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 |
| 7 | 36,767 | 38,069 | 39,372 | 40,675 | 41,978 | 43,280 | 44,583 | 45,886 | 47,189 | 48,491 |
| | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 | 1.675 |
| 8 | 38,069 | 39,372 | 40,675 | 41,978 | 43,280 | 44,583 | 45,886 | 47,189 | 48,491 | 49,794 |
| | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 | 1.675 | 1.72 |
| 9 | | 40,675 | 41,978 | 43,280 | 44,583 | 45,886 | 47,189 | 48,491 | 49,794 | 51,097 |
| | | 1.405 | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 | 1.675 | 1.72 | 1.765 |
| 10 | | | 43,280 | 44,583 | 45,886 | 47,189 | 48,491 | 49,794 | 51,097 | 52,400 |
| | | | 1.495 | 1.54 | 1.585 | 1.63 | 1.675 | 1.72 | 1.765 | 1.81 |
| 11 | | | | 45,886 | 47,189 | 48,491 | 49,794 | 51,097 | 52,400 | 53,702 |
| | | | | 1.585 | 1.63 | 1.675 | 1.72 | 1.765 | 1.81 | 1.855 |
| 12 | | | | | 48,491 | 49,794 | 51,097 | 52,400 | 53,702 | 55,005 |
| | | | | | 1.675 | 1.72 | 1.765 | 1.81 | 1.855 | 1.9 |
| 13 | | | | | | 51,097 | 52,400 | 53,702 | 55,005 | 56,308 |
| | | | | | | 1.765 | 1.81 | 1.855 | 1.9 | 1.945 |
| 14 | | | | | | | 53,702 | 55,005 | 56,308 | 57,611 |
| | | | | | | | 1.855 | 1.9 | 1.945 | 1.99 |
| 15 | | | | | | | | 56,308 | 57,611 | 58,913 |
| | | | | | | | | 1.945 | 1.99 | 2.035 |
| 16 | | | | | | | | | 58,913 | 60,216 |
| | | | | | | | | | 2.035 | 2.08 |

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|-------|
| Contract Days: | 185 | FTE Teachers: | 53 |
| Enrollment: | 502 | HS | JH/MS |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7.5 | 7.5 | 7.5 |
| Planning Time: | 90 | 90 | 60 |
| Class Periods/Day: | 8 | 8 | |
| Normal Teaching Load: | 6 | 6 | |

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 30,250 | Index: | 5 x 4 |
| Starting Salary: | 30,250 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|-----------------------------------|------------|---------------------------|----------|-----------|-------------|----------------------|
| | | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | 100.45 or 133.47 |
| HEALTH | BC/BS | 600D/2850D | 446.93 | 826.84 | 938.56 | 1260.25 | Dep Den+\$50 annuity |
| DENTAL | BC/BS | 5 | 45.85 | 45.85 | 45.85 | 45.85 | |
| PPO: | Ind prem takers rec. \$50 annuity | | COMMENTS: | | | | |
| LIFE | | | Deductible Reimbursement: | | | | |
| LTD | | | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

PART-TIME BENEFITS

| | |
|---------------|-----|
| Minimum FTE: | 0.5 |
| Contribution: | fte |

LEAVES

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

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

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

| ORD | | | | | | | | | | |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA+9 | MA+18 | MA+27 | MA+36 | EDSPEC |
| 1 | 30,250 | 31,460 | 32,670 | 33,880 | 35,090 | 36,300 | 37,510 | 38,720 | 39,930 | 41,140 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 2 | 31,763 | 32,973 | 34,183 | 35,393 | 36,603 | 37,813 | 39,023 | 40,233 | 41,443 | 42,653 |
| | 1.05 | 1.09 | 1.13 | 1.17 | 1.21 | 1.25 | 1.29 | 1.33 | 1.37 | 1.41 |
| 3 | 33,275 | 34,485 | 35,695 | 36,905 | 38,115 | 39,325 | 40,535 | 41,745 | 42,955 | 44,165 |
| | 1.10 | 1.14 | 1.18 | 1.22 | 1.26 | 1.30 | 1.34 | 1.38 | 1.42 | 1.46 |
| 4 | 34,788 | 35,998 | 37,208 | 38,418 | 39,628 | 40,838 | 42,048 | 43,258 | 44,468 | 45,678 |
| | 1.15 | 1.19 | 1.23 | 1.27 | 1.31 | 1.35 | 1.39 | 1.43 | 1.47 | 1.51 |
| 5 | 36,300 | 37,510 | 38,720 | 39,930 | 41,140 | 42,350 | 43,560 | 44,770 | 45,980 | 47,190 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 |
| 6 | | 39,023 | 40,233 | 41,443 | 42,653 | 43,863 | 45,073 | 46,283 | 47,493 | 48,703 |
| | | 1.29 | 1.33 | 1.37 | 1.41 | 1.45 | 1.49 | 1.53 | 1.57 | 1.61 |
| 7 | | | 41,745 | 42,955 | 44,165 | 45,375 | 46,585 | 47,795 | 49,005 | 50,215 |
| | | | 1.38 | 1.42 | 1.46 | 1.50 | 1.54 | 1.58 | 1.62 | 1.66 |
| 8 | | | | 44,468 | 45,678 | 46,888 | 48,098 | 49,308 | 50,518 | 51,728 |
| | | | | 1.47 | 1.51 | 1.55 | 1.59 | 1.63 | 1.67 | 1.71 |
| 9 | | | | 45,980 | 47,190 | 48,400 | 49,610 | 50,820 | 52,030 | 53,240 |
| | | | | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 |
| 10 | | | | | 48,703 | 49,913 | 51,123 | 52,333 | 53,543 | 54,753 |
| | | | | | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 |
| 11 | | | | | 50,215 | 51,425 | 52,635 | 53,845 | 55,055 | 56,265 |
| | | | | | 1.66 | 1.70 | 1.74 | 1.78 | 1.82 | 1.86 |
| 12 | | | | | 51,728 | 52,938 | 54,148 | 55,358 | 56,568 | 57,778 |
| | | | | | 1.71 | 1.75 | 1.79 | 1.83 | 1.87 | 1.91 |
| 13 | | | | | | 54,450 | 55,660 | 56,870 | 58,080 | 59,290 |
| | | | | | | 1.80 | 1.84 | 1.88 | 1.92 | 1.96 |

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|---------------|--------|---------------------------|----------|----------|-----------|--------------------|---------------------------|----------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child | Individ. |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 21.66 or 39.43 | Options: | |
| DENTAL | BC/BS | 1 | 21.66 | 21.66 | 21.66 | 21.66 | Ind or Dep. Dental | IRS 125: Y | |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: | |
| LIFE | | | Deductible Reimbursement: | | | | | PART-TIME BENEFITS | |
| LTD | Madison Nat'l | .0040 | | | | | | Minimum FTE: 0.5 | |
| NON-PARTICIPANT | | | | | | | | Contribution: fte | |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

| OSCEOLA | | | | | | | | | | |
|---------|--------|--------|--------|--------|--------|--------|--------|-------|-------|--|
| Step | BA | | BA+9 | | BA+18 | | BA+27 | | BA+36 | |
| | BA | BA+9 | BA+18 | BA+27 | BA | MA | MA+9 | MA+18 | | |
| 1 | 30,000 | 31,350 | 32,700 | 34,050 | 35,400 | 36,750 | 38,100 | | | |
| | 1.00 | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | | | |
| 2 | 31,200 | 32,550 | 33,900 | 35,250 | 36,600 | 37,950 | 39,300 | | | |
| | 1.04 | 1.085 | 1.13 | 1.175 | 1.22 | 1.265 | 1.31 | | | |
| 3 | 32,400 | 33,750 | 35,100 | 36,450 | 37,800 | 39,150 | 40,500 | | | |
| | 1.08 | 1.125 | 1.17 | 1.215 | 1.26 | 1.305 | 1.35 | | | |
| 4 | 33,600 | 34,950 | 36,300 | 37,650 | 39,000 | 40,350 | 41,700 | | | |
| | 1.12 | 1.165 | 1.21 | 1.255 | 1.3 | 1.345 | 1.39 | | | |
| 5 | 34,800 | 36,150 | 37,500 | 38,850 | 40,200 | 41,550 | 42,900 | | | |
| | 1.16 | 1.205 | 1.25 | 1.295 | 1.34 | 1.385 | 1.43 | | | |
| 6 | 36,000 | 37,350 | 38,700 | 40,050 | 41,400 | 42,750 | 44,100 | | | |
| | 1.2 | 1.245 | 1.29 | 1.335 | 1.38 | 1.425 | 1.47 | | | |
| 7 | 37,200 | 38,550 | 39,900 | 41,250 | 42,600 | 43,950 | 45,300 | | | |
| | 1.24 | 1.285 | 1.33 | 1.375 | 1.42 | 1.465 | 1.51 | | | |
| 8 | | 39,750 | 41,100 | 42,450 | 43,800 | 45,150 | 46,500 | | | |
| | | 1.325 | 1.37 | 1.415 | 1.46 | 1.505 | 1.55 | | | |
| 9 | | 40,950 | 42,300 | 43,650 | 45,000 | 46,350 | 47,700 | | | |
| | | 1.365 | 1.41 | 1.455 | 1.5 | 1.545 | 1.59 | | | |
| 10 | | | 43,500 | 44,850 | 46,200 | 47,550 | 48,900 | | | |
| | | | 1.45 | 1.495 | 1.54 | 1.585 | 1.63 | | | |
| 11 | | | | 46,050 | 47,400 | 48,750 | 50,100 | | | |
| | | | | 1.535 | 1.58 | 1.625 | 1.67 | | | |
| 12 | | | | | 48,600 | 49,950 | 51,300 | | | |
| | | | | | 1.62 | 1.665 | 1.71 | | | |
| 13 | | | | | | 51,150 | 52,500 | | | |
| | | | | | | 1.705 | 1.75 | | | |
| 14 | | | | | | | 53,700 | | | |
| | | | | | | | 1.79 | | | |

WORKING CONDITIONS

| | | | | |
|------------------------|-----|---------------|-------|------|
| Contract Days: | 185 | FTE Teachers: | | |
| Enrollment: | 244 | HS | JH/MS | ELEM |
| Length of Teacher Day: | 8 | 8 | 8 | |
| Length of Student Day: | 7.5 | 7.5 | 7 | |
| Planning Time: | 50 | 50 | 50 | |
| Class Periods/Day: | 8 | 8 | | |
| Normal Teaching Load: | 7 | 7 | | |

SALARY SCHEDULE

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

INSURANCE

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

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

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--------------|-------------|--------|-------------|-----------------|-------------------------------|
| SICK | 7,10 | 35 | yes | | |
| Other Info: | | | | | |
| PERSONAL | 3 | | | yes | 1 day either pers. or prof. |
| BEREAVEMENT | 2 | | | | Imm Fam; Add'l from sick w/ap |
| PROFESSIONAL | see pers lv | | | yes | |
| ADOPTION | see sick lv | | | | |
| ASSOCIATION | see prof lv | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| O S M O N D | | | | | | | | |
|-------------|--------|--------|---------|--------|----------|--------|----------|--------|
| Step | B A | | B A + 9 | | B A + 18 | | B A + 27 | |
| | | | | | | | | |
| 1 | 30,200 | 31,408 | 32,616 | 33,824 | 35,032 | 36,240 | 37,448 | 38,656 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 |
| 2 | 31,408 | 32,616 | 33,824 | 35,032 | 36,240 | 37,448 | 38,656 | 39,864 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 |
| 3 | 32,616 | 33,824 | 35,032 | 36,240 | 37,448 | 38,656 | 39,864 | 41,072 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 4 | 33,824 | 35,032 | 36,240 | 37,448 | 38,656 | 39,864 | 41,072 | 42,280 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 |
| 5 | 35,032 | 36,240 | 37,448 | 38,656 | 39,864 | 41,072 | 42,280 | 43,488 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 |
| 6 | 36,240 | 37,448 | 38,656 | 39,864 | 41,072 | 42,280 | 43,488 | 44,696 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 |
| 7 | 37,448 | 38,656 | 39,864 | 41,072 | 42,280 | 43,488 | 44,696 | 45,904 |
| | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 |
| 8 | 38,656 | 39,864 | 41,072 | 42,280 | 43,488 | 44,696 | 45,904 | 47,112 |
| | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 |
| 9 | 39,864 | 41,072 | 42,280 | 43,488 | 44,696 | 45,904 | 47,112 | 48,320 |
| | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 |
| 10 | | 42,280 | 43,488 | 44,696 | 45,904 | 47,112 | 48,320 | 49,528 |
| | | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 |
| 11 | | | 44,696 | 45,904 | 47,112 | 48,320 | 49,528 | 50,736 |
| | | | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 |
| 12 | | | | 47,112 | 48,320 | 49,528 | 50,736 | 51,944 |
| | | | | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 |
| 13 | | | | | 49,528 | 50,736 | 51,944 | |
| | | | | | 1.64 | 1.68 | 1.72 | |
| 14 | | | | | | 51,944 | | |
| | | | | | | 1.72 | | |

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|-------|
| Contract Days: | 182 | FTE Teachers: | |
| Enrollment: | 316 | HS | JH/MS |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7 | 7 | 7 |
| Planning Time: | 45 | 45 | 55 |
| Class Periods/Day: | 7 | 7 | |
| Normal Teaching Load: | 6 | 6 | |

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 29,250 | Index: | 4 x 4 |
| Starting Salary: | | Entry Level Step: | 0 |
| Career Increments: | N | Experience Allowed: | all |
| Vertical Freeze: | 86-87 | | |
| Rollback: | 86-87 | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|---------------|--------|---------------------------|----------|-----------|-------------------|--------------------|---------------------------|
| | | | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child | Individ. |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 | Options: |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp. or Dep. Dental | IRS 125: Y |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: Y |
| LIFE | | | Deductible Reimbursement: | | | | | |
| LTD | National Life | .00395 | | | | | | PART-TIME BENEFITS |
| NON-PARTICIPANT | | | | | | | | Minimum FTE: 0.5 |
| | | | | | | | | Contribution: FTE |

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--------------|------------------------------|--------|-------------|-----------------|-------|
| SICK | 10 | 50 | yes | | |
| Other Info: | Sev:1/2 sub. rate for unused | | | | |
| PERSONAL | 2 | | | yes | |
| BEREAVEMENT | 2 | | | | |
| PROFESSIONAL | 2 | | | yes | |
| ADOPTION | 2 | | | | |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

| OVERTON | | | | | | | | |
|---------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | | | | BA+36 | | | |
| | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 |
| 0 | 29,250 | 30,420 | 31,590 | 32,760 | 33,930 | 35,100 | 36,270 | 37,440 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 |
| 1 | 30,420 | 31,590 | 32,760 | 33,930 | 35,100 | 36,270 | 37,440 | 38,610 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 |
| 2 | 31,590 | 32,760 | 33,930 | 35,100 | 36,270 | 37,440 | 38,610 | 39,780 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 3 | 32,760 | 33,930 | 35,100 | 36,270 | 37,440 | 38,610 | 39,780 | 40,950 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 |
| 4 | 33,930 | 35,100 | 36,270 | 37,440 | 38,610 | 39,780 | 40,950 | 42,120 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 |
| 5 | 35,100 | 36,270 | 37,440 | 38,610 | 39,780 | 40,950 | 42,120 | 43,290 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 |
| 6 | | 37,440 | 38,610 | 39,780 | 40,950 | 42,120 | 43,290 | 44,460 |
| | | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 |
| 7 | | | 39,780 | 40,950 | 42,120 | 43,290 | 44,460 | 45,630 |
| | | | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 |
| 8 | | | | 42,120 | 43,290 | 44,460 | 45,630 | 46,800 |
| | | | | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 |
| 9 | | | | | 44,460 | 45,630 | 46,800 | 47,970 |
| | | | | | 1.52 | 1.56 | 1.60 | 1.64 |
| 10 | | | | | 45,630 | 46,800 | 47,970 | 49,140 |
| | | | | | 1.56 | 1.60 | 1.64 | 1.68 |
| 11 | | | | | 46,800 | 47,970 | 49,140 | 50,310 |
| | | | | | 1.60 | 1.64 | 1.68 | 1.72 |
| 12 | | | | | | 49,140 | 50,310 | 51,480 |
| | | | | | | 1.68 | 1.72 | 1.76 |
| 13 | | | | | | | 51,480 | 52,650 |
| | | | | | | | 1.76 | 1.80 |

07-08: experience allowed changed from 6 yrs to all

WORKING CONDITIONS

| | | | | |
|------------------------|------|---------------|--------|------|
| Contract Days: | 190 | FTE Teachers: | 800.27 | |
| Enrollment: | 9895 | HS | JH/MS | ELEM |
| Length of Teacher Day: | 8 | 8 | 8 | |
| Length of Student Day: | 6.33 | 6.16 | 5.83 | |
| Planning Time: | 52 | 45 | 45 | |
| Class Periods/Day: | 8 | 8 | | |
| Normal Teaching Load: | 6 | 6 | | |

SALARY SCHEDULE

| | | | |
|----------------------|-------------------------|---------------------|---------|
| Base: | 32,500 | Index: | 4 x 4.5 |
| Starting Salary: | 32,500 | Entry Level Step: | 1 |
| Career Increments: | Y | Experience Allowed: | 12+1 |
| | V. Freeze 86-87, 89-90 | | |
| Vertical Freeze: | 91-92,03-04,08-09,09-10 | | |
| Rollback: | 85-86; 02-03 | | |
| Multi-year Contract: | 11-12, 12-13 | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|---------------------|-----------|---------------------------|----------|----------|-----------|------------------------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 600D | 470.45 | 809.43 | 918.80 | 1233.72 | 91.41 or 115.11 |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Full H/A + Ind. Dental |
| PPO: | Emp pays 7% premium | | COMMENTS: | | | | |
| LIFE | Standard | 3.60 | Deductible Reimbursement: | | | | |
| LTD | Standard | .0022(+B) | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

PART-TIME BENEFITS

| | |
|---------------|-----|
| Minimum FTE: | 0.5 |
| Contribution: | fte |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA+9 | MA+18 | MA+27 | MA+36 | PHD | |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----|--------|
| | | | | | | | | | EDS | PEC | DOC |
| 1 | 32,500 | 33,963 | 35,425 | 36,888 | 38,350 | 39,813 | 41,275 | 42,738 | 44,200 | | 45,663 |
| 2 | 1,000 | 1,045 | 1,090 | 1,135 | 1,180 | 1,225 | 1,270 | 1,315 | 1,360 | | 1,405 |
| 3 | 33,800 | 35,263 | 36,725 | 38,188 | 39,650 | 41,113 | 42,575 | 44,038 | 45,500 | | 46,963 |
| 4 | 1,044 | 1,089 | 1,134 | 1,179 | 1,224 | 1,269 | 1,314 | 1,359 | 1,404 | | 1,449 |
| 5 | 35,100 | 36,563 | 38,025 | 39,488 | 40,950 | 42,413 | 43,875 | 45,338 | 46,800 | | 48,263 |
| 6 | 1,088 | 1,125 | 1,177 | 1,215 | 1,266 | 1,305 | 1,356 | 1,395 | 1,446 | | 1,485 |
| 7 | 36,400 | 37,863 | 39,325 | 40,788 | 42,250 | 43,713 | 45,175 | 46,638 | 48,100 | | 49,563 |
| 8 | 1,128 | 1,165 | 1,211 | 1,255 | 1,304 | 1,345 | 1,399 | 1,435 | 1,488 | | 1,525 |
| 9 | 37,700 | 39,163 | 40,625 | 42,088 | 43,550 | 45,013 | 46,475 | 47,938 | 49,400 | | 50,863 |
| 10 | 1,168 | 1,206 | 1,255 | 1,295 | 1,341 | 1,385 | 1,437 | 1,475 | 1,522 | | 1,565 |
| 11 | 38,000 | 40,463 | 41,925 | 43,388 | 44,850 | 46,313 | 47,775 | 49,238 | 50,700 | | 52,163 |
| 12 | 1,245 | 1,299 | 1,335 | 1,375 | 1,425 | 1,475 | 1,515 | 1,555 | 1,605 | | 1,655 |
| 13 | 41,763 | 43,225 | 44,688 | 46,150 | 47,613 | 49,075 | 50,538 | 52,000 | 53,463 | | 54,925 |
| 14 | 1,288 | 1,333 | 1,375 | 1,422 | 1,465 | 1,511 | 1,555 | 1,605 | 1,655 | | 1,705 |
| 15 | 43,063 | 44,525 | 45,988 | 47,450 | 48,913 | 50,375 | 51,838 | 53,300 | 54,763 | | 56,225 |
| 16 | 1,325 | 1,377 | 1,415 | 1,466 | 1,505 | 1,555 | 1,595 | 1,645 | 1,695 | | 1,745 |
| 17 | 45,825 | 47,288 | 48,750 | 50,213 | 51,675 | 53,138 | 54,600 | 56,063 | 57,525 | | 58,988 |
| 18 | 1,415 | 1,455 | 1,495 | 1,545 | 1,595 | 1,645 | 1,695 | 1,745 | 1,795 | | 1,845 |
| 19 | 47,125 | 48,588 | 50,050 | 51,513 | 52,975 | 54,438 | 55,900 | 57,363 | 58,825 | | 60,288 |
| 20 | 1,455 | 1,495 | 1,545 | 1,595 | 1,645 | 1,695 | 1,745 | 1,795 | 1,845 | | 1,895 |
| 21 | 49,888 | 51,350 | 52,813 | 54,275 | 55,738 | 57,200 | 58,663 | 60,125 | 61,588 | | 63,050 |
| 22 | 1,535 | 1,585 | 1,625 | 1,675 | 1,715 | 1,765 | 1,815 | 1,865 | 1,915 | | 1,965 |
| 23 | 51,188 | 52,650 | 54,113 | 55,575 | 57,038 | 58,500 | 59,963 | 61,425 | 62,888 | | 64,350 |
| 24 | 1,575 | 1,625 | 1,665 | 1,715 | 1,755 | 1,805 | 1,855 | 1,905 | 1,955 | | 2,005 |
| 25 | 53,950 | 55,413 | 56,875 | 58,338 | 59,800 | 61,263 | 62,725 | 64,188 | 65,650 | | 67,113 |
| 26 | 1,665 | 1,705 | 1,745 | 1,785 | 1,825 | 1,865 | 1,905 | 1,945 | 1,985 | | 2,025 |
| 27 | 55,250 | 56,713 | 58,175 | 59,638 | 61,100 | 62,563 | 64,025 | 65,488 | 66,950 | | 68,413 |
| 28 | 1,745 | 1,795 | 1,835 | 1,885 | 1,935 | 1,985 | 2,035 | 2,085 | 2,135 | | 2,185 |
| 29 | 56,550 | 58,013 | 59,475 | 60,938 | 62,400 | 63,863 | 65,325 | 66,788 | 68,250 | | 69,713 |
| 30 | 1,785 | 1,835 | 1,885 | 1,935 | 1,985 | 2,035 | 2,085 | 2,135 | 2,185 | | 2,235 |
| 31 | 57,850 | 59,313 | 60,775 | 62,238 | 63,700 | 65,163 | 66,625 | 68,088 | 69,550 | | 71,013 |
| 32 | 1,825 | 1,875 | 1,925 | 1,975 | 2,025 | 2,075 | 2,125 | 2,175 | 2,225 | | 2,275 |
| 33 | 58,500 | 59,963 | 61,425 | 62,888 | 64,350 | 65,813 | 67,275 | 68,738 | 70,200 | | 71,663 |
| 34 | 1,885 | 1,935 | 1,985 | 2,035 | 2,085 | 2,135 | 2,185 | 2,235 | 2,285 | | 2,335 |
| 35 | 59,825 | 60,288 | 61,750 | 63,213 | 64,675 | 66,138 | 67,600 | 69,063 | 70,525 | | 71,988 |
| 36 | 1,915 | 1,965 | 2,015 | 2,065 | 2,115 | 2,165 | 2,215 | 2,265 | 2,315 | | 2,365 |
| 37 | 59,150 | 60,613 | 62,075 | 63,538 | 65,000 | 66,463 | 67,925 | 69,388 | 70,850 | | 72,313 |
| 38 | 1,865 | 1,915 | 1,965 | 2,015 | 2,065 | 2,115 | 2,165 | 2,215 | 2,265 | | 2,315 |
| 39 | 59,475 | 60,938 | 62,400 | 63,863 | 65,325 | 66,788 | 68,250 | 69,713 | 71,175 | | 72,638 |
| 40 | 1,885 | 1,935 | 1,985 | 2,035 | 2,085 | 2,135 | 2,185 | 2,235 | 2,285 | | 2,335 |
| 41 | 60,200 | 61,663 | 63,125 | 64,588 | 66,050 | 67,513 | 68,975 | 70,438 | 71,900 | | 73,363 |
| 42 | 1,915 | 1,965 | 2,015 | 2,065 | 2,115 | 2,165 | 2,215 | 2,265 | 2,315 | | 2,365 |
| 43 | 61,500 | 62,963 | 64,425 | 65,888 | 67,350 | 68,813 | 70,275 | 71,738 | 73,200 | | 74,663 |
| 44 | 1,945 | 1,995 | 2,045 | 2,095 | 2,145 | 2,195 | 2,245 | 2,295 | 2,345 | | 2,395 |
| 45 | 62,238 | 63,700 | 65,163 | 66,625 | 68,088 | 69,550 | 71,013 | 72,475 | 73,938 | | 75,400 |
| 46 | 1,975 | 2,025 | 2,075 | 2,125 | 2,175 | 2,225 | 2,275 | 2,325 | 2,375 | | 2,425 |
| 47 | 62,563 | 64,025 | 65,488 | 66,950 | 68,413 | 69,875 | 71,338 | 72,800 | 74,263 | | 75,725 |
| 48 | 1,925 | 1,975 | 2,025 | 2,075 | 2,125 | 2,175 | 2,225 | 2,275 | 2,325 | | 2,375 |
| 49 | 62,888 | 64,350 | 65,813 | 67,275 | 68,738 | 70,200 | 71,663 | 73,125 | 74,588 | | 76,050 |
| 50 | 1,935 | 1,985 | 2,035 | 2,085 | 2,135 | 2,185 | 2,235 | 2,285 | 2,335 | | 2,385 |
| 51 | 63,213 | 64,675 | 66,138 | 67,600 | 69,063 | 70,525 | 71,988 | 73,450 | 74,913 | | 76,375 |
| 52 | 1,945 | 1,995 | 2,045 | 2,095 | 2,145 | 2,195 | 2,245 | 2,295 | 2,345 | | 2,395 |

03-03 Renumbered steps starting at step 3 through 16 BA+36/MA through PHD/EDD have 6 longevity steps that are add 2% of base and 4 more steps that are an additional 1% of base;
 03-04 vertical freeze, horizontal movement allowed: 1-3 years experience are placed on step one (as shown above), those with more than 3 yrs are placed accordingly;
 08-09 new hires w/no exp placed on step 1, 12 yrs experience allowed + one; 09-10 vertical freeze

Pawnee City

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,750 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

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

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|---|-----------|--------|-------------|-----------------|-----------------------|
| SICK | 10 | 50 | yes | | |
| Other Info: \$30/day on any above 50 at EOY | | | | | |
| PERSONAL | 3 | | | no | 2 add'l from sick lv. |
| BEREAVEMENT | 2 | | | | add'l from sick lv. |
| PROFESSIONAL | as needed | | | yes | |
| ADOPTION | | | | | |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

PAWNEE CITY

| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 30,750 | 31,980 | 33,210 | 34,440 | 35,670 | 36,900 | 38,130 | 39,360 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 |
| 2 | 31,980 | 33,210 | 34,440 | 35,670 | 36,900 | 38,130 | 39,360 | 40,590 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 |
| 3 | 33,210 | 34,440 | 35,670 | 36,900 | 38,130 | 39,360 | 40,590 | 41,820 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 4 | 34,440 | 35,670 | 36,900 | 38,130 | 39,360 | 40,590 | 41,820 | 43,050 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 |
| 5 | 35,670 | 36,900 | 38,130 | 39,360 | 40,590 | 41,820 | 43,050 | 44,280 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 |
| 6 | 36,900 | 38,130 | 39,360 | 40,590 | 41,820 | 43,050 | 44,280 | 45,510 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 |
| 7 | 38,130 | 39,360 | 40,590 | 41,820 | 43,050 | 44,280 | 45,510 | 46,740 |
| | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 |
| 8 | | 40,590 | 41,820 | 43,050 | 44,280 | 45,510 | 46,740 | 47,970 |
| | | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 |
| 9 | | | 43,050 | 44,280 | 45,510 | 46,740 | 47,970 | 49,200 |
| | | | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 |
| 10 | | | | 45,510 | 46,740 | 47,970 | 49,200 | 50,430 |
| | | | | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 |
| 11 | | | | | 47,970 | 49,200 | 50,430 | 51,660 |
| | | | | | 1.56 | 1.60 | 1.64 | 1.68 |
| 12 | | | | | 49,200 | 50,430 | 51,660 | 52,890 |
| | | | | | 1.60 | 1.64 | 1.68 | 1.72 |

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 29,900 | Index: | 4 x 4 |
| Starting Salary: | | Entry Level Step: | 1(D) |
| Career Increments: | N | Experience Allowed: | 10(D) |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|---------------|------------|---------------------------|----------|----------|-------------------|-------------------|---------------------------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse | EE/Sp/Child |
| HEALTH | BC/BS | 350D | 496.16 | 917.92 | 1041.96 | 1399.08 | 24.46 or 40.50 | Options: |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp or Dep. Dental | IRS 125: Y |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: Y |
| LIFE | | | Deductible Reimbursement: | | | | | |
| LTD | Madison Nat'l | (thru sal) | | | | | | PART-TIME BENEFITS |
| NON-PARTICIPANT | Cash-Sgl Prem | \$518. | | | | | | Minimum FTE: 0 |
| | | | | | | | | Contribution: fte |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| PAXTON | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | MA+27 |
| 1 | 29,900 | 31,096 | 32,292 | 33,488 | 34,684 | 35,282 | 36,478 | 37,674 | 38,870 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.18 | 1.22 | 1.26 | 1.30 |
| 2 | 31,096 | 32,292 | 33,488 | 34,684 | 35,880 | 36,478 | 37,674 | 38,870 | 40,066 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.22 | 1.26 | 1.30 | 1.34 |
| 3 | 32,292 | 33,488 | 34,684 | 35,880 | 37,076 | 37,674 | 38,870 | 40,066 | 41,262 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.26 | 1.30 | 1.34 | 1.38 |
| 4 | 33,488 | 34,684 | 35,880 | 37,076 | 38,272 | 38,870 | 40,066 | 41,262 | 42,458 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.30 | 1.34 | 1.38 | 1.42 |
| 5 | 34,684 | 35,880 | 37,076 | 38,272 | 39,468 | 40,066 | 41,262 | 42,458 | 43,654 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.34 | 1.38 | 1.42 | 1.46 |
| 6 | 35,880 | 37,076 | 38,272 | 39,468 | 40,664 | 41,262 | 42,458 | 43,654 | 44,850 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.38 | 1.42 | 1.46 | 1.50 |
| 7 | 37,076 | 38,272 | 39,468 | 40,664 | 41,860 | 42,458 | 43,654 | 44,850 | 46,046 |
| | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.42 | 1.46 | 1.50 | 1.54 |
| 8 | | 39,468 | 40,664 | 41,860 | 43,056 | 43,654 | 44,850 | 46,046 | 47,242 |
| | | 1.32 | 1.36 | 1.40 | 1.44 | 1.46 | 1.50 | 1.54 | 1.58 |
| 9 | | | 41,860 | 43,056 | 44,252 | 44,850 | 46,046 | 47,242 | 48,438 |
| | | | 1.40 | 1.44 | 1.48 | 1.50 | 1.54 | 1.58 | 1.62 |
| 10 | | | | 44,252 | 45,448 | 46,046 | 47,242 | 48,438 | 49,634 |
| | | | | 1.48 | 1.52 | 1.54 | 1.58 | 1.62 | 1.66 |
| 11 | | | | | 46,644 | 47,242 | 48,438 | 49,634 | 50,830 |
| | | | | | 1.56 | 1.58 | 1.62 | 1.66 | 1.70 |
| 12 | | | | | | | 49,634 | 50,830 | 52,026 |
| | | | | | | | 1.66 | 1.70 | 1.74 |
| 13 | | | | | | | | 52,026 | 53,222 |
| | | | | | | | | 1.74 | 1.78 |

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|--------|
| Contract Days: | 185 | FTE Teachers: | 28.875 |
| Enrollment: | 334 | HS | JH/MS |
| Length of Teacher Day: | 8 | | ELEM |
| 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

| | | | |
|---------------------------|--------|---------------------|-------|
| Base: | 29,850 | Index: | 4 x 5 |
| Starting Salary: | 29,850 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| Grandfathered Steps 85-86 | | | |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|---|-------------|--------|-------------|-----------------|-------|
| SICK | 12 | 45 | yes | | |
| Other Info: use 0-1 - \$400/2 - \$300/3 - \$200 (all inclusive) | | | | | |
| PERSONAL | PTO | | | | |
| BEREAVEMENT | PTO | | | | |
| PROFESSIONAL | as approved | | | yes | |
| ADOPTION | FMLA | | | | |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

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 | | 39,701 | 41,193 | 42,686 | 44,178 | 45,671 | 47,163 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 |
| 8 | | 40,895 | 42,387 | 43,880 | 45,372 | 46,865 | 48,357 |
| | | 1.37 | 1.42 | 1.47 | 1.52 | 1.57 | 1.62 |
| 9 | | | 43,581 | 45,074 | 46,566 | 48,059 | 49,551 |
| | | | 1.46 | 1.51 | 1.56 | 1.61 | 1.66 |
| 10 | | | 44,775 | 46,268 | 47,760 | 49,253 | 50,745 |
| | | | 1.50 | 1.55 | 1.60 | 1.65 | 1.70 |
| 11 | | | | 47,462 | 48,954 | 50,447 | 51,939 |
| | | | | 1.59 | 1.64 | 1.69 | 1.74 |
| 12 | | | | 48,656 | 50,148 | 51,641 | 53,133 |
| | | | | 1.63 | 1.68 | 1.73 | 1.78 |
| 13 | | | | | 51,342 | 52,835 | 54,327 |
| | | | | | 1.72 | 1.77 | 1.82 |

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|------------------|---------------------|-------------|
| Base: | 30,600 | Index: | 4.25 x 4.25 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| Vertical Freeze: | | | |
| Rollback: | 01-02 (2-3 stps) | | |
| Multi-year Contract: | | | |

INSURANCE

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

Cafeteria Plan

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

PART-TIME BENEFITS

| | |
|---------------|-----|
| Minimum FTE: | 0.4 |
| Contribution: | fte |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| PLAINVIEW | | | | | | | | |
|-----------|--------|--------|--------|--------|--------|--------|---------------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | BA+45 MA+9 | MA+18 |
| 1 | 30,600 | 31,901 | 33,201 | 34,502 | 35,802 | 37,103 | 38,403 | 39,704 |
| | 1.00 | 1.0425 | 1.085 | 1.1275 | 1.17 | 1.2125 | 1.255 | 1.2975 |
| 2 | 31,901 | 33,201 | 34,502 | 35,802 | 37,103 | 38,403 | 39,704 | 41,004 |
| | 1.0425 | 1.085 | 1.1275 | 1.17 | 1.2125 | 1.255 | 1.2975 | 1.34 |
| 3 | 33,201 | 34,502 | 35,802 | 37,103 | 38,403 | 39,704 | 41,004 | 42,305 |
| | 1.085 | 1.1275 | 1.17 | 1.2125 | 1.255 | 1.2975 | 1.34 | 1.3825 |
| 4 | 34,502 | 35,802 | 37,103 | 38,403 | 39,704 | 41,004 | 42,305 | 43,605 |
| | 1.1275 | 1.17 | 1.2125 | 1.255 | 1.2975 | 1.34 | 1.3825 | 1.425 |
| 5 | 35,802 | 37,103 | 38,403 | 39,704 | 41,004 | 42,305 | 43,605 | 44,906 |
| | 1.17 | 1.2125 | 1.255 | 1.2975 | 1.34 | 1.3825 | 1.425 | 1.4675 |
| 6 | 37,103 | 38,403 | 39,704 | 41,004 | 42,305 | 43,605 | 44,906 | 46,206 |
| | 1.2125 | 1.255 | 1.2975 | 1.34 | 1.3825 | 1.425 | 1.4675 | 1.51 |
| 7 | | 39,704 | 41,004 | 42,305 | 43,605 | 44,906 | 46,206 | 47,507 |
| | | 1.2975 | 1.34 | 1.3825 | 1.425 | 1.4675 | 1.51 | 1.5525 |
| 8 | | | 42,305 | 43,605 | 44,906 | 46,206 | 47,507 | 48,807 |
| | | | 1.3825 | 1.425 | 1.4675 | 1.51 | 1.5525 | 1.595 |
| 9 | | | | 44,906 | 46,206 | 47,507 | 48,807 | 50,108 |
| | | | | 1.4675 | 1.51 | 1.5525 | 1.595 | 1.6375 |
| 10 | | | | | 47,507 | 48,807 | 50,108 | 51,408 |
| | | | | | 1.5525 | 1.595 | 1.6375 | 1.68 |
| 11 | | | | | | 50,108 | 51,408 | 52,709 |
| | | | | | | 1.6375 | 1.68 | 1.7225 |
| 12 | | | | | | 51,408 | 52,709 | 54,009 |
| | | | | | | 1.68 | 1.7225 | 1.765 |
| 13 | | | | | | 52,709 | 54,009 | 55,310 |
| | | | | | | 1.7225 | 1.765 | 1.8075 |
| 14 | | | | | | | 55,310 | 56,610 |
| | | | | | | | 1.8075 | 1.85 |

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

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|---|--------|---------------------|-------|
| Base: | 31,050 | Index: | 4 x 5 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 5(D)* |
| *exp allowed-5 yrs + 1/2 all yrs beyond 5 | | | |
| Vertical Freeze: | | | |
| Rollback: | 85-86 | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | |
|-----------------|-----------------------|-----------|---------------------------|----------|----------|-------------------|-------------------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse |
| HEALTH | BC/BS | 600D | 479.02 | 886.21 | 1005.96 | 1350.75 | Cash, 125, or TSA |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: | Singles recv \$150/mo | | COMMENTS: | | | | |
| LIFE | Madison Life | 6.00 | Deductible Reimbursement: | | | | |
| LTD | Madison Life | .0064(+B) | | | | | |
| NON-PARTICIPANT | \$651.27 in lieu | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | BA+45 | MA | MA+9 | MA+18 | MA+27 | MA+36 | MA+45 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 31,050 | 32,603 | 34,155 | 35,708 | 37,260 | 38,813 | 37,260 | 38,813 | 40,365 | 41,918 | 43,470 | 45,023 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 |
| 2 | 32,292 | 33,845 | 35,397 | 36,950 | 38,502 | 40,055 | 38,502 | 40,055 | 41,607 | 43,160 | 44,712 | 46,265 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 |
| 3 | 33,534 | 35,087 | 36,639 | 38,192 | 39,744 | 41,297 | 39,744 | 41,297 | 42,849 | 44,402 | 45,954 | 47,507 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.28 | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 |
| 4 | 34,776 | 36,329 | 37,881 | 39,434 | 40,986 | 42,539 | 40,986 | 42,539 | 44,091 | 45,644 | 47,196 | 48,749 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.32 | 1.37 | 1.42 | 1.47 | 1.52 | 1.57 |
| 5 | 36,018 | 37,571 | 39,123 | 40,676 | 42,228 | 43,781 | 42,228 | 43,781 | 45,333 | 46,886 | 48,438 | 49,991 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.36 | 1.41 | 1.46 | 1.51 | 1.56 | 1.61 |
| 6 | 37,260 | 38,813 | 40,365 | 41,918 | 43,470 | 45,023 | 43,470 | 45,023 | 46,575 | 48,128 | 49,680 | 51,233 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 | 1.65 |
| 7 | 38,502 | 40,055 | 41,607 | 43,160 | 44,712 | 46,265 | 44,712 | 46,265 | 47,817 | 49,370 | 50,922 | 52,475 |
| | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.44 | 1.49 | 1.54 | 1.59 | 1.64 | 1.69 |
| 8 | | 41,297 | 42,849 | 44,402 | 45,954 | 47,507 | 45,954 | 47,507 | 49,059 | 50,612 | 52,164 | 53,717 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.48 | 1.53 | 1.58 | 1.63 | 1.68 | 1.73 |
| 9 | | | 44,091 | 45,644 | 47,196 | 48,749 | 47,196 | 48,749 | 50,301 | 51,854 | 53,406 | 54,959 |
| | | | 1.47 | 1.52 | 1.57 | 1.62 | 1.57 | 1.62 | 1.67 | 1.72 | 1.77 | 1.82 |
| 10 | | | | 46,886 | 48,438 | 49,991 | 48,438 | 49,991 | 51,543 | 53,096 | 54,648 | 56,201 |
| | | | | 1.51 | 1.56 | 1.61 | 1.56 | 1.61 | 1.66 | 1.71 | 1.76 | 1.81 |
| 11 | | | | | 49,680 | 51,233 | 49,680 | 51,233 | 52,785 | 54,338 | 55,890 | 57,443 |
| | | | | | 1.60 | 1.65 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 | 1.85 |
| 12 | | | | | 50,922 | 52,475 | 50,922 | 52,475 | 54,027 | 55,580 | 57,132 | 58,685 |
| | | | | | 1.64 | 1.69 | 1.64 | 1.69 | 1.74 | 1.79 | 1.84 | 1.89 |
| 13 | | | | | | 53,717 | 52,164 | 53,717 | 55,269 | 56,822 | 58,374 | 59,927 |
| | | | | | | 1.73 | 1.68 | 1.73 | 1.78 | 1.83 | 1.88 | 1.93 |
| 14 | | | | | | | 53,406 | 54,959 | 56,511 | 58,064 | 59,616 | 61,169 |
| | | | | | | | 1.72 | 1.77 | 1.82 | 1.87 | 1.92 | 1.97 |
| 15 | | | | | | | | | 57,753 | 59,306 | 60,858 | 62,411 |
| | | | | | | | | | 1.86 | 1.91 | 1.96 | 2.01 |
| 16 | | | | | | | | | | 60,548 | 62,100 | 63,653 |
| | | | | | | | | | | 1.95 | 2.00 | 2.05 |

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

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|-----------------|---------------------|-----------|
| Base: | 29,200 | Index: | 4.5 x 4.5 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 8 |
| Vertical Freeze: | | | |
| Rollback: | 93-94 (2 Steps) | | |
| Multi-year Contract: | 11-12, 12-13 | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|--------------------------------|--------|-------------------------|----------|----------|-------------------|-----------------------------|---------------------------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse | EE/Sp/Child |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 | Options: |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp. or Dep. Dental | IRS 125: |
| PPO: | 11-12 switch from 350D to 600D | | COMMENTS: | | | | | Flex Accounts: |
| LIFE | | | | | | | Deductible Reimbursement: Y | 250/500 |
| LTD | | | | | | | | |
| NON-PARTICIPANT | | | | | | | | PART-TIME BENEFITS |
| | | | | | | | | Minimum FTE: 0.5 |
| | | | | | | | | Contribution: fte |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| P O T T E R - D I X | | | | | | |
|---------------------|--------|--------|---------|---------|---------|---------|
| Step | BA | BA + 9 | BA + 18 | BA + 27 | BA + 36 | MA + 18 |
| 1 | 29,200 | 30,514 | 31,828 | 33,142 | 34,456 | 35,770 |
| | 1.00 | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 |
| 2 | 30,514 | 31,828 | 33,142 | 34,456 | 35,770 | 37,084 |
| | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 |
| 3 | 31,828 | 33,142 | 34,456 | 35,770 | 37,084 | 38,398 |
| | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 |
| 4 | 33,142 | 34,456 | 35,770 | 37,084 | 38,398 | 39,712 |
| | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 |
| 5 | 34,456 | 35,770 | 37,084 | 38,398 | 39,712 | 41,026 |
| | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 |
| 6 | 35,770 | 37,084 | 38,398 | 39,712 | 41,026 | 42,340 |
| | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 |
| 7 | 37,084 | 38,398 | 39,712 | 41,026 | 42,340 | 43,654 |
| | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 |
| 8 | | 39,712 | 41,026 | 42,340 | 43,654 | 44,968 |
| | | 1.36 | 1.405 | 1.45 | 1.495 | 1.54 |
| 9 | | | 42,340 | 43,654 | 44,968 | 46,282 |
| | | | 1.45 | 1.495 | 1.54 | 1.585 |
| 10 | | | 43,654 | 44,968 | 46,282 | 47,596 |
| | | | 1.495 | 1.54 | 1.585 | 1.63 |
| 11 | | | | 46,282 | 47,596 | 48,910 |
| | | | | 1.585 | 1.63 | 1.675 |
| 12 | | | | 47,596 | 48,910 | 50,224 |
| | | | | 1.63 | 1.675 | 1.72 |
| 13 | | | | | 50,224 | 51,538 |
| | | | | | 1.72 | 1.765 |
| 14 | | | | | 51,538 | 52,852 |
| | | | | | 1.765 | 1.81 |
| 15 | | | | | | 54,166 |
| | | | | | | 1.855 |
| 16 | | | | | | 55,480 |
| | | | | | | 1.9 |

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|---|--------------|---------------------|-------|
| Base: | 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

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------------------|----------------------------|--------|---------------------------|----------|----------|-----------|---|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 600D | 456.34 | 839.90 | 938.56 | 1223.77 | 105.58 or 124.50 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 | Deductible Reimbursement: | | | | |
| LTD | Madison Nat'l | .0036 | | | | | |
| NON-PARTICIPANT \$83.33 TSA | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Judicial/1 day pd.

| RALSTON | | | | | | | | | | |
|---------|--------|--------|--------|--------|-------------|--------|--------|--------|--------|---------------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 MA | MA+9 | MA+18 | MA+27 | MA+36 | EDSPEC PHD |
| 1 | 31,100 | 32,655 | 34,210 | 35,765 | 37,320 | 38,875 | 40,430 | 41,985 | 43,540 | 46,650 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.50 |
| 2 | 32,344 | 33,899 | 35,454 | 37,009 | 38,564 | 40,119 | 41,674 | 43,229 | 44,784 | 47,894 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.54 |
| 3 | 33,588 | 35,143 | 36,698 | 38,253 | 39,808 | 41,363 | 42,918 | 44,473 | 46,028 | 49,138 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 | 1.43 | 1.48 | 1.58 |
| 4 | 34,832 | 36,387 | 37,942 | 39,497 | 41,052 | 42,607 | 44,162 | 45,717 | 47,272 | 50,382 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 | 1.47 | 1.52 | 1.62 |
| 5 | 36,076 | 37,631 | 39,186 | 40,741 | 42,296 | 43,851 | 45,406 | 46,961 | 48,516 | 51,626 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 | 1.51 | 1.56 | 1.66 |
| 6 | 37,320 | 38,875 | 40,430 | 41,985 | 43,540 | 45,095 | 46,650 | 48,205 | 49,760 | 52,870 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 | 1.70 |
| 7 | 38,564 | 40,119 | 41,674 | 43,229 | 44,784 | 46,339 | 47,894 | 49,449 | 51,004 | 54,114 |
| | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | 1.59 | 1.64 | 1.74 |
| 8 | | 41,363 | 42,918 | 44,473 | 46,028 | 47,583 | 49,138 | 50,693 | 52,248 | 55,358 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 | 1.63 | 1.68 | 1.78 |
| 9 | | | 44,162 | 45,717 | 47,272 | 48,827 | 50,382 | 51,937 | 53,492 | 56,602 |
| | | | 1.42 | 1.47 | 1.52 | 1.57 | 1.62 | 1.67 | 1.72 | 1.82 |
| 10 | | | 45,406 | 46,961 | 48,516 | 50,071 | 51,626 | 53,181 | 54,736 | 57,846 |
| | | | 1.46 | 1.51 | 1.56 | 1.61 | 1.66 | 1.71 | 1.76 | 1.86 |
| 11 | | | | 48,205 | 49,760 | 51,315 | 52,870 | 54,425 | 55,980 | 59,090 |
| | | | | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 | 1.90 |
| 12 | | | | 49,449 | 51,004 | 52,559 | 54,114 | 55,669 | 57,224 | 60,334 |
| | | | | 1.59 | 1.64 | 1.69 | 1.74 | 1.79 | 1.84 | 1.94 |
| 13 | | | | 50,693 | 52,248 | 53,803 | 55,358 | 56,913 | 58,468 | 61,578 |
| | | | | 1.63 | 1.68 | 1.73 | 1.78 | 1.83 | 1.88 | 1.98 |
| 14 | | | | | 53,492 | 55,047 | 56,602 | 58,157 | 59,712 | 62,822 |
| | | | | | 1.72 | 1.77 | 1.82 | 1.87 | 1.92 | 2.02 |
| 15 | | | | | 54,736 | 56,291 | 57,846 | 59,401 | 60,956 | 64,066 |
| | | | | | 1.76 | 1.81 | 1.86 | 1.91 | 1.96 | 2.06 |
| 16 | | | | | 55,980 | 57,535 | 59,090 | 60,645 | 62,200 | 65,310 |
| | | | | | 1.80 | 1.85 | 1.90 | 1.95 | 2.00 | 2.10 |

Longevity - Employee who reaches last step in BA36/MA through MA27 receives add'l comp at rate of .015 added to index 17th yr, .03 at 20th yr, .05 at 23rd yr, .07 at 26th yr. Employee who has reached last step in MA36 or above receives .025 added to index at start of 17th yr and receives add'l .005 added to index for each following year up to 30th yr of service. (.03 at 18th yr, .035 at 19th yr, .04 at 20th yr, etc.)

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|------------------|--------|---------------------------|----------|----------|-----------|-------------------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 600D | 470.45 | 870.36 | 987.98 | 1326.58 | Annuity |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: | | | COMMENTS: | | | | |
| LIFE | Guardian | 8.00 | Deductible Reimbursement: | | | | |
| LTD | | | | | | | |
| NON-PARTICIPANT | \$492.70 Annuity | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | BA+45 | MA+9 | BA+54 | MA+18 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 0 | 30,350 | 31,868 | 33,385 | 34,903 | 36,420 | 36,420 | 37,938 | 37,938 | 39,455 | 39,455 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.20 | 1.25 | 1.25 | 1.30 | 1.30 |
| 1 | 31,564 | 33,082 | 34,599 | 36,117 | 37,634 | 37,634 | 39,152 | 39,152 | 40,669 | 40,669 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.24 | 1.29 | 1.29 | 1.34 | 1.34 |
| 2 | 32,778 | 34,296 | 35,813 | 37,331 | 38,848 | 38,848 | 40,366 | 40,366 | 41,883 | 41,883 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.28 | 1.33 | 1.33 | 1.38 | 1.38 |
| 3 | 33,992 | 35,510 | 37,027 | 38,545 | 40,062 | 40,062 | 41,580 | 41,580 | 43,097 | 43,097 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.32 | 1.37 | 1.37 | 1.42 | 1.42 |
| 4 | 35,206 | 36,724 | 38,241 | 39,759 | 41,276 | 41,276 | 42,794 | 42,794 | 44,311 | 44,311 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.36 | 1.41 | 1.41 | 1.46 | 1.46 |
| 5 | | 37,938 | 39,455 | 40,973 | 42,490 | 42,490 | 44,008 | 44,008 | 45,525 | 45,525 |
| | | 1.25 | 1.30 | 1.35 | 1.40 | 1.40 | 1.45 | 1.45 | 1.50 | 1.50 |
| 6 | | 39,152 | 40,669 | 42,187 | 43,704 | 43,704 | 45,222 | 45,222 | 46,739 | 46,739 |
| | | 1.29 | 1.34 | 1.39 | 1.44 | 1.44 | 1.49 | 1.49 | 1.54 | 1.54 |
| 7 | | | 41,883 | 43,401 | 44,918 | 44,918 | 46,436 | 46,436 | 47,953 | 47,953 |
| | | | 1.38 | 1.43 | 1.48 | 1.48 | 1.53 | 1.53 | 1.58 | 1.58 |
| 8 | | | 43,097 | 44,615 | 46,132 | 46,132 | 47,650 | 47,650 | 49,167 | 49,167 |
| | | | 1.42 | 1.47 | 1.52 | 1.52 | 1.57 | 1.57 | 1.62 | 1.62 |
| 9 | | | | 45,829 | 47,346 | 47,346 | 48,864 | 48,864 | 50,381 | 50,381 |
| | | | | 1.51 | 1.56 | 1.56 | 1.61 | 1.61 | 1.66 | 1.66 |
| 10 | | | | 47,043 | 48,560 | 48,560 | 50,078 | 50,078 | 51,595 | 51,595 |
| | | | | 1.55 | 1.60 | 1.60 | 1.65 | 1.65 | 1.70 | 1.70 |
| 11 | | | | | 49,774 | 49,774 | 51,292 | 51,292 | 52,809 | 52,809 |
| | | | | | 1.64 | 1.64 | 1.69 | 1.69 | 1.74 | 1.74 |
| 12 | | | | | 50,988 | 50,988 | 52,506 | 52,506 | 54,023 | 54,023 |
| | | | | | 1.68 | 1.68 | 1.73 | 1.73 | 1.78 | 1.78 |
| 13 | | | | | 51,595 | 51,595 | 53,720 | 53,720 | 55,237 | 55,237 |
| | | | | | 1.70 | 1.70 | 1.77 | 1.77 | 1.82 | 1.82 |
| 14 | | | | | 52,202 | 52,202 | 54,327 | 54,327 | 55,844 | 55,844 |
| | | | | | 1.72 | 1.72 | 1.79 | 1.79 | 1.84 | 1.84 |
| 15 | | | | | | | 54,934 | 54,934 | 56,451 | 56,451 |
| | | | | | | | 1.81 | 1.81 | 1.86 | 1.86 |

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

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|--|--------|---------------------|-------|
| Base: | 32,500 | Index: | 4 x 5 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | Y | Experience Allowed: | 6 (D) |
| Long: 11-20 yr, \$350; 21-30, \$600; 31-?, \$850 bonus | | | |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|---------------|-------------|------------------------------|----------|----------|-----------|--------------------------------------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 350D | 496.16 | 496.16 | 496.16 | 496.16 | 518.41 |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Ind. Health |
| PPO: | | | COMMENTS: *<.51=FTE benefits | | | | |
| LIFE | | | | | | | Deductible Reimbursement: Y 12.50/mo |
| LTD | Fortis | .002908(+B) | | | | | |
| NON-PARTICIPANT | \$270.83 cash | | | | | | |

Cafeteria Plan

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

LEAVES

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

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

| | | | | | |
|--------------|------------|--|-----|--------------|--|
| PERSONAL | | | yes | from sick lv | |
| BEREAVEMENT | 5 | | | from sick lv | |
| PROFESSIONAL | adm. disc. | | yes | | |
| ADOPTION | | | | | |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

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

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

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|-------|
| Contract Days: | 182 | FTE Teachers: | |
| Enrollment: | 200 | HS | JH/MS |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7.5 | 7.5 | 7.5 |
| Planning Time: | 50 | 50 | 45 |
| Class Periods/Day: | 8 | 8 | |
| Normal Teaching Load: | 6 | 6 | |

SALARY SCHEDULE

| | | | |
|----------------------|-------------------|---------------------|-------------|
| Base: | 28,675 | Index: | 4.25 x 4.25 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| Vertical Freeze: | 97-98/98-99 | | |
| Rollback: | 97-98/98-99/01-02 | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits |
|-----------------|---------------|--------|--------------------------------------|----------|-----------|-------------------|
| | | | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 1100D | 413.72 | 765.38 | 868.79 | 1166.57 |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 |
| PPO: | | | COMMENTS: | | | |
| LIFE | | | Deductible Reimbursement: Y 800/1600 | | | |
| LTD | Madison Nat'l | .0031 | | | | |
| NON-PARTICIPANT | | | | | | |

Cafeteria Plan

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

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--------------|-------------|--------|-------------|-----------------|---------------|
| SICK | 10 | 45 | yes | | |
| Other Info: | | | | | |
| PERSONAL | 3 | | | no | |
| BEREAVEMENT | unl. | | | | from sick lv. |
| PROFESSIONAL | 4-5 | | | yes | as needed |
| ADOPTION | as approved | | | | |
| ASSOCIATION | unl. | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| ROCK COUNTY | | | | | | |
|-------------|--------|--------|---------|---------|---------------|-------------------|
| Step | BA | BA + 9 | BA + 18 | BA + 27 | BA + 36 MA | BA + 45 MA + 9 |
| 1 | 28,675 | 29,894 | 31,112 | 32,331 | 33,550 | 34,768 |
| | 1.00 | 1.0425 | 1.085 | 1.1275 | 1.17 | 1.2125 |
| 2 | 29,894 | 31,112 | 32,331 | 33,550 | 34,768 | 35,987 |
| | 1.0425 | 1.085 | 1.1275 | 1.17 | 1.2125 | 1.255 |
| 3 | 31,112 | 32,331 | 33,550 | 34,768 | 35,987 | 37,206 |
| | 1.085 | 1.1275 | 1.17 | 1.2125 | 1.255 | 1.2975 |
| 4 | 32,331 | 33,550 | 34,768 | 35,987 | 37,206 | 38,425 |
| | 1.1275 | 1.17 | 1.2125 | 1.255 | 1.2975 | 1.34 |
| 5 | 33,550 | 34,768 | 35,987 | 37,206 | 38,425 | 39,643 |
| | 1.17 | 1.2125 | 1.255 | 1.2975 | 1.34 | 1.3825 |
| 6 | 34,768 | 35,987 | 37,206 | 38,425 | 39,643 | 40,862 |
| | 1.2125 | 1.255 | 1.2975 | 1.34 | 1.3825 | 1.425 |
| 7 | 35,987 | 37,206 | 38,425 | 39,643 | 40,862 | 42,081 |
| | 1.255 | 1.2975 | 1.34 | 1.3825 | 1.425 | 1.4675 |
| 8 | | 38,425 | 39,643 | 40,862 | 42,081 | 43,299 |
| | | 1.34 | 1.3825 | 1.425 | 1.4675 | 1.51 |
| 9 | | | 40,862 | 42,081 | 43,299 | 44,518 |
| | | | 1.425 | 1.4675 | 1.51 | 1.5525 |
| 10 | | | 42,081 | 43,299 | 44,518 | 45,737 |
| | | | 1.4675 | 1.51 | 1.5525 | 1.595 |
| 11 | | | | 44,518 | 45,737 | 46,955 |
| | | | | 1.5525 | 1.595 | 1.6375 |
| 12 | | | | 45,737 | 46,955 | 48,174 |
| | | | | 1.595 | 1.6375 | 1.68 |
| 13 | | | | 46,955 | 48,174 | 49,393 |
| | | | | 1.6375 | 1.68 | 1.7225 |
| 14 | | | | | 49,393 | 50,611 |
| | | | | | 1.7225 | 1.765 |
| 15 | | | | | 50,611 | 51,830 |
| | | | | | 1.765 | 1.8075 |
| 16 | | | | | | 53,049 |
| | | | | | | 1.85 |

Sandhills-Dunning

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 19
 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 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback: 88-89
 Multi-year Contract:

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|-----------|--------|-------------------------|----------|-----------------------------|-------------------|------------------|---------------------------|
| | | | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child | Individ. |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | Sp or Dep Dental | Options: |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | | IRS 125: |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: |
| LIFE | Prinipal | 2.65 | | | Deductible Reimbursement: Y | 300/600 | | PART-TIME BENEFITS |
| LTD | Principal | .0025 | | | | | | Minimum FTE: 0.5 |
| NON-PARTICIPANT | | | | | | | | Contribution: fte |

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--------------|--|--------|-------------|-----------------|----------|
| SICK | 10 | 40 | yes | | |
| Other Info: | PTO-10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs | | | | |
| PERSONAL | | | | yes | from PTO |
| BEREAVEMENT | | | | | from PTO |
| PROFESSIONAL | 2 | | | yes | |
| ADOPTION | | | | | |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

| SANDHILLS | | | | | | | | |
|-----------|--------|------|---------|------|----------|------|----------|---------|
| Step | B A | | B A + 9 | | B A + 18 | | B A + 27 | |
| | | | | | | | B A + 36 | M A + 9 |
| 1 | 27,650 | 1.00 | 29,033 | 1.05 | 30,415 | 1.10 | 31,798 | 1.15 |
| | | | | | | | | |
| 2 | 28,756 | 1.04 | 30,139 | 1.09 | 31,521 | 1.14 | 32,904 | 1.19 |
| | | | | | | | | |
| 3 | 29,862 | 1.08 | 31,245 | 1.13 | 32,627 | 1.18 | 34,010 | 1.23 |
| | | | | | | | | |
| 4 | 30,968 | 1.12 | 32,351 | 1.17 | 33,733 | 1.22 | 35,116 | 1.27 |
| | | | | | | | | |
| 5 | 32,074 | 1.16 | 33,457 | 1.21 | 34,839 | 1.26 | 36,222 | 1.31 |
| | | | | | | | | |
| 6 | | | 34,563 | 1.25 | 35,945 | 1.30 | 37,328 | 1.35 |
| | | | | | | | | |
| 7 | | | | | 37,051 | 1.34 | 38,434 | 1.39 |
| | | | | | | | | |
| 8 | | | | | 38,157 | 1.38 | 39,540 | 1.43 |
| | | | | | | | | |
| 9 | | | | | | | 40,646 | 1.48 |
| | | | | | | | | |
| 10 | | | | | | | 41,752 | 1.53 |
| | | | | | | | | |
| 11 | | | | | | | 42,858 | 1.58 |
| | | | | | | | | |
| 12 | | | | | | | 43,964 | 1.63 |
| | | | | | | | | |
| 13 | | | | | | | 45,070 | 1.68 |
| | | | | | | | | |
| | | | | | | | 46,176 | 1.73 |

07-08 vertical and horizontal freeze, teachers will be allowed to move two steps each way for 08-09

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 27,500 | Index: | 4 x 5 |
| Starting Salary: | | Entry Level Step: | 0 |
| Career Increments: | N | Experience Allowed: | 7(D) |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|-----------|--------|-------------------------|----------|----------|-------------------|-----------------------------|------------------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse | EE/Sp/Child |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 | Options: |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp. or Dep. Dental | IRS 125: Y |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: Y |
| LIFE | Principal | | | | | | Deductible Reimbursement: Y | 250 |
| LTD | Principal | .0065 | | | | | | |
| NON-PARTICIPANT | | | | | | | | |

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: In school work day (1)

| S A R G E N T | | | | | | |
|---------------|--------|--------|---------|---------|---------------|---------|
| Step | BA | BA + 9 | BA + 18 | BA + 27 | BA + 36 MA | MA + 15 |
| 1 | 27,500 | 28,875 | 30,250 | 31,625 | 33,000 | 34,375 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 |
| 2 | 28,600 | 29,975 | 31,350 | 32,725 | 34,100 | 35,475 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 |
| 3 | 29,700 | 31,075 | 32,450 | 33,825 | 35,200 | 36,575 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 |
| 4 | 30,800 | 32,175 | 33,550 | 34,925 | 36,300 | 37,675 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 |
| 5 | 31,900 | 33,275 | 34,650 | 36,025 | 37,400 | 38,775 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 |
| 6 | | 34,375 | 35,750 | 37,125 | 38,500 | 39,875 |
| | | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 |
| 7 | | 35,475 | 36,850 | 38,225 | 39,600 | 40,975 |
| | | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 |
| 8 | | 36,575 | 37,950 | 39,325 | 40,700 | 42,075 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 |
| 9 | | 37,675 | 39,050 | 40,425 | 41,800 | 43,175 |
| | | 1.37 | 1.42 | 1.47 | 1.52 | 1.57 |
| 10 | | | 40,150 | 41,525 | 42,900 | 44,275 |
| | | | 1.46 | 1.51 | 1.56 | 1.61 |
| 11 | | | | 42,625 | 44,000 | 45,375 |
| | | | | 1.55 | 1.60 | 1.65 |
| 12 | | | | 43,725 | 45,100 | 46,475 |
| | | | | 1.59 | 1.64 | 1.69 |
| 13 | | | | | 46,200 | 47,575 |
| | | | | | 1.68 | 1.73 |
| 14 | | | | | 47,300 | 48,675 |
| | | | | | 1.72 | 1.77 |
| 15 | | | | | | 49,775 |
| | | | | | | 1.81 |
| 16 | | | | | | 50,875 |
| | | | | | | 1.85 |
| 17 | | | | | | 51,975 |
| | | | | | | 1.89 |

Schuyler Community

WORKING CONDITIONS

| | | | |
|------------------------|------|---------------|-------|
| Contract Days: | 185 | FTE Teachers: | 138 |
| Enrollment: | 1800 | HS | JH/MS |
| Length of Teacher Day: | 8 | | ELEM |
| Length of Student Day: | 7 | 8 | 8 |
| Planning Time: | 90 | 45 | 40 |
| Class Periods/Day: | 4 | 8 | |
| Normal Teaching Load: | 3 | 7 | |

SALARY SCHEDULE

| | | | |
|---------------------------------------|--------|---------------------|-------|
| Base: | 30,950 | Index: | 4 x 5 |
| Starting Salary: | 30,950 | Entry Level Step: | 1 |
| Career Increments: | Y | Experience Allowed: | all |
| \$1000 signing bonus for new teachers | | | |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

| SCHUYLER COMMUNITY | | | | | | | | | | |
|--------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | BA+45 | MA | MA+9 | MA+18 | MA+27 |
| 1 | 30,950 | 32,498 | 34,045 | 35,593 | 37,140 | 37,140 | 37,140 | 38,688 | 40,235 | 41,783 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.20 | 1.20 | 1.25 | 1.30 | 1.35 |
| 2 | 32,188 | 33,736 | 35,283 | 36,831 | 38,378 | 38,378 | 38,378 | 39,926 | 41,473 | 43,021 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.24 | 1.24 | 1.29 | 1.34 | 1.39 |
| 3 | 33,426 | 34,974 | 36,521 | 38,069 | 39,616 | 39,616 | 39,616 | 41,164 | 42,711 | 44,259 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.28 | 1.28 | 1.33 | 1.38 | 1.43 |
| 4 | 34,664 | 36,212 | 37,759 | 39,307 | 40,854 | 40,854 | 40,854 | 42,402 | 43,949 | 45,497 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.32 | 1.32 | 1.37 | 1.42 | 1.47 |
| 5 | 35,902 | 37,450 | 38,997 | 40,545 | 42,092 | 42,092 | 42,092 | 43,640 | 45,187 | 46,735 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.36 | 1.36 | 1.41 | 1.46 | 1.51 |
| 6 | 37,140 | 38,688 | 40,235 | 41,783 | 43,330 | 43,330 | 43,330 | 44,878 | 46,425 | 47,973 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.40 | 1.40 | 1.45 | 1.50 | 1.55 |
| 7 | 38,378 | 39,926 | 41,473 | 43,021 | 44,568 | 44,568 | 44,568 | 46,116 | 47,663 | 49,211 |
| | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.44 | 1.44 | 1.49 | 1.54 | 1.59 |
| 8 | | 41,164 | 42,711 | 44,259 | 45,806 | 45,806 | 45,806 | 47,354 | 48,901 | 50,449 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.48 | 1.48 | 1.53 | 1.58 | 1.63 |
| 9 | | 42,402 | 43,949 | 45,497 | 47,044 | 47,044 | 47,044 | 48,592 | 50,139 | 51,687 |
| | | 1.37 | 1.42 | 1.47 | 1.52 | 1.52 | 1.52 | 1.57 | 1.62 | 1.67 |
| 10 | | | 45,187 | 46,735 | 48,282 | 48,282 | 48,282 | 49,830 | 51,377 | 52,925 |
| | | | 1.46 | 1.51 | 1.56 | 1.56 | 1.56 | 1.61 | 1.66 | 1.71 |
| 11 | | | | 47,973 | 49,520 | 49,520 | 49,520 | 51,068 | 52,615 | 54,163 |
| | | | | 1.55 | 1.60 | 1.60 | 1.60 | 1.65 | 1.70 | 1.75 |
| 12 | | | | | 50,758 | 50,758 | 50,758 | 52,306 | 53,853 | 55,401 |
| | | | | | 1.64 | 1.64 | 1.64 | 1.69 | 1.74 | 1.79 |
| 13 | | | | | 51,996 | 51,996 | 51,996 | 53,544 | 55,091 | 56,639 |
| | | | | | 1.68 | 1.68 | 1.68 | 1.73 | 1.78 | 1.83 |
| 14 | | | | | 53,234 | 53,234 | 53,234 | 54,782 | 56,329 | 57,877 |
| | | | | | 1.72 | 1.72 | 1.72 | 1.77 | 1.82 | 1.87 |
| 15 | | | | | 54,472 | 54,472 | 54,472 | 56,020 | 57,567 | 59,115 |
| | | | | | 1.76 | 1.76 | 1.76 | 1.81 | 1.86 | 1.91 |
| 16 | | | | | | | | | 58,805 | 60,353 |
| | | | | | | | | | 1.90 | 1.95 |
| 17 | | | | | | | | | | 61,591 |
| | | | | | | | | | | 1.99 |

06-07: BA36 grandfathered

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 785
 Length of Teacher Day: 8
 Length of Student Day: 7.25
 Planning Time: 47
 Class Periods/Day: 8
 Normal Teaching Load: 7

SALARY SCHEDULE

Base: 30,700 Index: 4 x 5
 Starting Salary: 30,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|---------------|--------------------|---------------------------|----------|----------|-----------|--------------------|---------------------------|----------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child | Individ. |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 | Options: | |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp. or Dep. Dental | IRS 125: Y | |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: Y | |
| LIFE | | | Deductible Reimbursement: | | | | | PART-TIME BENEFITS | |
| LTD | Madison Nat'l | .0033(+B thru Sal) | | | | | | Minimum FTE: 0.5 | |
| NON-PARTICIPANT | | | | | | | | Contribution: fte | |

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--------------|--|--------|-------------|-----------------|-----------------------|
| SICK | 10 | 45 | yes | | |
| Other Info: | Sev: after 6 yrs all days @ 25% sub rate | | | | |
| PERSONAL | 2+1 | | | yes | 1-sub deduct |
| BEREAVEMENT | 5+5 | | | | add'l 5 from sick lv. |
| PROFESSIONAL | unl. | | | yes | |
| ADOPTION | | | | | |
| ASSOCIATION | unl. | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

SCN UNIFIED DISTRICT #5

| Step | BA+36 | | | | | | | | |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | MA+36 |
| 1 | 30,700 | 32,235 | 33,770 | 35,305 | 36,840 | 38,375 | 39,910 | 41,445 | 42,980 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 |
| 2 | 31,928 | 33,463 | 34,998 | 36,533 | 38,068 | 39,603 | 41,138 | 42,673 | 44,208 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 |
| 3 | 33,156 | 34,691 | 36,226 | 37,761 | 39,296 | 40,831 | 42,366 | 43,901 | 45,436 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 | 1.43 | 1.48 |
| 4 | 34,384 | 35,919 | 37,454 | 38,989 | 40,524 | 42,059 | 43,594 | 45,129 | 46,664 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 | 1.47 | 1.52 |
| 5 | 35,612 | 37,147 | 38,682 | 40,217 | 41,752 | 43,287 | 44,822 | 46,357 | 47,892 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 | 1.51 | 1.56 |
| 6 | 36,840 | 38,375 | 39,910 | 41,445 | 42,980 | 44,515 | 46,050 | 47,585 | 49,120 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 |
| 7 | | 39,603 | 41,138 | 42,673 | 44,208 | 45,743 | 47,278 | 48,813 | 50,348 |
| | | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | 1.59 | 1.64 |
| 8 | | 40,831 | 42,366 | 43,901 | 45,436 | 46,971 | 48,506 | 50,041 | 51,576 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 | 1.63 | 1.68 |
| 9 | | | 43,594 | 45,129 | 46,664 | 48,199 | 49,734 | 51,269 | 52,804 |
| | | | 1.42 | 1.47 | 1.52 | 1.57 | 1.62 | 1.67 | 1.72 |
| 10 | | | | 46,357 | 47,892 | 49,427 | 50,962 | 52,497 | 54,032 |
| | | | | 1.51 | 1.56 | 1.61 | 1.66 | 1.71 | 1.76 |
| 11 | | | | 47,585 | 49,120 | 50,655 | 52,190 | 53,725 | 55,260 |
| | | | | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 |
| 12 | | | | | 50,348 | 51,883 | 53,418 | 54,953 | 56,488 |
| | | | | | 1.64 | 1.69 | 1.74 | 1.79 | 1.84 |
| 13 | | | | | 51,576 | 53,111 | 54,646 | 56,181 | 57,716 |
| | | | | | 1.68 | 1.73 | 1.78 | 1.83 | 1.88 |
| 14 | | | | | 52,804 | 54,339 | 55,874 | 57,409 | 58,944 |
| | | | | | 1.72 | 1.77 | 1.82 | 1.87 | 1.92 |
| 15 | | | | | | 55,567 | 57,102 | 58,637 | 60,172 |
| | | | | | | 1.81 | 1.86 | 1.91 | 1.96 |

WORKING CONDITIONS

| | | | |
|------------------------|------|---------------|-------|
| Contract Days: | 186 | FTE Teachers: | 103.8 |
| Enrollment: | 1358 | HS | JH/MS |
| Length of Teacher Day: | 8 | | ELEM |
| Length of Student Day: | 7.5 | 8 | 8 |
| Planning Time: | 90 | 7 | 7 |
| Class Periods/Day: | 4.5 | 86 | 45 |
| Normal Teaching Load: | 3.5 | 8.5 | |
| | | 6.5 | |

SALARY SCHEDULE

| | | | |
|--|--------|---------------------|-------|
| Base: | 30,400 | Index: | 5 x 4 |
| Starting Salary: | 30,400 | Entry Level Step: | 1 |
| Career Increments: | Y | Experience Allowed: | 8(D) |
| Move to MA+27 Step 16 only in 93-94; then step=to exper. | | | |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

| SEWARD | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--|
| Step | BA | | BA+9 | | BA+18 | | BA+27 | | BA+45 | |
| | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | | |
| 1 | 30,400 | 31,616 | 32,832 | 34,048 | 35,264 | 36,480 | 37,696 | 38,912 | | |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | | |
| 2 | 31,920 | 33,136 | 34,352 | 35,568 | 36,784 | 38,000 | 39,216 | 40,432 | | |
| | 1.05 | 1.09 | 1.13 | 1.17 | 1.21 | 1.25 | 1.29 | 1.33 | | |
| 3 | 33,440 | 34,656 | 35,872 | 37,088 | 38,304 | 39,520 | 40,736 | 41,952 | | |
| | 1.10 | 1.14 | 1.18 | 1.22 | 1.26 | 1.30 | 1.34 | 1.38 | | |
| 4 | 34,960 | 36,176 | 37,392 | 38,608 | 39,824 | 41,040 | 42,256 | 43,472 | | |
| | 1.15 | 1.19 | 1.23 | 1.27 | 1.31 | 1.35 | 1.39 | 1.43 | | |
| 5 | 36,480 | 37,696 | 38,912 | 40,128 | 41,344 | 42,560 | 43,776 | 44,992 | | |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | | |
| 6 | 38,000 | 39,216 | 40,432 | 41,648 | 42,864 | 44,080 | 45,296 | 46,512 | | |
| | 1.25 | 1.29 | 1.33 | 1.37 | 1.41 | 1.45 | 1.49 | 1.53 | | |
| 7 | 39,520 | 40,736 | 41,952 | 43,168 | 44,384 | 45,600 | 46,816 | 48,032 | | |
| | 1.30 | 1.34 | 1.38 | 1.42 | 1.46 | 1.50 | 1.54 | 1.58 | | |
| 8 | | 42,256 | 43,472 | 44,688 | 45,904 | 47,120 | 48,336 | 49,552 | | |
| | | 1.39 | 1.43 | 1.47 | 1.51 | 1.55 | 1.59 | 1.63 | | |
| 9 | | | 44,992 | 46,208 | 47,424 | 48,640 | 49,856 | 51,072 | | |
| | | | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | | |
| 10 | | | | 47,728 | 48,944 | 50,160 | 51,376 | 52,592 | | |
| | | | | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | | |
| 11 | | | | | 50,464 | 51,680 | 52,896 | 54,112 | | |
| | | | | | 1.66 | 1.70 | 1.74 | 1.78 | | |
| 12 | | | | | 51,984 | 53,200 | 54,416 | 55,632 | | |
| | | | | | 1.71 | 1.75 | 1.79 | 1.83 | | |
| 13 | | | | | | 54,720 | 55,936 | 57,152 | | |
| | | | | | | 1.80 | 1.84 | 1.88 | | |
| 14 | | | | | | | 57,456 | 58,672 | | |
| | | | | | | | 1.89 | 1.93 | | |
| 15 | | | | | | | | 60,192 | | |
| | | | | | | | | 1.98 | | |
| 16 | | | | | | | | 61,712 | | |
| | | | | | | | | 2.03 | | |

07-08 BA 45 eliminated, current staff is grandfathered

WORKING CONDITIONS

| | | | |
|------------------------|------|---------------|-------|
| Contract Days: | 185 | FTE Teachers: | 31 |
| Enrollment: | 370 | HS | JH/MS |
| Length of Teacher Day: | 8 | | ELEM |
| Length of Student Day: | 6.75 | 6.75 | 6.75 |
| Planning Time: | 52 | 44 | 45 |
| Class Periods/Day: | 7 | 7 | |
| Normal Teaching Load: | 6 | 6 | |

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|---------|
| Base: | 31,000 | Index: | 4.5 x 4 |
| Starting Salary: | 31,000 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

Cafeteria Plan

| | |
|---------------------------|---------|
| Individ. | Depend. |
| Options: | |
| IRS 125: | |
| Flex Accounts: | |
| PART-TIME BENEFITS | |
| Minimum FTE: 0.49 | |
| Contribution: fte | |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SHELBY

| Step | SHELBY | | | | | | |
|------|--------|--------|--------|--------|--------|--------|--------|
| | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA+9 | MA+18 |
| 1 | 31,000 | 32,240 | 33,480 | 34,720 | 35,960 | 37,200 | 38,440 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.2 | 1.24 |
| 2 | 32,395 | 33,635 | 34,875 | 36,115 | 37,355 | 38,595 | 39,835 |
| | 1.045 | 1.085 | 1.125 | 1.165 | 1.205 | 1.245 | 1.285 |
| 3 | 33,790 | 35,030 | 36,270 | 37,510 | 38,750 | 39,990 | 41,230 |
| | 1.09 | 1.13 | 1.17 | 1.21 | 1.25 | 1.29 | 1.33 |
| 4 | 35,185 | 36,425 | 37,665 | 38,905 | 40,145 | 41,385 | 42,625 |
| | 1.135 | 1.175 | 1.215 | 1.255 | 1.295 | 1.335 | 1.375 |
| 5 | 36,580 | 37,820 | 39,060 | 40,300 | 41,540 | 42,780 | 44,020 |
| | 1.18 | 1.22 | 1.26 | 1.3 | 1.34 | 1.38 | 1.42 |
| 6 | | 39,215 | 40,455 | 41,695 | 42,935 | 44,175 | 45,415 |
| | | 1.265 | 1.305 | 1.345 | 1.385 | 1.425 | 1.465 |
| 7 | | 40,610 | 41,850 | 43,090 | 44,330 | 45,570 | 46,810 |
| | | 1.31 | 1.35 | 1.39 | 1.43 | 1.47 | 1.51 |
| 8 | | 42,005 | 43,245 | 44,485 | 45,725 | 46,965 | 48,205 |
| | | 1.355 | 1.395 | 1.435 | 1.475 | 1.515 | 1.555 |
| 9 | | 43,400 | 44,640 | 45,880 | 47,120 | 48,360 | 49,600 |
| | | 1.4 | 1.44 | 1.48 | 1.52 | 1.56 | 1.6 |
| 10 | | 44,795 | 46,035 | 47,275 | 48,515 | 49,755 | 50,995 |
| | | 1.445 | 1.485 | 1.525 | 1.565 | 1.605 | 1.645 |
| 11 | | | | 48,670 | 49,910 | 51,150 | 52,390 |
| | | | | 1.57 | 1.61 | 1.65 | 1.69 |
| 12 | | | | 50,065 | 51,305 | 52,545 | 53,785 |
| | | | | 1.615 | 1.655 | 1.695 | 1.735 |
| 13 | | | | | 52,700 | 53,940 | 55,180 |
| | | | | | 1.7 | 1.74 | 1.78 |
| 14 | | | | | 54,095 | 55,335 | 56,575 |
| | | | | | 1.745 | 1.785 | 1.825 |
| 15 | | | | | 55,490 | 56,730 | 57,970 |
| | | | | | 1.79 | 1.83 | 1.87 |
| 16 | | | | | | 58,125 | 59,365 |
| | | | | | | 1.875 | 1.915 |

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|-------|
| Contract Days: | 182 | FTE Teachers: | 22 |
| Enrollment: | 113 | HS | JH/MS |
| Length of Teacher Day: | 7.5 | 7.5 | ELEM |
| Length of Student Day: | 7 | 7 | 7 |
| Planning Time: | 48 | 48 | 30 |
| Class Periods/Day: | 8 | 8 | |
| Normal Teaching Load: | 7 | 7 | |

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 30,500 | Index: | 4 x 4 |
| Starting Salary: | 30,500 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 10 |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

WORKING CONDITIONS

| | | | | |
|------------------------|-----|---------------|-------|------|
| Contract Days: | 182 | FTE Teachers: | | |
| Enrollment: | 221 | HS | JH/MS | ELEM |
| Length of Teacher Day: | 8 | 8 | 8 | 8 |
| Length of Student Day: | 7 | 7 | 7 | 7 |
| Planning Time: | 50 | 50 | 50 | 50 |
| Class Periods/Day: | 8 | 8 | 8 | 8 |
| Normal Teaching Load: | 7 | 7 | 7 | 7 |

SALARY SCHEDULE

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

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|---------|--------|---------------------------|----------|-----------|-------------|--------------------|---------------------------|---------|
| | | | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | | Individ. | Depend. |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 | Options: | |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp. or Dep. Dental | IRS 125: Y | |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: Y | |
| LIFE | | | Deductible Reimbursement: | | | | | PART-TIME BENEFITS | |
| LTD | | | | | | | | Minimum FTE: 0 | |
| NON-PARTICIPANT | | | | | | | | Contribution: fte | |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 29,350 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 7
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 10-11, 11-12

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|-------------------|--------|---------------------------|----------|-----------|-------------|--------------------------------------|
| | | | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | |
| HEALTH | BC/BS | 350D | 471.35 | 872.02 | 989.86 | 1329.13 | 24.46 or 40.50 Sp. or Dep. Dental |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: COMMENTS: | | | | | | | |
| LIFE | Fort Dearborn | | Deductible Reimbursement: | | | | |
| LTD | | | | | | | |
| NON-PARTICIPANT | 50% BC/BS premium | | | | | | |

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.51
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

South Sarpy Dist 46

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 31,075 Index: 5 x 3
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Long.-3% after 5 yrs. on MA+36-3% every 5 yrs.
 Vertical Freeze: 85-86,86-87,92-93
 Rollback:
 Multi-year Contract: 10-11, 11-12

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|---------------|-----------------|---------------------------|----------|----------|-----------|--------------------------------------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 Sp. or Dep. Dental |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: | | | COMMENTS: | | | | |
| LIFE | Madison Nat'l | 4.40 | Deductible Reimbursement: | | | | |
| LTD | Madison Nat'l | .0040(thru sal) | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Emergency as needed

SARPY DIST. #46

| Step | BA+36 | | | | | | | | |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | MA+36 |
| 1 | 31,075 | 32,007 | 32,940 | 33,872 | 34,804 | 35,736 | 36,669 | 37,601 | 38,533 |
| | 1.00 | 1.03 | 1.06 | 1.09 | 1.12 | 1.15 | 1.18 | 1.21 | 1.24 |
| 2 | 32,629 | 33,561 | 34,493 | 35,426 | 36,358 | 37,290 | 38,222 | 39,155 | 40,087 |
| | 1.05 | 1.08 | 1.11 | 1.14 | 1.17 | 1.20 | 1.23 | 1.26 | 1.29 |
| 3 | 34,183 | 35,115 | 36,047 | 36,979 | 37,912 | 38,844 | 39,776 | 40,708 | 41,641 |
| | 1.10 | 1.13 | 1.16 | 1.19 | 1.22 | 1.25 | 1.28 | 1.31 | 1.34 |
| 4 | 35,736 | 36,669 | 37,601 | 38,533 | 39,465 | 40,398 | 41,330 | 42,262 | 43,194 |
| | 1.15 | 1.18 | 1.21 | 1.24 | 1.27 | 1.30 | 1.33 | 1.36 | 1.39 |
| 5 | 37,290 | 38,222 | 39,155 | 40,087 | 41,019 | 41,951 | 42,884 | 43,816 | 44,748 |
| | 1.20 | 1.23 | 1.26 | 1.29 | 1.32 | 1.35 | 1.38 | 1.41 | 1.44 |
| 6 | | 39,776 | 40,708 | 41,641 | 42,573 | 43,505 | 44,437 | 45,370 | 46,302 |
| | | 1.28 | 1.31 | 1.34 | 1.37 | 1.40 | 1.43 | 1.46 | 1.49 |
| 7 | | 41,330 | 42,262 | 43,194 | 44,127 | 45,059 | 45,991 | 46,923 | 47,856 |
| | | 1.33 | 1.36 | 1.39 | 1.42 | 1.45 | 1.48 | 1.51 | 1.54 |
| 8 | | | 43,816 | 44,748 | 45,680 | 46,613 | 47,545 | 48,477 | 49,409 |
| | | | 1.41 | 1.44 | 1.47 | 1.50 | 1.53 | 1.56 | 1.59 |
| 9 | | | 45,370 | 46,302 | 47,234 | 48,166 | 49,099 | 50,031 | 50,963 |
| | | | 1.46 | 1.49 | 1.52 | 1.55 | 1.58 | 1.61 | 1.64 |
| 10 | | | | 47,856 | 48,788 | 49,720 | 50,652 | 51,585 | 52,517 |
| | | | | 1.54 | 1.57 | 1.60 | 1.63 | 1.66 | 1.69 |
| 11 | | | | | 50,342 | 51,274 | 52,206 | 53,138 | 54,071 |
| | | | | | 1.62 | 1.65 | 1.68 | 1.71 | 1.74 |
| 12 | | | | | 51,895 | 52,828 | 53,760 | 54,692 | 55,624 |
| | | | | | 1.67 | 1.70 | 1.73 | 1.76 | 1.79 |
| 13 | | | | | 53,449 | 54,381 | 55,314 | 56,246 | 57,178 |
| | | | | | 1.72 | 1.75 | 1.78 | 1.81 | 1.84 |
| 14 | | | | | | 55,935 | 56,867 | 57,800 | 58,732 |
| | | | | | | 1.80 | 1.83 | 1.86 | 1.89 |
| 15 | | | | | | | 58,421 | 59,353 | 60,286 |
| | | | | | | | 1.88 | 1.91 | 1.94 |

07-08 teachers receive credit for all years experience; 06-07 teachers new to district since 8/1/02 will have 2 yrs exp deducted on placement
 Longevity: beginning @ 20 yrs on MA36, 3% added every 5 years (20 yrs, 25, 30, 35, 40, 45)

WORKING CONDITIONS

| | | | | |
|------------------------|------|---------------|-------|------|
| Contract Days: | 188 | FTE Teachers: | | |
| Enrollment: | 3780 | HS | JH/MS | ELEM |
| Length of Teacher Day: | 8 | 8 | 8 | 8 |
| Length of Student Day: | 7.17 | 7.25 | 7 | 7 |
| Planning Time: | 90 | 54 | 54 | |
| Class Periods/Day: | 4 | 8 | | |
| Normal Teaching Load: | 3 | 7 | | |

SALARY SCHEDULE

| | | | |
|----------------------|--------------|---------------------|-------|
| Base: | 32,213 | Index: | 4 x 5 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 10 |
| Vertical Freeze: | 01-02 | | |
| Rollback: | 01-02 | | |
| Multi-year Contract: | 11-12, 12-13 | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|-----------|--------|-------------------------|----------|-----------|-------------------|----------------|----------|
| | | | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child | Individ. |
| HEALTH | BC/BS | 600D | | | | 600 | | |
| DENTAL | BC/BS | 1 | | | | | | |
| PPO: | | | | | | | | |
| LIFE | Guardian | 3.00 | | | | | | |
| LTD | | | | | | | | |
| NON-PARTICIPANT | \$600 TSA | | | | | | | |

COMMENTS: Deductible Reimbursement:

Cafeteria
Options: H/A,TSA,Cash
IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--------------|-----------------|--------|-------------|-----------------|-----------------------|
| SICK | 10 | 60 | yes | | |
| Other Info: | 10 for dep use | | | | |
| PERSONAL | 5 | | | yes | Taken from sick leave |
| BEREAVEMENT | unl. | | | | |
| PROFESSIONAL | unl. | | | yes | |
| ADOPTION | case by case | | | | |
| ASSOCIATION | 7 district wide | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: 1 emergency day/mo.

SO. SIOUX CITY

| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | MA+27 | MA+36 | MA+45 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 32,213 | 33,824 | 35,434 | 37,045 | 38,656 | 38,656 | 40,266 | 41,877 | 43,488 | 45,098 | 46,709 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 |
| 2 | 33,502 | 35,112 | 36,723 | 38,333 | 39,944 | 39,944 | 41,555 | 43,165 | 44,776 | 46,387 | 47,997 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 |
| 3 | 34,790 | 36,401 | 38,011 | 39,622 | 41,233 | 41,233 | 42,843 | 44,454 | 46,065 | 47,675 | 49,286 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.28 | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 |
| 4 | 36,079 | 37,689 | 39,300 | 40,911 | 42,521 | 42,521 | 44,132 | 45,742 | 47,353 | 48,964 | 50,574 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.32 | 1.37 | 1.42 | 1.47 | 1.52 | 1.57 |
| 5 | 37,367 | 38,978 | 40,588 | 42,199 | 43,810 | 43,810 | 45,420 | 47,031 | 48,642 | 50,252 | 51,863 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.36 | 1.41 | 1.46 | 1.51 | 1.56 | 1.61 |
| 6 | 38,656 | 40,266 | 41,877 | 43,488 | 45,098 | 45,098 | 46,709 | 48,320 | 49,930 | 51,541 | 53,151 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 | 1.65 |
| 7 | 39,944 | 41,555 | 43,165 | 44,776 | 46,387 | 46,387 | 47,997 | 49,608 | 51,219 | 52,829 | 54,440 |
| | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.44 | 1.49 | 1.54 | 1.59 | 1.64 | 1.69 |
| 8 | 41,233 | 42,843 | 44,454 | 46,065 | 47,675 | 47,675 | 49,286 | 50,897 | 52,507 | 54,118 | 55,728 |
| | 1.28 | 1.33 | 1.38 | 1.43 | 1.48 | 1.48 | 1.53 | 1.58 | 1.63 | 1.68 | 1.73 |
| 9 | | | | 47,353 | 48,964 | 48,964 | 50,574 | 52,185 | 53,796 | 55,406 | 57,017 |
| | | | | 1.47 | 1.52 | 1.52 | 1.57 | 1.62 | 1.67 | 1.72 | 1.77 |
| 10 | | | | | 50,252 | 50,252 | 51,863 | 53,474 | 55,084 | 56,695 | 58,306 |
| | | | | | 1.56 | 1.56 | 1.61 | 1.66 | 1.71 | 1.76 | 1.81 |
| 11 | | | | | 51,541 | 51,541 | 53,151 | 54,762 | 56,373 | 57,983 | 59,594 |
| | | | | | 1.60 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 | 1.85 |
| 12 | | | | | 52,829 | 52,829 | 54,440 | 56,051 | 57,661 | 59,272 | 60,883 |
| | | | | | 1.64 | 1.64 | 1.69 | 1.74 | 1.79 | 1.84 | 1.89 |
| 13 | | | | | | 54,118 | 55,728 | 57,339 | 58,950 | 60,560 | 62,171 |
| | | | | | | 1.68 | 1.73 | 1.78 | 1.83 | 1.88 | 1.93 |
| 14 | | | | | | | | 58,628 | 60,238 | 61,849 | 63,460 |
| | | | | | | | | 1.82 | 1.87 | 1.92 | 1.97 |
| 15 | | | | | | | | 59,916 | 61,527 | 63,137 | 64,748 |
| | | | | | | | | 1.86 | 1.91 | 1.96 | 2.01 |

Southern

WORKING CONDITIONS

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

HS JH/MS ELEM
 8 8 8
 7.5 7.5 7.25
 73 73 73
 8 8
 7 7

SALARY SCHEDULE

Base: 30,057 Index: 4 x 4
 Starting Salary: 30,057 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 10-11, 11-12

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | |
|-----------------|-----------------|------------------|---------------------------|----------|----------|-------------------|--------------------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp. or Dep. Dental |
| PPO: | | | COMMENTS: | | | | |
| LIFE | | | Deductible Reimbursement: | | | | |
| LTD | Jefferson Pilot | .0044 (thru sal) | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

| SOUTHERN (WYMORE) | | | | | | | | | |
|-------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | | MA+9 | MA+18 | MA+36 |
| | | | | | MA | | | | |
| 1 | 30,057 | 31,259 | 32,462 | 33,664 | 34,866 | 36,068 | 37,271 | 38,473 | 39,675 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 |
| 2 | 31,259 | 32,462 | 33,664 | 34,866 | 36,068 | 37,271 | 38,473 | 39,675 | 40,878 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 3 | 32,462 | 33,664 | 34,866 | 36,068 | 37,271 | 38,473 | 39,675 | 40,878 | 42,080 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 |
| 4 | 33,664 | 34,866 | 36,068 | 37,271 | 38,473 | 39,675 | 40,878 | 42,080 | 43,282 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 |
| 5 | 34,866 | 36,068 | 37,271 | 38,473 | 39,675 | 40,878 | 42,080 | 43,282 | 44,484 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 |
| 6 | 36,068 | 37,271 | 38,473 | 39,675 | 40,878 | 42,080 | 43,282 | 44,484 | 45,687 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 |
| 7 | | 38,473 | 39,675 | 40,878 | 42,080 | 43,282 | 44,484 | 45,687 | 46,889 |
| | | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 |
| 8 | | 39,675 | 40,878 | 42,080 | 43,282 | 44,484 | 45,687 | 46,889 | 48,091 |
| | | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 |
| 9 | | 40,878 | 42,080 | 43,282 | 44,484 | 45,687 | 46,889 | 48,091 | 49,293 |
| | | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 |
| 10 | | | 43,282 | 44,484 | 45,687 | 46,889 | 48,091 | 49,293 | 50,496 |
| | | | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 |
| 11 | | | | 45,687 | 46,889 | 48,091 | 49,293 | 50,496 | 51,698 |
| | | | | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 |
| 12 | | | | | 48,091 | 49,293 | 50,496 | 51,698 | 52,900 |
| | | | | | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 |
| 13 | | | | | | 49,293 | 50,496 | 51,698 | 52,900 |
| | | | | | | 1.64 | 1.68 | 1.72 | 1.76 |
| 14 | | | | | | | | 52,900 | 54,103 |
| | | | | | | | | 1.76 | 1.80 |

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 29,000 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|---------------|--------|---------------------------|----------|-----------|-------------|--------------------|---------------------------|---------|
| | | | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | | Individ. | Depend. |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 | Options: | |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp. or Dep. Dental | IRS 125: Y | |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: | |
| LIFE | | | Deductible Reimbursement: | | | | | PART-TIME BENEFITS | |
| LTD | Madison Nat'l | .0062 | | | | | | Minimum FTE: | |
| NON-PARTICIPANT | | | | | | | | Contribution: fte | |

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|----------------------|-------------------------------|--------|-------------|-----------------|-------|
| SICK | 14,12 | 35 | yes | | |
| Other Info: | 14 first yr, 12 other yrs PTO | | | | |
| PERSONAL | from PTO | | | yes | |
| BEREAVEMENT | from PTO | | | | |
| PROFESSIONAL | supt. disc. | | | yes | |
| ADOPTION ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Paternity Leave - 30 consec. Days

| S T. E D W A R D | | | | | | | |
|------------------|--------|--------|---------|---------|---------|--------|---------|
| Step | BA | BA + 9 | BA + 18 | BA + 27 | BA + 36 | | MA + 18 |
| 1 | 29,000 | 30,305 | 31,610 | 32,915 | 34,220 | 35,525 | |
| | 1.00 | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | |
| 2 | 30,160 | 31,465 | 32,770 | 34,075 | 35,380 | 36,685 | |
| | 1.04 | 1.085 | 1.13 | 1.175 | 1.22 | 1.265 | |
| 3 | 31,320 | 32,625 | 33,930 | 35,235 | 36,540 | 37,845 | |
| | 1.08 | 1.125 | 1.17 | 1.215 | 1.26 | 1.305 | |
| 4 | 32,480 | 33,785 | 35,090 | 36,395 | 37,700 | 39,005 | |
| | 1.12 | 1.165 | 1.21 | 1.255 | 1.3 | 1.345 | |
| 5 | 33,640 | 34,945 | 36,250 | 37,555 | 38,860 | 40,165 | |
| | 1.16 | 1.205 | 1.25 | 1.295 | 1.34 | 1.385 | |
| 6 | 34,800 | 36,105 | 37,410 | 38,715 | 40,020 | 41,325 | |
| | 1.2 | 1.245 | 1.29 | 1.335 | 1.38 | 1.425 | |
| 7 | 35,960 | 37,265 | 38,570 | 39,875 | 41,180 | 42,485 | |
| | 1.24 | 1.285 | 1.33 | 1.375 | 1.42 | 1.465 | |
| 8 | | 38,425 | 39,730 | 41,035 | 42,340 | 43,645 | |
| | | 1.325 | 1.37 | 1.415 | 1.46 | 1.505 | |
| 9 | | | 40,890 | 42,195 | 43,500 | 44,805 | |
| | | | 1.41 | 1.455 | 1.5 | 1.545 | |
| 10 | | | | 43,355 | 44,660 | 45,965 | |
| | | | | 1.495 | 1.54 | 1.585 | |
| 11 | | | | | 45,820 | 47,125 | |
| | | | | | 1.58 | 1.625 | |
| 12 | | | | | | 48,285 | |
| | | | | | | 1.665 | |

08-09 yrs exp changed from 5 to all

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|-------|
| Contract Days: | 184 | FTE Teachers: | 47.5 |
| Enrollment: | 655 | HS | JH/MS |
| | | | ELEM |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7 | 7 | 7 |
| Planning Time: | 47 | 47 | 45 |
| Class Periods/Day: | 8 | 8 | |
| Normal Teaching Load: | 7 | 7 | |

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 30,300 | Index: | 4 x 5 |
| Starting Salary: | 30,300 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 6(D) |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|-----------|--------|---------------------------|----------|-----------|-------------|--------------------|---------------------------|---------|
| | | | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | | Individ. | Depend. |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 50.62 or 83.75 | Options: | |
| DENTAL | BC/BS | 3 | 46.01 | 46.01 | 46.01 | 46.01 | Sp. or Dep. Dental | IRS 125: Y | |
| PPO: | | | COMMENTS: | | | | | Flex Accounts: | |
| LIFE | | | Deductible Reimbursement: | | | | | PART-TIME BENEFITS | |
| LTD | Principal | .00379 | | | | | | Minimum FTE: 0.5 | |
| NON-PARTICIPANT | | | | | | | | Contribution: fte | |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency-5 days

| ST. PAUL | | | | | | | | |
|----------|--------|--------|--------|--------|--------|--|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | | MA+9 | MA+18 |
| | | | | | MA | | | |
| 1 | 30,300 | 31,815 | 33,330 | 34,845 | 36,360 | | 37,875 | 39,390 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | | 1.25 | 1.30 |
| 2 | 31,512 | 33,027 | 34,542 | 36,057 | 37,572 | | 39,087 | 40,602 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | | 1.29 | 1.34 |
| 3 | 32,724 | 34,239 | 35,754 | 37,269 | 38,784 | | 40,299 | 41,814 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | | 1.33 | 1.38 |
| 4 | 33,936 | 35,451 | 36,966 | 38,481 | 39,996 | | 41,511 | 43,026 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | | 1.37 | 1.42 |
| 5 | 35,148 | 36,663 | 38,178 | 39,693 | 41,208 | | 42,723 | 44,238 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | | 1.41 | 1.46 |
| 6 | 36,360 | 37,875 | 39,390 | 40,905 | 42,420 | | 43,935 | 45,450 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | | 1.45 | 1.50 |
| 7 | | 39,087 | 40,602 | 42,117 | 43,632 | | 45,147 | 46,662 |
| | | 1.29 | 1.34 | 1.39 | 1.44 | | 1.49 | 1.54 |
| 8 | | | 41,814 | 43,329 | 44,844 | | 46,359 | 47,874 |
| | | | 1.38 | 1.43 | 1.48 | | 1.53 | 1.58 |
| 9 | | | 43,026 | 44,541 | 46,056 | | 47,571 | 49,086 |
| | | | 1.42 | 1.47 | 1.52 | | 1.57 | 1.62 |
| 10 | | | | 45,753 | 47,268 | | 48,783 | 50,298 |
| | | | | 1.51 | 1.56 | | 1.61 | 1.66 |
| 11 | | | | 46,965 | 48,480 | | 49,995 | 51,510 |
| | | | | 1.55 | 1.60 | | 1.65 | 1.70 |
| 12 | | | | | 49,692 | | 51,207 | 52,722 |
| | | | | | 1.64 | | 1.69 | 1.74 |
| 13 | | | | | 50,904 | | 52,419 | 53,934 |
| | | | | | 1.68 | | 1.73 | 1.78 |
| 14 | | | | | | | 53,631 | 55,146 |
| | | | | | | | 1.77 | 1.82 |

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 39
 Enrollment: 435
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7 7 7
 Planning Time: 49 49 55
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 30,500 Index: 4 x 5
 Starting Salary: 30,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 96-97
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|-----------------|-----------------------|-------------------------|----------|-----------|-------------|-------------------------------------|
| | | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | 259.21 |
| HEALTH | BC/BS | 600D | 470.45 | 870.36 | 987.96 | 1326.58 | 1/2 ind. prem. 350D |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: | | | COMMENTS: | | | | |
| LIFE | Nat'l Insurance | 2.55 | | | | | Deductible Reimbursement: Y 250/500 |
| LTD | | | | | | | |
| NON-PARTICIPANT | | \$259.21 (1/2 350D in | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| STANTON | | | | | | | | |
|---------|--------|--------|--------|--------|-------------|---------------|--------|--|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 MA | BA+54 MA+9 | MA+18 | |
| 1 | 30,500 | 32,025 | 33,550 | 35,075 | 36,600 | 38,125 | 39,650 | |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | |
| 2 | 31,720 | 33,245 | 34,770 | 36,295 | 37,820 | 39,345 | 40,870 | |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 | |
| 3 | 32,940 | 34,465 | 35,990 | 37,515 | 39,040 | 40,565 | 42,090 | |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 | |
| 4 | 34,160 | 35,685 | 37,210 | 38,735 | 40,260 | 41,785 | 43,310 | |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 | |
| 5 | 35,380 | 36,905 | 38,430 | 39,955 | 41,480 | 43,005 | 44,530 | |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 | |
| 6 | | 38,125 | 39,650 | 41,175 | 42,700 | 44,225 | 45,750 | |
| | | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | |
| 7 | | | 40,870 | 42,395 | 43,920 | 45,445 | 46,970 | |
| | | | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | |
| 8 | | | | 43,615 | 45,140 | 46,665 | 48,190 | |
| | | | | 1.43 | 1.48 | 1.53 | 1.58 | |
| 9 | | | | 44,835 | 46,360 | 47,885 | 49,410 | |
| | | | | 1.47 | 1.52 | 1.57 | 1.62 | |
| 10 | | | | | 47,580 | 49,105 | 50,630 | |
| | | | | | 1.56 | 1.61 | 1.66 | |
| 11 | | | | | 48,800 | 50,325 | 51,850 | |
| | | | | | 1.60 | 1.65 | 1.70 | |
| 12 | | | | | 50,020 | 51,545 | 53,070 | |
| | | | | | 1.64 | 1.69 | 1.74 | |
| 13 | | | | | 51,240 | 52,765 | 54,290 | |
| | | | | | 1.68 | 1.73 | 1.78 | |

Stapleton

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 29,000 | Index: | 4 x 5 |
| Starting Salary: | | Entry Level Step: | 0 |
| Career Increments: | N | Experience Allowed: | 5 |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits |
|-----------------|-------------|--------|---------------------------------|----------|-----------|-------------------|
| | | | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 |
| DENTAL | BC/BS | 5 | 22.93 | 42.41 | 48.15 | 64.66 |
| PPO: | | | COMMENTS: | | | |
| LIFE | | | Deductible Reimbursement: Y 250 | | | |
| LTD | School Ins. | | | | | |
| NON-PARTICIPANT | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| STAPLETON | | | | | | | | |
|-----------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 |
| 1 | 29,000 | 30,450 | 31,900 | 33,350 | 34,800 | 34,800 | 36,250 | 37,700 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.20 | 1.25 | 1.30 |
| 2 | 30,160 | 31,610 | 33,060 | 34,510 | 35,960 | 35,960 | 37,410 | 38,860 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.24 | 1.29 | 1.34 |
| 3 | 31,320 | 32,770 | 34,220 | 35,670 | 37,120 | 37,120 | 38,570 | 40,020 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.28 | 1.33 | 1.38 |
| 4 | 32,480 | 33,930 | 35,380 | 36,830 | 38,280 | 38,280 | 39,730 | 41,180 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.32 | 1.37 | 1.42 |
| 5 | 33,640 | 35,090 | 36,540 | 37,990 | 39,440 | 39,440 | 40,890 | 42,340 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.36 | 1.41 | 1.46 |
| 6 | 34,800 | 36,250 | 37,700 | 39,150 | 40,600 | 40,600 | 42,050 | 43,500 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.40 | 1.45 | 1.50 |
| 7 | 35,960 | 37,410 | 38,860 | 40,310 | 41,760 | 41,760 | 43,210 | 44,660 |
| | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.44 | 1.49 | 1.54 |
| 8 | | 38,570 | 40,020 | 41,470 | 42,920 | 42,920 | 44,370 | 45,820 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.48 | 1.53 | 1.58 |
| 9 | | | 41,180 | 42,630 | 44,080 | 44,080 | 45,530 | 46,980 |
| | | | 1.42 | 1.47 | 1.52 | 1.52 | 1.57 | 1.62 |
| 10 | | | | 43,790 | 45,240 | 45,240 | 46,690 | 48,140 |
| | | | | 1.51 | 1.56 | 1.56 | 1.61 | 1.66 |
| 11 | | | | | 46,400 | 46,400 | 47,850 | 49,300 |
| | | | | | 1.60 | 1.60 | 1.65 | 1.70 |
| 12 | | | | | 47,560 | 47,560 | 49,010 | 50,460 |
| | | | | | 1.64 | 1.64 | 1.69 | 1.74 |

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 30,500 Index: 4 x 4
 Starting Salary: Entry Level Step: 0
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | |
|------------------------------|-----------|-------------------|-----------------------------|----------|----------|-------------------|-----------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse |
| HEALTH | BC/BS | 600D | 470.45 | 870.36 | 987.96 | 1326.58 | TSA |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| COMMENTS: | | | | | | | |
| LIFE | Principal | .003277(thru sal) | Deductible Reimbursement: Y | | | 250/500 | |
| NON-PARTICIPANT \$166.67 TSA | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

| STERLING | | | | | | |
|----------|--------|--------|--------|--------|--------|--------|
| | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA+9 |
| Step | | | | | MA | |
| 0 | 30,500 | 31,720 | 32,940 | 34,160 | 35,380 | 36,600 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 |
| 1 | 31,720 | 32,940 | 34,160 | 35,380 | 36,600 | 37,820 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 |
| 2 | 32,940 | 34,160 | 35,380 | 36,600 | 37,820 | 39,040 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 |
| 3 | 34,160 | 35,380 | 36,600 | 37,820 | 39,040 | 40,260 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 |
| 4 | 35,380 | 36,600 | 37,820 | 39,040 | 40,260 | 41,480 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 5 | 36,600 | 37,820 | 39,040 | 40,260 | 41,480 | 42,700 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 |
| 6 | 37,820 | 39,040 | 40,260 | 41,480 | 42,700 | 43,920 |
| | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 |
| 7 | 39,040 | 40,260 | 41,480 | 42,700 | 43,920 | 45,140 |
| | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 |
| 8 | 40,260 | 41,480 | 42,700 | 43,920 | 45,140 | 46,360 |
| | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 |
| 9 | | 42,700 | 43,920 | 45,140 | 46,360 | 47,580 |
| | | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 |
| 10 | | | 45,140 | 46,360 | 47,580 | 48,800 |
| | | | 1.48 | 1.52 | 1.56 | 1.60 |
| 11 | | | | 47,580 | 48,800 | 50,020 |
| | | | | 1.56 | 1.60 | 1.64 |
| 12 | | | | | 50,020 | 51,240 |
| | | | | | 1.64 | 1.68 |

WORKING CONDITIONS

Contract Days: 180 FTE Teachers: 20
 Enrollment: 181
 Length of Teacher Day: 8 HS JH/MS 8 ELEM 8
 Length of Student Day: 7 7 7
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 29,250 Index: 4 x 4
 Starting Salary: 29,250 Entry Level Step: 0
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| STUART | | | | | | |
|--------|--------|--------|--------|--------|----------|------------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 MA | BA+45 MA+9 |
| 1 | 29,250 | 30,420 | 31,590 | 32,760 | 33,930 | 35,100 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 |
| 2 | 30,420 | 31,590 | 32,760 | 33,930 | 35,100 | 36,270 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 |
| 3 | 31,590 | 32,760 | 33,930 | 35,100 | 36,270 | 37,440 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 |
| 4 | 32,760 | 33,930 | 35,100 | 36,270 | 37,440 | 38,610 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 |
| 5 | 33,930 | 35,100 | 36,270 | 37,440 | 38,610 | 39,780 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 6 | 35,100 | 36,270 | 37,440 | 38,610 | 39,780 | 40,950 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 |
| 7 | | 37,440 | 38,610 | 39,780 | 40,950 | 42,120 |
| | | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 |
| 8 | | | 39,780 | 40,950 | 42,120 | 43,290 |
| | | | 1.36 | 1.40 | 1.44 | 1.48 |
| 9 | | | | 42,120 | 43,290 | 44,460 |
| | | | | 1.44 | 1.48 | 1.52 |
| 10 | | | | | 44,460 | 45,630 |
| | | | | | 1.52 | 1.56 |

Sumner-Eddyville-Miller

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

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits |
|-----------------|---------------|--------|---------------------------------|----------|-----------------------|-------------------|
| | | | Individ. | EE/Child | EE/Spouse EE/Sp/Child | |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 |
| PPO: | | | COMMENTS: | | | |
| LIFE | | | Deductible Reimbursement: Y 500 | | | |
| LTD | Madison Nat'l | .0043 | | | | |
| NON-PARTICIPANT | | | | | | |

Cafeteria Plan

| | |
|---------------------------|---------|
| Individ. | Depend. |
| Options: | |
| IRS 125: | Y |
| Flex Accounts: | Y |
| PART-TIME BENEFITS | |
| Minimum FTE: | 0.75 |
| Contribution: | full |

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|-----------------|-----------|--------|-------------|-----------------|--------------------|
| SICK | 11 | 50 | yes | | |
| Other Info: PTO | | | | | |
| PERSONAL | | | | | |
| BEREAVEMENT | | | | | |
| PROFESSIONAL | 2 | | | yes | \$25/day max. \$50 |
| ADOPTION | | | | | |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency

SUMNER-EDDYVILLE-MILLER

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

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

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 30,925 | Index: | 4 x 5 |
| Starting Salary: | 30,925 | Entry Level Step: | 1 |
| Career Increments: | | Experience Allowed: | all |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | |
|-----------------|-----------|--------------------|---------------------------|----------|----------|-------------------|---------------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse |
| HEALTH | BC/BS | 350D | 471.35 | 872.02 | 989.86 | 1329.13 | Spouse Dental |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: | | | COMMENTS: | | | | |
| LIFE | | | Deductible Reimbursement: | | | | |
| LTD | Principal | .00333(+Bthru sal) | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

OTHER LEAVES:

| SUPERIOR | | | | | | | | | |
|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA+9 | MA+18 | MA+27 | MA+36 |
| Step | MA | | | | | | | | |
| 1 | 30,925 | 32,471 | 34,018 | 35,564 | 37,110 | 38,656 | 40,203 | 41,749 | 43,295 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 |
| 2 | 32,162 | 33,708 | 35,255 | 36,801 | 38,347 | 39,893 | 41,440 | 42,986 | 44,532 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 |
| 3 | 33,399 | 34,945 | 36,492 | 38,038 | 39,584 | 41,130 | 42,677 | 44,223 | 45,769 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 | 1.43 | 1.48 |
| 4 | 34,636 | 36,182 | 37,729 | 39,275 | 40,821 | 42,367 | 43,914 | 45,460 | 47,006 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 | 1.47 | 1.52 |
| 5 | 35,873 | 37,419 | 38,966 | 40,512 | 42,058 | 43,604 | 45,151 | 46,697 | 48,243 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 | 1.51 | 1.56 |
| 6 | 37,110 | 38,656 | 40,203 | 41,749 | 43,295 | 44,841 | 46,388 | 47,934 | 49,480 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 |
| 7 | | 39,893 | 41,440 | 42,986 | 44,532 | 46,078 | 47,625 | 49,171 | 50,717 |
| | | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | 1.59 | 1.64 |
| 8 | | 41,130 | 42,677 | 44,223 | 45,769 | 47,315 | 48,862 | 50,408 | 51,954 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 | 1.63 | 1.68 |
| 9 | | | 43,914 | 45,460 | 47,006 | 48,552 | 50,099 | 51,645 | 53,191 |
| | | | 1.42 | 1.47 | 1.52 | 1.57 | 1.62 | 1.67 | 1.72 |
| 10 | | | | 46,697 | 48,243 | 49,789 | 51,336 | 52,882 | 54,428 |
| | | | | 1.51 | 1.56 | 1.61 | 1.66 | 1.71 | 1.76 |
| 11 | | | | 47,934 | 49,480 | 51,026 | 52,573 | 54,119 | 55,665 |
| | | | | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 |
| 12 | | | | | 50,717 | 52,263 | 53,810 | 55,356 | 56,902 |
| | | | | | 1.64 | 1.69 | 1.74 | 1.79 | 1.84 |
| 13 | | | | | 51,954 | 53,500 | 55,047 | 56,593 | 58,139 |
| | | | | | 1.68 | 1.73 | 1.78 | 1.83 | 1.88 |
| 14 | | | | | 53,191 | 54,737 | 56,284 | 57,830 | 59,376 |
| | | | | | 1.72 | 1.77 | 1.82 | 1.87 | 1.92 |
| 15 | | | | | | 55,974 | 57,521 | 59,067 | 60,613 |
| | | | | | | 1.81 | 1.86 | 1.91 | 1.96 |

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 27,700 Index: 5 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 89-90
 Rollback:
 Multi-year Contract:

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan |
|-----------------|-------------------------|----------|--|----------|-----------|-------------------|---------------------------|
| | | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | Individ. Depend. |
| HEALTH | BC/BS | 800D | 454.59 | 841.01 | 954.65 | 1281.85 | Options: |
| DENTAL | BC/BS | 4 | 41.90 | 77.51 | 87.99 | 118.17 | IRS 125: Y |
| PPO: | | | COMMENTS: \$451.77 (less ded) if take ind-elig dep | | | | Flex Accounts: Y |
| LIFE | | | Deductible Reimbursement: Y 450/900 | | | | PART-TIME BENEFITS |
| LTD | | | | | | | Minimum FTE: 1 |
| NON-PARTICIPANT | 1/2 elig. plan if spous | | | | | | Contribution: |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Maternity, Jury

SUTHERLAND

| | BA | BA-9 | BA-18 | BA-27 | BA-36 | BA-45 | MA-18 | MA-27 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 27,700 | 28,808 | 29,916 | 31,024 | 32,132 | 33,240 | 34,348 | 35,456 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 |
| 2 | 29,055 | 30,747 | 32,132 | 33,794 | 35,179 | 36,287 | 37,672 | 39,057 |
| | 1.05 | 1.11 | 1.16 | 1.22 | 1.27 | 1.31 | 1.36 | 1.41 |
| 3 | 30,470 | 32,686 | 34,348 | 36,564 | 38,226 | 39,334 | 40,996 | 42,658 |
| | 1.10 | 1.18 | 1.24 | 1.32 | 1.38 | 1.42 | 1.48 | 1.54 |
| 4 | 31,855 | 34,625 | 36,564 | 39,334 | 41,273 | 42,381 | 44,320 | 46,259 |
| | 1.15 | 1.25 | 1.32 | 1.42 | 1.49 | 1.53 | 1.60 | 1.67 |
| 5 | 33,240 | 36,564 | 38,780 | 42,104 | 44,320 | 45,428 | 47,644 | 49,800 |
| | 1.20 | 1.32 | 1.40 | 1.52 | 1.60 | 1.64 | 1.72 | 1.80 |
| 6 | 34,625 | 38,508 | 40,996 | 44,874 | 47,367 | 48,475 | 50,968 | 53,461 |
| | 1.25 | 1.39 | 1.48 | 1.62 | 1.71 | 1.75 | 1.84 | 1.98 |

Syracuse-Dunbar-Avoca

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 58.35
 Enrollment: 733
 Length of Teacher Day: 7.75 HS 7.75 JH/MS 7.75 ELEM
 Length of Student Day: 6.8 6.8 6.5
 Planning Time: 72 72 90
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,485 Index: 5 x 5
 Starting Salary: 31,485 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 '87-'88 eliminate BA+36/grandfathered
 Vertical Freeze: 88-89
 Rollback:
 Multi-year Contract:

INSURANCE

| Type | Carrier | Option | Amount Paid by District | Couple - Benefits |
|-----------------|-----------|-----------------|---|-------------------|
| | | H/A-Dent | Individ. EE/Child EE/Spouse EE/Sp/Child | 516.67 |
| HEALTH | BC/BS | 600D/1500D | | Cafeteria |
| DENTAL | BC/BS | 5 | | |
| PPO: COMMENTS: | | | | |
| LIFE | Principal | 4.38 | Deductible Reimbursement: | |
| LTD | Principal | .0042(thru sal) | | |
| NON-PARTICIPANT | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency

SYRACUSE-DUNBAR-AVOC

| Step | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | MA+36 | DOC |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 31,485 | 33,059 | 34,634 | 36,208 | 37,782 | 39,356 | 40,931 | 42,505 | 44,079 | 47,228 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.50 |
| 2 | 33,059 | 34,634 | 36,208 | 37,782 | 39,356 | 40,931 | 42,505 | 44,079 | 45,653 | 48,802 |
| | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.55 |
| 3 | 34,634 | 36,208 | 37,782 | 39,356 | 40,931 | 42,505 | 44,079 | 45,653 | 47,228 | 50,376 |
| | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.60 |
| 4 | 36,208 | 37,782 | 39,356 | 40,931 | 42,505 | 44,079 | 45,653 | 47,228 | 48,802 | 51,950 |
| | 1.15 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | 1.65 |
| 5 | 37,782 | 39,356 | 40,931 | 42,505 | 44,079 | 45,653 | 47,228 | 48,802 | 50,376 | 53,525 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 | 1.70 |
| 6 | 39,356 | 40,931 | 42,505 | 44,079 | 45,653 | 47,228 | 48,802 | 50,376 | 51,950 | 55,099 |
| | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 | 1.65 | 1.75 |
| 7 | 40,931 | 42,505 | 44,079 | 45,653 | 47,228 | 48,802 | 50,376 | 51,950 | 53,525 | 56,673 |
| | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 | 1.65 | 1.70 | 1.80 |
| 8 | 42,505 | 44,079 | 45,653 | 47,228 | 48,802 | 50,376 | 51,950 | 53,525 | 55,099 | 58,247 |
| | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 | 1.85 |
| 9 | | 45,653 | 47,228 | 48,802 | 50,376 | 51,950 | 53,525 | 55,099 | 56,673 | 59,822 |
| | | 1.45 | 1.50 | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 | 1.90 |
| 10 | | | 48,802 | 50,376 | 51,950 | 53,525 | 55,099 | 56,673 | 58,247 | 61,396 |
| | | | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 | 1.85 | 1.95 |
| 11 | | | | 51,950 | 53,525 | 55,099 | 56,673 | 58,247 | 59,822 | 62,970 |
| | | | | 1.65 | 1.70 | 1.75 | 1.80 | 1.85 | 1.90 | 2.00 |
| 12 | | | | | 55,099 | 56,673 | 58,247 | 59,822 | 61,396 | 64,544 |
| | | | | | 1.75 | 1.80 | 1.85 | 1.90 | 1.95 | 2.05 |
| 13 | | | | | | 58,247 | 59,822 | 61,396 | 62,970 | 66,119 |
| | | | | | | 1.85 | 1.90 | 1.95 | 2.00 | 2.10 |
| 14 | | | | | | | 61,396 | 62,970 | 64,544 | 67,693 |
| | | | | | | | 1.95 | 2.00 | 2.05 | 2.15 |
| 15 | | | | | | | | 64,544 | 66,119 | 69,267 |
| | | | | | | | | 2.05 | 2.10 | 2.20 |

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 53.6
 Enrollment: 570
 Length of Teacher Day: 8.25 HS JH/MS ELEM
 Length of Student Day: 7 7 7
 Planning Time: 47 47 32
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 29,575 Index: 5 x 5
 Starting Salary: 29,575 Entry Level Step: 1
 Career Increments: N Experience Allowed: 10
 MA,MA+18 1% ea aft Stp 17 (92-93),BA+36 same (97-98); not full 5X5
 Vertical Freeze: 88-89
 Rollback:
 Multi-year Contract:

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | |
|-----------------|---|-----------|---------------------------|----------|----------|-------------------|-------------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse |
| HEALTH | BC/BS | 350D | 471.35 | 872.02 | 989.86 | 1329.13 | Ind. Dental |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: | .5 fte 87-88&before full ben; after-f COMMENTS: .5 fte 87-88&before full ben; after-fte | | | | | | |
| LIFE | Guardian | 3.00 | Deductible Reimbursement: | | | | |
| LTD | National | .004 (+B) | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

| TEKAMAH-HERMAN | | | | | | | | | | | | | | | |
|----------------|--------|--------|--------|--------|--------|--------|--------|------|----|------|-------|-------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+18 | Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+18 |
| 1 | 29,575 | 31,054 | 32,533 | 33,716 | 34,899 | 35,490 | 36,969 | 18 | | | | | 51,165 | 53,531 | 55,010 |
| | 1.00 | 1.05 | 1.1 | 1.14 | 1.18 | 1.2 | 1.25 | | | | | | 1.73 | 1.81 | 1.86 |
| 2 | 31,054 | 32,533 | 34,011 | 35,194 | 36,377 | 36,969 | 38,448 | 19 | | | | | 51,461 | 53,827 | 55,305 |
| | 1.05 | 1.1 | 1.15 | 1.19 | 1.23 | 1.25 | 1.3 | | | | | | 1.74 | 1.82 | 1.87 |
| 3 | 32,533 | 34,011 | 35,490 | 36,673 | 37,856 | 38,448 | 39,926 | 20 | | | | | 51,756 | 54,122 | 55,601 |
| | 1.1 | 1.15 | 1.2 | 1.24 | 1.28 | 1.3 | 1.35 | | | | | | 1.75 | 1.83 | 1.88 |
| 4 | 34,011 | 35,490 | 36,969 | 38,152 | 39,335 | 39,926 | 41,405 | 21 | | | | | 52,052 | 54,418 | 55,897 |
| | 1.15 | 1.2 | 1.25 | 1.29 | 1.33 | 1.35 | 1.4 | | | | | | 1.76 | 1.84 | 1.89 |
| 5 | 35,490 | 36,969 | 38,448 | 39,631 | 40,814 | 41,405 | 42,884 | 22 | | | | | 52,348 | 54,714 | 56,193 |
| | 1.2 | 1.25 | 1.3 | 1.34 | 1.38 | 1.4 | 1.45 | | | | | | 1.77 | 1.85 | 1.9 |
| 6 | 36,969 | 38,448 | 39,926 | 41,109 | 42,292 | 42,884 | 44,363 | 23 | | | | | 52,644 | 55,010 | 56,488 |
| | 1.25 | 1.3 | 1.35 | 1.39 | 1.43 | 1.45 | 1.5 | | | | | | 1.78 | 1.86 | 1.91 |
| 7 | 37,265 | 39,631 | 41,109 | 42,292 | 43,475 | 44,067 | 45,546 | 24 | | | | | 52,939 | 55,305 | 56,784 |
| | 1.26 | 1.34 | 1.39 | 1.43 | 1.47 | 1.49 | 1.54 | | | | | | 1.79 | 1.87 | 1.92 |
| 8 | | 39,926 | 42,292 | 43,475 | 44,658 | 45,250 | 46,729 | 25 | | | | | 53,235 | 55,601 | 57,080 |
| | | 1.35 | 1.43 | 1.47 | 1.51 | 1.53 | 1.58 | | | | | | 1.8 | 1.88 | 1.93 |
| 9 | | 40,222 | 42,588 | 44,658 | 45,841 | 46,433 | 47,912 | 26 | | | | | | 55,897 | 57,376 |
| | | 1.36 | 1.44 | 1.51 | 1.55 | 1.57 | 1.62 | | | | | | | 1.89 | 1.94 |
| 10 | | 40,518 | 42,884 | 44,954 | 47,024 | 47,616 | 49,095 | 27 | | | | | | 56,193 | 57,671 |
| | | 1.37 | 1.45 | 1.52 | 1.59 | 1.61 | 1.66 | | | | | | | 1.9 | 1.95 |
| 11 | | 40,814 | 43,180 | 45,250 | 48,207 | 48,799 | 50,278 | 28 | | | | | | 56,488 | 57,967 |
| | | 1.38 | 1.46 | 1.53 | 1.63 | 1.65 | 1.7 | | | | | | | 1.91 | 1.96 |
| 12 | | 41,109 | 43,475 | 45,546 | 49,390 | 49,982 | 51,461 | 29 | | | | | | 56,784 | 58,263 |
| | | 1.39 | 1.47 | 1.54 | 1.67 | 1.69 | 1.74 | | | | | | | 1.92 | 1.97 |
| 13 | | | 43,771 | 45,841 | 49,686 | 50,869 | 52,348 | 30 | | | | | | 57,080 | 58,559 |
| | | | 1.48 | 1.55 | 1.68 | 1.72 | 1.77 | | | | | | | 1.93 | 1.98 |
| 14 | | | | 46,137 | 49,982 | 51,461 | 52,939 | 31 | | | | | | 57,376 | 58,854 |
| | | | | 1.56 | 1.69 | 1.74 | 1.79 | | | | | | | 1.94 | 1.99 |
| 15 | | | | | 50,278 | 52,052 | 53,531 | 32 | | | | | | 57,671 | 59,150 |
| | | | | | 1.7 | 1.76 | 1.81 | | | | | | | 1.95 | 2 |
| 16 | | | | | 50,573 | 52,644 | 54,122 | 33 | | | | | | 57,967 | 59,446 |
| | | | | | 1.71 | 1.78 | 1.83 | | | | | | | 1.96 | 2.01 |
| 17 | | | | | 50,869 | 53,235 | 54,714 | 34 | | | | | | 58,263 | 59,742 |
| | | | | | 1.72 | 1.8 | 1.85 | | | | | | | 1.97 | 2.02 |
| | | | | | | | | 35 | | | | | | 58,559 | 60,037 |
| | | | | | | | | | | | | | | 1.98 | 2.03 |
| | | | | | | | | 36 | | | | | | 58,854 | 60,333 |
| | | | | | | | | | | | | | | 1.99 | 2.04 |
| | | | | | | | | 37 | | | | | | 59,150 | 60,629 |
| | | | | | | | | | | | | | | 2 | 2.05 |

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

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|-----------|--------|-------------------------|----------|----------|-----------|-------------------------------------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BCBS | 800D | 431.86 | 798.96 | 906.92 | 1217.76 | 50.62 or 83.75 |
| DENTAL | BC/BS | 3 | 46.01 | 46.01 | 46.01 | 46.01 | Sp. or Dep. Dental |
| PPO: | | | COMMENTS: | | | | |
| LIFE | | | | | | | Deductible Reimbursement: Y 200/400 |
| LTD | Principal | .0041 | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES: coaches leave-state tourney

THAYER CENTRAL

| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | MA+27 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 29,650 | 30,836 | 32,022 | 33,208 | 34,394 | 34,394 | 35,580 | 36,766 | 37,952 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.16 | 1.2 | 1.24 | 1.28 |
| 2 | 31,133 | 32,319 | 33,505 | 34,691 | 35,877 | 35,877 | 37,063 | 38,249 | 39,435 |
| | 1.05 | 1.09 | 1.13 | 1.17 | 1.21 | 1.21 | 1.25 | 1.29 | 1.33 |
| 3 | 32,615 | 33,801 | 34,987 | 36,173 | 37,359 | 37,359 | 38,545 | 39,731 | 40,917 |
| | 1.1 | 1.14 | 1.18 | 1.22 | 1.26 | 1.26 | 1.3 | 1.34 | 1.38 |
| 4 | 34,098 | 35,284 | 36,470 | 37,656 | 38,842 | 38,842 | 40,028 | 41,214 | 42,400 |
| | 1.15 | 1.19 | 1.23 | 1.27 | 1.31 | 1.31 | 1.35 | 1.39 | 1.43 |
| 5 | 35,580 | 36,766 | 37,952 | 39,138 | 40,324 | 40,324 | 41,510 | 42,696 | 43,882 |
| | 1.2 | 1.24 | 1.28 | 1.32 | 1.36 | 1.36 | 1.4 | 1.44 | 1.48 |
| 6 | 37,063 | 38,249 | 39,435 | 40,621 | 41,807 | 41,807 | 42,993 | 44,179 | 45,365 |
| | 1.25 | 1.29 | 1.33 | 1.37 | 1.41 | 1.41 | 1.45 | 1.49 | 1.53 |
| 7 | | 39,731 | 40,917 | 42,103 | 43,289 | 43,289 | 44,475 | 45,661 | 46,847 |
| | | 1.34 | 1.38 | 1.42 | 1.46 | 1.46 | 1.5 | 1.54 | 1.58 |
| 8 | | | 42,400 | 43,586 | 44,772 | 44,772 | 45,958 | 47,144 | 48,330 |
| | | | 1.43 | 1.47 | 1.51 | 1.51 | 1.55 | 1.59 | 1.63 |
| 9 | | | | 45,068 | 46,254 | 46,254 | 47,440 | 48,626 | 49,812 |
| | | | | 1.52 | 1.56 | 1.56 | 1.6 | 1.64 | 1.68 |
| 10 | | | | 46,551 | 47,737 | 47,737 | 48,923 | 50,109 | 51,295 |
| | | | | 1.57 | 1.61 | 1.61 | 1.65 | 1.69 | 1.73 |
| 11 | | | | | 49,219 | 49,219 | 50,405 | 51,591 | 52,777 |
| | | | | | 1.66 | 1.66 | 1.7 | 1.74 | 1.78 |
| 12 | | | | | 50,702 | 50,702 | 51,888 | 53,074 | 54,260 |
| | | | | | 1.71 | 1.71 | 1.75 | 1.79 | 1.83 |
| 13 | | | | | 51,443 | 51,443 | 52,629 | 54,556 | 55,742 |
| | | | | | 1.735 | 1.735 | 1.775 | 1.84 | 1.88 |
| 14 | | | | | 52,184 | 52,184 | 53,370 | 55,297 | 56,483 |
| | | | | | 1.76 | 1.76 | 1.8 | 1.865 | 1.905 |
| 15 | | | | | | 52,925 | 54,111 | 56,039 | 57,225 |
| | | | | | | 1.785 | 1.825 | 1.89 | 1.93 |
| 16 | | | | | | 53,667 | 54,853 | 56,780 | 57,966 |
| | | | | | | 1.81 | 1.85 | 1.915 | 1.955 |
| 17 | | | | | | | | 57,521 | 58,707 |
| | | | | | | | | 1.94 | 1.98 |

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|------------|
| Contract Days: | 185 | FTE Teachers: | |
| Enrollment: | 492 | HS | JH/MS ELEM |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7.5 | 7.5 | 7.25 |
| Planning Time: | 50 | 50 | 50 |
| Class Periods/Day: | 8 | 8 | |
| Normal Teaching Load: | 6 | 6 | |

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 30,500 | Index: | 4 x 5 |
| Starting Salary: | 30,500 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

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

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|---------|--------|---------------------------|----------|-----------|-------------------|---------------------------|----------|
| | | | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child | Individ. |
| HEALTH | BC/BS | 350D | 471.35 | 872.02 | 989.86 | 1329.13 | Options: | |
| DENTAL | BC/BS | 4 | 41.90 | 77.51 | 87.99 | 118.17 | IRS 125: | |
| PPO: | | | COMMENTS: | | | | Flex Accounts: | |
| LIFE | | | Deductible Reimbursement: | | | | PART-TIME BENEFITS | |
| LTD | | | | | | | Minimum FTE: 0.5 | |
| NON-PARTICIPANT | | | | | | | Contribution: fte | |

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Court, Military

| OMAHA NATION (MACY) | | | | | | | | | | |
|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--|
| Step | BA | | BA+9 | | BA+18 | | BA+27 | | BA+36 | |
| | BA | BA+9 | BA+18 | BA+27 | BA | MA | MA+9 | MA+18 | MA+27 | |
| 1 | 33,000 | 34,320 | 35,640 | 36,960 | 38,280 | 39,600 | 40,920 | 42,240 | 43,560 | |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | |
| 2 | 34,320 | 35,640 | 36,960 | 38,280 | 39,600 | 40,920 | 42,240 | 43,560 | 44,880 | |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | |
| 3 | 35,640 | 36,960 | 38,280 | 39,600 | 40,920 | 42,240 | 43,560 | 44,880 | 46,200 | |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | |
| 4 | 36,960 | 38,280 | 39,600 | 40,920 | 42,240 | 43,560 | 44,880 | 46,200 | 47,520 | |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | |
| 5 | 38,280 | 39,600 | 40,920 | 42,240 | 43,560 | 44,880 | 46,200 | 47,520 | 48,840 | |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | |
| 6 | 39,600 | 40,920 | 42,240 | 43,560 | 44,880 | 46,200 | 47,520 | 48,840 | 50,160 | |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | |
| 7 | 40,920 | 42,240 | 43,560 | 44,880 | 46,200 | 47,520 | 48,840 | 50,160 | 51,480 | |
| | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | |
| 8 | | 43,560 | 44,880 | 46,200 | 47,520 | 48,840 | 50,160 | 51,480 | 52,800 | |
| | | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | |
| 9 | | 44,880 | 46,200 | 47,520 | 48,840 | 50,160 | 51,480 | 52,800 | 54,120 | |
| | | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | |
| 10 | | 46,200 | 47,520 | 48,840 | 50,160 | 51,480 | 52,800 | 54,120 | 55,440 | |
| | | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | |
| 11 | | 47,520 | 48,840 | 50,160 | 51,480 | 52,800 | 54,120 | 55,440 | 56,760 | |
| | | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | |
| 12 | | | 50,160 | 51,480 | 52,800 | 54,120 | 55,440 | 56,760 | 58,080 | |
| | | | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | |
| 13 | | | 51,480 | 52,800 | 54,120 | 55,440 | 56,760 | 58,080 | 59,400 | |
| | | | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.80 | |
| 14 | | | | 54,120 | 55,440 | 56,760 | 58,080 | 59,400 | 60,720 | |
| | | | | 1.64 | 1.68 | 1.72 | 1.76 | 1.80 | 1.84 | |

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 30,200 | Index: | 4 x 5 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| Vertical Freeze: | 11-12 | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| W A H O O | | | | | | | | | |
|-----------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | MA+27 |
| Step 1 | 30,200 | 31,710 | 33,220 | 34,730 | 36,240 | 37,750 | 39,260 | 40,770 | |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | 1.35 | |
| 2 | 31,408 | 32,918 | 34,428 | 35,938 | 37,448 | 38,958 | 40,468 | 41,978 | |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 | 1.39 | |
| 3 | 32,616 | 34,126 | 35,636 | 37,146 | 38,656 | 40,166 | 41,676 | 43,186 | |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 | 1.43 | |
| 4 | 33,824 | 35,334 | 36,844 | 38,354 | 39,864 | 41,374 | 42,884 | 44,394 | |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 | 1.47 | |
| 5 | 35,032 | 36,542 | 38,052 | 39,562 | 41,072 | 42,582 | 44,092 | 45,602 | |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 | 1.51 | |
| 6 | 36,240 | 37,750 | 39,260 | 40,770 | 42,280 | 43,790 | 45,300 | 46,810 | |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | |
| 7 | 37,448 | 38,958 | 40,468 | 41,978 | 43,488 | 44,998 | 46,508 | 48,018 | |
| | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | 1.59 | |
| 8 | 38,656 | 40,166 | 41,676 | 43,186 | 44,696 | 46,206 | 47,716 | 49,226 | |
| | 1.28 | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 | 1.63 | |
| 9 | 39,864 | 41,374 | 42,884 | 44,394 | 45,904 | 47,414 | 48,924 | 50,434 | |
| | 1.32 | 1.37 | 1.42 | 1.47 | 1.52 | 1.57 | 1.62 | 1.67 | |
| 10 | 41,072 | 42,582 | 44,092 | 45,602 | 47,112 | 48,622 | 50,132 | 51,642 | |
| | 1.36 | 1.41 | 1.46 | 1.51 | 1.56 | 1.61 | 1.66 | 1.71 | |
| 11 | | | | 46,810 | 48,320 | 49,830 | 51,340 | 52,850 | |
| | | | | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 | |
| 12 | | | | | 49,528 | 51,038 | 52,548 | 54,058 | |
| | | | | | 1.64 | 1.69 | 1.74 | 1.79 | |
| 13 | | | | | 50,736 | 52,246 | 53,756 | 55,266 | |
| | | | | | 1.68 | 1.73 | 1.78 | 1.83 | |
| 14 | | | | | 51,944 | 53,454 | 54,964 | 56,474 | |
| | | | | | 1.72 | 1.77 | 1.82 | 1.87 | |
| 15 | | | | | | 54,662 | 56,172 | 57,682 | |
| | | | | | | 1.81 | 1.86 | 1.91 | |
| 16 | | | | | | | 57,380 | 58,890 | |
| | | | | | | | 1.90 | 1.95 | |
| 17 | | | | | | | | 60,098 | |
| | | | | | | | | 1.99 | |

00-01, 01-02 & 02-03 new hires placed on step 3 and allowed movement; 11-12 Vertical Freeze

Wakefield

WORKING CONDITIONS

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

HS JH/MS ELEM
 8 8 8
 7.5 7.5 7.33
 40 40 25
 8 8
 7 7

SALARY SCHEDULE

Base: 30,500 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback: 87-88
 Multi-year Contract:

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

| WAKEFIELD | | | | | | | | | |
|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+12 | MA+24 | MA+36 |
| 1 | 30,500 | 31,720 | 32,940 | 34,160 | 35,380 | 36,600 | 37,820 | 39,040 | 39,040 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.28 |
| 2 | 31,720 | 32,940 | 34,160 | 35,380 | 36,600 | 37,820 | 39,040 | 40,260 | 40,260 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.32 |
| 3 | 32,940 | 34,160 | 35,380 | 36,600 | 37,820 | 39,040 | 40,260 | 41,480 | 41,480 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.36 |
| 4 | 34,160 | 35,380 | 36,600 | 37,820 | 39,040 | 40,260 | 41,480 | 42,700 | 42,700 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.40 |
| 5 | 35,380 | 36,600 | 37,820 | 39,040 | 40,260 | 41,480 | 42,700 | 43,920 | 43,920 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.44 |
| 6 | 36,600 | 37,820 | 39,040 | 40,260 | 41,480 | 42,700 | 43,920 | 45,140 | 45,140 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.48 |
| 7 | 37,820 | 39,040 | 40,260 | 41,480 | 42,700 | 43,920 | 45,140 | 46,360 | 46,360 |
| | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.52 |
| 8 | 39,040 | 40,260 | 41,480 | 42,700 | 43,920 | 45,140 | 46,360 | 47,580 | 47,580 |
| | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.56 |
| 9 | | | 42,700 | 43,920 | 45,140 | 46,360 | 47,580 | 48,800 | 48,800 |
| | | | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.60 |
| 10 | | | | 45,140 | 46,360 | 47,580 | 48,800 | 50,020 | 50,020 |
| | | | | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.64 |
| 11 | | | | 46,360 | 47,580 | 48,800 | 50,020 | 51,240 | 51,240 |
| | | | | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.68 |
| 12 | | | | | 48,800 | 50,020 | 51,240 | 52,460 | 52,460 |
| | | | | | 1.60 | 1.64 | 1.68 | 1.72 | 1.72 |
| 13 | | | | | | 51,240 | 52,460 | 53,680 | 53,680 |
| | | | | | | 1.68 | 1.72 | 1.76 | 1.76 |

Wallace 65R

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 20
 Enrollment: 184
 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: 29,800 Index: 4 x 4
 Starting Salary: 32,184 Entry Level Step: 3
 Career Increments: Y Experience Allowed: all
 New hires step 3, remain for 3 years
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

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

11-12 Added MA18 and MA27 columns

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 300
 Length of Teacher Day: 8
 Length of Student Day: 7.5
 Planning Time: 50
 Class Periods/Day: 8
 Normal Teaching Load: 7

| | | |
|-----|-------|------|
| HS | JH/MS | ELEM |
| 8 | 8 | 8 |
| 7.5 | 7.5 | 7.5 |
| 50 | 50 | 50 |
| 8 | 8 | |
| 7 | 7 | |

SALARY SCHEDULE

Base: 34,743 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 BA+36 grandfathered 92-93
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | |
|-----------------|------------------------------|----------|-------------------------|----------|-----------|-------------------|-------------------|
| | | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | 122.25 |
| HEALTH | BC/BS | 350D | 496.16 | 917.92 | 1041.96 | 1399.08 | Ind Dental + Cash |
| DENTAL | BC/BS | 2 | 22.25 | 41.15 | 46.71 | 62.75 | |
| PPO: | Tiered payment sched 1-7 yrs | | COMMENTS: | | | | |
| LIFE | Deductible Reimbursement: N | | | | | | |
| LTD | | | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE:
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES: Hospital - 5 days when confined

| WALTHILL | | | | | | | |
|----------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 |
| 1 | 34,743 | 36,133 | 37,522 | 38,912 | 40,302 | 41,692 | 43,081 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 |
| 2 | 36,133 | 37,522 | 38,912 | 40,302 | 41,692 | 43,081 | 44,471 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 |
| 3 | 37,522 | 38,912 | 40,302 | 41,692 | 43,081 | 44,471 | 45,861 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 |
| 4 | 38,912 | 40,302 | 41,692 | 43,081 | 44,471 | 45,861 | 47,250 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 5 | 40,302 | 41,692 | 43,081 | 44,471 | 45,861 | 47,250 | 48,640 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 |
| 6 | | 43,081 | 44,471 | 45,861 | 47,250 | 48,640 | 50,030 |
| | | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 |
| 7 | | 44,471 | 45,861 | 47,250 | 48,640 | 50,030 | 51,420 |
| | | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 |
| 8 | | | 47,250 | 48,640 | 50,030 | 51,420 | 52,809 |
| | | | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 |
| 9 | | | 48,640 | 50,030 | 51,420 | 52,809 | 54,199 |
| | | | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 |
| 10 | | | | 51,420 | 52,809 | 54,199 | 55,589 |
| | | | | 1.48 | 1.52 | 1.56 | 1.60 |
| 11 | | | | | 54,199 | 55,589 | 56,979 |
| | | | | | 1.56 | 1.60 | 1.64 |
| 12 | | | | | | 56,979 | 58,368 |
| | | | | | | 1.64 | 1.68 |

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|-------|
| Contract Days: | 185 | FTE Teachers: | 19.5 |
| Enrollment: | 210 | HS | JH/MS |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7.5 | 7.5 | 7.5 |
| Planning Time: | 52 | 52 | 35 |
| Class Periods/Day: | 8 | 8 | |
| Normal Teaching Load: | 6 | 6 | |

SALARY SCHEDULE

| | | | |
|--|---------------------|---------------------|-------|
| Base: | 29,600 | Index: | 4 x 4 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| LTD neg. 94-95, carrier to be determined | | | |
| Vertical Freeze: | 86-87, 87-88, 98-99 | | |
| Rollback: | 86-87 Last Step | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits |
|-----------------|---------------|--------|---------------------------|----------|-----------|-------------|--------------------------------------|
| | | | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 Sp. or Dep. Dental |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: | | | COMMENTS: | | | | |
| LIFE | | | Deductible Reimbursement: | | | | |
| LTD | Mut. of Omaha | .0040 | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| W A U S A | | | | | | | |
|-----------|--------|--------|---------|---------|---------|--------|---------|
| Step | BA | BA + 9 | BA + 18 | BA + 27 | BA + 36 | MA + 9 | MA + 18 |
| 1 | 29,600 | 30,784 | 31,968 | 33,152 | 34,336 | 35,520 | 36,704 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 |
| 2 | 30,784 | 31,968 | 33,152 | 34,336 | 35,520 | 36,704 | 37,888 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 |
| 3 | 31,968 | 33,152 | 34,336 | 35,520 | 36,704 | 37,888 | 39,072 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 |
| 4 | 33,152 | 34,336 | 35,520 | 36,704 | 37,888 | 39,072 | 40,256 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 5 | 34,336 | 35,520 | 36,704 | 37,888 | 39,072 | 40,256 | 41,440 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 |
| 6 | 35,520 | 36,704 | 37,888 | 39,072 | 40,256 | 41,440 | 42,624 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 |
| 7 | 36,704 | 37,888 | 39,072 | 40,256 | 41,440 | 42,624 | 43,808 |
| | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 |
| 8 | | 39,072 | 40,256 | 41,440 | 42,624 | 43,808 | 44,992 |
| | | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 |
| 9 | | | 41,440 | 42,624 | 43,808 | 44,992 | 46,176 |
| | | | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 |
| 10 | | | | 43,808 | 44,992 | 46,176 | 47,360 |
| | | | | 1.48 | 1.52 | 1.56 | 1.60 |
| 11 | | | | | 46,176 | 47,360 | 48,544 |
| | | | | | 1.56 | 1.60 | 1.64 |
| 12 | | | | | | 47,360 | 48,544 |
| | | | | | | 1.60 | 1.64 |
| 13 | | | | | | | 49,728 |
| | | | | | | | 1.68 |
| | | | | | | | 50,912 |
| | | | | | | | 1.72 |

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:
 Enrollment: 249
 Length of Teacher Day: 8.25 HS 8.25 JH/MS 8.25 ELEM
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 52 52 52
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

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

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 72.58
 Enrollment: 813
 Length of Teacher Day: 7.5 HS JH/MS ELEM 7.5
 Length of Student Day: 6.75 6.75 6.5
 Planning Time: 49 49 40
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,650 Index: 4 x 5
 Starting Salary: 30,650 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | |
|-----------------|--------------|-------------------|---------------------------|----------|----------|-------------------|-------------------|
| | | | H/A-Dent | Individ. | EE/Child | | EE/Spouse |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | Two Ind Policies* |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | |
| PPO: COMMENTS: | | | | | | | 469.18 |
| LIFE | Madison Ntl. | 2.85 | Deductible Reimbursement: | | | | |
| LTD | Madison Ntl. | .0053(+Bthru sal) | | | | | |
| NON-PARTICIPANT | | | | | | | |

Cafeteria Plan

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

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|------------------------------|--------------|--------|-------------|-----------------|-------------------------------|
| SICK | 10 | 45 | yes | | |
| Other Info: \$25/day over 35 | | | | | |
| PERSONAL | 2 | | | yes | |
| BEREAVEMENT | unl. | | | | imm. fam;day of death-funeral |
| PROFESSIONAL | unl. | | | yes | |
| ADOPTION | | | | | FMLA |
| ASSOCIATION | see prof lv. | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WEST POINT

| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | MA+27 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1 | 30,650 | 32,183 | 33,715 | 35,248 | 36,780 | 38,313 | 39,845 | 41,378 | 41,837 |
| | 1.00 | 1.05 | 1.1 | 1.15 | 1.2 | 1.25 | 1.3 | 1.35 | 1.365 |
| 2 | 31,876 | 33,409 | 34,941 | 36,474 | 38,006 | 39,539 | 41,071 | 42,604 | 43,063 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 | 1.39 | 1.405 |
| 3 | 33,102 | 34,635 | 36,167 | 37,700 | 39,232 | 40,765 | 42,297 | 43,830 | 44,289 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 | 1.43 | 1.445 |
| 4 | 34,328 | 35,861 | 37,393 | 38,926 | 40,458 | 41,991 | 43,523 | 45,056 | 45,515 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 | 1.47 | 1.485 |
| 5 | 35,554 | 37,087 | 38,619 | 40,152 | 41,684 | 43,217 | 44,749 | 46,282 | 46,741 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 | 1.51 | 1.525 |
| 6 | 36,780 | 38,313 | 39,845 | 41,378 | 42,910 | 44,443 | 45,975 | 47,508 | 47,967 |
| | 1.2 | 1.25 | 1.3 | 1.35 | 1.4 | 1.45 | 1.5 | 1.55 | 1.565 |
| 7 | | 39,539 | 41,071 | 42,604 | 44,136 | 45,669 | 47,201 | 48,734 | 49,193 |
| | | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | 1.59 | 1.605 |
| 8 | | 40,765 | 42,297 | 43,830 | 45,362 | 46,895 | 48,427 | 49,960 | 50,419 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 | 1.63 | 1.645 |
| 9 | | | 43,523 | 45,056 | 46,588 | 48,121 | 49,653 | 51,186 | 51,645 |
| | | | 1.42 | 1.47 | 1.52 | 1.57 | 1.62 | 1.67 | 1.685 |
| 10 | | | 44,749 | 46,282 | 47,814 | 49,347 | 50,879 | 52,412 | 52,871 |
| | | | 1.46 | 1.51 | 1.56 | 1.61 | 1.66 | 1.71 | 1.725 |
| 11 | | | | 47,508 | 49,040 | 50,573 | 52,105 | 53,638 | 54,097 |
| | | | | 1.55 | 1.6 | 1.65 | 1.7 | 1.75 | 1.765 |
| 12 | | | | 48,734 | 50,266 | 51,799 | 53,331 | 54,864 | 55,323 |
| | | | | 1.59 | 1.64 | 1.69 | 1.74 | 1.79 | 1.805 |
| 13 | | | | | 51,492 | 53,025 | 54,557 | 56,090 | 56,549 |
| | | | | | 1.68 | 1.73 | 1.78 | 1.83 | 1.845 |
| 14 | | | | | 52,718 | 54,251 | 55,783 | 57,316 | 57,775 |
| | | | | | 1.72 | 1.77 | 1.82 | 1.87 | 1.885 |
| 15 | | | | | 53,944 | 55,477 | 57,009 | 58,542 | 59,001 |
| | | | | | 1.76 | 1.81 | 1.86 | 1.91 | 1.925 |

Westside

WORKING CONDITIONS

Contract Days: 198.5 FTE Teachers: 521.41
 Enrollment: 6100
 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 Index: 0 x 0
 Starting Salary: 34,200 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits | Cafeteria Plan | |
|-----------------|--|-----------------|-------------------------|----------|-----------|-------------------|---------------------------|---------------------------|
| | | | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child | Individ. |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 | 24.46 or 40.50 | Options: |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | Sp or Dep Dental | |
| PPO: | must be in dist 2 yrs for full dep H/ COMMENTS: must be in dist 2 yrs for full dep H/A | | | | | | | IRS 125: |
| LIFE | Guardian | 11.64 | | | | | Deductible Reimbursement: | Flex Accounts: |
| LTD | Standard Sec | .0024(thru sal) | | | | | | PART-TIME BENEFITS |
| NON-PARTICIPANT | | | | | | | Minimum FTE: 0.5 | Contribution: fte |

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--------------|-----------|--------|-------------|-----------------|----------------|
| SICK | unl | | no | | |
| Other Info: | | | | | |
| PERSONAL | 1 | | | yes | max accum to 4 |
| BEREAVEMENT | 5 | | | | Upon approval |
| PROFESSIONAL | unl. | | | yes | |
| ADOPTION | 10 | | | | w/appr. |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------------|---------------------|-----------|
| Base: | 27,250 | Index: | 4.5 x 4.5 |
| Starting Salary: | 27,250 | Entry Level Step: | 1 |
| Career Increments: | Y | Experience Allowed: | 5 |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | 10-11, 11-12 | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits |
|-----------------|-------------|--------|---------------------------|----------|-----------|-------------------|
| | | | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 |
| DENTAL | BC/BS | 2 | 22.25 | 41.15 | 46.75 | 62.75 |
| PPO: | | | COMMENTS: | | | |
| LIFE | Horace Mann | 2.15 | Deductible Reimbursement: | | | |
| LTD | | | | | | |
| NON-PARTICIPANT | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| WHEELER CENTRAL | | | | | | |
|-----------------|--------|--------|---------|---------|---------|--------|
| Step | BA | BA + 9 | BA + 18 | BA + 27 | BA + 36 | MA |
| 1 | 27,250 | 28,476 | 29,703 | 30,929 | 32,155 | 33,381 |
| | 1.00 | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 |
| 2 | 28,476 | 29,703 | 30,929 | 32,155 | 33,381 | 34,608 |
| | 1.045 | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 |
| 3 | 29,703 | 30,929 | 32,155 | 33,381 | 34,608 | 35,834 |
| | 1.09 | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 |
| 4 | 30,929 | 32,155 | 33,381 | 34,608 | 35,834 | 37,060 |
| | 1.135 | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 |
| 5 | 32,155 | 33,381 | 34,608 | 35,834 | 37,060 | 38,286 |
| | 1.18 | 1.225 | 1.27 | 1.315 | 1.36 | 1.405 |
| 6 | | 34,608 | 35,834 | 37,060 | 38,286 | 39,513 |
| | | 1.27 | 1.315 | 1.36 | 1.405 | 1.45 |
| 7 | | 35,834 | 37,060 | 38,286 | 39,513 | 40,739 |
| | | 1.315 | 1.36 | 1.405 | 1.45 | 1.495 |
| 8 | | | 38,286 | 39,513 | 40,739 | 41,965 |
| | | | 1.405 | 1.45 | 1.495 | 1.54 |
| 9 | | | 39,513 | 40,739 | 41,965 | 43,191 |
| | | | 1.45 | 1.495 | 1.54 | 1.585 |
| 10 | | | | 41,965 | 43,191 | 44,418 |
| | | | | 1.54 | 1.585 | 1.63 |
| 11 | | | | 43,191 | 44,418 | 45,644 |
| | | | | 1.585 | 1.63 | 1.675 |
| 12 | | | | | 45,644 | 46,870 |
| | | | | | 1.675 | 1.72 |
| 13 | | | | | 46,870 | 48,096 |
| | | | | | 1.72 | 1.765 |
| 14 | | | | | | 49,323 |
| | | | | | | 1.81 |

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 39.49
 Enrollment: 565
 Length of Teacher Day: 8 HS JH/MS ELEM 8 8
 Length of Student Day: 7.3 7.3 7.17
 Planning Time: 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 32,625 Index: 4 x 4
 Starting Salary: 32,625 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

WILBER-CLATONIA

| Step | BA+36 | | | | | | | | |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | BA | BA+9 | BA+18 | BA+27 | MA | MA+9 | MA+18 | MA+27 | MA+36 |
| 1 | 32,625 | 33,930 | 35,235 | 36,540 | 37,845 | 39,150 | 40,455 | 41,760 | 43,065 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 |
| 2 | 33,930 | 35,235 | 36,540 | 37,845 | 39,150 | 40,455 | 41,760 | 43,065 | 44,370 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 3 | 35,235 | 36,540 | 37,845 | 39,150 | 40,455 | 41,760 | 43,065 | 44,370 | 45,675 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 |
| 4 | 36,540 | 37,845 | 39,150 | 40,455 | 41,760 | 43,065 | 44,370 | 45,675 | 46,980 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 |
| 5 | 37,845 | 39,150 | 40,455 | 41,760 | 43,065 | 44,370 | 45,675 | 46,980 | 48,285 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 |
| 6 | 39,150 | 40,455 | 41,760 | 43,065 | 44,370 | 45,675 | 46,980 | 48,285 | 49,590 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 |
| 7 | | 41,760 | 43,065 | 44,370 | 45,675 | 46,980 | 48,285 | 49,590 | 50,895 |
| | | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 |
| 8 | | | 44,370 | 45,675 | 46,980 | 48,285 | 49,590 | 50,895 | 52,200 |
| | | | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 |
| 9 | | | 45,675 | 46,980 | 48,285 | 49,590 | 50,895 | 52,200 | 53,505 |
| | | | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 |
| 10 | | | | 48,285 | 49,590 | 50,895 | 52,200 | 53,505 | 54,810 |
| | | | | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 |
| 11 | | | | | 50,895 | 52,200 | 53,505 | 54,810 | 56,115 |
| | | | | | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 |
| 12 | | | | | 52,200 | 53,505 | 54,810 | 56,115 | 57,420 |
| | | | | | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 |
| 13 | | | | | 53,505 | 54,810 | 56,115 | 57,420 | 58,725 |
| | | | | | 1.64 | 1.68 | 1.72 | 1.76 | 1.80 |
| 14 | | | | | | | 57,420 | 58,725 | 60,030 |
| | | | | | | | 1.76 | 1.80 | 1.84 |
| 15 | | | | | | | | | 61,335 |
| | | | | | | | | | 1.88 |

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

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|-------|
| Contract Days: | 185 | FTE Teachers: | |
| Enrollment: | 494 | HS | JH/MS |
| Length of Teacher Day: | 8 | | ELEM |
| Length of Student Day: | 7 | 8 | 8 |
| Planning Time: | 7 | 7 | 7 |
| Class Periods/Day: | 50 | 50 | 50 |
| Normal Teaching Load: | 6 | 6 | |

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 29,788 | Index: | 4 x 5 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

| WISNER-PILGER | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 |
| 1 | 29,798 | 31,288 | 32,778 | 34,268 | 35,758 | 37,248 | 38,737 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 |
| 2 | 30,990 | 32,480 | 33,970 | 35,460 | 36,950 | 38,439 | 39,929 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 |
| 3 | 32,182 | 33,672 | 35,162 | 36,652 | 38,141 | 39,631 | 41,121 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 |
| 4 | 33,374 | 34,864 | 36,354 | 37,843 | 39,333 | 40,823 | 42,313 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 |
| 5 | 34,566 | 36,056 | 37,545 | 39,035 | 40,525 | 42,015 | 43,505 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 |
| 6 | 35,758 | 37,248 | 38,737 | 40,227 | 41,717 | 43,207 | 44,697 |
| | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 |
| 7 | | 38,439 | 39,929 | 41,419 | 42,909 | 44,399 | 45,889 |
| | | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 |
| 8 | | 39,631 | 41,121 | 42,611 | 44,101 | 45,591 | 47,081 |
| | | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 |
| 9 | | | 42,313 | 43,803 | 45,293 | 46,783 | 48,273 |
| | | | 1.42 | 1.47 | 1.52 | 1.57 | 1.62 |
| 10 | | | 43,505 | 44,995 | 46,485 | 47,975 | 49,465 |
| | | | 1.46 | 1.51 | 1.56 | 1.61 | 1.66 |
| 11 | | | 44,697 | 46,187 | 47,677 | 49,167 | 50,657 |
| | | | 1.50 | 1.55 | 1.60 | 1.65 | 1.70 |
| 12 | | | | 47,379 | 48,869 | 50,359 | 51,849 |
| | | | | 1.59 | 1.64 | 1.69 | 1.74 |
| 13 | | | | 48,571 | 50,061 | 51,551 | 53,040 |
| | | | | 1.63 | 1.68 | 1.73 | 1.78 |
| 14 | | | | | 51,253 | 52,742 | 54,232 |
| | | | | | 1.72 | 1.77 | 1.82 |
| 15 | | | | | 52,444 | 53,934 | 55,424 |
| | | | | | 1.76 | 1.81 | 1.86 |
| 16 | | | | | | 55,126 | 56,616 |
| | | | | | | 1.85 | 1.90 |

Wood River Rural

WORKING CONDITIONS

| | | | |
|------------------------|-----|---------------|-------|
| Contract Days: | 185 | FTE Teachers: | 46.2 |
| Enrollment: | 580 | HS | JH/MS |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7.5 | 7.5 | 7 |
| Planning Time: | 50 | 50 | 50 |
| Class Periods/Day: | 8 | 8 | |
| Normal Teaching Load: | 7 | 7 | |

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 31,260 | Index: | 4 x 5 |
| Starting Salary: | 31,260 | Entry Level Step: | 0 |
| Career Increments: | N | Experience Allowed: | 7(D) |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

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

LEAVES

| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
|--------------|---|--------|-------------|-----------------|-------|
| SICK | 12 | 60 | yes | | |
| Other Info: | leave after 5 yrs - \$100/day for 30 days | | | | |
| PERSONAL | 2 | | | yes | |
| BEREAVEMENT | see sick lv. | | | | |
| PROFESSIONAL | 3 | | | yes | |
| ADOPTION | see sick lv. | | | | |
| ASSOCIATION | | | | | |

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

| WOOD RIVER RURAL | | | | | | | | | | | | | | |
|------------------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Step | BA | | BA + 9 | | BA + 18 | | BA + 27 | | BA + 36 | | BA + 45 | | BA + 54 | |
| | BA | BA + 9 | BA + 9 | BA + 18 | BA + 18 | BA + 27 | BA + 27 | BA + 36 | BA + 36 | BA + 45 | BA + 45 | BA + 54 | BA + 54 | BA + 63 |
| 0 | 31,260 | 32,823 | 34,386 | 35,949 | 37,512 | 39,075 | 40,638 | 42,201 | 43,764 | 45,327 | 46,890 | 48,453 | 49,016 | 50,579 |
| | 1.00 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 | 1.65 |
| 1 | 32,510 | 34,073 | 35,636 | 37,199 | 38,762 | 40,325 | 41,888 | 43,451 | 45,014 | 46,577 | 48,140 | 49,703 | 51,266 | 52,829 |
| | 1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | 1.59 | 1.64 | 1.69 |
| 2 | 33,761 | 35,324 | 36,887 | 38,450 | 40,013 | 41,576 | 43,139 | 44,702 | 46,265 | 47,828 | 49,391 | 50,954 | 52,517 | 54,080 |
| | 1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 | 1.63 | 1.68 | 1.73 |
| 3 | 35,011 | 36,574 | 38,137 | 39,700 | 41,263 | 42,826 | 44,389 | 45,952 | 47,515 | 49,078 | 50,641 | 52,204 | 53,767 | 55,330 |
| | 1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 | 1.47 | 1.52 | 1.57 | 1.62 | 1.67 | 1.72 | 1.77 |
| 4 | 36,262 | 37,825 | 39,388 | 40,951 | 42,514 | 44,077 | 45,640 | 47,203 | 48,766 | 50,329 | 51,892 | 53,455 | 55,018 | 56,581 |
| | 1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 | 1.51 | 1.56 | 1.61 | 1.66 | 1.71 | 1.76 | 1.81 |
| 5 | | 39,075 | 40,638 | 42,201 | 43,764 | 45,327 | 46,890 | 48,453 | 50,016 | 51,579 | 53,142 | 54,705 | 56,268 | 57,831 |
| | | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 | 1.85 |
| 6 | | | 41,888 | 43,451 | 45,014 | 46,577 | 48,140 | 49,703 | 51,266 | 52,829 | 54,392 | 55,955 | 57,518 | 59,081 |
| | | | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | 1.59 | 1.64 | 1.69 | 1.74 | 1.79 | 1.84 | 1.89 |
| 7 | | | 43,139 | 44,702 | 46,265 | 47,828 | 49,391 | 50,954 | 52,517 | 54,080 | 55,643 | 57,206 | 58,769 | 60,332 |
| | | | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 | 1.63 | 1.68 | 1.73 | 1.78 | 1.83 | 1.88 | 1.93 |
| 8 | | | | 45,952 | 47,515 | 49,078 | 50,641 | 52,204 | 53,767 | 55,330 | 56,893 | 58,456 | 60,019 | 61,582 |
| | | | | 1.47 | 1.52 | 1.57 | 1.62 | 1.67 | 1.72 | 1.77 | 1.82 | 1.87 | 1.92 | 1.97 |
| 9 | | | | 47,203 | 48,766 | 50,329 | 51,892 | 53,455 | 55,018 | 56,581 | 58,144 | 59,707 | 61,270 | 62,833 |
| | | | | 1.51 | 1.56 | 1.61 | 1.66 | 1.71 | 1.76 | 1.81 | 1.86 | 1.91 | 1.96 | 2.01 |
| 10 | | | | 48,453 | 50,016 | 51,579 | 53,142 | 54,705 | 56,268 | 57,831 | 59,394 | 60,957 | 62,520 | 64,083 |
| | | | | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 | 1.85 | 1.90 | 1.95 | 2.00 | 2.05 |
| 11 | | | | 49,703 | 51,266 | 52,829 | 54,392 | 55,955 | 57,518 | 59,081 | 60,644 | 62,207 | 63,770 | 65,333 |
| | | | | 1.59 | 1.64 | 1.69 | 1.74 | 1.79 | 1.84 | 1.89 | 1.94 | 1.99 | 2.04 | 2.09 |
| 12 | | | | | 52,517 | 54,080 | 55,643 | 57,206 | 58,769 | 60,332 | 61,895 | 63,458 | 65,021 | 66,584 |
| | | | | | 1.68 | 1.73 | 1.78 | 1.83 | 1.88 | 1.93 | 1.98 | 2.03 | 2.08 | 2.13 |
| 13 | | | | | 53,767 | 55,330 | 56,893 | 58,456 | 60,019 | 61,582 | 63,145 | 64,708 | 66,271 | 67,834 |
| | | | | | 1.72 | 1.77 | 1.82 | 1.87 | 1.92 | 1.97 | 2.02 | 2.07 | 2.12 | 2.17 |
| 14 | | | | | | 56,581 | 58,144 | 59,707 | 61,270 | 62,833 | 64,396 | 65,959 | 67,522 | 69,085 |
| | | | | | | 1.81 | 1.86 | 1.91 | 1.96 | 2.01 | 2.06 | 2.11 | 2.16 | 2.21 |

WORKING CONDITIONS

| | | | |
|------------------------|------|---------------|-------|
| Contract Days: | 170 | FTE Teachers: | 14.5 |
| Enrollment: | 149 | HS | JH/MS |
| | | ELEM | |
| Length of Teacher Day: | 8.58 | 8.58 | 8.58 |
| Length of Student Day: | 8.5 | 8.5 | 8.5 |
| Planning Time: | 50 | 50 | 50 |
| Class Periods/Day: | 9 | 9 | |
| Normal Teaching Load: | 8 | 8 | |

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 29,200 | Index: | 4 x 4 |
| Starting Salary: | 29,200 | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | 4 |
| Vertical Freeze: | | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | Couple - Benefits |
|-----------------|----------|--------|---------------------------|----------|-----------|-------------------|
| | | | Individ. | EE/Child | EE/Spouse | |
| HEALTH | BC/BS | 600D | 446.93 | 826.84 | 938.56 | 1260.25 |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 |
| PPO: | | | COMMENTS: | | | |
| LIFE | | | Deductible Reimbursement: | | | |
| LTD | National | .0051 | | | | |
| NON-PARTICIPANT | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| W Y N O T | | | | | | |
|-----------|--------|--------|---------|---------|--------|--------|
| Step | BA | BA + 9 | BA + 18 | BA + 27 | MA | MA + 9 |
| 1 | 29,200 | 30,368 | 31,536 | 32,704 | 33,872 | 35,040 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 |
| 2 | 30,368 | 31,536 | 32,704 | 33,872 | 35,040 | 36,208 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 |
| 3 | 31,536 | 32,704 | 33,872 | 35,040 | 36,208 | 37,376 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 |
| 4 | 32,704 | 33,872 | 35,040 | 36,208 | 37,376 | 38,544 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 |
| 5 | 33,872 | 35,040 | 36,208 | 37,376 | 38,544 | 39,712 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 |
| 6 | 35,040 | 36,208 | 37,376 | 38,544 | 39,712 | 40,880 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 |
| 7 | 36,208 | 37,376 | 38,544 | 39,712 | 40,880 | 42,048 |
| | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 |
| 8 | 37,376 | 38,544 | 39,712 | 40,880 | 42,048 | 43,216 |
| | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 |
| 9 | | 39,712 | 40,880 | 42,048 | 43,216 | 44,384 |
| | | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 |
| 10 | | | 42,048 | 43,216 | 44,384 | 45,552 |
| | | | 1.44 | 1.48 | 1.52 | 1.56 |
| 11 | | | | 44,384 | 45,552 | 46,720 |
| | | | | 1.52 | 1.56 | 1.60 |
| 12 | | | | | 46,720 | 47,888 |
| | | | | | 1.60 | 1.64 |
| 13 | | | | | | 49,056 |
| | | | | | | 1.68 |

WORKING CONDITIONS

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

SALARY SCHEDULE

| | | | |
|----------------------|--------|---------------------|-------|
| Base: | 31,112 | Index: | 4 x 4 |
| Starting Salary: | | Entry Level Step: | 1 |
| Career Increments: | N | Experience Allowed: | all |
| Vertical Freeze: | 00-01 | | |
| Rollback: | | | |
| Multi-year Contract: | | | |

INSURANCE

| Type | Carrier | Option | Amount Paid by District | | | | Couple - Benefits | |
|-----------------|-----------|--------|---------------------------|----------|----------|-----------|---------------------------------------|-------------|
| | | | H/A-Dent | Individ. | EE/Child | EE/Spouse | | EE/Sp/Child |
| HEALTH | BC/BS | 600D | 470.45 | 870.36 | 987.96 | 1326.58 | 274.46 or 290.50 Dep Dent + TSA | |
| DENTAL | BC/BS | 2 | 22.25 | 22.25 | 22.25 | 22.25 | | |
| PPO: | | | COMMENTS: | | | | | |
| LIFE | | | Deductible Reimbursement: | | | | | |
| LTD | Madison | .0065 | | | | | | |
| NON-PARTICIPANT | \$250 TSA | | | | | | | |

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

| YUTAN | | | | | | | | | |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | | | MA+27 | PHD |
| | | | | | MA | MA+9 | MA+18 | | |
| 1 | 31,112 | 32,356 | 33,601 | 34,845 | 36,090 | 37,334 | 38,579 | 39,823 | 42,312 |
| | 1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.36 |
| 2 | 32,356 | 33,601 | 34,845 | 36,090 | 37,334 | 38,579 | 39,823 | 41,068 | 43,557 |
| | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.40 |
| 3 | 33,601 | 34,845 | 36,090 | 37,334 | 38,579 | 39,823 | 41,068 | 42,312 | 44,801 |
| | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.44 |
| 4 | 34,845 | 36,090 | 37,334 | 38,579 | 39,823 | 41,068 | 42,312 | 43,557 | 46,046 |
| | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.48 |
| 5 | 36,090 | 37,334 | 38,579 | 39,823 | 41,068 | 42,312 | 43,557 | 44,801 | 47,290 |
| | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.52 |
| 6 | 37,334 | 38,579 | 39,823 | 41,068 | 42,312 | 43,557 | 44,801 | 46,046 | 48,535 |
| | 1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.56 |
| 7 | | 39,823 | 41,068 | 42,312 | 43,557 | 44,801 | 46,046 | 47,290 | 49,779 |
| | | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.60 |
| 8 | | 41,068 | 42,312 | 43,557 | 44,801 | 46,046 | 47,290 | 48,535 | 51,024 |
| | | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.64 |
| 9 | | | 43,557 | 44,801 | 46,046 | 47,290 | 48,535 | 49,779 | 52,268 |
| | | | 1.40 | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.68 |
| 10 | | | 44,801 | 46,046 | 47,290 | 48,535 | 49,779 | 51,024 | 53,513 |
| | | | 1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.72 |
| 11 | | | | 47,290 | 48,535 | 49,779 | 51,024 | 52,268 | 54,757 |
| | | | | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.76 |
| 12 | | | | 48,535 | 49,779 | 51,024 | 52,268 | 53,513 | 56,002 |
| | | | | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.80 |
| 13 | | | | | 51,024 | 52,268 | 53,513 | 54,757 | 57,246 |
| | | | | | 1.64 | 1.68 | 1.72 | 1.76 | 1.84 |
| 14 | | | | | 52,268 | 53,513 | 54,757 | 56,002 | 58,491 |
| | | | | | 1.68 | 1.72 | 1.76 | 1.80 | 1.88 |
| 15 | | | | | 52,890 | 54,135 | 55,379 | 56,624 | 59,113 |
| | | | | | 1.70 | 1.74 | 1.78 | 1.82 | 1.90 |