

Lakeview Community Schools

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	7.17
Planning Time:	87	87	80
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base: 30,700 Index: 5 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	484.52	896.38	1017.50	1366.24	TSA	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92		
PPO:			COMMENTS:				507.44	
LIFE			Deductible Reimbursement:					
LTD								
NON-PARTICIPANT	\$507.44	TSA						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES:

LAKEVIEW COMMUNITY SCHOOLS

Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	30,700	31,928	33,156	34,384	35,612	36,840	38,068	39,296	40,524
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,235	33,463	34,691	35,919	37,147	38,375	39,603	40,831	42,059
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	33,770	34,998	36,226	37,454	38,682	39,910	41,138	42,366	43,594
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	35,305	36,533	37,761	38,989	40,217	41,445	42,673	43,901	45,129
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	36,840	38,068	39,296	40,524	41,752	42,980	44,208	45,436	46,664
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	38,375	39,603	40,831	42,059	43,287	44,515	45,743	46,971	48,199
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	39,910	41,138	42,366	43,594	44,822	46,050	47,278	48,506	49,734
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	41,445	42,673	43,901	45,129	46,357	47,585	48,813	50,041	51,269
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		44,208	45,436	46,664	47,892	49,120	50,348	51,576	52,804
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10		45,743	46,971	48,199	49,427	50,655	51,883	53,111	54,339
		1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77
11			48,506	49,734	50,962	52,190	53,418	54,646	55,874
			1.58	1.62	1.66	1.70	1.74	1.78	1.82
12			50,041	51,269	52,497	53,725	54,953	56,181	57,409
			1.63	1.67	1.71	1.75	1.79	1.83	1.87
13				52,804	54,032	55,260	56,488	57,716	58,944
				1.72	1.76	1.80	1.84	1.88	1.92
14					55,567	56,795	58,023	59,251	60,479
					1.81	1.85	1.89	1.93	1.97

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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	10	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,355	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	3
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	800D		468.18	468.18	468.18	468.18	875.57
DENTAL	BC/BS	2		22.92	22.92	22.92	22.92	Cafeteria
PPO:								
LIFE								
LTD								
NON-PARTICIPANT								

Cafeteria Plan

Individ.	Depend.
875.57	875.57
Options:	H/A-TSA-Cash-Life-LTD
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	45	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	unl.				see 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:

LAUREL-CONCORD																
Step	B A		B A + 9		B A + 18		B A + 27		B A + 36							
									M A	M A + 9	M A + 18					
1	30,355	1.00	31,569	1.04	32,783	1.08	33,998	1.12	35,212	1.16	36,426	1.20	37,640	1.24		
2	31,569	1.04	32,783	1.08	33,998	1.12	35,212	1.16	36,426	1.20	37,640	1.24	38,854	1.28		
3	32,783	1.08	33,998	1.12	35,212	1.16	36,426	1.20	37,640	1.24	38,854	1.28	40,069	1.32		
4	33,998	1.12	35,212	1.16	36,426	1.20	37,640	1.24	38,854	1.28	40,069	1.32	41,283	1.36		
5	35,212	1.16	36,426	1.20	37,640	1.24	38,854	1.28	40,069	1.32	41,283	1.36	42,497	1.40		
6	36,426	1.20	37,640	1.24	38,854	1.28	40,069	1.32	41,283	1.36	42,497	1.40	43,711	1.44		
7	37,640	1.24	38,854	1.28	40,069	1.32	41,283	1.36	42,497	1.40	43,711	1.44	44,925	1.48		
8			40,069	1.32	41,283	1.36	42,497	1.40	43,711	1.44	44,925	1.48	46,140	1.52		
9					42,497	1.40	43,711	1.44	44,925	1.48	46,140	1.52	47,354	1.56		
10							44,925	1.44	46,140	1.48	47,354	1.52	48,568	1.60		
11								46,140	1.48	47,354	1.52	48,568	1.60	49,782	1.64	
12									48,568	1.60	49,782	1.64	50,996	1.68		
13										49,782	1.64	50,996	1.68	52,211	1.72	
14											50,996	1.68	52,211	1.72	53,425	1.76
15												53,425	1.76	54,639	1.80	
16													55,853	1.84		

WORKING CONDITIONS

Contract Days: 185 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: 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	22.92
HEALTH	BC/BS	600D/2850D	460.29	851.56	966.63	1297.93	Ind Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	

PPO: 2850D recv diff betw 600D & 2850 COMMENTS:
 LIFE Deductible Reimbursement:
 LTD Principal
 NON-PARTICIPANT

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.1
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	6	34	yes		
Other Info:	Sev:\$40/day unused				
PERSONAL	6			yes	unused goes to sick accum
BEREAVEMENT	2				
PROFESSIONAL	2			yes	acc. to 5
ADOPTION	30				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

LEIGH							
	BA	BA+9	BA+18	BA+27	MA		
Step					BA+36	MA+15	MA+30
1	30,300	31,512	32,724	33,936	35,148	36,360	37,572
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	31,512	32,724	33,936	35,148	36,360	37,572	38,784
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	32,724	33,936	35,148	36,360	37,572	38,784	39,996
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	33,936	35,148	36,360	37,572	38,784	39,996	41,208
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	35,148	36,360	37,572	38,784	39,996	41,208	42,420
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	36,360	37,572	38,784	39,996	41,208	42,420	43,632
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	37,572	38,784	39,996	41,208	42,420	43,632	44,844
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		39,996	41,208	42,420	43,632	44,844	46,056
		1.32	1.36	1.40	1.44	1.48	1.52
9			42,420	43,632	44,844	46,056	47,268
			1.40	1.44	1.48	1.52	1.56
10				44,844	46,056	47,268	48,480
				1.48	1.52	1.56	1.60
11				46,056	47,268	48,480	49,692
				1.52	1.56	1.60	1.64
12					48,480	49,692	50,904
					1.60	1.64	1.68
13						50,904	52,116
						1.68	1.72

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.6	6.6	6.4
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: Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	800D	468.18	866.16	983.19	1320.18	Ind Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:	sgl also recv \$125 TSA		COMMENTS:				
LIFE			Deductible Reimbursement: Y				350/700
LTD							
NON-PARTICIPANT	\$125 TSA						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

LEWISTON																
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36		MA		MA + 9		MA + 18	
	1	30,600	1.00	31,824	1.04	33,048	1.08	34,272	1.12	35,496	1.16	36,720	1.20	37,944	1.24	39,168
2	31,824	1.04	33,048	1.08	34,272	1.12	35,496	1.16	36,720	1.20	37,944	1.24	39,168	1.28	40,392	1.32
3	33,048	1.08	34,272	1.12	35,496	1.16	36,720	1.20	37,944	1.24	39,168	1.28	40,392	1.32	41,616	1.36
4	34,272	1.12	35,496	1.16	36,720	1.20	37,944	1.24	39,168	1.28	40,392	1.32	41,616	1.36	42,840	1.40
5	35,496	1.16	36,720	1.20	37,944	1.24	39,168	1.28	40,392	1.32	41,616	1.36	42,840	1.40	44,064	1.44
6	36,720	1.20	37,944	1.24	39,168	1.28	40,392	1.32	41,616	1.36	42,840	1.40	44,064	1.44	45,288	1.48
7			39,168	1.28	40,392	1.32	41,616	1.36	42,840	1.40	44,064	1.44	45,288	1.48	46,512	1.52
8					41,616	1.36	42,840	1.40	44,064	1.44	45,288	1.48	46,512	1.52	47,736	1.56
9							44,064	1.44	45,288	1.48	46,512	1.52	47,736	1.56	48,960	1.60
10								45,288	1.48	46,512	1.52	47,736	1.56	48,960	1.60	50,184
11									46,512	1.52	47,736	1.56	48,960	1.60	51,408	1.64
12										47,736	1.56	48,960	1.60	50,184	1.64	51,408
13											48,960	1.60	50,184	1.64	51,408	1.68
14												49,184	1.64	50,408	1.68	51,856
15													50,408	1.68	51,856	1.72
														51,856	1.72	53,080
															52,304	1.76
															53,528	1.80

WORKING CONDITIONS

Contract Days: 191 FTE Teachers: 3013

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	vary	vary	6.5
Planning Time:	100	100	95
Class Periods/Day:	7	7	
Normal Teaching Load:	5	5	

SALARY SCHEDULE

Base: 38,849 Index: 0 x 0
 Starting Salary: 38,849 Entry Level Step: 1
 Career Increments: N Experience Allowed: 27
 02-03 indx career stps; 03-04 sch is 21 stps;06-07 move caf to sched
 Vertical Freeze: 95-96
 Rollback:
 Multi-year Contract: 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	429.68	584.69	664.58	884.49	302.25	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92		
PPO:			COMMENTS:					
LIFE	Met Life		Deductible Reimbursement:					
LTD	Lincoln Nat'l							
NON-PARTICIPANT								

Cafeteria Plan

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

LEAVES

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

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: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Civic, Jury, Catastrophic

LINCOLN								Step	BA	BA+18	BA+36	MA	MA+18	MA+36	PHD
1	38,849	40,154	40,937	40,937	41,981	43,286	45,374	17			58,836	58,836	60,140	61,446	63,534
	1.00	1.03359	1.05375	1.05375	1.08062	1.11421	1.16796				1.51448	1.51448	1.54804	1.58166	1.63541
2	39,349	40,654	41,437	41,437	42,481	43,786	45,874	18			60,451	60,451	61,757	62,800	65,149
	1.01287	1.04646	1.06662	1.06662	1.09349	1.12708	1.18083				1.55605	1.55605	1.58967	1.61652	1.67698
3	39,849	41,154	41,937	41,937	42,981	44,286	46,374	19			62,067	62,067	63,373	64,417	66,766
	1.02574	1.05933	1.07949	1.07949	1.10636	1.13995	1.1937				1.59765	1.59765	1.63126	1.65814	1.7186
4	40,349	41,654	42,437	42,437	43,481	44,786	46,874	20			63,423	63,423	64,727	65,772	68,121
	1.03861	1.0722	1.09236	1.09236	1.11923	1.15282	1.20657				1.63255	1.63255	1.66612	1.69302	1.75348
5	40,839	42,144	42,927	42,927	43,971	45,276	47,364	21			64,777	64,777	66,083	67,127	69,215
	1.05122	1.08482	1.10497	1.10497	1.13184	1.16544	1.21918				1.6674	1.6674	1.70102	1.7279	1.78164
6	41,364	42,669	43,452	43,452	44,496	45,801	47,889	22			65,839	65,839	67,144	68,188	70,276
	1.06474	1.09833	1.11848	1.11848	1.14536	1.17895	1.2327				1.69474	1.69474	1.72833	1.75521	1.80895
7	41,914	43,219	44,002	44,002	45,046	46,351	48,439	23			66,652	66,652	67,958	69,001	71,089
	1.0789	1.11249	1.13264	1.13264	1.15952	1.19311	1.24685				1.71567	1.71567	1.74929	1.77613	1.82988
8	42,464	43,769	44,552	44,552	45,596	46,901	48,989	24			67,466	67,466	68,771	69,815	71,903
	1.09305	1.12664	1.1468	1.1468	1.17367	1.20726	1.26101				1.73662	1.73662	1.77021	1.79709	1.85083
9	43,558	45,124	46,169	46,169	47,212	48,518	50,605	25			68,527	68,527	69,832	70,876	72,964
	1.12121	1.16152	1.18842	1.18842	1.21527	1.24889	1.30261				1.76393	1.76393	1.79752	1.8244	1.87814
10	44,652	46,479	47,784	47,784	48,829	50,133	52,221	26			69,285	69,285	70,590	71,634	73,722
	1.14937	1.1964	1.22999	1.22999	1.25689	1.29046	1.3442				1.78344	1.78344	1.81704	1.84391	1.89766
11	45,746	47,834	49,400	49,400	50,444	51,749	53,838	27			69,992	69,992	71,297	72,341	74,429
	1.17753	1.23128	1.27159	1.27159	1.29846	1.33205	1.38583				1.80164	1.80164	1.83523	1.86211	1.91585
12	46,313	48,929	51,017	51,017	52,060	53,104	55,453	28			70,750	70,750	72,055	73,009	75,187
	1.19213	1.25947	1.31321	1.31321	1.34006	1.36693	1.4274				1.82115	1.82115	1.85475	1.8793	1.93537
13		49,495	52,632	52,632	53,677	54,720	57,069	29			71,509	71,509	72,815	73,858	75,946
		1.27404	1.35478	1.35478	1.38168	1.40853	1.469				1.84069	1.84069	1.87431	1.90116	1.9549
14			54,509	54,509	55,292	56,337	58,686	30			72,257	72,257	73,562	74,606	76,694
			1.4031	1.4031	1.42325	1.45015	1.51062				1.86041	1.86041	1.89354	1.92041	1.97416
15			55,603	55,603	56,908	57,952	60,301								
			1.43126	1.43126	1.46485	1.49172	1.55219								
16			57,219	57,219	58,786	59,568	61,917								
			1.47286	1.47286	1.51319	1.53332	1.59379								

BA36 new hires cannot be placed higher than step 13 if first contract day is on or after 9-1-10;
 New hires on MA, MA18, MA36, and PHD cannot be placed higher than step 25

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 19.625
 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 75
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 30,382 Index: 4 x 5
 Starting Salary: 30,382 Entry Level Step: 1(D)
 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
			Individ.	EE/Child	EE/Spouse	
		H/A-Dent				507.44
HEALTH	BC/BS	600D	484.52	893.68	1017.50	1366.24
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92
PPO: COMMENTS:						
LIFE	Guardian	3.45	Deductible Reimbursement:			
LTD	Principal	.0040				
NON-PARTICIPANT \$507.44 Cash						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	35	yes		
Other Info:					
PERSONAL	3			yes	1 unused=sick day next yr
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

LITCHFIELD										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+18	BA+27	BA	MA	MA+9	MA+18		
1	30,382	31,901	33,420	34,939	36,458	37,978	39,497			
	1.00	1.05	1.10	1.15	1.20	1.25	1.30			
2	31,597	33,116	34,635	36,155	37,674	39,193	40,712			
	1.04	1.09	1.14	1.19	1.24	1.29	1.34			
3	32,813	34,332	35,851	37,370	38,889	40,408	41,927			
	1.08	1.13	1.18	1.23	1.28	1.33	1.38			
4	34,028	35,547	37,066	38,585	40,104	41,623	43,142			
	1.12	1.17	1.22	1.27	1.32	1.37	1.42			
5	35,243	36,762	38,281	39,800	41,320	42,839	44,358			
	1.16	1.21	1.26	1.31	1.36	1.41	1.46			
6	36,458	37,978	39,497	41,016	42,535	44,054	45,573			
	1.20	1.25	1.30	1.35	1.40	1.45	1.50			
7		39,193	40,712	42,231	43,750	45,269	46,788			
		1.29	1.34	1.39	1.44	1.49	1.54			
8			41,927	43,446	44,965	46,484	48,004			
			1.38	1.43	1.48	1.53	1.58			
9				44,662	46,181	47,700	49,219			
				1.47	1.52	1.57	1.62			
10					47,396	48,915	50,434			
					1.56	1.61	1.66			
11					48,611	50,130	51,649			
					1.60	1.65	1.70			
12						51,346	52,865			
						1.69	1.74			
13							54,080			
							1.78			

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185	FTE Teachers:	Base: 32,680	Index: 5 x 3
Length of Teacher Day: 8	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Student Day: 7.25	7.25 7.25 7.25	Career Increments: N	Experience Allowed: 12(D)
Planning Time: 75	75 75 75	Vertical Freeze: 86-87	
Class Periods/Day: 10	10 10	Rollback:	
Normal Teaching Load: 6	6 6	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	350D	511.00	858.50	960.69	1254.93	Cash	Options:	
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								Minimum FTE: 0.5	
NON-PARTICIPANT	\$495.98 Cash							Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOUISVILLE

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	32,680	33,660	34,641	35,621	36,602	37,582	38,562	39,543	40,523
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	34,314	35,294	36,275	37,255	38,236	39,216	40,196	41,177	42,157
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	35,948	36,928	37,909	38,889	39,870	40,850	41,830	42,811	43,791
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	37,582	38,562	39,543	40,523	41,504	42,484	43,464	44,445	45,425
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	39,216	40,196	41,177	42,157	43,138	44,118	45,098	46,079	47,059
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6	40,850	41,830	42,811	43,791	44,772	45,752	46,732	47,713	48,693
	1.25	1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		43,464	44,445	45,425	46,406	47,386	48,366	49,347	50,327
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			46,079	47,059	48,040	49,020	50,000	50,981	51,961
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9				48,693	49,674	50,654	51,634	52,615	53,595
				1.49	1.52	1.55	1.58	1.61	1.64
10					51,308	52,288	53,268	54,249	55,229
					1.57	1.60	1.63	1.66	1.69
11					52,942	53,922	54,902	55,883	56,863
					1.62	1.65	1.68	1.71	1.74
12					54,576	55,556	56,536	57,517	58,497
					1.67	1.70	1.73	1.76	1.79
13						57,190	58,170	59,151	60,131
						1.75	1.78	1.81	1.84

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 30.34

	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:	30,300	Index:	4 x 5
Starting Salary:	30,300	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
long. 4% ea. 4 yrs. to 26; 03-04 sal/ins freeze			
Vertical Freeze:	03-04		
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	158.62 or 227.61 Dental + All Dep
HEALTH	BC/BS	600D	436.07	806.74	915.75	1229.62	
DENTAL	BC/BS	3	42.65	42.65	42.65	42.65	
PPO:	teacher pays 10% premium		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18
1	30,300	31,815	33,330	34,845	36,360	37,875	39,390
2	1,000	1,050	1,100	1,150	1,200	1,250	1,300
3	31,512	33,027	34,542	36,057	37,572	39,087	40,602
4	1,004	1,009	1,114	1,119	1,224	1,229	1,334
5	32,724	34,239	35,754	37,269	38,784	40,299	41,814
6	1,008	1,113	1,118	1,223	1,228	1,333	1,338
7	33,936	35,451	36,966	38,481	39,996	41,511	43,026
8	1,112	1,117	1,222	1,227	1,332	1,337	1,442
9	35,148	36,663	38,178	39,693	41,208	42,723	44,238
10	1,116	1,221	1,226	1,331	1,336	1,441	1,446
11	36,360	37,875	39,390	40,905	42,420	43,935	45,450
12	1,200	1,205	1,310	1,315	1,420	1,425	1,530
13		39,087	40,602	42,117	43,632	45,147	46,662
14		1,209	1,314	1,319	1,424	1,429	1,534
15		40,299	41,814	43,329	44,844	46,359	47,874
16		1,303	1,308	1,413	1,418	1,523	1,528
17		43,026	44,541	46,056	47,571	49,086	50,601
18			1,412	1,417	1,522	1,527	1,632
19				45,753	47,268	48,783	50,298
20					1,516	1,521	1,626
21					48,480	49,995	51,510
22					1,600	1,605	1,710
23					49,692	51,207	52,722
24					1,604	1,609	1,714
25					49,692	51,207	52,722
26					1,604	1,609	1,714
27					50,904	52,419	53,934
28					1,608	1,613	1,718
29					50,904	52,419	53,934
30					1,608	1,613	1,718
31					52,116	53,631	55,146
32					1,702	1,707	1,812
33					52,116	53,631	55,146
34					1,702	1,707	1,812
35					52,116	53,631	55,146
36					1,702	1,707	1,812
37					53,328	54,843	56,358
38					1,706	1,811	1,816

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 14
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6 6 6
 Planning Time: 51 51 51
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 28,850 Index: 4 x 5
 Starting Salary: 28,850 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
			Individ.	EE/Child	EE/Spouse	
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	Principal	6.54	Deductible Reimbursement: Y 500			
LTD	Principal	.0057				
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.
 Options:
 IRS 125:
 Flex Accounts:
PART-TIME BENEFITS
 Minimum FTE: 0.28
 Contribution: fte

LEAVES

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

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

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOUP COUNTY								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	28,850	30,293	31,735	33,178	34,620	34,620	36,063	37,505
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	30,004	31,447	32,889	34,332	35,774	35,774	37,217	38,659
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	31,158	32,601	34,043	35,486	36,928	36,928	38,371	39,813
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	32,312	33,755	35,197	36,640	38,082	38,082	39,525	40,967
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	33,466	34,909	36,351	37,794	39,236	39,236	40,679	42,121
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	34,043	36,063	37,505	38,948	40,390	40,390	41,833	43,275
	1.18	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7		36,640	38,659	40,102	41,544	41,544	42,987	44,429
		1.27	1.34	1.39	1.44	1.44	1.49	1.54
8			39,236	41,256	42,698	42,698	44,141	45,583
			1.36	1.43	1.48	1.48	1.53	1.58
9				42,410	43,852	43,852	45,295	46,737
				1.47	1.52	1.52	1.57	1.62
10				42,987	45,006	45,006	46,449	47,891
				1.49	1.56	1.56	1.61	1.66
11					46,160	46,160	47,603	49,045
					1.60	1.60	1.65	1.70
12					46,737	46,737	48,757	50,199
					1.62	1.62	1.69	1.74
13							49,334	50,776
							1.71	1.76

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 28.25

	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: 30,575 Index: 4 x 5
 Starting Salary: 30,575 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 84-85 grandfathered steps
 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	460.29	851.56	966.63	1297.93	Ind Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO: COMMENTS:							
LIFE	Guardian	5.57	Deductible Reimbursement:				
LTD	Madison Nat'l	.0052 (thru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

LYONS-DECATUR							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9	MA + 18
1	30,575	32,104	33,633	35,161	36,690	38,219	39,748
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	31,798	33,327	34,856	36,384	37,913	39,442	40,971
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	33,021	34,550	36,079	37,607	39,136	40,665	42,194
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	34,244	35,773	37,302	38,830	40,359	41,888	43,417
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5		36,996	38,525	40,053	41,582	43,111	44,640
		1.21	1.26	1.31	1.36	1.41	1.46
6		38,219	39,748	41,276	42,805	44,334	45,863
		1.25	1.30	1.35	1.40	1.45	1.50
7		39,442	40,971	42,499	44,028	45,557	47,086
		1.29	1.34	1.39	1.44	1.49	1.54
8			42,194	43,722	45,251	46,780	48,309
			1.38	1.43	1.48	1.53	1.58
9			43,417	44,945	46,474	48,003	49,532
			1.42	1.47	1.52	1.57	1.62
10			44,640	46,168	47,697	49,226	50,755
			1.46	1.51	1.56	1.61	1.66
11			45,863	47,391	48,920	50,449	51,978
			1.50	1.55	1.60	1.65	1.70
12				48,614	50,143	51,672	53,201
				1.59	1.64	1.69	1.74
13				49,837	51,366	52,895	54,424
				1.63	1.68	1.73	1.78
14				51,060	52,589	54,118	55,647
				1.67	1.72	1.77	1.82
15				52,283	53,812	55,341	56,870
				1.71	1.76	1.81	1.86
16					55,035	56,564	58,093
					1.80	1.85	1.90
17					56,258	57,787	59,316
					1.84	1.89	1.94

Madison

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:	49	45	75
Class Periods/Day:	8	10	
Normal Teaching Load:	6	8	

SALARY SCHEDULE

Base: 31,000 Index: 4 x 5
 Starting Salary: 33,480 Entry Level Step: 3
 Career Increments: N Experience Allowed: 5(D)
 Grandfathered steps 94-95
 Vertical Freeze: 86-87, 87-88
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	800D	468.18	866.16	983.19	1320.18	25.19 or 41.71 Sp or Dep Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:			COMMENTS:				
LIFE	Horace Mann	4.80	Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES: Jury Duty

MADISON

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	31,000	32,550	34,100	35,650	37,200	38,750	40,300	41,850	43,400
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	32,240	33,790	35,340	36,890	38,440	39,990	41,540	43,090	44,640
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	33,480	35,030	36,580	38,130	39,680	41,230	42,780	44,330	45,880
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	34,720	36,270	37,820	39,370	40,920	42,470	44,020	45,570	47,120
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	35,960	37,510	39,060	40,610	42,160	43,710	45,260	46,810	48,360
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	37,200	38,750	40,300	41,850	43,400	44,950	46,500	48,050	49,600
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	38,440	39,990	41,540	43,090	44,640	46,190	47,740	49,290	50,840
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		41,230	42,780	44,330	45,880	47,430	48,980	50,530	52,080
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			44,020	45,570	47,120	48,670	50,220	51,770	53,320
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				46,810	48,360	49,910	51,460	53,010	54,560
				1.51	1.56	1.61	1.66	1.71	1.76
11				48,050	49,600	51,150	52,700	54,250	55,800
				1.55	1.60	1.65	1.70	1.75	1.80
12					50,840	52,390	53,940	55,490	57,040
					1.64	1.69	1.74	1.79	1.84
13					52,080	53,630	55,180	56,730	58,280
					1.68	1.73	1.78	1.83	1.88
14						54,870	56,420	57,970	59,520
						1.77	1.82	1.87	1.92
15								59,210	60,760
								1.91	1.96
16									62,000
									2.00

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

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:	7	7	7
Planning Time:	59	59	75
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 29,600 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: 4
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	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	Madison Nat'l		Deductible Reimbursement: N					PART-TIME BENEFITS	
LTD	Madison Nat'l							Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MAYWOOD								
Step	BA		BA + 9		BA + 18		BA + 27	
	BA	BA + 9	BA + 18	BA + 27	BA + 36		MA + 9	
0	29,600	30,932	32,264	33,596	34,928	36,260	37,592	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	
1	30,932	32,264	33,596	34,928	36,260	37,592	38,924	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
2	32,264	33,596	34,928	36,260	37,592	38,924	40,256	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
3	33,596	34,928	36,260	37,592	38,924	40,256	41,588	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
4	34,928	36,260	37,592	38,924	40,256	41,588	42,920	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
5	36,260	37,592	38,924	40,256	41,588	42,920	44,252	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
6		38,924	40,256	41,588	42,920	44,252	45,584	
		1.315	1.36	1.405	1.45	1.495	1.54	
7			41,588	42,920	44,252	45,584	46,916	
			1.405	1.45	1.495	1.54	1.585	
8			42,920	44,252	45,584	46,916	48,248	
			1.45	1.495	1.54	1.585	1.63	
9				45,584	46,916	48,248	49,580	
				1.54	1.585	1.63	1.675	
10					48,248	49,580	50,912	
					1.63	1.675	1.72	
11					49,580	50,912	52,244	
					1.675	1.72	1.765	
12					50,912	52,244	53,576	
					1.72	1.765	1.81	
13								

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:	55	55	40
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	31,445	Index:	4.5 x 4.5
Starting Salary:	31,445	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	8
vert stps 1-8=4.5/stps 9-15=4.9			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	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	600D	460.29	851.56	966.63	1297.93	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	25.19 or 41.71 Sp or Dep Dental
PPO:			COMMENTS:				IRS 125: Y
LIFE			Deductible Reimbursement:				Flex Accounts: Y
LTD	Madison Nat'l	.0028					PART-TIME BENEFITS
NON-PARTICIPANT							Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

MCCOOK										
Step	MA					PHD				
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	
1	31,445	32,860	34,275	35,690	37,105	38,520	39,935	41,350	42,765	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	32,860	34,275	35,690	37,105	38,520	39,935	41,350	42,765	44,180	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
3	34,275	35,690	37,105	38,520	39,935	41,350	42,765	44,180	45,595	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
4	35,690	37,105	38,520	39,935	41,350	42,765	44,180	45,595	47,010	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
5	37,105	38,520	39,935	41,350	42,765	44,180	45,595	47,010	48,425	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	
6	38,520	39,935	41,350	42,765	44,180	45,595	47,010	48,425	49,840	
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	
7	39,935	41,350	42,765	44,180	45,595	47,010	48,425	49,840	51,255	
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	
8		42,765	44,180	45,595	47,010	48,425	49,840	51,255	52,670	
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	
9			45,721	47,136	48,551	49,966	51,381	52,796	54,211	
			1.454	1.499	1.544	1.589	1.634	1.679	1.724	
10				48,677	50,092	51,507	52,922	54,337	55,752	
				1.548	1.593	1.638	1.683	1.728	1.773	
11					51,633	53,048	54,463	55,878	57,293	
					1.642	1.687	1.732	1.777	1.822	
12						54,589	56,004	57,419	58,834	
						1.736	1.781	1.826	1.871	
13							57,544	58,959	60,374	
							1.83	1.875	1.92	
14								60,500	61,915	
								1.924	1.969	
15									63,456	
									2.018	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 14.125

	HS	JH/MS	ELEM
Length of Teacher Day:	8.5	8.5	8
Length of Student Day:	7.5	7.5	7
Planning Time:	60	60	60
Class Periods/Day:	8	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base:	29,850	Index:	4 x 5
Starting Salary:	29,850	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
HEALTH	BC/BS	1100D	426.08	788.26	894.77	1201.46	Options:	
DENTAL	BC/BS	2	22.92	42.38	42.38	42.38	IRS 125:	
PPO:			COMMENTS:				Flex Accounts:	
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS	
LTD							Minimum FTE: 0.5	
NON-PARTICIPANT							Contribution: fte	

LEAVES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

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

MCPHERSON COUNTY

Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	29,850	31,343	32,835	34,328	35,820	37,313
	1.00	1.05	1.10	1.15	1.20	1.25
2	31,044	32,537	34,029	35,522	37,014	38,507
	1.04	1.09	1.14	1.19	1.24	1.29
3	32,238	33,731	35,223	36,716	38,208	39,701
	1.08	1.13	1.18	1.23	1.28	1.33
4	33,432	34,925	36,417	37,910	39,402	40,895
	1.12	1.17	1.22	1.27	1.32	1.37
5	34,626	36,119	37,611	39,104	40,596	42,089
	1.16	1.21	1.26	1.31	1.36	1.41
6	35,820	37,313	38,805	40,298	41,790	43,283
	1.20	1.25	1.30	1.35	1.40	1.45
7		38,507	39,999	41,492	42,984	44,477
		1.29	1.34	1.39	1.44	1.49
8		39,701	41,193	42,686	44,178	45,671
		1.33	1.38	1.43	1.48	1.53
9		40,895	42,387	43,880	45,372	46,865
		1.37	1.42	1.47	1.52	1.57
10			43,581	45,074	46,566	48,059
			1.46	1.51	1.56	1.61
11			44,775	46,268	47,760	49,253
			1.50	1.55	1.60	1.65
12				47,462	48,954	50,447
				1.59	1.64	1.69
13					50,148	51,641
					1.68	1.73

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	29,450	Index:	4 x 4
Starting Salary:	29,450	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
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	3.50	Deductible Reimbursement:			
LTD	Principal	.0038 (+B)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MEAD									
Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	29,450	30,628	31,806	32,984	34,162	35,340	36,518	37,696	38,874
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	30,628	31,806	32,984	34,162	35,340	36,518	37,696	38,874	40,052
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	31,806	32,984	34,162	35,340	36,518	37,696	38,874	40,052	41,230
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	32,984	34,162	35,340	36,518	37,696	38,874	40,052	41,230	42,408
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	34,162	35,340	36,518	37,696	38,874	40,052	41,230	42,408	43,586
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	35,340	36,518	37,696	38,874	40,052	41,230	42,408	43,586	44,764
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		37,696	38,874	40,052	41,230	42,408	43,586	44,764	45,942
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		38,874	40,052	41,230	42,408	43,586	44,764	45,942	47,120
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			41,230	42,408	43,586	44,764	45,942	47,120	48,298
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10			42,408	43,586	44,764	45,942	47,120	48,298	49,476
			1.44	1.48	1.52	1.56	1.60	1.64	1.68
11				44,764	45,942	47,120	48,298	49,476	50,654
				1.52	1.56	1.60	1.64	1.68	1.72
12				45,942	47,120	48,298	49,476	50,654	51,832
				1.56	1.60	1.64	1.68	1.72	1.76
13					48,298	49,476	50,654	51,832	53,010
					1.64	1.68	1.72	1.76	1.80
14					49,476	50,654	51,832	53,010	54,188
					1.68	1.72	1.76	1.80	1.84

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.36	7.36	7.25
Planning Time:	45	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	29,350	Index: 4 x 4
Starting Salary:	29,350	Entry Level Step: 1
Career Increments: N		Experience Allowed: 10
	96-97 \$1,200 bonus/fte	
Vertical Freeze:	97-98	
Rollback:		
Multi-year Contract:		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	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	52.13 or 86.25	Options:
DENTAL	BC/BS	3	47.39	47.39	47.39	47.39	Sp. or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: Y
LIFE			Deductible Reimbursement:					
LTD	Nat'l Insurance	.0046						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

M E D I C I N E V A L L E Y - C U R T I S						
Step	B A	B A + 9	B A + 1 8	B A + 2 7	M A	
1	29,350	30,524	31,698	32,872	34,046	
	1.00	1.04	1.08	1.12	1.16	
2	30,524	31,698	32,872	34,046	35,220	
	1.04	1.08	1.12	1.16	1.20	
3	31,698	32,872	34,046	35,220	36,394	
	1.08	1.12	1.16	1.20	1.24	
4	32,872	34,046	35,220	36,394	37,568	
	1.12	1.16	1.20	1.24	1.28	
5	34,046	35,220	36,394	37,568	38,742	
	1.16	1.20	1.24	1.28	1.32	
6		36,394	37,568	38,742	39,916	
		1.24	1.28	1.32	1.36	
7		37,568	38,742	39,916	41,090	
		1.28	1.32	1.36	1.40	
8			39,916	41,090	42,264	
			1.36	1.40	1.44	
9				42,264	43,438	
				1.44	1.48	
10					44,612	
					1.52	
11					45,786	
					1.56	
12					46,960	
					1.60	
13					48,134	
					1.64	
14					49,308	
					1.68	
15					50,482	
					1.72	
16					51,656	
					1.76	
17					52,830	
					1.80	

WORKING CONDITIONS

Contract Days:	186	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:	96	96	100
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	32,350	Index:	5 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
HEALTH	BC/BS	600D	484.52	717.10	814.00	1092.99	228.69 or 314.96 Full Coverage
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:	Dist pays 100% single, 80% other						
LIFE							
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

	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:

MILFORD

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	32,350	33,644	34,938	36,232	37,526	38,820	40,114	41,408	42,702
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	33,968	35,262	36,556	37,850	39,144	40,438	41,732	43,026	44,320
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	35,585	36,879	38,173	39,467	40,761	42,055	43,349	44,643	45,937
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	37,203	38,497	39,791	41,085	42,379	43,673	44,967	46,261	47,555
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	38,820	40,114	41,408	42,702	43,996	45,290	46,584	47,878	49,172
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	40,438	41,732	43,026	44,320	45,614	46,908	48,202	49,496	50,790
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7		43,349	44,643	45,937	47,231	48,525	49,819	51,113	52,407
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8			46,261	47,555	48,849	50,143	51,437	52,731	54,025
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
9				49,172	50,466	51,760	53,054	54,348	55,642
				1.52	1.56	1.60	1.64	1.68	1.72
10					52,084	53,378	54,672	55,966	57,260
					1.61	1.65	1.69	1.73	1.77
11					53,701	54,995	56,289	57,583	58,877
					1.66	1.70	1.74	1.78	1.82
12						56,613	57,907	59,201	60,495
						1.75	1.79	1.83	1.87
13							59,524	60,818	62,112
							1.84	1.88	1.92

03-04 BA+36 column only open to those on BA+18, BA+27 & BA+36 in 02-03

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	35,400	Index:	x
Starting Salary:	35,700	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	13
Incen. \$372,500; Long. 14 or + yrs and no 07-08 stipend = 2% add'l sal			
Vertical Freeze:	86-87,91-92		
Rollback:	84-85		
Multi-year Contract:	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.
		H/A-Dent					41.79		
HEALTH	Coventry	600D	405.00	1110.00	1110.00	1110.00	Dep. Dental	Options:	
DENTAL	Met Life		23.90	23.90	23.90	23.90		IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE	Hartford	3.50					Deductible Reimbursement:		
LTD							PART-TIME BENEFITS		
NON-PARTICIPANT							Minimum FTE: 0.5		
							Contribution: fte		

LEAVES

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

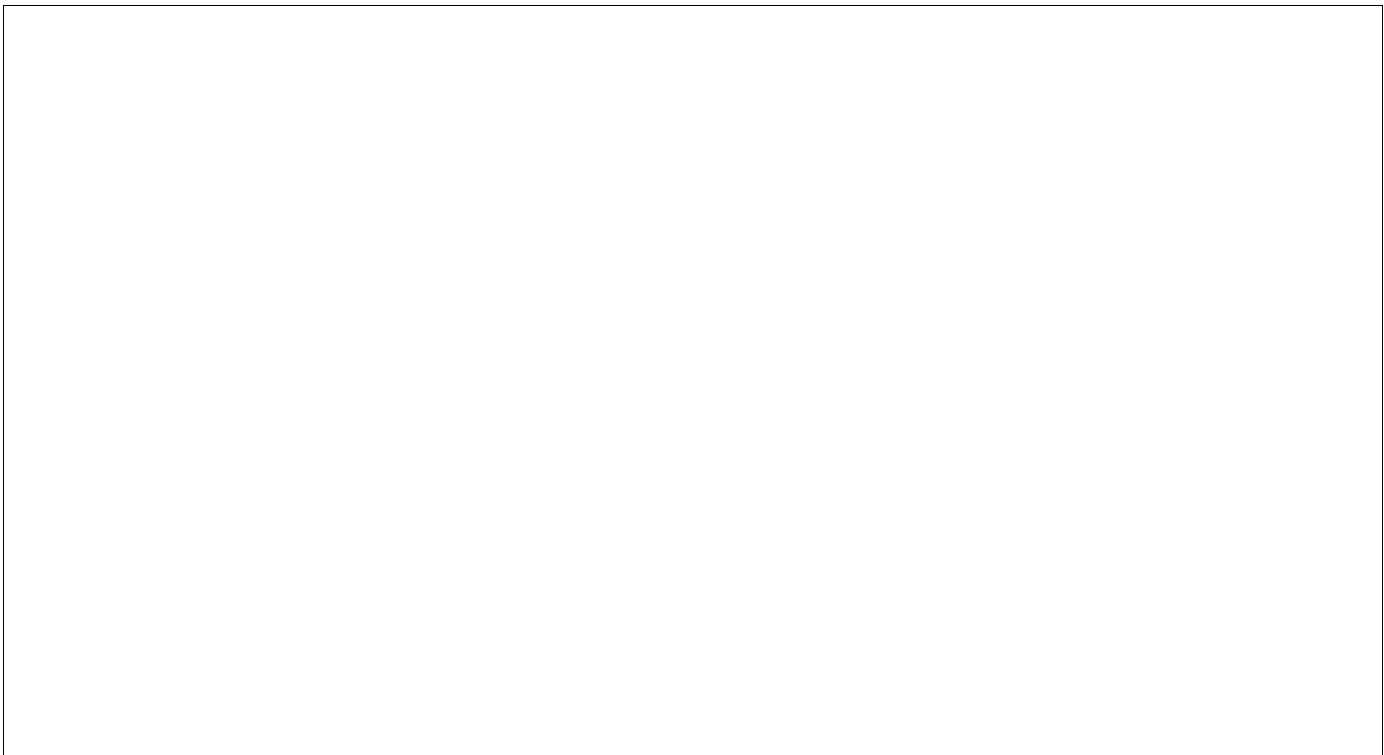
OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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



WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	69.172
	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:	30,600	Index:	4.5 x 4.5
Starting Salary:	30,600	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
BA+36 grandfathered for employees before 79-80			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	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	Principal Life	.0028						Minimum FTE: 0.4	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

MINDEN									
Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
0	30,600	31,977	33,354	34,731	36,108	37,485	38,862	40,239	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	
1	31,977	33,354	34,731	36,108	37,485	38,862	40,239	41,616	
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	33,354	34,731	36,108	37,485	38,862	40,239	41,616	42,993	
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
3	34,731	36,108	37,485	38,862	40,239	41,616	42,993	44,370	
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	
4	36,108	37,485	38,862	40,239	41,616	42,993	44,370	45,747	
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	
5		38,862	40,239	41,616	42,993	44,370	45,747	47,124	
		1.27	1.315	1.36	1.405	1.45	1.495	1.54	
6		40,239	41,616	42,993	44,370	45,747	47,124	48,501	
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	
7			42,993	44,370	45,747	47,124	48,501	49,878	
			1.405	1.45	1.495	1.54	1.585	1.63	
8				45,747	47,124	48,501	49,878	51,255	
				1.495	1.54	1.585	1.63	1.675	
9				47,124	48,501	49,878	51,255	52,632	
				1.54	1.585	1.63	1.675	1.72	
10					49,878	51,255	52,632	54,009	
					1.63	1.675	1.72	1.765	
11					51,255	52,632	54,009	55,386	
					1.675	1.72	1.765	1.81	
12					52,632	54,009	55,386	56,763	
					1.72	1.765	1.81	1.855	

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

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.3 7.3 6.7
 Planning Time: 47 47 47
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,250 Index: 4.5 x 4.5
 Starting Salary: 31,250 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	
HEALTH	BC/BS	350D	255.50	255.50	255.50	255.50	Cafeteria
DENTAL	BC/BS	2	11.46	11.46	11.46	11.46	
PPO: COMMENTS:							
LIFE	Guardian	5.50	Deductible Reimbursement:				
LTD	Omaha Life	2.00					
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.
 1158.33 1158.33
 Options: H/A,TSA,LTD, 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	66	yes		
Other Info: Flex Days					
PERSONAL				no	from sick lv
BEREAVEMENT					from sick lv.
PROFESSIONAL	2			yes	add'l at adm. disc.
ADOPTION					FMLA
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:

MITCHELL

Step	BA					BA+36		MA		MA+9		MA+18		MA+27		MA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+9	MA+18	MA+27	MA+36	MA+9	MA+18	MA+27	MA+36
1	31,250	32,656	34,063	35,469	36,875	38,281	39,688	41,094	42,500	43,906	45,313	46,719	48,125	49,531	50,938	52,344	53,750
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
2	32,656	34,063	35,469	36,875	38,281	39,688	41,094	42,500	43,906	45,313	46,719	48,125	49,531	50,938	52,344	53,750	55,156
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
3	34,063	35,469	36,875	38,281	39,688	41,094	42,500	43,906	45,313	46,719	48,125	49,531	50,938	52,344	53,750	55,156	56,563
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
4	35,469	36,875	38,281	39,688	41,094	42,500	43,906	45,313	46,719	48,125	49,531	50,938	52,344	53,750	55,156	56,563	57,969
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
5	36,875	38,281	39,688	41,094	42,500	43,906	45,313	46,719	48,125	49,531	50,938	52,344	53,750	55,156	56,563	57,969	59,375
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9
6	38,281	39,688	41,094	42,500	43,906	45,313	46,719	48,125	49,531	50,938	52,344	53,750	55,156	56,563	57,969	59,375	60,781
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9	1.945
7		41,094	42,500	43,906	45,313	46,719	48,125	49,531	50,938	52,344	53,750	55,156	56,563	57,969	59,375	60,781	62,187
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9	1.945	1.99
8			43,906	45,313	46,719	48,125	49,531	50,938	52,344	53,750	55,156	56,563	57,969	59,375	60,781	62,187	63,594
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9	1.945	1.99	2.035
9				46,719	48,125	49,531	50,938	52,344	53,750	55,156	56,563	57,969	59,375	60,781	62,187	63,594	64,999
				1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9	1.945	1.99	2.035	2.075
10					48,125	49,531	50,938	52,344	53,750	55,156	56,563	57,969	59,375	60,781	62,187	63,594	64,999
					1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9	1.945	1.99	2.035	2.075
11						50,938	52,344	53,750	55,156	56,563	57,969	59,375	60,781	62,187	63,594	64,999	66,403
						1.63	1.675	1.72	1.765	1.81	1.855	1.9	1.945	1.99	2.035	2.075	2.115
12							52,344	53,750	55,156	56,563	57,969	59,375	60,781	62,187	63,594	64,999	66,403
							1.675	1.72	1.765	1.81	1.855	1.9	1.945	1.99	2.035	2.075	2.115
13								55,156	56,563	57,969	59,375	60,781	62,187	63,594	64,999	66,403	67,807
								1.765	1.81	1.855	1.9	1.945	1.99	2.035	2.075	2.115	2.155
14									57,969	59,375	60,781	62,187	63,594	64,999	66,403	67,807	69,211
									1.855	1.9	1.945	1.99	2.035	2.075	2.115	2.155	2.195
15										60,781	62,187	63,594	64,999	66,403	67,807	69,211	70,615
										1.945	1.99	2.035	2.075	2.115	2.155	2.195	2.235
16											63,594	64,999	66,403	67,807	69,211	70,615	72,019
											1.99	2.035	2.075	2.115	2.155	2.195	2.235

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:	90	90	30
Class Periods/Day:	4	4	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	30,200	Index:	4.25 x 4.5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	15
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	900
HEALTH	BC/BS	350D	255.50	255.50	255.50	255.50	Flat Salary
DENTAL	BC/BS	2	11.46	11.46	11.46	11.46	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE:	0.5
Contribution:	fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MORRILL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	
1	30,200	31,559	32,918	34,277	35,636	36,995	38,354	39,713	41,072	
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	
2	31,484	32,843	34,202	35,561	36,920	38,279	39,638	40,997	42,356	
	1.0425	1.0875	1.1325	1.1775	1.2225	1.2675	1.3125	1.3575	1.4025	
3	32,767	34,126	35,485	36,844	38,203	39,562	40,921	42,280	43,639	
	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	
4	34,051	35,410	36,769	38,128	39,487	40,846	42,205	43,564	44,923	
	1.1275	1.1725	1.2175	1.2625	1.3075	1.3525	1.3975	1.4425	1.4875	
5	35,334	36,693	38,052	39,411	40,770	42,129	43,488	44,847	46,206	
	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53	
6		37,977	39,336	40,695	42,054	43,413	44,772	46,131	47,490	
		1.2575	1.3025	1.3475	1.3925	1.4375	1.4825	1.5275	1.5725	
7		39,260	40,619	41,978	43,337	44,696	46,055	47,414	48,773	
		1.3	1.345	1.39	1.435	1.48	1.525	1.57	1.615	
8			41,903	43,262	44,621	45,980	47,339	48,698	50,057	
			1.3875	1.4325	1.4775	1.5225	1.5675	1.6125	1.6575	
9			43,186	44,545	45,904	47,263	48,622	49,981	51,340	
			1.475	1.52	1.565	1.61	1.655	1.7	1.745	
10				45,829	47,188	48,547	49,906	51,265	52,624	
				1.5175	1.5625	1.6075	1.6525	1.6975	1.7425	
11				47,112	48,471	49,830	51,189	52,548	53,907	
				1.56	1.605	1.65	1.695	1.74	1.785	
12						51,114	52,473	53,832	55,191	
						1.6925	1.7375	1.7825	1.8275	
13						52,397	53,756	55,115	56,474	
						1.735	1.78	1.825	1.87	
14							55,040	56,399	57,758	
							1.8225	1.8675	1.9125	
15							56,323	57,682	59,041	
							1.865	1.91	1.955	
16								58,966	60,325	
								1.9525	1.9975	
17								60,249	61,608	
								1.995	2.04	
18								61,533	62,967	
								2.0375	2.085	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 54.4

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

SALARY SCHEDULE

Base:	30,600	Index:	4 x 4
Starting Salary:	30,600	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	5
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	25.19 or 41.71	Options: H/A; 125K	
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	.0037						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

NEBRASKA UNIFIED DISTRICT 1									
Step	BA+45								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+36	
1	30,600	31,824	33,048	34,272	35,496	36,720	37,944	39,168	39,168
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.28
2	31,824	33,048	34,272	35,496	36,720	37,944	39,168	40,392	40,392
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.32
3	33,048	34,272	35,496	36,720	37,944	39,168	40,392	41,616	41,616
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.36
4	34,272	35,496	36,720	37,944	39,168	40,392	41,616	42,840	42,840
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.40
5	35,496	36,720	37,944	39,168	40,392	41,616	42,840	44,064	44,064
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.44
6	36,720	37,944	39,168	40,392	41,616	42,840	44,064	45,288	45,288
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.48
7	37,944	39,168	40,392	41,616	42,840	44,064	45,288	46,512	46,512
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.52
8		40,392	41,616	42,840	44,064	45,288	46,512	47,736	47,736
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.56
9			42,840	44,064	45,288	46,512	47,736	48,960	48,960
			1.40	1.44	1.48	1.52	1.56	1.60	1.60
10			44,064	45,288	46,512	47,736	48,960	50,184	50,184
			1.44	1.48	1.52	1.56	1.60	1.64	1.64
11				46,512	47,736	48,960	50,184	51,408	51,408
				1.52	1.56	1.60	1.64	1.68	1.68
12					48,960	50,184	51,408	52,632	52,632
					1.60	1.64	1.68	1.72	1.72
13							52,632	53,856	53,856
							1.72	1.76	1.76
14								55,080	55,080
								1.80	1.80

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.7	6.7	6.7
Planning Time:	52	52	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,850 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze: 87-88
 Rollback: 86-87(2); 02-03
 Multi-year Contract: 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
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Sp. or Dep. Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:			COMMENTS:				
LIFE	Companion		Deductible Reimbursement:				
LTD	Principal						
NON-PARTICIPANT	1/2 ins prem TSA						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency- 3 days

NELIGH-OAKDALE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18		
1	30,850	32,084	33,318	34,552	35,786	35,786	37,020	38,254		
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24		
2	32,084	33,318	34,552	35,786	37,020	37,020	38,254	39,488		
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28		
3	33,318	34,552	35,786	37,020	38,254	38,254	39,488	40,722		
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32		
4	34,552	35,786	37,020	38,254	39,488	39,488	40,722	41,956		
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36		
5	35,786	37,020	38,254	39,488	40,722	40,722	41,956	43,190		
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40		
6		38,254	39,488	40,722	41,956	41,956	43,190	44,424		
		1.24	1.28	1.32	1.36	1.36	1.40	1.44		
7			40,722	41,956	43,190	43,190	44,424	45,658		
			1.32	1.36	1.40	1.40	1.44	1.48		
8			41,956	43,190	44,424	44,424	45,658	46,892		
			1.36	1.40	1.44	1.44	1.48	1.52		
9				44,424	45,658	45,658	46,892	48,126		
				1.44	1.48	1.48	1.52	1.56		
10				45,658	46,892	46,892	48,126	49,360		
				1.48	1.52	1.52	1.56	1.60		
11					48,126	48,126	49,360	50,594		
					1.56	1.56	1.60	1.64		
12					49,360	49,360	50,594	51,828		
					1.60	1.60	1.64	1.68		
13					50,594	50,594	51,828	53,062		
					1.64	1.64	1.68	1.72		
14					51,828	51,828	53,062	54,296		
					1.68	1.68	1.72	1.76		
15								55,530		
								1.80		
16								56,764		
								1.84		
17								57,998		
								1.88		

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	30,050	Index:	4 x 4
Starting Salary:		Entry Level Step:	0(D)
Career Increments:	N	Experience Allowed:	5(D)
	5% after 4 yrs. BA+9; Ind. neg. after MA+9(14); Incent. \$2500		
Vertical Freeze:	86-87, 87-88		
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	800D	444.77	822.85	934.03	1254.17	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	25.19 or 41.71
PPO:			COMMENTS:				Sp. or Dep. Dental
LIFE			Deductible Reimbursement:				IRS 125: Y
LTD	Madison Ntl.	5.00					Flex Accounts: Y
NON-PARTICIPANT							PART-TIME BENEFITS
							Minimum FTE: 0.5
							Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	30	yes		
Other Info:	at retirement \$50/day up to \$1,500				
PERSONAL	2			no	
BEREAVEMENT	unl.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	Adm. Disc.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

NEW M A N G R O V E								
Step	B A		B A + 9		B A + 18		B A + 27	
	BA	BA+9	BA+18	BA+27	MA	MA+9		
0	30,050	31,252	32,454	33,656	34,858	36,060		
	1.00	1.04	1.08	1.12	1.16	1.20		
1	31,252	32,454	33,656	34,858	36,060	37,262		
	1.04	1.08	1.12	1.16	1.20	1.24		
2	32,454	33,656	34,858	36,060	37,262	38,464		
	1.08	1.12	1.16	1.20	1.24	1.28		
3	33,656	34,858	36,060	37,262	38,464	39,666		
	1.12	1.16	1.20	1.24	1.28	1.32		
4	34,858	36,060	37,262	38,464	39,666	40,868		
	1.16	1.20	1.24	1.28	1.32	1.36		
5	36,060	37,262	38,464	39,666	40,868	42,070		
	1.20	1.24	1.28	1.32	1.36	1.40		
6	37,262	38,464	39,666	40,868	42,070	43,272		
	1.24	1.28	1.32	1.36	1.40	1.44		
7	38,464	39,666	40,868	42,070	43,272	44,474		
	1.28	1.32	1.36	1.40	1.44	1.48		
8		40,868	42,070	43,272	44,474	45,676		
		1.36	1.40	1.44	1.48	1.52		
9			43,272	44,474	45,676	46,878		
			1.44	1.48	1.52	1.56		
10				45,676	46,878	48,080		
				1.52	1.56	1.60		
11					48,080	49,282		
					1.60	1.64		
12					49,282	50,484		
					1.64	1.68		
13						51,686		
						1.72		

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.7	7.7	7.7
Planning Time:	54	54	54
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,300 Index: 4 x 4
 Starting Salary: 31,300 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	Cafeteria Plan	
			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:
PPO:			COMMENTS:					Flex Accounts:
LIFE							Deductible Reimbursement: Y 300/600	PART-TIME BENEFITS
LTD	National Ins	.0043						Minimum FTE: 0.4
NON-PARTICIPANT								Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	.5 sub rate reimbursed for days over 60				
PERSONAL	2				
BEREAVEMENT	5				
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

NIOBRARA

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	31,300	32,552	33,804	35,056	35,682	36,308	37,560	38,812
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	32,552	33,804	35,056	36,308	36,934	37,560	38,812	40,064
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	33,804	35,056	36,308	37,560	38,186	38,812	40,064	41,316
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	35,056	36,308	37,560	38,812	39,438	40,064	41,316	42,568
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	36,308	37,560	38,812	40,064	40,690	41,316	42,568	43,820
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	37,560	38,812	40,064	41,316	41,942	42,568	43,820	45,072
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		40,064	41,316	42,568	43,194	43,820	45,072	46,324
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8			42,568	43,820	44,446	45,072	46,324	47,576
			1.36	1.40	1.42	1.44	1.48	1.52
9				45,072	45,698	46,324	47,576	48,828
				1.44	1.46	1.48	1.52	1.56
10					46,950	47,576	48,828	50,080
					1.50	1.52	1.56	1.60
11							50,080	51,332
							1.60	1.64

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 297
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.2 7.1
 Planning Time: 50 50 45
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 33,545 Index: 4.5 x 4.5
 Starting Salary: 33,545 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 4/5
 Vertical Freeze: 86-87,97-98
 Rollback: 89-90
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	500	Individ. Depend. 500 500 Options: H/A, Life, LTD
HEALTH	BC/BS	600D/1500D		Cafeteria	IRS 125: Y
DENTAL	BC/BS	2			Flex Accounts: Y
PPO:			COMMENTS:		
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	75	yes		
Other Info:	max=75 days, no more granted after 75 reached				
PERSONAL	2			yes	1 no pay-w/o app;reim \$200 E
BEREAVEMENT	5				add'l to 12 w/appr.
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION	7				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

NORFOLK

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	33,545	35,055	36,564	38,074	39,583	41,093	42,602	44,112	45,621	47,131
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	35,055	36,564	38,074	39,583	41,093	42,602	44,112	45,621	47,131	48,640
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	36,564	38,074	39,583	41,093	42,602	44,112	45,621	47,131	48,640	50,150
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	38,074	39,583	41,093	42,602	44,112	45,621	47,131	48,640	50,150	51,659
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	39,583	41,093	42,602	44,112	45,621	47,131	48,640	50,150	51,659	53,169
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	41,093	42,602	44,112	45,621	47,131	48,640	50,150	51,659	53,169	54,678
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7		44,112	45,621	47,131	48,640	50,150	51,659	53,169	54,678	56,188
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			47,131	48,640	50,150	51,659	53,169	54,678	56,188	57,697
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				50,150	51,827	53,337	54,846	56,356	57,865	59,375
				1.495	1.545	1.59	1.635	1.68	1.725	1.77
10					53,504	55,014	56,523	58,033	59,542	61,052
					1.595	1.64	1.685	1.73	1.775	1.82
11						55,182	56,691	58,201	59,710	61,220
						1.645	1.69	1.735	1.78	1.825
12							58,368	59,878	61,387	62,897
							1.74	1.785	1.83	1.875
13								61,555	63,065	64,574
								1.835	1.88	1.925
14									64,742	66,251
									1.93	1.975
15										67,929
										2.02
										69,438
										2.025
										2.07

Staff frozen on step 15 of MA45 shall be pd annually an amt = to 1% of base salary beginning in the 1st yr, add'1 1% added each year up to 15%.
 New to district (w/experience) on BA, BA+9 & BA+18 may bring 4 yrs. New to district (w/exp) on BA+27 through MA+45 may bring 5 yrs.

WORKING CONDITIONS

Contract Days: 187 FTE Teachers:
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 45 90 50
 Class Periods/Day: 6 misc
 Normal Teaching Load: 7/8

SALARY SCHEDULE

Base: 33,400 Index: 4 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Vertical Freeze: 86-87
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	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:			COMMENTS:				
LIFE	Lincoln Nat'l	2.40	Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

NORRIS											
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	33,400	35,070	36,740	38,410	39,245	40,080	41,750	43,420	45,090	46,760	48,430
	1.00	1.05	1.1	1.15	1.175	1.2	1.25	1.3	1.35	1.4	1.45
2	34,736	36,406	38,076	39,746	40,581	41,416	43,086	44,756	46,426	48,096	49,766
	1.04	1.09	1.14	1.19	1.215	1.24	1.29	1.34	1.39	1.44	1.49
3	36,072	37,742	39,412	41,082	41,917	42,752	44,422	46,092	47,762	49,432	51,102
	1.08	1.13	1.18	1.23	1.255	1.28	1.33	1.38	1.43	1.48	1.53
4	37,408	39,078	40,748	42,418	43,253	44,088	45,758	47,428	49,098	50,768	52,438
	1.12	1.17	1.22	1.27	1.295	1.32	1.37	1.42	1.47	1.52	1.57
5	38,744	40,414	42,084	43,754	44,589	45,424	47,094	48,764	50,434	52,104	53,774
	1.16	1.21	1.26	1.31	1.335	1.36	1.41	1.46	1.51	1.56	1.61
6		41,750	43,420	45,090	45,925	46,760	48,430	50,100	51,770	53,440	55,110
		1.25	1.3	1.35	1.375	1.4	1.45	1.5	1.55	1.6	1.65
7			44,756	46,426	47,261	48,096	49,766	51,436	53,106	54,776	56,446
			1.34	1.39	1.415	1.44	1.49	1.54	1.59	1.64	1.69
8			46,092	47,762	48,597	49,432	51,102	52,772	54,442	56,112	57,782
			1.38	1.43	1.455	1.48	1.53	1.58	1.63	1.68	1.73
9				49,098	49,933	50,768	52,438	54,108	55,778	57,448	59,118
				1.47	1.495	1.52	1.57	1.62	1.67	1.72	1.77
10					51,269	52,104	53,774	55,444	57,114	58,784	60,454
					1.535	1.56	1.61	1.66	1.71	1.76	1.81
11						53,440	55,110	56,780	58,450	60,120	61,790
						1.6	1.65	1.7	1.75	1.8	1.85
12							56,446	58,116	59,786	61,456	63,126
							1.69	1.74	1.79	1.84	1.89
13									61,122	62,792	64,462
									1.83	1.88	1.93
14										64,128	65,798
										1.92	1.97
L1										64,462	66,132
										1.93	1.98
L2										64,796	66,466
										1.94	1.99
L3										65,130	66,800
										1.95	2
L4										65,464	67,134
										1.96	2.01

Removed first two steps (01-02); BA+36 closed to anyone new after Sept. 1, 2000; 02-03 add 1 step to MA36; 05-06 add 3 longevity increments to MA36 (1%), 08-09 added DOC column with 3 longevity increments

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	52	52	60
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	30,750	Index:	4 x 5
Starting Salary:	33,210	Entry Level Step:	3
Career Increments:	N	Experience Allowed:	all
	no vert. movement 1st 3 yrs		
Vertical Freeze:			
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			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:	singles recv \$155 cash		COMMENTS:				
LIFE	Guardian	2.90	Deductible Reimbursement: Y			300/550	
LTD	National Ins	.00466 (+B)					
NON-PARTICIPANT	\$345 Cash						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

NORTH BEND CENTRAL										
Step	BA							MA		
	BA	BA+3	BA+6	BA+9	BA+18	BA+27	BA+36	MA+6	MA+12	MA+18
1	30,750	31,263	31,775	32,288	33,825	35,363	36,900	37,925	38,950	39,975
	1.00	1.01667	1.03333	1.05	1.1	1.15	1.2	1.23333	1.26667	1.3
2	31,980	32,493	33,005	33,518	35,055	36,593	38,130	39,155	40,180	41,205
	1.04	1.05667	1.07333	1.09	1.14	1.19	1.24	1.27333	1.30667	1.34
3	33,210	33,723	34,235	34,748	36,285	37,823	39,360	40,385	41,410	42,435
	1.08	1.09667	1.11333	1.13	1.18	1.23	1.28	1.31333	1.34667	1.38
4	34,440	34,953	35,465	35,978	37,515	39,053	40,590	41,615	42,640	43,665
	1.12	1.13667	1.15333	1.17	1.22	1.27	1.32	1.35333	1.38667	1.42
5	35,670	36,183	36,695	37,208	38,745	40,283	41,820	42,845	43,870	44,895
	1.16	1.17667	1.19333	1.21	1.26	1.31	1.36	1.39333	1.42667	1.46
6		37,413	37,925	38,438	39,975	41,513	43,050	44,075	45,100	46,125
		1.21667	1.23333	1.25	1.3	1.35	1.4	1.43333	1.46667	1.5
7			39,155	39,668	41,205	42,743	44,280	45,305	46,330	47,355
			1.27333	1.29	1.34	1.39	1.44	1.47333	1.50667	1.54
8				40,898	42,435	43,973	45,510	46,535	47,560	48,585
				1.33	1.38	1.43	1.48	1.51333	1.54667	1.58
9					43,665	45,203	46,740	47,765	48,790	49,815
					1.42	1.47	1.52	1.55333	1.58667	1.62
10					44,895	46,433	47,970	48,995	50,020	51,045
					1.46	1.51	1.56	1.59333	1.62667	1.66
11					46,125	47,663	49,200	50,225	51,250	52,275
					1.5	1.55	1.6	1.63333	1.66667	1.7
12						48,893	50,430	51,455	52,480	53,505
						1.59	1.64	1.67333	1.70667	1.74
13							51,660	52,685	53,710	54,735
							1.68	1.71333	1.74667	1.78
14							52,583	53,607	54,632	55,657
							1.71	1.74333	1.77667	1.81
15							53,505	54,530	55,555	56,580
							1.74	1.77333	1.80667	1.84
16							54,428	55,452	56,477	57,502
							1.77	1.80333	1.83667	1.87
17							55,350	56,375	57,400	58,425
							1.8	1.83333	1.86667	1.9
18							56,273	57,297	58,322	59,347
							1.83	1.86333	1.89667	1.93

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 25.75

	HS	JH/MS	ELEM
Length of Teacher Day:	8.33	8.33	8.33
Length of Student Day:	7.75	7.75	7.75
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	30,000	Index:	4 x 4.5
Starting Salary:	30,000	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:	87-88 Also Horiz.		
Rollback:			
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	25.19 or 41.71	Individ. Depend.
HEALTH	BC/BS	350D	511.00	945.37	1073.11	1440.91	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:					PART-TIME BENEFITS
LTD	Madison Nat'l	.00585(+B)						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 315

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.87	6.88	6.92
Planning Time:	30	30	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,900 Index: 5 x 4
 Starting Salary: 32,900 Entry Level Step: 1
 Career Increments: N Experience Allowed: D
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	500
HEALTH	BC/BS	350D		Cafeteria
DENTAL	BC/BS	2		
PPO:			COMMENTS:	
LIFE			Deductible Reimbursement:	
LTD				
NON-PARTICIPANT				

Cafeteria Plan

Individ. Depend.
 500 500
 Options: H/A,Dent.,Life, LTD,TSA,Cash
 IRS 125: Y
 Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE:
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	75	yes		
Other Info:	Reimb.subpay/day at early retirement				
PERSONAL	2+1			yes	1 sub pay; unused go to sick lv.
BEREAVEMENT	5				5-immed. fam.;2-other
PROFESSIONAL	unl.			yes	
ADOPTION	10				
ASSOCIATION	10				

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:

OTHER LEAVES: Exceptional Circumstances-3

NORTH PLATTE

Step	BA+45									
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	32,900	34,216	35,532	36,848	38,164	39,480	40,796	42,112	43,428	44,744
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	34,545	35,861	37,177	38,493	39,809	41,125	42,441	43,757	45,073	46,389
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	36,190	37,506	38,822	40,138	41,454	42,770	44,086	45,402	46,718	48,034
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	37,835	39,151	40,467	41,783	43,099	44,415	45,731	47,047	48,363	49,679
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	39,480	40,796	42,112	43,428	44,744	46,060	47,376	48,692	50,008	51,324
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	41,125	42,441	43,757	45,073	46,389	47,705	49,021	50,337	51,653	52,969
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	42,770	44,086	45,402	46,718	48,034	49,350	50,666	51,982	53,298	54,614
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8		45,731	47,047	48,363	49,679	50,995	52,311	53,627	54,943	56,259
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9			48,692	50,008	51,324	52,640	53,956	55,272	56,588	57,904
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				51,653	52,969	54,285	55,601	56,917	58,233	59,549
				1.57	1.61	1.65	1.69	1.73	1.77	1.81
11					54,614	55,930	57,246	58,562	59,878	61,194
					1.66	1.70	1.74	1.78	1.82	1.86
12						57,575	58,891	60,207	61,523	62,839
						1.75	1.79	1.83	1.87	1.91
13							60,536	61,852	63,168	64,484
							1.84	1.88	1.92	1.96
14								63,497	64,813	66,129
								1.93	1.97	2.01
15									66,458	67,774
									2.02	2.06
16										69,419
										2.11

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	101.83
		HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	56	46	46
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base:	30,650	Index:	4 x 5
Starting Salary:	30,650	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	17(D)
Career Incentive:\$500 MA/BA36 (bottomed out) or above			
Vertical Freeze:	86-87		
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	484.52	896.38	1017.50	1366.24	TSA
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63	
PPO:	Ind takers recv \$104.17/mo		COMMENTS:				
LIFE	Guardian	4.75	Deductible Reimbursement:				
LTD	National Ins	.0027(+B thru sal)					
NON-PARTICIPANT	\$250/mo TSA						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

NORTHWEST (GRAND ISLAND)

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
0	30,650	32,183	33,715	35,248	36,780	36,780	38,313	39,845	41,378	42,910
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
1	31,876	33,409	34,941	36,474	38,006	38,006	39,539	41,071	42,604	44,136
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
2	33,102	34,635	36,167	37,700	39,232	39,232	40,765	42,297	43,830	45,362
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
3	34,328	35,861	37,393	38,926	40,458	40,458	41,991	43,523	45,056	46,588
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
4	35,554	37,087	38,619	40,152	41,684	41,684	43,217	44,749	46,282	47,814
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
5	36,780	38,313	39,845	41,378	42,910	42,910	44,443	45,975	47,508	49,040
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
6	38,006	39,539	41,071	42,604	44,136	44,136	45,669	47,201	48,734	50,266
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
7		40,765	42,297	43,830	45,362	45,362	46,895	48,427	49,960	51,492
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
8		41,991	43,523	45,056	46,588	46,588	48,121	49,653	51,186	52,718
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
9			44,749	46,282	47,814	47,814	49,347	50,879	52,412	53,944
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
10			45,975	47,508	49,040	49,040	50,573	52,105	53,638	55,170
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
11			48,734	50,266	51,798	51,798	53,331	54,864	56,396	57,928
			1.59	1.64	1.69	1.69	1.74	1.79	1.84	1.89
12			49,960	51,492	53,024	53,024	54,557	56,090	57,622	59,154
			1.63	1.68	1.73	1.73	1.78	1.83	1.88	1.93
13			51,186	52,718	54,250	54,250	55,783	57,316	58,848	60,380
			1.67	1.72	1.77	1.77	1.82	1.87	1.92	1.97
14			52,412	53,944	55,476	55,476	57,009	58,542	60,074	61,606
			1.71	1.76	1.81	1.81	1.86	1.91	1.96	2.01
15			55,170	56,702	58,234	58,234	59,767	61,300	62,832	64,364
			1.80	1.85	1.90	1.90	1.95	2.00	2.05	2.10
16			57,929	59,461	60,993	60,993	62,525	64,057	65,589	67,121
			1.89	1.94	1.99	1.99	2.04	2.09	2.14	2.19

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days:	185	FTE Teachers:		Base:	30,125	Index:	4 x 5	
		HS	JH/MS	ELEM	Starting Salary:	30,125	Entry Level Step:	1
Length of Teacher Day:	8	8		8	Career Increments:	N	Experience Allowed:	all
Length of Student Day:	8	7.25	7.25		Vertical Freeze:			
Planning Time:	50	50	50		Rollback:			
Class Periods/Day:	8	8			Multi-year Contract:	12-13, 13-14		
Normal Teaching Load:	7	7						

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	25.19 or 41.71
PPO:			COMMENTS:				Sp. or Dep. Dental
LIFE			Deductible Reimbursement:				IRS 125: Y
LTD	Nat'l Insurance	.0046 (+B)					Flex Accounts:
NON-PARTICIPANT							PART-TIME BENEFITS
							Minimum FTE: 0.4
							Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

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

OAKLAND-CRAIG									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	30,125	31,631	33,138	34,644	36,150	36,451	37,656	39,163	40,669
	1.00	1.05	1.10	1.15	1.20	1.21	1.25	1.30	1.35
2	31,330	32,836	34,343	35,849	37,355	37,656	38,861	40,368	41,874
	1.04	1.09	1.14	1.19	1.24	1.25	1.29	1.34	1.39
3	32,535	34,041	35,548	37,054	38,560	38,861	40,066	41,573	43,079
	1.08	1.13	1.18	1.23	1.28	1.29	1.33	1.38	1.43
4	33,740	35,246	36,753	38,259	39,765	40,066	41,271	42,778	44,284
	1.12	1.17	1.22	1.27	1.32	1.33	1.37	1.42	1.47
5	34,945	36,451	37,958	39,464	40,970	41,271	42,476	43,983	45,489
	1.16	1.21	1.26	1.31	1.36	1.37	1.41	1.46	1.51
6		37,656	39,163	40,669	42,175	42,476	43,681	45,188	46,694
		1.25	1.30	1.35	1.40	1.41	1.45	1.50	1.55
7		38,861	40,368	41,874	43,380	43,681	44,886	46,393	47,899
		1.29	1.34	1.39	1.44	1.45	1.49	1.54	1.59
8		40,066	41,573	43,079	44,585	44,886	46,091	47,598	49,104
		1.33	1.38	1.43	1.48	1.49	1.53	1.58	1.63
9			42,778	44,284	45,790	46,091	47,296	48,803	50,309
			1.42	1.47	1.52	1.53	1.57	1.62	1.67
10			43,983	45,489	46,995	47,296	48,501	50,008	51,514
			1.46	1.51	1.56	1.57	1.61	1.66	1.71
11			45,188	46,694	48,200	48,501	49,706	51,213	52,719
			1.50	1.55	1.60	1.61	1.65	1.70	1.75
12				47,899	49,405	49,706	50,911	52,418	53,924
				1.59	1.64	1.65	1.69	1.74	1.79
13				49,104	50,610	50,911	52,116	53,623	55,129
				1.63	1.68	1.69	1.73	1.78	1.83
14					51,815	52,116	53,321	54,828	56,334
					1.72	1.73	1.77	1.82	1.87
15					53,020	53,321	54,526	56,033	57,539
					1.76	1.77	1.81	1.86	1.91
16					53,321	53,623	54,828	56,334	57,840
					1.77	1.78	1.82	1.87	1.92
17					53,623	53,924	55,129	56,635	58,141
					1.78	1.79	1.83	1.88	1.93
18					53,924	54,225	55,430	56,936	58,443
					1.79	1.80	1.84	1.89	1.94
19					54,225	54,526	55,731	57,238	58,744
					1.80	1.81	1.85	1.90	1.95
20					54,526	54,828	56,033	57,539	59,045
					1.81	1.82	1.86	1.91	1.96

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	34,196	Index:	4 x
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	10
Long:	5.75% of base after 20, 25, 30 yrs		
Vertical Freeze:	84,85,87,89,92,96,98,07		
Rollback:	84-85		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	600D	484.52	537.83*	610.50*	819.74*	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	IRS 125: Y
PPO:	*Qualify for dep cov after 3 yrs in cCOMMENTS:						Flex Accounts: Y
LIFE	United of Omaha						PART-TIME BENEFITS Minimum FTE: 0.5 Contribution: fte
LTD	United of Omaha						
NON-PARTICIPANT							

LEAVES

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

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	

O	M	A	H	A	B	A	B	A	+ 18	M	A	M	A	+ 30	D	O	C
1					34,196		35,906			39,667		41,035			44,455		
2					1,000		1,050			1,159		1,199			1,300		
3					3,556		3,727			4,103		4,240			4,582		
4					1,004		1,090			1,199		1,244			1,340		
5					3,619		3,864			4,244		4,377			4,719		
6					1,080		1,129			1,224		1,288			1,379		
7					3,830		4,009			4,377		4,513			4,855		
8					1,120		1,169			1,288		1,320			1,419		
9					3,966		4,137			4,513		4,650			4,992		
10					1,159		1,221			1,320		1,360			1,446		
11					4,193		4,274			4,650		4,774			5,129		
12					1,199		1,125			1,360		1,399			1,515		
13					4,240		4,411			4,787		4,924			5,266		
14					1,244		1,299			1,399		1,439			1,544		
15					4,377		4,548			4,924		5,061			5,403		
16					4,513		4,684			5,061		5,197			5,539		
17					1,320		1,370			1,448		1,522			1,620		
18					4,650		4,821			5,197		5,334			5,676		
19					1,360		1,409			1,522		1,560			1,659		
20					4,787		4,958			5,334		5,471			5,813		
21					1,399		1,449			1,560		1,600			1,699		
22					4,924		5,095			5,471		5,608			5,950		
23					1,439		1,499			1,600		1,639			1,744		
24					5,061		5,232			5,608		5,744			6,086		
25					1,488		1,533			1,639		1,679			1,784		
26					5,197		5,368			5,744		5,881			6,223		
27					5,334		5,505			5,881		6,017			6,359		
28					1,560		1,610			1,722		1,766			1,860		
29					5,471		5,642			6,017		6,154			6,496		
30					1,599		1,649			1,766		1,810			1,904		
31					5,608		5,779			6,154		6,291			6,633		
32					1,639		1,689			1,810		1,854			1,948		
33					5,744		5,915			6,291		6,428			6,770		
34					1,679		1,729			1,854		1,898			1,992		
35					5,881		6,052			6,428		6,565			6,907		
36					1,717		1,767			1,898		1,942			2,036		
37					5,950		6,121			6,565		6,702			7,044		
38					1,766		1,816			1,942		1,986			2,080		
39					6,017		6,188			6,565		6,702			7,044		
40					1,810		1,860			1,986		2,030			2,124		
41					6,154		6,325			6,702		6,839			7,181		
42					1,854		1,904			2,030		2,074			2,168		
43					6,291		6,462			6,839		6,976			7,318		
44					1,898		1,948			2,074		2,118			2,212		
45					6,428		6,599			6,976		7,113			7,455		
46					1,942		1,992			2,118		2,162			2,256		
47					6,565		6,736			7,113		7,250			7,592		
48					1,986		2,036			2,162		2,206			2,300		
49					6,702		6,873			7,250		7,387			7,729		
50					2,030		2,080			2,206		2,250			2,344		
51					6,839		7,010			7,387		7,524			7,866		
52					2,074		2,124			2,250		2,294			2,388		
53					7,044		7,215			7,592		7,729			8,071		
54					2,118		2,168			2,294		2,338			2,432		
55					7,181		7,352			7,729		7,866			8,208		
56					2,162		2,212			2,338		2,382			2,476		
57					7,318		7,489			7,866		8,003			8,345		
58					2,206		2,256			2,382		2,426			2,520		
59					7,455		7,626			8,003		8,140			8,482		
60					2,250		2,300			2,426		2,470			2,564		
61					7,592		7,763			8,140		8,277			8,619		
62					2,294		2,344			2,470		2,514			2,608		
63					7,729		7,900			8,277		8,414			8,756		
64					2,338		2,388			2,514		2,558			2,652		
65					7,866		8,037			8,414		8,551			8,893		
66					2,382		2,432			2,558		2,602			2,696		
67					7,992		8,163			8,551		8,688			9,030		
68					2,426		2,476			2,602		2,646			2,740		
69					8,140		8,311			8,688		8,825			9,167		
70					2,470		2,520			2,646		2,690			2,784		
71					8,277		8,448			8,825		8,962			9,304		
72					2,514		2,564			2,690		2,734			2,828		
73					8,414		8,585			8,962		9,099			9,441		
74					2,558		2,608			2,734		2,778			2,872		
75					8,551		8,722			9,100		9,237			9,579		
76					2,602		2,652			2,778		2,822			2,916		
77					8,688		8,859			9,237		9,374			9,716		
78					2,646		2,696			2,822		2,866			2,960		
79					8,825		9,030			9,414		9,551			9,893		
80					2,690		2,740			2,866		2,910			3,004		
81					8,962		9,167			9,551		9,688			10,030		
82					2,734		2,784			2,910		2,954			3,048		
83					9,099		9,304			9,688		9,825			10,167		
84					2,778		2,828			2,954		2,998			3,092		
85					9,237		9,442			9,825		9,962			10,304		
86					2,822		2,872			3,004		3,048			3,142		
87					9,374		9,579			9,962		10,099			10,441		
88					2,866		2,916			3,042		3,086			3,180		
89					9,551		9,756			10,140		10,277			10,619		
90					2,910		2,960			3,086		3,130			3,224		
91					9,688		9,893										

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 75
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6.93 6.88 6.5
 Planning Time: 49 49 65
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 29,550 Index: 4.5 x 4.5
 Starting Salary: 29,550 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 93-94
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	25.19 or 41.71
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	Sp. or Dep. Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	

PPO:
 LIFE
 LTD
 NON-PARTICIPANT

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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

O'NEILL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	29,550	30,880	32,210	33,539	34,869	36,199	37,529	38,858	40,188	41,518
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	30,880	32,210	33,539	34,869	36,199	37,529	38,858	40,188	41,518	42,848
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	32,210	33,539	34,869	36,199	37,529	38,858	40,188	41,518	42,848	44,177
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	33,539	34,869	36,199	37,529	38,858	40,188	41,518	42,848	44,177	45,507
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	34,869	36,199	37,529	38,858	40,188	41,518	42,848	44,177	45,507	46,837
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	36,199	37,529	38,858	40,188	41,518	42,848	44,177	45,507	46,837	48,167
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	37,529	38,858	40,188	41,518	42,848	44,177	45,507	46,837	48,167	49,496
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	38,858	40,188	41,518	42,848	44,177	45,507	46,837	48,167	49,496	50,826
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		41,518	42,848	44,177	45,507	46,837	48,167	49,496	50,826	52,156
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			44,177	45,507	46,837	48,167	49,496	50,826	52,156	53,486
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				46,837	48,167	49,496	50,826	52,156	53,486	54,815
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					49,496	50,826	52,156	53,486	54,815	56,145
					1.675	1.72	1.765	1.81	1.855	1.9
13						52,156	53,486	54,815	56,145	57,475
						1.765	1.81	1.855	1.9	1.945
14							54,815	56,145	57,475	58,805
							1.855	1.9	1.945	1.99
15								57,475	58,805	60,134
								1.945	1.99	2.035
16									60,134	61,464
									2.035	2.08

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 51.25
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.5 7.5 7.5
 Planning Time: 90 90 60
 Class Periods/Day: 8 8
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 30,900 Index: 5 x 4
 Starting Salary: 30,900 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	101.96 or 135.97
HEALTH	BC/BS	600D/2850D	460.29	851.56	966.63	1297.93	Dep Den+\$50 annuity
DENTAL	BC/BS	5	47.22	47.22	47.22	47.22	

PPO: Ind prem takers rec. \$50 annuity COMMENTS:
 LIFE Deductible Reimbursement:
 LTD
 NON-PARTICIPANT

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
PERSONAL					included in sick leave
BEREAVEMENT					included in sick leave
PROFESSIONAL	unl.			yes	
ADOPTION					FMLA
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

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

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
Planning Time:	50	50	50
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: 5 (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/2850D	484.52	896.38	1017.50	1366.24	TSA
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:			COMMENTS:				
LIFE	Madison Nat'l	1.80	Deductible Reimbursement:				
LTD	Madison Nat'l	.0049					
NON-PARTICIPANT \$350 TSA							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

O S M O N D								
Step	B A		B A + 9		B A + 18		B A + 27	
1	30,800	1.00	32,032	1.04	33,264	1.08	34,496	1.12
2	32,032	1.04	33,264	1.08	34,496	1.12	35,728	1.16
3	33,264	1.08	34,496	1.12	35,728	1.16	36,960	1.20
4	34,496	1.12	35,728	1.16	36,960	1.20	38,192	1.24
5	35,728	1.16	36,960	1.20	38,192	1.24	39,424	1.28
6	36,960	1.20	38,192	1.24	39,424	1.28	40,656	1.32
7	38,192	1.24	39,424	1.28	40,656	1.32	41,888	1.36
8	39,424	1.28	40,656	1.32	41,888	1.36	43,120	1.40
9	40,656	1.32	41,888	1.36	43,120	1.40	44,352	1.44
10		1.36	43,120	1.40	44,352	1.44	45,584	1.48
11		1.40		1.44	45,584	1.48	46,816	1.52
12		1.44		1.48	46,816	1.52	48,048	1.56
13		1.48		1.52	48,048	1.56	49,280	1.60
14		1.52		1.56	49,280	1.60	50,512	1.64
		1.56		1.60	50,512	1.64	51,744	1.68
		1.60		1.64	51,744	1.68	52,976	1.72

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 25.92
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 6.8 6.8 6.8
 Planning Time: 57 57 57
 Class Periods/Day: 7 7
 Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 30,000 Index: 4 x 4
 Starting Salary: 30,000 Entry Level Step: 0
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 86-87
 Rollback: 86-87
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	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	National Life	.00392						Minimum FTE: 0.5
NON-PARTICIPANT								Contribution: FTE

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

OVERTON										
Step	BA		BA+9		BA+18		BA+27		BA+36	
	BA	BA+9	BA+9	BA+18	BA+18	BA+27	BA+27	BA+36	MA	MA
0	30,000	31,200	31,200	32,400	32,400	33,600	33,600	34,800	34,800	36,000
	1.00	1.04	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20
1	31,200	32,400	32,400	33,600	33,600	34,800	34,800	36,000	36,000	37,200
	1.04	1.08	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24
2	32,400	33,600	33,600	34,800	34,800	36,000	36,000	37,200	37,200	38,400
	1.08	1.12	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28
3	33,600	34,800	34,800	36,000	36,000	37,200	37,200	38,400	38,400	39,600
	1.12	1.16	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32
4	34,800	36,000	36,000	37,200	37,200	38,400	38,400	39,600	39,600	40,800
	1.16	1.20	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36
5	36,000	37,200	37,200	38,400	38,400	39,600	39,600	40,800	40,800	42,000
	1.20	1.24	1.24	1.28	1.28	1.32	1.32	1.36	1.36	1.40
6		38,400	38,400	39,600	39,600	40,800	40,800	42,000	42,000	43,200
		1.28	1.32	1.32	1.36	1.36	1.40	1.40	1.40	1.44
7			40,800	40,800	42,000	42,000	43,200	43,200	44,400	44,400
			1.36	1.40	1.40	1.44	1.44	1.48	1.48	1.52
8				43,200	43,200	44,400	44,400	45,600	45,600	46,800
				1.44	1.48	1.48	1.52	1.52	1.56	1.60
9					45,600	45,600	46,800	46,800	48,000	48,000
					1.52	1.56	1.56	1.60	1.60	1.64
10						46,800	46,800	48,000	49,200	49,200
						1.56	1.60	1.60	1.64	1.68
11							48,000	49,200	50,400	50,400
							1.60	1.64	1.68	1.72
12								50,400	51,600	51,600
								1.68	1.72	1.76
13									52,800	52,800
									1.76	1.80

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

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	6.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	32,700	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:	86-87;01-02		
Rollback:	86-87 Last Step		
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	484.52	896.38	1017.50	1366.24	Cash	Options:	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92		IRS 125: Y	
PPO:			COMMENTS: Vision \$4.96/mo					Flex Accounts: Y	
LIFE	Guardian						Deductible Reimbursement: Y	250/500	
LTD	Madison Ntl.	(thru sal)							
NON-PARTICIPANT	\$250 cash								

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	45	yes		
Other Info: 10 days immediate fam/child					
PERSONAL	2			yes	Carry over 2 add'l
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.				
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Substitute, Jury Duty

PALMYRA-BENNETT(OR #1)

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	32,700	34,008	35,316	36,624	37,932	39,240	40,548	41,856
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,008	35,316	36,624	37,932	39,240	40,548	41,856	43,164
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	35,316	36,624	37,932	39,240	40,548	41,856	43,164	44,472
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	36,624	37,932	39,240	40,548	41,856	43,164	44,472	45,780
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	37,932	39,240	40,548	41,856	43,164	44,472	45,780	47,088
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6		40,548	41,856	43,164	44,472	45,780	47,088	48,396
		1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		41,856	43,164	44,472	45,780	47,088	48,396	49,704
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			44,472	45,780	47,088	48,396	49,704	51,012
			1.36	1.40	1.44	1.48	1.52	1.56
9				47,088	48,396	49,704	51,012	52,320
				1.44	1.48	1.52	1.56	1.60
10				48,396	49,704	51,012	52,320	53,628
				1.48	1.52	1.56	1.60	1.64
11				49,704	51,012	52,320	53,628	54,936
				1.52	1.56	1.60	1.64	1.68
12				51,012	52,320	53,628	54,936	56,244
				1.56	1.60	1.64	1.68	1.72
13							56,244	57,552
							1.72	1.76
14								58,860
								1.80

02-03 grandfather steps and cut off bottom of schedule to 10 steps; 03-04 add back 1 step to MA & MA+9 and 2 steps to MA+18 & MA+27

WORKING CONDITIONS

Contract Days:	190	FTE Teachers:	
	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.83	6.67	6.33
Planning Time:	123	174	145
Class Periods/Day:	7	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	33,000	Index:	4 x 4.5
Starting Salary:	33,000	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	12
V. Freeze:86-87,89-90,91-92,03-04			
Vertical Freeze:	08-09,09-10,11-12,12-13		
Rollback:	85-86; 02-03		
Multi-year Contract:	11-12, 12-13		

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	
			H/A-Dent	Individ.	EE/Child	EE/Spouse		EE/Sp/Child
HEALTH	BC/BS	600D		484.52	833.63	946.28	1270.60	94.14 or 118.56
DENTAL	BC/BS	2		22.92	22.92	22.92	22.92	Full H/A + Ind. Dental
PPO:	Emp pays 7% premium		COMMENTS:					
LIFE	Standard	3.60						Deductible Reimbursement:
LTD	Standard	.0022 (+B)						
NON-PARTICIPANT								

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	PHD
1	33,000	34,485	35,970	37,455	38,940	40,425	41,910	43,395	44,880	46,365
2	34,320	35,805	37,290	38,775	40,260	41,745	43,230	44,715	46,200	47,685
3	35,560	37,045	38,530	40,015	41,500	42,985	44,470	45,955	47,440	48,925
4	36,800	38,285	39,770	41,255	42,740	44,225	45,710	47,195	48,680	50,165
5	38,040	39,525	41,010	42,495	43,980	45,465	46,950	48,435	49,920	51,405
6	39,280	40,765	42,250	43,735	45,220	46,705	48,190	49,675	51,160	52,645
7	40,520	42,005	43,490	44,975	46,460	47,945	49,430	50,915	52,390	53,875
8	41,760	43,245	44,730	46,215	47,700	49,185	50,670	52,155	53,640	55,125
9	43,000	44,485	45,970	47,455	48,940	50,425	51,910	53,395	54,880	56,365
10	44,240	45,725	47,210	48,695	50,180	51,665	53,150	54,635	56,120	57,605
11	45,480	46,965	48,450	49,935	51,420	52,905	54,390	55,875	57,360	58,845
12	46,720	48,205	49,690	51,175	52,660	54,145	55,620	57,095	58,560	60,035
13	47,960	49,445	50,930	52,415	53,900	55,385	56,860	58,335	59,800	61,275
14	49,200	50,685	52,170	53,655	55,140	56,625	58,100	59,575	61,040	62,525
15	50,440	51,925	53,410	54,905	56,390	57,875	59,350	60,835	62,310	63,795
16	51,680	53,165	54,650	56,135	57,620	59,105	60,580	62,065	63,540	65,025
17	52,920	54,405	55,890	56,885	58,370	59,855	61,340	62,825	64,310	65,795
18	54,160	55,645	57,130	58,625	59,610	61,095	62,580	64,075	65,560	67,045
19	55,400	56,885	58,370	59,865	61,350	62,845	64,330	65,815	67,300	68,285
20	56,640	58,125	59,610	61,105	62,590	64,085	65,570	67,065	68,550	69,535
21	57,880	59,365	60,850	62,345	63,840	65,335	66,820	68,305	69,790	70,775
22	59,120	60,605	62,090	63,595	65,090	66,585	68,070	69,555	71,040	72,025
23	60,360	61,845	63,330	64,845	66,345	67,830	69,315	70,805	72,290	73,275
24	61,600	63,085	64,570	66,095	67,590	69,085	70,570	72,065	73,550	74,535
25	62,840	64,325	65,810	67,345	68,840	70,345	71,830	73,325	74,810	75,795
26	64,080	65,565	67,050	68,545	70,040	71,535	73,030	74,525	76,020	77,005

02-03 Renumbered steps starting at step 3 through 16 BA+36/MA through PHD/EDD have 6 longevity steps that are add 2% of base and 4 more steps that are an additional 1% of base.
 03-04 vertical freeze, horizontal movement allowed: 1-3 years experience are placed on step one (as shown above), those with more than 3 yrs are placed accordingly.
 08-09 new hires w/no exp placed on step 1; 12 yrs experience allowed + one; 09-10 vertical freeze

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:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,525 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
			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	Standard Ins	7.00						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

PAWNEE CITY								
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
Step 1	31,525	32,786	34,047	35,308	36,569	37,830	39,091	40,352
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
Step 2	32,786	34,047	35,308	36,569	37,830	39,091	40,352	41,613
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
Step 3	34,047	35,308	36,569	37,830	39,091	40,352	41,613	42,874
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
Step 4	35,308	36,569	37,830	39,091	40,352	41,613	42,874	44,135
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
Step 5	36,569	37,830	39,091	40,352	41,613	42,874	44,135	45,396
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
Step 6	37,830	39,091	40,352	41,613	42,874	44,135	45,396	46,657
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
Step 7	39,091	40,352	41,613	42,874	44,135	45,396	46,657	47,918
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
Step 8		41,613	42,874	44,135	45,396	46,657	47,918	49,179
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
Step 9			44,135	45,396	46,657	47,918	49,179	50,440
			1.40	1.44	1.48	1.52	1.56	1.60
Step 10				46,657	47,918	49,179	50,440	51,701
				1.48	1.52	1.56	1.60	1.64
Step 11					49,179	50,440	51,701	52,962
					1.56	1.60	1.64	1.68
Step 12						50,440	51,701	52,962
						1.60	1.64	1.68

WORKING CONDITIONS

Contract Days: 181 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: 30,400 Index: 4 x 4
 Starting Salary: Entry Level Step: 1(D)
 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	Cafeteria Plan		
			H/A-Dent	Individ.	EE/Child		EE/Spouse	EE/Sp/Child	Individ.
HEALTH	BC/BS	350D	511.00	945.37	1073.11	1440.91	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	Madison Nat'l	(thru sal)						PART-TIME BENEFITS	
NON-PARTICIPANT	Cash-Sgl Prem	\$533.						Minimum FTE: 0	
							Contribution: fte		

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PAXTON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	30,400	31,616	32,832	34,048	35,264	35,872	37,088	38,304	39,520
	1.00	1.04	1.08	1.12	1.16	1.18	1.22	1.26	1.30
2	31,616	32,832	34,048	35,264	36,480	37,088	38,304	39,520	40,736
	1.04	1.08	1.12	1.16	1.20	1.22	1.26	1.30	1.34
3	32,832	34,048	35,264	36,480	37,696	38,304	39,520	40,736	41,952
	1.08	1.12	1.16	1.20	1.24	1.26	1.30	1.34	1.38
4	34,048	35,264	36,480	37,696	38,912	39,520	40,736	41,952	43,168
	1.12	1.16	1.20	1.24	1.28	1.30	1.34	1.38	1.42
5	35,264	36,480	37,696	38,912	40,128	40,736	41,952	43,168	44,384
	1.16	1.20	1.24	1.28	1.32	1.34	1.38	1.42	1.46
6	36,480	37,696	38,912	40,128	41,344	41,952	43,168	44,384	45,600
	1.20	1.24	1.28	1.32	1.36	1.38	1.42	1.46	1.50
7	37,696	38,912	40,128	41,344	42,560	43,168	44,384	45,600	46,816
	1.24	1.28	1.32	1.36	1.40	1.42	1.46	1.50	1.54
8		40,128	41,344	42,560	43,776	44,384	45,600	46,816	48,032
		1.32	1.36	1.40	1.44	1.46	1.50	1.54	1.58
9			42,560	43,776	44,992	45,600	46,816	48,032	49,248
			1.40	1.44	1.48	1.50	1.54	1.58	1.62
10				44,992	46,208	46,816	48,032	49,248	50,464
				1.48	1.52	1.54	1.58	1.62	1.66
11					47,424	48,032	49,248	50,464	51,680
					1.56	1.58	1.62	1.66	1.70
12							50,464	51,680	52,896
							1.66	1.70	1.74
13								52,896	54,112
								1.74	1.78

07-08 BA+36/MA column changed to BA+36 only; BA+45 column removed; MA column added

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 29.88

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

SALARY SCHEDULE

Base: 30,550 Index: 4 x 5
 Starting Salary: 30,550 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Grandfathered Steps 85-86
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Cash
DENTAL	BC/BS	5	47.22	87.36	99.18	133.19	
PPO:							531.74
LIFE							
LTD	Madison Nat'l	.0036					
NON-PARTICIPANT \$531.74							

Cafeteria Plan

Individ. Depend.
 Options: H/A,Life,Dent, 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	12	45	yes		
Other Info: use 0-1 - \$400/2 - \$300/3 - \$200 (all inclusive)					
PERSONAL	PTO				
BEREAVEMENT	PTO				
PROFESSIONAL	as approved			yes	
ADOPTION	FMLA				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PENDER							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	30,550	32,078	33,605	35,133	36,660	38,188	39,715
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	31,772	33,300	34,827	36,355	37,882	39,410	40,937
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	32,994	34,522	36,049	37,577	39,104	40,632	42,159
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	34,216	35,744	37,271	38,799	40,326	41,854	43,381
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	35,438	36,966	38,493	40,021	41,548	43,076	44,603
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5	36,660	38,188	39,715	41,243	42,770	44,298	45,825
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
6	37,882	39,410	40,937	42,465	43,992	45,520	47,047
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
7		40,632	42,159	43,687	45,214	46,742	48,269
		1.33	1.38	1.43	1.48	1.53	1.58
8		41,854	43,381	44,909	46,436	47,964	49,491
		1.37	1.42	1.47	1.52	1.57	1.62
9			44,603	46,131	47,658	49,186	50,713
			1.46	1.51	1.56	1.61	1.66
10			45,825	47,353	48,880	50,408	51,935
			1.50	1.55	1.60	1.65	1.70
11				48,575	50,102	51,630	53,157
				1.59	1.64	1.69	1.74
12				49,797	51,324	52,852	54,379
				1.63	1.68	1.73	1.78
13					52,546	54,074	55,601
					1.72	1.77	1.82

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.17	7.17	7.17
Planning Time:	90	90	65
Class Periods/Day:	4-6	4-8	
Normal Teaching Load:	3-3.5	3-7	

SALARY SCHEDULE

Base: 31,050 Index: 4.25 x 4.25
 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	390
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	22.92 (in 125)					
NON-PARTICIPANT	\$390 cash option						

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.4
 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PLAINVIEW									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	BA+45		MA+18
							MA+9		
1	31,050	32,370	33,689	35,009	36,329	37,648	38,968	40,287	41,607
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
2	32,370	33,689	35,009	36,329	37,648	38,968	40,287	41,607	42,927
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
3	33,689	35,009	36,329	37,648	38,968	40,287	41,607	42,927	44,246
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
4	35,009	36,329	37,648	38,968	40,287	41,607	42,927	44,246	45,566
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
5	36,329	37,648	38,968	40,287	41,607	42,927	44,246	45,566	46,886
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
6	37,648	38,968	40,287	41,607	42,927	44,246	45,566	46,886	48,205
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
7		40,287	41,607	42,927	44,246	45,566	46,886	48,205	49,525
		1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
8			42,927	44,246	45,566	46,886	48,205	49,525	50,844
			1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375
9				45,566	46,886	48,205	49,525	50,844	52,164
				1.4675	1.51	1.5525	1.595	1.6375	1.68
10					46,886	48,205	49,525	50,844	52,164
					1.51	1.5525	1.595	1.6375	1.68
11						48,205	49,525	50,844	52,164
						1.6375	1.68	1.7225	1.765
12							50,844	52,164	53,484
							1.68	1.7225	1.765
13								52,164	53,484
								1.7225	1.765
14									53,484
									1.8075
15									
									54,803
									1.85
									55,762
									1.8925

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

WORKING CONDITIONS

Contract Days:	187	FTE Teachers:	150
	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:	48	40	40
Class Periods/Day:	8	4	
Normal Teaching Load:	6	3	

SALARY SCHEDULE

Base:	31,300	Index:	4 x 5
Starting Salary:	31,300	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)*
*exp allowed-5 yrs + 1/2 all yrs beyond 5			
Vertical Freeze:			
Rollback:	85-86		
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Cash, 125, or TSA
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:	Singles recv \$150/mo		COMMENTS:				
LIFE	Madison Life	5.92	Deductible Reimbursement:				
LTD	Madison Life	.0064 (+B)					
NON-PARTICIPANT	\$657.44 in lieu						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	9	50	yes		
Other Info:					
PERSONAL	3			yes	\$25 per 1/2 day - 3 day max
BEREAVEMENT	10				3 days/occur. to 10
PROFESSIONAL	unl.			yes	
ADOPTION	use sick lv.				
ASSOCIATION	8				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	31,300	32,865	34,430	35,995	37,560	39,125	37,560	39,125	40,690	42,255	43,820	45,385
	1.00	1.05	1.10	1.15	1.20	1.25	1.20	1.25	1.30	1.35	1.40	1.45
2	32,552	34,117	35,682	37,247	38,812	40,377	38,812	40,377	41,942	43,507	45,072	46,637
	1.04	1.09	1.14	1.19	1.24	1.29	1.24	1.29	1.34	1.39	1.44	1.49
3	33,804	35,369	36,934	38,499	40,064	41,629	40,064	41,629	43,194	44,759	46,324	47,889
	1.08	1.13	1.18	1.23	1.28	1.33	1.28	1.33	1.38	1.43	1.48	1.53
4	35,056	36,621	38,186	39,751	41,316	42,881	41,316	42,881	44,446	46,011	47,576	49,141
	1.12	1.17	1.22	1.27	1.32	1.37	1.32	1.37	1.42	1.47	1.52	1.57
5	36,308	37,873	39,438	41,003	42,568	44,133	42,568	44,133	45,698	47,263	48,828	50,393
	1.16	1.21	1.26	1.31	1.36	1.41	1.36	1.41	1.46	1.51	1.56	1.61
6	37,560	39,125	40,690	42,255	43,820	45,385	43,820	45,385	46,950	48,515	50,080	51,645
	1.20	1.25	1.30	1.35	1.40	1.45	1.40	1.45	1.50	1.55	1.60	1.65
7	38,812	40,377	41,942	43,507	45,072	46,637	45,072	46,637	48,202	49,767	51,332	52,897
	1.24	1.29	1.34	1.39	1.44	1.49	1.44	1.49	1.54	1.59	1.64	1.69
8		41,629	43,194	44,759	46,324	47,889	46,324	47,889	49,454	51,019	52,584	54,149
		1.33	1.38	1.43	1.48	1.53	1.48	1.53	1.58	1.63	1.68	1.73
9			44,446	46,011	47,576	49,141	47,576	49,141	50,706	52,271	53,836	55,401
			1.42	1.47	1.52	1.57	1.52	1.57	1.62	1.67	1.72	1.77
10				47,263	48,828	50,393	48,828	50,393	51,958	53,523	55,088	56,653
				1.51	1.56	1.61	1.56	1.61	1.66	1.71	1.76	1.81
11					50,080	51,645	50,080	51,645	53,210	54,775	56,340	57,905
					1.60	1.65	1.60	1.65	1.70	1.75	1.80	1.85
12						51,332	52,897	51,332	52,897	54,462	56,027	57,592
						1.64	1.69	1.64	1.69	1.74	1.79	1.84
13							54,149	52,584	54,149	55,714	57,279	58,844
							1.73	1.68	1.73	1.78	1.83	1.88
14								53,836	55,401	56,966	58,531	60,096
								1.72	1.77	1.82	1.87	1.92
15									58,218	59,783	61,348	62,913
									1.86	1.91	1.96	2.01
16										61,035	62,600	64,165
										1.95	2.00	2.05

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

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	45	45	60
Class Periods/Day:	5	8	
Normal Teaching Load:	4	7	

SALARY SCHEDULE

Base: 30,000 Index: 4.5 x 4.5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: 8
 Vertical Freeze:
 Rollback: 93-94 (2 Steps)
 Multi-year Contract: 11-12, 12-13

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			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							Deductible Reimbursement: Y 250/500
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	40	yes		
Other Info:	add'l. w/no pay; incl. fam. bereav.				
PERSONAL	3			yes	add'l. w/o pay
BEREAVEMENT	(See Sick Lv.)				
PROFESSIONAL	2			no	
ADOPTION	see sick lv.				
ASSOCIATION	1				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

P O T T E R - D I X						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 18
1	30,000	31,350	32,700	34,050	35,400	36,750
	1.00	1.045	1.09	1.135	1.18	1.225
2	31,350	32,700	34,050	35,400	36,750	38,100
	1.045	1.09	1.135	1.18	1.225	1.27
3	32,700	34,050	35,400	36,750	38,100	39,450
	1.09	1.135	1.18	1.225	1.27	1.315
4	34,050	35,400	36,750	38,100	39,450	40,800
	1.135	1.18	1.225	1.27	1.315	1.36
5	35,400	36,750	38,100	39,450	40,800	42,150
	1.18	1.225	1.27	1.315	1.36	1.405
6	36,750	38,100	39,450	40,800	42,150	43,500
	1.225	1.27	1.315	1.36	1.405	1.45
7	38,100	39,450	40,800	42,150	43,500	44,850
	1.27	1.315	1.36	1.405	1.45	1.495
8		40,800	42,150	43,500	44,850	46,200
		1.36	1.405	1.45	1.495	1.54
9			43,500	44,850	46,200	47,550
			1.45	1.495	1.54	1.585
10			44,850	46,200	47,550	48,900
			1.495	1.54	1.585	1.63
11				47,550	48,900	50,250
				1.585	1.63	1.675
12				48,900	50,250	51,600
				1.63	1.675	1.72
13					51,600	52,950
					1.72	1.765
14					52,950	54,300
					1.765	1.81
15						55,650
						1.855
16						57,000
						1.9

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 32,000 Index: 4 x 5
 Starting Salary: 32,000 Entry Level Step: 1
 Career Increments: Y Experience Allowed: 10
 10-11: adv placement removed
 Vertical Freeze: 86-87,88-89,12-13
 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	Ind+TSA or 121.81
HEALTH	BC/BS	600D	469.98	865.01	966.63	1260.36	TSA+Ind/Dep*
DENTAL	BC/BS	2	22.23	22.12	21.77	21.14	
PPO:	*or 2 ind. hlth plus 83.33		COMMENTS:				
LIFE	Madison Nat'l	3.80	Deductible Reimbursement:				
LTD	Madison Nat'l	.0036					
NON-PARTICIPANT \$83.33 TSA							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Judicial/1 day pd.

RALSTON										
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36	EDSPEC PHD
1	32,000	33,600	35,200	36,800	38,400	40,000	41,600	43,200	44,800	48,000
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	33,280	34,880	36,480	38,080	39,680	41,280	42,880	44,480	46,080	49,280
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.54
3	34,560	36,160	37,760	39,360	40,960	42,560	44,160	45,760	47,360	50,560
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.58
4	35,840	37,440	39,040	40,640	42,240	43,840	45,440	47,040	48,640	51,840
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.62
5	37,120	38,720	40,320	41,920	43,520	45,120	46,720	48,320	49,920	53,120
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.66
6	38,400	40,000	41,600	43,200	44,800	46,400	48,000	49,600	51,200	54,400
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
7	39,680	41,280	42,880	44,480	46,080	47,680	49,280	50,880	52,480	55,680
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.74
8		42,560	44,160	45,760	47,360	48,960	50,560	52,160	53,760	56,960
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.78
9			45,440	47,040	48,640	50,240	51,840	53,440	55,040	58,240
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.82
10			46,720	48,320	49,920	51,520	53,120	54,720	56,320	59,520
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.86
11				49,600	51,200	52,800	54,400	56,000	57,600	60,800
				1.55	1.60	1.65	1.70	1.75	1.80	1.90
12				50,880	52,480	54,080	55,680	57,280	58,880	62,080
				1.59	1.64	1.69	1.74	1.79	1.84	1.94
13				52,160	53,760	55,360	56,960	58,560	60,160	63,360
				1.63	1.68	1.73	1.78	1.83	1.88	1.98
14					55,040	56,640	58,240	59,840	61,440	64,640
					1.72	1.77	1.82	1.87	1.92	2.02
15					56,320	57,920	59,520	61,120	62,720	65,920
					1.76	1.81	1.86	1.91	1.96	2.06
16					57,600	59,200	60,800	62,400	64,000	67,200
					1.80	1.85	1.90	1.95	2.00	2.10

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	41
		HS	JH/MS
Length of Teacher Day:	8		8
Length of Student Day:	7		7
Planning Time:	47		47
Class Periods/Day:	8		8
Normal Teaching Load:	7		7

SALARY SCHEDULE

Base:	31,025	Index:	4 x 5
Starting Salary:	31,025	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:	86-87		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/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:			COMMENTS:			
LIFE	Guardian	8.00	Deductible Reimbursement:			
LTD						
NON-PARTICIPANT	\$507.44	Annuity				

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

		Negotiated/	
		Exists	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:

RAVENNA							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36 MA	BA + 45 MA + 9	BA + 54 MA + 18
0	31,025	32,576	34,128	35,679	37,230	38,781	40,333
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	32,266	33,817	35,369	36,920	38,471	40,022	41,574
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	33,507	35,058	36,610	38,161	39,712	41,263	42,815
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	34,748	36,299	37,851	39,402	40,953	42,504	44,056
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	35,989	37,540	39,092	40,643	42,194	43,745	45,297
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5		38,781	40,333	41,884	43,435	44,986	46,538
		1.25	1.30	1.35	1.40	1.45	1.50
6		40,022	41,574	43,125	44,676	46,227	47,779
		1.29	1.34	1.39	1.44	1.49	1.54
7			42,815	44,366	45,917	47,468	49,020
			1.38	1.43	1.48	1.53	1.58
8			44,056	45,607	47,158	48,709	50,261
			1.42	1.47	1.52	1.57	1.62
9				46,848	48,399	49,950	51,502
				1.51	1.56	1.61	1.66
10				48,089	49,640	51,191	52,743
				1.55	1.60	1.65	1.70
11					50,881	52,432	53,984
					1.64	1.69	1.74
12					52,122	53,673	55,225
					1.68	1.73	1.78
13					52,743	54,914	56,466
					1.70	1.77	1.82
14					53,363	55,535	57,086
					1.72	1.79	1.84
15						56,155	57,707
						1.81	1.86

09-10: BA 36, BA 45, BA 54 removed from schedule (Staff grandfathered), MA column added

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 186	FTE Teachers:	Base: 33,300	Index: 4 x 5
Length of Teacher Day: 8	HS JH/MS ELEM	Starting Salary:	Entry Level Step: 1
Length of Student Day: 7	7 8 8	Career Increments: Y	Experience Allowed: 6 (D)
Planning Time: 46	46 60	Long: 11-20 yr, \$350; 21-30, \$600; 31-?, \$850 bonus	
Class Periods/Day: 8	8	Vertical Freeze:	
Normal Teaching Load: 7	7	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	350D	511.00	511.00	511.00	511.00	533.92	Ind. Health	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92			
PPO:			COMMENTS: *<.51=FTE benefits						Options:
LIFE								IRS 125: Y	
LTD	Fortis	(+B)					Deductible Reimbursement: Y	12.50/mo	
NON-PARTICIPANT	\$270.83 cash							Flex Accounts: Y	

PART-TIME BENEFITS
Minimum FTE: 0.51
Contribution: full*

LEAVES

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

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

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

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

RAYMOND CENTRAL

Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	DOC
1	33,300	34,965	36,630	38,295	39,960	41,625	43,290	44,955	46,620
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	34,632	36,297	37,962	39,627	41,292	42,957	44,622	46,287	47,952
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	35,964	37,629	39,294	40,959	42,624	44,289	45,954	47,619	49,284
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	37,296	38,961	40,626	42,291	43,956	45,621	47,286	48,951	50,616
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	38,628	40,293	41,958	43,623	45,288	46,953	48,618	50,283	51,948
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	39,960	41,625	43,290	44,955	46,620	48,285	49,950	51,615	53,280
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	41,292	42,957	44,622	46,287	47,952	49,617	51,282	52,947	54,612
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		44,289	45,954	47,619	49,284	50,949	52,614	54,279	55,944
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		45,621	47,286	48,951	50,616	52,281	53,946	55,611	57,276
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			48,618	50,283	51,948	53,613	55,278	56,943	58,608
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			49,950	51,615	53,280	54,945	56,610	58,275	59,940
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				52,947	54,612	56,277	57,942	59,607	61,272
				1.59	1.64	1.69	1.74	1.79	1.84
13					55,944	57,609	59,274	60,939	62,604
					1.68	1.73	1.78	1.83	1.88
14					57,276	58,941	60,606	62,271	63,936
					1.72	1.77	1.82	1.87	1.92

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

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	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	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	29,700	Index: 4.25 x 4.25
Starting Salary:		Entry Level Step: 1
Career Increments: N		Experience Allowed: all
Vertical Freeze: 97-98/98-99		
Rollback: 97-98/98-99/01-02		
Multi-year Contract: 12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			H/A-Dent	Individ.	EE/Child	
HEALTH	BC/BS	1100D	426.08	788.26	894.77	1201.46
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92
PPO: COMMENTS:						
LIFE			Deductible Reimbursement: Y 800/1600			
LTD	Madison Nat'l					
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ROCK COUNTY						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	BA + 45
	MA	MA + 9			MA	MA + 9
1	29,700	30,962	32,225	33,487	34,749	36,011
	1.00	1.0425	1.085	1.1275	1.17	1.2125
2	30,962	32,225	33,487	34,749	36,011	37,274
	1.0425	1.085	1.1275	1.17	1.2125	1.255
3	32,225	33,487	34,749	36,011	37,274	38,536
	1.085	1.1275	1.17	1.2125	1.255	1.2975
4	33,487	34,749	36,011	37,274	38,536	39,798
	1.1275	1.17	1.2125	1.255	1.2975	1.34
5	34,749	36,011	37,274	38,536	39,798	41,060
	1.17	1.2125	1.255	1.2975	1.34	1.3825
6	36,011	37,274	38,536	39,798	41,060	42,323
	1.2125	1.255	1.2975	1.34	1.3825	1.425
7	37,274	38,536	39,798	41,060	42,323	43,585
	1.255	1.2975	1.34	1.3825	1.425	1.4675
8		39,798	41,060	42,323	43,585	44,847
		1.34	1.3825	1.425	1.4675	1.51
9			42,323	43,585	44,847	46,109
			1.425	1.4675	1.51	1.5525
10			43,585	44,847	46,109	47,372
			1.4675	1.51	1.5525	1.595
11				46,109	47,372	48,634
				1.5525	1.595	1.6375
12				47,372	48,634	49,896
				1.595	1.6375	1.68
13				48,634	49,896	51,158
				1.6375	1.68	1.7225
14					51,158	52,421
					1.7225	1.765
15						53,683
						1.8075

Sandhills-Dunning

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6.5
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	28,350	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5
Vertical Freeze:			
Rollback:	88-89		
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	Prinipal	2.65			Deductible Reimbursement: Y	300/600	
LTD	Principal	.0027					
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	40	yes		
Other Info: PTO-10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs					
PERSONAL				yes	from PTO
BEREAVEMENT					from PTO
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

SANDHILLS-DUNNING												
Step	B A		B A + 9		B A + 18		B A + 27		B A + 36		M A + 9	
1	28,350	1.00	29,768	1.05	31,185	1.10	32,603	1.15	34,020	1.20	35,438	1.25
2	29,484	1.04	30,902	1.09	32,319	1.14	33,737	1.19	35,154	1.24	36,572	1.29
3	30,618	1.08	32,036	1.13	33,453	1.18	34,871	1.23	36,288	1.28	37,706	1.33
4	31,752	1.12	33,170	1.17	34,587	1.22	36,005	1.27	37,422	1.32	38,840	1.37
5	32,886	1.16	34,304	1.21	35,721	1.26	37,139	1.31	38,556	1.36	39,974	1.41
6			35,438	1.25	36,855	1.30	38,273	1.35	39,690	1.40	41,108	1.45
7					37,989	1.34	39,407	1.39	40,824	1.44	42,242	1.49
8					39,123	1.38	40,541	1.43	41,958	1.48	43,376	1.53
9							41,675	1.47	43,092	1.52	44,510	1.57
10							42,809	1.51	44,226	1.56	45,644	1.61
11									45,360	1.60	46,778	1.65
12									46,494	1.64	47,912	1.69
13									47,628	1.68	49,046	1.73

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	28,500	Index:	4 x 5
Starting Salary:		Entry Level Step:	0
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
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	6.57					Deductible Reimbursement: Y 250
LTD	Principal	.0065					
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	35	yes		
Other Info:	\$20/day over 35 at end of 4th yr				
PERSONAL	3			yes	2 days first 2 yrs
BEREAVEMENT	4				
PROFESSIONAL	2			yes	add'l w/approval
ADOPTION	10 - Dad				from sick lv. for mom
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: In school work day (1)

S A R G E N T						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 15
1	28,500	29,925	31,350	32,775	34,200	35,625
	1.00	1.05	1.10	1.15	1.20	1.25
2	29,640	31,065	32,490	33,915	35,340	36,765
	1.04	1.09	1.14	1.19	1.24	1.29
3	30,780	32,205	33,630	35,055	36,480	37,905
	1.08	1.13	1.18	1.23	1.28	1.33
4	31,920	33,345	34,770	36,195	37,620	39,045
	1.12	1.17	1.22	1.27	1.32	1.37
5	33,060	34,485	35,910	37,335	38,760	40,185
	1.16	1.21	1.26	1.31	1.36	1.41
6		35,625	37,050	38,475	39,900	41,325
		1.25	1.30	1.35	1.40	1.45
7		36,765	38,190	39,615	41,040	42,465
		1.29	1.34	1.39	1.44	1.49
8		37,905	39,330	40,755	42,180	43,605
		1.33	1.38	1.43	1.48	1.53
9		39,045	40,470	41,895	43,320	44,745
		1.37	1.42	1.47	1.52	1.57
10			41,610	43,035	44,460	45,885
			1.46	1.51	1.56	1.61
11				44,175	45,600	47,025
				1.55	1.60	1.65
12				45,315	46,740	48,165
				1.59	1.64	1.69
13					47,880	49,305
					1.68	1.73
14					49,020	50,445
					1.72	1.77
15						51,585
						1.81
16						52,725
						1.85
17						53,865
						1.89

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	31,275	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	all
\$1000 signing bonus for new teachers			
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	350D	485.45	898.10	1019.45	1368.86	22.92 or 41.71
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Ind or Dep Dental
PPO:			COMMENTS:				
LIFE	Companion Life	4.75	Deductible Reimbursement:				
LTD	Principal Life	.00474					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

SCHUYLER COMMUNITY

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27
1	31,275	32,839	34,403	35,966	37,530	37,530	37,530	39,094	40,658	42,221
	1.00	1.05	1.10	1.15	1.20	1.20	1.20	1.25	1.30	1.35
2	32,526	34,090	35,654	37,217	38,781	38,781	38,781	40,345	41,909	43,472
	1.04	1.09	1.14	1.19	1.24	1.24	1.24	1.29	1.34	1.39
3	33,777	35,341	36,905	38,468	40,032	40,032	40,032	41,596	43,160	44,723
	1.08	1.13	1.18	1.23	1.28	1.28	1.28	1.33	1.38	1.43
4	35,028	36,592	38,156	39,719	41,283	41,283	41,283	42,847	44,411	45,974
	1.12	1.17	1.22	1.27	1.32	1.32	1.32	1.37	1.42	1.47
5	36,279	37,843	39,407	40,970	42,534	42,534	42,534	44,098	45,662	47,225
	1.16	1.21	1.26	1.31	1.36	1.36	1.36	1.41	1.46	1.51
6	37,530	39,094	40,658	42,221	43,785	43,785	43,785	45,349	46,913	48,476
	1.20	1.25	1.30	1.35	1.40	1.40	1.40	1.45	1.50	1.55
7	38,781	40,345	41,909	43,472	45,036	45,036	45,036	46,600	48,164	49,727
	1.24	1.29	1.34	1.39	1.44	1.44	1.44	1.49	1.54	1.59
8		41,596	43,160	44,723	46,287	46,287	46,287	47,851	49,415	50,978
		1.33	1.38	1.43	1.48	1.48	1.48	1.53	1.58	1.63
9		42,847	44,411	45,974	47,538	47,538	47,538	49,102	50,666	52,229
		1.37	1.42	1.47	1.52	1.52	1.52	1.57	1.62	1.67
10			45,662	47,225	48,789	48,789	48,789	50,353	51,917	53,480
			1.46	1.51	1.56	1.56	1.56	1.61	1.66	1.71
11				48,476	50,040	50,040	50,040	51,604	53,168	54,731
				1.55	1.60	1.60	1.60	1.65	1.70	1.75
12					51,291	51,291	51,291	52,855	54,419	55,982
					1.64	1.64	1.64	1.69	1.74	1.79
13					52,542	52,542	52,542	54,106	55,670	57,233
					1.68	1.68	1.68	1.73	1.78	1.83
14					53,793	53,793	53,793	55,357	56,921	58,484
					1.72	1.72	1.72	1.77	1.82	1.87
15					55,044	55,044	55,044	56,608	58,172	59,735
					1.76	1.76	1.76	1.81	1.86	1.91
16									59,423	60,986
									1.90	1.95
17										62,237
										1.99

06-07: BA36 grandfathered

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 73
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7.25 7.25 7.25
 Planning Time: 47 47
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,300 Index: 4 x 5
 Starting Salary: 31,300 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	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: COMMENTS:							
LIFE Deductible Reimbursement:							
LTD	Madison Nat'l	.0033(+B 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	45	yes		
Other Info: Sev: after 6 yrs all days @ 25% sub rate					
PERSONAL	2+1			yes	1-sub deduct
BEREAVEMENT	5+5				add'l 5 from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

SCN UNIFIED DISTRICT #5

Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	31,300	32,865	34,430	35,995	37,560	39,125	40,690	42,255	43,820
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	32,552	34,117	35,682	37,247	38,812	40,377	41,942	43,507	45,072
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	33,804	35,369	36,934	38,499	40,064	41,629	43,194	44,759	46,324
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	35,056	36,621	38,186	39,751	41,316	42,881	44,446	46,011	47,576
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	36,308	37,873	39,438	41,003	42,568	44,133	45,698	47,263	48,828
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	37,560	39,125	40,690	42,255	43,820	45,385	46,950	48,515	50,080
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		40,377	41,942	43,507	45,072	46,637	48,202	49,767	51,332
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		41,629	43,194	44,759	46,324	47,889	49,454	51,019	52,584
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			44,446	46,011	47,576	49,141	50,706	52,271	53,836
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				47,263	48,828	50,393	51,958	53,523	55,088
				1.51	1.56	1.61	1.66	1.71	1.76
11				48,515	50,080	51,645	53,210	54,775	56,340
				1.55	1.60	1.65	1.70	1.75	1.80
12					51,332	52,897	54,462	56,027	57,592
					1.64	1.69	1.74	1.79	1.84
13					52,584	54,149	55,714	57,279	58,844
					1.68	1.73	1.78	1.83	1.88
14					53,836	55,401	56,966	58,531	60,096
					1.72	1.77	1.82	1.87	1.92
15						56,653	58,218	59,783	61,348
						1.81	1.86	1.91	1.96

WORKING CONDITIONS

Contract Days:	186	FTE Teachers:	105.8
		HS	JH/MS
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7	7
Planning Time:	90	86	45
Class Periods/Day:	4.5	8.5	
Normal Teaching Load:	3.5	6.5	

SALARY SCHEDULE

Base:	30,900	Index:	5 x 4
Starting Salary:	30,900	Entry Level Step:	1
Career Increments:	Y	Experience Allowed:	8(D)
Move to MA+27 Step 16 only in 93-94; then step=to exper.			
Vertical Freeze:			
Rollback:			
Multi-year Contract:	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	Provident	3.60	Deductible Reimbursement:			
LTD	Madison Nat'l	.00345				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

SEWARD

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

07-08 BA45 eliminated, current staff is grandfathered

WORKING CONDITIONS

Contract Days:	181	FTE Teachers:	
		HS	JH/MS ELEM
Length of Teacher Day:	7.5	7.5	7.5
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:	30,000	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
BA+36 grandfathered prior to 92-93/added back in 98-99			
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.
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: Y	
PPO:			COMMENTS:				Flex Accounts:	
LIFE	Companion Life	3.20	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	13	35	yes		
Other Info: reimb 13 days/yr at \$35/day					
PERSONAL	2			yes	reimb daily rate of pay
BEREAVEMENT from sick or pers					
PROFESSIONAL	2			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:	N	

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SHELTON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	30,000	31,500	33,000	34,500	36,000	37,500	39,000	40,500	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	
2	31,200	32,700	34,200	35,700	37,200	38,700	40,200	41,700	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	
3	32,400	33,900	35,400	36,900	38,400	39,900	41,400	42,900	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	
4	33,600	35,100	36,600	38,100	39,600	41,100	42,600	44,100	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	
5	34,800	36,300	37,800	39,300	40,800	42,300	43,800	45,300	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	
6	36,000	37,500	39,000	40,500	42,000	43,500	45,000	46,500	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	
7	37,200	38,700	40,200	41,700	43,200	44,700	46,200	47,700	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	
8		39,900	41,400	42,900	44,400	45,900	47,400	48,900	
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	
9			42,600	44,100	45,600	47,100	48,600	50,100	
			1.42	1.47	1.52	1.57	1.62	1.67	
10				45,300	46,800	48,300	49,800	51,300	
				1.51	1.56	1.61	1.66	1.71	
11				46,500	48,000	49,500	51,000	52,500	
				1.55	1.60	1.65	1.70	1.75	
12					49,200	50,700	52,200	53,700	
					1.64	1.69	1.74	1.79	
13					50,400	51,900	53,400	54,900	
					1.68	1.73	1.78	1.83	
14						53,100	54,600	56,100	
						1.77	1.82	1.87	
15							55,800	57,300	
							1.86	1.91	
16								58,500	
								1.95	

08-09 yrs exp from 5 yrs to 10 yrs, staff hired prior to 08-09 rec credit for up to 10 yrs exp

Shickley

WORKING CONDITIONS

Contract Days: 182 FTE Teachers: 22

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	48	48	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,250	Index:	4 x 4
Starting Salary:	31,250	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	10
Vertical Freeze:			
Rollback:			
Multi-year Contract:			

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BC/BS	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			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	9	45	yes		
Other Info:					
PERSONAL	D			yes	granted @ discretion of supt
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SHICKLEY							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	31,250	32,500	33,750	35,000	36,250	37,500	38,750
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	32,500	33,750	35,000	36,250	37,500	38,750	40,000
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	33,750	35,000	36,250	37,500	38,750	40,000	41,250
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	35,000	36,250	37,500	38,750	40,000	41,250	42,500
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	36,250	37,500	38,750	40,000	41,250	42,500	43,750
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	37,500	38,750	40,000	41,250	42,500	43,750	45,000
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		40,000	41,250	42,500	43,750	45,000	46,250
		1.28	1.32	1.36	1.40	1.44	1.48
8		41,250	42,500	43,750	45,000	46,250	47,500
		1.32	1.36	1.40	1.44	1.48	1.52
9		42,500	43,750	45,000	46,250	47,500	48,750
		1.36	1.40	1.44	1.48	1.52	1.56
10			45,000	46,250	47,500	48,750	50,000
			1.44	1.48	1.52	1.56	1.60
11				47,500	48,750	50,000	51,250
				1.52	1.56	1.60	1.64
12					50,000	51,250	52,500
					1.60	1.64	1.68
13						52,500	53,750
						1.68	1.72

WORKING CONDITIONS

Contract Days: 183 FTE Teachers: 27
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,900 Index: 4 x 4
 Starting Salary: 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	Cafeteria Plan	
			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:					
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

WORKING CONDITIONS

Contract Days: 175 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	6.78	6.78
Planning Time:	57	0	
Class Periods/Day:	7		
Normal Teaching Load:	6		

SALARY SCHEDULE

Base:	30,250	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	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:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Fort Dearborn		Deductible Reimbursement:					PART-TIME BENEFITS	
LTD								Minimum FTE: 0.51	
NON-PARTICIPANT	50% BC/BS premium							Contribution: fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SIOUX COUNTY

Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+12	MA+24	MA+36	
0	30,250	31,460	32,670	33,880	35,090	36,300	37,510	38,720	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
1	31,460	32,670	33,880	35,090	36,300	37,510	38,720	39,930	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
2	32,670	33,880	35,090	36,300	37,510	38,720	39,930	41,140	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
3	33,880	35,090	36,300	37,510	38,720	39,930	41,140	42,350	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
4	35,090	36,300	37,510	38,720	39,930	41,140	42,350	43,560	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
5	36,300	37,510	38,720	39,930	41,140	42,350	43,560	44,770	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
6	37,510	38,720	39,930	41,140	42,350	43,560	44,770	45,980	
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	
7				42,350	43,560	44,770	45,980	47,190	
				1.40	1.44	1.48	1.52	1.56	
8				43,560	44,770	45,980	47,190	48,400	
				1.44	1.48	1.52	1.56	1.60	
9					45,980	47,190	48,400	49,610	
					1.52	1.56	1.60	1.64	
10					47,190	48,400	49,610	50,820	
					1.56	1.60	1.64	1.68	
11						49,610	50,820	52,030	
						1.64	1.68	1.72	
12							52,030	53,240	
							1.72	1.76	
13								54,450	
								1.80	

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:	7.25	7.25	6.5
Planning Time:	76	76	80
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 31,575 Index: 5 x 3
 Starting Salary: Entry Level Step: 1
 Career Increments: Y Experience Allowed: all
 Long.-3% after 5 yrs. on MA+36-3% every 5 yrs.
 Vertical Freeze: 85-86,86-87,92-93
 Rollback:
 Multi-year Contract: 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	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	Madison Nat'l	4.40					Deductible Reimbursement:	Flex Accounts: Y
LTD	Madison Nat'l	.004 (thru sal)						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.4 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: Sev:sub. rate per day (1/2 of days) at retire after 20 yrs.					
PERSONAL	2			yes	sub pay/day EOY, accum to 4 w/approv.
BEREAVEMENT	unl.				
PROFESSIONAL	unl.			yes	
ADOPTION	10				from sick lv.
ASSOCIATION	3				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Emergency as needed

SARPY DIST. #46

Step	BA+36								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	31,575	32,522	33,470	34,417	35,364	36,311	37,259	38,206	39,153
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	33,154	34,101	35,048	35,996	36,943	37,890	38,837	39,785	40,732
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	34,733	35,680	36,627	37,574	38,522	39,469	40,416	41,363	42,311
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	36,311	37,259	38,206	39,153	40,100	41,048	41,995	42,942	43,889
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	37,890	38,837	39,785	40,732	41,679	42,626	43,574	44,521	45,468
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6		40,416	41,363	42,311	43,258	44,205	45,152	46,100	47,047
		1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		41,995	42,942	43,889	44,837	45,784	46,731	47,678	48,626
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			44,521	45,468	46,415	47,363	48,310	49,257	50,204
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9			46,100	47,047	47,994	48,941	49,889	50,836	51,783
			1.46	1.49	1.52	1.55	1.58	1.61	1.64
10				48,626	49,573	50,520	51,467	52,415	53,362
				1.54	1.57	1.60	1.63	1.66	1.69
11					51,152	52,099	53,046	53,993	54,941
					1.62	1.65	1.68	1.71	1.74
12					52,730	53,678	54,625	55,572	56,519
					1.67	1.70	1.73	1.76	1.79
13					54,309	55,256	56,204	57,151	58,098
					1.72	1.75	1.78	1.81	1.84
14						56,835	57,782	58,730	59,677
						1.80	1.83	1.86	1.89
15							59,361	60,308	61,256
							1.88	1.91	1.94

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

Longevity: beginning @ 20 yrs on MA36, 3% added every 5 years (20 yrs, 25, 30, 35, 40, 45)

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 314

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.17	7.25	7
Planning Time:	90	45	54
Class Periods/Day:	4	8	
Normal Teaching Load:	3	7	

SALARY SCHEDULE

Base: 32,613 Index: 4 x 5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: 10

Vertical Freeze: 01-02

Rollback: 01-02

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

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	600	Individ. Depend. 600 600
HEALTH	BC/BS	600D/2850D		Cafeteria	Options: H/A,TSA,Cash
DENTAL	BC/BS	1			
PPO:			COMMENTS:		IRS 125: Y
LIFE	Guardian		Deductible Reimbursement:		Flex Accounts: Y
LTD					PART-TIME BENEFITS
NON-PARTICIPANT	\$600 TSA				Minimum FTE: 0.5 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info: 10 for dep use					
PERSONAL	5			yes	Taken from sick leave
BEREAVEMENT	2 to 5				
PROFESSIONAL	2			yes	
ADOPTION	case by case				
ASSOCIATION	7 district wide				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: 1 emergency day/mo.

SO. SIOUX CITY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	32,613	34,244	35,874	37,505	39,136	39,136	40,766	42,397	44,028	45,658	47,289
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
2	33,918	35,548	37,179	38,809	40,440	40,440	42,071	43,701	45,332	46,963	48,593
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44	1.49
3	35,222	36,853	38,483	40,114	41,745	41,745	43,375	45,006	46,637	48,267	49,898
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48	1.53
4	36,527	38,157	39,788	41,419	43,049	43,049	44,680	46,310	47,941	49,572	51,202
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52	1.57
5	37,831	39,462	41,092	42,723	44,354	44,354	45,984	47,615	49,246	50,876	52,507
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56	1.61
6	39,136	40,766	42,397	44,028	45,658	45,658	47,289	48,920	50,550	52,181	53,811
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	40,440	42,071	43,701	45,332	46,963	46,963	48,593	50,224	51,855	53,485	55,116
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64	1.69
8	41,745	43,375	45,006	46,637	48,267	48,267	49,898	51,529	53,159	54,790	56,420
	1.28	1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68	1.73
9				47,941	49,572	49,572	51,202	52,833	54,464	56,094	57,725
				1.47	1.52	1.52	1.57	1.62	1.67	1.72	1.77
10					50,876	50,876	52,507	54,138	55,768	57,399	59,030
					1.56	1.56	1.61	1.66	1.71	1.76	1.81
11					52,181	52,181	53,811	55,442	57,073	58,703	60,334
					1.60	1.60	1.65	1.70	1.75	1.80	1.85
12					53,485	53,485	55,116	56,747	58,377	60,008	61,639
					1.64	1.64	1.69	1.74	1.79	1.84	1.89
13						54,790	56,420	58,051	59,682	61,312	62,943
						1.68	1.73	1.78	1.83	1.88	1.93
14								59,356	60,986	62,617	64,248
								1.82	1.87	1.92	1.97
15								60,660	62,291	63,921	65,552
								1.86	1.91	1.96	2.01

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	7.25
Planning Time:	73	73	73
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,857 Index: 4 x 4
 Starting Salary: 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	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			Deductible Reimbursement:					PART-TIME BENEFITS
LTD	Jefferson Pilot	(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:	Reimb. unused lv @ sub rate/day over 10/yr				
PERSONAL	3			yes	from sick leave
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION	Yes				with approval
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

SOUTHERN (WYMORE)									
Step	BA	BA+9	BA+18	BA+27	BA+36		MA+9	MA+18	MA+36
					MA				
1	30,857	32,091	33,326	34,560	35,794	37,028	38,263	39,497	40,731
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	32,091	33,326	34,560	35,794	37,028	38,263	39,497	40,731	41,966
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	33,326	34,560	35,794	37,028	38,263	39,497	40,731	41,966	43,200
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	34,560	35,794	37,028	38,263	39,497	40,731	41,966	43,200	44,434
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	35,794	37,028	38,263	39,497	40,731	41,966	43,200	44,434	45,668
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	37,028	38,263	39,497	40,731	41,966	43,200	44,434	45,668	46,903
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		39,497	40,731	41,966	43,200	44,434	45,668	46,903	48,137
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		40,731	41,966	43,200	44,434	45,668	46,903	48,137	49,371
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		41,966	43,200	44,434	45,668	46,903	48,137	49,371	50,605
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
10			44,434	45,668	46,903	48,137	49,371	50,605	51,840
			1.44	1.48	1.52	1.56	1.60	1.64	1.68
11				46,903	48,137	49,371	50,605	51,840	53,074
				1.52	1.56	1.60	1.64	1.68	1.72
12					49,371	50,605	51,840	53,074	54,308
					1.60	1.64	1.68	1.72	1.76
13						50,605	51,840	53,074	54,308
						1.64	1.68	1.72	1.76
14								54,308	55,543
								1.76	1.80

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

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

SALARY SCHEDULE

Base: 29,450 Index: 4 x 4.5
 Starting Salary: 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		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	Madison Nat'l	.0062						
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	12,10	35	yes		
Other Info: 12 first yr, 10 other yrs					
PERSONAL	2			yes	2 sick lv = 1 add'l
BEREAVEMENT	from sick lv				
PROFESSIONAL	supt. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Paternity Leave - 30 consec. Days

S T. E D W A R D							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA	MA + 18
1	29,450	30,775	32,101	33,426	34,751	36,076	
	1.00	1.045	1.09	1.135	1.18	1.225	
2	30,628	31,953	33,279	34,604	35,929	37,254	
	1.04	1.085	1.13	1.175	1.22	1.265	
3	31,806	33,131	34,457	35,782	37,107	38,432	
	1.08	1.125	1.17	1.215	1.26	1.305	
4	32,984	34,309	35,635	36,960	38,285	39,610	
	1.12	1.165	1.21	1.255	1.3	1.345	
5	34,162	35,487	36,813	38,138	39,463	40,788	
	1.16	1.205	1.25	1.295	1.34	1.385	
6	35,340	36,665	37,991	39,316	40,641	41,966	
	1.2	1.245	1.29	1.335	1.38	1.425	
7	36,518	37,843	39,169	40,494	41,819	43,144	
	1.24	1.285	1.33	1.375	1.42	1.465	
8		39,021	40,347	41,672	42,997	44,322	
		1.325	1.37	1.415	1.46	1.505	
9			41,525	42,850	44,175	45,500	
			1.41	1.455	1.5	1.545	
10				44,028	45,353	46,678	
				1.495	1.54	1.585	
11					46,531	47,856	
					1.58	1.625	
12						49,034	
						1.665	

08-09 yrs exp changed from 5 to all

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	31,100	Index:	4 x 5
Starting Salary:	31,100	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(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	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			Deductible Reimbursement:				
LTD	Principal	.0039					
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:	5 for emergency				
PERSONAL	2			yes	accum to 5
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	2			yes	
ADOPTION	10				add'l. w/appr.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency-5 days

ST. PAUL										
Step	BA		BA + 9		BA + 18		BA + 27		BA + 36	
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18			
1	31,100	32,655	34,210	35,765	37,320	38,875	40,430			
	1.00	1.05	1.10	1.15	1.20	1.25	1.30			
2	32,344	33,899	35,454	37,009	38,564	40,119	41,674			
	1.04	1.09	1.14	1.19	1.24	1.29	1.34			
3	33,588	35,143	36,698	38,253	39,808	41,363	42,918			
	1.08	1.13	1.18	1.23	1.28	1.33	1.38			
4	34,832	36,387	37,942	39,497	41,052	42,607	44,162			
	1.12	1.17	1.22	1.27	1.32	1.37	1.42			
5	36,076	37,631	39,186	40,741	42,296	43,851	45,406			
	1.16	1.21	1.26	1.31	1.36	1.41	1.46			
6	37,320	38,875	40,430	41,985	43,540	45,095	46,650			
	1.20	1.25	1.30	1.35	1.40	1.45	1.50			
7		40,119	41,674	43,229	44,784	46,339	47,894			
		1.29	1.34	1.39	1.44	1.49	1.54			
8			42,918	44,473	46,028	47,583	49,138			
			1.38	1.43	1.48	1.53	1.58			
9			44,162	45,717	47,272	48,827	50,382			
			1.42	1.47	1.52	1.57	1.62			
10				46,961	48,516	50,071	51,626			
				1.51	1.56	1.61	1.66			
11				48,205	49,760	51,315	52,870			
				1.55	1.60	1.65	1.70			
12					51,004	52,559	54,114			
					1.64	1.69	1.74			
13					52,248	53,803	55,358			
					1.68	1.73	1.78			
14						55,047	56,602			
						1.77	1.82			

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 186	FTE Teachers: 39	Base: 31,200	Index: 4 x 5
Length of Teacher Day: 8	Length of Student Day: 7	Starting Salary: 31,200	Entry Level Step: 1
Planning Time: 49	Class Periods/Day: 8	Career Increments: N	Experience Allowed: all
Normal Teaching Load: 6		Vertical Freeze: 96-97	
		Rollback:	
		Multi-year Contract: 11-12, 12-13	

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	1/2 ind. prem. 350D	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	2.55					Deductible Reimbursement: Y	250/500
LTD								
NON-PARTICIPANT		\$266.96 (1/2 350D in						PART-TIME BENEFITS
								Minimum FTE: 0
								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STANTON								
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA	MA+18
1	31,200	32,760	34,320	35,880	37,440	39,000	40,560	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	32,448	34,008	35,568	37,128	38,688	40,248	41,808	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	33,696	35,256	36,816	38,376	39,936	41,496	43,056	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	34,944	36,504	38,064	39,624	41,184	42,744	44,304	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	36,192	37,752	39,312	40,872	42,432	43,992	45,552	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6		39,000	40,560	42,120	43,680	45,240	46,800	
		1.25	1.30	1.35	1.40	1.45	1.50	
7			41,808	43,368	44,928	46,488	48,048	
			1.34	1.39	1.44	1.49	1.54	
8				44,616	46,176	47,736	49,296	
				1.43	1.48	1.53	1.58	
9				45,864	47,424	48,984	50,544	
				1.47	1.52	1.57	1.62	
10					48,672	50,232	51,792	
					1.56	1.61	1.66	
11					49,920	51,480	53,040	
					1.60	1.65	1.70	
12					51,168	52,728	54,288	
					1.64	1.69	1.74	
13					52,416	53,976	55,536	
					1.68	1.73	1.78	

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	29,750	Index:	4 x 5
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	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	5	23.61	23.61	23.61	23.61	IRS 125:		
PPO:			COMMENTS:				Flex Accounts:		
LIFE			Deductible Reimbursement: Y				250	PART-TIME BENEFITS	
LTD	School Ins.								Minimum FTE: 0.4
NON-PARTICIPANT									Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STAPLETON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	
1	29,750	31,238	32,725	34,213	35,700	35,700	37,188	38,675	
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	
2	30,940	32,428	33,915	35,403	36,890	36,890	38,378	39,865	
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	
3	32,130	33,618	35,105	36,593	38,080	38,080	39,568	41,055	
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	
4	33,320	34,808	36,295	37,783	39,270	39,270	40,758	42,245	
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	
5	34,510	35,998	37,485	38,973	40,460	40,460	41,948	43,435	
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	
6	35,700	37,188	38,675	40,163	41,650	41,650	43,138	44,625	
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	
7	36,890	38,378	39,865	41,353	42,840	42,840	44,328	45,815	
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	
8		39,568	41,055	42,543	44,030	44,030	45,518	47,005	
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	
9			42,245	43,733	45,220	45,220	46,708	48,195	
			1.42	1.47	1.52	1.52	1.57	1.62	
10				44,923	46,410	46,410	47,898	49,385	
				1.51	1.56	1.56	1.61	1.66	
11					47,600	47,600	49,088	50,575	
					1.60	1.60	1.65	1.70	
12					48,790	48,790	50,278	51,765	
					1.64	1.64	1.69	1.74	

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 22

	HS	JH/MS	ELEM
Length of Teacher Day:	6.5	6.5	6.5
Length of Student Day:	6.4	6.4	6.4
Planning Time:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,050 Index: 4 x 4

Starting Salary: 31,050 Entry Level Step: 0

Career Increments: Y Experience Allowed: 5

Vertical Freeze:

Rollback:

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
						166.67	
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	TSA
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:							COMMENTS:
LIFE							Deductible Reimbursement: Y 250/500
LTD	Principal	.0030 (thru sal)					
NON-PARTICIPANT \$166.67 TSA							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

STERLING						
	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA + 9
Step					MA	
0	31,050	32,292	33,534	34,776	36,018	37,260
	1.00	1.04	1.08	1.12	1.16	1.20
1	32,292	33,534	34,776	36,018	37,260	38,502
	1.04	1.08	1.12	1.16	1.20	1.24
2	33,534	34,776	36,018	37,260	38,502	39,744
	1.08	1.12	1.16	1.20	1.24	1.28
3	34,776	36,018	37,260	38,502	39,744	40,986
	1.12	1.16	1.20	1.24	1.28	1.32
4	36,018	37,260	38,502	39,744	40,986	42,228
	1.16	1.20	1.24	1.28	1.32	1.36
5	37,260	38,502	39,744	40,986	42,228	43,470
	1.20	1.24	1.28	1.32	1.36	1.40
6	38,502	39,744	40,986	42,228	43,470	44,712
	1.24	1.28	1.32	1.36	1.40	1.44
7	39,744	40,986	42,228	43,470	44,712	45,954
	1.28	1.32	1.36	1.40	1.44	1.48
8	40,986	42,228	43,470	44,712	45,954	47,196
	1.32	1.36	1.40	1.44	1.48	1.52
9		43,470	44,712	45,954	47,196	48,438
		1.40	1.44	1.48	1.52	1.56
10			45,954	47,196	48,438	49,680
			1.48	1.52	1.56	1.60
11				48,438	49,680	50,922
				1.56	1.60	1.64
12					50,922	52,164
					1.64	1.68

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 19.5
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 50 50 50
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,300 Index: 4 x 4
 Starting Salary: 30,300 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
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	24.54 or 40.61
DENTAL	BC/BS	1	22.31	22.31	22.31	22.31	Sp. or Dep. Dental

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	10	45	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	4				
PROFESSIONAL	4			yes	\$50 reimb. for 1st 2 days
ADOPTION	60				FMLA
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STUART						
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9
1	30,300	31,512	32,724	33,936	35,148	36,360
	1.00	1.04	1.08	1.12	1.16	1.20
2	31,512	32,724	33,936	35,148	36,360	37,572
	1.04	1.08	1.12	1.16	1.20	1.24
3	32,724	33,936	35,148	36,360	37,572	38,784
	1.08	1.12	1.16	1.20	1.24	1.28
4	33,936	35,148	36,360	37,572	38,784	39,996
	1.12	1.16	1.20	1.24	1.28	1.32
5	35,148	36,360	37,572	38,784	39,996	41,208
	1.16	1.20	1.24	1.28	1.32	1.36
6	36,360	37,572	38,784	39,996	41,208	42,420
	1.20	1.24	1.28	1.32	1.36	1.40
7		38,784	39,996	41,208	42,420	43,632
		1.28	1.32	1.36	1.40	1.44
8			41,208	42,420	43,632	44,844
			1.36	1.40	1.44	1.48
9				43,632	44,844	46,056
				1.44	1.48	1.52
10					46,056	47,268
					1.52	1.56

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: 30,100 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
			Individ.	EE/Child	EE/Spouse	
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: Y 500			
LTD	Madison Nat'l					
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency

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

02-03 \$10,000 insurance deductible pool; to be used by teachers, first come first served; \$500 maximum per teacher

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 37
 HS JH/MS ELEM
 Length of Teacher Day: 8 8 8
 Length of Student Day: 7 7 7
 Planning Time: 97 97 100
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,465 Index: 4 x 5
 Starting Salary: 31,465 Entry Level Step: 1
 Career Increments: 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	350D	485.45	898.10	1019.45	1368.86	Spouse Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO: COMMENTS:							25.19
LIFE							Deductible Reimbursement:
LTD	Principal	.00343(+Bthru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

OTHER LEAVES:

SUPERIOR

Step	MA								
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	31,465	33,038	34,612	36,185	37,758	39,331	40,905	42,478	44,051
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	32,724	34,297	35,870	37,443	39,017	40,590	42,163	43,736	45,310
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	33,982	35,555	37,129	38,702	40,275	41,848	43,422	44,995	46,568
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	35,241	36,814	38,387	39,961	41,534	43,107	44,680	46,254	47,827
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	36,499	38,073	39,646	41,219	42,792	44,366	45,939	47,512	49,085
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	37,758	39,331	40,905	42,478	44,051	45,624	47,198	48,771	50,344
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		40,590	42,163	43,736	45,310	46,883	48,456	50,029	51,603
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		41,848	43,422	44,995	46,568	48,141	49,715	51,288	52,861
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			44,680	46,254	47,827	49,400	50,973	52,547	54,120
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				47,512	49,085	50,659	52,232	53,805	55,378
				1.51	1.56	1.61	1.66	1.71	1.76
11				48,771	50,344	51,917	53,491	55,064	56,637
				1.55	1.60	1.65	1.70	1.75	1.80
12					51,603	53,176	54,749	56,322	57,896
					1.64	1.69	1.74	1.79	1.84
13					52,861	54,434	56,008	57,581	59,154
					1.68	1.73	1.78	1.83	1.88
14					54,120	55,693	57,266	58,840	60,413
					1.72	1.77	1.82	1.87	1.92
15						56,952	58,525	60,098	61,671
						1.81	1.86	1.91	1.96

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:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 28,100 Index: 5 x 5
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze: 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	EE/Sp/Child	
HEALTH	BC/BS	800D	468.18	866.16	983.19	1320.18	
DENTAL	BC/BS	4	43.15	79.83	90.62	121.70	
PPO:			COMMENTS: \$465.28 (less ded) if take ind-elig dep				
LIFE			Deductible Reimbursement: Y 450/900				
LTD							
NON-PARTICIPANT	1/2 elig. plan if spous						

Cafeteria Plan

Individ. Depend.
 Options:
 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	40	yes		
Other Info:	Incentive: Under 6 days from 1 to 5 times sub. rate				
PERSONAL	3			no	Unused days paid at sub. rate
BEREAVEMENT	5				w/approval
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Maternity, Jury

SUTHERLAND								
					BA+36	BA+45		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	28,100	29,224	30,348	31,472	32,596	33,720	34,844	35,968
	1	1.04	1.08	1.12	1.16	1.2	1.24	1.28
2	29,505	31,191	32,596	34,282	35,687	36,811	38,216	39,621
	1.05	1.11	1.16	1.22	1.27	1.31	1.36	1.41
3	30,910	33,158	34,844	37,092	38,778	39,902	41,588	43,274
	1.1	1.18	1.24	1.32	1.38	1.42	1.48	1.54
4	32,315	35,125	37,092	39,902	41,869	42,993	44,960	46,927
	1.15	1.25	1.32	1.42	1.49	1.53	1.6	1.67
5	33,720	37,092	39,340	42,712	44,960	46,084	48,332	50,580
	1.2	1.32	1.4	1.52	1.6	1.64	1.72	1.8
6	35,125	39,059	41,588	45,522	48,051	49,175	51,704	54,233
	1.25	1.39	1.48	1.62	1.71	1.75	1.84	1.93

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:	6.83	6.83	6.67
Planning Time:	80	80	85
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(D)
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	76.87 or 110.88	Options:
DENTAL	BC/BS	5	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	Principal	.0040 (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:	EOY Incent: over 50 days acc. pd \$25 per/day				
PERSONAL	2			yes	"long-term pers lv" policy
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	Admin. Approval
ADOPTION	see sick lv.				
ASSOCIATION	see 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:	N	

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 57.35
 HS JH/MS ELEM
 Length of Teacher Day: 7.75 7.75 7.75
 Length of Student Day: 6.8 6.8 6.5
 Planning Time: 72 72 90
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,800 Index: 5 x 5
 Starting Salary: 31,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: 5(D)
 '87-'88 eliminate BA+36/grandfathered
 Vertical Freeze: 88-89
 Rollback:
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child	583.33	Individ. Depend. 583.33 583.33 Options: H/A, Dent
HEALTH	BC/BS	600D/1500D		Cafeteria	IRS 125: Y
DENTAL	BC/BS	5			Flex Accounts: Y
PPO:			COMMENTS:		PART-TIME BENEFITS
LIFE	Principal	4.95	Deductible Reimbursement:		Minimum FTE: 0.5
LTD	Principal	.0042 (thru sal)			Contribution: fte
NON-PARTICIPANT					

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Emergency

SYRACUSE-DUNBAR-AVOCA

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	31,800	33,390	34,980	36,570	38,160	39,750	41,340	42,930	44,520	47,700
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	33,390	34,980	36,570	38,160	39,750	41,340	42,930	44,520	46,110	49,290
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.55
3	34,980	36,570	38,160	39,750	41,340	42,930	44,520	46,110	47,700	50,880
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60
4	36,570	38,160	39,750	41,340	42,930	44,520	46,110	47,700	49,290	52,470
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65
5	38,160	39,750	41,340	42,930	44,520	46,110	47,700	49,290	50,880	54,060
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
6	39,750	41,340	42,930	44,520	46,110	47,700	49,290	50,880	52,470	55,650
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75
7	41,340	42,930	44,520	46,110	47,700	49,290	50,880	52,470	54,060	57,240
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80
8	42,930	44,520	46,110	47,700	49,290	50,880	52,470	54,060	55,650	58,830
	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85
9		46,110	47,700	49,290	50,880	52,470	54,060	55,650	57,240	60,420
		1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90
10			49,290	50,880	52,470	54,060	55,650	57,240	58,830	62,010
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95
11				52,470	54,060	55,650	57,240	58,830	60,420	63,600
				1.65	1.70	1.75	1.80	1.85	1.90	2.00
12					55,650	57,240	58,830	60,420	62,010	65,190
					1.75	1.80	1.85	1.90	1.95	2.05
13						58,830	60,420	62,010	63,600	66,780
						1.85	1.90	1.95	2.00	2.10
14							62,010	63,600	65,190	68,370
							1.95	2.00	2.05	2.15
15								65,190	66,780	69,960
								2.05	2.10	2.20

WORKING CONDITIONS

SALARY SCHEDULE

Contract Days: 185 FTE Teachers:

HS JH/MS ELEM

Length of Teacher Day: 8.25 8.25 8.25

Length of Student Day: 7 7 7

Planning Time: 47 47 32

Class Periods/Day: 8 8

Normal Teaching Load: 7 7

Base: 30,500 Index: 5 x 5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: 10

MA,MA+18 1% ea aft Stp 17 (92-93),BA+36 same (97-98); not full 5X5

Vertical Freeze: 88-89

Rollback:

Multi-year Contract: 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	600D	468.68	867.07	984.24	1321.57	Ind. Dental
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:	Switch from 350D to 600D 1/1/13 COMMENTS: .5 fte 87-88&before full ben; after-fte						
LIFE	Guardian	3.00	Deductible Reimbursement:				
LTD	National	.004 (+B 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	5,10	45	yes		
Other Info: Incent:\$25/day above 40; depend. use-7 days					
PERSONAL	2			yes	accum to 3
BEREAVEMENT	5				
PROFESSIONAL	unl.				
ADOPTION	unl.				
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18	Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
1	30,500	32,025	33,550	34,770	35,990	36,600	38,125	18					52,765	55,205	56,730
2	1.00	1.05	1.1	1.14	1.18	1.2	1.25	19					1.73	1.81	1.86
3	32,025	33,550	35,075	36,295	37,515	38,125	39,650	20					53,070	55,510	57,035
4	1.05	1.1	1.15	1.19	1.23	1.25	1.3	21					1.74	1.82	1.87
5	33,550	35,075	36,600	37,820	39,040	39,650	41,175	22					53,375	55,815	57,340
6	1.1	1.15	1.2	1.24	1.28	1.3	1.35	23					1.75	1.83	1.88
7	35,075	36,600	38,125	39,345	40,565	41,175	42,700	24					53,680	56,120	57,645
8	1.15	1.2	1.25	1.29	1.33	1.35	1.4	25					1.76	1.84	1.89
9	36,600	38,125	39,650	40,870	42,090	42,700	44,225	26					53,985	56,425	57,950
10	1.2	1.25	1.3	1.34	1.38	1.4	1.45	27					1.77	1.85	1.9
11	38,125	39,650	41,175	42,395	43,615	44,225	45,750	28					54,290	56,730	58,255
12	1.25	1.3	1.35	1.39	1.43	1.45	1.5	29					1.78	1.86	1.91
13	39,650	40,870	42,395	43,615	44,835	45,445	46,970	30					54,595	57,035	58,560
14	1.26	1.34	1.39	1.43	1.47	1.49	1.54	31					1.79	1.87	1.92
15	41,175	43,615	44,835	46,055	46,665	48,190	49,715	32					54,900	57,340	58,865
16	1.35	1.43	1.47	1.51	1.53	1.58	1.63	33					1.8	1.88	1.93
17	41,480	43,920	46,055	47,275	47,885	49,410	50,935	34					55,205	57,645	59,170
18	1.36	1.44	1.51	1.55	1.57	1.62	1.67	35					1.81	1.89	1.94
19	41,785	44,225	46,360	48,495	49,105	50,630	52,155	36					55,510	57,950	59,475
20	1.37	1.45	1.52	1.56	1.59	1.66	1.71	37					1.82	1.9	1.95
21	42,090	44,530	46,665	48,715	50,325	51,850	53,375	38					55,815	58,255	59,780
22	1.39	1.46	1.53	1.57	1.6	1.65	1.7	39					1.83	1.91	1.96
23	42,395	44,835	46,970	50,035	51,545	53,070	54,595	40					56,120	58,560	60,085
24	1.39	1.47	1.54	1.58	1.61	1.69	1.74	41					1.84	1.92	1.97
25	45,140	47,275	51,240	52,460	53,985	55,510	57,035	42					56,425	58,865	60,390
26	1.48	1.55	1.61	1.64	1.67	1.77	1.82	43					1.85	1.93	1.98
27	47,580	51,545	53,070	54,595	56,120	57,645	59,170	44					56,730	59,170	60,695
28	1.56	1.63	1.74	1.79	1.83	1.93	1.98	45					1.86	1.94	1.99
29	51,850	53,680	55,205	56,730	58,255	59,780	61,305	46					57,035	59,475	61,000
30	1.7	1.76	1.81	1.84	1.87	1.97	2.02	47					1.87	1.95	2
31	52,155	54,290	55,815	57,340	58,865	60,390	61,915	48					57,340	59,780	61,305
32	1.71	1.78	1.83	1.86	1.89	1.99	2.04	49					1.88	1.96	2.01
33	52,460	54,900	56,425	57,950	59,475	60,995	62,520	50					57,645	60,085	61,610
34	1.72	1.8	1.85	1.88	1.91	2.01	2.06	51					1.89	1.97	2.02
35								52					1.9	1.98	2.03
36								53					1.91	1.99	2.04
37								54					1.92	2.01	2.06
38								55					1.93	2.02	2.07
39								56					1.94	2.03	2.08
40								57					1.95	2.04	2.09
41								58					1.96	2.05	2.1
42								59					1.97	2.06	2.11
43								60					1.98	2.07	2.12
44								61					1.99	2.08	2.13
45								62					2.0	2.09	2.14
46								63					2.01	2.1	2.15
47								64					2.02	2.11	2.16
48								65					2.03	2.12	2.17
49								66					2.04	2.13	2.18
50								67					2.05	2.14	2.19
51								68					2.06	2.15	2.2
52								69					2.07	2.16	2.21
53								70					2.08	2.17	2.22
54								71					2.09	2.18	2.23
55								72					2.1	2.19	2.24
56								73					2.11	2.2	2.25
57								74					2.12	2.21	2.26
58								75					2.13	2.22	2.27
59								76					2.14	2.23	2.28
60								77					2.15	2.24	2.29
61								78					2.16	2.25	2.3
62								79					2.17	2.26	2.31
63								80					2.18	2.27	2.32
64								81					2.19	2.28	2.33
65								82					2.2	2.29	2.34
66								83					2.21	2.3	2.35
67								84					2.22	2.31	2.36
68								85					2.23	2.32	2.37
69								86					2.24	2.33	2.38
70								87					2.25	2.34	2.39
71								88					2.26	2.35	2.4
72								89					2.27	2.36	2.41
73								90					2.28	2.37	2.42
74								91					2.29	2.38	2.43
75								92					2.3	2.39	2.44
76								93					2.31	2.4	2.45
77								94					2.32	2.41	2.46
78								95					2.33	2.42	2.47
79								96					2.34	2.43	2.48
80								97					2.35	2.44	2.49
81								98					2.36	2.45	2.5
82								99					2.37	2.46	2.51
83								100					2.38	2.47	2.52

On BA +36 at step 17, 1% will be added on even numbered years. On MA and MA +18, 1% each year after Step 17

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 36.25

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	7.3
Planning Time:	46	46	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,250 Index: 5 x 4

Starting Salary: 30,250 Entry Level Step: 1

Career Increments: N Experience Allowed: all

Vertical Freeze:

Rollback:

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
			H/A-Dent	Individ.	EE/Child		EE/Spouse
HEALTH	BCBS	600D/2850D	471.27	871.87	989.68	1328.88	52.13 or 86.25
DENTAL	BC/BS	3	47.39	47.39	47.39	47.39	Sp. or Dep. Dental
PPO:	1/1/13 switch from 800D to 600D COMMENTS:						
LIFE							Deductible Reimbursement:
LTD	Principal	.0041					
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES: coaches leave-state tourney

THAYER CENTRAL									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	30,250	31,460	32,670	33,880	35,090	35,090	36,300	37,510	38,720
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	31,763	32,973	34,183	35,393	36,603	36,603	37,813	39,023	40,233
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	33,275	34,485	35,695	36,905	38,115	38,115	39,325	40,535	41,745
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38
4	34,788	35,998	37,208	38,418	39,628	39,628	40,838	42,048	43,258
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	36,300	37,510	38,720	39,930	41,140	41,140	42,350	43,560	44,770
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
6	37,813	39,023	40,233	41,443	42,653	42,653	43,863	45,073	46,283
	1.25	1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7		40,535	41,745	42,955	44,165	44,165	45,375	46,585	47,795
		1.34	1.38	1.42	1.46	1.46	1.50	1.54	1.58
8			43,258	44,468	45,678	45,678	46,888	48,098	49,308
			1.43	1.47	1.51	1.51	1.55	1.59	1.63
9				45,980	47,190	47,190	48,400	49,610	50,820
				1.52	1.56	1.56	1.60	1.64	1.68
10				47,493	48,703	48,703	49,913	51,123	52,333
				1.57	1.61	1.61	1.65	1.69	1.73
11					50,215	50,215	51,425	52,635	53,845
					1.66	1.66	1.70	1.74	1.78
12					51,728	51,728	52,938	54,148	55,358
					1.71	1.71	1.75	1.79	1.83
13					52,484	52,484	53,694	54,904	56,114
					1.735	1.735	1.775	1.81	1.85
14					53,240	53,240	54,450	55,660	56,870
					1.76	1.76	1.80	1.84	1.88
15						53,996	55,206	56,416	57,626
						1.785	1.825	1.865	1.905
16						54,753	55,963	57,173	58,383
						1.81	1.85	1.89	1.93
17								57,929	59,139
								1.915	1.955
								58,685	59,895
								1.94	1.98

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:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	31,200	Index:	4 x 5
Starting Salary:	31,200	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	
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	Madison Nat'l	5.25	Deductible Reimbursement:			
LTD						
NON-PARTICIPANT						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

TWIN RIVER											
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA	MA+9	MA+18	MA+27	MA+36
1	31,200	32,760	34,320	35,880	37,440	39,000	40,560	42,120	43,680	45,240	46,800
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50
2	32,448	34,008	35,568	37,128	38,688	40,248	41,808	43,368	44,928	46,488	48,048
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54
3	33,696	35,256	36,816	38,376	39,936	41,496	43,056	44,616	46,176	47,736	49,296
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58
4	34,944	36,504	38,064	39,624	41,184	42,744	44,304	45,864	47,424	48,984	50,544
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62
5	36,192	37,752	39,312	40,872	42,432	43,992	45,552	47,112	48,672	50,232	51,792
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66
6	37,440	39,000	40,560	42,120	43,680	45,240	46,800	48,360	49,920	51,480	53,040
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70
7	38,688	40,248	41,808	43,368	44,928	46,488	48,048	49,608	51,168	52,728	54,288
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74
8		41,496	43,056	44,616	46,176	47,736	49,296	50,856	52,416	53,976	55,536
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78
9			44,304	45,864	47,424	48,984	50,544	52,104	53,664	55,224	56,784
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82
10			45,552	47,112	48,672	50,232	51,792	53,352	54,912	56,472	58,032
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86
11				48,360	49,920	51,480	53,040	54,600	56,160	57,720	59,280
				1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90
12					51,168	52,728	54,288	55,848	57,408	58,968	60,528
					1.64	1.69	1.74	1.79	1.84	1.89	1.94
13					52,416	53,976	55,536	57,096	58,656	60,216	61,776
					1.68	1.73	1.78	1.83	1.88	1.93	1.98
14						55,224	56,784	58,344	59,904	61,464	63,024
						1.77	1.82	1.87	1.92	1.97	2.02
15						56,472	58,032	59,592	61,152	62,712	64,272
						1.81	1.86	1.91	1.96	2.01	2.06
16							59,280	60,840	62,400	63,960	65,520
							1.90	1.95	2.00	2.05	2.10

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6.5
Planning Time:	55	55	30
Class Periods/Day:	7	7	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	33,350	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	98-99		
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	
HEALTH	BC/BS	350D	485.45	898.10	1019.45	1368.86
DENTAL	BC/BS	4	43.15	79.83	90.62	121.70
PPO:			COMMENTS:			
LIFE			Deductible Reimbursement:			
LTD	Madison Nat'l					
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	60	yes		
Other Info:	\$50/day over 60 days				
PERSONAL	PTO			yes	
BEREAVEMENT	As needed				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Court, Military

OMAHA NATION (MACY)								
Step	BA				BA+36			
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	33,350	34,684	36,018	37,352	38,686	40,020	41,354	42,688
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,684	36,018	37,352	38,686	40,020	41,354	42,688	44,022
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,018	37,352	38,686	40,020	41,354	42,688	44,022	45,356
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	37,352	38,686	40,020	41,354	42,688	44,022	45,356	46,690
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	38,686	40,020	41,354	42,688	44,022	45,356	46,690	48,024
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	40,020	41,354	42,688	44,022	45,356	46,690	48,024	49,358
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	41,354	42,688	44,022	45,356	46,690	48,024	49,358	50,692
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		44,022	45,356	46,690	48,024	49,358	50,692	52,026
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		45,356	46,690	48,024	49,358	50,692	52,026	53,360
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10		46,690	48,024	49,358	50,692	52,026	53,360	54,694
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
11		48,024	49,358	50,692	52,026	53,360	54,694	56,028
		1.44	1.48	1.52	1.56	1.60	1.64	1.68
12			50,692	52,026	53,360	54,694	56,028	57,362
			1.52	1.56	1.60	1.64	1.68	1.72
13			52,026	53,360	54,694	56,028	57,362	58,696
			1.56	1.60	1.64	1.68	1.72	1.76
14				54,694	56,028	57,362	58,696	60,030
				1.64	1.68	1.72	1.76	1.80

WORKING CONDITIONS

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

SALARY SCHEDULE

Base:	31,100	Index:	4 x 5
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	11-12		
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	Cash or 2 sgl + \$75
DENTAL	BC/BS	2	22.92	22.92	22.92 22.92	
PPO:	*spouse-\$75/mo if both take Ind		COMMENTS:			
LIFE	Madison Life	2.05	Deductible Reimbursement:			
LTD						
NON-PARTICIPANT	507.44/month					

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

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

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	7.33
Planning Time:	40	40	25
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,450 Index: 4 x 4
 Starting Salary: Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback: 87-88
 Multi-year Contract:

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	433.33
HEALTH	BC/BS	600D	484.52	896.38	1017.50	1366.24	Cash
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:			COMMENTS:				
LIFE	Madison Nat'l		Deductible Reimbursement:				
LTD							
NON-PARTICIPANT	\$433.33 Cash						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

WAKEFIELD								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+12	MA+24	MA+36
1	31,450	32,708	33,966	35,224	36,482	37,740	38,998	40,256
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	32,708	33,966	35,224	36,482	37,740	38,998	40,256	41,514
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	33,966	35,224	36,482	37,740	38,998	40,256	41,514	42,772
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	35,224	36,482	37,740	38,998	40,256	41,514	42,772	44,030
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	36,482	37,740	38,998	40,256	41,514	42,772	44,030	45,288
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	37,740	38,998	40,256	41,514	42,772	44,030	45,288	46,546
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	38,998	40,256	41,514	42,772	44,030	45,288	46,546	47,804
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	40,256	41,514	42,772	44,030	45,288	46,546	47,804	49,062
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			44,030	45,288	46,546	47,804	49,062	50,320
			1.40	1.44	1.48	1.52	1.56	1.60
10				46,546	47,804	49,062	50,320	51,578
				1.48	1.52	1.56	1.60	1.64
11				47,804	49,062	50,320	51,578	52,836
				1.52	1.56	1.60	1.64	1.68
12					50,320	51,578	52,836	54,094
					1.60	1.64	1.68	1.72
13						52,836	54,094	55,352
						1.68	1.72	1.76

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
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: 30,700 Index: 4 x 4
 Starting Salary: 33,156 Entry Level Step: 3
 Career Increments: Y Experience Allowed: 5
 New hires step 3, remain for 3 years
 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: N				PART-TIME BENEFITS
LTD	Ft. Dearborn	.00535					Minimum FTE: 0.5
NON-PARTICIPANT							Contribution: full

LEAVES

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

OTHER DISTRICT POLICIES

	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:

WALLACE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	
1	30,700	31,928	33,156	34,384	35,612	36,840	38,068	39,296	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
2	31,928	33,156	34,384	35,612	36,840	38,068	39,296	40,524	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
3	33,156	34,384	35,612	36,840	38,068	39,296	40,524	41,752	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
4	34,384	35,612	36,840	38,068	39,296	40,524	41,752	42,980	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
5	35,612	36,840	38,068	39,296	40,524	41,752	42,980	44,208	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	
6	36,840	38,068	39,296	40,524	41,752	42,980	44,208	45,436	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	
7		39,296	40,524	41,752	42,980	44,208	45,436	46,664	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	
8			41,752	42,980	44,208	45,436	46,664	47,892	
			1.36	1.40	1.44	1.48	1.52	1.56	
9				44,208	45,436	46,664	47,892	49,120	
				1.44	1.48	1.52	1.56	1.60	
10				45,436	46,664	47,892	49,120	50,348	
				1.48	1.52	1.56	1.60	1.64	
11					47,892	49,120	50,348	51,576	
					1.56	1.60	1.64	1.68	

12-13 experience allowed from all yrs to 5 yrs

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

Length of Teacher Day: 8

Length of Student Day: 7.5

Planning Time: 50

Class Periods/Day: 8

Normal Teaching Load: 7

SALARY SCHEDULE

Base: 35,264 Index: 4 x 4

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: all

BA+36 grandfathered 92-93

Vertical Freeze:

Rollback:

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

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
						122.92	
HEALTH	BC/BS	350D	511.00	945.37	1073.11	1440.91	Options: TSA
DENTAL	BC/BS	2	22.92	42.38	48.11	64.63	
PPO:	Tiered payment sched 1-7 yrs		COMMENTS:				IRS 125:
LIFE							Flex Accounts:
LTD							PART-TIME BENEFITS
NON-PARTICIPANT							Minimum FTE:
							Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Hospital - 5 days when confined

WALTHILL

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	35,264	36,675	38,085	39,496	40,906	42,317	43,727
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,675	38,085	39,496	40,906	42,317	43,727	45,138
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,085	39,496	40,906	42,317	43,727	45,138	46,548
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,496	40,906	42,317	43,727	45,138	46,548	47,959
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,906	42,317	43,727	45,138	46,548	47,959	49,370
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		43,727	45,138	46,548	47,959	49,370	50,780
		1.24	1.28	1.32	1.36	1.40	1.44
7		45,138	46,548	47,959	49,370	50,780	52,191
		1.28	1.32	1.36	1.40	1.44	1.48
8			47,959	49,370	50,780	52,191	53,601
			1.36	1.40	1.44	1.48	1.52
9			49,370	50,780	52,191	53,601	55,012
			1.40	1.44	1.48	1.52	1.56
10				52,191	53,601	55,012	56,422
				1.48	1.52	1.56	1.60
11					55,012	56,422	57,833
					1.56	1.60	1.64
12						57,833	59,244
						1.64	1.68

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.75	6.75	6.75
Planning Time:	50	50	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 29,800 Index: 4 x 5
 Starting Salary: Entry Level Step: (D)
 Career Increments: N Experience Allowed: 10(D)
 Vertical Freeze: 86-87
 Rollback: 86-87 Last Step
 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	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	Guardian	15.00					Deductible Reimbursement:	Flex Accounts: Y
LTD								PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.25 Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: Severance: upon term 1/4 of acc. days at sub. rate					
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Negotiated/ Policy	
	Exists	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:

W A U N E T A - P A L I S A D E						
S t e p	B A	B A + 9	B A + 1 8	B A + 2 7	M A	M A + 9
1	29,800	31,290	32,780	34,270	35,760	37,250
	1.00	1.05	1.10	1.15	1.20	1.25
2	30,992	32,482	33,972	35,462	36,952	38,442
	1.04	1.09	1.14	1.19	1.24	1.29
3	32,184	33,674	35,164	36,654	38,144	39,634
	1.08	1.13	1.18	1.23	1.28	1.33
4	33,376	34,866	36,356	37,846	39,336	40,826
	1.12	1.17	1.22	1.27	1.32	1.37
5	34,568	36,058	37,548	39,038	40,528	42,018
	1.16	1.21	1.26	1.31	1.36	1.41
6	35,760	37,250	38,740	40,230	41,720	43,210
	1.20	1.25	1.30	1.35	1.40	1.45
7		38,442	39,932	41,422	42,912	44,402
		1.29	1.34	1.39	1.44	1.49
8			41,124	42,614	44,104	45,594
			1.38	1.43	1.48	1.53
9			42,316	43,806	45,296	46,786
			1.42	1.47	1.52	1.57
10				44,998	46,488	47,978
				1.51	1.56	1.61
11				46,190	47,680	49,170
				1.55	1.60	1.65
12					48,872	50,362
					1.64	1.69
13						51,554
						1.73

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:	52	52	35
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base:	30,400	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
LTD neg. 94-95, carrier to be determined			
Vertical Freeze:	86-87, 87-88, 98-99		
Rollback:	86-87 Last Step		
Multi-year Contract:	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	25.19 or 41.71	Options:	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp. or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE			Deductible Reimbursement: N					PART-TIME BENEFITS	
LTD	Mut. of Omaha	.0043						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: *fte	

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25.825
 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: 52 52 52
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 30,800 Index: 4 x 4
 Starting Salary: 30,800 Entry Level Step: 1
 Career Increments: N Experience Allowed: 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	468.68	867.07	984.24	1321.57	Options:	
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	IRS 125: Y	
PPO:			COMMENTS:				Flex Accounts:	
LIFE			Deductible Reimbursement:				PART-TIME BENEFITS	
LTD							Minimum FTE: 1	
NON-PARTICIPANT							Contribution:	

LEAVES

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

OTHER DISTRICT POLICIES

	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: N

OTHER LEAVES:

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

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 75.04
 HS JH/MS ELEM
 Length of Teacher Day: 7.5 7.5 7.5
 Length of Student Day: 6.75 6.75 6.5
 Planning Time: 49 49 40
 Class Periods/Day: 8 8
 Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,125 Index: 4 x 5
 Starting Salary: 31,125 Entry Level Step: 1
 Career Increments: N Experience Allowed: all
 Vertical Freeze:
 Rollback:
 Multi-year Contract: 11-12, 12-13

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
			H/A-Dent	Individ.	EE/Child	EE/Spouse	
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	Two Ind Policies*
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO: COMMENTS:							
LIFE	Madison Ntl.	2.85	Deductible Reimbursement: N				
LTD	Madison Ntl.	.0053(+Bthru sal)					
NON-PARTICIPANT							

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WEST POINT

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	31,125	32,681	34,238	35,794	37,350	38,906	40,463	42,019	42,953
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.38
2	32,370	33,926	35,483	37,039	38,595	40,151	41,708	43,264	44,198
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.42
3	33,615	35,171	36,728	38,284	39,840	41,396	42,953	44,509	45,443
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.46
4	34,860	36,416	37,973	39,529	41,085	42,641	44,198	45,754	46,688
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.50
5	36,105	37,661	39,218	40,774	42,330	43,886	45,443	46,999	47,933
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.54
6	37,350	38,906	40,463	42,019	43,575	45,131	46,688	48,244	49,178
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.58
7		40,151	41,708	43,264	44,820	46,376	47,933	49,489	50,423
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.62
8		41,396	42,953	44,509	46,065	47,621	49,178	50,734	51,668
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.66
9			44,198	45,754	47,310	48,866	50,423	51,979	52,913
			1.42	1.47	1.52	1.57	1.62	1.67	1.70
10			45,443	46,999	48,555	50,111	51,668	53,224	54,158
			1.46	1.51	1.56	1.61	1.66	1.71	1.74
11				48,244	49,800	51,356	52,913	54,469	55,403
				1.55	1.60	1.65	1.70	1.75	1.78
12				49,489	51,045	52,601	54,158	55,714	56,648
				1.59	1.64	1.69	1.74	1.79	1.82
13					52,290	53,846	55,403	56,959	57,893
					1.68	1.73	1.78	1.83	1.86
14					53,535	55,091	56,648	58,204	59,138
					1.72	1.77	1.82	1.87	1.90
15					54,780	56,336	57,893	59,449	60,383
					1.76	1.81	1.86	1.91	1.94

WORKING CONDITIONS

Contract Days: 191.5 FTE Teachers: 516.88

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.2	7.4	6.5
Planning Time:			
Class Periods/Day:	10	8	
Normal Teaching Load:	8	6	

SALARY SCHEDULE

Base: 34,800 Index: 0 x 0

Starting Salary: 34,800 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	Cafeteria Plan	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	800D	444.77	822.85	934.03	1254.17	25.19 or 41.71	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Sp or Dep Dental	
PPO:	must be in dist 2 yrs for full dep H/ COMMENTS: must be in dist 2 yrs for full dep H/A							IRS 125:
LIFE	Madison Nat'l	9.30					Deductible Reimbursement:	Flex Accounts:
LTD	Madison Nat'l	.0024 (thru sal)						PART-TIME BENEFITS
NON-PARTICIPANT							Minimum FTE: 0.5	Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 17

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.75	7.75	7.75
Planning Time:	52	52	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	27,750	Index:	4.5 x 4.5
Starting Salary:	27,750	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.
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:					Options:
LIFE	Horace Mann	2.05						IRS 125: Y
LTD								Flex Accounts: N
NON-PARTICIPANT								PART-TIME BENEFITS
								Minimum FTE: 0.5
								Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WHEELER CENTRAL						
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36	MA
1	27,750	28,999	30,248	31,496	32,745	33,994
	1.00	1.045	1.09	1.135	1.18	1.225
2	28,999	30,248	31,496	32,745	33,994	35,243
	1.045	1.09	1.135	1.18	1.225	1.27
3	30,248	31,496	32,745	33,994	35,243	36,491
	1.09	1.135	1.18	1.225	1.27	1.315
4	31,496	32,745	33,994	35,243	36,491	37,740
	1.135	1.18	1.225	1.27	1.315	1.36
5	32,745	33,994	35,243	36,491	37,740	38,989
	1.18	1.225	1.27	1.315	1.36	1.405
6		35,243	36,491	37,740	38,989	40,238
		1.27	1.315	1.36	1.405	1.45
7		36,491	37,740	38,989	40,238	41,486
		1.315	1.36	1.405	1.45	1.495
8			38,989	40,238	41,486	42,735
			1.405	1.45	1.495	1.54
9			40,238	41,486	42,735	43,984
			1.45	1.495	1.54	1.585
10				42,735	43,984	45,233
				1.54	1.585	1.63
11				43,984	45,233	46,481
				1.585	1.63	1.675
12					46,481	47,730
					1.675	1.72
13					47,730	48,979
					1.72	1.765
14						50,228
						1.81

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

WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 33,275 Index: 4 x 4
 Starting Salary: 33,275 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
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	Dep. Dental + caf
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:	married - fam dent & \$62.50/mo in COMMENTS:						104.21
LIFE							Deductible Reimbursement: N
LTD	Nat'l Insurance	.0026 (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	45	yes		
PERSONAL	2			yes	unused reimb at 75% of sub rat
BEREAVEMENT	2				3 add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

WILBER-CLATONIA									
Step	BA	BA+9	BA+18	BA+27	BA+36				
					MA	MA+9	MA+18	MA+27	MA+36
1	33,275	34,606	35,937	37,268	38,599	39,930	41,261	42,592	43,923
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	34,606	35,937	37,268	38,599	39,930	41,261	42,592	43,923	45,254
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	35,937	37,268	38,599	39,930	41,261	42,592	43,923	45,254	46,585
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	37,268	38,599	39,930	41,261	42,592	43,923	45,254	46,585	47,916
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	38,599	39,930	41,261	42,592	43,923	45,254	46,585	47,916	49,247
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	39,930	41,261	42,592	43,923	45,254	46,585	47,916	49,247	50,578
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		42,592	43,923	45,254	46,585	47,916	49,247	50,578	51,909
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			45,254	46,585	47,916	49,247	50,578	51,909	53,240
			1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			46,585	47,916	49,247	50,578	51,909	53,240	54,571
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				49,247	50,578	51,909	53,240	54,571	55,902
				1.48	1.52	1.56	1.60	1.64	1.68
11					51,909	53,240	54,571	55,902	57,233
					1.56	1.60	1.64	1.68	1.72
12					53,240	54,571	55,902	57,233	58,564
					1.60	1.64	1.68	1.72	1.76
13					54,571	55,902	57,233	58,564	59,895
					1.64	1.68	1.72	1.76	1.80
14							58,564	59,895	61,226
							1.76	1.80	1.84
15									62,557
									1.88

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

WORKING CONDITIONS

Contract Days:	185	FTE Teachers:	
		HS	JH/MS ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	50
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base:	34,921	Index:	4 x 4
Starting Salary:		Entry Level Step:	1
Career Increments:	N	Experience Allowed:	5(D)
Vertical Freeze:	00-01		
Rollback:			
Multi-year Contract:	12-13, 13-14		

INSURANCE

Type	Carrier	Option	Amount Paid by District			Couple - Benefits
			Individ.	EE/Child	EE/Spouse EE/Sp/Child	
HEALTH	BC/BS	350D	511.00	945.37	1073.11 1440.91	
DENTAL	BC/BS	2	22.92	42.38	48.11 64.63	
PPO:			COMMENTS:			
LIFE	Madison Life	21.48			Deductible Reimbursement: Y 350/700	
LTD	Madison Nat'l	.0050 (thru sal)				
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	12	35	yes		
Other Info: Reimb. \$60/day over 35 days pd. In June; Incen.: Up to \$20000					
PERSONAL	2			Yes	
BEREAVEMENT	2				add'l from emergency lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency Lv.

WINNEBAGO

Step	BA + 36						
	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18
1	34,921	36,318	37,715	39,112	40,508	41,905	43,302
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,318	37,715	39,112	40,508	41,905	43,302	44,699
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,715	39,112	40,508	41,905	43,302	44,699	46,096
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,112	40,508	41,905	43,302	44,699	46,096	47,493
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,508	41,905	43,302	44,699	46,096	47,493	48,889
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,905	43,302	44,699	46,096	47,493	48,889	50,286
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	43,302	44,699	46,096	47,493	48,889	50,286	51,683
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		46,096	47,493	48,889	50,286	51,683	53,080
		1.32	1.36	1.40	1.44	1.48	1.52
9			48,889	50,286	51,683	53,080	54,477
			1.40	1.44	1.48	1.52	1.56
10			50,286	51,683	53,080	54,477	55,874
			1.44	1.48	1.52	1.56	1.60
11			51,683	53,080	54,477	55,874	57,270
			1.48	1.52	1.56	1.60	1.64
12					55,874	57,270	58,667
					1.60	1.64	1.68
13						58,667	60,064
						1.68	1.72
14							61,461
							1.76

Stipend of \$1000 for those on step 14 at least 2 years

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

SALARY SCHEDULE

Base: 30,420 Index: 4 x 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	507.44
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:	if took CIL in 06-07, will rec 558.55 COMMENTS:						
LIFE	Guardian	4.50					Deductible Reimbursement:
LTD	National Ins.	.0049					
NON-PARTICIPANT	\$507.44 CIL, 558.55/						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

WISNER-PILGER							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	30,420	31,941	33,462	34,983	36,504	38,025	39,546
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	31,637	33,158	34,679	36,200	37,721	39,242	40,763
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	32,854	34,375	35,896	37,417	38,938	40,459	41,980
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	34,070	35,591	37,112	38,633	40,154	41,675	43,196
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	35,287	36,808	38,329	39,850	41,371	42,892	44,413
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	36,504	38,025	39,546	41,067	42,588	44,109	45,630
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		39,242	40,763	42,284	43,805	45,326	46,847
		1.29	1.34	1.39	1.44	1.49	1.54
8		40,459	41,980	43,501	45,022	46,543	48,064
		1.33	1.38	1.43	1.48	1.53	1.58
9			43,196	44,717	46,238	47,759	49,280
			1.42	1.47	1.52	1.57	1.62
10			44,413	45,934	47,455	48,976	50,497
			1.46	1.51	1.56	1.61	1.66
11			45,630	47,151	48,672	50,193	51,714
			1.50	1.55	1.60	1.65	1.70
12				48,368	49,889	51,410	52,931
				1.59	1.64	1.69	1.74
13				49,585	51,106	52,627	54,148
				1.63	1.68	1.73	1.78
14					52,322	53,843	55,364
					1.72	1.77	1.82
15					53,539	55,060	56,581
					1.76	1.81	1.86
16						56,277	57,798
						1.85	1.90

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
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,810	Index:	4 x 5
Starting Salary:	31,810	Entry Level Step:	0
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	
			Individ.	EE/Child	EE/Spouse		EE/Sp/Child	Individ.
HEALTH	BC/BS	600D	460.29	851.56	966.63	1297.93	22.92 or 41.71	Options:
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	Ind or Dep Dental	
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement: N					Flex Accounts: Y
LTD	Principal	.0033						PART-TIME BENEFITS
NON-PARTICIPANT								Minimum FTE: 0.5 Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

WOOD RIVER RURAL							
Step	BA	BA + 9	BA + 18	BA + 27	BA + 36 MA	BA + 45 MA + 9	MA + 18
0	31,810	33,401	34,991	36,582	38,172	39,763	41,353
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	33,082	34,673	36,263	37,854	39,444	41,035	42,625
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	34,355	35,945	37,536	39,126	40,717	42,307	43,898
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	35,627	37,218	38,808	40,399	41,989	43,580	45,170
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	36,900	38,490	40,081	41,671	43,262	44,852	46,443
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5		39,763	41,353	42,944	44,534	46,125	47,715
		1.25	1.30	1.35	1.40	1.45	1.50
6		41,035	42,625	44,216	45,806	47,397	48,987
		1.29	1.34	1.39	1.44	1.49	1.54
7			43,898	45,488	47,079	48,669	50,260
			1.38	1.43	1.48	1.53	1.58
8			45,170	46,761	48,351	49,942	51,532
			1.42	1.47	1.52	1.57	1.62
9				48,033	49,624	51,214	52,805
				1.51	1.56	1.61	1.66
10				49,306	50,896	52,487	54,077
				1.55	1.60	1.65	1.70
11				50,578	52,168	53,759	55,349
				1.59	1.64	1.69	1.74
12					53,441	55,031	56,622
					1.68	1.73	1.78
13					54,713	56,304	57,894
					1.72	1.77	1.82
14						57,576	59,167
						1.81	1.86

WORKING CONDITIONS

Contract Days: 172 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.58	8.58	8.58
Length of Student Day:	8.5	8.5	8.5
Planning Time:	50	50	50
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 29,950 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
			Individ.	EE/Child	EE/Spouse	
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	National					
NON-PARTICIPANT						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

W Y N O T						
Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9
1	29,950	31,148	32,346	33,544	34,742	35,940
	1.00	1.04	1.08	1.12	1.16	1.20
2	31,148	32,346	33,544	34,742	35,940	37,138
	1.04	1.08	1.12	1.16	1.20	1.24
3	32,346	33,544	34,742	35,940	37,138	38,336
	1.08	1.12	1.16	1.20	1.24	1.28
4	33,544	34,742	35,940	37,138	38,336	39,534
	1.12	1.16	1.20	1.24	1.28	1.32
5	34,742	35,940	37,138	38,336	39,534	40,732
	1.16	1.20	1.24	1.28	1.32	1.36
6	35,940	37,138	38,336	39,534	40,732	41,930
	1.20	1.24	1.28	1.32	1.36	1.40
7	37,138	38,336	39,534	40,732	41,930	43,128
	1.24	1.28	1.32	1.36	1.40	1.44
8	38,336	39,534	40,732	41,930	43,128	44,326
	1.28	1.32	1.36	1.40	1.44	1.48
9		40,732	41,930	43,128	44,326	45,524
		1.36	1.40	1.44	1.48	1.52
10			43,128	44,326	45,524	46,722
			1.44	1.48	1.52	1.56
11				45,524	46,722	47,920
				1.52	1.56	1.60
12					47,920	49,118
					1.60	1.64
13						50,316
						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	7	7
Planning Time:	50	50	vary
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base:	31,712	Index:	4 x 4
Starting Salary:	31,712	Entry Level Step:	1
Career Increments:	N	Experience Allowed:	all
Vertical Freeze:	00-01		
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	275.19 or 291.71 Dep Dent + TSA
DENTAL	BC/BS	2	22.92	22.92	22.92	22.92	
PPO:	>0.75 fte recv full ins		COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison						
NON-PARTICIPANT	\$250 TSA						

Cafeteria Plan

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

YUTAN										
Step	BA				BA+36		MA			PHD
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27		
1	31,712	32,980	34,249	35,517	36,786	38,054	39,323	40,591	43,128	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.36	
2	32,980	34,249	35,517	36,786	38,054	39,323	40,591	41,860	44,397	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.40	
3	34,249	35,517	36,786	38,054	39,323	40,591	41,860	43,128	45,665	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.44	
4	35,517	36,786	38,054	39,323	40,591	41,860	43,128	44,397	46,934	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.48	
5	36,786	38,054	39,323	40,591	41,860	43,128	44,397	45,665	48,202	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.52	
6	38,054	39,323	40,591	41,860	43,128	44,397	45,665	46,934	49,471	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.56	
7		40,591	41,860	43,128	44,397	45,665	46,934	48,202	50,739	
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.60	
8		41,860	43,128	44,397	45,665	46,934	48,202	49,471	52,008	
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.64	
9			44,397	45,665	46,934	48,202	49,471	50,739	53,276	
			1.40	1.44	1.48	1.52	1.56	1.60	1.68	
10			45,665	46,934	48,202	49,471	50,739	52,008	54,545	
			1.44	1.48	1.52	1.56	1.60	1.64	1.72	
11				48,202	49,471	50,739	52,008	53,276	55,813	
				1.52	1.56	1.60	1.64	1.68	1.76	
12				49,471	50,739	52,008	53,276	54,545	57,082	
				1.56	1.60	1.64	1.68	1.72	1.80	
13					52,008	53,276	54,545	55,813	58,350	
					1.64	1.68	1.72	1.76	1.84	
14					53,276	54,545	55,813	57,082	59,619	
					1.68	1.72	1.76	1.80	1.88	
15					53,910	55,179	56,447	57,716	60,253	
					1.70	1.74	1.78	1.82	1.90	