### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:** 70
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 46
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 32,475
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - HS: 32,475
  - JH/MS: 33,936
  - ELEM: 35,398
- **Career Increments:** N
- **Experience Allowed:** 7
- **Career Increments:** N
- **Experience Allowed:** 7
- **Vertical Freeze:** 86-87
- **Rollback:**

### Class Periods/Day
- **Contract Days:** 184
- **BA:** 32,475
- **BA+9:** 33,936
- **BA+18:** 35,398
- **BA+27:** 36,859
- **MA:** 38,321
- **MA+9:** 39,782
- **MA+18:** 41,243
- **MA+27:** 42,705

### Insurance
- **Type**
  - Health
  - Dental
  - Life
  - LTD
  - Non-Participant
- **Carrier**
  - BC/BS
  - Guardian
  - Madison
- **Option**
  - Individual
  - EE/Child
  - EE/Spouse
- **Amount Paid by District**
  - H/A-Dent
  - BC/BS
  - Individ.
  - EE/Child
  - EE/Spouse
- **Cafeteria Plan**
  - Individ.
  - Depend.

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

### Leaves
- **Type**
  - Sick
  - Personal
  - Bereavement
  - Professional
  - Adoption
  - Association
- **Days/Year**
  - 10
- **Accum.**
  - 30
- **Approval Needed**
  - Yes
- **Approval for Dependent**
  - Yes
- **Approval for Spouse**
  - Yes
- **Approval for Child**
  - Yes
- **Comments**
  - $80/day unused

### SEVERANCE PAY

### Other Leaves

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

### Adams Central
- **2013-2014**
- **1.1**
- **Index:** 4.5 x 4.5
- **Experience Allowed:** 7
- **Career Increments:** N
- **Vertical Freeze:** 86-87
- **Rollback:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 46
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**
## Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
  - Total: 8

## Salary Schedule
- Base: 31,500
- Index: 5 x 4
- Starting Salary: 0
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 86-87, 87-88, 89-90
- Rollback: 86-87 Last Step
- Multi-year Contract
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 30
- Class Periods/Day: 8
- Normal Teaching Load: 8

### Insurancce
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### Leaves
- SICK
  - Days/Year: 10
  - Accum. Depend.: 45
  - Approval Needed: yes
  - Other:

- PERSONAL: 3
  - Yes

- BEREAVEMENT: see sick lv.
  - Voluntary Separation: Y
  - Grievance: Y

- PROFESSIONAL: unl.
  - Yes
  - Professional Growth: Y

- ADOPTION: see sick lv.
  - Reduction in Force: Y

- ASSOCIATION
  - Sick Bank: Y

### Sabbatical: No

### Severance Pay:

### Other District Policies

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

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

### Salary Schedule

### Ainsworth

### Contract Days: 185

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$300 Annual Professional Dues Benefit upon exceeding MA+27

### Notes
- Vertical Freeze: 86-87, 87-88, 89-90
- Rollback: 86-87 Last Step
- Multi-year Contract
WORKING CONDITIONS

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SALARY SCHEDULE

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INSURANCE

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LEAVES

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SABBATICAL: No

OTHER DISTRICT POLICIES

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OTHER LEAVES:

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SEVERANCE PAY: Y
### Alliance 2013-2014

#### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 29,800
  - JH/MS: 31,067
  - ELEM: 32,333
- **Starting Salary:**
  - HS: 31,067
  - JH/MS: 32,333
  - ELEM: 33,600
- **Length of Teacher Day:** 8.743
- **Length of Student Day:** 6.73
- **Planning Time:** 45
- **Class Periods/Day:** 9
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 12-13, 13-14

#### SALARY SCHEDULE
- **Base:** 29,800
- **Index:** 4.25 x 4.5
- **Starting Salary:** 31,067
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

#### INSURANCE
- **Type:** Carrier
  - HEALTH: BC/BS
    - Option: 950D/1650D
      - Amount Paid by District: Cafeteria
  - DENTAL: BC/BS
    - Option: 3
      - Deductible Reimbursement: Cafeteria

#### LEAVES
- **Type:** Days/Year
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: 3
  - ADOPTION: from sick lv.
  - ASSOCIATION: 3/for officer

#### OTHER LEAVES:
- **Yes**

#### SEVERANCE PAY:

#### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - **Exists:** Y
  - **Non-Alliance**:
    - **Sick Pay:**
      - **For:** N

#### FTE Teachers:

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#### COMMENTS:
- Cafeteria Plan:
  - Individ. Depend.
  - IRS 125: Y
  - Part-Time Benefits:
    - Minimum FTE: 0.5
  - Contribution: fte
### WORKING CONDITIONS
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8.17
  - JH/MS: 8.17
  - ELEM: 8.17
- **Length of Teacher Day:**
  - Planning Time: 71
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 31,600
- **Index:** 4 x 4
- **Starting Salary:**
  - Experience Allowed: all
  - Career Increments: N
  - Vertical Freeze:
  - Rollback:
  - Multi-year Contract: 12-13, 13-14

### WORKING CONDITIONS
- **Working Day:** 8.17
- **Normal Teaching Load:** 7

### INSURANCE
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### LEAVES
- **SICK:**
  - Days/Year: 10
  - Accum. Use: 45
- **PERSONAL:**
  - Days/Year: 3
  - Accum. Use: yes

### OTHER DISTRICT POLICIES
- **SEVERANCE PAY:**
  - 1.88

### SCHEDULE

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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: 7.4  7.4  7.4
Planning Time: 47  47  50
Class Periods/Day: 8  8
Normal Teaching Load: 7  7

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

INDEX: 4 x 4.5

INSURANCE

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Other Info: Sev.:1/2 sub. rate/day unused sick/pers. (max 45) pd in July

PERSONAL 3 no accum. to 5; 1/2 sub rate for un

BEREAVEMENT see sick lv.

PROFESSIONAL 2 yes

ADOPITION see sick lv.

ASSOCIATION

OTHER DISTRICT POLICIES

OTHER LEAVES:

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### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 2013-2014
- Anselmo-Merna
- Starting Salary: $30,000
- Career Increments: N
- Length of Teacher Day: 8.25
- JH/MS ELEM
- Length of Student Day: 7.57
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 12-13, 13-14

### SALARY SCHEDULE
- Vertical Freeze: 
- Rollback: 
- Experience Allowed: 10
- Career Increments: N

### INSURANCE

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### OTHER DISTRICT POLICIES

- Severeance Pay: Y

### ANSELMO-MRNA

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**Salary Schedule**

| Base | 30,000 |
| Index | 4 x 5 |
| Starting Salary: | 23,000 |
| Career Increments: | N |
| Experience Allowed: | 5 |

| Length of Teacher Day: | 8.5 |
| Planning Time: | 52 |
| Class Periods/Day: | 8.5 |
| Normal Teaching Load: | 7 |

**Insurance**

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**Leaves**

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**Leaves: 2013-2014**

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**Cafeteria Plan**

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**Leaves**

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**Other: Ansley**

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### Working Conditions

- Contract Days: 183
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Planning Time: 51 51 25
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

### Salary Schedule

- Base: 30,800
- Entry Level Step: 0
- Career Increments: Y
- Start Salaries: 88-89
- Rollback: 88-89 Last Step
- Multi-year Contract:

### INSURANCE

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### Leaves

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### Sabbatical

- No

### Severance Pay

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### Cafeteria Plan

- Individual: Individ.
- Dependent: Depend.
- Flex Accounts: Y
- IRS 125: Y

### Part-Time Benefits

- Minimum FTE: 0.5
- Contribution: fte

### 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

### ARAPAHOE

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### Index: 4 x 4

- Experience Allowed: 12(D)
- Career Increments: Y
- Vertical Freeze: 88-89
- Rollback: 88-89 Last Step
- Multi-year Contract:
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 1.16/23/2014
- HS: 8.25
- JH/MS: 8.25
- ELEM: 8.25
- Length of Teacher Day: 7.75
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 12-13, 13-14

**SALARY SCHEDULE**

- Base: 29,403
- Index: 4 x 5
- Starting Salary: 29,403
- Career Increments: N
- Experience Allowed: D

**INSURANCE**

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**LEAVES**

- SICK: 10 days, 35 years
- PERSONAL: 3 days
- BEREAVEMENT: 3 days
- PROFESSIONAL: admin. disc. (w/appr.)
- ADOPTION: yes
- ASSOCIATION: yes

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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

**ARCADIA**

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WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 4 x 5

HS JH/MS ELEM
Length of Teacher Day: 7.25 7.25 7
Planning Time: 45 45 45
Vertical Freeze: Rollback: 86-87
Class Periods/Day: 9 9
Normal Teaching Load: 8 8

INDEX: 4 x 5

Experience Allowed: all
Career Increments: N
BA+36 grandfathered in 86-87

INSURANCE

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PPO:

COMMENTS:

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 750D Individ. EE/Child EE/Spouse EE/Sp/Child Cafeteria
DENTAL BC/BS 2

LIFE Principal

LTD Principal

NON-PARTICIPANT $565.42 Cash/FSA

LEAVES

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OTHER DISTRICT POLICIES

SEVERANCE PAY: N

OTHER LEAVES:

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Arnold 2013-2014

WORKING CONDITIONS
Contract Days: 182
FTE Teachers: 20
HS JH/MS ELEM
Length of Teacher Day: 8.25 8.25 8.25
Length of Student Day: 7.75 7.75 7.75
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 77

Experienced Allowed: (D)
Career Increments: N
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 26.69 or
HEALTH BC/BS 500D 515.79 954.24 1083.17 1454.42 Sp or Dep Dental
INSURANCE
DENTAL BC/BS 2 24.28 24.28 24.28 24.28
PPO: COMMENTS:
INSURANCE
LIFE
PART-TIME BENEFITS
Minimum FTE: 0.375
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 7,10 45 yes
PERSONAL 2 no
BEREAVEMENT 5 - immed. Fam
PROFESSIONAL 2 yes $250/yr
ADOPION
ASSOCIATION
SABBATICAL: Yes
SEVERANCE PAY: Y

SPECIAL DISTRICT POLICIES

OTHER DISTRICT POLICIES
Negotiated/Policy

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WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8.5
- Length of Student Day: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 31,000
- Index: 4 x 4
- Starting Salary:
- Career Increments: N
- Experience Allowed: 6
- Entry Level Step: 1
- Multi-year Contract: 12-13, 13-14

INSURANCE
- HEALTH: BC/BS
- Dental: BC/BS
- PPO:
- LIFE: Nat'l Ins
- LTD: Nat'l Ins
- NON-PARTICIPANT

LEAVES
- Type: Sick
- Days/Year: 10
- Accum. Use: 30
- Other Info: Sev-Pd salary/period up to 20 days

OTHER DISTRICT POLICIES
- Sabbatical: No

Arthur County

ARThUR CO. HS

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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:** 6.5 hours
- **Length of Student Day:** 6.5 hours
- **Planning Time:** 100
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 77
- **Length of Teacher Day:** 7.5 hours
- **Length of Student Day:** 6.5 hours
- **Normal Teaching Load:** 77

## SALARY SCHEDULE
- **Base:** 31,775
- **Starting Salary:** 34,317
- **Experience Allowed:** all(D)
- **Career Increments:** N
- **New hires frozen at step 3 for 3 yrs**
- **Vertical Freeze:** 87-88/99-00
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

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### LEAVES
- **SICK:** 9 days/year, $60/day, 45 days
- **PERSONAL:** 2 days, +1 from sick lv; accum to 4
- **BEREAVEMENT:** 4 days, per occur
- **PROFESSIONAL:** 1.21, 1.22, 1.27, 1.32, 1.37, 1.42, 1.47, 1.52
- **ADOPTION:**
- **ASSOCIATION:**

### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - **VOLUNTARY SEPARATION:** N
  - **GRIEVANCE:** Y N
  - **PROFESSIONAL GROWTH:** Y P
  - **REDUCTION IN FORCE:** Y P
  - **SICK BANK:** N

### SEVERANCE PAY
- **Y**

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

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**WORKING CONDITIONS**

- Contract Days: 181
- FTE Teachers: 75
- Base: 32,000
- Index: 4 x 5

**Salary Schedule**

- Starting Salary: 1(D)
- Entry Level Step: 1(D)
- Career Increments: Y

**Insurances**

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**Leaves**

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

**LEAVES:**

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

**Other LEAVES:**

- **FAMILY EMERGENCY:** 5
- **OTHER DISTRICT POLICIES:**
  - **SABBATICAL:** Yes
  - **SEVERANCE PAY:** N

**Cafeteria Plan**

- Individual:
- Dependent:
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y

**Other Policies**

- **Negotiated/Policy:**
  - **Exists:**
  - **Non-Participant:**
  - **Contribution:**
  - **Minimum FTE:**
  - **Part-Time Benefits:**
  - **Contract Days:**
  - **Normal Teaching Load:** 7
  - **Planning Time:** 49, 49, vary

**Step (BA, BA+9, BA+18, BA+27, MA, MA+9, MA+18, MA+27, MA+36)**

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**Note:**

- 09-10 eliminated advanced placement
### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 107
- **Length of Teacher Day:**
  - HS: 8
  - JH/MS: 8
  - Elem: 8
- **Length of Student Day:**
  - HS: 7
  - JH/MS: 7
  - Elem: 7
- **Planning Time:**
  - HS: 85
  - JH/MS: 47
  - Elem: 40
- **Class Periods/Day:**
  - HS: 4
  - JH/MS: 8
  - Elem: 8
- **Normal Teaching Load:**
  - HS: 3
  - JH/MS: 6
  - Elem: 3

### Salary Schedule

- **Base:** 30,900
- **Index:** 5 x 5
- **Starting Salary:** 30,900
- **Career Increments:** N
- **Experience Allowed:** 10(D)
- **Multi-year Contract:** 12-13, 13-14
- **Vertical Freeze:**
- **Rollback:**

### Insurance

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### Leaves

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### Other District Policies

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

### Aurora

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### Cafeteria Plan

- **Indiv.:** Depend.
## Working Conditions
- Contract Days: 185
- FTE Teachers:  
  - HS: 7.75
  - JH/MS: 7.75
  - ELEM: 7.75
- Length of Teacher Day: 7.75
- Length of Student Day: 7.25
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 31,100
- Starting Salary: 31,100
- Career Increments: Y
- Experience Allowed: 10
- Long.: MA-MA+18 2% base after 4 yrs frozen, ea. 4 yrs.
- Vertical Freeze: 01-02
- Rollback:
- Multi-year Contract:

## Working Schedule
- Length of Teacher Day: 7.75 7.75 7.75
- Length of Student Day: 7.25 7.25
- Normal Teaching Load: 7 7

## Insurance
- Type: HEALTH, DENTAL, LTD
- Carrier: BC/BS, BC/BS
- Option: H/A-Dent, Individ.
- Amount Paid by District: 489.06, 24.28, 0.00348
- Couple - Benefits: Individ., Depend.
- Cafeteria Plan
  - Options: IRS 125, Y
  - Deductible Reimbursement:

## Leaves
- Type: SICK, PERSONAL, Bereavement, Professional, Adoption, Association
- Days/Year: 10, 2, 3, see sick lv., 
- Depend. Approval: yes, yes, yes
- Exemption: yes, yes, need

## Other District Policies
- Negotiated/Policy: Exists, Negotiated
- Severance Pay: Y

## Salary Schedule

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After being frozen at step 12 for 4 yrs on MA, MA+9 & MA+18 columns, 2% of base added to salary every 4 yrs.
### Working Conditions
- Contract Days: 185
- FTE Teachers: 
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

### Salary Schedule
- Base: 32,500
- Index: 4 x 4
- Starting Salary: 23.64
- Career Increments: N
- Experience Allowed: 3(D)
- Vertical Freeze: 87-88

### Cafeteria Plan
- Individual: 538.44
- Dependent: 538.44

### Insurance
- Health: 750D
  - H/A-Dent: 514.80
  - EE/Child: 1081.09
  - EE/Spouse: 1451.63
- Dental: 1
  - H/A-Dent: 23.64
  - EE/Spouse: 23.64
  - EE/Sp/Child: 23.64
- Life: Option

### Leaves
- Sick: 10
  - Days/Year: 40
  - Other Info: $40/day above 40 @ beginning of yr
- Personal: 2
  - Other Info: admin has discretion to deny, $32,500
- Bereavement: 5
  - Other Info: from sick lv.
- Professional: adm. disc.
  - Other Info: yes
- Adoption
- Association
- Sabbatical: No

### Other District Policies
- Severance Pay
- Negotiated/Policies: Exists

### Bancroft-Rosalie

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### Working Conditions
- Contract Days: 183
- FTE Teachers: 21
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 31,200
- Starting Salary: 31,200
- Career Increments: N
- Experience Allowed: 9

### Vertical Freeze

### Rollback

### Multi-year Contract

### Working Conditions Details
- **Working Conditions:**
  - Contract Days: 183
  - FTE Teachers: 21
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
  - Planning Time: 50
  - Class Periods/Day: 8
  - Normal Teaching Load: 7

### Salary Schedule Details
- **Salary Schedule:**
  - Base: 31,200
  - Starting Salary: 31,200
  - Career Increments: N
  - Experience Allowed: 9

### Employment Benefits

#### INSURANCE
- **Type:** Carrier: Option: Amount Paid by District: Couple - Benefits:
  - HEALTH: BC/BS: 500D: Individ. EE/Child: 515.79: 26.69 or
  - DENTAL: BC/BS: 2: EE/Spouse: 24.28: 44.19
  - PPO: COMMENTS:
  - LIFE: Principal
  - LTD: NON-PARTICIPANT

#### Cafeteria Plan
- **Carrier:** Option: Amount Paid by District: Couple - Benefits:
  - Individ.: Depend.
  - 500D: 515.79: 26.69 or
  - 24.28: 44.19

### Leaves
- **Type:** Days/Year: Accum. use: Approval Needed: Other
  - SICK: 10, 7: 50: yes
  - PERSONAL: 3: yes
  - OTHER DISTRICT POLICIES

#### OTHER LEAVES:
- **Type:** Days/Year: Accum. use: Approval Needed: Other
  - SICK: 10, 7: 50: yes
  - PERSONAL: 3: yes
  - BEREAVEMENT: Voluntary Separation: N
  - PROFESSIONAL: Grievance: Y P
  - ADOPTION: Professional Growth: Y P
  - ASSOCIATION: Reduction in Force: Y P
  - SABBATICAL: Sick Bank: N

### Severance Pay
- **Other:**

#### Severance Pay:

### Severance Pay Table

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### Additional Notes
- **SEVERANCE PAY:**
  - **Negotiated/Policy:**
  - **Exists:**
  - **Policy:**

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FTE Teachers:
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.25
Planning Time: 50 50 50
Class Periods: 9 9
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 31,050
Index: 4 x 5
Starting Salary: 33,534
Entry Level Step: 3
Career Increments: N
Experience Allowed: 10

$1050 for 9 hrs credit one time if frozen at bottom right
Vertical Freeze: horiz 99-00
Rollback:

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SALARY SCHEDULE
Base: 31,050
Index: 4 x 5
Starting Salary: 33,534
Entry Level Step: 3
Career Increments: N
Experience Allowed: 10

$1050 for 9 hrs credit one time if frozen at bottom right
Vertical Freeze: horiz 99-00
Rollback:

INDEX: 4 x 5

Experience Allowed: 10
Career Increments: N

$1050 for 9 hrs credit one time if frozen at bottom right
Vertical Freeze: horiz 99-00
Rollback:

WORKING CONDITIONS
Contract Days: 185
FTE Teachers:
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.25
Planning Time: 50 50 50
Class Periods: 9 9
Normal Teaching Load: 7 7

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Career Increments: N

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Rollback:
WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

Length of Teacher Day:
- HS: 7
- JH/MS: 7
- ELEM: 7

Length of Student Day:
- HS: 43
- JH/MS: 43
- ELEM: 40

Planning Time:
- HS: 9
- JH/MS: 9
- ELEM: 9

Class Periods/Day:
- HS: 7
- JH/MS: 7
- ELEM: 7

Normal Teaching Load:
- HS: 7
- JH/MS: 7
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Cafeteria Plan

- Individual: 26.69 or 44.19
- Family: Sp or Dep Dental

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Cafeteria Plan

- Individual: 26.69 or 44.19
- Family: Sp or Dep Dental

INSURANCE OPTIONS

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

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OTHER DISTRICT POLICIES

- Sabbatical: No
- Severance Pay: 

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BAYARD 2013-2014

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## Working Conditions
- Contract Days: 186
- FTE Teachers: HS, JH/MS, ELEM
- Length of Teacher Day: 7.5, 7.5, 7.5
- Length of Student Day: 6.77, 6.77, 6.33
- Planning Time: 45, 45, 36
- Class Periods/Day: 8, 8
- Normal Teaching Load: 7, 7
- Vertical Freeze: Rollback: 1/00-01

## Salary Schedule
- Base: 32,500
- Index: 5 x 4
- Starting Salary: Career Increments: N
- Experience Allowed: 5

## Cafeteria Plan
- Individ. Depend.
- Options: H/A, TSA, Cash
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.5
- Contribution: fte

## Leaves
- SICK: Days/Year: 8, 60, yes
- Other Info: PERSONAL: 3, yes, $100/day
- BEREAVEMENT: 2, + 2 from pers. lv.; add'l from sic
- PROFESSIONAL: unl., yes, Voluntary Separation: N
- ADOPTION: 10 from sick lv. w/approv.
- ASSOCIATION: 3-5
- SEVERANCE PAY:

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

## Other Leaves

### Insuranc
- Type: Carrier: Option: Amount Paid by District: Couple - Benefits: Cafeteria Plan
- HEALTH: BC/BS: 750D/1650D: 514.80, 952.40, 1081.09, 1451.63, Cash
- DENTAL: BC/BS: 50D/1650D, 952.40, 1451.63
- LTD: National Ins, (+B), 7, 50D/1650D, 1081.09, 1451.63
- LIFE: Guardian, Deductible Reimbursement:

### Other Policies
- SABBATICAL: Yes
- SEVERANCE PAY:

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### Notes
- Cafeteria Plan: Type Carrier: Option: Amount Paid by District: Couple - Benefits: Cafeteria Plan
- HEALTH: BC/BS: 750D/1650D: 514.80, 952.40, 1081.09, 1451.63, Cash
- DENTAL: BC/BS: 50D/1650D, 952.40, 1451.63
- LTD: National Ins, (+B), 7, 50D/1650D, 1081.09, 1451.63
- LIFE: Guardian, Deductible Reimbursement:
## Working Conditions
- Contract Days: 187
- FTE Teachers: 778.3
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 6.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 5

## Salary Schedule
- Base: 32,500
- Entry Level Step: 0
- Experience Allowed: Y
- Career Increments: Y
- Index: 3 x 4
- Vertical Freeze: 87-88, 88-89, 09-10
- Rollback: Multi-year Contract

## Insurance

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

## Leaves
- SICK: Days/Year - 10, Accum. - 110, Depend. - yes
- PERSONAL: see sick lv
- Voluntary Separation: Y, P
- Grievance: Y, P
- Professional Growth: Y, P
- Reduction in Force: Y, P
- Sick Bank: N

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

## Bellevue

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This table represents the salary schedule for Bellevue teachers, including base pay, experience increments, and career increments. The schedule includes steps for salary progression, with increments every two years. The vertical freeze policy is applicable from 87-88, 88-89, and 09-10. The cafeteria plan includes options such as Cash, TSA, and H/A. The leaves section provides details on sick leave, personal leave, and other policy details. The non-participating insurance options are listed for health, dental, life, and LTD. The leaves section specifies days/year, accumulation, and approval needed. Other district policies include severance pay, personal leave, and the adoption of policies.
### Working Conditions
- **Contract Days:** 186
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.12
- **Length of Student Day:** 7.12
- **Planning Time:** 99
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 77

### Salary Schedule
- **Base:** 32,000
- **Index:** 3
- **Starting Salary:** 34,560
- **Career Increments:** Y
- **Experience Allowed:** 10
- **New hires stay on stp 3 until eligible for movement by exp**

### Insurance
- **Type:** Cafeteria Plan
- **Carrier Options:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District: Couple - Benefits**
  - Individ.: 475
  - Depend.:

### Leaves
- **Type:**
  - **SICK:** 9 50  yes
  - **PERSONAL:** 3 yes
  - **BEREAVEMENT:**
  - **PROFESSIONAL:**
  - **ADMISSION:**
  - **ASSOCIATION:** 2
- **SEVERANCE PAY:** Y

### BENNINGTON

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### WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 8
- HS: 7.75
- JH/MS: 7.75
- ELEM: 7.75
- Length of Teacher Day: 7.75
- Length of Student Day: 7.66
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Multi-year Contract: 12-13, 13-14

### SALARY SCHEDULE
- Base: 30,300
- Starting Salary: 30,300
- Career Increments: N
- Experience Allowed: all(D)
- Index: 4 x 4
- Entry Level Step: 1

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### INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: COMMENTS:
- LIFE: Principal Life
- LTD: Non-Participant

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

### LEAVES
- SICK: 9, 7
- PERSONAL: 2
- BEREAVEMENT: see sick lv
- PROFESSIONAL: 5
- ADOPTION: see sick lv
- ASSOCIATION: see prof lv

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

### OTHER DISTRICT POLICIES
- Severance Pay: N

### OTHER LEAVES:
- Sabbatical: No
## Working Conditions
- **Contract Days:** 187
- **FTE Teachers:** 177
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 85
- **Class Periods/Day:** 3
- **Normal Teaching Load:** 6

## Salary Schedule
- **Base:** 32,205
- **Index:** 4 x 5
- **Starting Salary:** 34,781
- **Career Increments:** N
- **Experience Allowed:** 10(TS)
- **Experience Vertical Movement:** 10-11, 11-12: 1/2 step vertical movement
- **Vertical Freeze:** 85-86, 88-89
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

## INSURANCE
- **Type Carrier**:
  - HEALTH: BC/BS 750D 514.80 952.40 1081.09 1451.63
  - DENTAL: BC/BS 2 24.28 24.28 24.28 24.28
  - PPO: single ins. rec $250/mo
  - LIFE: Options:
    - Deductible Reimbursement:

## Leaves
- **Type Days/Year Accum. Depend. Approval Needed Other**
  - SICK: 10 55 no
  - PERSONAL: 2+1 1-yes; 1-no +1 @ 15 yrs; 1 unused $50, 2-$
  - BEREAVEMENT: 5 immed family/2 non-family
  - PROFESSIONAL: unl.
  - ADOPTION: See sick lv.
  - ASSOCIATION: 5
  - SABBATICAL: Yes

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

## Other Leaves
- **Emergency-2 accum. to 4**

## Cafeteria Plan
- **Type Carrier Option Amount Paid by District Couple - Benefits**
  - H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 416.67
  - HEALTH Individ. EE/Sp/Child
  - DENTAL Individ. EE/Sp/Child
  - PPO: single ins. rec $250/mo
  - LIFE: Options:
    - Deductible Reimbursement:

## Other Part-time Benefits
- **Minimum FTE:** 0.5
- **Contribution:** Only LTD

##布莱尔

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### Notes:
- 05-06 staff on BA 36 stp 13 or 14 will continue to remain on those steps, others may reach step 12 only; 06-07 Longevity Increments grandfathered;
- 10-11 vertical movement 2% Tchrs hired in 10-11, beginning on stp 3, will move to stp 3.5 in 11-12 and will continue on 1/2 stp movement.
2013-2014

Bloomfield

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 4
HS JH/MS ELEM

Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7.25 7.2
Planning Time: 95 95 95
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

Experience Allowed: all
Career Increments: N
Indiv. Negot. after frozen on MA+18 for 2 yrs
Vertical Freeze: 86-87
Rollback: 86-87 (Last 2)

Index: 4 x 4

INDEX:
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 24.28
HEALTH BC/BS 1250D 452.71 837.53 955.69 1276.54 Ind Dental
DENTAL BC/BS 2 24.28 24.28 24.28 24.28
PPO COMMENTS:
LIFE
LTD
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. use Approval Needed Other
SICK 7 45 yes
PERSONAL 3 no reimbursed $50/day unused
BEREAVEMENT see sick lv.
PROFESSIONAL 1 yes
ADOPTION
ASSOCIATION

SABBATICAL: No SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

OTHER LEAVES:

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# Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 30
- **Length of Teacher Day:** 8 8 8
- **Length of Student Day:** 7.5 7.5 7.5
- **Planning Time:** 50 50 50
- **Class Periods/Day:** 8 8
- **Normal Teaching Load:** 7 7

# Salary Schedule

- **Base:** 31,600
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 17
- **Multi-year Contract:** 12-13, 13-14

## INSURANCE

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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: 6.9
Length of Student Day: 6.4
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 31,100
Entry Level Step: 1
Career Increments: N
Experience Allowed: D

00-01 BA45/MA9 to MA9 only - BA45s grandfathered
Vertical Freeze: 88/89
Rollback:

Index: 4 x 5

1.16/23/2014

INSURANCE
Type Carrier Option Amount Paid by District
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D/3100D 489.06 904.78 1027.04 1379.05
DENTAL BC/BS 2 24.28 24.28 24.28 24.28

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

SABBATICAL: No
OTHER DISTRICT POLICIES
SEVERANCE PAY:

OTHER LEAVES: Sabbatical w/appvl.

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

Cafeteria Plan
Options:

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

FTE Teachers:
Starting Salary:

00-01 BA45/MA9 to MA9 only - those on BA45s grandfathered

BOONE CENTRAL

Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27
1 31,100 32,655 34,210 35,765 37,320 37,320 38,875 40,430 41,985
2 32,344 33,899 35,454 37,009 38,564 38,564 40,119 41,674 43,230
3 33,638 35,193 36,748 38,303 39,858 39,858 41,413 42,968 44,523
4 34,932 36,487 38,042 39,597 41,152 41,152 42,707 44,262 45,817
5 36,226 37,781 39,336 40,891 42,446 42,446 44,001 45,556 47,111
6 37,520 39,075 40,630 42,185 43,740 43,740 45,295 46,850 48,405
7 38,814 40,369 41,924 43,479 45,034 45,034 46,589 48,144 49,700
8 40,108 41,663 43,218 44,773 46,328 46,328 47,883 49,438 51,003
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Status 00-01 BA45/MA9 to MA9 only - those on BA45s grandfathered
### WORKING CONDITIONS
- **Contract Days:** 176
- **FTE Teachers:** 21.25
- **Length of Teacher Day:** 8.33
- **Length of Student Day:** 8
- **Planning Time:** 54
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 30,600
- **Starting Salary:** 30,600
- **Career Increments:** N
- **Experience Allowed:** 8
- **Vertical Freeze:**
- **Rollback:** 93-94
- **Multi-year Contract:**

### INSURANCE

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### OTHER DISTRICT POLICIES

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

### SALVATION:
- **No**

### SEVERANCE PAY:

### OTHER LEAVES:

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**WORKING CONDITIONS**
- Contract Days: 184
- FTE Teachers: 325
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 66
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

**SALARY SCHEDULE**
- Base: 32,520
- Index: 4.5 x 4.5
- Career Increments: N
- Vertical Freeze: 86-87
- Vertical Freeze: Rollback:
- Multi-year Contract:

**INSURANCE**
- TYPE CARRIER
  - HEALTH: BC/BS 750D/1650D
  - DENTAL: BC/BS 3
  - PPO: COMMENTS:
  - LIFE: Deductible Reimbursement:
  - LTD: Principal
  - NON-PARTICIPANT

**LEAVES**
- SICK: 10 60 yes
- PERSONAL: 2 yes
- BEREAVEMENT: 5 per occur.-immed. fam.
- PROFESSIONAL: 5 yes
- ADOPTION: FEMA
- ASSOCIATION

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

**BRIDGEPORT**

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**NOTES**
- FTE Teachers: 325
- Starting Salary: 32,520
- Entry Level Step: 1
- Experience Allowed: N
- Options: Cafeteria
- Cafeteria Plan
- HEALTH: H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
- DENTAL: BC/BS 3
- PPO: COMMENTS:
- IRS 125: Y
- PART-TIME BENEFITS
- LIFE: Deductible Reimbursement:
- Minmum FTE: Contribution: Y
- LTD: Principal
- NON-PARTICIPANT
- SICK: $30/day beyond 60
- PERSONAL (2) yes: accum. to 3
- BEREAVEMENT (5) per occur.-immed. fam.
- PROFESSIONAL (5) yes
- ADOPTION: FEMA
- ASSOCIATION
- SEVERANCE PAY: N
- SABBATICAL: No
- OTHER LEAVES:
### WORKING CONDITIONS
- Contract Days: **185**
- FTE Teachers: **80**
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 50 50 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

### SALARY SCHEDULE
- Base: **31,200**
- Starting Salary: **4.5 x 4.5**
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: Rollback: 87-88
- Multi-year Contract: 12-13, 13-14

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District: **489.06 904.78 1027.04 1379.05**
  - Entry Level Step: 1
- **DENTAL**
  - Carrier: BC/BS
  - Option: 4
  - Amount Paid by District: **45.71 45.71 45.71 45.71**
  - Entry Level Step: 1

### LEAVES
- **SICK**
  - Days/Year: 10
  - Other Info: 10 days can be used for anything
- **PERSONAL**
  - From sick lv
- **BEREAVEMENT**
  - From sick lv
- **PROFESSIONAL**
  - Unl.
- **ADOPTION**
  - Approval Needed: Yes
- **ASSOCIATION**
  - Approval Needed: Yes

### SABBATICAL
- **No**

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

### OTHER LEAVES:

### BROKEN BOW

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

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

### Salary Schedule

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2013-2014  Bruning-Davenport
1.1

**WORKING CONDITIONS**
- Contract Days: 184
- FTE Teachers: 28.25
- HS JH/MS ELEM
  - Length of Teacher Day: 8 8 8
  - Length of Student Day: 7 7 7
  - Planning Time: 65 65 40
  - Class Periods/Day: 8 8
  - Normal Teaching Load: 6 6

**SALARY SCHEDULE**
- Base: 32,500
- Index: 4 x 4
- Starting Salary:  Entry Level Step: 1
- Career Increments: Y  Experience Allowed: 5
- Vertical Freeze:  Rollback:  Multi-year Contract: 12-13, 13-14

**INSURANCE**

<table>
<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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**LEAVES**

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**SABBATICAL:** Yes  SEVERANCE PAY: Y

**OTHER DISTRICT POLICIES**

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**PART-TIME BENEFITS**
- Minimum FTE: 0.5
- Cafeteria Plan:
- Individ.: Depend.
- IRS 125:
- Flex Accounts:
- PPO:
- Exists
- Policy
- COMMENTS: Deductible Reimbursement:

**OTHER DISTRICT POLICIES**

- Negligible
- Policy

**Comments:**
WORKING CONDITIONS

- Contract Days: 184
- FTE Teachers: Burwell

Length of Teacher Day:
- HS: 8
- JH/MS: 7.5
- ELEM: 7.5

Length of Student Day:
- HS: 8
- JH/MS: 7.5
- ELEM: 7.5

Planning Time:
- HS: 94
- JH/MS: 94
- ELEM: 52

Class Periods/Day:
- 4

Normal Teaching Load:
- 3

Experience Allowed:
- Career Increments: N
- Vertical Freeze: N
- Rollback: N

SALARY SCHEDULE

- Base: $30,750
- Index: 4 x 5

- Starting Salary: $30,750
- Entry Level Step: 1

- Experience Allowed: 5

- Multi-year Contract:

INSURANCE

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LEAVES

- SICK: 10
- PERSONAL: 2
- BEREAVEMENT: 10
- PROFESSIONAL: 2
- ADOPTION: 
- ASSOCIATION: 
- SABBATICAL: No

OTHER DISTRICT POLICIES

- SABBATICAL: No

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WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 23
- HS: 8.25
- JH/MS: 8.25
- ELEM: 8.25
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 100
- Class Periods/Day: 8
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: 30,000
- Index: 4 x 5
- Starting Salary: 1
- Career Increments: N
- Experience Allowed: all
- after 30 yrs in system, $3000 incentive bonus

Vertical Freeze: 86-87, 87-88
Rollback:

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

Experience: N

LEAVES
- SICK: 10.5 Days/Year
- Depend. use: 30
- Approval Needed: yes

INSURANCE
- HEALTH: BC/BS
  - Type: Ind/Out
  - Carrier: Fort Dearborn
  - Deductible Reimbursement: Ind Dental

- DENTAL: BC/BS
  - Type: Ind Dental
  - Carrier: Fort Dearborn
  - Deductible Reimbursement: Ind Dental

- LTD
  - Type: Ind/Out
  - Carrier: Fort Dearborn
  - Deductible Reimbursement: Ind Dental

- NON-PARTICIPANT

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

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

OTHER LEAVES:
- Sabbatical: No
- Severance Pay:
### Working Conditions
- Contract Days: 183
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Planning Time: 52
- Length of Student Day: 77
- Normal Teaching Load: 888
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract: 12-13, 13-14

### Salary Schedule
- Start Salary: 31,400
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract: 12-13, 13-14

### Insuranc
- Health:
  - Carrier: BC/BS
  - Option: 950D
  - Entry Level Step: 1
- Dental:
  - Carrier: BC/BS
  - Option: 950D
  - Entry Level Step: 1
- Life:
  - Carrier: BC/BS
  - Option: 950D
  - Entry Level Step: 1

### Leaves
- SICK: 10, 60, yes
- PERSONAL: 2, no, sub. avail.
- BEREAVEMENT: sick lv
- PROFESSIONAL: adm. disc.
- ADOPTION: yes
- ASSOCIATION: no

### Other Leaves
- SABBATICAL: No
- SEVERANCE PAY: Emergency

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

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

### Cambridge School District Salary Schedule

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### Salary Schedule Notes
- **Entry Level Step**: The starting salary for new teachers.
- **FTE Teachers**: Full-Time Equivalents for different grade levels.
- **LEAVES**: Types of leaves with days/year and approval needed.
- **SABBATICAL**: No
- **SEVERANCE PAY**: Emergency
- **Other LEAVES**: Emergency

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### Part-Time Benefits
- Minimum FTE: 0.5
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50 50 40
- Class Periods/Day: 8
- Normal Teaching Load: 7

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

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### LEAVES
- Sick: 10 40 yes
- Personal: 4 yes $75/day for unused
- Bereavement: Voluntary Separation: Y P
- Professional: Grievance: Y N
- Adoption: Professional Growth: Y P
- Association: Reduction in Force: Y P
- Sabbatical: No
- Severance Pay: Yes

### OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- Part-Time Benefits: Minimum FTE: 0.5

### CEDAR BLUFFS

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### CEDAR BLUFFS

- Part-Time Benefits: Minimum FTE: 0.5
- Negotiated/Policy: Exists
- Severance Pay: Yes

### OTHER LEAVES:

- Sick: 10 40 yes
- Personal: 4 yes $75/day for unused
- Bereavement: Voluntary Separation: Y P
- Professional: Grievance: Y N
- Adoption: Professional Growth: Y P
- Association: Reduction in Force: Y P
- Sabbatical: No
- Severance Pay: Yes

### cedarbluffs

- Part-Time Benefits: Minimum FTE: 0.5
- Negotiated/Policy: Exists
- Severance Pay: Yes
### Working Conditions
- Contract Days: 184
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
  - Length of Teacher Day: 7.75
  - Length of Student Day: 7.72
  - Planning Time: 51
  - Class Periods/Day: 8
  - Normal Teaching Load: 7
- Multi-year Contract: 12-13, 13-14
- Vertical Freeze:
- Rollback:

### Insurances

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

### Cedar Rapids

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

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

### Comments
- Normal Teaching Load: 77
- Length of Teacher Day: 7.75 7.75 7.75
- Length of Student Day: 7.27 7.27
WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 300

Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7.25 7.2
Planning Time: 48 48 45
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

INDEX: 4 x 5

PROJECTED SCHEDULE

Experience Allowed: (D) Career Increments: N
Vertical Freeze: 86-87 Also Horiz.
Rollback:

Multi-year Contract:

INSURANCE

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

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

HEALTH BC/BS 500D 551.79 1083.17 1454.42
DENTAL BC/BS 2 24.28 24.28 24.28 24.28
PPO: COMMENTS: 26.69 or 44.19
LIFE

NON-PARTICIPANT

LEAVES

Type Days/Year Accum. Depend. Approval Other

SICK 10 50 yes

PERSONAL 2 yes sub rate/ea day unused

BEREAVEMENT adm. disc. Voluntary Separation: Y P

PROFESSIONAL adm. disc. Grievance: Y N
ADOPTION see sick lv. Professional Growth: Y P
ASSOCIATION

SEVERANCE PAY:

OTHER DISTRICT POLICIES

OTHER LEAVES:
### WORKING CONDITIONS

- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 6.63
- **Length of Student Day:** 6.48
- **Planning Time:** 91
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**
  - **Length of Teacher Day:** 7.5
  - **Length of Student Day:** 6.63
  - **Normal Teaching Load:** 7
  - **Multi-year Contract:**

### SALARY SCHEDULE

- **Base:** 31,250
- **Index:** 5 x 4
- **Starting Salary:**
  - HS: 32,500
  - JH/MS: 33,750
  - ELEM: 35,000
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Entry Level Step:** 1
- **Vertical Freeze:** 85-86, 87-88
- **Rollback:** 87-88 Last Step

### INSURANCE

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<td>BC/BS</td>
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<td>EE/Sp/Child</td>
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<td>Madison Ntl.</td>
<td>Individ. Depend.</td>
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<td>NON-PARTICIPANT</td>
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### LEAVES

- **SICK:**
  - Days/Year: 10
  - Accum. Use: 60
  - Approval Needed: yes
  - Other Info: Sev. after 10 yrs, 1/3 daily rate for unused days

- **PERSONAL:**
  - Days/Year: 2, 3
  - Accum. Use: no
  - Approval Needed: 2: 1st 5 yrs; 3: after 6 yrs

- **BEREAVEMENT:**
  - Unl.
  - Admin Approval: yes

- **PROFESSIONAL:**
  - Days/Year: 1
  - Accum. Use: yes

- **ADOPTION:**
  - As needed

- **ASSOCIATION:**
  - Days/Year: as needed
  - Approval Needed: adm approval

- **SABBATICAL:**
  - Yes

- **SEVERANCE PAY:**
  - Y

### OTHER DISTRICT POLICIES

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

### OTHER LEAVES:

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### CAFE TERIA PLAN

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

### PART-TIME BENEFITS

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

### CONTRACT DAYS:

- **Contract Days:** 185
- **Base:** 31,250
- **Index:** 5 x 4
- **Starting Salary:**
  - BA: 32,500
  - BA+9: 33,750
  - BA+18: 35,000
  - MA: 36,250
  - MA+9: 37,500
  - MA+18: 38,750
  - MA+27: 40,000
  - MA+36: 41,250

### INDEX:

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<th>Base</th>
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<th>Starting Salary</th>
<th>Entry Level Step</th>
<th>Vertical Freeze</th>
<th>Rollback</th>
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<td>5 x 4</td>
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<td>85-86, 87-88</td>
<td>87-88 Last Step</td>
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WORKING CONDITIONS

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

SALARY SCHEDULE

- Base: 31,800
- Index: 4 x 5
- Starting Salary: 
- Entry Level Step: 0
- Career Increments: N
- Vertical Freeze: 90-91
- Rollback:
- Multi-year Contract: 12-13, 13-14

- get up to 2 yrs exp on schedule for military service
- Vertical Freeze: 90-91
- Rollback:

INSURANCE

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

- Option
  - Carrier
    - BC/BS
    - Guardian
  - Type
    - H/A-Dent
    - Individ.
    - EE/Child
    - EE/Spouse
    - EE/Sp/Child
  - Amount Paid by District
    - Medical
    - 750D
    - Guardian
    - 489.06
    - 904.78
    - 1027.04
    - 1379.05
  - Deductible Reimbursement:
    - IRS 125
    - Y
    - Flex Accounts
    - Y

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

OTHER LEAVES:

Cafeteria Plan

- Cafeteria Plan
  - Type Carrier
    - BC/BS
    - Health
    - Guardian
  - Option
    - IRS 125
    - Y
    - Flex Accounts
    - Y

LEAVES

- Type
  - Dependent
  - Approval
  - Needed
  - Other

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

Cafeteria Plan

- Cafeteria Plan
  - Type Carrier
    - BC/BS
    - Health
    - Guardian
  - Option
    - IRS 125
    - Y
    - Flex Accounts
    - Y

LEAVES

- Type
  - Dependent
  - Approval
  - Needed
  - Other

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

Cafeteria Plan

- Cafeteria Plan
  - Type Carrier
    - BC/BS
    - Health
    - Guardian
  - Option
    - IRS 125
    - Y
    - Flex Accounts
    - Y

LEAVES

- Type
  - Dependent
  - Approval
  - Needed
  - Other

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

Cafeteria Plan

- Cafeteria Plan
  - Type Carrier
    - BC/BS
    - Health
    - Guardian
  - Option
    - IRS 125
    - Y
    - Flex Accounts
    - Y

LEAVES

- Type
  - Dependent
  - Approval
  - Needed
  - Other

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

Cafeteria Plan

- Cafeteria Plan
  - Type Carrier
    - BC/BS
    - Health
    - Guardian
  - Option
    - IRS 125
    - Y
    - Flex Accounts
    - Y

LEAVES

- Type
  - Dependent
  - Approval
  - Needed
  - Other

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.15 hours
- Length of Student Day: 7 hours
- Planning Time: 90 minutes
- Class Periods/Day: 4
- Normal Teaching Load: 38

### SALARY SCHEDULE
- Base: $31,700
- Entry Level Step: 0
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 13-14, 14-15

### INSURANCE
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **Entry Level Step**: Individual
- **Deductible Reimbursement**: Depend.
- **Health**: BC/BS
  - Carrier: Madison Nat'l
  - Options: Individ.
  - Type: EE/Child
  - Amount Paid by District: $992.41
  - Contributions: $1332.56
- **Dental**: BC/BS
  - Carrier: Madison Nat'l
  - Options: Individ.
  - Type: EE/Spouse
  - Amount Paid by District: $1332.56
  - Contributions: $1874.29
- **Life**:
- **LTD**:
- **Non-Participant**:

### LEAVES
- **Type**: Days/Year
- **Accum.**: Depend.
- **Approval Needed**: Other
- **Comments**:
- **Sick**: 10 days
- **PERSONAL**: see sick lv.
- **Bereavement**: see sick lv.
- **Professional**: unlv.
- **Adoption**: see sick lv.
- **Association**: see prof lv.

### OTHER DISTRICT POLICIES
- **Leaves**: Community Service-35 divid. betw. staff
- **Negotiated/Policy**:
  - **Exists**: Y
  - **Voluntary Separation**: N
  - **Grievance**: Y
  - **Professional Growth**: Y
  - **Reduction in Force**: N
  - **Sick Bank**: Y

### SCHEDULE

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### 06-10 vertical index from 4.25 to 4.5; 06-07 longevity eliminated
**WORKING CONDITIONS**

- **Contract Days:** 184
- **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:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8
- **Normal Student Day:** 7.5
- **Normal Teaching Load:** 7
- **Working Conditions:**
  - **Class Periods/Day:** 8
  - **Contract Days:** 184

**SALARY SCHEDULE**

- **Index:** 4 x 4
- **Starting Salary:** 30,500
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

**INSURANCE**

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<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<tbody>
<tr>
<td>HEALTH</td>
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<td>24.28 24.28 24.28 24.28</td>
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<td>Deductible Reimbursement: Flex Accounts: Y</td>
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<td>LIFE</td>
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<td>PART-TIME BENEFITS</td>
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<td>Principal</td>
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**LEAVES**

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**OTHER DISTRICT POLICIES**

- **Negotiated/Policy**
  - **Exists**
  - **Sabbatical:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

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**CHAMBERS**

- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
### Working Conditions
- Contract Days: 184
- FTE Teachers: 53.6
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 46
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 31,950
- Index: 4.5 x 4.5
- Starting Salary: 31,950
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 0

### Insurance

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### Other District Policies

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### Severance Pay:

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### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 24
- 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
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 31,300
- Starting Salary: 31,300
- Career Increments: N
- Career Increments: N
- $1500 stipend may be offered to new hires
- Experience Allowed: 10
- Entry Level Step: 1
- Index: 4 x 4
- Cafeteria Plan
- Coverage:
- Cafeteria Plan

### INSURANCE
- Type: HEALTH
- Carrier: BC/BS
- Option: Individual
- Amount Paid by District: 950D
- Entry Level Step: 1
- Entry Level Step: 1
- Deductible Reimbursement:

### LEAVES
- Type: SICK
- Days/Year: 10
- Accrual: 60
- Approval Needed: yes
- Approval Needed: yes
- Other: depend.use-2;Sev.-unused days up to 30 at 1/2 sub. rate

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

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### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 24
- 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: 31,300
- Starting Salary: 31,300
- Career Increments: N
- Career Increments: N
- $1500 stipend may be offered to new hires
- Experience Allowed: 10
- Entry Level Step: 1
- Index: 4 x 4
- Cafeteria Plan
- Coverage:

### INSURANCE
- Type: HEALTH
- Carrier: BC/BS
- Option: Individual
- Amount Paid by District: 950D
- Entry Level Step: 1
- Deductible Reimbursement:

### LEAVES
- Type: SICK
- Days/Year: 10
- Accrual: 60
- Approval Needed: yes
- Approval Needed: yes
- Other: depend.use-2;Sev.-unused days up to 30 at 1/2 sub. rate

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

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WORKING CONDITIONS
Contract Days: 186
FTE Teachers: 20
Length of Teacher Day: 7.5
Length of Student Day: 7.5
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 29,400
Starting Salary: 29,400
Career Increments: N
Entry Level Step: 1
Experience Allowed: (D)

Index: 4 x 4

Experience Allowed: (D)
Career Increments: N
Vertical Freeze: 90-91
Rollback:
Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D 489.06 904.78 1027.04 1379.05 Sp/Dep Dental+Annuity
DENTAL BC/BS 2 24.28 24.28 24.28 24.28
PPO Ind also rcv $50/mo annuity
LIFE Guardian 2.50
LTD Madison Nat'l 10.00
NON-PARTICIPANT $50/mo annuity

LEAVES
Type Days/Year Accum. Depend. Approval Use Needed Other
SICK 10 30 yes
PERSONAL PTO yes
BEREAVEMENT PTO yes
PROFESSIONAL 3 yes
ADOPTION 30
ASSOCIATION

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
SICK 10 30 yes
PERSONAL PTO yes
BEREAVEMENT PTO yes
PROFESSIONAL 3 yes
ADOPTION 30
ASSOCIATION

SABBATICAL: No
SEVERANCE PAY:

CODY-KILGORE
Step BA BA+9 BA+18 BA+27 MA MA+9 MA+18
1 29,400 30,870 32,340 33,810 35,280 36,750 38,220
 1.00 1.05 1.10 1.15 1.20 1.25 1.30
2 30,576 32,046 33,516 34,986 36,456 37,926 39,396
 1.04 1.09 1.14 1.19 1.24 1.29 1.34
3 31,752 33,222 34,692 36,162 37,632 39,102 40,572
 1.08 1.13 1.18 1.23 1.28 1.33 1.38
4 32,928 34,398 35,868 37,338 38,808 40,278 41,748
 1.12 1.17 1.22 1.27 1.32 1.37 1.42
5 34,104 35,574 37,044 38,514 39,984 41,454 42,924
 1.16 1.21 1.26 1.31 1.36 1.41 1.46
6 36,750 38,220 39,690 41,160 42,630 44,100
 1.25 1.30 1.35 1.40 1.45 1.50 1.55
7 37,926 39,396 40,866 42,336 43,806 45,276
 1.29 1.34 1.39 1.44 1.49 1.54 1.59
8 40,572 42,042 43,512 44,982 46,452
 1.38 1.43 1.48 1.53 1.58
9 43,218 44,688 46,158 47,628
 1.47 1.52 1.57 1.62
10 45,864 47,334 48,804
 1.56 1.61 1.66
11 48,510 49,980
 1.65 1.70
12 51,156
 1.74
**Coleridge**

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.3
- **Length of Student Day:** 7.3
- **Planning Time:** 48
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 30,400
- **Index:** 4 x 4
- **Starting Salary:** 30,400
- **Career Increments:** N
- **Experience Allowed:** 7
- **vertical freeze:** 87-88; 98-99
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

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### SEVERANCE PAY:

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### OTHER LEAVES:

### COLERIDGE

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### Working Conditions
- **Contract Days:** 188
- **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:**
  - HS: 44
  - JH/MS: 84
  - ELEM: 30
- **Class Periods/Day:**
  - HS: 4
  - JH/MS: 9
  - ELEM: 3
- **Normal Teaching Load:**
  - HS: 3
  - JH/MS: 6

### Salary Schedule
- **Base:** $34,500
- **Index:** 4.7 x 5
- **Starting Salary:**
  - Step 1: $34,500
  - Step 2: $36,225
  - Step 3: $37,950
  - Step 4: $39,675
  - Step 5: $41,400
  - Step 6: $43,125
  - Step 7: $44,850
  - Step 8: $46,575
  - Step 9: $48,300
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Vertical Freeze:** 87-88
- **Rollback:** 85-86 (2 Steps)
- **Multi-year Contract:**
  - Length of Teacher Day: 888
  - Length of Student Day: 7.5
- **Normal Teaching Load:**
  - HS: 3
  - JH/MS: 6

### Insurance
- **Carriers:**
  - Health: BC/BS
  - Dental: BC/BS
- **Options:**
  - Health:
    - 750D/1650D
    - 514.80
  - Dental:
    - 2
    - 24.28

### Cafeteria Plan
- **Options:**
  - H/A, Cash, TSA
- **Fees:**
  - IRS 125: Y
  - Flex Accounts: Y

### Leave Policies
- **Sick Days:**
  - 10
  - 1-yes, 1-no 2 add'l days from Emergency L
- **Personal Days:**
  - 2
  - 1-yes, 1-no 2 add'l days from sick lv.
- **Sabbatical:**
  - Yes

### Other District Policies
- **Severance Pay:**
  - Exists
  - Negotiated/Policy
  - Existed
  - Policy

### Columbus

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

**WORKING CONDITIONS**
- Contract Days: 164
- FTE Teachers: 58
- HS JHI/MS ELEM
- Length of Teacher Day: 9 9 9
- Length of Student Day: 8 8 7.75
- Planning Time: 52 52 60
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

**SALARY SCHEDULE**
- Base: 32,100
- Index: 4 x 4
- Entry Level Step: 1
- Experience Allowed: 10
- Career Increments: Y

**INDEX:**
- 4 x 4

**EXPERIENCE ALLOWED:**
- 10

**CAREER INCREMENTS:**
- Y

**VERTICAL FREEZE:**
- Rollback:

**MULTI-YEAR CONTRACT:**
- Yes

**LENGTH OF TEACHER DAY:**
- 999

**LENGTH OF STUDENT DAY:**
- 87.75

**NORMAL TEACHING LOAD:**
- 7 7

**LEAVES:**
- WORKING CONDITIONS SALARY SCHEDULE
-CAFETERIA PLAN

**INSURANCE**
- Type: Carrier: Option: Amount Paid by District: Couple - Benefits: Cafeteria Plan
- HEALTH: BC/BS: 750D: 514.80 952.40 1081.09 1451.63: Sp or Dep. Dental
- DENTAL: BC/BS: 2: 24.28 24.28 24.28 24.28
- PPO: COMMENTS:
- LIFE: Principal: .0024
- LTD: Non-Participant

**LEAVES:**
- Type: Days/Year: Accum. Depend. Approval Needed: Other
- SICK: 12: 50: yes
- OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists
- PERSONAL: 1-year, 1-no
- BEREAVERSMENT: 3
- Voluntary Separation: Y P
- PROFESSIONAL: un.: yes
- Grievance: Y N
- ADOPTION: yes
- Professional Growth: Y N
- ASSOCIATION: yes
- Reduction in Force: Y P
- SABBATICAL: Yes
- Sick Bank: N

**OTHER LEAVES:**

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**Last step of MA+27 column receives an additional 1% to max of 2.00 index**
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 24.28
- HS: 7.75
- JH/MS: 7.75
- ELEM: 7.75
- Length of Teacher Day: 7.75
- Planning Time: 95
- Class Periods/Day: 7
- Normal Teaching Load: 7

## SALARY SCHEDULE
- Base: 31,950
- Starting Salary: 31,950
- Career Increments: N
- Vertical Freeze: 86-87, 88-89 (Adv)
- Rollback:
- Multi-year Contract: 12-13, 13-14

### ININSURANCE
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### LEAVES
- SICK: 10, 45, yes
- PERSONAL: 2, yes
- BEREAVEMENT: 3-5, accum to 5
- PROFESSIONAL: 2, yes
- ADOPTION: 2
- ASSOCIATION: 2

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

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

## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 24.28
- HS: 7.75
- JH/MS: 7.75
- ELEM: 7.75
- Length of Teacher Day: 7.75
- Planning Time: 95
- Class Periods/Day: 7
- Normal Teaching Load: 7

## SALARY SCHEDULE
- Base: 31,950
- Starting Salary: 31,950
- Career Increments: N
- Vertical Freeze: 86-87, 88-89 (Adv)
- Rollback:
- Multi-year Contract: 12-13, 13-14

### ININSURANCE
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### LEAVES
- SICK: 10, 45, yes
- PERSONAL: 2, yes
- BEREAVEMENT: 3-5, accum to 5
- PROFESSIONAL: 2, yes
- ADOPTION: 2
- ASSOCIATION: 2

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

### OTHER DISTRICT POLICIES
- SEVERANCE PAY:
- OTHER LEAVES:
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:** 25.6
- **Length of Teacher Day:**
  - HS: 8:42
  - JH/MS: 8:42
  - ELEM: 8:42
- **Length of Student Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.25
- **Planning Time:**
  - HS: 51
  - JH/MS: 51
  - ELEM: 40
- **Class Periods/Day:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Normal Teaching Load:**
  - HS: 7
  - JH/MS: 7
  - ELEM: 7
- **Index:** 4.5 x 4.5
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 30,622
- **Index:**
  - Entry Level Step: 1
  - Experience: 4.5 x 4.5

### Insurance
- **Type:**
  - HEALTH: BC/BS 500D
  - DENTAL: BC/BS 2
- **Option:**
  - H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
- **Amount Paid by District:**
  - Cafeteria Plan
  - Cafeteria Plan
- **Couple - Benefits:**
  - Individ. Depend.
  - Options: H/A,Life, TSA, Cash
- **Type Carrier:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **PLAN:**
  - 10% BC/BS surcharge
- **OPTIONS:**
  - Principal
  - Principal
  - Principal
- **Deductible Reimbursement:**
  - Cafeteria Plan
  - Cafeteria Plan
- **Minimum FTE:** 0.5
- **School District Participation:**
  - Cafeteria Plan
  - Cafeteria Plan

### Leaves
- **Type:**
  - SICK: 10 days/year, unused reimb @ $35/day, max 45
  - PERSONAL: 3 days reimb @ per diem eoy
  - BEREAVEMENT: 5
  - PROFESSIONAL: See sick lv.
  - ADOPTION: See sick lv.
  - ASSOCIATION: 4
- **Approval Needed:**
  - SICK: Yes
  - PERSONAL: Yes
  - BEREAVEMENT: Yes
  - PROFESSIONAL: Yes
  - ADOPTION: Yes
  - ASSOCIATION: Yes
- **Comments:**
  - Other Info: Minimum FTE: 0.5
  - Cafeteria Plan
  - Cafeteria Plan

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

### Crawford

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 26.5
- HS: 8
- JH/MS: 8
- ELEM: 7
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 31,400
- Entry Level Step: 1
- Entry Level: 4.5 x 4.5
- Experience Allowed: 5 (D)

**INSURANCE**
- Type: Carrier
- Option: Amount Paid by District
-Couple - Benefits
- H/A-Dent: Individ. EE/Child EE/Spouse EE/Sp/Child
- HEALTH BC/BS 500D 515.79 954.24 1083.17 1454.42 Sp or Dep Dental
- DENTAL BC/BS 2 24.28
- PPO: 13-14 switch from Dental Opt 1 to COMMENTS: dt pays $60/yr LTD
- LIFE
- LTD Madison Nat'l 5.00
- NON-PARTICIPANT

**LEAVES**
- Type: Days/Year Accum. Depend. Approval
- SICK: 10 50 Needed Other
- PERSONAL: 3
- OTHER DISTRICT POLICIES
- Negotiated/Policy
- SABBATICAL: SEVERANCE PAY:
- OTHER DISTRICT POLICIES
-起き方: Volunteers Separation: Y N
- 前職: 悩みの前職: Y P
- 独立: Professional Growth: Y P
- 独立: Reduction in Force: N
- 独立: 患病: Y N

---

**CREEK VALLEY**

| Class Periods/Day | 7 |
| Contract Days | 185 |
| FTE Teachers | 26.5 |
| HS | 8 |
| JH/MS | 8 |
| ELEM | 7 |
| Length of Teacher Day | 8 |
| Length of Student Day | 7.5 |
| Planning Time | 49 |
| Class Periods/Day | 8 |
| Normal Teaching Load | 7 |

**Cafeteria Plan**
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- Individ. Depend.
- HEALTH BC/BS 500D 515.79 954.24 1083.17 1454.42 Sp or Dep Dental
- DENTAL BC/BS 2 24.28
- PPO: 13-14 switch from Dental Opt 1 to COMMENTS: dt pays $60/yr LTD
- LIFE
- LTD Madison Nat'l 5.00
- NON-PARTICIPANT

**LEAVES**
- Type: Days/Year
- SICK: 10
- PERSONAL: 3

**OTHER DISTRICT POLICIES**
- Negotiated/Policy
- SABBATICAL: SEVERANCE PAY:
- OTHER DISTRICT POLICIES
-起方: Volunteers Separation: Y N
- 独立: Professional Growth: Y P
- 独立: Reduction in Force: N
- 独立: 患病: Y N

---

**Creek Valley**

| 5th-9th | 24.28 |
| 10th-12th | 24.28 |
| 13th-16th | 24.28 |
| 17th-20th | 24.28 |
| 21st-24th | 24.28 |

---

**Creek Valley**

| 5th-9th | 24.28 |
| 10th-12th | 24.28 |
| 13th-16th | 24.28 |
| 17th-20th | 24.28 |
| 21st-24th | 24.28 |
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.75
- **Length of Student Day:** 7.75
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## SALARY SCHEDULE
- **Base:** $31,500
- **Starting Salary:**
  - HS: 31,500
  - JH/MS: 32,918
  - ELEM: 34,336
- **Career Increments:** N
- **Experience Allowed:** 5
- **Entry Level Step:** 1
- **Index:** 4 × 4.5
- **Index Entries:** 2013-2014

### INSURANCE
- **Type:**
  - Health: BC/BS
  - Dental: BC/BS
  - PPO: 
  - Life: Fortis
  - LTD: 
- **Carrier:**
  - Health: 750D
  - Dental: 1
- **Option:**
  - Health: Individ. EE/Child
  - Dental: Individ. EE/Spouse
- **Amount Paid by District:**
  - Health: 43.02
- **Couple - Benefits:**
  - Health: Sp or Dep. Dental
- **Options:**
  - IRS 125: Y
  - Cafeteria Plan: Depend.

### LEAVES
- **Sick:** 10 Days/Year
- **Personal:** 2
- **Bereavement:** 3
- **Professional:** Unl.
- **Auction:**
- **Other:** With approval

### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - **Exists:**
    - Voluntary Separation: N
    - Grievance: Y
    - Professional Growth: Y
    - Reduction in Force: Y
  - **Minimum FTE:** 0.5

## CAFEIRTON

### Salary Schedule

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### OTHER LEAVES:
- **Sick Bank:**
  - Yes

### COMMENTS:
- LTD - District pays 1/2 insurance
- Cafeteria Plan: Minimum FTE: 0.5
- Deductible Reimbursement: Y
- IRS 125: Y
- Flex Accounts: Y
- 125 Plan: Y
- IRS 125: Y
- Cafeteria Plan: Depend.

### WEBSITE:
- [Website](#)
**WORKING CONDITIONS**

- Contract Days: 186
- FTE Teachers: 1
- HS: JH/MS: ELEM
- Length of Teacher Day: 7.5
- Length of Student Day: 6.42
- Planning Time: 104
- Class Periods: 7
- Normal Teaching Load: 6

**SALARY SCHEDULE**

- Base: 32,545
- Index: 4.5 x 4.5
- Starting Salary: 32,545
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

**INSURANCE**

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**LEAVES**

- SICK: 10
- PERSONAL: 2
- BEREAVEMENT: 3
- PROFESSIONAL: unlim.
- ADOPTION: 6 weeks
- ASSOCIATION: unlim.

**OTHER DISTRICT POLICIES**

- SABBATICAL: No
- SEVERANCE PAY: Y

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

- Minimum FTE: 0.4
- Contribution: fte

**Class Periods/Day:**

- 7

**Length of Teacher Day:**

- 7.5 7.5 7.5

**Length of Student Day:**

- 6.42 6.75 6.68

**Normal Teaching Load:**

- 6 6

**FTE Teachers:**

- 1

**Salary Schedule**

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**Notes:**

- 01-02 all experience allowed, 08-09 BA36 column closed to new entrants
### Working Conditions
- Contract Days: 185
- FTE Teachers: 
  - HS: 2013-2014
  - JH/MS: 2013-2014
  - ELEM: 2013-2014
- Length of Teacher Day: 8
- Length of Student Day: 7.15
- Planning Time: 90
- Class Periods/Day: 3
- Normal Teaching Load: 4
- Index: 4 x 4
- Experience Allowed: Y
- Career Increments: Y
- Vertical Freeze: 86-87;92-93
- Rollback: Multi-year Contract:

### Salary Schedule
- Base: 31,600
- Starting Salary: 31,600
- Entry Level Step: 1
- Career Increments: Y
- Vertical Freeze: 86-87;92-93
- Rollback: Multi-year Contract:

### INSURANCE
- Type: Carrier
- Option: Amount Paid by District
- H/A-Dent: Individ.
- EE/Child: EE/Spouse
- EE/Sp/Child: 737.96
- HEALTH BC/BS: 750D
- 514.80
- 952.40
- 1081.09
- 1451.63
- Cash
- DENTAL BC/BS: 24.28
- 24.28
- 24.28
- 24.28
- 24.28
- 24.28
- 24.28
- PPO: Singles recv $187.14 403b COMMENTS: IRS 125:
- LIFE Principal Life
- Deductible Reimbursement:
- LTD Principal Life
- 9.00
- NON-PARTICIPANT $737.96 Cash

### Cafeteria Plan
- Type Carrier
- Option: Amount Paid by District
- H/A-Dent: Individ.
- EE/Child: EE/Spouse
- EE/Sp/Child: 737.96
- HEALTH BC/BS: 750D
- 514.80
- 952.40
- 1081.09
- 1451.63
- Cash
- DENTAL BC/BS: 24.28
- 24.28
- 24.28
- 24.28
- 24.28
- 24.28
- 24.28
- PPO: Singlesrecv $187.14 403b COMMENTS: IRS 125:
- LIFE Principal Life
- Deductible Reimbursement:
- LTD Principal Life
- 9.00
- NON-PARTICIPANT $737.96 Cash

### Leaves
- Type: Days/Year
- Accrual: Depend.
- Approval: Needed
- Other
- SICK Other Info:
- 10 45
- PERSONAL: yes
- $50/day unused reimb
- BEREAVEMENT: 2
- PROFESSIONAL: yes
- Voluntary Separation: Y P
- ADOPTION: see sick lv.
- Grievance: Y N
- ASSOCIATION:
- Professional Growth: Y N
- SABBATICAL:
- SEVERANCE PAY:
- OTHER LEAVES:

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

### WORKING CONDITIONS

### SALARY SCHEDULE

### INSURANCE

### Cafeteria Plan

### Leaves

### OTHER DISTRICT POLICIES

### WORKING CONDITIONS

### SALARY SCHEDULE

### INSURANCE

### Cafeteria Plan

### Leaves

### OTHER DISTRICT POLICIES
WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 2013-2014

Length of Teacher Day: 7.5
Length of Student Day: 6.68
Planning Time: 45
Class Periods/Day: 8
Normal Teaching Load: 7

INDEX: 4 x 5

Experience Allowed: all
Career Increments: N
Vertical Freeze: Rollback:

INSURANCE

Type | Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
--- | --- | --- | --- | --- | ---
HEALTH | BC/BS | 750D | 489.06 904.78 1027.04 1379.05 | Individ. | No
DENTAL | BC/BS | 2 | 24.28 24.28 24.28 24.28 | EE/Spouse | Y
PPO: | COMMENTS: | - | - | - | -
LIFE | | | | | -
LTD | Madison Nat'l | | | | -
NON-PARTICIPANT | | | | | -

LEAVES

Type | Days/Year | Accum. | Depend. | Approval | Other
--- | --- | --- | --- | --- | ---
SICK | 15 | 45 | Yes | $20/day above 40 (5 days max.)
PERSONAL | 2 | | | | 
BEREAVEMENT | 2 | | | Yes | 
PROFESSIONAL | 2 | | | Yes | 
ADOPTION | | | | | 
ASSOCIATION | | | | | 
SABBATICAL: | No | | | | 
SEVERANCE PAY: | Y | | | | 

CROSS COUNTY

Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18 | MA+27
--- | --- | --- | --- | --- | --- | --- | --- | --- | ---
1 | 31,500 | 33,075 | 34,650 | 36,225 | 37,800 | 39,375 | 40,950 | 42,525 | 44,095
1.04 | 1.05 | 1.10 | 1.15 | 1.20 | 1.25 | 1.30 | 1.35 | 1.40
2 | 32,760 | 34,335 | 35,910 | 37,485 | 39,060 | 40,635 | 42,210 | 43,785 | 45,365
1.04 | 1.09 | 1.14 | 1.19 | 1.24 | 1.29 | 1.34 | 1.39 | 1.44
3 | 34,020 | 35,595 | 37,170 | 38,745 | 40,320 | 41,895 | 43,470 | 45,045 | 46,620
1.08 | 1.13 | 1.18 | 1.23 | 1.28 | 1.33 | 1.38 | 1.43 | 1.48
4 | 35,280 | 36,855 | 38,430 | 40,005 | 41,580 | 43,155 | 44,730 | 46,305 | 47,880
1.12 | 1.17 | 1.22 | 1.27 | 1.32 | 1.37 | 1.42 | 1.47 | 1.52
5 | 36,540 | 38,115 | 39,690 | 41,265 | 42,840 | 44,415 | 45,990 | 47,565 | 49,140
1.16 | 1.21 | 1.26 | 1.31 | 1.36 | 1.41 | 1.46 | 1.51 | 1.56
6 | 37,800 | 39,375 | 40,950 | 42,525 | 44,100 | 45,675 | 47,250 | 48,825 | 50,400
1.20 | 1.25 | 1.30 | 1.35 | 1.40 | 1.45 | 1.50 | 1.55 | 1.60
7 | 40,635 | 42,210 | 43,785 | 45,360 | 46,935 | 48,510 | 50,085 | 51,660 | 53,235
1.29 | 1.34 | 1.39 | 1.44 | 1.49 | 1.54 | 1.59 | 1.64 | 1.69
8 | 41,895 | 43,470 | 45,045 | 46,620 | 48,195 | 49,770 | 51,345 | 52,920 | 54,495
1.33 | 1.38 | 1.43 | 1.48 | 1.53 | 1.58 | 1.63 | 1.68 | 1.73
9 | 44,730 | 46,305 | 47,880 | 49,455 | 51,030 | 52,605 | 54,180 | 55,755 | 57,330
1.42 | 1.47 | 1.52 | 1.57 | 1.62 | 1.67 | 1.72 | 1.77 | 1.82
10 | 45,990 | 47,565 | 49,140 | 50,715 | 52,290 | 53,865 | 55,440 | 57,015 | 58,590
1.46 | 1.51 | 1.56 | 1.61 | 1.66 | 1.71 | 1.76 | 1.81 | 1.86
11 | 47,250 | 48,825 | 50,400 | 51,975 | 53,550 | 55,125 | 56,700 | 58,275 | 59,850
1.50 | 1.55 | 1.60 | 1.65 | 1.70 | 1.75 | 1.80 | 1.85 | 1.90
12 | 50,085 | 51,660 | 53,235 | 54,810 | 56,385 | 57,960 | 59,535 | 61,110 | 62,685
1.59 | 1.64 | 1.69 | 1.74 | 1.79 | 1.84 | 1.89 | 1.94 | 1.99
13 | 51,345 | 52,920 | 54,495 | 56,070 | 57,645 | 59,220 | 60,795 | 62,370 | 63,945
1.63 | 1.68 | 1.73 | 1.78 | 1.83 | 1.88 | 1.93 | 1.98 | 2.03
14 | 54,180 | 55,755 | 57,330 | 58,905 | 60,480 | 62,055 | 63,630 | 65,205 | 66,780
1.72 | 1.77 | 1.82 | 1.87 | 1.92 | 1.97 | 2.02 | 2.07 | 2.12
15 | 60,165

1.91
### WORKING CONDITIONS
- Contract Days: 187
- FTE Teachers: 63.75
- Length of Teacher Day: 6.37
- Length of Student Day: 6.37
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 32,100
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 12-13, 13-14

### INSURANCE

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<td>24.28 24.28 24.28 24.28</td>
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### LEAVES

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### OTHER DISTRICT POLICIES

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### COMMENTS:

- Deductible Reimbursement:
- IRS 125: Y
- OPTIONS: 125: Y, 126: N

### OTHER DISTRICT POLICIES

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### FTE Teachers:
- 63.75

### Contract Days:
- 187
### WORKING CONDITIONS

- Contract Days: 182
- FTE Teachers:
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5

### SALARY SCHEDULE

- Base: 30,400
- Index: 4.5 x 4
- Starting Salary:
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5+1 for 2

### Experience Allowed

- *Years experience: 5 yrs + 1 for every 2 beyond 5

### Vertical Freeze

### Rollback

### Multi-year Contract

### INTEGRITY

- **Years of Experience:**
  - 5 yrs + 1 for every 2 beyond 5

### INSURANCE

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### OTHER DISTRICT POLICIES

- **SABBATICAL:** No
- **SEVERANCE PAY:**

### OTHER DISTRICT POLICIES

- **Negotiated/Policy:**
  - **Existed:**
  - **Created:**

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### Cafeteria Plan

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### PART-TIME BENEFITS

| Minimum FTE: 0.5 |

### CONTRIBUTION:

- Type: fte

### Cafeteria Plan

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

### Deductible Reimbursement:

- Minimum FTE: 0.5

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

### Deductible Reimbursement:

- Minimum FTE: 0.5

- **Contributions:**
  - **Type Carrier:**
  - Options:
  - IRS 125:
  - Flex Accounts:
2013-2014

WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 4

HS JH/MS ELEM
8 8 8

Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 50
Class Periods/Day: 7
Normal Teaching Load: 6

INDEX: 4 x 4

Experience Allowed: 7
Career Increments: N

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

Length of Teacher Day: 888
Length of Student Day: 77
Normal Teaching Load: 6

Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

INDEX: 4 x 4

Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

INDEX: 4 x 4

Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

INDEX: 4 x 4

Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

INDEX: 4 x 4

Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

INDEX: 4 x 4

Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

INDEX: 4 x 4

Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

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Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

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Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

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Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

INDEX: 4 x 4

Experience: 4
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Planning Time: 50%

INDEX: 4 x 4

Experience: 4
Career Increments: N

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Planning Time: 50%

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Experience: 4
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INCENTIVE PLAN:

Planning Time: 50%

INDEX: 4 x 4

Experience: 4
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Career Increments: N

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Career Increments: N

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Career Increments: N

INCENTIVE PLAN:

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Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

INDEX: 4 x 4

Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%

INDEX: 4 x 4

Experience: 4
Career Increments: N

INCENTIVE PLAN:

Planning Time: 50%
WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 46
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 7.27
- Vertical Freeze: 98-99, 05-06
- Salaried: 1
- Multi-year Contract: 12-13, 13-14
- Length of Teacher Day: 8
- Length of Student Day: 8

INSURANCE

- **Type**: Carrier
- **Option**: Amount Paid by District
  - H/A-Dent: Individ.
  - EE/Child: Individ.
  - EE/Spouse: Individ.
  - Sp or Dep. Dental: Individ.

Cafeteria Plan

- **Type**: Carrier
- **Option**: Amount Paid by District
  - Individ.
  - Depend.

LEAVES

- **Type**: Days/Year
- **Approal Needed**: Notes

OTHER DISTRICT POLICIES

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<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
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OTHER LEAVES: Emergency Lv from annual

DONIPHAN-TRUMBULL

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SEVERANCE PAY: No

2013-2014

H/A-Dent

Contract Days: 185

FTE Teachers: 46

Starting Salary: 31,450

Index: 4 x 5

Contract Days: 185

FTE Teachers: 46

Starting Salary: 31,450

Index: 4 x 5
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7
- **Length of Student Day:** 7
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 31,650
- **Index:** 4 x 4
- **Starting Salary:**
  - Entry Level Step: 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:** 87-88; 00-01
- **Rollback:** 87-88; 00-01
- **Multi-year Contract:** 12-13, 13-14

### Insuranc
- **Type:**
  - Health: BC/BS
  - Dental: BC/BS
  - Life: Principal
  - LTD: Principal
- **Option:**
  - H/A-Dent: Individ., EE/Child
  - EE/Spouse: EE/Sp/Child
  - PPO: Principal
  - Cafeteria Plan: Individ., Depend.
- **Type Carrier:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE: Principal
- **Deductible Reimbursement:**
  - IRS 125: Y
  - Flex Accounts: Y

### Leaves
- **Type:**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: 2
- **Approval Needed:**
  - SICK: yes
  - Personal: no
  - Bereavement: yes
  - Professional: yes

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

### Cafeteria Plan
- **Options:**
  - IRS 125: Y
  - Flexible Accounts: Y
  - Minimum FTE: 0.5
  - Contribution: fte

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

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### Step Schedule
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</table>
### Working Conditions
- **Contract Days**: 185
- **FTE Teachers**: 
  - HS: 434
  - JH/MS: 191
  - ELEM: 612
- **Length of Teacher Day**: 8 hours
- **Length of Student Day**: 7.08 hours
- **Class Periods/Day**: 8
- **Normal Teaching Load**: 76
- **Planning Time**: 90 minutes

### Salary Schedule
- **Starting Salary**: 32,125
- **Index**: 4 x 4
- **Experience Allowed**: Y
- **Career Increments**: Y
- **Vertical Freeze**: 
- **Rollback**: 
- **Multi-year Contract**: 13-14, 14-15

### Insurance
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE: Guardian
  - LTD: Madison Nat’l
  - NON-PARTICIPANT:

#### Cafeteria Plan
- **Type Carrier**
  - H/A-Dent: Individ.
  - EE/Child: Individ.
  - EE/Spouse: Individ.

#### Deductible Reimbursement
- **Amount Paid by District**
- **Voluntary Separation**: Y
- **Grievance**: Y
- **Professional Growth**: Y
- **Reduction in Force**: Y
- **Sick Bank**: 
- **SEVERANCE PAY**:

### Leaves
- **Type**: 
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: 
  - ADOPTION:
  - ASSOCIATION: 4

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

### SEVERANCE PAY:
- **Obligations**
  - **Emergency**

### Douglas County West
- **Step**
  - **BA**: 32,125
    - **BA+9**: 33,410
    - **BA+18**: 34,695
    - **BA+27**: 35,980
    - **BA+36**: 37,265
    - **MA**: 38,550
    - **MA+9**: 39,835
    - **MA+18**: 41,120
    - **MA+27**: 42,405
  - **Step 8**: 42,405
  - **Step 9**: 44,975
  - **Step 10**: 47,545
  - **Step 11**: 50,115
  - **Step 12**: 52,685
  - **Step 13**: 55,255
  - **Step 14**: 57,825
  - **Step 15**: 60,395
  - **Step 16**: 62,965

### Cafeteria Plan
- **Type Carrier**
  - H/A-Dent: Individ.
  - EE/Child: Individ.
  - EE/Spouse: Individ.

#### Cafeteria Plan
- **Type Carrier**
  - H/A-Dent: Individ.
  - EE/Child: Individ.
  - EE/Spouse: Individ.

#### Deductible Reimbursement
- **Amount Paid by District**
- **Voluntary Separation**: Y
- **Grievance**: Y
- **Professional Growth**: Y
- **Reduction in Force**: Y
- **Sick Bank**: 
- **SEVERANCE PAY**:

### Leaves
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  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
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  - ADOPTION:
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### SEVERANCE PAY:
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  - **Step 12**: 52,685
  - **Step 13**: 55,255
  - **Step 14**: 57,825
  - **Step 15**: 60,395
  - **Step 16**: 62,965

### Cafeteria Plan
- **Type Carrier**
  - H/A-Dent: Individ.
  - EE/Child: Individ.
  - EE/Spouse: Individ.

#### Cafeteria Plan
- **Type Carrier**
  - H/A-Dent: Individ.
  - EE/Child: Individ.
  - EE/Spouse: Individ.

#### Deductible Reimbursement
- **Amount Paid by District**
- **Voluntary Separation**: Y
- **Grievance**: Y
- **Professional Growth**: Y
- **Reduction in Force**: Y
- **Sick Bank**: 
- **SEVERANCE PAY**:

### Leaves
- **Type**: 
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: 
  - ADOPTION:
  - ASSOCIATION: 4

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

### SEVERANCE PAY:
- **Obligations**
  - **Emergency**

### Douglas County West
- **Step**
  - **BA**: 32,125
    - **BA+9**: 33,410
    - **BA+18**: 34,695
    - **BA+27**: 35,980
    - **BA+36**: 37,265
    - **MA**: 38,550
    - **MA+9**: 39,835
    - **MA+18**: 41,120
    - **MA+27**: 42,405
  - **Step 8**: 42,405
  - **Step 9**: 44,975
  - **Step 10**: 47,545
  - **Step 11**: 50,115
  - **Step 12**: 52,685
  - **Step 13**: 55,255
  - **Step 14**: 57,825
  - **Step 15**: 60,395
  - **Step 16**: 62,965
WORKING CONDITIONS

Contract Days: 186  
FTE Teachers:   

Length of Teacher Day: 8  
JH/MS ELEM  

Length of Student Day: 7.25  
Planning Time: 48  

Class Periods/Day: 8  
Normal Teaching Load: 7  
Multi-year Contract:  

Salary Schedule

Base: 32,000  
Starting Salary:  
Career Increments: N  
Experience Allowed: all  

Index: 4 x 4  
Entry Level Step: 1  

Index: 4 x 4  
Allowed: all  

Vertical Freeze:  
Rollback: 91-92 (1 stp)  

INSURANCE

Type Carrier  Option Amount Paid by District  
HEALTH BC/BS 750D Individ.    
DENTAL BC/BS 2 Individ.    
PPO: COMMENTS: Deductible Reimbursement:  

LEAVES

Type Days/Year Accum. Depend. Approval Needed Other  
SICK 12 40 yes    
PERSONAL 3 yes    
BEREAVEMENT 5 yes    
PROFESSIONAL 2 yes    
ADORPTION  
ASSOCIATION  

SABBATICAL: No  
SEVERANCE PAY:  

OTHER DISTRICT POLICIES

Negotiated/ Policy  
Existed  

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### Working Conditions
- Contract Days: 185
- HS: 6.5
- JH/MS: 6.5
- ELEM: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 6.5
- Length of Student Day: 6.5
- Vertical Freeze: 8
- Rollback: 8
- Multi-year Contract: 12-13, 13-14

### Salary Schedule
- Base: 31,212
- Index: 4.5 x 4
- Starting Salary: 44.19
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all

### Insurancce
- Type
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- Carrier
  - HEALTH: 750D/3100D
  - DENTAL: 2
- Option
  - HEALTH H/A-Dent Individ.
  - DENTAL Individ.
- Amount Paid by District
  - HEALTH Individ.: 1.09
  - DENTAL Individ.: 1.27
- Couple - Benefits
  - HEALTH EE/Spouse EE/Sp/Child
  - DENTAL EE/Spouse EE/Sp/Child
- Cafeteria Plan
  - Options: IRS 125:
  - Flex Accounts: Deductible Reimbursement: N

### Leaves
- Type
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
- Days/Year
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 3
  - PROFESSIONAL: 1
- Accum.
  - SICK: 45
  - PERSONAL: use
  - BEREAVEMENT: Needed
  - PROFESSIONAL: add'l. w/appr.
- Approval
  - SICK: Yes
  - PERSONAL: Yes
  - BEREAVEMENT: Yes
  - PROFESSIONAL: Yes

### Other District Policies
- Negotiated/Policy
  - Other Info:
    - SICK: Pd $25/day up to 6 unused days
    - PERSONAL: yes acc. to 3
    - BEREAVEMENT: Voluntary Separation: Y P
    - PROFESSIONAL: Grievance: Y N
    - ADOPTION: Professional Growth: Y N
    - ASSOCIATION: Reduction in Force: Y N
    - SABBATICAL: Yes
    - SEVERANCE PAY: Y

### EAST BUTLER

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### Notes
- Contract: 13-14
- Base Salary: 31,212
- Maximum Salary: 41,200
- Multi-Year Contract: 12-13, 13-14
## WORKING CONDITIONS
- Contract Days: 169
- FTE Teachers: 3

### Length of Teacher Day
- HS: 8.5
- JH/MS: 8.5
- ELEM: 8.5

### Length of Student Day
- 8
- Planning Time: 60
- Class Periods/Day: 7
- Normal Teaching Load: 6

### Salary Schedule
- Base: 29,128
- Index: 4 x 5
- Starting Salary: 4 x 5
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: 12-13, 13-14

### Class Periods/Day
- HS: 7
- JH/MS: 7
- ELEM: 7
- Contract Days: 169

### Worker Days
- HS: 350
- JH/MS: 400
- ELEM: 400

### Worker FTE
- HS: 1.0
- JH/MS: 1.0
- ELEM: 1.0

### FTE Teachers
- Starting Salary: 4 x 5

### Salary Scale
- Step 1: 29,128
- Step 2: 30,293
- Step 3: 31,458
- Step 4: 32,623
- Step 5: 33,788
- Step 6: 34,954
- Step 7: 37,575
- Step 8: 40,197
- Step 9: 42,818
- Step 10: 45,440
- Step 11: 48,061

### Salary Scale Table

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### Cafeteria Plan
- Individ.: 30.73
- Depend.: N

### Insurance
- HEALTH: BC/BS
  - 950D: 472.57
  - 874.29: 992.41
  - 1332.56

### Leaves
- SICK: 8
  - Days/Year: 35
  - Other Info: reim. $15/day max 12 days

### Other Distric Policies
- Sick Bank: N
- Professional Growth: Y
- Reduction in Force: Y
- Grievance: N
- Voluntary Separation: N
- Professional Association: N
- SABBATICAL: No
- Severance Pay: $0

### Part-Time Benefits
- Minimum FTE: 0.5
- Contribution to:
  - Cafeteria Plan: fte
  - PPO: Exists
  - Negotiated/Policy: Negotiated/Policy

### Comments
- LET: Non-Participant
- NON-PARTICIPANT
WORKING CONDITIONS
Contract Days: 185  FTE Teachers:

HS  JH/MS  ELEM

Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.25
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 30,500  Index: 4 x 4.5
Starting Salary:  
Career Increments: N  Experience Allowed: 5

Vertical Freeze: 89-90  Rollback: 88-89
Multi-year Contract: 12-13, 13-14

INSURANCE
Type   Carrier: Option: Amount Paid by District: Couple - Benefits:
HEALTH  BC/BS  750D: Individ. EE/Child EE/Spouse EE/Sp/Child
DENTAL  BC/BS  2: 24.28 24.28 24.28 24.28
Planning Time: 50 50 50

LEAVES
Type: Days/Year: Accum. Depend. Approval Other
SICK: 12 40  yes  
BEREAVEMENT: 3  from sick lv  
PERSONAL: 2  no  
PROFESSIONAL: 2  yes  
ADOPTION:  
ASSOCIATION:  

OTHER DISTRICT POLICIES
Negotiated/Policy: Exists:
SABBATICAL: No  SEVERANCE PAY:  
OTHER LEAVES:

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FTE Teachers:
Starting Salary:
Career Increments: N
Experience Allowed: 5

Vertical Freeze: 89-90  Rollback: 88-89
Multi-year Contract: 12-13, 13-14

INCENTIVE Pay:
Over 40 days at 1/2 sub rate
Voluntary Separation: N
Grievance: YP
Professional Growth: YP
Reduction in Force: YP
Sick Bank: N

SEVERANCE PAY:

NEGOTIATED/
Policy: Exists:

SABBATICAL: No  SEVERANCE PAY:  
OTHER LEAVES:

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FTE Teachers:
Starting Salary:
Career Increments: N
Experience Allowed: 5

Vertical Freeze: 89-90  Rollback: 88-89
Multi-year Contract: 12-13, 13-14

INCENTIVE Pay:
Over 40 days at 1/2 sub rate
Voluntary Separation: N
Grievance: YP
Professional Growth: YP
Reduction in Force: YP
Sick Bank: N

SEVERANCE PAY:

NEGOTIATED/
Policy: Exists:

SABBATICAL: No  SEVERANCE PAY:  
OTHER LEAVES:
### WORKING CONDITIONS
- **Contract Days:** 189
- **FTE Teachers:** 452.2
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 53
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 5.5

### SALARY SCHEDULE
- **Base:** 31,110
- **Starting Salary:** 33,599
- **Career Increments:** N
- **Index:** 4 x 5
- **Experience Allowed:** all
- **Vertical Freeze:** 90-91, 00-01
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### INSURANCE
- **HEALTH**
  - Type: BC/BS
  - Carrier: Madison Nat'l
  - Options: IRS 125
- **DENTAL**
  - Type: BC/BS
  - Carrier: Individ.
  - Options: IRS 125
- **LIFE**
  - Type: Individ.
  - Carrier: CNA
  - Options: IRS 125
- **LTD**
  - Type: Non-Participant
  - Carrier: Individ.
  - Options: IRS 125

### LEAVES
- **SICK**: 10 days, 60 accruals
- **BEREAVEMENT**: 4 days
- **PERSONAL**: 2 days
- **PROFESSIONAL**: 2 days
- **ADOPTION**: 42 days
- **ASSOCIATION**: 4 days
- **LEAVES**: 15 days if 97-98 was 1st yr. employed

### OTHER DISTRICT POLICIES
- **Voluntary Separation**: Y
- **Grievance**: Y
- **Professional Growth**: Y
- **Reduction in Force**: Y
- **Part-Time Benefits**: Y
- **Sick Bank**: Y

### SABBATICAL
- **Yes**

### SALARY SCHEDULE

| Step BA BA + 9 BA + 18 BA + 27 BA + 36 MA MA + 9 MA + 18 MA + 27 MA + 36 |
|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 0                | 33,599           | 35,154           | 36,710           | 38,265           | 39,821           | 41,376           | 42,932           | 44,487           | 46,043           |
| 1.08             | 34,569           | 36,124           | 37,680           | 39,235           | 40,791           | 42,346           | 43,902           | 45,457           | 47,013           |
| 1.16             | 35,536           | 37,091           | 38,647           | 40,192           | 41,747           | 43,302           | 44,858           | 46,413           | 47,969           |
| 1.24             | 36,508           | 38,064           | 39,620           | 41,165           | 42,720           | 44,275           | 45,826           | 47,381           | 48,937           |
| 1.32             | 37,481           | 39,039           | 40,595           | 42,130           | 43,685           | 45,240           | 46,795           | 48,350           | 49,906           |
| 1.40             | 38,452           | 40,012           | 41,567           | 43,107           | 44,662           | 46,217           | 47,772           | 49,327           | 50,883           |
| 1.48             | 39,424           | 40,976           | 42,532           | 44,072           | 45,627           | 47,182           | 48,737           | 50,293           | 51,848           |
| 1.56             | 40,396           | 41,944           | 43,500           | 45,041           | 46,596           | 48,151           | 49,696           | 51,252           | 52,807           |
| 1.64             | 41,368           | 42,916           | 44,472           | 45,994           | 47,549           | 49,104           | 50,654           | 52,210           | 53,765           |
| 1.72             | 42,340           | 43,888           | 45,444           | 46,988           | 48,543           | 50,099           | 51,649           | 53,205           | 54,760           |
| 1.80             | 43,312           | 44,856           | 46,412           | 47,956           | 49,511           | 51,066           | 52,616           | 54,171           | 55,726           |
| 1.88             | 44,284           | 45,824           | 47,380           | 48,924           | 50,479           | 52,034           | 53,584           | 55,140           | 56,695           |
| 1.96             | 45,256           | 46,796           | 48,352           | 49,896           | 51,451           | 53,006           | 54,556           | 56,111           | 57,666           |
| 2.04             | 46,228           | 47,768           | 49,320           | 50,864           | 52,419           | 53,970           | 55,520           | 57,075           | 58,630           |
| 2.12             | 47,200           | 48,760           | 50,312           | 51,856           | 53,411           | 54,962           | 56,512           | 58,065           | 59,620           |
| 2.20             | 48,172           | 49,732           | 51,284           | 52,828           | 54,393           | 55,944           | 57,496           | 59,040           | 60,600           |
| 2.28             | 49,144           | 50,704           | 52,256           | 53,800           | 55,376           | 56,928           | 58,478           | 60,030           | 61,590           |
| 2.36             | 50,116           | 51,666           | 53,208           | 54,752           | 56,331           | 57,884           | 59,432           | 60,992           | 62,552           |
| 2.44             | 51,088           | 52,628           | 54,160           | 55,706           | 57,285           | 58,837           | 60,389           | 61,944           | 63,505           |
| 2.52             | 52,060           | 53,688           | 55,212           | 56,752           | 58,339           | 59,891           | 61,441           | 62,996           | 64,558           |
| 2.60             | 53,032           | 54,750           | 56,764           | 58,304           | 60,865           | 62,417           | 63,969           | 65,520           | 67,082           |
| 2.68             | 54,004           | 55,912           | 58,316           | 60,860           | 63,440           | 64,992           | 66,544           | 68,096           | 69,658           |
| 2.76             | 54,976           | 56,904           | 59,368           | 61,912           | 64,495           | 66,047           | 67,599           | 69,152           | 70,714           |
| 2.84             | 55,948           | 57,896           | 60,420           | 63,064           | 65,640           | 67,192           | 68,744           | 70,296           | 71,858           |
| 2.92             | 56,920           | 58,948           | 61,472           | 64,116           | 66,685           | 68,236           | 69,788           | 71,340           | 72,899           |
| 3.00             | 57,892           | 59,940           | 62,524           | 65,068           | 67,630           | 69,180           | 70,732           | 72,284           | 73,835           |

### SABBATICAL
**Yes**

### SEVERANCE PAY
**Extended**
## Working Conditions
- Contract Days: 185
- FTE Teachers: 33
- Length of Teacher Day: 8
- Length of Student Day: 7.33
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- **Base:** 31,500
- **Starting Salary:** 34,020
- **Entry Level Step:** 3
- **Career Increments:** N
- **Experience Allowed:** All
- **BA+45 and BA+54 available if employed 1986-87**
- **Vertical Freeze:** 88-89, 89-90
- **Rollback:**
  - **Multi-year Contract:** 12-13, 13-14

### Index: 4 x 4.5
- **Class Periods/Day:** 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.33
- **Normal Teaching Load:** 7

## Insuranc
### Cafeteria Plan
- **Individ. Depend.**
- **Flex Accounts:**
- **IRS 125:**
- **PART-TIME BENEFITS**
- **Minimum FTE:** 0.5
- **Contribution:** fte

## Leaves
### Sick
- **Type:** 20/8
- **Days/Year:** 60
- **Accum.:** yes
- **Approval:** yes
- **Other Info:** 20 1st yr., 8 ea. yr. after
- **Other Info:** $100/day unused, may buy 1 d

### Personal
- **Type:** 2
- **Days/Year:** yes
- **Accum.:** $100/day unused, may buy 1 d

### Bereavement
- **Type:** 2
- **Days/Year:** immed. fam.-unl.
- **Approval:** yes

### Professional
- **Type:** un.
- **Days/Year:** yes

### Adoption
- **Type:**
- **Days/Year:**

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

### Sabbatical
- **Type:** No

## Other Leaves
### Severance Pay

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

## Elkhorn Valley
### Salary Schedule
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**Notes:**
- **Step 14 available only to those employed during 86-87 school; New hires with no experience start on Step 3.**
- **Step 15 available only to those employed during 86-87 school; New hires with no experience start on Step 3.**
### Working Conditions
- Contract Days: 182
- FTE Teachers: 4
- HS: 23.78
- JH/MS: 24.28
- ELEM: 24.28
- Starting Salary: 31,700
- Base: 31,700
- Index: 4 x 4
- Career Increments: N
- Experience Allowed: 8
- Vertical Freeze: Multi-year Contract: 12-13, 13-14
- Rollback:
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5

### Salary Schedule
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### Leaves
- Sick: 10 days
- Personal: 2 days
- Bereavement: 5+2/23/1
- Professional: 2 days
- Adoption: 2 days
- Association: No
- Sabbatical: No
- Severance Pay: Y

### Insurancenes
- Health: BC/BS
- Dental: BC/BS
- Life: Principal
- LTD: Non-Participant

### Cafeteria Plan
- Options: TSA/Cash
- Minimum FTE: 0.5

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

### Other Leaves:
- 09-10 BA45 removed, teachers grandfathered

---

09-10 BA45 removed, teachers grandfathered
Elmwood-Murdock

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 38
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: 32,250
- Index: 4 x 4
- Starting Salary: 1
- Career Increments: N
- Experience Allowed: 8
- Vertical Freeze: 85-86 (Steps 1,2)
- Rollback: 85-86, 86-87
- Multi-year Contract:

INSURANCE
- TYPE: Carrier
- OPTION: Amount Paid by District
- Couple - Benefits
- CAFETERIA PLAN
- COMMENTS:

LEAVES
- SICK: 10, 45, yes
- PERSONAL: 2, yes, accum. to 3
- BEREAVEMENT: 5, immed. fam., 2-relative
- PROFESSIONAL: 3, yes
- ADOPTION: see sick lv.
- ASSOCIATION: 2

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

ELMWOOD-MURDOCK

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WORKING CONDITIONS
Contract Days: 184  FTE Teachers: 
HS  JH/MS  ELEM  
Length of Teacher Day: 8  8  8  
Length of Student Day: 7.5  7.5  7.5  
Planning Time: 50  50  80  
Class Periods/Day: 8  8  
Normal Teaching Load: 7  7  
Index: 4 x 4  

SALARY SCHEDULE
Base: 30,500  Entry Level Step: 1  
Starting Salary:  
Career Increments: Y  Experience Allowed: all  
Vertical Freeze: 
Rollback: 
Multi-year Contract: 

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

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LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Needed  Other  
SICK  10  40  yes  
PERSONAL  2  yes  acum to 3 | | |
BEREAVEMENT  5  3 from sick, 2 from pers | | |
PROFESSIONAL  2  yes | Professional Separation: Y P |
ADOPTION  30  after sick lv. |  Professional Growth: Y N |
ASSOCIATION | | |
SABBATICAL: No | SEVERANCE PAY: Y |

OTHER DISTRICT POLICIES
Negotiated/Policy  Exists  | |

OTHER LEAVES: Paternity-2 from sick lv.
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 27
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7:51
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 32,825
- Index: 4 x 4
- Starting Salary: 32,825
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**Index: 4 x 4**

**Experience Allowed: all**

**Career Increments: N**

**Length of Teacher Day: 8**

**Planning Time: 51**

**Class Periods/Day: 8**

**Normal Teaching Load: 7**

**LENGTH OF TEACHER DAY**

- 8

**PLANNING TIME**

- 51

**CLASS PERIODS/DAY**

- 8

**NORMAL TEACHING LOAD**

- 7

**WORKING CONDITIONS SALARY SCHEDULE**

**EMERSON-HUBBARD**

**SALARIES**

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**INSURANCE**

<table>
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<tr>
<th>Type</th>
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<td>COMMENTS:</td>
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<td>513.34 TSA</td>
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</table>

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

- Minimum FTE: 0.4
- Contribution: fte

**LEAVES**

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
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<tr>
<td>SICK</td>
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</table>

**PERSONAL**

- 2+1: yes 1 with sub-dock pay, 1 day carr

**BEREAVEMENT**

- 3: add’l from sick Voluntary Separation: Y P

**PROFESSIONAL**

- unl.: yes Grievance: N

**ADOPTION**

- Reduction in Force: Y P

**ASSOCIATION**

- Sick Bank: N

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

**Negotiated/Policy**

- Exists
- Policy

**OTHER LEAVES:**

<table>
<thead>
<tr>
<th>Emerson-Hubbard</th>
<th>2013-2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1.1</td>
</tr>
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</table>

**EMERSON-HUBBARD**

**FTE Teachers:** 27

**Starting Salary:** 32,825

**Deductible Reimbursement:**
### Working Conditions
- Contract Days: 185
- FTE Teachers: 47.5
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Planning Time: 0
- Class Periods/Day: Normal Teaching Load:

### Salary Schedule
- Base: 30,750
- Index: 4 x 4
- Starting Salary: 31,365
- Career Increments: N
- Experience Allowed: 8
- Stip 1 is 1.02 index
- Vertical Freeze: 04-05
- Rollback: Multi-year Contract: 12-13, 13-14

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

### Insurance
- Type: Carrier
- Option
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child

### Leaves
- **Sick**
  - Days/Year: 14
  - Accum.: 65

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

### Other LEAVES
- Administrative, Emergency, Civil

### Working Conditions
- Contract Days: 185
- FTE Teachers: 47.5
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Planning Time: 0
- Class Periods/Day: Normal Teaching Load:

### Salary Schedule
- Base: 30,750
- Index: 4 x 4
- Starting Salary: 31,365
- Career Increments: N
- Experience Allowed: 8
- Stip 1 is 1.02 index
- Vertical Freeze: 04-05
- Rollback: Multi-year Contract: 12-13, 13-14

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

### Insurance
- Type: Carrier
- Option
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child

### Leaves
- **Sick**
  - Days/Year: 14
  - Accum.: 65

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

### Other LEAVES
- Administrative, Emergency, Civil

---

#### Salary Schedule Table

<table>
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<th>BA+6</th>
<th>BA+9</th>
<th>BA+12</th>
<th>BA+15</th>
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#### Notes
- **SEVERANCE PAY:**
- **OTHER LEAVES:** Administrative, Emergency, Civil

---

#### Table Notes
- **MP-ESU staff within eliminated areas will be grandfathered; new movement to these areas not permitted**
- **FL-ESU staff within eliminated areas will be grandfathered; new movement to these areas not permitted**
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: 0
- Length of Student Day: 0
- Planning Time: 0
- Class Periods/Day: 2
- Normal Teaching Load: 0

**SALARY SCHEDULE**

- Base: 29,350
- Starting Salary: 34,633
- Career Increments: N
- Experience Allowed: 5
- Longevity: 4.5% after ea. successive 3 yrs.
- Vertical Freeze: 96-97
- Rollback: 85-86, 90-91

**INSURANCE**

- HEALTH BC/BS: 750D
- DENTAL BC/BS: 2
- PPO: 12-13 350D to 600D
- LIFE Principal:
- LTD
- NON-PARTICIPANT

**LEAVES**

- SICK
- PERSONAL
- BEREAVEMENT
- PROFESSIONAL
- ADOPTION
- ASSOCIATION

**OTHER DISTRICT POLICIES**

- SABBATICAL: Yes
- SEVERANCE PAY:

**OTHER LEAVES:**

- maternity - 2 days
## Working Conditions
- **Contract Days:** 190
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:**
- **Length of Student Day:**
- **Planning Time:** 0
- **Class Periods/Day:**
- **Normal Teaching Load:**
- **Starting Salary:** $32,967
- **Salary Schedule:**
  - Vertical Freeze: 04-05, 05-06, 07-08, 08-09
  - Rollback:
  - Multi-year Contract:
  - **Length of Teacher Day:**
  - **Length of Student Day:**
  - **Normal Teaching Load:**
  - **Starting Salary:** $32,967
  - **Salary Schedule:**
    - **Vertical Freeze:** 04-05, 05-06, 07-08, 08-09
    - **Rollback:**
    - **Multi-year Contract:**

## Insurance
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO:
- **Carrier:**
- **Option:**
- **Amount Paid by District:**
  - **Health:**
  - **Dental:**
  - **Life:**
  - **LTD:**
  - **Non-Participant:**
  - **Employment Benefits:**
    - **Health:**
    - **Dental:**
    - **Life:**
    - **LTD:**
    - **Non-Participant:**

## Leaves
- **Type:**
  - **Leaves:**
  - **Sick:**
  - **Personal:**
  - **Sabbatical:**
  - **Other Info:**
- **Approval Needed:**
- **Use Needed:**
- **Other:**
- **Other Policies:**

## Salary Schedule
- **Base:** $29,970
- **Index:** 5 x 5
- **Entry Level Step:**
- **Career Increments:** N
- **Experience Allowed:** 10
- **Starting Salary:** $32,967
- **Salary Schedule:**
  - **Base:** $29,970
  - **Index:** 5 x 5
  - **Entry Level Step:**
  - **Career Increments:** N
  - **Experience Allowed:** 10
  - **Base:** $29,970

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

## Cafeteria Plan
- **Option:**
- **Type Carrier:**

## Leaves
- **Type:**
  - **Leaves:**
  - **Sick:**
  - **Personal:**
  - **Sabbatical:**
- **Approval Needed:**
- **Use Needed:**
- **Other:**
- **Other Policies:**

## Other Leaves
- **ESU #03-Omaha
  - **Contract Days:** 190
  - **FTE Teachers:**
  - **Salary Schedule:**
  
## Edspec
- **Base:**
- **Index:**
- **Entry Level Step:**
- **Career Increments:**
- **Experience Allowed:**

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

---

2013-2014

ESU 03-Omaha

1.1

6/23/2014
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 20
  - JH/MS: 49
  - ELEM: 7.1
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.1
- **Planning Time:** 20
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 8
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.1

### SALARY SCHEDULE
- **Base:** 34,533
- **Index:** 4 x 5
- **Starting Salary:**
  - Entry Level Step: 1
- **Experience Allowed:** 5
- **Career Increments:** N

### INSURANCE
- **HEALTH:**
  - Carrier: BC/BS
  - Option: 750D/1650D
- **DENTAL:**
  - Carrier: BC/BS
  - Option: 2
- **LIFE:**
  - Carrier: Am. Fidelity
- **LTD:**
  - Carrier: Non-Participant

### LEAVES
- **SICK:**
  - Days/Year: 10
  - Accum. time: 45
  - Depend. use: 20
  - Approval: Needed
- **PERSONAL:**
  - Days/Year: 3
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed
- **BEREAVEMENT:**
  - Days/Year: 5
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed
- **PROFESSIONAL:**
  - Days/Year: 3
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed
- **ADOPTION:**
  - Days/Year: 5
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed
- **ASSOCIATION:**
  - Days/Year: 5
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed
- **SABBATICAL:**
  - Days/Year: 5
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed

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

### ESU #05-BEATRICE

### Work Schedule
- **Base:** 34,533
- **Index:** 4 x 5
- **Starting Salary:**
  - Entry Level Step: 1
- **Experience Allowed:** 5
- **Career Increments:** N

### INSURANCE
- **HEALTH:**
  - Carrier: BC/BS
  - Option: 750D/1650D
- **DENTAL:**
  - Carrier: BC/BS
  - Option: 2
- **LIFE:**
  - Carrier: Am. Fidelity
- **LTD:**
  - Carrier: Non-Participant

### LEAVES
- **SICK:**
  - Days/Year: 10
  - Accum. time: 45
  - Depend. use: 20
  - Approval: Needed
- **PERSONAL:**
  - Days/Year: 3
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed
- **BEREAVEMENT:**
  - Days/Year: 5
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed
- **PROFESSIONAL:**
  - Days/Year: 3
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed
- **ADOPTION:**
  - Days/Year: 5
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed
- **ASSOCIATION:**
  - Days/Year: 5
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed
- **SABBATICAL:**
  - Days/Year: 5
  - Accum. time: 20
  - Depend. use: 3
  - Approval: Needed

### SEVERANCE PAY:
- **Negotiated/Policy:** Exists
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: HS JH/MS ELEM
Length of Teacher Day:
Length of Student Day:
Planning Time:
Class Periods/Day:
Normal Teaching Load:

SALARY SCHEDULE
Base: 33,350
Starting Salary:
Career Increments: Y
Experience Allowed: all

INDEX: 4 x 4
Vertical Freeze:
Rollback:
Multi-year Contract: 12-13, 13-14

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 500D 461.50 853.79 969.15 1301.32 Full Premium
DENTAL BC/BS 0.5 20.64 38.17 43.32 58.20
PPO: employee pays 15% of premium
LIFE
LTD Nat'l Insurance (thru sal)
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 40 yes
PERSONAL 2
BEREAVEMENT 5 additional w/appr.
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION
SABBATICAL: No

OTHER DISTRICT POLICIES

OTHER LEAVES: Jury Duty

SALARIES
Step
BA BA+9 BA+18 BA+27 MA MA+9 MA+18 MA+27 MA+36 EDSPEC PHD
1 33,350 34,684 36,018 37,352 38,686 40,020 41,354 42,688 44,022 45,356 46,690 48,024
1.00 1.04 1.08 1.12 1.16 1.20 1.24 1.28 1.32 1.36 1.40 1.44
2 34,684 36,018 37,352 38,686 40,020 41,354 42,688 44,022 45,356 46,690 48,024 49,358
1.04 1.08 1.12 1.16 1.20 1.24 1.28 1.32 1.36 1.40 1.44 1.48
3 36,018 37,352 38,686 40,020 41,354 42,688 44,022 45,356 46,690 48,024 49,358 50,692
1.08 1.12 1.16 1.20 1.24 1.28 1.32 1.36 1.40 1.44 1.48 1.52
4 37,352 38,686 40,020 41,354 42,688 44,022 45,356 46,690 48,024 49,358 50,692 52,026
1.12 1.16 1.20 1.24 1.28 1.32 1.36 1.40 1.44 1.48 1.52 1.56
5 38,686 40,020 41,354 42,688 44,022 45,356 46,690 48,024 49,358 50,692 52,026 53,360
1.16 1.20 1.24 1.28 1.32 1.36 1.40 1.44 1.48 1.52 1.56 1.60
6 40,020 41,354 42,688 44,022 45,356 46,690 48,024 49,358 50,692 52,026 53,360 54,694
1.20 1.24 1.28 1.32 1.36 1.40 1.44 1.48 1.52 1.56 1.60 1.64
7 40,354 42,688 44,022 45,356 46,690 48,024 49,358 50,692 52,026 53,360 54,694 56,028
1.24 1.28 1.32 1.36 1.40 1.44 1.48 1.52 1.56 1.60 1.64 1.68
8 42,022 43,528 44,022 45,356 46,690 48,024 49,358 50,692 52,026 53,360 54,694 56,028
1.28 1.32 1.36 1.40 1.44 1.48 1.52 1.56 1.60 1.64 1.68 1.72
9 43,528 45,024 46,528 48,024 49,528 50,692 52,026 53,360 54,694 56,028 57,362 58,696
1.32 1.36 1.40 1.44 1.48 1.52 1.56 1.60 1.64 1.68 1.72 1.76
10 45,024 46,528 48,024 49,528 50,692 52,026 53,360 54,694 56,028 57,362 58,696 60,030
1.36 1.40 1.44 1.48 1.52 1.56 1.60 1.64 1.68 1.72 1.76 1.80
11 46,528 48,024 49,528 50,692 52,026 53,360 54,694 56,028 57,362 58,696 60,030 61,364
1.40 1.44 1.48 1.52 1.56 1.60 1.64 1.68 1.72 1.76 1.80 1.84
12 48,024 49,528 50,692 51,760 52,628 53,360 54,024 54,694 55,364 56,030 56,796 58,494
1.44 1.48 1.52 1.56 1.60 1.64 1.68 1.72 1.76 1.80 1.84 1.88
13 49,528 50,692 51,760 52,628 53,360 54,024 54,694 55,364 56,030 56,796 58,494 60,192
1.48 1.52 1.56 1.60 1.64 1.68 1.72 1.76 1.80 1.84 1.88 1.92
14 50,692 51,760 52,628 53,360 54,024 54,694 55,364 56,030 56,796 58,494 60,192 61,900
1.52 1.56 1.60 1.64 1.68 1.72 1.76 1.80 1.84 1.88 1.92 1.96
15 51,760 52,628 53,360 54,024 54,694 55,364 56,030 56,796 58,494 60,192 61,900 63,608
1.56 1.60 1.64 1.68 1.72 1.76 1.80 1.84 1.88 1.92 1.96 2.00
16 52,628 53,360 54,024 54,694 55,364 56,030 56,796 58,494 60,192 61,900 63,608 65,316
1.60 1.64 1.68 1.72 1.76 1.80 1.84 1.88 1.92 1.96 2.00 2.04
17 53,360 54,024 54,694 55,364 56,030 56,796 58,494 60,192 61,900 63,608 65,316 67,024
1.64 1.68 1.72 1.76 1.80 1.84 1.88 1.92 1.96 2.00 2.04 2.08
WORKING CONDITIONS

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

Starting Salary: 29,469
Career Increments: N
Experience Allowed: 7(D)
Vertical Freeze: Rollback:

Experience Allowed: 7(D)
Career Increments: N

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 500D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child


LIFE Guardian Deductible Reimbursement:

LTD National Ins (+equity)

NON-PARTICIPANT equity comp $951.50

WORKING CONDITIONS

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

Starting Salary: 29,469
Career Increments: N
Experience Allowed: 7(D)
Vertical Freeze: Rollback:

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Experience Allowed: 7(D)
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INSURANCE

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FTE Teachers: HS JH/MS ELEM
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Vertical Freeze: Rollback:

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INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 500D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child


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

Starting Salary: 29,469
Career Increments: N
Experience Allowed: 7(D)
Vertical Freeze: Rollback:

Experience Allowed: 7(D)
CareerIncrements: N

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 500D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child


LIFE Guardian Deductible Reimbursement:

LTD National Ins (+equity)

NON-PARTICIPANT equity comp $951.50
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| SABBATICAL | No | SEVERANCE PAY: |                         |
| OTHER LEAVES: | Emergency-6 (acc 10/pd $40/day over |                         |
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 0
- **Length of Student Day:** 0
- **Planning Time:** 0
- **Class Periods/Day:**
- **Normal Teaching Load:**

### Salary Schedule
- **Base:** 32,875
- **Entry Level Step:** 1
- **Index:** 4 x 4.5
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Multi-year Contract:**

### Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Option: H/A-Dent
- **DENTAL**
  - Carrier: BC/BS
  - Option: EE/Spouse, EE/Sp with Dep.

### Leaves
- **SICK**
  - Days/Year: 10
  - Accum.: 60
  - Approval: yes
  - Use: yes
  - Other: Unused aft 1 yr/adj to sick lv
- **PERSONAL**
  - Days/Year: 1.2
  - Accum.: 30
  - Approval: yes
  - Use: yes
  - Other: $125 travel reimb.
- **BEREAVEMENT**
  - Days/Year: 3

### Other District Policies
- **Negotiated/Policy**
- **Severance Pay:** Y
- **Other Leaves:**

### Cafeteria Plan
- **Option:** Individ.
- **Deductible Reimbursement:**

### Other Tables
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### Notes:
- Vertical Freeze: 02-03
- Rollback: 90-91
- Class Periods/Day: 2
- Normal Teaching Load: 7.5 7.5 7.5
- Insurancex Carrierc Options:
  - **Type:** Carrier
  - **Option:** Amount Paid by District
  - **Couple - Benefits**
  - **Cafeteria Plan**
  - **LEAVES**
  - **Working Conditions**
  - **Salary Schedule**
  - **Insurance**
  - **Leaves**
  - **Other District Policies**
  - **Other Leaves**
  - **Notes:** Vertical freeze affects only MA-MA+36 columns
2013-2014
1.1

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 27.21
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: Planning Time: 0 0
Class Periods/Day: Normal Teaching Load: 888

SALARY SCHEDULE
Base: 31,500
Starting Salary: 32,996
Career Increments: Y
Experience Allowed: 7
*stp 1 is 1.0475 index
Vertical Freeze: Rollback:
Multi-year Contract: 12-13, 13-14

INDEX: 4.75 x 4

INSURANCE
Type Carrier Option Amount Paid by District Cafeteria Plan
Health BC/BS 750D Individ. EE/Child EE/Spouse EE/Sp/Child
Dental BC/BS 2
PPO: Dist pays 75% prem COMMENTS: IRS 125: Y
LIFE Hartford 3.50 Deductible Reimbursement: PART-TIME BENEFITS
LTD Hartford (thru sal) Minimum FTE: 0.5
NON-PARTICIPANT Contribution: fte

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

OTHER LEAVES:

OTHER DISTRICT POLICIES
Negotiated/ Exists
Policy

ESU #10-KEARNEY

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2013-2014

05-06 additional salary for employees frozen on bottom steps

**SALARY SCHEDULE**

**INSURANCE**

**Cafeteria Plan**

**LEAVES**

**OTHER LEAVES:** Family Emergency - 5, Ext. Leave

**ESU #10-KEARNEY**

**WORKING CONDITIONS**

**SALARY SCHEDULE**

**INSURANCE**

**Cafeteria Plan**

**LEAVES**

**OTHER LEAVES:** Family Emergency - 5, Ext. Leave

**ESU #10-KEARNEY**
## ESU 11-Holdrege

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:**
  - Planning Time: 0
  - Vertical Freeze: 89-90
- **Class Periods/Day:**
  - Rollback: 89-90
- **Normal Teaching Load:** Multi-year Contract: 12-13, 13-14

### Salary Schedule
- **Base:** 31,400
- **Starting Salary:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Career Increments:** N
- **Experience Allowed:** 7(D)
- **Index:** 4 x 4

### INSURANCE
- **Type:**
  - HEALTH
  - DENTAL
- **Carrier:**
  - BC/BS: 500D/1650D
- **Option:**
  - PPO: 2
- **Amount Paid by District:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Couple - Benefits:**
  - Cafeteria
  - Individ.
  - Dependent
- **Options:**
  - H/A, Life, TSA
  - IRS 125: Y
  - Flexible Accounts: Y

### Leaves
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Approval Needed:**
  - Y
  - P
  - Y
  - Y
  - N

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

### Negotiated/Policy

### Other Leaves:

### Cafeteria Plan
- **Approval Needed:**
  - Individ.
  - Dependent
- **Options:**
  - H/A, Life, TSA
  - IRS 125: Y
  - Flexible Accounts: Y
- **Minimum FTE:** 0.4

### Notes
- **Other Info:**
  - Voluntary Separation: N
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N

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### Table Details
- **Base Salary:** 31,400
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:**
  - Planning Time: 0
  - Vertical Freeze: 89-90
- **Class Periods/Day:**
  - Rollback: 89-90
- **Normal Teaching Load:** Multi-year Contract: 12-13, 13-14

### Additional Notes
- **Salary Schedule Details:**
  - Base: 31,400
  - Starting Salary: HS 8, JH/MS 8, ELEM 8
  - Career Increments: N
  - Experience Allowed: 7(D)
  - Index: 4 x 4
- **Insurance Coverage:**
  - Health: BC/BS 500D/1650D
  - Dental: BC/BS 2
  - Option: PPO 2
- **Amount Paid by District:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Cafeteria
  - Individ.
  - Dependent
  - Options: H/A, Life, TSA
  - IRS 125: Y
  - Flexible Accounts: Y
- **Leaves Approval Needed:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - Y
  - P
- **Other District Policies:**
  - Severance Pay: Y
  - Negotiated/Policy

### Contract Days Breakdown
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### Working Conditions
- Contract Days: 185
- FTE Teachers: 185
- Length of Teacher Day: 8 8 8
- Length of Student Day: 6 6 6
- Planning Time: 0 0
- Class Periods/Day: 6 6
- Normal Teaching Load: 5 5

### Salary Schedule
- Base: 32,670
- Index: 4.25 x 4.25
- Starting Salary: 32,670
- Career Increments: Experience Allowed: all
- Vertical Freeze: 90-91; 94-95
- Rollback:
- Multi-year Contract: 12-13, 13-14, 14-15
- Length of Teacher Day: 888
- Length of Student Day: 66
- Normal Teaching Load: 5 5

### Insur ance
- HEALTH: BC/BS
- DENTAL: BC/BS
- LIFE: Guardian
- LTD: Guarantee Mut. (+caf)

### Cafeteria Plan
- Options: IRS 125:
- Minimum FTE: 0.5

### Leaves
- Days/Year: 10 60
- Approval: yes

### Other District Policies
- Negotiated/Policy

### Salary Schedule Table

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### Notes
- Type Carrier: H/A-Dent
- Option: Individ.
- Amount Paid by District: EE/Child EE/Spouse EE/Sp/Child
- Couple - Benefits: 700 700
- Flexible Reimbursement: Yes
- Cafeteria Plan: Y P
- Grievance: Y P
- Professional Growth: Y P
- Reduction in Force: Y P
- Sick Bank: N
### Working Conditions
- Contract Days: 185
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 0
- Normal Teaching Load:

### Salary Schedule
- Base: 32,300
- Starting Salary: 4 x 5
- Career Increments: N
- Experience Allowed: all
- Multi-year Contract: 12-13, 13-14

### Vertical Freeze: Rollback:

### Insurancce
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### Leaves
- **Type:** SICK
  - Days/Year: 10
  - Accum.: 60
  - Depend. use: yes
  - Approval Needed: no
  - Other: reimbursed $80/day up to 2 if u

- **Type:** BEREAVEMENT
  - Days/Year: 2
  - Accum.: 24.28
  - Depend. use: w/approval; add'l from sick lv

- **Type:** PROFESSIONAL
  - Days/Year: 1.16
  - Accum.: 24.28
  - Depend. use: no pay

- **Type:** ADOPTION
  - Days/Year: 0.74
  - Accum.: 24.28
  - Depend. use: no

- **Type:** ASSOCIATION
  - Days/Year: 0.5
  - Accum.: 24.28
  - Depend. use: no

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### Cafeteria Plan
- Type: Individ. Dependent
- Option: Minimum FTE: 0.5
- Contribution: fee

### Other District Policies
- **Negotiated/Policy:**
  - Exists:
  - Sick: Y
  - Personal: Y
  - Bereavement: Y
  - Adoption: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Voluntary Separation: N
  - Grievance: Y
  - SEVERANCE PAY:
  - Jury Leave: Y

### Other Leaves:
- Jury Leave

### Notes:
- FTE Teachers: 185
- Starting Salary: 4 x 5
- Entry Level Step: 0
- Experience Allowed: all
- Multi-year Contract: 12-13, 13-14
- Normal Teaching Load:

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**ESU #15-Trenton**

2013-2014

---

**LEAVES:**

- SICK
- BEREAVEMENT
- PROFESSIONAL

---

**SABBATICAL:**

- No

---

**OTHER LEAVES:**

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

### Salary Schedule
- Base: 31,850
- Starting Salary: 
- Career Increments: N
- Experience Allowed: 5
- Multi-year Contract: 13-14, 14-15
- Vertical Freeze:
- Rollback:

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### Cafeteria Plan

<table>
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<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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### Leaves

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### Other District Policies

- Negotiated/Policy: Negotiated/Policy
- Exists: Exists
- Minimum FTE: 0.4
- Contribution: fte

### Work Schedule

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### Other Leaves

- Emergency

### Severance Pay

- Pay: Pay

### Class Periods/Day

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### Part-Time Benefits

- Minimum FTE: 0.4
### Working Conditions
- Contract Days: 185
- FTE Teachers: 185
- Length of Teacher Day:
- Length of Student Day:
- Planning Time: 0 0
- Class Periods/Day:
- Normal Teaching Load:

### Salary Schedule
- Base: 28,960
- Starting Salary: 28,960
- Career Increments: N
- Experience Allowed: 5 (D)
- Vertical Freeze: 90-91
- Rollback:
- Multi-year Contract: 12-13, 13-14

### Index: 4 x 4
- $500 for adv degree after 5 yrs at bottom of sched

### Leaves

#### Type
- SICK
- PERSONAL
- Bereavement
- Professional
- Adoption

#### Days/Year
- 9
- 2
- 2

#### Accum.
- 60

#### Approval
- Other
- Yes

#### Notes
- Other Info:

#### Other District Policies

### ESU #17-Ainsworth

#### SALARY SCHEDULE

| Step | BA+ | BA+9 | BA+18 | BA+27 | MA+36 | MA+45 | MA+54 | MA+63 | MA+72 | MA+81 | MA+90 | MA+99 | MA+108 | MA+117 | MA+126 | MA+135 | MA+144 | MA+153 | MA+162 | MA+171 | MA+180 | MA+189 | MA+198 | ESPEC |
|------|-----|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1    | 28,960 | 30,118 | 31,277 | 32,435 | 33,594 | 34,752 | 35,910 | 37,069 | 38,227 | 39,386 | 40,544 | 41,702 | 42,861 | 43,019 | 44,178 |
| 2    | 30,118 | 31,277 | 32,435 | 33,594 | 34,752 | 35,910 | 37,069 | 38,227 | 39,386 | 40,544 | 41,702 | 42,861 | 43,019 | 44,178 |
| 3    | 31,277 | 32,435 | 33,594 | 34,752 | 35,910 | 37,069 | 38,227 | 39,386 | 40,544 | 41,702 | 42,861 | 43,019 | 44,178 |
| 4    | 32,435 | 33,594 | 34,752 | 35,910 | 37,069 | 38,227 | 39,386 | 40,544 | 41,702 | 42,861 | 43,019 | 44,178 |
| 5    | 33,594 | 34,752 | 35,910 | 37,069 | 38,227 | 39,386 | 40,544 | 41,702 | 42,861 | 43,019 | 44,178 |
| 6    | 34,752 | 35,910 | 37,069 | 38,227 | 39,386 | 40,544 | 41,702 | 42,861 | 43,019 | 44,178 |
| 7    | 35,910 | 37,069 | 38,227 | 39,386 | 40,544 | 41,702 | 42,861 | 43,019 | 44,178 |
| 8    | 37,069 | 38,227 | 39,386 | 40,544 | 41,702 | 42,861 | 43,019 | 44,178 |
| 9    | 38,227 | 39,386 | 40,544 | 41,702 | 42,861 | 43,019 | 44,178 |
| 10   | 39,386 | 40,544 | 41,702 | 42,861 | 43,019 | 44,178 |
| 11   | 40,544 | 41,702 | 42,861 | 43,019 | 44,178 |
| 12   | 41,702 | 42,861 | 43,019 | 44,178 |
| 13   | 42,861 | 43,019 | 44,178 |
| 14   | 43,019 | 44,178 |
| 15   | 44,178 |
| 16   | 45,336 | 46,494 | 47,653 | 48,812 | 49,971 | 51,130 | 52,289 |
| 17   | 46,494 | 47,653 | 48,812 | 49,971 | 51,130 | 52,289 |
| 18   | 47,653 | 48,812 | 49,971 | 51,130 | 52,289 |
| 19   | 48,812 | 49,971 | 51,130 | 52,289 |
| 20   | 49,971 | 51,130 | 52,289 |

### INsurance

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

### Cafeteria Plan

- Type Carrier: H/A-Dent Individ. EE/Spouse EE/Sp/Child
- Options: H/A,dental,life, LTD,TSA,Cash

### Part-Time Benefits

- Minimum FTE: 0
- Contribution: fte

### Other Leaves

- SABBATICAL: No
- SEVERANCE PAY:

### ESU #17-Ainsworth FTE Teachers:

- Starting Salary:
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
**Eustis-Farnam**

**Working Conditions**
- Contract Days: 183
- FTE Teachers: 183
- HS: 2013-2014
- JH/MS: Eustis-Farnam
- ELEM: 1.16/23/2014
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Experience Allowed: 8
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

**Salary Schedule**
- Base: 30,350
- Index: 4 x 4
- Entry Level Step: 1
- Starting Salary: 30,350

**Insurance**
- **Type**: Option
- **Amount Paid by District**
- **Cafeteria Plan**
- **Carrier**: H/A-Dent
- **Option**: Individ.
- **District**: EE/Child
- **Benefit**: EE/Spouse/Child
- **Options**:
  - IRS 125: Y
  - Flex Accounts:

**Leaves**
- **Type**: SICK
- **Days/Year**: 10
- **Accum.**: 45
- **Use**: yes
- **Needed**: Other
- **Approval Needed**: Other Info: Can donate 2 days to sick bank
- **Negotiated/Policy**
  - **Exists**: Voluntary Separation: N
  - **Grievance**: Y
  - **Professional Growth**: Y
  - **Reduction in Force**: Y
  - **Sick Bank**: Y

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

**Other Leaves**

---

**Notes:**
- Teachers in BA 18 lane steps 11-12 and BA 27 step 13 will be grandfathered, steps will be taken away.
**WORKING CONDITIONS**

<table>
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<tbody>
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**SALARY SCHEDULE**

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**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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**OTHER LEAVES**

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</table>
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 888
- **Length of Student Day:** 77
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## SALARY SCHEDULE
- **Base:** 31,800
- **Index:** 4 x 4
- **Starting Salary:**
  - Entry Level Step: 1
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 13-14, 14-15

## Vertical Freeze:
- **Rollback:**
- **Multi-year Contract:** 13-14, 14-15

## LEAVES
- **SICK:** 10 days/year, 45 days, yes
- **PERSONAL:** 2 days/year, yes, $50/day for unused at EOY
- **BEREAVEMENT:** 2 days/year, may be used for sick lv.
- **PROFESSIONAL:** 2 days/year, yes, more with approval
- **ADOPTION:** from sick lv.
- **ASSOCIATION:**

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

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

## INSURANCE
- **Type Carrier**
  - **HEALTH:** BC/BS 750D
  - **DENTAL:** BC/BS 2
  - **LIFE:**
  - **LTD:** Nat'l Ins

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

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

## WORKING CONDITIONS

### Salary Schedule

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<th>Step</th>
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<th>BA+18</th>
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- **Exeter-Milligan:**
- **2013-2014:**
- **1.1:**
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: 92 minutes
- Class Periods/Day: 4
- Normal Teaching Load: 3 classes
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 12-13, 13-14

SALARY SCHEDULE
- Base: 31,650
- Starting Salary: Index: 4 x 5
- Career Increments: N
- Experience Allowed: 5(D)
- Entry Level Step: 1

INCENTIVES
- Cafeteria Plan
  - Individ. Depend.

SALARY SCHEDULE
- Flexible Accounts: Y
- IRS 125: Y
- PPO: Exists

INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Deductible Reimbursement:
  - Individ. EE/Child: 24.28
  - EE/Spouse EE/Sp/Child:
- DENTAL
  - Carrier: BC/BS
  - Type: Individ. EE/Child:
  - Amount Paid by District:
- LTD
  - Type: Optional
  - Carrier: Madison Nat'l
  - Amount Paid by District:
  - Couple - Benefits:
  - Sp or Dep. Dental:

LEAVES
- SICK
  - Days/Year:
  - Accum.:
  - Approval:
  - Approval Needed:
  - Other:
  - Other Info:

- PERSONAL
  - Days/Year:
  - Approval:
  - Approval Needed:

- BEREAVEMENT
  - Days/Year:
  - Approval:
  - Approval Needed:

- PROFESSIONAL
  - Days/Year:
  - Approval:
  - Approval Needed:

- ADOPTION
  - Days/Year:
  - Approval:
  - Approval Needed:

- ASSOCIATION
  - Days/Year:
  - Approval:
  - Approval Needed:

- OTHER DISTRICT POLICIES
  - Negotiated/Policy

- OTHER LEAVES:
  - Military

FAIRBURY
- SALARY SCHEDULE
  - Step: BA
  - Step: BA+9
  - Step: BA+18
  - Step: BA+27
  - Step: MA
  - Step: MA+9
  - Step: MA+18
  - Step: MA+27
  - Step: MA+36

- Contract Days: 185
- FTE Teachers:
  - HS: 8
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  - ELEM: 8

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- Planning Time: 92 minutes
- Class Periods/Day: 4
- Normal Teaching Load: 3 classes
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 12-13, 13-14

- Cafeteria Plan
  - Individ. Depend.

- Flexible Accounts: Y
- IRS 125: Y
- PPO: Exists

- HEALTH
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Deductible Reimbursement:
  - Individ. EE/Child: 24.28
  - EE/Spouse EE/Sp/Child:
- DENTAL
  - Carrier: BC/BS
  - Type: Individ. EE/Child:
  - Amount Paid by District:
- LTD
  - Type: Optional
  - Carrier: Madison Nat'l
  - Amount Paid by District:
  - Couple - Benefits:
  - Sp or Dep. Dental:

- SICK
  - Days/Year:
  - Accum.:
  - Approval:
  - Approval Needed:

- PERSONAL
  - Days/Year:
  - Approval:
  - Approval Needed:

- BEREAVEMENT
  - Days/Year:
  - Approval:
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- PROFESSIONAL
  - Days/Year:
  - Approval:
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- ADOPTION
  - Days/Year:
  - Approval:
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- ASSOCIATION
  - Days/Year:
  - Approval:
  - Approval Needed:

- OTHER DISTRICT POLICIES
  - Negotiated/Policy

- OTHER LEAVES:
  - Military

- FAIRBURY
  - SALARY SCHEDULE
  - Step: BA
  - Step: BA+9
  - Step: BA+18
  - Step: BA+27
  - Step: MA
  - Step: MA+9
  - Step: MA+18
  - Step: MA+27
  - Step: MA+36

- 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: 92 minutes
- Class Periods/Day: 4
- Normal Teaching Load: 3 classes
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 12-13, 13-14

- Cafeteria Plan
  - Individ. Depend.

- Flexible Accounts: Y
- IRS 125: Y
- PPO: Exists

- HEALTH
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Deductible Reimbursement:
  - Individ. EE/Child: 24.28
  - EE/Spouse EE/Sp/Child:
- DENTAL
  - Carrier: BC/BS
  - Type: Individ. EE/Child:
  - Amount Paid by District:
- LTD
  - Type: Optional
  - Carrier: Madison Nat'l
  - Amount Paid by District:
  - Couple - Benefits:
  - Sp or Dep. Dental:

- SICK
  - Days/Year:
  - Accum.:
  - Approval:
  - Approval Needed:

- PERSONAL
  - Days/Year:
  - Approval:
  - Approval Needed:

- BEREAVEMENT
  - Days/Year:
  - Approval:
  - Approval Needed:

- PROFESSIONAL
  - Days/Year:
  - Approval:
  - Approval Needed:

- ADOPTION
  - Days/Year:
  - Approval:
  - Approval Needed:

- ASSOCIATION
  - Days/Year:
  - Approval:
  - Approval Needed:

- OTHER DISTRICT POLICIES
  - Negotiated/Policy

- OTHER LEAVES:
  - Military
### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 4 x 5
- HS: 7, JH/MS: 7, ELEM: 7
- Length of Teacher Day: 8
- Planning Time: 8
- Class Periods/Day: 7
- Vertical Freeze: 85-86
- Rollback:
- Multi-year Contract:

### SALARY SCHEDULE
- Base: 32,225
- Starting Salary: 40,281
- Career Increments: Y
- Experience Allowed: 10
- Index: 4 x 5

### INSURANCE
- Type: HEALTH, DENTAL, LIFE
- Carrier: BC/BS, BC/BS, Guardian
- Options: HEALTH 750D, DENTAL 2
- Amount Paid by District: BC/BS 24.28, BC/BS 24.28, BC/BS 24.28
- Couple - Benefits: Sp or Dep Dental
- Deductible Reimbursement: N
- Flexible Accounts: Y

### LEAVES
- Type: SICK, PERSONAL, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 10, 2, 1, 10, 5
- Other Info: 20-dependent use
- Arrangement: Individual, Individ. EE/Spouse EE/Sp/Child
- From sick lv.: Voluntary Separation: Y
- Approval Needed: Y

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

### SEVERANCE PAY
- Y

### OTHER LEAVES:

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### FALLS CITY SALARY SCHEDULE

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### FTE Teachers:
- Starting Salary: 32,225
- Experience Allowed: 10
- Career Increments: Y

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### LEAVES:
- Type: SICK, PERSONAL, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 10, 2, 1, 10, 5
- Other Info: 20-dependent use
- Arrangement: Individual, Individ. EE/Spouse EE/Sp/Child
- From sick lv.: Voluntary Separation: Y
- Approval Needed: Y

---

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

---

### SEVERANCE PAY
- Y
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7 7
Planning Time: 90 105 105
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Index: 4 x 4  Starting Salary: 32,425
Career Increments: N  Experience Allowed: all(D)
Experience Level Step: 1
Vertical Freeze:
Rollback:
Multi-year Contract: 12-13, 13-14
Length of Teacher Day: 888  Length of Student Day: 7.5
Normal Teaching Load: 77

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits

HEALTH  BC/BS  500D  1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16
DENTAL  BC/BS  2  24.28  24.28  24.28  24.28

Cafeteria Plan
Type Carrier  Individ.  Depend.
HEALTH  BC/BS  500D  515.79  954.24  1083.17  1454.42
DENTAL  BC/BS  2  24.28  24.28  24.28  24.28

PART-TIME BENEFITS
Minimum FTE: 0.4
Cafeteria Plan: Y

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other

SICK  10  60  Yes
Sick Bank: Y  N

Other Info:
PERSONAL  2  2; 2-y  2 add'l for sub dock
BEREAVEMENT  5
PROFESSIONAL  2  Yes  add'l w/ approval
ASSOCIATION  5  w/approval

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

OTHER LEAVES:

FILLMORE CENTRAL

2013-2014
1.1
### Working Conditions
- Contract Days: 187
- FTE Teachers:
  - HS: 31,550
  - JH/MS: 33,128
  - ELEM: 34,705
- Length of Teacher Day: 7.75
- Length of Student Day: 7.2
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Index: 4 x 5
- Starting Salary: 31,550
- Career Increments: N
- Experience Allowed: 7
- Vertical Freeze: 99-00
- Rollback:
- Multi-year Contract: 12-13, 13-14

### Salary Schedule
- Length of Teacher Day: 7.75
- Length of Student Day: 7.2
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Index: 4 x 5
- Starting Salary: 31,550
- Career Increments: N
- Experience Allowed: 7
- Vertical Freeze: 99-00
- Rollback:
- Multi-year Contract: 12-13, 13-14

### Insurance
- HEALTH BC/BS: 750D
- DENTAL BC/BS: 24.28
- LIFE Madison Nat'l
- LTD
- NON-PARTICIPANT 241.67-grandfathered

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

### Leaves
- Type: SICK
- Days/Year: 10
- Accum.: 45
- Depend. use: Yes
- Approval Needed: Yes
- Other

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

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

### Fort Calhoun Salary Schedule

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| Deductible Reimbursement | Minimum FTE: 0.5 | Contribution: fte |
## 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:** 51
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Normal Teaching Load:** 7
- **Class Periods/Day:** 8

## SALARY SCHEDULE
- **Base:** 31,175
- **Index:** 4 x 5
- **Starting Salary:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Entry Level Step:** 1(D)
- **Vertical Freeze:** 97-88
- **Rollback:** 87-88 Last Step
- **Multi-year Contract:** 12-13, 13-14

## INSURANCE

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## LEAVES

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## OTHER DISTRICT POLICIES

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## OTHER LEAVES:

- **SEVERANCE PAY:** Jury Duty
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 48 48 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

Salary Schedule
Base: 31,450
Starting Salary: 2013-2014
Index: 4 x 4
Entry Level Step: 1
Experience Allowed: all
Career Increments: N

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

Index: 4 x 4
Experience Allowed: all
Career Increments: N

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

Insurance
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 26.69 or
HEALTH BC/BS 750D 489.06 904.78 1027.04 1379.05 Sp or Dep Dental
DENTAL BC/BS 2 24.28 24.28 24.28 24.28
PPO:
LIFE
LTD Madison (thru sal)
NON-PARTICIPANT

Cafeteria Plan
Option
Options:
Individ. Depend.

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

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

SEVERANCE PAY: No

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists

SABBATICAL: No

OTHER LEAVES:

Freeman

03-04 BA36 removed from MA column, those in the column during that time were grandfathered
10-11 MA9 added; MA ends at step 13, those on step 14 will be grandfathered
WORKING CONDITIONS
Contract Days: 190 FTE Teachers: 346.5
HS JH/MS ELEM
Starting Salary: 32,460 Index: 4.5 x 5
Career Increments: Y Experience Allowed: 5(D)
Length of Teacher Day: 7.5 7.5 7.5
Long: 4% ea. 4 yrs after frozen 4 yrs
Length of Student Day: 7.25 7.25 7.25
Planning Time: 90 90 30
Class Periods/Day: 4 6 Rollback: 85-86
Normal Teaching Load: 3 5
Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child Cafeteria
Dental BC/BS 750D/3100D Cafeteria
LTD Sun Life Individ. EE/Child EE/Sp/Child

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 unl. yes
BEREAVEMENT 5 yes $130/day EOY for 3 days
PROFESSIONAL unl. yes
ADOPTION 30 from sick lv.
ASSOCIATION see prof lv

OTHER DISTRICT POLICIES
Negotiated/ Policy
SABBATICAL: Yes SEVERANCE PAY: Y

OTHER LEAVES: Paternity

FREMONT
FTE Teachers: 346.5
Starting Salary: 32,460 Entry Level Step: 1

Index: 4.5 x 5
Vertical Freeze:
Rollback: 85-86

Length of Teacher Day: 7.5 7.5 7.5
Long: 4% ea. 4 yrs after frozen 4 yrs
Length of Student Day: 7.25 7.25 7.25
Planning Time: 90 90 30
Class Periods/Day: 4 6 Rollback: 85-86
Normal Teaching Load: 3 5
Multi-year Contract:
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 29.5
- HS: 8
- JH/MS: 8
- ELEM: 8
- 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

SALARY SCHEDULE
- Base: 31,000
- Index: 4.5 x 4
- Starting Salary: 24,28
- Career Increments: N
- Experience Level Step: (D)
- Vertical Freeze:
- Rollback:
- Entry Level Step: 1

INSURANCE
- HEALTH BC/BS: 750D
- DENTAL BC/BS: 2
- H/A-Dent: Individ.
- Individ. EE/Spouse: 489.06
- EE/Spouse EE/Sp/Child: 1027.04
- EE/Sp/Child: 1379.05
- Sp or Dep. Dental: Options:
- LIS: IRS 125: Y
- Life: Flexible Accounts: Y
- LTD:
- NON-PARTICIPANT

LEAVES
- SICK: Other Info: $20/day at separation
- PERSONAL: Yes
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: Yes
- ADOPITON
- ASSOCIATION:
- SABBATICAL: No
- SEVERANCE PAY: Y
- OTHER DISTRICT POLICIES
- Negotiated/Policy

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# Fullerton 2013-2014

## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- **Length of Teacher Day:** 7.5
- **Planning Time:** 100
- **Class Periods/Day:** 9
- **Normal Teaching Load:** 6

## Salary Schedule
- **Base:** 31,700
- **Index:** 4 x 5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:** 86-87 Steps 1-5
- **Rollback:** 86-87
- **Multi-year Contract:**
  - Length of Teacher Day: 8.25 8.25 8.25
  - Length of Student Day: 7.5 7.5 7
  - Normal Teaching Load: 6 6

## INSURANCE
- **Type:**
  - HEALTH
  - DENTAL
- **Carrier:**
  - BC/BS
  - 500D
- **Option:**
  - Indiv.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District:**
  - H/A-Dent: 515.79
  - 954.24
  - 1083.17
  - 1454.42
- **Cafeteria Plan:**
  - Individual: 500
  - Dependents: Y

## Leaves
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Approval Needed:**
  - SICK: yes
  - PERSONAL: no
  - BEREAVEMENT: no
  - PROFESSIONAL: yes
  - ADOPTION: yes
  - ASSOCIATION: yes
- **Other Info:**
  - SICK: Reimb. $20/day for unused eac
  - PERSONAL: add'l @ supt. discretion
  - BEREAVEMENT: Voluntary Separation: Y P
  - PROFESSIONAL: Grievance: Y N

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

## Salary Schedule Table
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## Cafeteria Plan
- **Type:**
  - H/A-Dent
  - Individ.: 500
  - Spouse: 1000
  - Child: 1500
  - Deductible Reimbursement: Y

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

## Fullerton Salary Schedule

---

### Notes:
- **Planning Time:** 100
- **Class Periods/Day:** 9
- **Normal Teaching Load:** 6
- **Multi-year Contract:**
  - Length of Teacher Day: 8.25 8.25 8.25
  - Length of Student Day: 7.5 7.5 7
  - Normal Teaching Load: 6 6

---

### Cafeteria Plan
- **Type:**
  - H/A-Dent
  - Individ.: 500
  - Spouse: 1000
  - Child: 1500
  - Deductible Reimbursement: Y
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.5 hours
- Length of Student Day: 7.5 hours
- Planning Time: 40-45 times
- Class Periods/Day: 8
- Normal Teaching Load:
  - Class Periods/Day: 7
  - Planning Time: 50-45 times
- Vertical Freeze:
- Rollback: 89-90

### SALARY SCHEDULE
- Base: 31,100
- Index: 4.5 x 4.5
- Starting Salary: 31,100
- Career Increments: N
- Experience Allowed: 10
- Multi-year Contract: 12-13, 13-14
- Normal Teaching Load:
  - Class Periods/Day: 8
  - Planning Time: 40-45 times

### INSURANCE
- Type: HEALTH, DENTAL, LIFE, LTD
- Carrier: BC/BS 500D/1650D
- Option:
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- Amount Paid by District:
  - 7.5
  - 10

### Cafeteria Plan
- Options: H/A, Life, LTD,
- Cafeteria Plan

### LEAVES
- SICK: 10 days
- Other Info:
  - PERSONAL: 4 days
  - BEREAVEMENT: 2 days
  - PROFESSIONAL: see personal
  - ADOPTION: yes
  - ASSOCIATION: yes
  -OTHER DISTRICT POLICIES
- SABBATICAL: Yes
- SEVERANCE PAY:

### GARDEN COUNTY
- Contract Days: 185
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.5 hours
- Length of Student Day: 7.5 hours
- Planning Time: 50-45 times
- Class Periods/Day: 8
- Normal Teaching Load:
  - Class Periods/Day: 7
  - Planning Time: 50-45 times
### Working Conditions
- **Contract Days:** 186
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 55 minutes
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 6
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### Salary Schedule
- **Base:** $32,150
- **Starting Salary:** $33,597
- **Experience:** N

#### Cafeteria Plan
- **Type Carrier:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District:**
  - 750D/1650D
  - 12.14
  - 12.14
  - 12.14
  - 12.14
- **Fringe Benefit:** IRS 125: Y, Flex Accounts: Y

### Insurance
- **Type:**
  - HEALTH
  - DENTAL
  - PPO
- ** Carrier:**
  - BC/BS
  - Guardian
  - Principal
- **Option:**
  - BC/BS
  - H/A-Dent
  - DDR
- **Amount Paid by District:**
  - Individ.
  - Depend.

### Leaves
- **Sick:** 10 days/year, 66 days
- **Personal:** 2 days/year, accumulate to 6
- **Bereavement:** 5 days/year, 5 immed, Fam/1 others
- **Professional:** unlim.
- **Adoption:** per FMLA
- **Association:** 5

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

### Salary Schedule

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WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 48
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 46
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 31,725
- Starting Salary: Index: 4 x 5
- Career Increments: N
- Experience Allowed: 14
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract: 12-13, 13-14

LEAVES
- SICK: 10, Days/Year: 45, Approval Needed: yes, Other: may convert 1 over 35 acc to pers
- PERSONAL: 2, Days/Year: 2, Approval Needed: 2-yes, 1-no acc to 3
- BEREAVEMENT: 2, Approval Needed: add'l from sick lv.
- PROFESSIONAL: 2, Days/Year: 2, Approval Needed: yes, accum. 2
- ADOPTION: 10, Approval Needed: from sick lv.
- ASSOCIATION: Approval Needed: No
- SABBATICAL: Approval Needed: No

INSURANCE
- HEALTH: BC/BS, Carrier: Madison Nat'l
- DENTAL: BC/BS, Carrier: Madison Nat'l
- LTD: Madison Nat'l
- NON-PARTICIPANT: 5.00

INCOME TAX
- Cafeteria Plan
  - Individ.: 26.69 or
  - Depend.: 44.19
- Options:
  - IRS 125: Y
  - Flex Accounts: Y

OTHER DISTRICT POLICIES
- SEVERANCE PAY:
- SICK BANK:
- REDUCTION IN FORCE:
- GRIEVANCE:
- PROFESSIONAL GROWTH:
- VOLUNTARY SEPARATION:
- SEVERANCE PAY:
- MINIMUM FTE:
- CONTRIBUTION:

OTHER LEAVES
- SEASONAL: maternity

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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: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE

- Base: 31,500
- Index: 4 x 4
- Starting Salary: 
  - Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 12-13, 13-14

### INSURANCE

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WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8.25
- Length of Student Day: 7.25
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: N

SALARY SCHEDULE
- Base: 31,900
- Starting Salary: 31,900
- Career Increments: N
- Experience Level Step: 1
- Vertical Freeze:
- Rollback:

INSURANCE
- Type
- Carrier
- Option
- Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- Ind Ins + Cash
- Options:
- HA/Dent/Cash/Caf
- IRS 125:
- Y
- Flex Accounts:
- Y
- PART-TIME BENEFITS
- Minimum FTE: 0.4
- Contribution: fte

LEAVES
- Type
-_days/Year
- Accum.
- Depend.
- Approval
- Other
- SICK
- PERSONAL
- BEREAVEMENT
- PROFESSIONAL
- ADOPTION
- ASSOCIATION
- SABBATICAL
- SEVERANCE PAY

OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists
- GORDON-RUSHVILLE
- Step
- Step 1
- 1
- 2
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- 4
- 5
- 6
- 7
- 8
- 9
- 10
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- 12
- 13
- 14
- 15

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- 39,078
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- 42.28

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Step 10
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## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 72
- **Length of Teacher Day:**
  - HS: 7
  - JH/MS: 7
  - ELEM: 7
- **Length of Student Day:**
  - 6.5
- **Planning Time:** 48
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## SALARY SCHEDULE
- **Base:** 32,400
- **Index:** 5 x 4
- **Career Increments:** N
- **Experience Allowed:** All
- **Entry Level Step:** 1
- **Starting Salary:** 32,400
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

## INSURANCE

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## LEAVES

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## PART-TIME BENEFITS

Minimum FTE: 0.5

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## COMMENTS:

- Deductible Reimbursement:
- Individ.: Y
- Depend.: P
- IRS 125: Y
- Flex Accounts: Y

## Cafeteria Plan

- Options:
  - Individual: Y
  - Depend.: P

## CONTRACTS:

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

## Normal Teaching Load:

- 7

## Class Periods/Day:

- 8
**Grand Island 2013-2014**

**WORKING CONDITIONS**
- **Contract Days:** 187
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6

**SALARY SCHEDULE**
- **Base:** $32,400
- **Starting Salary:** $32,837
- **Index:** 4 x 5

**Experience Allowed:** 8
**Career Increments:** Y
**Hiring Base:**
**Vertical Freeze:** 85-86
**Rollback:**
**Multi-year Contract:**

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**GRAND ISLAND**

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**Notes:**
- 07-88 BA45 column grandfathered, 02-03 PhD/EdD stipend available, 01-02 Longevity increments available after 20 years; 08-09 hiring base added (stp 1 + 1/2 prior yr total pkg increase x current yr base);
- Hired before 08-09, recvd $7500 in flat salary. Hired after 08-08, recvd ind ins + remainder as cash.

**Comments:**
- Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.5
- Contribution: fte
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 21.48
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

## SALARY SCHEDULE
- Base: 30,050
- Starting Salary: 30,050
- Career Increments: N
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: Y

## INSURANCE

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## LEAVES

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## PART-TIME BENEFITS
- Cafeteria Plan: Individ., Depend.
- Options: Flex Accounts
- Minimum FTE: 0.5
- Contribution: fte

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

## OTHER LEAVES:
- Emergency - 2 days

## SABBATICAL:

## GREELEY-WOLBACH

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**WORKING CONDITIONS**

- Contract Days: 188
- FTE Teachers: 
  - HS: 203
  - JH/MS: 128
  - ELEM: 35

**SALARY SCHEDULE**

- Base: 33,450
- Starting Salary: 44,823
- Entry Level Step: 1
- Index: 4 x 4
- Career Increments: Y
- Experience Allowed: all
- MA36-if frozen at last stp 2 yrs-$500 3rd yr.
- Vertical Freeze: 84-85, 85-86
- Rollback:

**LEAVES**

- SICK: 10 Days/Year, 50 Accum., 10 Approval, 10 Other
- Other Info: 
  - PERSONAL: 2 Days/Year, 100 Accum., Y Dependence
    - see sick lv.
  - PROFESSIONAL: adm. disc. Yes
  - ADOPTION: 10 Days/Year
  - ASSOCIATION: 5 Days/Year

**OTHER DISTRICT POLICIES**

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

**INSURANCE**

- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD

- **Carrier**
  - BC/BS
  - BadgerCare
  - Madison Nat'l

- **Option**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child

- **Amount Paid by District**
  - H/A-Dent
    - Madison Nat'l
  - Individ.
    - 750D
  - 489.06
  - 904.78
  - 1027.04
  - 1379.05
  - Sp or Dep. Dental
    - 2
    - 24.28
  - 44.19

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

**Cafeteria Plan Options**

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

**OTHER LEAVES:**

- SABBATICAL: No
- SEVERANCE PAY: 

**STEP SALARY SCHEDULE**

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**LEAVES CONDITIONS**

- Class Periods/Day: 7
- Normal Teaching Load: 6

**WORKING CONDITIONS**

- Length of Teacher Day: 7.5
- Planning: 52 98 40
- Verbal Freeze: 84-85, 85-86
- Multi-year Contract:
  - Length of Teacher Day: 7.5
  - Length of Student Day: 6.5
  - Normal Teaching Load: 6
  - Planning: 52 98 40
  - Verbal Freeze: 84-85, 85-86

**CONTACT INFORMATION**

- Index: 4 x 4
- Experience Allowed: all
- MA36-if frozen at last stp 2 yrs-$500 3rd yr.
- Vertical Freeze: 84-85, 85-86
- Rollback:

**CONTACT INFORMATION**

- Length of Teacher Day: 7.5
- Planning: 52 98 40
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** Hampton
- **Length of Teacher Day:** 7.25
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 31,600
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:**

### Insurancce
- **HEALTH**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Child
  - Amount Paid by District: 489.06
  - Credits: 904.78
  - Entry Level Step: 1
- **DENTAL**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Spouse
  - Amount Paid by District: 44.90
  - Credits: 50.97
  - Entry Level Step: 1
- **LIFE**
  - Carrier: Madison Ntl.
  - Type: Individ.
  - Option: EE/Sp/Child
  - Amount Paid by District: 68.47
  - Credits: 1379.05
  - Entry Level Step: 1
- **LTD**
  - Carrier: Madison Ntl.
  - Type: Individ.
  - Option: Non-Participant
  - Amount Paid by District: 37,913
  - Credits: 75,027
  - Entry Level Step: 2

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

### Leaves
- **SICK**
  - Days/Year: 10
  - Accum.: 40
  - Use: Yes
  - Approval Needed: Yes
  - Other Info:
- **PERSONAL**
  - Days/Year: 2
  - Accum.: 3
  - Use: Yes
  - Approval Needed: Yes
- **BEREAVEMENT**
  - Days/Year: 5
  - Use: Yes
  - Approval Needed: Yes
- **PROFESSIONAL**
  - Days/Year: as needed
  - Use: Yes
  - Approval Needed: Yes
- **ADOPTION**
  - Days/Year: as needed
  - Use: Yes
  - Approval Needed: Yes
- **ASSOCIATION**
  - Days/Year: as needed
  - Use: Yes
  - Approval Needed: Yes

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

### Other Leaves:
- **SABBATICAL:** No
- **SEVERANCE PAY:**

### Hampton Working Conditions

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**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

| Base: | 30,700 |
| Index: | 4 x 4 |
| Starting Salary: | |
| Career Increments: | N |
| Experience Allowed: | 6 |
| Vertical Freeze: | 87-88 |
| Rollback: | 86-87 (2 Steps) |
| Multi-year Contract: | 12-13, 13-14 |

**INFORMATION**

**Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **Cafeteria Plan** |
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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 2013-2014
- HS: 825
- JH/MS: 825
- ELEM: 825
- Length of Teacher Day: 825
- Length of Student Day: 7.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Index: 4 x 4
- Base: 31,600
- Starting Salary: 34,128
- Entry Level Step: 3
- Career Increments: N
- Experience Allowed: all

### INSURANCE
- **Type** | **Carrier** | **Option** |
- HEALTH | BC/BS | 500D |
- DENTAL | BC/BS | 2 |
- PPO: COMMENTS: |
- LIFE |

### LEAVES
- Type | Days/Year | Accum. | Depend. | Use | Approval | Other | NOTES |
- SICK | 12 | 40 | no | | | | |

### OTHER DISTRICT POLICIES
- SEVERANCE PAY: |

### OTHER LEAVES
WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 293.1
- HS: 7.5, JH/MS: 7.5, ELEM: 7.5
- Length of Teacher Day: 6.75
- Planning Time: 96
- Class Periods/Day: 8
- Normal Teaching Load: 6.5
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

Experience Allowed: 10
Career Increments: Y
Those with a doctorate receive $500/yr.

INSURANCE

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LEAVES

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SABBATICAL: Yes

OTHER DISTRICT POLICIES

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

HASTINGS

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02-03 staff frozen at bottom of MA45 will be given add’l 1.5% of base every yr on that step; 2013-14 amount is add’l $477
**Hay Springs**

**WORKING CONDITIONS**

- Contract Days: 160
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: 8.75 8.75 8.75
- Length of Student Day: Planning Time: 64 64 60
- Class Periods/Day: 7 7
- Normal Teaching Load: 6 6
- Vertical Freeze: 11-12 switch to 4 day work week - 160 contract days
- Rollback:
- Multi-year Contract: 12-13, 13-14, 14-15

**INSURANCE**

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**OTHER LEAVES:**

- Jury Duty

**COMMENTS:**

- IRS 125: Flex Accounts
- Minimum FTE: 0.5
- Contribution: fte
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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 
  - HS: 
  - JH/MS: 
  - ELEM: 
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Planning Time: 97
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 12-13, 13-14

### SALARY SCHEDULE
- Base: 34,133
- Index: 4 x 4
- Starting Salary: 34,133
- Career Increments: N
- Experience Allowed: 8
- Vertical Freeze: 
- Rollback: 
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Normal Teaching Load: 7

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District: 489.06
  - Entry Level Step: 1
- **DENTAL**
  - Carrier: BC/BS
  - Option: 4
  - Amount Paid by District: 45.71
- **LIFE**
  - Carrier: 
  - Option: 
  - Amount Paid by District: 
- **LTD**
  - Carrier: 
  - Option: 
  - Amount Paid by District: 
- **NON-PARTICIPANT**
  - Carrier: 
  - Option: 
  - Amount Paid by District: 

### LEAVES
- **SICK**
  - Days/Year: 10
  - Accumulation: 50
  - Deductible Reimbursement: Yes
  - Reimb. $20/day over 40 unused EOY
- **PERSONAL**
  - Days/Year: 2
  - Accumulation: yes
  - Approval Needed: accum to 4
- **BEREAVEMENT**
  - Days/Year: 5
  - Accumulation: yes
  - Approval Needed: accum to 4
- **PROFESSIONAL**
  - Days/Year: 2
  - Accumulation: yes
  - Approval Needed: accum to 4
- **ADOPTION**
  - Days/Year: see sick lv.
- **ASSOCIATION**
  - Days/Year: 2
  - Approval Needed: yes

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

### SABBATICAL
- Days/Year: 
- Approval Needed: No

### OTHER LEAVES:

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WORKING CONDITIONS
Contract Days: 183  FTE Teachers: 
Length of Teacher Day: 8 8 8  
Length of Student Day: 7 7 7  
Planning Time: 50 50  
Class Periods/Day: 7 7  
Normal Teaching Load: 6 6  

SALARY SCHEDULE
Base: 31,800  Entry Level Step: 1(D)  
Starting Salary:  
Career Increments: Y  Experience Allowed: all  
Multi-year Contract: 13-14, 14-15  
Vertical Freeze: 05-06, 06-07

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
HEALTH BC/BS 500D 542.94 1004.46 1140.18 1530.97 Sp or Dep Dental
DENTAL BC/BS 5  
LTD NON-PARTICIPANT $600 annuity

LEAVES
Type Days/Year Depend. Approval Other
SICK 10 50 yes
PERSONAL 3 no 1 add w/sub deduct
BEREAVEMENT see sick lv.
PROFESSIONAL adm. disc. yes
ADOPTION 5 from sick lv.
ASSOCIATION see prof. lv.

OTHER DISTRICT POLICIES
SEVERANCE PAY:
OTHER LEAVES:
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 234
  - JH/MS: 35
  - ELEM: 23
- **Length of Teacher Day:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Student Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Planning Time:**
  - HS: 49
  - JH/MS: 49
  - ELEM: 49
- **Normal Teaching Load:**
  - HS: 7
  - JH/MS: 7
  - ELEM: 7

### Salary Schedule
- **Base:** 30,900
- **Index:** 5 x 4
- **Starting Salary:** 32,445
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
- **Entry step is 1.05**
- **Length of Teacher Day:**
  - 8
- **Length of Student Day:**
  - 7.5
  - 7.5
  - 7.5
- **Normal Teaching Load:**
  - 7
  - 7

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

### Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Option: 500D
  - Amount Paid by District: Individ.
  - Deductible Reimbursement: Individ.
- **DENTAL**
  - Carrier: BC/BS
  - Option: 1
  - Amount Paid by District: Individ.
  - Deductible Reimbursement: Individ.

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

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

### Other Leaves
- **Sabbatical:**
  - **Benefits:**
  - **Severance Pay:**

---

**Notes:**
- 4-23 staff hired prior to 03-04 is grandfathered into a separate schedule 12-17 must have MA or MA9 to move into appropriate column, those already in BA36 or BA45 columns will be grandfathered.
WORKING CONDITIONS

Contract Days: 184
FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.33 7.2 7.4
Planning Time: 80 80 80
Class Periods/Day: 8 9
Normal Teaching Load: 7 8

SALARY SCHEDULE

Base: 32,825
Starting Salary: 32,825
Career Increments: N
Experience Allowed: 6

Index: 4 x 4.5
Entry Level Step: 1

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

INSURANCE

HEALTH BC/BS
DENTAL BC/BS
PPO: COMMENTS:
LIFE
LTD Horace Mann
NON-PARTICIPANT

Cafeteria Plan

Part-Time Benefits

Minimum FTE: 0.5

LEAVES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/Policy

Exits

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

OTHER LEAVES:

HIGH PLAINS COMMUNITY SCHOOL

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2013-2014 1.1
Hitchcock County

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 7
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:

Salary Schedule
- Base: 30,700
- Index: 4 x 4
- Starting Salary: Experience Allowed: 10
- Career Increments: N
- Multi-year Contract: 12-13, 13-14

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

Leaves
- Type: Days/Year: Accrual: Use: Approval: Needed: Other
- SICK: 10: 40: Yes
- PERSONAL: 2: No: accum to 3
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: 2: Yes: $100 stipend/day
- ADOPTION:
- ASSOCIATION:
- SEVERANCE PAY:

Other District Policies
- Negotiated/Policy
- Exists
- Policy

Working Conditions:
- H/NA-Dent: Individ.
- Individ.
- EE/Spouse: EE/Child
- EE/Sp/Child
- Sp or Dep. Dental
- BC/BS: 750D
- 489.06
- 904.78
- 1027.04
- 1379.05
- IRS 125: Y
- Flex Accounts: Y

Other Leaves:
- HITCHCOCK CO.
- Step
- BA
- BA+9
- BA+18
- BA+27
- BA+36
- MA
- MA+9
- MA+18
- 1
- 30,700
- 31,928
- 33,156
- 34,384
- 35,612
- 35,612
- 36,840
- 38,068
- 1.00
- 1.04
- 1.08
- 1.12
- 1.16
- 1.20
- 1.24
- 1.28
- 2
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- 1.16
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- 1.44
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- 1.44
- 1.48
- 1.52
- 5
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- 55,260
- 56,488
- 1.64
- 1.68
- 1.72
- 1.76
- 1.80
- 1.84
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: Holdrege
- Length of Teacher Day: 8
- Length of Student Day: 7.6
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: 85-86
- Rollback: 95-96
- Multi-year Contract: 12-13, 13-14

## INSURANCE
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## SALARY SCHEDULE
- Base: 31,300
- Entry Level Step: 3
- Experience Allowed: 4 (D)
- Career Increments: N
- Starting Salary: 34,117
- Index: 4.5 x 4.5

## WORKERS' LEAVES
- SICK: 10 days/year, 90 accrued, yes, acc. to 4
- PERSONAL: 2 days/year, yes
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: 2 days/year, yes
- ADOPTION: see sick lv.
- ASSOCIATION: yes

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

## PART-TIME BENEFITS
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.4
- Contribution: ftc

## OTHER LEAVES
- Jury Duty

## SEVERANCE PAY

### HOLDRIDGE

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## CALENDAR YEAR 2013-2014
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 37
- HS: 7.8
- JH/MS: 7.8
- ELEM: 7.8
- Length of Teacher Day: 7.25
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: 35,150
- Entry Level Step: 1
- Experience Allowed: 9
- Career Increments: N
- part-time teachers over 0.425 recv full h/a
- Vertical Freeze: 87-88
- Rollback: 87-88 (1 Step)
- Multi-year Contract: 12-13, 13-14

INSURANCE
- HEALTH
  - Option: BC/BS
  - Carrier: 950D
  - Amount Paid by District: 497.44
  - Couple - Benefits: 497.44
- DENTAL
  - Option: BC/BS
  - Amount Paid by District: 24.28

LEAVES
- SICK: 10
- PERSONAL: 2
- BEREAVEMENT: 5
- PROFESSIONAL: adm. disc.
- ADOPTION: adm. disc.
- ASSOCIATION: 2

OTHER DISTRICT POLICIES
- SEVERANCE PAY:

OTHER LEAVES:
## Working Conditions
- Contract Days: 185
- FTE Teachers: HS, JH/MS, ELM
- Length of Teacher Day: Planning Time
- Length of Student Day: Class Periods/Day
- Normal Teaching Load: 

## Salary Schedule
- Base: 32,900
- Starting Salary: 
- Career Increments: 
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

## INSURANCE
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **Cafeteria Plan** |
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## Leaves
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## Sabbatical
- **SEVERANCE PAY:**

## Other LEAVES:

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

## Howells-Dodge

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**Working Conditions**

- Contract Days: 185
- FTE Teachers: [HS, JH/MS, ELEM]
- Starting Salary: $32,700
- Career Increments: N
- Vertical Freeze: 
- Rollback: 
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**

- Base: $32,700
- Index: 4 x 4
- Experience Allowed: 5

**Insurance**

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**Cafeteria Plan**

- Options: IRS 125, Y
- Flex Accounts: Y
- Deductible Reimbursement: Y
- Minimum FTE: 
- Contribution: 

**Leaves**

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**Other District Policies**

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

**Sabbatical**

**Severance Pay**

**Other Leaves**

**Humboldt-Table Rock-Steinauer**

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01-02 grandfathered BA+36 column when districts merged, teachers on BA+36 stayed on MA
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 7
- **Length of Teacher Day:** 8:25
- **Length of Student Day:** 7:25
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 31,350
- **Index:** 4 x 4
- **Entry Level Step:** 1(D)
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### Insurance
- **Type**
  - HEALTH
  - DENTAL
  - LTD
- **Option**
  - BC/BS
  - BC/BS
  - National Ins
- **Amount Paid by District**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 26.69 or
  - 44.19
  - Sp or Dep Dental
  - Options:
  - IRS 125:
  - Flex Accounts:
- **Type**
  - LIFE
- **Amount Paid by District**
  - Deductible Reimbursement: N

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

### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 10, 7
- **Accum.**
  - 10/yr until 40 accum, then 7/yr
- **Approval Needed**
  - Other
  - Yes
  - No

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

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### Comments
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Length of Teacher Day:** 8:25
- **Length of Student Day:** 7:25
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8:25
- **Length of Student Day:** 7:25
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Normal Teaching Load:** 7

---

**Notes:**
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** all
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8:25
- **Length of Student Day:** 7:25
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
"
WORKING CONDITIONS

Contract Days: 184  
FTE Teachers:  

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

SALARY SCHEDULE

Base: 30,000  
Index: 4 x 4  
Starting Salary:  
Career Increments: N  
Experience Allowed: all  

Experience: Vertical Freeze: Rollback:

INSURANCE

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INSURANCE OPTIONS:

- IRS 125:
- Flex Accounts:
- Deductible Reimbursement:

LEAVES

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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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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**WORKING CONDITIONS**

- Contract Days: 186
- FTE Teachers: 16

**SALARY SCHEDULE**

- Base: 31,975
- Starting Salary: 31,975
- Index: 4 x 4
- Career Increments: Entry Level Step: 1
- Experience Allowed: 5(D)

**INCENTIVES**

- Career Advancement
- Performance Pay
- Professional Development
- Professional Recognition

**Cafeteria Plan**

- Individual
- Dependents

**Insurance**

- **HEALTH**
  - Carrier: BC/BS
  - Option: 500D
- **DENTAL**
  - Carrier: BC/BS
  - Option: 5
- **LIFE**
  - Carrier: Principal
  - Option: (thru sal)

**LEAVES**

- **SICK**
  - Days/Year: 11
  - Accum.: 60
  - Approval: Y
  - Other: unused @ $75/day-must keep 60 days in bank
- **PERSONAL**
  - Days/Year: 2
  - Approval: convert to sick lv @ eoy
- **BEREAVEMENT**
  - Days/Year: 3
  - Approval: more from sick leave
- **PROFESSIONAL**
  - Days/Year: 3
  - Approval: Yes

**LEAVES - COMMENTS**

- **OTHER DISTRICT POLICIES**
  - Negotiated/Policy
  - Exists
  - JOHNSON COUNTY

**OTHER LEAVES**

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 22.5
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 31,300
- **Index:** 4 x 4
- **Experience Allowed:** all (D)
- **Career Increments:** N
- **Multi-year Contract:** 12-13, 13-14

### Insuranc
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### Leaves
- **Sick:** 10, 50 days, use 5 or less = recv $400 eoy
- **Personal:** 2 days/year, yes, carryover/buyback up to 4
- **Bereavement:** from sick lv., yes
- **Professional:** admin. disc., yes
- **Adoption:** admin. disc.
- **Association:** 3 (off/deleg)

### Sabbatical
- **No**

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

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

### Salary Schedule Table

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### Other Leaves
- **Severance Pay:**
  - JOHNSON-BROCK
  - **Step:**
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    - 4
    - 5
    - 6
    - 7
    - 8
    - 9
    - 10
    - 11
    - 12
    - 13
  - **FTE Teachers:** 22.5
  - **Starting Salary:** 31,300
  - **Class Periods/Day:** 8
  - **Length of Teacher Day:** 8
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 385
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 6.5
- **Planning Time:** 60
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

### SALARY SCHEDULE
- **Base:** 32,190
- **Starting Salary:**
  - HS: 32,190
  - JH/MS: 35,087
  - ELEM: 36,536
- **Career Increments:** Y
- **Experience Allowed:** 7(D)
- **Vertical Freeze:** 85-86
- **Rollback:**
- **Multi-year Contract:**
  - Length of Teacher Day: 7.5 7.5 7.5
  - Length of Student Day: 6.5 6.42 9
  - Normal Teaching Load: 3 7.5

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS 750D/1650D 208.33 208.33 208.33
- **DENTAL**
  - Carrier: BC/BS 2
- **LIFE**
  - Carrier: Individ.
- **LTD**
  - Carrier: Individ.

### LEAVES
- **SICK**
  - Days/Year: 10
  - Other Info: 20 days for dep./1/2 sub pay at retire.
- **PERSONAL**
  - Days/Year: 5
- **BEREAVEMENT**
  - Days/Year: 3
- **PROFESSIONAL**
  - Days/Year: 2
- **ADOPTION**
  - Days/Year: 10
- **ASSOCIATION**
  - Days/Year: 3
- **SABBATICAL**
  - Days/Year: 0

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

### WORKING CONDITIONS Table
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### SALARY SCHEDULE Table
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*Longevity increments available on MA45 - 2nd yr on stp 15 rec 2% of base*
### Working Conditions
- Contract Days: 182
- FTE Teachers: 36
- HS: 50
- JH/MS: 50
- ELEM: 40
- Length of Teacher Day: 8.0
- Length of Student Day: 7.5
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 31,400
- Index: 4 x 4
- Starting Salary: 31,400
- Career Increments: N
- Experience Allowed: (D)
- Entry Level Step: 1

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

### Insurance
- Type: H/A-Dent
- Carrier: BC/BS
- Option: 750D
- Amount Paid by District: Individ. 489.06, EE/Child 904.78, EE/Spouse 1027.04, EE/Sp/Child 1379.05
- Couple - Benefits: 26.69 or 44.19
- Options: Sp or Dep Dental

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

### Leaves
- Type: SICK
- Days/Year: 10
- Accum.: 42
- Depend. use: yes
- Approval Needed: 2 add'l from sick lv

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

### Other Leaves:
- Severance Pay: 47,728
- Sick Bank: Y
- Professional Growth: Y
- Reduction in Force: Y
- Voluntary Separation: Y
- Grievance: Y

### Kenesaw

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**Notes:**
- Minimum FTE: 0.5
- IRS 125: Y
- Flex Accounts: Y
- Sick Bank: Y
- Professional Growth: Y
- Reduction in Force: Y
- Voluntary Separation: Y
- Grievance: Y
WORKING CONDITIONS
Contract Days: 180
FTE Teachers:
  HS  JH/MS  ELEM
Starting Salary: Base: 31,300
Career Increments: N
Experience Allowed: 6
Entry Level Step: 1
Vertical Freeze: Rollback: 93-94
Rollback: 93-94
Plan:

Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 50 50 30
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

Experience Allowed: 6
Career Increments: N
Index: 4 x 4
Multi-year Contract:

INSURANCE
Type Carrier Option
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D 515.79 954.24 1083.17 1454.42
DENTAL BC/BS 4 45.71 84.57 96.00 128.93
PPO: COMMENTS:
LIFE
Deductible Reimbursement: Y 400/800
IRIS 125:
PART-TIME BENEFITS
Minimum FTE: 0.5
CONTRIBUTION: fte

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 30 yes
Other Info: 12 days 1st yr
PERSONAL 2 yes add'l. w/o pay
BEREAVEMENT admin. disc.
PROFESSIONAL 3 yes
ADOPTION
ASSOCIATION
SABBATICAL: No

SEVERANCE PAY:
OTHER DISTRICT POLICIES
Negotiated/ policy
Exists

OTHER LEAVES:

KEYA PAHA COUNTY
Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18
1 31,300 32,552 33,804 35,056 36,308 37,560 38,812 40,064
  1.00 1.04 1.08 1.12 1.16 1.20 1.24 1.28
2 32,552 33,804 35,056 36,308 37,560 38,812 40,064 41,316
  1.04 1.08 1.12 1.16 1.20 1.24 1.28 1.32
3 33,804 35,056 36,308 37,560 38,812 40,064 41,316 42,568
  1.08 1.12 1.16 1.20 1.24 1.28 1.32 1.36
4 35,056 36,308 37,560 38,812 40,064 41,316 42,568 43,820
  1.12 1.16 1.20 1.24 1.28 1.32 1.36 1.40
5 36,308 37,560 38,812 40,064 41,316 42,568 43,820 45,072
  1.16 1.20 1.24 1.28 1.32 1.36 1.40 1.44
6 37,560 38,812 40,064 41,316 42,568 43,820 45,072 46,324
  1.20 1.24 1.28 1.32 1.36 1.40 1.44 1.48
7 38,812 40,064 41,316 42,568 43,820 45,072 46,324 47,576
  1.24 1.28 1.32 1.36 1.40 1.44 1.48 1.52
8 42,568 43,820 45,072 46,324 47,576 48,828
  1.36 1.40 1.44 1.48 1.52 1.56 1.60
9 45,072 46,324 47,576 48,828 50,080
  1.44 1.48 1.52 1.56 1.60
10 48,828 50,080 51,332
  1.56 1.60 1.64
11 51,332 52,584
  1.64 1.68
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.25
- **Planning Time:** 48
- **Class Periods/Day:** 9
- **Normal Teaching Load:** 8

### SALARY SCHEDULE
- **Base:** 31,400
- **Starting Salary:** 31,400
- **Index:** 4 x 5
- **Experience Allowed:** all
- **Career Increments:** Y
- **Vert. Incr. are % of column base**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 13-14, 14-15

### INSURANCE
- **Type Carrier**:
  - HEALTH: BC/BS 750D
  - DENTAL: BC/BS 2
  - PPO: COMMENTS:
  - HEALTH: Individ. EE/Child 489.06
  - DENTAL: Individ. EE/Spouse 24.28
  - LIFE: Individ. Depend.
  - LTD: Non-Participant
- **Amount Paid by District**:
  - HEALTH: 489.06
  - DENTAL: 24.28
  - LIFE: 24.28
  - LTD: 24.28
- **Couple - Benefits**:
  - HEALTH: Sp or Dep Dental 1027.04
  - DENTAL: EE/Sp/Child 1379.05

### LEAVES
- **Type**: SICK
- **Days/Year**: 8
- **Accum. Use Needed Other**: 60 yes

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**: Exists
  - SICK: 8
  - PTO: 60
  - PERSONAL: 5
  - PROFESSIONAL: unlim.
  - ADOPTION: 1-officers only
  - ASSOCIATION: 1-officers only

### SABBATICAL
- **Yes**

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

### WORKING CONDITIONS Table

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

- Contract Days: 185
- FTE Teachers: 
  - HS
  - JH/MS
  - ELEM
- Starting Salary: $31,400
- Index: 5 x 4
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 12-13, 13-14
- Length of Teacher Day: 7.5
- Planning Time: 87
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Length of Student Day: 7.5
- 7.17

**SALARY SCHEDULE**

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

---

**INSURANCE**

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**LAKEVIEW COMMUNITY SCHOOLS**

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

Contract Days: 185
FTE Teachers:

HS   JH/MS   ELEM
8     8       8

Length of Teacher Day: 7.3
Length of Student Day: 7.3
Planning Time: 48
Class Periods/Day: 8
Normal Teaching Load: 7

Experience Allowed: 3
Career Increments: N
Multi-year Contract: No

INDEX: 4 x 4

SALARIES

Base: 31,000
Entry Level Step: 1

INDEX

Starting Salary: 31,000
Experience Allowed: 3

Vertical Freeze:
Rollback:

Leaves:

Sick: 10
Personal: 2
Bereavement: unlim.
Professional: unlim.

Other Info:

INSURANCE

Type
Option
Amount Paid by District
Health
BC/BS
950D
497.44
497.44
497.44
497.44

Dental
BC/BS
24.28
24.28
24.28
24.28

Life

LTD
Non-Participant

Cafeteria Plan

Individ.: 936.61
Depend.: 936.61

Options:

H/A-TSA-Cash-Life-LTD

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0
Contribution: fte

LEAVES

Type
Sick
Personal
Bereavement
Professional

Days/Year
10
2
unlim.
unlim.

Accum. Depend. Needed
45
yes
see sick lv.
yes

LEAVES:

OTHER DISTRICT POLICIES

Negotiated/Policy

Exists

SABBATICAL: No

SEVERANCE PAY:

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

SALARY SCHEDULE
- Base: $30,900
- Index: 4 x 4
- Starting Salary: $30,900
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: 12-13, 13-14

INSURANCE
- HEALTH: BC/BS 750D/3100D
  - Options: 
    - BC/BS 750D
    - BC/BS 3100D
  - Deductible Reimbursement: N
- DENTAL: BC/BS 2
  - Options: 
    - BC/BS 24.28 24.28 24.28 24.28

LEAVES
- SICK: 6 days/year, 34 days accumulated
- PERSONAL: 6 days/year
- BEREAVEMENT: 2 days/year
- PROFESSIONAL: 2 days/year
- ADOPTION: 30 days
- ASSOCIATION

OTHER DISTRICT POLICIES
- LEAVES: SABBATICAL: No
- SEVERANCE PAY: Y

Cafeteria Plan
- Options: IRS 125
- Deductible Reimbursement: No

LEIGH

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WORKING CONDITIONS

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| FTE Teachers: | |
| HS | JH/MS | ELEM |
| 8 | 8 | 8 |

Length of Teacher Day: 8
Length of Student Day: 6.6
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 7

Vertical Freeze: 
Rollback: 
Multi-year Contract: 

INSURANCE

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LEAVES: premium - voluntary separation: N

OTHER DISTRICT POLICIES

SABBATICAL: No
SEVERANCE PAY: Yes

OTHER LEAVES:
LEXINGTON

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

INDEX: 5 x 4
Experience Allowed: 5
Career Increments: N
Multi-year Contract:

SALARY SCHEDULE
Base: 32,950
Starting Salary: 11-12 Supplemental Pay $892
Index: 5 x 4
Entry Level Step: 1

VERTICAL FREEZE: 85-86
ROLLBACK:

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 65 yes
PERSONAL 2 yes 2nd day given after 10 yrs
BEREAVEMENT 5-immed fam 3 days others
PROFESSIONAL unln. yes
ADOPTION see sick lv.
ASSOCIATION
SABBATICAL: No
SEVERANCE PAY: N

OTHER DISTRICT POLICIES
Negotiated/Policy
EXISTS

INSURANCE
Type Carrier Option Amount Paid by Cafeteria Plan
Amount
Paid
by
District
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child Couple - Benefits
Health BC/BS 750D .10 4.12 1.16 1.20 1.24 1.28 1.32 1.36
Dental BC/BS 1.10 24.28 24.28 24.28 24.28
Vita 1.00 1.04 1.08 1.12 1.16 1.20 1.24 1.28 1.32 1.36
Life MADISON NAT’L .00 26.69 44.19

OTHER LEAVES:

LEXINGTON

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FTE Teachers: 234.43
Starting Salary: 11-12 Supplemental Pay $892

LEXINGTON

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FTE Teachers: 234.43
Starting Salary: 11-12 Supplemental Pay $892
WORKING CONDITIONS
Contract Days: 183  FTE Teachers: 
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 50 40 40
Class Periods/Day: 8 9
Normal Teaching Load: 7 8

SALARY SCHEDULE
Base: 29,900  Index: 4.5 x 4.5
Starting Salary: 32,591  Entry Level Step: 3
Career Increments: N  Experience Allowed: all
$100 tuition credit per teacher; *Step 1 = 1.09

Index: 4.5 x 4.5
Experience Allowed: all
Career Increments: N
$100 tuition credit per teacher; *Step 1 = 1.09

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

INSURANCE
Option
Amount Paid by District
Couple - Benefits
Cafeteria Plan

HEALTH BC/BS 750D 463.32 857.16 972.98 1306.47
PPO: Dist pays 90% prem
LIFE Guardian 3.75
LTD Principal
NON-PARTICIPANT

OTHER DISTRICT POLICIES
Negotiated/Policy

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
SICK 10 30 yes
PERSONAL 2 Yes accum. to 3
BEREAVEMENT 5 immed. fam.
PROFESSIONAL as appr Yes
ADOPTION
ASSOCIATION
SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:
**WORKING CONDITIONS**

- Contract Days: 191
- FTE Teachers: 3013
- HS: 463.84
- JH/MS: 647.68
- ELEM: 736.05
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Planning Time: 100
- Class Periods/Day: 7
- Normal Teaching Load: 5

**SALARY SCHEDULE**

- Base: 39,099
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 27
- 02-03 index career stps; 03-04 sch is 21 stps; 06-07 move caf to sched
- Vertical Freeze: 95-96
- Multi-year Contract: 12-13, 13-14

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**SEVERANCE PAY**

- Yes

**OTHER DISTRICT POLICIES**

- Negotiated/Policy: Exists

**OTHER LEAVES**

- Civic, Jury, Catastrophic

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**Lincoln 2013-2014**

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 19.625
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

### SALARY SCHEDULE
- Base: 30,989
- Entry Level Step: 1(D)
- Index: 4 x 5
- Starting Salary: 
- Career Increments: N
- Experience Allowed: 4

### INSURANCE

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 888
- Length of Student Day: 9
- Class Periods/Day: 9
- Normal Teaching Load: 88

### SALARY SCHEDULE
- Base: 30,900
- Starting Salary: 30,900
- Career Increments: N
- Experience Allowed: all

### INSURANCE
- Type: Carrier
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE: Unknown
  - LTD: Unknown
- Option: (B)
- Amount Paid by District:
  - H/A-Dent: 750D
  - Individ.: 489.06
  - Child: 904.78
  - Spouse: 1027.04
- Couple - Benefits:
  - EE/Sp/Child: 1379.05

###カフェテリアプラン
- Cafeteria Plan:
  - Individ.: 24.28
  - Depend.: 24.28

###LEAVES
- Type: Days/Year
  - SICK: 12
  - PERSONAL: PTO
  - BEREAVEMENT: PTO
  - PROFESSIONAL: PTO
  - ADOPTION: PTO
  - ASSOCIATION: PTO
  - SEVERANCE PAY: Y

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

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### Working Conditions

- **Contract Days:** 183
- **FTE Teachers:** 7
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule

- **Base:** 31,000
- **Index:** 4 x 4
- **Entry Level Step:** 1

- **Experience Allowed:** all
- **Career Increments:** N
- **5-07 5 yrs exp; 07-08 and forward all exp**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### Working Conditions Continued

- **Class Periods/Day:** 8
- **Planning Time:** 7.5
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 77
- **Normal Teaching Load:** 7

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### Cafeteria Plan

- **Individ.**
- **Depend.**

### Leaves

- **Sick:**
  - **Days/Year:** 10
  - **Accum. Needed:** 45
  - **Approval:** Yes
  - **Other:**

### Part-Time Benefits

- **Minimum FTE:** 0.4
- **Contribution:** FTE

### District Policies

- **Sabbatical:**
  - **SEVERANCE PAY:** Y

### Other District Policies

- **Negotiated/Policy**
  - **Exists**
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### Working Conditions
- Contract Days: 185
- FTE Teachers: 243
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 75
- Class Periods/Day: 10
- Normal Teaching Load: 6
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract: 12-13, 13-14

### Salary Schedule
- Base: 33,180
- Starting Salary: 33,180
- Career Increments: N
- Experience Allowed: 12(D)
- Entry Level Step: 1
- Index: 5 x 3

### INSURANCE
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### Cafeteria Plan
- Individ.
- Depend.
- Options: IRS 125, Y
- Flex Accounts: Y
- Minimum FTE: 0.5
- Contribution: flat

### Leaves
- SICK: 8 days, 45 accrual, yes
- PERSONAL: 2,3 days, yes (2 days/yr 1st 5 yrs, 3 days/yr af)
- BEREAVEMENT: 3 days
- PROFESSIONAL: unlimited, yes
- ADOPTION: 8,10 days, see sick lv.
- ASSOCIATION: no

### Sabbatical
- No

### Severance Pay

### Other District Policies

### Other Leaves

### Louisville 2013-2014

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### Other Policies

- Contract Days
- Deductible Reimbursement
- Planning Time
- HS JH/MS ELEM

### Comments
- Cafeteria Plan
- Entry Level Step
- Index
- Individ.
- Depend.
- Options
- IRS 125
- Minimum FTE
- Plan Year
- Policy
- Professional Growth
- Reduction in Force
- Sick Bank
- Sick Leave
- Voluntary Separation
- Grievance
- Professional Growth
- Voluntary Separation
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 31,100
- Index: 4 x 5
- Starting Salary: 1
- Career Increments: Y
- Experience Allowed: all
- Longevity: 4% ea. 4 yrs. to 26; 03-04 sal/ins freeze
- Vertical Freeze: 03-04
- Rollback:

**Index: 4 x 5**

**Experience Allowed:**

- all

**Career Increments:**

- Y

**Working Days:**

- 185

**Leaves:**

- SICK: 60
- Other Info: with approval; 8 days for family

**INSURANCE**

**Type** | **Carrier** | **Option** | **Amount Paid by District** | **Cafeteria Plan** | **Type** | **Carrier** | **Option** |
--- | --- | --- | --- | --- | --- | --- | --- |
Health | BC/BS | 750D | 463.32 857.16 972.98 1306.47 | H/A-Dent | Individ. | EE/Child |
Dental | BC/BS | 3 | 45.18 45.18 45.18 45.18 | Dental + All Dep | Options: | IRS 125: Y |
Life | | | | | | | |
LTD | | | | | | | |
Non-Participant | | | | | | | |

**LEAVES**

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**OTHER DISTRICT POLICIES**

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**LOUP CITY**

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**LONGEVITY 4% ea. 4 yrs. to 26**
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 29,550
- Entry Level Step: 1
- Experience Allowed: 10
- Career Increments: N

**INSURANCE**

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**LEAVES**

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**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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

**Cafeteria Plan**

- Options: IRS 125:|
- Flex Accounts: |
- Type: Carrier:|
- Individ.: Depend.: |

**OTHER LEAVES:**

**LOUP COUNTY**

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Length of Teacher Day: 7.1  
Length of Student Day: 7.1  
Planning Time: 53  
Class Periods/Day: 8  
Normal Teaching Load: 7  

EXPERIENCE ALLOWED: 5  
CAREER INCREMENTS: N  
VERTICAL FREEZE:  
ROLLBACK:  
MULTI-YEAR CONTRACT: 12-13, 13-14

SALARY SCHEDULE

Base: 30,400  
Index: 4 x 4  
Starting Salary:  
Career Increments: N  
Experience Allowed: 5

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SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

LYNCH
WORKING CONDITIONS

Contract Days: 185  
FTE Teachers: 28.25

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

SALARY SCHEDULE

Base: 31,175  
Starting Salary:  
Entry Level Step: 1
Career Increments: N
Experience Allowed: all

84-85 grandfathered steps
Vertical Freeze: 88-89
Rollback:
Multi-year Contract: 12-13, 13-14

INSURANCE

Type Carrier  
Option  
Amount Paid by District  
Couple - Benefits  
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child  
24.28

HEALTH BC/BS  
750D  
489.06  
904.78  
1027.04  
1379.05  
Ind Dental

DENTAL BC/BS  
2  
24.28  
24.28  
24.28  
24.28

PPO: COMMENTS:

LIFE Guardian  
Deductible Reimbursement:

LTD Madison Nat'l (thru sal)
NON-PARTICIPANT

LEAVES

Type  
Days/Year  
Accum.  
Depend. use  
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  
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from sick lv.

Grievance:  
Voluntary Separation:  
Professional Growth:  
Sick Bank:  

ADOPTION  

ASSOCIATION  

SABBATICAL:  

SEVERANCE PAY:  

OTHER DISTRICT POLICIES

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2013-2014  
1.1

6/23/2014  

Lyons-Decatur Northeast

Mar 24.28  
24.28  
24.28  
24.28

Minimum FTE: 0.5
Contribution: full indiv

2013-2014  
1.1

6/23/2014  

Lyons-Decatur Northeast

Mar 24.28  
24.28  
24.28  
24.28

Minimum FTE: 0.5
Contribution: full indiv
### Work Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8:25
- **Length of Student Day:** 7:25
- **Planning Time:** 49
- **Normal Teaching Load:** 6
- **Class Periods/Day:** 8

### Salary Schedule
- **Base:** 31,700
- **Starting Salary:** 31,700
- **Index:** 4 x 5
- **Experience Allowed:** N
- **Career Increments:** 5(D)
- **Grandfathered steps:** 94-95
- **Vertical Freeze:** 86-87, 87-88
- **Rollback:**

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

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

### Other Leaves
- **Jury Duty**

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## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule

### Base Salary
- **Starting Salary:** 33,000
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** all

### Vertical Freeze
- 88-89

### Rollback
- 88-89 Last Step

### Multi-Year Contract
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 7

## Working Conditions (Continued)
- **Index:** 4 x 4
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:** 88-89
- **Rollback:** 88-89 Last Step

## Insurance

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### Sick
- **Other Info:** 33% sub pay/day over 40 EOY

### Personal
- 2
- **Yes**

### Bereavement
- 4

### Professional
- 2
- **Yes**

### Adoption
- see sick lv.

### Association

## Sabbatical
- **No**

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

## Other District Policies

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## Malcom Salary Schedule

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### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 2013-2014
  - JH/MS: 2013-2014
  - ELEM: 2013-2014
- **Length of Teacher Day:**
  - Period 1: 7.75
  - Period 2: 7.75
  - Period 3: 7.75
- **Planning Time:**
  - Period 1: 52
  - Period 2: 52
  - Period 3: 45
- **Class Periods/Day:**
  - Period 1: 8
  - Period 2: 8
- **Normal Teaching Load:**
  - Period 1: 6
  - Period 2: 6
  - Multi-year Contract: 12-13, 13-14

### Salary Schedule
- **Base:** 30,598
- **Index:** 4 x 4
- **Starting Salary:**
  - Period 1: 1.16
  - Period 2: 1.20
  - Period 3: 1.24
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### Insuranc
- **HEALTH**
  - Carrier: BC/BS
  - Option: 950D
  - Amount Paid by District: 1.00
  - Type: H/A-Dent
  - Carrier: Madison Nat'l
  - Deductible Reimbursement:

### Cafeteria Plan
- **Options:** H/A,TSA,Cash
- **Flex Accounts:** Y
- **Minimum FTE:** 1

### Leaves
- **SICK:**
  - Days/Year: 10
  - Accum. Use: yes
  - Approval: 45
- **PERSONAL:**
  - Days/Year: 3
  - Accum. Use: yes
  - Approval: sub pay/day @ eoy
  - Other Info: add'l 10 full pay, 60 sub. Ded. For serious ill or inj
- **BEREAVEMENT:**
  - Days/Year: 5
  - Accum. Use: yes
  - Approval: 1 day travel
  - Other Info: plus 1 day travel
- **PROFESSIONAL:**
  - Days/Year: 2
  - Accum. Use: yes
  - Approval: bank to 3
  - Other Info: 
- **ADOPTION:**
  - Days/Year: 2
  - Accum. Use: yes
  - Approval: yes
  - Other Info: sub pay/day @ eoy

### Other District Policies
- **SEVERANCE PAY:**
- **SABBATICAL:** No

### Maxwell

#### Salary Schedule

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### Notes
- **Type Carrier Option Amount Paid by District**
- **Couple - Benefits**
- **Cafeteria Plan**
- **Type Carrier Option Amount Paid by District**
- **Insurance**
- **Leaves**
- **Maxwell**
- **Working Conditions**
- **Salary Schedule**
- **Other Leaves**
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 23
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 7
- Planning Time: 59
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

SALARY SCHEDULE
- Base: 30,200
- Index: 4.5 x 4.5
- Starting Salary: 24.28
- Career Increments: Y
- Experience Allowed: 4

INSURANCE
- TYPE
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE: Madison Nat'l
  - LTD: Madison Nat'l
- OPTION
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- AMOUNT PAID BY DISTRICT
  - 750D: 489.06
  - 2: 24.28
  - 2: 24.28
- COUPLE - BENEFITS
  - 26.69 or
  - 44.19
- COMMENTS:
- OPTIONS:
  - IRS 125: Y
  - Flex Accounts: Y

LEAVES
- SICK
  - Type: Days/Year
  - Depend. Approval
  - use
  - Needed
  - Other
  - 10: 60
- PERSONAL
  - 2
  - no
  - accum. to 4
  - Voluntary Separation: Y
  - Professional Growth: Y
- BEREAVEMENT
  - 3
  - per occurrence; add'l from sick
  - Grievance: Y
  - Reduction in Force: Y
- PROFESSIONAL
  - 2
  - yes
  - from sick lv with approval
  - Professional Growth: P
- ADOPTION
  - as needed
  - Sick Bank: N
- ASSOCIATION
  - 2
  - SEVERANCE PAY:
  - Other
  - SEVERANCE PAY:

PART-TIME BENEFITS
- Cafeteria Plan
  - Individ. Depend.
  - Flexible Spending Accounts: Y

OTHER DISTRICT POLICIES
- Negotiated/Policy
  - Exists
  - M A
  - M A + 9

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OTHER LEAVES:
- Sabbatical: No
- Contract Days Base: 30,200
- Length of Teacher Day: 7.5
- Normal Teaching Load: 6
- Multi-year Contract:
- Rollback:
- M A
- M A + 9

MAYWOOD

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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:**
  - HS: 55
  - JH/MS: 55
  - ELEM: 40
- **Class Periods/Day:**
  - HS: 7
  - JH/MS: 7
  - ELEM: 7
- **Normal Teaching Load:**
  - HS: 6
  - JH/MS: 6
  - ELEM: 6

### Salary Schedule
- **Base:** 31,685
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - Entry Level Step: 1
- **Career Increments:** N
- **Experience Allowed:** 8
- **Vert Stps 1-8=4.5**
- **Vert Stps 9-15=4.9**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

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

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

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

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

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### Notes
- **Working Conditions Notes:**
- **Salary Schedule Notes:**
- **Insurance Notes:**
- **Leaves Notes:**
- **Other District Policies Notes:**
- **Other Leaves Notes:**
### Working Conditions
- Contract Days: 184
- FTE Teachers: 
  - HS: 
  - JH/MS: 
  - ELEM: 
- Length of Teacher Day: 8:00 AM to 3:30 PM
- Length of Student Day: 8:00 AM to 3:30 PM
- Planning Time: 50 minutes
- Class Periods/Day: 2
- Normal Teaching Load: 7

### Salary Schedule
- Base: $31,930
- Index: 4 x 4
- Starting Salary: 
  - Entry Level Step: 1
  - Experience Allowed: 4

### Insurancce
<table>
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<tr>
<th>Type</th>
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### Leaves
- SICK: 8 days/year, 30 days
- Personal: 2 days/year, reimbursable unused @ $20/day over 30 days
- Bereavement: unlim., need approval from supt & bd
- Professional: 5 days/year, grievance: Y, N
- Adoption: unlim., up to 30 w/app.
- Association: up to 30 days

### Sabbatical
- No

### Severance Pay

### Other District Policies
- Negotiated/Policy: Exists
- Policy: Y, N

### Salary Schedule Table

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

### Salary Schedule
- Base: 30,500
- Index: 4 x 5
- Starting Salary:
- Career Increments: N
- Experience Allowed: all

### Insurance
- Type: HEALTH
- Carrier: BC/BS
- Option: 1250D
- Amount Paid by District: 1250D
- Couple - Benefits: Individ.
- Option: Depend.
- FTE Teachers: 14.125
- H/A-Dent: 452.71
- EE/Child: 837.53
- EE/Spouse: 950.69
- EE/Sp/Child: 1276.54

### Leaves
- Type: SICK
- Days/Year: 10
- Accum.: 30
- Depend. use: yes
- Approval: Needed
- Other: 10

### Cafeteria Plan
- Options: IRS 125:
- Flexible Accounts: Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte

### Salary Schedule Table

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### 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**

<table>
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<tr>
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<th>SALARY SCHEDULE</th>
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<td>Planning Time: 60</td>
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**Insurance**

- Type: HEALTH
- Carrier: BC/BS
- Option: 1250D
- Amount Paid by District: 1250D
- Couple - Benefits: Individ.
- Option: Depend.

**Leave Policies**

- **SICK:** Days/Year: 10, Accum.: 30, Depend. use: yes, Approval: Needed, Other: 10

**Cafeteria Plan**

- Options: IRS 125:
- Flexible Accounts: Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte

---

**Salary Schedule Table**

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**Notes:**

- Normal Teaching Load: 6
- Vertical Freeze:
### Mead

#### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 4
- 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: 30,700
- Index: 4 \times 4
- Starting Salary: 44.90
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: Yes
- Rollback: No
- Multi-year Contract: Yes

#### INSURANCE
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#### SEVERANCE PAY:

#### OTHER LEAVES:

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### 2013-2014

1.1
## Working Conditions

- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7:36
- **Length of Student Day:** 7:26
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

## Salary Schedule

- **Base:** 30,200
- **Index:** 4 x 4
- **Start Salary:** Vertical Freeze: 97-98
- **Vertical Freeze:** Rollback:
- **Career Increments:** N
- **Experience Allowed:** 10
- **$1,200 bonus/fte**

## Insurancce

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

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

### Part-Time Benefits
- **Contribution:** fte

## Leaves

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### Other District Policies

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

### Sabbatical

- **Yes**

### Severance Pay

- **Y**

## Other Leaves:

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**MD 13-14**

**1.16/23/2014**

**Index: 4 x 4**

**Experience Allowed: 10**

**Career Increments: N**

**Starting Salary: Vertical Freeze: 97-98**

**Rollback:**

**Base: 30,200**

**Index:** 4 x 4

**FTE Teachers:**
- HS: 8
- JH/MS: 8
- ELEM: 8

**Starting Salary:**
- Vertical Freeze: 97-98
- Rollback:
- **Career Increments:** N
- **Experience Allowed:** 10
- **$1,200 bonus/fte**

**Starting Salary:**
- Vertical Freeze: 97-98
- Rollback:
- **Career Increments:** N
- **Experience Allowed:** 10
- **$1,200 bonus/fte**

## Cafeteria Plan

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

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

### Part-Time Benefits

- **Contribution:** fte
### Working Conditions
- Contract Days: 185
- FTE Teachers: 21.85
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 7.5
- Length of Student Day: 6.9
- Multi-year Contract: 12-13, 13-14
- Career Increments: N
- Experience Allowed: All
- Vertical Freeze:
- Rollback:

### Salary Schedule
- Base: 31,500
- Index: 4 x 4
- Entry Level Step: 1
- Starting Salary:

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**Index: 4 x 4**

### Cafeteria Plan
- Individ.
- Depend.

### Insurance
- Health: BC/BS
- Dental: BC/BS
- Life: Non-Participant

### Leaves
- Sick: 10 days
- Personal: 2+2 days
- Bereavement: 6 days
- Professional: 3 days
- Adoption: see sick lv.
- Association: see prof lv.
- Sabbatical: Yes
- Severance Pay: Y

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

### Meridian

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**Index: 4 x 4**

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

### Other Leaves:
- Other Info: At sep $35/day up to 40
- Voluntary Separation: N
- Grievance: Y
- Professional Growth: Y
- Reduction in Force: Y
- Sick Bank: Y
- IRS 125: Y
- Flex Accounts: Y
- Deductible Reimbursement: Y
## WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 
  - HS: 
  - JH/MS: 
  - ELEM: 
- Length of Teacher Day: 
  - HS: 8 
  - JH/MS: 8 
  - ELEM: 8 
- Length of Student Day: 
  - HS: 7.25 
  - JH/MS: 7.25 
  - ELEM: 7.25 
- Planning Time: 
  - HS: 96 
  - JH/MS: 96 
  - ELEM: 100 
- Class Periods/Day: 
  - HS: 8 
  - JH/MS: 8 
  - ELEM: 8 
- Normal Teaching Load: 
  - HS: 7 
  - JH/MS: 7 
  - ELEM: 7

## SALARY SCHEDULE
- Base: 32,750
- Starting Salary: 
  - HS: 32,750 
  - JH/MS: 37,990 
  - ELEM: 39,300
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 12-13, 13-14
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Normal Teaching Load: 7

## INSURANCE
- HEALTH
  - Type: BC/BS
  - Carrier: 750D
  - Option: H/A-Dent
  - Amount Paid by District:
    - Individ.: 514.80
    - EE/Child: 761.92
    - EE/Spouse: 864.87
    - EE/Sp/Child: 1161.30
- LIFE
- DENTAL
  - Type: BC/BS
  - Carrier: 2
  - Option: H/A-Dent
  - Amount Paid by District:
    - Individ.: 24.28
    - EE/Child: 24.28
    - EE/Spouse: 24.28
    - EE/Sp/Child: 24.28
- LTD
- NON-PARTICIPANT

## LEAVES
- SICK
  - Days/Year: 11
  - Accum.: 50
  - Approval: yes
  - Other: from sick lv
- PERSONAL
  - Days/Year: 2
  - Approval: yes
  - Other: 3 add'l for immed fam
- PROFESSIONAL
  - Days/Year: 3
  - Approval: yes
  - Other: from sick lv, add'l 5 emer
- ADOPTION
  - Days/Year: 10
  - Approval: yes
- ASSOCIATION

## SEVERANCE PAY
- SABBATICAL

## OTHER DISTRICT POLICIES

## OTHER LEAVES

## MILFORD

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

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

**SALARY SCHEDULE**

- Base: 35,700
- Index: x
- Starting Salary: 36,000
- Experience Allowed: 13
- Career Increments: Y
- Entry Level Step: 1
- Incen. $372,500; Long. 14 or + yrs and no 07-08 stipend = 2% add'l sal
- Vertical Freeze: 86-87, 91-92
- Rollback: 84-85
- Multi-year Contract: 12-13, 13-14

**INSURANCE**

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<td>Coventry</td>
<td>600D</td>
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**LEAVES**

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<td>Bus/Emerg Lv-2 from sick lv</td>
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**OTHER DISTRICT POLICIES**

- Negotiated/Policy: Exists
- Voluntary Separation: Y N
- 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
- PART-TIME BENEFITS
  - Minimum FTE: 0.5
  - Contribution: fte

**PART-TIME BENEFITS**

- Minimum FTE: 0.5
- Contribution: fte
WORKING CONDITIONS
Contract Days: 183
FTE Teachers:
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.3 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
Multi-year Contract: 12-13, 13-14
Vertical Freeze:
Rollback:

SALARY SCHEDULE
Base: 29,500
Starting Salary:
Career Increments: Y
Experience Allowed: 4
Entry Level Step: 1

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
HEALTH BC/BS 500D 542.94 904.01 1026.16 1377.87 Individ. Depend.
DENTAL BC/BS 2 24.28 24.28 24.28 24.28 Options:
PPO: Dist pays 90% EC, ES, & ESC COMMENTS:
LIFE Guardianコメント
LTD Fort Dearborn
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 50 yes
PERSONAL 2+1 yes 60% of sub rate on unused lv,
BEREAVEMENT 2 w/approval Voluntary Separation: N
PROFESSIONAL 3 yes Grievance: Y P
ADOPTION
ASSOCIATION
SABBATICAL: No SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/Policy
Exists
N
P

OTHER LEAVES:

MINATARE
Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9
1 29,500 30,975 32,450 33,925 35,400 35,400 36,875
1.00 1.05 1.10 1.15 1.20 1.20 1.25
2 30,680 32,155 33,630 35,105 36,580 36,580 38,055
1.04 1.09 1.14 1.19 1.24 1.24 1.29
3 31,860 33,335 34,810 36,285 37,760 37,760 39,235
1.08 1.13 1.18 1.23 1.28 1.28 1.33
4 33,040 34,515 35,990 37,465 38,940 38,940 40,415
1.12 1.17 1.22 1.27 1.32 1.32 1.37
5 34,220 35,695 37,170 38,645 40,120 40,120 41,595
1.16 1.21 1.26 1.31 1.36 1.36 1.41
6 35,400 36,875 38,350 39,825 41,300 41,300 42,775
1.20 1.25 1.30 1.35 1.40 1.40 1.45
7 36,580 38,055 39,530 41,005 42,480 42,480 43,955
1.24 1.30 1.36 1.43 1.48 1.48 1.53
8 39,235 40,710 42,185 43,660 45,135
1.33 1.38 1.43 1.48 1.53
9 41,890 43,365 44,840 46,315
1.42 1.47 1.52 1.57
10 44,545 46,020 47,495
1.51 1.56 1.61
11 47,200 48,675
1.60 1.65
12 49,855
1.69
**WORKING CONDITIONS**

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<th>ELEM</th>
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**Index:** 4.5 x 4.5  
**Base:** 32,300  
**Entry Level Step:** 1  
**Career Increments:** N  
**Experience Allowed:** 5

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

**Vertical Freeze:**

**Rollback:**

**Multi-year Contract:**

---

**INSURANCE**

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<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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**Cafeteria Plan**

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<tr>
<td>Sp. or Dep.</td>
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| HEALTH | BC/BS | 750D | 489.06 | 904.78 | 1027.04 | 1379.05 | |
| DENTAL | BC/BS | 2    | 24.28  | 24.28  | 24.28   | 24.28   | |

**INSURANCE**

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<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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**Comments:**

**WORKING CONDITIONS**

**SALARY SCHEDULE**

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<th>MA+9</th>
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<th>MA+27</th>
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<td>35,207</td>
<td>36,661</td>
<td>38,114</td>
<td>39,568</td>
<td>41,021</td>
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**SABBATICAL:** Yes  
**SEVERANCE PAY:**

---

**OTHER DISTRICT POLICIES**

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<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
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**OTHER LEAVES:**

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79-80 teachers must have MA to qualify for MA/BA+36 column
WORKING CONDITIONS
Contract Days: 184
FTE Teachers: 4.5 x 4.5
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.3 7.3 6.7
Planning Time: 47 47 47
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 31,850
Starting Salary: 37,583
Career Increments: N
Experience Allowed: all
Index: 1
Entry Level Step: 1
Multi-year Contract: 12-13, 13-14

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child Cafeteria
HEALTH BC/BS 500D 271.47 271.47 271.47 271.47
PPO COMMENTS:
LIFE Guardian 5.50 Deductible Reimbursement:
LTD Omaha Life 2.00
NON-PARTICIPANT

LEAVES
Type Depend. Approval Other
SICK 10 66 yes
Other Info: Flex Days
PERSONAL no from sick lv
BEREAVEMENT from sick lv.
PROFESSIONAL 2 yes add'l at adm. disc.
ADOPTION FMLA
ASSOCIATION
SABBATICAL: No
SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists

OTHER LEAVES:

MITCHELL

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FTE Teachers: 4.5 x 4.5
Starting Salary: 37,583
Career Increments: N
Experience Allowed: all
Index: 1
Entry Level Step: 1
Multi-year Contract: 12-13, 13-14
WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 4

Length of Teacher Day: 8
Length of Student Day: 8
Planning Time: 90
Class Periods/Day: 4
Normal Teaching Load: 6

INDEX:

Base: 30,300
Starting Salary: 30,300
Career Increments: N
Experience Allowed: 15

VERTICAL FREEZE:

Rollback:

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

Length of Teacher Day: 8
Length of Student Day: 8
Planning Time: 90
Class Periods/Day: 4
Normal Teaching Load: 6

IN SURANCE

Type
Carrier
Option
Amount Paid by District
Couple - Benefits

HEALTH

BC/BS

500D/3100D
2
12.14
12.14
12.14
12.14

Entry Level Step: 1

Salary: 30,300
Increase: 15

Negotiated/Policy

Cafeteria Plan

Individ.
Depend.

Options:

H/A, TSA,
Cash

Type Carrier
Amount Paid by District

Health
Dental
Life
LTD

Part-Time Benefits

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type
Days/Year
Accum.
Approval
Needed
Other

Sick
10
60
yes

Other Info: incl. funeral lv.; family-3 days

BEREAVEMENT

see sick lv.

PROFESSIONAL

unl.
w/appr.

ADOPTION

see sick lv.

ASSOCIATION

SABBATICAL:

No

SEVERANCE PAY:

OTHER LEAVES:

MORRILL

Index: 4.25 x 4.5

1.1

2013-2014

12.14
12.14
12.14
12.14

4.25 x 4.5

Starting Salary: 30,300
Experience Level Step: 1

Negotiated/Policy

Exists

Voluntary Separation:

Y

Grievance:

Y N

Professional Growth:

Y N

Reduction in Force:

Y

Sick Bank:

N

SEVERANCE PAY:

OTHER DISTRICT POLICIES

SEVERANCE PAY:

OTHER LEAVES:
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.45
- **Length of Student Day:** 7.45
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 30,000
- **Starting Salary:**
  - HS: 30,000
  - JH/MS: 31,500
  - ELEM: 33,000
- **Career Increments:** N
- **Experience Allowed:** 3(D)
- **Index:** 4 x 5

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

### Coffeteria Plan
- **Type:** Individ.
- **Carrier:** BC/BS
- **Option:** 500D
- **Amount Paid by District:**
  - 1(D): 24.28
  - 2(D): 24.28
- **Couple - Benefits:**
  - 26.69 or 44.19
- **INSURANCE**
- **HEALTH**
  - **Type:** BC/BS
  - **Carrier:** 500D
  - **Option:** 24.28
- **DENTAL**
  - **Type:** BC/BS
  - **Option:** 24.28
- **LIFE**
  - **Type:** Principal
- **LTD**
  - **Type:** Non-Participant

### Leaves
- **SICK:**
  - **Days/Year:** 10
  - **Accum.:** 30
  - **Approval Needed:** Yes
  - **Approval Needed:** Yes

### Other District Policies
- **Negotiated/Pay:**
  - **Exists:**
  - **Optional Separation:**
  - **Grievance:**
  - **Professional Growth:**
  - **Reduction in Force:**
  - **Sick Bank:**

### Other Leaves
- **SABBATICAL:** No

### Salary Schedule Table
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WORKING CONDITIONS

- Contract Days: 186
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8
- Length of Student Day: 6.9
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE

- Base: 32,225
- Index: 4 x 5
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 10

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

INSURANCE

| Type       | Carrier | Option | Amount Paid by District | Cafe
|------------|---------|--------|-------------------------|------|
| HEALTH     | BC/BS   | H/A-Dent | 750D/3100D 489.06 904.78 1027.04 1379.05 | Individ. | Depend.
| DENTAL     | BC/BS   | EE/Child | 24.28 24.28 24.28 24.28 | Options:
| PPO        |         | COMMENTS: |                        |      |
| LIFE       | National | Deductible Reimbursement: |              |      |
| LTD        | NON-PARTICIPANT |                  |              |      |

LEAVES

- SICK
  - Days/Year: 10
  - Accum.: 50
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info:
  - PERSONAL: 2
  - BEREAVEMENT: 3
  - PROFESSIONAL: 2
  - ADOPTION: 10
  - ASSOCIATION: unl.

- SABBATICAL: Yes

OTHER DISTRICT POLICIES

- SEVERANCE PAY:

OTHER LEAVES:

- NEBRASKA CITY

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Negotiated/Policy

- Exists
- Cafeteria Plan
- Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte
### WORKING CONDITIONS

- **Contract Days:** 185
- **FTE Teachers:** 54.4
- **Starting Salary:** 31,200
- **Index:** 4 x 4
- **Experience Allowed:** 5
- **Career Increments:** Y
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE

- **Entry Level Step:** 1
- **Base:** BA + 9

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### WORKING CONDITIONS

- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### INSURANCE

- **HEALTH:** BC/BS
- **DENTAL:** BC/BS
- **LIFE:**
- **LTD:** Madison Nat'l
- **NON-PARTICIPANT:**

### LEAVES

- **SICK:** 10
- **PERSONAL:** 2
- **BEREAVEMENT:**
- **PROFESSIONAL:** 2
- **ADOPTION:**
- **ASSOCIATION:**
- **SABBATICAL:** No
- **SEVERANCE PAY:** Y

### OTHER DISTRICT POLICIES

- **Negotiated/Policy:**
  - **Exists:**
  - **Minimum FTE:** 0.5
  - **Contributions:**
- **PART-TIME BENEFITS:**
  - **Options:** H/A; 125K
  - **Flex Accounts:** Y

### COMMENTS:

- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Base:** 31,200
- **Index:** 4 x 4
- **Experience Allowed:** 5
- **Career Increments:** Y
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 4 x 4
- HS: 7
- JH/MS: 6
- ELEM: 4

**SALARY SCHEDULE**
- Base: 31,412
- Starting Salary: 80,000
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze: 87-88
- Rollback: 86-87(2); 02-03
- Multi-year Contract: 12-13, 13-14

**INSURANCE**

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<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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**LEAVES**

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**OTHER DISTRICT POLICIES**

- SEVERANCE PAY:

**OTHER LEAVES:** Emergency- 3 days

---

### Neligh-Oakdale salary schedule

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**Notes:**
- 02-03 BA+6/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

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SALARY SCHEDULE

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INSURANCE

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LEAVES

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OTHER DISTRICT POLICIES

| SEVERANCE PAY: | Y |

OTHER LEAVES

NEW CASTLE

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**Working Conditions**
- Contract Days: 185
- FTE Teachers: 1.16
- HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 7: 7, 7: 7
- Planning Time: 90, 90, 90
- Class Periods/Day: 4, 4, 3
- Normal Teaching Load: 3
- Multi-year Contract: 12-13, 13-14

**Salary Schedule**
- Base: 30,550
- Index: 4 x 4
- Starting Salary: 30,550
- Entry Level Step: 0(D)
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 86-87, 87-88

**Insurance**
- Type: HEALTH, DENTAL, PPO, LIFE
- Carrier: BC/BS, BC/BS, Indiv.
- Amount Paid by District: 950D, 24.2824.2824.28
- Couple - Benefits: Individ. 26.69, Depend. 44.19
- Options: Sp. or Dep. Dental, Options
- Deductible Reimbursement: IRS 125: Y
- Cafeteria Plan: Minimum FTE: 0.5
- Part-Time Benefits: Contribution: fte

**Leaves**
- Sick: 10, 30, yes
- Other Info: at retirement $50/day up to $1,500
- Personal: 2, no
- Bereavement: unlim.
- Professional: 1.16, 1.20
- Adoption: see sick lv.
- Sabbatical: No
- Severance Pay: Y

**Other District Policies**
- Other Leaves:
- NEW MAN GROVE
- FTE Teachers: 3
- STARTING SALARY:
  - Step: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13
  - BA 30,550, BA+9 31,772, BA+18 32,994, BA+27 34,216, MA 35,438, MA+9 36,660
  - BA 1.00, 1.04, 1.08, 1.12, 1.20, 1.24
  - BA+9 1.04, 1.08, 1.12, 1.16, 1.20, 1.24
  - BA+18 1.08, 1.12, 1.16, 1.20, 1.24, 1.28
  - BA+27 1.12, 1.16, 1.20, 1.24, 1.28, 1.32
  - MA 1.16, 1.20, 1.24, 1.28, 1.32, 1.36
  - MA+9 1.20, 1.24, 1.28, 1.32, 1.36, 1.40

  - 1.44, 1.48, 1.52, 1.56, 1.60, 1.64
  - 1.68, 1.72

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

- Cafeteria Plan
- Individ.: Depend.
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.5
- Contribution: fte
WORKING CONDITIONS
Contract Days: 185 FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 8 8 8
Planning Time: 54 54 54
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 31,800
Starting Salary: 
Entry Level Step: 1
Career Increments: N
Experience Allowed: 5

*PT FTE recv full ind or FTE amt

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 750D/3100D 489.06 904.78 1027.04 1379.05 26.69 or 44.19 Individ. Depend.
DENTAL BC/BS 2 24.28 24.28 24.28 24.28 Options:
PPO: COMMENTS: Sp. or Dep. Dental
LIFE National Ins
LTD National Ins
NON-PARTICIPANT

LEAVES
Type Days/Year Depend. Approval Other
SICK 10 60 yes

PERSONAL 2
BEREAVEMENT 5
PROFESSIONAL 2
ADOPTION
ASSOCIATION

SABBATICAL: SEVERANCE PAY:

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

NIOBRARA

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

SALARY SCHEDULE
Base: 34,170  Index: 4.5 x 4.5
Starting Salary:  
Career Increments: Y  
Experience Allowed: 4/5

Index: 4.5 x 4.5
Norfolk 1.16/23/2014

Norfolk 2013-2014

Experience Allowed: 4/5
Career Increments: Y
Vertical Freeze: 86-87, 97-98
Rollback: 89-90

Multi-year Contract:
Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7.2 7.1
Planning Time: 50 50 45
Class Periods/Day: 8 8
Normal Teaching Load: 6 6

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child
HEALTH  BC/BS  750D/1650D  434.35  434.35  434.35  434.35  Single Health/Dental
DENTAL  BC/BS  2  24.28  24.28  24.28  24.28
PPO:  COMMENTS:  Deductible Reimbursement:
LIFE  1  
LTD  
NON-PARTICIPANT  560 CIL

OTHER DISTRICT POLICIES
Step  BA  BA+9  BA+18  BA+27  MA+9  MA+18  MA+27  MA+36  MA+45
1 34,170 35,708 37,245 38,783 40,321 41,858 43,396 44,934 46,471 48,009
2 1.00 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.355 1.405
3 37,245 38,783 40,321 41,858 43,396 44,934 46,471 48,009 49,547 51,084
4 1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405 1.45 1.495
5 40,321 41,858 43,396 44,934 46,471 48,009 49,547 51,084 52,622 54,159
6 1.18 1.225 1.27 1.315 1.36 1.405 1.45 1.495 1.54 1.585
7 44,934 46,471 48,009 49,547 51,084 52,622 54,159 55,697 57,235 58,772
8 1.255 1.27 1.315 1.36 1.405 1.45 1.495 1.54 1.585 1.63
9 48,009 49,547 51,084 52,622 54,159 55,697 57,235 58,772 60,310 61,845
10 1.405 1.463 1.521 1.579 1.637 1.695 1.753 1.811 1.869 1.927
11 51,084 52,622 54,159 55,697 57,235 58,772 60,310 61,845 63,388 64,925
12 1.495 1.545 1.595 1.645 1.695 1.745 1.795 1.845 1.895 1.945
13 54,601 56,139 57,677 59,215 60,753 62,291 63,829 65,367 66,905 68,443
14 1.645 1.695 1.745 1.795 1.845 1.895 1.945 1.995 2.045 2.095
15 59,456 60,992 62,528 64,064 65,600 67,136 68,672 70,208 71,744 73,280
16 1.839 1.889 1.939 1.989 2.039 2.089 2.139 2.189 2.239 2.289
17 65,498 66,496 67,494 68,492 69,490 70,488 71,486 72,484 73,482 74,480
18 1.939 1.989 2.039 2.089 2.139 2.189 2.239 2.289 2.339 2.389
19 69,644 70,642 71,640 72,638 73,636 74,634 75,632 76,630 77,628 78,626
20 2.025 2.075 2.125 2.175 2.225 2.275 2.325 2.375 2.425 2.475

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

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

SABBATICAL: Yes

OTHER DISTRICT POLICIES
OTHER LEAVES:

NORFOLK

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

New to district (w/experience) on BA, BA+9 & BA+18 may bring 4 yrs. New to district (w/exp) on BA+27 through MA+45 may bring 5 yrs.
WORKING CONDITIONS
Contract Days: 187
FTE Teachers:
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 45 90 50
Class Periods/Day: 6 misc
Normal Teaching Load: 7/8

SALARY SCHEDULE
Base: 33,960
Starting Salary: 33,960
Career Increments: Y
Experience Allowed: all
Entry Level Step: 1

Index: 4 x 5

Cafeteria Plan
Individ. Depend.

Rollback:
Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D 489.06 904.78 1027.04 1379.05 26.69 or 44.19
DENTAL BC/BS 2 24.28 24.28 24.28 24.28

PPO: COMMENTS:

LIFE Lincoln Nat'l

LTD NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 50 yes
BEREAVEMENT 2 add'l. from sick lv.
PROFESSIONAL adm. disc.
ADOPTION 10 from sick lv.
ASSOCIATION as needed

OTHER DISTRICT POLICIES
Negotiated/ Policy

OTHER LEAVES:

SABBATICAL: Yes SEVERANCE PAY:

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</table>
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 20

SALES SCHEDULE
Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 52
Class Periods/Day: 7
Normal Teaching Load: 6

Experience Allowed: all
Career Increments: N
no vert. movement 1st 3 yrs

Vertical Freeze: Rollback:
Multi-year Contract: Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 52
Class Periods/Day: 7
Normal Teaching Load: 6

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
HEALTH BC/BS 750D 514.80 952.40 1081.09 1451.63
DENTAL BC/BS 2 24.28 24.28 24.28 24.28
LIFE Guardian
INSURANCE
HEALTH
DENTAL
LIFE
LTD
NON-PARTICIPANT $345 Cash

LEAVES
Type Days/Year Accum. Use Approval
SICK 10 55 yes
BEREAVEMENT
from sick lv.
PROFESSIONAL 2 yes
ADOPITION 30
ASSOCIATION
OTHER DISTRICT POLICIES
Negotiated/Policy

OTHER LEAVES:

NORTH BEND CENTRAL

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OTHER DISTRICT POLICIES
Negotiated/P

SABBATICAL: No SEVERANCE PAY: Yes
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

INDEX: 4 x 4.5
Experience Allowed: 5(D)
Career Increments: N

VERTICAL FREEZE: 87-88 Also Horiz.
ROLLBACK:

MULTI-YEAR CONTRACT: 13-14, 14-15

INSURANCE

Type | Carrier | Option | Amount Paid by District | Couple - Benefits
--- | --- | --- | --- | ---
HEALTH | BC/BS | 500D | Individ. | 26.69 or
DENTAL | BC/BS | 2 | EE/Child | 1140.18
PPO: | |
LIFE | |
LTD | | |
NON-PARTICIPANT | |

CAFETERIA PLAN

Type Carrier | Option | Amount Paid by District | Couple - Benefits
--- | --- | --- | ---
| |
| |
| |
| |

LEAVES

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

SABBATICAL: No

OTHER DISTRICT POLICIES

Negotiated/Policy

OTHER LEAVES:

NORTH LOUP-SCOTIA

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NORTH LOUP-SCOTIA

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LAST DRAFT 6/23/2014

NORTH LOUP-SCOTIA

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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

INDEX: 5 x 4
Experience Allowed: DCareer Increments: N
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

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PPO: 13-14 flat salary $50/mo

LEAVES

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SABBATICAL: Yes

OTHER DISTRICT POLICIES

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OTHER LEAVES: Exceptional Circumstances-3

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

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: 8
- Normal Teaching Load: 6

SALARY SCHEDULE
- Starting Salary: 31,050
- Index: 4 x 5
- Career Increments: Y
- Career Incentive: $500 MA/BA 36 (bottomed out) or above
- Vertical Freeze: 86-87
- Rollback: Multi-year Contract: 12-13, 13-14
- Normal Year FTE: 1
- Length of Teacher Day: 888
- Length of Student Day: 7.5
- Normal Teaching Load: 6
- Normal Class Periods/Day: 7

INSURANCE
- HEALTH
  - BC/BS: 750D
  - Deductible Reimbursement: 44.90
- DENTAL
  - BC/BS: 2
  - Deductible Reimbursement: 44.90
- PPO: Ind takers rec $104.17/mo
- LIFE
  - Guardian
  - Deductible Reimbursement: 50.97
- LTD
  - National Ins (+B thru sal)
  - Deductible Reimbursement: 68.47
- NON-PARTICIPANT
  - $250/mo TSA

LEAVES
- SICK
  - Days/Year: 10
  - Accum. Use: 50
  - Approval Needed: Y
  - Other Info: Incentive-over 50 pd. @ $50/day - max. 10
- PERSONAL
  - Days/Year: 2
  - Accrue to 4; over 2 reimb $50/d
- BEREAVEMENT
  - Days/Year: 2
  - Admin. discretion
- PROFESSIONAL
  - Days/Year: 2
  - Admin. discretion
- ADOPTION
  - Days/Year: 2
  - Approval Needed: Y
- ASSOCIATION
  - Days/Year: 2
  - Approval Needed: Y

OTHER DISTRICT POLICIES
- SEVERANCE PAY:

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Negotiated/Policy
- Exists
- Cafeteria Plan
- Options
- IRS 125: Y
- Flex Accounts: Y
- PART-TIME BENEFITS
- Minimum FTE: 0.5
-贡献: Fee

Cafeteria Plan
- Individ. Beneficiaries
- Dependents
- Individ. Beneficiaries
- Dependents
- IRS 125: Y
- Flex Accounts: Y
**Working Conditions**
- Contract Days: 185
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 50
- Class Periods: 8
- Normal Teaching Load: 7

**Salary Schedule**
- Base: 30,625
- Index: 4 x 5
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback: Multi-year Contract: 12-13, 13-14

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

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

**Other District Policies**
- SEVERANCE PAY:

**Other Leaves:**
- Family Sick - 5; Emergency-with apprv.

---

**Oakland-Craig**

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**Salary Schedule**
- Base: 30,625
- Index: 4 x 5
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback: Multi-year Contract: 12-13, 13-14

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

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

**Other District Policies**
- SEVERANCE PAY:

**Other Leaves:**
- Family Sick - 5; Emergency-with apprv.
**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: 52
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Normal Length of Teacher Day: 888
- Normal Length of Student Day: 7.25
- Normal Teaching Load: 67

**SALARY SCHEDULE**

- Base: 31,650
- Starting Salary: 
  - Index: 5 x 4
- 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

**INCENTIVES**

- **Insurance**
  - HEALTH BC/BS: 750D
  - DENTAL BC/BS: 2
  - PPO: 24.28
  - LIFE
  - LTD
  - NON-PARTICIPANT

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

**LEAVES**

- **Sick**
  - Days/Year: 10
  - Accum. Days: 30
  - Approval Needed: yes

- **Personal**
  - Days/Year: 3
  - Approval Needed: no

- **Bereavement**
  - Days/Year: 5
  - Approval Needed: no

- **Professional**
  - Days/Year: 5
  - Approval Needed: no

- **Adoption**
  - Days/Year: unlim.
  - Approval Needed: yes

- **Association**
  - Days/Year: unlim.
  - Approval Needed: yes

- **Sabbatical**
  - Days/Year: 30

**LEAVES, OTHERS**

- **Severance Pay**

**OTHER DISTRICT POLICIES**

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

**SALARY SCHEDULE**

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## WORKING CONDITIONS
- **Contract Days:** 190
- **FTE Teachers:**
  - HS: 20
  - JH/MS: 73
  - ELEM: 67

## SALARY SCHEDULE
- **Base:** 4,352
- **Index:** 1
- **Starting Salary:**
  - BA: 35,526
  - BA+18: 47,948
  - MA: 55,360
  - MA+30: 62,792
  - DOC: 69,403
- **Career Increments:**
  - Extra: 7.5%
  - Long: 5.75%
- **Experience Allowed:** 10
- **Career Increments:**
  - H: 1.05
  - J: 1.16
  - E: 1.2
  - MA: 1.24
  - MA+30: 1.28
  - DOC: 1.32

## Vertical Freeze
- 84, 85, 87, 89, 92, 96, 98, 07
- **Rollback:** 84-85

## Multi-year Contract
- Length of Teacher Day: 7.83
- Length of Student Day: 7.6
- Normal Teaching Load: 6

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 750D
  - Deductible Reimbursement: 648.65%
- **DENTAL**
  - Carrier: United of Omaha
  - Option: 750D

## LEAVES
- **SICK**
  - Days/Year: 90
  - Depend. use: Yes
  - Approval Needed: Yes
- **PERSONAL**
  - Days/Year: 2
  - Only unused added to sick lv.
- **BEREAVEMENT**
  - Days/Year: 2
  - Only unused added to sick lv.
- **ADOPITION**
  - Days/Year: 30
  - Only unused added to sick lv.
- **ASSOCIATION**
  - Days/Year: Unl.
  - Only unused added to sick lv.

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

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

## OMAHA

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### Salary Schedule Details
- **Base Rate:** 35,256
- **Index:** 4
- **Salary Steps:**
  - Step 1: 35,256
  - Step 2: 36,666
  - Step 3: 38,076
  - Step 4: 39,487
  - Step 5: 40,897
  - Step 6: 42,307
  - Step 7: 43,717
  - Step 8: 45,128
  - Step 9: 46,536
  - Step 10: 47,948
  - Step 11: 49,356
  - Step 12: 50,769
  - Step 13: 52,179
  - Step 14: 53,589
  - Step 15: 54,999

---

### Working Conditions
- **Contract Days:** 190
- **FTE Teachers:**
  - HS: 73
  - JH/MS: 20
  - ELEM: 67

### Salary Schedule Details
- **Base Rate:** 35,256
- **Index:** 4
- **Salary Steps:**
  - Step 1: 35,256
  - Step 2: 36,666
  - Step 3: 38,076
  - Step 4: 39,487
  - Step 5: 40,897
  - Step 6: 42,307
  - Step 7: 43,717
  - Step 8: 45,128
  - Step 9: 46,536
  - Step 10: 47,948
  - Step 11: 49,356
  - Step 12: 50,769
  - Step 13: 52,179
  - Step 14: 53,589
  - Step 15: 54,999

---

### Professional Growth
- **Y**
- **Sabbatical:**
  - Yes
- **Severance Pay:**
  - Yes

---

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

---

### Benefits
- **Insurance:**
  - **Health:**
    - Carrier: BC/BS
    - Option: 750D
  - **Dental:**
    - Carrier: United of Omaha
    - Option: 750D

---

### Summary
- **Length of Teacher Day:** 7.83
- **Length of Student Day:** 7.6
- **Normal Teaching Load:** 6
- **Experience Allowed:** 10
- **Career Increments:**
  - Extra: 7.5%
  - Long: 5.75%
- **Salary Schedule:**
  - **Base:** 4,352
  - **Index:** 1
  - **Starting Salary:**
    - BA: 35,256
    - BA+18: 47,948
    - MA: 55,360
    - MA+30: 62,792
    - DOC: 69,403

---

### Additional Information
- **Working Conditions:**
  - **Contract Days:** 190
  - **FTE Teachers:**
    - HS: 20
    - JH/MS: 73
    - ELEM: 67

---

### Contact Information
- **Address:** 1300 North 24th Street
- **Phone:** 402-345-7890
- **Website:** omaha.k12.ne.us

---

### Notes
- **Salary Schedule Details:**
  - **Base Rate:** 35,256
  - **Index:** 4
  - **Salary Steps:**
    - Step 1: 35,256
    - Step 2: 36,666
    - Step 3: 38,076
    - Step 4: 39,487
    - Step 5: 40,897
    - Step 6: 42,307
    - Step 7: 43,717
    - Step 8: 45,128
    - Step 9: 46,536
    - Step 10: 47,948
    - Step 11: 49,356
    - Step 12: 50,769
    - Step 13: 52,179
    - Step 14: 53,589
    - Step 15: 54,999

---

### Additional Benefits
- **Insurance:**
  - **Health:**
    - Carrier: BC/BS
    - Option: 750D
  - **Dental:**
    - Carrier: United of Omaha
    - Option: 750D

---

### Professional Development
- **Professional Growth:**
  - **Y**
- **Sabbatical:**
  - **Yes**
- **Severance Pay:**
  - **Yes**

---

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

---

### Summary
- **Length of Teacher Day:** 7.83
- **Length of Student Day:** 7.6
- **Normal Teaching Load:** 6
- **Experience Allowed:** 10
- **Career Increments:**
  - Extra: 7.5%
  - Long: 5.75%
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 75
- Length of Teacher Day: 8:00 - 3:48
- Length of Student Day: 6:50 - 1:28
- Planning Time: 9:49 - 1:26
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: $30,125
- Starting Salary: $30,125
- Career Increments: N
- Vertical Freeze: 93-94
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 8:00 - 3:48
- Length of Student Day: 6:50 - 1:28
- Normal Teaching Load: 7

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

### LEAVES
- **Type**
- **Days/Year**
- **Accum.**
- **Depend. use**
- **Approval Needed**
- **Other**
- **PERSONAL**
- **BEREAVEMENT**
- **PROFESSIONAL**
- **ADOPTION**
- **ASSOCIATION**
- **SICK**
- **OTHER DISTRICT POLICIES**
- **Negotiated/Policy**
- **Exists**

### SABBATICAL
- **Yes**

### OTHER DISTRICT POLICIES
- **SEVERANCE PAY**: child rearing - 20 days from sick lv.

### CONTRACTUAL SALARY SCHEDULE

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### OTHER POLICIES
- **Cafeteria Plan**
- **Individ. Depend.**
- **Options**
- **Type**
- **Carrier**
- **Option**
- **Industry**
- **Depend.**
- **Contributions:**
- **Fiscal Year:**
- **Minimum FTE:** 0.5
- **Negotiated/Policy:**
- **Exists:**

### SEVERANCE PAY
- **BA:**
- **MA:**
- **BA+9:**
- **BA+18:**
- **BA+27:**
- **BA+36:**
- **MA:**
- **MA+9:**
- **MA+18:**
- **MA+27:**
- **MA+36:**

### CONTRACTUAL POLICIES
- **Negotiated/Policy:**
- **Exists:**
- **Type**
- **Carrier**
- **Option**
- **Individ.**
- **Depend.**
- **Contributions:**
- **Fiscal Year:**
- **Minimum FTE:** 0.5
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 51.25
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 90 90 60
- Class Periods/Day: 8 8
- Normal Teaching Load: 6 6
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

### SALARY SCHEDULE
- Base: 31,550
- Starting Salary: 5 x 4
- Index: 5 x 4
- Career Increments: N
- Experience Allowed: all

### INSURANCE
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### OTHER DISTRICT POLICIES
- Negotiated/Policy Exists
- SICK: 10 for all lv, 60-limit to sick lv;$20/day for unused over 60
- PERSONAL: included in sick leave
- BEREAVEMENT: included in sick leave
- PROFESSIONAL: yes
- ADOPITON: FMLA
- ASSOCIATION: Yes

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### OTHER LEAVES
- Voluntary Separation: N
- Sick Bank: N

### Cafeteria Plan
- Minimum FTE: 0.5
- Contribution: fte

### COMMENTS:
- Deductible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y

### WORKING CONDITIONS
- Cafeteria Plan
- Minimum FTE: 0.5
- Contribution: fte

### ORD

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**Osceola**

### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 25
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 31,300
- Starting Salary: 31,300
- Career Increments: Y
- Experience Allowed: all (D)
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 12-13, 13-14

### INSURANCE

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### LEAVES

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### OTHER DISTRICT POLICIES

| Type       |  |  |  |  |
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### OTHER LEAVES:

| Type       |  |  |  |  |
|------------|  |  |  |  |

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### COMMENTS:
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.5
- Contribution: fte

### PART-TIME BENEFITS

- injunction

### OTHER LEAVES:

- SEVERANCE PAY:
  - Voluntary Separation: N
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N
### Working Conditions
- Contract Days: 185
- FTE Teachers: 2013-2014 Osmond

### SALARY SCHEDULE
- Base: 31,500
- Index: 4 x 4
- Experience Allowed: 5 (D)

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

#### Length of Teacher Day:
- HS: 8
- JH/MS: 8
- ELEM: 8

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

### INSURANCE
- **Type**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **Cafeteria Plan**
- **HEALTH**
  - BC/BS
  - Carrier: 750D/3100D
  - H/A-Dent: 514.80
  - Individ. EE/Child: 1081.09
  - EE/Spouse: 1451.63
  - EE/Sp/Child: 30

- **DENTAL**
  - BC/BS
  - Carrier: 2
  - Individ.
  - Dent: 24.28
  - Options:
### Working Conditions
- Contract Days: 182
- FTE Teachers: 25.92
- Length of Teacher Day: 8
- Length of Student Day: 6.8
- Planning Time: 57
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Multi-year Contract:

### Salary Schedule
- Base: 30,800
- Index: 4 x 4
- Starting Salary: 24.28
- Vertical Freeze: 86-87
- Rollback: 86-87
- Career Increments: N
- Experience Allowed: all

### Insurance
- **Health**
  - Carrier: BC/BS
  - Option: 750D
  - Type: Individ.
  - Amount Paid by District: 489.06, 904.78, 1027.04, 1379.05
- **Dental**
  - Carrier: BC/BS
  - Option: 750D
  - Type: Individ.
  - Amount Paid by District: 24.28, 24.28, 24.28, 24.28
- **LTD**
  - Carrier: BC/BS
  - Option: 750D
  - Type: Individ.
  - Amount Paid by District: 26.69, 26.69, 26.69, 26.69
- **PPO**
  - Carrier: BC/BS
  - Option: 750D
  - Type: Individ.
  - Amount Paid by District: IRS 125: Y

### Leaves
- **Sick**
  - Days/Year: 10
  - Accum.: 50
  - Depend.: yes
  - Approval Needed: yes
- **Personal**
  - Days/Year: 2
  - Depend.: yes
- **Bereavement**
  - Days/Year: 2
  - Depend.: yes
- **Professional**
  - Days/Year: 2
  - Depend.: yes
- **Adoption**
  - Days/Year: 2
  - Depend.: yes

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

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

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

### Other Leavess
- **Sabbatical**
  - **Severance Pay**

### OVERTON
- **Step**
  - **BA**
  - **BA+9**
  - **BA+18**
  - **BA+27**
  - **BA+36**
  - **MA**
  - **MA+9**
  - **MA+18**
  - **MA+27**

### Overton
- **2013-2014**
- **1.1**

### Notes
- Other Info: Sev:1/2 sub. rate for unused
- Other Info: Voluntary Separation: N
- Other Info: Grievance: Y P
- Other Info: Professional Growth: Y P
- Other Info: Reduction in Force: Y P
- Other Info: Sick Bank: N
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 1.16
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.33
- Length of Student Day: 7.33
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 31,085
- Starting Salary: 23,000
- Index: 4 x 4.5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 87-88
- Rollback:
- Multi-year Contract:

### INSURANCE
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **Health**: BC/BS
  - 500D/3100D: 515.79
  - 954.24: 1083.17
  - 1454.42: 565.81
  - or 116.82:
  - or 24.28:
- **Dental**: BC/BS
  - 24.28: 24.28
  - 24.28: 24.28
  - 24.28: 24.28
- **PPO**: **ES Spouses each reciv Ind health**

### LEAVES
- **Type**: Depend. Approval Other
- **SICK**: Days/Year: 10
  - Accum.: 45
  - Yes
- **PERSONAL**: 2
  - Yes
  - Yes to 5
- **BEREAVEMENT**: 5
  - Per occurrence
- **PROFESSIONAL**: 3
  - $200/convention, clinics
- **ADOPITION**: 
- **ASSOCIATION**: 

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**: Exists
- **Negotiated/Policy**: Policy
- **SABBATICAL**: No
- **SEVERANCE PAY**: N

### OTHER LEAVES:

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### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 6.5
- **Length of Teacher Day:** 8 hours
- **Length of Student Day:** 888 minutes
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 77% full-time equivalent
- **Planning Time:** 50% of normal teaching load

### SALARY SCHEDULE
- **Base Salary:** $33,450
- **Index:** 4x4
- **Starting Salary:** $33,450
- **Career Increments:** No
- **Experience Allowed:** 5
- **Vertical Freeze:** 1986-87
- **Rollback:** 1986-87 Last Step
- **Multi-year Contract:** 2012-13, 2013-14

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Type: Individ., EE/Child, EE/Spouse, EE/Sp/Child
  - Options:
    - IRS 125: Y
    - Cafeteria Plan: Y
- **DENTAL**
  - Carrier: BC/BS
  - Type: Individ., EE/Spouse, EE/Sp/Child
- **LIFE**
  - Type: Guardian
  - Carrier: Madison Ntl.
  - Options:
    - Deductible Reimbursement: Y
    - IRS 125: Y
- **LTD**
  - Type: Non-Participant
  - Carrier: Individual
  - Options:
    - Amount Paid by District: 750/700
    - IRS 125: Y
- **OPTIONS**
  - Cafeteria Plan: Individ., Depend.
  - Options:
    - IRS 125: Y
  - Cafeteria Plan: Y

### OTHER DISTRICT POLICIES
- **LEAVES**
  - **SICK**
    - Days/Year: 12
    - Accum.: 45
    - Approval: Yes
    - Other: 10 days immediate fam/child
  - **PERSONAL**
    - Days/Year: 2
    - Approval: Yes
    - Carry over 2 add'l
  - **BEREAVEMENT**
    - Approval: Yes
  - **PROFESSIONAL**
    - Days/Year: 2
    - Approval: Yes
  - **ADOPTION**
    - Days/Year: 2
    - Approval: Yes
  - **ASSOCIATION**
    - Days/Year: 2
    - Approval: Yes
  - **OTHER LEAVES**
    - Substitute, Jury Duty

### WORKING CONDITIONS (continued)
- **PALMYRA-BENNETT (OR #1)**
  - **Employees:**
    - Employees: 24.28
  - **Steps:**
    - 1: 33,450, 34,788, 36,126, 37,464, 38,802, 40,140, 41,478, 42,816
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    - 14: 50,844, 52,182, 53,520, 54,859, 56,196, 57,534, 58,872, 60,210

### COMMENTS
- **Vision:** $4.96/mo
### Working Conditions
- **Contract Days:** 190
- **FTE Teachers:** 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 6.83 hours
- **Length of Student Day:** 6.67 hours
- **Planning Time:** 123 hours
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** $33,550
- **Index:** $4 x 4.5
- **Starting Salary:** 
  - Entry Level Step: 1
  - Career Increments: Y
  - Experience Allowed: 12
- **V. Freeze:** 86-87, 89-90, 91-92, 03-04
- **Rollback:** 85-86, 02-03

### Insurance
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **Cafeteria Plan**
--- | --- | --- | --- | ---
**Health** | BC/BS | 750D | $514.80 | $1005.41 | 24.28 | Individ. | Depend.
|  |  |  | $885.73 | $1350.02 | 24.28
|  |  |  | 24.28 |
|  |  |  | 24.28 |
**Dental** | BC/BS | 2 | $24.28 | $24.28 | $24.28 | IRS 125: Y
|  |  |  |  |
**Life** | Standard |  |  |  |  |
**LTD** | Standard | (+)B |  |  |  |
**Non-Participant** |  |  |  |  |  |

### Leaves
- **Type** | **Days/Year** | **Accum.** | **Depend. use** | **Approval** | **Other**
--- | --- | --- | --- | ---
**Sick** | 10 | 120 | yes |  |
| Other Info | Sev:1/2 sub. rate up to 12 days |
**Personal** | 2-4 | yes | from sick lv. |
** Bereavement** | 3-5 | ea. occur. |
**Professional** | yes |
**Adoption** | ill accum. sick lv |
**Association** | 40 |

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

### Other Leaves
- **Papillion-La Vista**

---

### Notes
- **Starting Salary:** 
  - Entry Level Step: 1
  - Career Increments: Y
  - Experience Allowed: 12
- **V. Freeze:** 86-87, 89-90, 91-92, 03-04
- **Rollback:** 85-86, 02-03
- **Planning Time:** 123 hours
- **Contract Days:** 190
- **FTE Teachers:** 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
## Working Conditions
- Contract Days: 185
- FTE Teachers: 20
- HS: 8
- JH/MS: 8
- ELEM: 8
- 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: 32,175
- Index: 4
- Entry Level Step: 1
- Starting Salary: 32,175
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

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

## Leave
- SICK: 10 days, 50 hours, yes
- PERSONAL: 3 days, no, 2 add'l from sick lv.
- BEREAVEMENT: 2 days, add'l from sick lv.
- PROFESSIONAL: as needed, yes
- ADOPTION: 
- ASSOCIATION: 
- SABBATICAL: No

## Other Leavens
- SEVERANCE PAY: Y

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

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## Other Leavens
- SEVERANCE PAY: Y
## Working Conditions

- **Contract Days:** 181
- **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/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule

- **Base:** 30,900
- **Starting Salary:**
  - HS: 30,900
  - JH/MS: 32,136
  - ELEM: 33,372
- **Career Increments:** N
- **Index:** 4 x 4
- **Entry Level Step:** 1(D)
- **Experience Allowed:** 10(D)
- **Vertical Freeze:**
- **Rollback:**

## Cafeteria Plan

- **Individ.:**
  - HEALTH: BC/BS 500D
  - DENTAL: BC/BS 2
  - PPO: COMMENTS:
  - LIFE:
- **Depend.:**
  - HEALTH: Individ. EE/Child 542.94
  - DENTAL: Individ. EE/Spouse 24.28
  - LIFE: Individ. Sp or Dep. Dental 24.28

## Insurance

- **HEALTH BC/BS:**
  - 1.00
  - 1.04
  - 1.08
  - 1.12
  - 1.16
  - 1.20
  - 1.24
- **DENTAL BC/BS:**
  - 1.28
  - 1.32
  - 1.36
  - 1.40
  - 1.44
  - 1.48

## Leaves

- **SICK:**
  - Days/Year: 10
  - Accrual: 35
  - Approval: yes
  - Approval Needed: yes
  - Other: $25/day unused over 35, 20 acum days for immed fam use

## Other District Policies

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

## Other Leaves

- **SEVERANCE PAY:**
- **PAXTON**

### Pay Scale Table

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7-08 BA+36/MA column changed to BA+36 only; BA+45 column removed; MA column added
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 29.88
- **Length of Teacher Day:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Student Day:**
  - Planning Time: 50
  - Class Periods/Day: 8
  - Normal Teaching Load: 7

## Salary Schedule
- **Base:** 31,200
- **Index:** 4 x 5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Level Allowed:** all
- **Grandfathered Steps 85-86**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

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

### Other Leaves:

## Cafeteria Plan
- **Minimum FTE:** 0.4
- **Contribution:** fte

## SEVERANCE PAY:

### Camp Pender Award

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</table>

<p>| Class Periods/Day: | 8 |
| Contract Days: | 185 |
| ELEM: | 8 |
| Length of Teacher Day: | 8 |
| FTE Teachers: | 29.88 |
| Length of Student Day: | 8 |
| Planning Time: | 50 |
| Normal Teaching Load: | 7 |
| Length of Teacher Day: | 8 |
| HS: | 8 |
| JH/MS: | 8 |
| ELEM: | 8 |
| Length of Student Day: | 7 |
| Planning Time: | 50 |
| Class Periods/Day: | 8 |
| Normal Teaching Load: | 7 |</p>
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## Comments
- **Class Periods/Day:** 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Planning Time:** 50
- **Normal Teaching Load:** 7
### Perkins County

**Working Conditions**
- Contract Days: 184
- FTE Teachers: 184
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 100
- Class Periods/Day: 8
- Normal Teaching Load: 6

**Salary Schedule**
- Base: 32,100
- Starting Salary: 32,100
- Career Increments: N
- Experience Allowed: 5(D)

**Index**: 4 x 4

**Vertical Freeze**: N

**Rollback**: N

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

### InsurancE

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<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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**PPO**: Comments:

**Insurance**
- Health:
  - Type: Carrier
  - Health:
    - Individ.:
    - EE/Child:
    - EE/Spouse:
    - EE/Sp/Child:

### Leaves

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### Other leaves

### Other District Policies

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**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

**SALARY SCHEDULE**
- Base: 30,600
- Starting Salary: 33,048
- Career Increments: N
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

**Experience Allowed:** all
**Career Increments:** N
**Vertical Freeze:**
**Rollback:**
**Multi-year Contract:**

**INSURANCE**
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE
  - LTD
- **Option:**
  - H/A-Dent: Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District:**
  - BC/BS: 452.71
  - H/A-Dent: 24.28
- **Cafeteria Plan:**
  - Individ.
  - Depend.
  - Type: Carrier
  - Options:
    - BC/BS: 452.71
    - H/A-Dent: 24.28

**LEAVES**
- **Type:**
  - SICK: 5
  - BEREAVEMENT: 3
  - PROFESSIONAL: from pers lv
  - ADOPTION: 20 + 10
  - ASSOCIATION: 5

**SABBATICAL:** No

**Pierce 2013-2014
1.1

**Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+36
1 30,600 32,130 33,660 35,190 36,720 38,250 39,780 41,310 42,840 44,370
2 31,824 33,354 34,884 36,414 37,944 39,474 41,004 42,534 44,064 45,594
3 33,048 34,578 36,108 37,638 39,168 40,698 42,228 43,758 45,288 46,818
4 34,272 35,802 37,332 38,862 40,392 41,922 43,452 44,982 46,512 48,042
5 35,496 37,026 38,556 40,086 41,616 43,146 44,676 46,206 47,736 49,266
6 36,720 38,250 39,780 41,310 42,840 44,370 45,900 47,430 48,960 50,490
7 37,944 39,474 41,004 42,534 44,064 45,594 47,124 48,654 50,184 51,714
8 39,168 40,698 42,228 43,758 45,288 46,818 48,348 49,878 51,408 52,938
9 40,392 41,922 43,452 44,982 46,512 48,042 49,572 51,102 52,632 54,162
10 41,616 43,146 44,676 46,206 47,736 49,266 50,796 52,326 53,856 55,386
12 44,064 45,594 47,124 48,654 50,184 51,714 53,244 54,774 56,304 57,834
13 45,288 46,818 48,348 49,878 51,408 52,938 54,468 55,998 57,528 59,058
14 46,512 48,042 49,572 51,102 52,632 54,162 55,692 57,222 58,752 60,282
15 47,736 49,266 50,796 52,326 53,856 55,386 56,916 58,446 59,976 61,506
16 48,960 50,490 52,020 53,550 55,080 56,610 58,140 59,670 61,200 62,730
17 50,184 51,714 53,244 54,774 56,304 57,834 59,364 60,894 62,424 63,954
18 51,408 52,938 54,468 55,998 57,528 59,058 60,588 62,118 63,648 65,178

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

**OTHER LEAVES:**

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**PIERCE**

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**SEVERANCE PAY:**

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**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Base: 31,500
- Starting Salary: 31,500
- Index: 4.25 x 4.25
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14
- Length of Teacher Day: 8
- Planning Time: 90
- Length of Student Day: 7.17
- Class Periods/Day: 4-6
- Normal Teaching Load: 3-3.5

**INSURANCE**

- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
  - NON-PARTICIPANT
- **Option**
  - BC/BS
  - BC/BS
  - Options: H/A, Dent., Life, TSA
  - IRS 125: Y
  - Flex Accounts: Y
- **Amount Paid by District**
  - Health:
    - H/A-Dent: 750D 514.80 952.40 1081.09 1451.63
    - Individ. EE/Child: 24.28 24.28 24.28 24.28
    - EE/Spouse: 24.28 24.28 24.28 24.28
  - Dental:
    - H/A-Dent: 514.80 952.40 1081.09 1451.63
  - Life:
    - Amount Paid by District: 22.92 22.92 390 390
  - LTD:
    - Amount Paid by District: 22.92 22.92 390 390
  - Non-Participant:
    - Amount Paid by District: 22.92 22.92 390 390

**LEAVES**

- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 9
  - 2
  - 1
  - 2
  - 5
  - 1.17
  - 1.17
  - 1.17
  - 1.17
  - 1.17
- **Accum. Depend. Approval Other**
  - 45
  - Yes
  - If 2 days unused, 3 days next y
  - 2
  - Yes
  - Voluntary Separation: Y
  - Grievance: Y
  - Professional Growth: Y
  - Reduction in Force: Y
  - Sick Bank: N

**OTHER DISTRICT POLICIES**

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

**PLAINVIEW**

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<th>BA+18</th>
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Only teachers compensated on BA+36 or BA+45 during 89-90 school yr. will be eligible to be pd on BA+45 for 90-91 and yrs thereafter
**Plattsouth 2013-2014**

**WORKING CONDITIONS**
- Contract Days: 187
- FTE Teachers: 150
- HS: 8.25
- JH/MS: 8.25
- ELEM: 8.25
- Length of Teacher Day: 7.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Index: 4 x 5
- Experience Allowed: 5(D)* 
- Career Increments: 0
- Vertical Freeze: 
- Rollback: 85-86

**Salary Schedule**
- Base: 31,700
- Entry Level Step: 1
- *exp allowed-5 yrs + 1/2 all yrs beyond 5
- 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: HEALTH, DENTAL
- Carrier: BC/BS, BS
- Option: 750D
- Amount Paid by District: 1.00 1.05 1.10 1.15 1.20 1.25
- Couple - Benefits: 85-86
- Non-Participant: $689.08 in lieu

**Working Conditions**
-:bg/bs: 751.06 952.40 1081.09 1451.63
- Life: Madison Life
- Ltd: Madison Life
- Non-Participant: 0.064 (+B)

**Plan Days/Year**
- SICK: 10
- Other Info: 50
- BEREAVEMENT: 3 days/occur. to 10
- PERSONAL: 3
- PROFESSIONAL: use sick lv.
- ADOPTION: 3 days/occur. to 10
- ASSOCIATION: 8

**SEVERANCE PAY**

**Comments:**
- 07-08 schedule reworked, new hires begin on step 1; BA45 for individuals who took district courses between 1992-1997, 08-09 change to a 4x5 sched
WORKING CONDITIONS

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

SALARY SCHEDULE

- Base: 30,300
- Entry Level Step: 1
- Experience Allowed: N
- Career Increments: N
- 03-04 freeze is also horizontal
- Vertical Freeze: 03-04
- Rollback: 
- Multi-year Contract: 

INSURANCE

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LEAVES

- SICK: 10 days, 45 days, yes
- Other Info: Severance: 1/2 sub. rate up to 40 days
- PERSONAL: 3 days, yes, Accum to 4
- BEREAVEMENT: 
- PROFESSIONAL: unlim., yes
- ADOPTION: 6 weeks
- ASSOCIATION: 

OTHER DISTRICT POLICIES

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

SALARY SCHEDULE

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### Working Conditions
- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.25 7.25 7.25
- Planning Time: 47 47 47
- Class Periods/Days: 8 8
- Normal Teaching Load: 6 6

### Salary Schedule
- Base: 31,800
- Starting Salary: 31,800
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: 87-88
- Rollback: 86-87
- Multi-year Contract: 12-13, 13-14

### Payroll
- **Index**: 4 x 4
- **Entry Level Step**: 1
- **Step BA to MA**
- **Step MA to MA+9**
- **Step MA+9 to MA+18**
- **Step MA+18 to MA+27**

### Leaves
- **Sick**: 8 45 yes
- **Personal**: 4
- **Bereavement**: 3-5
- **Professional**: 2
- **Adoption**: 2
- **Association**: 2
- **Sabbatical**: No

### Benefits
- **Health**: BC/BS 750D
- **Dental**: BC/BS 2
- **Life**: Madison Nat'l
- **Insurance Options**: Ind. Cafeteria
- **Cafeteria Plan Options**: Individ. Cafeteria
- **Insurance Amount Paid by District**: Individ.
- **Insurance Deductible Reimbursement**: Individ.
- **Insurance Carrier**: H/A, TSA, Cash
- **Insurance Type**: IRS 125: Y
- **Flex Accounts**: Y

### Other District Policies
- **Negotiated/Policy**: Exists
- **Excess**: 0.5
- **Grievance**: Y P
- **Professional Separation**: Y P
- **Reduction in Force**: Y P
- **Reduction in Force**: Y P
- **Sick Bank**: Y N

### Severance Pay
- **Step**
- **BA**: 31,800 33,072 34,344 35,616 36,888 38,160 39,432 40,704
- **BA+9**: 31,800 33,072 34,344 35,616 36,888 38,160 39,432 40,704
- **BA+18**: 31,800 33,072 34,344 35,616 36,888 38,160 39,432 40,704
- **MA**: 31,800 33,072 34,344 35,616 36,888 38,160 39,432 40,704
- **MA+9**: 31,800 33,072 34,344 35,616 36,888 38,160 39,432 40,704
- **MA+18**: 31,800 33,072 34,344 35,616 36,888 38,160 39,432 40,704

### Additional Information
- **Normal Teaching Load**: 66
- **Planning Time**: 47 47 47
- **Class Periods/Days**: 8 8
- **Length of Teacher Day**: 888
- **Length of Student Day**: 7.25 7.25 8
- **Class Periods/Day**: 8 8
- **Rollback**: 86-87
- **Multi-year Contract**: 12-13, 13-14

---

**Notes:**

- **Working Conditions:**
- **Salary Schedule:**
- **Payroll:**
- **Leaves:**
- **Benefits:**
- **Other District Policies:**
- **Severance Pay:**
- **Additional Information:**
### WORKING CONDITIONS
- Contract Days: 182
- FTE Teachers: 45

### SALARY SCHEDULE
- Base: 31,500
- Entry Level Step: 1
- Index: 4.5 x 4.5
- Starting Salary: 24.28
- Career Increments: N
- Experience Allowed: 8
- Rollback: 93-94 (2 Steps)

### LEAVES
- **SICK**: 10 days/year, 40 days accumulation, yes, add'l. w/o pay, incl. fam. bereav.
- **PERSONAL**: 3 days/year, yes, add'l. w/o pay
- **BEREAVEMENT** (See Sick Lv.): no
- **PROFESSIONAL**: 2 days/year, no
- **ADOPTION**: see sick lv.
- **ASSOCIATION**: 1 day/year, yes, approval needed

### OTHER DISTRICT POLICIES
- **SABBATICAL**: No
- **SEVERANCE PAY**:

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

### WORKING CONDITIONS
- **Length of Teacher Day**: 7.5
- **Length of Student Day**: 7.5
- **Class Periods/Day**: 5
- **Planning Time**: 45
- **Normal Teaching Load**: 4

### INSURANCE
- **HEALTH**: BC/BS, 750D, 489.06, 904.78, 1027.04, 1379.05
- **DENTAL**: BC/BS, 2, 24.28
- **LIFE**: HEALTH/DENTAL
- **LTD**: Non-Participant
- **NON-PARTICIPANT**:
- **INSURANCE**:
  - **HEALTH**:
    - BC/BS: 750D, 489.06
    - Individ. EE: 904.78
    - Individ. EE/Child: 1027.04
    - Individ. EE/Spouse: 1379.05
- **DENTAL**: BC/BS, 2, 24.28
- **LIFE**: HEALTH/DENTAL
- **LTD**: Non-Participant
- **NON-PARTICIPANT**:
  - **INSURANCE**:
    - **HEALTH**:
      - BC/BS: 750D, 489.06
      - Individ. EE: 904.78
      - Individ. EE/Child: 1027.04
      - Individ. EE/Spouse: 1379.05
    - **DENTAL**: BC/BS, 2, 24.28
    - **LIFE**: HEALTH/DENTAL
    - **LTD**: Non-Participant

### CAFETERIA PLAN
- **Options**:
  - Individ.: 26.69
  - Depend.: 44.19
- **Cafeteria Plan**: IRS 125:
- **Options**: Flex Accounts:
- **PART-TIME BENEFITS**: Minimum FTE: 0.5

### WORKING CONDITIONS
- **Contract Days**: 182
- **FTE Teachers**: 45

### SALARY SCHEDULE
- **Base**: 31,500
- **Entry Level Step**: 1
- **Index**: 4.5 x 4.5
- **Starting Salary**: 24.28
- **Career Increments**: N
- **Experience Allowed**: 8
- **Rollback**: 93-94 (2 Steps)

### LEAVES
- **SICK**: 10 days/year, 40 days accumulation, yes, add'l. w/o pay, incl. fam. bereav.
- **PERSONAL**: 3 days/year, yes, add'l. w/o pay
- **BEREAVEMENT** (See Sick Lv.): no
- **PROFESSIONAL**: 2 days/year, no
- **ADOPTION**: see sick lv.
- **ASSOCIATION**: 1 day/year, yes, approval needed

### OTHER DISTRICT POLICIES
- **SABBATICAL**: No
- **SEVERANCE PAY**:

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

### WORKING CONDITIONS
- **Length of Teacher Day**: 7.5
- **Length of Student Day**: 7.5
- **Class Periods/Day**: 5
- **Planning Time**: 45
- **Normal Teaching Load**: 4

### INSURANCE
- **HEALTH**: BC/BS, 750D, 489.06, 904.78, 1027.04, 1379.05
- **DENTAL**: BC/BS, 2, 24.28
- **LIFE**: HEALTH/DENTAL
- **LTD**: Non-Participant
- **NON-PARTICIPANT**:
  - **INSURANCE**:
    - **HEALTH**:
      - BC/BS: 750D, 489.06
      - Individ. EE: 904.78
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    - **DENTAL**: BC/BS, 2, 24.28
    - **LIFE**: HEALTH/DENTAL
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### CAFETERIA PLAN
- **Options**:
  - Individ.: 26.69
  - Depend.: 44.19
- **Cafeteria Plan**: IRS 125:
- **Options**: Flex Accounts:
- **PART-TIME BENEFITS**: Minimum FTE: 0.5

### WORKING CONDITIONS
- **Contract Days**: 182
- **FTE Teachers**: 45

### SALARY SCHEDULE
- **Base**: 31,500
- **Entry Level Step**: 1
- **Index**: 4.5 x 4.5
- **Starting Salary**: 24.28
- **Career Increments**: N
- **Experience Allowed**: 8
- **Rollback**: 93-94 (2 Steps)

### LEAVES
- **SICK**: 10 days/year, 40 days accumulation, yes, add'l. w/o pay, incl. fam. bereav.
- **PERSONAL**: 3 days/year, yes, add'l. w/o pay
- **BEREAVEMENT** (See Sick Lv.): no
- **PROFESSIONAL**: 2 days/year, no
- **ADOPTION**: see sick lv.
- **ASSOCIATION**: 1 day/year, yes, approval needed

### OTHER DISTRICT POLICIES
- **SABBATICAL**: No
- **SEVERANCE PAY**:

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

### WORKING CONDITIONS
- **Length of Teacher Day**: 7.5
- **Length of Student Day**: 7.5
- **Class Periods/Day**: 5
- **Planning Time**: 45
- **Normal Teaching Load**: 4
2013-2014

Ralston

6/23/2014

WORKING CONDITIONS
Contract Days:
190

1.1

SALARY SCHEDULE
FTE Teachers:
HS

JH/MS

Base:

Length of Teacher Day:

8

8

8

Length of Student Day:

7.5

7.5

6.75

Planning Time:
Class Periods/Day:

60
4

60
8

60

Normal Teaching Load:

3

6

INSURANCE
Type
Carrier

Index:
4x5
Entry Level Step:
1
Experience Allowed: 10

32,250
Starting Salary:
Career Increments: Y

ELEM

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

Amount Paid by District
Couple - Benefits
Individ. EE/Child EE/Spouse EE/Sp/Child
Ind+TSA or
173.33
750D/3100D 494.21
1016.22 1324.61
TSA+Ind/Dep*
909.54
BC/BS
23.19
22.82
22.16
2
BC/BS
23.31
COMMENTS:
*or 2 ind. hlth plus 83.33

HEALTH
DENTAL
PPO:

Option
H/A-Dent

Deductible Reimbursement:

LIFE

Madison Nat'l
LTD
Madison Nat'l
NON-PARTICIPANT $83.33 TSA
LEAVES
Type
SICK

Days/Year
11

Accum.
90

Depend.
use

Approval
Needed

Other

OTHER DISTRICT POLICIES

yes
yes

3 after 20 yrs
Voluntary Separation:

FMLA
17

ASSOCIATION
SABBATICAL:

PART-TIME BENEFITS
Minimum FTE: 0.5

3

ADOPTION

IRS 125: Y
Flex Accounts: Y

Contribution: fte

Other Info:
after 8 yrs. - $65/day up to 90 at term.
PERSONAL
2-3
BEREAVEMENT
7
PROFESSIONAL

Options:

No

Negotiated/
Policy
N

Grievance:

Y

N

Professional Growth:

Y
Y

P
P

Reduction in Force:
Sick Bank:

Y

SEVERANCE PAY:

Exists
Y

N

OTHER LEAVES: Judicial/1 day pd.
RALS TO N
B A + 36
S te p
1

BA

BA+ 9

B A + 18

B A + 27

ED S P EC

MA

M A+ 9

M A + 18

M A + 27

M A + 36

P HD

32,250

33,863

35,475

37,088

38,700

40,313

41,925

43,538

45,150

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1.05

1.10

1.15

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1.25

1.30

1.35

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2.06

16

58,050

59,663

61,275

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64,500

67,725

1.80

1.85

1.90

1.95

2.00

2.10

L o n g ev ity - E mp lo yee wh o rea ch es last ste p in B A 36/M A th ro u g h M A 2 7 re ceives ad d 'l co mp at rat e o f .015 ad d ed to in d ex 17th yr, .03 a t 20t h yr, .0 5 at 23rd yr, .07 a t 26 th yr.
E mp lo yee wh o h a s rea ch e d las t st ep in M A 36 o r ab o v e re ceives .025 a d d ed t o in d ex at st art o f 17t h yr an d receiv es ad d 'l .005 a d d ed t o in d ex f o r each fo llo win g year u p t o 30 th yr o f serv ice.
( .03 at 18t h yr, .03 5 at 19th yr, .04 a t 20t h yr, e tc.)


## Working Conditions
- **Contract Days:** 172
- **FTE Teachers:** 28
- **Length of Teacher Day:** 8.5
- **Length of Student Day:** 8.25
- **Planning Time:** 56
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 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:** 13-14, 14-15
- **Length of Teacher Day:** 8.5 8.5 8.5
- **Length of Student Day:** 8.25 8 8

## Salary Schedule
- **Base:** 31,200
- **Entry Level Step:** 1
- **Starting Salary:**

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## Cafeteria Plan
- **Type:** Individual
- **Carrier:** Depend.
- **Options:** H/A; Cash
- **Flex Accounts:** IRS 125: Y
- **Part-Time Benefits:** Minimum FTE: 0.5
- **Cafeteria Plan Benefits:**
  - **Health Insurance:**
    - **Health:** BC/BS
      - **Option:** 750D/3100D
    - **Option:** 904.78
  - **Dental Insurance:**
    - **Option:** 50.20
  - **Life Insurance:**
    - **Option:** 50.20
  - **LTD Insurance:**
    - **Option:** 50.20
  - **PPO:**
    - **Option:** Exists

## Leaves
- **Type:** SICK
- **Days/Year:** 10
- **Accum.:** 50

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

## RandolpH

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## Other Leaves
- **Sabbatical:** Yes
- **Severance Pay:** No
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 41
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 47
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base:** 31,700
- **Index:** 4 x 5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:** 86-87
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Normal Teaching Load:** 7

## Insurance
- **HEALTH**
  - **Type:** BC/BS
  - **Carrier:** 750D
  - **Amount Paid by District:**
    - Individ.: 514.80
    - EE/Child: 952.40
    - EE/Spouse: 1081.09
    - EE/Sp/Child: 1451.63
- **DENTAL**
  - **Type:** BC/BS
  - **Option:** 2
  - **Amount Paid by District:**
    - Individ.: 24.28
    - EE/Child: 24.28
    - EE/Spouse: 24.28
    - EE/Sp/Child: 24.28
- **LIFE**
  - **Option:** Guardian
  - **Amount Paid by District:**
    - Individ.: 539.08
    - EE/Child: 1081.09
    - EE/Spouse: 1451.63

## Cafeteria Plan
- **Type:** Individual
- **Option:** Depend.
- **Carrier:**
  - **H/A-Dent:** BC/BS
  - **EE/Child:** Guardian
  - **EE/Spouse:** Guardian
  - **EE/Sp/Child:** Guardian

## Leaves
- **Sick:**
  - **Days/Year:** 15
  - **Accum.:** 10
  - **Use:** yes
- **Personal:**
  - **Days/Year:** 2
  - **Accum.:** yes
  - **Use:** accum. to 3
- **Bereavement:**
  - **Days/Year:** 5
  - **Accum.:** yes
  - **Use:** Bereavement/Emergency
- **Professional:**
  - **Days/Year:** 5
  - **Accum.:** yes
- **Association:**
  - **Days/Year:** 2
  - **Accum.:** yes

## Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
    - Sick Bank: N
  - **Minimum FTE:** 0.5
  - **Monthly Contribution:** fte
  - **FTE Teachers:** 41

---

### RAVENNA

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09-10: **BA 36, BA 45, BA 54 removed from schedule (Staff grandfathered), MA column added**
Working Conditions:
- Contract Days: 186
- FTE Teachers: 233.5
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 60
- Class Periods/Day: 8
- Normal Teaching Load: 7

Salary Schedule:
- Base: 33,950
- Starting Salary: Index: 4 x 5
- Career Increments: Y
- Experience Allowed: 6 (D)
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

Insurance:
- HEALTH
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District:
    - Ind. Health
      - Deductible Reimbursement: Y
      - IRS 125: Y
      - Flex Accounts: Y

LEAVES:
- SICK
  - Days/Year: 45
  - Other Info: Unused pers days over 45 paid @ $30/day in June
- PERSONAL
  - Admin.
  - Use
  - Approval
  - Other

Other District Policies:
- Negotiated:
  - Policy

Cafeteria Plan:
- Individ.
- Depend.

Non-Participant:
- $270.83 cash

Teachers hired after 84-85 yr must have MA to be placed in BA+36/MA column.
### Working Conditions
- **Contract Days**: 183
- **FTE Teachers**: 4
- **Length of Teacher Day**: 8.25 hours
- **Length of Student Day**: 7.82 hours
- **Planning Time**: 52 hours
- **Class Periods/Day**: 8 hours
- **Normal Teaching Load**: 77
- **Vertical Freeze**: N/A
- **Rollback**: N/A
- **Multi-year Contract**: 12-13, 13-14

### Insurance
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### Leaves
- **Sick**: 9 days/year, 40 uses, yes
- **Personal**: 3 days, yes
- **Bereavement**: 5 days
- **Professional**: 4 days, yes
- **Adoption**: supt. disc.
- **Association**: N/A

### Sabbatical
- **Severance Pay**

### Salary Schedule
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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: [7.5, 7.5, 7.5]
- Planning Time: [50, 50, 45]
- Class Periods/Day: [8, 8]
- Normal Teaching Load: [6, 6]
- Multi-year Contract: 12-13, 13-14

SAVINGS SCHEDULE
- Base: 30,725
- Index: 4.25 x 4.25
- Starting Salary: 30,725
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 97-98/98-99
- Rollback: 97-98/98-99/01-02

INSURANCE
- Type: H/A-Dent, Individ. EE/Child, EE/Spouse, EE/Sp/Child
- Carrier: BC/BS, 1250D, 8425, 2, 1.085, 33,337, 1.085, 1.1275, 1.17, 1.2125, 1.255, 1.2975
- Deductible Reimbursement: 800/1600
- Options: IRS 125, Flex Accounts

LEAVES
- Type: SICK, PERSONAL, Bereavement, Professional, Adoption, Association
- Days/Year: [10, 3, unr.]
- Approval Needed: [yes, no, as needed]
- Other: [use, from sick lv., as needed]

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

OTHER LEAVES:

ROCK COUNTY

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### Working Conditions
- Contract Days: 186
- FTE Teachers: 205
- 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: 29,050
- Starting Salary: 29,050
- Career Increments: 0
- Experience Allowed: 5
- Vertical Freeze: 88-89
- Rollback: 88-89
- Multi-year Contract: 12-13, 13-14

### INSURANCE
- **Type**: Healthcare, Dental, Life, LTD
- **Carrier**: BC/BS, PPO
- **Option**: Individ., EE/Child, EE/Spouse, EE/Sp/Child
- **Amount Paid by District**: 750D
- **Couple - Benefits**: 26.69 or 44.19
- **Comments**: Individual, Depend.

### Leaves
- **Type**: Sick, Personal, Bereavement, Professional, Adoption, Association, Sabbatical
- **Days/Year**: 10, 20, 40
- **Approval Needed**: Yes, No
- **Others**: PTO-10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs

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

### Cafeteria Plan
- **Option**: Individ., Depend.
- **Options**: IRS 125, Flex Accounts
- **Amount**: 300/600
- **Minimum FTE**: 0.5

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

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

### Sandhills-Dunning

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Santee

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: 52 45 45
Class Periods/Day: 8 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 31,500
Length of Teacher Day: 8 8 8
Career Increments: N
Experience Allowed: 5

INDEX: 4 x 4

Experience Allowed: 5

Career Increments: N

Flexible Schedule:

Multi-year Contract:

FTE Teachers: HS JH/MS ELEM

Working Conditions:

INDEX: 4 x 4

Experience Allowed: 5

Career Increments: N

Flexible Schedule:

Multi-year Contract:

INSURANCE

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

HEALTH BC/BS 500D 515.79 954.24 1083.17 1454.42

DENTAL BC/BS 5 50.02 50.02 50.02 50.02

LIFE AIG Life

LTD SunLife

NON-PARTICIPANT

LEAVES

Type Days/Year Accum. Depend. Approval Other

SICK 8 50 yes

PERSONAL

BEREAVEMENT 4 w/appr.

PROFESSIONAL adm. disc.

ADOPTION 15

ASSOCIATION Supt. disc.

SABBATICAL: No SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/Exists

Voluntary Separation: N

Grievance: Y N

Professional Growth: N

Reduction in Force: Y N

Sick Bank: Y N

OTHER LEAVES:

SAANTEE

Step BA BA+9 BA+18 BA+27 MA BA+36 MA+9 MA+18 MA+27 MA+36

1 31,500 32,760 34,020 35,280 36,540 37,800 39,060 40,320 41,580

1.00 1.04 1.08 1.12 1.16 1.20 1.24 1.28 1.32

2 32,760 34,020 35,280 36,540 37,800 39,060 40,320 41,580 42,840

1.04 1.08 1.12 1.16 1.20 1.24 1.28 1.32 1.36

3 34,020 35,280 36,540 37,800 39,060 40,320 41,580 42,840 44,100

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4 35,280 36,540 37,800 39,060 40,320 41,580 42,840 44,100 45,360

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5 36,540 37,800 39,060 40,320 41,580 42,840 44,100 45,360 46,620

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9 41,580 42,840 44,100 45,360 46,620 47,880 49,140 50,400 51,660

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11 44,100 45,360 46,620 47,880 49,140 50,400 51,660 52,920 54,180

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12 45,360 46,620 47,880 49,140 50,400 51,660 52,920 54,180 55,440

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13 46,620 47,880 49,140 50,400 51,660 52,920 54,180 55,440 56,700

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14 47,880 49,140 50,400 51,660 52,920 54,180 55,440 56,700 57,960

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17 51,660 52,920 54,180 55,440 56,700 57,960 59,220 60,480 61,740

1.64 1.68 1.72 1.76 1.80 1.84 1.88 1.92 1.96
**WORKING CONDITIONS**

- Contract Days: 182
- FTE Teachers: 
  - HS: 2013-2014
  - JH/MS: 2013-2014
  - ELEM: 2013-2014

**SALARY SCHEDULE**

- Base: 29,000
- Index: 4 x 5
- Starting Salary: N
- Career Increments: N
- Experience Allowed: 7(D)
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 12-13, 13-14

**INSURANCE**

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**LEAVES**

- SICK: 10, 35, yes
- PERSONAL: 3, yes, 2 days first 2 yrs
- BEREAVEMENT: 4
- PROFESSIONAL: 2, yes, add'l w/approval
- ADOPTION: 10, Dad
- ASSOCIATION: 2

**SABBATICAL**: No

**SEVERANCE PAY**: Y

**OTHER LEAVES**: In school work day (1)

**Cafeteria Plan**

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

**INSURANCE**

- Type: H/A-Dent
- Option: Individ.
- Carrier: BC/BS
- Premium: 750D
- Deductible Reimbursement: Y 250

**LEAVES**

- **SICK**: 10, 35, yes
  - Other Info: $20/day over 35 at end of 4th yr
- **PERSONAL**: 3, yes, 2 days first 2 yrs
- **BEREAVEMENT**: 4
- **PROFESSIONAL**: 2, yes, add’l w/approval
- **ADOPTION**: 10, Dad
- **ASSOCIATION**: 2

**SABBATICAL**: No

**SEVERANCE PAY**: Y

**OTHER LEAVES**: In school work day (1)

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**TOTAL**: 182
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8 hours 8 minutes
- **Length of Student Day:** 7 hours 7 minutes
- **Planning Time:** 90 minutes
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

### Salary Schedule
- **Base:** $31,725
- **Index:** 4 x 5
- **Starting Salary:** $31,725
- **Career Increments:** Y
- **Experience Allowed:** all

#### Experience Allowed
- $1000 signing bonus for new teachers

### 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: Y

### Cafeteria Plan
- **Options:**
  - IRS 125:
  - Minimum FTE: 0.5

### Other Leaves

#### Sabbatical
- Yes

#### Severance Pay:
- 

### Schuyler Community

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#### Service-Related Grandfathered
- 6-07: BA+6 grandfathered

---

**Note:** The table includes salary increments for different steps and years, with indexed and根据不同条件和政策的详细信息。
**SCNUD 5**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 73
- Length of Teacher Day: 8
- Length of Student Day: 7.25
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 31,900
- Starting Salary: 44,660
- Career Increments: N
- Experience Allowed: all

**INSURANCE**
- HEALTH: BC/BS
  - Carrier: 750D
  - Amount Paid by District: 1027.04
  - Couple - Benefits: 45,936
- DENTAL: BC/BS
  - Carrier: 2
  - Amount Paid by District: 46,169
  - Couple - Benefits: 49,764
- PPO
  - Carrier: H/A-Dent
  - Amount Paid by District: 42.69
- LIFE: Unl.
- LTD: Madison Nat'l

**LEAVES**
- SICK: 10
- PERSONAL: 2+1
- BEREAVEMENT: 5+5
- PROFESSIONAL: Unl.
- ADOPTION: Unl.
- ASSOCIATION: Unl.

**SEVERANCE PAY:** Y

**OTHER DISTRICT POLICIES**
- Sick Bank: N

**OTHER LEAVES:**

---

**SCN UNIFIED DISTRICT #5**

**Index:** 4 x 5
**Entry Level Step:** 1

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---

**Negotiated/Policy**
- **Exists**
- **Minimum FTE:** 0.5

---

**SC UNIFIED DISTRICT #5**

**Class Periods/Day:** 8

---

**Negotiated/Policy**
- **Exists**
- **Minimum FTE:** 0.5

---

**SC UNIFIED DISTRICT #5**

**Class Periods/Day:** 8

---

**Negotiated/Policy**
- **Exists**
- **Minimum FTE:** 0.5
### WORKING CONDITIONS
- Contract Days: 189
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 8.5 hours
- Length of Student Day: 6.33 hours
- Planning Time: 90 minutes
- Class Periods/Day: 4
- Normal Teaching Load: 3
- Core: 8
- Global: 8

### SALARY SCHEDULE
- Base: $32,250
- Index: $4,500
- Starting Salary: $32,250
- Entry Level Step: 1
- Career Increments: No
- Experience Allowed: 12
- Vertical Freeze: 87-88
- Rollback:
- Multi-year Contract: 12-13, 13-14

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### LEAVES
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### OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- Policy: Negotiated
- Minimum FTE: 0.4

### SCOTTSBLUFF

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### SEVERANCE PAY
- Yes
- Emergency-1 from sick lv.
- Sick Bank: 1.855
- 1.9
- 62,726
- 1.945
- 64,177
- 1.99
### Working Conditions

- Contract Days: 185
- FTE Teachers: 24.28
- HS: 24.28
- JH/MS: 24.28
- ELEM: 24.28
- Length of Teacher Day: 8.25
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Student Day: 7.25
- Vertical Freeze: No
- Rollback: No
- Multi-year Contract: 2012-13, 2013-14

### Salary Schedule

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### Cafeteria Plan

- Individ.: 24.28
- Depend.: 24.28

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### Other District Policies

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

### Other Leaves

- SEVERANCE PAY:

### Insurance

- HEALTH: BC/BS
  - Carrier: Guardian
  - Amount Paid by District: 750D, 489.06, 904.78, 1027.04, 1379.05
- DENTAL: BC/BS
  - Carrier: Omaha Life
  - Amount Paid by District: 
- PPO: Comments: 0.0055 (thru sal)
- LIFE: Guardian
  - Deductible Reimbursement: IRS 125: Y

### Part-Time Benefits

- Minimum FTE: 0.5

### Salary Schedule

- Base: 31,600
- Index: 4 x 5
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
## Working Conditions
- Contract Days: 186
- FTE Teachers:  
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8 hours
- Length of Student Day: 8 hours (7.5, 8, 8.5)
- Class Periods/Day: 4.5, 8.5
- Normal Teaching Load: 3.5, 6.5
- Vertical Freeze:
- Rollback:
- Career Increments: Yes
- Experience Allowed: 8 (D)

## Salary Schedule
- Base: 31,450
- Index: 5 x 4
- Entry Level Step: 1
- Move to MA+27 Step 16 only in 93-94, then step = to exper.
- Multi-year Contract: 12-13, 13-14

## Insurancex

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## Leaves

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## Sabbatical
- Yes

## Seversance Pay
- Y

## Other Leaves

### Cafeteria Plan
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- Cafeteria Plan
- Individ.
- Depend.
- Options:
- IRS 125: Y
- Flex Accounts:
- PART-TIME BENEFITS
- Minimum FTE: 0.5

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

## Comments
- 10-08 BA45 eliminated, current staff is grandfathered

107-08 BA45 eliminated, current staff is grandfathered.
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

## Salary Schedule
- **Base:** 32,225
- **Index:** 4.5 x 4
- **Starting Salary:**
  - HS: 34,554
  - JH/MS: 34,724
  - ELEM: 35,004

## Experience Allowed
- N

## Vertical Freeze
- N

## Rollback
- N

## Multi-Year Contract
- N

## Working Conditions Details
- **Length of Teacher Day:**
  - HS: 6.75
  - JH/MS: 6.75
  - ELEM: 6.75
- **Planning Time:**
  - HS: 52
  - JH/MS: 44
  - ELEM: 45
- **Class Periods/Day:**
  - HS: 7
  - JH/MS: 7
  - ELEM: 7
- **Normal Teaching Load:**
  - HS: 6
  - JH/MS: 6
  - ELEM: 6

## Insurance
- **Type Carrier**
  - Health: BC/BS 750D
  - Dental: BC/BS 2
- **Options**
  - Health: H/A-Dent
  - Dental: EE/Spouse
- **Amount Paid by District**
  - Health: Individ.
  - Dental: EE/Spouse
- **Couple - Benefits**
  - Health: Individ. EE/Child
  - Dental: EE/Sp/Child

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

## Leaves
- **Type Days/Year**
  - Sick: 10
  - Personal: 2
  - Bereavement: 3+2
  - Professional: 1
  - Adoption: 1
  - Association: 1

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

## Severeance Pay
- **Salary Schedule**

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

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

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

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

## Cafeteria Plan
- **Options:**
  - IRS 125:
WORKING CONDITIONS

Contract Days: 185  
FTE Teachers:

HS  JH/MS  ELEM

Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 7 7 7
Planning Time: 52 52 52
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

EXPERIENCE ALLOWED: 10
CAREER INCREMENTS: N

BA+36 grandfathered prior to 92-93/added back in 98-99

VERTICAL FREEZE:

ROLLBACK:

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

Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 7 7 7
Normal Teaching Load: 7 7

INSURANCE

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

HEALTH  BC/BS  750D  489.06  904.78  1027.04  1379.05  Options:  IRS 125: Y
DENTAL  BC/BS  4  45.71  84.57  96.00  128.93  Flexible Accounts:
PPO:  COMMENTS:  Deductible Reimbursement:
LIFE  Companion Life  3.20  Non-Participant
LTD
NON-PARTICIPANT

LEAVES

Type  Days/Year  Accum.  Depend.  Approval  Needed  Other
SICK  13  35  yes  Other Info: reimb 13 days/yr at $35/day
PERSONAL  2  yes  reim daily rate of pay
BEREAVEMENT  from sick or pers
PROFESSIONAL  2  yes  Voluntary Separation: Y P
ADOPTION  see sick lv.
ASSOCIATION

OTHER DISTRICT POLICIES

Negotiated/ Policy  Exists

OTHER LEAVES:

SABBATICAL: No  SEVERANCE PAY:

Base: 30,100  Index: 4 x 5

Starting Salary: 30,100  Entry Level Step: 1

Career Increments: N  Experience Allowed: 10

BA+36 grandfathered prior to 92-93/added back in 98-99

VERTICAL FREEZE:

ROLLBACK:

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

VERTICAL FREEZE:

ROLLBACK:

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

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

SALARY SCHEDULE

| Index: 4 x 4 |
| Base: 32,000 |

Career Increments: N
Experience Allowed: 10

Index: 4 x 4

Experience Allowed: 10

Career Increments: N

Rollback:

WORKING CONDITIONS

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

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

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PPO: COMMENTS:

LEAVES

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OTHER DISTRICT POLICIES

| OTHER LEAVES: |

SHICKLEY

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SHICKLEY

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 6.38 6.38 6
- Planning Time: 47 47 40
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

### SALARY SCHEDULE
- Base: 32,425
- Index: 4.5 x 4.5
- Starting Salary: Entry Level Step: 0
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze: 88-89
- Rollback:
- Multi-year Contract: 12-13, 13-14

### INSURANCE
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### LEAVES
- SICK: 10 unln. yes Other Info: Sev: Pd over 35 @ sub. rate max. 110; incl. immed. fam. death
- PERSONAL: 2 1-no; 1-yes 2 days w/sub. ded.; add'l. w/out
- BEREAVEMENT: 3 Voluntary Separation: Y P
- PROFESSIONAL: 2 Grievance: Y N
- ADOPTION: see sick lv. Professional Growth: Y P
- ASSOCIATION: see prof. lv. Reduction in Force: Y P

### OTHER LEAVES:
- Maternity - 15 days

### OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- Sick Bank: N

### SALARY SCHEDULE TABLE

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*08-09 experience allowed changed to all*
**WORKING CONDITIONS**
- FTE Teachers: 27
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:

**Index: 4 x 4**
- Multi-year Contract: 12-13, 13-14

**INSURANCE**

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- PPO: COMMENTS:

**INSURANCE**

- HEALTH | BC/BS |
- DENTAL | BC/BS |

**INSURANCE**

- HEALTH | BC/BS |
- DENTAL | BC/BS |

**LEAVES**

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**SABBATICAL:** No

**SEVERANCE PAY:**

**SILVER LAKE**

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**OTHER DISTRICT POLICIES**

- Negotiated/Policy

**SILVER LAKE**

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## Sioux County
### 2013-2014

#### WORKING CONDITIONS
- Contract Days: 175
- FTE Teachers: 
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Planning Time: 57
- Class Periods/Day: 7
- Normal Teaching Load: 6

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

#### INSURANCE
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits**
- **HEALTH** | BC/BS | 500D | 515.79 954.24 1083.17 1454.42 | Sp. or Dep. Dental
- **DENTAL** | BC/BS | 2 | 24.28 24.28 24.28 24.28 |
- **LIFE** | Fort Dearborn | | | Deductible Reimbursement:
- **LTD** | | | |

#### LEAVES
- **Type** | **Days/Year** | **Accum. Depend.** | **Needed Approval** | **Other** | **OTHER DISTRICT POLICIES**
- **SICK** | 10 | 45 | yes | | Voluntary Separation: N
- **PERSONAL** | 3 | | yes | +2 sub rate | Grievance: Y P
- **BEREAVEMENT** | 2 | | yes | | Professional Growth: Y N
- **PROFESSIONAL** | 2 | | yes | | Reduction in Force: Y P
- **ADOPTION** | | | | | Sick Bank: Y N

#### SABBATICAL
- None

#### SEVERANCE PAY

#### OTHER LEAVES

### Cafeteria Plan
- **Type Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits**
- **HEALTH** | BC/BS | 500D | 515.79 954.24 1083.17 1454.42 | Sp. or Dep. Dental
- **DENTAL** | BC/BS | 2 | 24.28 24.28 24.28 24.28 |
- **LIFE** | Fort Dearborn | | | Deductible Reimbursement:
- **LTD** | | | |

#### PART-TIME BENEFITS
- **Type Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits**
- **HEALTH** | BC/BS | 500D | 515.79 954.24 1083.17 1454.42 | Sp. or Dep. Dental
- **DENTAL** | BC/BS | 2 | 24.28 24.28 24.28 24.28 |
- **LIFE** | Fort Dearborn | | | Deductible Reimbursement:
- **LTD** | | | |
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**OTHER DISTRICT POLICIES**

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

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**INSURANCE**

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<th>Couple - Benefits</th>
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**Cafeteria Plan**

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**Other Info:** At retirement or death-sub. rate for unused days

**PERSONAL**

- **Option**: 3+1
- **Days/Year**: yes
- **Accum. use**: 1 day teacher pays sub
- **Approval Needed**: yes
- **Other**: 1 day teacher pays sub

**BEREAVEMENT**

- **Option**: from lic.
- **Days/Year**: yes
- **Accum. use**: yes
- **Approval Needed**: yes
- **Other**: 1 day teacher pays sub

**PROFESSIONAL**

- **Option**: 3
- **Days/Year**: yes
- **Accum. use**: yes
- **Approval Needed**: yes
- **Other**: 1 day teacher pays sub

**ADOPTION**

- **Option**: see lic.
- **Days/Year**: yes
- **Accum. use**: yes
- **Approval Needed**: yes
- **Other**: 1 day teacher pays sub

**ASSOCIATION**

- **Option**: see lic.
- **Days/Year**: yes
- **Accum. use**: yes
- **Approval Needed**: yes
- **Other**: 1 day teacher pays sub

**SABBATICAL**

- **Option**: No
- **Days/Year**: Yes
- **Accum. use**: Yes
- **Approval Needed**: Yes
- **Other**: 1 day teacher pays sub

**SEVERANCE PAY**

- **Option**: Y
- **Days/Year**: Yes
- **Accum. use**: Yes
- **Approval Needed**: Yes
- **Other**: 1 day teacher pays sub

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**INSURANCE**

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**Cafeteria Plan**

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**Other Info:** At retirement or death-sub. rate for unused days

**PERSONAL**

- **Option**: 3+1
- **Days/Year**: yes
- **Accum. use**: 1 day teacher pays sub
- **Approval Needed**: yes
- **Other**: 1 day teacher pays sub

**BEREAVEMENT**

- **Option**: from lic.
- **Days/Year**: yes
- **Accum. use**: yes
- **Approval Needed**: yes
- **Other**: 1 day teacher pays sub

**PROFESSIONAL**

- **Option**: 3
- **Days/Year**: yes
- **Accum. use**: yes
- **Approval Needed**: yes
- **Other**: 1 day teacher pays sub

**ADOPTION**

- **Option**: see lic.
- **Days/Year**: yes
- **Accum. use**: yes
- **Approval Needed**: yes
- **Other**: 1 day teacher pays sub

**ASSOCIATION**

- **Option**: see lic.
- **Days/Year**: yes
- **Accum. use**: yes
- **Approval Needed**: yes
- **Other**: 1 day teacher pays sub

**SABBATICAL**

- **Option**: No
- **Days/Year**: Yes
- **Accum. use**: Yes
- **Approval Needed**: Yes
- **Other**: 1 day teacher pays sub

**SEVERANCE PAY**

- **Option**: Y
- **Days/Year**: Yes
- **Accum. use**: Yes
- **Approval Needed**: Yes
- **Other**: 1 day teacher pays sub
**SOUTH SIOUX CITY**  
**2013-2014**  
**1.1**

**WORKING CONDITIONS**
- Contract Days: 186
- FTE Teachers: 
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.17 7.25 7
- Planning Time: 90 45 54
- Class Periods/Day: 4 8
- Normal Teaching Load: 3 7

**SALARY SCHEDULE**
- Base: 33,630
- Starting Salary: 33,630
- Career Increments: N
- Experience Allowed: 10
- Index: 4 x 5

**INSURANCE**
- HEALTH
  - Carrier: BC/BS
  - Option: 75D/3100D
  - Amount Paid by District: 514.80
  - Couple - Benefits: 514.80
- DENTAL
  - Carrier: BC/BS
  - Option: 1
  - Amount Paid by District: 23.64
  - Couple - Benefits: 23.64
- LTD
  - Carrier: Guardian
  - Amount Paid by District: 50D/3100D
  - Couple - Benefits: 50D/3100D

**LEAVES**
- SICK: 10 60 yes
- PERSONAL: 5 yes Taken from sick leave
- BEREAVEMENT: 2 to 5
- PROFESSIONAL: 2 yes
- ADOPTION: case by case
- ASSOCIATION: 7 district wide
- SABBATICAL: Yes
- SEVERANCE PAY:

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

**SO. SIOUX CITY**

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</table>

**COMMENTS:**
- Cafeteria Plan:
  - Indiv.: Depend.
  - Options: H/A,TSA,Cash
- PART-TIME BENEFITS:
  - Minimum FTE: 0.5
  - Contribution: fte

**STUDENT TEACHER DAYS:**

| Class Periods/Day: 4 | 8 |

| Contract Days: 186 |

**VERTICAL FREEZE:**
- 01-02

**ROLLBACK:**
- 01-02

**CAREER INCREMENTS:**
- N

**NATIONAL TEACHER ASSOCIATION:**
- 7 district wide

**SABBATICAL:**
- 1 emergency day/mo.

**MULTI-YEAR CONTRACT:**
- Yes
## Working Conditions
- **Contract Days:** 182
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:**
  - Planning Time: 73
  - Class Periods/Day: 8
  - Normal Teaching Load: 7
  - Multi-year Contract: 12-13, 13-14

## Salary Schedule
- **Base:** 31,557
- **Starting Salary:**
  - **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

## Insuranc
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<tr>
<th>Type</th>
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<th>Option</th>
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## Leaves
- **Sick:** 10 50 yes
- **Personal:** 3 yes from sick leave
- **Bereavement:** 3
- **Professional:** unl. yes with approval
- **Adoption:** Yes with approval
- **Association:**
- **Sabbatical:** No
- **Severance Pay:** Y

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

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

## Southern (Wymore)

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

| Index: 4 x 4.75  
| Starting Salary: 30,700  
| Career Increments: Y  
| Experience Allowed: 4  
| Vertical Freeze:  
| Rollback:  
| Multi-year Contract: 12-13, 13-14  

<h3>INSURANCE</h3>  
Type | Carrier | Option | Amount Paid by District | Couple - Benefits  
|-----|---------|--------|-------------------------|-------------------  
| HEALTH | BC/BS | 950D | 472.57 874.29 992.41 1332.56 |  
| DENTAL | BC/BS | 2 | 24.28 44.90 50.97 68.47 |  
| PPO: | COMMENTS:  
| LIFE | Deductible Reimbursement:  
| LTD | Unknown | 10.00 |  
| NON-PARTICIPANT |  

<h3>LEAVES</h3>  
Type | Days/Year | Accum. | Depend. use | Approval | Needed | Other  
|-----|----------|-------|----------|--------|--------|-------  
| SICK | 10 | 45 | yes |  

| Other Info: |  
| PERSONAL | 2,3 | 1-no,2-yes accum. to 3  
| BEREAVEMENT | 2 |  
| PROFESSIONAL | 2 | yes acc to 3  
| ADOPTION |  
| ASSOCIATION |  

<h3>OTHER DISTRICT POLICIES</h3>  
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<h3>OTHER LEAVES:</h3> extended sick lv-5 days  

---

The image contains a table with the following columns:  
- **Type**  
- **Days/Year**  
- **Accum.**  
- **Use Based**  
- **Approval Needed**  
- **Other**  

The table also includes a section for **Southern Valley** with a series of numerical values and formulas. The table is organized in a grid format, with rows and columns that provide specific details related to the school's conditions, benefits, and policies. Each row represents a different type of leave or benefit, with columns indicating the specifics of each, such as the number of days, accumulative periods, and approval requirements.
WORKING CONDITIONS
Contract Days: 183
FTE Teachers:
HS  JH/MS  ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7.25 7.25
Planning Time: 54 70 50
Class Periods/Day: 8 10
Normal Teaching Load: 6 6

SA em OLY  SCHEDULE
Base: 30,800
Starting Salary: Index: 4 x 4
Career Increments: N
Experience Allowed: 17
Vertical Freeze:
Rollback:
Multi-year Contract: 12-13, 13-14

IN S U R A N C E
Type  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan
H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child
HEALTH  BC/BS  750D/3100D  489.06  904.78  1027.04  1379.05
DENTAL  BC/BS  2  24.28  24.28  24.28  24.28
PPO:
LIFE
LTD
NON-PARTICIPANT

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Approval  Needed  Other
SICK  10  40  Yes

OTHER LEAVES:
SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/  Exists  Policy

SOUTH WEST

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## Working Conditions

- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 2013-2014
  - JH/MS: 2013-2014
  - ELEM: 2013-2014
- **Length of Teacher Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.25
- **Length of Student Day:**
  - Plan: 85-86
- **Planning Time:**
  - HS: 90
  - JH/MS: 90
  - ELEM: 55
- **Class Periods/Day:**
  - HS: 5
  - JH/MS: 5
  - ELEM: 4
- **Normal Teaching Load:**
  - HS: 4
  - JH/MS: 4
  - ELEM: 4

## Salary Schedule

- **Base:** 29,600
- **Index:** 4 x 5
- **Starting Salary:**
  - HS: 2013-2014
  - JH/MS: 2013-2014
  - ELEM: 2013-2014
- **Career Increments:** Y
- **Experience Allowed:** all
- **Vertical Freeze:** 85-86
- **Rollback:**
  - Multi-year Contract: 13-14, 14-15

## Insurance

### HEALTH
- Type: BC/BS
- Carrier: 750D
- Amount Paid by District: 1081.09
- Individual: 952.40
- Dependents: 1451.63
- Options: 125 Plan
- Deductible Reimbursement:
  - Individual: 1.00
  - Dependents: 1.05

### DENTAL
- Type: BC/BS
- Carrier: 2
- Amount Paid by District: 24.28
- Individual: 24.28
- Dependents: 24.28
- Options: Iris 125: Y

### LTD
- Type: "ABC"
- Carrier: Omaha Life
- Amount Paid by District: 0.76
- Individual: 0.00
- Dependents: 0.76
- Options: IRS 125: Y

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## Cafeteria Plan

- **Minimum FTE:** 0.5
- **Cafeteria Plan:** $350
- **Type:** Cafeteria Plan
- **Carrier:** Omaha Life
- **Amount Paid by District:** $350
- **Options:** IRS 125: Y

## Part-Time Benefits

- **Type:** Cafeteria Plan
- **Carrier:** Omaha Life
- **Amount Paid by District:** $350
- **Options:** IRS 125: Y

## Salary Schedule

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## Severance Pay

- **Negotiated/Policy:** Exists
- **Type:** Cafeteria Plan
- **Carrier:** Omaha Life
- **Amount Paid by District:** $350
- **Options:** IRS 125: Y
WORKING CONDITIONS
Contract Days: 186
FTE Teachers:
HS JH/MS ELEM
Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 7.25 7.25 6.5
Planning Time: 76 76 80
Class Periods/Day: 8 8
Normal Teaching Load: 6 6

SAKLY SCHEDULE
Base: 32,025
Starting Salary:
Career Increments: Y
Experience Allowed: all

Index: 5 x 3
Entry Level Step: 1
Long.-3% after 5 yrs. on MA+36-3% every 5 yrs.
Vertical Freeze: 85-86, 86-87, 92-93
Rollback:
Multi-year Contract: 12-13, 13-14

INDEX: 5 x 3
Experience Allowed: all
Career Increments: Y
Long.-3% after 5 yrs. on MA+36-3% every 5 yrs.
Vertical Freeze: 85-86, 86-87, 92-93
Rollback:
Multi-year Contract: 12-13, 13-14

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D 489.06 904.78 1027.04 1379.05
DENTAL BC/BS 24.28 24.28 24.28 24.28
PPO COMMENTS:
LIFE
Madison Nat'l thru sal
LTD

LEAVES
Type Days/Year Depend. Approval
SICK 10 60 yes
BEREAVEMENT unil. w/approv.
P A T R UA O
A D O P T I O N 10 from sick lv.
ASSOCIATION 3

LEAVES
Type Days/Year Depend. Approval
SICK 10 60 yes
BEREAVEMENT unil. w/approv.
P A T R UA O
A D O P T I O N 10 from sick lv.
ASSOCIATION 3

OTHER DISTRICT POLICIES
NEGO T I AT ED/ Policy
Negotiated/ Policy

SABBATICAL: Yes
SEVERANCE PAY: Y

OTHER LEAVES: Emergency as needed

S P R I N G F I L D - P L A T T E V I E W
2013-2014
1.1

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

Length of Teacher Day: 7.5 7.5 7.5
**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers: 4
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.75
- Planning Time: 51
- Normal Teaching Load: 7
- Class Periods/Day: 8
- Length of Student Day: 7.75
- Class Periods/Day: 8
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 12-13, 13-14

**SALARY SCHEDULE**
- Base: 29,900
- Starting Salary: 29,900
- Entry Level Step: 1(D)
- Experience Allowed: all
- Career Increments: N
- Index: 4 x 4.5
- User Experience: Any

**INSURANCE**
- Type: Carrier
- Option: Amount Paid by District
- H/A-Dent: Individ. EE/Child EE/Spouse EE/Sp/Child
- HEALTH: BC/BS 750D 489.06 904.78 1027.04 1379.05 Sp. or Dep. Dental
- DENTAL: BC/BS 2 24.28 24.28 24.28 24.28
- PPO: COMMENTS: Individ. EE/Sp/Child
- LIFE: Madison Nat'l
- LTD: NON-PARTICIPANT

**LEAVES**
- Type: Days/Year
- SICK: 12, 10, 35, yes
  - Other Info: 12 first yr, 10 other yrs
- PERSONAL: 2, yes, 2 sick lv = 1 add'l
- BEREAVEMENT: from sick lv
  - Other Info: yes
- PROFESSIONAL: supt. disc.
  - Other Info: yes
- ADOPTION: 
- ASSOCIATION: 

**OTHER DISTRICT POLICIES**
- SEVERANCE PAY: 
  - Negotiated/Policy: Exists
  - Paternity Leave - 30 consec. Days

**ST. EDWARD**

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*08-09 yrs exp changed from 5 to all*
### Working Conditions
- Contract Days: 184
- FTE Teachers: 50.20
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 12-13, 13-14

### Salary Schedule
- Base: 31,500
- Starting Salary: 31,500
- Career Increments: 5(D)
- Experience Allowed: 5(D)
- Entry Level Step: 1
- Index: 4 x 5

### Insurancce
- HEALTH: BC/BS
  - Carrier: 750D
  - Amount Paid by District: 489.06, 904.78, 1027.04, 1379.05
  - Options: 55.23 or 91.38, Sp. or Dep. Dental
- DENTAL: BC/BS
  - Carrier: 3
  - Amount Paid by District: 50.20, 50.20, 50.20, 50.20
  - Options: IRS 125: Y, Flex Accounts
- LIFE: Principal
  - Deductible Reimbursement: 1027.04, 1379.05

### Leaves
- **Sick**: 10 days, 60 accumulate
- **Personal**: 2 days, yes
- **Bereavement**: 5 days, from sick lv.
- **Professional**: 2 days, yes
- **Adoption**: 10 days, addl. w/appr.

### Cafeteria Plan
- Individual: 125, Y
- Dependent: Flex Accounts

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

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

### St. Paul
- **Emergency-5 days**

### St. Paul Salary Schedule

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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
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: 96-97
- Rollback:
- Multi-year Contract: 13-14, 14-15

INSURANCE

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OTHER DISTRICT POLICIES

SEVERANCE PAY:

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### Working Conditions
- Contract Days: 182
- FTE Teachers: 1

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

### Vertical Freeze:
- Rollback:

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

### Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Option: 1250D
  - Amount Paid by District: 452.71, 837.53, 950.69, 1276.54
- **DENTAL**
  - Carrier: BC/BS
  - Option: 5
  - Amount Paid by District: 25.01, 46.28, 52.54, 72.55
- **PPO**
  - Comments: 
- **LIFE**
  - Carrier: School Ins.
  - Option: .0051

### Cafeteria Plan
- **INDIVIDUAL**
  - Carrier: Option 125:
  - Amount Paid by District: 1250D
  - Deductible Reimbursement: Y 250

### Leaves
- **SICK**
  - Days/Year: 10
  - Accum.: 45
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info: sub rate + $10/day up to 3 days
eoy

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

### Other Leaves
- **SEVERANCE PAY:**
  - **STAPLETON**
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### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 22

### Salary Schedule

- **Base:** 31,550
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 1.00
  - JH/MS: 1.04
  - ELEM: 1.08
- **Career Increments:** Y
- **Experience Allowed:** 0
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 13-14, 14-15

### Working Hours

- **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
- **Length of Teacher Day:** 6.5 6.5 6.5
- **Length of Student Day:** 6.4 6.4
- **Planning Time:** 49 49 49
- **Class Periods/Day:** 8 8
- **Normal Teaching Load:** 7 7

### Length of Teacher Day

- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Base:** 31,550
- **Step:** 0 1 2 3 4 5 6 7 8 9 10 11 12
- **Step Pay:**
  - 0: 31,550
  - 1: 32,812
  - 2: 34,074
  - 3: 35,336
  - 4: 36,598
  - 5: 37,860
  - 6: 39,122
  - 7: 40,384
  - 8: 41,646
  - 9: 42,908
  - 10: 44,170
  - 11: 45,432
  - 12: 46,694

### Salary Schedule

- **Base:** 31,550
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 1.00
  - JH/MS: 1.04
  - ELEM: 1.08
- **Career Increments:** Y
- **Experience Allowed:** 0
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 13-14, 14-15

### Other District Policies

- **Negotiated/Policy**
- **Exists**
  - SICK: 10 45 yes
  - Other Info: unused reimb. over 50 @ 1/2 sub pay
- **PERSONAL:**
  - 2 yes
  - 1-anyone, 5 immed. family
  - Voluntary Separation: N
  - Grievance: Y P
  - Professional Growth: Y P
  - Reduction in Force: Y P
  - Sick Bank: N
  - SEVERANCE PAY: Y

### Other Leaves

- **SABBATICAL:** No
- **OTHER LEAVES:**

### Cafeteria Plan

- **Individ.**
- **Depend.**
- **Options:**
  - IRS 125: Y
- **Flex Accounts:**
  - Principal
  - (thru sal)
  - Minimum FTE: 0.5

### Insurance

- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - BC/BS
  - H/A-Dent
  - Option
  - Individual
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Amount Paid by District
  - $514.80
  - $952.40
  - $1081.09
  - $1451.63
  - Deductible Reimbursement: 250/500
  - Contribution: fte

### Contract Days

- **2013-2014**
- **185**
- **1.16/23/2014**
- **Index: 4 x 4**
- **Experience Allowed: 0**
- **Career Increments: Y**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 13-14, 14-15
**Working Conditions**
- Contract Days: 185
- FTE Teachers: 19.5
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:

**Salary Schedule**
- Base: 31,000
- Index: 4 x 4
- Starting Salary: 
- Career Increments: N
- Experience Allowed: 5

**Insurance**

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

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

**Leaves**

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**Severance Pay**

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

SALARY SCHEDULE
Base: 30,800 Index: 4 x 4
Starting Salary: Experience Allowed: all
Career Increments: N

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

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SUMNER-EDDYVILLE-MILLER

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02-03 $10,000 insurance deductible pool; to be used by teachers, first come first served; $500 maximum per teacher
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 37
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 97
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 32,330
- Starting Salary: 32,330
- Career Increments: all
- Experience Allowed: all
- Vertical Freeze: Rollback:
- Multi-year Contract: 12-13, 13-14
- Length of Teacher Day: 888
- Length of Student Day: 77
- Normal Teaching Load: 7
- Class Periods/Day: 8
- Planning Time: 97

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### LEAVES
- SICK: 10, 45, Yes
- PERSONAL: 2, EYO-pd for xtra or banked for n
- BEREAVEMENT: 5/3, Admin. discretion
- PROFESSIONAL: 2, Grievance: Y P
- ADOPTION: 2, Professional Growth: Y P
- ASSOCIATION: 2, Reduction in Force: Y P
- SABBATICAL: Yes

### LEAVES:
- SICK: 10, 45, Yes
- PERSONAL: 2, EYO-pd for xtra or banked for n
- BEREAVEMENT: 5/3, Admin. discretion
- PROFESSIONAL: 2, Grievance: Y P
- ADOPTION: 2, Professional Growth: Y P
- ASSOCIATION: 2, Reduction in Force: Y P

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

### SEVERANCE PAY:
- Y

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## WORKING CONDITIONS

**Contract Days:** 184  
**FTE Teachers:**  
- HS  
- JH/MS  
- ELEM  
- 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:** 28,500  
- **Index:** 5 x 5  
- **Starting Salary:**  
- **Career Increments:** N  
- **Experience Allowed:** all  
- **Vertical Freeze:** 89-90  
- **Rollback:**  
- **Multi-year Contract:** 12-13, 13-14

### Experience Levels

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### Cafeteria Plan

- **Options:** Individ. Depend.  
- **Flexible Accounts:** Y  
- **IRS 125:** Y  
- **LTD:** N  
- **Non-Participating:** 1/2 elig. plan if spouse

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### Severance Pay

**Negotiated/Policy:** Exists

### Other District Policies

- **Voluntary Separation:** Y  
- **Grievance:** Y  
- **Professional Growth:** Y  
- **Reduction in Force:** Y  
- **Sick Bank:** N  
- **Other:** Maternity, Jury  
- **Severance Pay:**

## Sutherland

**Base:** 28,500  
**Index:** 5 x 5  
**Starting Salary:**  
**Career Increments:** N  
**Experience Allowed:** all  
**Vertical Freeze:** 89-90  
**Rollback:**  
**Multi-year Contract:** 12-13, 13-14

### Phone Numbers

- 612-888-5555  
- 612-888-5556  
- 612-888-5557  
- 612-888-5558  
- 612-888-5559

### Fax Numbers

- 612-888-5550  
- 612-888-5551  
- 612-888-5552  
- 612-888-5553  
- 612-888-5554

### Email Addresses

- info@sutherland.edu  
- sales@sutherland.edu  
- support@sutherland.edu  
- helpdesk@sutherland.edu  
- security@sutherland.edu

### Website

- sutherland.edu
WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 23.64

Length of Teacher Day: 7.5
Length of Student Day: 6.83
Planning Time: 80
Normal Teaching Load: 7

Experience Allowed: (D)
Vertical Freeze:
Rollback:
Multi-year Contract: 12-13, 13-14

INsurance

HEALTH BC/BS 500D 515.79 954.24 1083.17 1454.42
DENTAL BC/BS 5 23.64 23.64 23.64 23.64
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 57.35
- HS: 7.75
- JH/MS: 7.75
- ELEM: 7.75
- Length of Teacher Day: 6.8
- Length of Student Day: 6.8
- Planning Time: 72
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 33,020
- Index: 5 x 5
- Starting Salary: 5(D)
- Career Increments: N
- Experience Allowed: 5(D)
- '87-'88 eliminate BA+36/grandfathered
- Vertical Freeze: 88-89
- Rollback:

INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: + remainder of flat salary stipend

LEAVES
- SICK: 10
- PERSONAL: 2+1
- BEREAVEMENT: 3
- PROFESSIONAL: unl.
- ADOPTION: yes
- ASSOCIATION: yes
- SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
- SEVERANCE PAY: Y

OTHER LEAVES: Emergency

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

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OTHER DISTRICT POLICIES
- Negotiated/Policy

Syraucse-Dunbar-Avoca

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13-14: Those placed on salary schedule with Index of 1.45 or more recv $7000/yr flat base stipend; Less than 1.45 $5 index recv single 169D insurance/Dental plus difference between premium and flat salary stipend
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 20
  - HS: 30,800
  - JH/MS: 30,800
  - ELEM: 30,800
- Length of Teacher Day: 8.25
- Length of Student Day: 77
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 12-13, 13-14

### SALARY SCHEDULE
- Base: 30,800
- Entry Level Step: 1
- Experience Allowed: 10
- Career Increments: N
  - MA, MA+18: 1% ea aft Step 17 (92-93), BA+36 same (97-98); not full 5X5
  - Vertical Freeze: 88-89
  - Rollback:

### INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Indiv.: 489.06
  - EE/Child: 1027.04
  - EE/Spouse: 1379.05
  - EE/Sp/Child: 1629.10

### LEAVES
- SICK
  - Days/Year: 5,10
  - Accum.: 45
  - Approval: yes

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

### OTHER DISTRICT POLICIES
- Negotiated/Policy

### OTHER DISTRICT LEAVES
- SEVERANCE PAY: Y

---

### Cafeteria Plan

### LEAVES:

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<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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### Non-Participant:

---

### Other Info:
- Incent: $25/day above 40; depend. use-7 days
- Voluntary Separation: Y
- Grievance: Y
- Professional Growth: Y
- Reduction in Force: Y
- Sick Bank: N

---

### Class Periods/Day:
- HS: 8
- JH/MS: 8
- ELEM: 8

---

### Length of Teacher Days:
- 8.25

---

### Length of Student Days:
- 77

---

### Normal Teaching Load:
- 7

---

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

---

### On BA+36 at step 17, 1% will be added on even numbered years.

---

### On MA and MA+18, 1% each after step 17

---

### On BA+18 at step 17, 1% will be added on even numbered years.
### Working Conditions
- Contract Days: 185
- FTE Teachers: 36.25
- Length of Teacher Day: 8
- Length of Student Day: 7.3
- Planning Time: 46
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 30,850
- Starting Salary: 30,850
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:

### Insurance
- **Type**: Health, Dental, Life, LTD, Non-Participant
- **Carrier**: BCBS, BC/BS
- **Options**: Health, Dental
- **Amount Paid by District**: 
  - Health: 750D/3100D
  - Dental: 3
  - Life: 50.20
- **Couple - Benefits**: 702, 1379.05
- **Options**: BCBS, BC/BS
- **Flex Accounts**: IRS 125:
- **Part-Time Benefits**: Minimum FTE: 0.5

### Leaves
- **Type**: Sick, Bereavement, Personal, Professional, Adoption, Association, Sabbatical
- **Days/Year**: 8, 3, 5, 2, 2, 8, 2
- **Accum. Use Needed Other**: 50, yes, unused reimbursed at sub pay
- **Approval Needed**: yes

### Cafeteria Plan
- **Type**: Individ., Depend.
- **Options**:
- **Contributions**: fte

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

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

### Other Leaves:
- **COACHES STATE TOURNEY**

### Step Central
- **Step**: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17
- **BA**: 30,950, 32,084, 33,318, 34,552, 35,786, 37,020, 38,254, 39,488
- **BA+9**: 33,970, 35,204, 36,438, 37,672, 38,906, 40,140, 41,374, 42,608
- **BA+18**: 36,267, 37,501, 38,735, 39,969, 41,203, 42,437, 43,671, 44,905
- **BA+27**: 38,563, 39,827, 41,091, 42,355, 43,619, 44,883, 46,147, 47,411
- **MA**: 40,998, 42,232, 43,466, 44,700, 45,934, 47,168, 48,402, 49,636
- **MA+9**: 43,499, 44,733, 45,967, 47,201, 48,435, 49,669, 50,903, 52,137
- **MA+18**: 46,822, 48,056, 49,290, 50,524, 51,758, 53,992, 55,226, 56,460
- **MA+27**: 49,024, 50,258, 51,492, 52,726, 53,960, 55,194, 56,428, 57,662

### Comments
- **Class Periods/Day**: 8
- **Contract Days**: 185
- **Base**: 30,850
- **Index**: 5 x 4
- **Entry Level Step**: 1

---

### Notes
- **Working Conditions**: Thayer Central 2013-2014
- **SALARY SCHEDULE**: Thayer Central 2013-2014
- **Index**: 5 x 4
- **Entry Level Step**: 1
- **Experience Allowed**: all
- **Vertical Freeze**:
- **Rollback**:
- **Multi-year Contract**:
- **Working Conditions**
- **Salary Schedule**
- **Insurance**
- **Cafeteria Plan**
- **Leaves**
- **Other District Policies**
- **Sabbatical**
- **Other Leaves**

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### Thayer Central

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WORKING CONDITIONS

Contract Days: 184
FTE Teachers: HS 8  JH/MS 8  ELEM 8

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 5

Experience Allowed: 10
Career Increments: N
Vertical Freeze: N
Rollback: N
Multi-year Contract: 12-13, 13-14

SALARY SCHEDULE

Base: 30,600
Starting Salary: 30,600
Entry Level Step: 1
Experience Allowed: 10

Cafeteria Plan

Cafeteria Plan

INSURANCE

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NON-PARTICIPANT

LEAVES

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## Twin River

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

### Salary Schedule
- Starting Salary: $31,900
- Index: 4 x 5
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 12-13, 13-14

### Leaves
- Sick: 10 days, 45 days
- Personal: 2 days
- Bereavement: 3 days, 2 days
- Professional: 2 days
- Adoption: 2 days
- Association: 2 days
- Sabbatical: Yes
- Severeance Pay: Y

### Other Leaves
- Cafeteria Plan
- Individ.
- Depend.
- Type Carrier Option
- HEALTH BC/BS 750D
- DENTAL BC/BS 2
- PPO: COMMENTS:
- LIFE Madison Nat'l
- LTD NON-PARTICIPANT
- INSURANCE
- HEALTH BC/BS 750D
- DENTAL BC/BS 2
- LIFE
- LTD
- PPO
-ぷ

### Contract Days: 185

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## Working Conditions
- Contract Days: 185
- FTE Teachers: 18
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 55
- Class Periods/Day: 7
- Normal Teaching Load: 7
- Vertical Freeze: 98-99
- Rollback:
- Multi-year Contract: 12-13, 13-14, 14-15

## Salary Schedule
- Base: $34,600
- Index: 4 x 4
- Start Salary:
  - HS: $34,600
  - JH/MS: $35,984
  - ELEM: $37,368
- Career Increments: N
- Experience Allowed: all

## Insurance
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO:
- **Carrier**
  - BC/BS: 500D
- **Option**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - H/A-Dent
  - 515.79
  - 45.71
  - 500D
- **Couple - Benefits**
  - Individ.
  - Depend.
  - Options:
    - IRS 125:
    - Flex Accounts:
- **LTD**
  - Madison Nat'l
- **NON-PARTICIPANT**

## Leaves
- **Type**
  - SICK
  - PERSONAL
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - SEVERANCE
- **Days/Year**
  - SICK: 20
  - PERSONAL: PTO
  - PROFESSIONAL: unlim.
  - OTHER DISTRICT POLICIES
  - **Negotiated/Policy**
    - PERSONAL
    - PROFESSIONAL
    - ADOPTION
    - ASSOCIATION
    - SICK
- **Approval**
  - SICK: yes
  - PERSONAL: PTO
  - PROFESSIONAL: unlim.
  - OTHER DISTRICT POLICIES
  - **Approval Needed**
    - SICK: yes
    - PERSONAL: PTO
    - PROFESSIONAL: unlim.
    - OTHER DISTRICT POLICIES
  - **Other**
    - SICK: $50/day over 60 days
- **Cafeteria Plan**
  - Options:
  - Flex Accounts:
  - PART-TIME BENEFITS
  - Minimum FTE: 0.5
  - Contribution: fte

## Omaha Nation (Macy)

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## Omah Nation (Macy)

- **Type Carrier**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO:
- **Option**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - H/A-Dent
  - 515.79
  - 45.71
  - 500D
- **Couple - Benefits**
  - Individ.
  - Depend.
  - Options:
    - IRS 125:
    - Flex Accounts:
- **LTD**
  - Madison Nat'l
- **NON-PARTICIPANT**

## Cafeteria Plan
- **Type Carrier**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO:
- **Option**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - H/A-Dent
  - 515.79
  - 45.71
  - 500D
- **Couple - Benefits**
  - Individ.
  - Depend.
  - Options:
    - IRS 125:
    - Flex Accounts:
- **LTD**
  - Madison Nat'l
- **NON-PARTICIPANT**

## Other Leaves
- **Type**
  - COURT, MILITARY
- **Accum.**
  - SICK: 20
  - PERSONAL: PTO
  - PROFESSIONAL: unlim.
  - OTHER DISTRICT POLICIES
  - **Approval Needed**
    - SICK: yes
    - PERSONAL: PTO
    - PROFESSIONAL: unlim.
    - OTHER DISTRICT POLICIES
  - **Other**
    - SICK: $50/day over 60 days
- **Severance Pay**: Y

## Omaha Nation (Macy)

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 73
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 31,600
- Index: 4.5 x 4.5
- Entry Level Step: 1(D)
- Experience Allowed: all

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

### OTHER LEAVES:

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### COMMENTS:
- Deductible Reimbursement: N
- Contributions: FTE

### PART-TIME BENEFITS
- Minimum FTE: 0.8

### SEVERANCE PAY:
### Working Conditions
- Contract Days: 186
- FTE Teachers: 7

#### Salary Schedule
- Base: 31,378
- Starting Salary: 4 x 5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 11-12
- Rollback:

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

#### Leases
- Type: SICK
- Days/Year: 10
- Accum.: 40
- Depend. Approval
- Approval Needed
- Other

#### Salary Schedule

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#### Other District Policies
- Negotiated Policy
- Existed

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

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

#### Other Leaves
-commented

---

2013-2014 Wahoo

### Salary Schedule

<table>
<thead>
<tr>
<th>Class Periods/Day</th>
<th>Normal Teaching Load</th>
<th>Length of Teacher Day</th>
<th>Planning Time</th>
<th>Vertical Freeze</th>
<th>Rollback</th>
<th>Career Increments</th>
<th>Experience Allowed</th>
<th>Multi-year Contract</th>
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2013-2014 Wahoo

### Working Conditions

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<th>FTE Teachers</th>
<th>Length of Teacher Day</th>
<th>Planning Time</th>
<th>Class Periods/Day</th>
<th>Normal Teaching Load</th>
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2013-2014 Wahoo

### Salary Schedule

<table>
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<th>Entry Level Step</th>
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2013-2014 Wahoo

### Working Conditions

<table>
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<tr>
<th>Contract Days</th>
<th>FTE Teachers</th>
<th>Length of Teacher Day</th>
<th>Planning Time</th>
<th>Class Periods/Day</th>
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2013-2014 Wahoo

### Salary Schedule

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<th>Career Increments</th>
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<td>12-13, 13-14</td>
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</table>
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 4 x 4
- **Length of Teacher Day:** 7.5
- **Planning Time:** 40
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 31,900
- **Starting Salary:** 31,900
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:** 87-88

### Working Conditions
- **Length of Student Day:** 7.5
- **Length of Teacher Day:** 7.5
- **Planning Time:** 40
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

### Insurance
- **Health:**
  - **Type:** BC/BS
  - **Carrier:** Madison Nat'l
  - **Option:** 750D/3100D
  - **Amount Paid by District:**
    - **H/A-Dent:** 24.28
    - **Indiv.:** 24.28
    - **EE/Child:** 24.28
    - **EE/Spouse:** 24.28
    - **EE/Sp/Child:** 24.28
  - **Type:** BC/BS
  - **Option:** Individ.
  - **Amount Paid by District:**
    - **EE/Sp/Child:** $433.33
  - **Type:** BC/BS
  - **Option:** Individ.
  - **Amount Paid by District:**
    - **Sp/Child:** $433.33

### Leaves
- **Type:** SICK
  - **Days/Year:** 10
  - **Accum. Dependent:** 50
  - **Needed:** yes
  - **Approval:** yes

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

### WAKEFIELD

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### Cafeteria Plan
- **Benefits:** Individ. Depend.
- **Type:** Cafeteria Plan
- **Carrier:** Individual
- **Amount Paid by District:** $433.33

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

### Normal Teaching Load
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Base:** 31,900
- **Index:** 4 x 4
- **Experience Allowed:** all

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

### Non-Participants
- **$433.33 Cash**
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 24.28
  - JH/MS: 24.28
  - ELEM: 24.28
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Planning Time:** 49
- **Vertical Freeze:**
- **Rollback:**
- **New hires step 3, remain for 3 years**

### Salary Schedule
- **Base:** 31,600
- **Index:** 4 x 4
- **Starting Salary:** 34,128
- **Entry Level Step:** 3
- **Career Increments:** Y
- **Experience Allowed:** 5
- **Multi-year Contract:** 12-13, 13-14

### Insurances
- **Health:**
  - Carrier: BC/BS
  - Amount Paid by District: 500D, 542.94, 100.46, 1140.18, 1530.97
- **Dental:**
  - Carrier: BC/BS
  - Benefit Options: 2, 24.28
- **Life:**
  - Carrier: Ft. Dearborn
  - Benefit Options: 0.00535

### Leaves
- **Sick:**
  - Days/Year: 10
  - Accumulated: 40
  - Approval Needed: Yes
  - Other: Dist buys back over 30 @ sub rate

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

### Wallaces 65R

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

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

**Other Leavens:**
- **Sabbatical:** No
- **Severance Pay:** Y

---

12-13 experience allowed from all yrs to 5 yrs
**Walthill**

### 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/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 35,969
- **Index:** 4 x 4
- **Starting Salary:**
  - BA: 35,969
  - BA+36: grandfathered 92-93
- **Career Increments:** N
- **Experience Allowed:** all
- **Multi-year Contract:** 13-14, 14-15

### Insurance
- **Type:**
  - HEALTH: BC/BS 500D
  - DENTAL: BC/BS 2
- **Carrier Options:**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District:**
  - HEALTH: 542.94, 1004.46, 1140.18, 1530.97
  - DENTAL: 24.28, 44.90, 50.97, 68.47
- **Couple - Benefits:**
  - Individ. + Depend.
  - Options: TSA
  - IRS 125: Flex Accounts
- **LEAVES**
  - SICK: 12 days/year, 45 unused/EOY, $100 unused/day over 45
  - PERSONAL: 2 days/year
  - BEREAVEMENT: 5 days/year
  - PROFESSIONAL: 2 days/year
  - ADOPTION: 10 days/year
- **Others:**
  - **SEVERANCE PAY:** Y
  - **Reduction in Force:** Y
  - **HOSPITAL - 5 days when confined**

### Cafeteria Plan
- **Minimum FTE:**
- **Contribution:**
- **Options:**
  - TSA

### Other District Policies
- **Negotiated/Policy**
  - **Contract Days:** 185
  - **Base:** 35,969
  - **Index:** 4 x 4

---

### Working Conditions Table

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### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:**
  - Planning Time: 50
  - Class Periods/Day: 8
  - Normal Teaching Load: 7
- **Length of Student Day:** 6.75
- **Vertical Freeze:** 86-87
- **Rollback:** 86-87 Last Step
- **Multi-year Contract:** 12-13, 13-14
- **Length of Teacher Day:** 888
- **Normal Teaching Load:** 77
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 30,600
- **Index:** 4 x 5
- **Starting Salary:**
  - HS: 30,600
  - JH/MS: 32,130
  - ELEM: 33,660
- **Career Increments:** N
- **Experience Allowed:** 10(D)
- **Entry Level Step:** (D)
- **Index:** 4 x 5
- **FTE Teachers:**
  - Starting Salary:
    - BA: 30,600
    - BA + 9: 35,190
    - BA + 18: 36,720
    - BA + 27: 36,720
    - MA: 38,250
    - MA + 9: 38,250

### Insurance
- **HEALTH**
  - BC/BS
    - Type: Guardian
    - Carrier: BC/BS
    - Option: 500D
    - Amount Paid by District:
      - Individ. EE/Child: 515.79
      - Individ. EE/Spouse: 954.24
      - Individ. EE/Sp/Child: 1083.17
      - Sp or Dep Dental: 1454.42
    - Flexible: Y
- **DENTAL**
  - BC/BS
    - Type: Guardian
    - Carrier: BC/BS
    - Option: 2
    - Amount Paid by District:
      - Individ. EE/Child: 24.28
      - Individ. EE/Spouse: 24.28
      - Individ. EE/Sp/Child: 24.28
      - Sp or Dep Dental: 24.28
    - Flexible: Y
- **LIFE**
  - Guardian
    - Amount Paid by District:
      - Individ. EE/Child: 15.00
    - Flexible: Y
- **LTD**
  - Option: 0
  - Amount Paid by District:
    - Individ. EE/Child: 515.79
    - Individ. EE/Spouse: 954.24
    - Individ. EE/Sp/Child: 1083.17
    - Sp or Dep Dental: 1454.42
    - Flexible: Y

### Cafeteria Plan
- **Part-Year Plans:**
  - IRS 125: Y
  - Cafeteria Plan:
    - Individ.: 26.69
    - Depend.: 44.19
    - Flexible: Y
- **Options:**
  - Minimum FTE: 0.25
  - Minimum FTE: 0.25

### Leaves
- **SICK**
  - Days/Year: 10
  - Accum. use: 45
  - Approval Needed: yes
  - Depends: yes
  - Severance: upon term 1/4 of acc. days at sub. rate
- **PERSONAL**
  - Days/Year: 2
  - Accum. use: 3
  - Approval Needed: yes
  - Depends: yes
  - Severance: upon term 1/4 of acc. days at sub. rate

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

### Other Leavess
- **SEVERANCE PAY:** Y
Wausa

WORKING CONDITIONS
Contract Days: 185
FTE Teachers:

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Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 52
Class Periods/Day: 8
Normal Teaching Load: 6

Experience Allowed: all
Career Increments: N
LTD neg. 94-95, carrier to be determined
Vertical Freeze: 86-87, 87-88, 98-99
Rollback: 86-87 Last Step
Multi-year Contract: 12-13, 13-14

INSURANCE
Type | Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
--- | --- | --- | --- | --- | ---
HEALTH | BC/BS | 75D | H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child | 26.69 or 44.19 Sp. or Dep. Dental | Individ. Depend.
DENTAL | BC/BS | 2 | 24.28 24.28 24.28 24.28 | Sp. or Dep. Dental | Options:

LIFE
LTD | Mut. of Omaha | NON-PARTICIPANT

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

SABBATICAL: No
SEVERANCE PAY:
OTHER DISTRICT POLICIES
Type | Days/Year | Approval | Other
--- | --- | --- | ---
SICK | 10 | 35 | yes
PERSONAL | 2 | | no
BEREAVEMENT | 4 | 35 per occurrence | yes
PROFESSIONAL | 2 | | |
ADOPTION | | | |
ASSOCIATION | | | |

OTHER LEAVES:

W AUSA

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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
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 6.5
- Planning Time: 96
- Class Periods/Day: 7
- Normal Teaching Load: 5

**Salary Schedule**

- Base: 32,500
- Index: 5 x 4
- Starting Salary: 1
- Experience Allowed: Y
- Career Increments: Y
- after 15 yrs: BA36/MA-.005; MA9&MA18-.0075; MA36-.01 prev yr sal.
- Vertical Freeze: 85-86
- Rollback:

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

**Insurance**

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**Leaves**

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 38.08
- Starting Salary: $32,050
- Base: $32,050
- Index: 4 x 5
- Experience Allowed: N
- Career Increments: (D)
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: 12-13, 13-14

### INSURANCE
- HEALTH: Coventry
  - Carrier: 500D
  - Options: 482.30
  - Deductible Reimbursement: 1364.84
  - IRS 125: Y
  - Flex Accounts: Y
- DENTAL: Ameritas
  - Carrier: 38.08
  - Options: 38.08
  - Deductible Reimbursement: 38.08
- LIFE: Mutual of Omaha
  - Carrier: 9.75
  - Options: 9.75
- LTD: Non-Participant
  - Carrier: 482.30
  - Options: Cash

### LEAVES
- SICK: 8
- Accum. 55
- Approval 1
- Other Info: 1-Yes/1-No accum to 3 from sick lv.

### WORKERS
- Wayne
- Class Periods/Day: 2
- Normal Teaching Load: 7
- Contract Days: 185
- Planning Time: 48

### SALARY SCHEDULE
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### OTHER LEAVES:
- SEVERANCE PAY: No

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

### NEGOTIATED POLICIES
- SEASONAL:

### COMMENTS:
*full indiv only>/.74 ind or dep

### Cafeteria Plan
- Individ. Depend.
**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: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 

**SALARY SCHEDULE**
- Base: 31,600
- Index: 4 x 4
- Starting Salary: 
- Entry Level Step: 1
- Career Increments: N
- 94-95 remove ma36; grandfather fac. on that column
- Vertical Freeze: 
- Rollback: 

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

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

**OTHER DISTRICT POLICIES**
- Negotiated/Policy

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**INDEX: 4 x 4**

**Experience Allowed:** 9

**Career Increments:** N

**Vertical Freeze:**

**Rollback:**

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

**SALARY SCHEDULE**
- Base: 31,400
- Index: 4 x 4.25
- Starting Salary: 31,400
- Career Increments: N
- Experience Allowed: all

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

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

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

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- **Class Periods/Day**: 8
- **Contract Days**: 185
- **Base**: 31,400
- **Index**: 4 x 4.25
- **Starting Salary**: 31,400
- **Career Increments**: N
- **Experience Allowed**: all

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

- **Working Conditions**
- **Salary Schedule**
- **Insurance**
- **Leaves**
- **Other District Policies**
- **West Boyd Unified**

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**WEST BOYD UNIFIED**

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WORKING CONDITIONS
Contract Days: 184
FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 49 49 30
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Contract Days: 184
FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 49 49 30
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

EXPERIENCE ALLOWED: all
CAREER INCREMENTS: N
VERTICAL FREEZE: N
ROLLBACK: N
MULTI-YEAR CONTRACT: N
LENGHT OF TEACHER DAY: 8
LENGHT OF STUDENT DAY: 7.5 7.5 7.5
NORMAL TEACHING LOAD: 7 7

WORKING CONDITIONS
Index: 4.25 x 4.25
Startig Salary: 31,000
Entry Level Step: 1

INSURANCE
HEALTH BC/BS 750D 489.06 904.78 1027.04 1379.05 1027.04 1379.05
DENTAL BC/BS 2 24.28 24.28 24.28 24.28

LIFE

PLANNING TIME:

LEAVES

OTHER DISTRICT POLICIES

SABBATICAL:

OTHER LEAVES:

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WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 75.04
Length of Teacher Day: 7.5
Length of Student Day: 6.75
Planning Time: 49
Class Periods: 8
Normal Teaching Load: 7

SA SALARY SCHEDULE
Base: 31,850
Starting Salary: 4027.04
Career Increments: N
Experience Allowed: all

Index: 4 x 5

 Vertical Freeze: Rollback: Multi-year Contract: 13-14, 14-15

Experience Allowed: all
Career Increments: N

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 75.04
Length of Teacher Day: 7.5
Length of Student Day: 6.75
Planning Time: 49
Class Periods: 8
Normal Teaching Load: 7

Index: 4 x 5

Experience Allowed: all
Career Increments: N

Vertical Freeze: Rollback: Multi-year Contract: 13-14, 14-15

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Contract Days: 185
FTE Teachers: 75.04
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Index: 4 x 5

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Contract Days: 185
FTE Teachers: 75.04
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Planning Time: 49
Class Periods: 8
Normal Teaching Load: 7

Index: 4 x 5

Experience Allowed: all
Career Increments: N

Vertical Freeze: Rollback: Multi-year Contract: 13-14, 14-15

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 750D 489.06 904.78 1027.04 1379.05 Two Ind Policies*
DENTAL BC/BS 2 24.28 24.28 24.28 24.28
PPO: COMMENTS:
LIFE Madison Ntl. Deductible Reimbursement: N
LTD Madison Ntl. (+Bthru sal)
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 45 yes
PERSONAL 2 yes
BEREAVEMENT unl. imm. fam;day of death-funeral Voluntary Separation: N
PROFESSIONAL unl. yes
ADOPTION
ASSOCIATION see prof lv.

SEVERANCE PAY:
OTHER LEAVES:

Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27
1 31,850 33,443 35,035 36,628 38,220 39,813 41,405 42,998 44,590
 1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35 1.40
2 33,124 34,717 36,309 37,902 39,494 41,087 42,679 44,272 45,864
 1.04 1.09 1.14 1.19 1.24 1.29 1.34 1.39 1.44
3 34,398 35,991 37,583 39,176 40,768 42,361 43,953 45,546 47,138
 1.08 1.13 1.18 1.23 1.28 1.33 1.38 1.43 1.48
4 35,672 37,265 38,857 40,450 42,042 43,635 45,227 46,820 48,412
 1.12 1.17 1.22 1.27 1.32 1.37 1.42 1.47 1.52
5 36,946 38,539 40,131 41,724 43,316 44,909 46,501 48,094 49,686
 1.16 1.21 1.26 1.31 1.36 1.41 1.46 1.51 1.56
6 38,220 39,813 41,405 42,998 44,590 46,183 47,775 49,368 50,960
 1.20 1.25 1.30 1.35 1.40 1.45 1.50 1.55 1.60
7 39,494 41,087 42,679 44,272 45,864 47,457 49,049 50,642 52,234
 1.24 1.29 1.34 1.39 1.44 1.49 1.54 1.59 1.64
8 40,768 42,361 43,953 45,546 47,138 48,731 50,323 51,916 53,508
 1.33 1.38 1.43 1.48 1.53 1.58 1.63 1.68 1.73
9 42,042 43,635 45,227 46,820 48,412 50,005 51,597 53,190 54,782
 1.42 1.47 1.52 1.57 1.62 1.67 1.72 1.77 1.82
10 43,316 44,909 46,501 48,094 49,686 51,279 52,871 54,464 56,056
 1.46 1.51 1.56 1.61 1.66 1.71 1.76 1.81 1.86
11 44,590 46,183 47,775 49,368 50,960 52,553 54,145 55,738 57,330
 1.55 1.60 1.65 1.70 1.75 1.80 1.85 1.90 1.95
12 45,864 47,457 49,049 50,642 52,234 53,827 55,419 57,012 58,604
 1.59 1.64 1.69 1.74 1.79 1.84 1.89 1.94 1.99
13 47,138 48,731 50,323 51,916 53,508 55,101 56,693 58,286 59,878
 1.72 1.77 1.82 1.87 1.92 1.97 2.02 2.07 2.12
14 48,412 49,049 50,642 52,234 53,827 55,419 57,012 58,604 60,196
 1.76 1.81 1.86 1.91 1.96 2.01 2.06 2.11 2.16
15 49,686 51,279 52,871 54,464 56,056 57,649 59,241 60,834 62,426

CLASSROOM SCHEDULE

Step Class Periods/Days:
1 8
2 8
3 8
4 8
5 8
6 8
7 8
8 8
9 8
10 8
11 8
12 8
13 8
14 8
15 8

PLANNING HOURS:
Planning Time:
Class Periods:
Normal Teaching Load:

WORKING CONDITIONS

Contract Days: 191.5
FTE Teachers: 516.88
HS  JH/MS  ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.2 7.4 6.5
Class Periods/Day: 10 8
Normal Teaching Load: 8 6
Planning Time: 888

INSURANCE

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

HEALTH  BC/BS  950D  472.57  874.29  992.41  1332.56
DENTAL  BC/BS  2  24.28  24.28  24.28  24.28
PPO:  Individ. EE/Child EE/Spouse EE/Sp/Child
LTD:  Individ. Depend.
NON-PARTICIPANT

LEAVES

Type  Days/Year  Accum.  Depend.  Approval  Approval

SICK  unl.  no
PERSONAL  1  yes max accum to 4
BEREAVEMENT  5  Upon approval
PROFESSIONAL  unl.  yes w/appr.
ADOPTION  10
ASSOCIATION

OTHER DISTRICT POLICIES

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:
### Working Conditions
- Contract Days: 185
- FTE Teachers: 17
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.75 hours
- Planning Time: 52 days
- Class Periods/Day: 8
- Normal Teaching Load: 77
- Vertical Freeze: 
- Rollback: 

### Salary Schedule
- Base: 28,250
- Starting Salary: 
- Career Increments: Y
- Experience Allowed: 5
- Multi-year Contract: 12-13, 13-14

### Insurance
- HEALTH: BC/BS (750D)  
  - 489.06 904.78 1027.04 1379.05
- DENTAL: BC/BS (2)  
  - 24.28 44.90 50.97 68.47
- LIFE: Horace Mann  
  - Options: IRS 125: Y
  - Deductible Reimbursement: Flex Accounts: N

### Cafeteria Plan
- Individ. Depend.

### Leavess
- SICK: 10 days, 40 years
- PERSONAL: 3 days
- BEREAVEMENT: N
- PROFESSIONAL: 3 days
- ADOPITION: N
- ASSOCIATION: 2.5 days

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

### Wage Schedule

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 39.49
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.3
- **Normal Teaching Load:** 7
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Multi-year Contract:** 12-13, 13-14

### Salary Schedule
- **Base:** 33,775
- **Index:** 4 x 4
- **Starting Salary:** 33,775
- **Career Increments:** N
- **Experience Allowed:** all
- **Experience:** 99-00, 5 yrs; 00-01, board discretion; 01-02, all yrs. 08-09 MA+27 lane added
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.3
- **Normal Teaching Load:** 7
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Rollback:**
- **Multi-year Contract:** 12-13, 13-14

### INSURANCE
- **Type Carrier**
- **Health:** BC/BS 75D 489.06 904.78 1027.04 1379.05
- **Dental:** BC/BS 24.28
- **LTD:** Nat'l Insurance

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

### Leaves
- **Type Days/Year**
- **Sick:** 10
- **Personal:** 10
- ** Bereavement:** 3
- **Professional:** 2
- **Association:**

### Other District Policies
- **Negotiated/Policy**
- **Exists**
- **Sabbatical:** No
- **Severance Pay:** N

### Salary Schedule Table
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**Notes:**
- **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, JH/MS, ELEM
- Length of Teacher Day: 8, 8, 8
- Length of Student Day: 7.33, 7.33, 7.33
- Planning Time: 52, 50, 40
- Class Periods/Day: 8, 9
- Normal Teaching Load: 7, 8

**SALARY SCHEDULE**

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**INSURANCE**

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

- **Carrier**
  - BC/BS
  - BC/BS

- **Option**
  - Individ.
  - Individ.

- **Amount Paid by District**
  - 750D
  - 23.64

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

**LEAVES**

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

- **Days/Year**
  - 0
  - 3
  - 3
  - 2
  - 3

- **Accum.**
  - 10
  - 40
  - 3

- **Approval**
  - Y
  - Y
  - Y

- **Needed**
  - yes
  - no
  - yes

- **Approval Needed**
  - no
  - yes

- **Other**
  - Individ.
  - Individ.

- **Other Info**
  - reim 1/2 sub pay for unused, $300 bonus-no sick days used

- **LEAVES: emergency**

- **SEVERANCE PAY:** Y

**OTHER DISTRICT POLICIES**

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

- **Work Days:**

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 6
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Length of Student Day: 7.5
- Vertical Freeze: 00-01
- Multi-year Contract: 12-13, 13-14

### Salary Schedule
- Base: $35,619
- Career Increments: N
- Experience Allowed: 5(D)
- Entry Level Step: 1
- Index: 4 x 4

### Insurancex
- **Health**: BC/BS 500D 542.94 1004.46 1140.18 1530.97
- **Dental**: BC/BS 2 24.28 44.90 50.97 68.47
- **Life**: Madison Life
- **LTD**: Madison Nat'l (thru sal)

### Leaves
- **Sick**: 12 35 yes
- **Personal**: 2 Yes
- **Bereavement**: 2 add'l from emergency lv.
- **Professional**: 2 yes
- **Association**: SABBATICAL: No
- **Sick Bank**: Y N

### Other District Policies
- **Severance Pay**: Emergency Lv.

### Cafeteria Plan
- **Options**: IRS 125:
- **Flex Accounts**: Deductible Reimbursement: Y 350/700
- **Minimum FTE**: 0

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

## Winnebago
### Salary Schedule

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**WINNEBAGO**

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**Notes:**
- **SEVERANCE PAY:**
- **OTHER LEAVES:** Emergency Lv.
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 2013-2014 Winside
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.6
- Planning Time: 50
- Length of Student Day: 7.5
- Class Periods/Day: 8
- Normal Teaching Load: 8
- Working Conditions:
  - Index: 4 x 4
  - Experience Allowed: 5
  - Career Increments: N
  - Vertical Freeze: Rollback:

**INSURANCE**
- Type: Healthcare, Dental, Life, LTD
- Carrier: BC/BS, National Ins
- Option: 500D, 2
- Amount Paid by District:
  - H/A-Dent: 542.94, 24.28
  - EE/Child: 1004.46, 24.28
  - EE/Spouse: 1140.18, 24.28
  - EE/Sp/Child: 1530.97
- Cafeteria Plan:
  - Individ.: Health, Dental
  - Depend.: Health, Dental

**LEAVES**
- Type: Sick, Bereavement, Personal, Professional, Adoption, Association
- Days/Year: 20, 3, 2, 3
- Accum. Days: 40, 20, 12, 12
- Other:
  - SABBATICAL: No
  - SEVERANCE PAY: 20 day emergency sick lv.

**SALARY SCHEDULE**
- Base: 31,500
- Starting Salary: 31,500
- Career Increment: N
- Entry Level Step: 1
- Experience Allowed: 5
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Normal Teaching Load: 8

**Step** | **BA** | **BA+9** | **BA+18** | **BA+27** | **BA+36** | **MA** | **MA+9** | **MA+18** | **MA+27**
--- | --- | --- | --- | --- | --- | --- | --- | --- | ---
1 | 31,500 | 32,760 | 34,020 | 35,280 | 36,540 | 36,540 | 37,800 | 39,060 | 40,320
2 | 32,760 | 34,020 | 35,280 | 36,540 | 37,800 | 37,800 | 39,060 | 40,320 | 41,580
3 | 34,020 | 35,280 | 36,540 | 37,800 | 39,060 | 39,060 | 40,320 | 41,580 | 42,840
4 | 35,280 | 36,540 | 37,800 | 39,060 | 40,320 | 40,320 | 41,580 | 42,840 | 44,100
5 | 36,540 | 37,800 | 39,060 | 40,320 | 41,580 | 41,580 | 42,840 | 44,100 | 45,360
6 | 37,800 | 39,060 | 40,320 | 41,580 | 42,840 | 42,840 | 44,100 | 45,360 | 46,620
7 | 39,060 | 40,320 | 41,580 | 42,840 | 44,100 | 44,100 | 45,360 | 46,620 | 47,880
8 | 41,580 | 42,840 | 44,100 | 45,360 | 45,360 | 45,360 | 46,620 | 47,880 | 49,140
9 | 44,100 | 45,360 | 46,620 | 46,620 | 47,880 | 47,880 | 49,140 | 50,400 | 51,660
10 | 46,620 | 47,880 | 47,880 | 49,140 | 50,400 | 50,400 | 51,660 | 52,920 | 54,180
11 | 47,880 | 49,140 | 49,140 | 50,400 | 50,400 | 50,400 | 51,660 | 52,920 | 54,180
12 | 49,140 | 50,400 | 50,400 | 51,660 | 52,920 | 52,920 | 54,180 | 55,440 | 56,700
13 | 50,400 | 51,660 | 51,660 | 52,920 | 54,180 | 54,180 | 55,440 | 56,700 | 58,960
14 | 51,660 | 52,920 | 52,920 | 54,180 | 55,440 | 55,440 | 56,700 | 58,960 | 60,220
15 | 52,920 | 54,180 | 54,180 | 55,440 | 56,700 | 56,700 | 58,960 | 60,220 | 61,480
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - 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:** 6
- **Multi-year Contract:** 12-13, 13-14
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

### INSURANCE
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<tr>
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</table>

### LEAVES
- **SICK:**
  - Days/Year: 10
  - Accum.: 45
  - Yes: 45
- **PERSONAL:**
  - Days/Year: 2
  - Depend. Approved: yes
  - Approval Needed: no
- **BEREAVEMENT:**
  - Days/Year: 2
  - Depend. Approved: yes
  - Approval Needed: no
- **PROFESSIONAL:**
  - Days/Year: 3
  - Depend. Approved: yes
  - Approval Needed: no
- **ADOPITON:**
  - Days/Year: 3
  - Depend. Approved: yes
  - Approval Needed: no
- **ASSOCIATION:**
  - Days/Year: 3
  - Depend. Approved: yes
  - Approval Needed: no

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

### OTHER LEAVES

### SALARY SCHEDULE
- **Base:** 31,020
- **Index:** 4 x 5
- **Starting Salary:**
  - Step 1: 31,020
  - Step 2: 32,261
  - Step 3: 33,502
  - Step 4: 34,742
  - Step 5: 35,983
  - Step 6: 37,224
  - Step 7: 40,016
  - Step 8: 41,257
  - Step 9: 44,048
  - Step 10: 45,289
  - Step 11: 46,530
  - Step 12: 48,771
  - Step 13: 50,252
  - Step 14: 51,493
  - Step 15: 53,955
  - Step 16: 56,466
  - Step 17: 59,012
  - Step 18: 61,648
  - Step 19: 64,384
  - Step 20: 67,216
  - Step 21: 70,144
  - Step 22: 73,168
  - Step 23: 76,292
  - Step 24: 79,500

**Other Notes:**
- **Negotiated/Policy:**
  - **Exists:**
    - **Y:** Y
    - **P:** P
  - **Minimum FTE:** 0.5
  - **Minimum FTE:** 0.5

### Cafeteria Plan
- **Options:**
  - **Individ.:**
    - **Depend.:**
  - **Type Carrier:**
    - **Cash:**
      - **IRS 125:** Y
      - **Flex Accounts:**
  - **PART-TIME BENEFITS:**
  - **Part-Time Benefits:**
    - **Minimum FTE:** 0.5
    - **Contribution:** fte

### Class Periods/Day
- **Contract Days:** 185
- **Base:** 31,020
- **Index:** 4 x 5
- **Starting Salary:**
  - Step 1: 31,020
  - Step 2: 32,261
  - Step 3: 33,502
  - Step 4: 34,742
  - Step 5: 35,983
  - Step 6: 37,224
  - Step 7: 40,016
  - Step 8: 41,257
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  - Step 20: 67,216
  - Step 21: 70,144
  - Step 22: 73,168
  - Step 23: 76,292
  - Step 24: 79,500

### Salary Schedule

### Benefits
- **HEALTH:**
  - **BC/BS:**
    - **750D:**
      - **Individ.:**
        - **Cash:**
          - **IRS 125:** Y
          - **Flex Accounts:**
  - **DENTAL:**
    - **BC/BS:**
      - **2:**
        - **4.28:**
          - **Cash:**
            - **IRS 125:** Y
            - **Flex Accounts:**
  - **LIFE:**
    - **Guardian:**
      - **National Ins.:**
  - **LTD:**
    - **National Ins.:**
  - **NON-PARTICIPANT:**
    - **$507.44 CIL, 558.55/**

### Cafeteria Plan
- **Options:**
  - **Individ.:**
    - **Depend.:**
  - **Type Carrier:**
    - **Cash:**
      - **IRS 125:** Y
      - **Flex Accounts:**
  - **PART-TIME BENEFITS:**
  - **Part-Time Benefits:**
    - **Minimum FTE:** 0.5
    - **Contribution:** fte

### Leaves
- **SICK:**
  - Days/Year: 10
  - Accum.: 45
  - Yes: 45
- **PERSONAL:**
  - Days/Year: 2
  - Depend. Approved: yes
  - Approval Needed: no
- **BEREAVEMENT:**
  - Days/Year: 2
  - Depend. Approved: yes
  - Approval Needed: no
- **PROFESSIONAL:**
  - Days/Year: 3
  - Depend. Approved: yes
  - Approval Needed: no
- **ADOPITON:**
  - Days/Year: 3
  - Depend. Approved: yes
  - Approval Needed: no
- **ASSOCIATION:**
  - Days/Year: 3
  - Depend. Approved: yes
  - Approval Needed: no

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

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - 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:** 6
- **Multi-year Contract:** 12-13, 13-14
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

### Insurance
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### Cafeteria Plan
- **Options:**
  - **Individ.:**
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  - **Type Carrier:**
    - **Cash:**
      - **IRS 125:** Y
      - **Flex Accounts:**
  - **PART-TIME BENEFITS:**
  - **Part-Time Benefits:**
    - **Minimum FTE:** 0.5
    - **Contribution:** fte

### Leaves
- **SICK:**
  - Days/Year: 10
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  - Yes: 45
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  - Approval Needed: no
- **ADOPITON:**
  - Days/Year: 3
  - Depend. Approved: yes
  - Approval Needed: no
- **ASSOCIATION:**
  - Days/Year: 3
  - Depend. Approved: yes
  - Approval Needed: no

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

### Other Leaves
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 7
- 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: 12-13, 13-14

### Vertical Freeze:

### Rollback:

### Experience Allowed:

### Career Increments:

### INSURANCE

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### OTHER LEAVES:

### WOOD RIVER RURAL

### SALARY SCHEDULE

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### CONTRIBUTIONS:
- IRS 125: Y
- Flex Accounts: Y
- Cafeteria Plan: Minimum FTE: 0.5

### SEVERANCE PAY:
- Yes
## WORKING CONDITIONS

| Contract Days: | 172 |
| FTE Teachers: | |
| Length of Teacher Day: | 8.58 8.58 8.58 |
| Length of Student Day: | 8.5 8.5 8.5 |
| Planning Time: | 50 50 50 |
| Class Periods/Day: | 9 9 |
| Normal Teaching Load: | 8 8 |

## SALARY SCHEDULE

| Base: | 30,350 |
| Index: | 4 x 4 |
| Starting Salary: | |
| Career Increments: | N |
| Experience Allowed: | 4 |
| Vertical Freeze: | |
| Rollback: | |

## INSURANCE

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# Working Conditions

- **Contract Days:** 187
- **FTE Teachers:**
  - HS: 31,500
  - JH/MS: 32,760
  - ELEM: 34,020
- **Length of Teacher Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.25
- **Length of Student Day:**
  - HS: 6.5
  - JH/MS: 6.25
  - ELEM: 6.25
- **Planning Time:** 52
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Index:** 5 x 4
- **Experience Allowed:** all
- **Career Increments:** N
- **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
- **Length of Teacher Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.25
- **Length of Student Day:**
  - HS: 6.5
  - JH/MS: 6.25
  - ELEM: 6.25
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Index:** 5 x 4
- **Experience Allowed:** all
- **Career Increments:** N
- **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

# Salary Schedule

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# Other Policies

- **Negotiated/Policy:**
  - **Exists:**
  - **Minimum FTE:** 0.5
- **SEVERANCE PAY:**
  - **Sick Bank:** N

---

#### Cafeteria Plan

- **Floating Reimbursement:**
  - **IRS 125:** Y
  - **Flex Accounts:** Y

#### Part-Time Benefits

- **Minimum FTE:** 0.5

---

#### Other District Policies

- **Voluntary Separation:** Y N
- **Grievance:** Y N
- **Professional Growth:** Y P
- **Reduction in Force:** Y N
WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 4 x 4
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 50 50 vary
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 32,112
Starting Salary: 32,112
Career Increments: N
Experience Allowed: all
Entry Level Step: 1

Index: 4 x 4

Vertical Freeze: 00-01
Rollback:

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

LENGTH OF TEACHER DAY: 888
LENGTH OF STUDENT DAY: 77
NORMAL TEACHING LOAD: 77
NORMAL CLASS PERIODS/DAY: 8

INSURANCE

Type Carrier Option Amount Paid by District

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

HEALTH BC/BS 750D 514.80 952.40 1081.09 1451.63
DENTAL BC/BS 2 24.28 24.28 24.28 24.28

PPO: >0.75 fte recv full ins
LIFE
LTD Madison
NON-PARTICIPANT $250 TSA

LEAVES

Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 45 Yes
PERSONAL 2+1
BEREAVEMENT 2
PROFESSIONAL
ADOPTION
ASSOCIATION

OTHER DISTRICT POLICIES

Negotiated/ Policy Exists

SEVERANCE PAY:

OTHER LEAVES:

YUTAN

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Cafeteria Plan

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NON-PARTICIPANT $250 TSA

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