Lakeview Community Schools

**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 30,700
- Starting Salary: 
  - HS
  - JH/MS
  - ELEM
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

**INSURANCE**

- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 
    - Individ.
    - EE/Child
    - EE/Spouse
    - EE/Sp/Child
  - Couple - Benefits: 
    - Individ.
    - Depend.
- **DENTAL**
  - Carrier: BC/BS
  - Option: Individ.
  - Amount Paid by District: 
    - EE/Child
    - EE/Spouse
    - EE/Sp/Child
  - Couple - Benefits: 
    - Individ.
    - Depend.
- **LIFE**
  - Carrier: IRS 125
  - Option: Y
  - Amount Paid by District: 
    - Individual
    - Family
    - TSA
  - Couple - Benefits: 
    - Individual
    - Family
    - TSA
- **LTD**
  - Carrier: IRS 125
  - Option: Y
  - Amount Paid by District: 
    - Individual
    - Family
  - Couple - Benefits: 
    - Individual
    - Family
- **NON-PARTICIPANT**
  - Carrier: $507.44 TSA
  - Option: 
  - Amount Paid by District: 
    - Individual
    - Family
  - Couple - Benefits: 
    - Individual
    - Family

**LEAVES**

- **SICK**
  - Days/Year: 12
  - Accum.: 120
  - Depend. use: yes
  - Approval Needed: yes
  - Other:
- **PERSONAL**
  - PTO
  - Days/Year: 10,5
  - Accum.: 120
  - Depend. use: yes
  - Approval Needed: yes
  - Other:
- **BEREAVEMENT**
  - Days/Year: 10
  - Accum.: 120
  - Depend. use: yes
  - Approval Needed: yes
  - Other:
- **PROFESSIONAL**
  - Days/Year: 2
  - Accum.: 120
  - Depend. use: yes
  - Approval Needed: yes
  - Other:
- **ADOPTION**
  - Days/Year: 30
  - Accum.: 120
  - Depend. use: yes
  - Approval Needed: yes
  - Other:
- **ASSOCIATION**
  - Days/Year: 2
  - Accum.: 120
  - Depend. use: yes
  - Approval Needed: yes
  - Other:

**OTHER DISTRICT POLICIES**

- **SABBATICAL**
  - Days/Years: 60
  - Accum.: 120
  - Depend. use: yes
  - Approval Needed: yes
  - Other:
- **SEVERANCE PAY**
  - Days/Years: 60
  - Accum.: 120
  - Depend. use: yes
  - Approval Needed: yes
  - Other:

**LAKEVIEW COMMUNITY SCHOOLS**

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Full time staff who have been on MA36 Step 14 for one year will receive an annual comp payment of $500, paid in Nov.
2012-2013

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

LAUREL-CONCORD

SALARY SCHEDULE
Base: 30,355
Index: 4 x 4
Starting Salary: 30,355
Career Increments: N
Experience Allowed: 3

Multi-year Contract:

VERTICAL FREEZE:

ROLLBACK:

CAREER INCREMENTS:

LEAVES:
SICK: 10 45
PERSONAL: 2
BEREAVEMENT: unl.
PROFESSIONAL: unl.
ADOPTION:
ASSOCIATION: SABBATICAL: No

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

INCOME:
Length of Teacher Day:
Length of Student Day:
Planning Time:
Class Periods/Day:
Normal Teaching Load:

1.15/7/2013

INDEX:
4 x 4

EXPERIENCE ALLOWED:
3

CAREER INCREMENTS:
N

OTHER DISTRICT POLICIES
Negotiated/Policy
Existed

SICK:
10 45

PERSONAL:
2

BEREAVEMENT:
unl.

PROFESSIONAL:
unl.

ADOPTION:

ASSOCIATION:
SABBATICAL:

MAJOR:

SEVERANCE PAY:

OTHER DISTRICT POLICIES:

OTHER DISTRICT POLICIES:

Negotiated/Policy
Existed

SICK:
10 45

PERSONAL:
2

BEREAVEMENT:
unl.

PROFESSIONAL:
unl.

ADOPTION:

ASSOCIATION:
SABBATICAL:

MAJOR:

SEVERANCE PAY:

OTHER DISTRICT POLICIES:

Negotiated/Policy
Existed

SICK:
10 45

PERSONAL:
2

BEREAVEMENT:
unl.

PROFESSIONAL:
unl.

ADOPTION:

ASSOCIATION:
SABBATICAL:

MAJOR:

SEVERANCE PAY:

OTHER DISTRICT POLICIES:

Negotiated/Policy
Existed

SICK:
10 45

PERSONAL:
2

BEREAVEMENT:
unl.

PROFESSIONAL:
unl.

ADOPTION:

ASSOCIATION:
SABBATICAL:

MAJOR:

SEVERANCE PAY:

OTHER DISTRICT POLICIES:

Negotiated/Policy
Existed

SICK:
10 45

PERSONAL:
2

BEREAVEMENT:
unl.

PROFESSIONAL:
unl.

ADOPTION:

ASSOCIATION:
SABBATICAL:

MAJOR:

SEVERANCE PAY:
WORKING CONDITIONS

Contract Days: 185  FTE Teachers: Leigh

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

INDEX: 4 x 4
Experience Allowed: all
Career Increments: N
Vertical Freeze:
Rollback:
Multi-year Contract: 12-13, 13-14

LEAVES

Type Days/Year Accum. Depend. Approval Other
SICK 6 34 yes yes unused goes to sick accum
PERSONAL 6 yes unused goes to sick accum
BEREAVEMENT 2 yes acc. to 5
PROFESSIONAL 2 yes acc. to 5
ADOPTION 30
ASSOCIATION

SABBATICAL: No
SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

Negotiated/ Policy
Exists

LEIGH

BA BA+9 BA+18 BA+27 MA MA+15 MA+30

Step
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
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7 37,572 38,784 39,996 41,208 42,420 43,632 44,844
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11 46,056 47,268 48,480 49,692
  1.52 1.56 1.60 1.64 1.68
12 48,480 49,692 50,904
  1.60 1.64 1.68 1.72
13 50,904 52,116

INSURANCE

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

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 IRS 125:
PPO: 2850D recd diff betw 600D & 2850
LIFE
LTD Principal
NON-PARTICIPANT

Cafeteria Plan

Individ. Depend.
Options:

PART-TIME BENEFITS

Minimum FTE: 0.1
Contribution: fte

COMMENTS:

PPO: 2850D recv diff betw 600D & 2850

MA BA BA+9 BA+18 BA+27 MA MA+15 MA+30

Step
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
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11 46,056 47,268 48,480 49,692
  1.52 1.56 1.60 1.64 1.68
12 48,480 49,692 50,904
  1.60 1.64 1.68 1.72
13 50,904 52,116
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

INDEX: 4 x 4  EXPERIENCE ALLOWED: N

CAREER INCREMENTS: N  VERTICAL FREEZE:

ROLLBACK:

MULTI-YEAR CONTRACT: 11-12, 12-13

INDEX

LEAVES

Type Days/Year Accum. Depend. Approval Other
SICK 10 52 yes
PERSONAL 3 yes

OTHER DISTRICT POLICIES

Negotiated/ Policy

OTHER LEAVES:

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WORKING CONDITIONS
Contract Days: 185  
FTE Teachers: 234.43
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 50 45 45
Class Periods/Day: 7 10
Normal Teaching Load: 6 8

SALARY SCHEDULE
Base: 32,500
Starting Salary: 32,500
Index: 5 x 4
Entry Level Step: 1
Career Increments: N
Experience Allowed: 5
11-12 Supplemental Pay $892
Vertical Freeze: 85-86
Rollback:
Multi-year Contract: 11-12, 12-13
Class Periods/Day: 7
Normal Teaching Load: 6

INSURANCE
Type Carrier Option Amount Paid by District Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 600D 1.00 1.04 1.08 1.12 1.16 1.20 1.24 1.28 1.32 1.36
DENTAL BC/BS 2 1.10 1.14 1.18 1.22 1.26 1.30 1.34 1.38 1.42 1.46
PPO: COMMENTS:
LIFE
LTD Madison Nat'l .0054(+B,thru sal)
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 65 yes
OTHER LEAVES:

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
LEXINGTON
Step BA BA+9 BA+18 BA+27 BA+45
1 32,500 33,800 35,100 36,400 37,700 39,000 40,300 41,600 42,900 44,200
2 35,000 36,295 37,590 38,885 40,180 41,475 42,770 44,065 45,360 46,655
3 37,750 39,045 40,340 41,635 42,930 44,225 45,520 46,815 48,110 49,405
4 39,000 40,300 41,600 42,900 44,200 45,500 46,800 48,100 49,400 50,700
5 41,925 43,225 44,525 45,825 47,125 48,425 49,725 51,025 52,325 53,625
6 44,850 46,150 47,450 48,750 50,050 51,350 52,650 53,950 55,250 56,550
7 47,775 49,075 50,375 51,675 52,975 54,275 55,575 56,875 58,175 59,475
8 50,000 51,300 52,600 53,900 55,200 56,500 57,800 59,100 60,400 61,700
9 52,325 53,625 54,925 56,225 57,525 58,825 60,125 61,425 62,725 64,025
10 54,650 55,950 57,250 58,550 59,850 61,150 62,450 63,750 65,050 66,350
11 56,975 58,275 59,575 60,875 62,175 63,475 64,775 66,075 67,375 68,675
12 59,300 60,600 61,900 63,200 64,500 65,800 67,100 68,400 69,700 71,000
13 61,625 62,925 64,225 65,525 66,825 68,125 69,425 70,725 72,025 73,325
14 63,950 65,250 66,550 67,850 69,150 70,450 71,750 73,050 74,350 75,650
15 66,275 67,575 68,875 70,175 71,475 72,775 74,075 75,375 76,675 77,975

Additional notes and comments:
WORKING CONDITIONS

| Contract Days: | 183 |
| FTE Teachers: | |
| HS | JH/MS | ELEM |
| 8 | 8 | 8 |

Length of Teacher Day: 8 hours
Length of Student Day: 7 hours

Planning Time: 50 minutes
Class Periods/Day: 8 periods
Normal Teaching Load: 7 classes

Salary Schedule

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Career Increments: N
Experience Allowed: all
$100 tuition credit per teacher; *Step 1 = 1.09

Vertical Freeze:
Rollback:

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

Insurance

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Cafeteria Plan

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Options:
IRS 125:
Flex Accounts:

Part-Time Benefits

Minimum FTE: 0.5

Contribution: fte

Leaves

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Other Info: $25/day over 30

Personal: 2
Yes accum. to 3

Personal: 5
Yes
immed. fam.

Professional: as appr

Sick Bank: N

Sabbatical: Yes

Severance Pay:

Other Leaves:

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<td>39,576</td>
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## Working Conditions
- **Contract Days:** 191
- **FTE Teachers:** 3013
- **HS:** 7.5
- **JH/MS:** 7.5
- **ELEM:** 7.5
- **Length of Teacher Day:** vary
- **Length of Student Day:** vary
- **Planning Time:** 100 100 95
- **Class Periods/Day:** 7 7
- **Normal Teaching Load:** 5 5

## Salary Schedule
- **Base:** 38,849
- **Entry Level Step:** 1
- **Career Increments:** N
- **Multi-year Contract:** 2012-2013, 2013-2014

## Insurances
- **Type:** Carrier
  - H/A-Dent
  - Indiv. EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Option:**
  - BC/BS
  - Met Life
  - Lincoln Nat'l
- **Amount Paid by District:**
  - Type Carrier
- **Deductible Reimbursement:**
- **Cafeteria Plan:**
  - IRS 125:
    - Flex Accounts: Y
- **Negotiated Policy:**
  - Minimum FTE: 0.4
  - Contribution: fle*

## LEAVES
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVENT
  - ADOPTION
  - ASSOCIATION
  - PROFESSIONAL
  - LEAVES:
    - Civic, Jury, Catastrophic
- **Approval Needed:**
  - Yes
  - Yes
  - Yes

## Other District Policies
- **Contract Days:**
  - 187 Base: 38,849
  - 187 Step BA BA+18 BA+36 MA MA+18 MA+36 PHD
  - 1 38,849 40,154 40,937 41,961 43,266 45,374 1 58,836 58,836 60,140 61,446 63,534
  - 2 39,349 40,654 41,437 42,461 43,766 46,874 2 60,451 61,757 63,050 64,356 66,452
  - 3 39,849 41,154 42,937 43,961 45,266 48,374 3 62,067 63,363 64,660 65,966 68,062
  - 4 40,349 41,654 42,437 43,461 44,766 47,874 4 63,683 64,980 66,277 67,573 69,669
  - 5 40,839 42,144 42,927 43,950 45,256 48,364 5 65,299 66,596 67,893 69,189 71,285
  - 6 41,364 42,669 43,452 44,476 45,782 48,889 6 66,915 68,212 69,509 70,805 72,901

## Other Leaves:
- **Civic, Jury, Catastrophic**
Litchfield 2012-2013

WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 19.625
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 Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 600D 484.52 893.68 1017.50 1366.24 Cash
DENTAL BC/BS 2 22.92 22.92 22.92 22.92
PPO: COMMENTS: IRS 125:
LIFE Guardian 3.45 Deductible Reimbursement: Flex Accounts:
LTD Principal .0040
NON-PARTICIPANT $507.44 Cash

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

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
SEVERANCE PAY:

OTHER LEAVES:

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**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 8 8 8
- Length of Teacher Day: 8
- Length of Student Day: 46 46 46
- Class Periods/Day: 9 9 9
- Normal Teaching Load: 8 8
- Planning Time: 888
- Vertical Freeze: N
- Rollback: N

**SALARY SCHEDULE**

- Base: 30,500
- Starting Salary: 30,500
- Career Increments: N
- Experience Level Step: 1
- Entry Level Step: 1
- Index: 5 x 4
- Multi-year Contract: 11-12, 12-13

**INSURANCE**

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<th>Amount Paid by District</th>
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**LEAVES**

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**OTHER DISTRICT POLICIES**

- Other Info: PTO, bonuses eoy $200-$350
- PTO
- Voluntary Separation: N
- Grievance: N
- Professional Growth: N
- Reduction in Force: N
- Sick Bank: Y
- Sick Days/Year: 40
- Sick Use: 1
- Sick Approval: 1

**OTHER LEAVES:**

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## 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: 50, 50, 50
- Planning Time: 7, 7, 7
- Class Periods/Day: 8, 8
- Normal Teaching Load: 7, 7
- Multi-year Contract: 12-13, 13-14

## Salary Schedule

- Base: 30,500
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- 05-07 5 yrs exp; 07-08 and forward all exp
- Vertical Freeze:
- Rollback:
- Vertical Freeze:
- Rollback:

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## Sabbatical

- Yes
- SEVERANCE PAY: Y

## Cafeteria Plan

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## Cafeteria Plan Options

- IRS 125: Y
- Flex Accounts: Y

## Minimum FTE: 0.4

| Contribution | fte |

## Other District Policies

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 75
- **Class Periods/Day:** 10
- **Normal Teaching Load:** 6

### Vertical Freeze
- 86-87

### Salary Schedule
- **Index:** 5 x 3
- **Starting Salary:** 32,680
- **Career Increments:** N
- **Experience Allowed:** 12(D)
- **Rollback:**
  - Multi-year Contract: 12-13, 13-14

### Leaves
- **SICK:**
  - Days/Year: 8
  - Accum. Use: 45
  - Approval Needed: yes
- **Other Info:**
  - PERSONAL: 2,3
  - BEREAVEMENT: 3
  - PROFESSIONAL: unl.
  - ADOPTION: 8,10
  - ASSOCIATION
- **SEVERANCE PAY:**

### Insurance
- **Type:**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD

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

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

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

### Louisville

### Normal Teaching Load
- 6

### Normal Teaching Load Type
- 1.15/7/2013

### LOUISVILLE

### Salary Schedule

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### Notes:
- **Class Periods/Day:** 10
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 75
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Starting Salary:** 32,680
- **Career Increments:** N
- **Experience Allowed:** 12(D)
- **Rollback:**
  - Multi-year Contract: 12-13, 13-14
- **Entry Level Step:** 1
- **Index:** 5 x 3
- **Salary Schedule:**
  - **Base:** 32,680
  - **Starting Salary:** 32,680
  - **Career Increments:** N
  - **Experience Allowed:** 12(D)
  - **Rollback:**
    - Multi-year Contract: 12-13, 13-14
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 75
- **Class Periods/Day:** 10
- **Normal Teaching Load:** 6
- **Normal Teaching Load Type:** 1.15/7/2013
### Loup City

#### 2012-2013

**Index:** 4 x 5

**Experience Allowed:** all

**Career Increments:** Y

**Longevity:** 4% ea. 4 yrs. to 26; 03-04 sal/ins freeze

**Vertical Freeze:** 03-04

**Rollback:**

**Multi-year Contract:**

### WORKING CONDITIONS

- **Contract Days:** 185
- **FTE Teachers:** 30.34
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.25
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE

- **Base:** 30,300
- **Starting Salary:** 30,300
- **Entry Level Step:** 1
- **Index:** 4 x 5

### INSURANCE

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

### LEAVES

- **Type**
- **Days/Year**
- **Accum.**
- **Use**
- **Approval**
- **Needed**
- **Other**

### OTHER DISTRICT POLICIES

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

### PART-TIME BENEFITS

- **FTE Teachers:** 30.34
- **Starting Salary:** 30,300
- **Minimum FTE:** 0.4
- **Contribution:** fte

### COMMENTS:

- **IRS 125:** Y
- **Flex Accounts:** Y
## Loup County

### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 14
- Length of Teacher Day: 8
- Length of Student Day: 6
- Planning Time: 51
- Normal Teaching Load: 7
- Class Periods/Day: 8
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

### SALARY SCHEDULE
- Base: 28,850
- Starting Salary: 28,850
- Career Increments: N
- Experience Allowed: 10
- Index: 4 x 5

### INSURANCE
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### LEAVES
- **SICK**: 10 days, 35 accumulation, use, needed, other:
  - 40% sub/day unused over 35 end of 4th yr.
- **PERSONAL**: see sick lv.
- **BEREAVEMENT**: 3-immed fam
- **PROFESSIONAL**: admin. disc.
- **ADOPTION**: yes
- **ASSOCIATION**: yes

### OTHER DISTRICT POLICIES
- **SABBATICAL**: No
- **SEVERANCE PAY**:
- **PART-TIME BENEFITS**: Minimum FTE: 0.28
- **Cafeteria Plan**: Options:
  - IRS 125:
  - Flex Accounts:

### OTHER LEAVES:

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**WORKING CONDITIONS**
- Contract Days: 182
- FTE Teachers: 
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.1 7.1 6.45
- Planning Time: 53 53 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

**SALARY SCHEDULE**
- Base: 29,400
- Starting Salary: 29,400
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

**INSURANCE**
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
- **Carrier**
  - BC/BS
  - BC/BS
  - Madison Nat'l
- **Option**
  - Individ.
  - Individ.
  - Option
- **Amount Paid by District**
  - H/A-Dent: 600D
  - EE/Child: 484.52
  - EE/Spouse: 896.38
  - EE/Sp/Child: 1017.50
  - Sp or Dep Dental: 1366.24

**Cafeteria Plan**
- Individual
- Dependent
- **Options**
  - IRS 125:
  - Flex Accounts:
  - PART-TIME BENEFITS
  - Minimum FTE: 0.5
  - Contribution: fte

**LEAVES**
- **Type**
  - SICK: 12 Days/Year, 60 Accum.
  - PERSONAL
  - BEREAVEMENT: 5
  - PROFESSIONAL: 2
  - ADOPTION: Y
  - ASSOCIATION: Y

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

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

## LYNCH

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**NOTE:**
- FTE Teachers: 
- Starting Salary: 29,400
- Length of Teacher Day: 8
- Class Periods/Day: 8
- Normal Teaching Load: 7
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 28.25

SAALARY SCHEDULE
Base: 30,575
Index: 4 x 5

Length of Teacher Day: 8 8 8
Career Increments: N

Length of Student Day: 7.5 7.5 7.5
Vertical Freeze: 88-89

Planning Time: 50 50 50
Rollback:

Class Periods/Day: 8 8

Normal Teaching Load: 7 7

Index: 4 x 5
Experience Allowed: all

84-85 grandfathered steps

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

INSURANCE
Type Carrier Option Amount Paid by District
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child

HEALTH BC/BS 600D 460.29 851.56 966.63 1297.93

DENTAL BC/BS 2 22.92 22.92 22.92 22.92

LIFE Guardian 5.57

PPO: COMMENTS:

LTD Madison Nat'l .0052 (thru sal)

NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval 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

SABBATICAL: No SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/ Policy

Leaves
SEASONAL

OTHER LEAVES:

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H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child

HEALTH BC/BS 600D 460.29 851.56 966.63 1297.93

DENTAL BC/BS 2 22.92 22.92 22.92 22.92

LIFE Guardian 5.57

PPO: COMMENTS:

LTD Madison Nat'l .0052 (thru sal)

NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval 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

SABBATICAL: No SEVERANCE PAY: Y

OTHER LEAVES:
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

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

**INSURANCE**

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<tr>
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**LEAVES**

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**Cafeteria Plan**

- Individ. Depend.
- Options: IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.4

**OTHER DISTRICT POLICIES**

- **SABBATICAL**: No
- **SEVERANCE PAY**: N
- **OTHER LEAVES**: Jury Duty

---

**Step Schedule**

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**Notes:**
- 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: 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

INDEX: 4 x 4
Experience Allowed: all
Career Increments: N
Vertical Freeze: 88-89
Rollback: 88-89 Last Step

SALARY SCHEDULE
Base: 32,500
Starting Salary: 32,500
Entry Level Step: 1
Index: 4 x 4

MALCOLM
5/7/2013

INSURANCE
Type Carrier Option Amount Paid by District
HEALTH BC/BS 800D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
DENTAL BC/BS 2
PPO
LTD Fortis
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. use Approval Needed Other
SICK 10 40 yes
PERSONAL 2 yes
BEREAVEMENT 4
PROFESSIONAL 2 yes
ADOPTION see sick lv.
ASSOCIATION

SABBATICAL: No

OTHER DISTRICT POLICIES

OTHER LEAVES:

Malcolm 2012-2013
5.1

LEAVES:

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

INDEX: 4 x 4
Experience Allowed: all
Career Increments: N
Vertical Freeze: 88-89
Rollback: 88-89 Last Step

SALARY SCHEDULE
Base: 32,500
Starting Salary: 32,500
Entry Level Step: 1
Index: 4 x 4

Malcolm 5/7/2013

INSURANCE
Type Carrier Option Amount Paid by District
HEALTH BC/BS 800D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
DENTAL BC/BS 2
PPO
LTD Fortis
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. use Approval Needed Other
SICK 10 40 yes
PERSONAL 2 yes
BEREAVEMENT 4
PROFESSIONAL 2 yes
ADOPTION see sick lv.
ASSOCIATION

SABBATICAL: No

OTHER DISTRICT POLICIES

OTHER LEAVES:

Malcolm 2012-2013
5.1

LEAVES:

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

INDEX: 4 x 4
Experience Allowed: all
Career Increments: N
Vertical Freeze: 88-89
Rollback: 88-89 Last Step

SALARY SCHEDULE
Base: 32,500
Starting Salary: 32,500
Entry Level Step: 1
Index: 4 x 4

Malcolm 5/7/2013

INSURANCE
Type Carrier Option Amount Paid by District
HEALTH BC/BS 800D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
DENTAL BC/BS 2
PPO
LTD Fortis
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. use Approval Needed Other
SICK 10 40 yes
PERSONAL 2 yes
BEREAVEMENT 4
PROFESSIONAL 2 yes
ADOPTION see sick lv.
ASSOCIATION

SABBATICAL: No

OTHER DISTRICT POLICIES

OTHER LEAVES:
### Working Conditions
- Contract Days: 184
- FTE Teachers: 184
- HS: 7.75
- JH/MS: 7.75
- ELEM: 7.75
- Length of Teacher Day: 7.33
- Length of Student Day: 7.33
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Multi-year Contract: 2012-2013

### Salary Schedule
- Base: 29,492
- Index: 4
- Starting Salary: 0
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze:
- Rollback:

### Other District Policies
- Negotiated/Policy
- Exists
- SEVERANCE PAY:

### Maxwell

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### Cafeteria Plan
- Options: H/A,TSA,Cash
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 5

### LEAVES
- SICK: 10
- PERSONAL: 3
- Bereavement: 5
- Professional: 2
- Adoption: Yes
- Association: Yes
- Sabbatical: No
- Sick Bank: Y
- Reduction in Force: Y

### Other Leaves:
- Add'l 10 full pay, 60 sub. Ded. For serious ill or inj
- Voluntary Separation: N
- Professional Separation: N

### Insuramce
- HEALTH: BC/BS 800D
- DENTAL: BC/BS 2
- LTD: Madison Nat'l
- INSURANCE
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
  - Normal Teaching Load: 6

### Planning Time
- 52

### Working Conditions
- 2012-2013
- Maxwell
- Index: 4 x 4
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 7
- **Length of Student Day:** 77
- **Planning Time:** 59
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### SALARY SCHEDULE
- **Base:** 29,600
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - HS: 22.92
  - JH/MS: 22.92
  - ELEM: 22.92
- **Career Increments:** Y
- **Experience Allowed:** 4
- **Entry Level Step:**

### INSURANCE
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE: Madison Nat'l
  - LTD: Madison Nat'l
- **Option:**
  - H/A-Dent: 600D
  - Individ.
  - EE/Child: 460.29
  - EE/Spouse: 851.56
  - EE/Sp/Child: 966.63
  - Sp or Dep Dental: 1297.93
- **Amount Paid by District:**
  - Individ.: 25.19
  - Depend.: 41.71
- **Couple - Benefits:**
  - Options:
    - IRS 125: Y
    - Flex Accounts: Y
    - Deductible Reimbursement: N
- **Cafeteria Plan:**
  - Individ.:
  - Depend.: 1.00

### LEAVES
- **Type:**
  - SICK: 10
  - Other Info:
    - Days/Year: 60
    - Accum.: yes
    - Use: no
    - Approval: yes
    - Needed: accum. to 4
    - Other:

### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - Exists:
    - SICK:
    - PERSONAL:
    - BEREAVEMENT:
    - PROFESSIONAL:
    - ADOPTION:
    - ASSOCIATION:
  - No:
    - SABBATICAL:
    - SEVERANCE PAY:

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## McCook

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 55
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Multi-year Contract:** 12-13, 13-14
- **Vertical Freeze:**
- **Rollback:**

### 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

### Insurance
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LTD: Madison Nat'l
  - LIFE: 0.0028
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Sp or Dep Dental
- **Amount Paid by District**
  - Individ.
  - Dependent.
- **Couple - Benefits**
  - 25.19
  - 41.71
- **Cafeteria Plan**
  - Individ.
  - Depend.
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y
- **Minimum FTE:** 0.5
- **Part-Time Benefits**
  - Contribution: ftc
  -&#x200B;**

### Leaves
- **Type**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: unl.
  - ADOPTION: 10
  - ASSOCIATION officers: other
- **Accum.**
  - 90
- **Depend. use**
  - yes
- **Approval Needed**
  - no
- **Other**
  - 10/$day at early retirement
  - Voluntary Separation: N
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N

### Other District Policies
- **Negotiated/Policy**
  - Exists
- **SEVERANCE PAY:** Y

### Other Leaves:

### Comments
- **Class Periods/Day:** 7
- **Contract Days:** 185
- **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

### McCook

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 55
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Multi-year Contract:** 12-13, 13-14
- **Vertical Freeze:**
- **Rollback:**

### 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

### Insurance
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LTD: Madison Nat'l
  - LIFE: 0.0028
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Sp or Dep Dental
- **Amount Paid by District**
  - Individ.
  - Dependent.
- **Couple - Benefits**
  - 25.19
  - 41.71
- **Cafeteria Plan**
  - Individ.
  - Depend.
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y
- **Minimum FTE:** 0.5
- **Part-Time Benefits**
  - Contribution: ftc
  -&#x200B;**

### Leaves
- **Type**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: unl.
  - ADOPTION: 10
  - ASSOCIATION officers: other
- **Accum.**
  - 90
- **Depend. use**
  - yes
- **Approval Needed**
  - no
- **Other**
  - 10/$day at early retirement
  - Voluntary Separation: N
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N

## Working Conditions

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 55
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Multi-year Contract:** 12-13, 13-14
- **Vertical Freeze:**
- **Rollback:**

### 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

### Insurance
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LTD: Madison Nat'l
  - LIFE: 0.0028
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Sp or Dep Dental
- **Amount Paid by District**
  - Individ.
  - Dependent.
- **Couple - Benefits**
  - 25.19
  - 41.71
- **Cafeteria Plan**
  - Individ.
  - Depend.
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y
- **Minimum FTE:** 0.5
- **Part-Time Benefits**
  - Contribution: ftc
  -&#x200B;**

### Leaves
- **Type**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: unl.
  - ADOPTION: 10
  - ASSOCIATION officers: other
- **Accum.**
  - 90
- **Depend. use**
  - yes
- **Approval Needed**
  - no
- **Other**
  - 10/$day at early retirement
  - Voluntary Separation: N
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N

### Other District Policies
- **Negotiated/Policy**
  - Exists
- **SEVERANCE PAY:** Y

### Other Leaves:

### Comments
- **Class Periods/Day:** 7
- **Contract Days:** 185
- **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

### McCook

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 55
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Multi-year Contract:** 12-13, 13-14
- **Vertical Freeze:**
- **Rollback:**

### 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

### Insurance
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LTD: Madison Nat'l
  - LIFE: 0.0028
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Sp or Dep Dental
- **Amount Paid by District**
  - Individ.
  - Dependent.
- **Couple - Benefits**
  - 25.19
  - 41.71
- **Cafeteria Plan**
  - Individ.
  - Depend.
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y
- **Minimum FTE:** 0.5
- **Part-Time Benefits**
  - Contribution: ftc
  -&#x200B;**

### Leaves
- **Type**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: unl.
  - ADOPTION: 10
  - ASSOCIATION officers: other
- **Accum.**
  - 90
- **Depend. use**
  - yes
- **Approval Needed**
  - no
- **Other**
  - 10/$day at early retirement
  - Voluntary Separation: N
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N

### Other District Policies
- **Negotiated/Policy**
  - Exists
- **SEVERANCE PAY:** Y

### Other Leaves:
### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 4
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: 
- Rollback:
- Multi-year Contract: 
- Length of Teacher Day: 888
- Length of Student Day: 7.5
- Normal Teaching Load: 7
- **Experience Allowed:** 4
- **Career Increments:** Y
- **Index:** 4 x 4

### SALARY SCHEDULE
- **Base:** 31,030
- **Index:** 4 x 4
- **Starting Salary:** 1.15/7/2013
- **Entry Level Step:** 1
- **Experience Allowed:** 4

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### INSURANCE
- **HEALTH**: BC/BS 600D
- **DENTAL**: BC/BS 2
- **PPO**: 12-13 switch from 350D to 600D

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

### LEAVES
- **SICK**: 8 days
- **PERSONAL**: 2 days
- **SABBATICAL**: No

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - **Exists**: 
  - **Non-Participant**: 

### COMMENTS:
- Deductible Reimbursement:
- IRS 125:
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 14.125
- **Length of Teacher Day:** 8.5
- **Length of Student Day:** 7.5
- **Planning Time:** 60
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

## Salary Schedule
- **Base:** 29,850
- **Index:** 4 x 5
- **Entry Level Step:** 1
- **Experience Allowed:** All

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## Leaves
- **Sick:** 10, 30, yes

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

## McPherson County
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## Cafeteria Plan
- **Options:**
  - IRS 125:
  - Flex Accounts:

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

## Comments
- Deductible Reimbursement:
- Contribution: fte
### Working Conditions
- Contract Days: 185
- FTE Teachers: 4
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Experience Allowed: 5
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Salary Schedule
- Base: 29,450
- Starting Salary: 29,450
- Index: 4 x 4
- Entry Level Step: 1
- Starting Year: 2012-2013

### Salary Schedule

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### Benefits
- **Health Insurance**
  - BC/BS: 600D, 460.29, 851.56, 966.63, 1297.93
  - PPO: Principal, 3.50
- **Insurance**
  - Principal
  - Principal
  - Individual
  - Individual

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

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

### Other District Policies
- **Negotiated/Policy**
  - Exits

### Comments
- **Cafeteria Plan**
  - Individual
  - Dependent

### Other Leaves
- **Sabbatical**
  - None

### MEAD
- **Step**
  - **BA**
  - **BA+9**
  - **BA+18**
  - **BA+27**
  - **BA+36**
  - **MA**
  - **MA+9**
  - **MA+18**
  - **MA+27**
### Working Conditions
- Contract Days: 184
- FTE Teachers: 5
- 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: 7 7
- Normal Teaching Load: 7

### Salary Schedule
- Base: 29,350
- Starting Salary: 29,350
- Entry Level Step: 1
- Experience Allowed: 10
- 96-97 $1,200 bonus/fte
- Vertical Freeze: 97-98

### Insurance
- HEALTH BC/BS 350D 485.45 898.10 1019.45 1368.86
- DENTAL BC/BS 3 47.39 47.39 47.39 47.39

### Leaves
- SICK 10 unl. yes
- PERSONAL 3+1 yes 5 sick for 1 pers, accum to 4
- BEREAVEMENT 3 w/апр.-adr if fom sick lv.
- PROFESSIONAL 2 yes $40/day for exp.
- ADOPTION
- ASSOCIATION

### Part-Time Benefits
- Cafeteria Plan
- Individ. Depend.
- Options: IRS 125: Y

### Other District Policies
- Sick Bank: N
- Reduciton in Force: N
- Professional Growth: Y

### Other Leaves
- SABBATICAL: Yes

### Step Chart

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### Other Notes
- SEVERANCE PAY: Y

---
WORKING CONDITIONS  
Contract Days: **185**  
FTE Teachers: **21.85**  

**Length of Teacher Day:**  
- HS: 7.5  
- JH/MS: 7.5  
- ELEM: 7.5  

**Length of Student Day:**  
- Planning Time: 50  
- Class Periods/Day: 8  

**Normal Teaching Load:** 7

**Index:** 4 x 4

**Salary Schedule**  
**Base:** 31,100  
**Starting Salary:** 31,100  
**Career Increments:** N  
**Experience Allowed:** all  

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

**Insurance**  
**Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits**
---|---|---|---|---
**Health** | BC/BS | 600D | 460.29 | 851.56 | 966.63 | 1297.93 | Sp. or Dep. Dental
**Dental** | BC/BS | 2 | 22.31 | 22.31 | 22.31 | 22.31 | Sp. or Dep. Dental

**Cafeteria Plan**  
**Options:** Individ. | Depend.

**LEAVES**  
**Type** | **Days/Year** | **Accum.** | **Use** | **Approval** | **Other**
---|---|---|---|---|---
**Sick** | 10 | 50 | Yes | |  
**Personal** | 2+2 | | Yes | 2 add'l w/sub deduct |  
**Bereavement** | 6 | | | |  
**Professional** | 3 | | Yes | admin discretion |  
**Adoption** | | | | |  
**Association** | | | | |  

**Sabbatical:** Yes  
**Severance Pay:** Y

**Other Leaves:**

### Meridian

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### WORKING CONDITIONS
- **Contract Days:** 186
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
  - Total: 7
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.25
- **Planning Time:** 96
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### SALARY SCHEDULE
- **Base:** 32,350
- **Index:** 5 x 4
- **Starting Salary:** 32,350
- **Career Increments:** Y
- **Experience Allowed:** all

### INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
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<th>Option</th>
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<th>Couple - Benefits</th>
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### LEAVES
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### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - **Exists:**
    - **Voluntary Separation:** N
    - **Grievance:** Y P
    - **Professional Growth:** Y P
    - **Reduction in Force:** Y P
    - **Sick Bank:** N
- **SEVERANCE PAY:**
- **OTHER LEAVES:**
- **03-04 BA+36 column only open to those on BA+18, BA+27 & BA+36 in 02-03**
### Millard

#### 2012-2013

**7.1**

---

### WORKING CONDITIONS

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

### 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% addl sal**
- **Vertical Freeze:** 86-87, 91-92
- **Rollback:** 84-85
- **Multi-year Contract:** 12-13, 13-14

### INSURANCE

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### Cafeteria Plan

- **Type Carrier**
  - Individ. Depend.

### OTHER DISTRICT POLICIES

- **Minimum FTE:** 0.5
  - **Contributions:** fte

### LEAVES

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<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
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### SEVERANCE PAY:

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

---

### COMMENTS:

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

---

### LEAVES

- **Bus/Emerg Lv-2 from sick lv**
WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: HS 8, JH/MS 8, ELEM 8
- Length of Teacher Day: 7.3
- Length of Student Day: 7.3, 6
- Planning Time: 110, 110
- Class Periods/Day: 8, 8
- Normal Teaching Load: 6, 6

INDEX: 4 x 5
- Experience Allowed: 4
- Career Increments: Y
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

INSURANCE
- Type: HEALTH, DENTAL, LTD
- Carrier: BC/BS, Guardian, Fort Dearborn
- Option: H/A-Dent, Individ., EE/Child, EE/Spouse, EE/Sp/Child
- Amount Paid by District: 350D, 511.00, 850.83, 965.80, 1296.82
- Couple - Benefits: Amount Paid by District: 150

LEAVES
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 10, 2+1, 2, 3
- Approval Needed: Yes
- Other Info: 60% of sub rate on 5 days over 50

OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists, Policy
- Severance Pay: Y

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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

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

Vertical Freeze:
Rollback:

BA+36 grandfathered for employees before 79-80

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

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

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 600D 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

PPO: COMMENTS:

LIFE
LTD Principal Life .0028
NON-PARTICIPANT

LEAVES

Type Days/Year Accum. Other
SICK 10 60 yes
PERSONAL 2+2 yes 1 sub deduct, 1 full sal deduct
BEREAVEMENT see sick lv. 10 from sick
PROFESSIONAL 2 yes
ADDITION 6 wks unpaid see prof. lv.
ASSOCIATION see prof. lv.

SAVING: Yes SEVERANCE PAY:

OTHER LEAVES:

MINDEN

Step BA BA+9 BA+18 BA+27 BA+36 BA+9 MA +18 MA+27
0 30,600 31,977 33,354 34,731 36,108 37,485 38,862 40,239
1 31,977 33,354 34,731 36,108 37,485 38,862 40,239 41,616
2 33,354 34,731 36,108 37,485 38,862 40,239 41,616 42,903
3 34,731 36,108 37,485 38,862 40,239 41,616 42,993 44,370
4 36,108 37,485 38,862 40,239 41,616 42,993 44,370 45,747
5 38,862 40,239 41,616 42,993 44,370 45,747 47,124 48,501
6 40,239 41,616 42,993 44,370 45,747 47,124 48,501 49,878
7 42,993 44,370 45,747 47,124 48,501 49,878 51,255 52,632
8 45,747 47,124 48,501 49,878 51,255 52,632
9 47,124 48,501 49,878 51,255 52,632
10 49,878 51,255 52,632
11 51,255 52,632 54,009 55,386
12 52,632 54,009 55,386 56,763

79-80 teachers must have MA to qualify for MA/BA+36 column
WORKING CONDITIONS
Contract Days: 184  
FTE Teachers: MITCHELL

H S 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

Index: 4.5 x 4.5

Experience Allowed: all
Career Increments: N
Multi-year Contract: 12-13, 13-14

SALARY SCHEDULE
Base: 31,250
Starting Salary: 31,250
Index: 1

INSCRIPTION
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 350D 255.50 255.50 255.50 255.50
DENTAL BC/BS 2 11.46 11.46 11.46 11.46

LEAVES
Type Days/Year Depend. Approval Other
SICK 10 66 yes
PERSONAL no from sick lv.
BEREAVEMENT from sick lv.
PROFESSIONAL 2 yes add'l at adm. disc.
ADOPTION FMLA
ASSOCIATION

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists

OTHER LEAVES:

MITCHELL

Step 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16

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## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 90
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 6

## Salary Schedule
- **Base:** 30,200
- **Index:** 4.25 x 4.5
- **Starting Salary:**
  - HS: 32,318
  - JH/MS: 32,318
  - ELEM: 32,318
- **Career Increments:** N
- **Experience Allowed:** 15

## Insurance
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LTD: Non-Participant
- **Carrier:**
  - BC/BS
  - H/A-Dent
- **Option:**
  - Individ. EE/Child
  - EE/Spouse
- **Amount Paid by District:**
  - Health: 350D
  - Dental: 11.46
- **Couple - Benefits:**
  - Individual:
    - Health: 255.50
    - Dental: 255.50
  - Family:
    - Health: 255.50
    - Dental: 255.50

## Cafeteria Plan
- **Option:**
  - H/A, TSA, Cash

## Leaves
- **Type:**
  - SICK: 1+1
  - PERSONAL: 1+1
- **Accum. Days/Year:** 60
- **Approval Needed:** 1-Y, 1-N
- **Approval Use:** @ term buy back unused @ 80

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

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

### Table: 2012-2013 Salary Schedule

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

### Length of Teacher Day:
- 888

### Length of Student Day:
- 77

### Class Periods/Day:
- 4

### Normal Teaching Load:
- 6
### Working Conditions
- Contract Days: 183
- FTE Teachers: 7
- Length of Teacher Day: 8
- Length of Student Day: 7.45
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Salary Schedule
- Base: 29,300
- Starting Salary: 29,300
- Career Increments: N
- Experience Allowed: 3(D)
- Entry Level Step: 1(D)

### Insurance
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits

### Leaves
- Type: Days/Year
- Accum.
- Depend. Needed
- Approval

### Part-Time Benefits
- Cafeteria Plan
- Options:
- IRS 125:
- Flex Accounts:

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

### Sabbatical: No

### Severance Pay:

### Mullen

#### Step
1. 29,300 30,765 32,230 33,695 35,160 36,625 38,090 39,555
2. 30,472 32,137 33,692 35,157 36,622 38,087 39,552 40,727
3. 31,644 33,109 34,574 36,039 37,504 38,969 40,434 41,899
4. 32,816 34,281 35,746 37,211 38,676 40,141 41,606 43,071
5. 33,988 35,453 36,918 38,383 39,848 41,313 42,778 44,243
6. 35,160 36,625 38,090 39,555 41,020 42,485 43,950 45,415
7. 37,797 39,262 40,727 42,192 43,657 45,122 46,587 48,042
8. 38,969 40,434 41,899 43,364 44,829 46,294 47,759 49,224
9. 41,666 43,136 44,606 46,071 47,535 49,001 50,466 51,931
10. 44,243 45,708 47,173 48,638 50,103 51,568 53,033 54,501
11. 46,880 48,345 49,810 51,275 52,740 54,206 55,671 57,137
12. 49,517 50,982 52,447 53,912 55,377 56,842 58,308 59,773
13. 52,154 53,619 55,084 56,549 58,014 59,480 60,945 62,410
14. 54,791 1.87
## Working Conditions
- Contract Days: 186.5
- FTE Teachers: 4 x 5
- Length of Teacher Day: 8 7.5 7.67
- Length of Student Day: 6.9 6.54 6.4
- Planning Time: 47 45 40
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract:
- Vertical Freeze:
- Rollback:
- Career Increments: N
- Experience Allowed: 10
- Index: 4 x 5

## Index:
- HS: 32,025
- JH/MS: 33,626
- ELEM: 35,228

## Salary Schedule
- Base: 32,025
- Starting Salary: 32,025

## Other District Policies
- Severance Pay: 50%

## Leaves
- Type: SICK
  - Days/Year: 10
  - Accum.: 50
  - Approval Needed: yes
  - Other:
    - Personal: 2
    - Bereavement: 3
    - Professional: 2
    - Adoption: 10
    - Association: unlim.
    - Sick Bank: Y
    - Professional Growth: Y
    - Reduction in Force: Y
    - Grievance: Y
    - Voluntary Separation: Y
    - Professional Development: Y

## Other Leaves
- Sabbatical: Yes

## Insurance
- **Type**: HEALTH, DENTAL, LIFE
- **Carrier**: BC/BS, National
- **Option**: H/A-Dent, Individ.
- **Amount Paid by District**: $22.92
  - Health: 600D/2850D
  - Dental: 2
  - Life: 3.60

## Cafeteria Plan
- **Options**: IRS 125
  - Flex Accounts:
    - Minimum FTE: 0.5
    - Contribution: 0.9

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## Notes
- **Negotiated/Policy Expects**
- **Comments**: Deductible Reimbursement:

## Class Periods/Day
- 8

## Contract Days
- 186.5

## Length of Teacher Day
- 8 7.5 7.67

## Length of Student Day
- 6.9 6.54 6.4

## Normal Teaching Load
- 7 7

## Planning Time
- 47 45 40

## Vertical Freeze

## Rollback

## Career Increments
- N

## Experience Allowed
- 10
## Working Conditions
- Contract Days: 185
- FTE Teachers: 54.4
- HS: 8
- JH/MS: 7.5
- ELEM: 8
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 30,600
- Starting Salary: 30,600
- Index: 4 x 4
- Experience Allowed: Y
- Career Increments: Y
- Vertical Freeze: Yes
- Rollback: Yes
- Multi-year Contract: Yes

### Vertical Freeze

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### Cafeteria Plan
- Type Carrier: Individ.
- Option: EE/Child
- Amount Paid by District: 25.19 or 41.71

### Insurance
- HEALTH
  - Type Carrier: BC/BS
  - Carrier: Madison Natl
  - deduct: 600D, 460.29, 851.56, 966.63, 1297.93

### Leaves
- SICK: 10 D, 40 Y
- PERSONAL: 2 D, 1 add'l if traded 3 sick days
- BEREAVEMENT: 2 Y
- PROFESSIONAL: 2 D, 1 Y
- ADOPTION: 2 D
- ASSOCIATION: 2 D
- SEVERANCE PAY: Yes

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

### Other Leaves
- N

### Nebraska Unified District 1

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**WORKING CONDITIONS**

Contract Days: 185
FTE Teachers: 2012-2013
Neligh-Oakdale

Length of Teacher Day: 8
Length of Student Day: 6.7
Planning Time: 52
Class Periods/Day: 8
Normal Teaching Load: 7

**SALARY SCHEDULE**

Start Date: 1.15/7/2013
Index: 4 x 4

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Career Increments: Y
Experience Allowed: all

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**LEAVES**

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**OTHER DISTRICT POLICIES**

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Emergency-3 days

**NELIGH-OAKDALE**

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02-03 BA36/MA has 2.5 step rollback, 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: 13
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

INDEX
- 4 x 4
- Starting Salary: 29,700
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback:
- Multi-year Contract: 12-13, 13-14

INSURANCE
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LEAVES
- Type: SICK
- Days/Year: 10
- Accum.: 40
- Depend.: yes
- Approval: Needed
- Other: as per collective bargaining agreement

OTHER DISTRICT POLICIES

SEVERANCE PAY
- Negotiated/Policy: Exists
- Y: Yes
- P: Partly
- N: No
- Minimum FTE: 0.5

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**Newman Grove**

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS 8
  - JH/MS 8
  - ELEM 8
- **Length of Teacher Day:** 8:00 - 3:05
- **Length of Student Day:** 8:00 - 3:05
- **Planning Time:** 9:00 - 9:55
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

### SALARY SCHEDULE
- **Base:** 30,050
- **Index:** 4 x 4
- **Starting Salary:**
  - BA 30,050
  - BA+9 31,252
  - BA+18 32,454
  - MA 33,656
  - MA+9 34,858
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Rollback:**
  - Vertical Freeze: 86-87, 87-88
  - Multi-year Contract: 12-13, 13-14
- **Length of Teacher Day:** 8:00 - 3:05
- **Length of Student Day:** 8:00 - 3:05
  - 22.92
  - 22.92
  - 22.92
  - 22.92

### INSURANCE
- **HEALTH**
  - BC/BS 800D
  - Individ. 444.77
  - EE/Child 822.85
  - EE/Spouse 934.03
  - EE/Sp/Child 1254.17
- **DENTAL**
  - BC/BS 2
  - Individ. 22.92
  - EE/Child 22.92
  - EE/Spouse 22.92
  - EE/Sp/Child 22.92
- **LIFE**
  - Sp. or Dep. Dental 5.00

### LEAVES
- **SICK**
  - 10 days
  - 30 days
  - Yes
  - Other Info: at retirement $50/day up to $1,500
- **PERSONAL**
  - 2 days
  - No
- **BEREAVEMENT**
  - Unlim.
  - Voluntary Separation: Y
- **PROFESSIONAL**
  - Unlim.
  - Grievance: Y
  - Professional Growth: Y
- **ADOPTION**
  - See sick lv.
  - Reduction in Force: Y
- **ASSOCIATION**
  - Adm. Disc.
  - Sick Bank: Y

### SABBATICAL
- No

### SEVERANCE PAY
- Y

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
- **Exists**
- **Minimum FTE:** 0.5

### PART-TIME BENEFITS
- **Contrib.: FTE**

### Cafeteria Plan
- **Type Carrier**
  - Individ. EE/Dep.
  - Depend. EE/Sp/Child
  - Options:
    - IRS 125: Y
    - Flex Accounts: Y

### COMMENTS
- Deductible Reimbursement:

### OTHER LEAVES:

### NEW M AN GROVE

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### PPO
- **Exists**: Negotiated/Policy
- **Negotiated/Policy**: FTE
### Working Conditions

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

### Salary Schedule

- **Base:** 31,300
- **Index:** 4 x 4
- **Starting Salary:** 31,300
- **Career Increments:** N
- **Experience Allowed:** 5
- **Experience:**
  - N
- **Career Increments:**
  - N
- **Type:**
  - Vertical Freeze:
  - Rollback:
- **Multi-year Contract:** 12-13, 13-14

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### Leaves

- **Type:**
  - SICK: 10, 60, yes
    - Other Info: .5 sub rate reimbursed for days over 60
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: 2
  - ADOPTION
  - ASSOCIATION
  - SEVERANCE PAY:
  - SABBATICAL:

### Other District Policies

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### Cafeteria Plan

- **Type:**
  - Individ.
  - Depend.
  - Flex Accounts:
  - IRS 125:
- **Options:**
  - 300/600

### NIOBRARA Salary Schedule

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**Notes:**

- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
**Norfolk**

**WORKING CONDITIONS**
- Contract Days: 186
- FTE Teachers: 297

**SALARY SCHEDULE**
- Base: 33,545
- Starting Salary: 33,545
- Entry Level Step: 1
- Index: 4.5 x 4.5
- Experience Allowed: Y
- Career Increments: Y

**Vertical Freeze:** 86-87, 97-98
**Rollback:** 89-90

**Multi-year Contract:**
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

**INSURANCE**

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**OTHER LEAVES:**

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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Staff frozen on step 15 of MA+45 shall be pd annually an amt = to 1% of base salary beginning in the 1st yr, add't 1% 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: 20
  - JH/MS: 20
  - Elem: 20
- **Length of Teacher Day:** 8 8 8
- **Length of Student Day:** 7 7 7
- **Planning Time:** 45 90 50
- **Normal Teaching Load:** 7/8
- **Experience Allowed:** All
- **Career Increments:** Y
- **Vertical Freeze:** 86-87
- **Rollback:**
- **Multi-year Contract:** 11-12, 12-13
- **Length of Teacher Day:** 888
- **Length of Student Day:** 77
- **Class Periods/Day:** 6 misc
- **Normal Teaching Load:** 7/8

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

## Insurance
- **Type**
  - Health
  - Dental
  - Life
  - LTD
- **Carrier**
  - BC/BS
  - Lincoln Nat'l
- **Option**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - 600D
- **Type Carrier**
  - H/A-Dent
  - Individ.
  - Sp. or Dep. Dental
- **Option**
  - IRS 125:
  - Flex Accounts:
- **Part-Time Benefits**
  - Minimum FTE: 0.4
  - Contribution: $80

## Leaves
- **Type**
  - Sick
  - Bereavement
  - Personal
  - Bereavement
  - Adoption
  - Professional
  - Sabbatical
- **Accum. Days/Year**
  - 50
- **Needed Approval**
  - 1-yes, 1-no

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

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- Removed first two steps (01-02); BA+36 closed to anyone new after Sept. 1, 2000; 02-03 add 1 stp to MA36; 05-06 add 3 longevity increments to MA36 (1%); 08-09 added DOC column with 3 longevity increments
### Working Conditions
- Contract Days: 185
- FTE Teachers: 36
- Length of Teacher Day: 7.15
- Length of Student Day: 7
- Planning Time: 52
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Vertical Freeze: no
- Rollback: 1st 3 yrs

### Salary Schedule
- Base: 30,750
- Starting Salary: 33,210
- Experience Allowed: all
- Career Increments: N
- Entry Level Step: 3
- Multi-year Contract: 2012-2013

### Insurance
- **Type**: Health, Dental, Life, LTD
- **Carrier**: BC/BS, Guardian, National Ins
- **Option**: Indiv. EE/Child, EE/Spouse/Child
- **Amount Paid by District**: Full
- **Couple - Benefits**: 1.00
- **Individ. EE/Child**: 345
- **Individ. EE/Spouse**: 1366.24
- **Individ. Depend.**: 424.35
- **Couple - Benefits**: 1455.78
- **Solo - Benefits**: 73.00
- **Solo - Benefits**: 424.35

### Leaves
- **Type**: Sick, Bereavement, Professional, Adoption, Sabbatical
- **Days/Year**: 10, 2, 2, 30, 0
- **Accum.**: 55, 0, 0, 0, 0
- **Approval Needed**: Yes, Yes, Yes, Yes, No
- **Other Info**: sev $25/day over 50 after 5 yrs.

### Other District Policies
- **Negotiated/Policy**: Exisits
- **Sabbatical**: Yes
- **Severance Pay**: Yes

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## WORKING CONDITIONS
- **Contract Days:** 183
- **FTE Teachers:** 25.75
- **Length of Teacher Day:** 8:33
- **Length of Student Day:** 7:75
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

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

## INSURANCE
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## OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - **Exists**
  - **NORTH LOUP-SCOTIA**

## OTHER LEAVES:

### NORTH LOUP-SCOTIA
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### COMMENTS:
- Other Info: $15/day unused over 40 to $150 max

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

### PART-TIME BENEFITS
- **Minimum FTE:** 0.5
WORKING CONDITIONS
Contract Days: 185 FTE Teachers: 315
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

INSURANCE
TypeCarrierOptionAmount Paid by DistrictCouple - Benefits
HEALTHBC/BS350D
DENTALBC/BS2
PPO
COMMENTS:

LEAVES
TypeDays/YearAccum.useApprovalNeededOther
SICK1075yes
PERSONAL2+1yes1 sub pay; unused go to sick lv.
BEREAVEMENT55-immed. fam.,2-otherVoluntary Separation:YN
PROFESSIONALunl.yes
ADOPTION10
ASSOCIATION10

OTHER DISTRICT POLICIES
Negotiated/PolicyExists
SICKReimb. subpay/day at early retirement
BEREAVEMENT5-immed. fam.;2-other
PROFESSIONAL
ADOPTION
ASSOCIATION

SABBATICAL:YesSEVERANCE PAY:

OTHER LEAVES:Exceptional Circumstances-3

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No staff were advanced to BA+45 after 98-99 school yr.
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 101.83
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 56
- Class Periods/Day: 7
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: 30,650
- Starting Salary: 30,650
- Career Increments: Y
- Experience Allowed: 17(D)
- Vertical Freeze: 86-87
- Rollback: Multi-year Contract: 12-13, 13-14
- Class Periods/Day: 7
- Length of Teacher Day: 888
- Length of Student Day: 7.5
- Normal Teaching Load: 6

INSURANCE
- HEALTH: BC/BS
  - Carrier: 600D/1500D
  - Deductible Reimbursement: 64.63
- DENTAL: BC/BS
  - Carrier: 2
  - Deductible Reimbursement: 42.38
- LIFE: Guardian
  - Deductible Reimbursement: 4.75
- LTD: National Ins
  - Deductible Reimbursement: 0.0027

LEAVES
- SICK: 10
  - Days/Year: 50
  - Accrual: yes
  - Approval Needed: yes
  - Use: yes
  - Other Info: Incentive-over 50 pd. @ $50/day - max. 10
- PERSONAL: 2
  - days/year: yes
  - use: accrued to 4; over 2 reimb $50/d
- BEREAVEMENT: unl.
  - options: w/appr.
  - Voluntary Separation: Y
  - Grievance: Y
- PROFESSIONAL: unl.
  - options: Admin. discretion
  - Professional Growth: Y
  - Reduction in Force: Y
- ADOPTION: from sick lv.
- ASSOCIATION: unl.
  - options: IRC 125: Y
  - Cafeteria Plan: flex accounts: Y

OTHER DISTRICT POLICIES
- SEVERANCE PAY:
- SABBATICAL: Yes
- OTHER LEAVES:
- WORKING CONDITIONS SALARY SCHEDULE
- FTE Teachers: 101.83
- Northw-Grand Island
- 2012-2013
- NW (GRAND ISLAND)
- 2013
- 5.1
- Northwest-Grand Island
- 5.1

INCOME TAX STATEMENT
- INSURANCE
  - HEALTH: BC/BS
    - Carrier: 600D/1500D
    - Deductible Reimbursement: 64.63
- DENTAL: BC/BS
  - Carrier: 2
  - Deductible Reimbursement: 42.38
- LIFE: Guardian
  - Deductible Reimbursement: 4.75
- LTD: National Ins
  - Deductible Reimbursement: 0.0027

LEAVES
- SICK: 10
  - Days/Year: 50
  - Accrual: yes
  - Approval Needed: yes
  - Use: yes
  - Other Info: Incentive-over 50 pd. @ $50/day - max. 10
- PERSONAL: 2
  - days/year: yes
  - use: accrued to 4; over 2 reimb $50/d
- BEREAVEMENT: unl.
  - options: w/appr.
  - Voluntary Separation: Y
  - Grievance: Y
- PROFESSIONAL: unl.
  - options: Admin. discretion
  - Professional Growth: Y
  - Reduction in Force: Y
- ADOPTION: from sick lv.
- ASSOCIATION: unl.
  - options: IRC 125: Y
  - Cafeteria Plan: flex accounts: Y

OTHER DISTRICT POLICIES
- SEVERANCE PAY:
- SABBATICAL: Yes
- OTHER LEAVES:
- WORKING CONDITIONS SALARY SCHEDULE
- FTE Teachers: 101.83
- Northw-Grand Island
- 2012-2013
- NW (GRAND ISLAND)
- 2013
- 5.1
- Northwest-Grand Island
- 5.1

INCOME TAX STATEMENT
- INSURANCE
  - HEALTH: BC/BS
    - Carrier: 600D/1500D
    - Deductible Reimbursement: 64.63
- DENTAL: BC/BS
  - Carrier: 2
  - Deductible Reimbursement: 42.38
- LIFE: Guardian
  - Deductible Reimbursement: 4.75
- LTD: National Ins
  - Deductible Reimbursement: 0.0027

LEAVES
- SICK: 10
  - Days/Year: 50
  - Accrual: yes
  - Approval Needed: yes
  - Use: yes
  - Other Info: Incentive-over 50 pd. @ $50/day - max. 10
- PERSONAL: 2
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- BEREAVEMENT: unl.
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  - Voluntary Separation: Y
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- PROFESSIONAL: unl.
  - options: Admin. discretion
  - Professional Growth: Y
  - Reduction in Force: Y
- ADOPTION: from sick lv.
- ASSOCIATION: unl.
  - options: IRC 125: Y
  - Cafeteria Plan: flex accounts: Y

OTHER DISTRICT POLICIES
- SEVERANCE PAY:
- SABBATICAL: Yes
- OTHER LEAVES:
WORKING CONDITIONS
Contract Days: 185  FTE Teachers:
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 8 7.25 7.25
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 30,125  Index: 4 x 5
Starting Salary: 30,125  Entry Level Step: 1
Career Increments: N  Experience Allowed: all

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

ININSURANCE
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
DENTAL BC/BS 2 22.92 22.92 22.92 22.92
PPO: COMMENTS:
LIFE
Deductible Reimbursement:
LTD Nat'l Insurance .0046 (+B)
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. 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. Voluntary Separation: Y P
PROFESSIONAL 2 yes add'l available Grievance: Y N
ADOPTION can use sick lv Professional Growth: Y N
ASSOCIATION

SABBATICAL: No

SEVERANCE PAY:

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

OAKLAND-CRAIG

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**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 2012-2013
- Ogallala

**SALARY SCHEDULE**

- Base: 31,050
- Index: 5 x 4
- Starting Salary: 31,050
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all

**Vertical Freeze:** 85-86 Also Horiz.

**Rollback:** 87-88

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

**Length of Teacher Day:** 888

**Length of Student Day:** 7.25

**Normal Teaching Load:** 67

**Class Periods/Day:** 7 8

**Planner Time:** 52 50 50

**VERTICAL FREEZE:** 85-86 Also Horiz.

**ROLLBACK:** 87-88

**MULTI-YEAR CONTRACT:** 12-13, 13-14

**WORKING CONDITIONS SALARY SCHEDULE**

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**INSURANCE**

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<th>Amount Paid by District</th>
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**LEAVES**

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<th>Depend.</th>
<th>Approval</th>
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**OTHER DISTRICT POLICIES**

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<td>ADOPTION</td>
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**SEVERANCE PAY:**

**OTHER LEAVES:**

**FTE Teachers:**

**Starting Salary:** 31,050

**Deductible Reimbursement:**

**Cafeteria Plan**

Individ. Depend.

**Options:**

- IRS 125: Y
- Flex Accounts: Y

**PART-TIME BENEFITS**

Minimum FTE: 0.5

**Cafeteria Plan:**

- Individ.
- Depend.

**Contributions:**

- fte
### Working Conditions
- Contract Days: 190
- FTE Teachers: 190
- Length of Teacher Day: 7.83
- Length of Student Day: 7.6
- Planning Time: 86
- Class Periods/Day: 8
- Normal Teaching Load: 6

### Salary Schedule
- Base: 34,196
- 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:

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<th>Class Periods/Day</th>
<th>Length of Teacher Day</th>
<th>Length of Student Day</th>
<th>Planning Time</th>
<th>Normal Teaching Load</th>
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<td>86</td>
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### Insurance

#### Cafeteria Plan
- Individual: Individ.
- Depend.: Depend.

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

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<th>Amount Paid by District</th>
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### LEAVES

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### Other District Policies

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<td>Professional Growth:</td>
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<td>Voluntary Separation:</td>
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<td>Grievance:</td>
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<td>Reduction in Force:</td>
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<td>Flex Accounts:</td>
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### Other Leavess

- Emergency-2

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<th>Length of Student Day</th>
<th>Planning Time</th>
<th>Normal Teaching Load</th>
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<td>7.83</td>
<td>7.6</td>
<td>86</td>
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## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 75
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

## SALARY SCHEDULE
- Base: 29,550
- Starting Salary: 29,550
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 93-94
- Rollback:

## INSURANCE

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## LEAVES

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## OTHER DISTRICT POLICIES

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<td>ADOPTION</td>
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## OTHER LEAVES
- SICK: 9
- PERSONAL: 2
- BEREAVEMENT: From sick leave
- PROFESSIONAL: use sick lv.
- ADOPTION: From sick leave
- ASSOCIATION: From sick leave

## OTHER DISTRICT PAY:

| O'NEILL | SEVERANCE PAY: child rearing - 20 days from sick lv. |

## O'NEILL SCHEDULE

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 51.25
- **Length of Teacher Day:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 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
- **Starting Salary:** 30,900
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD

#### Carrier
- BC/BS
- H/A-Dent
- Individ.
- Individ. EE/Child
- Individ. Depend.

#### Option
- 600D/2850D
- 460.29
- 47.22

#### Amount Paid by District
- 851.56
- 47.22
- 47.22

#### Couple - Benefits
- 966.63
- 47.22
- 47.22

#### Deductible Reimbursement
- 1297.93
- 47.22
- 47.22

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

### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVALMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - SEVERANCE PAY:

#### Days/Year
- 10
- 60
- yes

#### Accum. Use
- 10-for all lv, 60-limit to sick lv;
- $20/day for unused over 60

#### Needed Approval
- 1.00
- 1.05
- 1.10
- 1.15
- 1.20
- 1.25
- 1.30
- 1.35
- 1.40
- 1.45
- 1.50
- 1.55
- 1.60
- 1.65
- 1.70
- 1.75
- 1.80
- 1.85
- 1.90
- 1.95
- 2.00

### Other District Policies
- **Negotiated/Policy**
  - Exists
  - N
  - P

#### Personal
- included in sick leave
- Voluntary Separation:

#### Bereavement
- included in sick leave
- Grievance:

#### Professional
- unil.
- yes
- P

#### Adoption
- FMLA
- P

#### Association
- Professional Growth:

#### Sabbatical
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### Other Leaves

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### Cafeteria Plan
- **Contributions:**
  - Minimum FTE: 0.5
  -afs Takers rec. $50 annuity
  - AFLAC
  - IRS 125: Y
  - Flex Accounts: Y

### Ord

| Class Periods/Day | 888 |
| Length of Teacher Day | 8 |
| Planning Time | 90 |
| Normal Teaching Load | 6 |

### Contract Days
- 185
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 25

Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 49 49 40
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

VERTICAL FREEZE:
Rollback:
Multi-year Contract: 12-13, 13-14

INSURANCE

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OTHER DISTRICT POLICIES

SABBATICAL: SEVERANCE PAY:

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### WORKING CONDITIONS
- Contract Days: **185**
- FTE Teachers: **1.15**
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 12-13, 13-14

### SALARY SCHEDULE
- Base: **30,800**
- Index: **4 x 4**
- Experience Allowed: **5 (D)**
- Career Increments: N
- Vertical Freeze: 0
- Rollback: **0**

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D/2850D
  - Amount Paid by District: 484.52, 896.38, 1017.50, 1366.24
  - Health Insurance
  - Deductible Reimbursement: No
  - TSA

- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 22.92, 22.92, 22.92
  - Dental Insurance

- **LIFE**
  - Carrier: Madison Nat'l
  - Option: 1.80
  - Amount Paid by District: 1.80
  - Life Insurance

- **LTD**
  - Carrier: Madison Nat'l
  - Option: .0049
  - Amount Paid by District: .00
  - LTD

### LEAVES
- **SICK**
  - Days/Year: 7,10
  - Accum.: 35
  - Dependent Coverage: yes

### LEAVES - OTHER DISTRICT POLICIES
- **PERSONAL**
  - Days/Year: 3
  - Approval: yes
  - 1 day either pers. or prof.

- **BEREAVEMENT**
  - Days/Year: 2
  - Approval: yes
  - Imm Fam; Add'l from sick w/ap

- **PROFESSIONAL**
  - Days/Year: see pers lv
  - Approval: yes
  - Voluntary Separation: N

- **ADOPTION**
  - Days/Year: see sick lv
  - Approval: yes
  - Professional Growth: Y N

- **ASSOCIATION**
  - Days/Year: see prof lv
  - Approval: yes
  - Reduction in Force: Y N

### SABBATICAL
- **No**

### SEVERANCE PAY

### OTHER LEAVES:

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### Cafeteria Plan
- **Cafeteria Plan**
- **Option**
  - Individ.
  - Depend.
  - H/A-Dent
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 350
  - TSA
  - Options:
  - IRS 125:
  - Flex Accounts:

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

### OSMOND 2012-2013

- **Index:** 1.1
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 12-13, 13-14
- **Starting Salary:** 30,800
- **Index:** 4 x 4
- **Career Increments:** N
- **Vertical Freeze:** 0
- **Rollback:** 0
# Overton

## Working Conditions
- Contract Days: 182
- FTE Teachers: 25.92
- Length of Teacher Day: 6.8
- Length of Student Day: 6.8
- Planning Time: 57
- Class Periods/Day: 7
- Normal Teaching Load: 6

## Salary Schedule
- Base: $30,000
- Starting Salary: $30,000
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 86-87
- Rollback: 86-87
- Multi-year Contract:

## Insurance
### Cafeteria Plan
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### Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y

## Leaves
### Sick
- Days/Year: 10
- Accum.: 50
- Depend. Use: yes
- Approval Needed: yes
- Other: Sev 1/2 sub. rate for unused

### Personal
- Days/Year: 2
- Approval Needed: yes

### Bereavement
- Days/Year: 2
- Approval Needed: yes

### Professional
- Days/Year: 2
- Approval Needed: yes

### Adoption
- Days/Year: 2
- Approval Needed: yes

### Association

### Sabbatical:
- No

### Severance Pay:
- Y

## Other District Policies
- Negotiated/Policy: Exists

## Overton

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### Class Periods/Day: 7
### Contract Days: 182
### Base: $30,000
### Starting Salary: $30,000

---

*2012-2013: experience allowed changed from 6 yrs to all*
## WORKING CONDITIONS

- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.33 hours/day
- **Planning Time:** 50 hours/year
- **Class Periods/Day:** 8 periods/day
- **Normal Teaching Load:** 7 periods

## SALARY SCHEDULE

- **Base:** $30,300
- **Starting Salary:** $30,300
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4 x 4.5
- **Entry Level Step:** 1
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:** 11-12, 12-13

## INSURANCE

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<tr>
<th>Type</th>
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- **Other Info:**
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: 3
  - ADOPTION: 1
  - ASSOCIATION: 1

## PART-TIME BENEFITS

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

## OTHER DISTRICT POLICIES

- **Negotiated/Policy:**
  - **Exists:**
    - Voluntary Separation: N
    - Grievance: Y P
    - Professional Growth: Y P
    - Sick Bank: N

## OTHER LEAVES:

- **SABBATICAL:** No

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**Notes:**

- **Class Periods/Day:** 8
- **Length of Student Day:** 7.33 hours/day
- **Normal Teaching Load:** 7 periods
- **Planning Time:** 50 hours/year
- **Contract Days:** 183
### Working Conditions

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

### Career Increments

- Entry Level Step: 1
- Career Increments: N
- Vertical Freeze: 86-87; 01-02
- Rollback: 86-87 Last Step
- Multi-year Contract: 12-13, 13-14

### Salary Schedule

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- **Base Salary:** 32,700
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Vertical Freeze:** 86-87; 01-02
- **Rollback:** 86-87 Last Step
- **Multi-year Contract:** 12-13, 13-14

### INSURANCE

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<tr>
<th>Type</th>
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### Cafeteria Plan

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

### Part-Time Benefits

- Minimum FTE: 0.5
- Contribution: fte

### LEAVES

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<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
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### Other District Policies

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

### Severance Pay

- substitute, jury duty

### Palmyra Bennett (OR #1)

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- **Class Periods/Day:** 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Normal Teaching Load:** 7
- **Planning Time:** 50
- **Core Periods/Day:** 8
- **Multi-year Contract:** 12-13, 13-14

---

*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: 5
  - JH/MS: 8
  - ELEM: 8

- **Length of Teacher Day:** 6.83
- **Length of Student Day:** 6.33
- **Planning Time:** 123
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 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

### Insurance

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### Sabbatical

- **Yes**
- **SEVERANCE PAY:** Y

### Other District Policies

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### Salary Schedule Table

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**To view a complete version of this document, please refer to the original PDF.**
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM

## SALARY SCHEDULE
- **Base:** 31,525
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 31,525
  - JH/MS: 32,786
  - ELEM: 34,047
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 11-12, 12-13

### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - LTD
- **Carrier**
  - BC/BS
  - BC/BS
- **Option**
  - Standard Ins
- **Amount Paid by District**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Sp. or Dep. Dental
  - IRS 125: Y
  - Flex Accounts: Y
- **Cafeteria Plan**
  - Individ.
  - Depend.
  - Comments:
  - Deductible Reimbursement:

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

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

### OTHER LEAVES:

### PAWNEE CITY

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### FTE Teachers:
- **Starting Salary:**
  - HS: 31,525
  - JH/MS: 32,786
  - ELEM: 34,047
- **Rollback:**
- **Multi-year Contract:** 11-12, 12-13

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

### COMMENTS:
- Class Periods/Day: 8
- Contract Days: 185
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 49
- Normal Teaching Load: 7
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Rollback:
- Multi-year Contract: 11-12, 12-13
WORKING CONDITIONS
- Contract Days: 181
- FTE Teachers: 
  - HS
  - JH/MS
  - ELEM

Salaries:
- Starting Salary: 30,400
- 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
  - HEALTH: BC/BS 350D
  - DENTAL: BC/BS
  - PPO: 
  - LIFE:
- Insurance Options:
  - HEALTH: Individ. 1073.11, Dep. 1440.91
  - DENTAL: Individ. 22.92, Dep. 22.92

Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

Salary Schedule:
- Step: 1
  - Base: 30,400
  - Index: 1
  - Entry Level Step: 1(D)
  - Career Increments: N

Leaves:
- Type: Days/Year
  - SICK: 10
  - PERSONAL: 4
  - BEREAVEMENT: see sick lv.
  - PROFESSIONAL: 2
  - ADOPTION: see personal lv.
  - ASSOCIATION: 
  - SEVERANCE PAY: 

Other District Policies:
- Negotiated/P

Paxton

PAXTON

OTHER LEAVES:

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

NON-PARTICIPANT Cash-Sgl Prem $533.
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 29.88
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

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

**INSURANCE**

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**LEAVES**

- SICK: 12 Days/Year, 45 Accum., yes
- Type: PTO
- Personal PTO
- Bereavement PTO
- Professional as approved
- Adoption FMLA
- Association

**OTHER DISTRICT POLICIES**

- Sabbatical: No
- Severance Pay:

**OTHER DISTRICT BENEFITS**

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

**WORKING ENVIRONMENT**

- HS JH/MS ELEM

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**SCHEDULE**

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

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**Experience Allowed:** 5(D)

**Vertical Freeze:**

**Rollback:**

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

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**Cafeteria Plan**

**Options:**

**LIFE**

**Deductible Reimbursement:** Y

**LTD**

**NON-PARTICIPANT**

**Leaves**

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**Sabbatical:** No

**Severance Pay:**

**Other Leaves:**

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**Perkins County**

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### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 30,100
  - JH/MS: 31,605
  - ELEM: 33,110
- **Length of Teacher Day:** 7.5 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 45 minutes
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

### SALARY SCHEDULE
- **Base:** 30,100
- **Starting Salary:** 32,508
- **Career Increments:** N
- **Vertical Freeze:** Yes
- **Rollback:** Yes
- **Multi-year Contract:** Yes

### INSURANCE
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Cafeteria Plan**
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**

### LEAVES
- **Type**
- **Days/Year**
- **Accum.**
- **Depend. use**
- **Approval Needed**
- **Other**

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

### SEVERANCE PAY
- **PAY:**

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Plainview

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

Experience Allowed: all  
Career Increments: N  

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

SALARY SCHEDULE

Start: 31,050  
Index: 4.25 x 4.25

Plainview 1.15/7/2013

INSURANCE

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LEAVES

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OTHER DISTRICT POLICIES

Severance: N

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Only teachers compensated on BA+36 or BA+45 during 89-90 school yr. will be eligible to be paid 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:** 8.25
- **JH/MS:** 8.25
- **ELEM:** 7.5
- **Planning Time:** 48
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

## Salary Schedule
- **Base:** 31,300
- **Starting Salary:** 31,300
- **Entry Level Step:** 1
- **Career Increments:** N
- **Index:** 4 x 5

### Experience Allowed
- *exp allowed-5 yrs + 1/2 all yrs beyond 5

### Vertical Freeze
- Rollback: 85-86

### Multi-year Contract
- **Length of Teacher Day:** 8.25 8.25 8.25
- **Length of Student Day:** 7.5 7 4
- **Normal Teaching Load:** 6 3
- **Multi-year Contract:**

###-insurance
- **Type:** Carrier
- **Option:** Amount Paid by District
- **Couple - Benefits**

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

### Leaves
- **Type:** Days/Year
- **Accum.**
- **Approval**
- **Needed**

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**

### OTHER LEAVES:

### PLATTSMOUTH

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

Contract Days: 182  FTE Teachers: 5.15/7/2013
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 81 81 88
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 29,650  Entry Level Step: 1
Index: 4 x 4.25
Starting Salary: 29,650
Career Increments: N
03-04 freeze is also horizontal
Vertical Freeze: 03-04
Rollback:
Multi-year Contract: 12-13, 13-14

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
HEALTH BC/BS 600D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
DENTAL BC/BS 2 Ex 22.92 Individ. EE/Sp/Child
PPO: COMMENTS: 22.92 22.92 22.92 22.92
LIFE 600D H/A-Dent Individ. EE/Sp/Child
LTD Principal .0038 Sp. or Dep. Dental
NON-PARTICIPANT

LEAVES

Type Days/Year Accum. Depend. Approval Approval Needed Other
SICK 10 45 yes
PERSONAL 3 yes
BEREAVEMENT
PROFESSIONAL unl. yes
ADOPTION 6 weeks
ASSOCIATION
SABBATICAL: No

OTHER DISTRICT POLICIES

Negotiated/ Policy
Sick Bank: N
SEVERANCE PAY: Y

OTHER LEAVES:

PLEASANTON

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PLEASANTON

2012-2013

5.1
### Working Conditions
- Contract Days: 185
- FTE Teachers: 41.25
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 50 50 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Length of Teacher Day: 888
- Length of Student Day: 7.5 7.5
- Vertical Freeze: 87-88
- Rollback: 86-87
- Multi-year Contract: 12-13, 13-14

### Salary Schedule
- Base: 31,350
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 10

### Insurance
- **Type**
  - HEALTH
  - DENTAL
  - PPO
- **Carrier**
  - BCBS
  - BC/BS
- **Option**
  - H/A-Dent
  - Individ.
- **Amount Paid by District**
  - Init.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Couple - Benefits**
  - Individ.
  - Depend.
- **LTD**
  - Madison Nat'l
  - 0.0043
- **Non-Participant**
  - $715 Cafeteria
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Carrier**
  - BCBS
  - Individ.
  - BC/BS
  - Individ.
- **Insurance Options**
  - IRS 125: Y
  - Flex Accounts: Y
- **Cafeteria Plan**
  - Options:
  - H/A, TSA, Cash
- **Planning Time**
  - Vertical Freeze: 87-88
  - Rollback: 86-87

### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - SABBATICAL
- **Days/Year**
  - 8
  - 4
  - 3-5
  - 2
  - 2
- **Accum.**
  - 45
  - 8
- **Approval Needed**
  - Yes
  - Yes
  - No
  - Yes
  - Yes
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### Other District Policies
- **Severance Pay**

### Other Leaves

### Step Plan

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**Working Conditions**

**Contract Days:** 182

**FTE Teachers:**
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5

**Length of Teacher Day:** 7.5

**Planning Time:** 45

**Class Periods/Day:** 5

**Normal Teaching Load:** 4

**Salary Schedule**

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**Insurance**

**Type**
- HEALTH
- DENTAL
- LIFE
- LTD
- NON-PARTICIPANT

**Carrier**
- BC/BS
- 600D
- 2

**Option**
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- Sp. or Dep. Dental

**Amount Paid by District**
- Deductible Reimbursement
- Individ.: 22.92
- Depend.: 22.92

**Cafeteria Plan**
- Individ.: 22.92
- Depend.: 22.92

**Type Carrier**
- IRS 125:
- Flex Accounts:

**Leaves**

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**Other District Policies**

- **Negotiated/Policy**
- **Exists**
- **Severance Pay**

**Other Leaves**

---
WORKING CONDITIONS
- Contract Days: 190
- FTE Teachers: 1
- HS: 3
- JH/MS: 3
- ELEM: 3
- Length of Teacher Day: 7.5
- Length of Student Day: 6.75
- Planning Time: 60
- Class Periods/Day: 4
- Normal Teaching Load: 3

INDEX: 4 x 5

Experience Allowed: 10
Career Increments: Y

10-11: adv placement removed
Vertical Freeze: 86-87, 88-89, 12-13
Rollback: 85-86
Multi-year Contract:

LEAVES
- SICK: 11
- PERSONAL: 2-3
- BEREAVEMENT: 7
- PROFESSIONAL: 3
- ADOPTION: FMLA
- ASSOCIATION: 17
- SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
- OTHER LEAVES: Judicial/1 day pd.

RALSTON

Step | MA | MA+9 | MA+18 | MA+27 | MA+36 |
---|---|---|---|---|---|
1 | 32,000 | 33,600 | 35,200 | 36,800 | 38,400 |
2 | 33,280 | 34,880 | 36,480 | 38,080 | 39,680 |
3 | 34,560 | 36,160 | 37,760 | 39,360 | 40,960 |
4 | 35,840 | 37,440 | 39,040 | 40,640 | 42,240 |
5 | 37,120 | 38,720 | 40,320 | 41,920 | 43,520 |
6 | 38,400 | 40,000 | 41,600 | 43,200 | 44,800 |
7 | 39,680 | 41,280 | 42,880 | 44,480 | 46,080 |
8 | 40,960 | 42,560 | 44,160 | 45,760 | 47,360 |
9 | 42,240 | 43,840 | 45,440 | 47,040 | 48,640 |
10 | 43,520 | 45,120 | 46,720 | 48,320 | 50,000 |
11 | 44,800 | 46,400 | 48,000 | 49,600 | 51,200 |
12 | 46,080 | 47,680 | 49,280 | 50,880 | 52,480 |
13 | 47,360 | 49,000 | 50,600 | 52,200 | 53,800 |
14 | 48,640 | 50,360 | 52,000 | 53,600 | 55,200 |
15 | 49,920 | 51,640 | 53,240 | 54,840 | 56,440 |
16 | 51,200 | 52,920 | 54,520 | 56,120 | 57,720 |
17 | 52,480 | 54,120 | 55,720 | 57,320 | 58,920 |
18 | 53,760 | 55,400 | 57,000 | 58,600 | 60,200 |
19 | 55,040 | 56,640 | 58,240 | 60,520 | 62,120 |

EDSPEC:
- 1.00
- 1.05
- 1.10
- 1.15
- 1.20
- 1.25
- 1.30
- 1.35
- 1.40
- 1.45
- 1.50
- 1.55
- 1.60
- 1.65
- 1.70
- 1.75
- 1.80
- 1.85
- 1.90
- 1.95
- 2.00
- 2.05
- 2.10

INSURANCE

Type | Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
---|---|---|---|---|---|
HEALTH | BC/BS | 600D | 469.98 | 865.01 | Individ. or Dependent.
DENTAL | BC/BS | 2 | 22.23 | 22.12 | Individ. or Dependent.
PPO | * or 2 ind. hlth plus 83.33
LIFE | Madison Natl' | 3.80 | | | Deductible Reimbursement:
LTD | Madison Natl' | 0.0036 | | | Option:
NON-PARTICIPANT | $83.33 TSA | | | | Options:

INCOME

Entry Level Step: 1

INSURANCE

Type | Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
---|---|---|---|---|---|
HEALTH | BC/BS | 600D | 469.98 | 865.01 | Individ. or Dependent.
DENTAL | BC/BS | 2 | 22.23 | 22.12 | Individ. or Dependent.
PPO | * or 2 ind. hlth plus 83.33
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NON-PARTICIPANT | $83.33 TSA | | | | Options:

INCOME

Entry Level Step: 1

INSURANCE

Type | Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
---|---|---|---|---|---|
HEALTH | BC/BS | 600D | 469.98 | 865.01 | Individ. or Dependent.
DENTAL | BC/BS | 2 | 22.23 | 22.12 | Individ. or Dependent.
PPO | * or 2 ind. hlth plus 83.33
LIFE | Madison Natl' | 3.80 | | | Deductible Reimbursement:
LTD | Madison Natl' | 0.0036 | | | Option:
NON-PARTICIPANT | $83.33 TSA | | | | Options:

INCOME

Entry Level Step: 1

INSURANCE

Type | Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
---|---|---|---|---|---|
HEALTH | BC/BS | 600D | 469.98 | 865.01 | Individ. or Dependent.
DENTAL | BC/BS | 2 | 22.23 | 22.12 | Individ. or Dependent.
PPO | * or 2 ind. hlth plus 83.33
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INCOME

Entry Level Step: 1

INSURANCE

Type | Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
---|---|---|---|---|---|
HEALTH | BC/BS | 600D | 469.98 | 865.01 | Individ. or Dependent.
DENTAL | BC/BS | 2 | 22.23 | 22.12 | Individ. or Dependent.
PPO | * or 2 ind. hlth plus 83.33
LIFE | Madison Natl' | 3.80 | | | Deductible Reimbursement:
LTD | Madison Natl' | 0.0036 | | | Option:
NON-PARTICIPANT | $83.33 TSA | | | | Options:

INCOME

Entry Level Step: 1

INSURANCE

Type | Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
---|---|---|---|---|---|
HEALTH | BC/BS | 600D | 469.98 | 865.01 | Individ. or Dependent.
DENTAL | BC/BS | 2 | 22.23 | 22.12 | Individ. or Dependent.
PPO | * or 2 ind. hlth plus 83.33
LIFE | Madison Natl' | 3.80 | | | Deductible Reimbursement:
LTD | Madison Natl' | 0.0036 | | | Option:
NON-PARTICIPANT | $83.33 TSA | | | | Options:

INCOME

Entry Level Step: 1

INSURANCE

Type | Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
---|---|---|---|---|---|
HEALTH | BC/BS | 600D | 469.98 | 865.01 | Individ. or Dependent.
DENTAL | BC/BS | 2 | 22.23 | 22.12 | Individ. or Dependent.
PPO | * or 2 ind. hlth plus 83.33
LIFE | Madison Natl' | 3.80 | | | Deductible Reimbursement:
LTD | Madison Natl' | 0.0036 | | | Option:
NON-PARTICIPANT | $83.33 TSA | | | | Options:
WORKING CONDITIONS
Contract Days: 172  FTE Teachers: 28
HS  JH/MS  ELEM
Length of Teacher Day: 8.5  8.5  8.5
Length of Student Day: 8.25  8.25  8
Planning Time: 56  56  45
Class Periods/Day: 8  8
Normal Teaching Load: 7  7
Index: 4 x 4
Experience Allowed: all
Career Increments: N
*Each emp recs $108 in add'l salary
Vertical Freeze:
Rollback: 85-86
Multi-year Contract: 11-12, 12-13
Length of Teacher Day: 8.5  8.5  8.5
Length of Student Day: 8.25  8.25  8
Planning Time: 56  56  45
Class Periods/Day: 8  8
Normal Teaching Load: 7  7
Index: 4 x 4
Experience Allowed: all
Career Increments: N
*Each emp recs $108 in add'l salary
Vertical Freeze:
Rollback: 85-86
Multi-year Contract: 11-12, 12-13

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
HEALTH  BC/BS  600D  460.29  851.56  966.63  1297.93
DENTAL  BC/BS  3  47.39  47.39  47.39  47.39
LTD  Madison Nat'l  9.00* (thru sal)
NON-PARTICIPANT

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
SICK  10  50  yes
PERSONAL  2  yes
BEREAVEMENT  3 per occur.  10 max annually
PROFESSIONAL  1
ADOPION
ASSOCIATION
SABBATICAL:  Yes
SEVERANCE PAY:  No

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
Sick Bank:  N

OTHER LEAVES:

RANDOLPH

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RANDOLPH
### Working Conditions
- Contract Days: 185
- FTE Teachers: 41
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: 86-87
- Rollback: Multi-year Contract: 12-13, 13-14

### Salary Schedule
- Base: 31,025
- Starting Salary: 31,025
- Index: 4 x 5
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 1

### Payment Schedule

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### Cafeteria Plan
- Options: IRS 125: Y, Flex Accounts: Y
- Minimum FTE: 0.5
- Contribution: fee

### Benefits

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### Leaves
- SICK: 15, 10, 40, yes, Other Info: family use-10
- PERSONAL: 2, yes, accum. to 3
- BEREAVEMENT: 5, Bereavement/Emergency
- PROFESSIONAL: 5, yes
- ADOPTION: yes
- ASSOCIATION: Yes
- SABBATICAL: Yes
- SEVERANCE PAY:

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

### Salary Schedule Table

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09-10: BA + 9 removed from schedule (Staff grandfathered). MA column added
### Working Conditions
- Contract Days: 186
- FTE Teachers: 4

### Salary Schedule
- Base: $33,300
- Index: 4 x 5
- Entry Level Step: 1
- Experience Allowed: 6 (D)
- Career Increments: Y
- Long: 11-20 yr, $350; 21-30, $600; 31-?, $850 bonus
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

### Insuranc
- HEALTH | Carrier | Option | Amount Paid by District
- HC/BS | 350D | 511.00 | 511.00 | 511.00 | 511.00 | Ind. Health
- DENTAL | BC/BS | 2 | 22.92 | 22.92 | 22.92 | 22.92 | IRS 125: Y
- Life | Fortis | (+B) | Deductible Reimbursement: Y 12.50/mo
- LTD | | | Minimum FTE: 0.51

### Leaves
- **Sick:**
  - Days/Year: 45
  - Other Info: Unused pers days over 45 paid @ $30/day in June
- **Personal:**
  - Days/Year: Yes
  - Other Info: from sick lv
- ** Bereavement:**
  - Days/Year: 5
  - Other Info: from sick lv
- **Professional:**
  - Days/Year: Yes
  - Other Info: adm. disc.
- **Auction:**
  - Days/Year: Yes
  - Other Info: Needed
- **Sabbatical:** Yes

### Contract Days:
- 186
- Base: 33,300
- MA: 43,290
- MA+: 44,955
- DOC: 50,616

### Cafeteria Plan
- Individ. Depend.
- **Options:**
  - IRS 125: Y
  - Professional Growth: Y
  - Reduction in Force: Y

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

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

- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- **Length of Teacher Day:** 7.82
- **Length of Student Day:** 7.82
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
  - Multi-year Contract: 12-13, 13-14

## SALARY SCHEDULE

- **Base:** 30,250
- **Index:** 4 x 4
- **Starting Salary:** 30,250
- **Career Increments:** N
- **Experience Allowed:** 12

### Vertical Freeze:

### Rollback:

### Multi-year Contract:

## INSURANCE

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## LEAVES

### SICK
- Days/Year: 9
- Accum.: 40
- Depend. use: yes
- Approval Needed: yes

### PERSONAL
- Days/Year: 3
- Accum.: yes

### BEREAVEMENT
- Days/Year: 5

### PROFESSIONAL
- Days/Year: 4
- Accum.: yes

### ADOPTION
- Days/Year: supt. disc.

### ASSOCIATION
- Days/Year: G/T

### SABBATICAL:

### SEVERANCE PAY:

## OTHER DISTRICT POLICIES

### Cafeteria Plan
- **Individ.** Depend.
- **Options:**
  - IRS 125:
  - Flex Accounts:
- **PART-TIME BENEFITS**
  - Minimum FTE: 0.8
  - Contribution: full

## OTHER LEAVES:

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### CONTRACT DAYS

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**WORKING CONDITIONS**

- Contract Days: 182
- FTE Teachers: 22.92
- Base: 29,700
- Index: 4.25 x 4.25
- Starting Salary: 1
- Career Increments: N
- Experience Allowed: all
- Length of Teacher Day: 8
- ELEM: 8
- Vertical Freeze: 97-98/98-99
- Length of Student Day: 7.5
- 7.5
- Planning Time: 50
- 45
- Rollback: 97-98/98-99/01-02
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Multi-year Contract: 12-13, 13-14

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**ROCK COUNTY**

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### WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 186
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback: 88-89
- Experience Allowed: 5
- Career Increments: N
- Index: 4 x 5

### SALARY SCHEDULE
- Base: 28,350
- Entry Level Step: 1
- Starting Salary: 28,350
- Index: 4 x 5
- Career Increments: N
- Experience Allowed: 5

### INSURANCE
- Type: HEALTH, DENTAL
- Carrier: BC/BS, BC/BS
- Option: 600D, 2
- Amount Paid by District: 460.29, 22.92
- Couple - Benefits: 851.56, 22.92
- Sp or Dep Dental: 966.63, 22.92
- Deductible Reimbursement: 1297.93, 22.92
- Cafeteria Plan: Individ., Depend.
- Options: 25.19 or 41.71
- IRS 125: Flex Accounts
- PART-TIME BENEFITS
- Minimum FTE: 0.5
- Cafeteria Plan: Individ., Depend.

### LEAVES
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 10, 5, 2, 2, 2
- Accum.: 40, 100, 5, 5, 5
- Approval: Yes, Yes, Yes, Yes, Yes
- Other: PTO-10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs
- Other Info: PTO-10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs
- Personal Separation: Yes
- Voluntary Separation: N
- Professional Growth: Y
- Reduction in Force: N
- Sick Bank: Y
- SEVERANCE PAY: Y

### OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- FTE Teachers: 186
- Starting Salary: 28,350
- Contract Days: 186
- Base: 28,350
- Index: 4 x 5

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Planning Time:** 52 45 45
- **Class Periods/Day:** 8 8
- **Normal Teaching Load:** 7 7
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 31,200
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 31,200
  - JH/MS: 32,448
  - ELEM: 33,696
- **Career Increments:** N
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:** 90-91
- **Rollback:**

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### Personal
- 1/2 sub pay/day over 50
- Other Info:

### Professional
- Adm. disc.

### Adoption
- 15

### Association
- Supt. disc.

### Sabbatical
- No

### Severeance Pay

### Other Leaves:

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

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

### SanTEE

### Salary Schedule Table

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### Comments
- Deductible Reimbursement:
- Cafeteria Plan:
- Minimum FTE:
- District:
- Contribution:
### Working Conditions
- **Contract Days:** 182
- **FTE Teachers:** 182
- **Length of Teacher Day:**
  - HS: 8:25
  - JH/MS: 8:25
  - ELEM: 8:25
- **Length of Student Day:**
  - Normal Teaching Load: 7:7
  - Class Periods/Day: 8
  - Planning Time: 50
- **Salary Schedule**
- **Salary:**
  - Step BA: 29,500
  - Step BA+3: 31,350
  - Step BA+6: 33,275
  - Step BA+9: 35,200
  - Step MA: 37,125
  - Step MA+1: 39,050
- **Salary Schedule:**
  - Step BA: 28,500
  - Step BA+3: 30,325
  - Step BA+6: 32,150
  - Step BA+9: 33,975
  - Step MA: 35,800
  - Step MA+1: 37,625
  - Step MA+3: 39,450

### Insurance
- **Type:**
  - Health: BC/BS
  - Dental: BC/BS
  - Life: Principal
  - LTD: Principal
  - Cafeteria Plan: Y

### Leaves
- **Sick:**
  - Days: 10
  - Accum.: 35
  - Days/Year: 35
  - Use: Yes
  - Approval: Yes
- **Personal:**
  - Days: 3
  - Use: Yes
  - Approval: Yes
- **Personal Leave:**
  - Days: 2
  - Approval: Yes
- **Voluntary Separation:**
  - Days: 2
  - Approval: Yes
- **Grievance:**
  - Days: 2
  - Approval: Yes
- **Professional Growth:**
  - Days: 1
  - Approval: Yes
- **Reduction in Force:**
  - Days: 1
  - Approval: Yes

### Other District Policies
- **Negotiated/Policy:**
  - Exits:
  - **Benefits:**
    - IRS 125: Y
    - Flex Accounts: Y
  - **Minimum FTE:** 0.5
  - **Contribution:**

### Sargent
- **2012-2013**
- **FTE Teachers:** 182
- **Contract Days:** 182
- **Base:** 28,500

### Cafeteria Plan
- **Type:**
  - Individual: BC/BS
  - Dependent: BC/BS
  - Deductible Reimbursement: Y
  - Amount Paid by District:
    - Individual: 250
    - Spouse/Child: 250

### sailor
- **Insurance:**
  - **Type:**
    - Health: BC/BS
    - Dental: BC/BS
    - Life: Principal
    - LTD: Principal
  - **Coverage:**
    - BC/BS
    - Principal
  - **Option:**
    - Sp. or Dep. Dental
    - IRS 125

### Other Leaves
- **Sabbatical:**
  - Days: 0
  - Approval: Yes
- **Severance Pay:**
  - Days: 0
  - Approval: Yes

### Comments
- **Contract Days:** 182
- **FTE Teachers:** 182
- **Base:** 28,500
- **Index:** 4 x 5
- **Entry Level Step:** 0

### Vertical Freeze
- **Rollback:** 12-13, 13-14
- **Multi-year Contract:** 12-13, 13-14
## Schuyler Community

### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8 hours and 8 minutes
- **Length of Student Day:** 7 hours and 40 minutes
- **Planning Time:** 90 minutes
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3
- **Index:** 4 x 5
- **Experience Allowed:** All
- **Career Increments:** Y
- **Starting Salary:** $31,275
- **Salary Increase for New Teachers:** $1,000
- **Index Level Step:** 1
- **Negotiated:** BASE 100

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<td>43,785</td>
<td>45,349</td>
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### Cafeteria Plan

- **INDIVIDUALS:** Ind or Dep Dental
- **DEPENDENT:** IRS 125

### Leaves

- **SICK:** 11 days/year, 50% use, 100% needed
- **PERSONAL:** 5 days/ year, 100% use, addtl with admin perm
- **BEREAVEMENT:** 3 days/year, 100% use
- **PROFESSIONAL:** 5 days/year, 100% use, addtl with admin perm

### Seperation Pay

- **SEVERANCE PAY:** 100% of salary for 12 months

### SCAULYER COMMUNITY

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### Part-Time Benefits

- **Minimum FTE:** 0.5

### Other District Policies

- **Exist:**
  - Voluntary Separation:
  - Grievance:
  - Professional Growth:
  - Reduction in Force:
  - Sick Bank:

- **Negotiated/Policy:**
  - Exists
  - Y
  - N

### Employment benefits:

- **Base:** $31,275
- **Index:** 1.00
- **Career Increments:** Y
- **Starting Salary:** $31,275
- **Salary Increase for New Teachers:** $1,000
- **Index Level Step:** 1

---

**5/7/2013**

**2012-2013**

**Schuyler Community**
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 73
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: N/A
- Rollback: N/A
- Multi-year Contract: N/A

**SALARY SCHEDULE**

- Base: 31,300
- Starting Salary: 31,300
- Career Increments: N
- Experience Allowed: all

**INSURANCE**

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**LEAVES**

- SICK: 10 45 yes
- PERSONAL: 2+1 yes 1-sub deduct
- BEREAVEMENT: 5+5 add'l 5 from sick lv.
- PROFESSIONAL: unl. yes
- ADOPTION: unl.
- ASSOCIATION: unl.

**OTHER LEAVES:**

**SCN UNIFIED DISTRICT #5**

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**Cafeteria Plan**

- Individ.: Depends.
- Options: Sp. or Dep. Dental
- Minimum FTE: 0.5
- Contribution: fte

**OTHER DISTRICT POLICIES**

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<thead>
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**SEVERANCE PAY:** Y

**Comments:**

- Class Periods/Day: 8
- Length of Student Day: 7.25
- Normal Teaching Load: 7
## WORKING CONDITIONS
- Contract Days: 187
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 6.33
- Length of Student Day: 6.5
- Planning Time: 90 45 50
- Class Periods/Day: 4 9
- Normal Teaching Load: 3 8

## SALARY SCHEDULE
- Starting Salary: 31,950
- Career Increments: N
- Vertical Freeze: 87-88
- Rollback:
- Multi-year Contract: 12-13, 13-14

## INSURANCE
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## LEAVES
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## OTHER DISTRICT POLICIES
- SICK: Yes
- PERSONAL: Yes
- BEREAVEMENT: Yes
- PROFESSIONAL: admin disc
- ADOPTION:
- ASSOCIATION: 5
- SABBATICAL: Yes

## OTHER LEAVES:
- Emergency-1 from sick lv.

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 2012-2013
- HS: 8.25
- JH/MS: 8.25
- ELEM: 8.25
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 12-13, 13-14
- Vertical Freeze:
- Rollback:

### SALARY SCHEDULE
- Base: 31,000
- Starting Salary: 31,000
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 5

### INSURANCE
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### LEAVES
- **SICK:**
  - Days/Year: 10
  - Accum.: 35
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info: reimb. $45/day over 25 up to 35

- **PERSONAL:**
  - Days/Year: 2
  - Depend. use: yes from sick lv.

- **BEREAVEMENT:**
  - Days/Year: +2 days from sick lv.
  - Approval Needed: yes

- **PROFESSIONAL:**
  - Days/Year: admin. disc.
  - Approval Needed: yes

- **ADOPTION:**
  - Days/Year: admin. disc.
  - Approval Needed: yes

- **ASSOCIATION:**
  - Days/Year: admin. disc.
  - Approval Needed: yes

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

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

### SCAFFOLDING

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2012-2013

**WORKING CONDITIONS**

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**SALARY SCHEDULE**

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- 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**

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**LEAVES**

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| SABBATICAL | Yes |
| SEVERANCE PAY | Y |

**OTHER DISTRICT POLICIES**

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|      |          |          |          |       |       |
| SEDGE | 10        | 50      | yes      |       |  |
| Other Info: $20/day over 50 |
| PERSONAL | see sick lv | yes |         |       |  |
| BEREAVERS | see sick lv |     |         |       |  |
| PROFESSIONAL | 9 | yes | admin. disc. | |
| ADOPTION | 10        | 5-pd; 5-sub.ded. | |   |  |
| ASSOCIATION | 3 (Pres.) |            |         |       |  |

| SABBATICAL | Yes |
| SEVERANCE PAY | Y |

**OTHER LEAVES:**

|      |          |          |          |       |       |
| SEDGE | 10        | 50      | yes      |       |  |
| Other Info: $20/day over 50 |
| PERSONAL | see sick lv | yes |         |       |  |
| BEREAVERS | see sick lv |     |         |       |  |
| PROFESSIONAL | 9 | yes | admin. disc. | |
| ADOPTION | 10        | 5-pd; 5-sub.ded. | |   |  |
| ASSOCIATION | 3 (Pres.) |            |         |       |  |

| SABBATICAL | Yes |
| SEVERANCE PAY | Y |

**BA 45 eliminated, current staff is grandfathered**
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 205
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 6.75
- Length of Student Day: 6.75
- Planning Time: 52 44 45
- Class Periods/Day: 7 7
- Normal Teaching Load: 6 6

**SALARY SCHEDULE**

- Base: 31,600
- Starting Salary: 31,600
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**Index:** 4.5 x 4

**INSURANCE**

- **Type Carrier**: H/A-Dent Indiv. EE/Child EE/Spouse EE/Sp/Child
- **Cafeteria Plan**: Individ. Depend.
- **Options**: IRS 125:
  - Flex Accounts:

- **HEALTH**
  - BC/BS: 600D
  - Deductible Reimbursement:

- **DENTAL**
  - BC/BS: 2
  - Deductible Reimbursement:

- **LIFE**:

- **LTD**:

- **NON-PARTICIPANT**

**LEAVES**

- **Type**: SICK
  - Days/Year: 10
  - Accum.: 35
  - Depend. Approval: yes 1-w/approved; 1 - not
  - Other: $20/day over 35 days @ end of yr

- **Type**: PERSONAL
  - Days/Year: 2
  - Accum.: 1 addtl. w/appr.
  - Other Info: 1-w/approval; 1 - not

- **Type**: BEREAVEMENT
  - Days/Year: 3+2
  - Accum.: 2 from sick leave
  - Other: 2 from sick leave

- **Type**: PROFESSIONAL
  - Days/Year: 1
  - Accum.: yes 1 addtl. w/appr.
  - Other: 1 - w/approval; 1 - not

- **Type**: ADOPTION
  - Days/Year: 1
  - Accum.: 1 addtl. w/appr.
  - Other: 1 - w/approval; 1 - not

- **Type**: ASSOCIATION
  - Days/Year: 3
  - Accum.: 1 addtl. w/appr.
  - Other: 1 - w/approval; 1 - not

- **Type**: SABBATICAL
  - Days/Year: 1
  - Accum.: 1 addtl. w/appr.
  - Other: 1 - w/approval; 1 - not

**OTHER DISTRICT POLICIES**

- **NEGOTIATED/ EXIST**
  - **Policy**:

**OTHER LEAVES**

- **SHELBY - RISING CITY**

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### Working Conditions
- Contract Days: 181
- FTE Teachers:  
  - HS
  - JH/MS
  - ELEM

### Salary Schedule
- Base: 30,000
- Index: 4 x 5
- Starting Salary:  
- Career Increments: N
- Experience Allowed: 10
- BA+36 grandfathered prior to 92-93/added back in 98-99
- BA+36
- Vertical Freeze:
- Rollback:

### Length of Teacher Day
- 7.5
- 7.5
- 7.5

### Length of Student Day
- 8
- 8

### Normal Teaching Load
- 7
- 7

### Leaves
- **Sick**: 13 days/year, reimb $35/day
- **Personal**: 2 days/year, reimb daily rate of pay
- **Bereavement**: from sick or personal
- **Professional**: 2 days/year
- **Adoption**: see sick leave
- **Association**: 

### Insurane
- **Health**:  
  - Type: Carrier
  - Option: Amount Paid by District
  - Couple - Benefits
  - Individual
  - Dependable

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

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

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

### Severance Pay

#### Other Leaves

### Shelton Salary Schedule

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**Note**: 08-09 yrs exp from 5 yrs to 10 yrs, staff hired prior to 08-09 rec credit for up to 10 yrs exp.
WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 22
- 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

SHICKLEY 2012-2013

INCENTIVES
- Index: 4 x 4
- Starting Salary: 31,250
- Career Increments: N
- Vertical Freeze:
- Rollback:
- 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

INSURANCE
- HEALTH: BC/BS
  - Carrier: 600D
  - Option: Individ. EE/Child
  - Amount Paid by District: 460.29 851.56
  - Couple: 966.63 1297.93
  - Options: 25.19 or 41.71
- DENTAL: BC/BS
  - Carrier: 2
  - Option: Individ. EE/Child
  - Amount Paid by District: 22.92 22.92
  - Couple: 22.92 22.92

LEAVES
- SICK: 9 days/year
  - Depend. use: yes
  - Approval Needed: yes

OTHER DISTRICT POLICIES
- SABBATICAL: No
- SEVERANCE PAY:

SHICKLEY 2012-2013 3.1

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 6.38 hours
- **Planning Time:** 47 hours
- **Class Periods/Day:** 8 periods
- **Normal Teaching Load:** 7 periods
- **Vertical Freeze:** 88-89
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### Salary Schedule
- **Base:** $31,725
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - Entry Level Step: 0
- **Career Increments:** Y
- **Experience Allowed:** all
- **Length of Teacher Day:** 888
- **Length of Student Day:** 6.38
- **Normal Teaching Load:** 77
- **Planning Time:** 47
- **Class Periods/Day:** 8
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### Insurance
- **Health Carrier:**
  - BC/BS: 600D, 460.29, 851.56, 966.63, 1279.93
- **Dental Carrier:**
  - BC/BS: 22.92, 22.92, 22.92, 22.92

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

### Leaves
- **Sick:** 10 days, 1-nos, 1-yes
- **Personal:** 2 days w/sub. ded., add'l. w/out
- **Bereavement:** 3 days w/sub. ded.
- **Professional:** 2 days w/sub. ded.
- **Adoption:** see sick lv.
- **Association:** see prof. lv.
- **Sabbatical:** Yes

### Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
  - **BA+36**
  - **Negotiated/Policy:**
    - **Exists:**
      - **Sabbatical:** Yes

### Siddney
- **Base:** $31,725
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - Entry Level Step: 0
- **Career Increments:** Y
- **Experience Allowed:** all
- **Length of Teacher Day:** 888
- **Length of Student Day:** 6.38
- **Normal Teaching Load:** 77
- **Planning Time:** 47
- **Class Periods/Day:** 8
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### Other Leaves
- **Maternity - 15 days**

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

### Salary Schedule Table

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### Cafeteria Plan
- **Type:**
  - **Carrier:**
    - **Option:**
      - **Amount Paid by District:**
        - **Couple - Benefits:**
          - **Individ.**
          - **Depend.**
          - **Options:**

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

### Comments
- **Type:**
  - **Carrier:**
  - **Option:**
  - **Amount Paid by District:**
  - **Couple - Benefits:**
    - **Individ.**
    - **Depend.**
    - **Options:**

### Leaves
- **Type:**
- **Days/Year:**
- **Accum. use:**
- **Needed:**
- **Approval:**
- ** Depend.**
- ** Approval Needed**
- **Other:**

### Severance Pay
- **Y**
WORKING CONDITIONS
Contract Days: 183
FTE Teachers: 27

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

Salary Schedule
Base: 30,900
Index: 4 x 4
Index: 4 x 4

Experience Allowed: N
Career Increments: N

INDEX: 4 x 4
Experience Allowed: 5
Career Increments: N

Vertical Freeze:
Rollback:

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

Insurance
Type
Option
Amount Paid by District
Couple - Benefits
Cafeteria Plan

HEALTH
BC/BS
600D
460.29
851.56
966.63
1297.93
Sp. or Dep. Dental
Sp. or Dep. Dental

DENTAL
BC/BS
2
22.92
22.92
22.92
22.92

PPO:
COMMENTS:

LIFE

LTD

NON-PARTICIPANT

Leaves
Type
Days/Year
Accum. Use
Approval Needed

SICK
10
40
Yes

PERSONAL
3
Yes
trade 4 sick for 2 pers.

BEREAVEMENT

PROFESSIONAL
2
Yes
trade 4 sick for 1 prof.

ADOPTION

ASSOCIATION

SABBATICAL:
No

SEVERANCE PAY:

Other District Policies
Negotiated/Policy

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

2
32,136
33,372
34,608
35,844
37,080
38,316
39,552
40,788

3
33,372
34,608
35,844
37,080
38,316
39,552
40,788
42,024

4
34,608
35,844
37,080
38,316
39,552
40,788
42,024
43,260

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37,080
38,316
39,552
40,788
42,024
43,260
44,496

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37,080
38,316
39,552
40,788
42,024
43,260
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55,820
57,352

12
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54,384
55,616
56,948
58,280

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56,948
58,280
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Step
BA
BA+9
BA+18
BA+27
BA+36
MA
MA+9
MA+18

1
30,900
32,136
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Notes:

Negotiated/Policy

Minimum FTE: 0

Contribution: fte

Other Info: reimb. max. 10 over 40 @ eoy (1/2 sub rate)
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<td>Deductible Reimbursement:</td>
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| LEAVES | 10 |
| Type | Days/Year | Accum. | Depend. use | Approval Needed | Other |
| SICK | 10 | 45 | yes |
| PERSONAL | 3 | yes | +2 sub rate |
| BEREAVEMENT | 2 | yes |
| PROFESSIONAL | 2 | yes |

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**WORKING CONDITIONS**

- **Contract Days:** 184
- **FTE Teachers:** 23.5
- **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:** 30,700
- **Starting Salary:** 30,700
- **Career Increments:** N
- **Experience Allowed:** all
- **Length of Student Day:** 7.5 7.5 7.5
- **Vertical Freeze:** 95-96

**INSURANCE**

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<td>Sp. or Dep. Dental</td>
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**LEAVES**

- **Days/Year**
- **Accum.**
- **Depend. use**
- **Approval**
- **Needed**
- **Other**

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**OTHER DISTRICT POLICIES**

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**Cafeteria Plan**

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**OTHER LEAVES:**

- **SEVERANCE PAY:** Y

- **SOUTH PLATTE:**

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WORKING CONDITIONS
Contract Days: 186
FTE Teachers: 2012-2013

Length of Teacher Day: 7.5
JH/MS: 7.7
ELEM: 7.5

Length of Student Day: 7.25
Planning Time: 76
Class Periods/Day: 8
Normal Teaching Load: 6

2012-2013
South Sarpy Dist 46

Experience Allowed: all
Career Increments: Y

Index: 5 x 3
Long.-3% after 5 yrs. on MA+36-3% every 5 yrs.
Vertical Freeze: 85-86, 86-87, 92-93
Rollback:

Starter Salary: 31,575
Entry Level Step: 1

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)

INSURANCE
Type Carrier Option Amount Paid by District
H/A-Dent
Indiv. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 600D 460.29 851.56 966.63 1366.24
DENTAL BC/BS 2 22.92 22.92 22.92 22.92
PPO: COMMENTS: Sp. or Dep. Dental
LIFE Madison Nat'l 4.40
LTD .004 (thru sal)
NON-PARTICIPANT

LEAVES
Type Days/Year
SICK 10 60
PERSONAL 2
BEREAVEMENT unil.
PROFESSIONAL unil.
ADOPTION 10
ASSOCIATION 3

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exits

OTHER LEAVES: Emergency as needed

SARPY DIST. #46
Step BA BA+9 BA+18 BA+27 BA+36
1 31,575 32,522 33,470 34,417 35,364
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3 34,733 35,680 36,627 37,574 38,522
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5 37,890 38,837 39,785 40,732 41,679
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1.81 1.84
12 52,730 53,678 54,625 55,572 56,519
1.70 1.73 1.76 1.79
1.87 1.91
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14 55,887 56,835 57,782 58,730 59,677
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1.94
15 57,465 58,412 59,360 60,308 61,256
1.94

5/7/2013
South Sarpy Dist 46

Index: 5 x 3
Starting Salary: 31,575
Entry Level Step: 1

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
- Length of Teacher Day: 8
- Length of Student Day: 7.17
- Class Periods/Day: 4
- Normal Teaching Load: 3
- Vertical Freeze: 01-02
- Rollback: 01-02
- Multi-year Contract: 11-12, 12-13

## Salary Schedule
- Base: 32,613
- Index: 4 x 5
- Entry Level Step: 1
- Experience Allowed: 10
- Career Increments: N

### Index

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## Insurance

### Cafeteria Plan
- Individ., Depend.
- Options: H/A, TSA, Cash

### Health
- Carrier: BC/BS
- Type: 600D/2850D

### Dental
- Carrier: BC/BS
- Type: 1

### Life
- Carrier: Guardian
- Type: H/A-Dent

### LTD
- Carrier: Non-Participant
- Type: $600 TSA

## Leaves

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## Other District Policies

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

## Sabbatical
- Yes

## Severance Pay
- Yes

## Other Leaves
- 1 emergency day/mo.
### Working Conditions
- **Contract Days:** 182
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.25
- **Planning Time:** 73
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 12-13, 13-14

### Salary Schedule
- **Base:** 30,857
- **Index:** 4 x 4
- **Starting Salary:**
  - Step 1: 30,857
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### InsurancE
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### Leaves
- **SICK:**
  - Days/Year: 10
  - Accumulation: 50
  - Depend. Use: yes
  - Approval Needed: from sick leave
- **PERSONAL:**
  - Days/Year: 3
  - Depend. Use: yes
  - Approval Needed: yes
- **BEREAVEMENT:**
  - Days/Year: 3
  - Depend. Use: yes
  - Approval Needed: yes
- **PROFESSIONAL ASSOCIATION:**
  - Days/Year: unlim.
  - Depend. Use: yes
  - Approval Needed: with approval
- **ADOPTION:**
  - Days/Year: unlim.
  - Depend. Use: yes
  - Approval Needed: yes
- **OTHER LEAVES:**
  - Type: SEVERANCE PAY
  - Negotiated/Policy: Existed

### Other Policies
- **SOUTHERN (WYMORE):**
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### Cafeteria Plan
- **Individ.:** 22.92
- **Depend.:** 22.92

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

### Other District Policies
- **SEVERANCE PAY:** Y

---

### Notes
- **Extended: Existed**
- **Negotiated:** Policy

---

### Class Periods/Day
- **8**

### Length of Student Day
- **7.5**

### Planning Time
- **73**
WORKING CONDITIONS
Contract Days: 183
FTE Teachers: 20
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: 30,350
Index: 4 x 4
Starting Salary: 30,350
Entry Level Step: 1(D)
Career Increments: Y
Experience Allowed: 4
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/SpChild
HEALTH BC/BS 800D 444.77 822.85 934.03 1254.17
DENTAL BC/BS 2 22.92 42.38 48.11 64.63
PPO COMMENTS:
LIFE
LTD Unknown
NON-PARTICIPANT

PLANNING TIME:

SOUTHERN VALLEY

FTE Teachers: 20

WORKING CONDITIONS
Contract Days: 183
FTE Teachers: 20
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: 30,350
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INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/SpChild
HEALTH BC/BS 800D 444.77 822.85 934.03 1254.17
DENTAL BC/BS 2 22.92 42.38 48.11 64.63
PPO COMMENTS:
LIFE
LTD Unknown
NON-PARTICIPANT

PLANNING TIME:
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 2012-2013
  - JH/MS: 2012-2013
  - ELEM: 2012-2013
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 7.25 hours
- **Planning Time:** 54 minutes
- **Class Periods/Day:** 8 periods/day
- **Normal Teaching Load:** 6 periods/day

### Salary Schedule
- **Base:** 30,000
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 30,000
  - JH/MS: 31,200
  - ELEM: 32,400
- **Career Increments:** N
- **Experience Allowed:** 17
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### Vertical Freeze

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

### Leaves
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - SEVERANCE PAY

### Insurance
- **Type:**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
  - NON-PARTICIPANT

### Cafeteria Plan
- **Type Carrier:**
  - **Option:**
  - **Amount Paid by District:**
    - H/A-Dent: 22.92
    - EE/Child: 22.92
    - EE/Spouse: 22.92
    - EE/Sp/Child: 22.92
  - **Couple - Benefits:**
    - Sp. or Dep. Dental: 1.08

### Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
  - **Effective:**
  - **Comments:**
    - Deductible Reimbursement:
    - IRS 125:

### Other Leaves
- **Other Leaves:**
  - **SEVERANCE PAY:**
  - **OTHER LEAVES:**
    - **Class Periods/Day:** 8 periods/day
    - **Contract Days:** 183
    - **Base:** 30,000
    - **Index:** 4 x 4
    - **Starting Salary:**
      - HS: 30,000
      - JH/MS: 31,200
      - ELEM: 32,400
    - **Career Increments:** N
    - **Experience Allowed:** 17
    - **Vertical Freeze:**
    - **Rollback:**
    - **Multi-year Contract:** 12-13, 13-14
**WORKING CONDITIONS**

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**SALARY SCHEDULE**

| Base: | 27,600 |
| Index: | 4 x 5 |
| Entry Level Step: | 1 |
| Career Increments: | Y |
| Experience Allowed: | all |
| Vertical Freeze: | 85-86 |
| Rollback: |
| Multi-year Contract: | 11-12, 12-13 |

**INSURANCE**

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<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>600D</td>
<td>484.52 896.38 1017.50 1366.24</td>
<td>125 Plan</td>
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<td>DENTAL</td>
<td>BC/BS</td>
<td>2</td>
<td>22.92 22.92 22.92 22.92</td>
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<tr>
<td>LIFE</td>
<td>Omaha Life</td>
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**LEAVES**

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**SABBATICAL: Yes**

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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**SPALDING**

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**Cafeteria Plan**

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<th>Option</th>
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<tbody>
<tr>
<td>HEALTH</td>
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<td>22.92 22.92 22.92 22.92</td>
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**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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**SABBATICAL: Yes**

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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**SABBATICAL: Yes**

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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**SABBATICAL: Yes**

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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**SABBATICAL: Yes**

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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WORKING CONDITIONS
Contract Days: 183
FTE Teachers: 65

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

Experience Allowed: all
Career Increments: N
Vertical Freeze: 
Rollback: 
Multi-year Contract: 12-13, 13-14

INSURANCE
Type | Carrier | Option | Amount Paid by District | Couple - Benefits
--- | --- | --- | --- | ---
HEALTH | BC/BS | 600D | 460.29 851.56 966.63 1,297.93 | Sp. or Dep. Dental
DENTAL | BC/BS | 2 | 22.92 | 22.92 22.92 22.92
LIFE | | | | 

LEAVES
Type | Days/Year | Accum. | Depend. | Approval | Other
--- | --- | --- | --- | --- | ---
SICK | 12,10 | 35 | yes | | 
PERSONAL | 2 | yes | 2 sick lv = 1 add'l | 
BEREAVEMENT | from sick lv | yes | | | 
PROFESSIONAL | supt. disc. | | | | 
ADOPTION | | | | | 
ASSOCIATION | | | | | 

SABBATICAL: No

OTHER DISTRICT POLICIES
Negotiated/Policy
Exists

OTHER LEAVES: Paternity Leave - 30 consec. Days

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88-89 yrs exp changed from 5 to all
## WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 
  - HS: 8
  - JH/MS: 7
  - ELEM: 7
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

## SALARY SCHEDULE
- Base: 31,100
- Starting Salary: 31,100
- Career Increments: N
- Experience Allowed: 5(D)
- Entry Level Step: 1
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

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

## SABBATICAL
- Yes

## SEVERANCE PAY:

### ST. PAUL

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**WORKING CONDITIONS**
- Contract Days: 186
- FTE Teachers: 39
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6

**SALARY SCHEDULE**
- Base: 31,200
- Starting Salary: 31,200
- Career Increments: N
- Vertical Freeze: 96-97
- Multi-year Contract: 11-12, 12-13

**Insurance**
- Type: HEALTH
- Carrier: BC/BS
- Option: 600D
- Type: DENTAL
- Carrier: BC/BS
- Option: 2
- Type: LIFE
- Carrier: Madison Nat'l
- Option: 2.55
- Type: LTD
- Option: NON-PARTICIPANT

**Cafeteria Plan**
- Type: Health
- Carrier: BC/BS
- Option: 600D
- Amount Paid by District: Individ. EE/Child EE/Spouse EE/Sp/Child
- Couple - Benefits: 266.96

**LEAVES**
- Type: SICK
- Days/Year: 10
- Accum.: 45
- Depend. use: yes
- Approval Needed: yes
- Other Info: $10/day over 45 at EOY, 5 days use for fam

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

**STANTON**

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**SEVERANCE PAY**
- Negotiated/Policy: Exists

**OTHER LEAVES:**
## Working Conditions
- **Contract Days:** 182
- **FTE Teachers:** Stapleton

## Salary Schedule
- **Base:** 29,750
- **Index:** 4 x 5
- **Starting Salary:**
  - HS: 23.61
  - JH/MS: 23.61
  - ELEM: 23.61

## Experience Allowed
- **Career Increments:** N
- **Index:** 4 x 5

## Career Increments

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

## Leaves

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## Other District Policies

### Negotiated/Policy
- **Exists:**
- **Policy:**

## Severeance Pay

## Other Leaves

### stapleton

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## Work Conditions
- **Contract Days:** 185
- **FTE Teachers:** 22
- **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
- **Multi-year Contract:** 11-12, 12-13
- **Index:** 4 x 4
- **Experience Allowed:** 5
- **Career Increments:** Y
- **Vertical Freeze:**
- **Rollback:**

## Salary Schedule
- **Base:** 31,050
- **Entry Level Step:** 0
- **Starting Salary:** 31,050
- **Career Increments:** Y
- **Experience Allowed:** 5

## Insuranc
- **Type:**
  - **Health:** BC/BS
    - Carrier: 600D
    - Amount Paid by District: 484.52
  - **Dental:** BC/BS
    - Carrier: 2
    - Amount Paid by District: 22.92
  - **Life:**
    - Options: IRS 125: Y
  - **LTD:**
    - Type: Principal
      - Deductible Reimbursement: Y 250/500
  - **Non-Participant:** $166.67 TSA

## Leaves
- **Type:**
  - **Sick:** 10 45 yes
  - **Personal:** 2 yes
  - **Bereavement:** 1-5 1-anyone, 5 immed. family
  - **Professional:** un./
  - **Auction:**
  - **Association:**

## Other District Policies
- **Sabbatical:** No
- **Severance Pay:** Y

## Working Conditions
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **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
- **Multi-year Contract:** 11-12, 12-13

## Salary Schedule
- **Base:** 31,050
- **Entry Level Step:** 0
- **Starting Salary:** 31,050
- **Career Increments:** Y
- **Experience Allowed:** 5

## Insurance
- **Type:**
  - **Health:** BC/BS
    - Carrier: 600D
    - Amount Paid by District: 484.52
  - **Dental:** BC/BS
    - Carrier: 2
    - Amount Paid by District: 22.92
  - **Life:**
    - Options: IRS 125: Y
  - **LTD:**
    - Type: Principal
      - Deductible Reimbursement: Y 250/500
  - **Non-Participant:** $166.67 TSA

## Leaves
- **Type:**
  - **Sick:** 10 45 yes
  - **Personal:** 2 yes
  - **Bereavement:** 1-5 1-anyone, 5 immed. family
  - **Professional:** un./
  - **Auction:**
  - **Association:**

## Other District Policies
- **Sabbatical:** No
- **Severance Pay:** Y

## Other Leaves:
- **Step:**
  - **BA:** 31,050 32,292 33,534 34,776 36,018 37,260
  - **BA + 9:** 32,292 34,776 36,018 37,260 38,502
  - **BA + 18:** 33,534 36,018 38,502 39,744 40,986
  - **BA + 27:** 34,776 37,260 39,744 42,228
  - **MA:** 36,018 38,502 40,986 42,228
  - **MA + 9:** 37,260 39,744 42,228 44,712

## Sterling
- **Step:**
  - **BA:** 31,050 32,292 33,534 34,776 36,018 37,260
  - **BA + 9:** 32,292 34,776 36,018 37,260 38,502
  - **BA + 18:** 33,534 36,018 38,502 39,744 40,986
  - **BA + 27:** 34,776 37,260 39,744 42,228
  - **MA:** 36,018 38,502 40,986 42,228
  - **MA + 9:** 37,260 39,744 42,228 44,712

## Salaries
- **Entry Level Step:** 0
- **Starting Salary:** 31,050
- **Career Increments:** Y
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**

## Cafeteria Plan
- **Type:**
  - **Health:** BC/BS
    - Carrier: 600D
    - Amount Paid by District: 484.52
  - **Dental:** BC/BS
    - Carrier: 2
    - Amount Paid by District: 22.92
  - **Life:**
    - Options: IRS 125: Y
  - **LTD:**
    - Type: Principal
      - Deductible Reimbursement: Y 250/500
  - **Non-Participant:** $166.67 TSA
### Working Conditions
- Contract Days: 185
- FTE Teachers: 19.5
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 7
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 30,300
- Starting Salary: 30,300
- Career Increments: N
- Experience Allowed: 5
- Index: 4 x 4
- Vertical Freeze: Rollback:
- Multi-year Contract: 12-13, 13-14

### InsurancE
- **Health**: BC/BS 600D
  - Individ.: 600D 460.29 851.56 966.63 1297.93
  - EE/Child: 851.56
  - EE/Spouse: 966.63
  - EE/Sp/Child: 1297.93
  - Sp. or Dep. Dental: 22.31

### Cafeteria Plan
- Individ. Depend.

### Leaves
- **Type**: Sick
  - Days/Year: 10
  - Accum. Use: 45
  - Approval Needed: Yes

### Other District Policies
- **Negotiated/Policy**: Exists
- **Voluntary Separation**: No
- **Grievance**: YP
- **Professional Growth**: YP
- **Reduction in Force**: YP
- **Sick Bank**: YP

### Stuart

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### Salary Schedule
- **Entry Level Step**: 0
- **Starting Salary**: 30,300
- **Career Increments**: N
- **Index**: 4 x 4

### Cafeteria Plan
- **Options**: IRS 125, Flex Accounts
- **Minimum FTE**: 0.4
- **Contribution**: FTE

### Part-Time Benefits
- **Cafeteria Plan**: Individ. Depend.
**WORKING CONDITIONS**
- Contract Days: 184
- FTE Teachers: 2
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 12-13, 13-14
- Rollback:
- Vertical Freeze:
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 4

**INSURANCE**
- **Type**: Health, Dental, Life, LTD, Non-Participant
- **Carrier**: BC/BS, Health, Individ.
- **Option**: H/A-Dent, Individ., EE/Child, EE/Spouse, EE/Sp/Child
- **Amount Paid by District**:
  - **HEALTH**: 600D, 460.29, 851.56, 966.63, 1297.93
  - **DENTAL**: 22.92, 22.92, 22.92, 22.92
  - **LIFE**:
- **Deductible Reimbursement**: 500
- **IRS 125**: Y
- **Flex Accounts**: Y
- **Cafeteria Plan**: Individ., Depend.

**LEAVES**
- **Type**: Sick, Bereavement, Professional, Association
- **Days/Year**: 11, 2
- **Accum. Depend. Use**:
- **Approval Needed**:
- **Approval Needed**:
- **Other**:
- **SICK**: 11, 50, yes
- **PERSONAL**: PTO
- **BEREAVEMENT**: yes
  - **Grievance**: Y
  - **Professional Growth**: Y
  - **Reduction in Force**: Y
  - **Sick Bank**: Y
- **PROFESSIONAL**: 2
  - **$25/day max. $50**
- **ADDITION**: 
- **ASSOCIATION**: 
- **SABBATICAL**: No
- **SEVERANCE PAY**: Y
- **OTHER DISTRICT POLICIES**
  - **Negotiated/Policy**: Exists
  - **Voluntary Separation**: Y
  - **Grievance**: Y
  - **Professional Growth**: Y
  - **Reduction in Force**: Y
  - **Sick Bank**: Y

**SALARY SCHEDULE**
- **Step**: 1-10
- **Base**: 30,100
- **Index**: 4 x 4
- **Entry Level Step**: 1
- **Starting Salary**: 30,100
- **Career Increments**: N
- **Experience Allowed**: all

**SUMNER-EDDYVILLE-MILLER**

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Notes:
- 2002-03 $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: 8
- JH/MS: 8
- ELEM: 7
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 97
- Class Periods/Day: 8
- Normal Teaching Load: 7

## SALARY SCHEDULE
- Base: 31,465
- Starting Salary: 31,465
- Career Increments: Vertical Freeze
- Rollback: Multi-year Contract: 12-13, 13-14
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 97
- Class Periods/Day: 8
- Normal Teaching Load: 7

## INSURANCE
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Cafeteria Plan**
- **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
- **LTD** | Principal | .00343 (+Bthru sal)

## LEAVES
- **SICK**: 10 45 1.0
- **PERSONAL**: 2
- **BEREAVEMENT**: 5/3
- **PROFESSIONAL**: Admin. discretion
- **ADOPTION**: Voluntary Separation: Y P
- **ASSOCIATION**: Grievance: Y P
- **SABBATICAL**: Yes
- **SEVERANCE PAY**: Y

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**WORKING CONDITIONS**

- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

**SALARY SCHEDULE**

- **Base:** 28,100
- **Index:** 5 x 5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:** 89-90
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

**INSURANCE**

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**Cafeteria Plan**

- **Individ. Depend.**

**INSURANCE**

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**Cafeteria Plan**

- **Individ. Depend.**

**LEAVES**

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**SEVERANCE PAY:**

- **Negotiated/Policy:**
  - **Exists:**
  - **Policy:**

**SUTHERLAND**

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## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 6.83
- **Length of Student Day:** 6.67
- **Planning Time:** 80
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Experience Allowed:** N
- **Career Increments:** N
- **Index:** 4 x 4
- **Index:** 7.15/7/2013
- **Multi-year Contract:** 12-13, 13-14
- **Index:** 2012-2013
- **Index:** Sutton

## Salary Schedule
- **Base:** 31,700
- **Starting Salary:** 31,700
- **Entry Level Step:** 1(D)
- **Experience Allowed:** D
- **Rollback:**
- **Vertical Freeze:**
- **Planning Time:** 80
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 12-13, 13-14

## Insurance
### Cafeteria Plan
- **Type Carrier:** Individ. Depend.
- **Options:** IRS 125: Y, Flex Accounts: Y, Minimum FTE: 0.5, Contribution: fte
- **Type Carrier:** BC/BS, Principal
- **Type Carrier:** BC/BS
- **Type Carrier:** LTD
- **Type Carrier:** NON-PARTICIPANT
- **Type Carrier:** H/A-Dent, Individ. EE/Child EE/Spouse EE/Sp/Child
- **Type Carrier:** Sp. or Dep. Dental
- **Type Carrier:** PBS
- **Type Carrier:** Individual (thru sal)
- **Type Carrier:** EE/Sp/Child
- **Type Carrier:** Couple
- **Type Carrier:** Dental
- **Type Carrier:** Savings
- **Type Carrier:** IRS 125

### Leaves
- **Type:** SICK
- **Number Days/Year:** 10
- **Accum. Days:** 50
- **Approval Needed:** yes
- **Other Info:** EOY Incent:over 50 days acc. pd $25 per/day
- **Type:** PERSONAL
- **Number Days/Year:** 2
- **Approval Needed:** yes
- **Other Info:** "long-term pers lv policy"
- **Type:** HUMAN SERVICES
- **Number Days/Year:** 10
- **Approval Needed:** yes
- **OTHER DISTRICT POLICIES
- **Negotiated/Policy:** Exists
- **Type:** SABBATICAL

## Other Leaves
- **Type:** SUTTON
- **Number Days/Year:** 10

## Contract Days
- **Step:** 1
- **BA:** 31,700
- **BA + 9:** 32,968
- **BA + 18:** 35,504
- **BA + 27:** 36,772
- **BA + 36:** 38,040
- **MA:** 39,308
- **MA + 9:** 40,576
- **MA + 18:** 41,844
- **MA + 36:** 43,112
- **Step:** 2
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- **BA + 27:** 36,772
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- **MA:** 41,844
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- **MA + 36:** 48,184
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- **MA + 36:** 55,792

## Other Leaves
- **Type:** SUTTON
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 57.35
- 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
- Starting Salary: 31,800
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 88-89
- Rollback:
- Multi-year Contract:

**INSURANCE**
- Type: 
- Carrier: 
- Option: 
- Amount Paid by District: 
- Couple - Benefits: 
- HEALTH: BC/BS 600D/1500D
- DENTAL: BC/BS 5
- LTD: Principal .0042 (thru sal)

**LEAVES**
- SICK: 10/50/yes
- PERSONAL: 2+1/yes/1 from sick lv
- BEREAVEMENT: 3/per occur.
- PROFESSIONAL: unl./yes
- ADOPTION: 
- ASSOCIATION: 

**OTHER LEAVES:** Emergency

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

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**COMMENTS:**
- Cafeteria Plan
- Cafeteria
- Flex Accounts: Y
- Minimum FTE: 0.5
- Contribution: ft
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- **Base:** 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:**

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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

**OTHER DISTRICT POLICIES**

- **Negotiated/Policy**
- **Exists**
- **Voluntary Separation:** Y
- **Grievance:** Y
- **Professional Growth:** Y
- **Reduction in Force:** Y
- **Sick Bank:** N
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 36.25
- Length of Teacher Day: 8
- Planning Time: 46
- Class Periods/Days: 8
- Normal Teaching Load: 7

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

### INSURANCE
- HEALTH
  - Carrier: BCBS
  - Option: 600D/2850D
  - Deductible Reimbursement:
  - Type Carrier
    - H/A-Dent
    - Individ.
    - EE/Child
    - EE/Spouse
    - EE/Sp/Child
  - Amount Paid by District
    - 52.13 or 86.25
  - Couple - Benefits
    - Sp. or Dep. Dental

### LEAVES
- SICK: 8, 50, yes
- PERSONAL: 3, yes, unused reimbursed at sub pay
- BEREAVEMENT: 5
- PROFESSIONAL: 2, yes, accum to 4
- ADOPTION: 
- ASSOCIATION: 
- SEVERANCE PAY:

### OTHER LEAVES:
- coaches leave-state tourney

### THAYER CENTRAL SALARY SCHEDULE

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### Cafeteria Plan
- Type Carrier
  - Individ. Depend.
  - Options:
    - IRS 125:
      - Flex Accounts:
        - Minimum FTE: 0.5
        - Contribution: fte
### Thedford Rural

#### Working Conditions
- Contract Days: 184
- FTE Teachers: 4
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

#### Salary Schedule
- Base: 30,000
- Index: 4 x 5
- Starting Salary: 30,000
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: 12-13, 13-14

#### INSURANCE
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#### Sabbatical
- No

#### Severance Pay:

### Thedford

#### Step 1

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#### Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

### SALARY SCHEDULE
- **Base:** 31,275
- **Starting Salary:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Career Increments:** Y
- **Experience Allowed:** all
- **Multi-year Contract:** 12-13, 13-14
- **Index:** 4 x 4
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Vertical Freeze:** 86-87
- **Rollback:**
- **Experience Allowed:** all

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

### LEAVES
- **Type**
- **Days/Year**
- **Accum.**
- **Dep.**
- **Use**
- **Approval**
- **Approval Needed**

### OTHER DISTRICT POLICIES
- **Step**
- **Policy**
- **Negotiated/Policy**

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

### TRI COUNTY
- **Salary Schedule**
- **Step**
- **BA**
- **BA+9**
- **BA+18**
- **BA+27**
- **BA+36**
- **Negotiated/Policy**
- **Exist**

### PART-TIME BENEFITS
- **Minimum FTE:** 1
- **Contribution:**

### COMMENTS:
- **Deductible Reimbursement:** Y 350/700
- **Flex Accounts:** Y
- **IRS 125:** Y
- **Options:** H/A deductible

### FIRE AND SAFETY
- **Special Equipment:**
- **Fire Protection:**
- **Emergency Procedures:**

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

### SALARY SCHEDULE
- **Base:** 31,275
- **Starting Salary:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Career Increments:** Y
- **Experience Allowed:** all
- **Multi-year Contract:** 12-13, 13-14
- **Index:** 4 x 4
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Vertical Freeze:** 86-87
- **Rollback:**
- **Experience Allowed:** all

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

### LEAVES
- **Type**
- **Days/Year**
- **Accum.**
- **Dep.**
- **Use**
- **Approval**
- **Approval Needed**

### OTHER DISTRICT POLICIES
- **Step**
- **Policy**
- **Negotiated/Policy**

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

### TRI COUNTY
- **Salary Schedule**
- **Step**
- **BA**
- **BA+9**
- **BA+18**
- **BA+27**
- **BA+36**
- **Negotiated/Policy**
- **Exist**

### PART-TIME BENEFITS
- **Minimum FTE:** 1
- **Contribution:**

### COMMENTS:
- **Deductible Reimbursement:** Y 350/700
- **Flex Accounts:** Y
- **IRS 125:** Y
- **Options:** H/A deductible
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50%
- Class Periods: 8
- Normal Teaching Load: 6
- Multi-year Contract: 12-13, 13-14

**SALARY SCHEDULE**

- Base: 31,200
- Starting Salary: 31,200
- Index: 4 x 5
- Career Increments: N
- Experience Allowed: All
- Vertical Freeze: 
- Rollback: 

**INSURANCE**

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**OTHER DISTRICT POLICIES**

- **SABBATICAL**: Yes
- **SEVERANCE PAY**: Y
- **OTHER LEAVES**: 

**Cafeteria Plan**

- Individ. Depend.

**Negotiated/Policy**

- **Exists**

**TWIN RIVER SALARY GUIDE**

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**PART-TIME BENEFITS**

- Minimum FTE: 0.5
- Contribution: fte

**SOHC**

- HS: 31,200
- JH: 32,760
- MS: 34,320
- EL: 35,880
- MA: 37,440
- BA: 39,000
- BA+3: 40,560
- BA+9: 42,120
- BA+18: 43,680
- BA+27: 45,240
- BA+36: 46,800
- BA+44: 48,360

**COMMENTS**

- IRS 125: Y
- Flex Accounts: 
- Non-Participant
- PPO: Exists
- Negotiated/Policy
- Sick Bank: N

**SENIORITY**

- Class Periods/Day: 8
- Contract Days: 185 Base: 31,200
- BA+3: 32,760
- BA+9: 34,320
- BA+18: 35,880
- BA+27: 37,440
- BA+36: 39,000
- BA+44: 40,560
- MA: 42,120
- MA+3: 43,680
- MA+9: 45,240
- MA+18: 46,800
- MA+27: 48,360
- MA+36: 49,920
- FTE Teachers: 7.15/7/2013
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 4
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 6.5
- Planning Time: 55
- Class Periods/Day: 7
- Normal Teaching Load: 7
- Vertical Freeze: 1989
- Rollback: Multi-year Contract: 12-13, 13-14, 14-15

### SALARY SCHEDULE
- Index: 4 x 4
- Base: 33,350
- Starting Salary: 33,350
- Career Increments: N
- Experience Level Step: 1
- Experience Allowed: all

### INSURANCE
- HEALTH: BC/BS
  - Carrier: 350D
  - Individ.: 485.45
  - EE/Child: 898.10
  - EE/Spouse: 1019.45
  - EE/Sp/Child: 1368.86
- DENTAL: BC/BS
  - Carrier: 4
  - Individ.: 43.15
  - EE/Child: 79.83
  - EE/Spouse: 90.62
  - EE/Sp/Child: 121.70
- PPO: COMMENTS:
- LIFE: MADISON NAT'L
  - Individ.: 350D
  - Group: 1019.45
  - Amount Paid by District:
    - Individ.: 1019.45
    - EE/Child: 485.45
    - EE/Spouse: 1368.86
    - EE/Sp/Child: 1368.86
- LTD: Options:
- Non-Participant: Options:

### LEAVES
- SICK: Days/Year: 20
- Other Info: $50/day over 60 days
- PERSONAL: PTO: Yes
- BEREAVEMENT: As needed
- PROFESSIONAL: Unl.
- ADOPTION: Options:
- ASSOCIATION: Options:
- SABBATICAL: No
- SEVERANCE PAY: Y

### OTHER DISTRICT POLICIES
-ミニナル FTE: 0.5
- CAREER INCENTIVES: N
- Multi-year Contract: 12-13, 13-14, 14-15
- Vertical Freeze: 1989

### OMAHA NATION (MACY)
- Step: 1-14
- FTE Teachers: 4
- Starting Salary: 33,350
- Career Increments: N
- Experience Level Step: 1
- Experience Allowed: All
- Multi-year Contract: 12-13, 13-14, 14-15
- Vertical Freeze: 1989

### Cafeteria Plan
- Options:
- Flex Accounts:
- Minimum FTE: 0.5
- Contribution:

### PART-TIME BENEFITS
-

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

### OTHER LEAVES:
- Court, Military
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 73
- **Length of Teacher Day:** 8
- **JH/MS:** 8
- **ELEM:** 8
- **Length of Student Day:** 7
- **Planning Time:** 47
- **45**
- **50**
- **Class Periods/Day:** 8
- **Rollback:**
- **Normal Teaching Load:** 7
- **Index:** 4.5 x 4.5
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:**
- **Multi-year Contract:** 11-12, 12-13

## Insurance

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## Leaves

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## Salary Schedule

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## Cafeteria Plan

- **Minimum FTE:** 0.8
- **Contribution:** FTE
- **Options:**
  - IRS 125:
  - Flex Accounts:

## Part-Time Benefits

- **Non-Participant:**
- **Options:**
  - IRS 125:
  - Flex Accounts:

## Other District Policies

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

## Comments

- **$25/day of prof growth in summer**
- **Other Info:**

## Severance Pay

- **Non-Participant:**

---

**Valentine Community**

**2012-2013**

5.1
2012-2013

WORKING CONDITIONS

Contract Days: 186
FTE Teachers: 

HS JH/MS ELEM

Starting Salary: Base: 31,100

Index: 4 x 5

Length of Teacher Day: 8 8 8
Career Increments: N

Length of Student Day: 7.15 7.15 7
Experience Allowed: all

Planning Time: 50 50 60
Vertical Freeze: 11-12

Class Periods/Day: 8 8
Rollback:

Normal Teaching Load: 7 7
Multi-year Contract: 12-13, 13-14

INSURANCE

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Cafeteria Plan

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SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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Wahoo Salary Schedule

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05-01, 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
- Multi-year Contract: Length of Teacher Day: 888, Length of Student Day: 7.5 7.33
- Normal Teaching Load: 77
- Cafeteria Plan: Type Carrier: USA 100

## Salary Schedule
- Base: 31,450
- Starting Salary: 31,450
- Career Increments: N
- Vertical Freeze: Rollback: 87-88
- Experience Allowed: all

## Insurances
- **Health**: BC/BS 600D 484.52 896.38 1017.50 1366.24
- **Dental**: BC/BS 2 22.92 22.92 22.92 22.92
- **LIF**: Madison Nat'l

## Cafeteria Plan
- **Type**: H/A-Dent, Indiv. EE/Child, EE/Spouse, EE/Sp/Child
- **Amount Paid by District**: 433.33
- **Couple - Benefits**: Indiv. Depend.
- **Options**: IRS 125: Y

## Leaves
- **Type**: Sick, Personal, Bereavement, Professional, Adopt
- **Days/Year**: 10, 2, 2, unlim.
- **Accum. Use**: yes
- **Needed**: yes
- **Approval Needed**: yes
- **Other**: Severance-unused at $10/day, after 10 yrs $50/day

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

## Wakefield

### Wakefield 2012-2013

### Index: 4 x 4

### Experience Allowed: all

### Career Increments: N

### Vertical Freeze:

### Rollback: 87-88

### Multi-year Contract:

### Cafeteria Plan

### Working Conditions

### Salary Schedule

### Insurances

### Leaves

### Other District Policies

### Wakefield Salary Schedule

### Wakefield Cafeteria Plan

### Wakefield Leaves:

### Working Conditions Table

### Salary Schedule Table

### Insurances Table

### Leaves Table

### Other District Policies Table

### Wakefield Table
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: [434x748]
  - JH/MS: [232x737]
  - ELEM: [0x0]
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 30,700
- **Index:** 4 x 4
- **Starting Salary:** 33,156
- **Career Increments:** Y
- **Experience Allowed:** 5
- **New hires step 3, remain for 3 years
- **Vertical Freeze:**
- **Rollback:**

### Vertical Freeze

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

### Insurance

#### Carrier

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

### Leaves

#### Type

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#### Sabbatical
- **No**

#### Severance Pay
- **Y**

### Other District Policies

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

### Wallace 65R

#### Wallace

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## SALARY SCHEDULE

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- **BA+36 grandfathered 92-93**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 11-12, 12-13

## INSURANCE

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## OTHER DISTRICT POLICIES

- **Negotiated/Policy:** Exists
- **SEVERANCE PAY:** Y
- **SABBATICAL:** No
- **OTHER LEAVES:** Hospital - 5 days when confined

## WALTHILL

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WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers:
  - HS: 1
  - JH/MS: 2
  - ELEM: 7
- Length of Teacher Day: 8
- Length of Student Day: 6.75
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALESY 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
- Class Periods/Day: 8
- Length of Teacher Day: 8
- Length of Student Day: 6.75

INSURANCE

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NON-PARTICIPANT

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NON-PARTICIPANT

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SABBATICAL: No

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

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SABBATICAL: No

SEVERANCE PAY: Y

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Negotiated/Policy

Existed

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

Cafeteria Plan

- Individ.
- Depend.

Options:

- IRS 125: Y
- Flex Accounts: Y

Minimum FTE: 0.25

Contribution: fte

W A U N E T A -P A L I S A D E

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## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

## SALARY SCHEDULE
- **Base:** 30,400
- **Index:** 4x4
- **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
- **HEALTH**
  - Carrier: BC/BS 600D
  - Individ.: 460.29
  - EE/Child: 851.56
  - EE/Spouse: 966.63
  - EE/Sp/Child: 1297.93
- **DENTAL**
  - Carrier: BC/BS
  - Individ.: 22.92
  - EE/Child: 22.92
  - EE/Sp/Child: 22.92
- **LIFE**
  - Carrier: Mut. of Omaha .0043
- **LTD**
  - Carrier: Non-Participant

## LEAVES
- **SICK**
  - Days/Year: 10
  - Accum.: 35
  - Depend. use: yes
  - Approval Needed: no

## OTHER DISTRICT POLICIES
- **Negotiated/Policy**

## WEAUSA

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01-02 .5-.74 fte offered benefits equal to fte; .75-.99 offered benefits equal to full time employees
### WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 137
- Length of Teacher Day: 8 hours
- Length of Student Day: 6.5 hours
- Planning Time: 96 hours
- Class Periods/Day: 7
- Normal Teaching Load: 5
- Vertical Freeze: 85-86
- Rollback:

#### Experience Allowed: all
- Career Increments: Y
- after 15 yrs: BA36/MA-.005; MA9&MA18-.0075; MA36-.01 prev yr sal.

### SALARY SCHEDULE
- Base: 32,150
- Index: 5 x 4
- Starting Salary: 32,150
- Entry Level Step: 1
- Multi-year Contract: 12-13, 13-14

### INSURANCE

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### OTHER DISTRICT POLICIES

| SEVERANCE PAY: | Y |

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WAYNE

2012-2013

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: HS 7 JH/MS 7 ELEM 7
Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 7 7 7
Planning Time: 48 48 48
Class Periods: 8 9 8
Normal Teaching Load: 7 8 8

YEARLY SCHEDULE
Base: 31,500
Index: 4 x 5
Starting Salary: 31,500
Career Increments: N
Experience Allowed: 7(D)

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

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 8 55 yes
PERSONAL 2 1-Yes/1-No accr to 3 from sick lv.
BEREAVEMENT see sick lv.
PROFESSIONAL see sick lv.
ADOPTION see sick lv.
ASSOCIATION see sick lv.

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

Cafeteria Plan
Type Carrier Option Amount Paid by District Couple - Benefits
Health Coventry 500D 420.48 1189.90 1189.90 1189.90 Cash
Dental Ameritas 33.20 33.20 33.20 33.20
Life Mutual of Omaha
LTD
NON-PARTICIPANT 420.48 Cash

INCENTIVES
Type Carrier Option Amount Paid by District Couple - Benefits

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent
Individ. 1189.90 1189.90 1189.90
EE/Child 1189.90 1189.90 1189.90
EE/Spouse 1189.90 1189.90 1189.90
EE/Sp/Child 420.48 420.48 420.48

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

PART-TIME BENEFITS
Minimum FTE: 0.75
Contribution: full*

OTHER DISTRICT POLICIES

Negotiated/ Policy

OCCUPATIONAL DISABILITY: Full

OTHER LEAVES:
### Weeping Water

**2012-2013**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 
- HS: 
- JH/MS: 
- ELEM: 
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 9

**SALARY SCHEDULE**
- Base: 31,100
- Index: 4 x 4
- Starting Salary: 
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 9
- Vertical Freeze: 94-95 remove ma36; grandfather fac. on that column
- Rollback: 
- Multi-year Contract: 11-12, 12-13

**Length of Teacher Day: 888**

**Length of Student Day: 7.25**

**Normal Teaching Load: 9**

**INSURANCE**
  - HEALTH: BC/BS: 600D: 16.5% base pay
  - DENTAL: BC/BS: 2: 42.38
  - LTD: NON-PARTICIPANT

**INSURANCE**
  - HEALTH: BC/BS: 600D: 16.5% base pay
  - DENTAL: BC/BS: 2: 42.38
  - LTD: NON-PARTICIPANT

**LEAVES**
- Type: Days/Year: Accum. Use: Approval Needed: Other:
  - SICK: 10: 45: yes
  - PERSONAL: from sick lv
  - BEREAVEMENT: from sick lv
  - PROFESSIONAL
  - ADOPTION: FMLA
  - ASSOCIATION
  - SABBATICAL: No
  - SEVERANCE PAY: Yes

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

**WEEPING WATER**

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**COMMENTS:**
- Vertical Freeze: 94-95 remove ma36; grandfather fac. on that column
- Rollback: 
- Multi-year Contract: 11-12, 12-13

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**INSURANCE**
  - HEALTH: BC/BS: 600D: 16.5% base pay
  - DENTAL: BC/BS: 2: 42.38
  - LTD: NON-PARTICIPANT

**LEAVES**
- Type: Days/Year: Accum. Use: Approval Needed: Other:
  - SICK: 10: 45: yes
  - PERSONAL: from sick lv
  - BEREAVEMENT: from sick lv
  - PROFESSIONAL
  - ADOPTION: FMLA
  - ASSOCIATION
  - SABBATICAL: No
  - SEVERANCE PAY: Yes

**OTHER LEAVES:**
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 25,825
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  Career Increments: N
Entry Level Step: 1  Experience Allowed: all

INDEX: 4 x 4
Vertical Freeze:
Rollback:
Multi-year Contract:

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### West Holt Schools

**WORKING CONDITIONS**
- Contract Days: 184
- FTE Teachers: HS 8 JH/MS 8 ELEM 8
- Starting Salary: Base: 30,250
- Index: 4.25 x 4.25
- Career Increments: N
- Experience Allowed: all
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 49 49 30
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract:

### SALARY SCHEDULE

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#### PART-TIME BENEFITS

- Minimum FTE: 0.5

### LEAVES

#### SICK
- Days/Year: 10
- Accum. 40
- Depend. use Yes
- Approval Needed
- Other

#### WORKING CONDITIONS
- LEAVES:
  - Personal 2
  - Bereavement 1
  - Professional 2
  - Adoption FMLA
  - Association
  - Sabbatical

#### OTHER DISTRICT POLICIES

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### INSURANCE

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### Cafeteria Plan

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### OTHER LEAVES:

- Severance Pay:
### Working Conditions
- Contract Days: 185
- FTE Teachers: 75.04
- Length of Teacher Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 31,125
- Starting Salary: 31,125
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 11-12, 12-13

### Working Conditions
- HS: 6.75
- JH/MS: 6.75
- ELEM: 6.5
- Length of Student Day: 6.75
- Length of Teacher Day: 7.5
- Normal Teaching Load: 7

### Insuranse
- **HEALTH**
  - Carrier: BC/BS
  - Option: 600D
  - Amount Paid by District: 1.19
  - Couple - Benefits: 2.22
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 49.92
  - Couple - Benefits: 22.92
- **LIFE**
  - Carrier: Madison Ntl.
  - Option: 2.85
  - Amount Paid by District: 966.63
  - Couple - Benefits: 4533.14

### Leaves
- **SICK**: 10 Days/Year, 45 Dependent use, 40 Approval Needed
- **PERSONAL**: 2 Days/Year, 0 Approval Needed
- **BEREAVEMENT**: 10 Days/Year, 45 Day of death, 1.00 Approval Needed
- **PROFESSIONAL**: Days/Year, 0 Approval Needed
- **ADOPTION**: 60 Days/Year, 45 Day of death, 0 Approval Needed
- **ASSOCIATION**: 10 Days/Year, 45 Day of death, 0 Approval Needed

### Cafeteria Plan
- **Minimum FTE**: 0.4
- **Leaves**: 22.92
- **Cafeteria Plan**: Individ.
- **Contributions**: FTE

### Salary Schedule

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### Contract Days
- Base: 185
- 50% FL: 92.5
- 75% FL: 138.75
- 100% FL: 185

### Other District Policies
- **SEVERANCE PAY**: 1.74
- **SABBATICAL**: No
- **OTHER LEAVES**:
- **NEGOTIATED/Policy**: Exists
- **PART-TIME BENEFITS**: Minimum FTE: 0.4
- **Cafeteria Plan**: Individ.
- **Contributions**: FTE
- **In-Service**: 45.4
- **Comp**: 100%
- **Salary**: 1.00
- **Vac**: 10
- **Leave**: 20

### Benefits
- **Planning Time**: 49
- **Length of Teacher Day**: 7.5
- **Normal Teaching Load**: 7
- **Contract Days**: 185
- **Starting Salary**: 31,125
- **Career Increments**: N
- **Experience Allowed**: all
- **Vertical Freeze**: 
- **Rollback**: 
- **Multi-year Contract**: 11-12, 12-13
**WORKING CONDITIONS**

- Contract Days: 191.5
- FTE Teachers: 516.88
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.2
- Length of Student Day: 7.4
- Planning Time:
- Class Periods/Day: 10
- Normal Teaching Load: 8

**SALARY SCHEDULE**

- Base: 34,800
- Starting Salary: 34,800
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

**INSURANCE**

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**Cafeteria Plan**

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

**LEAVES**

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**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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**OTHER LEAVES:**
### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 17

### 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

### Insurane

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### Leaves

- **Sick:** 10/40/yes
- **Personal:** 3/no
- **Bereavement:** 3/yes
- **Professional:** 2.5/
- **Adoption:**
- **Association:**
- **Sabbatical:** No

### Other District Policies

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

### Cafeteria Plan

- **Type Carrier:**
- **Options:** IRS 125: Y
- **Flex Accounts:** N

### Part-Time Benefits

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

### Other Leaves:

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<tr>
<td>11</td>
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</table>

**Note:** Frozen staff in BA 36/MA will receive add’l 1% of base
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 39.49
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.3
- **Planning Time:** 50
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 8

### Salary Schedule
- **Base:** 33,275
- **Starting Salary:** 33,275
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Multi-year Contract:** 12-13, 13-14

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

### Leaves
- **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:**

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
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<tbody>
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### Cafeteria Plan
- **Individ.:**
- **Depend.:**

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

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

### Other leaves:
- **Sabbatical:** No
- **Severance Pay:** N

## Salary Schedule

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### Insurance
- **Type:**
- **Carrier:**
- **Option:**
- **Amount Paid by District:**
- **Couple - Benefits:**

### Non-Participant

### Working Conditions

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<tbody>
<tr>
<td>Normal Teaching Load: 7</td>
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### Index
- **Index:** 4 x 4

### Experience Allowed
- **Experience Allowed:** all

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

### Rollback
- **Rollback:**

### Multi-Year Contract
- **Multi-Year Contract:** 12-13, 13-14

### Leaves

### Cafeteria Plan

### Part-Time Benefits

### Other District Policies

### Other Leaves

---

Experience allowed: 99-00, 5 yrs; 00-01, board discretion; 01-02, all yrs. 08-09 MA+27 lane added
### WORKING CONDITIONS
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:**
  - Planning Time: 52
  - Class Periods/Day: 8
  - Normal Teaching Load: 7
- **Length of Student Day:**
  - Planning Time: 52
  - Class Periods/Day: 9

### SALARY SCHEDULE
- **Length of Teacher Day:** 888
- **Length of Student Day:** 7.33
- **Normal Teaching Load:** 7
- **Class Periods/Day:** 8
- **Starting Salary:** $30,500
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4 x 4
- **Multi-year Contract:**
- **Vertical Freeze:**
- **Rollback:**

### INSURANCE

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<tr>
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### LEAVES

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<td>SABBATICAL</td>
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### LEAVES: emergency
- **Other Info:** reimb 1/2 sub pay for unused, $300 bonus-no sick days used

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

###IER Policy
- **Negotiated/Policy**

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

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

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<tr>
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## Salary Schedule

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

## Insurance

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>350D</td>
<td>511.00 945.37 1073.11 1440.91</td>
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## Cafeteria Plan

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## Leaves

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## Other District Policies

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## Other Leaves

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## Other District Policies

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<td>1.32</td>
<td>1.36</td>
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</table>

## Other Benefits

### Cafeteria Plan

- **Options:**
  - Health: BC/BS
  - Dental: BC/BS
  - Life: Madison Nat'l

### Part-Time Benefits

- **Minimum FTE:** 0
- **Contribution:** FTE

### SABBATICAL

- **No**

### Severance Pay

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

### Other Leaves

- **Emergency Lvs.**
### Working Conditions
- Contract Days: 185
- FTE Teachers: [Details provided]
- Length of Teacher Day: [Details provided]
- Length of Student Day: [Details provided]
- Planning Time: [Details provided]
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Multi-year Contract: [Details provided]

### Salary Schedule
- Base: 30,850
- Starting Salary: 30,850
- Index: 4 x 4
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5

### Insurance
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
  - H/A-Dent
  - Indiv.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Couple - Benefits**
  - Sp or Dep Dental

### Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
  - Individ.
  - Depend.

### Leaves
- **Type**
- **Days/Year**
- **Accum.**
- **Depend.**
- **Approval**
- **Needed**
- **Other**

### Other District Policies
- **Negotiated/Policy**
- **Exists**
- **Minimum FTE:** 0.5

### Severance Pay
- 20 day emergency sick lv.

### Winside
- **Starting Salary:** 30,850
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** 5

### Class Periods/Day:
- 8

### Contract Days:
- 185

### FTE Teachers:
- [Details provided]

### Vertical Freeze:
- [Details provided]

### Rollback:
- [Details provided]

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

### Part-Time Benefits
- **FTE Teachers:** [Details provided]
- **Starting Salary:** 30,850
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** 5

### Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
  - Individ.
  - Depend.

### IN Total
- 22.92
- 22.92
- 22.92
- 22.92

### Winside
- **Starting Salary:** 30,850
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** 5

### Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
  - Individ.
  - Depend.

### IN Total
- 22.92
- 22.92
- 22.92
- 22.92

### Winside
- **Starting Salary:** 30,850
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** 5

### Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
  - Individ.
  - Depend.

### IN Total
- 22.92
- 22.92
- 22.92
- 22.92

### Winside
- **Starting Salary:** 30,850
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** 5

### Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
  - Individ.
  - Depend.

### IN Total
- 22.92
- 22.92
- 22.92
- 22.92

### Winside
- **Starting Salary:** 30,850
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** 5

### Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
  - Individ.
  - Depend.

### IN Total
- 22.92
- 22.92
- 22.92
- 22.92
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7 hours
- **Length of Student Day:** 7 hours
- **Planning Time:** 50 minutes
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6 periods

### SALARY SCHEDULE
- **Base:** 30,420
- **Index:** 4 x 5
- **Starting Salary:**
  - Step 1: 30,420
  - Step 2: 31,637
  - Step 3: 32,854
  - Step 4: 34,070
  - Step 5: 35,287
  - Step 6: 36,504
  - Step 7: 39,242
  - Step 8: 40,459
  - Step 9: 43,196
  - Step 10: 44,413
  - Step 11: 45,630
  - Step 12: 48,368

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Type: Individ.
  - Amount: 600D
- **DENTAL**
  - Carrier: BC/BS
  - Type: Individ.
  - Amount: 22.92

### LEAVES
- **SICK:** 10 days, 45 days
- **PERSONAL:** 2 days
- **BEREAVEMENT:** 2 days
- **PROFESSIONAL:** 3 days
- **ADPTION:**
- **ASSOCIATION:**

### OTHER LEAVES
- **SEVERANCE PAY:** Y

### OTHER DISTRICT POLICIES
- **SABBATICAL:** Yes

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

### WORKING CONDITIONS (Continued)
- **Experience Allowed:** All
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

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### Working Conditions
- Contract Days: 185
- FTE Teachers: HS, JH/MS, ELEM: 8, 8, 8
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 2012-13, 2013-14

### Salary Schedule
- Base: 31,810
- Starting Salary: 31,810
- Index: 4 x 5
- Entry Level Step: 0
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 

### Insurancce
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### Cafeteria Plan
- Individ.: 
- Depend.: 

### Leaves
- SICK: 12, 60, yes
- PERSONAL: 2, yes
- BEREAVEMENT: see sick lv., yes
- PROFESSIONAL: 3, yes
- ADOPTION: see sick lv., 
- ASSOCIATION: 

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

### Other Leaves

### Wood River Rural Salary Schedule

#### Step
- 1 8 31,810 33,401 34,991 36,582 38,172 39,763 41,353
- 2 33,082 34,673 36,263 37,854 39,444 41,035 42,625
- 3 34,355 35,945 37,536 39,126 40,717 42,307 43,897
- 4 35,627 37,218 38,808 40,399 41,989 43,580 45,170
- 5 36,900 38,490 39,988 41,571 43,162 44,753 46,344
- 6 39,183 40,774 42,364 43,954 45,545 47,136 48,727
- 7 40,466 42,057 43,647 45,238 46,829 48,420 49,721
- 8 41,749 43,340 44,930 46,521 48,112 49,703 51,304
- 9 43,032 44,623 46,214 47,805 49,396 50,987 52,578
- 10 44,315 45,906 47,497 49,088 50,679 52,270 53,861
- 11 45,608 47,199 48,790 50,381 51,972 53,563 55,154
- 12 46,901 48,492 49,983 51,574 53,165 54,756 56,347
- 13 48,194 49,786 51,377 52,968 54,559 56,150 57,741
- 14 49,487 50,079 51,665 50,287 51,584 52,975 54,566

#### Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: %t

### Comments
- Class Periods/Day: 8
- Contract Days: 185 Base: 31,810
### WORKING CONDITIONS
- Contract Days: 172
- FTE Teachers: 4
- Length of Teacher Day: 8.5
- Length of Student Day: 8.5
- Planning Time: 50
- Class Periods/Day: 9
- Normal Teaching Load: 8

### SALARY SCHEDULE
- Base: 29,950
- Index: 4 x 4
- Starting Salary: 29,950
- Career Increments: N
- Experience Allowed: 4
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 12-13, 13-14

### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - Individ.
  - Spouse
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - 600D
  - 460.29
  - 851.56
  - 966.63
  - 1297.93
- **Couple - Benefits**
  - Options:
  - IRS 125:
  - Flex Accounts:
- **Cafeteria Plan**
  - Individ.
  - Depend.
  - Options:
  - Part-Time Benefits
- **Minimum FTE: 0.5**
  - Contribution: 
  - Options:
  - IRS 125:
  - Flex Accounts:

### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - SABBATICAL
- **Days/Year**
  - 10
  - 2+1
  - sick lv.
  - 2
  - sick lv
  - 
- **Accum.**
  - 35
- **Depend.**
  - yes
- **Use**
  - yes
- **Approval**
  - may trade 1 sick lv for pers
- **Other**
  - Voluntary Separation: N
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - Exists
  - Policy
  - **Severance Pay**

### WORKING CONDITIONS

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WORKING CONDITIONS
Contract Days: 187
FTE Teachers:
HS JH/MS ELEM
Length of Teacher Day: 7.5 7.5 7.25
Length of Student Day: 6.5 6.25 6.25
Planning Time: 52 45 40
Class Periods/Day: 7 8
Normal Teaching Load: 6 7

SALARY SCHEDULE
Base: 31,000
Index: 5 x 4
Starting Salary: 1.15
Entry Level Step: 0
Career Increments: N
Experience Allowed: all
Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.
Vertical Freeze: 86-87
Rollback: 86-87 Bottom
Multi-year Contract: 12-13, 13-14

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
HEALTH Performax 500D 552.58 854.33 1038.33 1442.78 Dep Dental
DENTAL Self-insur
PPO: + Preventative Care $200/yr
LIFE School Insur. 7.50
LTD
NON-PARTICIPANT

LEAVES
Type Days/Year Depend. Approval Other
SICK 1-1-1 yes Y-4
BEREAVEMENT 10
PROFESSIONAL 6 yes
ADOPTION 10
ASSOCIATION as needed

OTHER DISTRICT POLICIES
Negotiated/ Policy
SICK
BEREAVEMENT
PROFESSIONAL
ADOPTION
ASSOCIATION

OTHER DISTRICT LEAVES
Emergency - 10 max., Jury duty

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OTHER DISTRICT POLICIES
Negotiated/ Policy
SICK
BEREAVEMENT
PROFESSIONAL
ADOPTION
ASSOCIATION

OTHER DISTRICT LEAVES
Emergency - 10 max., Jury duty
## Working Conditions
- Contract Days: 185
- HS JH/MS ELEM: 8 8 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50 50 vary
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: 00-01
- Rollback:
- Multi-year Contract: 12-13, 13-14

## Salary Schedule
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## Leaves
### Type
- SICK: 10 45 Yes
- PERSONAL: 2+1
- BEREAVEMENT: 2
- PROFESSIONAL: admin approval
- ADOPTION: YP
- ASSOCIATION: YP

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

## Cafeteria Plan
- Individual Benefits
- Dependent Benefits

## Insurance
- HEALTH BC/BS 600D 484.52 896.38 1017.50 1366.24 Dep Dent + TSA
- DENTAL BC/BS 2 22.92 22.92 22.92 22.92

## Comments
- Entry Level Step: 1
- Starting Salary: 31,712
- Career Increments: N
- Experience Allowed: all
- Length of Teacher Day: 888
- Length of Student Day: 77
- Normal Teaching Load: 7
- Index: 4 x 4
- Rollback:
- Multi-year Contract: 12-13, 13-14