## 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:** 33,350
- **Starting Salary:** 33,350
- **Career Increments:** N
- **Experience Allowed:** 7

## INSURANCE

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<th>Carrier Option</th>
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## PART-TIME BENEFITS

- **Minimum FTE:** 0.5

## LEAVES

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## OTHER DISTRICT POLICIES

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<tr>
<td>SEVERANCE PAY:</td>
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## SABBATICAL

- **No**
Ainsworth 2014-2015

### Working Conditions
- Contract Days: 185
- FTE Teachers: 185
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 8

### Salary Schedule
- Base: 32,300
- Starting Salary: 32,300
- Index: 4.5 x 4.5
- Entry Level Step: 0
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 86-87, 87-88, 89-90
- Rollback: 86-87 Last Step
- Multi-year Contract: 14-15, 15-16

### LEAVES
- SICK: 10
- PERSONAL: 3
- Bereavement: see sick lv.
- Professional: unlit.
- Adoption: see sick lv.

### Other District Policies
- Voluntary Separation: Y
- Grievance: Y
- Sick Bank: Y

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

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

### Working Conditions
- Contract Days: 185
- FTE Teachers: 185
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 8

### Salary Schedule
- Base: 32,300
- Starting Salary: 32,300
- Index: 4.5 x 4.5
- Entry Level Step: 0
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 86-87, 87-88, 89-90
- Rollback: 86-87 Last Step
- Multi-year Contract: 14-15, 15-16

### Insurance
- HEALTH
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District: 500.31, 925.59, 1050.66, 1410.77
- DENTAL
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 24.84, 24.84, 24.84, 24.84
- PPO
  - Carrier: Madison Nat'l
  - Option: 750D
  - Amount Paid by District: 1050.66, 1410.77

### Leaves
- Type: SICK
- Days/Year: 10
- Accum. Depend. Approval: 45, yes

### Other District Policies
- Voluntary Separation: Y
- Grievance: Y
- Sick Bank: Y

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

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

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

### OTHER LEAVES:

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### Working Conditions
- Contract Days: 185
- FTE Teachers: Allen
- Length of Teacher Day: 8.25
- Length of Student Day: 7.33
- Planning Time: 55
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 31,950
- Starting Salary: N
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

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

### Leaves
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### Sabbatical
- No

### Severance Pay
- Y

### Other District Policies
- Negotiated/ Policy: Exists
- Sick Bank: N
- Grievance: Y
- Voluntary Separation: N

### Allen
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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: 8 7.34 7.34
- Length of Student Day: 6.73 6.73 6.73
- Planning Time: 45 48 76
- Class Periods/Day: 9 8
- Normal Teaching Load: 7 7

### SALARY SCHEDULE
- Base: 29,800
- Starting Salary: 29,800
- Career Increments: N
- Experience Allowed: 10

### INSURANCE

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### LEAVES

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### OTHER DISTRICT POLICIES

### SABBATICAL
- 3/for officer
- Yes

### SEVERANCE PAY: emergency

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## Alma
### WORKING CONDITIONS
- **Contraction Days:** 183
- **FTE Teachers:**
  - HS: 1.20
  - JH/MS: 1.08
  - ELEM: 1.12
- **Length of Teacher Day:**
  - 8.17 hours
- **Planning Time:**
  - 51 hours
- **Class Periods/Day:**
  - 8 periods
- **Normal Teaching Load:**
  - 9 periods
- **Length of Student Day:**
  - 7.5 hours
- **Multi-year Contract:** 2014-15, 2015-16

### SALARY SCHEDULE
- **Base Salary:** 32,300
- **Index:** 4 x 4
- **Starting Salary:**
  - 32,300
- **Career Increments:** N
- **Experience Allowed:** all

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Type: Individ., EE/Child, EE/Spouse, EE/Sp/Child
- **DENTAL**
  - Carrier: BC/BS
  - Type: Individ., EE/Child, EE/Spouse, EE/Sp/Child
- **LIFE**
  - Carrier: Guardian
  - Type: Nat’l Ins
- **LTD**
  - Carrier: Guardian
  - Type: Nat’l Ins
- **PPO**
  - Options: IRS 125, Y
- **Insurance Notes:** Deductible Reimbursement

### LEAVES
- **SICK**
  - Days/Year: 10
  - Depend. Approved: yes
  - Other Info: 5 for dep.; $10/day over 45 at EOY
- **PERSONAL**
  - Days/Year: 3
  - Use Needed: yes
  - Other Info: school visitation
- **BEREAVEMENT**
  - Days/Year: see sick lv.
  - Use Needed: yes
  - Other Info: see sick lv.
- **PROFESSIONAL**
  - Days/Year: 1
  - Use Needed: yes
  - Other Info: see professional lv.
- **ADOPTION**
  - Days/Year: 1
  - Use Needed: yes
  - Other Info: see adoption lv.
- **ASSOCIATION**
  - Days/Year: 1
  - Use Needed: yes
  - Other Info: see association lv.

### OTHER DISTRICT POLICIES
- **SABBATICAL**
  - Days/Year: 1
  - Use Needed: yes
  - Other Info: see sabbatical lv.

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

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

### COMMENTS
- **LEAVES:**
  - **SICK:**
  - **PERSONAL:**
  - **BEREAVEMENT:** see sick lv.
  - **PROFESSIONAL:** yes school visitation
  - **ADOPION:**
  - **ASSOCIATION:**

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

### ALMA
- **FTE Teachers:**
  - Starting Salary: 32,300
  - Career Increments: N
  - Experience Allowed: all

### Vertical Freeze: Rollback: Multi-year Contract: 14-15, 15-16
### WORKING CONDITIONS
- **Contract Days:** 182
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
  - Total: 4

### SALARY SCHEDULE
- **Base:** 31,350
- **Entry Level Step:** 1
- **Experience Allowed:** 5
- **Career Increments:** Y
- **Multi-year Contract:**
- **Length of Teacher Day:** 7.4
- **Length of Student Day:** 7.4
- **Planning Time:** 47
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 8
- **Index:** 4 x 4
- **Index:** 4 x 4

### INSURANCE
- **HEALTH:** BC/BS
  - Type: H/A-Dent
  - Carrier: 750D
  - Option: Individ. EE/Child
  - Amount Paid by District: 526.64
  - Couple - Benefits: 974.31
- **DENTAL:** BC/BS
  - Type: Individ.
  - Carrier: 2
  - Option: EE/Spouse
  - Amount Paid by District: 24.84
  - Couple - Benefits: 24.84

### LEAVES
- **Type:** SICK
  - Days/Year: 8
  - Accum.: 45
  - Depend. Needed: yes
  - Approval Needed: no

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

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### Cafeteria Plan
- **Type:** Individ.
- **Carrier:** Depend.

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

### COMMENTS:
- **Type Carrier**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Options:
    - Health: IRS 125: Y
    - Dent: Flex Accounts: Y
- **Options:**
  - Deductible Reimbursement

### NON-PARTICIPANT
- $350 Cash

### SEPARATION PAY: Y

### Negotiated:
- **Policy:**
  - **Exists:** P
  - **Policy:**
  - **Benefits:** Y

### OTHER LEAVES:
- **SABBATICAL:** No
- **ASSOCIATION:**
  - **SEPARATION PAY:** Y

### IMPORTANT DATES:
- **3/19/2015**
- **2014-2015**
WORKING CONDITIONS

- Contract Days: 184
- FTE Teachers: 4
- HS JH/MS ELEM
- Length of Teacher Day: 8.25 8.25 8.25
- Length of Student Day: 7.57 7.57 7.57
- Planning Time: 51 51 51
- Planning Time: 51 51 51
- Class Periods/Day: 8 8 8
- Normal Teaching Load: 7 7 7
- Multi-year Contract: 14-15, 15-16

SALARY SCHEDULE

- Base: 32,000
- Index: 4 x 4
- Entry Level Step: 1
- Experience Allowed: 10
- Career Increments: N
- Vertical Freeze:
- Rollback:

INSURANCE

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<td>24.84 24.84 24.84 24.84</td>
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LEAVES

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OTHER DISTRICT POLICIES

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SABBATICAL: No

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

ANSELMO-MERNA

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ANSELMO-MERNA 2014-2015

1.1
## WORKING CONDITIONS

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

## SALARY SCHEDULE

- **Base:** 30,900
- **Index:** 4 x 5
- **Starting Salary:**
  - Entry Level Step: 1
  - Experience Allowed: N
  - Career Increments: N
  - Multi-year Contract: 13-14, 14-15
  - Vertical Freeze:
  - Rollback:

## INSURANCE

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## CAFETERIA PLAN

- **Minimum FTE:** 0.5
- **Type:** Carrier
- **Option:** Cafeteria Plan
- **Amount Paid by District:**
  - Individ. E
  - Depend.

## LEAVES

- **SICK:**
  - Days/Year: 13
  - Accum.: 35
  - Depend. Use: yes
  - Approval Needed: yes
  - Other Info: Incentive over 30 @ $20/day max. 10

## LEAVES:

- **PERSONAL:** PTO
  - Days/Year: 1
  - Accum.: 1
  - Depend. Use: yes
  - Approval Needed: yes

## OTHER DISTRICT POLICIES

- **SEVERANCE PAY:*

## OTHER LEAVES:

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## Comments:

- **ANSLEY:**
  - Percentages: 24.84
  - Class Periods/Day: 8.5
  - Contract Days: 185
  - FTE Teachers: 185
  - HS: 8.5
  - JH/MS: 8.5
  - ELEM: 8.5
  - Length of Teacher Day: 8.5
  - Length of Student Day: 8.5
  - Planning Time: 8.5
  - Class Periods/Day: 8.5
  - Normal Teaching Load: 7
  - Entry Level Step: 1
  - Experience Allowed: N
  - Career Increments: N
  - Multi-year Contract: 13-14, 14-15
  - Vertical Freeze:
  - Rollback:

## Negated/Policy

- **Exists**
- **Negotiated/Policy**
  - Incentive over 30 @ $20/day max. 10
- **FTE Teachers:**
  - Starting Salary:
    - Entry Level Step: 1
    - Experience Allowed: N
    - Career Increments: N
    - Multi-year Contract: 13-14, 14-15
    - Vertical Freeze:
    - Rollback:
**WORKING CONDITIONS**
- Contract Days: 183
- 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: 8
- Normal Teaching Load: 7
- Multi-year Contract: 
- Vertical Freeze: 88-89
- Rollback: 88-89 Last Step

**SALARY SCHEDULE**
- Base: 31,550
- Starting Salary: 
  - Career Increments: Y
- Entry Level Step: 0
- Experience Allowed: 12(D)

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

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

**LEAVES**
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION
- Days/Year: 10, 2, 2, 2
- Approval Needed: yes, yes, yes, with admin permission
- Approval Use: 10, 45, yes
- Approval Needed: yes, yes, yes, yes
- Approval Use: 10, 45, yes

**OTHER DISTRICT POLICIES**
- **Negotiated/Policy**
  - Exists: Y
  - Sick Bank: Y
  - Voluntary Separation: Y
  - Grievance: Y
  - YP

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

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## Working Conditions
- Contract Days: 185
- FTE Teachers: 2014-2015 Arcadia
- Start Date: 3.13/19/2015
- Vertical Freeze: Multi-year Contract:
- Planning Time: Class Periods/Day: 8
- Normal Teaching Load: 8.25 8.25 8.25
- Length of Teacher Day: 7.75 7.75 7.75
- Length of Student Day: 7.75 7.75
- Experience Allowed: DCareer Increments: N
- Rollback: Vertical Freeze:

### Labor Agreement
- Normal Teaching Load: 7
- Class Load: Multi-year Contract:
- Length of Teacher Day: 8.25 8.25 8.25
- Length of Student Day: 7.75 7.75

##Insurance
### Carrier
- HEALTH: BC/BS
  - Type: H/A-Dent
  - Carrier: BC/BS
  - Individ. Options: 750D
  - EE/Child: 500.31
  - EE/Spouse: 925.59
  - EE/Sp/Child: 1050.66
  - Sp or Dep Dental: 1410.77
  - Single: 27.30
  - Couple: 52.60
- DENTAL: BC/BS
  - Type: H/A-Dent
  - Carrier: Horace Mann
  - Individ. Options: 750D
  - EE/Child: 24.84
  - EE/Spouse: 24.84
  - EE/Sp/Child: 24.84
  - Single: 45.20
  - Couple: 90.40
- LTD: Principal Life
  - Type: Individ. Depend.
  - Carrier: Principal Life
  - Single: 27.30
  - Couple: 45.20
  - Individ. Depend.
  - Carrier: Principal Life
  - Single: 27.30
  - Couple: 45.20

## Cafeteria Plan
- Type Carrier
  - Individ. Depend.
  - Sp or Dep Dental
- Options: IRS 125: Y
  - Flex Accounts: Y
  - Minimum FTE: 0.5
- Contribution: fte

## Leave Policies
### Sick
- Days/Year: 10
- Accum.: 35
- Depend. Approval Needed: yes
- Other Info: $20/day over 35 eoy

### Personal
- Days/Year: 3
- Accum.: yes
- Approval Needed: w/appr.
- Other Info: Voluntary Separation: Y N

### Bereavement
- Days/Year: 3
- Accum.: yes
- Approval Needed: admin. disc.
- Other Info: Grievance: Y N

### Adoption
- Days/Year: yes
- Approval Needed: Sick Bank: Y N

### Association
- Days/Year: yes
- Approval Needed: OTHER DISTRICT POLICIES

### Sabbatical
- Days/Year: No

### Severance Pay
- OTHER LEAVES:

## Salary Schedule
### Base
- Starting Salary: 30,255
- Entry Level Step: 1
- Index: 4 x 5

### Career Increments
- BA+36
  - S A P
  - B A + 9
  - B A + 18
  - B A + 27
  - M A
  - M A + 9
  - 1
  - 2
  - 3
  - 4
  - 5
  - 6
  - 7
  - 8
  - 9
  - 10
  - 11
  - 12
  - 13

### FTE Teachers
- Starting Salary: 30,255
- Contribution: 1.49
- 8.25 8.25 8.25
- 8.25 8.25 8.25
- 7.75 7.75 7.75
- 52 52 52

### Planning Time
- Class Periods/Day: 8
- Normal Teaching Load: 8.25 8.25 8.25
- Length of Teacher Day: 7.75 7.75 7.75
- Length of Student Day: 7.75 7.75
Arlington

WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 48.80
- 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: 9
- Normal Teaching Load: 8

SAALARY SCHEDULE
- Base: 34,070
- Starting Salary: 34,070
- Career Increments: N
- BA+36 grandfathered in 86-87
- Vertical Freeze:
- Rollback: 86-87
- Multi-year Contract:

INSURANCE
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- HEALTH: BC/BS: 750D
- Life: Principal: 2.06
- LTD: Principal: .0029
- NON-PARTICIPANT: $577.92 Cash/FSA

LEAVES
- SICK: 10 days
- PERSONAL: 2 days
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: unlv.
- ADOPTION: see sick lv.
- SEVERANCE PAY: N

OTHER DISTRICT POLICIES
- Exists
- Negotiated/Policy

OTHER DISTRICT POLICIES
- Exists
- Negotiated/Policy

ARLINGTON

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Class Periods/Day: 9
Contract Days: 186
FTE Teachers: 48.80
Index: 4 x 5
Entry Level Step: 1
Experience Level: all
Vertical Freeze:
Rollback: 86-87
Multi-year Contract:

2014-2015
3.1
WORKING CONDITIONS

Contract Days: 182
FTE Teachers: 20
HS JH/MS ELEM
Length of Teacher Day: 8.25
Length of Student Day: 7.75
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 7

INSURANCE

Type Carrier Option Amount Paid by District
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS (D)Career Increments: N
DENTAL BC/BS Vertical Freeze:
Multi-year Contract:

LEAVES

Type Days/Year Accum. Depend. Approval Other
SICK 7,10 45 yes
PERSONAL 2 no
BEREAVEMENT 5 - immed. Fam
PROFESSIONAL 2 yes
ADOPTION yes $250/yr
ASSOCIATION

SABBATICAL: Yes
SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

Negotiated/Policy
Severance: Yes

OTHER LEAVES:

Arnold

1.13/19/2015

14-15

Base: 29,900
Entry Level Step: 1

Index: 4 x 5

Experience Allowed: (D)

Salary Schedule

 vertical
freeze:
rollback:
multi-year contract:

Length of Teacher Day: 8.25
Length of Student Day: 7.75
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 7

Insurance:

Type Carrier Option Amount Paid by District
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 500D 527.66 976.18 1108.08 1487.87
DENTAL BC/BS 2 24.84 24.84 24.84 24.84
PPO: COMMENTS:
LIFE
LTD Principal .0055
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
ADOPTION yes $250/yr
ASSOCIATION

Sabbatical: Yes

Severance Pay: Y

Other Leaves:

Arnold 2014-2015

Salary Schedule

vertical freeze:
rollback:
multi-year contract:

Length of Teacher Day: 8.25
Length of Student Day: 7.75
Planning Time: 50
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Sabbatical: Yes

Severance Pay: Y

Other Leaves:

Arnold 2014-2015

Salary Schedule

vertical freeze:
rollback:
multi-year contract:

Length of Teacher Day: 8.25
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Insurance:

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Sabbatical: Yes

Severance Pay: Y

Other Leaves:

Arnold 2014-2015

Salary Schedule

vertical freeze:
rollback:
multi-year contract:

Length of Teacher Day: 8.25
Length of Student Day: 7.75
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Normal Teaching Load: 7

Insurance:

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ADOPTION yes $250/yr
ASSOCIATION

Sabbatical: Yes

Severance Pay: Y

Other Leaves:

Arnold 2014-2015

Salary Schedule

vertical freeze:
rollback:
multi-year contract:

Length of Teacher Day: 8.25
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DENTAL BC/BS 2 24.84 24.84 24.84 24.84
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LTD Principal .0055
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
ADOPTION yes $250/yr
ASSOCIATION

Sabbatical: Yes

Severance Pay: Y

Other Leaves:
**Working Conditions**

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

**Salary Schedule**

- Base: 31,850
- Index: 4 x 4
- Starting Salary: 31,850
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 6

**Insurance**

- **Type**: [HEALTH DENTAL PPO]
- **Carrier**: [BC/BS Nat'l Ins Nat'l Ins]
- **Option**: [H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child]
- **Amount Paid by District**: [950D 24.84 483.44 894.40 1015.24 1363.20 52.14 70.04]
- **Couple - Benefits**: [DC/Sp/Child]
- **Options**: [DC/Sp/Child]
- **Remarks**: [Flexible Accounts]

**Leaves**

- **Type**: [SICK PERSONAL BEREAVEMENT PROFESSIONAL ADOPTION ASSOCIATION]
- **Days/Year**: [10 2 3]
- **Accum.**: [30 10 1.00 1.04 1.08 1.12 1.16 1.20 1.24 1.28 700 1363.20 40,768]
- **Approval Needed**: [Yes Yes Yes]
- **Other**: [Sev-Pd salary/period up to 20 days]

**Other District Policies**

- **Negotiated/Policy**: [Exists]
- **Sabbatical**: [No]
- **Severance Pay**: [Y]

**Arthur County**

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**Notes**

- **Working Conditions**
- **Salary Schedule**
- **Insurance**
- **Leaves**
- **Other District Policies**
- **Arthur County**

**Additional Information**

- **Cafeteria Plan**
- **Part-Time Benefits**
- **Minimum FTE**: 0.5
### 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: 100
- Class Periods/Day: 8
- Normal Teaching Load: 77
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5

### SALARY SCHEDULE
- Base: 32,350
- Starting Salary: 34,938
- Experience Allowed: all(D)
- Career Increments: N
- Vertical Freeze: 87-88/99-00
- Rollback:
- Multi-year Contract: 14-15, 15-16

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Deductible Reimbursement: 24.84
  - Type: H/A-Dent
- **DENTAL**
  - Carrier: BC/BS
  - Deductible Reimbursement: 24.84
  - Type: Indiv. EE/Child
- **LIFE**
  - Carrier: Ind.
  - Deductible Reimbursement: Ind. Spouse Child
- **LTD**
  - Carrier: Ind.
  - Deductible Reimbursement: Ind.

### LEAVES
- **SICK**
  - Days/Year: 9
  - Accum. use: 45
  - Approval Needed: yes
- **PERSONAL**
  - Days/Year: 2
  - Negotiated/Policy: exists
- **BEREAVEMENT**
  - Days/Year: 4
  - Negotiated/Policy: exists
- **PROFESSIONAL**
  - Days/Year: un.
  - Negotiated/Policy: exists

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

### SABBATICAL
- Negotiated/Policy: exists

### ASHLAND-GREENWOOD

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# Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 75
- **Length of Teacher Day:** 8
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

## Salary Schedule

- **Base:** 32,400
- **Index:** 4 x 5
- **Entry Level Step:** 1(D)
- **Career Increments:** Y
- **Experience Allowed:** D

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**Notes:**
- 09-10 eliminated advanced placement, new teachers with no exp now begin on the base.
### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 107
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 85
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

### Salary Schedule

- **Base:** 31,725
- **Starting Salary:** 31,725
- **Career Increments:** N
- **Experience Allowed:** 10(D)
- **Index:** 5 x 5
- **Entry Level Step:** 1

### Index: 5 x 5

- **Experience Allowed:** 10(D)
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

### Multi-year Contract:

- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 85

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### Other District Policies

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

### Part-time Benefits

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

### Multi-year Contract

- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 85

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### Comments

- **Type Carrier:**
  - **Option:**
    - **Amount Paid by District:**
      - **Entering Level Step:** 1

### Comments

- **Class Periods/Day:** 4
- **Contract Days:** 185
- **Base:** 31,725
- **Starting Salary:** 31,725
- **Career Increments:** N
- **Experience Allowed:** 10(D)
- **Index:** 5 x 5
- **Entry Level Step:** 1

### Working Conditions

- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 85

### Leaves

- **Sick:**
  - **Days/Year:** 60
  - **Accum:**
  - **Depend:** unused
goes to accum sick lv.

### Cafeteria Plan

- **Options:**
  - **Individ:**
  - **Depend:**

### Part-time Benefits

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

### Multi-year Contract

- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 85
### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7.75
  - JH/MS: 7.75
  - ELEM: 7.75
- **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:** 32,000
- **Index:** 4 x 4.5
- **Starting Salary:**
- **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:**

### Insurancce

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<th>EE/Child</th>
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### Cafeteria Plan

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

### Leaves

- **SICK:**
  - Days/Year: 10
  - Approval: 50
  - Other: borrow up to 20; Sev.-Upon term. $45/day unused days
- **PERSONAL:**
  - Days/Year: 2
  - Approval: 2
  - Other: 2 add'l. from sick lv.; may carry
- **BEREAVEMENT:**
  - Days/Year: 2
  - Approval: 1.25
  - Other: add'l from sick lv.
- **PROFESSIONAL:**
  - Days/Year: 3
  - Approval: yes
  - Other: Voluntary Separation: Y  P  G
- **ADOPTION:**
  - Days/Year: see sick lv.
  - Approval: yes
  - Other: Sick Bank: Y  N

### Other District Policies

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

### Salary Schedule Table

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### Notes

- **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

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SALARY SCHEDULE

| Base: 33,000 |
| Index: 4 x 4 |
| Starting Salary: |
| Career Increments: N |
| Experience Allowed: 3(D) |
| Vertical Freeze: 87-88 |
| Rollback: |
| Multi-year Contract: |

INSURANCE

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OTHER DISTRICT POLICIES

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BANCROFT-ROSALIE

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WORKING CONDITIONS

- Contract Days: 183
- FTE Teachers: 21
- 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: 7
- Normal Teaching Load: 7

SALARY SCHEDULE

- Base: 32,000
- Starting Salary: 32,000
- Index: 4.5 x 4.5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 9
- Vertical Freeze: None
- Rollback: None
- Multi-year Contract: None

INSURANCE

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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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### Working Conditions
- Contract Days: 185
- FTE Teachers: 31,900
- 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: 9
- Normal Teaching Load: 7
- Multi-year Contract:

### Index: 4 x 5
- Experience Allowed: 10
- Career Increments: N
- Vertical Freeze: horiz 99-00
- Rollback:

### Salary Schedule
- Base: 31,900
- Index: 4 x 5
- Starting Salary: 34,452
- Entry Level Step: 3
- $1050 for 9 hrs credit one time if frozen at bottom right
- Rollback:

### Cafeteria Plan
- Options: One-time Ded.
- Payment
- IRS 125:
- Flex Accounts: Y
- Minimum FTE: 0.75
- Contribution: fte

### Insurane
- HEALTH: BC/BS
- 750D: 526.64
- 974.31: 1105.96
- 1485.02: 551.48

### Leaves

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### Other District Policies

### Part-Time Benefits

### Other Leaves
- Military leave (dist. pays diff.)

### Notes
- 09-10 BA 36 column became BA 36/MA column
- 10-11 BA 36/MA column became MA only column, teachers already in column were grandfathered

### Table

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### Notes
- 2014-2015
- 3.1
- 3.13/19/2015
- 4 x 5
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 3.13
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Planning Time: 43
- Class Periods/Day: 9
- Normal Teaching Load: 7

Salaries
- Base: 31,750
- Entry Level Step: N
- Experience Allowed: 9 (sp 8)
- Career Increments: N
- Vertical Freeze: 97-98
- Rollback:

Experience:
- Entry Level Step: 0 (D)

Insurance
- Type: HEALTH
- Carrier: BC/BS
- Option: 1250D
- Amount Paid by District: 24.84

Leaves
- Type: SICK
- Days/Year: 10
- Depend. use: yes
- Approval Needed: yes

Other District Policies
- Sabbatical: No

Salary Schedule

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

Part-time Benefits
- Contribution: fte
## WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 3.13
- Starting Salary: 33,025
- Base: 33,025
- Index: 5 x 4
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze:

## SALARY SCHEDULE
### Experience Allowed: 5
### Career Increments: N
### Length of Teacher Day: 7.5
### Length of Student Day: 6.77
### Planning Time: 45
### Class Periods/Day: 8
### Normal Teaching Load: 7

### WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 3.13
- Starting Salary: 33,025
- Base: 33,025
- Index: 5 x 4
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze:

### SALARY SCHEDULE

#### Experience Allowed: 5
#### Career Increments: N
#### Length of Teacher Day: 7.5
#### Length of Student Day: 6.77
#### Planning Time: 45
#### Class Periods/Day: 8
#### Normal Teaching Load: 7

### LEAVES
- **SICK**: 8, 60
- **PERSONAL**: 3, yes, $100/day
- **BEREAVEMENT**: 2, + 2 from pers. lv.; addtl from sic
- **PROFESSIONAL**: unl., + 2 from pers. lv.; addtl from sic
- **ADOPTION**: 10, + 2 from pers. lv.; addtl from sic
- **ASSOCIATION**: 3-5, + 2 from pers. lv.; addtl from sic

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**: Exists
- **SABBATICAL**: Yes

### OTHER LEAVES

### SALARY SCHEDULE

#### Experience Allowed: 5
#### Career Increments: N
#### Length of Teacher Day: 7.5
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### OTHER LEAVES

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### OTHER DISTRICT POLICIES
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### OTHER LEAVES

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#### Experience Allowed: 5
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### OTHER DISTRICT POLICIES
- **Negotiated/Policy**: Exists
- **SABBATICAL**: Yes

### OTHER LEAVES

### SALARY SCHEDULE

#### Experience Allowed: 5
#### Career Increments: N
#### Length of Teacher Day: 7.5
#### Length of Student Day: 6.77
#### Planning Time: 45
#### Class Periods/Day: 8
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### LEAVES
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### OTHER DISTRICT POLICIES
- **Negotiated/Policy**: Exists
- **SABBATICAL**: Yes

### OTHER LEAVES

### SALARY SCHEDULE

#### Experience Allowed: 5
#### Career Increments: N
#### Length of Teacher Day: 7.5
#### Length of Student Day: 6.77
#### Planning Time: 45
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### LEAVES
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### OTHER DISTRICT POLICIES
- **Negotiated/Policy**: Exists
- **SABBATICAL**: Yes

### OTHER LEAVES

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### OTHER DISTRICT POLICIES
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- **SABBATICAL**: Yes

### OTHER LEAVES

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- **ASSOCIATION**: 3-5, + 2 from pers. lv.; addtl from sic

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**: Exists
- **SABBATICAL**: Yes

### OTHER LEAVES
### Bellevue 2014-2015

#### WORKING CONDITIONS
- Contract Days: 188
- FTE Teachers: 778.3
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 6.5
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 5

#### SALARY SCHEDULE
- Base: 32,700
- Index: 3 x 4
- Entry Level Step: 0
- Career Increments: Y
- Experience Allowed: 11
- Long: 3.75% basic salary after 20 yrs., all lanes
- Vertical Freeze: 87-88, 88-89, 09-10

### INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Option: 500D/3100D
- DENTAL
  - Carrier: BC/BS
  - Option: 4

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

### LEAVES
- SICK: 10
- DAYS/YEAR: 110
- Accum..depend.: yes
- Needed: yes

### OTHER DISTRICT POLICIES
- Negotiated/Policy: Y
- Exists: Y
- Minimum FTE: 0.5
- Voluntary Separation: Y
- YP
- Grievance: Y
- YP
- Sick Bank: N
- Commentary:

### PART-TIME BENEFITS
- Cafeteria Plan
- IRS 125: Y

### SABBATICAL
- No

### SEVERANCE PAY
- Y

#### OTHER LEAVES:
- Class Periods/Day: 7
- Contract Days: 188
- FTE Teachers: 778.3
- Base: 32,700
- Index: 3 x 4
- Entry Level Step: 0
- Career Increments: Y
- Experience Allowed: 11
- Long: 3.75% basic salary after 20 yrs., all lanes
- Vertical Freeze: 87-88, 88-89, 09-10

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### Vertical Freeze
- 87-88, 88-89, 09-10
### Working Conditions
- Contract Days: 186
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.12
- Length of Student Day: 6.75
- Planning Time: 99
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 32,600
- Starting Salary: 32,600
- Entry Level Step: 3
- Career Increments: Y
- Experience Allowed: 10
- New hires stay on stp 3 until eligible for movement by exp
- Vertical Freeze: Rollback: 85-86

### Insurance
- **Type**
  - HEALTH
  - DENTAL
  - PPO:
  - LIFE
  - LTD
- **Option**
  - BC/BS
  - BC/BS
  - BC/BS
  - Guardian
  - Principal
- **Amount Paid by District**
  - Individ. :
  - Child :
  - Spouse :
- **Couple - Benefits**
  - Individ.
  - Depend.
- **Options**
  - IRS 125
  - Flex Accounts
- **Cafeteria Plan**
  - Premiums
  - Minimum FTE: 0.5
- **Type Carrier**
  - Health:
  - Dental:
  - Life:
  - LTD:
  - Non-Participant:
  - Cafeteria:

### Leave
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - OTHER LEAVES:
  - SEVERANCE PAY:

### Other District Policies
- **Type**
  - Sick
  - Other
- **Accum. Days/Year**
  - 9
  - 50
  - Yes
- **Use**
  - Yes
  - Yes
  - Unl.
  - Yes
  - Yes
- **Needed**
  - Yes
  - Yes
  - Yes
  - N
  - N
- **Approval**
  - Yes
  - Yes
  - Immed.
  - Family
  - Other

### Bennington Salary Schedule

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## Work Conditions
- **Contract Days:** 183
- **FTE Teachers:**
  - 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
- **Length of Teacher Day:** 7.75
- **Length of Student Day:** 7.66
- **Normal Teaching Load:** 6
- **Multi-year Contract:**

## Salary Schedule
- **Base:** 31,150
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 31,150
  - JH/MS: 31,150
  - ELEM: 31,150
- **Career Increments:** N
- **Experience Allowed:** all(D)
- **Entry Level Step:** 1

## Insurane
- **HEALTH**
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District: 500.31
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 24.84
- **Life**
  - Carrier: Guardian
  - Option: Principal Life
  - Amount Paid by District: .0039

## Leaves
- **Sick**
  - Days/Year: 9, 7
  - Accum. Days: 40
  - Depend. Use: yes
  - Approval Needed: yes
- **Personal**
  - Days/Year: 2
  - Approval Needed: no
  - Accum. to 3
  - Other Info: 9 days 1st yr, 7 days thereafter
- **Bereavement**
  - Days/Year: 5
  - Approval Needed: yes
  - Other Info: see sick lv
- **Professional**
  - Days/Year: 5
  - Approval Needed: yes
  - Other Info: see prof lv
- **Adoption**
  - Days/Year: 5
  - Approval Needed: yes
  - Other Info: see sick lv

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

## Other District Policies
- **Negotiated/Policy:**
  - Exists:
  - Voluntary Separation: N
  - Grievance:
    - Y
    - N
  - Sick Bank:
    - Y
    - N

## Sabbatical
- **Negotiated/Policy:**
  - Exist:
  - Voluntary Separation: N
  - Grievance:
    - Y
    - N
  - Sick Bank:
    - Y
    - N

## Other Leaves
- **Negotiated/Policy:**
  - Exist:
  - Voluntary Separation: N
  - Grievance:
    - Y
    - N
  - Sick Bank:
    - Y
    - N

## Bertrand

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## Part-time Benefits
- **Minimum FTE:**
- **Contribution:** fte

## Benefits
- **Cafeteria Plan:**
  - Options:
    - IRS 125: Y
    - Flex Accounts:
      - Deductible Reimbursement
- **Part-time Benefits:**
  - Minimum FTE:
  - Contribution: fte
## WORKING CONDITIONS
- **Contract Days:** 187
- **FTE Teachers:** 177
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 85
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3

## SALARY SCHEDULE
- **Base:** 33,000
- **Index:** 4 x 5
- **Starting Salary:** 35,640
- **Career Increments:** N
- **Experience Allowed:** 10(TS)
- **10-11, 11-12:** 1/2 step vertical movement
- **Vertical Freeze:** 85-86, 88-89
- **Rollback:**

### Class Periods/Day
- **HS:** 3
- **JH/MS:** 6
- **ELEM:** 7

### Contract Days
- **187**

### Salary Schedule

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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

## INSURANCE

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

## LEAVES

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

### SEVERANCE PAY
- Emergency-2 accum. to 4

## OTHER DISTRICT POLICIES

### Other Leaves
- Emergency-2 accum. to 4
## 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: 7 7
- Normal Teaching Load: 77
- Vertical Freeze: 86-87
- Rollback: 86-87 (Last 2)
- Indiv. Negot. after frozen on MA+18 for 2 yrs
- Career Increases: N
- Experience Allowed: all

## SALARY SCHEDULE
- Base: 32,000
- Index: 4 x 4
- Starting Salary:
- Entry Level Step: 1

### Multi-year Contract:
- Length of Teacher Day: 888
- Length of Student Day: 7.25 7.2
- Normal Teaching Load: 77

## INSURANCE
- Type Carrier
  - HEALTH BC/BS 1250D
  - DENTAL BC/BS 2
  - PPO: COMMENTS:
  - LIFE
  - LTD
  - NON-PARTICIPANT

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

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

## LEAVES
- Type Days/Year
  - SICK 7 45
  - OTHER
  - PERSONAL 3
  - BEREAVEMENT see sick lv.
  - PROFESSIONAL 1
  - ADOPTION
  - ASSOCIATION

### Cafeteria Plan
- Cafeteria Plan
  - Individual
  - Depend.

### Cafeteria Plan
- Amount Paid by District
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- Cafeteria Plan
  - Couple - Benefits
  - 24.84

## OTHER DISTRICT POLICIES
- Negotiated/Policy
  - Existe
  - Non-Participate
- Sick Bank: Y
- Voluntary Separation: N
- Grievance: Y

## SABBATICAL:
- No

## SEVERANCE PAY:
- Y

### OTHER LEAVES:

### Salary Schedule Table
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2014-2015
Blue Hill

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 30
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: 32,550
Entry Level Step: 1
Starting Salary: Career Increments: N
Experience Allowed: 17

INDEX: 4 x 4
VERTICAL FREEZE:

Cafeteria Plan
Options:
Individ. Depend.
Options:
IRS 125: Y
Flex Accounts: Y
Leaves

INSURANCE
Type Carrier Option Amount Paid by District
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D 500.31 925.59 1050.66 1410.77
DENTAL BC/BS 2 24.84 24.84 24.84 24.84
LIFE Guardian 7.00 Deductible Reimbursement
LTD Madison Nat’l .0042(+Bthru sal)

NON-PARTICIPANT

PLANNING TIME: 50
LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 8 40 yes
Other Info: $50/day unused
PERSONAL 4 yes
BEREAVEMENT from personal lv.
PROFESSIONAL 1 yes
GRIEVANCE:
A Do portion
ASSOCIATION
SABBATICAL: No
SEVERANCE PAY:
OTHER DISTRICT POLICIES
Negotiated/Policy
Exists

OTHER LEAVES:

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Stipend

PPO: Exists
Negotiated/
Policy

Voluntary Separation: N
Grievance: Y P
Sick Bank: N

Contract Days: 185
Starting Salary: 32,550
FTE Teachers: 30
### Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 7.5, 7.5, 7.5
- Length of Student Day: 6.9, 6.4, 6.7
- Planning Time: 50, 42, 50
- Class Periods/Day: 8, 8
- Normal Teaching Load: 7, 7

### Salary Schedule
- Base: 32,100
- Index: 4 x 5
- Starting Salary: 32,100
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: (D)
- 00-01 BA45/MA9 to MA9 only - BA45s grandfathered
- Vertical Freeze: 88/89
- Rollback:

### Insurance
- **Type**
  - HEALTH
    - Carrier: BC/BS
    - Option: 750D/3100D
    - Amount Paid by District: 500.31, 925.59, 1050.66, 1410.77
  - DENTAL
    - Carrier: BC/BS
    - Option: 2
    - Amount Paid by District: 24.84, 24.84, 24.84, 24.84
  - Life
  - LTD
- Non-Participant

### Leaves
- **Type**
  - SICK
    - Days/Year: 10
    - Accum. Use: 45
    - Approval Needed: yes
- **Other Info**
  - PERSONAL: 2
  - Bereavement: 15
  - Professional: 2
  - Adoption: yes

### Other District Policies
- **Negotiated/Policy**
  - **Exists**
    - Voluntary Separation: N
    - Grievance: Y N
    - Sick Bank: Y N
- **Part-Time Benefits**
  - Minimum FTE: 0.5
  - Contribution: fte

### Cafeteria Plan
- **Option**
  - Individ. Depend.
  - Options: IRS 125: Y
  - Flex Accounts: Y
  - Part-Time Benefits
  - Minimum FTE: 0.5
  - Contribution: fte

### Step/BA/MA Schedule

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

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**Note:** The table represents a snippet of the salary schedule and benefits for Boone Central School District for the 2014-2015 academic year. The details include contractual terms, working conditions, salary structure, health benefits, leaves and absences, and other policies. The table also provides a salary schedule with steps and BA/MA increments, along with specific conditions and calculations for different categories of benefits and contributions.
**WORKING CONDITIONS**

- Contract Days: 176
- FTE Teachers: 21.25
- HS: 8.33
- JH/MS: 8.33
- ELEM: 8.33
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 54
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 31,600
- Career Increments: N
- Experience Allowed: 8
- Vertical Freeze: Rollback: 93-94
- Multi-year Contract:
- Index: 4 x 4
- Entry Level Step: up to 2

**INSURANCE**

- **HEALTH**
  - Carrier: BC/BS 750D
  - Option: 5
  - Amount Paid by District:
    - H/A-Dent: 526.64
    - Individ.: 974.31
    - EE/Child: 1105.96
    - EE/Spouse: 1485.02
  - Couple - Benefits:
    - EE/Sp/Child: 51.17
  - Cafeteria Plan:
    - Individ.: 250
  - Options:
    - Deductible Reimbursement: 250/500

- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Deductible Reimbursement: 250/500

- **LIFE**
  - Volunteer Separation: Y
  - Grievance: Y
  - Sick Bank: Y

- **LTD**
  - Principal
  - Non-Participant: 250 Annuity

**LEAVES**

- **SICK**
  - Days/Year: 10
  - Accum. Depend. use: 45
  - Approval Needed: yes
  - Other:
  - Other Info: sub avail., $35/day unused

**LEAVES: OTHER DISTRICT POLICIES**

- **Negotiated/Policy**
  - **Existing**
    - Sick Leave: Y
    - Personal Leave: Y
    - Bereavement: Y
    - Professional Leave: Y
    - Adoption: Y
    - Sabbatical: Y
    - Parental: Y
    - Other: Y

**OTHER LEAVES**

- **SEVERANCE PAY**

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**BRADY**

- **2014-2015**
- **1.1**
## Bridgeport

### WORKING CONDITIONS
- Contract Days: 184
- 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: 33,350
- Starting Salary: 33,350
- Career Increments: N
- Experience Allowed: 5
- Length of Teacher Day: 888
- Length of Student Day: 7.5

### Vertical Freeze: 86-87

### Rollback: Multi-year Contract:
- Length of Teacher Day: 888
- Length of Student Day: 7.5

### Working Conditions

#### Planning Time:
- Vertical Freeze: 86-87

#### Normal Teaching Load:
- Multi-year Contract:

### Index: 4.5 x 4.5
- Experience Allowed: 5

### SAFETY ALLOWED:
- Career Increments: N

### VERTICAL FREEZE:
- 86-87

### ROLLBACK:
- Multi-year Contract:

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

#### HEALTH
- BC/BS: 750D/1600D
- DEDUCTIBLE REIMBURSEMENT

#### DENTAL
- BC/BS: 3
- DEDUCTIBLE REIMBURSEMENT

#### LTD
- Principal: 1140 fringe benefit

#### NON-PARTICIPANT
- $1140 fringe benefit

### WORKING CONDITIONS

#### LEAVES
- Type: Days/Year
- Accum.:
- Approval:
- Other
- SICK
  - 10
  - 60
  - yes

#### PERSONAL
- 3
- yes

#### BEREAVEMENT
- 5
- per occur.-immed. fam.

#### PROFESSIONAL
- 5
- yes

#### ADOPTION
- FEMA

### Comments

#### OTHER DISTRICT POLICIES

### SEVERANCE PAY:
- N

### COMMENTS:

#### OTHER DISTRICT POLICIES

### SEVERANCE PAY:
- N

### Non-Teaching Time:
- Multi-year Contract:

### Working Conditions

#### Class Periods/Day:
- 8

### Normal Teaching Load:
- Multi-year Contract:

### BLAST:
- 1.35

###カフェテリアプラン

#### Cafeteria Plan
- Individ. Depend.
- 562.01 562.01

### PART-TIME BENEFITS

#### Minimum FTE:
- Contribution: fte

### WORKING CONDITIONS

#### Working Conditions

### Bridgeport

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## Broken Bow

### 2014-2015

#### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 80
- **Length of Teacher Day:** 8h 8h 8h
- **Length of Student Day:** 7.5h 7.5h 7.5h
- **Planning Time:** 50h 50h 50h
- **Class Periods/Day:** 8 8
- **Normal Teaching Load:** 7 7

#### SALARY SCHEDULE
- **Base:** 32,150
- **Starting Salary:** 32,150
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:** 87-88
- **Multi-year Contract:**

#### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - BC/BS
  - Madison Nat’l
- **Option**
  - Individ.
  - EE/Child
  - Employee
  - Sp or Dep.
  - Individ.
- **Amount Paid by District**
  - 500 31
  - 46.76
  - 0.64
- **Couple - Benefits**
  - Individ.
  - Depend.

#### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Sick leave:** 10 days can be used for anything
- **Personal:** from sick lv
- **Personal:** unli.
- **Approval Needed:** yes

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

#### OTHER LEAVES:

### Broken Bow

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**Insurance**

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<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
<th>Cafeteria Plan</th>
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</table>

**Injury/Disability**

- **PLANNING TIME:**
  - 50%
  - 50%
  - 50%

**Cafeteria Plan**

- **Type Carrier**
  - H/A-Dent: Madison Nat’l
  - EE/Child
  - Employee
  - Sp or Dep.
  - Individ.

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

**Parts Time Benefits**

- Minimum FTE: 0.4

- **Minimum FTE:**
  - 0.4

- **Maximum FTE:**
  - 0.8

- **Flexible Spending Accounts:**
  - Y

---

**Salary Schedule**

- **Step:** 1
- **Base:** 32,150
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 1
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:** 87-88
- **Multi-year Contract:**
### Working Conditions
- Contract Days: 184
- FTE Teachers: 28.25
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 65, 65, 40
- Class Periods/Day: 8
- Normal Teaching Load: 6, 6

### Salary Schedule
- Base: 33,320
- Starting Salary: 33,320
- Career Increments: Yes

### Insurace
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### Cafeteria Plan
- Individ.
- Depend.

### Leaves
- SICK: 10, 50, Yes
- PERSONAL: 2, Yes, $30/day
- BEREAVEMENT: from sick lv
- PROFESSIONAL: 2, Yes, more w/ approval
- ADOPTION: from sick lv
- ASSOCIATION

### Specific Policies
- Sabbatical: Yes
- Severance Pay: Y

### Salary Schedule Details
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<th>BA + 9 34,653</th>
<th>BA + 18 35,986</th>
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### Part-Time Benefits
- Minimum FTE: 0.5

---

**Note:** The above table represents the detailed salary schedule for Bruning-Davenport for the years 2014-2015. The table includes various benefits and conditions such as insurance options, leaves, and other district policies. The specific details provided in the table are for informational purposes and may not reflect the exact figures or conditions due to the nature of the content provided.
**Working Conditions**

- Contract Days: 184
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7:45
- Planning Time: 94
- Class Periods/Day: 4
- Normal Teaching Load: 4

**Salary Schedule**

- Base: 31,650
- Index: 4
- Entry Level Step: 1

**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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**Leaves**

- Sick: 10 days for dependent use
- Personal: 2 days
- Bereavement: 10 days
- Professional: 2 days
- Adoption: N

**Other leaves: SABBATICAL: No**

**Severance Pay:**

**Other District Policies**

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</table>

**Salary Schedule Table**

| Step | BA     | BA+9   | BA+18  | BA+27  | BA+36  | BA+45  | MA     | MA+9   | MA+18  | MA+27  |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1    | 31,650 | 33,233 | 34,815 | 36,388 | 37,980 | 37,980 | 37,980 | 39,563 | 41,145 | 42,728 |
| 2    | 32,916 | 34,999 | 36,681 | 38,364 | 39,960 | 39,960 | 39,960 | 41,547 | 43,129 | 44,712 |
| 3    | 34,182 | 35,765 | 37,347 | 38,930 | 40,512 | 40,512 | 40,512 | 42,095 | 43,677 | 45,260 |
| 4    | 35,448 | 37,031 | 38,613 | 40,196 | 41,778 | 41,778 | 41,778 | 43,363 | 44,943 | 46,526 |
| 5    | 36,714 | 38,301 | 39,879 | 41,462 | 43,044 | 43,044 | 43,044 | 44,621 | 46,209 | 47,792 |
| 6    | 37,980 | 39,563 | 41,145 | 42,728 | 44,310 | 44,310 | 44,310 | 45,893 | 47,475 | 49,058 |
| 7    | 40,829 | 42,411 | 43,994 | 45,576 | 47,159 | 47,159 | 47,159 | 48,741 | 50,324 | 51,909 |
| 8    | 43,677 | 45,260 | 46,842 | 48,424 | 48,424 | 48,424 | 48,424 | 50,007 | 51,590 | 53,171 |
| 9    | 46,526 | 48,108 | 49,691 | 51,273 | 52,856 | 52,856 | 52,856 | 54,438 | 55,017 | 56,598 |
| 10   | 47,792 | 49,374 | 49,957 | 51,539 | 53,122 | 53,122 | 53,122 | 54,708 | 56,290 | 57,871 |
| 11   | 50,640 | 52,223 | 53,805 | 55,388 | 56,969 | 56,969 | 56,969 | 58,550 | 59,171 | 60,752 |
| 12   | 51,905 | 53,486 | 55,071 | 56,654 | 58,235 | 58,235 | 58,235 | 59,817 | 60,408 | 61,990 |
| 13   | 53,172 | 54,753 | 56,333 | 57,920 | 59,501 | 59,501 | 59,501 | 61,083 | 61,673 | 63,265 |
| 14   | 54,438 | 56,021 | 57,603 | 59,196 | 60,780 | 60,780 | 60,780 | 62,365 | 62,954 | 64,542 |
| 15   | 58,869 | 60,452 | 62,040 | 63,630 | 65,220 | 65,220 | 65,220 | 66,809 | 68,400 | 69,991 |
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 30,900
- Starting Salary: 30,900
- Career Increments: N
- Experience Allowed: all
- after 30 yrs in system, $3000 incentive bonus

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<th>Year</th>
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**INSURANCE**

- HEALTH: BC/BS
  - Carrier: Fort Dearborn
  - Option: 750D
  - Individ.: 500.31
  - EE/Child: 925.59
  - EE/Spouse: 1050.66
  - EE/Sp/Child: 1410.77
  - Ind Dental:
  - Options:
  - IRS 125:
  - Comments: Deductible Reimbursement

- DENTAL: BC/BS
  - Option: 2
  - Individ.: 24.84
  - EE/Child: 24.84
  - EE/Spouse: 24.84
  - EE/Sp/Child: 24.84

- LTD
  - Carrier: Fort Dearborn
  - Option: .0086

- NON-PARTICIPANT

**LEAVES**

- SICK: 6 days, 30 days
  - Details: Carryover 8 days sick/PTO per yr

- PERSONAL: 6 days
  - Details: PTO Days

- BEREAVEMENT: 3 days
  - Details: w/approval

- PROFESSIONAL: 2 days
  - Details: acc. to 3; expenses to $150

- ASSOCIATION: by request

**OTHER DISTRICT POLICIES**

- SEVERANCE PAY:

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**Cafeteria Plan**

- INDIVIDUAL: Depend.

**LEAVES**

- **SICK:** 6 days, 30 days
  - Details: Carryover 8 days sick/PTO per yr

- **PERSONAL:** 6 days
  - Details: PTO Days

- **BEREAVEMENT:** 3 days
  - Details: w/approval

- **PROFESSIONAL:** 2 days
  - Details: acc. to 3; expenses to $150

- **ASSOCIATION:** by request

**OTHER DISTRICT POLICIES**

- **SEVERANCE PAY:**

**Cafeteria Plan**

- **INDIVIDUAL:** Depend.

**LEAVES**

- **SICK:** 6 days, 30 days
  - Details: Carryover 8 days sick/PTO per yr

- **PERSONAL:** 6 days
  - Details: PTO Days

- **BEREAVEMENT:** 3 days
  - Details: w/approval

- **PROFESSIONAL:** 2 days
  - Details: acc. to 3; expenses to $150

- **ASSOCIATION:** by request

**OTHER DISTRICT POLICIES**

- **SEVERANCE PAY:**

**Cafeteria Plan**

- **INDIVIDUAL:** Depend.
WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 7
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 52
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 32,250
- Index: 4 x 4
- Starting Salary: 32,250
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 86-87
- Rollback: 14-15, 15-16

INSURANCE
- HEALTH: BC/BS
- Carrier: 950D
- H/A-Dent: 483.44
- Individ.: 894.40
- EE/Child: 1015.24
- Sp or Dep. Dental: 1363.20
- Life: 0.66
- LTD: 0.00
- Dental: 0.00
- IRS 125: Y
- Minimum FTE: 0.5

Cafeteria Plan Options:
- Individual
- Family
- Flex Accounts: Y

LEAVES
- SICK: 10
- Other Info: 60
- PERSONAL: 2
- BEREAVEMENT: sick lv
- PROFESSIONAL: adm. disc.
- ADOPTION: yes
- OTHER LEAVES: Emergency
- SEVERANCE PAY:

OTHER DISTRICT POLICIES
- Exists
- Negotiated/P
- Policy
- Voluntary Separation: Y
- Sick Bank: N
- Grievance: Y

CAMBRIDGE
- 2014-2015
- 1.1
### Cedar Bluffs

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 
  - HS: 
  - JH/MS: 
  - ELEM: 
- 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: 50
  - JH/MS: 50
  - ELEM: 40
- Class Periods/Day: 
  - HS: 8
  - JH/MS: 8
  - ELEM: Rollback
- Normal Teaching Load: 
  - HS: 7
  - JH/MS: 7
  - ELEM: Multi-year Contract

**SALARY SCHEDULE**
- Base: 32,300
- Starting Salary: 32,300
- Career Increments: N
- Experience Allowed: all

**INQUIRY**
- Index: 4 x 4

**INSURANCE**
- HEALTH: 750D, BC/BS, 500.31, 925.59, 1050.66, 1410.77
- DENTAL: BC/BS, 2, 24.84, 24.84, 24.84, 24.84
- PPO: COMMENTS:
  - HEALTH: Individ. EE/Child EE/Spouse EE/Sp/Child

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

**LEAVES**
- SICK: 10, 40, yes
  - Other Info: $75/day for unused
- PERSONAL: 4, yes
  - $75/day for unused
- BEREAVEMENT: Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: Y

**LEAVES: SEVERANCE PAY**
- SEVERANCE PAY: Yes

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

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 48
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 33,100
- **Index:** 4 x 5
- **Starting Salary:**
  - HS: 33,100
  - JH/MS: 36,410
  - ELEM: 39,720
- **Career Increments:** N
- **Experience Allowed:** (D)
- **Entry Level Step:** 1
- **Vertical Freeze:** 86-87 Also Horiz.
- **Rollback:**

### INSURANCE
- **HEALTH**
  - Type: BC/BS
  - Carrier: 500D
  - Option: 1.00
  - Amount Paid by District: 527.66
  - Contribution: 1.00
  - Deductible Reimbursement: 24.84
- **DENTAL**
  - Type: BC/BS
  - Carrier: 2
  - Option: 24.84
  - Amount Paid by District: 24.84
  - Contribution: 24.84
  - Deductible Reimbursement: 24.84
- **LIFE**
  - Type: School Ins.
  - Option: 0.0029 (thru sal)
  - Contributions: Individ. EE/Child EE/Spouse EE/Sp/Child

### Leaves
- **SICK:**
  - Days/Year: 10
  - Accum.: 50
  - Depend.: yes
  - Approval: yes
  - Other Info: six or less used-one day reimb. @ sub rate in July
- **PERSONAL:**
  - Days/Year: 2
  - Accum.: yes
  - Depend.: sub rate/ea day unused
  - Approval: yes
  - Other Info: exp can be reimb.
- **BEREAVEMENT:**
  - Days/Year: adm. disc.
  - Accum.: Voluntary Separation: Y
  - Depend.: P
  - Approval: Grievance: Y
  - Other Info: Sick Bank: N
- **PROFESSIONAL:**
  - Days/Year: adm. disc.
  - Accum.: SIX or LESS
  - Depend.: Exp can be reimb.
  - Approval: Yes

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

### Cafeteria Plan
- **FTE Teachers:**
  - Starting Salary:
    - Step BA: 33,100
    - Step BA+9: 36,410
    - Step BA+18: 39,720
    - Step BA+27: 41,375
    - Step BA+36: 43,030
  - Contribution:
    - Step BA: 1.04
    - Step BA+9: 1.09
    - Step BA+18: 1.14
    - Step BA+27: 1.19
    - Step BA+36: 1.24

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

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

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 1.13
  - JH/MS: 1.13
  - ELEM: 1.13
- **Length of Teacher Day:** 8:00 AM - 3:30 PM
- **Length of Student Day:** 7:50 AM - 1:25 PM
- **Planning Time:** 10:00 - 10:30 AM
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 14-15, 15-16

### Salary Schedule
- **Base:** $31,850
- **Index:** 5 x 4
- **Starting Salary:** $31,850
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Entry Level Step:** 1
- **Vertical Freeze:** 85-86, 87-88
- **Rollback:** 87-88 Last Step

### Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Option: 750D/3100D
  - Deductible Reimbursement
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Individ. EE/Child: $2,484
  - EE/Spouse EE/Sp/Child: $2,484
- **LTD**
  - Carrier: Madison Ntl.
  - Option: .0053

### Leaves
- **PERSONAL:**
  - Days/Year: 60
  - Other Info: Sev.-after 10 yrs, 1/3 daily rate for unused days
- **BEREAVEMENT:**
  - Days/Year: 2, 3
  - Other Info: adm approval
- **PROFESSIONAL:**
  - Days/Year: 1
  - Other Info: Yes
- **ADOPTION:**
  - Days/Year: as needed

### Cafeteria Plan
- **Individ.:** $27.30
- **Depend.:** $45.20
- **Comments:**
  - IRS 125: Y
  - Flex Accounts: N
  - Contribution: fte

### Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
    - **SICK:**
      - Days/Year: 10
      - Approval: Needed
      - Other Info: Sev.-after 10 yrs, 1/3 daily rate for unused days
    - **PERSONAL:**
      - Days/Year: 2, 3
      - Approval: Needed
      - Other Info: 2: 1st 5 yrs; 3: after 6 yrs
    - **GRIEVANCE:**
      - Days/Year: 1
      - Approval: Needed
      - Other Info: Y P
    - **SICK BANk:**
      - Days/Year: N
      - Approval: Needed
      - Other Info: Y N
  - **Voluntary Separation:**
    - Days/Year: Y
    - Approval: Needed
    - Other Info: Y

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

### Central City
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 1.13
  - JH/MS: 1.13
  - ELEM: 1.13
- **Length of Teacher Day:** 8:00 AM - 3:30 PM
- **Length of Student Day:** 7:50 AM - 1:25 PM
- **Planning Time:** 10:00 - 10:30 AM
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 14-15, 15-16
- **Starting Salary:** $31,850
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Entry Level Step:** 1
- **Vertical Freeze:** 85-86, 87-88
- **Rollback:** 87-88 Last Step

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### Notes
- **2014-2015 Grandfathered BA stp 8, BA9 stp 9 & MA+36 stp 17**
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 21.48
- **Length of Teacher Day:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Student Day:**
  - HS: 7
  - JH/MS: 7
  - ELEM: 7
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 31,300
- **Starting Salary:** 31,300
- **Career Increments:** N
- **Experience Allowed:** 5
- **Index:** 4 x 5
- **Entry Level Step:** 1
- **Vertical Freeze:**
- **Rollback:**

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

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

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
- **Exists**
- **Voluntary Separation:** Y
- **Grievance:** Y
- **Sick Bank:** N

### SABBATICAL:
- **SEVERANCE PAY:**
- **OTHER LEAVES:**
  - **Emergency - 2 days**

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers:
  - HS: 32,400
  - JH/MS: 34,020
  - ELEM: 33,696
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.25 hours
- Planning Time: 45 days
- Class Periods/Day: 8 periods
- Normal Teaching Load: 7 classes

### SALARY SCHEDULE
- Base: 32,400
- Index: 4 x 5
- Starting Salary: 0
- Career Increments: N
- Experience Allowed: 2 yrs exp on schedule for military service
- Vertical Freeze: 90-91
- Rollback:
  - Multi-year Contract:
    - Length of Teacher Day: 888
    - Length of Student Day: 7.25
    - Normal Teaching Load: 7

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### OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- Sick Bank: N
- Grievance: Y
- Voluntary Separation: Y
- EEO: sub rate/day

### SABBATICAL
- Yes

### SEVERANCE PAY

### OTHER LEAVES:

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12-13: Shaded areas grandfathered
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 20
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.15
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

**SALARY SCHEDULE**

- Base: 32,300
- Index: 4.5 x 4.5
- Starting Salary: 32,300
- 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

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**LEAVES**

- **Type**: Days/Year Accum. Depend. Approval Needed Other
- SICK: 10 50 yes
- PERSONAL: see sick lv.
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: see sick lv.
- ADOPTION: see sick lv.
- ASSOCIATION: see prof lv.

**OTHER DISTRICT POLICIES**

- **Negotiated/Policy**: Exists
- **SABBATICAL**: SEVERANCE PAY: Yes
- **OTHER LEAVES**: Community Service-35 divid. betw. staff

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09-10 vertical index from 4.25 to 4.5; 06-07 longevity eliminated; BA is at step 5 & MA 27 is step 15
### Working Conditions
- Contract Days: 184
- FTE Teachers: 18.5
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 14-15, 15-16

### Salary Schedule
- Base: 31,250
- Starting Salary: 31,250
- Career Increments: N
- Experience Allowed: 5(D)
- Entry Level Step: 0
- Index: 4 x 4
- Index: 4 x 4

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

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### Other District Policies
- Negotiated/Policy: Exists
- Sick Bank: Y
- Grievance: N

### Sabbatical
- No

### Severance Pay

### Other Leaves:

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## WORKING CONDITIONS
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 46
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 77

## SALARY SCHEDULE
- **Base:** 32,600
- **Index:** 4.5 x 4.5
- **Starting Salary:** 32,600
- **Career Increments:** N
- **Experience Allowed:** 5

### Vertical Freeze:
- **Rollback:**
- **Multi-year Contract:**

### WORKING CONDITIONS SALARY SCHEDULE
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 0
- **Normal Teaching Load:** 77
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 46
- **Class Periods/Day:** 8
- **Entry Level Step:** 0

## INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 950D
  - Amount Paid by District: 483.44
  - Ind or family
  - Deductible Reimbursement: 450/900
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 24.84
  - Ind or family
  - Deductible Reimbursement: 450/900
- **LIFE**
  - Carrier: Madison Nat'l
  - Option: .0027

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

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

### LEAVES
- ** type **
- **days/year**
- ** Accum. Use **
- ** Approval needed **
- ** Other

### OTHER LEAVES:

### OTHER DISTRICT POLICIES

### CHASE COUNTY SCHOOLS

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

### SEVERANCE PAY:

### SABBATICAL:

### OTHER DISTRICT POLICIES

### Negotiated/Policy
- **Exists**
- **Non-Participating:**
- **Voluntary Separation:**
- **Grievance:**
- **Sick Bank:**
### Working Conditions

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

### Salary Schedule

- **Base:** 32,100
- **Starting Salary:** 32,100
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 10
- **Stipend:** $1500 may be offered to new hires
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Insurance

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### Cafeteria Plan

- **Individ.**
- **Depend.**

### Part-Time Benefits

- Minimum FTE: 1
- Contribution:

### CLARKSON

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### Comments

- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Starting Salary:** 32,100
- **FTE Teachers:** 25
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Normal Teaching Load:** 7
- **Planning Time:** 50
- **Index:** 4 x 4
- **Career Increments:** N
- **Experience Allowed:** 10
- **Stipend:** $1500 may be offered to new hires
- **Stipend:**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
WORKING CONDITIONS
Contract Days: 186
FTE Teachers: 20
Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 50
Class Periods/Day: 8
Normal Teaching Load: 7

INDEX: 4 x 4
Experience Allowed: (D)
Career Increments: N
Vertical Freeze: 90-91
Rollback:

Multi-year Contract:
Length of Teacher Day: 888
Length of Student Day: 7.5 7.5 8
Normal Teaching Load: 7 7

INSURANCE
Type | Carrier | Option | Amount Paid by District
--- | --- | --- | ---
HEALTH | BC/BS | 750D | 500.31
DENTAL | BC/BS | 2 | 24.84
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 | Depend. | Approval | Other
--- | --- | --- | --- | ---
SICK | 10 | 30 | yes
PERSONAL | PTO | yes
BEREAVEMENT | PTO | yes
PROFESSIONAL | 3 | yes
ADOPTION | 30 |
ASSOCIATION |

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

SABBATICAL: No
SEVERANCE PAY: 

OTHER LEAVES:

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CODY-KILGORE

4 x 4
Experience Allowed: (D)
Career Increments: N
Vertical Freeze: 90-91
Rollback:

Multi-year Contract:
Length of Teacher Day: 888
Length of Student Day: 7.5 7.5 8
Normal Teaching Load: 7 7

INSURANCE
Type | Carrier | Option | Amount Paid by District
--- | --- | --- | ---
HEALTH | BC/BS | 750D | 500.31
DENTAL | BC/BS | 2 | 24.84
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 | Depend. | Approval | Other
--- | --- | --- | --- | ---
SICK | 10 | 30 | yes
PERSONAL | PTO | yes
BEREAVEMENT | PTO | yes
PROFESSIONAL | 3 | yes
ADOPTION | 30 |
ASSOCIATION |

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

SABBATICAL: No
SEVERANCE PAY: 

OTHER LEAVES:

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## WORKING CONDITIONS

- **Contract Days:** 188
- **FTE Teachers:** (HS: 35,000, JH/MS: 18, ELEM: 30)
- **Length of Teacher Day:** 8:30
- **Length of Student Day:** 7:50
- **Planning Time:** 44:00
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 5

## SALARY SCHEDULE

- **Base:** 35,000
- **Starting Salary:** 35,000
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Vertical Freeze:** 87-88
- **Rollback:** 85-86 (2 Steps)

## INSURANCE

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## LEAVES

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## OTHER DISTRICT POLICIES

- **Negotiated Policy:**
  - **Exists:**
  - **Berea Leave:**
  - **Sick Leave:**
  - **Personal:**
  - **Sabbatical:** Yes
  - **Sick Leave:**
  - **Voluntary Separation:**
  - **Grievance:**
  - **Sick Leave:**
  - **Partial Leave:**

## SALARY SCHEDULE

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## Movement to MA+54 not available after 97-98 contract year
### Working Conditions
- **Contract Days:** 164
- **FTE Teachers:** 58
- **Length of Teacher Day:** 9
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Length of Student Day:** 8.75
- **Normal Full Time Equivalent (FTE) Teachers:** 58
- **Starting Salary:** $32,700
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** 10
- **Career Increments:** Y
- **Multi-year Contract:** 14-15, 15-16
- **Index:** 3.13
- **Date:** 3/19/2015

### Salary Schedule

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### Insurance
- **HEALTH Carrier:** BC/BS
- **DENTAL Carrier:** BC/BS
- **PPO:** 2
- **Life Carrier:** Principal

### Cafeteria Plan
- **Couple - Benefits:**
  - Individ.
  - Depend.

### Leaves
- **Sick:**
  - Days/Year: 12
  - Accum.: 50
  - Approval: yes

### Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
    - Sick Bank: N
    - Voluntary Separation: Y
    - Grievance: Y
  - **Unions:**
    - Personal: 1
      - 1-year, 1-no
    - Professional: yes

### Sabbatical
- **Yes**

### Severance Pay

### Other Leaves

### Conestoga Salary Schedule

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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:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:** 7.75
- **Length of Student Day:** 6.25
- **Planning Time:** 95
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 7

### SALARY SCHEDULE

- **Base:** 32,450
- **Index:** 4.75 x 4.25
- **Starting Salary:**
  - HS
  - JH/MS
  - ELEM
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:** 86-87, 88-89(Adv)
- **Rollback:**
- **Multi-year Contract:**

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### LEAVES

- **SICK:**
  - Days/Year: 10
  - Accum.: 45
  - Approval: yes
  - Other Info: Borrow up to 10 days from future accum. leave
- **PERSONAL:**
  - Days/Year: 2
  - Accum.: 12
- **BEREAVEMENT:**
  - Days/Year: 3-5
  - Accum.: 5
- **PROFESSIONAL:**
  - Days/Year: 2
  - Accum.: 12
- **ADOPTION:**
  - Days/Year: 2
  - Accum.: 12
- **ASSOCIATION:**
  - Days/Year: 2
  - Accum.: 12

### OTHER DISTRICT POLICIES

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

### WORKING CONDITIONS Table

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WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 25.6
- Length of Teacher Day: 8.42
- Length of Student Day: 7.5
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

INDEX
- Index: 4.5 x 4.5
- Experience Allowed: 5

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

LENDS
- HEALTH: BC/BS, 500D
- DENTAL: BC/BS, 2
- PPO: 10% BC/BS surcharge

LEAVES
- SICK: 10
- PERSONAL: 3
- BEREAVEMENT: 5
- PROFESSIONAL: See sick lv.
- ADOPTION: See sick lv.
- ASSOCIATION: 4

OTHER DISTRICT POLICIES
- Severance Pay: Y

SALARY SCHEDULE
- Base: 31,388
- Entry Level Step: 1
- Career Increments: N

LEAVES
- Depend.
- Approval
- Needed
- Other

Step | BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9
--- | --- | --- | --- | --- | --- | --- | ---
1   | 31,388 | 32,800 | 34,213 | 35,625 | 36,332 | 37,038 | 38,450
    | 1.00   | 1.045 | 1.09   | 1.135  | 1.1575 | 1.18  | 1.225
2   | 32,800 | 34,213 | 35,625 | 37,038 | 37,744 | 38,450 | 39,863
    | 1.045  | 1.09   | 1.135  | 1.18   | 1.2025 | 1.225 | 1.27
3   | 34,213 | 35,625 | 37,038 | 38,450 | 39,157 | 39,863 | 41,275
    | 1.09   | 1.135  | 1.18   | 1.225  | 1.2475 | 1.27  | 1.315
4   | 35,625 | 37,038 | 38,450 | 39,863 | 40,569 | 41,275 | 42,688
    | 1.135  | 1.18   | 1.225  | 1.27   | 1.2925 | 1.315 | 1.36
5   | 37,038 | 38,450 | 39,863 | 41,275 | 41,981 | 42,688 | 44,100
    | 1.18   | 1.225  | 1.27   | 1.315  | 1.3375 | 1.36  | 1.405
6   | 38,450 | 39,863 | 41,275 | 42,688 | 44,394 | 44,100 | 45,513
    | 1.27   | 1.315  | 1.36   | 1.3825 | 1.405  | 1.45  | 1.45
7   | 41,275 | 42,688 | 44,100 | 44,806 | 45,513 | 46,225 | 46,925
    | 1.315  | 1.36   | 1.405  | 1.4725 | 1.495  | 1.54  | 1.495
8   | 44,100 | 45,513 | 46,219 | 46,925 | 48,338 | 48,100 | 48,338
    | 1.405  | 1.45   | 1.4725 | 1.495  | 1.54   | 1.45  | 1.54
9   | 45,513 | 46,925 | 47,631 | 48,338 | 49,750 | 51,162 | 51,162
    | 1.45   | 1.495  | 1.5175 | 1.54   | 1.588  | 1.63  | 1.675
10  | 48,338 | 49,750 | 51,162 | 51,162 | 52,575 | 53,987 | 55,400
    | 1.54   | 1.585  | 1.6075 | 1.63   | 1.675  | 1.72  | 1.765
11  | 49,750 | 50,456 | 51,162 | 52,575 | 53,987 | 53,987 | 55,400
    | 1.585  | 1.6075 | 1.675  | 1.72   | 1.765  | 1.805 | 1.825
12  | 52,575 | 53,987 | 55,400 | 55,400 | 56,815 | 58,225 | 59,635
    | 1.6075 | 1.675  | 1.72   | 1.765  | 1.805  | 1.845 | 1.865
13  | 53,987 | 55,400 | 56,815 | 58,225 | 59,635 | 61,045 | 62,455
    | 1.675  | 1.72   | 1.765  | 1.805  | 1.845  | 1.885 | 1.905
### Working Conditions
- Contract Days: 185
- FTE Teachers: 26.5
- Length of Teacher Day: 8 hours per day
- Length of Student Day: 7.5 hours per day
- Planning Time: 49 minutes per day
- Class Periods/Day: 8 periods per day
- Normal Teaching Load: 7 periods per day

### Salary Schedule
- Base: $32,000
- Index: 4.5 x 4.5
- Starting Salary: $32,000
- Career Increments: N
- Experience Allowed: 5 (D)

### Insurancce
- Type: Carrier
  - HEALTH: BC/BS
    - Option 1: Indiv. EE/Child EE/Spouse EE/Sp/Child
    - Amount Paid by District: 27.30 or 45.20
- DENTAL: BC/BS
  - Option 1: Indiv. EE/Child EE/Sp/Child
  - Amount Paid by District: 24.84
- LIFE
  - Option 1: Individ.
  - Deductible Reimbursement

### Cafeteria Plan
- Type: Carrier
  - Option 1: Indiv.
  - Depend.

### Leaves
- Type: Days/Year
  - SICK: 10
  - PERSONAL: 3

### Other District Policies
- Negotiated/Policy
  - Exists
  - Voluntary Separation: Y N
  - Grievance: Y P
  - Sick Bank: Y N

### Sabbatical
- Comments: dt pays $60/yr LTD

### Severance Pay
- Comments: dt pays $60/yr LTD

### Working Conditions
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Creek Valley

### 2014-2015
- 1.13/19/2015

### Creek Valley

### 2014-2015
- 1.13/19/2015
## WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 4
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.75
- Planning Time: 50 minutes
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 4 x 4.5

## SALARY SCHEDULE

- Base: 32,100
- Starting Salary: 24.18
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: 7
- Rollback: 7
- Multi-year Contract: 4 x 4.5

### INSURANCE

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<th>Option</th>
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<th>Couple - Benefits</th>
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### LEAVES

- SICK: 10 days
- PERSONAL: 2 days
- BEREAVEMENT: 3 days
- PROFESSIONAL: 1 day
- ADOPTION: see sick lv.

### OTHER DISTRICT POLICIES

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### SEVERANCE PAY

- Sabbatical: Yes

### OTHER LEAVES:

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

- **Minimum FTE**: 0.5

- **CONTRIBUTION**: fte

## WORKING CONDITIONS Table

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</table>
WORKING CONDITIONS

Contract Days: 186
FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 6.42 6.75 6.68
Planning Time: 104 104 50
Class Periods/Day: 7 7
Normal Teaching Load: 6 6
Multi-year Contract: 

SALARY SCHEDULE

Base: 33,045
Index: 4.5 x 4.5
Starting Salary: 1105.96 1485.02
Career Increments: N
Entry Level Step: 1
Experience Allowed: all

Vertical Freeze:
Rollback:

ININSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D/3100D 526.64 974.31 Each spouse
DENTAL BC/BS 24.84 24.84 24.84 24.84
LIFE Fortis .0031 (thru sal)
LTD Individ. EE/Child EE/Sp/Child
NON-PARTICIPANT $516.67 in lieu

LEAVES

Type Days/Year Depend. Approval Other
SICK 10 300 yes
PERSONAL 2 yes Accum 10/ aft. 10 yrs. $25/unused day to 30
BEREAVEMENT 3 Add'l 5 w/appv.
PROFESSIONAL unl. yes Grievance: Y N
ADOPTION 6 wks can use sick lv.
ASSOCIATION unl.

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

08-09 BA36 column closed to new entrants
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:**
  - 7.15
  - 7.15
  - 7.33
- **Planning Time:**
  - 90
  - 90
  - 90
- **Class Periods/Day:**
  - 4
  - 4
- **Normal Teaching Load:**
  - 3
  - 3

### SALARY SCHEDULE
- **Base:** 32,200
- **Starting Salary:** 32,200
- **Career Increments:** Y
- **Experience Allowed:** 5
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Length of Teacher Day:** 888
- **Length of Student Day:** 7.15
- **Normal Teaching Load:**
  - BA: 3
  - MA: 6
- **Class Periods/Day:** 4

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District: 974.31
  - Couple - Benefits: 3
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 24.84
- **PPO:**
  - Carrier: Principal Life
  - Option: 403b
- **LIFE**
  - Carrier: Principal Life
  - Option: 5.13
  - Amount Paid by District: 1105.96
- **LTD**
  - Carrier: Principal Life
  - Option: 9.00
  - Amount Paid by District: 526.64

### LEAVES
- **SICK**
  - Days/Year: 10
  - Accum.: 45
  - Other Info: $50/day unused reimb
- **PERSONAL**
  - Days/Year: 4
  - Accum.: 45
- **BEREAVEMENT**
  - Days/Year: 2
  - Accum.: 45
- **PROFESSIONAL**
  - Days/Year: 3
  - Accum.: 45
- **ADOPTION**
  - Days/Year: see sick lv.
- **ASSOCIATION**
  - Days/Year: 2

### OTHER DISTRICT POLICIES
- **SABBATICAL:**
  - Days/Year: 10
  - Accum.: 45

### PART-TIME BENEFITS
- **Minimum FTE:** 0
- **Contribution:** fte

### OTHER LEAVES:
- **Cafeteria Plan**
  - Individ.:
  - Depend.

### COMMENTS:
- IRS 125:
  - Flex Accounts:
- PART-TIME BENEFITS:
  - Minimum FTE: 0

### SEVERANCE PAY:
- **BA:**
  - 32,200
  - 33,488
  - 34,776
  - 36,064
- **BA+9:**
  - 37,352
  - 38,640
  - 39,928
  - 41,216
- **BA+18:**
  - 42,504
  - 43,792
  - 45,080
  - 46,368
- **BA+27:**
  - 47,656
  - 48,944
  - 50,232
  - 51,520
- **BA+36:**
  - 52,808
  - 54,096
  - 55,384
  - 56,672
- **BA+45:**
  - 57,960
  - 59,248
  - 60,536
  - 61,824
- **MA:**
  - 52,808
  - 54,096
  - 55,384
  - 56,672
- **MA+9:**
  - 58,064
  - 59,352
  - 60,640
  - 61,928
- **MA+18:**
  - 63,216
  - 64,504
  - 65,792
  - 67,080
- **MA+27:**
  - 68,264
  - 69,552
  - 70,840
  - 72,128
- **MA+36:**
  - 73,312
  - 74,600
  - 75,888
  - 77,176
- **MA+45:**
  - 78,364
  - 79,652
  - 80,940
  - 82,228
- **MA+54:**
  - 83,416
  - 84,704
  - 86,000
  - 87,300
- **MA+63:**
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  - 89,784
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  - 94,840
  - 96,128
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- **MA+81:**
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  - 99,892
  - 101,180
  - 102,468
- **MA+90:**
  - 103,696
  - 104,984
  - 106,272
  - 107,560
- **MA+99:**
  - 108,784
  - 109,960
  - 111,148
  - 112,336
- **MA+108:**
  - 113,528
  - 114,816
  - 116,080
  - 117,364

### SAFETY:
- **Amount Paid by District:**
  - 754.93
  - 90
  - 90
  - 90

### PLANNING TIME:
- **Multi-year Contract:**
  - Length of Teacher Day: 888
  - Length of Student Day: 7.15
  - Normal Teaching Load: 3
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 

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<th>ELEM</th>
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SA SALARY SCHEDULE
Base: 32,300
Index: 4 x 5
Starting Salary: 
Career Increments: N
Experience Allowed: all
Entry Level Step: 1

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

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LEAVES
Type Days/Year Accum. Depend. Approval Other

|                |                |                |                |
| SICK           | 15             | 45             | Yes            | Other Info: $20/day above 40 (5 days max.) |

PERSONAL 2 Yes accumulate to 4
BEREAVEMENT 2 add'l from sick or personal lv. Voluntary Separation:  Y  P
PROFESSIONAL 2 yes Grievance:  Y  N
ADOPTION

ASSOCIATION:

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

OTHER LEAVES: Jury

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### Cafeteria Plan

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

### Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: fte
WORKING CONDITIONS
HS  JH/MS  ELEM
Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 6.5 6.5 6
Planning Time: 87 87 117
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

INDEX: 4.5 x 4
Experience Allowed: 5+1 for 2 Career Increments: N
*Years experience: 5 yrs + 1 for every 2 beyond 5
Vertical Freeze:
Rollback:

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

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/Policy
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DESHLER

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- **FTE Teachers:**
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  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7
- **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:**

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### OTHER DISTRICT POLICIES

- SEVERANCE PAY: Yes

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**Note:** 2014-2015 increases base salary 2%, movement from BA36 to MA will also be 2% increase. Any teacher at BA36 in 03-04 is grandfathered.
### Working Conditions
- Contract Days: 185
- FTE Teachers: 46
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 14-15, 15-16

### Salary Schedule
- Base: 32,350
- Index: 4 x 5
- Starting Salary: 4 x 5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 11
- Vertical Freeze: 98-99, 05-06
- Rollback:
  - Multi-year Contract: 14-15, 15-16

### Insuranc
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **Cost Carrier**: Type
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **Cost Carrier**: Type

### Leaves
- **Type**: Days/Year
- **Accum.**: Depend. Approval
- **Other**: OTHER DISTRICT POLICIES
- **Sick**: 11 45 Yes
- **Other Info**: pd. 25% of daily rate over 45 days @ EOY (11 days annual lv)
- **Personal**: 2 yes
- **Bereavement**: from annual lv.
- **Professional**: as assigned
- **Adoption**: from annual leave
- **Association**: Sick Bank: N

### Other Leaves
- **Doniphan-Trumbull**: Emergency Lv from annual leave

### Doniphan-Trumbull

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**Note**: 08-09 cash in lieu and prof recognition removed
## Working Conditions
- Contract Days: 185
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: 32,600
- Starting Salary: 32,600
- Career Increments: N
- Experience Allowed: all
- Entry Level Step: 1
- Index: 4 x 4
- Vertical Freeze: 87-88; 00-01
- Rollback: 87-88; 00-01

## Insurance
- **HEALTH**
  - Type: BC/BS
  - Carrier: 750D/3100D
  - Amount Paid by District: 925.59
  - Options:
    - IRS 125: Y
    - Flex Accounts: Y

- **DENTAL**
  - Type: BC/BS
  - Carrier: 2
  - Amount Paid by District: 24.84

- **LIFE**
  - Type: Principal
  - Carrier: 3.15

## Leaves
- **SICK**: 10 days/year, 50% accum., yes, approved
- **PERSONAL**: 2 days/year
- **BEREAVEMENT**: 5 days/year
- **PROFESSIONAL**: 2 days/year, exp can be reimb.
- **ADOPTION**: 
- **ASSOCIATION**: 
- **SEVERANCE PAY**: 

## Cafeteria Plan
- **Cafeteria Plan**: Indiv. Depend.
- **Options**: 

## Other District Policies
- **Negotiated/Policy**
- **Exists**
- **Voluntary Separation**: N
- **Grievance**: Y
- **Sick Bank**: N

## Other Leaves:

### Dorchester

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- Contract Days: [TBD]
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: [TBD]
- planning time: [TBD]
- Length of Student Day: [TBD]
- Class Periods/Day: [TBD]
- Normal Teaching Load: [TBD]

### Salary Schedule
- Base: [TBD]
- Starting Salary: [TBD]
- Experience Allowed: [TBD]
- Career Increments: [TBD]
- Vertical Freeze: [TBD]
- Rollback: [TBD]

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### Leaves
- **Sick:**
  - Days/Year: 14
  - Accum. Use: unl
  - Approval Needed: [TBD]
  - Other: [TBD]
- **Personal:**
  - Days/Year: 12 - 25
  - Approval Needed: [TBD]
  - Voluntary Separation: [TBD]
- **Bereavement:**
  - Days/Year: 5, 3, 1
  - Approval Needed: [TBD]
  - Sick Bank: [TBD]
- **Professional:**
- **Adoption:**
- **Association:**
- **Sabbatical:**
- **Severance Pay:**
- **Other Leaves:**

### Other District Policies
- Negotiated/Policy: [TBD]
Douglas County West

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 1.13
- HS: 7.08
- JH/MS: 45
- ELEM: 7.08
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 13-14, 14-15

**SALARY SCHEDULE**
- Base: 32,900
- Starting Salary: 38,164
- Career Increments: Y
- Experience Allowed: 8
- Vertical Freeze:
- Rollback:

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

**LEAVES**
- Type: Days/Year
- Depend. Use
- Approval
- Other

**OTHER DISTRICT POLICIES**
- Negotiated/Policy

**OTHER LEAVES:**
- Sabbatical: Yes
- Emergency

**DOUGLAS COUNTY WEST**

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## Working Conditions

- **Contract Days:** 186
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.25 hours
- **Length of Student Day:** 7.20 hours
- **Planning Time:** 48 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**
- **Vertical Freeze:**
- **Rollback:** 91-92 (1 step)

## Salary Schedule

- **Base:** 32,800
- **Index:** 4 x 4
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** all
- **Entry Level Step:** 1

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## Cafeteria Plan

- **Individ.**
- **Depend.**

### Part-Time Benefits

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

### Severance Pay

- **Voluntary Separation:** Y
- **Grievance:** Y
- **Sick Bank:** N

### Working conditions:

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<th>Class Periods/Day</th>
<th>Normal Teaching Load</th>
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<th>Career Increments</th>
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WORKING CONDITIONS

Contract Days: 190
FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 6.5 6.5 7
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

Length of Student Day: 6.5 6.5 6.5

Experience Allowed: all
Career Increments: N
Vertical Freeze:
Rollback:
Multi-year Contract: 14-15, 15-16

SALARY SCHEDULE

Base: 33,085
Entry Level Step: 1
Index: 4.5 x 4
Experience Allowed: all

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 500.31 925.59 1050.66 1410.77
DENTAL BC/BS 2 24.84 24.84 24.84 24.84
PPO: COMMENTS:
LIFE
LTD Madison Nat'l .0029
NON-PARTICIPANT

LEAVES

Type Days/Year Depend. Approval OTHER DISTRICT POLICIES
SICK 10 45 Yes
Other Info: Pd $25/day up to 6 unused days
PERSONAL 2 yes acc. to 3
BEREAVEMENT 3 Voluntary Separation: Y P
PROFESSIONAL 1 yes add'l. w/apppr.
ADOPTION
ASSOCIATION

SABBATICAL: No
SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

Negotiated/Policy
Exists

OTHER LEAVES:

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WORKING CONDITIONS
Contract Days: 169  FTE Teachers:  
HS  JH/MS  ELEM  
Length of Teacher Day: 8.5 8.5 8.5  
Length of Student Day: 8 8 8  
Planning Time: 60 60 60  
Class Periods/Day: 7 7  
Normal Teaching Load: 6 6  
Experience Allowed: 5  
Career Increments: N  
Vertical Freeze:  
Rollback:  
Multi-year Contract:  
Length of Teacher Day: 8.5 8.5 8.5  
Length of Student Day: 8 8 8  
Planning Time: 60 60 60  
Class Periods/Day: 7 7  
Normal Teaching Load: 6 6

SALARY SCHEDULE
Base: 30,450
Index: 4 x 5
Starting Salary: 30,450
Entry Level Step: 1
Career Increments: N
Experience Allowed: 5

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan
HEALTH  BC/BS  950D  483.44  894.40  1015.24  1363.20  Cash  Options:  
DENTAL  BC/BS  3  51.35  51.35  51.35  51.35  
LIFE  30.73  
LTD  National Ins .0069  
NON-PARTICIPANT  $30.73 Cash

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
SICK  8  35  yes  
PERSONAL  2  
BEREAVEMENT  see sick lv.  yes  
PROFESSIONAL  2  yes  
ADPTION  see sick lv.  
ASSOCIATION  

OTHER DISTRICT POLICIES
Negotiated/ Policy Exists  
SEVERANCE PAY:  
OTHER LEAVES:
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:** 8:00 - 3:25
- **Length of Student Day:** 7:50 - 2:25
- **Planning Time:** 50 minutes
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 31,500
- **Index:** 4 x 4.5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:** 89-90
- **Rollback:** 88-89
- **Multi-year Contract:** 14-15, 15-16
- **Length of Teacher Day:** 8:88
- **Length of Student Day:** 7.5 - 7.25
- **Normal Teaching Load:** 7

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

### LEAVES
- **Type**
- **Days/Year**
- **Accum. Depend. use**
- **Approval Needed**
- **Other**
- **OTHER DISTRICT POLICIES**
- **Negotiated/Existed**
- **Comments**

### OTHER DISTRICT POLICIES
- **SICK**: 12/40
  - Over 40 days at 1/2 sub rate
- **PERSONAL**: 2
- **BEREAVEMENT**: 3
  - from sick lv
- **PROFESSIONAL**: 2
  - yes
- **ADOPTION**: 
  - yes
- **ASSOCIATION**: 
  - Sick Bank: N

### SABBATICAL
- **No**

### SEVERANCE PAY:

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WORKING CONDITIONS
- Contract Days: 190
- 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: 32,110
- Starting Salary: 34,679
- Career Increments: N
- *stp 1 is 1.08
- Vertical Freeze: 90-91, 00-01
- Rollback:
- Multi-year Contract: 14-15, 15-16

INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- LIFE: Madison Nat'l
- LTD: CNA

LEAVES
- SICK: 10 days if 97-98 was 1st yr. employed
- PERSONAL: 2 days
- BEREAVEMENT: 4 days
- PROFESSIONAL: unlim.
- ADOPTION: 42 days

OTHER DISTRICT POLICIES
- SEVERANCE PAY:
- OTHER LEAVES:

ELKHORN

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

### SALARY SCHEDULE
- Base: 32,400
- Index: 4 x 4.5
- Starting Salary: 34,992
- Entry Level Step: 3
- Career Increments: N
- Vertical Freeze: 88-89, 89-90
- Rollback:
- Multi-year Contract:

**BA+45 and BA+54 available if employed 1986-87**

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District: 500.31, 925.59, 1050.66, 1410.77
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 24.84
  - Deductible Reimbursement: IRS 125:

### LEAVES
- **SICK**
  - Days/Year: 20/8
  - Accum.: 60
  - Approval: yes
  - Use: yes
  - Other Info: 20 1st yr., 8 ea. yr. after
- **PERSONAL**
  - Days/Year: 2
  - Approval: yes
  - Other Info: $100/day unused, may buy 1 d
- **BEREAVEMENT**
  - Days/Year: 2
  - Approval: immed. fam.- unl.
- **PROFESSIONAL ASSOCIATION**
  - Days/Year: unl.
  - Approval: yes

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

### SABATTICAL
- **No**

### ELK Horn VALLEY

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**NOTES:**
- **BA54 available only to those employed during 86-87 school; New hires with no experience start on Step 3.**
### Working Conditions
- Contract Days: 182
- FTE Teachers: 32,450
- Length of Teacher Day: 6.5
- Length of Student Day: 6.5
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 32,450
- Starting Salary: 1
- Career Increments: N
- Vertical Freeze: Y
- Rollback: Y
- Multi-year Contract: Y
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Insurance
- **Type**: Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
- **HEALTH**: BC/BS 750D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 535
- **DENTAL**: BC/BS 2 H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
- **LIFE**: Principal .0039
- **LTD**: Non-Participant $535 Cash

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

### Other District Policies
- **SABBATICAL**: No
- **SEVERANCE PAY**: Y
- **OTHER LEAVES**: 09-10 BA45 removed, teachers grandfathered

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Minimum FTE: 0.5
Contribution: fte

### Cafeteria Plan
- **Type**: Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
- **HEALTH**: BC/BS 750D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 535
- **DENTAL**: BC/BS 2 H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
- **LIFE**: Principal .0039
- **LTD**: Non-Participant $535 Cash

### Part-Time Benefits
- **Type**: Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
- **HEALTH**: BC/BS 750D H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 535
- **DENTAL**: BC/BS 2 H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
- **LIFE**: Principal .0039
- **LTD**: Non-Participant $535 Cash

### Other District Policies
- **SABBATICAL**: No
- **SEVERANCE PAY**: Y
- **OTHER LEAVES**: 09-10 BA45 removed, teachers grandfathered
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: 32,750
- Starting Salary: 32,750
- Career Increments: N
- Experience Allowed: 8
- Entry Level Step: 1
- Vertical Freeze: 85-86 (Steps 1,2)
- Rollback: 85-86, 86-87
- Multi-year Contract:

INSURANCE
- Type: Carrier: Option: Amount Paid by District
- HEALTH: BC/BS: 750D: 526.64
- DENTAL: BC/BS: 2: 24.84
- PPO: COMMENTS:
- LIFE: Horace Mann: S-2.05/F-4.12: Deductible Reimbursement
- LTD: Madison Nat’l: .004
- NON-PARTICIPANT: $166.67 Cash or TS

PLAN:
- Options:
- IRS 125: Y
- Flex Accounts: Y
- Contribution: fte

FACTORS:
- CONTRACT DAYS:
- FTE Teachers: 38
- Starting Salary: 32,750
- Contract Days: 185
- Base: 32,750

LEAVES
- Type: Days/Year: Accum.: Depend. Approval Other
- SICK: 10: 45: yes
- PERSONAL: 2: yes: accum. to 3
- BEREAVEMENT: 5: immed. fam.; 2-relative
- PROFESSIONAL: B: yes: Grievance: N
- ADOPTION: see sick lv.
- ASSOCIATION: 2
- OTHER DISTRICT POLICIES
- N: SEVERANCE PAY: Y

OTHER LEAVES:
- Unpaid-Prof. Growth, Foreign Exch.

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**WORKING CONDITIONS**

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**PART-TIME BENEFITS**

- Type: Health
  - Carrier: BC/BS
  - Option: 750D
- Deductible Reimbursement

**OTHER DISTRICT POLICIES**

- **Negotiated/Existed Policies**:
  - SICK
  - Approval Needed: Yes
- **SABBATICAL**: No
- **SEVERANCE PAY**: Y

**ELWOOD**

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

**Contract Days:** 184
**Starting Salary:** 31,250
**Salary Schedule Index:** 4 x 4
**Experience Allowed:** all
**Career Increments:** Y
**Vertical Freeze:**
**Rollback:**
**Multi-year Contract:**
## Working Conditions
- Contract Days: 185
- FTE Teachers: 27
- Length of Teacher Day: 8 hours
- Length of Student Day: 7 hours
- Planning Time: 51 hours
- Class Periods/Day: 8
- Normal Teaching Load: 7

## Salary Schedule
- Base: $33,825
- Starting Salary: $33,825
- Career Increments: N
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

### Salary Schedule

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## Savings Plan
- Contributions: None

## Leaves

### Sick Leave
- Days/Year: 10
- Accum.: 60
- Depend. Approval: Yes

### Personal Leave
- Days/Year: 2+1
- Depend. Approval: Yes

### Bereavement Leave
- Days/Year: 3
- Depend. Approval: Yes

### Professional Leave
- Days/Year: Unl.
- Type: YP

### Adoption
- Type: YP

### Sabbatical
- Type: YP

### Severance Pay
- Type: YP
**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: 1.13
- Normal Teaching Load: 7.5

**SALARY SCHEDULE**

- Base: 31,575
- Index: 4 x 4.25
- Starting Salary: 32,207
- Entry Level Step: 1
- Career Increments: N
- Vertical Freeze: 04-05
- Rollback: Multi-year Contract: 14-15, 15-16

**INSURANCE**

- **Type**: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- HEALTH: BC/BS 750D/1650D
- Individ. EE/Child
- 245
- EE/Spouse EE/Sp/Child
- 245
- DEDUCTIONAL REIMBURSEMENT
- DENTAL: BC/BS
- HEALTH: Individ.
- DEDUCTIONAL REIMBURSEMENT
- INSURANCE
- LIFE: Madison Life
- DEDUCTIONAL REIMBURSEMENT
- LTD: NON-PARTICIPANT $245

**LEAVES**

- **Type**: Days/Year
- Depend. use
- Approval
- SICK: 14
- 65
- Other Info: yes
- PERSONAL: 2
- yes
- BEREAVEMENT: see sick lv.
- yes
- PROFESSIONAL: 3
- yes
- ADOPTION: 0
- yes
- ASSOCIATION: 0
- yes

**OTHER DISTRICT POLICIES**

- SEVERANCE PAY: Administrative, Emergency, Civil

**ESU No. 01-Wakefield**

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**FTE Teachers: 47.5**
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 1.13
- HS: 214
- JH/MS: 414
- ELEM: 348
- 3/19/2015

## SALARY SCHEDULE
- Base: 30,050
- Starting Salary: 35,459
- Entry Level Step: 5
- Experience Allowed: 5
- Career Increments: N
- Longevity - 4.5% after ea. successive 3 yrs.
- Vertical Freeze: 96-97
- Rollback: 85-86, 90-91
- Multi-year Contract: 14-15, 15-16

## INSURANCE
- **HEALTH**
  - BC/BS: 750D
  - Deductible Reimbursement
  - Principal: 1.70
  - Deductible Reimbursement
- **DENTAL**
  - BC/BS: 45.93
  - Principal: 1.70
  - Deductible Reimbursement
- **LIFE**
  - Principal: 1.70
  - Deductible Reimbursement
- **LTD**
  - Principal: 0.021 (thru sal)
  - Deductible Reimbursement

## LEAVES
- **SICK**
  - Days/Year: 9
  - Approval: yes
  - Other Info: Other
- **PERSONAL**
  - Days/Year: 2
  - Approval: no
- **BEREAVEMENT**
  - Days/Year: 5
  - Approval: yes
- **PROFESSIONAL**
  - Days/Year: 2
  - Approval: yes
- **ADOPTION**
  - Days/Year: 2
  - Approval: yes
- **ASSOCIATION**
  - Days/Year: 2
  - Approval: yes

## OTHER DISTRICT POLICIES
- **BENEFITS**
  - IRS 125: Y
  - Flex Accounts: Y

## SABBATHICAL
- Yes 

## SEVERANCE PAY:
- **OTHER LEAVES**:
  - Parent - 2 days

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**Working Conditions**

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**NOTES**

- **CPP**
  - EDSPEC: 1.1

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Emp with 4 or less years of exp will advance to step 6 when 5 yrs of exp has been attained.
### Work Conditions
- **Contract Days:** 190
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:**
- **Length of Student Day:**
- **Planning Time:** 0 0
- **Class Periods/Day:**
- **Normal Teaching Load:**
- **Experience Allowed:**
- **Career Increments:** N
- **Vertical Freeze:** 04-05, 05-06, 07-08, 08-09
- **Rollback:**
- **Multi-Year Contract:**

### Salary Schedule
- **Base:** 30,552
- **Starting Salary:** 33,607
- **Index:** 5 x 5
- **Entry Level Step:** 3
- **Career Increments:** N
- **Experience Allowed:** 10

### Insurance
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Cafeteria
- **Options:**
  - H/A, Cash,
  - TSA
- **PPO:**
- **Type Carrier**
- **Dependent Use**
- **Amount Paid by District**
- **Couple - Benefits**
  - Individ.
  - EE/Sp/Child
- **Option**
- **IRS 125:**
- **Flex Accounts:**
- **Type Carrier**
- **Dependent Use**
- **Approval Needed**
- **Other**
- **HSA:**
- **HRA:**
- **Insurance:**
  - **Health**
  - **Dental**
  - **Life**
  - **LTD**
  - **Non-Participant**
- **Other Info:**
  - **Type**
  - **Days/Year**
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- **PROFESSIONAL:**
- **ADOPTION:**
- **ASSOCIATION:**
- **Severance Pay:**
- **Other Leaves:**
  - **Type**
  - **Days/Year**
  - **Accum.**
  - **Use**
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  - **Other**
- **Contract Days:**
  - **Base:**
  - **Increments:**
  - **Entry Level Step:**
  - **Experience Allowed:**
  - **Career Increments:**
  - **Vertical Freeze:**
  - **Rollback:**
  - **Multi-Year Contract:**
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 6:00
- **Length of Student Day:** 6:00
- **Planning Time:** 0:00
- **Class Periods/Day:**
- **Normal Teaching Load:**

## SALARY SCHEDULE
- **Base:** 33,001
- **Starting Salary:**
- **Career Increments:** Y
- **Experience Allowed:** 5 (D)
- **Index:** 4 x 4
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

## LEAVES
- **SICK**
  - Days/Year: 15
  - Accum. Days: 70
  - Use: yes
  - Approval: Needed
  - Other Info:

## OTHER DISTRICT POLICIES
- **Negotiated/Policy Exists:**
  - **Sick Leave:** immed. fam.
  - **Grievance:** Y
  - **Voluntary Separation:** N
  - **Sick Bank:** N
  - **Sabbatical:**
  - **Other Leaves:**

## INSURANCE
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO: Vert.
- **Option**
  - H/A-Dent: Individ.
  - EE/Spouse: EE/Sp/Child
  - Am. Fidelity
- **Amount Paid by District**
  - Deductible Reimbursement
- **Couple - Benefits**
  - Cafeteria Plan
  - IRS 125:
  - Cafeteria Plan
- **PART-TIME BENEFITS**
  - Minimum FTE: 0.5
  - Contribution: fte

## ESU #04-AUBURN

### #4 x 4

#### Class Periods/Day:
- 2

#### Contract Days:
- 185

#### FTE Teachers:
- HS: 8
- JH/MS: 8
- ELEM: 8

#### Vertical Freeze:
- 0

#### Rollback:
- 0

#### Multi-year Contract:
- Y

#### Length of Student Day:
- 6:00

#### Length of Teacher Day:
- 6:00

#### Planning Time:
- 0:00

#### Normal Teaching Load:

### WORKING CONDITIONS

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 3
- Length of Teacher Day: 8
- Length of Student Day: 7.1
- Planning Time: 20
- Class Periods/Day: 8
- Normal Teaching Load: 8
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 
- Length of Teacher Day: 8
- Length of Student Day: 7.1
- Normal Teaching Load: 8
- Planning Time: 20
- Class Periods/Day: 8

### Salary Schedule
- Base: $35,233
- Index: 4 x 5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5

### Insurance
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **Health**: BC/BS
- **Dental**: BC/BS
- **LTD**: Non-Participant
- **Health**: 750D/1650D
- **Dental**: 2
- **LTD**: $900 TSA
- **Insurance Details**:
  - **Health Plan**:
    - **Type**: BC/BS
    - **Carrier**: Am. Fidelity
    - **Plan**: H/A-Dent
    - **Options**: H/A, Dental, LTD, TSA
    - **Amount Paid by District**:
      - **Individual**: $900
      - **Family**: $900
      - **Options**: IRS 125: Y, Flex Accounts: Y

### Cafeteria Plan
- **Options**:
  - Individual
  - Dependent
  - **Type**:
    - H/A-Dent
    - EE/Spouse
    - EE/Sp/Child
  - **Amount Paid by District**:
    - **Individual**: $900
    - **Dependent**: $900

### Leaves
- **Type**: Days/Year
- **Accum. Needs Approval Other**
- **Sick**: 10
- **Personal**: 3
- **Vacation**: 10
- **Other Info**: months of empl + 1

### Other District Policies
- **Negotiated/Policy**
- **Severance Pay**: SEVERANCE PAY:
- **ESU #05-BEATRICE**

### Working Conditions Table
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WORKING CONDITIONS

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

SALARY SCHEDULE

- Base: 34,700
- Starting Salary: 34,700
- Index: 4 x 4
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

INSURANCE

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- Jury Duty

SALARY SCHEDULE

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OTHER DISTRICT POLICIES

- Negotiated/Policy
- Exists
- Voluntary Separation: N
- Grievance: Y N
- Sick Bank: N

OTHER LEAVES:

- Jury Duty

LEAVES:

- Jury Duty

PPO: employee pays 15% of premium

Part-Time Benefits

- Minimum FTE: 0.5
- Contribution: FTE

LEAVES:

- Jury Duty

PPO: employee pays 15% of premium

Part-Time Benefits

- Minimum FTE: 0.5
- Contribution: FTE
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 888
- **Length of Student Day:**
- **Planning Time:** 0
- **Normal Teaching Load:**
- **Class Periods/Day:**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

## SALARY SCHEDULE
- **Base:** 30,648
- **Index:** 4 x 5
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 7(D)
- **Entry Level Step:**

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

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

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

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

### OTHER LEAVES:

### SCHEDULE
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**Notes:**
- **Experience Allowed:** 7(D)
- **Index:** 4 x 5
- **Base:** 30,648
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: Planning Time: 0 0
- Length of Student Day: Planning Time: 0 0
- Class Periods/Day: 2
- Normal Teaching Load: 0

**SALARY SCHEDULE**
- Base: 33,600
- Entry Level Step: 0
- Starting Salary: 40,320
- Career Increments: Y
- Experience Allowed: 5(D)
- Vertical Freeze: 90-91 (H)
- Rollback: 24.84
- Multi-year Contract: MULTY

**INSURANCE**
- HEALTH: BC/BS 500D/3100D
- DENTAL: BC/BS
- PPO: 2
- LIFE: Unknown

**LEAVES**
- SICK: 11
- PERSONAL: 2
- BEREAVEMENT: 6
- PROFESSIONAL: as needed
- ADOPTION: as needed
- ASSOCIATION: No

**ESU #08-NELIGH**

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**COMMENTS:**
- Options: Fringe Benefit, Stipend
- IRS 125: Y
- Flex Accounts: Yes
- Minimum FTE: 0
- Contribution: fte

**OTHER DISTRICT POLICIES**

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**SEVERANCE PAY:**
- Emergency-6 (acc 10/pd $40/day over

**OTHER LEAVES:**
- Emergency-6 (acc 10/pd $40/day over $800)

**NEGOTIATED POLICY:**
- Voluntary Separation: N
- Grievance: Y P
- Sick Bank: Y P

---

**Class Periods/Day:** 2

**Length of Teacher Day:** Planning Time: 0 0

**Length of Student Day:** Planning Time: 0 0

**Normal Teaching Load:** 0

---

**Index:** 4 x 5

---

**Salary: 33,600**

---

**Experience Allowed:** 5(D)

---

**Career Increments:** Y

---

**Vertical Freeze:** 90-91 (H)

---

**Rollback:** 24.84

---

**Multi-year Contract:** MULTY

---

**Insurance:**
- HEALTH: BC/BS 500D/3100D
- DENTAL: BC/BS
- PPO: 2
- LIFE: Unknown

---

**Leaves:**
- SICK: 11
- PERSONAL: 2
- BEREAVEMENT: 6
- PROFESSIONAL: as needed
- ADOPTION: as needed
- ASSOCIATION: No
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: HS 7.5 JH/MS 7.5 ELEM 7.5
Length of Teacher Day: Planning Time: 0 0
Normal Teaching Load: Class Periods/Day: Rollback: 90-91

SALARY SCHEDULE
Base: 33,875 Starting Salary: 33,875
Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)

*Vert freeze is for MA-MA36 columns only

INDEX: 4 x 4.5

VERTICAL FREEZE: 02-03*
ROLLBACK: 90-91

Multi-year Contract:

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: HS 7.5 JH/MS 7.5 ELEM 7.5
Length of Teacher Day: Planning Time: 0 0
Normal Teaching Load: Class Periods/Day: Rollback: 90-91

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 527.66 976.18 1108.08 1487.87
DENTAL BC/BS 2 24.84 24.84 24.84 24.84

Cafeteria Plan
Options: H/A

LIFE

Deductible Reimbursement

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 60 yes
OTHER DISTRICT POLICIES
Negotiated/ Policy

PERSONAL 1.2 yes
BEREAVEMENT 3
PROFESSIONAL 3 yes
ADOPTION FMLA

ASSOCIATION

SABBATICAL: Yes SEVERANCE PAY: Y

OTHER LEAVES:

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 60 yes

OTHER DISTRICT POLICIES
Negotiated/ Policy

PERSONAL 1.2 yes
BEREAVEMENT 3
PROFESSIONAL 3 yes
ADOPTION FMLA

ASSOCIATION

SABBATICAL: Yes SEVERANCE PAY: Y

OTHER LEAVES:

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 527.66 976.18 1108.08 1487.87
DENTAL BC/BS 2 24.84 24.84 24.84 24.84

Cafeteria Plan
Options: H/A

LIFE

Deductible Reimbursement

LEAVES
Type Days/Year Accum. Depend. Approval Needed Other
SICK 10 60 yes
OTHER DISTRICT POLICIES
Negotiated/ Policy

PERSONAL 1.2 yes
BEREAVEMENT 3
PROFESSIONAL 3 yes
ADOPTION FMLA

ASSOCIATION

SABBATICAL: Yes SEVERANCE PAY: Y

OTHER LEAVES:
## Working Conditions
- Contract Days: 185
- FTE Teachers: 27.21
- HS JH/MS ELM
- Length of Teacher Day: 8 8 8
- Length of Student Day:
- Planning Time:
- Class Periods/Day:
- Normal Teaching Load:

## Salary Schedule
- Base: 33,000
- Starting Salary: 34,568
- Career Increments: Y
- Experience Allowed: 7
- *stp 1 is 1.0475 index
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 14-15, 15-16

## Insurances
- HEALTH BC/BS 750D 526.64 730.73 829.47 1113.77
- DENTAL BC/BS 2 24.84 34.45 39.11 52.53
- PPO: Dist pays 75% prem
- LIFE Hartford 3.50
- LTD Hartford .0038 (thru sal)
- H/A-Dent
- Individ. EE/Child EE/Spouse EE/Sp/Child
- BC/BS Hartford
- Iris 125: Y
- Flex Accounts: Y
- Cafeteria Plan
- Options: Individ. Depend.
- Deductible Reimbursement
- Minimum FTE: 0.5
- Contribution: fte

## Leaves
- SICK
  - Days/Year: 24 45
  - Depend. use: yes
  - Approval Needed: Other Info: 5 for dependents
- PERSONAL
  - Days/Year: 2
  - Depend. use: yes
  - Approval Needed: w/appr.
- BEREAVEMENT
  - Days/Year: 3
  - Depend. use: yes
  - Approval Needed: as approved
- PROFESSIONAL
  - Days/Year: 2
  - Depend. use: yes
  - Approval Needed: as approved
- ADOPTION
  - Days/Year: as approved
  - Approval Needed: Sick Bank: N
- ASSOCIATION

## Other District Policies
- SEVERANCE PAY:
- OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists
- N
- Y
- P

## Salary Schedule Table
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## Notes
- 05-06 additional salary for employees frozen on bottom steps
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Length of Student Day: Planning Time: 0
- Class Periods/Day: 
- Normal Teaching Load: 

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<th>Option</th>
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<th>Couple - Benefits</th>
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**LEAVES**

- Type: Sick
- Days/Year: 10
- Accum. Use: 120
- Approval: Yes
- Needed: Yes

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**INSURANCE**

- **Type Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**

**LEAVES**

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- Days/Year: 10
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**INSURANCE**

- **Type Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**

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**LEAVES**

- Type: Sick
- Days/Year: 10
- Accum. Use: 120
- Approval Needed: Yes
- Other: Yes

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**OTHER DISTRICT POLICIES**

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

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**SABBATICAL:**

- Yes

**SEVERANCE PAY:**

- Y

**ESU #11-HOLDREGE**

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**OTHER DISTRICT POLICIES**

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- **Exists**

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**SABBATICAL:**

- Yes

**SEVERANCE PAY:**

- Y
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers:
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 6
- Planning Time: 0
- Class Periods/Day: 6
- Normal Teaching Load: 5

**SALARY SCHEDULE**
- Base: 33,545
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments:
  - Vertical Freeze: 90-91, 94-95
  - Rollback:
  - Multi-year Contract: 12-13, 13-14, 14-15
- Starting Salary: 39,248
- Index: 4.25 x 4.25
- Length of Teacher Day: 8
- Length of Student Day: 6
- Class Periods/Day: 6
- Normal Teaching Load: 5
- Multi-year Contract: 12-13, 13-14, 14-15

**INSURANCE**
- **HEALTH**
  - Type: BC/BS
  - Carrier: 500D
  - Option: 348
  - Amount Paid by District: 348
  - Couple - Benefits: 700
  - Other Info:
    - H/A-Dent: 500
    - Individ. Depend.: 348

**LEGAL DENTAL**
- **LIFE**
  - Type: Guardian
  - Carrier: Guarantee Mut.
  - Option: .00485 (+Caf)
  - Amount Paid by District: 6.00

**LEAVES**
- **SICK**
  - Type: 10
  - Days/Year: 60
  - Accum.: yes
  - Approval: 1
  - Other:
    - immed fam only, add'l from sic

**SEVERANCE PAY**
- **OTHER DISTRICT POLICIES**
  - Negotiated/Policy
  - Exists: No
  - Minimum FTE: 0.5
  - Contribution: fte

---

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers:
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 6
- Planning Time: 0
- Class Periods/Day: 6
- Normal Teaching Load: 5

**SALARY SCHEDULE**
- Base: 33,545
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments:
  - Vertical Freeze: 90-91, 94-95
  - Rollback:
  - Multi-year Contract: 12-13, 13-14, 14-15
- Starting Salary: 39,248
- Index: 4.25 x 4.25
- Length of Teacher Day: 8
- Length of Student Day: 6
- Class Periods/Day: 6
- Normal Teaching Load: 5
- Multi-year Contract: 12-13, 13-14, 14-15

**INSURANCE**
- **HEALTH**
  - Type: BC/BS
  - Carrier: 500D
  - Option: 348
  - Amount Paid by District: 348
  - Couple - Benefits: 700
  - Other Info:
    - H/A-Dent: 500
    - Individ. Depend.: 348

**LEGAL DENTAL**
- **LIFE**
  - Type: Guardian
  - Carrier: Guarantee Mut.
  - Option: .00485 (+Caf)
  - Amount Paid by District: 6.00

**LEAVES**
- **SICK**
  - Type: 10
  - Days/Year: 60
  - Accum.: yes
  - Approval: 1
  - Other:
    - immed fam only, add'l from sic

**SEVERANCE PAY**
- **OTHER DISTRICT POLICIES**
  - Negotiated/Policy
  - Exists: No
  - Minimum FTE: 0.5
  - Contribution: fte
### Working Conditions
- Contract Days: 185
- FTE Teachers: 10.88
- **Length of Teacher Day:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Student Day:**
  - Planning Time: 0
- **Class Periods/Day:**
- **Normal Teaching Load:**
- **Planning Time:**
- **Normal Teaching Load:**
- **Index:** 4 x 5
- **Starting Salary:** 33,250
- **Experience Allowed:** all
- **Career Increments:** N
- **Multi-year Contract:** 14-15, 15-16

### INSURANCE
- **Type**: HEALTH, DENTAL, LIFE, LTD
- **Option**:
  - BC/BS 500D
  - H/A-Dent
  - Individ.
- **Amount Paid by District**:
  - Deductible Reimbursement
- **Cafeteria Plan**:
  - Individ.
  - Depend.
- **Options**:
  - IRS 125: Y
  - Flex Accounts: Y

### LEAVES
- **Type**: SICK, BEREAVEMENT, PROFESSIONAL, PERSONAL, ADOPTION, OTHER
- **Depend. Approval Needed**:
  - yes
- **Other Info**:
  - reimbursed $80/day up to 2 if
- **Grievance**: Y
- **Sick Bank**: Y
- **Sabbatical**: No
- **Voluntary Separation**: N
- **Sick Leave**: Y

### Other Policies
- **Negotiated/Policy**:
  - Exists
  - Non-Participant
  - **Negotiated/Policy**:
  - Exists
  - Non-Participant

### Salary Schedule
- **Step**: 1 to 15
- **Salary**: 33,250 to 81,930
- **Salary Multipliers**:
  - 1.00 to 2.13
- **Contract Days**: 185
- **Base**: 33,250

### ESU #15-Trenton

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### Cafeteria Plan
- **Type**: Individual, Depend.
- **Options**:
  - IRS 125: Y
  - Flex Accounts: Y

### Part-Time Benefits
- **Minimum FTE**: 0.6
- **Contribution**: FTE

---

3/19/2015

ESU 15-Trenton

2014-2015

3.1

### Other District Policies

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### Severance Pay
- **Jury Leave**: No

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### Other Leaves
- **Jury Leave**: No
ESU 16-Ogallala

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:

INDEX: 5 x 4  
Experience Allowed: 5  
Career Increments: N  
Vertical Freeze:  
Rollback:  
Multi-year Contract: 13-14, 14-15

INCENTIVES

LEAVES
Type | Days/Year | Accum. | Depend. | Approval | Other
--- | --- | --- | --- | --- | ---
SICK | 15 | 55 | yes | | |
PERSONAL | 2 | yes | per occurr. w/appr. | | |
BEREAVEMENT | 5 | | | | |
PROFESSIONAL | 2 | yes | | | |
ADOPTION | | | | | |
ASSOCIATION | | | | | |

SABBATICAL: No  
SEVERANCE PAY:  
OTHER LEAVES: Emergency

SALARY SCHEDULE
Base: 32,100  
Entering Salary:  
Career Increments: N  
Experience Allowed: 5

Cafeteria Plan
Type Carrier | Option | Amount Paid by District | Couple - Benefits
--- | --- | --- | ---
H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child
HEALTH | BC/BS | 750D | 500.31 | 925.59 | 1050.66 | 1410.77
DENTAL | BC/BS | 2 | 24.84 | | | |
PPO: | COMMENTS:
LIFE | | | | | | | Deductible Reimbursement
LTD | NON-PARTICIPANT

OTHER DISTRICT POLICIES
Negotiated/Policy
Existent
BA+9 | BA+18 | BA+27 | BA+36 | EDSPEC
--- | --- | --- | --- | ---
1 | 32,100 | 33,384 | 34,668 | 35,952 | 37,236 | 38,520 | 39,804 | 41,088 | 42,372 | 43,656
1.00 | 1.04 | 1.08 | 1.12 | 1.16 | 1.20 | 1.24 | 1.28 | 1.32 | 1.36
2 | 33,705 | 34,989 | 36,273 | 37,557 | 38,841 | 40,125 | 41,409 | 42,693 | 43,977 | 45,261
1.05 | 1.09 | 1.13 | 1.17 | 1.21 | 1.25 | 1.29 | 1.33 | 1.37 | 1.41
3 | 35,210 | 36,594 | 37,978 | 39,362 | 40,746 | 42,130 | 43,514 | 44,898 | 46,282 | 47,666
1.10 | 1.14 | 1.18 | 1.22 | 1.26 | 1.30 | 1.34 | 1.38 | 1.42 | 1.46
4 | 36,515 | 36,199 | 35,483 | 34,767 | 34,051 | 33,335 | 32,619 | 31,893 | 31,167 | 30,441
1.15 | 1.19 | 1.23 | 1.27 | 1.31 | 1.35 | 1.39 | 1.43 | 1.47 | 1.51
5 | 38,520 | 39,804 | 41,088 | 42,372 | 43,656 | 44,940 | 46,224 | 47,508 | 48,792 | 50,076
1.20 | 1.24 | 1.28 | 1.32 | 1.36 | 1.40 | 1.44 | 1.48 | 1.52 | 1.56
6 | 40,125 | 41,409 | 42,693 | 43,977 | 45,261 | 46,545 | 47,829 | 49,113 | 50,397 | 51,681
1.25 | 1.29 | 1.33 | 1.37 | 1.41 | 1.45 | 1.49 | 1.53 | 1.57 | 1.61
7 | 41,730 | 43,014 | 44,298 | 45,582 | 46,866 | 48,150 | 49,434 | 50,718 | 52,002 | 53,296
1.30 | 1.34 | 1.38 | 1.42 | 1.46 | 1.50 | 1.54 | 1.58 | 1.62 | 1.66
8 | 43,335 | 44,619 | 45,903 | 47,187 | 48,471 | 49,755 | 51,039 | 52,323 | 53,607 | 54,891
1.35 | 1.39 | 1.43 | 1.47 | 1.51 | 1.55 | 1.59 | 1.63 | 1.67 | 1.71
9 | 46,224 | 47,508 | 48,792 | 50,076 | 51,360 | 52,644 | 53,928 | 55,212 | 56,496 | 57,780
1.44 | 1.48 | 1.52 | 1.56 | 1.60 | 1.64 | 1.68 | 1.72 | 1.76 | 1.80
10 | 49,113 | 50,397 | 51,681 | 52,965 | 54,249 | 55,533 | 56,817 | 58,101 | 59,385 | 60,669
1.53 | 1.57 | 1.61 | 1.65 | 1.69 | 1.73 | 1.77 | 1.81 | 1.85 | 1.89
11 | 52,002 | 53,286 | 54,570 | 55,854 | 57,138 | 58,422 | 59,706 | 61,000 | 62,294 | 63,588
1.62 | 1.66 | 1.70 | 1.74 | 1.78 | 1.82 | 1.86 | 1.90 | 1.94 | 1.98
12 | 54,891 | 56,175 | 57,459 | 58,743 | 59,027 | 59,311 | 59,605 | 59,900 | 60,203 | 60,500
1.71 | 1.75 | 1.79 | 1.83 | 1.87 | 1.91 | 1.95 | 1.99 | 2.03 | 2.07
13 | 56,770 | 58,054 | 59,338 | 60,622 | 61,906 | 63,190 | 64,474 | 65,758 | 67,042 | 68,326
1.80 | 1.84 | 1.88 | 1.92 | 1.96 | 2.00 | 2.04 | 2.08 | 2.12 | 2.16
14 | 59,650 | 60,934 | 62,218 | 63,502 | 64,786 | 66,070 | 67,354 | 68,638 | 69,922 | 71,206
1.87 | 1.91 | 1.95 | 1.99 | 2.03 | 2.07 | 2.11 | 2.15 | 2.19 | 2.23
15 | 62,244 | 63,528 | 64,812 | 66,106 | 67,390 | 68,674 | 69,958 | 71,242 | 72,526 | 73,810
1.94 | 1.98 | 2.02 | 2.06 | 2.10 | 2.14 | 2.18 | 2.22 | 2.26 | 2.30
16 | 65,163 | 66,447 | 67,731 | 69,015 | 70,300 | 71,584 | 72,868 | 74,152 | 75,436 | 76,720
2.03 | 2.07 | 2.11 | 2.15 | 2.19 | 2.23 | 2.27 | 2.31 | 2.35 | 2.39
ESU 17-Ainsworth

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

SALARY SCHEDULE
Base: 29,500
Starting Salary: $500 for adv degree after 5 yrs at bottom of sched
Career Increments: N
Experience Allowed: 5 (D)
Experience Level Step: 1
Entry Level Step: 
Rollback: Multi-year Contract: 14-15, 15-16

INDEX: 4 x 4

VERTICAL FREEZE: 90-91

ROLLBACK:

LENGTH OF TEACHER DAY:

LENGTH OF STUDENT DAY:

NORMAL TEACHING LOAD:

INSURANCE

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LEAVES

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**OTHER DISTRICT POLICIES**

**Negotiated/Existed**

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

**ESU #17-AINSWORTH**

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**Eustis-Farnam**

**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 31,250
- Starting Salary: 31,250
- Career Increments: N
- Experience Allowed: 8
- Vertical Freeze: Rollback:
- Multi-year Contract:

**INSURANCE**
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Cafeteria Plan**
- **INSURANCE**
  - **HEALTH**: BC/BS 750D
    - **Options**: Individ. Depend.
  - **DENTAL**: BC/BS 3
    - **Options**: IRS 125: Y
  - **LTD**: Principal
    - **Type**: Option
    - **Contributions**: fte

**LEAVES**
- **Type**: Days/Year
  - **SICK**: 10
  - **PERSONAL**: 2
  - **BEREAVEMENT**: 5
  - **PROFESSIONAL**: 2
  - **ADOPTION**: 
  - **ASSOCIATION**: 
  - **SABBATICAL**: No
  - **SEVERANCE PAY**: 

**OTHER LEAVES:**

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

**APPLICATIONS**
- **Teacher s in BA 18 lanes steps 11-12 and BA 27 step 13 will be grandfathered, steps will be taken away**

---

### Additional Details
- **Starting Salary**: 31,250
- **Index**: 4 x 4
- **Length of Teacher Day**: 8
- **Length of Student Day**: 7.5
- **Planning Time**: 52
- **Class Periods/Day**: 8
- **Normal Teaching Load**: 7
## WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 7
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.1
- Length of Student Day: 7.1
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

## SALARY SCHEDULE

- Base: 30,400
- Starting Salary: 30,400
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 14-15, 15-16

## INSURANCE

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

## LEAVES

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**OTHER DISTRICT POLICIES**

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

## SABBATICAL

- **No**

## SEVERANCE PAY:

## OTHER LEAVES:

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**Ewing**

**2014-2015**

**3.1**
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7 7 7
- Planning Time: 50 50 60
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7

**SALARY SCHEDULE**
- Base: 32,600
- Starting Salary: 32,600
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 13-14, 14-15

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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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 7 7
Planning Time: 92 92 60
Class Periods/Day: 4 4
Normal Teaching Load: 3 3

SAALARY SCHEDULE
Base: 32,050
Starting Salary: Index: 4 x 5
Career Increments: N
Entry Level Step: 1
Experience Allowed: 5(D)
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
HEALTH BC/BS 750D/3100D 500.31 925.59 1050.66 1410.77 Sp or Dep. Dental
DENTAL BC/BS 2 24.84 24.84 24.84 24.84
LTD Madison Nat'l .0036 (+B) COMMENTS:
LIFE Deductible Reimbursement
NOT-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 70 yes
PERSONAL 4 yes 3rd & 4th day at sub rate
BEREAVEMENT 5 yes per occur.
PROFESSIONAL unl. yes Voluntary Separation: N
ADOPTION
ASSOCIATION

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

OTHER LEAVES: Military
### WORKING CONDITIONS

- Contract Days: 186
- FTE Teachers: 
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE

- Base: 33,060
- Index: 4 x 5
- Starting Salary: 
  - HS
  - JH/MS
  - ELEM
- Career Increments: Y
- Experience Allowed: 10

### Index: 4 x 5

- Vertical Freeze: 85-86
- Rollback:
- Multi-year Contract:

### LEAVES

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### CONTRACT DAYS

- Contract Days: 186

### SALARY SCHEDULE

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### WORKING CONDITIONS

- Contract Days: 186
- FTE Teachers: 
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE

- Base: 33,060
- Index: 4 x 5
- Starting Salary: 
  - HS
  - JH/MS
  - ELEM
- Career Increments: Y
- Experience Allowed: 10

### Index: 4 x 5

- Vertical Freeze: 85-86
- Rollback:
- Multi-year Contract:

### LEAVES

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### OTHER DISTRICT POLICIES

- Negotiated/Policy
  - Exists
  - Severeance Pay: Y

### OTHER DISTRICT POLICIES

- Negotiated/Policy
  - Exists
  - Severeance Pay: Y

### SABBATICAL: No

### SEVERANCE PAY: Y
## Fillmore Central

### Working Conditions
- Contract Days: 185
- Length of Teacher Day: 8
- Planning Time: 90
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 33,125
- Starting Salary: 33,125
- Experience Allowed: all(D)
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 888
- Length of Student Day: 7.5

### Salary Schedule Table

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### Insurance

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

### Leaves

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### Sabbatical
- No

### Severance Pay
- Negotiated/Policy: Exists

### Other Leaves

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## Index
- 4 x 4

## Rollback
- 27.30 or 45.20

## Cafeteria Plan Options
- Individ.
- Depend.
Fort Calhoun

**WORKING CONDITIONS**

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**SALARY SCHEDULE**

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**INSURANCE**

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**NON-PARTICIPANT** 241.67-grandfathered

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**OTHER DISTRICT POLICIES**

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**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 31,775
- **Starting Salary:**
  - HS
  - JH/MS
  - ELEM
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Index:** 4 x 5
- **Entry Level Step:** 1(D)
- **Experience Allowed:** 5(D)
- **Vertical Freeze:** 87-88
- **Rollback:** 87-88 Last Step

### Insurance
- **Type:**
  - HEALTH
  - DENTAL
- **Carrier:**
  - BC/BS
  - BC/BS
- **Option:**
  - 750D
  - 2
- **Amount Paid by District:**
  - 925.59
  - 24.84
- **Cafeteria Plan:**
  - Individ.
  - Depend.
  - Options:
    - IRS 125:
    - Flex Accounts:
  - Minimum FTE: 0.5

### Leaves
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
- **Days/Year:**
  - 6
  - 6
  - 5
  - 2
- **Accum. Depend. Use:**
  - 45
  - yes
  - yes
- **Approval Needed:**
  - yes
  - yes
- **Other:**
  - extra roll into sick bank
  - extra roll into sick bank

### Other District Policies
- **Negotiated/Policy:**
  - Sevance Pay
  - Jury Duty

### Franklin

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### Cafeteria Plan
- **Type:**
  - Health
  - Dental
- **Option:**
  - Individ.
  - Depend.
- **Amount Paid by District:**
  - 1050.66
  - 27.30
- **Coverage:**
  - H/A-Dent
  - Individ.
  - Depend.
  - Options:
    - IRS 125:
    - Flex Accounts:
  - Minimum FTE: 0.5

### Part-Time Benefits
- **Negotiated/Policy:**
  - Sevance Pay
  - Jury Duty
### Working Conditions

- Contract Days: 185
- FTE Teachers: 1
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule

- Base: 32,150
- Starting Salary: 30-04 BA36 removed from BA36/MA col., grandfathered
- Experience Allowed: all
- Career Increments: N
- 03-04 BA36 removed from BA36/MA col. - grandfathered
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Insurance

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### Leaves

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### Cafeteria Plan

- Individ.: 27.30
- Depend.: 45.20
- Options:
- IRS 125: YES
- Flex Accounts: YES

### Part-Time Benefits

- Minimum FTE: 0.5
- Contribution: fte

### Other District Policies

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### Sabbatical

- No

### Other Leaves:

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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: 187
- FTE Teachers: 346.5
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 4% ea. 4 yrs after frozen 4 yrs
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

SALARY SCHEDULE
- Base: 32,682
- Experience Allowed: 5(D)
- Career Increments: Y
- Vertical Freeze: Rollback: 85-86

INSURANCE
- Type: Carrier
- Option
- Amount Paid by District
- Couple - Benefits
- HEALTH: BC/BS 750D/3100D
- GADNTAL: BC/BS
- PPO: Emp can choose between Dental

LEAVES
- Type
- Days/Year
- Accum. use
- Approval Needed

OTHER DISTRICT POLICIES
- exists

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

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- BA=18
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- MA
- MA=9
- MA=18
- EDSPEC
- MA=45
- DOC

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 29.5
- **Length of Teacher Day:**
  - **HS:** 8
  - **JH/MS:** 8
  - **ELEM:** 8
- **Length of Student Day:**
  - **Planning:** 7.25
  - **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 14-15, 15-16

### Salary Schedule
- **Base:** 31,875
- **Index:** 4.5 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Length of Teacher Day:**
  - **Normal:** 888
- **Length of Student Day:**
  - **Normal:** 7.25
- **Entry Level Step:**
  - **Option:**
    - **Individ.:**
    - **EE/Child:**
    - **EE/Spouse:**
    - **EE/Sp/Child:**
  - **Couple - Benefits Option:**
    - **Individ.:**
    - **Depend.:**
  - **IRP 125:** Y
  - **Flex Accounts:** Y
  - **Part-Time Benefits:** Minimum FTE: 0.5

### Insurance
- **Type:**
  - **HEALTH:**
    - **Carrier:**
      - **BC/BS:**
  - **DENTAL:**
    - **Carrier:**
      - **BC/BS:**
  - **PPO:**
    - **Carrier:**
      - **BC/BS:**
      - **Individ. Depend.:**
        - **Option:**
          - **IRS 125:** Y
          - **Flex Accounts:** Y

### Leaves
- **Type:**
  - **SICK:**
    - **Days/Year:**
    - **Accum. use:**
    - **Approval Needed:**
    - **Other Info:** $20/day at separation
- **PERSONAL:**
  - **2**
  - **yes**
  - **+1 sub deduct**
- **BEREAVEMENT:**
  - **see sick lv.**
- **PROFESSIONAL:**
  - **3**
  - **yes**
  - **add'l as needed**
- **ADDITIONAL:**
  - **APPLICATION:**
  - **SABBATICAL:**
    - **No**
  - **SEVERANCE PAY:** Y

### Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
  - **Grievance:** Y
  - **Sick Bank:** Y

### Cafeteria Plan
- **Option Carrier:**
  - **BC/BS:**
  - **Individ.:**
  - **Depend.:**
  - **IRP 125:** Y
  - **Flex Accounts:** Y

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:** 8.25
- **Length of Student Day:** 7.5
- **Planning Time:** 100
- **Class Periods/Day:** 9
- **Normal Teaching Load:** 6
- **Index:** 4 x 5
- **Starting Salary:** 32,200
- **Career Increments:** N
- **Experience Allowed:** 5
- **Rollback:** 86-87
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 32,200
- **Index:** 4 x 5

### Insuranc
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LTD
  - LIFE
- **Carrier:**
  - BC/BS
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Unknown
- **Option:**
  - IRS 125: Y
  - Flex Accounts: Y
- **Amount Paid by District:**
  - Individ. EE/Child
  - Individ. EE/Spouse
  - Individ. EE/Sp/Child
  - Deductible Reimbursement
- **Cafeteria Plan:**
  - Individ.
  - Depend.

### Leave
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year:**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: 5
  - PROFESSIONAL: un.
- **Accum.:**
  - SICK: 45
- **Depend. use needed:**
  - SICK: yes
  - PERSONAL: no
  - BEREAVEMENT: add'l @ supt. discretion
  - PROFESSIONAL: yes
- **Approval Needed:**
  - SICK: no
  - PERSONAL: yes
  - BEREAVEMENT: add'l @ supt. discretion
  - PROFESSIONAL: yes
  - ASSOCIATION: no

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

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

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**Fullerton**

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Garden County

**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 3.13
- 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: 10

**SALARY SCHEDULE**

- Base: 31,750
- Experience Allowed: 10
- Career Increments: N
- Rollback: 89-90
- Index: 4.5 x 4.5

**INSURANCE**

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**LEAVES**

- SICK: 10 days, 60 credits, yes
- PERSONAL: 4 days, yes, accum. to 10
- BEREAVEMENT: 2 days, yes, see personal
- PROFESSIONAL: 1 day, yes, see personal
- ADOPTION: 45 days, yes, see personal

**OTHER DISTRICT POLICIES**

- **Negotiated/Policy**
  - **Exists**: Y
  - **Grievance**: Y
  - **Sick Bank**: N

**SABBATICAL**: Yes

**SEVERANCE PAY**

**OTHER LEAVES**

- **GARDEN COUNTY**

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**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 32,650
- Index: 4.5 x 4.5
- Starting Salary: 34,119
- Career Increments: N
- Experience Allowed: all
- Rollback:
- Vertical Freeze:
- Multi-year Contract:

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**SEVERANCE PAY:** Y

**OTHER DISTRICT POLICIES**

- Negotiated/Policy: Exists
- SEVERANCE PAY: Y

**Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+36 MA+45 DOC**

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**3/19/2015**

**2014-2015**

**1.1**
**Gibbon 2014-2015**

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 49
- **Length of Teacher Day:** 8, 8, 8
- **Length of Student Day:** 7.5, 7.5, 7.5
- **Planning Time:** 46, 46, 30
- **Class Periods/Day:** 8, 8
- **Normal Teaching Load:** 7, 7

### Salary Schedule
- **Base:** 32,475
- **Index:** 4 x 5
- **Ending Level Step:** 1
- **Experience Allowed:** 14
- **Career Increments:** N
- **Vertical Freeze:** 86-87
- **Rollback:**
- **Multi-year Contract:**

### Insurance
- **Health**
  - Carrier: BC/BS
  - Option: 750D
  - Deductible: 500.31
  - Benefits: 925.59
  - Max: 1050.66
  - Total: 1410.77
- **Dental**
  - Carrier: BC/BS
  - Option: 2
  - Benefits: 24.84
- **Life**
  - Carrier: Madison Nat'l
  - Option: 6.92
- **LTD**
  - Carrier: Madson Nat'l
  - Option: 0.010

### Leaves
- **SICK**
  - Days/Year: 10
  - Accum. & Dep.: 60, yes
- **PERSONAL**
  - Days/Year: 2
  - Approval Needed: 2, yes
- **BEREAVEMENT**
  - Days/Year: 2
  - Approval Needed: yes, from sick leave
- **PROFESSIONAL**
  - Days/Year: 2
  - Approval Needed: yes, from sick leave
- **ADOPTION**
  - Days/Year: 10
  - Approval Needed: yes, from sick leave

### Cafeteria Plan
- **Minimum FTE:** 0.5
- **Basic:** Individ.
- **Optional:** Depend.
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y

### Other District Policies
- **Part-Time Benefits:**
  - Minimum FTE: 0.5
  - Contribution: FTE

### Salary Schedule

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**Severance Pay:**
- Maternity

### Comments
- **Working Conditions:**
  - **Class Periods/Day:** 8
  - **Contract Days:** 185
  - **FTE Teachers:** 49

- **Salary Schedule:**
  - **Base:** 32,475
  - **Index:** 4 x 5
  - **Experience Allowed:** 14
  - **Career Increments:** N

- **Insurance:**
  - **Health:**
    - Carrier: BC/BS
    - Option: 750D
    - Deductible: 500.31
    - Benefits: 925.59
    - Max: 1050.66
    - Total: 1410.77
  - **Dental:**
    - Carrier: BC/BS
    - Option: 2
    - Benefits: 24.84
  - **Life:**
    - Carrier: Madison Nat'l
    - Option: 6.92
  - **LTD:**
    - Carrier: Madison Nat'l
    - Option: 0.010

- **Leaves:**
  - **SICK:**
    - Days/Year: 10
    - Accum. & Dep.: 60, yes
  - **PERSONAL:**
    - Days/Year: 2
    - Approval Needed: 2, yes
  - **BEREAVEMENT:**
    - Days/Year: 2
    - Approval Needed: yes
  - **PROFESSIONAL:**
    - Days/Year: 2
    - Approval Needed: yes
  - **ADOPTION:**
    - Days/Year: 10
    - Approval Needed: yes

- **Cafeteria Plan:**
  - **Minimum FTE:** 0.5
  - **Individ:**
  - **Depend:**

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

- **Severance Pay:**
  - Maternity
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 7
- HS: 8
- JH/MS: 8
- ELEM: 7
- Length of Teacher Day: 47
- Length of Student Day: 47
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 14-15, 15-16
- Vertical Freeze: N
- Rollback: N
- Experience Allowed: 5
- Career Increments: N
- Entry Level Step: 1
- Index: 4 x 4
- Starting Salary: 32,300
- Base: 32,300
- Normal Teaching Load: 7

**SALARY SCHEDULE**

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**INSURANCE**

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**LEAVES**

- SICK: 10 days/40 years
- Other Info: 1 with sub pay ded
- PERSONAL: 2+1
- BEREAVEMENT: from sick lv.
- PROFESSIONAL: 2
- ADOPTION: yes
- ASSOCIATION: sick bank

**OTHER DISTRICT POLICIES**

- SEVERANCE PAY:
- نهاية مراقبة: N
-иров: Y
- Votary Separation: P
- Sick Bank: N

**GILTNER**

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## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 32,400
- HS JH/MS ELEM
- Starting Salary: 32,400
- Length of Teacher Day: 8.25 8.25 8.25
- Career Increments: N
- Length of Student Day: 7.25 7.25 7.25
- Experience Allowed: all
- Planning Time: 48 45 30
- Class Periods/Day: 8 9
- Normal Teaching Load: 7 8
- Multi-year Contract:

## SALARY SCHEDULE
- Vertical Freeze:
- Rollback:

### Index: 4.5 x 4.5
- BASE: 32,400
- ENTRY LEVEL STEP: 1

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- ENTRY LEVEL STEP: 1

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### Index: 3 x 3.1
- BASE: 32,400
- ENTRY LEVEL STEP: 1

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### Index: 2 x 2.1
- BASE: 32,400
- ENTRY LEVEL STEP: 1

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

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

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

## LEAVES

### LEAVES

## OTHER DISTRICT POLICIES

## SABBATICAL: N

## SEVERANCE PAY:

## OTHER LEAVES:
### WORKING CONDITIONS

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- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

### SALARY SCHEDULE

- Base: 33,400
- Index: 5 x 4
- Starting Salary: 33,400
- Career Increments: N
- Experience Allowed: all
- Entry Level Step: 1

### INSURANCE

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### LEAVES

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- Other Info: 
- PERSONAL: 2 | yes | $100/day unused EOY
- BEREAVEMENT: 10,5,2 | yes | immed family; from sick lv.
- PROFESSIONAL: adm. disc. | yes | Grievance: Y P
- ADOPTION: 10 | inc. in sick lv.

### OTHER DISTRICT POLICIES

- Negotiated/Policy
- Exists
- Negotiated/P
- Policy

### SEVERANCE PAY:

GOTHENBURG

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- GOTHENBURG
- 3/19/2015
- 1.1

### Cafeteria Plan

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

### PART-TIME BENEFITS

- Minimum FTE: 0.5
- Contribution: fte

### ADDITIONAL COMMENTS

- COMMENTS:
- Deductible Reimbursement
WORKING CONDITIONS
- Contract Days: 187
- 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: 6

SALARY SCHEDULE
- Base: 33,180
- Starting Salary: 34,507
- Career Increments: Y
- Experience Allowed: 8
- Entry Level Step: 2
- Vertical Freeze: 85-86
- Rollback:
- Multi-year Contract:

INSURANCE
- Type: Carrier
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- Option: Amount Paid by District
  - H/A-Dent: 750D/1650D
  - Individ.: 24.84
  - EE/Child: 24.84
  - EE/Spouse: 24.84
  - EE/Sp/Child: 24.84

LEAVES
- Type: Days/Year
  - SICK: 10
  - PERSONAL: 2+1
  - PROFESSIONAL: unlim.
  - ADOPTION: 20
  - ASSOCIATION: see prof. lv.

OTHER DISTRICT POLICIES

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

FTE Teachers: Starting Salary: 34,507

EXPERIENCE ALLOWED: 8

CAREER INCREMENTS: Y

VERTICAL FREEZE: 85-86

ROLLBACK:

MULTI-YEAR CONTRACT:

---

**NOTES:**
- **2014-2015 Grand Island 1.1**
- **Index:** 4 x 5
- **Experience Allowed:** 8
- **Career Increments:** Y
- **Vertical Freeze:** 85-86
- **Rollback:**
- **Multi-year Contract:**

**WORKING CONDITIONS**

**SALARY SCHEDULE**

**INSURANCE**

**LEAVES**

**OTHER DISTRICT POLICIES**

**SABBATICAL**

**SEVERANCE PAY**

**OTHER LEAVES:**

---

**NOTES:**
- **2014-2015 Grand Island 1.1**
- **Index:** 4 x 5
- **Experience Allowed:** 8
- **Career Increments:** Y
- **Vertical Freeze:** 85-86
- **Rollback:**
- **Multi-year Contract:**

**WORKING CONDITIONS**

**SALARY SCHEDULE**

**INSURANCE**

**LEAVES**

**OTHER DISTRICT POLICIES**

**SABBATICAL**

**SEVERANCE PAY**

**OTHER LEAVES:**

---

**NOTES:**
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- **Rollback:**
- **Multi-year Contract:**

**WORKING CONDITIONS**

**SALARY SCHEDULE**

**INSURANCE**

**LEAVES**

**OTHER DISTRICT POLICIES**

**SABBATICAL**

**SEVERANCE PAY**

**OTHER LEAVES:**

---

**NOTES:**
- **2014-2015 Grand Island 1.1**
- **Index:** 4 x 5
- **Experience Allowed:** 8
- **Career Increments:** Y
- **Vertical Freeze:** 85-86
- **Rollback:**
- **Multi-year Contract:**

**WORKING CONDITIONS**

**SALARY SCHEDULE**

**INSURANCE**

**LEAVES**

**OTHER DISTRICT POLICIES**

**SABBATICAL**

**SEVERANCE PAY**

**OTHER LEAVES:**

---

**NOTES:**
- **2014-2015 Grand Island 1.1**
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- **Rollback:**
- **Multi-year Contract:**

**WORKING CONDITIONS**

**SALARY SCHEDULE**

**INSURANCE**

**LEAVES**

**OTHER DISTRICT POLICIES**

**SABBATICAL**

**SEVERANCE PAY**

**OTHER LEAVES:**

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**NOTES:**
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- **Career Increments:** Y
- **Vertical Freeze:** 85-86
- **Rollback:**
- **Multi-year Contract:**

**WORKING CONDITIONS**

**SALARY SCHEDULE**

**INSURANCE**

**LEAVES**

**OTHER DISTRICT POLICIES**

**SABBATICAL**

**SEVERANCE PAY**

**OTHER LEAVES:**

---

**NOTES:**
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- **Index:** 4 x 5
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- **Career Increments:** Y
- **Vertical Freeze:** 85-86
- **Rollback:**
- **Multi-year Contract:**

**WORKING CONDITIONS**

**SALARY SCHEDULE**

**INSURANCE**

**LEAVES**

**OTHER DISTRICT POLICIES**

**SABBATICAL**

**SEVERANCE PAY**

**OTHER LEAVES:**

---

**NOTES:**
### WORKING CONDITIONS
- **Contract Days:** 188
- **FTE Teachers:**
  - HS: 188
  - JH/MS: 52
  - ELEM: 40
- **Length of Teacher Day:**
  - HS: 7.5
  - JH/MS: 6.5
  - ELEM: 6.5
- **Planning Time:**
  - HS: 72
  - JH/MS: 52
  - ELEM: 40
- **Class Periods/Day:**
  - HS: 7
  - JH/MS: 7
  - ELEM: 7
- **Normal Teaching Load:**
  - HS/MS: 66
  - ELEM: 66
  - JH/MS: 66
- **LEAVES**
  - **SICK**
    - Days/Year: 10
    - Accum. Depend. Use: 50
    - Approval Needed: Yes
    - Other: $75/day for unused days
  - **PERSONAL**
    - Days/Year: 2
    - Approval Needed: Yes
    - Other Info: $75/day for unused days
  - **BEREAVEMENT**
    - Days/Year: 10
    - Approval Needed: Yes
  - **PROFESSIONAL**
    - Days/Year: 5
    - Approval Needed: Yes

### SALARY SCHEDULE
- **Base:** 33,950
- **Index:** 4 x 4
- **Starting Salary:** 33,950
- **Entry Level Step:** 1
- **Career Increments:** Yes
- **Experience Allowed:** All
- **MA36**
  - If frozen at last step 2 yrs-$500 3rd yr.
- **Vertical Freeze:** 84-85, 85-86
- **Rollback:**
- **Multi-year Contract:**
  - Length of Teacher Day: 7.5 7.5 7.5
  - Length of Student Day: 6.5 6.5

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Length: 750D
  - Individ. EE/Child: 24.84
  - EE/Spouse: 24.84
  - EE/Sp/Child: 24.84
- **DENTAL**
  - Carrier: BC/BS
  - Type: Individ.
  - Length: 2
  - Individ. EE/Child: 24.84
  - EE/Spouse: 24.84
  - EE/Sp/Child: 24.84
- **LIFE**
  - Carrier: Madison Nat'l
  - Type: Individ.
  - Length: .003 (+B)
  - Amount Paid by District:
    - Individ.: 3.24
    - Dep.: .003
- **LTD**
  - Carrier: Madison Nat'l
  - Type: Individ.
  - Length: 750D
  - Individ. EE/Child: 24.84
  - EE/Spouse EE/Sp/Child: 24.84
- **INSURANCE**
  - **HEALTH**
    - Type: H/A-Dent
    - Carrier: BC/BS
    - Length: 750D
    - Individ. EE/Child: 24.84
    - EE/Spouse: 24.84
    - EE/Sp/Child: 24.84
  - **DENTAL**
    - Type: Individ.
    - Carrier: BC/BS
    - Length: 2
    - Individ. EE/Child: 24.84
    - EE/Spouse: 24.84
    - EE/Sp/Child: 24.84
  - **LIFE**
    - Type: Individ.
    - Carrier: Madison Nat'l
    - Length: .003 (+B)
  - **LTD**
    - Type: Individ.
    - Carrier: Madison Nat'l
    - Length: 750D
  - **IRIS 125**
    - Options: Y
  - **PART-TIME BENEFITS**
    - Minimum FTE: 0.5
    - Contribution: fte

### SABBATICAL
- **No**

### OTHER LEAVES:
- **SEVERANCE PAY:**
- **OTHER DISTRICT POLICIES**
  - **Negotiated/Policy**
  - **Exists**
    - **GRIEVANCE**
      - **Type:** Voluntary Separation
      - **YN:** Y
      - **Sick Bank:** N

### CONTRACT SCHEDULE
- **Index:** 4 x 4
- **Starting Salary:** 33,950
- **Entry Level Step:** 1
- **Career Increments:** Yes
- **Experience Allowed:** All
- **MA36**
  - If frozen at last step 2 yrs-$500 3rd yr.
- **Vertical Freeze:** 84-85, 85-86
# 2014-2015 Hampton

## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - High School (HS)
  - Junior High/MS (JH/MS)
  - Elementary (ELEM)
- **Length of Teacher Day:**
  - High School (8)
  - Junior High/MS (8)
  - Elementary (8)
- **Length of Student Day:**
  - High School (7.25)
  - Junior High/MS (7.25)
  - Elementary (7.25)
- **Planning Time:**
  - High School (50)
  - Junior High/MS (50)
  - Elementary (60)
- **Class Periods/Day:**
  - High School (8)
  - Junior High/MS (8)
  - Elementary (7)
- **Normal Teaching Load:**
  - High School (7)
  - Junior High/MS (7)
  - Elementary (4)

## Salary Schedule
- **Base Salary:** 32,600
- **Index:** 4 x 4
- **Starting Salary:**
  - High School (32,600)
  - Junior High/MS (33,904)
  - Elementary (35,208)
  - Total (37,816)
  - Entry Level Step: 1
- **Career Increments:**
  - High School (1.04)
  - Junior High/MS (1.04)
  - Elementary (1.04)
  - Total (1.04)
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:**

## Insurance
- **Type**
  - Health (BC/BS)
  - Dental (BC/BS)
  - Life (Madison Ntl.)
  - LTD (Madison Ntl.)
  - Non-Participant
- **Carrier**
  - Health (750D)
  - Dental (2)
  - Life (1.85)
  - LTD (0.0049)
- **Option**
  - H/A-Dent
  - Individ.
  -EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - Individ.: H/A
  - Depend.: Y
- **Couple - Benefits**
  - Individ.
  - Depend.
  -コメント: Flex Accounts
- **Type**
  - Cafeteria Plan
  - Individ.
  - Depend.
  - H/A
  - Options: Y
- **Amount Paid by District**
  - Individ.
  - Depend.
- **Planning Time**
  - High School (50)
  - Junior High/MS (50)
  - Elementary (60)

## Leaves
- **Type**
  - Sick
  - Personal
  - Bereavement
  - Professional
  - Adoption
  - Association
- **Days/Year**
  - Sick (10)
  - Personal (2)
  - Bereavement (5)
  - Professional (as needed)
  - Adoption (Yes)
  - Association (Yes)
- **Accumulation**
  - Sick (40)
  - Personal (accum 3)
  - Bereavement (Yes)
- **Approval**
  - Sick (Yes)
  - Personal (Yes)
  - Bereavement (Yes)
  - Other (Yes)
- **Notes**
  - Sick Bank: N
  - Voluntary Separation: N
  - Grievance: Y

## Other District Policies
- **Negotiated/Policy**
  - Voluntary Separation: Y
  - Grievance: N
  - Sick Bank: N
  - Other Info: Sick

## Salary Schedule Table

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</tbody>
</table>

## Hampton

- **Starting Salary:**
  - High School (32,600)
  - Junior High/MS (33,904)
  - Elementary (35,208)
  - Total (37,816)
  - Entry Level Step: 1
- **Career Increments:**
  - High School (1.04)
  - Junior High/MS (1.04)
  - Elementary (1.04)
  - Total (1.04)
- **Vertical Freeze:** 87-88
- **Rollback:**
- **Multi-year Contract:**
### 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:** 31,750
- **Starting Salary:** 31,750
- **Career Increments:** N
- **Experience Allowed:** 6
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Experience Level:**
  - 1: 31,750
  - 2: 33,020
  - 3: 34,290
  - 4: 35,560
  - 5: 36,830
  - 6: 38,100
  - 7: 39,370
  - 8: 40,640
  - 9: 41,910
  - 10: 43,180
  - 11: 44,450
  - 12: 45,720
  - 13: 46,990
  - 14: 48,260
  - 15: 49,530
  - 16: 50,800

### INSURANCE

- **HEALTH:**
  - Carrier: BC/BS
  - Type: Individual
  - Option: EE/Child
  - Amount Paid by District: 1.24
- **DENTAL:**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Spouse
  - Amount Paid by District: 1.24
- **LIFE:**
  - Type: Individ.
  - Amount Paid by District: 1.24
- **LTD:**
  - Type: Individ.
  - Amount Paid by District: 1.24

### Cafeteria Plan

- **Cafeteria Plan:** Individ.
- **Options:**
  - H/A, Dent., LTD
  - Life, TSA, Cash
  - IRS 125
  - Flex Accounts

### WORKING CONDITIONS -續

- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Experience Level:**
  - 1: 31,750
  - 2: 33,020
  - 3: 34,290
  - 4: 35,560
  - 5: 36,830
  - 6: 38,100
  - 7: 39,370
  - 8: 40,640
  - 9: 41,910
  - 10: 43,180
  - 11: 44,450
  - 12: 45,720
  - 13: 46,990
  - 14: 48,260
  - 15: 49,530
  - 16: 50,800

### LEAVES

- **SICK:**
  - Days/Year: 10
  - Accum.: 70
  - Approval Needed: yes
- **PERSONAL:**
  - Days/Year: 3
  - Approval Needed: yes
  - Comments: $50/unused day
- **BEREAVEMENT:**
  - Days/Year: 5
  - Approval Needed: yes
- **PROFESSIONAL:**
  - Days/Year: 3
  - Approval Needed: yes
- **ADOPTION:**
  - Days/Year: 3
  - Approval Needed: yes
- **ASSOCIATION:**
  - Days/Year: 3
  - Approval Needed: yes

### OTHER LEAVES

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

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<th>BA + 18</th>
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### SABBATICAL

- **Yes**

### OTHER DISTRICT POLICIES

- **Negotiated Policy**
- **Exists**
- **Voluntary Separation:**
  - Y
  - P
- **Grievance:**
  - Y
  - P
- **Sick Bank:**
  - Y
  - N
### WORKING CONDITIONS

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

  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25

- **Length of Teacher Day**: 7.5
- **Length of Student Day**: 7.5

- **Planning Time**: 48
- **Class Periods/Day**: 8
- **Normal Teaching Load**: 7

### SALARY SCHEDULE

- **Base**: 32,300
- **Index**: 4 x 4
- **Starting Salary**: 34,884
- **Entry Level Step**: 3
- **Career Increments**: N
- **Experience Allowed**: all
- **Vertical Freeze**: BA+36,45,54 frozen 1 yr after entering; Not apply to MA

### INSURANCE

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<th>Option</th>
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<td>.0045 (thru sal)</td>
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### LEAVES

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<td>$75/day/year up to $150 eoy</td>
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</table>

### OTHER DISTRICT POLICIES

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

### SABBATICAL

- **SEVERANCE PAY**: 

### OTHER LEAVES

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<td>37,468</td>
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<td>36,176</td>
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<td>41,344</td>
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</table>

**BA36, BA45, BA54 frozen for 1 yr after entering; 14-15: BA45 & BA54 columns eliminated, staff grandfathered**
WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 293.1

Length of Teacher Day: 7.5
JH/MS ELEM

Planning Time: 96

Class Periods/Day: 8
Normal Teaching Load: 6.5

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

Vertical Freeze:
Rollback:
Multi-year Contract:

Length of Student Day: 6.75

9
Normal Teaching Load: 6.5

WORKING CONDITIONS

Index: 4.5 x 4.5

3/19/2015

Hastings
2014-2015

1.1

Hastings

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 750D/3100D 526.64 925.59 1050.66 1410.77 Full Ins. + $325

DENTAL BC/BS 3 51.35 51.35 51.35 51.35

PPO: Dist pays 95% H/A premium for fa COMMENTS:

LIFE

INSURANCE

HEALTH

DENTAL

LTD Madison Nat’l .0029

NON-PARTICIPANT $275/mo no ins-if taki

OTHER DISTRICT POLICIES

SEVERANCE PAY:

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

Step Base BA BA+9 BA+18 BA+27 BA+36 MA+9 MA+18 MA+27 MA+36 MA+45

HASTINGS

1 32,380 33,837 35,294 36,751 38,208 38,208 39,666 41,123 42,580 44,037 45,494

2 33,837 35,294 36,751 38,208 39,666 41,123 42,580 44,037 45,494 46,951 48,408

3 35,294 36,751 38,208 39,666 41,123 41,123 42,580 44,037 45,494 46,951 48,408

4 36,751 38,208 39,666 41,123 42,580 42,580 44,037 45,494 46,951 48,408 49,865

5 38,208 39,666 41,123 42,580 44,037 45,494 46,951 48,408 49,865 51,322

6 39,666 41,123 42,580 44,037 45,494 46,951 48,408 49,865 51,322 52,779 54,237

7 41,123 42,580 44,037 45,494 46,951 48,408 49,865 51,322 52,779 54,237 55,694

8 42,580 44,037 45,494 46,951 48,408 49,865 51,322 52,779 54,237 55,694 57,151

9 44,037 45,494 46,951 48,408 49,865 51,322 52,779 54,237 55,694 57,151 58,608

10 45,494 46,951 48,408 49,865 51,322 52,779 54,237 55,694 57,151 58,608 59,351

11 46,951 48,408 49,865 51,322 52,779 54,237 55,694 57,151 58,608 60,065 60,612

12 48,408 49,865 51,322 52,779 54,237 55,694 57,151 58,608 60,065 61,522 62,012

13 49,865 51,322 52,779 54,237 55,694 57,151 58,608 60,065 61,522 62,972 63,436

14 51,322 52,779 54,237 55,694 57,151 58,608 60,065 61,522 62,972 64,436 64,903

15 52,779 54,237 55,694 57,151 58,608 60,065 61,522 62,972 64,436 65,903 66,355

NEGOTIATED/ Policy

Step

FTE Teachers: 293.1

Negotiated/ Policy

Other Info: $20/day at retirement

PERSONAL 2 yes 1-sub. ded.

BEREAVEMENT 5 w/approv.

PROFESSIONAL 4 yes Grievance: Y N

ADOPTION 5 Sick Bank: Y N

ASSOCIATION

SABBATICAL: Yes

OTHER LEAVES:

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

02-03 staff frozen at bottom of MA45 will be given add’t 1.5% of base every yr on that step
**WORKING CONDITIONS**

- **Contract Days:** 160
- **FTE Teachers:**
  - HS: 8.75
  - JH/MS: 8.75
  - ELEM: 8.75
- **Length of Teacher Day:** 11-12 switch to 4 day work week - 160 contract days
- **Planning Time:** 64
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

**Salary Schedule**

- **Base:** 32,000
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - **Entry Level Step:** 1
  - **Career Increments:** Y
  - **Experience Allowed:** 5

**Index:** 4.5 x 4.5

**Experience Allowed:** Y

**Career Increments:** Y

**Salary Schedule**

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**Insurance**

- **Type:** Option
- **Carrier:** Amount Paid by District
- **H/A-Dent:** Individ. EE/Child EE/Spouse EE/Sp/Child
- **Health:** 500D 527.66 976.18 1108.08 1487.87
- **Dental:** 2 24.84 24.84 24.84 24.84
- **PPO:** COMMENTS:
- **Life:** Deductible Reimbursement
- **LTD:** Non-Participant

**Leaves**

- **Type:** Days/Year
- **Accum.:** Depend. Use Needed Other
- **Sick:** 9 40 yes
- **Personal:** 2 yes
- **Bereavement:** (See Sick Lv.)
- **Professional:** 2 yes
- **Adoption:**
- **Association:**

**Other District Policies**

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

**Other Leaves:** Jury Duty

---

**Salary Schedule**

- **Base:** 32,000
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - **Entry Level Step:** 1
  - **Career Increments:** Y
  - **Experience Allowed:** 5

**Index:** 4.5 x 4.5

**Experience Allowed:** Y

**Career Increments:** Y
**WORKING CONDITIONS**

- Contract Days: 180
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 51 51 40
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract: 14-15, 15-16

**SALARY SCHEDULE**

- Base: 31,550
- Index: 4 x 4.5
- Starting Salary: 31,550
- Career Increments: N
- Entry Level Step: 1
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 51 51 40
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract: 14-15, 15-16

**INSURANCE**

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**LEAVES**

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**OTHER LEAVES:**

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

**Negotiated/Policy**

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**Cafeteria Plan**

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

**PART-TIME BENEFITS**

- Minimum FTE: 0.5
- Contribution: fte

**HAYES CENTER**

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**COMMENTS:**

- Deductible Reimbursement
- Class Periods/Day: 8 8 8
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 51 51 40
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract: 14-15, 15-16

**HAYES CENTER**

- 31,550
- 32,970
- 34,390
- 35,809
- 37,229
- 38,649
- 1.00
- 1.045
- 1.09
- 1.135
- 1.18
- 1.225
- 32,812
- 34,232
- 35,652
- 37,071
- 38,491
- 39,911
- 1.04
- 1.085
- 1.13
- 1.175
- 1.22
- 1.265
- 34,074
- 35,494
- 36,914
- 38,333
- 39,753
- 41,173
- 1.08
- 1.125
- 1.17
- 1.215
- 1.26
- 1.305
- 35,336
- 36,756
- 38,176
- 39,595
- 41,015
- 42,435
- 1.12
- 1.165
- 1.21
- 1.255
- 1.3
- 1.345
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- 55,055
- 1.745
- 1.745
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 20
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 6.5
- Planning Time: 97
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 34,533
- Index: 4 x 4
- Starting Salary: 46.76
- Career Increments: N
- Experience Allowed: 8
- Vertical Freeze: None
- Rollback: None
- Multi-year Contract: None

### INSURANCE
- Type: HEALTH
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District: 500.31
  - Entry Level Step: 1
  - Options: Individ.
  - Deductible Reimbursement

- Type: DENTAL
  - Carrier: BC/BS
  - Option: 4
  - Amount Paid by District: 46.76
  - Entry Level Step: 1
  - Cafeteria Plan: Individ.
  - Options: Individ.
  - Deductible Reimbursement

- Type: LIFE
  - Carrier: BC/BS
  - Option: Individ.
  - Amount Paid by District: 46.76
  - Entry Level Step: 1
  - Cafeteria Plan: Individ.
  - Options: Individ.
  - Deductible Reimbursement

- Type: LTD
  - Carrier: BC/BS
  - Option: Individ.
  - Amount Paid by District: 46.76
  - Entry Level Step: 1
  - Cafeteria Plan: Individ.
  - Options: Individ.
  - Deductible Reimbursement

### LEAVES
- Type: SICK
  - Days/Year: 10
  - Accum. Needed: 50
  - Approval Needed: Yes
- Type: PERSONAL
  - Days/Year: 2
  - Accum. Needed: Yes
  - Approval Needed: Yes
- Type: BEREAVEMENT
  - Days/Year: 5
  - Accum. Needed: Yes
  - Approval Needed: Yes
- Type: PROFESSIONAL
  - Days/Year: 2
  - Accum. Needed: Yes
  - Approval Needed: Yes
- Type: ADOPTION
  - Days/Year: see sick lv.
- Type: ASSOCIATION
  - Days/Year: 2

### OTHER DISTRICT POLICIES
- OTHER LEAVES:

### HEARTLAND

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### SEVERANCE PAY:
- HEARTLAND
- Neither

### SCHEDULES
- Base: 34,533
- Index: 4 x 4
- Starting Salary: 46.76
- Career Increments: N
- Experience Allowed: 8
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7 hours
- **Planning Time:** 50 minutes
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** $32,300
- **Index:** 4.5 x 4.5
- **Starting Salary:**
  - 1(D)
- **Career Increments:** Y
- **Experience Level Step:** 1
- **Vertical Freeze:** 05-06, 06-07
- **Rollback:**
- **Multi-year Contract:** 13-14, 14-15

### Insurance
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **Cafeteria Plan**
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Min. FTE:**

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

### Other District Policies
- **Negotiated/Policy**
- **Exists**
- **Voluntary Separation:** Y
- **Grievance:** Y
- **Sick Bank:** N

### Sabbatical
- **Severance Pay:**

### Cafeteria Plan
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Min. FTE:**

### Salary Schedule Table

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### Other Leaves
- **Hemingford**
- **Step**
- **BA**
- **BA+9**
- **BA+18**
- **BA+27**
- **BA+36**
- **MA**
- **MA+9**
- **MA+18**

### Working Conditions Table

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### Salary Schedule Table (continued)

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### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 33.7681
  - JH/MS: 34.3540
  - ELEM: 35.5978
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

### SALARY SCHEDULE
- **Base:** 31,400
- **Starting Salary:** 32,970
- **Index:** 5 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Rollback:** Vertical Freeze
- **Experience Allowed:** all

### INSURANCE
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Option:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Deductible Reimbursement**

### LEAVES
- **Type:** SICK
- **Days/Year:** 10
- **Accum. Type:** 45
- **Approval Needed:** yes

### OTHER DISTRICT POLICIES
- **Negotiated/Policy Exists:**
  - Voluntary Separation: Y
  - Grieve: Y
  - Sick Bank: Y

### SABBATICAL
- **No**
## Working Conditions

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

## Salary Schedule

- **Base:** $33,825
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 6
- **Index:** 4 x 4.5

### Cafeteria Plan

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

### Insurance

- **Health:**
  - Carrier: BC/BS
  - Options:
    - 750D: 500.31
    - 925.59
    - 1050.66
    - 1410.77
- **Dental:**
  - Carrier: BC/BS
  - Options:
    - 24.18
    - 24.18
    - 24.18
    - 24.18
- **PPO:**
  - Options:
    - Individ.
    - Depend.
    - Couple - Benefits
      - EE/Sp/Child: 26.59 or 44.01
      - Individ. Depend.: 1050.66
      - Sp or Dep. Dental: 750D, 925.59, 1410.77
- **Life:**
  - Options:
    - Options:
      - Individ.
      - Depend.
      - Flex Accounts: Y
- **LTD:**
  - Options:
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    - Depend.

### Leaves

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### Sabbatical

- **Yes**

### Severance Pay

### Other District Policies

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

### Other Leaves

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## Hitchcock County

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

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### Salary Schedule
- **Base:** 31,500
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 10

### Working Conditions
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Starting Salary:** 31,500
- **Career Increments:** N
- **Experience Allowed:** 10

### Insurance
- **Type:**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
  - NON-PARTICIPANT
- **Carrier:**
  - BC/BS
  - Principal

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### Leaves

#### Sick
- **Days/Year:** 10
- **Accum:** 40
- **Approval Needed:** Yes
- **Comment:**
  - Other Info:
- **Other Info:**
- **Approval Needed:** Yes
- **Comment:**
  - Yes $100 stipend/day

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### Other District Policies
- **Voluntary Separation:** Y
- **Grievance:** N
- **Sick Bank:** N
- **Min FTE:** 0.5
- **Minimum FTE:** 0.5
- **Contribution:** fte

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

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

### Sevance Pay
- **SEVERANCE PAY:**
- **SABBATICAL:** No
## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.6 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**
- **Index:** 4.5 x 4.5
- **Experience Allowed:** 4 (D)
- **Career Increments:** N
- **Vertical Freeze:** 85-86
- **Rollback:** 95-96

## SALARY SCHEDULE
- **Base:** 32,300
- **Starting Salary:** 35,207
- **Entry Level Step:** 3
- **Step:**
  - 1: 32,300
  - 2: 33,754
  - 3: 35,207
  - 4: 36,661
  - 5: 38,114
  - 6: 39,568
  - 7: 41,021
  - 8: 42,475
  - 9: 43,928

## INSURANCE
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE
- **Option:**
  - H/A-Dent
  - EE/Child
  - EE/Spouse
- **Amount Paid by District:**
  - HEALTH: 750D, 500.31, 925.59, 1050.66, 1410.77
  - DENTAL: 2, 24.84, 24.84, 24.84, 24.84
  - LIFE: Principal, 4.41
- **Couple - Benefits:**
  - HEALTH: 27.30 or 45.20
- ** kommenten:**
  - Deductible Reimbursement
- **Options:**
  - IRS 125: Y
  - Flex Accounts:
  - Minimum FTE: 0.4
  - Contribution: fte

## LEAVES
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year:**
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: see sick lv.
  - PROFESSIONAL: 2
- **Accum. use:**
  - SICK: 90
  - PERSONAL: yes
  - BEREAVEMENT: yes
- **Approval Needed:**
  - SICK: yes
  - PERSONAL: yes
  - BEREAVEMENT: max 1/funeral ext'd family
  - PROFESSIONAL: yes
- **OTHER LEAVES:**
  - JURY DUTY

## OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - Voluntary Separation: N
  - Grievance: Y
  - Sick Bank: N

## SABBATICAL
- **Yes**

## SEVERANCE PAY

## OTHER LEAVES
- **JURY DUTY**

## HOLDRIDGE
- **Step:**
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  - 15: 52,649, 54,103, 55,556, 57,010, 58,463, 59,917, 61,370, 62,823, 64,275

## COMMENTS
- Deductible Reimbursement
### WORKING CONDITIONS

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### SALARY SCHEDULE

| Index: | 4 x 4 |
| Base: | 35,750 |
| Entry Level Step: | 1 |
| Career Increments: | N |
| Experience Allowed: | 9 |
| part-time teachers over 0.425 recv full h/a |
| Vertical Freeze: | 87-88 |
| Rollback: | 87-88 (1 Step) |
| Multi-year Contract: |

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### Working Conditions
- Contract Days: 185
- FTE Teachers: Howells-Dodge
- HS JH/MS ELEM
- Length of Teacher Day: Planning Time:
- Length of Student Day: Class Periods/Day:
- Normal Teaching Load: Multi-year Contract:

### Salary Schedule
- Base: 34,300
- Starting Salary: 34,300
- Career Increments: Experience Allowed: all

### Insurance
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### Leaves
- Sick: 10 Days/Year, 30 Accum., Depend. use yes, Approval Needed
- Personal: PTO
- Bereavement: PTO
- Professional: Sick Bank
- Adoption: Grievance
- Association: Voluntary Separation

### Other District Policies
- Negotiated/Policy Exists

### Sabbatical:
- Severance Pay:

### Other Leaves:

#### Howells-Dodge

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</table>
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 4
- Base: 33,500
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 13-14, 14-15

**INSURANCE**

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**LEAVES**

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**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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

**OTHER LEAVES:**

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**Notes:**
- 01-02 grandfathered BA+36 column when districts merged, teachers on BA+36 stayed on MA
**WORKING CONDITIONS**

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

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

**SALARY SCHEDULE**

- Base: 32,300
- Index: 4 x 4
- Starting Salary: 
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**INSURANCE**

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<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<td>(thru sal)</td>
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**LEAVES**

- SICK: 10,7
- Other Info: 10/yr until 40 accum, then 7/yr

**OTHER DISTRICT POLICIES**

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<th>Days/Year</th>
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**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

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<td>38,760</td>
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<td>Planning Time:</td>
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<td>Normal Teaching Load:</td>
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**Cafeteria Plan**

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

**PART-TIME BENEFITS**

- Minimum FTE: 
- Contribution: fte
### JOHNSON COUNTY

#### WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: HS, JH/MS, ELEM
- Length of Teacher Day: Planning Time
- Length of Student Day: Class Periods/Day
- Normal Teaching Load: Multi-year Contract

#### SALARY SCHEDULE
- Base: 32,875
- Starting Salary:
- Career Increments:
- Experience Allowed: 5(D)
- Entry Level Step: 1
- Vertical Freeze:
- Rollback:

#### INSURANCE

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#### LEAVES

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#### OTHER DISTRICT POLICIES
- Negotiated/Exists

#### SABBATICAL:

#### SEVERANCE PAY:

#### OTHER LEAVES:

### WORKING CONDITIONS

#### SALARY SCHEDULE

#### INSURANCE

#### LEAVES

#### OTHER DISTRICT POLICIES

#### SABBATICAL:

#### SEVERANCE PAY:

#### OTHER LEAVES:
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 22.5
- 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: 32,500
- Index: 4 x 4
- Starting Salary: (D)
- Career Increments: N
- Experience Allowed: all (D)
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

INCENTIVES
- Length of Teacher Day: 888
- Length of Student Day: 7.5
- Normal Teaching Load: 7
- Class Periods/Day: 8
- Contract Days: 185
- Base: 32,500
- Index: 4 x 4
- Entry Level Step: (D)

VERTICAL FREEZE:
- Rollback:

CORE SALARIES
- Class Periods/Day: 8
- Contract Days: 185
- Base: 32,500
- Index: 4 x 4
- Entry Level Step: (D)

INSURANCE
- Type: Carrier: Option
- Health: BC/BS: 750D
- Denta: BC/BS: 24.84
- Life: Individ.
- LTD: 0.045

LEAVES
- Type: Days/Year
- Sick: 10
- Personal: 2
- Bereavement: from sick lv.
- Professional: admin. disc.
- Adoption: admin. disc.
- Association: 3 (off/deleg)

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

PART-TIME BENEFITS
- Minimum FTE: 0.5
- Contribution: fte-% sgl

OTHER LEAVES:
- Sabbatical: No
- Severance Pay:

OTHER DISTRICT POLICIES
- Negotiated/ Policy: Exists
- Voluntary Separation: N
- Grievance: Y
- Sick Bank: Y

JOHNSON-BROCK

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</tbody>
</table>

Deductible Reimbursement

FTE Teachers: 22.5
### WORKING CONDITIONS

- **Contract Days:** 185
- **FTE Teachers:** 385
- **Length of Teacher Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Student Day:**
  - 6.5
  - 6.5
  - 6.42
- **Planning Time:**
  - 60
  - 57
  - 30
- **Class Periods/Day:**
  - 4
  - 9
- **Normal Teaching Load:**
  - 3
  - 7.5
- **Career Increments:** Y
- **Experience Allowed:** 7(D)
- **Index:** 4.5 x 4.5
- **Starting Salary:** 32,985
- **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
- **Normal Teaching Load:**
  - 3
  - 7.5

### INSURANCE

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

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### PERSONAL

- 3
- BEREAVEMENT: 5, 3 based on type of use; with appr
- PROFESSIONAL: 2
- yes
- ADOPTION: 10
- w/approv.
- ASSOCIATION: 3

### OTHER LEAVES:

- No

### SALARY SCHEDULE

- **Base:** 32,985
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 1
- **Starting Salary:** 32,985
- **Career Increments:** Y
- **Experience Allowed:** 7(D)
- **Index:** 4.5 x 4.5

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### COMMENTS

- Health: BC/BS
- Dental: BC/BS
- Life: Individ. EE/Child
- LTD: Individ. EE/Sp/Child
- IRS 125: Y
- Flex Accounts: Y
- IRS 125: Y
- Part-Time Benefits: Minimum FTE: 0.5
- Contribution: fte-BCBS*
- Voluntary Separation: N
- Sick Bank: Y
- Voluntary Separation: N
- Sick Bank: Y
- N

### OTHER DISTRICT POLICIES

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

### SEVERANCE PAY

- **Y**

### OTHER DISTRICT POLICIES

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

### SABBATICAL

- No

### OTHER LEAVES:

- **SEVERANCE PAY:** Y
### WORKING CONDITIONS

- **Contract Days:** 184
- **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:** 7
- **Normal Teaching Load:** 7

### SALARY SCHEDULE

- **Base:** 32,500
- **Starting Salary:**
  - HS: 750D
  - JH/MS: 50.03
  - ELEM: 925.59
- **Career Increments:** N
- **Index:** 4 x 4
- **Experience Allowed:** (D)
- **Entry Level Step:** 1
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### INSURANCE

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**Keya Paha**

### Working Conditions
- **Contract Days:** 180
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base Salary:** $31,650
- **Starting Salary:** $31,650
- **Career Increments:** N
- **Experience Allowed:** 6
- **Index:** 4.25 x 4.25
- **Entry Level Step:** 1
- **Multi-year Contract:**
- **Rollback:** 93-94
- **Normal Teaching Load:** 7

### Insuranc
- **Health**
  - Carrier: BC/BS
  - Option: 750D/3100D
  - Amount Paid by District: $500.31
- **Dental**
  - Carrier: BC/BS
  - Option: 4
  - Amount Paid by District: $46.76
- **Life**
  - Carrier: None
  - Amount Paid by District: N/A
- **LTD**
  - Carrier: None
  - Amount Paid by District: N/A
- **Cafeteria Plan**
  - Option: IRS 125
  - Flex Accounts: Y

### Leaves
- **Sick Days/Year:** 10
- **Other Days/Year:** 30
- **approved leave:** add'l. w/o pay

### Other District Policies
- **Negotiated Policy:**
  - **Sick Bank:** Y
  - **Grievance:** Y

### Keya Paha

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### Cafeteria Plan
- **Option:** Determined by dependents
- **Contrib.:** FTE
## Working Conditions
- Contract Days: 185
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25 hours
- Planning Time: 48 hours
- Class Periods: 9
- Normal Teaching Load: 8
- Index: 4 x 5
- Experience Allowed: all
- Career Increments: Y

## Salary Schedule
- Base: $32,400
- Starting Salary: $32,400
- Entry Level Step: 1
- Vertical Increments: % of column base
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 13-14, 14-15
- Length of Teacher Day: 8.88 hours
- Length of Student Day: 7.25 hours
- Normal Teaching Load: 8

## Insurance
- Type: Health
- Carrier: BC/BS
- Option: 750D
- Amount Paid by District: $500.31
- Entry Level Step: 1
- Base: $32,400
-椎: 1.05
-椎2: 1.10
-椎3: 1.16
-椎4: 1.22
-椎5: 1.28
-椎6: 1.34
-椎7: 1.40
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-椎16: 1.94
-椎17: 2.00
-椎18: 2.06
-椎19: 2.12
-椎20: 2.18

## Leaves
- Sick: 8 days/year
- Personal: PTO
- Bereavement: 5 days
- Professional: 104 days/year
- Adoption: 1-officers only
- Sabbatical: Yes

## Cafeteria Plan
- Individ.: 27.30
- Depend.: 45.20

## Other District Policies
- Negotiated/Policy
- Exists
- Advancement to Step 20 is obtained after being at Step 15 for 5 years.
Lakeview

WORKING CONDITIONS
Contract Days: 185
FTE Teachers:

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Length of Teacher Day: 8
Length of Student Day: 7.5
Class Periods/Day: 7
Normal Teaching Load: 6

Planning Time: 87

Experience Allowed: all
Career Increments: N
Vertical Freeze:
Rollback:
Multi-year Contract:

Salaries:
BA+36

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4 |
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SABBATICAL: Yes
SEVERANCE PAY: N

Other Leaves:

LEAVES

Type |
-----|
Sick |
Personal |
Industrial |
Apt/Adoption |

Days/Year |
12 |
10.5 |
2 |
30 |

Approval |
120 |
yes |
yes |
yes |

USE |
yes |
yes |
yes |
yes |

OTHER DISTRICT POLICIES

Negotiated/Policy |
Expects |
Grievance |
Sick Bank |

SEVERANCE PAY: N
Others |

INSURANCE

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INSURANCE

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Deductible Reimbursement

Cafeteria Plan

Type |
-----|
Individ. |
Depend. |

Options: |
TSA |

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: full

SALARY SCHEDULE

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<th>Index</th>
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<th>Career Increments</th>
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LAKEVIEW COMMUNITY SCHOOLS

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<td>63,286</td>
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</table>

Full time staff who have been on MA36 Step 14 for one year will receive an annual comp payment of $850, paid in Nov.
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 
HS  JH/MS  ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.3 7.3 7.3
Planning Time: 48 48 48
Class Periods/Day: 8 10
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 31,410
Starting Salary: 
Career Increments: N
Experience Allowed: 3
Index: 4 x 4

MULTI-YEAR CONTRACT:
Length of Teacher Day: 888
Length of Student Day: 7.3 7.3 7.3

INCENTIVES:
Entry Level Step: 1

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 950D 508.88 508.88 508.88 508.88 Fringe Benefit Stipend
DENTAL BC/BS 2 24.84 24.84 24.84 24.84

PPO: COMMENTS: Deductible Reimbursement
HEALTH BC/BS

LEAVES
Type Days/Year Depend. Approval Other
SICK 10 45 yes
PERSONAL 2 yes
BEREAVEMENT unl. see sick lv. Voluntary Separation:
PROFESSIONAL unl. yes Grievance:
ADOPTION ASSOCIATION

OTHER DISTRICT POLICIES
SEVERANCE PAY:
SABBATICAL: No

OTHER LEAVES:

LAUREL-CONCORD-COLERIDGE 2014-2015
1.1
### WORKING CONDITIONS
- Contract Days: 185
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Student Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: Yes

### SALARY SCHEDULE
- Base: 32,000
- Starting Salary: 32,000
- Career Increments: N
- Experience Allowed: All
- Rollback: Yes
- Vertical Freeze: Yes
- Multi-year Contract: Yes

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### INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Type Carrier

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

#### PART-TIME BENEFITS
- Minimum FTE: 0.1
- Contribution: FTE

#### LEAVES
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#### SEVERANCE PAY: Y

#### OTHER LEAVES:

---

The table represents the salary schedule and insurance benefits for the 2014-2015 academic year, including steps, increments, and accumulations for different types of leave. The insurance section details the carrier and options for health, dental, life, and LTD benefits. The cafeteria plan offers options for both individ. and depend. carriers. The part-time benefits include a minimum FTE of 0.1 with an associated contribution of FTE. The leaves section specifies days and approval for various types of leave, with the severance pay indicated at Y. The other leaves are noted as negotiating policies.
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 1.13/19/2015
- HS JH/MS ELEM
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 13-14, 14-15
- Vertical Freeze:
- Rollback:

## SALARY SCHEDULE
- Base: 31,800
- Index: 4 x 4
- Starting Salary: 31,800
- Career Increments: N
- Experience Allowed: 8

### INSURANCE
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **Cafeteria Plan**
- **H/A-Dent** | **Individ.** | **EE/Child** | **EE/Spouse** | **EE/Sp/Child** | **24.84**
- HEALTH | BC/BS | 950D | 508.88 | 941.47 | 1068.67 | 1434.95 | Ind Dental
- DENTAL | BC/BS | 2 | 24.84 | 24.84 | 24.84 | 24.84 | IRS 125:
- PPO: | sgl also recv $125 TSA | COMMENTS: | | | | | Deductible Reimbursement: N
- LTD | Mutual of Omaha | .0022 | | | | | Minimum FTE: 0.4
- NON-PARTICIPANT | $125 TSA | | | | | | Contribution: .5 fte

### LEAVES
- **Type** | **Days/Year** | **Accum.** | **Depend.** | **Approval** | **Needed** | **Other**
- SICK | 10 | 52 | yes | | | |
- PERSONAL | 3 | yes | | | | |
- BEREAVEMENT | | | trade 10 sick lv. for 5 bereav. | | | |
- PROFESSIONAL | 2 | yes | admin approval | | | |
- ADOPTION | | | Sick Bank: | | | |
- ASSOCIATION | | as requested | | | | |

### OTHER DISTRICT POLICIES
- **Negotiated/Policy** | **Negotiated/Policy**
- **Exists** | **Negotiated/Policy**
- SABBATICAL: | No | SEVERANCE PAY: | Yes |

### OTHER LEAVES:

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 234.43
- 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: 7
- Normal Teaching Load: 6
- 11-12 Supplemental Pay: $892
- Vertical Freeze: 85-86

### Salary Schedule
- Base: 33,700
- Index: 5 x 4
- Starting Salary: 33,700
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5

### 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**: Yes
- **Personal**: Yes
- ** bereavement**: Yes
- **Professional**: Yes
- **Adoption**: Yes

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

### Lexington
- **Class Periods/Day**: 7
- **Contract Days**: 185
- **Base**: 33,700
- **Index**: 5 x 4
- **Starting Salary**: 33,700
- **Entry Level Step**: 1
- **Career Increments**: N
- **Experience Allowed**: 5

### Salary Scale

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

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### Notes
- Vertical Freeze: 85-86
- Rollback:
- Normal Teaching Load: 6
- 11-12 Supplemental Pay: $892
- Vertical Freeze: 85-86
- Rollback:
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5

### Additional Notes
- **Class Periods/Day**: 7
- **Contract Days**: 185
- **Base**: 33,700
- **Index**: 5 x 4
- **Starting Salary**: 33,700
- **Entry Level Step**: 1
- **CareerIncrements**: N
- **Experience Allowed**: 5
## SALARY SCHEDULE

**Base:** 30,450  
**Index:** 4.5 x 4.5  
**Starting Salary:** 33,191  
**Entry Level Step:** 1*  
**Career Increments:** N  
**Experience Allowed:** all  
**$100 tuition credit per teacher; *Step 1 = 1.09**  
**Vertical Freeze:**  
**Rollback:**  
**Multi-year Contract:** 14-15, 15-16

### WORKING CONDITIONS
- **Contract Days:** 183  
- **FTE Teachers:**  
  - HS JH/MS ELEM  
  - 8 8 8  
  - Length of Teacher Day: 8 8 8  
  - Length of Student Day: 77  
  - Planning Time: 50 40 40  
  - Class Periods/Day: 8 9  
  - Normal Teaching Load: 7 8

### INSURANCE

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### CAFETERIA PLAN

**Type:** Individ.  
**Carrier:** Depend.

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### SABBATICAL

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### FTE Teachers:

- **Starting Salary:** 33,191

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### OTHER LEAVES:

- **SEVERANCE PAY:**

### SABBATICAL:

- **Yes**

### REPORTING POLICIES:

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

### OTHER DISTRICT POLICIES:

- **Negotiated Policy:** Exists
- **Existed:**
- **Yes:**
- **No:**

### FTE Teachers:

- **Starting Salary:** 33,191
WORKING CONDITIONS
Contract Days: 191  FTE Teachers: 3013
HS JH/MS ELEM
Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: vary vary 6.5
Planning Time: 100 100 95
Class Periods/Day: 7 7
Normal Teaching Load: 5 5

SALARY SCHEDULE
Base: 40,643  Entry Level Step: 1
Starting Salary: 40,643  Career Increments: N
Experience Allowed: 27
02-03 indx career stps; 03-04 sch is 21 stps; 06-07 move caf to sched
Vertical Freeze: 95-96
Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Indiv. EE/Child EE/Spouse EE/Sp/Child 302.25
HEALTH BC/BS 750D 471.80 662.62 753.04 1003.27
DENTAL BC/BS 2 24.84 24.84 24.84 24.84
LIFE Met Life 1.38
LTD Lincoln Nat'l
NON-PARTICIPANT

LEAVES
Type Days/Year Depend. Approval Other
SICK 11 unl. yes
BEREAVEMENT 5 each occurrence Voluntary Separation: N
PROFESSIONAL unl. yes Grievance: Y Y
ADOPTION 20 from sick lv. or sub ded. Sick Bank: Y Y
ASSOCIATION 60, Pres/FT

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

OTHER LEAVES: Civic, Jury, Catastrophic
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 |

SALARY SCHEDULE

| Base: | 31,500 |
| Entry Level Step: | 1(D) |
| Experience Allowed: | 4 |
| Vertical Freeze: |
| Rollback: |
| Multi-year Contract: | 14-15, 15-16 |

INSURANCE

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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: 9
- Planning Time: 46
- Class Periods/Day: 9
- Normal Teaching Load: 8
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: 8

### Salary Schedule
- Base: $31,625
- Starting Salary: $31,625
- Career Increments: N
- Experience Allowed: all

### Insurance
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: 27.30 or 45.20
  - HEALTH: BC/BS 750D 500.31 925.59 1050.66 1410.77
  - DENTAL: BC/BS 2 24.84 24.84 24.84 24.84
  - PPO: COMMENTS: Deductible Reimbursement
  - LIFE: Unknown
  - LTD: Unknown
  - Non-Participant: (+B)

### Leaves
- **Type**: Days/Year
- **Accum. Depend. use Approval Needed Other**
  - SICK: 12
  - Other Info: PTO, bonuses eoy $200-$350

### Cafeteria Plan
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Individ. 125:
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**:

### Other District Policies
- **Type**: Depends
- **Accum. Depend. use Approval Needed Other**
- **Other Info**: Voluntary Separation: N
- **Other Info**: Grievance: N
- **Other Info**: Sick Bank: Y

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### Logbook View
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- BA+18: 34,155
- BA+27: 35,420
- BA+36: 36,695
- BA+45: 38,865
- BA+54: 41,030
- MA: 37,650
- MA+9: 39,215
- MA+18: 40,777
- MA+27: 42,339
WORKING CONDITIONS

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INDEX:

| Experience Allowed: | all |
| Career Increments:  | N  |
| 05-07 5 yrs exp; 07-08 and forward all exp |

INVESTMENT

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INSURANCE

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OTHER DISTRICT POLICIES

| SEVERANCE PAY: | Y |

SALARY SCHEDULE

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**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 33,830
- Starting Salary: 33,830
- Career Increments: N
- Experience Allowed: 12(D)
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract:

**INSURANCE**

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<th>Option</th>
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<th>Couple - Benefits</th>
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**INSURANCE**

- Deductible Reimbursement

**Cafeteria Plan**

- Individ.
- Depend.

**LEAVES**

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**OTHER DISTRICT POLICIES**

- Voluntary Separation: Y
- Sick Bank: N
- Sick Leave: P
- Flex Accounts: Y

**SABBATICAL**

- No

**SEVERANCE PAY**

**OTHER LEAVES:**

**LOUISVILLE**

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**Notes:**

- Minimum FTE: 0.5
- Contribution: fte

---

**Additional Information:**

- DEBIT CARDS: Yes
- DEDUCTION: Y
- FLEX OPTIONS: Y
- GROWTH: N
- HEALTH INSURANCE: B/C/BS
- INSURANCE: Individ.
- INSURANCE OPTIONS: Individ.
- INSURANCE: Depend.
- INSURANCE OPTIONS: Depend.
- INSURANCE SUBSIDY: Y
- JOB TITLE: Teacher
- METROPOLITAN AREA: Louisville
- MINIMUM FTE: 0.5
- PPO: Exists
- POLICIES: Negotiated/Policy
- PREVIOUS EMPLOYMENT: Yes
- SPENDING LIMIT: Y
- SUBSIDY: Y
- WORKED YEARS: 1

---

**Salary Schedule:**

- 2014-2015
- 3.1
- 3/19/2015
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 31,900
- Entry Level Step: 1
- Longevity: 4% ea. 4 yrs. to 26; 03-04 salary/insurance freeze
- Vertical Freeze: 03-04

**Experience Allowed:**
- Career Increments: Y

**Multi-year Contract:**

**INSURANCE**

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**Cafeteria Plan**

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**Options:**

- IRS 125: Y
- Flex Accounts: Y

**INSURANCE**

- HEALTH: H/A-Dent
- DENTAL: BC/BS
- PPO: teacher pays 10% premium
- LIFE: COMMENTS: Deductible Reimbursement
- LTD: NON-PARTICIPANT

**LEAVES**

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**SEVERANCE PAY:**

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**OTHER LEAVES:**

- SABBATICAL: No
- OTHER LEAVES:

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**LONGEVITY:**

- Longevity 4% ea. 4 yrs. to 26

---

**3/19/2015 Loup City 2014-2015 1.1**
Loup County

WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 14
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 51
- Length of Student Day: 51
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

SALARY SCHEDULE

- Base: 30,675
- Index: 4 x 5
- Starting Salary:
- Career Increments: N
- Experience Allowed: 10

INSURANCE

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

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OTHER DISTRICT POLICIES

- Negotiated/Policy: Exits
- Individual: Y
- Dependent: N
- Voluntary Separation: Y
- Grievance: Y
- Sick Bank: N

SEVERANCE PAY:

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## Working Conditions
- **Contract Days:** 182
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.1 hours
- **Length of Student Day:** 7.1 hours
- **Planning Time:** 53 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Salary Schedule
- **Base Salary:** $32,150
- **Index:** 4 x 4
- **Starting Salary:** $32,150
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 14-15, 15-16

## Insurance
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## Leaves
- **Sick:**
  - Days/Year: 12
  - Accum.: 60
  - Approval Needed: Yes
  - Other Info: includes personal (at admin. discretion)
- **Personal:**
  - Sick Leave: see sick lv.
- **Bereavement:**
  - Days/Year: 5
  - Approval Needed: Yes
  - Additional: more at admin. discretion
- **Professional:**
  - Days/Year: 2
  - Approval Needed: Yes
  - Additional: more at admin. discretion
- **Association:**
  - Sick Leave: see sick lv.

## Other Policies
- **Negotiated/Policy:**
  - Sick Bank: Y N
  - Voluntary Separation: N
  - Grievance: Y N

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

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

## Salary Schedule

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## Other Leaves

### Sabbatical:

### Severance Pay:

### Other Leaves:
Lyons-Decatur Northeast

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 27.44
- 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: 31,900
- Starting Salary: 31,900
- Index: 4 x 5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- 84-85 grandfathered steps
- Vertical Freeze: 88-89
- Rollback:
- Multi-year Contract: 14-15, 15-16

INSURANCE
- Type: Option
- Carrier: Amount Paid by District
  - H/A-Dent: Indiv., EE/Child
  - EE/Spouse: EE/Sp/Child
  - 24.84

Cafeteria Plan
- Indiv.: Depend.
- Options:
  - IRS 125: Y

LEAVES
- Type: Days/Year
  - SICK: 10
  - PERSONAL: 2
  - BEREAVEMENT: unl.
  - PROFESSIONAL: 2
  - ADOPTION: 
  - ASSOCIATION: 
- Approval: Other Info: Unused over 40 pd. $15/day EOY
  - Yes
  - Yes
  - Yes from sick lv.

OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
  - Voluntary Separation: N
  - Grievance: Y N
  - Sick Bank: N

SABBATICAL: No
SEVERANCE PAY: Y

OTHER LEAVES:

LYONS-DECATUR

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LYONS-DECATUR

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

SALARY SCHEDULE
Index: 4 x 5 Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)
Grandfathered steps 94-95
Vertical Freeze: 86-87, 87-88
Rollback: Multi-year Contract: 13-14, 14-15
Length of Teacher Day: 888
Length of Student Day: 7.25
Normal Teaching Load: 68

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
HEALTH BC/BS 950D 508.88 941.47 1068.67 1434.95
DENTAL BC/BS 2 24.84 24.84 24.84
PPO: COMMENTS:
LIFE Horace Mann 3.80 Deductible Reimbursement
LTD NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 45 yes
PERSONAL 2 no +1(w/sub pay) if sick lv @ max
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION
SABBATICAL: No
SEVERANCE PAY: N
OTHER LEAVES: Jury Duty

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
MADISON | 32,500 | 34,125 | 35,750 | 37,375 | 39,000 | 40,625 | 42,250 | 43,875 | 45,500 | 2.00
| 33,800 | 35,425 | 37,050 | 38,675 | 40,300 | 41,925 | 43,550 | 45,175 | 46,800 |
| 36,400 | 38,035 | 39,650 | 41,275 | 42,900 | 44,525 | 46,150 | 47,775 | 49,400 |
| 39,000 | 40,625 | 42,250 | 43,875 | 45,500 | 47,125 | 48,750 | 50,375 | 52,000 |
| 40,300 | 41,925 | 43,550 | 45,175 | 46,800 | 48,425 | 50,050 | 51,675 | 53,300 |
| 43,075 | 44,650 | 46,225 | 47,795 | 49,360 | 50,925 | 52,490 | 54,055 | 55,620 |
| 46,150 | 47,775 | 49,395 | 50,990 | 52,595 | 54,195 | 55,795 | 57,390 | 58,990 |
| 49,075 | 50,695 | 52,315 | 53,935 | 55,555 | 57,175 | 58,795 | 60,415 | 62,035 |
| 50,975 | 52,595 | 54,215 | 55,835 | 57,455 | 59,075 | 60,695 | 62,315 | 63,935 |
| 53,925 | 55,555 | 57,185 | 58,805 | 60,425 | 62,045 | 63,665 | 65,285 | 66,905 |
| 54,800 | 56,425 | 58,055 | 59,675 | 61,295 | 62,915 | 64,535 | 66,155 | 67,775 |
| 58,725 | 60,345 | 61,965 | 63,585 | 65,205 | 66,825 | 68,445 | 69,965 | 71,685 |

03-04: Advanced Placement - new hires step 3; 08-09 index changed from 4x4.5 to 4x5; 13-14 Advanced Placement ends - new hires step 1

03-04: Advanced Placement - new hires step 3; 08-09 index changed from 4x4.5 to 4x5; 13-14 Advanced Placement ends - new hires step 1
### Working Conditions
- Contract Days: 185
- FTE Teachers: 4
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 33,650
- Entry Level Step: 1
- Experience Allowed: all
- Vertical Freeze: 88-89
- Rollback: 88-89 Last Step
- Multi-year Contract:

### Insuranc
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### Leaves
- SICK: 10, 40, yes
- PERSONAL: 2, yes
- BEREAVEMENT: 4
- PROFESSIONAL: 2, yes
- ADOPTION: see sick lv.

### Cafeteria Plan
- Options: H/A, LTD, TSA, Life, Cash, Canc
- IRS 125: Y

### Part-Time Benefits
- Minimum FTE: 0
- Contribution: fte

### Other District Policies
- Negotiated/Policy: Exists
- Sick Bank: N

### Sabbatical
- No

### Severance Pay

### Other Leaves

### Class Periods/Day: 8

### Contract Days: 185
- Base: 33,650
- Starting Salary: 39,034
- Career Increments: N
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### Working Conditions

### Salary Schedule

### Insuranc

### Leaves

### Cafeteria Plan

### Part-Time Benefits

### Other District Policies

### Sabbatical

### Severance Pay

### Other Leaves
Maxwell

WORKING CONDITIONS

Contract Days: 184
FTE Teachers:

HS JH/MS ELEM

Length of Teacher Day: 7.75 7.75 7.75
Length of Student Day: 7.33 7.33 7.25
Planning Time: 52 52 45
Class Periods/Day: 8 8
Normal Teaching Load: 6 6

SALARY SCHEDULE

Base: 31,700
Starting Salary: 31,700
Career Increments: N
Experience Allowed: 5
Entry Level Step: 0

INDEX: 4 x 4

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

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LTD        Madison Nat'1
NON-PARTICIPANT

LEAVES

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OTHER DISTRICT POLICIES

SEVERANCE PAY:

OTHER LEAVES:

12-13: all new teach receive full insurance (before 12-13 have choice of $15,000 yr or full insurance)
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 59
- Class Periods/Day: 7
- Normal Teaching Load: 6

**SALARY SCHEDULE**
- Base: 31,000
- Index: 4.5 x 4.5
- Starting Salary:
  - Career Increments: Y
  - Experience Allowed: 4

**INSURANCE**
- Type: Carrier
- Option: Amount Paid by District
  - H/A-Dent: Individ.
  - EE/Child: EE/Spouse
  - EE/Sp/Child: 27.30 or 45.20
- Couple - Benefits
  - Sp or Dep Dental

**LEAVES**
- Type: Days/Year
- Depend. use: Approval Needed: Other
- SICK: 10
  - 60
  - yes
- OTHER LEAVES:
  - Severeance Pay:

**PART-TIME BENEFITS**
- Cafeteria Plan: Individ.
- Non-PARTICIPANT:

**OTHER DISTRICT POLICIES**
- Exists:
  - Negotiated/Policy
  - 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:** 7.5 hours
- **Planning Time:** 55 minutes
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6
- **Vertical Freeze:** Yes
- **Rollback:** Yes
- **Career Increments:** N
  - vert stps 1-8 = 4.5/stps 9-15 = 4.9
  - Vertical Freeze:
  - Rollback:
- **Index:** 4.5 x 4.5
- **Experience Allowed:** 8

### Salary Schedule
- **Starting Salary:** 32,485
- **Entry Level Step:** 1
- **Base:** 32,485
- **Index:** 4.5 x 4.5

### Working Conditions
- **Length of Student Day:** 7.5 hours
- **Normal Teaching Load:** 6
- **Multi-year Contract:**

### Insuranc
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
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### Cafeteria Plan
- **Cafeteria Plan:** Individ. Depend.
- **Options:** IRS 125: Y

### Leaves
- **Sick:** 10 days
- **Personal:** 2 days
- **Bereavement:** 5 days
- **Professional:** Unl.
- **Auction:** 10 days
- **Association:** Officers
- **Sabbatical:** Yes
- **Severance Pay:** Y

### Other District Policies
- **Negotiated/Policy:**
  - **Negotiated/Policy:**
    - **Exists:**
    - **Sick Bank:** N
    - **Grievance:** Y
    - **Voluntary Separation:** Y
    - **Sick Bank:** N
    - **Voluntary Separation:** Y
- **Negotiated/Policy:**

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

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

### Cafeteria Plan
- **Cafeteria Plan:** Individ. Depend.
- **Type Carrier:**
- **Option:**
- **Amount Paid by District:**
- **Couple - Benefits:**
### Working Conditions
- Contract Days: 184
- FTE Teachers: 3.13/19/2015
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 33,207
- Starting Salary: 33,207
- Career Increments: Y
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 14-15, 15-16

### Insuranc
- HEALTH: BC/BS - 750D
- DENTAL: BC/BS - 2
- PPO: 

### Cafeteria Plan
- Options: 
- IRS 125:

### Leaves
- SICK: 8 days, 30 years
- PERSONAL: 2 years
- BEREAVEMENT: unlimited
- PROFESSIONAL: 5 years
- ADOPTION: unlimited
- ASSOCIATION: up to 30

### Other District Policies
- Negotiated/Policy
- Exists
- Sick Bank: N
- Grievance: Y
- Need Approval from Supt & Bd
- Voluntary Separation: N
- IRS 125:
- Part-Time Benefits
- Minimum FTE: 0.5

### Salary Schedule Table

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### Working Conditions
- Contract Days: 187
- FTE Teachers: 14.125

### Salary Schedule
- Base: 31,400
- Index: 4 x 5
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all

### Vertical Freeze: Rollback: Multi-year Contract:
- Length of Teacher Day: 8.5
- Length of Student Day: 7.5
- Planning Time: 60
- Class Periods/Day: 8
- Normal Teaching Load: 6

### Working Conditions
- LEAVES:
  - SICK: 10 days, 30 years
  - PERSONAL: PTO, Sep pay: 50% sub pay up to 30 days
  - BEREAVEMENT: PTO
  - PROFESSIONAL: as needed
  - ADOPTION: as needed
  - ASSOCIATION: as needed

### Other District Policies
- Negotiated/Policy: Exists
- Vacant Positions: N
- Voluntary Separation: N
- Grievance: Y N
- Sick Bank: Y N
- SEVERANCE PAY: Y

### Cafeteria Plan
- Indiv. Depend.

### Insurance
- Type Carrier
  - HEALTH: BC/BS 1250D
  - DENTAL: BC/BS 2
  - LIFE: None
  - LTD: Non-Participant

### Plan Options
- HEALTH: IRS 125:
- DENTAL: Flex Accounts:
- LIFE: Deductible Reimbursement

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

### Other Leaves
- SABBATICAL: No

### Salary Schedule Table

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## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 4 x 4
- Experience Allowed: 5
- Career Increments: N
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

## SALARY SCHEDULE
- Base: 31,300
- Entry Level Step: 1
- Starting Salary: 

### Class Periods/Day:
- 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:
- 77

### Length of Teacher Day:
- 8

### Normal Teaching Load:
- 7

### Vertical Freeze: 

### Rollback: 

### Multi-year Contract: 

### WORKING CONDITIONS:

### EXPERIENCE ALLOWED:

### CAREER INCREASES:

### VERTICAL FREEZE:

### ROLLBACK:

### MULTI-YEAR CONTRACT:

### INSURANCE:

#### Type
- HEALTH
- DENTAL
- LIFE
- LTD

#### Carrier
- BC/BS
- Principal
- Principal

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

#### Amount Paid by District
- H/A-Dent
- 750D
- 500.31
- 925.59
- 1050.66
- 1410.77
- 1050.66
- 1410.77
- 167

#### Type Carrier
- Options:
- IRS 125: Y
- Flex Accounts: Y

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

#### Comments:
- Deductible Reimbursement

### LEAVES:

#### Type
- SICK
- PERSONAL
- BEREAVEMENT
- PROFESSIONAL
- ADOPTION

#### Days/Year
- 10
- 2
- 5
- 2

#### Accum.
- 45
- 2

#### Depend. use
- Yes
- Yes
- 75% sub pay/day

#### Approval Needed
- Yes
- Yes

#### OTHER DISTRICT POLICIES

#### Negotiated/Policy
- Exists
- Policy

#### OTHER DISTRICT POLICIES

#### PERSONAL:
- 75% sub pay/day

#### BEREAVEMENT:
- Each occurrence

#### PROFESSIONAL:
- Grievance:
- Sick Bank:

#### SABBATICAL:
- No

### SEVERANCE PAY:

### MEAD:

#### BA
- 31,300
- 32,552
- 33,804
- 35,056
- 36,308
- 37,560
- 38,812
- 40,064

#### BA+9
- 1.00
- 1.04
- 1.08
- 1.12
- 1.16
- 1.20
- 1.24
- 1.28

#### BA+18
- 32,552
- 33,804
- 35,056
- 36,308
- 37,560
- 38,812
- 40,064
- 41,316

#### BA+27
- 1.04
- 1.08
- 1.12
- 1.16
- 1.20
- 1.24
- 1.28
- 1.32

#### BA+36
- 33,804
- 35,056
- 36,308
- 37,560
- 38,812
- 40,064
- 41,316
- 42,568

#### MA
- 36,308
- 37,560
- 38,812
- 40,064
- 41,316
- 42,568
- 43,820
- 45,072

#### MA+9
- 1.00
- 1.04
- 1.08
- 1.12
- 1.16
- 1.20
- 1.24
- 1.28

#### MA+18
- 37,560
- 38,812
- 40,064
- 41,316
- 42,568
- 43,820
- 45,072
- 46,324

#### MA+27
- 1.00
- 1.04
- 1.08
- 1.12
- 1.16
- 1.20
- 1.24
- 1.28

#### MA+36
- 40,064
- 41,316
- 42,568
- 43,820
- 45,072
- 46,324
- 47,576
- 48,828

#### SEVERANCE PAY:
- Minimum FTE: 0.4

### OTHER LEAVES:
### Working Conditions
- **Contract Days:** 184 FTE Teachers:
- **Length of Teacher Day:** 8 8 8
- **Length of Student Day:** 7.36 7.36 7.25
- **Planning Time:** 45 45 45
- **Class Periods/Day:** 8 8
- **Normal Teaching Load:** 7 7
- **Index:** 4 x 4
- **Experience Allowed:** N
- **Career Increments:** N
- **Starting Salary:** 96-97 $1,200 bonus/fte
- **Vertical Freeze:** 97-98
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 31,500
- **Entry Level Step:** 1
- **Index:** 4 x 4

### Insurance
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Option:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District:**
  - 500D: 527.66 976.18 1108.08 1487.87
- **Couple - Benefits:**
  - Sp. or Dep. Dental
  - 93.49
- **Cafeteria Plan:**
  - Individ.
  - Depend.
  - Options:
    - IRS 125: Y
    - Flexible Accounts: Y

### Leaves
- **Type:**
  - SICK: 10
  - PERSONAL: 3+1
  - BEREAVEMENT: 3
  - PROFESSIONAL: 2
- **Accum. Days/Year:**
  - SICK: 10
  - PERSONAL: 3+1
  - BEREAVEMENT: 3
  - PROFESSIONAL: 2
- **Approval:**
  - Others:
    - SICK: 5
    - PERSONAL: 5
    - BEREAVEMENT: 5
    - PROFESSIONAL: 5
- **Other:**
  - SICK: 5
  - PERSONAL: 5
  - BEREAVEMENT: 5
  - PROFESSIONAL: 5
- **Negotiated/Policy:**
  - Exists: Y
  - Negotiated:
  - Policy: N

### Other District Policies
- **Medicare Valley-Curtis**
- **Step:**
  - Step 1: 31,500
  - Step 2: 32,760
  - Step 3: 34,020
  - Step 4: 35,280
  - Step 5: 36,540
  - Step 6: 37,800
  - Step 7: 39,060
  - Step 8: 40,320
  - Step 9: 41,580
  - Step 10: 42,840
  - Step 11: 44,100
  - Step 12: 45,360
  - Step 13: 46,620
  - Step 14: 47,880
- **Base:**
  - BA: 31,500
  - BA+1: 32,760
  - BA+2: 34,020
  - BA+3: 35,280
  - BA+4: 36,540
  - BA+5: 37,800
  - BA+6: 39,060
  - BA+7: 40,320
  - BA+8: 41,580
  - BA+9: 42,840
  - BA+10: 44,100
  - BA+11: 45,360
  - BA+12: 46,620
  - BA+13: 47,880

### Cafeteria Plan
- **Type:**
  - Carrier:
    - BC/BS
    - Nat'l Insurance
- **Option:**
  - 500D
    - Individ. EE/Child
      - Amount Paid by District:
        - 527.66 976.18 1108.08 1487.87
      - Contributions:
        - 51.35
      - Premiums:
        - 51.35 51.35 51.35 51.35

### Non-Participate
- **Type:**
  - Carrier:
    - Nat'l Insurance
    - Option:
      - 500D
      - Individual Depend.
WORKING CONDITIONS
Contract Days: 185  
FTE Teachers: 21.85
Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 6.9 6.9 6.9
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 32,500  
Starting Salary:  
Career Increments: N
Experience Allowed: all

Multi-year Contract:

INDEX: 4 x 4

Experience Allowed: all
Career Increments: N

Vertical Freeze: 
Rollback: 

OPTIONAL BENEFITS

INSURANCE

Type | Carrier | H/A-Dent | Individ. | EE/Child | EE/Spouse | EE/Sp/Child | Options |
--- | --- | --- | --- | --- | --- | --- | --- |
HEALTH | BC/BS | 750D | 500.31 | 925.59 | 1050.66 | 1410.77 | Sp. or Dep. Dental |
DENTAL | BC/BS | 2 | 24.18 | 24.18 | 24.18 | 24.18 | |

Cafeteria Plan

Type Carrier | Individ. | Depend. |
--- | --- | --- |
BC/BS | 750D | |

OTHER BENEFITS

INSURANCE

HEALTH

Deductible Reimbursement

OTHER DISTRICT POLICIES

Negotiated/Policy | Exists | Existed |
--- | --- | --- |
Sick Bank: | Y | N |
Voluntary Separation: | Y | N |
Grievance: | Y | N |

SABBATICAL

SEVERANCE PAY: Y

OTHER LEAVES:

BA | BA+9 | BA+18 | BA+27 | BA+36 | MA | MA+9 | MA+18
--- | --- | --- | --- | --- | --- | --- | ---
1 | 32,500 | 33,800 | 35,100 | 36,400 | 37,700 | 39,000 | 40,300 |
2 | 33,800 | 35,100 | 36,400 | 37,700 | 39,000 | 40,300 | 41,600 |
3 | 35,100 | 36,400 | 37,700 | 39,000 | 40,300 | 41,600 | 42,900 |
4 | 36,400 | 37,700 | 39,000 | 40,300 | 41,600 | 42,900 | 44,200 |
5 | 37,700 | 39,000 | 40,300 | 41,600 | 42,900 | 44,200 | 45,500 |
6 | 39,000 | 40,300 | 41,600 | 42,900 | 44,200 | 45,500 | 46,800 |
7 | 40,300 | 41,600 | 42,900 | 44,200 | 45,500 | 46,800 | 48,100 |
8 | 41,600 | 42,900 | 44,200 | 45,500 | 46,800 | 48,100 | 49,400 |
9 | 42,900 | 44,200 | 45,500 | 46,800 | 48,100 | 49,400 | 50,700 |
10 | 44,200 | 45,500 | 46,800 | 48,100 | 49,400 | 50,700 | 52,000 |
11 | 45,500 | 46,800 | 48,100 | 49,400 | 50,700 | 52,000 | 53,300 |
12 | 46,800 | 48,100 | 49,400 | 50,700 | 52,000 | 53,300 | 54,600 |
13 | 48,100 | 49,400 | 50,700 | 52,000 | 53,300 | 54,600 | 55,900 |
14 | 49,400 | 50,700 | 52,000 | 53,300 | 54,600 | 55,900 | 57,200 |
15 | 50,700 | 52,000 | 53,300 | 54,600 | 55,900 | 57,200 | 58,500 |
16 | 52,000 | 53,300 | 54,600 | 55,900 | 57,200 | 58,500 | 60,000 |
17 | 53,300 | 54,600 | 55,900 | 57,200 | 58,500 | 60,000 | 61,500 |
18 | 54,600 | 55,900 | 57,200 | 58,500 | 60,000 | 61,500 | 63,000 |
19 | 55,900 | 57,200 | 58,500 | 60,000 | 61,500 | 63,000 | 64,500 |
20 | 57,200 | 58,500 | 60,000 | 61,500 | 63,000 | 64,500 | 66,000 |
### WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: HS: 8, JH/MS: 8, ELEM: 8
- Length of Teacher Day: 7.25 hours
- Length of Student Day: 7.25 hours
- Planning Time: 96 hours
- Class Periods/Day: 8 periods
- Normal Teaching Load: 7 periods
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 13-14, 14-15
- Length of Teacher Day: 888 hours
- Length of Student Day: 7.25 hours
- Normal Teaching Load: 77
- Planning Time: 96 hours
- Entry Level Step: 1
- Base Salary: $33,550
- Experience Allowed: Yes
- Career Increments: Yes
- Index: 5 x 4

### INSURANCE
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**Options:**
- IRS 125: Yes
- Flex Accounts: Yes

### LEAVES
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### OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- SEVERANCE PAY: Other Leaves:
- SABBATICAL: No
- ASSOCIATION: Yes
- LEAVES: Yes
- FROM SICK LV, ADD'L 5 EMER: Yes
- FROM SICK LV, ADD'L 3: Yes
- FROM SICK LV, ADD'L 5: Yes

### MILFORD SALARY SCHEDULE
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**Notes:**
- 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 13 JH/MS 13 ELEM 13

Length of Teacher Day: 8.25 8.25 8.25
Length of Student Day: 7.25 7.25 7.25
Planning Time: 50 45 30
Class Periods/Day: 4 8
Normal Teaching Load: 3.5 6

SALARY SCHEDULE

Base: 36,275
Starting Salary: 36,581
Entry Level Step: 1

Career Increments: Y
Experience Allowed: 13

Incen. $372,500; Long. 14 or + yrs and no 07-08 stipend = 2% add'l sal
Vertical Freeze: 86-87, 91-92
Rollback: 84-85

Multi-year Contract:

INSURANCE

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LEAVES

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SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Bus/Emerg Lv-2 from sick lv
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
Vertical Freeze:
Rollback:
Multi-year Contract:
Length of Teacher Day: 888
Length of Student Day: 7.36
Normal Teaching Load: 66

INSURANCE

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SABBATICAL: No

SEVERANCE PAY: Y

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### Minden 2014-2015

#### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 69.172
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.3
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

#### SALARY SCHEDULE
- Base: 33,300
- Entry Level Step: 1
- Index: 4.5 x 4.5
- Experience Allowed: 5
- Vertical Freeze:
- Rollback:
- BA+36 grandfathered for employees before 79-80
- Multi-year Contract:

#### INSURANCE
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#### OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- Voluntary Separation: N
- Sick Bank: Y

#### SABBATICAL: Yes

#### SEVERANCE PAY:

#### OTHER LEAVES:

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79-80 teachers must have MA to qualify for MA/BA+36 column
### Working Conditions
- Contract Days: 184
- Length of Teacher Day: 8
- Planning Time: 47
- Normal Teaching Load: 7
- FTE Teachers: 3.13

### Salary Schedule
- Base: 32,300
- Starting Salary: 32,300
- Index: 4.5 x 4.5
- Career Increments: N
- Experience Allowed: all
- Entry Level Step: 1

### Vertical Freeze:
- Rollback:

### Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7.3 6.7
- Normal Teaching Load: 77
- Planning Time: 47

### Leaves
- SICK: 10 66
- PERSONAL: 2
- BEREAVEMENT: 2
- PROFESSIONAL: 2
- ADOPITION: 2
- ASSOCIATION: 2

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

### Insurane
- Type: HEALTH DENTAL LTD
- Carrier: BC/BS BC/BS Omaha Life
- Option: 500D
- Amount Paid by District: 277.72 12.42 5.50
- Couple - Benefits: Cafeteria
- Deductible Reimbursement: IRS 125: Y

### Cafeteria Plan
- Individ. Depend.
- Cash

### Part-time Benefits
- Minimum FTE: 1
- Flex Accounts: Y

### Salary Schedule
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### MITCHELL
- 2014-2015
- 3.1
**WORKING CONDITIONS**

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

**STARTING SALARY:**

- **Base:** 31,800
- **Index:** 4.25 x 4.5

**INSURANCE**

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**Sabattical:** No  
SEVERANCE PAY:

**OTHER LEAVES:**

**SALARY SCHEDULE**

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- **Rollback:**
- **Multi-year Contract:**
- **Normal Teaching Load:** 6

**SALARY SCHEDULE**

- **Contract Days:** 185
- **Base:** 31,800
- **Index:** 4.25 x 4.5

**MORRILL**

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**Negotiated/ Policy**

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

**OTHER DISTRICT POLICIES**

- **Voluntary Separation:** N
- **Sick Bank:** N
- **Fringe Benefit Stipend:** $940
- **Fringe Benefit Stipend:** $900
- **Fringe Benefit Stipend:** $940

**14-15: Emp before 1/7/14 may choose Flat Salary ($900) or Fringe Benefit Stipend ($940); Emp after 1/7/14 will recv Fringe Benefit Stipend**
### 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

### SALARY SCHEDULE
- **Base:** 30,800
- **Index:** 4 x 5
- **Starting Salary:** 19
- **Career Increments:** N
- **Experience Allowed:** 3
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

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### LEAVES
- **SICK:**
  - Days/Year: 10
  - Accum: 30
  - Depend: Yes
  - Approval: Needed
  - Other: Yes
- **PERSONAL:**
  - Days/Year: 3
  - Depend: Yes
- **BEREAVEMENT:**
  - Days/Year: 4
  - Depend: Yes
- **PROFESSIONAL:**
  - Days/Year: admin. disc.
  - Depend: Yes

### OTHER DISTRICT POLICIES
- **SEVERANCE PAY:**
- **SABBATICAL:** No

### CAFETERIA PLAN
- **Type:** Individ.
- **Carrier:** Depend.

### PART-TIME BENEFITS
- **Type:** Flexible Accounts
- **Carrier:** IRS 125

### OTHER LEAVES:
- **Emergency**

### MULLEN

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**Working Conditions**
- Contract Days: 186
- FTE Teachers: HS: 8, JH/MS: 7.5, ELEM: 7.67
- Length of Teacher Day: 8 hours
- Length of Student Day: 6.9 hours
- Planning Time: 47 minutes
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 3

**Salary Schedule**
- Base: $32,675
- Index: 4
- Career Increments: N
- Experience Allowed: 10

**Insurance**
- **Type**: Carrier: Option: Amount Paid by District: Couple - Benefits
  - DENTAL: BC/BS: 2: 24.84: 24.84: 24.84: 24.84:
  - PPO: Comments:
  - LIFE: National: 3.60: Deductible Reimbursement

**Leaves**
- **Type**: Days/Year: Accum.: Depend. use: Approval Needed: Other
  - SICK: 10: 50: yes: $50/day (2 days) EOY: accum
  - PERSONAL: 2: yes: add'l from sick lv.
  - PROFESSIONAL: 2: yes: from sick lv.
  - ADOPTION: 10: Sick Bank: Y
  - ASSOCIATION: unl.

**Other District Policies**
- **Negotiated/Policy**: Exists: negotiates
- **Severance Pay**: Y

**Sabbatical**: Yes

**NEBRASKA CITY**

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**NEBRASKA CITY**

- **Working Conditions**
  - **Contract Days**: 186
  - **FTE Teachers**: HS: 8, JH/MS: 7.5, ELEM: 7.67
  - **Length of Teacher Day**: 8 hours
  - **Length of Student Day**: 6.9 hours
  - **Planning Time**: 47 minutes
  - **Class Periods/Day**: 8
  - **Normal Teaching Load**: 7
  - **Multi-year Contract**: 3

- **Salary Schedule**
  - **Base**: $32,675
  - **Index**: 4
  - **Career Increments**: N
  - **Experience Allowed**: 10

- **Insurance**
  - **Type**: Carrier: Option: Amount Paid by District: Couple - Benefits
    - **HEALTH**: BC/BS: 750D/3100D: 500.31: 925.59: 1050.66: Vertical Freeze: Rollback: Multi-year Contract:
    - **DENTAL**: BC/BS: 2: 24.84: 24.84: 24.84: 24.84:
    - **PPO**: Comments:
    - **LIFE**: National: 3.60: Deductible Reimbursement

- **Leaves**
  - **Type**: Days/Year: Accum.: Depend. use: Approval Needed: Other
    - **SICK**: 10: 50: yes: $50/day (2 days) EOY: accum
    - **PERSONAL**: 2: yes: add'l from sick lv.
    - **PROFESSIONAL**: 2: yes: from sick lv.
    - **ADOPTION**: 10: Sick Bank: Y
    - **ASSOCIATION**: unl.

- **Other District Policies**
  - **Negotiated/Policy**: Exists: negotiates
  - **Severance Pay**: Y

- **Sabbatical**: Yes
### Working Conditions
- Contract Days: 185
- FTE Teachers: 54.4
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 31,950
- Index: 4 x 4
- Entry Level Step: 1
- Experience Allowed: 5
- Career Increments: Y

### Insurance
- HEALTH: BC/BS, Type Carrier: 750D, Options: H/A; 125K
- DENTAL: BC/BS, Type Carrier: 500.31, Options: INDIVID.
- PPO:
- LIFE: Type Carrier: Madison Nat'l 0.037
- LTD
- NON-PARTICIPANT

### Leaves
- SICK: Days/Year: 10, Accum. Use: 40, Needed: Yes
- PERSONAL: Days/Year: 2, Needed: Yes
- BEREAVEMENT:
- PROFESSIONAL: Days/Year: 2, Needed: Yes
- ADOPTION
- ASSOCIATION

### Sabbatical
- No

### Other Leaves
- SEVERANCE PAY: Y

### Other District Policies
- Negotiated/Policy
- Exists
- Voluntary Separation: Y
- Grievance: Y
- Sick Bank: N

### Cafeteria Plan
- Individ. Depend.

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

### Nebraska Unified District 1

### Salary Schedule Table

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## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 4
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8.7
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

## SALARY SCHEDULE
- Base: 31,900
- Starting Salary: 31,900
- Career Increments: Y
- Vertical Freeze: 87-88
- Rollback: 86-87(2); 02-03
- Multi-year Contract:

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## INSURANCE
- **HEALTH**: BC/BS 750D 526.64 974.31 1105.96 1485.02
- **DENTAL**: BC/BS 2 24.84 24.84 24.84 24.84
- **LIFE**: Companion 1.55
- **LTD**: Principal .0037

## LEAVES
- **SICK**: 9 45 yes
- **PERSONAL**: 2+1
- **BEREAVEMENT**: 4
- **PROFESSIONAL**: flexible
- **ADOPTION**: flexible
- **ASSOCIATION**: flexible

## OTHER DISTRICT POLICIES
- **SEVERANCE PAY**: Non-Participating: FTE
- **Cafeteria Plan**: Individ. Depend.

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## EXPERIENCE ALLOWED:
- 1

## MULTI-YEAR CONTRACT:
- Length of Teacher Day: 8.8
- Length of Student Day: 6.7
- Normal Teaching Load: 7

##粐EAVES:
- **SICK**: 9 45 yes

## OTHER LEAVES:
- **Emergency- 3 days**
### Newman Grove

#### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 185
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

#### SALARY SCHEDULE
- Base: 31,600
- Index: 4 x 4
- Starting Salary: 31,600
- Entry Level Step: 0(D)
- Career Increments: N
- 5% after 4 yrs.
- Vertical Freeze: 86-87, 87-88
- Rollback:
- Multi-year Contract:

#### INSURANCE
- **HEALTH**
  - Options: BC/BS
  - Carrier: 950D
  - Amount Paid by District: 483.44, 894.40, 1015.24, 1363.20
  - Couple - Benefits: 27.30 or 45.20
- **DENTAL**
  - Options: BC/BS
  - Amount Paid by District: 24.84
  - Couple - Benefits: 24.84

#### LEAVES
- **SICK**
  - Days/Year: 10
  - Approval Needed: yes
  - Other Info: at retirement $50/day up to $1,500
- **PERSONAL**
  - Days/Year: 2
  - Approval Needed: no
  - Other Info: Voluntary Separation: Y
- **BEREAVEMENT**
  - Days/Year: unil.
  - Approval Needed: yes
  - Other Info: Grievance: Y
- **PROFESSIONAL**
  - Days/Year: unil.
  - Approval Needed: yes
  - Other Info: Sick Bank: Y
- **ADOPTION**
  - Days/Year: see sick lv.
  - Approval Needed: no
- **ASSOCIATION**
  - Days/Year: Adm. Disc.

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

#### COMMENTS:
- PPO: Exists
- Negotiated/Policy: Y

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#### OTHER LEAVES:
- Class Periods/Day: 4
- Contract Days: 185
- FTE Teachers: 185
- Starting Salary: 31,600
- Career Increments: N
- Vertical Freeze: 86-87, 87-88
- Rollback:
- Multi-year Contract:
Niobrara

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

SALARY SCHEDULE
- Base: 32,300
- Index: 4 x 4
- Starting Salary: PT FTE recv full ind or FTE amt
- Experience Allowed: 5
- Career Increments: N
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

INSURANCE
- HEALTH
  - Option: BC/BS
  - Amount Paid by District: 750D/3100D 500.31 925.59 1050.66 1410.77
  - Deductible Reimbursement: 375/750

- DENTAL
  - Option: BC/BS
  - Amount Paid by District: 2 24.84 24.84 24.84 24.84
  - Sp. or Dep. Dental: N

- LIFE
  - Option: National Ins
  - Amount Paid by District: .0043

- LTD
  - Option: NON-PARTICIPANT
  - Amount Paid by District: .00

- PPO
  - Option: COMMENTS:

CAFETERIA PLAN
- Option: Individ. Depend.
- IRS 125: Y
- Flex Accounts: Y

LEAVES
- SICK
  - Days/Year: 10 60
  - Approval Needed: yes
  - Other Info: .5 sub rate reimbursed for days over 60

- PERSONAL
  - Days/Year: 3

- BEREAVEMENT
  - Days/Year: 5
  - Approval Needed: yes

- PROFESSIONAL
  - Days/Year: 2
  - Approval Needed: yes

- ADOPTION
  - Days/Year: 2

- ASSOCIATION

SABBATICAL:

OTHER LEAVES:

OTHER DISTRICT POLICIES
- Negotiated/P Policy
  - Exists: Y
  - Voluntary Separation: Y
  - Grievance: N
  - Sick Bank: N

SALARIES

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SEED PAY:

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## WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers: 297
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 50
- Class Periods/Day: 6
- Normal Teaching Load: 1.13/19/2015

## SALARY SCHEDULE
- Base: 34,690
- Starting Salary: Index: 4.5 x 4.5
- Career Increments: Y
- Experience Allowed: 4/5 Career Increments: Y
- Vertical Freeze: 86-87, 97-98
- Rollback: 89-90
- Multi-year Contract: 

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

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

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

## SABBATICAL
- **Yes**

## SEVERANCE PAY:

## OTHER LEAVES:

## Norfolk 2014-2015

### 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:** 36
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 45
- **Class Periods/Day:** 6
- **Normal Teaching Load:** 7/8

### Salary Schedule

- **Base:** $34,660
- **Index:** 4 x 5
- **Starting Salary:** $34,660
- **Career Increments:** Y
- **Experience Allowed:** all
- **Experience Allowed:** all
- **Multi-year Contract:** 14-15, 15-16
- **Index:** 4 x 5
- **Starting Salary:** $34,660

### Insurance

- **Type:** HEALTH, DENTAL, LIFE
- **Carrier:** BC/BS, Lincoln Nat’l
- **Option:** Individ., EE/Child, EE/Spouse, EE/Sp/Child
- **Amount Paid by District:** 750D
- **Contributions:** $1,040

### Cafeteria Plan

- **Type:** H/Dent
- **Carrier:** Individ., Depend.
- **Option:** IRS 125, Y
- **Flex Accounts:** Y
- **PART-TIME BENEFITS:** Minimum FTE: 0.4

### Leaves

- **Sick:** 10, 50, yes
- **Personal:** 2, 1-yes, 1-no
- **Bereavement:** 2, add'l. from sick lv.
- **Professional:** adm. disc.
- **Adoption:** 10, from sick lv.
- **Association:** as needed

### Other District Policies

- **Sabbatical:** Yes
- **Severance Pay:**

### negotiating policy

Other Info: after 5 yrs; reimbursed $40/day at termination

### Norriss

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<td>97,035</td>
<td>99,535</td>
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</tr>
</tbody>
</table>

**Other Notes:**
- Removed first two steps (01-02): BA+36 closed to anyone new after Sept. 1, 2000; 02-03 add 1 stp to MA36; 05-06 add 3 longevity increments to MA36 (1%);
- 03-04 added DOC column with 2 longevity increments
**North Bend Central**

### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: [434x748]2014-2015
- North Bend Central
- 1.13/19/2015
- Index: 4 x 5
- Experience Allowed: all
- Career Increments: N
- no vert. movement 1st 3 yrs
- Vertical Freeze:
- Rollback:
- Multi-year Contract: Length of Teacher Day: 888
- Length of Student Day: 77
- Class Periods/Day: 7
- Planning Time: 52
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### INSURANCE

#### Type
- HEALTH
- DENTAL
- LTD

#### Carrier
- BC/BS
- Guardian
- National Ins

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

#### Amount Paid by District
- 750D
- 2
- .0047 (+B)

#### Couple - Benefits
- Individ.
- Depend.

#### Cafeteria Plan
- Options:
- Plans:
- Health
- Dental
- Life
- LTD
- Non-Participant

#### Working Conditions

#### Salary Schedule
- Base: 32,050
- Index: 4 x 5
- Starting Salary: 34,614
- Entry Level Step: 3
- Experience Allowed: all

#### Insurance
- Options:
- Plans:
- Health
- Dental
- Life
- LTD
- Non-Participant

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

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

#### Other Leaves:

### Working Conditions

#### Salary Schedule
- Base: 32,050
- Index: 4 x 5
- Starting Salary: 34,614
- Entry Level Step: 3
- Experience Allowed: all

#### Insurance
- Options:
- Plans:
- Health
- Dental
- Life
- LTD
- Non-Participant

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

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

#### Other Leaves:
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 315
- Length of Teacher Day: 7.5
- Planning Time: 30
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 34,450
- Starting Salary: 39,962
- Career Increments: N
- Experience Allowed: DCareer
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: 14-15, 15-16

INSURANCE
- HEALTH: BC/BS
  - 500D: 444.34
  - 1650D: 444.34
- DENTAL: BC/BS
  - 2: 24.84
- PPO: 13-14 flat salary $50/mo
- LIFE: Ind.
  - 10: 448
  - 2: 448

LEAVES
- SICK: 10
- PERSONAL: 2+1
- BEREAVEMENT: 5
- PROFESSIONAL: unl.
- ADOPTION: 10
- ASSOCIATION: 10

OTHER DISTRICT POLICIES
- SEVERANCE PAY: exists
- EXCEPTIONAL CIRCUMSTANCES-3

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

**Index:** 4 x 5  
**Base:** 31,800  
**Entry Level Step:** 1  
**Experience Allowed:** Y  
**Career Increments:** Y  
**Career Incentive:** $500 MA/BA36 (bottomed out) or above  
**Vertical Freeze:** 86-87  
**Rollback:** Multi-year Contract: 14-15, 15-16

#### Working Conditions
- **Contract Days:** 185  
- **FTE Teachers:** 101.83  
- **HS:** 1.00  
- **JH/MS:** 1.05  
- **ELEM:** 1.10  
- **Starting Salary:** 36,160  
- **Length of Teacher Day:** 7.5  
- **Length of Student Day:** 7.5  
- **Planning Time:** 56  
- **Class Periods/Day:** 7  
- **Normal Teaching Load:** 6  
- **Normal Work Day:** 888

#### Leaves
- **SICK:** 10  
- **PERSONAL:** 2  
- **BEREAVEMENT:** unl.  
- **PROFESSIONAL:** unl.  
- **ADOPTION:** from sick lv.  
- **ASSOCIATION:** unl.

#### District Policies

#### Cafeteria Plan
- **Options:**  
  - Ind.
dent.  
  - Depend.

#### Insurance
- **Type:** Carrier  
  - HEALTH BC/BS  
  - DENTAL BC/BS  
  - PPO:  
    - Ind. takers rec $104.17/mo  
  - LIFE:  
    - Guardian 4.75  
  - LTD:  
    - National Ins. .0027(+B thru sal)  
  - NON-PARTICIPANT $250/mo

#### Leaves - Depend. Approval
- **SICK:** 10  
- **PERSONAL:** 2  
- **BEREAVEMENT:** unl.  
- **PROFESSIONAL:** unl.  
- **ADOPTION:** from sick lv.  
- **ASSOCIATION:** unl.

#### Other Leaves

#### NW (Grand Island)

**FTE Teachers:** 101.83  
**Starting Salary:** 36,160  
**Length of Teacher Day:** 7.5  
**Planning Time:** 56  
**Class Periods/Day:** 7  
**Normal Teaching Load:** 6  
**Normal Work Day:** 888

#### NW (Grand Island)

**FTE Teachers:** 101.83  
**Starting Salary:** 36,160  
**Length of Teacher Day:** 7.5  
**Planning Time:** 56  
**Class Periods/Day:** 7  
**Normal Teaching Load:** 6  
**Normal Work Day:** 888

#### NW (Grand Island)

**FTE Teachers:** 101.83  
**Starting Salary:** 36,160  
**Length of Teacher Day:** 7.5  
**Planning Time:** 56  
**Class Periods/Day:** 7  
**Normal Teaching Load:** 6  
**Normal Work Day:** 888
1. **WORKING CONDITIONS**
   - Contract Days: 185
   - FTE Teachers: [Office Hours]
   - HS: 8
   - JH/MS: 8
   - ELEM: 8
   - Length of Teacher Day: 8:45
   - Planning Time: 50
   - Class Periods/Day: 8
   - Normal Teaching Load: 7

2. **SALARY SCHEDULE**
   - Base: 31,475
   - Starting Salary: 31,475
   - Career Increments: N
   - Vertical Freeze:
   - Rollback:
   - Multi-year Contract: 14-15, 15-16

3. **INSURANCE**
   - **HEALTH**
     - Carrier: BC/BS
     - Type: Individ.
     - EE/Child: 500D
   - **DENTAL**
     - Type: Individ.
     - EE/Spouse EE/Sp/Child: 500D
   - **LIFE**
     - Least Term:
     - Short Term:
     - Health: Individual
     - Individ. Dependent:

4. **LEAVES**
   - **SICK**
     - Days/Year: 10
     - Accum. Use: 48
     - Approval Needed: yes
     - Dependent Use: 0

5. **OTHER DISTRICT POLICIES**
   - **NEGOTIATED POLICY**
     - **PART-TIME BENEFITS**
     - **MINIMUM FTE:**
   - **DISTRICT POLICIES**
     - **SABBATICAL:**
     - **APPROVED:**

6. **OAKLAND-CRAIG SALARY SCHEDULE**
   - **Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27**
   - **1**
     - 1.00 1.05 1.10 1.15 1.20 1.25 1.25 1.25 1.25 1.25
   - **2**
     - 32,724 34,388 36,052 37,716 39,380 39,380 39,380 39,380 39,380 41,054
   - **3**
     - 32,983 34,647 36,311 37,975 40,639 40,639 40,639 40,639 40,639 42,313
   - **4**
   - **5**
   - **6**
     - 33,760 35,424 37,088 38,752 41,416 41,416 41,416 41,416 41,416 43,091
   - **7**
     - 34,019 35,683 37,347 39,011 41,675 41,675 41,675 41,675 41,675 43,370
   - **8**
     - 34,278 36,042 37,706 39,370 42,034 42,034 42,034 42,034 42,034 43,769
   - **9**
     - 34,537 36,301 37,965 39,629 42,293 42,293 42,293 42,293 42,293 44,038
   - **10**
     - 34,796 36,555 38,219 39,883 42,547 42,547 42,547 42,547 42,547 44,287
   - **11**
   - **12**
     - 35,314 37,063 38,727 40,391 43,045 43,045 43,045 43,045 43,045 44,765
   - **13**
     - 35,573 37,317 39,081 40,745 43,399 43,399 43,399 43,399 43,399 45,014
   - **14**
     - 35,832 37,571 39,335 41,000 43,654 43,654 43,654 43,654 43,654 45,243
   - **15**
     - 36,091 37,825 39,589 41,253 43,907 43,907 43,907 43,907 43,907 45,492
   - **16**
     - 36,350 38,079 39,833 41,498 44,152 44,152 44,152 44,152 44,152 45,741
   - **17**
   - **18**
   - **19**
     - 37,127 38,381 40,135 41,790 44,444 44,444 44,444 44,444 44,444 46,778
   - **20**
     - 37,386 38,635 40,389 42,044 44,698 44,698 44,698 44,698 44,698 47,327

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

8. **WORKING CONDITIONS**
   - **Index:** 4 x 5
   - **Entry Level Step:**
   - **Experience Allowed:**

9. **INSURANCE**
   - **HEALTH**
   - **DENTAL**
   - **LIFE**
   - **LTD**
   - **NON-PARTICIPANT**

10. **LEAVES**
    - **SICK**
    - Days/Year: 10
    - Accum. Use: 48
    - Approval Needed: yes
    - Dependent Use: 0

11. **SABBATICAL:**
    - **APPROVED:**

12. **OTHER DISTRICT POLICIES**
    - **NEGOTIATED POLICY**
    - **PART-TIME BENEFITS**
    - **MINIMUM FTE:**

13. **OAKLAND-CRAIG SALARY SCHEDULE**
    - **Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27**
    - **2014-2015**
    - **3.1**

14. **WORKING CONDITIONS**
    - Contract Days: 185
    - FTE Teachers: [Office Hours]
    - HS: 8
    - JH/MS: 8
    - ELEM: 8
    - Length of Teacher Day: 8:45
    - Planning Time: 50
    - Class Periods/Day: 8
    - Normal Teaching Load: 7

15. **SALARY SCHEDULE**
    - Base: 31,475
    - Starting Salary: 31,475
    - Career Increments: N
    - Vertical Freeze:
    - Rollback:
    - Multi-year Contract: 14-15, 15-16

16. **INSURANCE**
    - **HEALTH**
    - **DENTAL**
    - **LIFE**
    - **LTD**
    - **NON-PARTICIPANT**

17. **LEAVES**
    - **SICK**
    - Days/Year: 10
    - Accum. Use: 48
    - Approval Needed: yes
    - Dependent Use: 0

18. **SABBATICAL:**
    - **APPROVED:**

19. **OTHER DISTRICT POLICIES**
    - **NEGOTIATED POLICY**
    - **PART-TIME BENEFITS**
    - **MINIMUM FTE:**

20. **OAKLAND-CRAIG SALARY SCHEDULE**
    - **Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27**
    - **2014-2015**
    - **3.1**
### 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
- **Index:** 5 x 4
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:** 85-86 Also Horiz.
- **Rollback:** 87-88
- **Length of Teacher Day:** 8:88
- **Length of Student Day:** 7.25
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 32,150
- **Starting Salary:** 32,150
- **Career Increments:** N
- **Experience Allowed:** all

### Insurance
- **Type:** Option
- **Amount Paid by District:**
  - H/A-Dent: 750D
  - Individ.: 24.84
  - EE/Child: 24.84
  - EE/Spouse: 24.84
  - EE/Sp/Child: 24.84
- **Couple - Benefits:**
  - IRS 125: Y
  - Flex Accounts: Y
- **Type Carrier:** Option
- **Deductible Reimbursement:**
  - BC/BS: 24.84
  - Individual: 24.84
  - EE/Sp/Child: 24.84

### Leaves
- **Type:**
- **Days/Year:** SICK 10, PERSONAL 3, BEREAVEMENT 5, PROFESSIONAL 5, ADOPTION 8
- **Other Info:** 10 yr 1/15 yr 2/20 yr 3/25 yr 4/30 yr 5 & on
- **Approval Needed:** SICK: yes, PERSONAL: yes, ADOPTION: no

### Cafeteria Plan
- **Type:** Individ.
- **Carrier:** Non-Participant
- **Option:** National
- **Deductible Reimbursement:**
  - BC/BS: 24.84
  - Individual: 24.84

### Other District Policies
- **Negotiated/Policy:**
- **Exists:** SICK: yes, PERSONAL: yes, BEREAVEMENT: yes, PROFESSIONAL: yes, ADOPTION: yes, SABBATICAL: yes

### Severance Pay

### Other Leaves:

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<th>BA+18</th>
<th>BA+27</th>
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<td>37,294</td>
<td>38,580</td>
<td>39,866</td>
<td>41,152</td>
</tr>
</tbody>
</table>
WORKING CONDITIONS
Contract Days: 190
FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 7.83 7.83 7.6
Length of Student Day: 7 6.25 6.25
Planning Time: 86 82 40
Class Periods/Day: 8 8
Normal Teaching Load: 6 6

SALARY SCHEDULE
Base: 36,349
Starting Salary: 467.22 or 618.85
Career Increments: Y
Experience Allowed: 10

Long. 5.75% of base after 20, 25, 30 yrs
Vertical Freeze: 89, 92, 96, 98, 07, 14
Rollback: 84-85
Multi-year Contract: 13-14, 14-15

INSURANCE
Type Carrier Option Amount Paid by District
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D 526.64 584.59* 663.58* 891.01* 891.01*
DENTAL BC/BS 2 24.84 24.84 24.84 24.84
PPO: *Qualify for dep coverage after 3 yrs
LIFE United of Omaha
LTD United of Omaha
NON-PARTICIPANT

LEAVES
Type Days/Year Depend. Approval Needed Other
SICK 10 90 yes
PERSONAL 2 yes unused added to sick lv.
BEREAVEMENT 4+1 over 200 miles=5 days
PROFESSIONAL unl. yes
ADOPTION 30 (sick lv.) one parent
ASSOCIATION unl. by practice

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
SEVERANCE PAY: yes

OTHER LEAVES: Emergency-2

OMAHA
Step 1,2,3,4 36,349 38,166 42,165 43,619 47,254
5,6 37,803 39,620 43,619 45,073 48,708
7 39,257 41,074 45,073 46,527 50,162
8,9 40,711 42,528 46,527 48,981 52,616
10 42,165 43,982 47,981 49,435 53,070
11 43,619 45,436 49,435 50,899 54,524
12,13,14 45,073 46,890 50,899 52,343 55,977
15,16 46,527 48,344 52,343 53,797 57,431
17,18 47,981 49,798 53,797 55,250 58,885
19,20 49,435 51,252 55,250 56,704 60,339
21 50,889 52,706 56,704 58,158 61,793
22 52,343 54,160 58,158 59,612 63,247
23,24 53,797 55,614 59,612 61,066 64,701
25,26 55,250 57,068 61,066 62,520 66,155
27,28 56,704 58,522 62,520 63,974 67,609
29,30 58,158 60,022 63,612 65,174 68,809

Top Step Supplements
Step BA BA+18 MA MA+30 DOC
1 29,30 57,904 59,722 63,720 65,174 68,809
2 1.00 1.05 1.16 1.20 1.30
3 31,32 59,104 60,922 64,920 66,374 70,009
4 1.04 1.09 1.20 1.24 1.34
5 33,34 65,304 66,122 66,120 67,574 71,209
6 1.08 1.13 1.24 1.28 1.38
7 35,36 63,504 64,322 64,320 64,320 68,774 72,409
8 1.12 1.17 1.28 1.32 1.42
9 37 62,704 64,522 66,520 69,974 73,609
10 1.16 1.21 1.32 1.36 1.46
11 38 63,904 65,722 69,720 71,174 74,809
12,13,14 1.20 1.25 1.36 1.40 1.50
15,16 39 65,104 66,922 70,920 72,374 76,009
17,18 1.24 1.29 1.40 1.44 1.54
19,20 40 66,304 68,122 72,120 73,574 77,209
21 1.28 1.33 1.44 1.48 1.58
22 1.32 1.37 1.48 1.52 1.62
23,24 1.36 1.41 1.52 1.56 1.66
25,26 24,84 24.84 24.84 24.84 24.84
27,28 25.26 25.26 25.26 25.26 25.26

SEVERANCE PAY: yes

SABBATICAL: Yes
1.13/19/2015

WORKING CONDITIONS

Contract Days: 185  FTE Teachers: 75

Length of Teacher Day: 8  8  8

Length of Student Day: 6.93  6.88  6.5

Planning Time: 49  49  65

Class Periods/Day: 8  8

Normal Teaching Load: 7  7

Experience Allowed: all

Career Increments: N

Vertical Freeze: 93-94

Rollback:

Multi-year Contract:

INDEX: 4.5 x 4.5

O'Neill

SALARY SCHEDULE

Base: 30,925

Entry Level Step: 1

Experience Allowed: all

Salaries:

Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+36
1 30,925 32,317 33,708 35,100 36,492 37,883 39,275 40,666 42,058 43,450
2 33,708 35,100 36,492 37,883 39,275 40,666 42,058 43,450 44,841 46,233
3 36,492 37,883 39,275 40,666 42,058 43,450 44,841 46,233 47,625 49,016
4 39,275 40,666 42,058 43,450 44,841 46,233 47,625 49,016 50,408 51,799
5 42,058 43,450 44,841 46,233 47,625 49,016 50,408 51,799 53,191 54,583
6 44,841 46,233 47,625 49,016 50,408 51,799 53,191 54,583 56,974 58,365
7 47,625 49,016 50,408 51,799 53,191 54,583 56,974 58,365 60,756 62,147
8 50,408 51,799 53,191 54,583 56,974 58,365 60,756 62,147 64,538 65,929
9 53,191 54,583 56,974 58,365 60,756 62,147 64,538 65,929 68,320 69,711
10 55,974 57,365 58,756 60,147 61,538 62,929 64,320 65,711 68,093 69,484
11 58,365 60,756 62,147 64,538 65,929 67,320 68,711 69,999 72,380 73,771
12 60,756 62,147 64,538 65,929 67,320 68,711 69,999 72,380 74,771 76,162
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14 65,929 67,320 68,711 69,999 72,380 74,771 77,162 78,553 80,944 82,335
15 68,711 70,102 71,493 72,884 74,275 76,666 79,057 80,448 82,839 84,230
16 71,493 72,884 74,275 75,666 77,057 79,448 81,839 83,230 85,621 87,012

O'Neill

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 950D 483.44 894.40 1015.24 1363.20

DENTAL BC/BS 2 24.84 24.84 24.84 24.84

PPO: 14-15: Switch from 750D to 950D

LIFE

Deductible Reimbursement

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 950D 483.44 894.40 1015.24 1363.20

DENTAL BC/BS 2 24.84 24.84 24.84 24.84

PPO: 14-15: Switch from 750D to 950D

LIFE

Deductible Reimbursement

OTHER DISTRICT POLICIES

Leaves:

Type Days/Year Accum. Depend. Approval Other

SICK 9 35

Other Info:

PERSONAL 2 yes acc. to 3

BEREAVEMENT 3 From sick leave

PROFESSIONAL 1

ADDITIONAL: use sick lv.

LEAVES:

Type Days/Year

SICK 9 35

OTHER LEAVES:

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/ Policy

Exists

O'Neill

SABBATICAL: Yes

SEVERANCE PAY:

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

INDEX: 5 x 4
Experience Allowed: all
Career Increments: N
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
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Other Info: 10-for all lv, 60-limit to sick lv;$20/day for unused over 60
PERSONAL included in sick leave
BEREAVEMENT included in sick leave
PROFESSIONAL yes
ADOPTION FMLA
ASSOCIATION Sick Bank: N

SABBATICAL: Yes
SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists

OTHER LEAVES:

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ORD 2014-2015
3.1
**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: 32,500
- Index: 4 x 4.5
- Starting Salary: 525.15
- Entry Level Step: 1(D)
- Experience Allowed: all (D)
- Career Increments: Y
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**INSURANCE**

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**Cafeteria Plan**

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

**LEAVES**

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**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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**OSCEOLA**
**Osmond**

### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 36
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.5 hours
- Planning Time: 50 minutes
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 32,100
- Starting Salary: 32,100
- Career Increments: N
- Vertical Freeze: Yes
- Rollback: Yes
- Multi-year Contract: 14-15, 15-16

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### LEAVES
- **SICK**: 7,10 35  yes
- Other Info:
  - PERSONAL: 3 yes 1 day either pers. or prof.
  - BEREAVEMENT: 2 Immed; Add'l from sick w/app
  - PROFESSIONAL: see pers lv yes
  - ADOPTION: see sick lv
  - ASSOCIATION: see prof lv

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - Exists
  - Sevance Pay: Yes
  - Options:
    - IRS 125:
    - TSA
  - PART-TIME BENEFITS
    - Minimum FTE: 0.5
    - Contribution: fte

### SABBATICAL
- No

### SEVERANCE PAY:
- Other Leaves:

### OSMOND

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<th>BA 19-27</th>
<th>BA 28-36</th>
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- **Notes**: The table above represents the salary schedule for Osmond for the 2014-2015 academic year. It includes details on base pay, increments, and various benefits such as insurance and leaves. The table also outlines the working conditions, including contract days, FTE teachers, and class periods. The salaries are categorized by steps, with increments for each step. The document further details the insurance options, leaves, and other district policies. The cafeteria plan and part-time benefits are also included.
## 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

## Salary Schedule
- Base: 31,525
- Starting Salary: 31,525
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 86-87
- Rollback: 86-87
- Multi-year Contract:

## Insurancce
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<td>PPO</td>
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<tr>
<td>LIFE</td>
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## Cafeteria Plan
- Individ. Depend.
- Options:
  - IRS 125: Y
  - Flex Accounts: Y

## Leaves
- SICK: 10, 50, yes
- Other Info: Sev:1/2 sub. rate for unused
- PERSONAL: 2, yes
- BEREAVEMENT: 2, yes
- PROFESSIONAL: 2, yes
- ADOPTION: 2

## Other District Policies
- Negotiated/Policy: Exists
- Violuntary Separation: N
- Grievance: Y, P
- Sick Bank: N

## Sabbatical
- No

## Severance Pay
- Y

## Other Leaves:

### Overton 2014-2015

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</table>
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 2
- HS: 185
- JH/MS: 2
- ELEM: 2
- Length of Teacher Day: 8
- Length of Student Day: 7.33
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 31,885
- Starting Salary: 31,885
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 4.5
- Vertical Freeze: 87-88
- Rollback: Multi-year Contract: 14-15, 15-16

**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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<td>thru sal</td>
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**INSURANCE OPTIONS**

- HEALTH: 500D/3100D
- DENTAL: BC/BS
- LTD: Principal

**LEAVES**

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- Other Info:
  - PERSONAL: yes, accum. to 5
  - BEREAVEMENT: per occurrence

**LEAVES-RELATED COMMENTS**

- COMMENTS:
  - IRS 125: Deductible Reimbursement
  - PART-TIME BENEFITS:
    - Minimum FTE: 0.5

**OTHER DISTRICT POLICIES**

- NEGOTIATED/EXISTED POLICY:
  - SEPARATION:
    - Voluntary: N
    - Sick Bank: N
  - GRIEVANCE:
    - Y
    - P

**OTHER LEAVES**

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

SALARY SCHEDULE

Base: 34,200
Starting Salary: 34,200
Career Increments: N
Experience Allowed: 5(D)
Experience: 4 x 4
Index: 1
Entry Level Step: 1
Multi-year Contract: 14-15, 15-16

Vertical Freeze: 86-87, 01-02
Rollback: 86-87 Last Step

Length of Teacher Day: 888
Length of Student Day: 7.5 6.5
Normal Teaching Load: 77
Planning Time: 50 50 50
Class Periods/Day: 8 8

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

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<th>Type</th>
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LEAVES

Type Days/Year Depend. Approval Other

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OTHER DISTRICT POLICIES

Negotiated/ Existed
Policy

SABBATICAL: No
SEVERANCE PAY:

OTHER LEAVES:

Substitute, Jury Duty

PALKYRA-BENNELL(OR #1)

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3/19/2015

Palmyra OR 1

2014-2015

1.1
### Working Conditions
- **Contract Days:** 190
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.83
- **Planning Time:** 123
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base Salary:** $34,300
- **Index:** 4 x 4.5
- **Starting Salary:** $34,300
- **Entry Level Step:** 1
- **Career Increments:** Yes
- **Experience Allowed:** 12
- **V. Freeze:** 86-87, 89-90, 91-92, 03-04
- **Rollback:** 85-86, 02-03

### Insurance

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<td>24.84 24.84 24.84</td>
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### Leaves

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### Other District Policies
- **Negotiated Policy**
  - **Exists:**
  - **Voluntary Separation:** Y P
  - **Grievance:** Y N
  - **Sick Bank:** N

### Other Leaves:

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

### Part-Time Benefits
- **Options:**
  - 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: 7.5 7.5 7.5
Planning Time: 49 49 49
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALOY SCHEDULE

Base: 32,675
Starting Salary: 32,675
Career Increments: N
Experience Allowed: all

Index: 4 x 4
Entry Level Step: 1

Pawnee City

3/19/2015

INDEX: 4 x 4
EXPERIENCE ALLOWED: ALL
CAREER INCREMENTS: N
VERTICAL FREEZE:
ROLLBACK:
MULTI-YEAR CONTRACT:

LENGTH OF TEACHER DAY: 8
LENGTH OF STUDENT DAY: 7.5
PLANNING TIME: 49
CLASS PERIODS/DAY: 8
NORMAL TEACHING LOAD: 7

INSURANCE

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NON-PARTICIPANT


LEAVES

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OTHER DISTRICT POLICIES

NEGOTIATED/Exists

SEVERANCE PAY: Y

OTHER LEAVES:

PAWNEE CITY

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<th>BA+18</th>
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<th>BA+36</th>
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<tbody>
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<td>37,903</td>
<td>39,210</td>
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Negotiated/Policy

FTE Teachers: Starting Salary: 32,675

Deductible Reimbursement

EDU-125: Y

Voluntary Separation: N

Grievance: Y

Sick Bank: Y

Cafeteria Plan

Individ.  Depend.

Part-Time Benefits

Minimum FTE: 0.5

Part-Time Benefits

Contributions: FTE
### Working Conditions
- **Contract Days:** 181
- **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 days
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

**Salary Schedule**
- **Base Salary:** $31,400
- **Index:** 4 x 4
- **Starting Salary:**
  - BA: $31,400
  - BA+9: $32,656
  - BA+18: $33,912
  - BA+27: $35,168
  - BA+36: $36,424
- **Career Increments:** N
- **Experience Allowed:** 10(D)
- **Entry Level Step:** 1(D)
- **Career Increments:** N
- **Index:** 4 x 4

**Insurance**
- **Type:** Health, Dental, Life, LTD
- **Carrier:**
  - Health: BC/BS
  - Dental: BC/BS
  - PPO: Individ.
  - Life: Madison Nat'l
  - LTD: .0055 (thru sal)
- **Option:**
  - Individ.: Depend.
  - EE/Child: 500D
  - EE/Spouse: 24.84
  - EE/Sp/Child: 24.84
- **Amount Paid by District:**
  - Health: 1166.40
  - Dental: 555.43
- **Deductible Reimbursement:**
  - Health: 1566.18
- **Benefits:**
  - Health:
    - Sp or Dep. Dental: 1566.18
  - Dental:
    - IRS 125: Y
    - Flex Accounts: Y

**Leaves**
- **Type:** Sickness, Personal, Bereavement, Professional, Adoption
- **Days/Year:**
  - Sickness: 35
  - Personal: 4
  - Bereavement: N
  - Professional: 2
- **Approval:**
  - Sickness: No
  - Personal: No
  - Bereavement: No
  - Professional: No
  - Adoption: No

**Other District Policies**
- **Negotiated Policy:** Exists
- **Sabbatical:** No

**Working Condition Table**

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**Comments**
- **Salary Schedule:**
  - **Index:** 4 x 4
  - **Starting Salary:**
    - BA: $31,400
    - BA+9: $32,656
    - BA+18: $33,912
    - BA+27: $35,168
    - BA+36: $36,424
  - **Career Increments:** N
  - **Entry Level Step:** 1(D)
  - **Career Increments:** N

---

**Paxton**

2014-2015

1.1
**WORKING CONDITIONS**

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<td>Class Periods/Day:</td>
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**INSURANCE**

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**Cafeteria Plan**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

| SABBATICAL: | No |

**SEVERANCE PAY:**

**PENGER**

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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: 100
- Class Periods/Day: 8
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 32,500
- Index: 4 x 4
- Starting Salary: 32,500
- Career Increments: N
- Experience Allowed: 5(D)

### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Option**
  - BC/BS
  - BC/BS
  - Individ.
  - Individ.
- **Amount Paid by District**
  - 526.64
  - 24.18
  - 974.31
  - 44.74
- **Couple - Benefits**
  - Individ.
  - Depend.
  - IRS 125:
  - Flex Accounts:

### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 40
  - 5
  - 2
  - 2
- **Accum.**
  - 13
- **Approval**
  - Yes
  - Yes
  - Yes
- **Other Info:**
  - 4th & 5th days sub deduct

### OTHER DISTRICT POLICIES
- **NEGOTIATED/POLICY**
  - Exists
  - Non-Participant
  - Cafeteria Plan
  - Part-Time Benefits
  - Minimum FTE:
  - Contribution:

### SEVERANCE PAY:

### OTHER LEAVES:

---

**Perkins County**

**3/19/2015**

**2014-2015**

**3.1**
WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 49

Length of Teacher Day: 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 90 90 45
Class Periods/Day: 4 4
Normal Teaching Load: 3 3

Salaries

Starting Salary: 33,588
Career Increments: 33,588

Working Conditions Salary Schedule

<table>
<thead>
<tr>
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<th>Step</th>
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<th>Entry Level Step</th>
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Index: 4 x 5

Insurance

Type | Carrier | Option | Amount Paid by District | Couple - Benefits |
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Other Info:

New teachers begin with 10 accum days

Negotiated/Policy

Severance Pay:

Other Leaves:

---

PERSONAL: 2
BEREAVEMENT: 3
PROFESSIONAL: 4
ADOPTION: 5
ASSOCIATION: 6

---

WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 49

Length of Teacher Day: 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 90 90 45
Class Periods/Day: 4 4
Normal Teaching Load: 3 3

Salaries

Starting Salary: 33,588
Career Increments: 33,588

Working Conditions Salary Schedule

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Index: 4 x 5

Insurance

Type | Carrier | Option | Amount Paid by District | Couple - Benefits |
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Other Info:

New teachers begin with 10 accum days

Negotiated/Policy

Severance Pay:

Other Leaves:

---

PERSONAL: 2
BEREAVEMENT: 3
PROFESSIONAL: 4
ADOPTION: 5
ASSOCIATION: 6

---

WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 49

Length of Teacher Day: 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 90 90 45
Class Periods/Day: 4 4
Normal Teaching Load: 3 3

Salaries

Starting Salary: 33,588
Career Increments: 33,588

Working Conditions Salary Schedule

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Index: 4 x 5

Insurance

Type | Carrier | Option | Amount Paid by District | Couple - Benefits |
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Other Info:

New teachers begin with 10 accum days

Negotiated/Policy

Severance Pay:

Other Leaves:

---

PERSONAL: 2
BEREAVEMENT: 3
PROFESSIONAL: 4
ADOPTION: 5
ASSOCIATION: 6
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7:17
- **Planning Time:** 90
- **Normal Teaching Load:** 3-3.5

### Salary Schedule
- **Base:** 32,250
- **Index:** 4.25 x 4.25
- **Starting Salary:** 32,250
- **Career Increments:** N
- **Experience Allowed:** All
- **Vertical Freeze:**
- **Rollback:**

### Multi-year Contract
- **14-15:** 14-15, 15-16

### Leaves
- **SICK:** 9 days/year, 45 Accum., 45 Approval, Yes
- **PERSONAL:** 2, Yes, If 2 days unused, 3 days next year
- **BEREAVEMENT:** 1, Voluntary Separation: Y
- **PROFESSIONAL:** 2, Yes, Grievance: Y
- **ADOPION:** Yes, Sick Bank: N
- **ASSOCIATION:** 5

### Other District Policies
- **Severance Pay:**
- **Negotiated/Policy:**
  - **Exists:**
  - **Part-Time Benefits:** Minimum FTE: 0.4, Contribution: FTE

### Cafeteria Plan
- **Options:** H/A., Dent., Life, TSA
  - **IR3 125:** Y
  - **Flex Accounts:** Y

### Insurance
- **HEALTH**
  - **Type:** BC/BS
  - **Option:** 750D
  - **Deductible Reimbursement:**
- **DENTAL**
  - **Type:** BC/BS
  - **Option:** 24.84
  - **Deductible Reimbursement:**
- **LIFE**
  - **Type:**
  - **Option:**
  - **Deductible Reimbursement:**
- **LTD**
  - **Type:** Principal
  - **Option:** 22.92 (in 125)
  - **Deductible Reimbursement:**

### Benefit Schedule

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**Notes:**
- Only teachers compensated on BA+36 or BA+45 during 88-90 school yr. will be eligible to be pd on BA+45 for 90-91 and yrs thereafter.
- 88-89 BA+36 column separated from MA column.
## 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

## Salary Schedule
- Base: 32,200
- Index: 4 x 5
- Starting Salary: $20,000
- Career Increments: N
- Experience Allowed: 5 yrs + 1/2 all yrs beyond 5
- Vertical Freeze: Rollback: 85-86
- Multi-year Contract: 14-15, 15-16
- Length of Teacher Day: 8.25
- Length of Student Day: 7.5
- Normal Teaching Load: 6

## INSURANCE
- Type: HEALTH
- Carrier: BC/BS
- Option: 750D
- Amount Paid by District:
  - H/A-Dent: 526.64
  - Indiv. EE/Child: 974.31
  - EE/Spouse EE/Sp/Child: 1105.96

- Type: DENTAL
- Carrier: BC/BS
- Option: 2
- Amount Paid by District:
  - BC/BS: 24.84
  - Indiv. EE/Child: 24.84
  - EE/Spouse EE/Sp/Child: 24.84

- Type: LIFE
- Carrier: Madison Life
- Option: 6.00
- Amount Paid by District:
  - Deductible Reimbursement: 5701.48

- Type: LTD
- Carrier: Madison Life
- Option: .0064 (+B)
- Amount Paid by District:

- Type: CAFETERIA
- Carrier: Individ. Depend.
- Option: 701.48

## Leaves
- Type: SICK
- Days/Year: 10
- Accum. Use Needed: 50
- Approval Needed: yes

- Type: SABBATICAL
- Days/Year: 8
- Accum. Use Needed: yes

## Other District Policies
- Negotiated/Policy
- Exists

## Plattschool

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BA45 for individuals who took district courses between 1992-1997
WORKING CONDITIONS

Contract Days: 182  FTE Teachers:

HS  JH/MS  ELEM

Length of Teacher Day: 8  8  8
Length of Student Day: 7  7  7
Planning Time: 81  81  88
Class Periods/Day: 8  8
Normal Teaching Load: 7  7

Experience Allowed: all
Career Increments: N

03-04 freeze is also horizontal
Vertical Freeze: 03-04
Rollback:

Multi-year Contract:

SALARY SCHEDULE

Base: 31,200  Index: 4 x 4.5

Starting Salary: Entry Level Step: 1

Insurance:

HEALTH  BC/BS  1250D  463.13  856.80  1015.24  1363.20
DENTAL  BC/BS  2  24.84  24.84  24.84  24.84

Cafeteria Plan

Healthy Accounts: Individ.

Health Care Plan:

Methadone 125:

Voluntary Separation: Y
Grievance: YN
Sick Bank: N

Sabbatical: No

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

Negotiated/ Policy

Exists

Leaves:

SICK 10 45  yes

Other Info: Severance: 1/2 sub. rate up to 40 days

PERSONAL 3  yes

Accum to 4

BEREAVEMENT  unln.

yes

Grievance Separation: Y  P

PROFESSIONAL  yes

Sick Bank: N

ADOPTION 6 weeks

OTHER LEAVES:

PLEASANTON

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OTHER DISTRICT POLICIES

SEVERANCE PAY: Y

NEGOTIATED/ POLICY

Exists

Leaves:

SICK 10 45  yes

Other Info: Severance: 1/2 sub. rate up to 40 days

PERSONAL 3  yes

Accum to 4

BEREAVEMENT  unln.

yes

Grievance Separation: Y  P

PROFESSIONAL  yes

Sick Bank: N

ADOPTION 6 weeks

OTHER LEAVES:

P TOTALS

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### Working Conditions
- Contract Days: 185
- FTE Teachers: HS 8, JH/MS 8, ELEM 8
- Length of Teacher Day: 7.25 hours
- Planning Time: 47 days
- Class Periods/Day: 8
- Normal Teaching Load: 6

### Salary Schedule
- Base: 32,600
- Starting Salary: 32,600
- Career Increments: N
- Vertical Freeze: 87-88
- Rollback: 86-87
- Length of Teacher Day: 888
- Length of Student Day: 7.25 hours
- Normal Teaching Load: 6

### Insurance
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **Insurance**: Carrier
- **H/A-Dent**: Individ. EE/Child
- **Individ. EE/Spouse**: EE/Sp/Child
- **Ind. Cafeteria**: Cafeteria Plan
- **Dental**: Individ. Depend.
- **Life**: Deductible Reimbursement
- **LTD**: Ind. Cafeteria
- **Non-Participant**: Cafeteria

### Leaves
- **Type**: Days/Year
- **Accum. Depend. Approval Other**: Use Needed
- **Sick**: 8 45 yes
- **Personal**: 4
- **Bereavement**: 3-5
- **Professional**: 2
- **Adoption**: 2

### Other District Policies
- **Negotiated/Policy**: Exists
- **Sabbatical**: No
- **Severance Pay**: Other Leaves

### Cafeteria Plan
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **Insurance**: Carrier
- **H/A-Dent**: Individ. EE/Child
- **Individ. EE/Spouse**: EE/Sp/Child
- **Ind. Cafeteria**: Cafeteria Plan
- **Dental**: Individ. Depend.
- **Life**: Deductible Reimbursement
- **LTD**: Ind. Cafeteria
- **Non-Participant**: Cafeteria

### Part-Time Benefits
- **Minimum FTE**: 0.75
- **Cafeteria Plan**: Individ. Depend.

### Notes:
- **Step**: Base
- **BA**: Base
- **BA + 9**: Base + Step 9
- **BA + 18**: Base + Step 18
- **BA + 27**: Base + Step 27
- **MA**: Master's
- **MA + 9**: Master's + Step 9
- **MA + 18**: Master's + Step 18
- **MA + 27**: Master's + Step 27

### Salary Schedule Table

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### Additional Notes
- **Wages**: 1.80, 1.84
- **Total**: 61,288

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**Ponca 2014-2015**

**Index**: 4 x 4

**Experience Allowed**: 10

**Career Increments**: N

**Rollback**: 86-87

**Vertical Freeze**: 87-88

**Length of Teacher Day**: 7.25 hours

**Planning Time**: 47 days

**Class Periods/Day**: 8

**Normal Teaching Load**: 6

**Length of Student Day**: 7.25 hours
### WORKING CONDITIONS
- **Contract Days:** 182
- **FTE Teachers:**
  - HS: 24.84
  - JH/MS: 24.84
  - ELEM: 24.84
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Planning Time:** 45
- **Vertical Freeze:**
  - Rollback: 93-94 (2 Steps)
- **Class Periods/Day:** 5
- **Normal Teaching Load:** 4
- **Multi-year Contract:**
  - Length of Teacher Day: 7.5 7.5 7.5
  - Length of Student Day: 77

### SALARY SCHEDULE
- **Base:** 32,000
- **Index:** 4.5 x 4.5
- **Starting Salary:** Entry Level Step: 1
- **Career Increments:** N
- **Experience Allowed:** 8

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Option: Individ.
  - Amount Paid by District: 750D 500.31 925.59 1050.66 1410.77
  - Deductible Reimbursement: 250/500
  - IRS 125:
    - Flex Accounts:
- **DENTAL**
  - Carrier: BC/BS
  - Type: Individ.
  - Option: EE/Child
  - Amount Paid by District: 24.84 24.84 24.84 24.84
- **LIFE**
  - Carrier: Individ.
  - Option: EE/Spouse
- **LTD**
  - Carrier: Individ.
  - Option: EE/Sp/Child
- **PPO:**
  - COMMENTS: Deductible Reimbursement Y
- **NON-PARTICIPANT**

### LEAVES
- **SICK**
  - Days/Year: 40
  - Depend. use: yes
  - Approval: yes
  - Other: add'l. w/o pay, incl. fam. bereav.
- **PERSONAL**
  - Days/Year: 3
  - Depend. use: yes
  - Approval: yes
- **BEREAVEMENT**
  - Days/Year: 10
  - Depend. use: no
- **PROFESSIONAL**
  - Days/Year: 2
  - Depend. use: no
- **ADOPTION**
  - Days/Year: 1

### SEVERANCE PAY:
- **SABBATICAL:**
  - Days/Year: 0

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - Exists
  - Sick Bank: Y
  - Y N
  - Voluntary Separation: Y
  - P
  - Grievance: Y
  - G
  - SEVERANCE PAY:
  - P

### PART-TIME BENEFITS
- **Cafeteria Plan**
  - Individ.
  - Depend.
  - Options:
    - Y
    - N
  - Minimum FTE: 0.5
  - Contribution: fte

### CONTRACT SCHEDULE

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### OTHER LEAVES:
- **ASSOCIATION:**
  - Days/Year: 1
- **SEASONAL POLICIES:**
### Working Conditions
- Contract Days: 190
- FTE Teachers: 234.25
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 6.75
- Planning Time: 60
- Class Periods/Day: 4
- Normal Teaching Load: 3

### Salary Schedule
- Base: 33,050
- Index: 4 x 5
- Starting Salary: 33,050
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 10
- Vertical Freeze: 86-87, 88-89, 12-13
- Rollback: 85-86
- Multi-year Contract:
  - Length of Teacher Day: 888
  - Length of Student Day: 7.5, 6.75
- Normal Teaching Load: 3

### Insurance
- HEALTH
  - BC/BS: 750D/3100D
  - PPO: * or 2 ind. hlth plus 83.33
  - LIFE: Madison Nat'l
  - LTD: .0036
- NON-PARTICIPANT: $83.33

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

### Leaves
- SICK
  - Days/Year: 11
  - Accum.: 90
- PERSONAL
  - Days/Year: 2-3
- BEREAVEMENT
  - Days/Year: 7
- PROFESSIONAL
  - Days/Year: 3
- ADOPTION
  - Days/Year: FMLA
- ASSOCIATION
  - Days/Year: 17

### Other District Policies
- SEVERANCE PAY
- Judicial/1 day pd.

### Ralston

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### Comments
- Longevity: Employee who reaches last step in BA36/MA through MA27 receives add'l comp at rate of .015 added to index 17th yr, .03 at 20th yr, .05 at 23rd yr, .07 at 26th yr. Employee who has reached last step in MA36 or above receives .025 added to index at start of 17th yr and receives add'l .005 added to index for each following year up to 30th yr of service. (.03 at 18th yr, .035 at 19th yr, .04 at 20th yr, etc.)
WORKING CONDITIONS
Contract Days: 172  FTE Teachers: 28
Length of Teacher Day: 8.5 8.5 8.5
Length of Student Day: 8.25 8.25 8
Planning Time: 56 56 45
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

INDEX: 4 x 4
Experience Allowed: all
Career Increments: N
*Each emp recs $108 in add'l salary
Vertical Freeze:
Rollback: 85-86

2014-2015
Randolph
3/19/15

SAALARY SCHEDULE
Base: 31,800
Entry Level Step: 1

INSURANCE
Type: Carrier
Entry Level Step: 1

HEALTH
BC/BS
750D/3100D 500.31 925.59 1050.66 1410.77
DENTAL
BC/BS
3 51.35 51.35 51.35 51.35
PPO:
COMMENTS:

LEAVES
Type: Days/Year
Accum.
SICK
10 50

OTHER DISTRICT POLICIES
Negotiated/Policy

EXISTS
Voluntary Separation: N
Grievance: Y N
Sick Bank: N

NON-PARTICIPANT

COMMENTS:

LEAVES
Type: Days/Year
Accum.
SICK
10 50

PERSONAL
2

BEREAVEMENT
3 per occur.

PROFESSIONAL
1

PROFESSIONAL
1

VACATION
10 max annually

OTHER DISTRICT POLICIES
Negotiated/Policy

EXISTS
Voluntary Separation: N
Grievance: Y N
Sick Bank: N

ASSOCIATION

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

RANDOLPH

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WORKING CONDITIONS

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

SALARY SCHEDULE

Base: 32,400
Starting Salary: 32,400
Career Increments: N
Experience Allowed: 5
Entry Level Step: 1

Index: 4 x 5

Experience Allowed: 5
Vertical Freeze: 86-87
Rollback:

INCOME ALLOWANCES

WORKING CONDITIONS

Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 47 47 47
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

Experience Allowed: 5
Vertical Freeze: 86-87
Rollback:

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/3100D 526.64 974.31 1105.96 1485.02 43,416
DENTAL BC/BS 2 24.84 24.84 24.84 24.84
PPO: COMMENTS:
LIFE Guardian 8.00 Deductible Reimbursement
LTD NON-PARTICIPANT $526.64 - 14-15 Gran

Cafeteria Plan

Type Carrier Option Amount Paid by District Couple - Benefits
Individ. Depend.
HEALTH BC/BS Options:
DENTAL BC/BS IRS 125: Y
LIFE Guardian Flex Accounts: Y
LTD Guardian

LEAVES

Type Days/Year Accum. Depend. Approval Other
SICK 15,10 40 yes
PERSONAL 2 yes
BEREAVEMENT 5 Bereavement/Emergency
PROFESSIONAL 5 yes
ADOPTION
ASSOCIATION

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/Policy
Exists

OTHER LEAVES:

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03-10: BA 36, BA 45, BA 54 removed from schedule (Staff grandfathered), MA column added
### Working Conditions
- **Contract Days:** 186
- **FTE Teachers:** 34,675
- **Base:** 1
- **Index:** 4 x 5
- **Starting Salary:** 34,675
- **Entry Level Step:** 1
- **Career Increments:** Y
- **Experience Allowed:** 6 (D)
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Planning Time:** 46
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Normal Teaching Load:** 7
- **Index:** 4 x 5
- **Experience Allowed:** 6 (D)
- **Career Increments:** Y
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

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

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### Leaves
- **Sick:**
  - Days/Year: 10
  - Accum.: 45
- **Personal:**
  - Yes from sick lv
- **Bereavement:**
  - 5 from sick lv
- **Professional:**
  - adm. disc. yes
- **Adoption:**
  - yes

### Other District Policies
- **Negotiated/Policy:**
- **Exists:**
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: Y

### Sabbatical
- **Yes**

### Other Leaves

### Raymond Central

**2014-2015**

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Teachers hired after 84-85 ye must have MA to be placed in BA+36/MA column
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 7.82
- **Planning Time:** 52 52 60
- **Class Periods/Day:** 8 8
- **Normal Teaching Load:** 7 7
- **Length of Teacher Day:** 8.25 8.25 8.25
- **Length of Student Day:** 7.82 7.82 7.7
- **Experience Allowed:** 12
- **Career Increments:** N
- **Vertical Freeze:** <4/5 fte prorated on schedule
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Base:** $31,550
- **Index:** 4 x 4
- **Starting Salary:** Entry Level Step: 1
- **Career Increments:** N
- **<4/5 fte prorated on schedule**

### Insurance
- **Health:**
  - Carrier: BC/BS
  - Type: Health
  - Option: Individ. EE/Child
  - Amount Paid by District: 1050.66
  - Cafeteria Plan: Individ.
  - Options: Sp or Dep Dental
- **Dental:**
  - Carrier: BC/BS
  - Type: Dental
  - Option: Individ. EE/Sp/Child
  - Amount Paid by District: 750D
  - Cafeteria Plan: Depend.
  - Options: IRS 125:
- **LTD:**
  - Carrier: Principal
  - Type: Life
  - Option: Individ. Depend.
  - Amount Paid by District: 3.49
  - Cafeteria Plan: Depend.
  - Options: IRS 125:

### Leaves
- **Sick:**
  - Days/Year: 9
  - Approvals Needed: Yes
  - Other Info: Purpose
- **Personal:**
  - Days/Year: 3
  - Approvals Needed: Yes
- **Bereavement:**
  - Days/Year: 5
  - Approvals Needed: Yes
- **Professional:**
  - Days/Year: 4
  - Approvals Needed: Yes
- **Auction:**
  - Days/Year: supt. disc.
- **Association:**

### Sabbatical
- **Severance Pay:**

### Red Cloud

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# Riverside

## Working Conditions
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 7.75
  - JH/MS: 7.75
  - ELEM: 7.75
- **Length of Teacher Day:** 7.27
- **Length of Student Day:** 7.27
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

## Salary Schedule
- **Base:** 31,300
- **Index:** 4 x 4.5
- **Starting Salary:**
  - Entry Level Step: 1
  - Experience Allowed: All
  - Career Increments: N
- **Normal Teaching Load:** 7.75
- **Length of Teacher Day:** 7.27
- **Length of Student Day:** 7.27
- **Planning Time:** 51

## Insuranc
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE
  - LTD
- **Carrier Option:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE
  - LTD
- **Amount Paid by District:**
  - HEALTH
    - Indiv.: 750.31
    - EE/Child: 925.59
    - EE/Spouse: 1410.77
  - DENTAL
    - Indiv.: 24.84
    - EE/Spouse: 24.84
    - EE/Spouse: 24.84
  - LIFE
    - Individ. EE/Child: .0036
    - Individ. Dep.
  - LTD
    - Individ. EE/Child: .0036
    - Individ. Dep.
- **Couple - Benefits:**
  - HEALTH
    - Sp or Dep. Dental
  - DENTAL
    - H/A-Dent
  - LIFE
    - IRS 125:
  - LTD
    - Deductible Reimbursement
  - NON-PARTICIPANT
  - Cafeteria Plan
    - Individ.
    - Depend.
- **Options:**
  - IRS 125:
    - Flex Accounts:
  - OPTIONS:

## Leaves
- **Type:**
  - SICK
    - 10
    - 45
  - PERSONAL
    - 3
  - BEREAVEMENT
    - 5
  - PROFESSIONAL
    - 2
  - ADOPTION
  - ASSOCIATION
- **Accum. Depend. Approval Other:**
  - SICK
    - $25/day upon retirement up to 45
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION

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

## Severance Pay
- **Y**

## Other Leaves

### Riverside

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14-15 years experience from 2 yrs to all
## Working Conditions
- Contract Days: 182
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6

## Salary Schedule
- Base: $31,375
- Starting Salary: $31,375
- Career Increments: N
- Experience Allowed: all
- Index: 4.25 x 4.25
- Entry Level Step: 1
- Vertical Freeze: 97-98/98-99
- Rollback: 97-98/98-99/01-02
- Multi-year Contract: Y

### Insurance
- **Health**: BC/BS 1250D 463.13 856.80 972.56 1305.91
- **Dental**: BC/BS 24.84 24.84 24.84 24.84
- **PPO**:
  - H/A-Dent: Individ. EE/Child EE/Spouse EE/Sp/Child
- **LTD**: Non-Participant .0031 (thru sal)

### Leave
- **Sick**: 10 days/year, 45 days accumulated, yes
- **Personal**: 3 days/year, no
- ** Bereavement**: Unl.
- **Professional**: 4-5 days/year, as needed
- **Adoption**: as approved
- **Association**: Unl.

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

### Other District Policies
- **Negotiated/Policy**:
  - **Exists**: Yes
  - **Sabbatical**: No
  - **Voluntary Separation**: N
  - **Grievance**: Y N
  - **Sick Bank**: Y N

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### Working Conditions
- **Contract Days:** 186
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Vertical Freeze:**
- **Rollback:** 88-89
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 30,357
- **Index:** 4
- **Experience Allowed:** 5
- **Career Increments:** N
- **Entry Level Step:** 1

### Insurance
- **Health Options:**
  - BC/BS
  - Prinipal: 750D
  - EE/Child: 500.31
  - EE/Spouse: 925.59
  - EE/Sp/Child: 1050.66
  - Individ. EE/Sp/Child: 1410.77
- **Dental Options:**
  - BC/BS
  - 24.84
  - 24.84
  - 24.84
  - 24.84
- **LTD Options:**
  - Principal: 2.65
  - Individual: 0.027
- **Insurance Contributions:**
  - IRS 125: Flex Accounts

### Leaves
- **Sick leave:** 40 days
- **Other Info:** PTO-10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs

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

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

### Cafeteria Plan
- **Options:**
  - Individ.
  - Depend.
  - Deductible Reimbursement
  - 375/750
  - Minimum FTE: 0.5

### Other Leaves

### SANDHILLS-DUNNING

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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: 8
Planning Time: 52
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 33,075
Starting Salary: 33,075
Career Increments: N
Experience Allowed: 5

Index: 4 x 4
Entry Level Step: 1

VERTICAL FREEZE: 90-91
ROLLBACK:

Multi-year Contract: 14-15, 15-16
Normal Payroll Period: 8

Length of Teacher Day: 8
Length of Student Day: 8
Normal Teaching Load: 7
Class Periods/Day: 8
Multi-year Contract: 14-15, 15-16

INCENTIVE AND INCENTIVE PRINCIPAL PAYMENTS:

VERTICAL FREEZE: 90-91
ROLLBACK:

Normal Payroll Period: 8

Cafeteria Plan
Individual: 56.32 or 93.18
Dependent: Options: IRS 125:

Cafeteria Plan
Individual: 56.32 or 93.18
Dependent: Options: IRS 125:

STUDENT DAY:

LEAVES:
Type Days/Year Accum. Depend. Approval Other
SICK 8 0 yes
PERSONAL
BEREAVEMENT 4 w/appr.
PROFESSIONAL adm. disc.
ADOPTION 15
ASSOCIATION Supt. disc.

OTHER DISTRICT POLICIES
Negotiated/ Policy Exists
Min. FTE: 1

SABBATICAL: No
SEVERANCE PAY:

OTHER LEAVES:
**WORKING CONDITIONS**

Contract Days: 182  
FTE Teachers:  
HS: JH/MS: ELEM:  
Length of Teacher Day: 8:25 8:25 8:25  
Length of Student Day: 7:5 7:5 7:5  
Planning Time: 50 50 65  
Class Periods/Day: 8 8  
Normal Teaching Load: 7 7  
Multi-year Contract:  

**SALARY SCHEDULE**

Base: 30,300  
Index: 4 x 5  
Entry Level Step: 0  
Experience Allowed: 7(D)  
Career Increments: N  
Vertical Freeze:  
Rollback:  

**INSURANCE**

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**OTHER DISTRICT POLICIES**

Negotiated/Policy Exists

**SABBATICAL:** No

**SEVERANCE PAY:** Y

**OTHER LEAVES:** In school work day (1)
WORKING CONDITIONS

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

SALARY SCHEDULE

- Base: 32,500
- Starting Salary: 32,500
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: all

- Vertical Freeze:

- Rollback:

- Multi-year Contract:

- Length of Teacher Day: 888
- Length of Student Day: 77
- Normal Teaching Load: 3 7

INSCRIPTION

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Cafeteria Plan

- Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: ftb

LEAVES

SICK

- Type: SICK
- Days/Year: 11
- Accum. Band: 50
- Needed: yes
- Other Info: PTO days - incl sick, pers, bereav

SICK PTO

- Type: PTO
- Approval: yes
- Maintained: add'l with admin perm

SICK bereav

- Type: Bereavement
- Approval: yes

PERSONAL

- Type: Personal
- Approval: yes

PROFESSIONAL

- Type: Professional
- Approval: yes

ADDITIONAL

- Type: Adoption

SABBATICAL

- Type: Sabbatical
- Approval: Yes

OTHER DISTRICT POLICIES

- Negotiated/Policy
- Exits
- Existing

OTHER LEAVES

- Schuyler Community

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SCHUYLER COMMUNITY

- 2014-2015
- Step 1: 32,500
- Step 2: 33,800
- Step 3: 35,100
- Step 4: 36,400
- Step 5: 37,700
- Step 6: 39,000
- Step 7: 40,300
- Step 8: 41,600
- Step 9: 42,900
- Step 10: 44,200
- Step 11: 45,500
- Step 12: 46,800
- Step 13: 48,100
- Step 14: 49,350
- Step 15: 50,675
- Step 16: 51,975
- Step 17: 53,275

06-07: BA36 grandfathered
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 73
HS  JH/MS  ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7.25 7.25
Planning Time: 47 47
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

INDEX: 4 x 5
Experience Allowed: all
Career Increments: N
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits

HEALTH  BC/BS  750D  500.31  925.59  1050.66  1410.77
DENTAL  BC/BS  2  24.84  24.84  24.84  24.84
PPO:  COMMENTS:
LIFE
LTD  Madison Nat'l  .0033 (+B thru Sal)
NON-PARTICIPANT

WORKING CONDITIONS  SCNUD 5
3.13/19/2015
2014-2015

LEAVES
Type  Days/Year  Accum.  SICK 10 45 yes
Other Info: Sev: after 6 yrs all days @ 25% sub rate

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

SABBATICAL: Yes
SEVERANCE PAY: Y

OTHER LEAVES:

SCN UNIFIED DISTRICT #5

\begin{tabular}{|c|c|c|c|c|c|c|c|c|}
\hline
Step & BA & BA+9 & BA+18 & BA+27 & BA+36 & MA & MA+9 & MA+18 & MA+27 & MA+36 \\
\hline
1 & 32,800 & 34,440 & 36,080 & 37,720 & 39,360 & 41,000 & 42,640 & 44,280 & 45,920 \\
& 1.00 & 1.05 & 1.10 & 1.15 & 1.20 & 1.25 & 1.30 & 1.35 & 1.40 \\
\hline
& 1.04 & 1.09 & 1.14 & 1.19 & 1.24 & 1.29 & 1.34 & 1.39 & 1.44 \\
\hline
3 & 35,424 & 37,064 & 38,704 & 40,344 & 41,984 & 43,624 & 45,264 & 46,904 & 48,544 \\
& 1.08 & 1.13 & 1.18 & 1.23 & 1.28 & 1.33 & 1.38 & 1.43 & 1.48 \\
\hline
4 & 36,736 & 38,376 & 40,016 & 41,656 & 43,296 & 44,936 & 46,576 & 48,216 & 49,856 \\
& 1.12 & 1.17 & 1.22 & 1.27 & 1.32 & 1.37 & 1.42 & 1.47 & 1.52 \\
\hline
5 & 38,048 & 39,688 & 41,328 & 42,968 & 44,608 & 46,248 & 47,888 & 49,528 & 51,168 \\
& 1.16 & 1.21 & 1.26 & 1.31 & 1.36 & 1.41 & 1.46 & 1.51 & 1.56 \\
\hline
6 & 39,360 & 41,000 & 42,640 & 44,280 & 45,920 & 47,560 & 49,200 & 50,840 & 52,480 \\
& 1.20 & 1.25 & 1.30 & 1.35 & 1.40 & 1.45 & 1.50 & 1.55 & 1.60 \\
\hline
7 & 42,312 & 43,952 & 45,592 & 47,232 & 48,872 & 50,512 & 52,152 & 53,792 & 55,432 \\
& 1.24 & 1.29 & 1.34 & 1.39 & 1.44 & 1.49 & 1.54 & 1.59 & 1.64 \\
\hline
8 & 43,624 & 45,264 & 46,904 & 48,544 & 50,184 & 51,824 & 53,464 & 55,104 & 56,744 \\
& 1.33 & 1.38 & 1.43 & 1.48 & 1.53 & 1.58 & 1.63 & 1.68 & \\
\hline
9 & 46,576 & 48,216 & 49,856 & 51,496 & 53,136 & 54,776 & 56,416 & 58,056 & 59,696 \\
& 1.42 & 1.47 & 1.52 & 1.57 & 1.62 & 1.67 & 1.72 & 1.77 & \\
\hline
10 & 49,528 & 51,168 & 52,808 & 54,448 & 56,088 & 57,728 & 59,368 & 61,008 & 62,648 \\
& 1.51 & 1.56 & 1.61 & 1.66 & 1.71 & 1.76 & 1.81 & 1.86 & \\
\hline
11 & 50,840 & 52,480 & 54,120 & 55,760 & 57,400 & 59,040 & 60,680 & 62,320 & 63,960 \\
& 1.55 & 1.60 & 1.65 & 1.70 & 1.75 & 1.80 & 1.85 & 1.90 & \\
\hline
12 & 53,792 & 55,432 & 57,072 & 58,712 & 60,352 & 61,992 & 63,632 & 65,272 & 66,912 \\
& 1.64 & 1.69 & 1.74 & 1.79 & 1.84 & 1.89 & 1.94 & 1.99 & \\
\hline
13 & 55,104 & 56,744 & 58,384 & 60,024 & 61,664 & 63,304 & 64,944 & 66,584 & 68,224 \\
& 1.68 & 1.73 & 1.78 & 1.83 & 1.88 & 1.93 & 1.98 & 2.03 & \\
\hline
14 & 56,416 & 58,056 & 59,696 & 61,336 & 62,976 & 64,616 & 66,256 & 67,896 & 69,536 \\
& 1.72 & 1.77 & 1.82 & 1.87 & 1.92 & 1.97 & 2.02 & 2.07 & \\
\hline
15 & 59,368 & 61,008 & 62,648 & 64,288 & 65,928 & 67,568 & 69,208 & 70,848 & 72,488 \\
& 1.81 & 1.86 & 1.91 & 1.96 & & & & & \\
\hline
\end{tabular}
## Working Conditions
- Contract Days: 189
- FTE Teachers: HS, JH/MS, ELEM
- Length of Teacher Day: 8, 8, 8
- Vertical Freeze: 87-88
- Planning Time: 90, 45, 50
- Class Periods/Day: 4, 9
- Normal Teaching Load: 3, 8
- Length of Teacher Day: 888
- Length of Student Day: 6.5
- Normal Teaching Load: 38
- Class Periods/Day: 4

## Salary Schedule
- Base: 32,870
- Index: 4.5 x 4.5
- Starting Salary: 32,870
- Index: 4.5 x 4.5
- Experience Allowed: N
- Career Increments: N
- Experience Allowed: N
- Multi-year Contract: 14-15, 15-16

## Insurance
- **Type**
  - **Carrier**
  - **Option**
  - **Amount Paid by District**
  - **Couple - Benefits**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 1210.74
- **Type**
  - **Carrier**
  - **Option**
  - **Amount Paid by District**
  - **Couple - Benefits**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 1210.74

## Leaves
- **Type**
  - **Days/Year**
  - **Accum.**
  - **Depend. use**
  - **Approval Needed**
  - **Other**
  - SICK
    - 9
    - 100
    - yes
  - Other Info: 75 days @ $40/day upon retirement
  - PERSONAL
    - 5
  - BEREAVEMENT
    - 5
    - per occur; 1 day funeral, not fa
    - Voluntary Separation: N
  - PROFESSIONAL
    - admin disc
  - ADOPTION
  - ASSOCIATION
    - 5

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

## Sabbatical:
- Yes

## Other Leaves:
- Severance Pay: Y
- Emergency -1 from sick lv.

## Scottsbluff

### Scottsbluff

3/19/2015

### Working Conditions
- Contract Days: 189
- FTE Teachers: HS, JH/MS, ELEM
- Length of Teacher Day: 8, 8, 8
- Planning Time: 90, 45, 50
- Class Periods/Day: 4, 9
- Normal Teaching Load: 3, 8

### Salary Schedule
- Base: 32,870
- Index: 4.5 x 4.5
- Starting Salary: 32,870
- Experience Allowed: N
- Career Increments: N
- Multi-year Contract: 14-15, 15-16

### Insurance
- **Type**
  - **Carrier**
  - **Option**
  - **Amount Paid by District**
  - **Couple - Benefits**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 1210.74

### Leaves
- **Type**
  - **Days/Year**
  - **Accum.**
  - **Depend. use**
  - **Approval Needed**
  - **Other**
  - SICK
    - 9
    - 100
    - yes
  - Other Info: 75 days @ $40/day upon retirement
  - PERSONAL
    - 3
    - yes
    - Deducted from sick lv.
  - BEREAVEMENT
    - 5
    - per occur; 1 day funeral, not fa
    - Voluntary Separation: N
  - PROFESSIONAL
    - admin disc
  - ADOPTION
  - ASSOCIATION
    - 5

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

### Sabbatical:
- Yes

### Other Leaves:
- Severance Pay: Y
- Emergency -1 from sick lv.
WORKING CONDITIONS
Contract Days: 185
FTE Teachers:
HS  JH/MS  ELEM
8.25  8.25  8.25
Length of Teacher Day: 7.25
7.25  7.25  7.25
Planning Time: 50  50  50
Class Periods/Day: 8  8  8
Normal Teaching Load: 7  7

SALARY SCHEDULE
Base: 32,325
Entry Level Step: 1
Career Increments: N
Length of Teacher Day: 8.25  8.25  8.25
Length of Student Day: 7.25  7.25  7.25
Planning Time: 50  50  50
Class Periods/Day: 8  8  8
Normal Teaching Load: 7  7
Multi-year Contract:

INSURANCE
Type  Carrier  Option  Amount Paid by District
Health  BC/BS  750D  526.64  974.31  1105.96  1485.02
Dental  BC/BS  2  24.84  24.84  24.84  24.84
PPO:  COMMENTS:  H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child
Health  BC/BS  750D  526.64  974.31  1105.96  1485.02
Dental  BC/BS  2  24.84  24.84  24.84  24.84

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
Sick  10  35  yes
Other Info:  reimb. $45/day over 25 up to 35
Personal  2  yes  from sick lv.
Bereavement  admin. disc.  +2 days from sick lv.
Voluntary Separation:  Y  P
Professional  admin. disc.  yes
Grievance:  Y  N
Sick Bank:  Y  N

SABBATICAL:  No
SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
Scribner Snyder

SCRIBNER-SNYDER
Step  BA  BA+9  BA+18  BA+27  BA+36
1  32,325  33,941  35,558  37,174  38,790  38,790  40,406  42,023  43,639
2  33,618  35,234  36,851  38,467  40,083  41,699  43,316  44,932
3  34,911  36,527  38,144  39,760  41,376  42,992  44,609  46,225
4  36,204  37,820  39,437  41,053  42,669  44,285  45,902  47,518
5  37,497  39,113  40,730  42,346  43,962  45,578  47,195  48,811
6  38,790  40,406  42,023  43,639  45,255  46,871  48,488  50,104
7  41,699  43,316  44,932  46,548  48,164  49,781  51,397
8  44,609  46,225  47,841  49,457  51,074  52,690
9  47,518  49,134  50,750  52,367  53,983
10  48,811  50,427  52,043  53,660  55,276
11  51,720  53,326  54,952  56,569
12  53,613  54,229  55,855  57,462
13  55,522  57,139  58,756  60,373
14  58,532  60,152  61,741
15  61,741
**WORKING CONDITIONS**

- Contract Days: 186
- FTE Teachers:
  - HS: 8
  - JH/MS: 8
  - ELEM: 8

**SALARY SCHEDULE**

- Base: 32,100
- Index: 5 x 4
- Starting Salary: 32,100
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 8(D)

**LEAVES**

- Sick: 10 - 45 days
- Other Info: $30/day over 42
- Personal: see sick lv
- Bereavement: see sick lv
- Professional: 9 - yes - admin. disc.
- Adoption: 10 - 5-pd;5-sub.ded.
- Association: 3 (Pres.)

**INSURANCE**

- Healthcare:
  - H/A-Dent: 750D
  - Ind: 500.31
  - Child: 925.59
  - Spouse: 1050.66
  - Child: 1410.77

- Dental:
  - BC/BS: 2
  - Ind: 24.84
  - Child: 45.93
  - Spouse: 52.14
  - Child: 70.04

- Life:
  - macOS: 3.60

**LEAVES: OTHER DISTRICT POLICIES**

- Sabbatical: Yes
- Severance Pay: Y

**OTHER LEAVES:**

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

**Cafeteria Plan Options:**

- Cafeteria Plan:
  - Individ.
  - Dependent

**FTE Teachers:**

- Starting Salary: 32,100
- Move to MA+27 Step 16 only in 93-94; then step=to exper.

**Vertical Freeze:**

**Rollback:**

**Multi-year Contract:**

**LEAVES: OTHER DISTRICT POLICIES**

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**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER DISTRICT POLICIES:**

- Voluntary Separation: Y N
- Grievance: Y N
- Sick Bank: Y N

**SEVERANCE PAY:**

- 07-09 BA 45 eliminated, current staff is grandfathered
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 32,425
- Starting Salary: 32,425
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Experience Allowed: all

**INSURANCE**

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**Cafeteria Plan**

- Cafeteria Plan: Individ.
- Depend.

**LEAVES**

- Sick: 10, 35 days @ end of yr
- Other: $20/day over 35 days
- Personal: 2, yes, 1-w/approved, 1-not
- Bereavement: 3+2, 2 from sick leave
- Professional: 1, yes, 1 addit'l. w/approval
- Adoption: Association

**OTHER DISTRICT POLICIES**

- Sabbatical: No
- Severance Pay:

**OTHER LEAVES:**

**SHELBY-RISING CITY**

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**SHELBY- RISING CITY**

1.13/19/2015
## Working Conditions
- Contract Days: 185

## Salary Schedule
- Base: 30,800
- Index: 4 x 5
- Starting Salary: 46.76
- Career Increments: N
- Experience Allowed: 10
- BA+36 grandfathered prior to 92-93/added back in 98-99

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

### HEALTH
- BC/BS: 750D
- H/A-Dent: 1.07
- Individ.: 500.31
- EE/Child: 750D
- EE/Spouse: 1410.77
- EE/Sp/Child: 1050.66

### DENTAL
- BC/BS: 750D
- H/A-Dent: 0.64
- Individ.: 3.20
- EE/Child: 46.76
- EE/Spouse: 86.52
- EE/Sp/Child: 98.21
- Sp/Child: 131.90

### PPO
- BC/BS: 750D
- Individ.: 3.20
- EE/Child: 46.76
- EE/Spouse: 86.52
- EE/Sp/Child: 98.21

### LIFE
- Companion Life: 3.20
- Deductible Reimbursement

### LTD
- Non-Participant

### Cafeteria Plan
- Minimum FTE: 0.4

## Leaves

### Sick
- Days/Year: 13
- Accum.: 35
- Depend. use: yes
- Approval: yes
- Other Info: Reimb 13 days/yr at $35/day

### Personal
- Days/Year: 2
- Approval: yes
- Reimb daily rate of pay

### Bereavement
- Days/Year: from sick or pers
- Approval: yes

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

## Sabbatical
- Days/Year: No

## Other Leaves

### Severance Pay

### Other District Policies

### Contract Days
- 185

## Comments

### Contract Days
- 185

### FTE Teachers
- 2014-2015

### Step
- 1

### Base
- 30,800
WORKING CONDITIONS

**Contract Days:** 182  
**FTE Teachers:** 22  
**Length of Teacher Day:** 7.5  
**Length of Student Day:** 7  
**Planning Time:** 48  
**Class Periods/Day:** 8  
**Normal Teaching Load:** 7

**Index:** 4 x 4  
**Experience Allowed:** all  
**Career Increments:** N  
**Vertical Freeze:**  
**Rollback:**

---

**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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**LEAVES**

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**OTHER DISTRICT POLICIES**

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**SEVERANCE PAY:**

**OTHER LEAVES:**

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**SHICKLEY**

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WORKING CONDITIONS
Contract Days: 185 FTE Teachers:
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: 33,125 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 0
Career Increments: Y Experience Allowed: all
Professional Increments available
Vertical Freeze: 88-89 Rollback:

Cafeteria Plan
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 27.30 or 45.20
HEALTH BC/BS 750D 500.31 925.59 1050.66 1410.77 Ind or Dep Dental Options:
DENTAL BC/BS 2 24.84 24.84 24.84 24.84
PPO: COMMENTS:
LIFE Principal 4.00 Deductible Reimbursement N
LTD Principal (+B)
NON-PARTICIPANT

INSURANCE

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 8 8
Other Info: PTO - new emp recv 10 days add'l sick lv
PERSONAL PTO
BEREAVEMENT 3 yes
PROFESSIONAL 2 yes
ADOPITION see sick lv.
ASSOCIATION see prof. lv.

SABBATICAL: Yes SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists

OTHER LEAVES: Maternity - 15 days

SIDNEY
Step BA BA+9 BA+18 BA+27 BA+36 BA+9 BA+18
0 33,125 34,616 36,108 37,597 39,088 40,578 40,578 42,069 43,559
1 1.00 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36
2 36,108 37,597 39,088 40,578 42,069 43,559 45,050 46,541 48,031
3 1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405 1.45
4 39,088 40,578 42,069 43,559 45,050 46,541 48,031 49,522 51,013
5 1.18 1.225 1.27 1.315 1.36 1.405 1.45 1.495 1.54
6 40,578 42,069 43,559 45,050 46,541 48,031 49,522 51,013 52,503
7 1.225 1.27 1.315 1.36 1.405 1.45 1.495 1.54 1.585
8 43,559 45,050 46,541 48,031 49,522 51,013 52,503 53,994 55,484
9 1.315 1.36 1.405 1.45 1.495 1.54 1.585 1.63 1.675
10 46,541 48,031 49,522 51,013 52,503 53,994 55,484 56,975 58,466
11 55,484 56,975 58,466 60,956 1.675 1.72 1.765 1.81
12 61,447 1.855
WORKING CONDITIONS
Contract Days: 183
FTE Teachers: 27
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 32,200
Starting Salary: 32,200
Career Increments: N
Experience Allowed: 5

Index: 4 x 4
Entry Level Step: 1

INDEX
1 32,200 33,488 34,776 36,064 37,352 38,640 39,928 41,216
2 33,488 34,776 36,064 37,352 38,640 39,928 41,216 42,504
3 34,776 36,064 37,352 38,640 39,928 41,216 42,504 43,792
4 36,064 37,352 38,640 39,928 41,216 42,504 43,792 45,080
5 37,352 38,640 39,928 41,216 42,504 43,792 45,080 46,368
6 38,640 39,928 41,216 42,504 43,792 45,080 46,368 47,656
7 39,928 41,216 42,504 43,792 45,080 46,368 47,656 48,944
8 41,216 42,504 43,792 45,080 46,368 47,656 48,944 50,232
9 42,504 43,792 45,080 46,368 47,656 48,944 50,232 51,520
10 43,792 45,080 46,368 47,656 48,944 50,232 51,520 52,808
11 45,080 46,368 47,656 48,944 50,232 51,520 52,808 54,096
12 46,368 47,656 48,944 50,232 51,520 52,808 54,096 55,384
13 47,656 48,944 50,232 51,520 52,808 54,096 55,384 56,672

INCENTIVE SALARY SCHEDULE
Step 1: 32,200
Step 2: 33,488
Step 3: 34,776
Step 4: 36,064
Step 5: 37,352
Step 6: 38,640
Step 7: 39,928
Step 8: 41,216
Step 9: 42,504
Step 10: 43,792
Step 11: 45,080
Step 12: 46,368
Step 13: 47,656

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
Health BC/BS 500.31 925.99 1050.66 27.30 or
Dental BC/BS 24.84 24.84
PPO: Comments:

LEAVES
Type Days/Year Accum. Depend. Approval Approval
Sick 10 40 Yes
PERSONAL 3 Yes trade 4 sick for 2 pers.
BEREAVEMENT
PROFESSIONAL 2 Yes trade 4 sick for 1 prof.
ADOPTION
ASSOCIATION

OTHER DISTRICT POLICIES
Negotiated/ Policy

SILVER LAKE
Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18
1 32,200 33,488 34,776 36,064 37,352 38,640 39,928 41,216
2 33,488 34,776 36,064 37,352 38,640 39,928 41,216 42,504
3 34,776 36,064 37,352 38,640 39,928 41,216 42,504 43,792
4 36,064 37,352 38,640 39,928 41,216 42,504 43,792 45,080
5 37,352 38,640 39,928 41,216 42,504 43,792 45,080 46,368
6 38,640 39,928 41,216 42,504 43,792 45,080 46,368 47,656
7 39,928 41,216 42,504 43,792 45,080 46,368 47,656 48,944
8 41,216 42,504 43,792 45,080 46,368 47,656 48,944 50,232
9 42,504 43,792 45,080 46,368 47,656 48,944 50,232 51,520
10 43,792 45,080 46,368 47,656 48,944 50,232 51,520 52,808
11 45,080 46,368 47,656 48,944 50,232 51,520 52,808 54,096
12 46,368 47,656 48,944 50,232 51,520 52,808 54,096 55,384
13 47,656 48,944 50,232 51,520 52,808 54,096 55,384 56,672

SEVERANCE PAY:

OTHER LEAVES:
**Sioux County**

**WORKING CONDITIONS**
- Contract Days: 175
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 57
- Class Periods/Day: 7
- Normal Teaching Load: 6

**SALARY SCHEDULE**
- Base: 32,250
- Index: 4 x 4
- Starting Salary: 32,250
- Career Increments: N
- Experience Allowed: 7
- Entry Level Step: 1

**INSURANCE**
- HEALTH
  - Carrier: BC/BS
  - Option: 500D
  - Amount Paid by District: 24.84
- DENTAL
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 24.84
- LTD
  - Carrier: Fort Dearborn
  - Type: NON-PARTICIPANT
  - 50% BC/BS premium

**Cafeteria Plan**
- Individ.
- Depend.
- Options:
  - IRS 125:
  - Flex Accounts:
  - Minimum FTE: 0.51

**LEAVES**
- SICK
  - Days/Year: 10
  - Depend. use: 45
  - Approval Needed: yes
  - Other
  - Other Info:
  - Other:
  - +2 sub rate

**OTHER DISTRICT POLICIES**
- Negotiated/Policy
  - Exists
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: Y
  - SEVERANCE PAY:

**OTHER LEAVES:**
- SIOUX COUNTY
  - Negotiated/Policy
  - Exits

---

**SIOUX COUNTY**

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**VERTICAL FREEZE:**

**ROLLBACK:**

**MULTI-YEAR CONTRACT:** 14-15, 15-16

**LENGTH OF TEACHER DAY:** 8

**LENGTH OF STUDENT DAY:** 7

**NORMAL TEACHING LOAD:** 6
### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:** 23.5
- **Starting Salary:** $32,600
- **Career Increments:** N
- **Length of Teacher Day:**
  - HS: 8
  - JH/MS: 8
  - ELM: 8
- **Length of Student Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELM: 7.5
- **Planning Time:**
  - 50
  - 50
  - 50
- **Class Periods/Day:**
  - 8
  - 8
- **Normal Teaching Load:**
  - 7
  - 7

### Salary Schedule
- **Base Salary:** $35,840
- **Index:** 5 x 4
- **Experience Allowed:** all
- **Options:**
  - SICK 10:
  - LEAVES:
    - PERSONAL 3+1
    - MARRIAGE:
    - MOTHER/FOUNDER:
    - OTHER LEAVES:
      - SEVERANCE PAY:
      - DEPENDENCY:
      - BENEFITS:
      - OTHER DISTRICT POLICIES

### Insurance
- **Type:** HEALTH
- **Carriers:** BC/BS
- **Option:** 750D
- **Amount Paid by District:**
  - H/A-Dent: $500.31
  - Individ.: $925.59
  - EE/Child: $1050.66
  - EE/Spouse: $1410.77
  - EE/Spouse: $1410.77
  - Sp. or Dep. Dental
- **Other:**
  - Life:
    - Deductible Reimbursement: Y
    - IRS 125: Y
    - Flex Accounts: Y

### Cafeteria Plan
- **Individual:**
- **Dependent:**

### Leaves
- **Type:** SICK
- **Days/Year Accumulated:** 10
- **Approval Needed:** yes
- **Dependents:**
- **Approval Needed:** yes
- **Other:**
  - Voluntary Separation:
  - Grievance:
  - Sick Bank:

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

### Salary Table

| Step | BA | BA+3 | BA+6 | BA+9 | BA+12 | BA+15 | BA+18 | BA+21 | BA+24 | BA+27 | BA+30 | MA+3 | MA+6 | MA+9 | MA+12 | MA+15 | MA+18 |
|------|----|------|------|------|-------|-------|-------|-------|-------|-------|-------|------|------|------|------|------|------|------|
| 0    | 32,000 | 32,426 | 32,851 | 33,280 | 33,706 | 34,131 | 34,560 | 34,986 | 35,411 | 35,840 | 36,266 | 36,691 | 37,120 | 37,546 | 37,971 | 38,400 | 38,826 |
| 1    | 33,600 | 34,026 | 34,451 | 34,880 | 35,306 | 35,731 | 36,160 | 36,586 | 37,011 | 37,440 | 37,866 | 38,291 | 38,720 | 39,146 | 39,571 | 39,996 | 40,400 | 40,816 |
| 2    | 35,200 | 35,626 | 36,051 | 36,480 | 36,906 | 37,331 | 37,760 | 38,186 | 38,611 | 39,036 | 39,461 | 39,891 | 40,320 | 40,746 | 41,171 | 41,596 | 42,020 | 42,446 |
| 3    | 36,800 | 37,226 | 37,651 | 38,080 | 38,506 | 38,931 | 39,360 | 39,786 | 40,211 | 40,640 | 41,066 | 41,491 | 41,916 | 42,346 | 42,771 | 43,200 | 43,626 | 44,051 |
| 4    | 38,400 | 38,826 | 39,251 | 39,680 | 40,106 | 40,531 | 40,960 | 41,386 | 41,811 | 42,240 | 42,666 | 43,091 | 43,520 | 43,946 | 44,371 | 44,800 | 45,226 | 45,651 |
| 5    | 40,000 | 40,426 | 40,851 | 41,280 | 41,706 | 42,131 | 42,560 | 42,986 | 43,411 | 43,840 | 44,266 | 44,691 | 45,120 | 45,546 | 45,971 | 46,400 | 46,826 | 47,251 |
| 7    | 43,200 | 43,626 | 44,051 | 44,480 | 44,906 | 45,331 | 45,750 | 46,186 | 46,611 | 47,040 | 47,466 | 47,891 | 48,326 | 48,751 | 49,176 | 49,600 | 50,026 | 50,451 |
| 8    | 44,800 | 45,226 | 45,651 | 46,080 | 46,506 | 46,931 | 47,356 | 47,786 | 48,211 | 48,640 | 48,966 | 49,391 | 49,820 | 50,246 | 50,671 | 51,096 | 51,520 | 51,946 |
| 11   | 49,600 | 50,026 | 50,451 | 50,880 | 51,306 | 51,731 | 52,156 | 52,581 | 52,996 | 53,422 | 53,847 | 54,272 | 54,698 | 55,123 | 55,549 | 55,974 | 56,400 | 56,826 |
| 12   | 51,200 | 51,626 | 52,051 | 52,476 | 52,901 | 53,326 | 53,751 | 54,176 | 54,596 | 55,022 | 55,447 | 55,872 | 56,298 | 56,723 | 57,149 | 57,574 | 58,000 | 58,426 |

### Other Leaves
- **Sabbatical:** No
- **Severance Pay:** Y
## South Sioux City

### 2014-2015

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#### OTHER DISTRICT POLICIES

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### Southern

**Contract Days:** 182  
**FTE Teachers:**
- HS: 8  
- JH/MS: 8  
- ELEM: 8

**Length of Teacher Day:**
- 8 hours

**Planning Time:**
- 7 hours

**Class Periods/Day:**
- 8 periods/day

**Normal Teaching Load:**
- 7 classes

**Length of Teacher Day:**
- 8 hours

**Length of Student Day:**
- 7.5 hours

**Normal Teaching Load:**
- 7 classes

**WORKING CONDITIONS**

**Salary Schedule**

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**INSURANCE**

- **Insurance Type:** Health, Dental, Life, LTD  
- **Carrier:** BC/BS, Jefferson Pilot  
- **Options:** Individ., Depend., IRS 125, Flex Accounts

**Leaves**

- **Sick:** 10 days/year, 50 accumulate, approval needed  
- **Personal:** 3 days/year, yes from sick leave

**OTHER DISTRICT POLICIES**

- **Sabbatical:** No  
- **Severance Pay:** Yes

**Southern (Wymore)**

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WORKING CONDITIONS
Contract Days: 183
FTE Teachers: HS 8 JH/MS 8 ELEM 8
Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 888

SALARY SCHEDULE
Base: 31,800
Starting Salary: 31,800
Career Increments: Y
Experience Allowed: 4
Entry Level Step: 1(D)
Index: 4 x 5

INCENTIVE

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
HEALTH BC/BS 950D 483.44 894.40 1015.24 1363.20
DENTAL BC/BS 2 24.84 45.93 52.14 70.04
LIFE
LTD Unknown 10.00
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Days Use Approval Needed Other
SICK 10 45 yes
PERSONAL 2,3 1-no,2-yes accum. to 3
BEREAVEMENT 2
PROFESSIONAL 2 yes accum. to 3
ADOPTION
ASSOCIATION

SOUTHERN VALLEY

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SOUTHERN VALLEY
### WORKING CONDITIONS
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 54
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6
- **Index:** 4 x 4
- **Experience Allowed:** N
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

### SALARY SCHEDULE
- **Base:** 31,550
- **Starting Salary:** 31,550
- **Entry Level Step:** 1
- **Index:** 4 x 4
- **Length of Teacher Day:** 7.25
- **Length of Student Day:** 7.25
- **Planning Time:** 54
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6
- **Multiplier:**
- **Multi-year Contract:**

### INSURANCE
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO:
- **Option:**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District:**
  - 7.25
  - 24.84
  - 24.84
  - 24.84
- **Couple - Benefits:**
  - 27.30
  - 45.20
- **Cafeteria Plan:**
- **Options:**
  - Individ.
  - Depend.
  - IRS 125:
  - Flex Accounts:
  - Minimum FTE: 0.5

### LEAVES
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
- **Days/Year:**
  - 10
  - 3
  - 5
  - 2
- **Approval:**
  - 40
  - Yes
- **Other Info:**
  - 1 from sick lv. for non-family
- **OTHER DISTRICT POLICIES**
- **Negotiated/Policy:**
  - Existed
- **SABBATICAL:**
- **SEVERANCE PAY:**

### SOUTHWEST
- **Salary Scale:**
  - BA+36
  - MA+9
  - MA+18
  - 31,550
  - 32,812
  - 34,074
  - 35,336
  - 36,598
  - 37,860
  - 39,122
  - 40,384
  - 41,646
  - 42,908
  - 44,170
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  - 46,694
  - 47,956
  - 49,218
  - 50,480
  - 51,742
  - 53,004
  - 54,266
  - 55,528
  - 56,790
  - 58,052
  - 59,314

### OTHER LEAVES:
WORKING CONDITIONS
Contract Days: 186
FTE Teachers:
HS 20.6
JH/MS 20.0
ELEM 18.4
Length of Teacher Day: 7.5
Length of Student Day: 6.5
Planning Time: 76
Class Periods/Day: 8
Normal Teaching Load: 6

SALARY SCHEDULE
Base: 32,600
Starting Salary: 31,518
Career Increments: Y
Entry Level Step: 1
Experience Allowed: all
Longevity: Beginning @ 20 yrs on MA 36.3% added every 5 yrs.
Vertical Freeze: 85-86, 86-87, 92-93
Rollback: Multi-year Contract: 14-15, 15-16

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plans
H/A-Dent Individ EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D 1.13/19/2015
DENTAL BC/BS 2
LIFE Madison Nat'l 4.40
LTD Madison Nat'l .004 (thru sal)

LEAVES
Type Days/Year Accrual Depend. Approval Needed Other
SICK 10 60 yes
PERSONAL 2 yes sub pay/day EOI, accum to 4
BEREAVEMENT unil. w/approv.
PROFESSIONAL unil. yes Grievance: Y N
ADOPTION 10 from sick lv.
ASSOCIATION 3

OTHER DISTRICT POLICIES
SEVERANCE PAY: Y

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07-08 teachers receive credit for all years experience; 08-09 teachers new to district since 8/1/02 will have 2 yrs exp deducted on placement; longevity beginning @ 20 yrs on WA 36.3% added every 5 yrs (10 yrs, 15, 20, 25, 30, 35, 40, 45, 50)
**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.75
- Length of Student Day: 7.75
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 30,800
- Starting Salary: 30,800
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 4.5
- Entry Level Step: 1(D)
- Multi-year Contract: 14-15, 15-16

**INSURANCE**
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Sp. or Dep. Dental
  - IRS 125: Y
  - Flex Accounts
  - Cafeteria Plan
- **Amount Paid by District**
  - HEALTH: 750D, 500.31, 925.59, 1050.66, 1410.77
  - DENTAL: 24.84, 24.84, 24.84, 24.84
  - LIFE: Individ. EE/Child, Individ. Depend., Couple - Benefits
  - **Type Carrier**
    - HEALTH: BC/BS
    - DENTAL: BC/BS
    - LTD: Madison Nat'l
  - **Option**
    - H/A-Dent: Individ., EE/Child, EE/Spouse, EE/Sp/Child
    - Sp. or Dep. Dental: IRS 125, Y
  - **Comment**
    - Deductible Reimbursement

**LEAVES**
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - SICK: 12, 10, 35
  - PERSONAL: 2
  - BEREAVEMENT: 2
  - PROFESSIONAL: 2
  - ADOPTION: 2
  - ASSOCIATION: 2
- **Approval Needed**
  - SICK: yes
  - PERSONAL: yes
  - BEREAVEMENT: yes
  - PROFESSIONAL: yes
  - ADOPTION: yes
  - ASSOCIATION: yes

**OTHER DISTRICT POLICIES**
- **Negotiated/Policy**
  - Voluntary Separation: N
  - Grievance: Y N
  - Sick Bank: Y N

**ST. EDWARD**

**S E V E R A N C E  P A Y:**

**OTHER LEAVES:** Paternity Leave - 30 consec. Days

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### Working Conditions
- Contract Days: 184
- FTE Teachers: 4 x 5
- Starting Salary: 32,300
- Career Increments: N
- Experience Allowed: 5(D)
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### Insurance
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **Health**: BC/BS
  - H/A-Dent: 750D
  - Individ.: 500.31
  - EE/Child: 925.59
  - EE/Spouse: 1050.66
  - EE/Sp/Child: 1410.77
- **Dental**: BC/BS
  - Individ.: 51.35
  - EE/Spouse: 51.35
  - EE/Sp/Child: 51.35
- **Life**: Principal
  - Options: IRS 125: Y
- **LTD**: Non-Participant
  - Amount Paid by District: 0.0042
- **Cafeteria Plan**: Deductible Reimbursement

### Leaves
- **Type**: Days/Year
- **Accum.**: Depend. Needed
- **Approval**: Other
- **Sick**: 10
  - Other Info: 5 for emergency
- **Personal**: 2
  - Yes: to 5
- **Bereavement**: 5
  - From sick lv.
- **Professional**: 2
  - Yes: addtl. w/appr.
- **Adoption**: 10
  - Sick Bank: N

### Other District Policies
- **Sabbatical**: Yes
- **Severance Pay**: Emergency-5 days

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### St. Paul
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **Insurance**: Deductible Reimbursement

### Cafeteria Plan
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **Insurance**: Deductible Reimbursement
**WORKING CONDITIONS**
- Contract Days: 186
- FTE Teachers: 39
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6

**SALARY SCHEDULE**
- Base: 32,700
- Starting Salary: 32,700
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 96-97
- Rollback: Multi-year Contract: 13-14, 14-15

**INSURANCE**

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**OTHER DISTRICT POLICIES**

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**STANTON**

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**SALARY SCHEDULE**

| Base:          | 31,250 |
| Index:         | 4 x 5  |
| Starting Salary: |     |
| Career Increments: | N |
| Experience Allowed: | 5 |

**Vertical Freeze:**

**Rollback:**

**Multi-year Contract:**

**INSURANCE**

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**Options:**

| IR S 125:         | Deductible Reimbursement Y 825 |
|                   |                              |

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**SEVERANCE PAY:**

**OTHER LEAVES:**

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**WORKING CONDITIONS**

- **Contract Days:** 185
- **FTE Teachers:** 22

**SALARY SCHEDULE**

- **Base:** 32,100
- **Index:** 4 x 4
- **Starting Salary:** 32,100
- **Entry Level Step:** 0
- **Career Increments:** Y
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 13-14, 14-15

**Length of Teacher Day:**
- **Length of Student Day:** 6.4
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

**INSURANCE**

- **Type:** HEALTH, DENTAL, LTD
- **Carrier:** BC/BS, BC/BS
- **Amount Paid by District:**
  - H/A-Dent: 750D, 2
  - Individ.: 526.64, 24.84
  - EE/Child: 974.31, 24.84
  - EE/Spouse: 1105.96, 24.84
  - EE/Sp/Child: 1485.02, 24.84

**Options:**
- **Type:** Health Insurance Policy
- **Carrier:** IRS 125: Y
- **Flex Accounts:**
- **TSA:**

**Cafeteria Plan**

- **Option:** Individ. Depend.
- **Amount Paid by District:**
  - Individ.: 166.67
  - Depend.: 250/500

**LEAVES**

- **Type:** SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- **Accum. Days/Year:**
  - SICK: 10
  - PERSONAL: 2
- **Approval Needed:**
  - SICK: yes
  - PERSONAL: yes

**OTHER DISTRICT POLICIES**

- **Negotiated/Policy:**
  - Voluntary Separation: N
  - Sick Bank: N

**SABBATICAL:**

- **SEVERANCE PAY:** Y

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**Class Periods/Day:** 8

**Length of Teacher Day:**

- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

**Part-Time Benefits**

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

**Contract Days:** 185
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 19.5
- **Length of Teacher Day:** 8 8 8
- **Length of Student Day:** 7 7 7
- **Planning Time:** 50 50 50
- **Class Periods/Day:** 8 8
- **Normal Teaching Load:** 7 7
- **Index:** 4.25 x 4.25
- **Entry Level Step:** 0
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 14-15, 15-16
- **Class Periods/Day:** 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 50
- **FTE Teachers:** 19.5
- **Starting Salary:** 31,930
- **Base:** 31,930

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### Insurance

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### Cafeteria Plan
- **Individ.** Depend.
- **Option:** IRS 125: Flex Accounts:
- **Part-Time Benefits:** Minimum FTE: 0.4
- **Cafeteria Plan:** Options:
- **Contributions:** fte

### Leaves

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### Sabbatical
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### Severance Pay:

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### Other Leaves

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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

Vertical Freeze: 
Rollback: 
Multi-year Contract: 

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D 500.31 925.59 1050.66 1410.77 Options:
DENTAL BC/BS 2 24.84 24.84 24.84 24.84
PPO: COMMENTS: 
LIFE 
LTD Madison Nat’n (thru sal) 
NON-PARTICIPANT 

LEAVES

Type Days/Year Accum. Depend. Approval Needed Other
SICK 11 50 yes

Other Info: PTO 
PERSONAL 
BEREAVEMENT 
PROFESSIONAL 2 yes $25/day max. $50
ADOPTION 
ASSOCIATION 

SABBATICAL: No SEVERANCE PAY: Y

OTHER LEAVES: Emergency 

COMMENTS: 

OTHER DISTRICT POLICIES

Negotiated/ Policy 

Exists 

Voluntary Separation: Y P 
Grievance: Y N 
Sick Bank: Y N 

SUMMER-EDDYVILLE-MILLER

Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18
1 31,550 32,812 34,074 35,336 36,598 37,860 39,122 40,384
1.00 1.04 1.08 1.12 1.16 1.20 1.24 1.28
2 32,812 34,074 35,336 36,598 37,860 39,122 40,384 41,646
1.04 1.08 1.12 1.16 1.20 1.24 1.28 1.32
3 34,074 35,336 36,598 37,860 39,122 40,384 41,646 42,908
1.08 1.12 1.16 1.20 1.24 1.28 1.32 1.36
4 35,336 36,598 37,860 39,122 40,384 41,646 42,908 44,170
1.12 1.16 1.20 1.24 1.28 1.32 1.36 1.40
5 36,598 37,860 39,122 40,384 41,646 42,908 44,170 45,432
1.16 1.20 1.24 1.28 1.32 1.36 1.40 1.44
6 37,860 39,122 40,384 41,646 42,908 44,170 45,432 46,694
1.20 1.24 1.28 1.32 1.36 1.40 1.44 1.48
7 40,384 41,646 42,908 44,170 45,432 46,694 47,956
1.24 1.28 1.32 1.36 1.40 1.44 1.48 1.52
8 42,908 44,170 45,432 46,694 47,956 49,218
1.32 1.36 1.40 1.44 1.48 1.52 1.56 1.60
9 44,170 45,432 46,694 47,956 49,218 50,480
1.40 1.44 1.48 1.52 1.56 1.60 1.64 1.68
10 46,694 47,956 49,218 50,480 51,742
1.48 1.52 1.56 1.60 1.64 1.68
11 49,218 50,480 51,742 53,004
1.56 1.60 1.64 1.68
12 51,742 53,004 54,266
1.64 1.68 1.72
### Working Conditions
- Contract Days: 185
- FTE Teachers: 37
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 97/97/100
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 7

### Salary Schedule
- Base: 32,830
- Starting Salary: 32,830
- Experience Allowed: all
- Career Increments: 32,830
- Index: 4 x 5
- Entry Level Step: 1

### Working Conditions
- Vertical Freeze:
- Rollback:

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

### Leaves
- **Type**: Days/Year
- **Accum:**
- **Approval Needed**: Other
- **Negotiated/Policy**: Exists
- **Sick**: 10
- **Personal**: 2
- ** Bereavement**: 5/3
- **Professional**: Admin. discretion
- **Adoption**: Voluntary Separation: Y
- **Association**: Grievance: Y

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

### Salary Schedule

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### Other District Policies
- **Negotiated/Policy**: Exists
- **Sabbatical**: Yes
- **Severance Pay**: Y
- **Other Leaves**:
**SUTHERLAND**

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### Working Conditions
- Contract Days: 185
- HS: 7.5
- JH/MS: 7.5
- ELEM: 6.83
- Planning Time: 80
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 32,950
- Index: 4 x 5
- Starting Salary: 32,950
- Experience Allowed: (D)
- Career Increments: N
- Entry Level Step: 1(D)
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Working Conditions (continued)
- Length of Teacher Day: 7.5
- Length of Student Day: 6.83
- Normal Teaching Load: 7

### Insurance
- **Type**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - BC/BS
  - 14-15 switch from 500D to 750D
  - Principal
  - None
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 83.31 or 120.17
- **Amount Paid by District**
  - 750D: 500.31, 925.59, 1050.66, 1410.77
  - 24.18, 24.18, 24.18, 24.18
- **Couple - Benefits**
  - Individ.
  - Depend.
  - Options: IRS 125, Y
- **PART-TIME BENEFITS**
  - Cafeteria Plan
  - Deductible Reimbursement
  - Minimum FTE: 0.5
- **Other Info**
  - EOY Incent: over 50 days acc. pd $25 per/day
  - "long-term pers lv" policy
  - Voluntary Separation: N
  - Sick Bank: N

### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 10, 2
- **Accum.**
  - 50, yes
- **Approval**
  - yes
  - yes
  - yes
  - yes
- **Other**
  - use
  - Needed
  - yes
  - yes

### Other District Policies
- **Negotiated/Policy**
  - Exists
  - Voluntary Separation: N
  - Grievance: Y
  - Sick Bank: N
  - "long-term pers lv" policy

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

### Sutton Pay Schedule

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**Notes:**
- FTE Teachers: 203
- Starting Salary: 32,950
- Deductible Reimbursement
- IRS 125: Y
- Flex Accounts: Y
- Cafeteria Plan
- Minimum FTE: 0.5
- Contribution: fte
### Working Conditions
- Contract Days: 185
- FTE Teachers: 57.35
- HS: 7.75
- JH/MS: 7.75
- ELEM: 6.8
- Planning Time: 72
- Class Periods: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 33,800
- Index: 5 x 5
- Starting Salary: 87-88
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 88-89

### Insurance
- **Type**: 
  - Health: BC/BS
  - Dental: BC/BS
  - Life: Principal
- **Carrier**: 
  - Health: BC/BS
  - Dental: BC/BS
  - Life: Principal
- **Option**: 
  - Health: Individ.
  - Dental: Individ.
  - Life: Individ.
- **Amount Paid by District**: 
  - Health: 51.17
  - Dental: 51.17
  - Life: 51.17
- **Couple - Benefits**: 
  - Health: 51.17
  - Dental: 51.17
  - Life: 51.17
- **Cafeteria Plan**: Individ.
- **Options**: H/A, Dent

### Leaves
- **Type**: 
  - SICK: 10
  - PERSONAL: 2+1
  - BEREAVEMENT: 3
  - PROFESSIONAL: unl.
- **Approved**: 
  - SICK: 10
  - PERSONAL: 2+1
  - BEREAVEMENT: 3
  - PROFESSIONAL: unl.
- **Needed**: 
  - SICK: 50
  - PERSONAL: 1
  - BEREAVEMENT: yes
  - PROFESSIONAL: yes
- **Other Info**: Sev.-upon term. after 10 yrs. pd 1/2 sub. rate unused days

### Other District Policies
- **Negotiated/Policy**: 
  - Severance Pay: Y
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: N

### Sabbatical
- **Association**: No
  - **SEVERANCE PAY**: Y

### Cafeteria Plan
- Minimum FTE: 0.5
- Contribution: fte

### Syracusa-Dunbar-Avoca

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13-14: Those placed on salary schedule with index of 1.45 or more receive 5100/y flat base stipend; Less than 1.45 55 index receive single 1650D insurance/Dental plus difference between premium and flat salary stipend
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 185
- HS: 209
- JH/MS: 209
- ELEM: 209
- Length of Teacher Day: 8.25
- Length of Student Day: 77
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 77
- Normal Planning Time: 47

**SALARY SCHEDULE**

- Base: 31,700
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 10
- MA, MA+18 1% ea aft Step 17 (92-93), BA+36 same (97-98); not full 5X5
- Vertical Freeze: 88-89
- Rollback:
- Multi-year Contract: 14-15, 15-16

**LEAVES**

- Type: SICK
- Days/Year: 5,10
- Accum. Needed: 45
- Approval%: yes
-_OTHER DISTRICT POLICIES_

- Type: PERSONAL
- Days/Year: 2
- Accum. Needed: yes
- Approval%: use to 3

- Type: BEREAVEMENT
- Days/Year: 5
- Accum. Needed: yes
- Approval%: use to 3

- Type: PROFESSIONAL
- Days/Year: unlim.
- Accum. Needed: yes
- Approval%: use to 3

- Type: ADOPITON
- Days/Year: unlim.
- Accum. Needed: yes
- Approval%: use to 3

- Type: ASSOCIATION
- Days/Year: unlim.
- Accum. Needed: yes
- Approval%: use to 3

**INSURANCE**

- Type: HEALTH
- Carrier: BC/BS
- Option: 750D
- Amount Paid by District:
  - Individ. HH/Dent: 500.31
  - Individ. EE/Child: 925.59
  - Individ. EE/Spouse EE/Sp/Child: 1410.77
- Ind. Dental:
  - Individ. HH/Dent: 750D
  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: DENTAL
- Carrier: BC/BS
- Option: 2
- Amount Paid by District:
  - Individ. HH/Dent: 36,455
  - Individ. EE/Child: 36,455
  - Individ. EE/Spouse EE/Sp/Child: 36,455
- Ind. Dental:
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  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: LTD
- Carrier: National
- Amount Paid by District:
  - Individ. HH/Dent: 3.00
  - Individ. EE/Child: .0040

- Type: LIM
- Carrier: Guardian
- Amount Paid by District:
  - Individ. HH/Dent: 3.00
  - Individ. EE/Child: .0040

- Type: INC
- Carrier: H/A-Dent
- Amount Paid by District:
  - Individ. HH/Dent: 750D
  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: Planning Time:
- Carrier: Options:
- Amount Paid by District:
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  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: Cafeteria Plan
- Carrier: IRS 125: Y
- Amount Paid by District:
  - Individ. HH/Dent: 36,455
  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: SEPARATION
- Carrier: IRS 125: Y
- Amount Paid by District:
  - Individ. HH/Dent: 36,455
  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: Voluntary Separation:
- Carrier: IRS 125: Y
- Amount Paid by District:
  - Individ. HH/Dent: 36,455
  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: Part-Time Benefits
- Carrier: IRS 125: Y
- Amount Paid by District:
  - Individ. HH/Dent: 36,455
  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

**SABBATICAL**

- Type: No

**SEVERANCE PAY**

- Type: Y

**OTHER LEAVES**

- Type: 1.13/19/2015
- Equipment Allowed: 10
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: 88-89
- Rollback:
- Multi-year Contract: 14-15, 15-16

**INSURANCE**

- Type: HEALTH
- Carrier: BC/BS
- Option: 750D
- Amount Paid by District:
  - Individ. HH/Dent: 500.31
  - Individ. EE/Child: 925.59
  - Individ. EE/Spouse EE/Sp/Child: 1410.77
- Ind. Dental:
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  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: DENTAL
- Carrier: BC/BS
- Option: 2
- Amount Paid by District:
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- Ind. Dental:
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- Type: LTD
- Carrier: National
- Amount Paid by District:
  - Individ. HH/Dent: 3.00
  - Individ. EE/Child: .0040

- Type: LIM
- Carrier: Guardian
- Amount Paid by District:
  - Individ. HH/Dent: 3.00
  - Individ. EE/Child: .0040

- Type: INC
- Carrier: H/A-Dent
- Amount Paid by District:
  - Individ. HH/Dent: 750D
  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: Planning Time:
- Carrier: Options:
- Amount Paid by District:
  - Individ. HH/Dent: 36,455
  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: Cafeteria Plan
- Carrier: IRS 125: Y
- Amount Paid by District:
  - Individ. HH/Dent: 36,455
  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: SEPARATION
- Carrier: IRS 125: Y
- Amount Paid by District:
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  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: Voluntary Separation:
- Carrier: IRS 125: Y
- Amount Paid by District:
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  - Individ. EE/Child: 24.84
  - Individ. EE/Spouse EE/Sp/Child: 24.84

- Type: Part-Time Benefits
- Carrier: IRS 125: Y
- Amount Paid by District:
  - Individ. HH/Dent: 36,455
  - Individ. EE/Child: 24.84
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- Type: Working Condition:
- Carrier: On BA+36 at Step 17, 1% will be added on even numbered years. On MA and MA+18, 1% each after Step 17

- Type: Other:
- Carrier: On MA and MA+18, 1% each after Step 17
WORKING CONDITIONS

Contract Days: 184  FTE Teachers: 4

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:  
Rollback:  
Multi-year Contract: 14-15, 15-16

INSURANCE

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ASSOCIATION

SABBATICAL: No

SEVERANCE PAY:

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2014-2015
3.1

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

**INDEX**
- 4 x 4

**SALARY SCHEDULE**
- Base: 32,575
- Starting Salary: 32,575
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract:

**INCENTIVES**
- Length of Teacher Day: 888
- Length of Student Day: 7.5 7.5
- Normal Teaching Load: 7 7

**INSURANCE**
- Type
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LTD
- Carrier
  - BC/BS: 500D
  - BC/BS: 2
  - H/A-Dent: Individ.
  - EE/Child: 500D
  - EE/Spouse: 500D
  - EE/Sp/Child: 500D
- Option
  - Individ.
  - Depend.
- Amount Paid by District
  - Individ.: H/A
  - Depend.: H/A
  - Sp. or Dep.: Dental
- Cafeteria Plan
  - IRS 125: Y
  - Flex Accounts: Y

**LEAVES**
- Type
  - SICK
  - PERSONAL
  - BEREAVALMENT
  - PROFESSIONAL
  - ADOPTION
- Days/Year
  - 10
  - 2
  - 5
  - 2
- ACCUM.
  - 60
  - 1
  - 2 others
- Approval Needed
  - yes
  - yes

**OTHER DISTRICT POLICIES**
- Negotiated/Policy
  - Exists
  - Voluntary Separation: Y P
  - Sick Bank: N

**OTHER LEAVES**

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### Twin River

**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: [2014-2015 Twin River](#)
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.25
- Planning Time: 50 50 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 6 6

**INDEX:** 4 x 5

**Experience Allowed:** all

**Career Increments:** N

**Vertical Freeze:**

**Rollback:**

**Multi-year Contract:** 14-15, 15-16

**Salary Schedule**

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### INSURANCE

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Other Info: $15/day max of 30

PERSONAL

- 2: yes

BEREAVEMENT

- 3: yes

PROFESSIONAL

- 2: yes

ADOPTION

- ASSOCIATION

SABBATICAL: Yes

SEVERANCE PAY: Y

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### OTHER LEAVES:

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WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 3.13/19/2015
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 6.5
- 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: 35,600
- Starting Salary: 35,600
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 98-99
- Index: 4 x 4

OHMA NATION (MACY)

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INSURANCE
- HEALTH: BC/BS 500D
- DENTAL: BC/BS
- PPO: OPTIONS:
- LIFE: Madison Nat'l
- LTD: NON-PARTICIPANT

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

LEAVES
- SICK: Days/Year: 20, Accum. Days: 60, Depend.: yes, Approval: yes, Other: $50/day over 60 days
- PERSONAL: PTO, yes
- BEREAVEMENT: As needed
- PROFESSIONAL: untl., yes
- ADOPTION: APPROVAL
- ASSOCIATION: SABBATICAL: No

OTHER DISTRICT POLICIES
- SEVERANCE PAY: Y

OTHER LEAVES: Court, Military
## Valentine Community

### Salary Schedule

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</table>

### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 73
- **Length of Teacher Day:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Student Day:**
  - 7.4
  - 7
- **Planning Time:**
  - 47
  - 45
  - 50
- **Class Periods/Day:**
  - 8
  - 9
- **Normal Teaching Load:**
  - 7
  - 8

### Insurance

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### leaves

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<td>Grievance</td>
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### Sabbatical

- **No**

### Severance Pay

- **Valentine Community**

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### Cafeteria Plan

- **Individ.**
- **Depend.**

### Part-Time Benefits

- **Minimum FTE:** 0.8
- **Contribution:** FTE

---

*Note: The above table and content are excerpts from a larger document. The full document contains detailed information on salary schedules, working conditions, insurance, leaves, and other policies.*
## Working Conditions
- Contract Days: 186
- FTE Teachers:
  - HS: 7.15
  - JH/MS: 7.15
  - ELEM: 7
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 50

## Salary Schedule
- Base: 32,200
- Starting Salary: 32,200
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 11-12
- Rollback:
- Multi-year Contract: 14-15, 15-16

## Insurance
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<th>Couple - Benefits</th>
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## Leaves
- Type: SICK
- Days/Year: 10
- Accum. Use: 40
- Approval Needed: yes
- Other: also for bereav. lv. and emerg. lv.

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

## Other District Policies
- Negotiated/Policy:
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: N

## Sabbatical
- No

## Severance Pay

## Other Leaves

### Wahoo

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

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

SALARY SCHEDULE
Base: 32,575
Starting Salary: 32,575
Career Increments: N
Experience Allowed: all

Index: 4 x 4

Rollback: 87-88

Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 750D/3100D 526.64 974.31 1105.96 1485.02 Cash
DENTAL BC/BS 2 24.84 24.84 24.84 24.84
PPO: COMMENTS: INSURANCE
LIFE Madison Nat'l 12.25 Deductible Reimbursement
LTD NON-PARTICIPANT $433.33 Cash

LEAVES
Type Days/Year Depend. Approval Other
SICK 10 50 yes OTHER DISTRICT POLICIES
PERSONAL 2 yes $50/day unused Negotiated/ Policy
BEREAVEMENT 2 yes Used in bank acct. to 50
PROFESSIONAL 2 yes
ADOPTION ASSOCIATION

SABBATICAL: No SEVERANCE PAY: Y

OTHER LEAVES:

WAKEFIELD

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Negotiated/ Policy

EXISTS

Voluntary Separation: Y
Grievance: Y
Sick Bank: Y

FTE Teachers: Starting Salary: 32,575
Contract: 4 x 4
Planning: 40
Salary: 32,575
Sick Days: 50

HEALTH: BC/BS
DENTAL: BC/BS
PPO: Individ.
LIFE: Madison Nat'l
LTD: NON-PARTICIPANT

Cafeteria Plan

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


COMMENTS:

Contract: 4 x 4
Planning: 40
Salary: 32,575
Sick Days: 50

HEALTH: BC/BS
DENTAL: BC/BS
PPO: Individ.
LIFE: Madison Nat'l
LTD: NON-PARTICIPANT

Cafeteria Plan

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


COMMENTS:

Contract: 4 x 4
Planning: 40
Salary: 32,575
Sick Days: 50

HEALTH: BC/BS
DENTAL: BC/BS
PPO: Individ.
LIFE: Madison Nat'l
LTD: NON-PARTICIPANT

Cafeteria Plan

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


COMMENTS:
WORKING CONDITIONS

Contract Days: 183  FTE Teachers: Wallace 65R

Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 49 49 49
Planning Time: 8 8 8
Class Periods/Day: 7 7
Normal Teaching Load:

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type Carrier Option Amount Paid by District Cafeteria Plan

HEALTH BC/BS 2options
DENTAL BC/BS
LIFE Ft. Dearborn
LTD .0054
NON-PARTICIPANT

INSURANCE

HEALTH BC/BS
DENTAL BC/BS
LIFE
LTD Ft. Dearborn
NON-PARTICIPANT

SAVINGS PLAN

HSA JH/MS ELEM

LEAVES

Type Days/Year Accum. Depend. Approval Other

OTHER DISTRICT POLICIES

Negotiated/Policy

OTHER LEAVES:

SABBATICAL: No SEVERANCE PAY: Y

WALLACE

Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27
1 32,100 33,384 34,668 35,952 37,236 38,520 39,804 41,088 42,372
2 33,384 34,668 35,952 37,236 38,520 39,804 41,088 42,372 43,656
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11 44,940 46,224 47,508 48,792 50,076 51,360 52,644 53,928 55,212
12 46,224 47,508 48,792 50,076 51,360 52,644 53,928 55,212 56,496

12-13 experience allowed from all yrs to 5 yrs
### 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
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Index:** 4 x 4

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### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 500D
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2

### LEAVES
- **SICK**
  - Days/Year: 12
  - Accum. Use: 45
  - Approval Needed: yes
- **PERSONAL**
  - Days/Year: 2
  - Accum. Use: 5
  - Approval Needed: yes
- **BEREAVEMENT**
  - Days/Year: 5
  - Accum. Use: +5 from sick
- **PROFESSIONAL**
  - Days/Year: 2
  - Accum. Use: 3
- **ADOPTION**
  - Days/Year: 10

### OTHER DISTRICT POLICIES
- **Negotiated/Policy:**
  - **SABBATICAL:** No
  - **SEVERANCE PAY:** Y
  - **OTHER LEAVES:** Hospital - 5 days when confined
### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 184
- Length of Teacher Day: 8
- Length of Student Day: 6.75
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 31,100
- Starting Salary: 31,100
- Career Increments: N
- Experience Allowed: 10(D)
- Index: 4 x 5
- Entry Level Step: (D)
- Vertical Freeze: 86-87
- Rollback: 86-87 Last Step

### INSURANCE
- **Type**: Option
- **Carrier**: Amount Paid by District
- **Cafeteria Plan**: Couple - Benefits
- **Type**: Carrier
- **Options**: Cafeteria Plan
- **HEALTH**: BC/BS
- **DENTAL**: BC/BS
- **LIFE**: Guardian
- **LTD**: NON-PARTICIPANT
- **H/A-Dent**: Individ.
- **EE/Child**: EE/Spouse
- **EE/Sp/Child**: Sp or Dep Dental
- ** BC/BS**: 500D/3100D
- **Dent**: 15.00
- **Life**: Deductible Reimbursement
- **LTD**:

### LEAVES
- Type: Days/Year
- **SICK**: 10
- **PERSONAL**: 2
- **BEREAVEMENT**: see sick lv.
- **PROFESSIONAL**: 2
- **ADOPTION**: 2
- **ASSOCIATION**: 2

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

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### 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: 7.5 7.5 7.5
- Planning Time: 52 52 35
- Class Periods/Day: 8 8
- Normal Teaching Load: 6 6

### SALARY SCHEDULE

- Base: 31,800
- Index: 4 x 4
- Starting Salary: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 86-87, 87-88, 98-99
- Rollback: 86-87 Last Step

#### Multi-year Contract:

- Length of Teacher Day: 888
- Length of Student Day: 7.5 7.5
- Normal Teaching Load: 66
- Planning Time: 52 52 35

### INSURANCE

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### LEAVES

#### SICK
- Days/Year: 10
- Accum.: 35
- Dependent use: yes

#### PERSONAL
- Days/Year: 2
- Approval: Carryover 2
- Needed: no

#### BEREAVEMENT
- Days/Year: 4
- Approval: per occurrence
- Needed: no

#### PROFESSIONAL
- Days/Year: 2
- Approval: yes
- Needed: no

#### ADOPTION
- Approval: no
- Needed: no

#### ASSOCIATION
- Approval: no
- Needed: no

### OTHER DISTRICT POLICIES

#### SEVERANCE PAY:
- Negotiated/Policy: Exists
- FTE: 0.5
- Contribution: *fte

#### OTHER LEAVES:

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## Working Conditions

- **Contract Days:** 186  
- **FTE Teachers:** 137  
- **Length of Teacher Day:** 8  
- **Length of Student Day:** 6.5  
- **Planning Time:** 96  
- **Class Periods/Day:** 7  
- **Normal Teaching Load:** 5  

## Salary Schedule

- **Base:** 32,900  
- **Starting Salary:** 32,900  
- **Index:** 5 x 4  
- **Career Increments:** Y  
- **Experience Allowed:** after 15 yrs: BA36/MA-.005; MA9&MA18-.0075; MA36-.01 prev yr sal.  

## Index: 5 x 4

### Experience Allowed
- BA36/MA-.005
- MA9&MA18-.0075
- MA36-.01 prev yr sal.

## Vertical Freeze: 85-86

## Rollback:

### Multi-year Contract:

- **Length of Teacher Day:** 888  
- **Length of Student Day:** 6.5  
- **Normal Teaching Load:** 56  
- **Planning Time:** 96  

## Working Conditions

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

## Leaves

### Type

- **Sick:** 9 days/year  
- **Personal:** 3 days/year  
- **Bereavement:** 3+2 days/year  
- **Professional:** 2 days/year  
- **Adoption:** 0 days/year  
- **Association:** 2 days/year  

### Depend. Use

- **Sick:** 9 days/year  
- **Personal:** 3 days/year  
- **Bereavement:** 3+2 days/year  
- **Professional:** 2 days/year  
- **Adoption:** 0 days/year  
- **Association:** 2 days/year  

### Approval Needed

- **Sick:**  
- **Personal:**  
- **Bereavement:**  
- **Professional:**  
- **Adoption:**  
- **Association:**  

### Comments

- **Deductible Reimbursement**

### Other Leaves

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

## Cafeteria Plan

- **Individ:** 27.30  
- **Depend:** 45.20  

## Insurance

- **Type**  
  - Health: BC/BS  
  - Dental: BC/BS  
  - Life: Lafayette  
  - LTD: Lafayette  

### Options

- **IRS 125:** Y  
- **Flex Accounts:** Y  

## Part-Time Benefits

- **Minimum FTE:** 0.5  

## Other District Policies

- **Negotiated/Policy**  
  - **Existed:**  
  - **Voluntary Separation:** Y  
  - **Grievance:** Y  
  - **Sick Bank:** Y  

## Other Leaves

- **Waiverly:**

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**Notes:**
- **Class Periods/Day:** 7  
- **Contract Days:** 186  
- **Starting Salary:** 32,900  
- **FTE Teachers:** 137  
- **Vertical Freeze:** 85-86  
- **Rollback:**
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 4
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 32,550
- Starting Salary: 32,550
- Career Increments: N
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

**SEVERANCE PAY**

**OTHER LEAVES:**

---

**WAYNE**

**1.14/19/2015**
**Weeping Water**

**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: 32,200
- Index: 4 x 4
- Starting Salary: 94-95 remove ma36; grandfather fac. on that column
- Experience Allowed: 9

**Salary Grid**

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**Insurance**
- HEALTH: BC/BS
  - Carrier: 750D
  - Option: H/A-Dent, Individ.
  - Amount Paid by District: 526.46, 974.31, 1105.96, 1485.02
  - Employer Contribution: 16.5% base pay

**Leaves**
- SICK: Days/Year: 10, Accum. Depend. Use: 45, Needed Approval: yes

**Employment Policies**
- **Sabbatical**: No
- **Severance Pay**: Yes

**Cafeteria Plan**
West Boyd

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 25.825
- Length of Teacher Day: 8.25
- Length of Student Day: 7.5
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

SALARY SCHEDULE
- Base: 32,400
- Index: 4 x 4.25
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:

INSCRIPTION
- Type: HEALTH, DENTAL, LIFE
- Carrier: BC/BS
- Options: H/A-Dent, Indiv. EE/Child

LEAVES
- SICK: 10 days/year, 50 days accumulation, dependents
- PERSONAL: 4 days/year
- BEREAVEMENT: 1 day, 2 if more than 200 miles away
- PROFESSIONAL: 12 days/year, with approval
- ADOPTION: 12 days/year

OTHER DISTRICT POLICIES
- SEVERANCE PAY: N

OTHER LEAVES:

WEST BOYD UNIFIED

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NOTES:
- Flexible Accounts: IRS 125, Y
- Minimum FTE: 1
- Part-Time Benefits:
- Contribution: 1.00
- Health Insurance:
- Deductible Reimbursement
- PPO:
-Exists
- Negotiated/
Policy
- Sick Bank: Y
- Voluntary Separation: N
- Grievance: Y

PERSO NAL: 2 if more than 200 miles away

ASSOCIATION

SABBATICAL: No
WORKING CONDITIONS

Contract Days: 184
FTE Teachers: 1

Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 49
Class Periods/Day: 8
Normal Teaching Load: 7

Vertical Freeze: Yes
Rollback: Yes
Multi-year Contract: Yes

INDEX: 4.25 x 4.25
Experience Allowed: all
Career Increments: N

WORKING CONDITIONS SALARY SCHEDULE

Contract Days: 184
FTE Teachers: 1
Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 49
Class Periods/Day: 8
Normal Teaching Load: 7

INDEX: 4.25 x 4.25
Experience Allowed: all
Career Increments: N

ERTICAL FREEZE:
Rollback:
Multi-year Contract:

INCENTIVES AND BENEFITS

Insurance:
- HEALTH:
  - BC/BS: 750D, 500.31, 925.59, 1050.66, 1410.77
- DENTAL:
  - BC/BS: 2, 24.84, 24.84, 24.84
- LIFE:
  - LTD:
    - Principal:
      - Options:
        - IRS 125:
          - Cafeteria Plan:
            - Type Carrier:
              - Health:
                - H/A-Dent: Indiv.
                - EE/Child: 24.84
                - EE/Spouse: 24.84
                - EE/Sp/Child: 24.84
              - Dental:
                - PPO:
                  - COMMENTS:
                    - Deductible Reimbursement

LEAVES:

- SICK:
  - 10 Days
  - 40 Accum.
  - 10 Depend.
  - 3 Approval

- PERSONAL:
  - 2 Days
  - 24.84 Accum.

- BEREAVEMENT:
  - 1 Day
  - 24.84 Accum.

- PROFESSIONAL:
  - 2 Days
  - 24.84 Accum.

- ADOPTION:
  - FMLA

- OTHER LEAVES:
  - SEVERANCE PAY:

OTHER DISTRICT POLICIES

- SEVERANCE PAY:
  - 2014-2015
  - 1.1

- PART-TIME BENEFITS:
  - Minimum FTE: 0.5

- Cafeteria Plan:
  - Indiv.
  - Depend.

- Options:
  - IRS 125:
    - Flex Accounts:

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- SEVERANCE PAY:
  - 2014-2015
  - 1.1

- PART-TIME BENEFITS:
  - Minimum FTE: 0.5

- Cafeteria Plan:
  - Indiv.
  - Depend.

- Options:
  - IRS 125:
    - Flex Accounts:

- LEAVES:
  - SICK:
    - 10 Days
    - 40 Accum.
    - 10 Depend.
    - 3 Approval

- PERSONAL:
  - 2 Days
  - 24.84 Accum.

- BEREAVEMENT:
  - 1 Day
  - 24.84 Accum.

- PROFESSIONAL:
  - 2 Days
  - 24.84 Accum.

- ADOPTION:
  - FMLA

- OTHER DISTRICT POLICIES:
  - SEVERANCE PAY:

- W E S T H O L T S C H O O L S

- INDEX: 4.25 x 4.25

- Experience Allowed: all

- Career Increments: N

- Vertical Freeze: Yes

- Rollback:

- Multi-year Contract:

- WORKING CONDITIONS

- Contract Days: 184

- FTE Teachers: 1

- Length of Teacher Day: 8

- Length of Student Day: 7.5

- Planning Time: 49

- Class Periods/Day: 8

- Normal Teaching Load: 7

- Vertical Freeze: Yes

- Rollback:

- Multi-year Contract:

- INDEX: 4.25 x 4.25

- Experience Allowed: all

- CareerIncrements: N

- Vertical Freeze: Yes

- Rollback:

- Multi-year Contract:

- WORKING CONDITIONS

- Contract Days: 184

- FTE Teachers: 1

- Length of Teacher Day: 8

- Length of Student Day: 7.5

- Planning Time: 49

- Class Periods/Day: 8

- Normal Teaching Load: 7

- Vertical Freeze: Yes

- Rollback:

- Multi-year Contract:

- INDEX: 4.25 x 4.25

- Experience Allowed: all

- CareerIncrements: N

- Vertical Freeze: Yes

- Rollback:

- Multi-year Contract:

- WORKING CONDITIONS

- Contract Days: 184

- FTE Teachers: 1

- Length of Teacher Day: 8

- Length of Student Day: 7.5

- Planning Time: 49

- Class Periods/Day: 8

- Normal Teaching Load: 7

- Vertical Freeze: Yes

- Rollback:

- Multi-year Contract:

- INDEX: 4.25 x 4.25

- Experience Allowed: all

- CareerIncrements: N

- Vertical Freeze: Yes

- Rollback:

- Multi-year Contract:
### WEST POINT

#### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 75.04
- Length of Teacher Day: 7.5
- Length of Student Day: 6.75
- Planning Time: 49
- Normal Teaching Load: 7

#### SALARY SCHEDULE
- Base: 32,150
- Starting Salary: 32,150
- Career Increments: N
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 13-14, 14-15
- Length of Teacher Day: 7.5 7.5 7.5
- Length of Student Day: 6.75 6.5
- Planning Time: 49 49 40
- Class Periods/Day: 8 8

#### INSURANCE
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE: Madison Ntl.
  - LTD: Madison Ntl.
- **Carrier**
  - BC/BS: 750D
  - DENTAL: 2
  - LIFE: 2.85
  - LTD: .0053 (+Bthur sal)
- **Option**
  - H/A-Dent: Individ.
  - EE/Child: Individ.
  - EE/Spouse: Individ.
- **Amount Paid by District**
  - 750D: 500.31 925.59 1050.66 1410.77
  - 2: 24.84 24.84 24.84 24.84
- **Cafeteria Plan**
  - Individ.
  - Depend.
- **Retention Bonus**
  - Options:
    - IRS 125:
    - Flex Accounts:

#### LEAVES
- **Type**
  - SICK: 10 45
  - PERSONAL: 2
  - PROFESSIONAL: un.
  - ADOPTION: un.
  - ASSOCIATION: see prof lv.
- **Days/Year**
  - SICK: 10
  - PERSONAL: 2
  - PROFESSIONAL: 30
  - ADOPTION: 30
  - ASSOCIATION: see prof lv.
- **Accum. Depend. Approval Needed**
  - SICK: 10 45 yes
  - PERSONAL: 2
  - PROFESSIONAL: un.
  - ADOPTION: un.
  - ASSOCIATION: see prof lv.
- **OTHER DISTRICT POLICIES**
  - Negotiated/ Policy
  - Exists
  - Sick Leave:
  - FMLA:
  - Sick Bank:
  - Grievance:
  - Voluntary Separation:

#### SABBATICAL
- No
- **SEVERANCE PAY**

#### OTHER LEAVES:

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### Working Conditions

- **Contract Days:** 191.5
- **FTE Teachers:** 516.88

### Salary Schedule

- **Base:** 35,700
- **Index:** 0 x 0
- **Starting Salary:**
- **Career Increments:** Y
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

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### Cafeteria Plan

- **Individ.**
- **Depend.**

### Leaves

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### Other District Policies

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

### Sabbatical

- **SEVERANCE PAY:**

### Other Leaves:
WORKING CONDITIONS

| Contract Days: | 185 |
| FTE Teachers: | 17 |
| HS | JH/MS | ELEM |
| Length of Teacher Day: | 8 | 8 | 8 |
| Length of Student Day: | 7.75 | 7.75 | 7.75 |
| Planning Time: | 52 | 52 | 30 |
| Class Periods/Day: | 8 | 8 |
| Normal Teaching Load: | 7 | 7 |

INDEX: 8.0 x 8.0
Experience Allowed: Y
Career Increments: Y
Vertical Freeze: 
Rollback: 
Multi-year Contract: 14-15, 15-16

SALARY SCHEDULE

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<tr>
<th>Step</th>
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<th>BA + 18</th>
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INSURANCE

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<tr>
<th>Type</th>
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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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SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

<p>| WHEELER CENTRAL |
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</tr>
</tbody>
</table>
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 39.49

## Salary Schedule
- **Base:** 34,275
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
- **Length of Teacher Day:** 8
- **Normal Teaching Load:** 8
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Length of Student Day:** 7.3

## Insurances
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<tr>
<th>Type</th>
<th>Carrier</th>
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<tbody>
<tr>
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## Cafeteria Plan
- **Type:** Individ.
- **Carrier:** Depend.

## Salary Schedule Table

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## Leaves
- **Sick:** 10 days, 45% allowance
- **Personal:** 2 days, unused reimb at 75% of sub rate
- **Bereavement:** 3 days from sick lv.
- **Professional:** 2 days, unused reimb at 75% of sub rate
- **Adoption:** 3 days, unused reimb at 75% of sub rate

## Other District Policies
- **Sick Bank:** N
- **Grievance:** Y
- **Voluntary Separation:** N
- **Voluntary Retirement:** N
- **Negotiated Policy:**
  - **Sabbatical:** No
  - **Severance Pay:** N

## Other Leaves

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<tr>
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</table>

## Notes
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Base Salary:** $34,275
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Length of Teacher Day:** 8
- **Normal Teaching Load:** 8
- **Planning Time:** 50
- **Length of Student Day:** 7.3
- **Length of Class Periods:** 8
- **Salary Schedule:**
  - **Entry Level Step:** 1
  - **Career Increments:** N
  - **Index:** 4 x 4
  - **Base Salary:** $34,275
  - **Vertical Freeze:**
  - **Rollback:**
  - **Multi-year Contract:**

## Benefits
- **Insurance:**
  - **Health:** BC/BS
  - **Dental:** BC/BS
  - **Life:** Nat'l Insurance
  - **LTD:** .0026 (+Bthr sal)
- **Cafeteria Plan:**
  - **Type:** Individ.
  - **Carrier:** Depend.
- **Leave Information:**
  - **Sick:** 10 days, 45% allowance
  - **Personal:** 2 days, unused reimb at 75% of sub rate
  - **Bereavement:** 3 days from sick lv.
  - **Professional:** 2 days, unused reimb at 75% of sub rate
- **Other District Policies:**
  - **Sick Bank:** N
  - **Grievance:** Y
  - **Voluntary Separation:** N
  - **Negotiated Policy:**
    - **Sabbatical:** No
    - **Severance Pay:** N

## Additional Information
- **Working Conditions:**
  - **Contract Days:** 185
  - **FTE Teachers:** 39.49
  - **Length of Teacher Day:** 8
  - **Normal Teaching Load:** 8
  - **Planning Time:** 50
  - **Length of Student Day:** 7.3
- **Salary Schedule:**
  - **Base Salary:** $34,275
  - **Index:** 4 x 4
  - **Entry Level Step:** 1
  - **Career Increments:** N
  - **Vertical Freeze:**
  - **Rollback:**
  - **Multi-year Contract:**

## Support Information
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Base Salary:** $34,275
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Length of Teacher Day:** 8
- **Normal Teaching Load:** 8
- **Planning Time:** 50
- **Length of Student Day:** 7.3
- **Length of Class Periods:** 8
- **Salary Schedule:**
  - **Entry Level Step:** 1
  - **Career Increments:** N
  - **Index:** 4 x 4
  - **Base Salary:** $34,275
  - **Vertical Freeze:**
  - **Rollback:**
  - **Multi-year Contract:**

## Notes
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Base Salary:** $34,275
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Career Increments:** N
- **Length of Teacher Day:** 8
- **Normal Teaching Load:** 8
- **Planning Time:** 50
- **Length of Student Day:** 7.3
- **Length of Class Periods:** 8
- **Salary Schedule:**
  - **Entry Level Step:** 1
  - **Career Increments:** N
  - **Index:** 4 x 4
  - **Base Salary:** $34,275
  - **Vertical Freeze:**
  - **Rollback:**
  - **Multi-year Contract:**
### Working Conditions

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

### Salary Schedule

- **Base:** 36,331
- **Index:** 4 x 4
- **Starting Salary:**
  - Career Increments: N
  - Experience Allowed: 5(D)
- **Vertical Freeze:** 00-01
- **Rollback:** 14-15, 15-16

### Insuranc

#### Type
- **HEALTH:** BC/BS
- **DENTAL:** BC/BS
- **LIFE:** Madison Life
- **LTD:** Madison Nat’l

#### Carrier
- **HEALTH:** 500D
- **DENTAL:** 2
- **LIFE:** 12.48
- **LTD:** .0055

#### Option
- **H/A-Dent:** Individ.
- **Indiv. EE/Child:** 555.43
- **Indiv. EE/Spouse:** 1027.56
- **Indiv. EE/Sp/Child:** 1166.40
- **EE/Spouse:** 52.14
- **EE/Sp/Child:** 70.04

#### Amount Paid by District
- **Normal Teaching Load:** 67
- **Planning Time:** 50
- **Length of Teacher Day:** 888
- **Length of Student Day:** 7.5
- **Part-Time Benefits:** Minimum FTE: 0
- **Voluntary Separation:** N
- **Sick Bank:** YN
- **Sabbatical:** No
- **Sick Leave:** Y

### Other District Policies

#### Leaves

#### Type
- **SICK:** 12
  - Days/Year: 35
- **PERSONAL:** 2
  - Yes
- **BEREAVEMENT:** 2
  - Yes
- **PROFESSIONAL:** 2
  - Yes

#### Cafeteria Plan

- **Minimum FTE:** 0
- **Flexible Accounts:** YP
- **Deductible Reimbursement:** Y
- **Options:**
  - IRS 125:
  - Companies:
  - Others

#### Other Leaves

- **Emergency Lv.:**
  - Other Info: Reimb. $60/day over 35 days pd. In June; Incen.: Up to $20000

#### Severeance Pay:

- **Negotiated/Policy:**
- **Exists:**
- **Step:**
  - **Step:**
  - **BA:**
  - **BA + 9:**
  - **BA + 18:**
  - **BA + 27:**
  - **BA + 36:**
  - **MA:**
  - **MA + 9:**
  - **MA + 18:**
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 26.25
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.6
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 32,500
- **Starting Salary:** 32,500
- **Career Increments:** N
- **Experience Allowed:** 5
- **Index:** 4 x 4
- **Entry Level Step:** 1

### Insurance
- **Type:**
  - **Health:** BC/BS
  - **Dental:** BC/BS
- **Option:**
  - **Health:** 500D
  - **Dental:** 2
- **Amount Paid by District:**
  - **Health:**
    - Individ.: 1126.11
    - EE/Child: 992.06
    - EE/Spouse: 1512.07
    - EE/Sp/Child: 1512.07
  - **Dental:** 24.84
- **Cafeteria Plan:**
  - **Type:** Individ.
  - **Option:** Sp or Dep Dental
  - **Amount Paid by District:**
    - Individ.: 536.24
    - Depend.: 992.06
  - **Deductible Reimbursement:**
    - Individ.: 500D
    - Depend.: 750D

### Leaves
- **Sick:**
  - **Days/Year:** 20
  - **Accum. Use:** 40
  - **Approval Needed:** Yes
  - **Other:**
- **Personal:**
  - **Days/Year:** 2
  - **Accum. Use:**
  - **Approval Needed:** Yes
- **Bereavement:**
  - **Days/Year:** 3
  - **Accum. Use:**
  - **Approval Needed:** Yes
- **Professional:**
  - **Days/Year:** 2
  - **Accum. Use:**
  - **Approval Needed:** Yes
- **Adoption:**
  - **Days/Year:**
  - **Accum. Use:**
  - **Approval Needed:**
- **Association:**
  - **Days/Year:**
  - **Accum. Use:**
  - **Approval Needed:**

### Other District Policies
- **Sabattical:** No
- **Severance Pay:**
- **Other Leaves:** 20 day emergency sick lv.

### Wage Schedule

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WORKING CONDITIONS

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<td>JH/MS</td>
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<td>Length of Student Day:</td>
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SALARY SCHEDULE

| Base: | 32,000 |
| Index: | 4 x 5 |
| Starting Salary: |     |
| Career Increments: | N |
| Experience Allowed: | all |
| Vertical Freeze: |     |
| Rollback: |     |
| Multi-year Contract: | 14-15, 15-16 |
| Length of Teacher Day: | 888 |
| Length of Student Day: | 77 |
| Normal Teaching Load: | 66 |

INSURANCE

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NON-PARTICIPANT: $551.48 CIL, 565.40/Non-Participant

DESCRIPTIONS

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

LEAVES

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OTHER DISTRICT POLICIES

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<th>Approval</th>
<th>Needed</th>
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OTHER LEAVES

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COMMENTS:Exists Negotiated/Policy

- Severance: Y
- P
- Sick Bank: N

SABBATICAL: Yes

SEVERANCE PAY: Y
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 1
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 8
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 33,000
- Index: 4 x 5
- Starting Salary: 33,000
- Career Increments: N
- Experience Allowed: all
- Entry Level Step: 0
- Vertical Freeze: 0
- Rollback: 0
- Multi-year Contract: 0

### INSURANCE
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **Cafeteria Plan**
- **** | **H/A-Dent** | **Individ.** | **EE/Child** | **EE/Spouse** | **EE/Sp/Child** | **Ind or Dep Dental** | **IRS 125: Y** | **Flex Accounts: Y**
- HEALTH | BC/BS | 750D | 500.31 | 925.59 | 1050.66 | 1410.77 | Ind or Dep Dental | IRS 125: Y | Flex Accounts: Y
- DENTAL | BC/BS | 2 | 24.84 | 24.84 | 24.84 | 24.84 | Ind or Dep Dental | IRS 125: Y | Flex Accounts: Y

### LEAVES
- **Type** | **Days/Year** | **Accum.** | **Depend.** | **Approval**
- SICK | 12 | 60 | yes | leave after 5 yrs - $118/day for 30 days
- PERSONAL | 2 | 2 | yes
- BEREAVEMENT | see sick lv. | 5 | yes
- PROFESSIONAL | 3 | 3 | yes
- ADOPTION | see sick lv. | 2 | yes
- ASSOCIATION | 1 | 1 | yes

### OTHER LEAVES
- SABBATICAL: No
- SEVERANCE PAY: Yes

### SALARY SCHEDULE

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

### WOOD RIVER RURAL
WORKING CONDITIONS

Contract Days: 172  
FTE Teachers:  
HS  JH/MS  ELEM  
Length of Teacher Day: 8.58 8.58 8.58  
Length of Student Day: 8.5 8.5 8.5  
Planning Time: 50 50 50  
Class Periods/Day: 9 9  
Normal Teaching Load: 8 8

SALARY SCHEDULE

Base: 31,850  
Index: 4 x 4  
Starting Salary: 
Career Increments: N  
Experience Allowed: 4

INSURANCE

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SABBATICAL: No

SEVERANCE PAY:

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### WORKING CONDITIONS

- Contract Days: 187
- FTE Teachers: 20
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Planning Time: 52
- Class Periods/Day: 7
- Normal Teaching Load: 6

### SALARY SCHEDULE

- Base: 32,000
- Entry Level Step: 0
- Career Increments: N
- Experience Allowed: all
- Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.
- Vertical Freeze: 86-87
- Rollback: 86-87 Bottom
- Multi-year Contract:
  - Length of Teacher Day: 7.5 7.5 7.25
  - Length of Student Day: 6.5 6.25
  - Normal Teaching Load: 6

### INSURANCE

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

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### LEAVES

- Type: Days/Year
- Depend. use: Approval: Needed: Other

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### OTHER DISTRICT POLICIES

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

### SABBATICAL:

- Yes

### OTHER LEAVES:

- Emergency - 10 max., Jury duty

---

#### WORK WEEK

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### COMMENTS:

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

- Part-time Benefits
  - Minimum FTE: 0.5

- Sickness Allowance
  - High School, Junior High/MS, Elementary
  - Part-time Benefits
    - Minimum FTE: 0.5
  - Voluntary Separation: Y N
  - Grievance: Y N
  - Sick Bank: N

- Severeance Pay:
  - Preventative Care $200/yr
  - IRS 125: Y
  - Flex Accounts: Y

- Contract Days: 187
- Base: 32,000
- Entry Level Step: 0
- Experience Allowed: all
- Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.
- Vertical Freeze: 86-87
- Rollback: 86-87 Bottom
- Multi-year Contract:
  - Length of Teacher Day: 7.5 7.5 7.25
  - Length of Student Day: 6.5 6.25
  - Normal Teaching Load: 6

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### WORK WEEK

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### Yutan 2014-2015

#### 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: 50
  - JH/MS: 50
  - ELEM: vary
- **Planning Time:**
  - HS: 50
  - JH/MS: 50
  - ELEM: vary
- **Class Periods/Day:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Normal Teaching Load:**
  - HS: 7
  - JH/MS: 7
  - ELEM: 7

#### SALARY SCHEDULE
- **Base:** 32,862
- **Index:** 4 x 4
- **Starting Salary:**
  - HS, JH/MS, ELEM: 32,862
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:** 00-01
- **Rollback:**
- **Multi-year Contract:**

#### INSURANCE
- **Type**
  - Health
  - Dental
  - LTD
- **Carrier**
  - BC/BS
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Option**
  - 750D
  - 2
- **Amount Paid by District**
  - BC/BS
  - Individ.
  - 526.64
  - 24.84
  - 24.84
  - 24.84
- **Insurance**
  - H/A-Dent
  - Madison
  - .0065
- **Type**
  - Health
  - Dental
  - LTD
- **Option**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - BC/BS
  - Individ.
  - 750D
  - 2
  - 24.84
  - 24.84
  - 24.84
- **Type**
  - Health
  - Dental
- **Option**
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- **Amount Paid by District**
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  - 750D
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  - Dental
- **Option**
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  - Dental
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- **Type**
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  - Depend.
- **Amount Paid by District**
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  - Individ.
  - 750D
  - 2
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  - 24.84

#### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - SEVERANCE PAY
  - OTHER DISTRICT POLICIES

#### OTHER LEAVES

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

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

#### WORKING CONDITIONS

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#### LEAVES

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#### COMMENTS
- IRS 125: Y
- Flex Accounts: YP

#### OTHER DISTRICT POLICIES

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#### SEVERANCE PAY:
- **Negotiated/Policy:**
  - **Exists:**
    - Voluntary Separation: YP
    - Sick Bank: N

#### SABBATICAL:
- **No**