

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.15
Planning Time:	50	50	30
Class Periods/Day:	8	8	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 30,900 Index: 5 x 4
 Starting Salary: 30,900 Entry Level Step: 0
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 86-87,87-88, 89-90
 Rollback: 86-87 Last Step
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	25.19 or 41.71 Sp or Dep Dental	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92		
PPO:								
LIFE								
LTD	Madison Nat'l	.00335	Deductible Reimbursement: Y					250/500
NON-PARTICIPANT								

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 1
 Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

AINSWORTH										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
0	30,900	32,136	33,372	34,608	35,844	35,844	37,080	38,316	39,552	
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	
1	32,445	33,681	34,917	36,153	37,389	37,389	38,625	39,861	41,097	
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33	
2	33,990	35,226	36,462	37,698	38,934	38,934	40,170	41,406	42,642	
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38	
3	35,535	36,771	38,007	39,243	40,479	40,479	41,715	42,951	44,187	
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43	
4	37,080	38,316	39,552	40,788	42,024	42,024	43,260	44,496	45,732	
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	
5		39,861	41,097	42,333	43,569	43,569	44,805	46,041	47,277	
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53	
6			42,642	43,878	45,114	45,114	46,350	47,586	48,822	
			1.38	1.42	1.46	1.46	1.50	1.54	1.58	
7				45,423	46,659	46,659	47,895	49,131	50,367	
				1.47	1.51	1.51	1.55	1.59	1.63	
8					48,204	48,204	49,440	50,676	51,912	
					1.56	1.56	1.60	1.64	1.68	
9					49,749	49,749	50,985	52,221	53,457	
					1.61	1.61	1.65	1.69	1.73	
10							52,530	53,766	55,002	
							1.70	1.74	1.78	
11								55,311	56,547	
								1.79	1.83	
12									58,092	
									1.88	

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.33	7.33	7.33
Planning Time:	55	55	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	484.52	806.74	915.75	1229.62	H/A,Cash,TSA
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:	Dist pays 90% family premium		COMMENTS:				507.44
LIFE	Madison Nat'l	6.45					Deductible Reimbursement:
LTD	National	.0035 (thru sal)					
NON-PARTICIPANT	Single ins amt cash						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ALLEN								
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18
					MA			
1	30,800	32,032	33,264	34,496	35,728		36,960	38,192
	1.00	1.04	1.08	1.12	1.16		1.20	1.24
2	32,032	33,264	34,496	35,728	36,960		38,192	39,424
	1.04	1.08	1.12	1.16	1.20		1.24	1.28
3	33,264	34,496	35,728	36,960	38,192		39,424	40,656
	1.08	1.12	1.16	1.20	1.24		1.28	1.32
4	34,496	35,728	36,960	38,192	39,424		40,656	41,888
	1.12	1.16	1.20	1.24	1.28		1.32	1.36
5	35,728	36,960	38,192	39,424	40,656		41,888	43,120
	1.16	1.20	1.24	1.28	1.32		1.36	1.40
6	36,960	38,192	39,424	40,656	41,888		43,120	44,352
	1.20	1.24	1.28	1.32	1.36		1.40	1.44
7	38,192	39,424	40,656	41,888	43,120		44,352	45,584
	1.24	1.28	1.32	1.36	1.40		1.44	1.48
8	39,424	40,656	41,888	43,120	44,352		45,584	46,816
	1.28	1.32	1.36	1.40	1.44		1.48	1.52
9	40,040	41,888	43,120	44,352	45,584		46,816	48,048
	1.30	1.36	1.40	1.44	1.48		1.52	1.56
10		42,504	44,352	45,584	46,816		48,048	49,280
		1.38	1.44	1.48	1.52		1.56	1.60
11			44,968	46,816	48,048		49,280	50,512
			1.46	1.52	1.56		1.60	1.64
12				47,432	49,280		50,512	51,744
				1.54	1.60		1.64	1.68
13					49,896		51,744	52,976
					1.62		1.68	1.72
14							52,360	53,592
							1.70	1.74

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:
 HS JH/MS ELEM
 Length of Teacher Day: 8.17 8.17 8.17
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 51 51 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,800 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	25.19 or 41.71 Sp or Dep. Dental
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:							
LIFE	Guardian		Deductible Reimbursement:				
LTD	Nat'l Ins						
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: 5 for dep.; \$10/day over 45 at EOY					
PERSONAL	3			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	school visitation
ADOPTION					
ASSOCIATION	1				

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:

ALMA	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	30,800	32,032	33,264	34,496	35,728	36,960	38,192	39,424
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	32,032	33,264	34,496	35,728	36,960	38,192	39,424	40,656
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	33,264	34,496	35,728	36,960	38,192	39,424	40,656	41,888
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	34,496	35,728	36,960	38,192	39,424	40,656	41,888	43,120
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	35,728	36,960	38,192	39,424	40,656	41,888	43,120	44,352
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	36,960	38,192	39,424	40,656	41,888	43,120	44,352	45,584
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		39,424	40,656	41,888	43,120	44,352	45,584	46,816
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		40,656	41,888	43,120	44,352	45,584	46,816	48,048
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			43,120	44,352	45,584	46,816	48,048	49,280
			1.40	1.44	1.48	1.52	1.56	1.60
10				45,584	46,816	48,048	49,280	50,512
				1.48	1.52	1.56	1.60	1.64
11				46,816	48,048	49,280	50,512	51,744
				1.52	1.56	1.60	1.64	1.68
12					49,280	50,512	51,744	52,976
					1.60	1.64	1.68	1.72
13						51,744	52,976	54,208
						1.68	1.72	1.76
14						52,976	54,208	55,440
						1.72	1.76	1.80
15							55,440	56,672
							1.80	1.84
16							56,672	57,904
							1.84	1.88
17								59,136
								1.92
18								60,368
								1.96

08-09 experience allowed from 5 yrs to all

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.4	7.4	7.4
Planning Time:	47	47	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,500	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
		H/A-Dent				350		
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	TSA	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					
LTD	Principal							PART-TIME BENEFITS
NON-PARTICIPANT	\$350 TSA							Minimum FTE: 0.5
								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	8	45	yes		
Other Info: Sev.:1/2 sub. rate/day unused sick/pers. (max 45) pd in July					
PERSONAL	3		no		accum. to 5; 1/2 sub rate for un
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2		yes		
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

AMHERST								
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+18	
	MA	MA+9	MA	MA+9	MA	MA+9	MA	MA+18
1	29,500	30,754	32,008	33,261	34,515	35,769	37,023	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	
2	30,680	31,934	33,188	34,441	35,695	36,949	38,203	
	1.04	1.0825	1.125	1.1675	1.21	1.2525	1.295	
3	31,860	33,114	34,368	35,621	36,875	38,129	39,383	
	1.08	1.1225	1.165	1.2075	1.25	1.2925	1.335	
4	33,040	34,294	35,548	36,801	38,055	39,309	40,563	
	1.12	1.1625	1.205	1.2475	1.29	1.3325	1.375	
5	34,220	35,474	36,728	37,981	39,235	40,489	41,743	
	1.16	1.2025	1.245	1.2875	1.33	1.3725	1.415	
6		36,654	37,908	39,161	40,415	41,669	42,923	
		1.2425	1.285	1.3275	1.37	1.4125	1.455	
7			39,088	40,341	41,595	42,849	44,103	
			1.325	1.3675	1.41	1.4525	1.495	
8				41,521	42,775	44,029	45,283	
				1.4075	1.45	1.4925	1.535	
9				42,701	43,955	45,209	46,463	
				1.4475	1.49	1.5325	1.575	
10					45,135	46,389	47,643	
					1.53	1.5725	1.615	
11					46,315	47,569	48,823	
					1.57	1.6125	1.655	
12						48,749	50,003	
						1.6525	1.695	
13							51,183	
							1.735	

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.57	7.57	7.57
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 10
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	22.92
HEALTH	BC/BS	350D	485.45	898.10	1019.45	1368.86	Ind. Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:			COMMENTS:				
LIFE	Companion Life		Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

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

ANSELMO-MERNA										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	MA	MA + 9	
1	30,000	31,200	32,400	33,600	34,800	36,000	37,200	38,400	39,600	40,800
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	31,200	32,400	33,600	34,800	36,000	37,200	38,400	39,600	40,800	42,000
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	32,400	33,600	34,800	36,000	37,200	38,400	39,600	40,800	42,000	43,200
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	33,600	34,800	36,000	37,200	38,400	39,600	40,800	42,000	43,200	44,400
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	34,800	36,000	37,200	38,400	39,600	40,800	42,000	43,200	44,400	45,600
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	36,000	37,200	38,400	39,600	40,800	42,000	43,200	44,400	45,600	46,800
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7		38,400	39,600	40,800	42,000	43,200	44,400	45,600	46,800	48,000
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		39,600	40,800	42,000	43,200	44,400	45,600	46,800	48,000	49,200
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9			42,000	43,200	44,400	45,600	46,800	48,000	49,200	50,400
			1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			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
11				45,600	46,800	48,000	49,200	50,400	51,600	52,800
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
12				46,800	48,000	49,200	50,400	51,600	52,800	54,000
				1.56	1.60	1.64	1.68	1.72	1.76	1.80
13					49,200	50,400	51,600	52,800	54,000	55,200
					1.64	1.68	1.72	1.76	1.80	1.84
14					50,400	51,600	52,800	54,000	55,200	56,400
					1.68	1.72	1.76	1.80	1.84	1.88

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 20
 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: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,550 Index: 4 x 5
 Starting Salary: 28,550 Entry Level Step: 1
 Career Increments: N Experience Allowed: (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	485.45	898.10	1017.50	1366.24	25.19 or 41.71	Options:	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep Dental		
PPO:			COMMENTS:					IRS 125: Y	
LIFE			Deductible Reimbursement:					Flex Accounts: Y	
LTD	Principal	.0055						PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.375	
								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

ARNOLD						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	28,550	29,978	31,405	32,833	34,260	35,688
	1.00	1.05	1.10	1.15	1.20	1.25
2	29,692	31,120	32,547	33,975	35,402	36,830
	1.04	1.09	1.14	1.19	1.24	1.29
3	30,834	32,262	33,689	35,117	36,544	37,972
	1.08	1.13	1.18	1.23	1.28	1.33
4	31,976	33,404	34,831	36,259	37,686	39,114
	1.12	1.17	1.22	1.27	1.32	1.37
5	33,118	34,546	35,973	37,401	38,828	40,256
	1.16	1.21	1.26	1.31	1.36	1.41
6	34,260	35,688	37,115	38,543	39,970	41,398
	1.20	1.25	1.30	1.35	1.40	1.45
7	35,402	36,830	38,257	39,685	41,112	42,540
	1.24	1.29	1.34	1.39	1.44	1.49
8	36,544	37,972	39,399	40,827	42,254	43,682
	1.28	1.33	1.38	1.43	1.48	1.53
9	37,686	39,114	40,541	41,969	43,396	44,824
	1.32	1.37	1.42	1.47	1.52	1.57
10		40,256	41,683	43,111	44,538	45,966
		1.41	1.46	1.51	1.56	1.61
11			42,825	44,253	45,680	47,108
			1.50	1.55	1.60	1.65
12				45,395	46,822	48,250
				1.59	1.64	1.69
13				46,537	47,964	49,392
				1.63	1.68	1.73
14					49,106	50,534
					1.72	1.77
15					50,248	51,676
					1.76	1.81
16						52,818
						1.85

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
Length of Teacher Day: 8.5	8.5	8.5
Length of Student Day: 8	8	8
Planning Time: 50	50	
Class Periods/Day: 8	8	
Normal Teaching Load: 7	7	

SALARY SCHEDULE

Base: 30,000 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 4
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	800D	444.77	822.85	934.03	1254.17	Options:		
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63	IRS 125:		
PPO:			COMMENTS:				Flex Accounts:		
LIFE	Nat'l Ins		Deductible Reimbursement: Y				700/1400	PART-TIME BENEFITS	
LTD	Nat'l Ins	.0071							Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ARTHUR COUNTY								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	30,000	31,200	32,400	33,600	34,800	36,000	37,200	38,400
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	31,200	32,400	33,600	34,800	36,000	37,200	38,400	39,600
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	32,400	33,600	34,800	36,000	37,200	38,400	39,600	40,800
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	33,600	34,800	36,000	37,200	38,400	39,600	40,800	42,000
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	34,800	36,000	37,200	38,400	39,600	40,800	42,000	43,200
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	36,000	37,200	38,400	39,600	40,800	42,000	43,200	44,400
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	37,200	38,400	39,600	40,800	42,000	43,200	44,400	45,600
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		39,600	40,800	42,000	43,200	44,400	45,600	46,800
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			42,000	43,200	44,400	45,600	46,800	48,000
			1.40	1.44	1.48	1.52	1.56	1.60
10				44,400	45,600	46,800	48,000	49,200
				1.48	1.52	1.56	1.60	1.64
11					46,800	48,000	49,200	50,400
					1.56	1.60	1.64	1.68

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
Length of Teacher Day: 7.5	7.5	7.5
Length of Student Day: 6.5	6.5	6.25
Planning Time: 100	100	118
Class Periods/Day: 8	8	
Normal Teaching Load: 7	7	

SALARY SCHEDULE

Base:	31,200	Index:	4 x 5
Starting Salary:	33,696	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all(D)
new hires frozen at step 3 for 3 yrs			
Vertical Freeze:	87-88/99-00		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Ind. Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO: COMMENTS:							
LIFE: Deductible Reimbursement:							
LTD							
NON-PARTICIPANT \$166.67/mo.							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

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

ASHLAND-GREENWOOD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
BASE	31,200									
	1.00									
1-3	33,696	35,256	36,816	38,376	39,936	39,936	41,496	43,056	44,616	46,176
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	34,944	36,504	38,064	39,624	41,184	41,184	42,744	44,304	45,864	47,424
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	36,192	37,752	39,312	40,872	42,432	42,432	43,992	45,552	47,112	48,672
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	37,440	39,000	40,560	42,120	43,680	43,680	45,240	46,800	48,360	49,920
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	38,688	40,248	41,808	43,368	44,928	44,928	46,488	48,048	49,608	51,168
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		41,496	43,056	44,616	46,176	46,176	47,736	49,296	50,856	52,416
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9		42,744	44,304	45,864	47,424	47,424	48,984	50,544	52,104	53,664
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10			45,552	47,112	48,672	48,672	50,232	51,792	53,352	54,912
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
11			46,800	48,360	49,920	49,920	51,480	53,040	54,600	56,160
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
12				49,608	51,168	51,168	52,728	54,288	55,848	57,408
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
13					52,416	52,416	53,976	55,536	57,096	58,656
					1.68	1.68	1.73	1.78	1.83	1.88
14						53,664	55,224	56,784	58,344	59,904
						1.72	1.77	1.82	1.87	1.92
15								58,032	59,592	61,152
								1.86	1.91	1.96

WORKING CONDITIONS

Contract Days: 181 FTE Teachers: 75
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7
 Planning Time: 49 49 vary
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,550 Index: 4 x 5
 Starting Salary: 31,550 Entry Level Step: 1(D)
 Career Increments: Y Experience Allowed: D
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	460.29	851.56	966.63	1297.93
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63
PPO: COMMENTS:						
LIFE	Guardian	2.38	Deductible Reimbursement:			
LTD	Madison Life	.00294 (+B)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES: Family Emergency (5)

AUBURN										
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	31,550	33,128	34,705	36,283	37,860	39,438	41,015	42,593	44,170	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	32,812	34,390	35,967	37,545	39,122	40,700	42,277	43,855	45,432	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	34,074	35,652	37,229	38,807	40,384	41,962	43,539	45,117	46,694	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	35,336	36,914	38,491	40,069	41,646	43,224	44,801	46,379	47,956	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	36,598	38,176	39,753	41,331	42,908	44,486	46,063	47,641	49,218	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6	37,860	39,438	41,015	42,593	44,170	45,748	47,325	48,903	50,480	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7	39,122	40,700	42,277	43,855	45,432	47,010	48,587	50,165	51,742	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8		41,962	43,539	45,117	46,694	48,272	49,849	51,427	53,004	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9			44,801	46,379	47,956	49,534	51,111	52,689	54,266	
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	
10				47,641	49,218	50,796	52,373	53,951	55,528	
				1.51	1.56	1.61	1.66	1.71	1.76	
11					50,480	52,058	53,635	55,213	56,790	
					1.60	1.65	1.70	1.75	1.80	
12						53,320	54,897	56,475	58,052	
						1.69	1.74	1.79	1.84	
13							56,159	57,737	59,314	
							1.78	1.83	1.88	
14								58,999	60,576	
								1.87	1.92	
15									61,838	
									1.96	

09-10 eliminated advanced placement

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 107

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	85	47	40
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base: 30,150 Index: 5 x 5
 Starting Salary: 30,150 Entry Level Step: 1
 Career Increments: N Experience Allowed: 10(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	468.68	867.07	984.24	1321.57	Ind. Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:	1/1/13 switch from 350D to 600D COMMENTS:						22.92
LIFE							Deductible Reimbursement:
LTD	Principal	.0046 (thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

AURORA										
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27	MA+36
					MA					
1	30,150	31,658	33,165	34,673	36,180		37,688	39,195	40,703	42,210
	1.00	1.05	1.1	1.15	1.2		1.25	1.3	1.35	1.4
2	31,658	33,165	34,673	36,180	37,688		39,195	40,703	42,210	43,718
	1.05	1.1	1.15	1.2	1.25		1.3	1.35	1.4	1.45
3	33,165	34,673	36,180	37,688	39,195		40,703	42,210	43,718	45,225
	1.1	1.15	1.2	1.25	1.3		1.35	1.4	1.45	1.5
4	34,673	36,180	37,688	39,195	40,703		42,210	43,718	45,225	46,733
	1.15	1.2	1.25	1.3	1.35		1.4	1.45	1.5	1.55
5	36,180	37,688	39,195	40,703	42,210		43,718	45,225	46,733	48,240
	1.2	1.25	1.3	1.35	1.4		1.45	1.5	1.55	1.6
6	37,688	39,195	40,703	42,210	43,718		45,225	46,733	48,240	49,748
	1.25	1.3	1.35	1.4	1.45		1.5	1.55	1.6	1.65
7		40,703	42,210	43,718	45,225		46,733	48,240	49,748	51,255
		1.35	1.4	1.45	1.5		1.55	1.6	1.65	1.7
8			43,718	45,225	46,733		48,240	49,748	51,255	52,763
			1.45	1.5	1.55		1.6	1.65	1.7	1.75
9			45,225	46,733	48,240		49,748	51,255	52,763	54,270
			1.5	1.55	1.6		1.65	1.7	1.75	1.8
10				48,240	49,748		51,255	52,763	54,270	55,778
				1.6	1.65		1.7	1.75	1.8	1.85
11					51,255		52,763	54,270	55,778	57,285
					1.7		1.75	1.8	1.85	1.9
12					52,763		54,270	55,778	57,285	58,793
					1.75		1.8	1.85	1.9	1.95
13							55,778	57,285	58,793	60,300
							1.85	1.9	1.95	2
14								58,793	60,300	61,808
								1.95	2	2.05

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,200	Index:	4 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Long.:MA-MA+18 2% base after 4 yrs frozen, ea. 4 yrs.			
Vertical Freeze:	01-02		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	485.45	898.10	1019.45	1368.86
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD	Madison Nat'l	.00348(thru sal)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	50	yes		
Other Info: borrow up to 20; Sev.-Upon term. \$45/day unused days					
PERSONAL	2			yes	2 add'l. from sick lv.; may carry
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency Leave - 2 Days

A X T E L L									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18
1	30,200	31,559	32,918	34,277	35,636	35,636	35,636	36,995	38,354
	1.00	1.045	1.09	1.135	1.18	1.18	1.18	1.225	1.27
2	31,408	32,767	34,126	35,485	36,844	36,844	36,844	38,203	39,562
	1.04	1.085	1.13	1.175	1.22	1.22	1.22	1.265	1.31
3	32,616	33,975	35,334	36,693	38,052	38,052	38,052	39,411	40,770
	1.08	1.125	1.17	1.215	1.26	1.26	1.26	1.305	1.35
4	33,824	35,183	36,542	37,901	39,260	39,260	39,260	40,619	41,978
	1.12	1.165	1.21	1.255	1.3	1.3	1.3	1.345	1.39
5	35,032	36,391	37,750	39,109	40,468	40,468	40,468	41,827	43,186
	1.16	1.205	1.25	1.295	1.34	1.34	1.34	1.385	1.43
6		37,599	38,958	40,317	41,676	41,676	41,676	43,035	44,394
		1.245	1.29	1.335	1.38	1.38	1.38	1.425	1.47
7			40,166	41,525	42,884	42,884	42,884	44,243	45,602
			1.33	1.375	1.42	1.42	1.42	1.465	1.51
8				42,733	44,092	44,092	44,092	45,451	46,810
				1.415	1.46	1.46	1.46	1.505	1.55
9				43,941	45,300	45,300	45,300	46,659	48,018
				1.455	1.5	1.5	1.5	1.545	1.59
10					46,508	46,508	46,508	47,867	49,226
					1.54	1.54	1.54	1.585	1.63
11						47,716	47,716	49,075	50,434
						1.58	1.58	1.625	1.67
12							48,924	50,283	51,642
							1.62	1.665	1.71
13							48,924	50,284	51,642
							1.62	1.66502	1.71
14							48,924	50,284	51,642
							1.62	1.66502	1.71
15							48,924	50,284	51,642
							1.62	1.66502	1.71
16							49,528	50,888	52,246
							1.64	1.68502	1.73
17							49,528	50,888	52,246
							1.64	1.68502	1.73
18							49,528	50,888	52,246
							1.64	1.68502	1.73
19							49,528	50,888	52,246
							1.64	1.68502	1.73
20							50,132	51,492	52,850
							1.66	1.70502	1.75

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 31,750 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 3(D)
 Vertical Freeze: 87-88
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	TSA,Cash
DENTAL	BC/BS	1	22.31	22.31	22.31	22.31	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	National Ins.	.0031 (thru sal)					
NON-PARTICIPANT		\$506.83 TSA, Cash					

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.25
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	Yes		
Other Info:	\$40/day above 40 @ beginning of yr				
PERSONAL	2			yes	admin has discretion to deny, \$
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	adm. 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: emergency-3 days sub pay

BANCROFT-ROSALIE										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18			
1	31,750	33,020	34,290	35,560	36,830	38,100	39,370			
	1.00	1.04	1.08	1.12	1.16	1.20	1.24			
2	33,020	34,290	35,560	36,830	38,100	39,370	40,640			
	1.04	1.08	1.12	1.16	1.20	1.24	1.28			
3	34,290	35,560	36,830	38,100	39,370	40,640	41,910			
	1.08	1.12	1.16	1.20	1.24	1.28	1.32			
4	35,560	36,830	38,100	39,370	40,640	41,910	43,180			
	1.12	1.16	1.20	1.24	1.28	1.32	1.36			
5	36,830	38,100	39,370	40,640	41,910	43,180	44,450			
	1.16	1.20	1.24	1.28	1.32	1.36	1.40			
6	38,100	39,370	40,640	41,910	43,180	44,450	45,720			
	1.20	1.24	1.28	1.32	1.36	1.40	1.44			
7	39,370	40,640	41,910	43,180	44,450	45,720	46,990			
	1.24	1.28	1.32	1.36	1.40	1.44	1.48			
8	40,640	41,910	43,180	44,450	45,720	46,990	48,260			
	1.28	1.32	1.36	1.40	1.44	1.48	1.52			
9		43,180	44,450	45,720	46,990	48,260	49,530			
		1.36	1.40	1.44	1.48	1.52	1.56			
10			45,720	46,990	48,260	49,530	50,800			
			1.44	1.48	1.52	1.56	1.60			
11				48,260	49,530	50,800	52,070			
				1.52	1.56	1.60	1.64			
12					50,800	52,070	53,340			
					1.60	1.64	1.68			
13						53,340	54,610			
						1.68	1.72			
14							55,880			
							1.76			

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 21
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,800 Index: 4.5 x 4.5
 Starting Salary: 30,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: 9
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	485.45	898.10	1019.45	1368.86	25.19 or 41.71	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep Dental	IRS 125: Flex Accounts:
PPO:			COMMENTS:					
LIFE			Deductible Reimbursement:					
LTD	Principal	.0016						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BANNER COUNTY									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18
1	30,800	32,186	33,572	34,958	36,344	37,730	38,423	39,809	41,195
	1.00	1.045	1.09	1.135	1.18	1.225	1.2475	1.2925	1.3375
2	32,186	33,572	34,958	36,344	37,730	39,116	39,809	41,195	42,581
	1.045	1.09	1.135	1.18	1.225	1.27	1.2925	1.3375	1.3825
3	33,572	34,958	36,344	37,730	39,116	40,502	41,195	42,581	43,967
	1.09	1.135	1.18	1.225	1.27	1.315	1.3375	1.3825	1.4275
4	34,958	36,344	37,730	39,116	40,502	41,888	42,581	43,967	45,353
	1.135	1.18	1.225	1.27	1.315	1.36	1.3825	1.4275	1.4725
5	36,344	37,730	39,116	40,502	41,888	43,274	43,967	45,353	46,739
	1.18	1.225	1.27	1.315	1.36	1.405	1.4275	1.4725	1.5175
6	37,730	39,116	40,502	41,888	43,274	44,660	45,353	46,739	48,125
	1.225	1.27	1.315	1.36	1.405	1.45	1.4725	1.5175	1.5625
7	39,116	40,502	41,888	43,274	44,660	46,046	46,739	48,125	49,511
	1.27	1.315	1.36	1.405	1.45	1.495	1.5175	1.5625	1.6075
8		41,888	43,274	44,660	46,046	47,432	48,125	49,511	50,897
		1.36	1.405	1.45	1.495	1.54	1.5625	1.6075	1.6525
9			44,660	46,046	47,432	48,818	49,511	50,897	52,283
			1.45	1.495	1.54	1.585	1.6075	1.6525	1.6975
10				47,432	48,818	50,204	50,897	52,283	53,669
				1.54	1.585	1.63	1.6525	1.6975	1.7425
11					50,204	51,590	52,283	53,669	55,055
					1.63	1.675	1.6975	1.7425	1.7875
12						52,976	53,669	55,055	56,441
						1.72	1.7425	1.7875	1.8325
13							55,055	56,441	57,827
							1.7875	1.8325	1.8775

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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:	9	9	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,350	Index:	4 x 5
Starting Salary:	32,778	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	10
\$1050 for 9 hrs credit one time if frozen at bottom right			
Vertical Freeze:	horiz 99-00		
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	484.52	896.38	1017.50	1366.24	Annuity
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison Nat'l	.0044					
NON-PARTICIPANT	\$200 annuity						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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

BATTLE CREEK								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	30,350	31,868	33,385	34,903	36,420	37,938	39,455	40,973
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	31,564	33,082	34,599	36,117	37,634	39,152	40,669	42,187
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	32,778	34,296	35,813	37,331	38,848	40,366	41,883	43,401
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	33,992	35,510	37,027	38,545	40,062	41,580	43,097	44,615
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	35,206	36,724	38,241	39,759	41,276	42,794	44,311	45,829
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	36,420	37,938	39,455	40,973	42,490	44,008	45,525	47,043
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	37,634	39,152	40,669	42,187	43,704	45,222	46,739	48,257
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		40,366	41,883	43,401	44,918	46,436	47,953	49,471
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		41,580	43,097	44,615	46,132	47,650	49,167	50,685
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			44,311	45,829	47,346	48,864	50,381	51,899
			1.46	1.51	1.56	1.61	1.66	1.71
11			45,525	47,043	48,560	50,078	51,595	53,113
			1.50	1.55	1.60	1.65	1.70	1.75
12				48,257	49,774	51,292	52,809	54,327
				1.59	1.64	1.69	1.74	1.79
13				49,471	50,988	52,506	54,023	55,541
				1.63	1.68	1.73	1.78	1.83
14					52,202	53,720	55,237	56,755
					1.72	1.77	1.82	1.87
15					53,416	54,934	56,451	57,969
					1.76	1.81	1.86	1.91
16							57,665	59,183
							1.90	1.95
17								60,397
								1.99
18								61,611
								2.03
19								62,825
								2.07

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,500	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	0(D)
Career Increments:	N	Experience Allowed:	9 (stp 8)
*Freeze is total/no movement vert. or horiz.			
Vertical Freeze:	97-98*		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	1100D	426.08	788.26	894.77	1201.46	25.19 or 41.71
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep Dental
PPO:			COMMENTS:				
LIFE							Deductible Reimbursement: Y 550
LTD	Fortis						
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		yes		
Other Info:	PTO				
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION	1				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BAYARD								
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	
0	30,500	31,873	33,245	34,618	35,990	37,363	38,735	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	
1	31,873	33,245	34,618	35,990	37,363	38,735	40,108	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	33,245	34,618	35,990	37,363	38,735	40,108	41,480	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
3	34,618	35,990	37,363	38,735	40,108	41,480	42,853	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
4	35,990	37,363	38,735	40,108	41,480	42,853	44,225	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
5	37,363	38,735	40,108	41,480	42,853	44,225	45,598	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
6		40,108	41,480	42,853	44,225	45,598	46,970	
		1.315	1.36	1.405	1.45	1.495	1.54	
7		41,480	42,853	44,225	45,598	46,970	48,343	
		1.36	1.405	1.45	1.495	1.54	1.585	
8			44,225	45,598	46,970	48,343	49,715	
			1.45	1.495	1.54	1.585	1.63	
9			45,598	46,970	48,343	49,715	51,088	
			1.495	1.54	1.585	1.63	1.675	
10				48,343	49,715	51,088	52,460	
				1.585	1.63	1.675	1.72	
11				49,715	51,088	52,460	53,833	
				1.63	1.675	1.72	1.765	
12					52,460	53,833	55,205	
					1.72	1.765	1.81	
13					53,833	55,205	56,578	
					1.765	1.81	1.855	
14						56,578	57,950	
						1.855	1.9	
15						57,950	59,323	
						1.9	1.945	
16							60,695	
							1.99	

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	32,000	Index:	5 x 4
Starting Salary:	32,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:	1/00-01		
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits		
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child		
HEALTH	BC/BS	600D/1500D	484.52	896.38	1017.50	1366.24	Cash	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92		
PPO:	1500D recv diff betw 1500D & 600 COMMENTS:							
LIFE	Guardian	3.00	Deductible Reimbursement:					
LTD	National Ins	.00247 (+B)						
NON-PARTICIPANT	\$300 cash-in-lieu							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

BEATRICE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+45
1	32,000	33,280	34,560	35,840	37,120	38,400	39,680	40,960	42,240	43,520
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	33,600	34,880	36,160	37,440	38,720	40,000	41,280	42,560	43,840	45,120
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	35,200	36,480	37,760	39,040	40,320	41,600	42,880	44,160	45,440	46,720
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	36,800	38,080	39,360	40,640	41,920	43,200	44,480	45,760	47,040	48,320
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	38,400	39,680	40,960	42,240	43,520	44,800	46,080	47,360	48,640	49,920
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	40,000	41,280	42,560	43,840	45,120	46,400	47,680	48,960	50,240	51,520
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7		42,880	44,160	45,440	46,720	48,000	49,280	50,560	51,840	53,120
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8			45,760	47,040	48,320	49,600	50,880	52,160	53,440	54,720
			1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				48,640	49,920	51,200	52,480	53,760	55,040	56,320
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					51,520	52,800	54,080	55,360	56,640	57,920
					1.61	1.65	1.69	1.73	1.77	1.81
11					53,120	54,400	55,680	56,960	58,240	59,520
					1.66	1.70	1.74	1.78	1.82	1.86
12							57,280	58,560	59,840	61,120
							1.79	1.83	1.87	1.91
13								60,160	61,440	62,720
								1.88	1.92	1.96

Bellevue

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	778.3
		HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6.5
Planning Time:	47	43	50
Class Periods/Day:	7	8	
Normal Teaching Load:	5	6	

SALARY SCHEDULE

Base:	32,275	Index:	3 x 4
Starting Salary:	32,275	Entry Level Step:	0
Career Increments:	Y	Experience Allowed:	11
Long. 3.75% basic salary after 20 yrs., all lanes			
Vertical Freeze:	87-88,88-89,09-10		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	466.67 or 933.33 Cash or Ins
HEALTH	BC/BS	350D/2850D	466.67	466.67	466.67	466.67	
DENTAL	BC/BS	4					
PPO:			COMMENTS:				
LIFE	National Ins	4.95					Deductible Reimbursement:
LTD	National Ins	.0019					
NON-PARTICIPANT		466.67					

Cafeteria Plan

Individ.	Depend.
466.67	466.67
Options:	Cash, TSA, H/A
IRS 125:	Y
Flex Accounts:	
PART-TIME BENEFITS	
Minimum FTE:	0.5
Contribution:	fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

BELLEVUE						
	BA	BA + 12	BA + 24	MA	MA + 18	MA + 36
Step				BA + 36		
0	32,275	33,566	34,857	36,148	38,085	40,021
	1.00	1.04	1.08	1.12	1.18	1.24
1	33,243	34,857	36,148	37,439	39,376	41,312
	1.03	1.08	1.12	1.16	1.22	1.28
2	34,212	36,148	37,439	38,730	40,667	42,603
	1.06	1.12	1.16	1.20	1.26	1.32
3	35,180	37,439	38,730	40,021	41,958	43,894
	1.09	1.16	1.20	1.24	1.30	1.36
4	36,148	38,730	40,021	41,312	43,249	45,185
	1.12	1.20	1.24	1.28	1.34	1.40
5	37,439	40,344	41,635	42,926	44,862	46,799
	1.16	1.25	1.29	1.33	1.39	1.45
6	38,730	41,958	43,249	44,540	46,476	48,413
	1.20	1.30	1.34	1.38	1.44	1.50
7			44,862	46,153	48,090	50,026
			1.39	1.43	1.49	1.55
8			46,476	47,767	49,704	51,640
			1.44	1.48	1.54	1.60
9			48,090	49,381	51,317	53,254
			1.49	1.53	1.59	1.65
10				50,995	52,931	54,868
				1.58	1.64	1.70
11				52,931	54,868	56,804
				1.64	1.70	1.76
12				54,868	56,804	58,741
				1.70	1.76	1.82
13				56,804	58,741	60,677
				1.76	1.82	1.88
14					60,677	62,614
					1.88	1.94
15					62,614	64,550
					1.94	2.00
16						66,487
						2.06
17						68,423
						2.12

09-10 vertical freeze

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.12	7.12	6.75
Planning Time:	99	99	125
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,500 Index: 4 x 5
 Starting Salary: 34,020 Entry Level Step: 3
 Career Increments: Y Experience Allowed: 10
 new hires stay on stp 3 until eligible for movement by exp
 Vertical Freeze:
 Rollback: 85-86
 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. Depend.
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Options:
DENTAL	BC/BS	5	47.22	47.22	47.22	47.22	Ind. Prem (less FICA/LTD)
PPO:			COMMENTS:				IRS 125: Y
LIFE	Guardian	5.20	Deductible Reimbursement:				Flex Accounts: Y
LTD	Principal	.00295					PART-TIME BENEFITS
NON-PARTICIPANT	489.49 Ind. Prem (les						Minimum FTE: 0.5
							Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

BENNINGTON

Step	BA + 36							
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27
1	31,500	33,075	34,650	36,225	37,800	39,375	40,950	42,525
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	32,760	34,335	35,910	37,485	39,060	40,635	42,210	43,785
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	34,020	35,595	37,170	38,745	40,320	41,895	43,470	45,045
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	35,280	36,855	38,430	40,005	41,580	43,155	44,730	46,305
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	36,540	38,115	39,690	41,265	42,840	44,415	45,990	47,565
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		39,375	40,950	42,525	44,100	45,675	47,250	48,825
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		40,635	42,210	43,785	45,360	46,935	48,510	50,085
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			43,470	45,045	46,620	48,195	49,770	51,345
			1.38	1.43	1.48	1.53	1.58	1.63
9			44,730	46,305	47,880	49,455	51,030	52,605
			1.42	1.47	1.52	1.57	1.62	1.67
10				47,565	49,140	50,715	52,290	53,865
				1.51	1.56	1.61	1.66	1.71
11				48,825	50,400	51,975	53,550	55,125
				1.55	1.60	1.65	1.70	1.75
12					51,660	53,235	54,810	56,385
					1.64	1.69	1.74	1.79
13					52,920	54,495	56,070	57,645
					1.68	1.73	1.78	1.83
14						55,755	57,330	58,905
						1.77	1.82	1.87
15						57,015	58,590	60,165
						1.81	1.86	1.91

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.66	7.66	7.66
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

Base: 29,650 Index: 4 x 4
 Starting Salary: 29,650 Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92
PPO:			COMMENTS:			
LIFE	Guardian		Deductible Reimbursement:			
LTD	Principal Life	.0039				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BERTRAND								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	
1	29,650	30,836	32,022	33,208	34,394	35,580	36,766	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	30,836	32,022	33,208	34,394	35,580	36,766	37,952	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	32,022	33,208	34,394	35,580	36,766	37,952	39,138	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	33,208	34,394	35,580	36,766	37,952	39,138	40,324	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	34,394	35,580	36,766	37,952	39,138	40,324	41,510	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6		36,766	37,952	39,138	40,324	41,510	42,696	
		1.24	1.28	1.32	1.36	1.40	1.44	
7			39,138	40,324	41,510	42,696	43,882	
			1.32	1.36	1.40	1.44	1.48	
8			40,324	41,510	42,696	43,882	45,068	
			1.36	1.40	1.44	1.48	1.52	
9				42,696	43,882	45,068	46,254	
				1.44	1.48	1.52	1.56	
10				43,882	45,068	46,254	47,440	
				1.48	1.52	1.56	1.60	
11				45,068	46,254	47,440	48,626	
				1.52	1.56	1.60	1.64	
12					47,440	48,626	49,812	
					1.60	1.64	1.68	
13					48,626	49,812	50,998	
					1.64	1.68	1.72	
14					49,812	50,998	52,184	
					1.68	1.72	1.76	
15						52,184	53,370	
						1.76	1.80	
16						53,370	54,556	
						1.80	1.84	

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	177
	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6
Planning Time:	85	45	50
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base:	31,605	Index:	4 x 5
Starting Salary:	34,133	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	10(TS)
	10-11, 11-12: 1/2 step vertical movement		
Vertical Freeze:	85-86, 88-89		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Cash
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:	single ins. rec \$250/mo		COMMENTS: if take ind ins, get \$250 cash also				
LIFE			Deductible Reimbursement:				
LTD	Madison Nat'l	.0027 (+B)					
NON-PARTICIPANT	\$416.67 cash						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency-2 accum. to 4

BLAIR										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	31,605	33,185	34,766	36,346	37,926	37,926	39,506	41,087	42,667	44,247
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	32,869	34,449	36,030	37,610	39,190	39,190	40,770	42,351	43,931	45,511
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	34,133	35,714	37,294	38,874	40,454	40,454	42,035	43,615	45,195	46,775
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	35,398	36,978	38,558	40,138	41,719	41,719	43,299	44,879	46,459	48,040
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	36,662	38,242	39,822	41,403	42,983	42,983	44,563	46,143	47,724	49,304
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6		39,506	41,087	42,667	44,247	44,247	45,827	47,408	48,988	50,568
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7			42,351	43,931	45,511	45,511	47,091	48,672	50,252	51,832
			1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8			43,615	45,195	46,775	46,775	48,356	49,936	51,516	53,096
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9				46,459	48,040	48,040	49,620	51,200	52,780	54,361
				1.47	1.52	1.52	1.57	1.62	1.67	1.72
10					49,304	49,304	50,884	52,464	54,045	55,625
					1.56	1.56	1.61	1.66	1.71	1.76
11					50,568	50,568	52,148	53,729	55,309	56,889
					1.60	1.60	1.65	1.70	1.75	1.80
12					51,832	51,832	53,412	54,993	56,573	58,153
					1.64	1.64	1.69	1.74	1.79	1.84
13					53,096	53,096	54,677	56,257	57,837	59,417
					1.68	1.68	1.73	1.78	1.83	1.88
14					54,361	54,361	55,941	57,521	59,101	60,682
					1.72	1.72	1.77	1.82	1.87	1.92
15									60,366	61,946
									1.91	1.96

05-06 staff on BA 36 stp 13 or 14 will continue to remain on those steps, others may reach step 12 only; 06-07 Longevity increments grandfathered;
10-11 vertical movement 2% Tchrs hired in 10-11, beginning on stp 3, will move to stp 3.5 in 11-12 and will continue on 1/2 stp movement

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,900	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Indiv. Negot. after frozen on MA+18 for 2 yrs			
Vertical Freeze:	86-87		
Rollback:	86-87 (Last 2)		
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	1100D	426.08	788.26	894.77	1201.46	Ind Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:							22.92
LIFE							COMMENTS:
LTD							Deductible Reimbursement: N
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

BLOOMFIELD

Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18
1	30,900	32,136	33,372	34,608	35,844	37,080	38,316
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	32,136	33,372	34,608	35,844	37,080	38,316	39,552
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	33,372	34,608	35,844	37,080	38,316	39,552	40,788
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	34,608	35,844	37,080	38,316	39,552	40,788	42,024
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	35,844	37,080	38,316	39,552	40,788	42,024	43,260
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	37,080	38,316	39,552	40,788	42,024	43,260	44,496
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	38,316	39,552	40,788	42,024	43,260	44,496	45,732
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		40,788	42,024	43,260	44,496	45,732	46,968
		1.32	1.36	1.40	1.44	1.48	1.52
9		42,024	43,260	44,496	45,732	46,968	48,204
		1.36	1.40	1.44	1.48	1.52	1.56
10			44,496	45,732	46,968	48,204	49,440
			1.44	1.48	1.52	1.56	1.60
11				46,968	48,204	49,440	50,676
				1.52	1.56	1.60	1.64
12					49,440	50,676	51,912
					1.60	1.64	1.68
13					50,676	51,912	53,148
					1.64	1.68	1.72
14					51,294	53,148	54,384
					1.66	1.72	1.76
15						53,766	55,620
						1.74	1.80

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
Length of Teacher Day: 7.5	7.5	7.5
Length of Student Day: 6.9	6.4	6.7
Planning Time: 50	42	50
Class Periods/Day: 8	8	
Normal Teaching Load: 7	7	

SALARY SCHEDULE

Base: 30,400 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: (D)
 00-01 BA45/MA9 to MA9 only - BA45s grandfathered
 Vertical Freeze: 88/89
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D/1500D	460.29	851.56	966.63	1297.93	Emp+Sp. Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	

25.19
 COMMENTS: Deductible Reimbursement:

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Sabbatical w/appvl.

BOONE CENTRAL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	30,400	31,920	33,440	34,960	36,480	36,480	38,000	39,520	41,040	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	
2	31,616	33,136	34,656	36,176	37,696	37,696	39,216	40,736	42,256	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	
3	32,832	34,352	35,872	37,392	38,912	38,912	40,432	41,952	43,472	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	
4	34,048	35,568	37,088	38,608	40,128	40,128	41,648	43,168	44,688	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	
5	35,264	36,784	38,304	39,824	41,344	41,344	42,864	44,384	45,904	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	
6		38,000	39,520	41,040	42,560	42,560	44,080	45,600	47,120	
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	
7		39,216	40,736	42,256	43,776	43,776	45,296	46,816	48,336	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	
8		40,432	41,952	43,472	44,992	44,992	46,512	48,032	49,552	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	
9			43,168	44,688	46,208	46,208	47,728	49,248	50,768	
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	
10				45,904	47,424	47,424	48,944	50,464	51,984	
				1.51	1.56	1.56	1.61	1.66	1.71	
11				47,120	48,640	48,640	50,160	51,680	53,200	
				1.55	1.60	1.60	1.65	1.70	1.75	
12					49,856	49,856	51,376	52,896	54,416	
					1.64	1.64	1.69	1.74	1.79	
13					51,072	51,072	52,592	54,112	55,632	
					1.68	1.68	1.73	1.78	1.83	
14					52,288	52,288	53,808	55,328	56,848	
					1.72	1.72	1.77	1.82	1.87	
15							55,024	56,544	58,064	
							1.81	1.86	1.91	
16								57,760	59,280	
								1.90	1.95	
17									60,496	
									1.99	

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

WORKING CONDITIONS

Contract Days: 175 FTE Teachers: 21.25
 HS JH/MS ELEM
 Length of Teacher Day: 8.33 8.33 8.33
 Length of Student Day: 8 8 8
 Planning Time: 54 54 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 29,540 Index: 4 x 4
 Starting Salary: 29,540 Entry Level Step: up to 2
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback: 93-94
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Annuity
DENTAL	BC/BS	5	47.22	47.22	47.22	47.22	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement: Y				250/500
LTD	Principal	.0047					
NON-PARTICIPANT	250 Annuity						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BRADY											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27		
1	29,540	30,722	31,903	33,085	34,266	35,448	36,630	37,811	38,993		
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32		
2	30,722	31,903	33,085	34,266	35,448	36,630	37,811	38,993	40,174		
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36		
3	31,903	33,085	34,266	35,448	36,630	37,811	38,993	40,174	41,356		
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40		
4	33,085	34,266	35,448	36,630	37,811	38,993	40,174	41,356	42,538		
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44		
5	34,266	35,448	36,630	37,811	38,993	40,174	41,356	42,538	43,719		
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48		
6	35,448	36,630	37,811	38,993	40,174	41,356	42,538	43,719	44,901		
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52		
7	36,630	37,811	38,993	40,174	41,356	42,538	43,719	44,901	46,082		
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56		
8		38,993	40,174	41,356	42,538	43,719	44,901	46,082	47,264		
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60		
9			41,356	42,538	43,719	44,901	46,082	47,264	48,446		
			1.40	1.44	1.48	1.52	1.56	1.60	1.64		
10				43,719	44,901	46,082	47,264	48,446	49,627		
				1.48	1.52	1.56	1.60	1.64	1.68		
11					46,082	47,264	48,446	49,627	50,809		
					1.56	1.60	1.64	1.68	1.72		
12						48,446	49,627	50,809	51,990		
						1.64	1.68	1.72	1.76		
13							50,809	51,990	53,172		
							1.72	1.76	1.80		
14								53,172	54,354		
								1.80	1.84		
15									55,535		
									1.88		

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 80

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,500 Index: 4.5 x 4.5
 Starting Salary: 30,500 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5

Vertical Freeze:
 Rollback: 87-88
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	47.47 or 78.55
DENTAL	BC/BS	4	43.15	43.15	43.15	43.15	Sp or Dep. Dental
PPO:			COMMENTS:				
LIFE	Madison Nat'l	1.64	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	75	yes		
Other Info:	10 days can be used for anything				
PERSONAL	from sick lv			yes	
BEREAVEMENT	from sick lv				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BROKEN BOW

Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+27	EDSPEC
1	30,500	31,873	33,245	34,618	35,990	35,990	37,363	38,735	40,108	41,480
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	31,873	33,245	34,618	35,990	37,363	37,363	38,735	40,108	41,480	42,853
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405
3	33,245	34,618	35,990	37,363	38,735	38,735	40,108	41,480	42,853	44,225
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	34,618	35,990	37,363	38,735	40,108	40,108	41,480	42,853	44,225	45,598
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	35,990	37,363	38,735	40,108	41,480	41,480	42,853	44,225	45,598	46,970
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	37,363	38,735	40,108	41,480	42,853	42,853	44,225	45,598	46,970	48,343
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7	38,735	40,108	41,480	42,853	44,225	44,225	45,598	46,970	48,343	49,715
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8		41,480	42,853	44,225	45,598	45,598	46,970	48,343	49,715	51,088
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			44,225	45,598	46,970	46,970	48,343	49,715	51,088	52,460
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				46,970	48,343	48,343	49,715	51,088	52,460	53,833
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11				48,343	49,715	49,715	51,088	52,460	53,833	55,205
				1.585	1.63	1.63	1.675	1.72	1.765	1.81
12					51,088	51,088	52,460	53,833	55,205	56,578
					1.675	1.675	1.72	1.765	1.81	1.855
13					52,460	52,460	53,833	55,205	56,578	57,950
					1.72	1.72	1.765	1.81	1.855	1.9
14						53,833	55,205	56,578	57,950	59,323
						1.765	1.81	1.855	1.9	1.945
15								57,950	59,323	60,695
								1.9	1.945	1.99

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 28.25

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	65	65	40
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 31,700 Index: 4 x 4

Starting Salary: 31,700 Entry Level Step: 1

Career Increments: Y Experience Allowed: 5

Vertical Freeze:

Rollback:

Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	24.54 or 40.61 Sp or Dep Dental
DENTAL	BC/BS	1	22.31	22.31	22.31	22.31	
PPO:	12-13 switch from 350D to 600D 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	50	yes		
Other Info: \$45 for every day over 50					
PERSONAL	2			yes	\$30/day
BEREAVEMENT					from sick lv
PROFESSIONAL	2			yes	more w/ approval
ADOPTION					from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

BRUNING-DAVENPORT UNIFIED SYSTEM

Step	BA + 36						MA + 9	MA + 18
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9		
1	31,700	32,968	34,236	35,504	36,772	38,040	39,308	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	32,968	34,236	35,504	36,772	38,040	39,308	40,576	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	34,236	35,504	36,772	38,040	39,308	40,576	41,844	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	35,504	36,772	38,040	39,308	40,576	41,844	43,112	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	36,772	38,040	39,308	40,576	41,844	43,112	44,380	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	38,040	39,308	40,576	41,844	43,112	44,380	45,648	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7	39,308	40,576	41,844	43,112	44,380	45,648	46,916	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
8		41,844	43,112	44,380	45,648	46,916	48,184	
		1.32	1.36	1.40	1.44	1.48	1.52	
9		43,112	44,380	45,648	46,916	48,184	49,452	
		1.36	1.40	1.44	1.48	1.52	1.56	
10			45,648	46,916	48,184	49,452	50,720	
			1.44	1.48	1.52	1.56	1.60	
11			46,916	48,184	49,452	50,720	51,988	
			1.48	1.52	1.56	1.60	1.64	
12					50,720	51,988	53,256	
					1.60	1.64	1.68	
13						53,256	54,524	
						1.68	1.72	

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7
Planning Time:	94	94	52
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

Base:	30,000	Index:	4 x 5
Starting Salary:	30,000	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	450.42
HEALTH	BC/BS	600D	484.52	445.95	567.06	915.79	125
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63	
PPO:			COMMENTS: will deduct tax/retirement from caf amt				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	Cafeteria amount \$4						

Cafeteria Plan

Individ.	Depend.
450.42	450.42
Options: H/A,Cash-85%	
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: 10 days for dependent use					
PERSONAL	2			yes	Accum to 3
BEREAVEMENT	10				
PROFESSIONAL	2			yes	accum to 3
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BURWELL											
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	
1	30,000	31,500	33,000	34,500	36,000	36,000	36,000	37,500	39,000	40,500	
	1.00	1.05	1.10	1.15	1.20	1.20	1.20	1.25	1.30	1.35	
2	31,200	32,700	34,200	35,700	37,200	37,200	37,200	38,700	40,200	41,700	
	1.04	1.09	1.14	1.19	1.24	1.24	1.24	1.29	1.34	1.39	
3	32,400	33,900	35,400	36,900	38,400	38,400	38,400	39,900	41,400	42,900	
	1.08	1.13	1.18	1.23	1.28	1.28	1.28	1.33	1.38	1.43	
4	33,600	35,100	36,600	38,100	39,600	39,600	39,600	41,100	42,600	44,100	
	1.12	1.17	1.22	1.27	1.32	1.32	1.32	1.37	1.42	1.47	
5	34,800	36,300	37,800	39,300	40,800	40,800	40,800	42,300	43,800	45,300	
	1.16	1.21	1.26	1.31	1.36	1.36	1.36	1.41	1.46	1.51	
6	36,000	37,500	39,000	40,500	42,000	42,000	42,000	43,500	45,000	46,500	
	1.20	1.25	1.30	1.35	1.40	1.40	1.40	1.45	1.50	1.55	
7		38,700	40,200	41,700	43,200	43,200	43,200	44,700	46,200	47,700	
		1.29	1.34	1.39	1.44	1.44	1.44	1.49	1.54	1.59	
8			41,400	42,900	44,400	44,400	44,400	45,900	47,400	48,900	
			1.38	1.43	1.48	1.48	1.48	1.53	1.58	1.63	
9				44,100	45,600	45,600	45,600	47,100	48,600	50,100	
				1.47	1.52	1.52	1.52	1.57	1.62	1.67	
10				45,300	46,800	46,800	46,800	48,300	49,800	51,300	
				1.51	1.56	1.56	1.56	1.61	1.66	1.71	
11					48,000	48,000	48,000	49,500	51,000	52,500	
					1.60	1.60	1.60	1.65	1.70	1.75	
12						49,200	49,200	50,700	52,200	53,700	
						1.64	1.64	1.69	1.74	1.79	
13						50,400	50,400	51,900	53,400	54,900	
						1.68	1.68	1.73	1.78	1.83	
14							51,600	53,100	54,600	56,100	
							1.72	1.77	1.82	1.87	
15									55,800	57,300	
									1.86	1.91	

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.27	7.27	7.27
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,300 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 2 (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	460.29	851.56	966.63	1297.93	Sp or Dep.	Dental	
DENTAL	BC/BS	1	22.31	22.31	22.31	22.31			
PPO:			COMMENTS:						Options:
LIFE								IRS 125:	
LTD	Fort Dearborn	.0036						Flex Accounts:	
NON-PARTICIPANT								PART-TIME BENEFITS	
								Minimum FTE: 0.5	
								Contribution: fte	

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: \$25/day upon retirement up to 45					
PERSONAL	3			yes	accum to 5
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Negotiated/Policy	
	Exists	
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:

CEDAR RAPIDS							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	30,300	31,664	33,027	34,391	35,754	37,118	38,481
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	31,512	32,876	34,239	35,603	36,966	38,330	39,693
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	32,724	34,088	35,451	36,815	38,178	39,542	40,905
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	33,936	35,300	36,663	38,027	39,390	40,754	42,117
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	35,148	36,512	37,875	39,239	40,602	41,966	43,329
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	36,360	37,724	39,087	40,451	41,814	43,178	44,541
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7	37,572	38,936	40,299	41,663	43,026	44,390	45,753
	1.24	1.285	1.33	1.375	1.42	1.465	1.51
8		40,148	41,511	42,875	44,238	45,602	46,965
		1.325	1.37	1.415	1.46	1.505	1.55
9			42,723	44,087	45,450	46,814	48,177
			1.41	1.455	1.5	1.545	1.59
10				45,299	46,662	48,026	49,389
				1.495	1.54	1.585	1.63
11					47,874	49,238	50,601
					1.58	1.625	1.67
12						50,450	51,813
						1.665	1.71

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185	FTE Teachers:	Base: 30,650	Index: 5 x 4
Length of Teacher Day: 7.5	HS JH/MS ELEM	Starting Salary: 30,650	Entry Level Step: 1
Length of Student Day: 6.63	6.63 6.63 6.48	Career Increments: N	Experience Allowed: 5(D)
Planning Time: 91	137 110	Vertical Freeze: 85-86, 87-88	
Class Periods/Day: 8	8	Rollback: 87-88 Last Step	
Normal Teaching Load: 7	7	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	460.29	851.56	966.63	1297.93	2 Ind or 41.71	Options:
DENTAL		2	22.92	22.92	22.92	22.92	Dep. Dental or 2 Ind	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: N
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Madison Ntl.	.00525						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

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

OTHER LEAVES:

CENTRAL CITY

Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	30,650	31,876	33,102	34,328	35,554	36,780	38,006	39,232	40,458
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,183	33,409	34,635	35,861	37,087	38,313	39,539	40,765	41,991
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	33,715	34,941	36,167	37,393	38,619	39,845	41,071	42,297	43,523
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	35,248	36,474	37,700	38,926	40,152	41,378	42,604	43,830	45,056
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	36,780	38,006	39,232	40,458	41,684	42,910	44,136	45,362	46,588
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	38,313	39,539	40,765	41,991	43,217	44,443	45,669	46,895	48,121
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	39,845	41,071	42,297	43,523	44,749	45,975	47,201	48,427	49,653
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	41,378	42,604	43,830	45,056	46,282	47,508	48,734	49,960	51,186
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		44,136	45,362	46,588	47,814	49,040	50,266	51,492	52,718
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10			46,895	48,121	49,347	50,573	51,799	53,025	54,251
			1.53	1.57	1.61	1.65	1.69	1.73	1.77
11				49,653	50,879	52,105	53,331	54,557	55,783
				1.62	1.66	1.70	1.74	1.78	1.82
12					52,412	53,638	54,864	56,090	57,316
					1.71	1.75	1.79	1.83	1.87
13					53,944	55,170	56,396	57,622	58,848
					1.76	1.80	1.84	1.88	1.92
14						56,703	57,929	59,155	60,381
						1.85	1.89	1.93	1.97
15							59,461	60,687	61,913
							1.94	1.98	2.02
16								62,220	63,446
								2.03	2.07
17									64,978
									2.12

03-04 grandfathered BA stp 8, BA9 stp 9 & MA+36 stp 17

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.15	7	7
Planning Time:	90	45	45
Class Periods/Day:	4	9	
Normal Teaching Load:	3	8	

SALARY SCHEDULE

Base:	31,100	Index:	4.5 x 4.5
Starting Salary:		Entry Level Step:	0
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. Depend.
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE	Madison Nat'l		Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Madison Nat'l	(thru sal)					Minimum FTE: 0.5
NON-PARTICIPANT							Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY: Yes

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

CHADRON								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
0	31,100	32,500	33,899	35,299	36,698	38,098	39,497	40,897
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	32,500	33,899	35,299	36,698	38,098	39,497	40,897	42,296
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	33,899	35,299	36,698	38,098	39,497	40,897	42,296	43,696
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	35,299	36,698	38,098	39,497	40,897	42,296	43,696	45,095
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	36,698	38,098	39,497	40,897	42,296	43,696	45,095	46,495
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	38,098	39,497	40,897	42,296	43,696	45,095	46,495	47,894
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		40,897	42,296	43,696	45,095	46,495	47,894	49,294
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7			43,696	45,095	46,495	47,894	49,294	50,693
			1.405	1.45	1.495	1.54	1.585	1.63
8				46,495	47,894	49,294	50,693	52,093
				1.495	1.54	1.585	1.63	1.675
9					49,294	50,693	52,093	53,492
					1.585	1.63	1.675	1.72
10					50,693	52,093	53,492	54,892
					1.63	1.675	1.72	1.765
11					52,093	53,492	54,892	56,291
					1.675	1.72	1.765	1.81
12						54,892	56,291	57,691
						1.765	1.81	1.855
13							57,691	59,090
							1.855	1.9
14								60,490
								1.945
15								61,889
								1.99

09-10 vertical index from 4.25 to 4.5; 06-07 longevity eliminated, BA is at step 5 & MA 27 is step 15

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	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	varies
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 29,750 Index: 4 x 4
 Starting Salary: Entry Level Step: 0
 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	
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92
PPO:	12-13 switch from 350D to 600D COMMENTS:					
LIFE			Deductible Reimbursement:			
LTD	Principal	(thru sal)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CHAMBERS							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 18
1	29,750	30,940	32,130	33,320	34,510	35,700	36,890
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	30,940	32,130	33,320	34,510	35,700	36,890	38,080
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	32,130	33,320	34,510	35,700	36,890	38,080	39,270
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	33,320	34,510	35,700	36,890	38,080	39,270	40,460
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	34,510	35,700	36,890	38,080	39,270	40,460	41,650
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	35,700	36,890	38,080	39,270	40,460	41,650	42,840
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		38,080	39,270	40,460	41,650	42,840	44,030
		1.28	1.32	1.36	1.40	1.44	1.48
8			40,460	41,650	42,840	44,030	45,220
			1.36	1.40	1.44	1.48	1.52
9				42,840	44,030	45,220	46,410
				1.44	1.48	1.52	1.56
10				44,030	45,220	46,410	47,600
				1.48	1.52	1.56	1.60
11				45,220	46,410	47,600	48,790
				1.52	1.56	1.60	1.64
12					47,600	48,790	49,980
					1.60	1.64	1.68
13						49,980	51,170
						1.68	1.72
14						51,170	52,360
						1.72	1.76

Chase County Schools

WORKING CONDITIONS

Contract Days: 184 FTE Teachers: 53.6

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	46	46	46
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,400	Index:	4.5 x 4.5
Starting Salary:	31,400	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	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	800D	444.77	822.85	934.03	1254.17	22.92 or 41.71	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Ind or Dep Dental	IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE							Deductible Reimbursement: Y	450/900
LTD	Madison Nat'l	.00254						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

CHASE COUNTY SCHOOLS									
Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	PHD
0	31,400	32,813	34,226	35,639	37,052	38,465	39,878	41,291	42,704
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	32,813	34,226	35,639	37,052	38,465	39,878	41,291	42,704	44,117
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	34,226	35,639	37,052	38,465	39,878	41,291	42,704	44,117	45,530
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	35,639	37,052	38,465	39,878	41,291	42,704	44,117	45,530	46,943
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	37,052	38,465	39,878	41,291	42,704	44,117	45,530	46,943	48,356
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	38,465	39,878	41,291	42,704	44,117	45,530	46,943	48,356	49,769
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		41,291	42,704	44,117	45,530	46,943	48,356	49,769	51,182
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			44,117	45,530	46,943	48,356	49,769	51,182	52,595
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			45,530	46,943	48,356	49,769	51,182	52,595	54,008
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				48,356	49,769	51,182	52,595	54,008	55,421
				1.54	1.585	1.63	1.675	1.72	1.765
10						52,595	54,008	55,421	56,834
						1.675	1.72	1.765	1.81
11							55,421	56,834	58,247
							1.765	1.81	1.855
12								58,247	59,660
								1.855	1.9

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,300	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
\$1500 stipend may be offered to new hires			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Sp or Dep Dental	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92		IRS 125:
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					
LTD	National Ins Co	.0045 (thru sal)						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 1
								Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Hospital (10)

CLARKSON								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	30,300	31,512	32,724	33,936	35,148	35,148	36,360	37,572
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	31,512	32,724	33,936	35,148	36,360	36,360	37,572	38,784
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	32,724	33,936	35,148	36,360	37,572	37,572	38,784	39,996
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	33,936	35,148	36,360	37,572	38,784	38,784	39,996	41,208
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	35,148	36,360	37,572	38,784	39,996	39,996	41,208	42,420
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	36,360	37,572	38,784	39,996	41,208	41,208	42,420	43,632
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	37,572	38,784	39,996	41,208	42,420	42,420	43,632	44,844
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		39,996	41,208	42,420	43,632	43,632	44,844	46,056
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			42,420	43,632	44,844	44,844	46,056	47,268
			1.40	1.44	1.48	1.48	1.52	1.56
10			43,632	44,844	46,056	46,056	47,268	48,480
			1.44	1.48	1.52	1.52	1.56	1.60
11				46,056	47,268	47,268	48,480	49,692
				1.52	1.56	1.56	1.60	1.64
12					48,480	48,480	49,692	50,904
					1.60	1.60	1.64	1.68
13					49,692	49,692	50,904	52,116
					1.64	1.64	1.68	1.72
14							52,116	53,328
							1.72	1.76

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	7.3
Planning Time:	48	48	48
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:	N	Experience Allowed:	7
Vertical Freeze:	87-88;98-99		
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	460.29	851.56	966.63	1297.93
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92
PPO:			COMMENTS:			
LIFE	Horace Mann	10.25	Deductible Reimbursement:			
LTD	Horace Mann	.0064				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

COLERIDGE										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	MA + 18	MA + 27	MA + 36
1	30,100	31,304	32,508	33,712	34,916	36,120	37,324	38,528	39,732	40,936
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	31,304	32,508	33,712	34,916	36,120	37,324	38,528	39,732	40,936	42,140
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
3	32,508	33,712	34,916	36,120	37,324	38,528	39,732	40,936	42,140	43,344
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
4	33,712	34,916	36,120	37,324	38,528	39,732	40,936	42,140	43,344	44,548
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
5	34,916	36,120	37,324	38,528	39,732	40,936	42,140	43,344	44,548	45,752
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	36,120	37,324	38,528	39,732	40,936	42,140	43,344	44,548	45,752	46,956
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
7	37,324	38,528	39,732	40,936	42,140	43,344	44,548	45,752	46,956	48,160
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
8		39,732	40,936	42,140	43,344	44,548	45,752	46,956	48,160	49,364
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
9		40,936	42,140	43,344	44,548	45,752	46,956	48,160	49,364	50,568
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
10			43,344	44,548	45,752	46,956	48,160	49,364	50,568	51,772
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
11				45,752	46,956	48,160	49,364	50,568	51,772	52,976
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
12					48,160	49,364	50,568	51,772	52,976	54,180
					1.60	1.64	1.68	1.72	1.76	1.80
13						50,568	51,772	52,976	54,180	55,384
						1.68	1.72	1.76	1.80	1.84
14							52,976	54,180	55,384	56,588
							1.76	1.80	1.84	1.88

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	44	84	30
Class Periods/Day:	4	9	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base: 33,700 Index: 4.7 x 5
 Starting Salary: 33,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 Vertical Freeze: 87-88
 Rollback: 85-86 (2 Steps)
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	645
HEALTH	BC/BS	600D/1500D		Cafeteria
DENTAL	BC/BS	2		
PPO:			COMMENTS:	
LIFE	Madison Nat'l	6.90	Deductible Reimbursement:	
LTD				
NON-PARTICIPANT				

Cafeteria Plan

Individ. Depend.
 645 645
 Options: H/A, Cash, TSA
 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	80	yes		
Other Info:	reimb. \$10/day@retire				
PERSONAL	2			1=yes, 1=no 2 add'l days from Emergency L	
BEREAVEMENT	5			add'l from sick lv.	
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	by request				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury, Military

COLUMBUS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54
1	33,700	35,385	37,070	38,755	40,440	42,125	43,810	45,495	47,180	48,865	
	1.00	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4	1.45	
2	35,284	36,969	38,654	40,339	42,024	43,709	45,394	47,079	48,764	50,449	
	1.047	1.097	1.147	1.197	1.247	1.297	1.347	1.397	1.447	1.497	
3	36,868	38,553	40,238	41,923	43,608	45,293	46,978	48,663	50,348	52,033	
	1.094	1.144	1.194	1.244	1.294	1.344	1.394	1.444	1.494	1.544	
4	38,452	40,137	41,822	43,507	45,192	46,877	48,562	50,247	51,932	53,617	
	1.141	1.191	1.241	1.291	1.341	1.391	1.441	1.491	1.541	1.591	
5		41,721	43,406	45,091	46,776	48,461	50,146	51,831	53,516	55,201	
		1.238	1.288	1.338	1.388	1.438	1.488	1.538	1.588	1.638	
6			44,990	46,675	48,360	50,045	51,730	53,415	55,100	56,785	
			1.335	1.385	1.435	1.485	1.535	1.585	1.635	1.685	
7				48,258	49,943	51,628	53,313	54,998	56,683	58,368	
				1.432	1.482	1.532	1.582	1.632	1.682	1.732	
8				49,842	51,527	53,212	54,897	56,582	58,267	59,952	
				1.479	1.529	1.579	1.629	1.679	1.729	1.779	
9					53,111	54,796	56,481	58,166	59,851	61,536	
					1.576	1.626	1.676	1.726	1.776	1.826	
10					54,695	56,380	58,065	59,750	61,435	63,120	
					1.623	1.673	1.723	1.773	1.823	1.873	
11							59,649	61,334	63,019	64,704	
							1.77	1.82	1.87	1.92	
12									64,603	66,288	
									1.917	1.967	
13										67,872	69,770
										2.014	2.07031

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

WORKING CONDITIONS

Contract Days: 164 FTE Teachers: 58

	HS	JH/MS	ELEM
Length of Teacher Day:	9	9	9
Length of Student Day:	8	8	7.75
Planning Time:	52	52	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,500 Index: 4 x 4

Starting Salary: 31,500 Entry Level Step: 1

Career Increments: Y Experience Allowed: 10

Vertical Freeze:

Rollback:

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	25.19 or 41.71	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Principal	.0024						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

CONESTOGA											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27		
1	31,500	32,760	34,020	35,280	36,540	36,540	37,800	39,060	40,320		
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28		
2	32,760	34,020	35,280	36,540	37,800	37,800	39,060	40,320	41,580		
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32		
3	34,020	35,280	36,540	37,800	39,060	39,060	40,320	41,580	42,840		
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36		
4	35,280	36,540	37,800	39,060	40,320	40,320	41,580	42,840	44,100		
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40		
5	36,540	37,800	39,060	40,320	41,580	41,580	42,840	44,100	45,360		
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44		
6	37,800	39,060	40,320	41,580	42,840	42,840	44,100	45,360	46,620		
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48		
7		40,320	41,580	42,840	44,100	44,100	45,360	46,620	47,880		
		1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52		
8		41,580	42,840	44,100	45,360	45,360	46,620	47,880	49,140		
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56		
9			44,100	45,360	46,620	46,620	47,880	49,140	50,400		
			1.40	1.44	1.48	1.48	1.52	1.56	1.60		
10			45,360	46,620	47,880	47,880	49,140	50,400	51,660		
			1.44	1.48	1.52	1.52	1.56	1.60	1.64		
11				47,880	49,140	49,140	50,400	51,660	52,920		
				1.52	1.56	1.56	1.60	1.64	1.68		
12				49,140	50,400	50,400	51,660	52,920	54,180		
				1.56	1.60	1.60	1.64	1.68	1.72		
13					51,660	51,660	52,920	54,180	55,440		
					1.64	1.64	1.68	1.72	1.76		
14							54,180	55,440	56,700		
							1.72	1.76	1.80		
15								56,700	57,960		
								1.80	1.84		

Last step of MA+27 column receives an additional 1% to max of 2.00 index

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	31,450	Index:	4.75 x 4.25
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	86-87, 88-89(Adv)		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	Ind. Dent + Vision
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:	single vision \$11.08/mo		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	National Ins.						
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

COZAD										
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	
1	31,450	32,787	34,123	35,460	36,797	38,133	39,470	40,806	42,143	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	
2	32,944	34,281	35,617	36,954	38,290	39,627	40,964	42,300	43,637	
	1.0475	1.09	1.1325	1.175	1.2175	1.26	1.3025	1.345	1.3875	
3	34,438	35,774	37,111	38,448	39,784	41,121	42,458	43,794	45,131	
	1.095	1.1375	1.18	1.2225	1.265	1.3075	1.35	1.3925	1.435	
4	35,932	37,268	38,605	39,942	41,278	42,615	43,951	45,288	46,625	
	1.1425	1.185	1.2275	1.27	1.3125	1.355	1.3975	1.44	1.4825	
5	37,426	38,762	40,099	41,435	42,772	44,109	45,445	46,782	48,119	
	1.19	1.2325	1.275	1.3175	1.36	1.4025	1.445	1.4875	1.53	
6	38,919	40,256	41,593	42,929	44,266	45,603	46,939	48,276	49,613	
	1.2375	1.28	1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775	
7		41,750	43,087	44,423	45,760	47,096	48,433	49,770	51,106	
		1.3275	1.37	1.4125	1.455	1.4975	1.54	1.5825	1.625	
8			44,580	45,917	47,254	48,590	49,927	51,264	52,600	
			1.4175	1.46	1.5025	1.545	1.5875	1.63	1.6725	
9				47,411	48,748	50,084	51,421	52,757	54,094	
				1.5075	1.55	1.5925	1.635	1.6775	1.72	
10				48,905	50,241	51,578	52,915	54,251	55,588	
				1.555	1.5975	1.64	1.6825	1.725	1.7675	
11					51,735	53,072	54,409	55,745	57,082	
					1.645	1.6875	1.73	1.7725	1.815	
12					53,229	54,566	55,902	57,239	58,576	
					1.6925	1.735	1.7775	1.82	1.8625	
13							57,396	58,733	60,070	
							1.825	1.8675	1.91	
14									61,563	
									1.9575	

WORKING CONDITIONS

Contract Days:	183	FTE Teachers:	25.6
		HS	JH/MS
Length of Teacher Day:	8.42	8.42	8.42
Length of Student Day:	7.5	7.5	7.25
Planning Time:	51	51	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,222	Index:	4.5 x 4.5
Starting Salary:	30,222	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRAWFORD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	30,222 1.00	31,582 1.045	32,942 1.09	34,302 1.135	34,982 1.1575	35,662 1.18	37,022 1.225
2	31,582 1.045	32,942 1.09	34,302 1.135	35,662 1.18	36,342 1.2025	37,022 1.225	38,382 1.27
3	32,942 1.09	34,302 1.135	35,662 1.18	37,022 1.225	37,702 1.2475	38,382 1.27	39,742 1.315
4	34,302 1.135	35,662 1.18	37,022 1.225	38,382 1.27	39,062 1.2925	39,742 1.315	41,102 1.36
5	35,662 1.18	37,022 1.225	38,382 1.27	39,742 1.315	40,422 1.3375	41,102 1.36	42,462 1.405
6		38,382 1.27	39,742 1.315	41,102 1.36	41,782 1.3825	42,462 1.405	43,822 1.45
7		39,742 1.315	41,102 1.36	42,462 1.405	43,142 1.4275	43,822 1.45	45,182 1.495
8			42,462 1.405	43,822 1.45	44,502 1.4725	45,182 1.495	46,542 1.54
9			43,822 1.45	45,182 1.495	45,862 1.5175	46,542 1.54	47,902 1.585
10				46,542 1.54	47,222 1.5625	47,902 1.585	49,262 1.63
11				47,902 1.585	48,582 1.6075	49,262 1.63	50,622 1.675
12						50,622 1.675	51,982 1.72
13						51,982 1.72	53,342 1.765

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.42	6.75	6.68
Planning Time:	104	104	50
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,105 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	736.26
HEALTH	BC/BS	600D/2850D	484.52	896.38	1017.50	1366.24	Each spouse
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:	Ind+\$228.82, Ee/C+\$121.12		COMMENTS: Ind+\$222.18, Ee/C+\$117.60				
LIFE			Deductible Reimbursement:				
LTD	Fortis	.0031 (thru sal)					
NON-PARTICIPANT	\$516.67 in lieu						

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRETE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	32,105	33,550	34,994	36,439		37,884	39,329	40,773	42,218	43,663
	1.00	1.045	1.09	1.135		1.18	1.225	1.27	1.315	1.36
2	33,550	34,994	36,439	37,884		39,329	40,773	42,218	43,663	45,108
	1.045	1.09	1.135	1.18		1.225	1.27	1.315	1.36	1.405
3	34,994	36,439	37,884	39,329		40,773	42,218	43,663	45,108	46,552
	1.09	1.135	1.18	1.225		1.27	1.315	1.36	1.405	1.45
4	36,439	37,884	39,329	40,773		42,218	43,663	45,108	46,552	47,997
	1.135	1.18	1.225	1.27		1.315	1.36	1.405	1.45	1.495
5	37,884	39,329	40,773	42,218		43,663	45,108	46,552	47,997	49,442
	1.18	1.225	1.27	1.315		1.36	1.405	1.45	1.495	1.54
6	39,329	40,773	42,218	43,663		45,108	46,552	47,997	49,442	50,886
	1.225	1.27	1.315	1.36		1.405	1.45	1.495	1.54	1.585
7		42,218	43,663	45,108	46,552	46,552	47,997	49,442	50,886	52,331
		1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8			45,108	46,552	47,997	47,997	49,442	50,886	52,331	53,776
			1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			46,552	47,997	49,442	49,442	50,886	52,331	53,776	55,221
			1.495	1.54	1.585	1.585	1.63	1.675	1.72	1.765
10				49,442	50,886	50,886	52,331	53,776	55,221	56,665
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11					52,331	52,331	53,776	55,221	56,665	58,110
					1.63	1.63	1.675	1.72	1.765	1.81
12,13,14					53,776	53,776	55,221	56,665	58,110	59,555
					1.675	1.675	1.72	1.765	1.81	1.855
15							56,665	58,110	59,555	61,000
							1.765	1.81	1.855	1.9
16									61,000	62,444
									1.9	1.945
17										63,889
										1.99

02-03 all experience allowed, 08-09 BA36 column closed to new entrants

WORKING CONDITIONS

Contract Days: 187 FTE Teachers: 63.75

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.37	6.37	5.83
Planning Time:	47	47	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,600	Index:	4 x 5
Starting Salary:	31,600	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	460.29	851.56	966.63	1297.93	25.19 or 41.71	Options:	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD							Minimum FTE: 0.5		
NON-PARTICIPANT							Contribution: fte		

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

DAVID CITY								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	31,600	33,180	34,760	36,340	37,920	39,500	41,080	42,660
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	32,864	34,444	36,024	37,604	39,184	40,764	42,344	43,924
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	34,128	35,708	37,288	38,868	40,448	42,028	43,608	45,188
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	35,392	36,972	38,552	40,132	41,712	43,292	44,872	46,452
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	36,656	38,236	39,816	41,396	42,976	44,556	46,136	47,716
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	37,920	39,500	41,080	42,660	44,240	45,820	47,400	48,980
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	39,184	40,764	42,344	43,924	45,504	47,084	48,664	50,244
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	40,448	42,028	43,608	45,188	46,768	48,348	49,928	51,508
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		43,292	44,872	46,452	48,032	49,612	51,192	52,772
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			46,136	47,716	49,296	50,876	52,456	54,036
			1.46	1.51	1.56	1.61	1.66	1.71
11				48,980	50,560	52,140	53,720	55,300
				1.55	1.60	1.65	1.70	1.75
12					51,824	53,404	54,984	56,564
					1.64	1.69	1.74	1.79
13						54,668	56,248	57,828
						1.73	1.78	1.83
14							57,512	59,092
							1.82	1.87

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6
Planning Time:	87	87	117
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,000 Index: 4.5 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5+1 for 2
 *Years experience: 5 yrs + 1 for every 2 beyond 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D/2850D	485.45	898.10	1019.45	1368.86
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63
PPO: COMMENTS:						
LIFE			Deductible Reimbursement:			
LTD	Amer. Fidelity	5.00				
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:
PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

D E S H L E R						
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	30,000	31,200	32,400	33,600	34,800	36,000
	1.00	1.04	1.08	1.12	1.16	1.2
2	31,350	32,550	33,750	34,950	36,150	37,350
	1.045	1.085	1.125	1.165	1.205	1.245
3	32,700	33,900	35,100	36,300	37,500	38,700
	1.09	1.13	1.17	1.21	1.25	1.29
4	34,050	35,250	36,450	37,650	38,850	40,050
	1.135	1.175	1.215	1.255	1.295	1.335
5	35,400	36,600	37,800	39,000	40,200	41,400
	1.18	1.22	1.26	1.3	1.34	1.38
6		37,950	39,150	40,350	41,550	42,750
		1.265	1.305	1.345	1.385	1.425
7		39,300	40,500	41,700	42,900	44,100
		1.31	1.35	1.39	1.43	1.47
8			41,850	43,050	44,250	45,450
			1.395	1.435	1.475	1.515
9				44,400	45,600	46,800
				1.48	1.52	1.56
10				45,750	46,950	48,150
				1.525	1.565	1.605
11					48,300	49,500
					1.61	1.65
12					49,650	50,850
					1.655	1.695
13					51,000	52,200
					1.7	1.74
14					51,675	53,550
					1.7225	1.785

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	31,150	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	7
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	460.29	851.56	966.63	1297.93	25.19 or 41.71	Options:	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Guardian		Deductible Reimbursement:					PART-TIME BENEFITS	
LTD							Minimum FTE: 0.5		
NON-PARTICIPANT							Contribution: fte		

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

DILLER-ODELL									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	31,150	32,396	33,642	34,888	35,511	36,134	37,380	38,626	
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	
2	32,396	33,642	34,888	36,134	36,757	37,380	38,626	39,872	
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28	
3	33,642	34,888	36,134	37,380	38,003	38,626	39,872	41,118	
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32	
4	34,888	36,134	37,380	38,626	39,249	39,872	41,118	42,364	
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36	
5	36,134	37,380	38,626	39,872	40,495	41,118	42,364	43,610	
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40	
6	37,380	38,626	39,872	41,118	41,741	42,364	43,610	44,856	
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	
7	38,626	39,872	41,118	42,364	42,987	43,610	44,856	46,102	
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48	
8	39,872	41,118	42,364	43,610	44,233	44,856	46,102	47,348	
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52	
9		42,364	43,610	44,856	45,479	46,102	47,348	48,594	
		1.36	1.40	1.44	1.46	1.48	1.52	1.56	
10			44,856	46,102	46,725	47,348	48,594	49,840	
			1.44	1.48	1.50	1.52	1.56	1.60	
11				47,348	47,971	48,594	49,840	51,086	
				1.52	1.54	1.56	1.60	1.64	
12					49,217	49,840	51,086	52,332	
					1.58	1.60	1.64	1.68	
13						50,463	51,086	52,332	
						1.62	1.64	1.68	
14									54,824
									1.76
15									56,070
									1.80

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 46

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.27	7.27	7.15
Planning Time:	47	47	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,825	Index:	4 x 5
Starting Salary:	30,825	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	11
Vertical Freeze:	98-99, 05-06		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	25.19 or 41.71
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep. Dental
PPO:			COMMENTS:				
LIFE	Principal	1.90	Deductible Reimbursement:				
LTD	Principal	.0052 (thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: No

OTHER LEAVES: Emergency Lv from annual

DONIPHAN-TRUMBULL											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27		
1	30,825	32,366	33,908	35,449	36,990	36,990	38,531	40,073	41,614		
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35		
2	32,058	33,599	35,141	36,682	38,223	38,223	39,764	41,306	42,847		
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39		
3	33,291	34,832	36,374	37,915	39,456	39,456	40,997	42,539	44,080		
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43		
4	34,524	36,065	37,607	39,148	40,689	40,689	42,230	43,772	45,313		
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47		
5	35,757	37,298	38,840	40,381	41,922	41,922	43,463	45,005	46,546		
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51		
6		38,531	40,073	41,614	43,155	43,155	44,696	46,238	47,779		
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55		
7		39,764	41,306	42,847	44,388	44,388	45,929	47,471	49,012		
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59		
8			42,539	44,080	45,621	45,621	47,162	48,704	50,245		
			1.38	1.43	1.48	1.48	1.53	1.58	1.63		
9			43,772	45,313	46,854	46,854	48,395	49,937	51,478		
			1.42	1.47	1.52	1.52	1.57	1.62	1.67		
10				46,546	48,087	48,087	49,628	51,170	52,711		
				1.51	1.56	1.56	1.61	1.66	1.71		
11				47,779	49,320	49,320	50,861	52,403	53,944		
				1.55	1.60	1.60	1.65	1.70	1.75		
12					50,553	50,553	52,094	53,636	55,177		
					1.64	1.64	1.69	1.74	1.79		
13					51,786	51,786	53,327	54,869	56,410		
					1.68	1.68	1.73	1.78	1.83		
14							54,560	56,102	57,643		
							1.77	1.82	1.87		
15							55,793	57,335	58,876		
							1.81	1.86	1.91		

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,950	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
BA Step 6 = 2%			
Vertical Freeze:	87-88; 00-01		
Rollback:	87-88;00-01		
Multi-year Contract:	12-13, 13-14		

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	460.29	851.56	966.63	1297.93
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63
PPO:			COMMENTS:			
LIFE	Principal		Deductible Reimbursement:			
LTD	Principal					
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	50	yes		
Other Info:					
PERSONAL	2			no	acc. to 5;add'l. w/appr. and sub
BEREAVEMENT	5				
PROFESSIONAL	2			yes	exp can be reimb.
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DORCHESTER

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	30,950	32,188	33,426	34,664	35,902	35,902	37,140	38,378
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	32,188	33,426	34,664	35,902	37,140	37,140	38,378	39,616
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	33,426	34,664	35,902	37,140	38,378	38,378	39,616	40,854
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	34,664	35,902	37,140	38,378	39,616	39,616	40,854	42,092
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	35,902	37,140	38,378	39,616	40,854	40,854	42,092	43,330
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	37,140	38,378	39,616	40,854	42,092	42,092	43,330	44,568
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		39,616	40,854	42,092	43,330	43,330	44,568	45,806
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		40,854	42,092	43,330	44,568	44,568	45,806	47,044
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			43,330	44,568	45,806	45,806	47,044	48,282
			1.40	1.44	1.48	1.48	1.52	1.56
10				45,806	47,044	47,044	48,282	49,520
				1.48	1.52	1.52	1.56	1.60
11					48,282	48,282	49,520	50,758
					1.56	1.56	1.60	1.64
12						49,520	50,758	51,996
						1.60	1.64	1.68
13							51,996	53,234
							1.68	1.72

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.20	7.15
Planning Time:	48	44	44
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,100	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:	91-92 (1 stp)		
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	22.92
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Ind. Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	no		
Other Info:	\$25/day over 30 EOY				
PERSONAL	3			yes	accum. 4; buyback max of 2/yr
BEREAVEMENT	10				bereavement/immed fam illness
PROFESSIONAL	2			yes	travel pd (\$100-\$200)
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:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DUNDY COUNTY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	31,100	32,344	33,588	34,832	36,076	36,076	37,320	38,564
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	32,344	33,588	34,832	36,076	37,320	37,320	38,564	39,808
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	33,588	34,832	36,076	37,320	38,564	38,564	39,808	41,052
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	34,832	36,076	37,320	38,564	39,808	39,808	41,052	42,296
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	36,076	37,320	38,564	39,808	41,052	41,052	42,296	43,540
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	37,320	38,564	39,808	41,052	42,296	42,296	43,540	44,784
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	38,564	39,808	41,052	42,296	43,540	43,540	44,784	46,028
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		41,052	42,296	43,540	44,784	44,784	46,028	47,272
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			43,540	44,784	46,028	46,028	47,272	48,516
			1.40	1.44	1.48	1.48	1.52	1.56
10				46,028	47,272	47,272	48,516	49,760
				1.48	1.52	1.52	1.56	1.60
11				47,272	48,516	48,516	49,760	51,004
				1.52	1.56	1.56	1.60	1.64
12					49,760	49,760	51,004	52,248
					1.60	1.60	1.64	1.68
13						51,004	52,248	53,492
						1.64	1.68	1.72
14							53,492	54,736
							1.72	1.76
15								55,980
								1.80

6 teachers are placed on a 4 X 5 schedule (grandfathering)

WORKING CONDITIONS

Contract Days:	169	FTE Teachers:	
		HS	JH/MS ELEM
Length of Teacher Day:	8.5	8.5	8.5
Length of Student Day:	8	8	8
Planning Time:	60	60	60
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	28,280	Index:	4 x 5
Starting Salary:	28,280	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child EE/Spouse EE/Sp/Child	
HEALTH	BC/BS	800D	449.94	832.42	944.90 1268.76	Cash
DENTAL	BC/BS	3	47.39	47.39	47.39 47.39	
PPO:	1/1/2013 switch from 600D to 800I COMMENTS:					
LIFE			Deductible Reimbursement:			
LTD	National Ins	.0069				
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	35	yes		
Other Info:	reimb. \$15/day max 12 days				
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELBA								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	28,280	29,694	31,108	32,522	33,936	33,936	35,350	36,764
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	29,411	30,825	32,239	33,653	35,067	35,067	36,481	37,895
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	30,542	31,956	33,370	34,784	36,198	36,198	37,612	39,026
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	31,674	33,088	34,502	35,916	37,330	37,330	38,744	40,158
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	32,805	34,219	35,633	37,047	38,461	38,461	39,875	41,289
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	33,936	35,350	36,764	38,178	39,592	39,592	41,006	42,420
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7		36,481	37,895	39,309	40,723	40,723	42,137	43,551
		1.29	1.34	1.39	1.44	1.44	1.49	1.54
8			39,026	40,440	41,854	41,854	43,268	44,682
			1.38	1.43	1.48	1.48	1.53	1.58
9				41,572	42,986	42,986	44,400	45,814
				1.47	1.52	1.52	1.57	1.62
10					44,117	44,117	45,531	46,945
					1.56	1.56	1.61	1.66
11							46,662	48,076
							1.65	1.70

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		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:	7	7	

SALARY SCHEDULE

Base:	30,000	Index:	4 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:	89-90		
Rollback:	88-89		
Multi-year Contract:	12-13, 13-14		

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	484.52	896.38	1017.50	1366.24	25.19 or 41.71	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep. Dental	
PPO:	12-13 switch from 350D to 600D		COMMENTS:					IRS 125: Y
LIFE							Deductible Reimbursement:	Flex Accounts: Y
LTD	Principal	.0041						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.4 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELGIN								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	30,000	31,350	32,700	34,050	35,400	36,750	38,100	39,450
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	31,200	32,550	33,900	35,250	36,600	37,950	39,300	40,650
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	32,400	33,750	35,100	36,450	37,800	39,150	40,500	41,850
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	33,600	34,950	36,300	37,650	39,000	40,350	41,700	43,050
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	34,800	36,150	37,500	38,850	40,200	41,550	42,900	44,250
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		37,350	38,700	40,050	41,400	42,750	44,100	45,450
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			39,900	41,250	42,600	43,950	45,300	46,650
			1.33	1.375	1.42	1.465	1.51	1.555
8			41,100	42,450	43,800	45,150	46,500	47,850
			1.37	1.415	1.46	1.505	1.55	1.595
9				43,650	45,000	46,350	47,700	49,050
				1.455	1.5	1.545	1.59	1.635
10				44,850	46,200	47,550	48,900	50,250
				1.495	1.54	1.585	1.63	1.675
11						48,750	50,100	51,450
						1.625	1.67	1.715

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 33
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.33 7.33 7.33
 Planning Time: 49 49 30
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,000 Index: 4 x 4.5
 Starting Salary: 33,480 Entry Level Step: 3
 Career Increments: N Experience Allowed: all
 BA+45 and BA+54 available if employed 1986-87
 Vertical Freeze: 88-89,89-90
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	225.19 or 241.71
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Dep. Dental+403b
PPO:	E,EC,ES: \$200/mo to 403b		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Principal	.0052 (thru 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	20/8	60	yes		
Other Info: 20 1st yr., 8 ea. yr. after					
PERSONAL	2			yes	\$100/day unused, may buy 1 d
BEREAVEMENT	2				immed. fam.-unl.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELKHORN VALLEY

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA	MA+9	MA+18
1	31,000	32,395	33,790	35,185	36,580	39,370	36,580	37,975	39,370
	1.00	1.045	1.09	1.135	1.18	1.27	1.18	1.225	1.27
2	32,240	33,635	35,030	36,425	37,820	40,610	37,820	39,215	40,610
	1.04	1.085	1.13	1.175	1.22	1.31	1.22	1.265	1.31
3	33,480	34,875	36,270	37,665	39,060	41,850	39,060	40,455	41,850
	1.08	1.125	1.17	1.215	1.26	1.35	1.26	1.305	1.35
4	34,720	36,115	37,510	38,905	40,300	43,090	40,300	41,695	43,090
	1.12	1.165	1.21	1.255	1.3	1.39	1.3	1.345	1.39
5	35,960	37,355	38,750	40,145	41,540	44,330	41,540	42,424	44,330
	1.16	1.205	1.25	1.295	1.34	1.43	1.34	1.3685	1.43
6		38,595	39,990	41,385	42,780	45,570	42,780	44,175	45,570
		1.245	1.29	1.335	1.38	1.47	1.38	1.425	1.47
7		39,835	41,230	42,625	44,020	46,810	44,020	45,415	46,810
		1.285	1.33	1.375	1.42	1.51	1.42	1.465	1.51
8			42,470	43,865	45,260	48,050	45,260	46,655	48,050
			1.37	1.415	1.46	1.55	1.46	1.505	1.55
9				45,105	46,500	49,290	46,500	47,895	49,290
				1.455	1.5	1.59	1.5	1.545	1.59
10					47,740	50,530	47,740	49,135	50,530
					1.54	1.63	1.54	1.585	1.63
11					48,980	51,770	48,980	50,375	51,770
					1.58	1.67	1.58	1.625	1.67
12						53,010	50,220	51,615	53,010
						1.71	1.62	1.665	1.71
13						54,250	51,460	52,855	54,250
						1.75	1.66	1.705	1.75
14								54,095	55,490
								1.745	1.79
15									56,730
									1.83

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

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6.5
Planning Time:	48	48	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,925	Index:	4 x 4
Starting Salary:	30,925	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Cash
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Principal	.0039					
NON-PARTICIPANT	\$487.15 Cash						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ELM CREEK								
Step	BA		BA+9		BA+18		BA+27	
	BA	BA+9	BA+18	BA+27	BA+36		BA+45	
	MA	MA+9	MA+18	MA+27	MA	MA+9	MA+18	MA+27
1	30,925	32,162	33,399	34,636	35,873	37,110	38,347	39,584
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	32,162	33,399	34,636	35,873	37,110	38,347	39,584	40,821
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	33,399	34,636	35,873	37,110	38,347	39,584	40,821	42,058
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	34,636	35,873	37,110	38,347	39,584	40,821	42,058	43,295
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	35,873	37,110	38,347	39,584	40,821	42,058	43,295	44,532
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	37,110	38,347	39,584	40,821	42,058	43,295	44,532	45,769
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		39,584	40,821	42,058	43,295	44,532	45,769	47,006
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			42,058	43,295	44,532	45,769	47,006	48,243
			1.36	1.40	1.44	1.48	1.52	1.56
9				44,532	45,769	47,006	48,243	49,480
				1.44	1.48	1.52	1.56	1.60
10					45,769	47,006	48,243	49,480
					1.48	1.52	1.56	1.60
11						48,243	49,480	50,717
						1.56	1.60	1.64
12							49,480	50,717
							1.60	1.64
13								51,954
								1.68
14								
								54,428
								1.72
15								
								55,665
								1.76
								56,902
								1.84

09-10 BA45 removed, teachers grandfathered

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

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	80
Class Periods/Day: 8	8	
Normal Teaching Load: 7	7	

SALARY SCHEDULE

Base: 30,000 Index: 4 x 4
 Starting Salary: 30,000 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	460.29	851.56	966.63	1297.93	51.96 or 85.97	Options:
DENTAL	BC/BS	5	47.22	47.22	47.22	47.22	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					
LTD	Principal	.0049						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 1 Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Paternity-2 from sick lv.

ELWOOD

Step					BA + 36		BA + 45	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	
1	30,000	31,200	32,400	33,600	34,800	36,000	37,200	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	31,200	32,400	33,600	34,800	36,000	37,200	38,400	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	32,400	33,600	34,800	36,000	37,200	38,400	39,600	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	33,600	34,800	36,000	37,200	38,400	39,600	40,800	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	34,800	36,000	37,200	38,400	39,600	40,800	42,000	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	36,000	37,200	38,400	39,600	40,800	42,000	43,200	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7	37,200	38,400	39,600	40,800	42,000	43,200	44,400	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
8		39,600	40,800	42,000	43,200	44,400	45,600	
		1.32	1.36	1.40	1.44	1.48	1.52	
9			42,000	43,200	44,400	45,600	46,800	
			1.40	1.44	1.48	1.52	1.56	
10				44,400	45,600	46,800	48,000	
				1.48	1.52	1.56	1.60	
11					46,800	48,000	49,200	
					1.56	1.60	1.64	
12					48,000	49,200	50,400	
					1.60	1.64	1.68	
13					49,200	50,400	51,600	
					1.64	1.68	1.72	
14						51,600	52,800	
						1.72	1.76	

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 27

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

SALARY SCHEDULE

Base: 31,900 Index: 4 x 4
 Starting Salary: 31,900 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Cash
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63	
PPO:							507.44
LIFE							
LTD	Madison Nat'l	.0051 (thru sal)					
NON-PARTICIPANT 507.44 Cash Benefit							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EMERSON-HUBBARD								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	
1	31,900	33,176	34,452	35,728	37,004	38,280	39,556	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	33,176	34,452	35,728	37,004	38,280	39,556	40,832	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	34,452	35,728	37,004	38,280	39,556	40,832	42,108	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	35,728	37,004	38,280	39,556	40,832	42,108	43,384	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	37,004	38,280	39,556	40,832	42,108	43,384	44,660	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	38,280	39,556	40,832	42,108	43,384	44,660	45,936	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7	39,556	40,832	42,108	43,384	44,660	45,936	47,212	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
8		42,108	43,384	44,660	45,936	47,212	48,488	
		1.32	1.36	1.40	1.44	1.48	1.52	
9		43,384	44,660	45,936	47,212	48,488	49,764	
		1.36	1.40	1.44	1.48	1.52	1.56	
10			45,936	47,212	48,488	49,764	51,040	
			1.44	1.48	1.52	1.56	1.60	
11			47,212	48,488	49,764	51,040	52,316	
			1.48	1.52	1.56	1.60	1.64	
12				49,764	51,040	52,316	53,592	
				1.56	1.60	1.64	1.68	
13					52,316	53,592	54,868	
					1.64	1.68	1.72	
14					53,592	54,868	56,144	
					1.68	1.72	1.76	
15						56,144	57,420	
						1.76	1.80	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 47.5
 HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 30,095 Index: 4 x 4
 Starting Salary: 30,697 Entry Level Step: 1*
 Career Increments: N Experience Allowed: 8
 Stp 1 is 1.02 index
 Vertical Freeze: 04-05
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	457.50	664.00	700.00	920.00	Flat Salary
DENTAL	BC/BS	2	21.00	21.00	21.00	21.00	
PPO:	flat salary \$233.33		COMMENTS:				
LIFE	Madison Life	9.33	Deductible Reimbursement: N				
LTD							
NON-PARTICIPANT	flat salary \$233.33						

Cafeteria Plan

Individ. Depend.
 233.33 233.33
 Options: added to salary
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Administrative, Emergency, Civil

ESU #01-WAKEFIELD	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
Base	30,095										
1	30,697	31,901	33,105	34,308	35,813	35,813	37,017	38,221	39,424	40,628	43,638
2	31,299	32,503	33,706	34,910	36,415	36,415	37,619	38,823	40,026	41,230	44,240
3	32,503	33,706	34,910	36,114	37,619	37,619	38,823	40,026	41,230	42,434	45,443
4	33,706	34,910	36,114	37,318	38,823	38,823	40,026	41,230	42,434	43,638	46,647
5	34,910	36,114	37,318	38,522	40,026	40,026	41,230	42,434	43,638	44,842	47,851
6	36,114	37,318	38,522	39,725	41,230	41,230	42,434	43,638	44,842	46,045	49,055
7	37,318	38,522	39,725	40,929	42,434	42,434	43,638	44,842	46,045	47,249	50,259
8	38,522	39,725	40,929	42,133	43,638	43,638	44,842	46,045	47,249	48,453	51,462
9	39,725	40,929	42,133	43,337	44,842	44,842	46,045	47,249	48,453	49,657	52,666
10	40,929	42,133	43,337	44,541	46,045	46,045	47,249	48,453	49,657	50,861	53,870
11	42,133	43,337	44,541	45,744	47,249	47,249	48,453	49,657	50,861	52,064	55,074
12	43,337	44,541	45,744	46,948	48,453	48,453	49,657	50,861	52,064	53,268	56,278
13	44,541	45,744	46,948	48,152	49,657	49,657	50,861	52,064	53,268	54,472	57,481
14	45,744	46,948	48,152	49,356	50,861	50,861	52,064	53,268	54,472	55,676	58,685
15	46,948	48,152	49,356	50,560	52,064	52,064	53,268	54,472	55,676	56,880	59,889
16	48,152	49,356	50,560	51,764	53,268	53,268	54,472	55,676	56,880	58,083	61,093
17	49,356	50,560	51,764	53,178	54,773	54,773	55,977	57,181	58,385	59,589	62,297
18	50,560	51,764	52,968	54,392	56,000	56,000	57,204	58,408	59,612	60,816	63,500
											2.11

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 28,750 Index: 4.5 x 4.5
 Starting Salary: 33,925 Entry Level Step: 5
 Career Increments: N Experience Allowed: 5
 Longevity - 4.5% after ea. successive 3 yrs.
 Vertical Freeze: 96-97
 Rollback: 85-86, 90-91
 Multi-year Contract: 11-12, 12-13, 13-14

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	460.29	851.56	966.63	1297.93	483.21	Cafeteria	
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63			
PPO:	12-13 350D to 600D		COMMENTS: *LTD-District pays 3/4(.0021)						
LIFE	Principal	12.70	Deductible Reimbursement:						
LTD	Principal	.0021 (thru sal)							
NON-PARTICIPANT									

Cafeteria Plan

Individ. Depend.
 483.21 483.21
 Options: H/A, TSA, Cash
 IRS 125: Y
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: paternity - 2 days

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	28,750										
	1.00										
2	30,044										
	1.045										
3	31,338										
	1.09										
4	32,631										
	1.135										
5	33,925	35,219	36,513	37,806	39,100	39,100	40,394	41,688	42,981	44,275	45,569
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	35,219	36,513	37,806	39,100	40,394	40,394	41,688	42,981	44,275	45,569	46,863
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	36,513	37,806	39,100	40,394	41,688	41,688	42,981	44,275	45,569	46,863	48,156
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	39,100	40,394	41,688	42,981	44,275	42,981	44,275	45,569	46,863	48,156	49,450
	1.36	1.405	1.45	1.495	1.54	1.495	1.54	1.585	1.63	1.675	1.72
9	41,688	42,981	44,275	45,569	46,863	44,275	45,569	46,863	48,156	49,450	50,744
	1.45	1.495	1.54	1.585	1.63	1.54	1.585	1.63	1.675	1.72	1.765
10	44,275	45,569	46,863	48,156	49,450	45,569	46,863	48,156	49,450	50,744	52,038
	1.54	1.585	1.63	1.675	1.72	1.585	1.63	1.675	1.72	1.765	1.81
11	45,569	46,863	48,156	49,450	50,744	46,863	48,156	49,450	50,744	52,038	53,331
	1.585	1.63	1.675	1.72	1.765	1.63	1.675	1.72	1.765	1.81	1.855
12	46,863	48,156	49,450	50,744	52,038	48,156	49,450	50,744	52,038	53,331	54,625
	1.63	1.675	1.72	1.765	1.81	1.675	1.72	1.765	1.81	1.855	1.9
13	48,156	49,450	50,744	52,038	53,331	49,450	50,744	52,038	53,331	54,625	55,919
	1.675	1.72	1.765	1.81	1.855	1.72	1.765	1.81	1.855	1.9	1.945
14	49,450	50,744	52,038	53,331	54,625	50,744	52,038	53,331	54,625	55,919	57,213
	1.72	1.765	1.81	1.855	1.9	1.765	1.81	1.855	1.9	1.945	1.99
15	50,744	52,038	53,331	54,625	55,919	52,038	53,331	54,625	55,919	57,213	58,506
	1.81	1.855	1.9	1.945	1.99	1.81	1.855	1.9	1.945	1.99	2.035
16	53,331	54,625	55,919	57,213	58,506	53,331	54,625	55,919	57,213	58,506	59,800
	1.855	1.9	1.945	1.99	2.035	1.855	1.9	1.945	1.99	2.035	2.08
17	54,625	55,919	57,213	58,506	59,800	54,625	55,919	57,213	58,506	59,800	61,094
	1.9	1.945	1.99	2.035	2.08	1.9	1.945	1.99	2.035	2.08	2.125
18	55,919	57,213	58,506	59,800	61,094	55,919	57,213	58,506	59,800	61,094	62,388
	1.945	1.99	2.035	2.08	2.125	1.945	1.99	2.035	2.08	2.125	2.17
19	57,213	58,506	59,800	61,094	62,388	57,213	58,506	59,800	61,094	62,388	63,681
	1.99	2.035	2.08	2.125	2.17	1.99	2.035	2.08	2.125	2.17	2.215

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 29,265 Index: 5 x 5
 Starting Salary: 32,192 Entry Level Step: 3
 Career Increments: N Experience Allowed: 10
 Vertical Freeze: 04-05,05-06,07-08,08-09
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1343.10
HEALTH	BC/BS	800D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 1343.10 1343.10
 Options: H/A, Cash, TSA
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

ESU #03-OMAHA										
Step	BA	BA+12	BA+24	BA+36	MA	MA+12	MA+24	MA+30	MA+36	EDSPEC
										PHD
1	29,265	30,728	32,192	33,655	33,655	35,118	36,581	38,045	39,508	40,971
	1.00	1.05	1.10	1.15	1.15	1.20	1.25	1.30	1.35	1.40
2	30,728	32,192	33,655	35,118	35,118	36,581	38,045	39,508	40,971	42,434
	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
3	32,192	33,655	35,118	36,581	36,581	38,045	39,508	40,971	42,434	43,898
	1.10	1.15	1.20	1.25	1.25	1.30	1.35	1.40	1.45	1.50
4	33,655	35,118	36,581	38,045	38,045	39,508	40,971	42,434	43,898	45,361
	1.15	1.20	1.25	1.30	1.30	1.35	1.40	1.45	1.50	1.55
5	35,118	36,581	38,045	39,508	39,508	40,971	42,434	43,898	45,361	46,824
	1.20	1.25	1.30	1.35	1.35	1.40	1.45	1.50	1.55	1.60
6	36,581	38,045	39,508	40,971	40,971	42,434	43,898	45,361	46,824	48,287
	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	38,045	39,508	40,971	42,434	42,434	43,898	45,361	46,824	48,287	49,751
	1.30	1.35	1.40	1.45	1.45	1.50	1.55	1.60	1.65	1.70
8	39,508	40,971	42,434	43,898	43,898	45,361	46,824	48,287	49,751	51,214
	1.35	1.40	1.45	1.50	1.50	1.55	1.60	1.65	1.70	1.75
9	40,971	42,434	43,898	45,361	45,361	46,824	48,287	49,751	51,214	52,677
	1.40	1.45	1.50	1.55	1.55	1.60	1.65	1.70	1.75	1.80
10	42,434	43,898	45,361	46,824	46,824	48,287	49,751	51,214	52,677	54,140
	1.45	1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80	1.85
11		45,361	46,824	48,287	48,287	49,751	51,214	52,677	54,140	55,604
		1.55	1.60	1.65	1.65	1.70	1.75	1.80	1.85	1.90
12		46,824	48,287	49,751	49,751	51,214	52,677	54,140	55,604	57,067
		1.60	1.65	1.70	1.70	1.75	1.80	1.85	1.90	1.95
13		48,287	49,751	51,214	51,214	52,677	54,140	55,604	57,067	58,530
		1.65	1.70	1.75	1.75	1.80	1.85	1.90	1.95	2.00
14				52,677	52,677	54,140	55,604	57,067	58,530	59,993
				1.80	1.80	1.85	1.90	1.95	2.00	2.05
15				54,140	54,140	55,604	57,067	58,530	59,993	61,457
				1.85	1.85	1.90	1.95	2.00	2.05	2.10
16				55,604	55,604	57,067	58,530	59,993	61,457	62,920
				1.90	1.90	1.95	2.00	2.05	2.10	2.15
17							59,993	61,457	62,920	64,383
							2.05	2.10	2.15	2.20
18							61,457	62,920	64,383	65,846
							2.10	2.15	2.20	2.25

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
8	8	8
7.1	7.1	7.1
20	49	
8	8	
8	7	

Length of Teacher Day: 8
 Length of Student Day: 7.1
 Planning Time: 20
 Class Periods/Day: 8
 Normal Teaching Load: 8

SALARY SCHEDULE

Base: 33,880 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	875
HEALTH	BC/BS	600D		Cafeteria
DENTAL	BC/BS	2		
PPO:			COMMENTS:	
LIFE	Am. Fidelity	4.50	Deductible Reimbursement:	
LTD				
NON-PARTICIPANT				

Cafeteria Plan

Individ. Depend.
 875 875
 Options: H/A, Dental, LTD, TSA
 IRS 125: Y
 Flex Accounts: Y
PART-TIME BENEFITS
 Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #05-BEATRICE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	PHD
	EDSPEC								
1	33,880	35,574	37,268	38,962	40,656	42,350	44,044	45,738	47,432
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,235	36,929	38,623	40,317	42,011	43,705	45,399	47,093	48,787
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,590	38,284	39,978	41,672	43,366	45,060	46,754	48,448	50,142
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	37,946	39,640	41,334	43,028	44,722	46,416	48,110	49,804	51,498
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,301	40,995	42,689	44,383	46,077	47,771	49,465	51,159	52,853
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	40,656	42,350	44,044	45,738	47,432	49,126	50,820	52,514	54,208
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	42,011	43,705	45,399	47,093	48,787	50,481	52,175	53,869	55,563
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8	43,366	45,060	46,754	48,448	50,142	51,836	53,530	55,224	56,918
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		46,416	48,110	49,804	51,498	53,192	54,886	56,580	58,274
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			49,465	51,159	52,853	54,547	56,241	57,935	59,629
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				52,514	54,208	55,902	57,596	59,290	60,984
				1.55	1.60	1.65	1.70	1.75	1.80
12					55,563	57,257	58,951	60,645	62,339
					1.64	1.69	1.74	1.79	1.84

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 32,100 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	168.19 or 225.83 Full Premium	
HEALTH	BC/BS	350D	434.35	803.56	912.14	1224.77		
DENTAL	BC/BS	2	19.48	36.02	40.89	54.94		
PPO:	employee pays 15% of premium COMMENTS:							
LIFE	Deductible Reimbursement:							
LTD	Nat'l Insurance	.0041						
NON-PARTICIPANT								

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

ESU #06-MILFORD	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
Step 1	32,100	33,384	34,668	35,952	37,236	38,520	39,804	41,088	42,372	43,656	44,940	46,224
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
2	33,384	34,668	35,952	37,236	38,520	39,804	41,088	42,372	43,656	44,940	46,224	47,508
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
3	34,668	35,952	37,236	38,520	39,804	41,088	42,372	43,656	44,940	46,224	47,508	48,792
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
4	35,952	37,236	38,520	39,804	41,088	42,372	43,656	44,940	46,224	47,508	48,792	50,076
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
5	37,236	38,520	39,804	41,088	42,372	43,656	44,940	46,224	47,508	48,792	50,076	51,360
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
6	38,520	39,804	41,088	42,372	43,656	44,940	46,224	47,508	48,792	50,076	51,360	52,644
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
7	38,841	41,088	42,372	43,656	44,940	46,224	47,508	48,792	50,076	51,360	52,644	53,928
	1.21	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
8		41,409	43,656	44,940	46,224	47,508	48,792	50,076	51,360	52,644	53,928	55,212
		1.29	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9			43,977	46,224	47,508	48,792	50,076	51,360	52,644	53,928	55,212	56,496
			1.37	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				47,508	48,792	50,076	51,360	52,644	53,928	55,212	56,496	57,780
				1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11				47,829	50,076	51,360	52,644	53,928	55,212	56,496	57,780	59,064
				1.49	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12					51,360	52,644	53,928	55,212	56,496	57,780	59,064	60,348
					1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					51,681	52,965	55,212	56,496	57,780	59,064	60,348	61,632
					1.61	1.65	1.72	1.76	1.80	1.84	1.88	1.92
14							56,496	57,780	59,064	60,348	61,632	62,916
							1.76	1.80	1.84	1.88	1.92	1.96
15							56,817	58,101	60,348	61,632	62,916	64,200
							1.77	1.81	1.88	1.92	1.96	2.00
16									60,669	61,953	64,200	65,484
									1.89	1.93	2.00	2.04
17											64,521	65,805
											2.01	2.05

ESU 07-Columbus

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 29,010 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 7(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	951.50
HEALTH	BC/BS	350D	255.50	255.50	255.50	255.50	equity pay
DENTAL	BC/BS	2	11.46	11.46	11.46	11.46	
PPO:			COMMENTS:				
LIFE	Guardian	5.50	Deductible Reimbursement:				
LTD	National Ins	.0039 (+equity)					
NON-PARTICIPANT	equity comp \$951.50						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #07-COLUMBUS												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	
											EDSPEC	PHD
1	29,010	30,461	31,911	33,362	34,812	36,263	37,713	39,164	40,614	42,065	43,515	44,966
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
2	30,170	31,621	33,071	34,522	35,972	37,423	38,873	40,324	41,774	43,225	44,675	46,126
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
3	31,331	32,781	34,232	35,682	37,133	38,583	40,034	41,484	42,935	44,385	45,836	47,286
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
4	32,491	33,942	35,392	36,843	38,293	39,744	41,194	42,645	44,095	45,546	46,996	48,447
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67
5	33,652	35,102	36,553	38,003	39,454	40,904	42,355	43,805	45,256	46,706	48,157	49,607
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71
6	34,812	36,263	37,713	39,164	40,614	42,065	43,515	44,966	46,416	47,867	49,317	50,768
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75
7	35,972	37,423	38,873	40,324	41,774	43,225	44,675	46,126	47,576	49,027	50,477	51,928
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79
8		38,583	40,034	41,484	42,935	44,385	45,836	47,286	48,737	50,187	51,638	53,088
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83
9		39,744	41,194	42,645	44,095	45,546	46,996	48,447	49,897	51,348	52,798	54,249
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87
10		40,904	42,355	43,805	45,256	46,706	48,157	49,607	51,058	52,508	53,959	55,409
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91
11					46,416	47,867	49,317	50,768	52,218	53,669	55,119	56,570
					1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95
12					47,576	49,027	50,477	51,928	53,378	54,829	56,279	57,730
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99
13					48,737	50,187	51,638	53,088	54,539	55,989	57,440	58,890
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03
14					49,897	51,348	52,798	54,249	55,699	57,150	58,600	60,051
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07
15					51,058	52,508	53,959	55,409	56,860	58,310	59,761	61,211
					1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 32,000 Index: 4 x 5
 Starting Salary: Entry Level Step: 0
 Career Increments: Y Experience Allowed: 5(D)
 Vertical Freeze: 90-91 (H)
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	900
HEALTH	BC/BS	350D/2850D					Cafeteria
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	Cafeteria						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

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

ESU #08-NELIGH

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
0	32,000	33,600	35,200	36,800	38,400	40,000	41,600	43,200	44,800
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	33,280	34,880	36,480	38,080	39,680	41,280	42,880	44,480	46,080
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	34,560	36,160	37,760	39,360	40,960	42,560	44,160	45,760	47,360
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	35,840	37,440	39,040	40,640	42,240	43,840	45,440	47,040	48,640
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	37,120	38,720	40,320	41,920	43,520	45,120	46,720	48,320	49,920
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	38,400	40,000	41,600	43,200	44,800	46,400	48,000	49,600	51,200
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	39,680	41,280	42,880	44,480	46,080	47,680	49,280	50,880	52,480
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7	40,960	42,560	44,160	45,760	47,360	48,960	50,560	52,160	53,760
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8	42,240	43,840	45,440	47,040	48,640	50,240	51,840	53,440	55,040
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
9		45,120	46,720	48,320	49,920	51,520	53,120	54,720	56,320
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
10			48,000	49,600	51,200	52,800	54,400	56,000	57,600
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
11				50,880	52,480	54,080	55,680	57,280	58,880
				1.59	1.64	1.69	1.74	1.79	1.84
12					53,760	55,360	56,960	58,560	60,160
					1.68	1.73	1.78	1.83	1.88
13						56,640	58,240	59,840	61,440
						1.77	1.82	1.87	1.92
14							57,920	59,520	61,120
							1.81	1.86	1.91

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 42
 HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 32,175 Index: 4 x 4.5
 Starting Salary: 32,175 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 *Vert freeze is for MA-MA36 columns only
 Vertical Freeze: 02-03*
 Rollback: 90-91
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	350D	485.45	898.10	1019.45	1368.86	Options: H/A
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	IRS 125: Y
PPO:			COMMENTS:				Flex Accounts: Y
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Principal	.0049					Minimum FTE: 0.5
NON-PARTICIPANT							Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	PHD DOC
1	32,175	33,623	35,071	36,519	37,967	39,414	40,862	42,310	43,758	45,206	46,654
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	33,462	34,910	36,358	37,806	39,254	40,701	42,149	43,597	45,045	46,493	47,941
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	1.49
3	34,749	36,197	37,645	39,093	40,541	41,988	43,436	44,884	46,332	47,780	49,228
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
4	36,036	37,484	38,932	40,380	41,828	43,275	44,723	46,171	47,619	49,067	50,515
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
5	37,323	38,771	40,219	41,667	43,115	44,562	46,010	47,458	48,906	50,354	51,802
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565	1.61
6	38,610	40,058	41,506	42,954	44,402	45,849	47,297	48,745	50,193	51,641	53,089
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605	1.65
7	39,897	41,345	42,793	44,241	45,689	47,136	48,584	50,032	51,480	52,928	54,376
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645	1.69
8	41,184	42,632	44,080	45,528	46,976	48,423	49,871	51,319	52,767	54,215	55,663
	1.28	1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685	1.73
9	43,919	45,367	46,815	48,263	49,710	51,158	52,606	54,054	55,502	56,950	58,398
	1.365	1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725	1.77	1.815
10			46,654	48,102	49,550	50,997	52,445	53,893	55,341	56,789	58,237
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				49,389	50,837	52,284	53,732	55,180	56,628	58,076	59,524
				1.535	1.58	1.625	1.67	1.715	1.76	1.805	1.85
12						53,571	55,019	56,467	57,915	59,363	60,811
						1.665	1.71	1.755	1.8	1.845	1.89
13							56,306	57,754	59,202	60,650	62,098
							1.75	1.795	1.84	1.885	1.93
14								59,041	60,489	61,937	63,385
								1.835	1.88	1.925	1.97
15									61,776	63,224	64,672
									1.92	1.965	2.01
16										64,511	65,959
										2.005	2.05
17											67,246
											2.09
18											68,533
											2.13

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 27.21
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day:
 Planning Time: 0 0
 Class Periods/Day:
 Normal Teaching Load:

SALARY SCHEDULE

Base: 30,800 Index: 4.75 x 4
 Starting Salary: 32,263 Entry Level Step: 1*
 Career Increments: Y Experience Allowed: 7
 *stp 1 is 1.0475 index
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	484.52	672.29	763.13	1024.68
DENTAL	BC/BS	2	22.92	31.79	36.08	48.47
PPO:	Dist pays 75% prem		COMMENTS:			
LIFE	Hartford	3.50	Deductible Reimbursement:			
LTD	Hartford	.00377 (thru sal)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Family Emergency - 5;Ext. Leave

ESU #10-KEARNEY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
BASE	30,800	32,032	33,264	34,496	35,728	36,960	38,192	39,424	40,656	41,888	43,120
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36	1.4
1	32,263	33,495	34,727	35,959	37,191	38,423	39,655	40,887	42,119	43,351	44,583
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
2	33,726	34,958	36,190	37,422	38,654	39,886	41,118	42,350	43,582	44,814	46,046
	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	1.495
3	35,189	36,421	37,653	38,885	40,117	41,349	42,581	43,813	45,045	46,277	47,509
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025	1.5425
4	36,652	37,884	39,116	40,348	41,580	42,812	44,044	45,276	46,508	47,740	48,972
	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
5	38,115	39,347	40,579	41,811	43,043	44,275	45,507	46,739	47,971	49,203	50,435
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
6	39,578	40,810	42,042	43,274	44,506	45,738	46,970	48,202	49,434	50,666	51,898
	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645	1.685
7	41,041	42,273	43,505	44,737	45,969	47,201	48,433	49,665	50,897	52,129	53,361
	1.3325	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
8		43,736	44,968	46,200	47,432	48,664	49,896	51,128	52,360	53,592	54,824
		1.42	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74	1.78
9			46,431	47,663	48,895	50,127	51,359	52,591	53,823	55,055	56,287
			1.5075	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275
10				49,126	50,358	51,590	52,822	54,054	55,286	56,518	57,750
				1.595	1.635	1.675	1.715	1.755	1.795	1.835	1.875
11					51,821	53,053	54,285	55,517	56,749	57,981	59,213
					1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225
12					53,284	54,516	55,748	56,980	58,212	59,444	60,676
					1.73	1.77	1.81	1.85	1.89	1.93	1.97
13					54,747	55,979	57,211	58,443	59,675	60,907	62,139
					1.7775	1.8175	1.8575	1.8975	1.9375	1.9775	2.0175
14									61,138	62,370	63,602
									1.985	2.025	2.065

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS JH/MS ELEM

Length of Teacher Day: 8 8 8

Length of Student Day:

Planning Time: 0 0

Class Periods/Day:

Normal Teaching Load:

SALARY SCHEDULE

Base: 30,400 Index: 4 x 4

Starting Salary: 30,400 Entry Level Step: 0

Career Increments: N Experience Allowed: 7(D)

Vertical Freeze: 89-90

Rollback: 89-90

Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent Individ.	EE/Child EE/Spouse EE/Sp/Child	1058.33
HEALTH	BC/BS	350D/1500D		Cafeteria
DENTAL	BC/BS	2		
PPO:				
LIFE				
LTD				
NON-PARTICIPANT				

COMMENTS: Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

1058.33 1058.33

Options: H/A, Life, TSA

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	120	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	as needed				
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

ESU #11-HOLDREGE													
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54	DOC
0	30,400	31,616	32,832	34,048	35,264	35,264	36,480	37,696	38,912	40,128	41,344	42,560	43,776
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
1	31,616	32,832	34,048	35,264	36,480	36,480	37,696	38,912	40,128	41,344	42,560	43,776	44,992
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
2	32,832	34,048	35,264	36,480	37,696	37,696	38,912	40,128	41,344	42,560	43,776	44,992	46,208
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
3	34,048	35,264	36,480	37,696	38,912	38,912	40,128	41,344	42,560	43,776	44,992	46,208	47,424
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
4	35,264	36,480	37,696	38,912	40,128	40,128	41,344	42,560	43,776	44,992	46,208	47,424	48,640
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
5	36,480	37,696	38,912	40,128	41,344	41,344	42,560	43,776	44,992	46,208	47,424	48,640	49,856
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
6	37,696	38,912	40,128	41,344	42,560	42,560	43,776	44,992	46,208	47,424	48,640	49,856	51,072
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
7	40,128	41,344	42,560	43,776	44,992	43,776	44,992	46,208	47,424	48,640	49,856	51,072	52,288
	1.32	1.36	1.40	1.44	1.48	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
8	41,344	42,560	43,776	44,992	46,208	44,992	46,208	47,424	48,640	49,856	51,072	52,288	53,504
	1.36	1.40	1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
9	43,776	44,992	46,208	47,424	48,640	46,208	47,424	48,640	49,856	51,072	52,288	53,504	54,720
	1.44	1.48	1.52	1.56	1.60	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
10	44,992	46,208	47,424	48,640	49,856	47,424	48,640	49,856	51,072	52,288	53,504	54,720	55,936
	1.48	1.52	1.56	1.60	1.64	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
11	47,424	48,640	49,856	51,072	52,288	48,640	49,856	51,072	52,288	53,504	54,720	55,936	57,152
	1.56	1.60	1.64	1.68	1.72	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00
12	48,640	49,856	51,072	52,288	53,504	49,856	51,072	52,288	53,504	54,720	55,936	57,152	58,368
	1.60	1.64	1.68	1.72	1.76	1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04
13	51,072	52,288	53,504	54,720	55,936	51,072	52,288	53,504	54,720	55,936	57,152	58,368	59,584
	1.68	1.72	1.76	1.80	1.84	1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12
14	52,288	53,504	54,720	55,936	57,152	52,288	53,504	54,720	55,936	57,152	58,368	59,584	60,800
	1.72	1.76	1.80	1.84	1.88	1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16
15	53,504	54,720	55,936	57,152	58,368	53,504	54,720	55,936	57,152	58,368	59,584	60,800	62,016
	1.76	1.80	1.84	1.88	1.92	1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20
16	54,720	55,936	57,152	58,368	59,584	54,720	55,936	57,152	58,368	59,584	60,800	62,016	63,232
	1.80	1.84	1.88	1.92	1.96	1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24
17	55,936	57,152	58,368	59,584	60,800	55,936	57,152	58,368	59,584	60,800	62,016	63,232	64,448
	1.84	1.88	1.92	1.96	2.00	2.00	2.04	2.08	2.12	2.16	2.20	2.24	2.28
18	57,152	58,368	59,584	60,800	62,016	57,152	58,368	59,584	60,800	62,016	63,232	64,448	65,664
	1.88	1.92	1.96	2.00	2.04	2.04	2.08	2.12	2.16	2.20	2.24	2.28	2.32
19	58,368	59,584	60,800	62,016	63,232	58,368	59,584	60,800	62,016	63,232	64,448	65,664	66,880
	1.92	1.96	2.00	2.04	2.08	2.08	2.12	2.16	2.20	2.24	2.28	2.32	2.36
20	59,584	60,800	62,016	63,232	64,448	59,584	60,800	62,016	63,232	64,448	65,664	66,880	68,096
	1.96	2.00	2.04	2.08	2.12	2.12	2.16	2.20	2.24	2.28	2.32	2.36	2.40

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
Length of Teacher Day: 8	8	8
Length of Student Day: 6	6	6
Planning Time: 0	0	
Class Periods/Day: 6	6	
Normal Teaching Load: 5	5	

SALARY SCHEDULE

Base: 31,800 Index: 4.25 x 4.25
 Starting Salary: Entry Level Step: 1
 Career Increments: Experience Allowed: all
 Vertical Freeze: 90-91;94-95
 Rollback:
 Multi-year Contract: 12-13, 13-14, 14-15

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	321	321	321	321	Flat Salary
DENTAL	BC/BS	1					
PPO:							
LIFE	Guardian	6.00					
LTD	Guarantee Mut.	.0066 (+Caf)					
NON-PARTICIPANT	Flat Salary	\$700/mo					

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	Negotiated/Policy	
						Exists	Policy
PERSONAL	2					Voluntary Separation:	Y P
BEREAVEMENT	3				immed fam only, add'l from sic	Grievance:	Y P
PROFESSIONAL	2					Professional Growth:	Y P
ADOPTION						Reduction in Force:	Y P
ASSOCIATION						Sick Bank:	N

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #13-SCOTTSBLUFF												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	
1	31,800	33,152	34,503	35,855	37,206	37,206	38,558	39,909	41,261	42,612	42,612	
	1.00	1.0425	1.085	1.1275	1.17	1.17	1.2125	1.255	1.2975	1.34	1.34	
2	33,152	34,503	35,855	37,206	38,558	38,558	39,909	41,261	42,612	43,964	43,964	
	1.0425	1.085	1.1275	1.17	1.2125	1.2125	1.255	1.2975	1.34	1.3825	1.3825	
3	34,503	35,855	37,206	38,558	39,909	39,909	41,261	42,612	43,964	45,315	45,315	
	1.085	1.1275	1.17	1.2125	1.255	1.255	1.2975	1.34	1.3825	1.425	1.425	
4	35,855	37,206	38,558	39,909	41,261	41,261	42,612	43,964	45,315	46,667	46,667	
	1.1275	1.17	1.2125	1.255	1.2975	1.2975	1.34	1.3825	1.425	1.4675	1.4675	
5	37,206	38,558	39,909	41,261	42,612	42,612	43,964	45,315	46,667	48,018	48,018	
	1.17	1.2125	1.255	1.2975	1.34	1.34	1.3825	1.425	1.4675	1.51	1.51	
6	39,909	41,261	42,612	43,964	45,315	45,315	46,667	48,018	49,370	50,721	50,721	
	1.255	1.2975	1.34	1.3825	1.425	1.425	1.4675	1.51	1.5525	1.595	1.595	
7	41,261	42,612	43,964	45,315	46,667	46,667	48,018	49,370	50,721	52,073	52,073	
	1.2975	1.34	1.3825	1.425	1.4675	1.4675	1.51	1.5525	1.595	1.6375	1.6375	
8	42,612	43,964	45,315	46,667	48,018	48,018	49,370	50,721	52,073	53,424	53,424	
	1.34	1.3825	1.425	1.4675	1.51	1.51	1.5525	1.595	1.6375	1.68	1.68	
9	43,964	45,315	46,667	48,018	49,370	49,370	50,721	52,073	53,424	54,776	54,776	
	1.425	1.4675	1.51	1.5525	1.595	1.595	1.6375	1.68	1.7225	1.765	1.765	
10	45,315	46,667	48,018	49,370	50,721	50,721	52,073	53,424	54,776	56,127	56,127	
	1.4675	1.51	1.5525	1.595	1.6375	1.6375	1.68	1.7225	1.765	1.8075	1.8075	
11	46,667	48,018	49,370	50,721	52,073	52,073	53,424	54,776	56,127	57,479	57,479	
	1.51	1.5525	1.595	1.6375	1.68	1.68	1.7225	1.765	1.8075	1.85	1.85	
12	48,018	49,370	50,721	52,073	53,424	53,424	54,776	56,127	57,479	58,830	58,830	
	1.5525	1.595	1.6375	1.68	1.7225	1.7225	1.765	1.8075	1.85	1.8925	1.8925	
13	49,370	50,721	52,073	53,424	54,776	54,776	56,127	57,479	58,830	60,182	60,182	
	1.6375	1.68	1.7225	1.765	1.8075	1.8075	1.85	1.8925	1.935	1.9775	1.9775	
14	50,721	52,073	53,424	54,776	56,127	56,127	57,479	58,830	60,182	61,533	61,533	
	1.68	1.7225	1.765	1.8075	1.85	1.85	1.8925	1.935	1.9775	2.02	2.02	
15	52,073	53,424	54,776	56,127	57,479	57,479	58,830	60,182	61,533	62,885	62,885	
	1.7225	1.765	1.8075	1.85	1.8925	1.8925	1.935	1.9775	2.02	2.0625	2.0625	
16	53,424	54,776	56,127	57,479	58,830	58,830	60,182	61,533	62,885	64,236	64,236	
	1.765	1.8075	1.85	1.8925	1.935	1.935	1.9775	2.02	2.0625	2.1075	2.1075	
17	54,776	56,127	57,479	58,830	60,182	60,182	61,533	62,885	64,236	65,588	65,588	
	1.8075	1.85	1.8925	1.935	1.9775	1.9775	2.02	2.0625	2.1075	2.1525	2.1525	
18	56,127	57,479	58,830	60,182	61,533	61,533	62,885	64,236	65,588	66,939	66,939	
	1.85	1.8925	1.935	1.9775	2.02	2.02	2.0625	2.1075	2.1525	2.1975	2.1975	
19	57,479	58,830	60,182	61,533	62,885	62,885	64,236	65,588	66,939	68,291	68,291	
	1.8925	1.935	1.9775	2.02	2.0625	2.0625	2.1075	2.1525	2.1975	2.2425	2.2425	

WORKING CONDITIONS

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

SALARY SCHEDULE

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92
PPO: COMMENTS:						
LIFE Deductible Reimbursement:						
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency

ESU #16-OGALLALA

Step	BA		BA+9		BA+18		BA+27		BA+36		EDSPEC
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36		
1	31,500	32,760	34,020	35,280	36,540	37,800	39,060	40,320	41,580	42,840	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
2	33,075	34,335	35,595	36,855	38,115	39,375	40,635	41,895	43,155	44,415	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41	
3	34,650	35,910	37,170	38,430	39,690	40,950	42,210	43,470	44,730	45,990	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46	
4	36,225	37,485	38,745	40,005	41,265	42,525	43,785	45,045	46,305	47,565	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	
5	37,800	39,060	40,320	41,580	42,840	44,100	45,360	46,620	47,880	49,140	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
6	39,375	40,635	41,895	43,155	44,415	45,675	46,935	48,195	49,455	50,715	
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61	
7	40,950	42,210	43,470	44,730	45,990	47,250	48,510	49,770	51,030	52,290	
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66	
8	42,525	43,785	45,045	46,305	47,565	48,825	50,085	51,345	52,605	53,865	
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71	
9		45,360	46,620	47,880	49,140	50,400	51,660	52,920	54,180	55,440	
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	
10			48,195	49,455	50,715	51,975	53,235	54,495	55,755	57,015	
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81	
11				51,030	52,290	53,550	54,810	56,070	57,330	58,590	
				1.62	1.66	1.70	1.74	1.78	1.82	1.86	
12					53,865	55,125	56,385	57,645	58,905	60,165	
					1.71	1.75	1.79	1.83	1.87	1.91	
13					55,440	56,700	57,960	59,220	60,480	61,740	
					1.76	1.80	1.84	1.88	1.92	1.96	
14						58,275	59,535	60,795	62,055	63,315	
						1.85	1.89	1.93	1.97	2.01	
15							61,110	62,370	63,630	64,890	
							1.94	1.98	2.02	2.06	
16								63,945	65,205	66,465	
								2.03	2.07	2.11	

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 28,700 Index: 4 x 4
 Starting Salary: 28,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5 (D)
 \$500 for adv degree after 5 yrs at bottom of sched
 Vertical Freeze: 90-91
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1359.83
HEALTH	BC/BS	350D					Cash
DENTAL	BC/BS	2					
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							\$1359.83

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	EDSPEC
1	28,700	29,848	30,996	32,144	33,292	34,440	35,588	36,736
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	29,848	30,996	32,144	33,292	34,440	35,588	36,736	37,884
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	30,996	32,144	33,292	34,440	35,588	36,736	37,884	39,032
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	32,144	33,292	34,440	35,588	36,736	37,884	39,032	40,180
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	33,292	34,440	35,588	36,736	37,884	39,032	40,180	41,328
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	34,440	35,588	36,736	37,884	39,032	40,180	41,328	42,476
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	35,588	36,736	37,884	39,032	40,180	41,328	42,476	43,624
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	36,736	37,884	39,032	40,180	41,328	42,476	43,624	44,772
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9	37,884	39,032	40,180	41,328	42,476	43,624	44,772	45,920
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
10	39,032	40,180	41,328	42,476	43,624	44,772	45,920	47,068
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
11	40,180	41,328	42,476	43,624	44,772	45,920	47,068	48,216
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
12		42,476	43,624	44,772	45,920	47,068	48,216	49,364
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
13		43,624	44,772	45,920	47,068	48,216	49,364	50,512
		1.52	1.56	1.60	1.64	1.68	1.72	1.76
14			45,920	47,068	48,216	49,364	50,512	51,660
			1.60	1.64	1.68	1.72	1.76	1.80
15			47,068	48,216	49,364	50,512	51,660	52,808
			1.64	1.68	1.72	1.76	1.80	1.84
16				49,364	50,512	51,660	52,808	53,956
				1.72	1.76	1.80	1.84	1.88
17				50,512	51,660	52,808	53,956	55,104
				1.76	1.80	1.84	1.88	1.92
18					52,808	53,956	55,104	56,252
					1.84	1.88	1.92	1.96
19					53,956	55,104	56,252	57,400
					1.88	1.92	1.96	2.00
20						56,252	57,400	58,548
						1.96	2.00	2.04

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

HS	JH/MS	ELEM
Length of Teacher Day: 8	8	8
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: 29,750 Index: 4 x 4
 Starting Salary: 29,750 Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93
DENTAL	BC/BS	3	47.39	47.39	47.39	47.39
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD	Principal	.0032				
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: Can donate 2 days to sick bank					
PERSONAL	2			yes	+2 from sick lv
BEREAVEMENT	5				+10 from sick lv
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EUSTIS-FARNAM								
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 9	MA + 18
1	29,750	30,940	32,130	33,320	34,510	35,700	36,890	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	30,940	32,130	33,320	34,510	35,700	36,890	38,080	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	32,130	33,320	34,510	35,700	36,890	38,080	39,270	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	33,320	34,510	35,700	36,890	38,080	39,270	40,460	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	34,510	35,700	36,890	38,080	39,270	40,460	41,650	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6	35,700	36,890	38,080	39,270	40,460	41,650	42,840	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
7		38,080	39,270	40,460	41,650	42,840	44,030	
		1.28	1.32	1.36	1.40	1.44	1.48	
8		39,270	40,460	41,650	42,840	44,030	45,220	
		1.32	1.36	1.40	1.44	1.48	1.52	
9			41,650	42,840	44,030	45,220	46,410	
			1.40	1.44	1.48	1.52	1.56	
10			42,840	44,030	45,220	46,410	47,600	
			1.44	1.48	1.52	1.56	1.60	
11			44,030	45,220	46,410	47,600	48,790	
			1.48	1.52	1.56	1.60	1.64	
12			45,220	46,410	47,600	48,790	49,980	
			1.52	1.56	1.60	1.64	1.68	
13				47,600	48,790	49,980	51,170	
				1.60	1.64	1.68	1.72	
14					49,980	51,170	52,360	
					1.68	1.72	1.76	
15						52,360	53,550	
						1.76	1.80	
16							54,740	
							1.84	

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS	JH/MS	ELEM
Length of Teacher Day: 8	8	8
Length of Student Day: 7.5	7	7
Planning Time: 90	105	105
Class Periods/Day: 8	8	
Normal Teaching Load: 7	7	

SALARY SCHEDULE

Base: 31,700 Index: 4 x 4
 Starting Salary: 31,700 Entry Level Step: 1
 Career Increments: N Experience Allowed: all(D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	485.45	898.10	1019.45	1368.86	25.19 or 41.17	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE	Madison Nat'l	1.62					Deductible Reimbursement:	PART-TIME BENEFITS
LTD	Madison Nat'l	.0067 (thru sal)						Minimum FTE: 0.4
NON-PARTICIPANT								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FILLMORE CENTRAL							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18
1	31,700	32,968	34,236	35,504	36,772	38,040	39,308
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	32,968	34,236	35,504	36,772	38,040	39,308	40,576
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	34,236	35,504	36,772	38,040	39,308	40,576	41,844
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	35,504	36,772	38,040	39,308	40,576	41,844	43,112
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	36,772	38,040	39,308	40,576	41,844	43,112	44,380
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	38,040	39,308	40,576	41,844	43,112	44,380	45,648
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		40,576	41,844	43,112	44,380	45,648	46,916
		1.28	1.32	1.36	1.40	1.44	1.48
8		41,844	43,112	44,380	45,648	46,916	48,184
		1.32	1.36	1.40	1.44	1.48	1.52
9			44,380	45,648	46,916	48,184	49,452
			1.40	1.44	1.48	1.52	1.56
10			45,648	46,916	48,184	49,452	50,720
			1.44	1.48	1.52	1.56	1.60
11				48,184	49,452	50,720	51,988
				1.52	1.56	1.60	1.64
12				49,452	50,720	51,988	53,256
				1.56	1.60	1.64	1.68
13					51,988	53,256	54,524
					1.64	1.68	1.72
14					53,256	54,524	55,792
					1.68	1.72	1.76
15						55,792	57,060
						1.76	1.80
16						57,060	58,328
						1.80	1.84

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 187	FTE Teachers:	Base: 30,950	Index: 4 x 5
	HS JH/MS ELEM	Starting Salary: 30,950	Entry Level Step: 1
Length of Teacher Day: 7.75 7.75 7.75		Career Increments: N	Experience Allowed: 7
Length of Student Day: 7.2 7.2 7		Vertical Freeze: 99-00	
Planning Time: 50 50 50		Rollback:	
Class Periods/Day: 7 7		Multi-year Contract: 12-13, 13-14	
Normal Teaching Load: 6 6			

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	484.52	896.38	1017.50	1366.24	Options:	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts:	
LIFE	Madison Nat'l	4.00	Deductible Reimbursement:				PART-TIME BENEFITS	
LTD							Minimum FTE: 0.5	
NON-PARTICIPANT	241.67-grandfathered						Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FORT CALHOUN

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	30,950	32,498	34,045	35,593	37,140	37,140	38,688	40,235	41,783	43,330
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	32,188	33,736	35,283	36,831	38,378	38,378	39,926	41,473	43,021	44,568
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	33,426	34,974	36,521	38,069	39,616	39,616	41,164	42,711	44,259	45,806
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	34,664	36,212	37,759	39,307	40,854	40,854	42,402	43,949	45,497	47,044
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	35,902	37,450	38,997	40,545	42,092	42,092	43,640	45,187	46,735	48,282
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	37,140	38,688	40,235	41,783	43,330	43,330	44,878	46,425	47,973	49,520
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	38,378	39,926	41,473	43,021	44,568	44,568	46,116	47,663	49,211	50,758
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		41,164	42,711	44,259	45,806	45,806	47,354	48,901	50,449	51,996
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9			43,949	45,497	47,044	47,044	48,592	50,139	51,687	53,234
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10				46,735	48,282	48,282	49,830	51,377	52,925	54,472
				1.51	1.56	1.56	1.61	1.66	1.71	1.76
11					49,520	49,520	51,068	52,615	54,163	55,710
					1.60	1.60	1.65	1.70	1.75	1.80
12					50,758	50,758	52,306	53,853	55,401	56,948
					1.64	1.64	1.69	1.74	1.79	1.84
13					51,996	51,996	53,544	55,091	56,639	58,186
					1.68	1.68	1.73	1.78	1.83	1.88
14						53,234	54,782	56,329	57,877	59,424
						1.72	1.77	1.82	1.87	1.92

Freeman

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,650 Index: 4 x 4
 Starting Salary: 30,650 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 03-04 BA36 removed frm BA36/MA col.- grandfathered
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	460.29	851.56	966.63	1297.93	25.19 or 41.17	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement:					Flex Accounts:
LTD	Madison	.00216 (thru sal)						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: No

OTHER LEAVES:

FREEMAN							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36 MA	MA + 9	MA + 18
1	30,650	31,876	33,102	34,328	35,554	36,780	38,006
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	31,876	33,102	34,328	35,554	36,780	38,006	39,232
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	33,102	34,328	35,554	36,780	38,006	39,232	40,458
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	34,328	35,554	36,780	38,006	39,232	40,458	41,684
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	35,554	36,780	38,006	39,232	40,458	41,684	42,910
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	36,780	38,006	39,232	40,458	41,684	42,910	44,136
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	38,006	39,232	40,458	41,684	42,910	44,136	45,362
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		40,458	41,684	42,910	44,136	45,362	46,588
		1.32	1.36	1.40	1.44	1.48	1.52
9			42,910	44,136	45,362	46,588	47,814
			1.40	1.44	1.48	1.52	1.56
10			44,136	45,362	46,588	47,814	49,040
			1.44	1.48	1.52	1.56	1.60
11				46,588	47,814	49,040	50,266
				1.52	1.56	1.60	1.64
12				47,814	49,040	50,266	51,492
				1.56	1.60	1.64	1.68
13					50,266	51,492	52,718
					1.64	1.68	1.72
14					51,492		53,944
					1.68		1.76

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

WORKING CONDITIONS

Contract Days: 190 FTE Teachers: 346.5
 HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 90 90 30
 Class Periods/Day: 4 6
 Normal Teaching Load: 3 5

SALARY SCHEDULE

Base: 31,985 Index: 4.5 x 5
 Starting Salary: 31,985 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5(D)
 Long. 4% ea. 4 yrs after frozen 4 yrs
 Vertical Freeze:
 Rollback: 85-86
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D				541.67
DENTAL	BC/BS	3				Cafeteria
PPO:	Emp can choose between Dental (COMMENTS:					
LIFE	Sun Life	1.40	Deductible Reimbursement:			
LTD	Sun Life	.0035 (thru caf)				
NON-PARTICIPANT						

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Paternity

FREMONT												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	PHD	
										EDSPEC	MA+45	DOC
1	31,985	33,584	35,184	36,783	38,382	38,382	39,981	41,581	43,180	44,779	46,378	51,176
	1.00	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45	1.6
2	33,424	35,024	36,623	38,222	39,821	39,821	41,421	43,020	44,619	46,218	47,818	52,615
	1.045	1.095	1.145	1.195	1.245	1.245	1.295	1.345	1.395	1.445	1.495	1.645
3	34,864	36,463	38,062	39,661	41,261	41,261	42,860	44,459	46,058	47,658	49,257	54,055
	1.09	1.14	1.19	1.24	1.29	1.29	1.34	1.39	1.44	1.49	1.54	1.69
4	36,303	37,902	39,501	41,101	42,700	42,700	44,299	45,898	47,498	49,097	50,696	55,494
	1.135	1.185	1.235	1.285	1.335	1.335	1.385	1.435	1.485	1.535	1.585	1.735
5	37,742	39,342	40,941	42,540	44,139	44,139	45,739	47,338	48,937	50,536	52,136	56,933
	1.18	1.23	1.28	1.33	1.38	1.38	1.43	1.48	1.53	1.58	1.63	1.78
6	39,182	40,781	42,380	43,979	45,579	45,579	47,178	48,777	50,376	51,975	53,574	58,371
	1.225	1.275	1.325	1.375	1.43	1.43	1.48	1.53	1.58	1.63	1.68	1.83
7	40,621	42,220	43,819	45,419	47,018	47,018	48,617	50,216	51,815	53,414	55,013	60,122
	1.27	1.32	1.37	1.42	1.48	1.48	1.53	1.58	1.63	1.68	1.73	1.88
8		43,660	45,259	46,858	48,457	48,457	50,056	51,655	53,254	54,853	56,452	61,731
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			46,698	48,297	50,096	50,096	51,895	53,694	55,493	57,292	59,091	64,330
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				49,737	51,536	51,536	53,335	55,134	56,933	58,732	60,531	66,030
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				51,176	53,035	53,035	54,894	56,753	58,612	60,471	62,330	68,129
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12				52,615	54,534	54,534	56,453	58,372	60,291	62,210	64,129	70,128
				1.645	1.73	1.73	1.78	1.83	1.88	1.93	1.98	2.13
13						56,933	58,852	60,771	62,690	64,609	66,528	72,527
						1.78	1.83	1.88	1.93	1.98	2.03	2.18
14						58,372	60,331	62,290	64,249	66,208	68,167	74,166
						1.83	1.88	1.93	1.98	2.03	2.08	2.23
15							61,731	63,730	65,729	67,728	69,727	75,726
							1.93	1.98	2.03	2.08	2.13	2.28

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 29.5
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,450 Index: 4.5 x 4
 Starting Salary: 30,450 Entry Level Step: 1
 Career Increments: N Experience Allowed: (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	485.45	898.10	1019.45	1368.86	25.19 or 41.71	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Madison Nat'l	.004 (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:	\$20/day at separation				
PERSONAL	2			yes	+1 sub deduct
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	add'l as needed
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

FRIEND									
Step	BA					BA+36			
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	30,450	31,668	32,886	34,104	35,322	36,540	37,758	38,976	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	31,820	33,038	34,256	35,474	36,692	37,910	39,128	40,346	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	
3	33,191	34,409	35,627	36,845	38,063	39,281	40,499	41,717	
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	
4	34,561	35,779	36,997	38,215	39,433	40,651	41,869	43,087	
	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	
5	35,931	37,149	38,367	39,585	40,803	42,021	43,239	44,457	
	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46	
6	37,301	38,519	39,737	40,955	42,173	43,391	44,609	45,827	
	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	
7		39,890	41,108	42,326	43,544	44,762	45,980	47,198	
		1.31	1.35	1.39	1.43	1.47	1.51	1.55	
8		41,260	42,478	43,696	44,914	46,132	47,350	48,568	
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	
9			43,848	45,066	46,284	47,502	48,720	49,938	
			1.44	1.48	1.52	1.56	1.60	1.64	
10			45,218	46,436	47,654	48,872	50,090	51,308	
			1.49	1.53	1.57	1.61	1.65	1.69	
11				47,807	49,025	50,243	51,461	52,679	
				1.57	1.61	1.65	1.69	1.73	
12				49,177	50,395	51,613	52,831	54,049	
				1.62	1.66	1.70	1.74	1.78	
13				50,547	51,765	52,983	54,201	55,419	
				1.66	1.70	1.74	1.78	1.82	
14					53,135	54,353	55,571	56,789	
					1.75	1.79	1.83	1.87	

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,700	Index:	4 x 5
Starting Salary:	30,700	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:	86-87 Steps 1-5		
Rollback:	86-87		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	350D	485.45	898.10	1019.45	1368.86
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92
PPO:			COMMENTS:			
LIFE	Madison	2.25	Deductible Reimbursement: Y		350	
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	32,050	Index:	4.5 x 4.5
Starting Salary:	33,492	Entry Level Step:	1*
Career Increments:	N	Experience Allowed:	all
	*stp 1 is 1.045 index		
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	687.50
HEALTH	BC/BS	600D/1500D	242.26	242.26	242.26	242.26	Fringe Benefit
DENTAL	BC/BS	2	11.46	11.46	11.46	11.46	
PPO:	Dist pays 1/2 single prem + fringe COMMENTS:						
LIFE	Guardian						Deductible Reimbursement:
LTD	Principal	(thru sal)					
NON-PARTICIPANT	\$687.50 Fringe Benef						

Cafeteria Plan

Individ.	Depend.
Options: H/A,Dental,Cas h	
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	66	yes		
Other Info: Bd adds 30 days when 36 are accum = 66 days					
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	5				5 immed. Fam/1 others
PROFESSIONAL	unl.			yes	
ADOPTION	per FMLA				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

GERING												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DOC
BASE	32,050											
	1.00											
1	33,492	34,935	36,377	37,819	39,261	40,704	42,146	43,588	45,030	46,473	47,915	49,357
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
2	34,935	36,377	37,819	39,261	40,704	42,146	43,588	45,030	46,473	47,915	49,357	50,799
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
3	36,377	37,819	39,261	40,704	42,146	43,588	45,030	46,473	47,915	49,357	50,799	52,242
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
4	37,819	39,261	40,704	42,146	43,588	45,030	46,473	47,915	49,357	50,799	52,242	53,684
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
5	39,261	40,704	42,146	43,588	45,030	46,473	47,915	49,357	50,799	52,242	53,684	55,126
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
6	40,704	42,146	43,588	45,030	46,473	47,915	49,357	50,799	52,242	53,684	55,126	56,568
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
7		43,588	45,030	46,473	47,915	49,357	50,799	52,242	53,684	55,126	56,568	58,011
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
8			46,473	47,915	49,357	50,799	52,242	53,684	55,126	56,568	58,011	59,453
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
9				49,357	50,799	52,242	53,684	55,126	56,568	58,011	59,453	60,895
				1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9
10						53,684	55,126	56,568	58,011	59,453	60,895	62,337
						1.675	1.72	1.765	1.81	1.855	1.9	1.945
11							55,126	56,568	58,011	59,453	60,895	62,337
							1.72	1.765	1.81	1.855	1.9	1.945
12								56,568	58,011	59,453	60,895	62,337
								1.765	1.81	1.855	1.9	1.945
13									60,895	62,337	63,779	65,222
									1.9	1.945	1.99	2.035
14										63,779	65,222	66,664
										1.99	2.035	2.08
											2.08	2.125

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		HS	JH/MS ELEM
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:	30,800	Index:	4 x 4
Starting Salary:		Entry Level Step:	0
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:	12-13, 13-14		

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	460.29	851.56	966.63 1297.93	25.19 or 41.71 Sp or Dep. Dental
DENTAL	BC/BS	2	22.92	22.92	22.92 22.92	
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD	Omaha Life	.0053 (thru sal)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

GILTNER												
Step	B A		B A + 9		B A + 18		B A + 27		B A + 36		M A + 18	
									M A			
1	30,800	1.00	32,032	1.04	33,264	1.08	34,496	1.12	35,728	1.16	36,960	1.20
2	32,032	1.04	33,264	1.08	34,496	1.12	35,728	1.16	36,960	1.20	38,192	1.24
3	33,264	1.08	34,496	1.12	35,728	1.16	36,960	1.20	38,192	1.24	39,424	1.28
4	34,496	1.12	35,728	1.16	36,960	1.20	38,192	1.24	39,424	1.28	40,656	1.32
5	35,728	1.16	36,960	1.20	38,192	1.24	39,424	1.28	40,656	1.32	41,888	1.36
6	36,960	1.20	38,192	1.24	39,424	1.28	40,656	1.32	41,888	1.36	43,120	1.40
7			39,424	1.28	40,656	1.32	41,888	1.36	43,120	1.40	44,352	1.44
8					41,888	1.36	43,120	1.40	44,352	1.44	45,584	1.48
9					43,120	1.40	44,352	1.44	45,584	1.48	46,816	1.52
10							45,584	1.48	46,816	1.52	48,048	1.56
11							46,816	1.52	48,048	1.56	49,280	1.60
12									49,280	1.60	50,512	1.64
13											51,744	1.68

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.25	7.2	7.25
Planning Time:	48	45	30
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base:	31,400	Index: 4.5 x 4.5
Starting Salary:	31,400	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	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	1050	Individ. Depend. 1050 1050
HEALTH	BC/BS	600D/1500D		Cash	Options: HA/Dent/Cash/ Caf
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE			Deductible Reimbursement:		PART-TIME BENEFITS
LTD					Minimum FTE: 0.4
NON-PARTICIPANT					Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: N

SEVERANCE PAY:

OTHER LEAVES:

GORDON-RUSHVILLE									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	31,400	32,813	34,226	35,639	37,052	38,465	39,878	41,291	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	32,813	34,226	35,639	37,052	38,465	39,878	41,291	42,704	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	34,226	35,639	37,052	38,465	39,878	41,291	42,704	44,117	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	35,639	37,052	38,465	39,878	41,291	42,704	44,117	45,530	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	37,052	38,465	39,878	41,291	42,704	44,117	45,530	46,943	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	38,465	39,878	41,291	42,704	44,117	45,530	46,943	48,356	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		41,291	42,704	44,117	45,530	46,943	48,356	49,769	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			44,117	45,530	46,943	48,356	49,769	51,182	
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
9				46,943	48,356	49,769	51,182	52,595	
				1.495	1.54	1.585	1.63	1.675	1.72
10					49,769	51,182	52,595	54,008	
					1.585	1.63	1.675	1.72	1.765
11						51,182	52,595	54,008	
						1.63	1.675	1.72	1.765
12								55,421	
								1.765	1.81
13									56,834
									1.81
14									59,660
									1.9

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

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185	FTE Teachers: 72		Base: 31,800	Index: 5 x 4
	HS JH/MS ELEM		Starting Salary: 31,800	Entry Level Step: 1
Length of Teacher Day: 7	7 7 7		Career Increments: N	Experience Allowed: all
Length of Student Day: 6.5	6.5 6.5 6.5			
Planning Time: 48	48 48 40		Vertical Freeze:	
Class Periods/Day: 8	8 8		Rollback:	
Normal Teaching Load: 7	7 7		Multi-year Contract: 12-13, 13-14	

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	460.29	851.56	966.63	1297.93	25.19 or 41.71	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep. Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement:					Flex Accounts: Y
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5
								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GOTHENBURG

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	31,800	33,072	34,344	35,616	36,888	38,160	39,432	40,704	41,976
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	33,390	34,662	35,934	37,206	38,478	39,750	41,022	42,294	43,566
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	34,980	36,252	37,524	38,796	40,068	41,340	42,612	43,884	45,156
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	36,570	37,842	39,114	40,386	41,658	42,930	44,202	45,474	46,746
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	38,160	39,432	40,704	41,976	43,248	44,520	45,792	47,064	48,336
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		41,022	42,294	43,566	44,838	46,110	47,382	48,654	49,926
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			43,884	45,156	46,428	47,700	48,972	50,244	51,516
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				46,746	48,018	49,290	50,562	51,834	53,106
				1.47	1.51	1.55	1.59	1.63	1.67
9				48,336	49,608	50,880	52,152	53,424	54,696
				1.52	1.56	1.60	1.64	1.68	1.72
10					51,198	52,470	53,742	55,014	56,286
					1.61	1.65	1.69	1.73	1.77
11					52,788	54,060	55,332	56,604	57,876
					1.66	1.70	1.74	1.78	1.82
12								58,194	59,466
								1.83	1.87

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	
		HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	45	varies
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	31,800	Index:	4 x 5
Starting Salary:	32,143	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	8
Vertical Freeze:	85-86		
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	800D	468.18	468.18	468.18	468.18	Ind for each spouse	Options: H/A,Life,Cash	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92		IRS 125: Y	
PPO:	+ Fringe Benefit Stipend \$133.90		COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GRAND ISLAND												
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,800	33,390	34,980	36,570	38,160	41,340	41,340	42,930	44,520	46,110	47,700	49,290
	1.00	1.05	1.10	1.15	1.20	1.30	1.30	1.35	1.40	1.45	1.50	1.55
2	33,072	34,662	36,252	37,842	39,432	42,612	42,612	44,202	45,792	47,382	48,972	50,562
	1.04	1.09	1.14	1.19	1.24	1.34	1.34	1.39	1.44	1.49	1.54	1.59
3	34,344	35,934	37,524	39,114	40,704	43,884	43,884	45,474	47,064	48,654	50,244	51,834
	1.08	1.13	1.18	1.23	1.28	1.38	1.38	1.43	1.48	1.53	1.58	1.63
4	36,252	37,842	39,432	41,022	42,612	45,792	45,792	47,382	48,972	50,562	52,152	53,742
	1.14	1.19	1.24	1.29	1.34	1.44	1.44	1.49	1.54	1.59	1.64	1.69
5	38,160	39,750	41,340	42,930	44,520	47,700	47,700	49,290	50,880	52,470	54,060	55,650
	1.20	1.25	1.30	1.35	1.40	1.50	1.50	1.55	1.60	1.65	1.70	1.75
6	40,068	41,658	43,248	44,838	46,428	49,608	49,608	51,198	52,788	54,378	55,968	57,558
	1.26	1.31	1.36	1.41	1.46	1.56	1.56	1.61	1.66	1.71	1.76	1.81
7	41,976	43,566	45,156	46,746	48,336	51,516	51,516	53,106	54,696	56,286	57,876	59,466
	1.32	1.37	1.42	1.47	1.52	1.62	1.62	1.67	1.72	1.77	1.82	1.87
8						53,424	53,424	55,014	56,604	58,194	59,784	61,374
						1.68	1.68	1.73	1.78	1.83	1.88	1.93
9						55,332	55,332	56,922	58,512	60,102	61,692	63,282
						1.74	1.74	1.79	1.84	1.89	1.94	1.99
10											63,600	65,190
											2.00	2.05
11											65,508	67,098
											2.06	2.11

87-88 BA45 column grandfathered, 02-03 PHD/EdD stipend available, 01-02 Longevity increments available after 20 years; 08-09 hiring base added (stp 1 + 1/2 prior yr total pkg increase x current yr base);
Hired before 08-09, recv \$7500 in flat salary. Hired after 08-09, recv ind ins + remainder as cash

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	21.48
		HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,650	Index:	4 x 5
Starting Salary:	29,650	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	
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	52.13 or 86.25
DENTAL	BC/BS	3	47.39	47.39	47.39	47.39	Sp or Dep. Dental
PPO:			COMMENTS:				
LIFE	Madison Nat'l	5.10	Deductible Reimbursement:				
LTD	Madison Nat'l	.00531 (thru 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	30			
Other Info: \$15/day after 30 accum					
PERSONAL	3				\$15/day unused up to 2
BEREAVEMENT	4				+1 non-family
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES: Emergency - 2 days

GREELEY-WOLBACH									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	29,650	31,133	32,615	34,098	35,580	35,580	37,063	38,545	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	30,836	32,319	33,801	35,284	36,766	36,766	38,249	39,731	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	32,022	33,505	34,987	36,470	37,952	37,952	39,435	40,917	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	33,208	34,691	36,173	37,656	39,138	39,138	40,621	42,103	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	34,394	35,877	37,359	38,842	40,324	40,324	41,807	43,289	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	35,580	37,063	38,545	40,028	41,510	41,510	42,993	44,475	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7		38,249	39,731	41,214	42,696	42,696	44,179	45,661	
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8			40,917	42,400	43,882	43,882	45,365	46,847	
			1.38	1.43	1.48	1.48	1.53	1.58	
9			42,103	43,586	45,068	45,068	46,551	48,033	
			1.42	1.47	1.52	1.52	1.57	1.62	
10				44,772	46,254	46,254	47,737	49,219	
				1.51	1.56	1.56	1.61	1.66	
11					47,440	47,440	48,923	50,405	
					1.60	1.60	1.65	1.70	
12							50,109	51,591	
							1.69	1.74	

WORKING CONDITIONS

Contract Days: 188 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6.5
Planning Time:	52	98	40
Class Periods/Day:	7	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,050 Index: 4 x 4
 Starting Salary: 33,050 Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 MA36-if frozen at last stp 2 yrs-\$500 3rd yr.
 Vertical Freeze: 84-85, 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	25.19 or 41.71
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep. Dental
PPO: COMMENTS:							
LIFE	Madison Nat'l	2.48	Deductible Reimbursement:				
LTD	Madison Nat'l	.0030 (+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	50	yes		
Other Info:					
PERSONAL	2			yes	\$75/day for unused days
BEREAVEMENT	see sick lv.				
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

GRETNA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	33,050	34,372	35,694	37,016		38,999	40,321	41,643	42,965	44,287
	1.00	1.04	1.08	1.12		1.18	1.22	1.26	1.30	1.34
2	34,372	35,694	37,016	38,338		40,321	41,643	42,965	44,287	45,609
	1.04	1.08	1.12	1.16		1.22	1.26	1.30	1.34	1.38
3	35,694	37,016	38,338	39,660		41,643	42,965	44,287	45,609	46,931
	1.08	1.12	1.16	1.20		1.26	1.30	1.34	1.38	1.42
4	37,016	38,338	39,660	40,982		42,965	44,287	45,609	46,931	48,253
	1.12	1.16	1.20	1.24		1.30	1.34	1.38	1.42	1.46
5	38,338	39,660	40,982	42,304		44,287	45,609	46,931	48,253	49,575
	1.16	1.20	1.24	1.28		1.34	1.38	1.42	1.46	1.50
6	39,660	40,982	42,304	43,626		45,609	46,931	48,253	49,575	50,897
	1.20	1.24	1.28	1.32		1.38	1.42	1.46	1.50	1.54
7		42,304	43,626	44,948		46,931	48,253	49,575	50,897	52,219
		1.28	1.32	1.36		1.42	1.46	1.50	1.54	1.58
8			44,948	46,270		48,253	49,575	50,897	52,219	53,541
			1.36	1.40		1.46	1.50	1.54	1.58	1.62
9				47,592		49,575	50,897	52,219	53,541	54,863
				1.44		1.50	1.54	1.58	1.62	1.66
10				48,914		50,897	52,219	53,541	54,863	56,185
				1.48		1.54	1.58	1.62	1.66	1.70
11						52,219	53,541	54,863	56,185	57,507
						1.58	1.62	1.66	1.70	1.74
12						53,541	54,863	56,185	57,507	58,829
						1.62	1.66	1.70	1.74	1.78
13					54,202	54,863	56,185	57,507	58,829	60,151
					1.64	1.66	1.70	1.74	1.78	1.82
14								58,829	60,151	61,473
								1.78	1.82	1.86
15										62,795
										1.90
16										64,117
										1.94

BA+36 grandfathered 89-90

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,900	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	87-88		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63	
PPO:	Vision - \$4.40/mo		COMMENTS:				
LIFE	Madison Ntl.	1.85	Deductible Reimbursement:				
LTD	Madison Ntl.	.0049					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

H A M P T O N					
Step	B A	B A + 1 2	B A + 2 4	B A + 3 6	M A + 1 2
1	30,900	32,136	33,372	35,844	37,080
	1.00	1.04	1.08	1.16	1.20
2	32,136	33,372	34,608	37,080	38,316
	1.04	1.08	1.12	1.20	1.24
3	33,372	34,608	35,844	38,316	39,552
	1.08	1.12	1.16	1.24	1.28
4	34,608	35,844	37,080	39,552	40,788
	1.12	1.16	1.20	1.28	1.32
5	35,844	37,080	38,316	40,788	42,024
	1.16	1.20	1.24	1.32	1.36
6	37,080	38,316	39,552	42,024	43,260
	1.20	1.24	1.28	1.36	1.40
7		39,552	40,788	43,260	44,496
		1.28	1.32	1.40	1.44
8		40,788	42,024	44,496	45,732
		1.32	1.36	1.44	1.48
9		42,024	43,260	45,732	46,968
		1.36	1.40	1.48	1.52
10			44,496	46,968	48,204
			1.44	1.52	1.56
11				48,204	49,440
				1.56	1.60
12				49,440	50,676
				1.60	1.64
13				50,676	51,912
				1.64	1.68
14				51,912	53,148
				1.68	1.72
15				53,148	54,384
				1.72	1.76
16					55,620
					1.80
17					56,856
					1.84

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		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:	30,000	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	6
Vertical Freeze:	87-88		
Rollback:	86-87 (2 Steps)		
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	910	Individ. Depend.
HEALTH	BC/BS	600D		Cafeteria	Options: H/A,Dent.,LTD, Life,TSA, Cash
DENTAL	BC/BS	2			IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE			Deductible Reimbursement:		PART-TIME BENEFITS
LTD					Minimum FTE: 0.5
NON-PARTICIPANT					Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HARTINGTON							
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18
1	30,000	31,200	32,400	33,600	34,800	36,000	37,200
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	31,200	32,400	33,600	34,800	36,000	37,200	38,400
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	32,400	33,600	34,800	36,000	37,200	38,400	39,600
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	33,600	34,800	36,000	37,200	38,400	39,600	40,800
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	34,800	36,000	37,200	38,400	39,600	40,800	42,000
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	36,000	37,200	38,400	39,600	40,800	42,000	43,200
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		38,400	39,600	40,800	42,000	43,200	44,400
		1.28	1.32	1.36	1.40	1.44	1.48
8		39,600	40,800	42,000	43,200	44,400	45,600
		1.32	1.36	1.40	1.44	1.48	1.52
9		40,800	42,000	43,200	44,400	45,600	46,800
		1.36	1.40	1.44	1.48	1.52	1.56
10		42,000	43,200	44,400	45,600	46,800	48,000
		1.40	1.44	1.48	1.52	1.56	1.60
11			44,400	45,600	46,800	48,000	49,200
			1.48	1.52	1.56	1.60	1.64
12				46,800	48,000	49,200	50,400
				1.56	1.60	1.64	1.68
13				48,000	49,200	50,400	51,600
				1.60	1.64	1.68	1.72
14					50,400	51,600	52,800
					1.68	1.72	1.76
15					51,600	52,800	54,000
					1.72	1.76	1.80
16						54,000	55,200
						1.80	1.84

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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:	48	48	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,000 Index: 4 x 4
 Starting Salary: 33,480 Entry Level Step: 3
 Career Increments: N Experience Allowed: all
 BA+36,45,54 frozen 1 yr after entering; Not apply to MA
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	350D	485.45	898.10	1019.45	1368.86	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	IRS 125:
PPO:			COMMENTS:				Flex Accounts:
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS
LTD	Madison Nat'l	.0045 (thru sal)					Minimum FTE: 0.5
NON-PARTICIPANT							Contribution: full

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

BA36, BA45, BA54 frozen for 1 yr after entering

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	293.1
	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.75	6.5	6.5
Planning Time:	96	95	90
Class Periods/Day:	8	9	
Normal Teaching Load:	6.5	7	

SALARY SCHEDULE

Base:	31,430	Index:	4.5 x 4.5
Starting Salary:	31,430	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Those with a doctorate receive \$500/yr.			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	600D/2850D	484.52	851.56	966.63	1297.93	428 or 479.56
DENTAL	BC/BS	3	47.39	47.39	47.39	47.39	Full Ins. + \$325
PPO:	Dist pays 95% H/A premium for fa COMMENTS:						
LIFE							Deductible Reimbursement:
LTD	Madison Nat'l	.00294					
NON-PARTICIPANT	\$275/mo no ins-if taki						

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE:	0.4
Contribution:	fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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

HASTINGS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,430	32,844	34,259	35,673	37,087	37,087	38,502	39,916	41,330	42,745	44,159
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	32,844	34,259	35,673	37,087	38,502	38,502	39,916	41,330	42,745	44,159	45,574
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	34,259	35,673	37,087	38,502	39,916	39,916	41,330	42,745	44,159	45,574	46,988
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	35,673	37,087	38,502	39,916	41,330	41,330	42,745	44,159	45,574	46,988	48,402
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	37,087	38,502	39,916	41,330	42,745	42,745	44,159	45,574	46,988	48,402	49,817
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	38,502	39,916	41,330	42,745	44,159	44,159	45,574	46,988	48,402	49,817	51,231
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	39,916	41,330	42,745	44,159	45,574	45,574	46,988	48,402	49,817	51,231	52,645
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	41,330	42,745	44,159	45,574	46,988	46,988	48,402	49,817	51,231	52,645	54,060
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			46,045	46,988	48,402	48,402	49,817	51,231	52,645	54,060	55,474
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				48,874	49,817	49,817	51,231	52,645	54,060	55,474	56,888
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					51,231	51,231	52,645	54,060	55,474	56,888	58,303
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12						52,645	52,645	54,060	55,474	56,888	58,303
						1.675	1.675	1.72	1.765	1.81	1.855
13							54,060	55,474	56,888	58,303	59,717
							1.72	1.765	1.81	1.855	1.9
14								55,474	56,888	58,303	59,717
								1.765	1.81	1.855	1.9
15										62,546	63,960
										1.99	2.035

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

WORKING CONDITIONS

Contract Days: 160 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.75	8.75	8.75
Length of Student Day:			
Planning Time:	64	64	60
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 30,000 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 5
 11-12 switch to 4 day work week - 160 contract days
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14, 14-15

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
		H/A-Dent				22.92
HEALTH	BC/BS	350D	485.45	898.10	1019.45	1368.86
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement: N			
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

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

WORKING CONDITIONS

Contract Days: 180 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	51	51	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 29,925 Index: 4 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	485.45	898.10	1019.45	1368.86	25.19 or 41.71	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep Dental	
PPO:			COMMENTS:					IRS 125:
LIFE			Deductible Reimbursement:					Flex Accounts: Y
LTD	Principal							PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HAYES CENTER								
Step	B A		B A + 9		B A + 18		B A + 27	
1	29,925	31,272	32,618	33,965	35,312	36,658		
	1.00	1.045	1.09	1.135	1.18	1.225		
2	31,122	32,469	33,815	35,162	36,509	37,855		
	1.04	1.085	1.13	1.175	1.22	1.265		
3	32,319	33,666	35,012	36,359	37,706	39,052		
	1.08	1.125	1.17	1.215	1.26	1.305		
4	33,516	34,863	36,209	37,556	38,903	40,249		
	1.12	1.165	1.21	1.255	1.3	1.345		
5	34,713	36,060	37,406	38,753	40,100	41,446		
	1.16	1.205	1.25	1.295	1.34	1.385		
6		37,257	38,603	39,950	41,297	42,643		
		1.245	1.29	1.335	1.38	1.425		
7		38,454	39,800	41,147	42,494	43,840		
		1.285	1.33	1.375	1.42	1.465		
8			40,997	42,344	43,691	45,037		
			1.37	1.415	1.46	1.505		
9				43,541	44,888	46,234		
				1.455	1.5	1.545		
10				44,738	46,085	47,431		
				1.495	1.54	1.585		
11					47,282	48,628		
					1.58	1.625		
12						49,825		
						1.665		
13						51,022		
						1.705		
14						52,219		
						1.745		

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,400	Index:	5 x 4
Starting Salary:		Entry Level Step:	0
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:			
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	350D	485.45	898.10	1019.45	1368.86
DENTAL	BC/BS	1	22.31	41.28	46.85	62.92
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD						
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HERSHEY									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+18	MA+27	MA+36
BASE	30,400								
	1.00								
1	31,920	33,136	34,352	35,568	36,784	38,000	39,216	40,432	41,648
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
2	33,440	34,656	35,872	37,088	38,304	39,520	40,736	41,952	43,168
	1.1	1.14	1.18	1.22	1.26	1.3	1.34	1.38	1.42
3	34,960	36,176	37,392	38,608	39,824	41,040	42,256	43,472	44,688
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
4	36,480	37,696	38,912	40,128	41,344	42,560	43,776	44,992	46,208
	1.2	1.24	1.28	1.32	1.36	1.4	1.44	1.48	1.52
5		39,216	40,432	41,648	42,864	44,080	45,296	46,512	47,728
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
6		40,736	41,952	43,168	44,384	45,600	46,816	48,032	49,248
		1.34	1.38	1.42	1.46	1.5	1.54	1.58	1.62
7			43,472	44,688	45,904	47,120	48,336	49,552	50,768
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
8			44,992	46,208	47,424	48,640	49,856	51,072	52,288
			1.48	1.52	1.56	1.6	1.64	1.68	1.72
9				47,728	48,944	50,160	51,376	52,592	53,808
				1.57	1.61	1.65	1.69	1.73	1.77
10				49,248	50,464	51,680	52,896	54,112	55,328
				1.62	1.66	1.7	1.74	1.78	1.82
11					51,984	53,200	54,416	55,632	56,848
					1.71	1.75	1.79	1.83	1.87
12					53,504	54,720	55,936	57,152	58,368
					1.76	1.8	1.84	1.88	1.92
13						56,240	57,456	58,672	59,888
						1.85	1.89	1.93	1.97
14							58,976	60,192	61,408
							1.98	2.02	
15								61,712	62,928
								2.03	2.07
16								63,232	64,448
								2.08	2.12
17									65,968
									2.17

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

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.33	7.2	7.4
Planning Time:	80	80	80
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base: 32,275 Index: 4 x 4.5
 Starting Salary: 32,275 Entry Level Step: 1
 Career Increments: N Experience Allowed: 6
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	460.29	851.56	966.63	1297.93	24.54 or 40.61	Options:	
DENTAL	BC/BS	1	22.31	22.31	22.31	22.31	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:						Flex Accounts: Y
LIFE			Deductible Reimbursement:						PART-TIME BENEFITS
LTD	Horace Mann								Minimum FTE: 0.5
NON-PARTICIPANT									Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HIGH PLAINS COMMUNITY SCHOOL										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18		
1	32,275	33,727	35,180	36,632	38,085	39,537	40,989			
	1.00	1.045	1.09	1.135	1.18	1.225	1.27			
2	33,566	35,018	36,471	37,923	39,376	40,828	42,280			
	1.04	1.085	1.13	1.175	1.22	1.265	1.31			
3	34,857	36,309	37,762	39,214	40,667	42,119	43,571			
	1.08	1.125	1.17	1.215	1.26	1.305	1.35			
4	36,148	37,600	39,053	40,505	41,958	43,410	44,862			
	1.12	1.165	1.21	1.255	1.3	1.345	1.39			
5	37,439	38,891	40,344	41,796	43,249	44,701	46,153			
	1.16	1.205	1.25	1.295	1.34	1.385	1.43			
6	38,730	40,182	41,635	43,087	44,540	45,992	47,444			
	1.2	1.245	1.29	1.335	1.38	1.425	1.47			
7	40,021	41,473	42,926	44,378	45,831	47,283	48,735			
	1.24	1.285	1.33	1.375	1.42	1.465	1.51			
8		42,764	44,217	45,669	47,122	48,574	50,026			
		1.325	1.37	1.415	1.46	1.505	1.55			
9			45,508	46,960	48,413	49,865	51,317			
			1.41	1.455	1.5	1.545	1.59			
10				48,251	49,704	51,156	52,608			
				1.495	1.54	1.585	1.63			
11					50,995	52,447	53,899			
					1.58	1.625	1.67			
12					52,286	53,738	55,190			
					1.62	1.665	1.71			
13						55,029	56,481			
						1.705	1.75			
14							57,772			
							1.79			

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 94
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.6 7.5 7.3
 Planning Time: 50 45 45
 Class Periods/Day: 8 9
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,800 Index: 4.5 x 4.5
 Starting Salary: 33,572 Entry Level Step: 3
 Career Increments: N Experience Allowed: 4 (D)
 Vertical Freeze: 85-86
 Rollback: 95-96
 Multi-year Contract: 12-13, 13-14

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	460.29	851.56	966.63	1297.93	25.19 or 41.71	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE	Principal	4.41	Deductible Reimbursement:					PART-TIME BENEFITS
LTD								Minimum FTE: 0.4
NON-PARTICIPANT								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

HOLDREGE										
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+27	MA+36
					MA	MA+36				
1	30,800	32,186	33,572	34,958	36,344	37,730	39,116	40,502	41,888	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	32,186	33,572	34,958	36,344	37,730	39,116	40,502	41,888	43,274	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
3	33,572	34,958	36,344	37,730	39,116	40,502	41,888	43,274	44,660	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
4	34,958	36,344	37,730	39,116	40,502	41,888	43,274	44,660	46,046	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
5	36,344	37,730	39,116	40,502	41,888	43,274	44,660	46,046	47,432	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
6	37,730	39,116	40,502	41,888	43,274	44,660	46,046	47,432	48,818	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	
7	39,116	40,502	41,888	43,274	44,660	46,046	47,432	48,818	50,204	
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	
8	40,502	41,888	43,274	44,660	46,046	47,432	48,818	50,204	51,590	
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	
9			44,660	46,046	47,432	48,818	50,204	51,590	52,976	
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	
10				47,432	48,818	50,204	51,590	52,976	54,362	
				1.54	1.585	1.63	1.675	1.72	1.765	
11					50,204	51,590	52,976	54,362	55,748	
					1.63	1.675	1.72	1.765	1.81	
12						51,590	52,976	54,362	55,748	
						1.675	1.72	1.765	1.81	
13							55,748	57,134	58,520	
							1.81	1.855	1.9	
14								58,520	59,906	
								1.9	1.945	

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 32,300 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	PTO				
PERSONAL	PTO				
BEREAVEMENT	PTO				
PROFESSIONAL					
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

HOWELLS-DODGE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	32,300	33,915	35,530	37,145	38,760	38,760	40,375	41,990	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	33,592	35,207	36,822	38,437	40,052	40,052	41,667	43,282	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	34,884	36,499	38,114	39,729	41,344	41,344	42,959	44,574	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	36,176	37,791	39,406	41,021	42,636	42,636	44,251	45,866	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	37,468	39,083	40,698	42,313	43,928	43,928	45,543	47,158	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	38,760	40,375	41,990	43,605	45,220	45,220	46,835	48,450	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7	40,052	41,667	43,282	44,897	46,512	46,512	48,127	49,742	
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8		42,959	44,574	46,189	47,804	47,804	49,419	51,034	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	
9			45,866	47,481	49,096	49,096	50,711	52,326	
			1.42	1.47	1.52	1.52	1.57	1.62	
10			47,158	48,773	50,388	50,388	52,003	53,618	
			1.46	1.51	1.56	1.56	1.61	1.66	
11			48,450	50,065	51,680	51,680	53,295	54,910	
			1.50	1.55	1.60	1.60	1.65	1.70	
12			49,742	51,357	52,972	52,972	54,587	56,202	
			1.54	1.59	1.64	1.64	1.69	1.74	
13				52,649	54,264	54,264	55,879	57,494	
				1.63	1.68	1.68	1.73	1.78	
14						55,556	57,171	58,786	
						1.72	1.77	1.82	
15						56,848	58,463	60,078	
						1.76	1.81	1.86	

Humboldt-Table Rock-Steinauer

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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: 31,900 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 5
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	25.19 or 41.71	Individ. Depend.
HEALTH	BC/BS	1100D	432.31	799.79	907.86	1219.03	Sp or Dep. Dental	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92		IRS 125: Y
PPO:			COMMENTS:					Flex Accounts:
LIFE			Deductible Reimbursement: Y					PART-TIME BENEFITS
LTD	Principal							Minimum FTE:
NON-PARTICIPANT								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

HUMBOLDT-TABLE ROCK-STEINAUER									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	31,900	33,176	34,452	35,728	37,004	38,280	39,556	40,832	40,832
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	33,176	34,452	35,728	37,004	38,280	39,556	40,832	42,108	42,108
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.32
3	34,452	35,728	37,004	38,280	39,556	40,832	42,108	43,384	43,384
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.36
4	35,728	37,004	38,280	39,556	40,832	42,108	43,384	44,660	44,660
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.40
5	37,004	38,280	39,556	40,832	42,108	43,384	44,660	45,936	45,936
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.44
6	38,280	39,556	40,832	42,108	43,384	44,660	45,936	47,212	47,212
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.48
7	39,556	40,832	42,108	43,384	44,660	45,936	47,212	48,488	48,488
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.52
8		42,108	43,384	44,660	45,936	47,212	48,488	49,764	49,764
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.56
9			44,660	45,936	47,212	48,488	49,764	51,040	51,040
			1.40	1.44	1.48	1.52	1.56	1.60	1.60
10				47,212	48,488	49,764	51,040	52,316	52,316
				1.48	1.52	1.56	1.60	1.64	1.64
11					49,764	51,040	52,316	53,592	53,592
					1.56	1.60	1.64	1.68	1.68
12						52,316	53,592	54,868	54,868
						1.64	1.68	1.72	1.72
13							54,868	56,144	56,144
							1.72	1.76	1.76
14								57,420	57,420
								1.80	1.80

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,600 Index: 4 x 4
 Starting Salary: 30,600 Entry Level Step: 1(D)
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	25.19 or 41.71 Sp or Dep Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO: COMMENTS:							
LIFE			Deductible Reimbursement: N				
LTD	National Ins	.00371					
NON-PARTICIPANT							

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE:
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10,7	unl	yes		
Other Info: 10/yr until 40 accum, then 7/yr					
PERSONAL	2			no	accum to 3
BEREAVEMENT	5				add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION	from prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

HUMPHREY										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18			
1	30,600	31,824	33,048	34,272	35,496	36,720	37,944			
	1.00	1.04	1.08	1.12	1.16	1.20	1.24			
2	31,824	33,048	34,272	35,496	36,720	37,944	39,168			
	1.04	1.08	1.12	1.16	1.20	1.24	1.28			
3	33,048	34,272	35,496	36,720	37,944	39,168	40,392			
	1.08	1.12	1.16	1.20	1.24	1.28	1.32			
4	34,272	35,496	36,720	37,944	39,168	40,392	41,616			
	1.12	1.16	1.20	1.24	1.28	1.32	1.36			
5	35,496	36,720	37,944	39,168	40,392	41,616	42,840			
	1.16	1.20	1.24	1.28	1.32	1.36	1.40			
6	36,720	37,944	39,168	40,392	41,616	42,840	44,064			
	1.20	1.24	1.28	1.32	1.36	1.40	1.44			
7	37,944	39,168	40,392	41,616	42,840	44,064	45,288			
	1.24	1.28	1.32	1.36	1.40	1.44	1.48			
8	39,168	40,392	41,616	42,840	44,064	45,288	46,512			
	1.28	1.32	1.36	1.40	1.44	1.48	1.52			
9		41,616	42,840	44,064	45,288	46,512	47,736			
		1.36	1.40	1.44	1.48	1.52	1.56			
10			44,064	45,288	46,512	47,736	48,960			
			1.44	1.48	1.52	1.56	1.60			
11				46,512	47,736	48,960	50,184			
				1.52	1.56	1.60	1.64			
12					48,960	50,184	51,408			
					1.60	1.64	1.68			
13						50,184	51,408			
						1.64	1.68			
14							52,632			
							1.72			

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:
 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: 29,250 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	460.29	851.56	966.63	1297.93
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63
PPO: COMMENTS:						
LIFE Deductible Reimbursement:						
LTD	Omaha Life	.0044				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HYANNIS						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
1	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	36,270	37,440	38,610	39,780	40,950	42,120
	1.24	1.28	1.32	1.36	1.40	1.44
8		38,610	39,780	40,950	42,120	43,290
		1.32	1.36	1.40	1.44	1.48
9		39,780	40,950	42,120	43,290	44,460
		1.36	1.40	1.44	1.48	1.52
10			42,120	43,290	44,460	45,630
			1.44	1.48	1.52	1.56
11			43,290	44,460	45,630	46,800
			1.48	1.52	1.56	1.60
12				45,630	46,800	47,970
				1.56	1.60	1.64
13				46,800	47,970	49,140
				1.60	1.64	1.68
14					49,140	50,310
					1.68	1.72
15					50,310	51,480
					1.72	1.76
16						52,650
						1.80
17						53,820
						1.84

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 385

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6.42
Planning Time:	60	57	30
Class Periods/Day:	4	9	
Normal Teaching Load:	3	7.5	

SALARY SCHEDULE

Base: 31,590 Index: 4.5 x 4.5
 Starting Salary: 31,590 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 7(D)
 Vertical Freeze: 85-86
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D/1500D	177.08	177.08	177.08	177.08	816.67	616.67	616.67
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	cafeteria+fringe	Options: H/A, Cash	
PPO:			COMMENTS:					IRS 125: Y	
LIFE			Deductible Reimbursement:					Flex Accounts: Y	
LTD								PART-TIME BENEFITS	
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte-BCBS*	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

KEARNEY											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,590	33,012	34,433	35,855	37,276	38,698	40,119	41,541	42,962	44,384	45,806
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	33,012	34,433	35,855	37,276	38,698	40,119	41,541	42,962	44,384	45,806	47,227
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.54
3	34,433	35,855	37,276	38,698	40,119	41,541	42,962	44,384	45,806	47,227	48,649
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
4	35,855	37,276	38,698	40,119	41,541	42,962	44,384	45,806	47,227	48,649	50,070
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
5	37,276	38,698	40,119	41,541	42,962	44,384	45,806	47,227	48,649	50,070	51,492
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
6	38,698	40,119	41,541	42,962	44,384	45,806	47,227	48,649	50,070	51,492	52,913
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
7	40,119	41,541	42,962	44,384	45,806	47,227	48,649	50,070	51,492	52,913	54,335
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
8	41,541	42,962	44,384	45,806	47,227	48,649	50,070	51,492	52,913	54,335	55,756
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
9		44,384	45,806	47,227	48,649	50,070	51,492	52,913	54,335	55,756	57,178
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
10			47,227	48,649	50,070	51,492	52,913	54,335	55,756	57,178	58,599
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
11				50,070	51,492	52,913	54,335	55,756	57,178	58,599	60,021
				1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9
12					52,913	54,335	55,756	57,178	58,599	60,021	61,443
					1.675	1.72	1.765	1.81	1.855	1.9	1.945
13						54,335	55,756	57,178	58,599	60,021	61,443
						1.72	1.765	1.81	1.855	1.9	1.945
14							55,756	57,178	58,599	60,021	61,443
							1.765	1.81	1.855	1.9	1.945
15										62,864	64,286
										1.99	2.035

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

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	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	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,700 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: (D)
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 12-13, 13-14

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	460.29	851.56	966.63	1297.93	25.19 or 41.71	Options:	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					PART-TIME BENEFITS	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

KENESAW									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	30,700	31,928	33,156	34,384	34,998	35,612	36,840	38,068	38,068
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24	1.24
2	31,928	33,156	34,384	35,612	36,226	36,840	38,068	39,296	39,296
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28	1.28
3	33,156	34,384	35,612	36,840	37,454	38,068	39,296	40,524	40,524
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32	1.32
4	34,384	35,612	36,840	38,068	38,682	39,296	40,524	41,752	41,752
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36	1.36
5	35,612	36,840	38,068	39,296	39,910	40,524	41,752	42,980	42,980
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40	1.40
6	36,840	38,068	39,296	40,524	41,138	41,752	42,980	44,208	44,208
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44	1.44
7		39,296	40,524	41,752	42,366	42,980	44,208	45,436	45,436
		1.28	1.32	1.36	1.38	1.40	1.44	1.48	1.48
8		40,524	41,752	42,980	43,594	44,208	45,436	46,664	46,664
		1.32	1.36	1.40	1.42	1.44	1.48	1.52	1.52
9		41,752	42,980	44,208	44,822	45,436	46,664	47,892	47,892
		1.36	1.40	1.44	1.46	1.48	1.52	1.56	1.56
10			44,208	45,436	46,050	46,664	47,892	49,120	49,120
			1.44	1.48	1.50	1.52	1.56	1.60	1.60
11				46,664	47,278	47,892	49,120	50,348	50,348
				1.52	1.54	1.56	1.60	1.64	1.64
12						49,120	50,348	51,576	51,576
						1.60	1.64	1.68	1.68

WORKING CONDITIONS

Contract Days: 180 FTE Teachers:

	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	30
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:	6
Vision Ins 9.76/15.94/15.62/25.71			
Vertical Freeze:			
Rollback:	93-94		
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan		
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	Options:		
DENTAL	BC/BS	4	43.15	79.83	90.62	121.70	IRS 125:		
PPO:	COMMENTS:						Flex Accounts:		
LIFE	Deductible Reimbursement: Y						400/800	PART-TIME BENEFITS	
LTD							Minimum FTE: 0.5		
NON-PARTICIPANT							Contribution: fte		

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.2
Planning Time:	48	48	0
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 30,400 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vert. Incr. are % of column base
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

KIMBALL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	30,400	31,920	33,440	34,960	36,480	38,000	39,520	41,040	42,560	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	
2	31,616	33,136	34,656	36,176	37,696	39,216	40,736	42,256	43,776	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	
3	32,832	34,352	35,872	37,392	38,912	40,432	41,952	43,472	44,992	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	
4	34,048	35,568	37,088	38,608	40,128	41,648	43,168	44,688	46,208	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	
5	35,264	36,784	38,304	39,824	41,344	42,864	44,384	45,904	47,424	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	
6		38,000	39,520	41,040	42,560	44,080	45,600	47,120	48,640	
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	
7		39,216	40,736	42,256	43,776	45,296	46,816	48,336	49,856	
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	
8			41,952	43,472	44,992	46,512	48,032	49,552	51,072	
			1.38	1.43	1.48	1.53	1.58	1.63	1.68	
9				44,688	46,208	47,728	49,248	50,768	52,288	
				1.47	1.52	1.57	1.62	1.67	1.72	
10					47,424	48,944	50,464	51,984	53,504	
					1.56	1.61	1.66	1.71	1.76	
11					48,640	50,160	51,680	53,200	54,720	
					1.60	1.65	1.70	1.75	1.80	
12					49,856	51,376	52,896	54,416	55,936	
					1.64	1.69	1.74	1.79	1.84	
13						52,592	54,112	55,632	57,152	
						1.73	1.78	1.83	1.88	
14							55,328	56,848	58,368	
							1.82	1.87	1.92	
15								58,064	59,584	
								1.91	1.96	
20									60,800	
										2.00

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