Adams Central

WORKING CONDITIONS

Contract Days: 184
FTE Teachers: 70
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 46 46 46
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

INDEX: 4.5 x 4.5
Experience Allowed: 7
Career Increments: N
Vertical Freeze: 86-87
Rollback:
Multi-year Contract:

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

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 943.18 1437.58
DENTAL BC/BS 5 31.28 65.72 88.25

PPO: COMMENTS:
LIFE Guardian 5.60
LTD Madison .0039 (+B)
NON-PARTICIPANT

WORKING CONDITIONS

Salary Schedule

Base: 34,150
Index: 4.5 x 4.5
Entry Level Step: 0

Starting Salary:

Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE

Step BA BA+9 BA+18 BA+27 MA MA+9 MA+18 MA+27
5 34,150 35,687 37,224 38,760 40,297 41,834 43,371 44,907
1 35,687 37,224 38,760 40,297 41,834 43,371 44,907 46,444
2 37,224 38,760 40,297 41,834 43,371 44,907 46,444 47,981
3 38,760 40,297 41,834 43,371 44,907 46,444 47,981 49,518
4 40,297 41,834 43,371 44,907 46,444 47,981 49,518 51,054
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9 47,981 49,518 51,054 52,591 54,126 55,665 57,201 58,738
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11 51,054 52,591 54,126 55,665 57,201 58,738 60,275 61,812
12 52,591 54,126 55,665 57,201 58,738 60,275 61,812 63,348
13 54,126 55,665 57,201 58,738 60,275 61,812 63,348 64,885
14 55,665 57,201 58,738 60,275 61,812 63,348 64,885
15 57,201 58,738 60,275 61,812 63,348 64,885

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 943.18 1437.58
DENTAL BC/BS 5 31.28 65.72 88.25

PPO: COMMENTS:
LIFE Guardian 5.60
LTD Madison .0039 (+B)
NON-PARTICIPANT

WORKING CONDITIONS

Salary Schedule

Base: 34,150
Index: 4.5 x 4.5
Entry Level Step: 0

Starting Salary:

Class Periods/Day: 8
Normal Teaching Load: 7

LEAVES

Type Days/Year Accum. Depend. Approval Other
SICK 10 30 yes
PERSONAL 2 yes $80/day unused
BEREAVEMENT 5 add'l w/appr
PROFESSIONAL un.l. yes
ADOPTION admin approval
ASSOCIATION admin approval

OTHER DISTRICT POLICIES

SEVERANCE PAY:

OTHER LEAVES:

ADAMS CENTRAL

11/9/2015 2015-2016
3.1
WORKING CONDITIONS
Contract Days: 185
FTE Teachers:
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.15
Planning Time: 50 50 30
Class Periods/Day: 8 8
Normal Teaching Load: 8 8

SALARY SCHEDULE
Base: 32,950
Starting Salary: 32,950
Career Increments: N
Experience Allowed: 5(D)
Index: 4.5 x 4.5
Entry Level Step: 0

Vertical Freeze: 86-87, 87-88, 89-90
Rollback: 86-87 Last Step

Length of Teacher Day: 888
Length of Student Day: 7.5 7.15
Normal Teaching Load: 8 8
Multi-year Contract: 14-15, 15-16

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
HEALTH BC/BS 750D 509.82 943.18 1070.62 1437.58 Sp or Dep Dental
DENTAL BC/BS 2 25.31 25.31 25.31 25.31

Cafeteria Plan

INSURANCE

HEALTH
BC/BS
DENTAL
BC/BS

LIFE

LTD

NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 45 yes

Personal: yes

Sick Leave:
Others:

PERSONAL: yes

Sick Leave:
Others:

PROFESSIONAL: yes

Sick Leave:
Others:

ASSOCIATION

MP:

LEAVES
Type Days/Year Accum. Depend. Approval Other
PERSONAL 3 yes

Sick Leave:
Others:

SICK: yes

OTHER DISTRICT POLICIES
Negotiated/Policy Exists
SEVERANCE PAY:

OTHER DISTRICT POLICIES

SEVERANCE PAY:

SEVERANCE PAY:

Ainsworth Schedule

14-15 BA36 removed, grandfathered for staff already placed there
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 21
- **Length of Teacher Day:** 8.25, 8.25, 8.25
- **Length of Student Day:** 7.33, 7.33, 7.33
- **Planning Time:** 55, 55, 30
- **Class Periods/Day:** 8, 8
- **Normal Teaching Load:** 7, 7
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 32,950
- **Starting Salary:** 32,950
- **Career Increments:** N
- **Experience Allowed:** all

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- **SICK:** Other Info: Sev.-upon term. reimb. $25/day unused over 40
- **PERSONAL:** 3
- **BEREAVEMENT:** 3
- **PROFESSIONAL:** 1-2
- **ADOPTION:**
- **ASSOCIATION:**

### Sabbatical
- **No**

### Severance Pay
- **Y**

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

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11/9/2015

**WORKING CONDITIONS**

| Contract Days: | 185 |
| FTE Teachers: | |

| Length of Teacher Day: | 8 |
| HS | 7.34 |
| JH/MS | 7.34 |
| ELEM | 7.34 |

| Length of Student Day: | 6.73 |
| Planning Time: | 45 |
| Class Periods/Day: | 9 |

| Normal Teaching Load: | 7 |

---

**SALARY SCHEDULE**

| Base: | 30,050 |
| Index: | 4.25 x 4.5 |

| Starting Salary: | |
| Career Increments: | N |

| Experience Allowed: | 10 |
| Vertical Freeze: | |
| Rollback: | |
| Multi-year Contract: | |

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**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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**SEVERANCE PAY:**

---

**ALLIANCE**

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**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 33,400
- Starting Salary: 
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 14-15, 15-16
- Length of Teacher Day: 8.17
- Length of Student Day: 7.5
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

**INSURANCE**

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WORKING CONDITIONS
Contract Days: 182  FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.4 7.4 7.4
Planning Time: 47 47 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 31,900  Index: 4 x 4
Starting Salary: Career Increments: Y
Experience Allowed: 5
Vertical Freeze: Rollback:
Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D 536.65 992.82 1126.97 1513.24 Cash
DENTAL BC/BS 2 25.31 25.31 25.31
PPO: COMMENTS:
LIFE Guardian 6.25
LTD Principal .0030 (thru sal)
NON-PARTICIPANT $350 Cash

LEAVES
Type Days/Year Depend. Approval Other
SICK 8 45 yes
PERSONAL 3 no
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes
ADOPTION see sick lv.
ASSOCIATION

SABBATICAL: No
SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/ Policy
Existed

OTHER LEAVES:

15-16: BA 45 removed from schedule/grandfathered
### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- **Length of Teacher Day:** 7.57
- **Length of Student Day:** 6.25
- **Planning Time:** 51
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 14-15, 15-16

### Salary Schedule
- **Base:** 32,000
- **Starting Salary:**
  - HS: 25.11
  - JH/MS: 25.11
  - ELEM: 25.11
- **Career Increments:** N
- **Experience Allowed:** 10
- **Entry Level Step:** 1
- **Index:** 4 x 4
- **Normal Teaching Load:** 7
- **Length of Teacher Day:** 8.25
- **Length of Student Day:** 7.57
- **Class Periods/Day:** 8
- **Planning Time:** 51

### Insurancce
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LIFE: Companion Life
  - LTD: NON-PARTICIPANT
- **Option:**
  - Coverage: Ind. Dental, Ind. Dental, Ind. Dental
- **Amount Paid by District:**
  - H/A-Dent: 1250D
  - Ind. EE/Child: 471.92
  - Ind. EE/Spouse: 517.08
  - Ind. EE/Sp/Child: 873.08
- **Couple - Benefits:**
  - Individ.: 991.04
  - Depend.: 1330.72
- **Comments:**
  - Deductible Reimbursement: IRS 125:
  - Flex Accounts: None

### Leaves
- **Sick:**
  - Days/Year: 10
  - Accum. Days: 40
  - Use: Yes
  - Approval Needed: Yes
  - Other Info: 1/2 sub pay/day up to 40 at separation
- **Personal:** 2
- **Personal:** 2
- **Professional:** 2
- **Sabbatical:** No
- **Voluntary Separation:** N
- **Grievance:** Y
- **Sick Bank:** N
- **Severance Pay:** Y

### Part-Time Benefits
- **Negotiated/Policy:**
  - Contract: Full Ind

### District Policies
- **Other Leaves:**
  - Family Illness (immed. family only)
  - Family Illness (immed. family only)
  - Family Illness (immed. family only)
  - Family Illness (immed. family only)

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

### Anselmo-Merna

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**Note:**
- **Start Date:** 11/9/2015
- **Page:** 1
- **Contract:** 14-15, 15-16
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8.5 hours/day
- **Length of Student Day:** 8.5 hours/day
- **Planning Time:** 52 days/year
- **Class Periods/Day:** 7 periods/day
- **Normal Teaching Load:** 7 classes/year
- **Multi-year Contract:** 2015-2016

### Salary Schedule
- **Base:** $31,700
- **Index:** $4 x 5
- **Starting Salary:** $31,700
- **Career Increments:** N
- **Experience Allowed:** 5

###保险
- **Health:**
  - Type: BC/BS
  - Carrier: Fortis
- **Dental:**
  - Type: BC/BS
  - Carrier: Individ.
- **Life:**
  - Type: BC/BS
  - Carrier: Individ.

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

### Leave Policies
- **Type:**
  - SICK: 13 days/year
  - PERSONAL: 8 days/year
- **Accum.:**
  - SICK: 35 days/year
  - PERSONAL: 10 days/year
- **Approval Needed:**
  - SICK: Yes
  - PERSONAL: Yes

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

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### Notes
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8.5 hours/day
- **Length of Student Day:** 8.5 hours/day
- **Planning Time:** 52 days/year
- **Class Periods/Day:** 7 periods/day
- **Normal Teaching Load:** 7 classes/year
- **Multi-year Contract:** 2015-2016
WORKING CONDITIONS
Contract Days: 183
FTE Teachers:
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 51 51 25
Class Periods/Day: 8 8
Normal Teaching Load: 7 7
Multi-year Contract: 3.1

SALARY SCHEDULE
Base: 32,550
Starting Salary: 32,550
Career Increments: Y
Entry Level Step: 0
Experience Allowed: 12(D)

Index: 4 x 4

Vertical Freeze: 88-89
Rollback: 88-89 Last Step

Experience Allowed: 12(D)
Career Increments: Y

In Multi-year Contract: 3.1

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
Health BC/BS 750D/3100D 509.82 943.18 1070.62 1437.58
Dental BC/BS 2 25.31 25.31 25.31

PP:
Life

LEAVES
Type Days/Year Accum. Depend. Approval Other
Sick 10 45 Yes

LEAVES CONDITIONS

Other Info:
Personal: 2
Beranement: 2
Professional: 2
Auction:

OTHER DISTRICT POLICIES
Existed

Negotiated/Policy

SABBATICAL: No
SEVERANCE PAY:

OTHER LEAVES:
**ARCADIA**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 18.5
- Length of Teacher Day: 8.25
- Length of Student Day: 7.75
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: 25.31
- Rollback: 18.5
- Multi-year Contract: 2

**SALARY SCHEDULE**
- Base: 31,054
- Index: 4 x 5
- Starting Salary: 31,054
- Career Increments: N
- Experience Allowed: D

**INSURANCE**
- Health: BC/BS
  - Individ. EE/Child: 943.18
  - Individ. EE/Spouse: 1070.62
  - Individ. EE/Sp/Child: 1437.58
- Dental: BC/BS
  - Individ. EE/Child: 25.31
  - Individ. EE/Spouse: 25.31
  - Individ. EE/Sp/Child: 25.31
- PPO: Horace Mann
  - H/A-Dent: 750D
  - Deductible Reimbursement: Y
- Life: Principal Life
  - LTD: .0016

**LEAVES**
- Sick: 35 days/year
- Personal: 3
- Bereavement: 3
- Professional: admin. disc.
- Adoption: Yes
- Association: Yes

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

**SABBATICAL:** No

**SEVERANCE PAY:**

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**Contract Days:** 185
**FTE Teachers:** 18.5
**Starting Salary:** 31,054
**Career Increments:** N
**Experience Allowed:** D
### Working Conditions
- Contract Days: 186
- FTE Teachers: 48.80
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 45
- Class Periods/Day: 9
- Normal Teaching Load: 8
- BA+36 grandfathered in 86-87

### Salary Schedule
- Base: 35,325
- Starting Salary: 35,325
- Career Increments: N
- Experience Allowed: all
- Experience: 4 x 5
- Rollback: 86-87

### Insuranc
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits**
--- | --- | --- | --- | ---
HEALTH | BC/BS | 750D/3100D | H/A-Dent | Individ. EE/Child EE/Spouse EE/Sp/Child
DENTAL | BC/BS | 2 | Cafeteria

### Leaves
- **Type** | **Days/Year** | **Accum.** | **Approval** | **Other**
--- | --- | --- | --- | ---
SICK | 10 | 45 | yes | 5
PERSONAL | 2 | yes | accum to 5 | 5
BEREAVEMENT | see sick lv. | yes | expenses $20-30 | 5
PROFESSIONAL | unl. | yes | 5
ADOPTION | see sick lv. | 5

### Other District Policies
- **Negotiated/Policy** | **FTE Teachers** | **Starting Salary** | **Deductible Reimbursement** | **Voluntary Separation** | **Grievance** | **Sick Bank**
--- | --- | --- | --- | --- | --- | ---
Artilong | 48.80 | 35,325 | 40,624 | 1.47 | Y | N

### Salary Schedule

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### Working Conditions
- Contract Days: 182
- FTE Teachers: 20
- Length of Teacher Day: 8.25
- Length of Student Day: 7.75
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 77

### Salary Schedule
- Base: 30,650
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: (D)

### Insurane
- **Type**: Option
- **Carrier**: Amount Paid by District
  - Health: BC/BS 500D: 537.68, 994.73, 1129.13, 1516.14
  - Dental: BC/BS: 25.31
  - PPO: 37.057, 38.615, 40.193, 41.664
  - Life: .055

### Leaves
- **Type**: SICK
- **Days/Year**: 7, 10, 45
- **Accum.**: Yes
- **Needed**: Yes
- **Approval**: Yes
- **Other**: Unused over 45pd @25/day max-250.00; Sev:$25/day to 45

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

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### Cafeteria Plan
- **Type**: Individ.
- **Option**: Depend.
- **Amount Paid by District**: 27.82 or 46.06
- **IRS 125**: Y
- **Flex Accounts**: Y
- **Part-Time Benefits**: Minimum FTE: 0.375

### Part-Time Benefits
- **Minimum FTE**: 0.375
- **Contribution**: fte

### Non-Participant Insurane
- **Life**: Principal .0055
Working Conditions:
- Contract Days: 185
- FTE Teachers: 9
- Length of Teacher Day: 8, 8, 8
- Length of Student Day: 8
- Planning Time: 8
- Class Periods/Day: 8
- Normal Teaching Load: 7

Salary Schedule:
- Base: 32,700
- Index: 4 x 4
- Starting Salary: 4 x 4
- Career Increments: N
- Entry Level Step: 1
- Experience Allowed: 6
- Multi-year Contract: 14-15, 15-16

Insurance:
- Type: Carrier
- Option
- Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- Options:
  - HEALTH: BC/BS
    - 950D
    - 492.63
    - 911.39
    - 1034.52
    - 1389.10
  - DENTAL: BC/BS
    - 2
    - 25.31
    - 46.80
    - 53.13
    - 71.37
  - PPO:
    - COMMENTS:
  - LIFE: Nat'l Ins
    - 2.10
    - Deductible Reimbursement: Y
    - 850/1700
  - LTD: Nat'l Ins
    - .0071
  - NON-PARTICIPANT

Leaves:
- Type
- Days/Year
- Accum.
- Depend.
- Approval
- Needed
- Other
- SICK: 10
  - 30
  - Yes
  - Other Info: Sev-Pd salary/period up to 20 days
- PERSONAL: 2
  - Yes
- BEREAVEMENT: 3
  - Yes
  - Approval: Needed
  - Other
- PROFESSIONAL: 5
  - Yes
  - From sick lv
  - Voluntary Separation: N
- ADOPTION: 7
- ASSOCIATION: 9
- Sabbatical: No

Other District Policies:
- Negotiated/Policy
- Exists
- Sabbatical: No

Other Leaves:

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ASHLAND-GREENWOOD 2015-2016

WORKING CONDITIONS
Contract Days: 185
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Length of Student Day: 7.5
Planning Time: 100 100 118
Class Periods/Day: 8 8
Normal Teaching Load: 7 7
Length of Teacher Day: 7.5
Length of Student Day: 7.5
Planning Time: 100 100 118
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

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Starting Salary: 35,559
Experience Allowed: all(D)
Career Increments: N
Vertical Freeze: 87-88/99-00
Rollback:

Multi-year Contract: 14-15, 15-16

Experience Allowed: all(D)
Career Increments: N
Vertical Freeze: 87-88/99-00
Rollback:

Multi-year Contract: 14-15, 15-16

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Cafeteria Plan

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LEAVES

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SABBATICAL: No

SEVERANCE PAY: Y

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

ASHLAND-GREENWOOD

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## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 75
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.5 hours
- Planning Time: 49 hours
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:
  - Vertical Freeze:
  - Rollback:

## SALARY SCHEDULE
- Base: 33,200
- Index: 4 \times 5
- Starting Salary: 33,200
- Career Increments: Y
- Experience Allowed: D

## INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - BC/BS
  - Guardian
  - Madison Life
  - NON-PARTICIPANT
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - 750D/3100D
  - 2
  - 3.83
- **Couple - Benefits**
  - Individ.
  - Depend.
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y

## LEAVES
- **Type**
  - SICK
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
- **Days/Year**
  - 15
  - 60
- **Approval Needed**
  - no
- **Other Info**
  - max. accum. - 3
- **Other**
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: Y

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

## PART-TIME BENEFITS
- **Minimum FTE:**
  - Cafeteria Plan
  - Contribution:

## SABBATICAL
- **Yes**

## OTHER LEAVES
- **Family Emergency (5)**

## Aubur

### Aubur

#### Step Schedule

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9-10 eliminated advanced placement, new teachers with no exp now begin on the base.
**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

- Base: 32,575
- Starting Salary: 32,575
- Career Increments: N
- Index: 5 x 5
- Entry Level Step: 1
- Multi-year Contract:

**INSURANCE**

- HEALTH: BC/BS
  - Carrier: 750D
  - Individ.: 509.82
  - EE/Child: 943.18
  - EE/Spouse: 1070.62
  - EE/Sp/Child: 1437.58
- DENTAL: BC/BS
  - Carrier: 2
  - Individ.: 25.31
  - EE/Child: 25.31
  - EE/Spouse: 25.31
- PPO: COMMENTS: 25.31
- LIFE: Individ.
- LTD: Principal
- Non-Participant

**LEAVES**

- SICK:
  - Days/Year: 10
  - Accum.: 60
  - Depend.: yes
  - Approval Needed: yes
  - Other:

**OTHER DISTRICT POLICIES**

- SEVERANCE PAY: Y

**AURORA**

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### Axtell

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

#### Salary Schedule
- **Base:** 32,800
- **Index:** 4 \times 4.5
- **Starting Salary:** 32,800
- **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:**
  - **Length of Teacher Day:** 7.75 7.75 7.75
  - **Length of Student Day:** 7.25 7.25 7.25
  - **Planning Time:** 50 50 40
  - **Class Periods/Day:** 8 8 8
  - **Normal Teaching Load:** 7 7 7

#### Insurance
- **Type:**
  - HEALTH
  - DENTAL
  - LIFE
- **Carrier:**
  - BC/BS
  - BC/BS
  - Madison Nat'l
- **Option:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 750D
  - 509.82
  - 46.80
  - .00348(thru sal)
- **Amount Paid by District:**
  - 32,800
  - 943.18
  - 1070.62
- **Couple - Benefits:**
  - Individ.
  - Depend.
  - IRS 125:
  - Flex Accounts:
- **Deductible Reimbursement:**
  - Yes
  - Yes
  - Yes

#### Leaves
- **Type:** SICK
- **Days/Year:** 10
- **Accum. Depend:** 50
- **Use Needed:** yes
- **Approval Needed:** yes
- **Other Info:** borrow up to 20; Sev.-Upon term. $45/day unused days
- **Type:** PERSONAL
- **Days/Year:** 2
- **Accum. Depend:** yes
- **Use Needed:** 2 add'l. from sick lv.; may carry
- **Approval Needed:** No
- **Type:** BEREAVEMENT
- **Days/Year:** 2
- **Accum. Depend:** No
- **Use Needed:** add'l from sick lv.
- **Approval Needed:** No
- **Type:** PROFESSIONAL
- **Days/Year:** 3
- **Accum. Depend:** Yes
- **Use Needed:** Yes
- **Approval Needed:** Yes
- **Type:** ADOPTION
- **Days/Year:** see sick lv.
- **Accum. Depend:** No
- **Use Needed:** No
- **Approval Needed:** No
- **Type:** ASSOCIATION
- **Days/Year:** SABBATICAL
- **Accum. Depend:** No
- **Use Needed:** Yes
- **Approval Needed:** Yes

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

### Salary Schedule Table
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</table>

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

- Contract Days: 185
- FTE Teachers: 
  - HS
  - JH/MS
  - ELEM
  - 8.25
  - 8.25
  - 8.25
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Multi-year Contract:

**SALARY SCHEDULE**

- Base: 33,750
- Starting Salary: 33,750
- Career Increments: N
- Experience Allowed: 3(D)
- Index: 4 x 4
- Vertical Freeze: 87-88
- Rollback:

**INSURANCE**

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>536.65</td>
<td>1126.97 1513.24</td>
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<tr>
<td>DENTAL</td>
<td>BC/BS</td>
<td>24.64</td>
<td>24.64 24.64 24.64</td>
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<tr>
<td>LTD</td>
<td>National Ins.</td>
<td>.0031 (thru sal)</td>
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</tr>
<tr>
<td>NON-PARTICIPANT</td>
<td>$561.29 TSA, Cash</td>
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**INSURANCE**

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<thead>
<tr>
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<th>Amount Paid by District</th>
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<tr>
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<td>BC/BS</td>
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<td>National Ins.</td>
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<td>NON-PARTICIPANT</td>
<td>$561.29 TSA, Cash</td>
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</table>

**LEAVES**

- SICK: 10 40
- PERSONAL: 2 yes
- BEREAVEMENT: 5
- PROFESSIONAL: adm. disc. yes
- ADOPTION: 
- ASSOCIATION: 

**OTHER DISTRICT POLICIES**

- SEVERANCE PAY:

**Cafeteria Plan**

- Individ. Depend. 561.29

**PART-TIME BENEFITS**

- Minimum FTE: 0.25

**BANCROFT-ROSALIE**

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<tr>
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<th>BA</th>
<th>BA + 9</th>
<th>BA + 18</th>
<th>BA + 27</th>
<th>MA</th>
<th>MA + 9</th>
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<td>43,200</td>
<td>44,550</td>
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</table>

**SABBATICAL:** No

**OTHER LEAVES:** emergency-3 days sub pay

---

**Index:** 4 x 4

**Starting Salary:** 33,750

**Experience Allowed:** 3(D)

**Career Increments:** N

**Vertical Freeze:** 87-88

**Rollback:**

**Multi-year Contract:**
WORKING CONDITIONS
Contract Days: 183
FTE Teachers: 21

LENGTH OF SCHOOL DAY
Length of Teacher Day: 8:8:8
Length of Student Day: 7.25:7.25:7.25
Planning Time: 50:50:50
Class Periods/Day: 8:8:8
Normal Teaching Load: 7:7

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
HEALTH BC/BS 500D/3100D 537.68 994.73 1129.13 1516.14 27.82 or 46.06 Individ. Depend.
DENTAL BC/BS 2 25.31 25.31 25.31 25.31 Options:
PPO: COMMENTS: PART-TIME BENEFITS
LIFE
LTD Principal .0016 Minimum FTE: 0.5

LEAVES
Type Days/Year Accum. use Approval Other
SICK 13,10 50 yes
PERSONAL PTO yes
BEREAVEMENT
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION
SABBATICAL: No

OTHER DISTRICT POLICIES
Negotiated/ Policy Exists
SEVERANCE PAY:
OTHER LEAVES:

BANNER COUNTY
Step BA BA+9 BA+18 BA+27 BA+36 BA+45 MA MA+9 MA+18
1 32,700 34,172 35,643 37,115 38,586 40,058 41,529 43,001 44,472
1.00 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36
2 34,172 35,643 37,115 38,586 40,058 41,529 43,001 44,472 45,944
1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405
3 35,643 37,115 38,586 40,058 41,529 43,001 44,472 45,944 47,415
1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405 1.45
4 37,115 38,586 40,058 41,529 43,001 44,472 45,944 47,415 48,887
1.135 1.18 1.225 1.27 1.315 1.36 1.405 1.45 1.495
5 38,586 40,058 41,529 43,001 44,472 45,944 47,415 48,887 50,358
1.18 1.225 1.27 1.315 1.36 1.405 1.45 1.495 1.54
6 40,058 41,529 43,001 44,472 45,944 47,415 48,887 50,358 51,830
1.225 1.27 1.315 1.36 1.405 1.45 1.495 1.54 1.585
7 41,529 43,001 44,472 45,944 47,415 48,887 50,358 51,830 53,301
1.27 1.315 1.36 1.405 1.45 1.495 1.54 1.585 1.63
8 44,472 45,944 47,415 48,887 50,358 51,830 53,301 54,773 56,244
1.36 1.405 1.45 1.495 1.54 1.585 1.63 1.675 1.72
9 47,415 48,887 50,358 51,830 53,301 54,773 56,244 57,716
1.45 1.495 1.54 1.585 1.63 1.675 1.72 1.765 1.81
10 50,358 51,830 53,301 54,773 56,244 57,716
1.54 1.585 1.63 1.675 1.72 1.765 1.81 1.855
11 53,301 54,773 56,244 57,716
1.63 1.675 1.72 1.765 1.81 1.855
12 56,244 57,716
1.72 1.765
13 59,187 60,659
1.81 1.855

FTE Teachers: 21
Starting Salary: 32,700
Career Increments: N
Experience Allowed: 9
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 38.8
- 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 7

**SALARY SCHEDULE**
- Base: 32,900
- Index: 4 x 5
- Starting Salary: 35,532
- Entry Level Step: 3
- Career Increments: N
- Experience Allowed: all

$1050 for 9 hrs credit one time if frozen at bottom right

**INSURANCE**

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<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
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<tbody>
<tr>
<td>HEALTH</td>
<td>BC/BS</td>
<td>H/A-Dent</td>
<td>Individ. EE/Child EE/Spouse EE/Sp/Child</td>
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<td>DENTAL</td>
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<td>25.31 25.31 25.31 25.31</td>
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<td>PPO:</td>
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<td>COMMENTS:</td>
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<tr>
<td>LIFE</td>
<td></td>
<td>Deductible Reimbursement:</td>
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**INSURANCE**
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: 2
- LIFE: Madison Nat'l
- LTD: .0044
- NON-PARTICIPANT: $350 annually

**LEAVES**

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<th>Days/Year</th>
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<th>Other</th>
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**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

**Negotiated/Policy**
- **Exists**: 
- **BATTLE CREEK**

**BATTLE CREEK**

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<td>89,430</td>
<td>92,080</td>
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<td>107,466</td>
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<td>93,468</td>
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<td>105,120</td>
<td>108,780</td>
<td>112,440</td>
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**05-10 BA column became BA+9, 10-11 BA+9 column became BA only column, teachers already in column were grandfathered**
WORKING CONDITIONS

<table>
<thead>
<tr>
<th>Contract Days:</th>
<th>185</th>
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<td>FTE Teachers:</td>
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<table>
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<th>JH/MS</th>
<th>ELEM</th>
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<td>8</td>
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<td>8</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Length of Teacher Day:</th>
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</thead>
<tbody>
<tr>
<td>Length of Student Day:</td>
<td>7</td>
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<tr>
<td>Planning Time:</td>
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<tr>
<td>Class Periods/Day:</td>
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<tr>
<td>Normal Teaching Load:</td>
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</tr>
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**Salary Schedule**

- **Base:** 32,500
- **Index:** 4.5 x 4.5

**Starting Salary:**
- **Entry Level Step:** 0(D)
- **Career Increments:** N

**Experience Allowed:** 9 (stp 8)

**Freeze is total/no movement vert. or horiz.**

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<th>Vertical Freeze:</th>
<th>97-98*</th>
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**Rollback:**

- **Multi-year Contract:** 14-15, 15-16
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **9**
- **Normal Teaching Load:** 7

**Working Conditions**

<table>
<thead>
<tr>
<th>Working Conditions</th>
<th>Cafeteria Plan</th>
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<tbody>
<tr>
<td><strong>Type Carrier</strong></td>
<td><strong>Option</strong></td>
</tr>
<tr>
<td>HEALTH BC/BS</td>
<td>Individ.</td>
</tr>
<tr>
<td>DENTAL BC/BS</td>
<td>Depend.</td>
</tr>
<tr>
<td>PPO:</td>
<td>Comments:</td>
</tr>
<tr>
<td>LIFE LTD Fortis</td>
<td>Y</td>
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<tr>
<td>NON-PARTICIPANT</td>
<td>.001</td>
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**Insurance**

- **Health:** BC/BS 1250D
- **Dental:** H/A-Dent
- **Life:** Fortis 0.001

**Leaves**

- **Sick:** 10 days/year

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
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</tr>
<tr>
<td>PTO</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

**Other District Policies**

- **Negotiated/Policy:**
  - **Exists:** Y
  - **Voluntary Separation:** Y
  - **Grievance:** Y
  - **Sick Bank:** Y
  - **Part-Time Benefits:** Minimum FTE: 0.5

**Other Leaves:**

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**Bayard**

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### Working Conditions
- **Contract Days:** 186
- **FTE Teachers:**
  - HS: 7
  - JH/MS: 7
  - ELEM: 7
- **Length of Teacher Day:**
  - 7: 6.77
  - 7: 6.77
  - 7: 6.33
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 33,525
- **Index:** 5
- **Starting Salary:**
  - HS: 33,525
  - JH/MS: 33,525
  - ELEM: 33,525
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:** 1/00-01
- **Multi-year Contract:** 14-15, 15-16

### Insurance
- **Health:** BC/BS 1126.97 1513.24
- **Dental:** BC/BS 536.65 992.82
- **Life:** BC/BS 736.65 1126.97
- **LTD:** BC/BS 536.65 992.82
- **Insurance Options:** H/A-TSA,Cash
- **Deductible Reimbursement:** 1.00

### Cafeteria Plan
- **Type:** Individ.
- **Carrier:** Guardian
- **Option:** HS
- **Amount Paid by District:**
  - Individ. EE: 536.65
  - Individ. Sp: 536.65
  - Individ. Child: 536.65
  - Spouse EE: 1126.97
  - Spouse Sp: 1126.97
  - Spouse Child: 1126.97
  - Couple EE: 1513.24
  - Couple Sp: 1513.24

### Leaves
- **Sick:**
  - **Days/Year:** 8
  - **Accum. Use:** 60
  - **Approval Needed:** Yes
  - **Other:** $100/day
- **Personal:**
  - **Days/Year:** 3
  - **Accum. Use:** Yes
  - **Approval Needed:** No
- **Professional:**
  - **Days/Year:** 2
  - **Accum. Use:** 36
  - **Approval Needed:** Yes
- **Adoption:**
  - **Days/Year:** 10
  - **Accum. Use:** Yes
  - **Approval Needed:** Yes
- **Association:**
  - **Days/Year:** 3

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

### Salary Schedule Table

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**Bellevue 2015-2016**

### Working Conditions
- **Contract Days:** 188
- **FTE Teachers:** 778.3
- **Length of Teacher Day:** 7
- **Length of Student Day:** 6.5
- **Planning Time:** 47
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 5
- **Index:** 3 x 4
- **Experience Allowed:** Y
- **Career Increments:** Y
- **Long. 3.75% basic salary after 20 yrs., all lanes**
- **Vertical Freeze:** 87-88,88-89,09-10,15-16
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 33,200
- **Entry Level Step:** 0
- **Entry Level Step:** 0
- **Index:** 3 x 4

### Insurance
- **Type**
  - HEALTH
  - DENTAL
- **Carrier**
  - BC/BS
  - 500D/3100D
- **Option**
  - Individ.
  - EE/Child
  - EE/Spouse
- **Amount Paid by District**
  - 516.67
- **Couple - Benefits**
  - 516.67
  - 516.67
  - 516.67
- **Options**
  - Cafeteria
  - H/A
- **Type Carrier**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
- **Deductible Reimbursement:**
  - IRS 125: Y
  - Flex Accounts:
- **Comments:**
  - National Ins
  - National Ins
  - National Ins

### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 10
  - 110
- **Accum. Needed**
  - yes
  - see sick lv
  - see sick lv
  - see sick lv
  - see sick lv
  - see sick lv
- **Approval Needed**
  - yes
  - see sick lv
  - see sick lv
  - see sick lv
  - see sick lv
  - see sick lv
- **Other**
  - see sick lv
  - Voluntary Separation: Y P
  - Grievance: Y P
  - Sick Bank: N

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

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

### Sabbatical
- **Sabbatical:** No
- **Severance Pay:** Y

### Other Leaves

### Bellevue:

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#### Step 1

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#### Step 2

| 2 | 35,180 | 36,568 | 37,956 | 39,344 | 41,336 | 43,328 |

#### Step 3

| 3 | 36,164 | 37,552 | 38,940 | 40,328 | 42,320 | 44,312 |

#### Step 4

| 4 | 37,148 | 38,544 | 39,932 | 41,320 | 43,312 | 45,304 |

#### Step 5

| 5 | 38,132 | 39,528 | 40,916 | 42,304 | 44,296 | 46,288 |

#### Step 6

| 6 | 39,116 | 40,512 | 41,900 | 43,288 | 45,280 | 47,272 |

#### Step 7

| 7 | 40,100 | 41,496 | 42,884 | 44,272 | 46,264 | 48,256 |

#### Step 8

| 8 | 41,084 | 42,480 | 43,868 | 45,256 | 47,248 | 49,240 |

#### Step 9

| 9 | 42,068 | 43,464 | 44,860 | 46,248 | 48,240 | 50,232 |

#### Step 10

| 10 | 43,052 | 44,448 | 45,844 | 47,240 | 49,232 | 51,224 |

#### Step 11

| 11 | 44,036 | 45,432 | 46,828 | 48,224 | 50,216 | 52,208 |

#### Step 12

| 12 | 45,020 | 46,416 | 47,812 | 49,208 | 51,200 | 53,192 |

#### Step 13

| 13 | 46,004 | 47,400 | 48,796 | 50,192 | 52,184 | 54,176 |

#### Step 14

| 14 | 47,988 | 49,384 | 50,780 | 52,176 | 54,168 | 56,160 |

#### Step 15

| 15 | 48,972 | 50,368 | 51,764 | 53,160 | 55,152 | 57,144 |

#### Step 16

| 16 | 49,956 | 51,352 | 52,748 | 54,144 | 56,136 | 58,128 |

#### Step 17

| 17 | 50,940 | 52,336 | 53,732 | 55,128 | 57,120 | 59,112 |
### Working Conditions

- Contract Days: 186
- FTE Teachers: 2015-2016 Bennington
- Length of Teacher Day: 8
- Length of Student Day: 7.12
- Planning Time: 99
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule

- Base: 33,150
- Starting Salary: 35,802
- Career Increments: Y
- Experience Allowed: 10
- New hires stay on stp 3 until eligible for movement by exp
- Vertical Freeze:

### Vertical Freeze Rollback:

- 85-86

### Multi-year Contract:

- Length of Teacher Day: 8
- Length of Student Day: 7.12
- Normal Teaching Load: 7

### Working Conditions

- BENNINGTON

### Salary Schedule

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### Cafeteria Plan

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

### Minimum FTE: 0.5

### Cafeteria Plan

- Type: H/A-Dent
- Carrier: BC/BS
- Option: Indiv. EE/Child
- Amount Paid by District: 750D
- Individ. Depend.
- Type Carrier
- HEALTH BC/BS
- DENTAL BC/BS
- PPO: Guardian
- LIFE Principal
- LTD Principal

### Sickness

- Type: SICK
- Days/Year: 9
- Accum. use: 50
- Needed: yes
- Other: Incentive-$30/unused day up to 10 days; 3 can be personal

### Personal

- Type: PERSONAL
- Days/Year: 3
- Accum. use: yes
- Needed: incl. in sick lv. (12 total)

### Bereavement

- Type: BEREAVEMENT
- Days/Year: up to 5
- Accum. use: imm. fam.-other from sick lv.

### Professional

- Type: PROFESSIONAL
- Days/Year: unlim.
- Accum. use: yes
- Needed: yes

### Adoption

- Type: ADOPTION
- Days/Year: 2
- Accum. use: Approval: yes

### Sabbatical

- Type: SABBATICAL
- Days/Year: Yes
- Accum. use: SEVERANCE PAY: Y

### Other District Policies

- Negotiated/Policy
- Exists: Yes
- Policy: Sick Bank: N

### Other Leaves:

- Type: OTHER DISTRICT POLICIES
- Days/Year: Other Info:
- Accum. use: INCENTIVE-
- Needed: $30/unused day up to 10 days; 3 can be personal
- Approval: yes

- Type: OTHER DISTRICT POLICIES
- Days/Year: Other Info: Voluntary Separation: N
- Accum. use: Voluntary Separation: N
- Needed: yes
- Approval: yes
- Approval: yes

- Type: OTHER DISTRICT POLICIES
- Days/Year: Other Info: Sick Bank: N
- Accum. use: Sick Bank: N
- Needed: yes
- Approval: yes
- Approval: yes

- Type: OTHER DISTRICT POLICIES
- Days/Year: Other Info: Voluntary Separation: N
- Accum. use: Voluntary Separation: N
- Needed: yes
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- Approval: yes

- Type: OTHER DISTRICT POLICIES
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- Accum. use: Sick Bank: N
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- Type: OTHER DISTRICT POLICIES
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- Approval: yes

- Type: OTHER DISTRICT POLICIES
- Days/Year: Other Info: Sick Bank: N
- Accum. use: Sick Bank: N
- Needed: yes
- Approval: yes
- Approval: yes
### WORKING 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

### SALARY SCHEDULE
- Base: 32,200
- Index: 4 x 4
- Starting Salary: 32,200
- Career Increments: N
- Experience Allowed: all(D)

### INSURANCE
- Type: Carrier
  - HEALTH: BC/BS 750D
  - DENTAL: BC/BS 2
- PPO: COMMENTS: FLEX
- LIFE: Guardian
- LTD: Principal Life .0039
- NON-PARTICIPANT

### LEAVES
- SICK: 9, 7, 40
- PERSONAL: 2
- BEREAVEMENT: see sick lv
- PROFESSIONAL: 5
- ADOPTION: see sick lv
- ASSOCIATION: see prof lv

### OTHER LEAVES:
- SABBATICAL: No

### OTHER DISTRICT POLICIES

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WORKING CONDITIONS
- Contract Days: 187
- FTE Teachers: 175
- HS
- JH/MS
- ELEM
- Length of Teacher Day: 8
- Planning Time: 85
- Class Periods/Day: 4
- Normal Teaching Load: 3

SALARY SCHEDULE
- Base: 33,225
- Starting Salary: 35,883
- Career Increments: N
- Experience Allowed: 10(TS)
- Vertical Freeze: 85-86, 88-89
- Rollback:
- Multi-year Contract: 15-16, 16-17

INSURANCE
- Type Carrier Options
- HEALTH BC/BS 950D/3100D 518.55 959.36 1088.97 1462.21
- DENTAL BC/BS 2 25.31 25.31 25.31 25.31
- PPO: single ins. rec $250/mo
- COMMENTS: if take ind ins, get $250 cash also
- LIFE Deductible Reimbursement:
- LTD Madison Nat'l
- NON-PARTICIPANT $416.67 cash

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

OTHER DISTRICT POLICIES
- SEVERANCE PAY:
- OTHER LEAVES: Emergency-2 accum. to 4

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FTE Teachers: 175
Starting Salary: 35,883
Insurance:
- Health: BC/BS
- Dental: BC/BS
- PPO: single ins. rec $250/mo
- COMMENTS: if take ind ins, get $250 cash also

Salary Schedule:
- Base: 33,225
- Starting Salary: 35,883
- Career Increments: N
- Experience Allowed: 10(TS)
- Vertical Freeze: 85-86, 88-89
- Rollback:
- Multi-year Contract: 15-16, 16-17

Salary Schedule Table:
- Step 1: 33,225 to 46,515
- Step 2: 34,554 to 47,844
- Step 3: 35,883 to 50,502
- Step 4: 37,212 to 53,108
- Step 5: 38,541 to 57,147
- Step 6: 41,212 to 67,486
- Step 7: 44,522 to 82,840
- Step 8: 45,851 to 88,176
- Step 9: 48,841 to 94,507
- Step 10: 51,831 to 99,842
- Step 11: 53,160 to 105,183
- Step 12: 54,489 to 110,524
- Step 13: 56,818 to 115,865
- Step 14: 58,148 to 121,206
- Step 15: 63,460 to 127,547

Other District Policies:
- Sick:
- 10 days
- 55 Accum.
- Other:
- Personal:
- 2+1
- 1-yes;1-no
- 1@ 15 yrs; 1 unused $50, 2-$
- Bereavement:
- 5 days
- immed family/2 non-family
- Professional:
- unlim.
- Adoption:
- See sick lv.
- Association:
- 5 days

Sabbatical:
- Yes

Severance Pay:
- Other:
- Emergency-2 accum. to 4

Negotiated/Policy:
- Exists:
- NON-PARTICIPANT $416.67 cash

5-6 staff on BA 8+ stp 13 or 14 will continue to remain on those steps, others may reach step 12 only; 06-07 longevity increments grandfathered;
- 16-11 vertical movement 2 Tchrs hired in 16-11, beginning on stp 3, will move to stp 3.5 in 11-12 and will continue on 1/2 stp movement.
**Bloomfield**

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

**SALARY SCHEDULE**
- Base: 32,700
- Index: 4 x 4
- Starting Salary: 1
- Experience Allowed: all
- Career Increments: N
- Indiv. Negot. after frozen on MA+18 for 2 yrs
- Vertical Freeze: 86-87
- Rollback: 86-87 (Last 2)
- Length of Teacher Day: 888
- Length of Student Day: 7.25 7.2
- Normal Teaching Load: 7

**INSURANCE**

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**OTHER DISTRICT POLICIES**

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

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 30
- 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

### INDEX
- Index: 4 x 4
- Career Increments: N
- Experience Allowed: 17

### WORKING CONDITIONS (cont.)
- Vertical Freeze: Rollback:
- Multi-year Contract:

### SALARY SCHEDULE
- Base: 33,350
- Starting Salary: 33,350
- Entry Level Step: 1

### LEAVES
- SICK: 8 days/year, 40 days
- PERSONAL: 4 days/year, $50/day unused
- BEREAVEMENT: from personal lv.
- PROFESSIONAL: 1 day/year
- ADOPTION: see personal lv.
- ASSOCIATION:
  - Sabbatical: No
  - Severance Pay:

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

### BLUE HILL

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## 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:** 33,200
- **Index:** 4 x 5
- **Starting Salary:** 33,200
- **Career Increments:** N
- **Experience Allowed:** (D)
- **Vertical Freeze:** 88/89

### Experience Levels
- **00-01 BA+45/MA+9 to MA+9 only - those on BA+45 grandfathered**

### Multi-year Contract
- **Length of Teacher Day:**
  - 7.5, 7.5, 7.5
- **Length of Student Day:**
  - 6.9, 6.7
- **Class Periods/Day:**
  - 8, 8
- **Normal Teaching Load:**
  - 7, 7

## Cafeteria Plan
- **Option:** Individ. Depend.
- **Amount Paid by District:**
  - H/A-Dent: 27.82
  - Individ: 943.18
  - EE/Spouse: 1070.62
  - EE/Sp/Child: 1437.58

## Insurance
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Carrier:**
  - HEALTH: 750D/3100D
  - DENTAL: 2
- **Option:**
  - HEALTH: 509.82
  - DENTAL: 25.31

## Leaves
- **Sick:**
  - Days/Year: 10
  - Accum. use: 45
  - Approval Needed: yes
  - Other Info: 1 add'l using 2 sick days
- **Personal:**
  - Days/Year: 2
  - Approval Needed: yes

## Other District Policies
- **Negotiated Policy:**
  - Exists:
  - **Sabbatical:** No
  - **Voluntary Separation:** Y
  - **Grievance:** Y
  - **Sick Bank:** Y
  - **Voluntary Separation:** Y
  - **Grievance:** N
  - **Sick Bank:** N
  - **Unused-accum. sick lv.**

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Note: 00-01 BA+45/M A+9 to M A+9 only - those on BA+45 grandfathered.
2015-2016
1.1

WORKING CONDITIONS
Contract Days: 176  FTE Teachers: 21.25
HS  JH/MS  ELEM
Length of Teacher Day: 8.33 8.33 8.33
Length of Student Day: 8 8 8
Planning Time: 54 54 60
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 32,400  Index: 4 x 4
Starting Salary: Entry Level Step: up to 2
Career Increments: N  Experience Allowed: 8
Vertical Freeze: Rollback: 93-94

Experience Allowed: 8  Career Increments: N
Multi-year Contract:

INDEX: 4 x 4

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
HEALTH  BC/BS  750D  536.65  592.82  1126.97  1513.24
DENTAL  BC/BS  5  52.14  52.14  52.14  52.14
LTD  Principal  125

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
SICK  10  45  yes
PERSONAL  2.5
BEREAVEMENT  3
PROFESSIONAL  2
ADOPITON  see sick lv.
ASSOCIATION  by request

OTHER DISTRICT POLICIES
Negotiated/ Policy  Exists

SABBATICAL: No  SEVERANCE PAY:
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
  - 60
- **Class Periods/Day:** 8
  - 8
- **Normal Teaching Load:** 7
  - 7

### Salary Schedule
- **Base:** 33,500
- **Starting Salary:** 33,500
- **Career Increments:** N
- **Vertical Freeze:** 86-87
- **Rollback:**
- **Multi-year Contract:**
- **Length of Teacher Day:** 8,8,8
- **Length of Student Day:** 7.5,7.5,7.5

### Insuranc
- **Type:**
  - HEALTH
    - BC/BS
      - 75D/1650D
      - 536.65
      - 536.65
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      - 536.65
- **Option:**
  - 3
  - 52.33
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  - 52.33
- **Amount Paid by District:**
  - 52.33
  - 52.33
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  - 52.33
- **Couple - Benefits:**
  - Individ.
  - Spouse
  - Child
- **Type:**
  - BC/BS
  - Health
  - Dental
  - Life
  - LTD
- **Carrier:**
  - Principal
- **Option:**
  - IRS 125: Y
  - Flex Accounts: Y
- **Fringe Benefits:**
  - $1240

### Leaves
- **Sick:** 10, 60, yes
- **Other Info:** $40/day beyond 60
- **Personal:** 3
  - +1 sub pay
- **Bereavement:** 5
  - per occur.-immed. fam.
- **Professional:** 5
  - Grievance: Y
  - Sick Bank: Y
- **Auction:**
  - FEMA
- **Approval Needed:** yes

### Other District Policies
- **Negotiated/Policy:**
  - Exits
  - exists
  - Y
  - P
  - Voluntary Separation:
  - Y
  - P
  - Sick Bank:
  - Y
  - P

### Sabbatical
- **No**

### Severance Pay
- **N**

### Other Leaves

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### WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 28.25
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 65
- Class Periods/Day: 8
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 33,980
- Index: 4 x 4
- Starting Salary: 33,980
- Career Increments: Y
- Experience Allowed: 5
- Vertical Freeze: N
- Rollback: N

### INSURANCE
- HEALTH: BC/BS
  - 750D/3100D: 509.82
  - 943.18
  - 1070.62
  - 1437.58
- DENTAL: BC/BS
  - 3
  - 52.33
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- PPO: N
- LIFE: N
- LTD: N
- NON-PARTICIPANT: N

### LEAVES
- SICK: 10, 50
- PERSONAL: 2
- BEREAVEMENT: from sick lv
- PROFESSIONAL: 2
- ADOPTION: from sick lv.
- ASSOCIATION: Y

### OTHER DISTRICT POLICIES

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### 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:** 94
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 32,550
- **Index:** 4 x 5
- **Starting Salary:** 32,550
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**

### Insurance
- **Type:** Carrier
- **Option:** Amount Paid by District
- **Couple - Benefits**
- **Entry Level Step:**
- **Normal Teaching Load:** 3
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 94
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3
- **Index:** 4 x 5
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

### Leaves
- **Type:** Days/Year
  - **SICK:** 10
  - **PERSONAL:** 2
  - **BEREAVEMENT:** 10
  - **PROFESSIONAL:** 2
  - **ADOPTION:**
- **Approval:** Needed
  - **Other Info:** 10 days for dependent use

### Other District Policies
- **Negotiated/Policy:**
- **Sabbatical:** No

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

---

### Burwell
- **11/9/2015**
- **2015-2016**
- **3.1**

---

### Cafeteria Plan
- **Type:** Carrier
- **Option:** Amount Paid by District
- **Couple - Benefits**
- **Entry Level Step:**
- **Normal Teaching Load:** 3
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 94
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3
- **Index:** 4 x 5
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

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

---

### Other Leaves:
- **Step:**
- **BA:** 32,550
- **BA+9:** 34,178
- **BA+18:** 35,805
- **BA+27:** 37,433
- **BA+36:** 39,060
- **BA+45:** 39,060
- **MA:** 39,060
- **MA+9:** 40,688
- **MA+18:** 42,315
- **MA+27:** 43,943

---

### Burrwell
- **Step:**
- **BA:** 32,550
- **BA+9:** 34,178
- **BA+18:** 35,805
- **BA+27:** 37,433
- **BA+36:** 39,060
- **BA+45:** 39,060
- **MA:** 39,060
- **MA+9:** 40,688
- **MA+18:** 42,315
- **MA+27:** 43,943

---

### Burrwell
- **Step:**
- **BA:**
- **BA+9:**
- **BA+18:**
- **BA+27:**
- **BA+36:**
- **BA+45:**
- **MA:**
- **MA+9:**
- **MA+18:**
- **MA+27:**

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### Burrwell
- **Step:**
- **BA:** 32,550
- **BA+9:** 34,178
- **BA+18:** 35,805
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- **BA+36:** 39,060
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- **MA:** 39,060
- **MA+9:** 40,688
- **MA+18:** 42,315
- **MA+27:** 43,943

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### Burrwell
- **Step:**
- **BA:**
- **BA+9:**
- **BA+18:**
- **BA+27:**
- **BA+36:**
- **BA+45:**
- **MA:**
- **MA+9:**
- **MA+18:**
- **MA+27:**
WORKING CONDITIONS

Contract Days: 182  FTE Teachers: 23

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: 100  100  100
Class Periods/Day: 8  8
Normal Teaching Load: 6  6

INDEX

Experience Allowed: all  Career Increments: N
after 30 yrs in system, $3000 incentive bonus

ROLLBACK

Multi-year Contract:

NORMAL TEACHING LOAD

Contract Days: 182  Base: 31,750  Index: 4 x 5

Entry Level Step: 1

Starting Salary: 1070.62  1437.58
Casual Days: 31,750  33,338  34,925  36,513  38,100  39,688  41,275
Casual Levy: 1.00  1.05  1.10  1.15  1.20  1.25  1.30

Casual Levy: 1.04  1.09  1.14  1.19  1.24  1.29  1.34

Casual Levy: 1.08  1.13  1.18  1.23  1.28  1.33  1.38

Casual Levy: 1.12  1.17  1.22  1.27  1.32  1.37  1.42

Casual Levy: 1.16  1.21  1.26  1.31  1.36  1.41  1.46

Casual Levy: 1.25  1.30  1.35  1.40  1.45  1.50

Casual Levy: 1.34  1.39  1.44  1.49  1.54

Casual Levy: 1.38  1.43  1.48  1.53  1.58

Casual Levy: 1.47  1.52  1.57  1.62

Casual Levy: 1.51  1.56  1.61  1.66

Casual Levy: 1.60  1.65  1.70

Casual Levy: 1.64  1.69  1.74

Casual Levy: 1.73  1.78

Casual Levy: 1.82

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/Existed

PERSONAL

BEREAVEMENT

PROFESSIONAL

ADOPTION

ASSOCIATION

OTHER LEAVES:

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/Existed

PERSONAL

BEREAVEMENT

PROFESSIONAL

ADOPTION

ASSOCIATION

OTHER LEAVES:

CALLAWAY

Step  BA  BA+9  BA+18  BA+27  BA+36  MA+9  MA+18
1  31,750  33,338  34,925  36,513  38,100  39,688  41,275
1.00  1.05  1.10  1.15  1.20  1.25  1.30
2  33,020  34,608  36,195  37,783  39,370  40,958  42,545
1.04  1.09  1.14  1.19  1.24  1.29  1.34
3  34,290  35,878  37,465  39,053  40,640  42,228  43,815
1.08  1.13  1.18  1.23  1.28  1.33  1.38
4  35,560  37,148  38,735  40,323  41,910  43,498  45,085
1.12  1.17  1.22  1.27  1.32  1.37  1.42
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1.25  1.30  1.35  1.40  1.45  1.50
7  42,045  44,633  46,220  47,808  49,395  50,982  52,569
1.34  1.39  1.44  1.49  1.54
8  43,155  45,743  47,330  48,918  50,505  52,093  53,680
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9  46,673  48,260  49,848  51,435  53,023  54,610  56,197
1.47  1.52  1.57  1.62
10 47,943  49,530  51,118  52,705  54,293  55,880  57,467
1.51  1.56  1.61  1.66
11 50,165  51,753  53,341  54,929  56,516  58,103  59,690
1.60  1.65  1.70
12 52,070  53,658  55,246  56,834  58,421  59,995  61,582
1.64  1.69  1.74
13 54,928  56,515  58,098  59,684  61,272  62,859  64,446
1.73  1.78
14 57,785  59,372  60,959  62,546  64,134  65,721  67,308
1.82
### Working Conditions
- **Contract Days:** 183
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7
- **Length of Student Day:** 7
- **Planning Time:** 52
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 14-15, 15-16
- **Index:** 4 x 4
- **Experience Allowed:** 5(D)
- **Career Increments:** N
- **Vertical Freeze:** 86-87
- **Rollback:**
- **Length of Teacher Day:** 888
- **Length of Student Day:** 77
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 14-15, 15-16
- **Class Periods/Day:** 8
- **Normal Teaching Hours:** 7

### Salary Schedule
- **Base:** 33,100
- **Entry Level Step:** 1
- **Index:** 4 x 4
- **Starting Salary:** 33,100
- **Career Increments:** N
- **Vertical Freeze:** 86-87
- **Rollback:**

### Insuranc
- **Health Insurance:**
  - Options:
    - BC/BS 950D
    - Individ. 492.63
    - EE/Spouse 25.31
    - EE/Child 25.31

### Cafeteria Plan
- **Type Carrier:**
  - Individ. 950D
  - Depend. 1034.52

### Leaves
- **Sick Leave:**
  - Days/Year: 60
  - Approval Needed: Yes
- **Personal Leave:**
  - Days/Year: 2
  - Approval Needed: No
- **Professional Leave:**
  - Days/Year: 2
  - Approval Needed: Yes
- **Adoption Leave:**
  - Days/Year: 2
  - Approval Needed: Yes
- **Association Leave:**
  - Days/Year: 2
  - Approval Needed: No

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

### District Policies
- **Negotiated/Policy:**
  - **Exists:**
  - **Voluntary Separation:** Y
  - **Grievance:** Y
  - **Sick Bank:** N
- **Part-Time Benefits:**
  - **Minimum FTE:** 0.5
  - **Contribution:** fte
- **Cafeteria Plan:**
  - **Type Carrier:**
    - Individ. 950D
    - Depend. 1034.52

### Salary Schedule Table

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

### Notes
- **Insurance:**
  - **Type Carrier:**
    - Individ. 950D
    - Depend. 1034.52
  - **Deductible Reimbursement:**
    - Y

### Cafeteria Plan
- **Type Carrier:**
  - Individ. 950D
  - Depend. 1034.52
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y

### Part-Time Benefits
- **Minimum FTE:** 0.5
- **Contribution:** fte
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 1.11
- Index: 4 x 4
- Experience Allowed: all
- Career Increments: N
- Starting Salary: 32,800
- Vertical Freeze: 7.5
- Rollback: 7.5
- Multi-year Contract: 7

EDUCATIONAL WORKING CONDITIONS
- Class Periods/Day: 8
- Planning Time: 50
- Normal Teaching Load: 7

EDITED SALARY SCHEDULE
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SALARY SCHEDULE
- Index: 4 x 4
- Experience Allowed: all
- Career Increments: N
- Starting Salary: 32,800

ININSURANCE
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INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: OPTIONS

LEAVES
- SICK: 10 days/year
- PERSONAL: PTO
- OTHER LEAVES:
  - SEVERANCE PAY: Yes
  - OTHER LEAVES:

OTHER DISTRICT POLICIES
- SICK: 10 days/year
- PERSONAL: PTO
- OTHER LEAVES:
  - SEVERANCE PAY: Yes
  - OTHER LEAVES:

OTHER DISTRICT POLICIES
- SICK: 10 days/year
- PERSONAL: PTO
- OTHER LEAVES:
  - SEVERANCE PAY: Yes
  - OTHER LEAVES:

Cafeteria Plan
- Individ.: 27.82
- Depend.: 46.06

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

NON-PARTICIPANT
- Health Insurance
- Dental Insurance
- Life Insurance
- LTD

LEAVES
- SICK: 10 days/year
- PERSONAL: PTO
- OTHER LEAVES:
  - SEVERANCE PAY: Yes
  - OTHER LEAVES:

OTHER DISTRICT POLICIES
- SICK: 10 days/year
- PERSONAL: PTO
- OTHER LEAVES:
  - SEVERANCE PAY: Yes
  - OTHER LEAVES:

Cedar Bluffs
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 2015-2016
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 33,950
- Index: 4 x 5
- Starting Salary: 33,950
- Career Increments: N
- Experience Allowed: (D)
- Vertical Freeze: 86-87 Also Horiz.
- Rollback:
- Multi-year Contract:

### INSURANCE
- HEALTH:
  - BC/BS: 500D
  - 537.68
  - 994.73
  - 1129.13
  - 1516.14
- DENTAL:
  - BC/BS: 2
  - 25.31
- PPO:
  - COMMENTS:
- LIFE:

### LEAVES
- SICK:
  - 10
  - 50
  - yes

### PART-TIME BENEFITS
- Cafeteria Plan
- Type Carrier
- Individ. EE/Child
- Individ. EE/Spouse
- EE/Sp/Child
- 27.82 or
- 46.06
- Options:
- Sp or Dep. Dental
- IRS 125: Y
- Flex Accounts:

### SEVERANCE PAY:

### OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists
- Sick Bank: N

### OTHER LEAVES:

### CENTENNIAL

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### WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 2015-2016
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 33,950
- Index: 4 x 5
- Starting Salary: 33,950
- Career Increments: N
- Experience Allowed: (D)
- Vertical Freeze: 86-87 Also Horiz.
- Rollback:
- Multi-year Contract:

### INSURANCE
- HEALTH:
  - BC/BS: 500D
  - 537.68
  - 994.73
  - 1129.13
  - 1516.14
- DENTAL:
  - BC/BS: 2
  - 25.31
- PPO:
  - COMMENTS:
- LIFE:

### LEAVES
- SICK:
  - 10
  - 50
  - yes

### PART-TIME BENEFITS
- Cafeteria Plan
- Type Carrier
- Individ. EE/Child
- Individ. EE/Spouse
- EE/Sp/Child
- 27.82 or
- 46.06
- Options:
- Sp or Dep. Dental
- IRS 125: Y
- Flex Accounts:

### SEVERANCE PAY:

### OTHER DISTRICT POLICIES
- Negotiated/Policy
- Exists
- Sick Bank: N

### OTHER LEAVES:

### CENTENNIAL
**Central City**

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

**SALARY SCHEDULE**
- Base: 32,250
- Index: 5 x 4
- Starting Salary: 32,250
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 85-86, 87-88
- Rollback: 87-88 Last Step
- Multi-year Contract: 14-15, 15-16
- Length of Teacher Day: 7.5
- Length of Student Day: 6.63
- Normal Teaching Load: 7

**INSURANCE**
- Type: HEALTH
  - Carrier: BC/BS
  - Option: 750D/3100D
  - Amount Paid by District: 509.82, 943.18
  - Entry Level Step: 1
- Type: DENTAL
  - Carrier: BC/BS
  - Option: Individ.
  - Amount Paid by District: 509.82
- Type: LIFE
  - Carrier: Individ.
  - Amount Paid by District: 509.82
- Type: LTD
  - Carrier: Madison Ntl.
  - Amount Paid by District: 509.82
- Type: CAFETERIA PLAN
  - Carrier: Individ.
  - Amount Paid by District: 509.82

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

**OTHER DISTRICT POLICIES**
- SEVERANCE PAY: 25.31
- SABBATICAL: 25.31
- 2015-2016

**CENTRAL CITY**

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20-24 Grandfathered BA step 2, BA + 9, step 5 & MA + 16 step 17
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 21.63
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7
- Length of Student Day: 7
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: 1
- Rollback: 1

### SALARY SCHEDULE
- Base: 32,300
- Index: 4 x 5
- Starting Salary: 32,300
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5

### INSURANCE

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

### OTHER DISTRICT POLICIES

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### SABBATICAL:
- SEVERANCE PAY:
- Emergency - 2 days

### CENTRAL VALLEY

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### COMMENTS:
- Deductible Reimbursement: 1.5
- IRS 125: 1.6
- Sick Bank: 1.7

###カフェテリアプラン

- Individ.
- Depend.
- Maximum FTE: 0.5
- Contribution: fte

###OTHER LEAVES:

| Type      | Length of Teacher Day: 8
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### CENTRAL VALLEY

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###COMMENTS:
- Deductible Reimbursement: 1.5
- IRS 125: 1.6
- Sick Bank: 1.7

###OTHER LEAVES:

| Type      | Length of Teacher Day: 8
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## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.25
- **Planning Time:** 45
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Index:** 4 x 5
- **Experience Allowed:** 7
- **Career Increments:** N
- **get up to 2 yrs exp on schedule for military service**
- **Vertical Freeze:** 90-91(MA9,MA18)
- **Rollback:**
- **Multi-year Contract:**

## Salary Schedule
- **Base:** 33,300
- **Starting Salary:**
- **Entry Level Step:** 0
- **Career Increments:** N

## Insurance
### Carrier Options
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - LTD: none
- **Option:**
  - H/A-Dent
  - Indiv. EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District:**
  - Sp or Dep. Dental
  - Individ. EE/Child
  - EE/Sp or Child
- **Couple - Benefits:**
  - IRS 125: Y
  - Flex Accounts: Y
- **Deductible Reimbursement:**
  - Individ. Depend.

## Leaves
### Type
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
- **Depend. Needed:**
  - 1.12
  - 1.16
  - 1.26
- **Approval Needed:**
  - 1.1
  - 1.11
  - 1.2

## Cafeteria Plan
- **Type Carrier:**
  - Guardian
- **Option:**
  - H/A-Dent
  - Individ. EE/Child
  - EE/Sp or Child
- **Planning Time:**
  - 45
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y
- **Min. FTE:** 0.5
- **Contribution:**
  - fte

## SABBATICAL
- **Yes**

## SEVERANCE PAY

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

## Other Leaves
- **Type:**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
- **Depend. Needed:**
  - 1.12
  - 1.16
  - 1.26
- **Approval Needed:**
  - 1.1
  - 1.11
  - 1.2

## Working Conditions Details
- **Step:**
  - 0: 33,300
  - 1: 34,632
  - 2: 35,864
  - 3: 37,096
  - 4: 38,328
  - 5: 39,560
  - 6: 40,792
  - 7: 42,024
  - 8: 43,256
  - 9: 44,488
  - 10: 45,720
  - 11: 46,952
  - 12: 48,184
  - 13: 49,416
  - 14: 50,648
  - 15: 51,880
- **Salary Schedule Details:**
  - **Step:**
    - **BA:**
      - 33,300
      - 34,632
      - 35,864
      - 37,096
      - 38,328
      - 39,560
      - 40,792
      - 42,024
      - 43,256
      - 44,488
      - 45,720
      - 46,952
      - 48,184
      - 49,416
      - 50,648
      - 51,880
  - **BA+9:**
    - 36,625
    - 37,965
    - 39,295
    - 40,625
    - 41,955
    - 43,285
    - 44,615
    - 45,945
    - 47,275
    - 48,605
    - 49,935
    - 51,265
    - 52,595
    - 53,925
    - 55,255
  - **BA+18:**
    - 38,290
    - 39,620
    - 40,950
    - 42,280
    - 43,610
    - 44,940
    - 46,270
    - 47,600
    - 48,930
    - 50,260
    - 51,590
    - 52,920
    - 54,250
    - 55,580
    - 56,910
  - **BA+27:**
    - 40,855
    - 42,185
    - 43,515
    - 44,845
    - 46,175
    - 47,505
    - 48,835
    - 49,165
    - 50,495
    - 51,825
    - 53,155
    - 54,485
    - 55,815
    - 57,145
    - 58,475
  - **BA+36:**
    - 43,420
    - 44,750
    - 46,080
    - 47,410
    - 48,740
    - 49,070
    - 50,400
    - 51,730
    - 52,060
    - 53,390
    - 54,720
    - 56,050
    - 57,380
    - 58,710
    - 60,040
  - **MA:**
    - 46,125
    - 47,465
    - 48,805
    - 49,145
    - 49,485
    - 50,825
    - 52,165
    - 53,505
    - 54,845
    - 56,185
    - 57,525
    - 58,865
    - 60,205
    - 61,545
    - 62,885
  - **MA+9:**
    - 48,730
    - 50,070
    - 51,410
    - 52,750
    - 54,090
    - 55,430
    - 56,770
    - 58,110
    - 59,450
    - 60,790
    - 62,130
    - 63,470
    - 64,810
    - 66,150
    - 67,490
  - **MA+18:**
    - 51,335
    - 52,675
    - 54,015
    - 55,355
    - 56,695
    - 58,035
    - 59,375
    - 60,715
    - 62,055
    - 63,395
    - 64,735
    - 66,075
    - 67,415
    - 68,755
    - 70,095
  - **MA+27:**
    - 53,940
    - 55,280
    - 56,620
    - 57,960
    - 59,300
    - 60,640
    - 61,980
    - 63,320
    - 64,660
    - 65,990
    - 67,330
    - 68,670
    - 70,010
    - 71,340
    - 72,680
  - **MA+36:**
    - 56,545
    - 57,885
    - 59,225
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    - 61,905
    - 63,245
    - 64,585
    - 65,925
    - 67,265
    - 68,605
    - 69,945
    - 71,285
    - 72,625
    - 73,965
    - 75,305
- **Shaded Areas Grandfathered:**
  - 12-13
### WORKING CONDITIONS
- **Contract Days:** 185  
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.15 hours
- **Length of Student Day:** 7 hours
- **Planning Time:** 90 minutes, 45 minutes
- **Class Periods/Day:** 4 periods, 9 minutes
- **Normal Teaching Load:** 3 classes, 8 hours

### SALARY SCHEDULE
- **Base:** 32,700
- **Entry Level Step:** 1
- **Index:** 4.5 x 4.5
- **Starting Salary:** 32,700
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 15-16, 16-17

### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - Madison Nat'l
  - H/A-Dent
  - Madison Nat'l
  - Individ. EE/Child
  - Individ. Depend.
  - IRS 125:
- **Option**
  - Individ.
  - Depend.
- **Amount Paid by District**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - Sp or Dep Dental
- **Couple - Benefits**
  - 27.81 or
  - 46.06

### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - SICK: 10
  - PERSONAL: see sick lv.
  - BEREAVEMENT: see sick lv.
  - PROFESSIONAL: unln.
  - ADOPTION: see sick lv.
  - ASSOCIATION: see prof lv.
- **Approval Needed**
  - SICK: yes
  - PERSONAL: see sick lv.
  - BEREAVEMENT: see sick lv.
  - PROFESSIONAL: unln.
  - ADOPTION: see sick lv.
  - ASSOCIATION: see prof lv.

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

### SEVERANCE PAY
- **Yes**

### OTHER LEAVES
- **Community Service-35 divid. betw. staff**

### CHADRON

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

### Salary Schedule
- **Base:** 32,000
- **Starting Salary:** 32,000
- **Career Increments:** N
- **Index:** 4 x 4
- **Entry Level Step:** 0
- **Experience Allowed:** 5(D)
- **Rollback:**
- **Multi-year Contract:** 14-15, 15-16

### Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Individ.: 509.82
  - EE/Child: 943.18
  - EE/Spouse: 1070.62
  - EE/Sp/Child: 1437.58
- **DENTAL**
  - Carrier: BC/BS
  - Type: 2
  - Individ.: 25.31
  - EE/Child: 25.31
  - EE/Spouse: 25.31
- **LIFE**
  - carrier: Principal
  - Type: .0042 (thru sal)
- **LTD**
  - Options: Non-Participant

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

### Leaves
- **Sick:**
  - Days/Year: 10
  - Accum. Use: 40
  - Needed: yes
  - Approval: yes
- **Personal:**
  - Days/Year: 2
  - Accum. Use: yes
  - Needed: accum. to 6
- **Bereavement:**
  - Days/Year: 3
  - Accum. Use: add'l from sick lv.
- **Professional:**
  - Days/Year: unlim.
  - Accum. Use: yes
- **Adoption:**
  - Days/Year: from sick lv.
- **Association:**
  - Days/Year: 
- ** Sabbatical:** No

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

### Chamber Pay Scale
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**WASHINGTON**

**2015-2016**

**Chase County**

**Working Conditions**
- Contract Days: 184
- FTE Teachers: 20
- 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: 7.5

**Salary Schedule**
- Base: $33,500
- Starting Salary: $33,500
- Career Increments: N
- Experience Allowed: 5
- Index: 4.5 x 4.5
- Entry Level Step: 0

**Insuranc**
- **Health**: BC/BS 950D, Individ. EE/Child 492.63, Individ. EE/Spouse 911.39, Individ. EE/Sp/Child 1034.52, Ind Ind 1389.10
- **Dental**: BC/BS 2, Individ. EE/Child 25.31, Individ. EE/Spouse 25.31, Individ. EE/Sp/Child 25.31
- **LTD**: .0027
- **Non-Participant**: Yes

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

**Leaves**
- **Sick**: 10 days, 50
days use
- **Personal**: 4
- **Bereavement**: Y
- **Professional**: Y
- **Adoption**: Y
- **Association**: Y

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

**Sabbatical**
- Severance Pay:

### Chase County

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**Working Conditions**
- Contract Days: 184
- FTE Teachers: 20
- 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: 7.5

**Salary Schedule**
- Base: $33,500
- Starting Salary: $33,500
- Career Increments: N
- Experience Allowed: 5
- Index: 4.5 x 4.5
- Entry Level Step: 0

**Insuranc**
- **Health**: BC/BS 950D, Individ. EE/Child 492.63, Individ. EE/Spouse 911.39, Individ. EE/Sp/Child 1034.52, Ind Ind 1389.10
- **Dental**: BC/BS 2, Individ. EE/Child 25.31, Individ. EE/Spouse 25.31, Individ. EE/Sp/Child 25.31
- **LTD**: .0027
- **Non-Participant**: Yes

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

**Leaves**
- **Sick**: 10 days, 50
days use
- **Personal**: 4
- **Bereavement**: Y
- **Professional**: Y
- **Adoption**: Y
- **Association**: Y

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

**Sabbatical**
- Severance Pay:
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 25
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 8 8 8
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 33,000
Index: 4 x 4
Starting Salary: $1500 stipend may be offered to new hires
Career Increments: N
Experience Allowed: 10
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 950D/3100D 518.55 959.36 1088.97 1462.21 27.82 or 46.06
DENTAL BC/BS 2 25.31 25.31 25.31 25.31
PPO: COMMENTS:
LIFE
LTD National Ins Co .0045 (thru sal)
NON-PARTICIPANT

LEAVES
Type Days/Year Depend. Approval
SICK 10 60 yes
PERSONAL 2 yes accum to 3
BEREAVEMENT 5 w/appr.
PROFESSIONAL 2 yes
ADOPTION
ASSOCIATION

SABBATICAL: No SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/ Exists
Policy

OTHER LEAVES: Hospital (10)

CLARKSON

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CLARKSON 2015-2016
1.1

11/9/2015
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

SALARY SCHEDULE

Base: 31,200
Index: 4 x 4

Experience Allowed: (D)
Career Increments: N

Vertical Freeze: 90-91
Rollback:
Multi-year Contract:

INDEX: 4 x 4

INSURANCE

Type
Carrier
Option
Amount Paid by District

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

Entry Level Step: 1

1.111/9/2015

Cafeteria Plan

Cody-Kilgore

2015-2016

1

Index: 4 x 4

Options:

Cafeteria Plan

Options:

Health

BC/BS

750D

509.82

943.18

1070.62

1437.58

Sp/Dep Dental+Annuity

77.82 or 96.06

Options:

Dental

BC/BS

2

25.31

25.31

25.31

25.31

PPO:

Ind also rcv $50/mo annuity

LIFE

Guardian

2.50

Deductible Reimbursement: Y

375/750

Non-Participant

$50/mo annuity

LEAVES

Type
Depend.
Approval
Other

Sick

10

30

Yes

Other Info:
Pto

Personal

PTO

Yes

Yes

Professional

3

Yes

Bereavement

PTO

Yes

Yes

Adoption

30

Sick Bank:

Negotiated:

Policy

Part-Time Benefits

Existed

N

Sabbatical:

No

Sick

PTO

Yes

Yes

Adoption

30

Sick Bank:

Negotiated:

Policy

Part-Time Benefits

Existed

N

Sabbatical:

No

Sick

PTO

Yes

Yes

Adoption

30

Sick Bank:

OTHER DISTRICT POLICIES

Negotiated/Policy

Exists

Voluntary Separation:

Yes

N

Grievance:

Yes

P

Sick Bank:

N

OTHER LEAVES:

CODY-KILGORE

Step

BA

BA+9

BA+18

BA+27

MA

MA+9

MA+18

1

31,200

32,760

34,320

35,880

37,440

39,000

40,560

1.00

1.05

1.10

1.15

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2.04

## Working Conditions
- Contract Days: 188
- FTE Teachers: 283.8
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 44
- Class Periods/Day: 4
- Normal Teaching Load: 3

## Salary Schedule
- Base: 35,440
- Starting Salary: 35,440
- Career Increments: N
- Experience Allowed: 5(D)
- Vertical Freeze: 87-88
- Rollback: 85-86 (2 Steps)
- Multi-year Contract: 3.1

## Insurance
- **Type**: H/A-Dent, Individ.
- **Carrier**: Madison Nat'l
- **Option**: EE/Child
- **Amount Paid by District**: 655
- **Benefit**: Deductible Reimbursement:

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

## Leaves
- **Type**: SICK
- **Days/Year**: 10
- **Accum. Use**: 80
- **Needed**: yes
- **Approval Needed**: 1-yes, 1-no
- **Approve**: 1/2 sub pay/day to 40@retire
- **Sick Bank**: Y
- **VOL Separation**: Y
- **Grievance**: Y
- **Severance Pay**: Paid

## Other District Policies
- **SEVERANCE PAY**: PVT
- **ADOPTION**: Yes
- **Sabbatical**: Yes
- **Other Leaves**: Jury, Military

## Columbus Salary Schedule

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

---

**Comments**: 
- Class Periods/Day: 4
- Length of Student Day: 7.5
- Normal Teaching Load: 3
- Multi-year Contract: 3.1

---

**Notes**: 
- **Entry Level Step**: 1
- **Index**: 4.7 x 5
- **Starting Salary**: 35,440
- **Career Increments**: N
- **Experience Allowed**: 5(D)
- **Vertical Freeze**: 87-88
- **Rollback**: 85-86 (2 Steps)

---

**Columbus**: 2015-2016

---

**FTE Teachers**: 283.8

---

**Insurance**

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**Other Leaves**: Jury, Military
### WORKING CONDITIONS
- Contract Days: 164
- FTE Teachers: 58
- Base: 33,300
- Index: 4 x 4
- HS: 9
- JH/MS: 9
- ELEM: 9
- Starting Salary: 33,300
- Career Increments: Y
- Experience Allowed: 10
- Length of Student Day: 8.75
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 1.111

### SALARY SCHEDULE
- Multi-year Contract: 14-15, 15-16
- Normal Teaching Load: 77
- Length of Teacher Day: 999
- Length of Student Day: 87.75
- Class Periods/Day: 8
- Vertical Freeze:
- Rollback:

### INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: 
- LIFE: 
- LTD: Principal .0024
- NON-PARTICIPANT

### LEAVES
- SICK: 50
- PERSONAL: 
- BEREAVEMENT: 3
- PROFESSIONAL: unl.
- ADOPTION: yes
- ASSOCIATION

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

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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:** 77
- **Length of Teacher Day:** 7.75
- **Length of Student Day:** 6.25
- **Contract Days:** 185
- **Base:** 33,250
- **Index:** 4.75 x 4.25
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:** 86-87, 88-89(Adv)
- **Rollback:**
- **Multi-year Contract:**
- **Normal Teaching Load:** 77
- **Length of Teacher Day:** 7.75
- **Length of Student Day:** 6.25
- **Normal Teaching Load:** 77

## Insurance

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## Leaves

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## Other District Policies

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

## Other Leaves

**COZAD 2015-2016**

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| 6    | 41,147 | 42,560   | 43,973   | 45,386   | 46,799 | 48,213  | 49,626   | 51,039   | 52,452   |
| 7    | 44,139 | 45,533   | 46,966   | 48,379   | 49,792 | 51,205  | 52,618   | 54,031   |
| 8    | 47,127 | 48,545   | 49,958   | 51,371   | 52,784 | 54,198  | 55,611   |
| 9    | 50,124 | 51,538   | 52,951   | 54,364   | 55,777 | 57,190  |
| 10   | 51,704 | 53,117   | 54,530   | 55,943   | 57,356 | 58,769  |
| 11   | 54,695 | 56,109   | 57,523   | 58,936   | 60,349 |
| 12   | 56,276 | 57,689   | 59,102   | 60,515   | 61,928 |
| 13   | 60,681 | 62,094   | 63,508   |
| 14   |        | 65,087   | 1.9575   |
### WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 25.6
- Length of Teacher Day: 8.42 8.42 8.42
- Length of Student Day: 7.5 7.5 7.25
- Planning Time: 51 51 40
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract:

### INDEX
- Base: 31,788
- Index: 4.5 x 4.5
- Entry Level Step: 1
- Experience Allowed: 5

### VERTICAL FREEZE
- Rollback:

### INSURANCE

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### LEAVES

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### OTHER DISTRICT POLICIES

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### CRAWFORD

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### Salary Schedule

<table>
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<td>40,371</td>
<td>41,801</td>
<td>43,232</td>
<td>44,662</td>
</tr>
</tbody>
</table>

### Cafeteria Plan

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

### COMMENTS:

- IRS 125: Y
- Flex Accounts: Y

### Minimum FTE: 0.5

- Contribution: fte
Creek Valley

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 26.5
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7

SALARY SCHEDULE
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Planning Time: 49
- Normal Teaching Load: 46
- Vertical Freeze: 50
- Multi-year Contract: 15-16, 16-17
- Career Increments: N

INSURANCE
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Individ.
- LIFE: Individ.
- LTD: Individ.

INSURANCE CARRIER OPTIONS
- Health Care: BC/BS
- Dental: Individ.
- Life Insurance: Individ. Dependent
- LTD: Individ. Dependent

INSURANCE CONTRIBUTIONS
- H/A-Dent: 1.00
- EE/Child: 1.045
- EE/Spouse: 1.09
- EE/Sp/Child: 1.135

INSURANCE PREMIUMS
- Individ.:
  - Health:
    - BC/BS:
      - Base:
        - Premium:
- Dependent:
  - Health:
    - BC/BS:
      - Base:
        - Premium:

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

OTHER DISTRICT POLICIES
- Negotiated/Policy Exists
- Voluntary Separation:
- Sick Bank:
- Sick Leave:

SABBATICAL:
- SEVERANCE PAY:

OTHER LEAVES:

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

## Salary Schedule
- **Base:** 33,000
- **Index:** 4 x 4.5
- **Starting Salary:**
  - Entry Level Step: 1
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

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

### Health
- **Type:** BC/BS
- **Carrier:** Fortis
- **Option:** BC/BS
- **Amount Paid by District:** 750D
- **Couple - Benefits:** 509.82

### Dental
- **Type:** BC/BS
- **Carrier:** Fortis
- **Option:** BC/BS
- **Amount Paid by District:** 1
- **Couple - Benefits:** 24.64

### Life
- **Type:** BC/BS
- **Carrier:** Fortis
- **Option:** BC/BS
- **Amount Paid by District:** 0.90
- **Couple - Benefits:** 509.82

### LTD
- **Type:** BC/BS
- **Carrier:** Fortis
- **Option:** BC/BS
- **Amount Paid by District:** .0016
- **Couple - Benefits:** .0016

### Cafeteria Plan
- **Cost:** 27.09 or 44.85

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

### Sick
- **Days/Year:** 10
- **Accum.:** 40
- **Approval Needed:** yes

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

## Severance Pay

## Sabbatical
- **Yes**

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

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

## CReighton

### Table
- **BA**
- **BA + 9**
- **BA + 18**
- **BA + 27**
- **BA + 36**
- **BA + 45**
- **BA + 54**
- **BA + 63**

## Creighton
- **11/9/2015**
- **2015-2016**
- **1.1**
WORKING CONDITIONS
Contract Days: 186  FTE Teachers:
  HS  JH/MS  ELEM  2015-2016
Length of Teacher Day: 7.5  7.5  7.5  Crete
Length of Student Day: 6.42  6.75  6.68
Planning Time: 104  104  50
Class Periods/Day: 7  7
Normal Teaching Load: 6  6

SALARY SCHEDULE
Base: 33,645  Index: 4.5 x 4.5
Starting Salary: 33,645  Entry Level Step: 1
Career Increments: N  Experience Allowed: all
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
  HEALTH  BC/BS  750D/3100D  536.65  992.82  1126.97  1513.24  Each spouse
  DENTAL  BC/BS  2  25.31  25.31  25.31  25.31
  PPO:  Ind+$253.47, Ee/C+$134.15
  LIFE
  LTD  Fortis .0031 (thru sal)
  NON-PARTICIPANT  $516.67 in lieu

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

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

CRETE
Step  BA  BA+9  BA+18  BA+27  BA+36  MA  MA+9  MA+18  MA+27  MA+36
  1  33,645  35,159  36,673  38,187  39,701  41,215  42,729  44,243  45,757
  1.00  1.045  1.09  1.135  1.18  1.225  1.27  1.315  1.36  1.405
  1.045  1.09  1.135  1.18  1.225  1.27  1.315  1.36  1.405
  1.09  1.135  1.18  1.225  1.27  1.315  1.36  1.405  1.45
  1.135  1.18  1.225  1.27  1.315  1.36  1.405  1.45  1.495
  5  39,701  41,215  42,729  44,243  45,757  47,271  48,785  50,299  51,813
  1.18  1.225  1.27  1.315  1.36  1.405  1.45  1.495  1.54
  6  41,215  42,729  44,243  45,757  47,271  48,785  50,299  51,813  53,327  54,841
  1.225  1.27  1.315  1.36  1.405  1.45  1.495  1.54  1.585
  7  44,243  45,757  47,271  48,785  50,299  51,813  53,327  54,841  56,355  57,869
  1.315  1.36  1.405  1.45  1.495  1.54  1.585  1.63  1.675  1.72
  8  47,271  48,785  50,299  51,813  53,327  54,841  56,355  57,869  59,383  60,997
  1.405  1.45  1.54  1.585  1.63  1.675  1.72  1.765
  9  48,785  50,299  51,813  53,327  54,841  56,355  57,869  59,383  60,997  62,511
  1.45  1.495  1.54  1.585  1.63  1.675  1.72  1.765
  10  51,813  53,327  54,841  56,355  57,869  59,383  60,997  62,511  64,025  65,540
  1.495  1.54  1.585  1.63  1.675  1.72  1.765
  11  54,841  56,355  57,869  59,383  60,997  62,511  64,025  65,540  67,054  68,564
  1.63  1.675  1.72  1.765
  12  56,355  57,869  59,383  60,997  62,511  64,025  65,540  67,054  68,564  70,074
  1.675  1.72  1.765
  13  59,383  60,997  62,511  64,025  65,540  67,054  68,564  70,074  71,584  73,104
  1.765  1.81
  14, 15, 16  63,525  65,045
  1.9  1.945
  17  66,954
  1.99

08-09 BA36 column closed to new entrants
## WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 20
- HS: 7.15
- JH/MS: 7.15
- ELEM: 7.33
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

## SALARY SCHEDULE
- Base: 33,100
- Starting Salary: 33,100
- Career Increments: Y
- Experience Allowed: 5
- Vertical Freeze: 86-87; 92-93

## CAFETERIA PLAN
- Individ.
- Depend.

## INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Type: H/A-Dent, Individ.
  - Amount Paid by District: 1126.97
- DENTAL
  - Carrier: BC/BS
  - Type: EE/Child
  - Amount Paid by District: 25.31
- LIFE
  - Carrier: Principal Life
  - Type: Individ.
  - Amount Paid by District: 536.65

## LEAVES
- SICK
  - Time: 10
  - Accum.: 45
  - Approval: Yes
  - Other Info: $50/day unused reimb
- PERSONAL
  - Time: 4
  - Accum.: 90
  - Approval: Yes
- BEREAVEMENT
  - Time: 3
  - Accum.: 90
  - Approval: Yes
- PROFESSIONAL
  - Time: 6
  - Accum.: 90
  - Approval: Yes
- ADOPTION
  - Time: 5
  - Accum.: 90
  - Approval: Yes
- ASSOCIATION

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

## OTHER LEAVES:

### Vertical Freeze
- 86-87; 92-93

### Rollback
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 7.15
- Normal Teaching Load: 3
- Class Periods/Day: 4
- Planning Time: 90

### Cafeteria Plan
- **Type Carrier**
  - Individual
  - Depend.

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

### Cafeteria Plan
- **Type Carrier**
  - Individual
  - Depend.

### Cafeteria Plan
- Options:

### Cafeteria Plan
- **Type Carrier**
  - Individual
  - Depend.

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

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

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

### Cafeteria Plan
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  - Depend.

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

### Cafeteria Plan
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  - Depend.

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

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

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

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

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

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

### Cafeteria Plan
- **Type Carrier**
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### Cafeteria Plan
- Options:
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  - Flex Accounts:

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- Options:
  - IRS 125:
  - Flex Accounts:

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

### Cafeteria Plan
- **Type Carrier**
  - Individual
  - Depend.

### Cafeteria Plan
- Options:
  - IRS 125:
  - Flex Accounts:
### Working Conditions
- Contract Days: 185
- FTE Teachers: 3.11
- Starting Salary: 4 x 5
- Career Increments: N
- Experience Allowed: all
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Planning Time: 45
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Index: 4 x 5
- Base: 33,500
- Entry Level Step: 1
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Insurance
- **Type**
  - Health: BC/BS
  - Dental: BC/BS
  - PPO: BC/BS
- **Carrier**
  - HEALTH: 750D/3100D
  - DENTAL: 2
  - LTD: Madison Nat'l
- **Option**
  - H/A-Dent
  - Individ. EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - HEALTH: 509.82
  - DENTAL: 25.31
  - PPO: .0030
- **Couple - Benefits**
  - Individ.
  - Depend.
- **Cafeteria Plan**
  - Options:
  - IRS 125: Y
- **Deductible Reimbursement**
  - PART-TIME BENEFITS
  - Minimum FTE: 0.375
  - Contribution: fte

### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - SICK: 15
  - PERSONAL: 2
  - BEREAVEMENT: 2
  - PROFESSIONAL: 2
- **Accum. Use**
  - SICK: 45
  - PERSONAL: Yes
  - BEREAVEMENT: Yes
- **Approval Needed**
  - SICK: Yes
  - PERSONAL: Yes
  - BEREAVEMENT: Yes
- **Other Info**
  - SICK: $20/day above 40 (5 days max.)

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

### Cross County

**Salary Schedule**

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**Other Leaves:**
- Jury

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

**PART-TIME BENEFITS**
- Minimum FTE: 0.375
- Contribution: fte

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

**Non-Participant**
- Non-Participant

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

**Other District Policies**
- **Negotiated/Policy**
  - Exists: Y
  - Sick Pay:

**Sabbatical:**
- No

**Severance Pay:**
- Y

**Other Leaves:**
- Jury

---

**Salary Schedule**

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### Working Conditions
- Contract Days: 187
- FTE Teachers: 63.75
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 6.37
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 33,500
- Index: 4 x 5
- Starting Salary: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 8
- Length of Student Day: 6.37

### Insurance
- Health:
  - BC/BS: 750D/3100D
  - Options:
    - Individual: 943.18
    - Family: 1070.62
    - Sp or Dep: 1437.58
- Dental:
  - BC/BS: 2
  - Options:
    - Individual: 25.31
    - Family: 25.31
- Life:
  - Options:
    - Individual: 1.33
    - Family: 1.33
- LTD:
  - Options:
    - Individual: 1.47
    - Family: 1.47

### Leaves
- SICK:
  - Days: 10
  - Accumulated: 40
- PERSONAL:
  - Days: 2
- BEREAVEMENT:
  - Days: 2
- PROFESSIONAL:
  - Days: 2
- ADOPTION:
  - Days: 2
- ASSOCIATION:
  - Days: 2

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

### Sabbatical
- Yes

### Severance Pay
- Y

### Other Leaves

### Cafeteria Plan
- Minimum FTE: 0.5
- Contribution: fte

### David City

### Salary Schedule Table

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### Cafeteria Plan
- Minimum FTE: 0.5
- Options:
  - IRS 125: Y
  - Flex Accounts: Y
WORKING CONDITIONS
Contract Days: 182  FTE Teachers:  HS  JH/MS  ELEM
Length of Teacher Day: 7.5  7.5  7.5
Length of Student Day: 6.5  6.5  6
Planning Time: 87  87  117
Class Periods/Day: 8  8
Normal Teaching Load: 7  7

SALARY SCHEDULE
Base: 32,800  Index: 4.5 x 4
Starting Salary:  Entry Level Step: 1
Career Increments: N  Experience Allowed: 5+1 for 2
*Years experience: 5 yrs + 1 for every 2 beyond 5
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
HEALTH  BC/BS  750D/3100D  509.82  943.18  1070.62  1437.58
DENTAL  BC/BS  2  25.31  46.80  53.13  71.37
LIFE  COMMENTS:
LTD  Amer. Fidelity  5.00
NON-PARTICIPANT

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
SICK  10  45  yes
PERSONAL  2  yes  accum to 3  needed
BEREAVEMENT  5  per occur./immed family+5 fro  Voluntary Separation: N
PROFESSIONAL  2  yes  Grievance: Y  N
ADOPTION
ASSOCIATION
SABBATICAL: No
SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/Policy
Exists

OTHER LEAVES:

DESHLER
Step  BA  BA + 9  BA + 18  BA + 27  MA  MA + 9
1  32,800  34,112  35,424  36,736  38,048  39,360
    1.00  1.04  1.08  1.12  1.16  1.2
2  34,276  35,588  36,900  38,212  39,524  40,836
    1.045  1.085  1.125  1.165  1.205  1.245
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6  41,492  42,804  44,116  45,428  46,740  48,052
    1.265  1.305  1.345  1.385  1.425
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## Working Conditions
- Contract Days: 185
- FTE Teachers: 4
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 7
- Class Periods/Day: 8
- Normal Teaching Load: 8
- Vertical Freeze: 8
- Rollback: 8

## Salary Schedule
- Base: 33,200
- Index: 4 x 4
- Starting Salary: 33,200
- Experience Allowed: 7
- Career Increments: N
- Multi-year Contract: 14-15, 15-16

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## Other District Policies
- Sabbatical: No
- Severance Pay: Yes
- Negotiated/ Policy: Exists

## Cafeteria Plan
- Individ.: 27.82 or 46.06
- Depend.: Options: IRS 125: Y
- Flex Accounts: Y

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

## Salary Schedule Table

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04-05 BA36 increases base salary 2%, movement from BA36 to MA will also be 2% increase. Any teacher at BA36 in 03-04 is grandfathered.
**Doniphan-Trumbull 2015-2016**

### Working Conditions
- Contract Days: 185
- FTE Teachers: 45.60
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.27 7.27 7.15
- Planning Time: 47 47 50
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract: 14-15, 15-16

### Salary Schedule
- Base: 33,250
- Entry Level Step: 1
- Experience Allowed: 11
- Career Increments: N
- Vertical Freeze: 98-99, 05-06

### Leaves
- **Sick**: 11 45 Yes
- **Personal**: 2 yes
- **Bereavement**: from annual leave
- **Professional**: as assigned
- **Adoption**: from annual leave
- **Association**: N

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

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

### Insurance
- **Type**: HEalth
- **Option**: BC/BS
- **Amount Paid by District**: 1
- **Couple - Benefits**: 27.82 or 46.06
- **Comments**: IRS 125: Y
- **Deductible Reimbursement**: Flex Accounts: Y
- **Part-Time Benefits**: Minimum FTE: 0.5
- **Contribution**: fte

### Other Leaves
- **Emergency Lv from annual leave**

### Doniphan-Trumbull

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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:** 8
- **Length of Student Day:** 7
- **Planning Time:** 49
- **Normal Teaching Load:** 7

### Salary Schedule

- **Base:** 33,750
- **Index:** 4 x 4
- **Starting Salary:**
  - Entry Level Step: 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:** 1987-88; 00-01
- **Rollback:** 1987-88; 00-01
- **Multi-year Contract:**
  - **Length of Teacher Day:** 8
  - **Length of Student Day:** 7
  - **Class Periods/Day:** 8
  - **Normal Teaching Load:** 7

### Insurance

- **Type:**
  - HEALTH
  - DENTAL
  - PPO
- **Carrier:**
  - BC/BS
  - BC/BS
- **Option:**
  - Individ.
  - Individ.
- **Amount Paid by District:**
  - H/A-Dent: 750D/3100D
  - Individ.: 509.82
  - EE/Child: 943.18
  - EE/Spouse: 1070.62
  - EE/Sp/Child: 1437.58
- **Couple - Benefits:**
  - Individ.: 25.31
  - Depend.: 25.31
- **Comments:**
  - IRS 125: Y
  - Flex Accounts: Y

### Leaves

- **Type:**
  - SICK: 10
  - PERSONAL: 2
  - FTE Teachers:
  - **Starting Salary:**
    - 1.00
    - 1.04
    - 1.08
- **Approval Needed:** yes

### Cafeteria Plan

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

### Part-Time Benefits

- **Minimum FTE:** 0.5

### Other District Policies

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

### Sabbatical

- **No**

### Other Leaves

- **Severance Pay:**

### Dorchester

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 2015-2016
- Douglas County West
- Index: 4 x 4
- Experience Allowed: 8
- Career Increments: Y
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Salary Schedule
- Base: 33,700
- Entry Level Step: 1
- Starting Salary: 536.65
- Index: 4

### Working Conditions
- HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.08 7.08 7.35
- Planning Time: 45 90 45
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 6

### Insuranc
- Type Carrier Option Amount Paid by District Couple - Benefits
- HEALTH BC/BS H/A-Dent Indiv. EE/Child EE/Spouse EE/Sp/Child 725 flat salary
- DENTAL BC/BS 2 25.31 25.31 25.31 25.31

### LEAVES
- Type Days/Year
- SICK 10 60
- Other Info: $50/day over 60
- PERSONAL 2
- BEREAVEMENT 5 3 days for near relative, 1 day e
- PROFESSIONAL 0.003
- ADOPTION
- ASSOCIATION 4

### Cafeteria Plan
- Carrier Type
- Individ. Depend.
- Options: added to salary
- IRS 125:
- PART-TIME BENEFITS
- Contribution: Ind 1650D

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

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Dundy County

**WORKING CONDITIONS**
- Contract Days: 186
- FTE Teachers: 4
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.20
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

**SALARY SCHEDULE**
- Base: 33,800
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze:
- Rollback: 91-92 (1 step)

**INSURANCE**
- Type: HEALTH, DENTAL, LIFE, LTD, NON-PARTICIPANT
- Carrier Options:
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- Cafeteria Plan

**LEAVES**
- SICK: 12 days/year, 40 accumulated, no approval needed
- PERSONAL: 3 days/year, yes, accum. 4; buyback max of 2/yr
- BEREAVEMENT: 5 days/year, yes, travel pd ($100-$200)
- PROFESSIONAL: 2 days/year, yes, Grievance: Y
- ADOPOTION: yes, Sick Bank: N

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

**SABBATICAL:** No

**SEVERANCE PAY:**

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## East Butler

### WORKING CONDITIONS

- Contract Days: 190
- FTE Teachers: 
  - HS: 20
  - JH/MS: 30
  - ELEM: 47

### SALARY SCHEDULE

- Base: 33,747
- Entry Level Step: 1

### Vertical Freeze:

- Rollback:

### Multi-year Contract:

- 14-15, 15-16

### INSURANCE

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### NON-PARTICIPANT

### LEAVES

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### OTHER DISTRICT POLICIES

| Step | BA | BA+3 | BA+6 | BA+9 | BA+12 | BA+15 | BA+18 | BA+21 | MA | MA+3 | MA+6 | MA+9 | MA+12 | MA+15 | MA+18 | MA+21 | PHD |
|------|----|------|------|------|-------|-------|-------|-------|----|-----|------|------|-------|-------|-------|-------|-----|-----|
| 1    | 33,747 | 35,087 | 36,447 | 37,827 | 39,147 | 40,496 | 41,846 | 43,196 | 44,546 |     |
| 2    | 35,266 | 36,615 | 37,965 | 39,315 | 40,665 | 42,015 | 43,365 | 44,715 | 46,065 |     |
| 3    | 36,784 | 38,134 | 39,484 | 40,834 | 42,184 | 43,534 | 44,884 | 46,233 | 47,583 |     |
| 4    | 38,303 | 39,653 | 40,993 | 42,333 | 43,673 | 45,023 | 46,373 | 47,723 | 49,073 |     |
| 5    | 39,821 | 41,171 | 42,521 | 43,871 | 45,221 | 46,571 | 47,921 | 49,271 | 50,621 |     |
| 6    | 41,340 | 42,690 | 44,040 | 45,390 | 46,740 | 48,090 | 49,440 | 50,790 | 52,140 |     |
| 7    | 42,859 | 44,209 | 45,559 | 46,909 | 48,259 | 49,609 | 50,959 | 52,309 | 53,659 |     |
| 8    | 44,378 | 45,728 | 47,078 | 48,428 | 49,778 | 51,128 | 52,478 | 53,828 | 55,178 |     |
| 9    | 45,898 | 47,248 | 48,598 | 49,948 | 51,298 | 52,648 | 53,998 | 55,348 | 56,698 |     |
| 10   | 47,418 | 48,768 | 50,118 | 51,468 | 52,818 | 54,168 | 55,518 | 56,868 | 58,218 |     |
| 11   | 48,938 | 50,288 | 51,638 | 52,988 | 54,338 | 55,688 | 57,038 | 58,388 | 59,738 |     |
| 12   | 50,458 | 51,808 | 53,158 | 54,508 | 55,858 | 57,208 | 58,558 | 59,908 | 61,258 |     |
| 13   | 51,978 | 53,328 | 54,678 | 56,028 | 57,378 | 58,728 | 60,078 | 61,428 | 62,768 |     |
| 14   | 53,498 | 54,948 | 56,398 | 57,848 | 59,298 | 60,648 | 62,098 | 63,448 | 64,898 |     |
| 15   | 54,018 | 55,468 | 56,918 | 58,368 | 59,818 | 61,268 | 62,718 | 64,168 | 65,618 |     |
| 16   | 55,538 | 56,988 | 58,438 | 59,888 | 61,338 | 62,788 | 64,238 | 65,688 | 67,138 |     |
| 17   | 57,058 | 58,508 | 59,958 | 61,408 | 62,858 | 64,308 | 65,758 | 67,208 | 68,658 |     |

### Cafeteria Plan

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### PART-TIME BENEFITS

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WORKING CONDITIONS

Contract Days: 177  
FTE Teachers:

- HS 31,668
- JH/MS 31,668
- ELEM 31,668

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

INDEX: 4 x 5

Experience Allowed: 5  
Career Increments: N  
Vertical Freeze:  
Rollback:  
Multi-year Contract:

LENGTH OF TEACHER DAY:

Class Periods/Day: 7  
Contract Days: 177  
Base: 31,668  
Starting Salary: 31,668  
Index: 4 x 5  
Entry Level Step: 1  
Experience Allowed: 5  
Career Increments: N  
Vertical Freeze:  
Rollback:  
Multi-year Contract:

SALARY SCHEDULE

INSURANCE

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INSURANCE

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Cafeteria Plan

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PART-TIME BENEFITS

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LEAVES

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OTHER DISTRICT POLICIES

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SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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**Insurance**

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**Leaves**

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**Salary Schedule**

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**Benefit Options**

- Heath BC/BS: 750D 509.82 943.18 1070.62 1437.58
- Dental BC/BS: 2 25.31 25.31 25.31 25.31
- PPO: COMMENTS:
- Life: Deductible Reimbursement: IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.4

**Part-Time Benefits**

- FTE Teachers: 25.31 25.31 25.31 25.31
- Starting Salary: 25.31 25.31 25.31 25.31
- Deductible Reimbursement: 25.31 25.31 25.31 25.31

**Other Leaves**

- Sabbatical: No
- Sick Bank: N
- Grievance: Y P
- Voluntary Separation: Y P

---

**Contract Days:** 185

**Base:** 32,500

**Index:** 4 x 4.5

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

1. 32,500 33,963 35,425 36,888 38,350 39,813 41,275 42,738
2. 33,800 35,263 36,725 38,188 39,650 41,113 42,575 44,038
3. 35,100 36,563 38,025 39,488 40,950 42,413 43,875 45,338
4. 36,400 37,863 39,325 40,788 42,250 43,713 45,175 46,638
5. 37,700 39,163 40,625 42,088 43,550 45,013 46,475 47,938
6. 39,000 40,463 41,925 43,388 44,850 46,313 47,775 49,238
7. 40,300 41,755 43,215 44,688 46,150 47,613 49,075 50,538
8. 41,600 43,063 44,525 45,988 47,450 48,913 50,375 51,838
9. 42,900 44,375 45,845 47,315 48,775 49,238 50,715 52,198
10. 44,200 45,625 47,088 48,555 50,025 51,488 52,955 54,438
11. 45,500 46,985 48,450 49,913 51,375 52,848 54,325 55,808
### Working Conditions
- Contract Days: 190
- FTE Teachers: 452.2
- Length of Teacher Day: 8
- Length of Student Day: 8
- Class Periods/Day: 7
- Normal Teaching Load: 5.5

### Salary Schedule
- Base: 32,840
- Starting Salary: 35,467
- Career Increments: N
- Vertical Freeze: 90-91, 00-01

### Experience Allowed
- Rollback:
  - Multi-year Contract: 14-15, 15-16

### Index: 4 x 5

### Cafeteria Plan
- Options:
  - IRS 125: Y
  - Flex Accounts:
    - Sick Leave:
      - Yes
      - Vote
      - Voluntary Separation:
        - YP
        - Grievance:
          - YP
        - Sick Bank:
          - YP
      - Severance Pay:
        - Exists
        - Negotiated/Policy

### Leaves
#### Sick
- Days/Year: 10
- Accum.: 60
- Depend.:
- Approval:
- Other:

#### Personal
- Days/Year: 2
- Accum.: 60
- Depend.:
- Approval:
- Other:

#### Bereavement
- Days/Year: 4
- Depend.:
- Approval:
- Other:

#### Professional
- Days/Year: 4
- Depend.:
- Approval:
- Other:

#### Adoption
- Days/Year: 42
- Depend.:
- Approval:
- Other:

### Other District Policies
- Negotiated/Policy

### Cafeteria Plan
- Carrier: BC/BS
- H/A-Dent
- Individ.
- EE/Child
- EE/Spouse
- EE/Sp/Child
- Individual
- Individ.
- Child
- Child
- Amount Paid by District
- District
- Employer
- Employer
- Employer
- Employer

### Grand Total:
- $46,19

### Leaves
- Type: Sick
- Days/Year: 10
- Accum.: 60
- Approval:
- Other:

### Salary Schedule
- Step 1 is 1.08
- Vertical Freeze:
  - 90-91, 00-01

### Standardized Teaching Load
- Standardized Teaching Load: 5.5

### Longevity
- Longevity added to MA+27 & MA+36
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 33
Length of Teacher Day: 8
Length of Student Day: 7.33
Planning Time: 49
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 33,250
Starting Salary: 35,910
Entry Level Step: 3
Career Increments: N
Experience Allowed: all
BA+45 and BA+54 available if employed 1986-87
Vertical Freeze: 88-89, 89-90
Rollback:

BA+9
BA+18
BA+27
BA+36
BA+54
MA
MA+9
MA+18

1 33,250 34,746 36,243 37,739 39,235 40,731 42,228 43,724 45,220
2 34,580 36,076 37,573 39,069 40,565 42,061 43,558 45,054 46,550
3 35,910 37,406 38,903 40,400 41,895 43,391 44,888 46,383 47,879
4 37,240 38,736 40,233 41,729 43,225 44,721 46,218 47,713 49,209
5 38,570 40,066 41,563 43,060 44,557 46,054 47,550 49,047 50,543
6 39,900 41,396 42,893 44,390 45,886 47,382 48,889 50,385 51,881
7 41,230 42,726 44,223 45,720 47,217 48,713 50,210 51,706 53,202
8 42,560 44,056 45,553 47,050 48,547 50,043 51,540 53,036 54,532
9 43,890 45,386 46,883 48,380 49,877 51,373 52,870 54,367 55,863
10 45,220 46,716 48,213 49,710 51,207 52,703 54,200 55,700 57,205
11 46,550 48,046 49,543 51,040 52,537 54,04 55,537 57,033 58,530
12 47,880 49,376 50,873 52,370 53,867 55,374 56,870 58,366 59,863
13 49,210 50,706 52,203 53,700 55,197 56,693 58,190 59,687 61,184
14 50,540 52,036 53,533 55,030 56,527 58,024 59,521 61,018 62,515
15 51,870 53,366 54,863 56,360 57,857 60,354 61,851 63,348 64,845

BA+54 available only to those employed during 86-87 school; New hires with no experience start on Step 3.

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 509.82 943.18 1070.62 1437.58
DENTAL BC/BS 2 25.31 25.31 25.31
PPO E,EC,ES: $200/mo to 403b COMMENTS: IRS 125:

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 20/8 60 yes
PERSONAL 2 yes $100/day unused, may buy 1 d
BEREAVEMENT 2 immed. fam.-unl. Voluntary Separation: Y P
PROFESSIONAL unl. yes Grievance: Y N
ADOPTION

OTHER DISTRICT POLICIES
Negotiated/ Exists
Policy

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 33
Length of Teacher Day: 8
Length of Student Day: 7.33
Planning Time: 49
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 33,250
Starting Salary: 35,910
Entry Level Step: 3
Career Increments: N
Experience Allowed: all
BA+45 and BA+54 available if employed 1986-87
Vertical Freeze: 88-89, 89-90
Rollback:

BA+9
BA+18
BA+27
BA+36
BA+54
MA
MA+9
MA+18

1 33,250 34,746 36,243 37,739 39,235 40,731 42,228 43,724 45,220
2 34,580 36,076 37,573 39,069 40,565 42,061 43,558 45,054 46,550
3 35,910 37,406 38,903 40,400 41,895 43,391 44,888 46,383 47,879
4 37,240 38,736 40,233 41,729 43,225 44,721 46,218 47,713 49,209
5 38,570 40,066 41,563 43,060 44,557 46,054 47,550 49,047 50,543
6 39,900 41,396 42,893 44,390 45,886 47,382 48,889 50,385 51,881
7 41,230 42,726 44,223 45,720 47,217 48,713 50,210 51,706 53,202
8 42,560 44,056 45,553 47,050 48,547 50,043 51,540 53,036 54,532
9 43,890 45,386 46,883 48,380 49,877 51,373 52,870 54,367 55,863
10 45,220 46,716 48,213 49,710 51,207 52,703 54,200 55,700 57,205
11 46,550 48,046 49,543 51,040 52,537 54,04 55,537 57,033 58,530
12 47,880 49,376 50,873 52,370 53,867 55,374 56,870 58,366 59,863
13 49,210 50,706 52,203 53,700 55,197 56,693 58,190 59,687 61,184
14 50,540 52,036 53,533 55,030 56,527 58,024 59,521 61,018 62,515
15 51,870 53,366 54,863 56,360 57,857 60,354 61,851 63,348 64,845

BA+54 available only to those employed during 86-87 school; New hires with no experience start on Step 3.
Elm Creek

WORKING CONDITIONS

- Contract Days: 182
- FTE Teachers: 182
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

SALARY SCHEDULE

- Base: 33,325
- Index: 4 x 4
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 8

- Class Periods/Day: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 6.5

INSURANCE

- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- Health: BC/BS 750D $536.65 $992.82 $1126.97 $1513.24
- Dental: BC/BS 2 $25.31 $25.31 $25.31 $25.31
- PPO:
- Life: LTD Principal .0039

OTHER DISTRICT POLICIES

- Leaves:
  - Sick: 10
  - Personal: 2
  - Bereavement: 5+2/3/1
  - Professional: 2
  - Adoption
  - Association

SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

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

ELM CREEK

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09-10 BA+45 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: 33,350
- Index: 4 x 4
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 8
- Vertical Freeze: 85-86 (Steps 1, 2)
- Rollback: 85-86, 86-87
- Multi-year Contract: Length of Teacher Day: 888, Length of Student Day: 7.5

## Insurances
- HEALTH: BC/BS, 750D, 536.65, 992.82, 1126.97, 1513.24
- DENTAL: BC/BS, 2, 25.31, 25.31, 25.31
- LIFE: Horace Mann, S-2.05/F-4.12, indict.
- LTD: Madison Nat'l, 0.04

## Leaves
- Type: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- Days/Year: 10, 2, 5, unr., see sick lv.
- Approval: yes, yes, yes
- Other: $50/day at retirement after 15 cont yrs
- Other Info: $50/day at retirement after 15 cont yrs

## Non-Participant
- $166.67 Cash or TS

## Cafeteria Plan
- Options: IRS 125: Y

## Part-Time Benefits
- Minimum FTE: 0
- Contribution: fte

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

## Salary Schedule Table

<table>
<thead>
<tr>
<th>Step</th>
<th>BA</th>
<th>BA+9</th>
<th>BA+18</th>
<th>BA+27</th>
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## Elmwood-Murdock
- Class Periods/Day: 8
- Contract Days: 185
- Base: 33,350
- Index: 4 x 4
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 8
- Vertical Freeze: 85-86 (Steps 1, 2)
- Rollback: 85-86, 86-87
- Multi-year Contract: Length of Teacher Day: 888, Length of Student Day: 7.5
WORKING CONDITIONS
Contract Days: 184
FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 50 50 80
Class Periods/Day: 8 8
Normal Teaching Load: 7 7
Multi-year Contract:

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

INDEX: 4 x 4

SALARY SCHEDULE
Base: 32,250
Starting Salary:
Career Level Step:
Entry Level Step: 1
Experience Allowed: all

Elwood

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 509.82 943.18 1070.62 1437.58 57.39 or 94.15
DENTAL BC/BS 5 52.14 52.14 52.14
PPO: COMMENTS:
LIFE
LTD Principal .006423
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 8 40 yes
BEREAVEMENT 5 yes 3 from sick, 2 from pers Voluntary Separation: Y P
PROFESSIONAL 2 yes Grievance: Y N
ADOPTION 30 after sick lv.
ASSOCIATION

OTHER DISTRICT POLICIES
SABBATICAL: No SEVERANCE PAY: Y
OTHER LEAVES: Paternity-2 from sick lv.

LEAVES

ELWOOD

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<td>58,050</td>
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02-03 BA+45 must include add'l teaching endorsement upon completion, not in admin or guidance.
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 27
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 34,625
- Starting Salary: 34,625
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

### INSURANCE
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<th>Amount Paid by District</th>
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### Cafeteria Plan
- Individual
- Depend. 
- Options: IRS 125
- Flex Accounts
- Deductible Reimbursement:

### LEAVES
- **SICK**
  - Days/Year: 10
  - Accum.: 60
  - Depend. use: yes
  - Approval Needed: yes
- **PERSONAL**
  - Days/Year: 2+1
  - Accum.: 60
  - Depend. use: yes
  - Approval Needed: yes
- **BEREAVEMENT**
  - Days/Year: 3
  - Accum.: 60
  - Depend. use: add'l from sick
  - Approval Needed: yes
- **PROFESSIONAL**
  - Days/Year: unlim.
  - Accum.: 60
  - Depend. use: yes
  - Approval Needed: yes
- **ADOPTION**
  - Days/Year: 10
  - Accum.: 60
  - Depend. use: yes
  - Approval Needed: yes

### OTHER LEAVES:

### SEVERANCE PAY:

### OTHER DISTRICT POLICIES
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 55.34
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Planning Time: 0
- Normal Teaching Load: Multi-year Contract: 14-15, 15-16

**SALARY SCHEDULE**
- Base: 32,250
- Index: 4 x 4.5
- Starting Salary: 32,895
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 8
- Stp 1 is 1.02 index
- Vertical Freeze: 04-05
- Rollback:
  - 2015-2016
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Class Periods/Day: 

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

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**SABBATICAL**

| No |

**OTHER LEAVES**

| Administrative, Emergency, Civil |

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**EWS #01-WAKEFIELD**

| Class Periods/Day | Contract Days | FTE Teachers | Base | BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+36 |
|-------------------|---------------|--------------|------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
|                   |               |              | 32,895 | 33,540 | 34,830 | 36,700 | 38,700 | 40,505 | 42,700 | 45,000 | 47,781 | 50,793 |
|                   |               |              | 32,895 | 33,540 | 34,830 | 36,700 | 38,700 | 40,505 | 42,700 | 45,000 | 47,781 | 50,793 | 54,302 |
|                   |               |              | 32,895 | 33,540 | 34,830 | 36,700 | 38,700 | 40,505 | 42,700 | 45,000 | 47,781 | 50,793 | 54,302 |
|                   |               |              | 32,895 | 33,540 | 34,830 | 36,700 | 38,700 | 40,505 | 42,700 | 45,000 | 47,781 | 50,793 | 54,302 |
|                   |               |              | 32,895 | 33,540 | 34,830 | 36,700 | 38,700 | 40,505 | 42,700 | 45,000 | 47,781 | 50,793 | 54,302 |
|                   |               |              | 32,895 | 33,540 | 34,830 | 36,700 | 38,700 | 40,505 | 42,700 | 45,000 | 47,781 | 50,793 | 54,302 |
|                   |               |              | 32,895 | 33,540 | 34,830 | 36,700 | 38,700 | 40,505 | 42,700 | 45,000 | 47,781 | 50,793 | 54,302 |

Notes: **ESU staff within eliminated areas will be grandfathered; new movement to those areas not permitted**
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: 0 0
- Length of Student Day: 25.31 46.80 53.13 71.37
- Planning Time: 0
- Class Periods/Day: 1.11 1.99 2.89 2.79
- Normal Teaching Load: 1.11 1.99 2.89 2.79

---

**SALARY SCHEDULE**

- **Base:** 30,855
- **Entry Level Step:** 5
- **Starting Salary:** 36,409
- **Career Increments:** N
- **Experience Allowed:** 5

**Longevity - 4.5% after ea. successive 3 yrs.**

**Vertical Freeze:** 1996-97

**Rollback:** 85-86, 90-91

**Multi-year Contract:** 14-15, 15-16

---

**INSURANCE**

- **HEALTH** BC/BS 750D 536.65 992.82 1126.97 1513.24
- **DENTAL** BC/BS 2 46.80 53.13 71.37
- **LIFE** Principal 12.70
- **LTD** Principal .0021 (thru sal)

**Cafeteria Plan**

- **Type:** Cash
- **Carrier Options:** H/A, TSA, Cash
- **Flex Accounts:** IRS 125: Y

**LTD - District pays 3/4 (.0021)**

**Cafeteria Plan**

**INSURANCE**

- **HC/BS** 536.65 992.82 1126.97 1513.24
- **EE/Spouse EE/Sp/Child** 1126.97 1513.24
- **Amount Paid by District:** 12.70 .0021 (thru sal)
- **Cash:** .0021 (thru sal)

**Cafeteria Plan**

**INSURANCE**

- **Type:** Individ.
- **Carrier Options:** H/A, TSA, Cash
- **Flex Accounts:** IRS 125: Y

**Cafeteria Plan**

**INSURANCE**

- **Type:** Depend.
- **Carrier Options:** H/A, TSA, Cash
- **Flex Accounts:** IRS 125: Y

**Cafeteria Plan**

**INSURANCE**

- **Type:** Individ.
- **Carrier Options:** H/A, TSA, Cash
- **Flex Accounts:** IRS 125: Y

**Cafeteria Plan**

**INSURANCE**

- **Type:** Depend.
- **Carrier Options:** H/A, TSA, Cash
- **Flex Accounts:** IRS 125: Y

**Cafeteria Plan**

---

**LEAVES**

- **SICK:**
  - Days/Year: 9
  - Accum.: 60
  - Depend. Yes
  - Approval Needed: Yes
- **PERSONAL:**
  - Days/Year: 2
  - Accum.: 2
  - Depend. No
  - Approval Needed: No
- **BEREAVEMENT:**
  - Days/Year: 5
  - Accum.: 5
  - Depend. No
  - Approval Needed: Yes
- **PROFESSIONAL:**
  - Days/Year: 2
  - Accum.: 2
  - Depend. Yes
  - Approval Needed: No
- **ADOPTION:**
  - Days/Year: 2
  - Accum.: 2
  - Depend. Yes
  - Approval Needed: No
- **ASSOCIATION:**
  - Days/Year: 2
  - Accum.: 2
  - Depend. Yes
  - Approval Needed: No

**OTHER DISTRICT POLICIES**

- **LEAVES:**
  - SABBATICAL: Yes
  - SEVERANCE PAY:
  - OTHER LEAVES: paternity - 2 days

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**SALARY SCHEDULE**

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**Notes:**

- **Step with 4 or less years of exp will advance to step 5 when 5 yrs of exp has been attained**
### WORKING CONDITIONS
- Contract Days: 190
- HS: 30,552
- JH/MS: 30,552
- ELEM: 30,552
- Starting Salary: 33,607
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: 04-05, 05-06, 07-08, 08-09
- Rollback:
- Multi-year Contract:

### SALARY SCHEDULE
- Vertical Freeze: 04-05, 05-06, 07-08, 08-09
- Multi-year Contract:

### INSURANCE
- HEALTH
  - Type: BC/BS
  - Carrier: 950D
  - Option: 518.55
  - Amount Paid by District: 518.55
  - Deductible Reimbursement:

### LEAVES
- Sick: 10, 60, yes
- Personal: 2, yes
- Bereavement: Voluntary Separation: N
- Professional: Grievance: Y P
- Adoption: Sick Bank: N
- Sabbatical: No

### OTHER DISTRICT POLICIES
- Severance Pay: N

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### Notes
- Contract Days: 190
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- Starting Salary: 33,607
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: 04-05, 05-06, 07-08, 08-09
- Rollback:
- Multi-year Contract:
ESU 04-Auburn

11/9/2015

WORKING CONDITIONS

Contract Days: 185
FTE Teachers:

HS JH/MS ELEM

Length of Teacher Day: 8 8 8
Length of Student Day: 6 6 6
Planning Time: 0 0
Class Periods/Day: 
Normal Teaching Load: 

INDEX: 4 x 4
Experience Allowed: 5 (D)
Career Increments: Y
Vertical Freeze:
Rollback:
Multi-year Contract:

SALARY SCHEDULE

Base: 34,321
Entry Level Step: 0

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 950D
Deductible Reimbursement:

LIFE Am. Fidelity 5.19

LTD Am. Fidelity .00405 (thru sal)

NON-PARTICIPANT Cafeteria

LEAVES

Type Days/Year Accum. Depend. Approval Needed Other

SICK 15 70 yes

PERSONAL 2 yes acc. to 3

BEREAVEMENT immed. fam. Voluntary Separation: N

PROFESSIONAL 2

ADOPTION

ASSOCIATION

SABBATICAL: No

OTHER DISTRICT POLICIES

Negotiated/ Exits
Policy

PART-TIME BENEFITS

Minimum FTE: 0.5

OTHER LEAVES:

SEVERANCE PAY:

ESU 04-AUBURN

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 1
- Length of Teacher Day: HS 8, JH/MS 8, ELEM 8
- Length of Student Day: HS 7.1, JH/MS 7.1, ELEM 7.1
- Planning Time: 20
- Class Periods/Day: 8
- Normal Teaching Load: 8

### Salary Schedule
- Base: 35,649
- Index: 4 x 5
- Starting Salary: Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: Rollback:
- Multi-year Contract:

### Insurance
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits**
- HEALTH | BC/BS | 750D/1650D | H/A-Dent | Individ. EE/Child | EE/Spouse EE/Sp/Child | 925 | Cafeteria
- DENTAL | BC/BS | 2 | Am. Fidelity | 5.00 | Deductible Reimbursement: IRS 125: Y

### Leaves
- **Type** | **Days/Year** | **Accum. Depend.** | **Approval Needed** | **Other**
- SICK | 10 | 45 | yes | months of empl + 1
- PERSONAL | 3 | yes | immed. fam; 2 days other fam.
- BEREAVEMENT | 5 | yes | Voluntary Separation: N
- PROFESSIONAL | unlim. | yes | Grievance: Y
- ADOPTION | | | Sick Bank: N
- ASSOCIATION | | | |

### Sabbatical
- No

### Severance Pay
- |

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

### Other Leaves

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### ESU #05-Beatrice

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11/9/2015
## Working Conditions
- Contract Days: 185
- FTE Teachers: 0.5
- HS
- JH/MS
- ELEM
- Starting Salary: 35,655
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 
- Length of Teacher Day: 
- Planning Time: 0
- Length of Student Day: 0
- Class Periods/Day: 
- Normal Teaching Load: 

## Salary Schedule

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## Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Option: 500D
  - Employee: 565.98
  - Spouse: 1047.08
  - Dependent: 1188.56
  - LTD: 1595.94

- **DENTAL**
  - Carrier: BC/BS
  - Option: Nat'l Insurance
  - Employee: 25.31
  - Spouse: 46.80
  - Dependent: 53.13
  - LTD: 71.37

## Leaves
- **SICK**
  - Days/Year: 10
  - Accum.: 40
  - Approval: Yes

- **PERSONAL**
  - Days/Year: 5
  - Additional: Yes

- **PROFESSIONAL**
  - Days/Year: 0

- **ADOPTION**
  - Days/Year: 0

## Cafeteria Plan
- **SICK**
  - Days/Year: 10
  - Approval: Needed

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

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

## ESU #06-MILFORD

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## Notes

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

**Minimum FTE:** 0.5

**Contribution:** fe
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 2015-2016
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 0 0
Planning Time: 0
Class Periods/Day: Normal Teaching Load:

INDEX: 4 x 5
Experience Allowed: 7 (D)
Career Increments: N
Experience Allowed: 7 (D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
DENTAL BC/BS 2 12.66 12.66 12.66 12.66
PPO: COMMENTS:
LIFE Guardian 5.50
LTD National Ins .0039 (+equity)
NON-PARTICIPANT equity comp $951.50

Cafeteria Plan
Individ. Depend.
Options: Equity Pay

IRS 125: Y
Flex Accounts: Y

Minimum FTE: 0.4
Contribution: fte

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

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists

SABBATICAL: No SEVERANCE PAY:

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**ESU 08-Neligh**

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

**Salary Schedule**
- Base: 34,700
- Starting Salary:
- Career Increments: Y
- Experience Allowed: 5 (D)
- Entry Level Step: 0
- Vertical Freeze: 90-91 (H)
- Rollback:
- Multi-year Contract:

**Insurance**
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**
- **Couple - Benefits**
- **Fringe Benefit Stipend**
- **Part-Time Benefits**

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

**Other District Policies**
- **Negotiated/Policy**
- **Exists**
- **Voluntary Separation**
- **Grievance**
- **Sick Bank**

**Severance Pay**

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</table>
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:  
Planning Time: 0 0  
Class Periods/Day:  
Normal Teaching Load:  

SALARY SCHEDULE

Base: 34,800  
Starting Salary:  
Entry Level Step: 1  
Career Increments: N  
Experience Allowed: 5(D)  

*Vert freeze is for MA-MA+36 columns only  
Vertical Freeze: 02-03*  
Rollback: 90-91  
Multi-year Contract:  

INSURANCE

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

<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<tr>
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Normal Teaching Load:  

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Planning Time: 0 0  
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SALARY SCHEDULE

Base: 34,800  
Starting Salary:  
Entry Level Step: 1  
Career Increments: N  
Experience Allowed: 5(D)  

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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:  
Planning Time: 0 0  
Class Periods/Day:  
Normal Teaching Load:  

SALARY SCHEDULE

Base: 34,800  
Starting Salary:  
Entry Level Step: 1  
Career Increments: N  
Experience Allowed: 5(D)  

*Vert freeze is for MA-MA+36 columns only  
Vertical Freeze: 02-03*  
Rollback: 90-91  
Multi-year Contract:  

INSURANCE

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</table>
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 27.21
- Length of Teacher Day: HS 8, JH/MS 8, ELEM 8
- Starting Salary: 35,301
- Career Increments: Y
- Experience Allowed: 7
- *stp 1 is 1.0475 index
- Vertical Freeze: Y
- Rollback: Y
- Multi-year Contract: 14-15, 15-16
- Length of Student Day: 888
- Normal Teaching Load: 33,700
- Class Periods/Day: 3
- Length of Teacher Day: HS 8, JH/MS 8, ELEM 8

**INSURANCE**
- **HEALTH**
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Amount: 750D
  - Deductible: 35.10
  - Reimbursement: 53.53
- **DENTAL**
  - Carrier: Hartford
  - Type: Individ. Depend.
  - Deductible: 750D

**INSURANCE**
- **HEALTH**
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Amount: 750D
  - Deductible: 35.10
  - Reimbursement: 53.53
- **DENTAL**
  - Carrier: Hartford
  - Type: Individ. Depend.
  - Deductible: 750D

**LEAVES**
- **SICK**
  - Days/Year: 24
  - Accum. Use: 45
  - Approval Needed: Yes
- **PERSONAL**
  - Days/Year: 2
  - Approval Needed: Yes
- **BEREAVEMENT**
  - Days/Year: 3
  - Approval Needed: Yes
- **PROFESSIONAL**
  - Days/Year: 2
  - Approval Needed: Yes
- **ADOPTION**
  - Days/Year: As approved
  - Approval Needed: Yes
- **ASSOCIATION**
  - Days/Year: As approved
  - Approval Needed: Yes

**OTHER DISTRICT POLICIES**
- **SEVERANCE PAY:**
- **NIGHTS:**
- **SABBATICAL:**
- **OTHER LEAVES:**
  - Family Emergency - 5; Ext. Leave

**SALARY SCHEDULE**
- **Base:** 33,700
- **Index:** 4.75 x 4
- **Starting Salary:** 35,301
- **Entry Level Step:** 1

**ELECTIONS**
- **ESU #10-KEARNEY**

**ESU #10-KEARNEY**
- **Salary Schedule**
- **Step:** 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14
- **BA:** 33,700, 35,048, 36,396, 37,744, 39,092, 40,440, 41,788, 43,136, 44,484, 45,832, 47,180
- **BA+9:** 35,301, 36,649, 37,997, 39,345, 40,693, 42,041, 43,389, 44,737, 46,085, 47,433, 48,781
- **BA+18:** 36,902, 38,250, 39,598, 40,946, 42,294, 43,642, 44,990, 46,338, 47,686, 49,034, 50,382
- **BA+27:** 38,502, 39,850, 41,198, 42,546, 43,894, 45,242, 46,590, 47,938, 49,286, 50,634, 51,982
- **BA+36:** 40,103, 41,451, 42,799, 44,147, 45,495, 46,843, 48,191, 49,539, 50,887, 52,235, 53,583
- **MA:** 41,704, 43,052, 44,400, 45,748, 47,096, 48,444, 49,792, 51,140, 52,488, 53,836, 55,184
- **MA+9:** 43,305, 44,653, 46,001, 47,349, 48,697, 50,045, 51,393, 52,741, 54,089, 55,437, 56,785
- **MA+18:** 44,905, 46,253, 47,601, 48,949, 50,297, 51,645, 52,993, 54,341, 55,689, 57,037, 58,385
- **MA+27:** 46,505, 47,853, 49,201, 50,549, 51,897, 53,245, 54,593, 55,941, 57,289, 58,638, 59,986
- **MA+36:** 48,106, 49,454, 50,801, 52,149, 53,497, 54,845, 56,193, 57,541, 58,889, 60,237, 61,585
- **MA+45:**

---

**NOTES:**
- 05-06 additional salary for employees frozen on bottom steps
- 2015-2016
**ESU 11-Holdrege**

**11/9/2015**

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

**SALARY SCHEDULE**
- Base: 32,650
- Entry Level Step: 0
- Starting Salary: 32,650
- Career Increments: N
- Experience Allowed: 7(D)
- Multi-year Contract: 15-16, 16-17
- Vertical Freeze: 89-90
- Rollback: 89-90
- Index: 4 x 4

**INSURANCE**
- HEALTH BC/BS 500D/1650D
- DENTAL BC/BS 2
- PPO: COMMENTS:
- LIFE
- LTD
- NON-PARTICIPANT 1329 Flat Salary

**LEAVES**
- Type
  - DAYS/YEAR
  - ACCUM.
  - DEPEND.
  - USE
  - APPROVAL
  - NEEDED
  - OTHER
- OTHER DISTRICT POLICIES
- SICK: 10 120 yes
- PERSONAL: 2 yes
- BEREAVEMENT: as needed
- PROFESSIONAL: 3 yes
- ADOPTION
- ASSOCIATION

**Cafeteria Plan**
- Couple - Benefits
- INDIVID.
- EE/CHILD
- EE/SP/CHILD
- FLAT SALARY
- OPTIONS:
- IRS 125: Y
- FLEX ACCOUNTS: Y

**LEAVES**
- TYPE
  - SICK
  - OTHER
  - SABBATICAL
  - SEVERANCE PAY
  - PPE

**WORKERS' COMPENSATION**
- CLASS PERIODS/DAY:
- CONTRACT DAYS: 185
- BASE: 32,650
- 0.4
- 1.00 1.04 1.08 1.12 1.16
- 1.04 1.08 1.12 1.16 1.20
- 1.08 1.12 1.16 1.20 1.24
- 1.12 1.16 1.20 1.24 1.28
- 1.16 1.20 1.24 1.28 1.32
- 1.20 1.24 1.28 1.32 1.36
- 1.24 1.28 1.32 1.36 1.40
- 1.28 1.32 1.36 1.40 1.44
- 1.32 1.36 1.40 1.44 1.48
- 1.36 1.40 1.44 1.48 1.52
- 1.40 1.44 1.48 1.52 1.56
- 1.44 1.48 1.52 1.56 1.60
- 1.48 1.52 1.56 1.60 1.64
- 1.52 1.56 1.60 1.64 1.68
- 1.56 1.60 1.64 1.68 1.72
- 1.60 1.64 1.68 1.72 1.76
- 1.64 1.68 1.72 1.76 1.80
- 1.68 1.72 1.76 1.80 1.84
- 1.72 1.76 1.80 1.84 1.88
- 1.76 1.80 1.84 1.88 1.92
- 1.80 1.84 1.88 1.92 1.96
- 1.84 1.88 1.92 1.96 2.00
- 1.88 1.92 1.96 2.00 2.04
- 1.92 1.96 2.00 2.04 2.08
- 1.96 2.00 2.04 2.08 2.12
- 2.00 2.04 2.08 2.12 2.16
- 2.04 2.08 2.12 2.16 2.20
- 2.08 2.12 2.16 2.20 2.24

**GENERAL**
- Step: BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+36 MA+45 MA+54 PHD
- 0 32,650 33,956 35,262 36,568 37,874 37,874 39,180 40,486 41,792 43,098 44,404 45,710 47,016
- 1.00 1.04 1.08 1.12 1.16
- 1.04 1.08 1.12 1.16 1.20
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- 1.20 1.24 1.28 1.32 1.36
- 1.24 1.28 1.32 1.36 1.40
- 1.28 1.32 1.36 1.40 1.44
- 1.32 1.36 1.40 1.44 1.48
- 1.36 1.40 1.44 1.48 1.52
- 1.40 1.44 1.48 1.52 1.56
- 1.44 1.48 1.52 1.56 1.60
- 1.48 1.52 1.56 1.60 1.64
- 1.52 1.56 1.60 1.64 1.68
- 1.56 1.60 1.64 1.68 1.72
- 1.60 1.64 1.68 1.72 1.76
- 1.64 1.68 1.72 1.76 1.80
- 1.68 1.72 1.76 1.80 1.84
- 1.72 1.76 1.80 1.84 1.88
- 1.76 1.80 1.84 1.88 1.92
- 1.80 1.84 1.88 1.92 1.96
- 1.84 1.88 1.92 1.96 2.00
- 1.88 1.92 1.96 2.00 2.04
- 1.92 1.96 2.00 2.04 2.08
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- **Contract Days:** 185
- **FTE Teachers:**
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  - JH/MS
  - ELEM

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<th>BA 3</th>
<th>MA 1</th>
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**NON-PARTICIPANT** Flat Salary $700/mo

**LEAVES**

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**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER DISTRICT POLICIES**

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

**OTHER LEAVES:**

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ESU 15-Trenton

Working Conditions
- Contract Days: 185
- FTE Teachers: 8.88

Salary Schedule
- Base: 33,900
- Starting Salary: 4 x 5
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 14-15, 15-16

Length of Teacher Day: 8
Length of Student Day: 8
Planning Time: 0
Class Periods/Day: 2
Normal Teaching Load: 888

Insurance
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Leaves
- Type: SICK
  - Days/Year: 10
  - Accum. Use: 60
  - Approval Needed: yes

Other District Policies
- Sabbatical: No
- Severance Pay:
- Other Leaves: Jury Leave

Cafeteria Plan
- Individ. Depend.

Other Information
- Personol: yes reimbursed $80/day up to 2 if u
- Bereavement: w/approval; add'l from sick lv
- Professional: no pay
- Adoption: Sick Bank: Y

Sabbatical: No

Negotiated/Policy
- Exists
- Negotiated/
Policy

E SU #1 5 - TRENTON

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2015-2016

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**Cafeteria Plan**

- Health carrier options:
  - BC/BS
  - H/A-Dent
- Individ. EE/Child: 750D
- Individ. EE/Spouse: 509.82
- Individ. EE/Sp/Child: 943.18
- Individ. Cust.: 1070.62

**Insurance**

- Health:
  - BC/BS
  - H/A-Dent
- Dental:
  - BC/BS
  - Individ. EE/Child: 25.31
  - Individ. EE/Spouse: 25.31
  - Individ. EE/Sp/Child: 25.31

**Length of Teacher Day:**

- Class Periods/Day: 2

**Salary Schedule**

- Starting Salary: 33,000
- Career Increments: N
- Experience Allowed: 5

**Working Conditions**

- Contract Days: 185
- FTE Teachers: 1.1
- HS JH/MS ELEM
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: N

**Leaves**

- Type: SICK
  - Days/Year: 15
  - Accum. Use: 55
  - Approval Needed: Yes

**Other District Policies**

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

**Sabbatical:** No

**Severance Pay:**

- Emergency

---

**Notes:**

- ledspec
- 1.00 1.04 1.08 1.12 1.16 1.20 1.24 1.28 1.32 1.36
- 25.31 25.31 25.31 25.31
- 1.05 1.09 1.13 1.17 1.21 1.25 1.29 1.33 1.37 1.41
- 0.10 0.14 0.18 0.22 0.26 0.30 0.34 0.38 0.42 0.46
- 1.10 1.14 1.18 1.22 1.26 1.30 1.34 1.38 1.42 1.46
- 1.30 1.34 1.38 1.42 1.46 1.50 1.54 1.58 1.62 1.66
- 1.35 1.39 1.43 1.47 1.51 1.55 1.59 1.63 1.67 1.71
- 1.40 1.44 1.48 1.52 1.56 1.60 1.64 1.68 1.72 1.76
- 1.45 1.49 1.53 1.57 1.61 1.65 1.69 1.73 1.77 1.81
- 1.50 1.54 1.58 1.62 1.66 1.70 1.74 1.78 1.82 1.86
- 1.55 1.59 1.63 1.67 1.71 1.75 1.79 1.83 1.87 1.91
- 1.60 1.64 1.68 1.72 1.76 1.80 1.84 1.88 1.92 1.96
- 1.65 1.69 1.73 1.77 1.81 1.85 1.89 1.93 1.97 2.01
- 1.70 1.74 1.78 1.82 1.86 1.90 1.94 1.98 2.02 2.06
- 1.75 1.79 1.83 1.87 1.91 1.95 1.99 2.03 2.07 2.11
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:**
- **Length of Student Day:**
- **Planning Time:** 0
- **Class Periods/Day:**
- **Normal Teaching Load:**

## Salary Schedule
- **Base Salary:** 30,180
- **Index:** 4 \times 4
- **Starting Salary:**
- **Career Increments:** N
- **Experience Allowed:** 5 (D)
- **$500 for adv degree after 5 yrs at bottom of sched**
- **Vertical Freeze:** 90-91
- **Rollback:**
- **Multi-year Contract:** 14-15, 15-16

## Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Option: 500D/3100D
  - Amount Paid by District:
  - Individual EE:
    - 1539.31
  - Family EE:
    - 2596.94
- **DENTAL**
  - Carrier: Individ.
  - Option: EE/Spouse EE/Sp/Child
  - Amount Paid by District:
    - Individual: 1513.86
    - Family EE/Spouse EE/Sp/Child: 1547.56

## Leaves
- **Sick Leave:**
  - Days/Year: 9
  - Accum. Needed: 60
  - Approval: yes
  - Other Info: reimb. $100/day unused at EO
- **PERSONAL:**
  - Days/Year: 2
  - Approval: yes
  - Other Info: expenses pd
- **PROFESSIONAL:**
  - Days/Year: as needed
  - Approval: yes
  - Other Info: as needed
- **ADPTION:**
  - Days/Year: as needed
  - Approval: yes
  - Other Info: as needed
- **ASSOCIATION:**
  - Days/Year: as needed
  - Approval: yes
  - Other Info: as needed

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

## Other District Policies
- **Cafeteria Plan:**
  - Carrier: Options:
    - H/A, dental, life, LTD, TSA, Cash
  - Type:
    - Individ.
    - Depend.
- **Flex Accounts:** IRS 125:
- **Minimum FTE:** 0
- **Contribution:** fte

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

## Class Periods/Day
- **1:** 9
  - 1.00
- **2:** 10
  - 1.04
- **3:** 11
  - 1.08
- **4:** 12
  - 1.12
- **5:** 13
  - 1.16
- **6:** 14
  - 1.20
- **7:** 15
  - 1.24
- **8:** 16
  - 1.28
- **9:** 17
  - 1.32
- **10:** 18
  - 1.36
- **11:** 19
  - 1.40

## SABBATICAL
- **No**
### Working Conditions
- Contract Days: 183
- FTE Teachers: 
  - HS: 75
  - JH/MS: 88
  - ELEM: 88
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.5 hours
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: $32,175
- Starting Salary: $32,175
- Career Increments: 0
- Experience Allowed: 8

### Index: 4 x 4
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

### Leaves
- **Sick:**
  - Days/Year: 10
  - Accumulator: 45
  - Depend. Use: Yes
  - Approval Needed: Yes
  - Other: Can donate 2 days to sick bank
- **Personal:**
  - Days/Year: 2
  - Use: Yes
  - Approval Needed: Yes
  - Other: +2 from sick lv
- **Bereavement:**
  - Days/Year: 5
  - Use: Yes
  - Approval Needed: Yes
  - Other: +10 from sick lv
- **Professional:**
  - Days/Year: 2
  - Use: Yes
  - Approval Needed: Yes
  - Other: +2 from sick lv

### Cafeteria Plan
- **Type Carrier:**
  - H/A-Dent: Individ.
  - EE/Child: Individ.
  - EE/Spouse: Individ.
- **Amount Paid by District:**
  - Health:
    - BC/BS: $1070.62
    - BC/BS: $95.26
  - Dental:
    - 750D: $509.82
  - Life:
    - Principal: $0.032
  - LTD:
    - Principal: $0.032
  - Non-Participant:
    - Principal: $0.032
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Yes

### Insurance
- **Type Carrier:**
  - Health:
    - BC/BS: $1070.62
    - BC/BS: $95.26
  - Dental:
    - 750D: $509.82
  - Life:
    - Principal: $0.032
  - LTD:
    - Principal: $0.032
  - Non-Participant:
    - Principal: $0.032

### Retirement
- **Normal Teaching Load:**
  - 7
- **Contract Days:**
  - 183
- **Base:**
  - Step 1: $32,175
  - Step 2: $33,462
  - Step 3: $34,749
  - Step 4: $36,036
  - Step 5: $37,323
  - Step 6: $38,610
  - Step 7: $39,897
  - Step 8: $41,184
  - Step 9: $42,471
  - Step 10: $43,758
  - Step 11: $45,045
  - Step 12: $46,332
  - Step 13: $47,619
  - Step 14: $48,906
  - Step 15: $50,193
  - Step 16: $51,480
  - Step 17: $52,767
  - Step 18: $54,054
  - Step 19: $55,341
  - Step 20: $56,628
  - Step 21: $57,915
  - Step 22: $59,202

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

### Teachers in BA 18 lane steps 11-12 and BA 27 step 13 will be grandfathered, steps will be taken away

### Eustis-Farnam Teachers' Association

---

**Note:** The text above includes a table with detailed information on salary steps and benefits, as well as other district policies and leave options. The table is structured to show salary increments for different steps and the corresponding benefits and allowances. The table is followed by a note indicating that teachers in certain steps will have grandfathered benefits, with steps taken away as needed.
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 2015-2016
- Ewing

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

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

**Normal Teaching Load:**
- 7

**Index:** 4 x 4.25

**Starting Salary:** 31,050

**Career Increments:** N

**Experience Allowed:** 5

**Vertical Freeze:**

**Rollback:**

**Multi-year Contract:** 14-15, 15-16

**INSURANCE**

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<th>Option</th>
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**SABBATICAL:** No

**SEVERANCE PAY:**

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**Notes:**

- Class Periods/Day: 8
- Normal Teaching Load: 7
- Contract Days: 185
- FTE Teachers: 2015-2016
- Ewing

**Salary Schedule:**

- Base: 31,050
- Index: 4 x 4.25
- Starting Salary: 31,050
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 1.11
- 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: 33,475
- Index: 4 x 4
- Starting Salary: N
- Career Increments: 5(D)
- 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 Individ. EE/Child EE/Spouse EE/Sp/Child 27.82 or
  - DENTAL BC/BS 25.31 25.31 25.31
  - PPO: COMMENTS: 1* pt.- 5 full ind or % depend (H/A & dent)
  - LIFE
  - LTD Nat'l Ins .0046

LEAVES
- Type Days/Year Accum. Depend. Approval Other
  - SICK 10 45 yes
  - PERSONAL 2 yes $50/day for unused at EOY
  - BEREAVEMENT 2 may be used for sick lv.
  - PROFESSIONAL 2 yes more with approval
  - ADOP 1ON from sick lv.

OTHER DISTRICT POLICIES
- Excess
- Negotiated/ Policy

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

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Exeter-Milligan 2015-2016
11/9/2015

FTE Teachers: 1.11
- Starting Salary: N
- Career Increments: 5(D)
- Experience Allowed: 5(D)

SAVINGS:

SEVERANCE PAY:

OTHER LEAVES:
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7
- **Length of Student Day:** 7
- **Planning Time:** 92
- **Class Periods/Day:** 4
- **Normal Teaching Load:**
  - BA: 3
  - BA+9: 3
  - BA+18: 3
  - BA+27: 3
  - BA+36: 3

### Salary Schedule
- **Base:** 32,800
- **Index:** 4 x 5
- **Starting Salary:** 32,800
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5(D)
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Insurance
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO:
- **Option:**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
- **Amount Paid by District:**
  - 750D/3100D
  - 509.82
  - 943.18
  - 1070.62
  - 1437.58
- **Couple - Benefits:**
  - 25.31
  - 25.31
  - 25.31
  - 25.31
- **Options:**
  - IRS 125: Y
  - Flex Accounts: Y
- **Type Carrier:**
  - HEALTH:
    - Madison Nat'l
  - DENTAL:
  - LTD:
  - NON-PARTICIPANT
- **Deductible Reimbursement:**
  - .0036 (+B)

### Leaves
- **Sick:**
  - Days/Year: 10
  - Accum.: 70
  - Depend.: yes
  - Approval Needed: yes
  - Other: 3rd & 4th day at sub rate
- **Personal:** 4
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: Y
- **Professional:**
  - Days/Year: 5
  - Accum.: 60
  - Depend.: yes
  - Approval Needed: yes
- **Other Leaves:**
  - Military

### Cafeteria Plan
- **Type:**
  - Individ.
  - Dependent
- **Options:**
  - 27.82 or
  - 46.06
- **Part-Time Benefits:**
  - Minimum FTE: 0.4
  - Contribution: fte

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

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<th>BA 32,800</th>
<th>BA+9 34,440</th>
<th>BA+18 36,800</th>
<th>BA+27 39,320</th>
<th>BA+36 41,860</th>
<th>MA 42,400</th>
<th>MA+9 44,280</th>
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### Falls City

**2015-2016**

**WORKING CONDITIONS**
- Contract Days: 186
- FTE Teachers: 
  - HS: 2034
  - JH/MS: 750
  - ELEM: 268

**SALARY SCHEDULE**
- Base: 33,500
- Index: 4 x 5
- Starting Salary: 33,500
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 10
- Vertical Freeze: 85-86
- Rollback:
- Multi-year Contract:

#### Length of Teacher Day:
- 7.5

#### Length of Student Day:
- 7.5

#### Planning Time:
- 48

#### Class Periods/Day:
- 8

#### Normal Teaching Load:
- 7

### INSURANCE

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

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- Other Info: 20-dependent use
- PERSONAL: 1+2
- BEREAVEMENT: 7
- PROFESSIONAL: 1
- ADOPTION: 10
- ASSOCIATION: 5

### OTHER DISTRICT POLICIES

- SEVERANCE PAY: Y

### OTHER LEAVES:

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### WORKING CONDITIONS (Cont.)

- Class Periods/Day: 8

### LEAVES (Cont.)

- Other Info: 20-dependent use
- PERSONAL: 1+2
- BEREAVEMENT: 7
- PROFESSIONAL: 1
- ADOPTION: 10
- ASSOCIATION: 5

### OTHER DISTRICT POLICIES (Cont.)

- SEVERANCE PAY: Y

### OTHER LEAVES:

- SABBATICAL: No

### HOSPITALITY: 7

### CAFETERIA PLAN:

#### Cafeteria Plan
- Individ. Depend.

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<th>Type Carrier</th>
<th>Options</th>
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<td>HEALTH</td>
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<tr>
<td>DENTAL</td>
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<td>1070.62 or 1437.58</td>
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### INSURANCE

- HEALTH: BC/BS 750D
- DENTAL: BC/BS 2
- PPO: COMMENTS:

### LEAVES

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- Other Info: 20-dependent use
- PERSONAL: 1+2
- BEREAVEMENT: 7
- PROFESSIONAL: 1
- ADOPTION: 10
- ASSOCIATION: 5

### OTHER DISTRICT POLICIES

- SEVERANCE PAY: Y

### OTHER LEAVES:

- SABBATICAL: No

### CAFETERIA PLAN

- Individ. Depend.

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- HEALTH: BC/BS 750D
- DENTAL: BC/BS 2
- PPO: COMMENTS:

### LEAVES

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- PERSONAL: 1+2
- BEREAVEMENT: 7
- PROFESSIONAL: 1
- ADOPTION: 10
- ASSOCIATION: 5

### OTHER DISTRICT POLICIES

- SEVERANCE PAY: Y

### OTHER LEAVES:

- SABBATICAL: No

### CAFETERIA PLAN

- Individ. Depend.

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- HEALTH: BC/BS 750D
- DENTAL: BC/BS 2
- PPO: COMMENTS:

### LEAVES

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- PERSONAL: 1+2
- BEREAVEMENT: 7
- PROFESSIONAL: 1
- ADOPTION: 10
- ASSOCIATION: 5

### OTHER DISTRICT POLICIES

- SEVERANCE PAY: Y

### OTHER LEAVES:

- SABBATICAL: No
**Working Conditions**

- Contract Days: 185
- FTE Teachers: [Details]
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 90
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: [Details]

**Salary Schedule**

- Base: 33,850
- Index: 4 x 4
- Starting Salary: [Details]
- Career Increments: N
- Experience Allowed: all(D)
- Vertical Freeze: [Details]
- Rollback: [Details]

**Insurance**

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**Cafeteria Plan**

- Individual: [Details]
- Dependent: [Details]

**Leaves**

- **Sick**: 10 Days/Year, Accum. 60, Depend. use Yes, Approval Needed Yes, Other
- **Personal**: 2 Days/Year, 2-n; 2-y, 2 add'l for sub dock
- ** Bereavement**: 5 Days/Year, Yes, add'l w/ approval
- **Professional**: 2 Days/Year, W/approval
- **Association**: [Details]

**Other District Policies**

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

**Other Leaves**

- **Fillmore Central**

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**Insurance Carrier**

- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: [Details]

**Cafeteria Plan**

- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: [Details]

**Leaves**

- **Type**: Days/Year, Accum., Depend. use, Approval Needed, Other
- **Sick**: 10 Days/Year, Accum. 60, Depend. use Yes, Approval Needed Yes, Other
- **Personal**: 2 Days/Year, 2-n; 2-y, 2 add'l for sub dock
- **Bereavement**: 5 Days/Year, Yes, add'l w/ approval
- **Professional**: 2 Days/Year, W/approval
- **Association**: [Details]

**Other District Policies**

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

**Other Leaves**

- **Fillmore Central**

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<th>School</th>
<th>Class Periods/Day</th>
<th>Contract Days</th>
<th>Starting Salary</th>
<th>Career Increments</th>
<th>Experience Allowed</th>
<th>Vertical Freeze</th>
<th>Rollback</th>
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**Insurance Carrier**

- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: [Details]

**Cafeteria Plan**

- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: [Details]
### WORKING CONDITIONS
- **Contract Days:** 187
- **FTE Teachers:** 8
- **Length of Teacher Day:** 7.75
- **Length of Student Day:** 7.2
- **Planning Time:** 50
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### SALARY SCHEDULE
- **Base Salary:** $33,275
- **Index:** 4 x 5
- **Starting Salary:** $33,275
- **Career Increments:** N
- **Experience Allowed:** 7
- **Experience Step:** 1
- **Rollback:**
- **Multi-year Contract:** 14-15, 15-16

### INSURANCE
- **Type** | **Option** | **Amount Paid by District** |
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### LEAVES
- **SICK**
  - Days/Year: 10
  - Accum. Days: 45
  - Depend. use: yes
  - Approval needed: yes

### OTHER DISTRICT POLICIES
- **Negotiated/Policy**
  - Severeance Pay: N

### FORT CALHOUN

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### COMMENTS
- Cafeteria Plan
- Full-time: 
- Minimum FTE: 0.5
- Contract: ft

### SABBATICAL
- **Type:** No
- **Sick/Bereavement:**
  - **Bereavement:**
    - Immed family: yes
    - Grievance: N
    - Sick Bank: N
  - **Other Family:**
    - Voluntary Separation: Y P
    - Grievance: N

### SEVERANCE PAY
FRANKLIN

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 2015-2016
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.25
Planning Time: 51 51 51
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 32,675
Starting Salary: 4 x 5
Entry Level Step: 1(D)
Career Increments: N
Experience Allowed: 5(D)
Vertical Freeze: 87-88
Rollback: 87-88 Last Step
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 27.82 or
DENTAL BC/BS 46.06
PPO: COMMENTS:
LIFE Fort Dearborn
LTD Principal .0054
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 6 45 yes
PERSONAL 6 yes extra roll into sick bank
BEREAVEMENT 5 add'l from sick lv
PROFESSIONAL 2 yes 1 from Sick Lv. w/appr.
ADOPTION
ASSOCIATION

SABBATICAL: No SEVERANCE PAY:
OTHER LEAVES: Jury Duty

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
FTE Teachers:

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WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 2015-2016
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.25
Planning Time: 51 51 51
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 32,675
Starting Salary: 4 x 5
Entry Level Step: 1(D)
Career Increments: N
Experience Allowed: 5(D)
Vertical Freeze: 87-88
Rollback: 87-88 Last Step
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 27.82 or
DENTAL BC/BS 46.06
PPO: COMMENTS:
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ADOPTION
ASSOCIATION

SABBATICAL: No SEVERANCE PAY:
OTHER LEAVES: Jury Duty

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
FTE Teachers:

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WORKING CONDITIONS

Contract Days: 185  
FTE Teachers: 
HS  JH/MS  ELEM 
Length of Teacher Day: 8 8 8  
Length of Student Day: 7.5 7.5 7.5  
Planning Time: 48 48 50  
Class Periods/Day: 8 8  
Normal Teaching Load: 7 7

SALARY SCHEDULE

Base: 33,250  
Starting Salary:  
Entry Level Step: 1  
Career Increments: N  
Experience Allowed: all  
03-04 BA36 removed frm BA36/MA col. - grandfathered  
Vertical Freeze: 
Rollback: 
Multi-year Contract:

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  509.82  943.18  1070.62  1437.58  Sp or Dep Dental
DENTAL  BC/BS  2  25.31  25.31  25.31  25.31
PPO  COMMENTS:
LIFE  

Cafeteria Plan

Type  Carrier  Option  Individ.  Depend.

HEALTH  BC/BS  750D
DENTAL  BC/BS  2
PPO  COMMENTS:  
LIFE  

LEAVES

Type  Days/Year  Accum.  Depend.  Approval  Other
SICK  12  45  yes  
PERSONAL  2  yes  
BEREAVEMENT  2 - 10  
PROFESSIONAL  unl.  yes  
ADOPTION  
ASSOCIATION  

OTHER DISTRICT POLICIES

SABBATICAL: No  
SEVERANCE PAY: No  

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</table>

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
**FREMONT**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 346.5
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 90
- Class Periods/Day: 4
- Normal Teaching Load: 3

**SALARY SCHEDULE**
- Starting Salary: 33,071
- Experience Allowed: 5(D)
- Career Increments: Y
- Vertical Freeze: Rollback: 85-86
- Multi-year Contract: 4.5 x 5

**INSURANCE**
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Emp can choose between Dental

**LEAVES**
- Type: Days/Year
- SICK: 10
- PERSONAL: 4
- BEREAVEMENT: 5
- PROFESSIONAL: 30
- ADOPTION: 30
- ASSOCIATION: see prof lv

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

**FREQUENCY**

**Step** | **BA** | **BA+9** | **BA+18** | **BA+27** | **BA+36** | **MA** | **MA+9** | **MA+18** | **MA+27** | **EDESPEC** | **MA+45** | **P HD**
--- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | ---
1 | 33,071 | 34,725 | 36,378 | 38,032 | 39,685 | 41,339 | 42,992 | 44,646 | 46,299 | 47,953 | 52,914 | 1.00
2 | 34,559 | 36,213 | 37,866 | 39,520 | 41,173 | 42,827 | 44,480 | 46,134 | 47,788 | 49,441 | 54,402 | 1.05
3 | 36,047 | 37,701 | 39,354 | 41,008 | 42,662 | 44,315 | 45,969 | 47,622 | 49,276 | 50,929 | 55,890 | 1.10
4 | 37,536 | 39,189 | 40,843 | 42,496 | 44,150 | 45,803 | 47,457 | 49,110 | 50,764 | 52,418 | 57,378 |
5 | 39,024 | 40,677 | 42,331 | 43,984 | 45,638 | 47,292 | 48,945 | 50,599 | 52,252 | 53,906 | 58,866 |
6 | 40,512 | 42,166 | 43,819 | 45,473 | 47,127 | 48,780 | 50,434 | 52,089 | 53,743 | 55,447 | 60,502 |
8 | 43,488 | 45,142 | 46,795 | 48,449 | 50,103 | 51,757 | 53,411 | 55,066 | 56,721 | 58,377 | 63,430 |
9 | 44,976 | 46,630 | 48,283 | 49,937 | 51,591 | 53,245 | 54,900 | 56,555 | 58,210 | 59,866 | 64,918 |
11 | 47,953 | 49,607 | 51,261 | 52,914 | 54,568 | 56,222 | 57,877 | 59,532 | 61,188 | 62,843 | 67,888 |
12 | 49,441 | 51,095 | 52,749 | 54,399 | 56,053 | 57,707 | 59,362 | 61,017 | 62,673 | 64,328 | 69,371 |
13 | 50,929 | 52,583 | 54,237 | 55,887 | 57,541 | 59,195 | 60,850 | 62,505 | 64,161 | 65,816 | 70,862 |
14 | 52,418 | 54,072 | 55,726 | 57,377 | 59,031 | 60,685 | 62,340 | 64,000 | 65,656 | 67,311 | 72,361 |
15 | 53,906 | 55,560 | 57,213 | 58,866 | 60,520 | 62,173 | 63,827 | 65,481 | 67,134 | 68,788 | 73,842 |

**SABBATICAL**: Yes

**OTHER LEAVES**: Paternity
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 29.5
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 14-15, 15-16

### SALARY SCHEDULE
- Base: 32,420
- Index: 4.5 x 4
- Entry Level Step: 1
- Vertical Freeze:
- Rollback:
- Career Increments: N
- Experience Allowed: (D)

### INSURANCE
- HEALTH:
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Option: 750D
  - Amount Paid by District: 509.82
  - Individual: 25.31
  - Dependents: 25.31
- DENTAL:
  - Carrier: BC/BS
  - Type: H/A-Dent
  - Option: 2
  - Amount Paid by District: 635
  - Individual: 36.635
  - Dependents: 36.635
- LTD:
  - Options: .004 (+B thru sal)
- NON-PARTICIPANT:

### CAFFETERIA PLAN
- Cafeteria Plan
  - Individ.
  - Depend.

### LEAVES
- SICK:
  - Days/Year: 10
  - Accumulation: 45
  - Depend. use: yes
  - Approval Needed: Other Info: $20/day at separation
- PERSONAL:
  - Days/Year: 2
  - Depend. use: yes
  - Approval Needed: +1 sub deduct
- BEREAVEMENT:
  - Days/Year: see sick lv.
  - Depend. use: yes
  - Approval Needed: add'l as needed
- PROFESSIONAL:
  - Days/Year: 3
  - Depend. use: yes
  - Approval Needed: add'l as needed
- ADOPTION:
  - Days/Year: yes
  - Approval Needed: yes
- ASSOCIATION:
  - Days/Year: yes
  - Approval Needed: yes

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

### OTHER LEAVES:

### FRIEND

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</table>

### CONTRACT DAYS
- Contract Days: 185
- FTE Teachers: 29.5
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 50
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- **Length of Teacher Day:** 8.25
- **Length of Student Day:** 7.5
- **Planning Time:** 100
- **Class Periods/Day:** 9
- **Normal Teaching Load:** 6

### Salary Schedule
- **Base:** 33,400
- **Index:** 4 x 5

#### Experience Allowed:
- **Career Increments:** N

#### Vertical Freeze:
- 86-87 Steps 1-5

#### Rollback:
- 86-87

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

### Working Conditions
- **HS:** JH/MS ELEM
- **Starting Salary:** 33,400
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5

### Vertical Freeze
- 86-87 Steps 1-5

### Rollback
- 86-87

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

### Type Carrier
- **HEALTH:** BC/BS
- **DENTAL:** BC/BS
- **LIFE:** Unknown

### Amount Paid by District
- **Insurance Options:**
  - 
    - **H/A-Dent:** Individ. EE/Child
    - **EE/Spouse:** EE/Sp/Child
    - **Type Carrier:** BC/BS
    - **Amount Paid by District:**
      - **H/A-Dent:** Individ. EE/Child
      - **EE/Spouse:** EE/Sp/Child
    - **Options:**
      - **Options:**
        - IRS 125: Y
        - Flex Accounts: Y

### Leaves
- **SICK:** 10 Days/Year
- **Accum.:** 45
- **Approval Needed:** Yes
- **Other:**
  - Other Info:
    - Reimb. $50/day for unused eac
  - Voluntary Separation: Y N

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

### Sabbatical
- **No**

### Severance Pay
- **Type Carrier:**
  - **BA:**
    - **BA + 9:**
      - **BA + 18:**
        - **BA + 27:**
          - **BA + 36:**

### Fullerton Contract Days
- **Index:** 4 x 5
- **Starting Salary:** 33,400
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5
Garden County

WORKING CONDITIONS

Contract Days: 185
FTE Teachers:
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7
Planning Time: 50 45 42
Class Periods/Day: 8 10
Normal Teaching Load:
Vertical Freeze:
Rollback: 89-90
Experience Allowed: N
Career Increments: N

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits
HEALTH BC/BS 500D/1650D
DENTAL BC/BS
PPO:
LIFE

LEAVES

Type Days/Year Accum. Depend. Approval Other
SICK 10 60 yes
PERSONAL 4 yes
BEREAVEMENT 2
PROFESSIONAL yes
ADOPTION
ASSOCIATION

SABBATICAL: Yes

SEVERANCE PAY:

OTHER DISTRICT POLICIES

Negotiated/ Policy

Exits

OTHER LEAVES:

GARDEN COUNTY

S et p BA BA + 5 BA + 10 BA + 15 BA + 20 MA MA + 5 MA + 10
1 32,350 33,806 35,262 36,717 38,173 39,629 41,085
2 33,806 35,262 36,717 38,173 39,629 41,085 42,540
3 35,262 36,717 38,173 39,629 41,085 42,540 43,998
4 36,717 38,173 39,629 41,085 42,540 43,998 45,452
5 38,173 39,629 41,085 42,540 43,998 45,452 46,908
6 39,629 41,085 42,540 43,998 45,452 46,908 48,363
7 41,085 42,540 43,998 45,452 46,908 48,363 49,819
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15 52,731 54,186 55,642 57,098 58,554 60,009 61,465
16 54,186 55,642 57,098 58,554 60,009 61,465 62,921
17 55,642 57,098 58,554 60,009 61,465 62,921 64,376
18 57,098 58,554 60,009 61,465 62,921 64,376 65,831
### WORKING CONDITIONS
- **Contract Days:** 186
- **FTE Teachers:** 152.38
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Planning Time:** 90
- **Normal Teaching Load:** 3 6
- **Class Periods/Day:** 4 8
- **Index:** 4.5 x 4.5
- **Starting Salary:** 34,694
- **Career Increments:** N
- **Career Level Step:** 1
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 15-16, 16-17
- **Length of Teacher Day:** 888
- **Length of Student Day:** 77
- **Normal Teaching Load:** 3 6

### INSURANCE
- **Type:** HEALTH DENTAL LTD
- **Carrier:** BC/BS Principal
- **Option:** Individ. EE/Spouse EE/Sp/Child
- **Amount Paid by District:** 7 50D/1650D
- **Insurance Benefits:**
  - **HEALTH:**
    - **H/A-Dent:** Guardian
    - **Deductible Reimbursement:**
  - **DENTAL:**
  - **LTD:**
  - **NON-PARTICIPANT:** $687.50 Fringe Benefit

### LEAVES
- **Type:** SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION, ASSOCIATION
- **Days/Year:** 10, 2, 5, per FMLA
- **Accum., use, Needed:** Yes, Yes
- **Approval:**
- **Other:** Bd adds 30 days when 36 are accum = 66 days

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

### SABBATICAL
- **Yes**

### GERING
- **Salary Schedule**
  - **Index:** 4.5 x 4.5
  - **Step Level:** 1.00
  - **Base:** 33,200
  - **Starting Salary:** 34,694
  - **Career Increments:** N
  - **Career Level Step:** 1
  - **Vertical Freeze:**
  - **Rollback:**
  - **Multi-year Contract:** 15-16, 16-17
  - **Normal Teaching Load:** 3 6

### Cafeteria Plan
- **Type Carrier:**
  - **Option:** Individ. Depend.
  - **Amount Paid by District:** 687.50 687.50

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

### OTHER LEAVES:
- **Type:**
  - **SICK:** 10 66 yes
  - **PERSONAL:** 2 yes accum. to 6
  - **BEREAVEMENT:** 5 5 immed, Fam/1 others
  - **PROFESSIONAL:** unl. yes
  - **ADOPITON:** per FMLA
  - **ASSOCIATION:** 5

### Class Periods/Day
- **MA:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+9:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+18:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+27:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+36:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+45:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **DOC:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9

### GERING
- **Salary Schedule**
  - **Index:** 4.5 x 4.5
  - **Step Level:** 1.00
  - **Base:** 33,200
  - **Starting Salary:** 34,694
  - **Career Increments:** N
  - **Career Level Step:** 1
  - **Vertical Freeze:**
  - **Rollback:**
  - **Multi-year Contract:** 15-16, 16-17
  - **Normal Teaching Load:** 3 6

### Cafeteria Plan
- **Type Carrier:**
  - **Option:** Individ. Depend.
  - **Amount Paid by District:** 687.50 687.50

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

### OTHER LEAVES:
- **Type:**
  - **SICK:** 10 66 yes
  - **PERSONAL:** 2 yes accum. to 6
  - **BEREAVEMENT:** 5 5 immed, Fam/1 others
  - **PROFESSIONAL:** unl. yes
  - **ADOPITON:** per FMLA
  - **ASSOCIATION:** 5

### Class Periods/Day
- **MA:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+9:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+18:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+27:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+36:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+45:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **DOC:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9

### GERING
- **Salary Schedule**
  - **Index:** 4.5 x 4.5
  - **Step Level:** 1.00
  - **Base:** 33,200
  - **Starting Salary:** 34,694
  - **Career Increments:** N
  - **Career Level Step:** 1
  - **Vertical Freeze:**
  - **Rollback:**
  - **Multi-year Contract:** 15-16, 16-17
  - **Normal Teaching Load:** 3 6

### Cafeteria Plan
- **Type Carrier:**
  - **Option:** Individ. Depend.
  - **Amount Paid by District:** 687.50 687.50

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

### OTHER LEAVES:
- **Type:**
  - **SICK:** 10 66 yes
  - **PERSONAL:** 2 yes accum. to 6
  - **BEREAVEMENT:** 5 5 immed, Fam/1 others
  - **PROFESSIONAL:** unl. yes
  - **ADOPITON:** per FMLA
  - **ASSOCIATION:** 5

### Class Periods/Day
- **MA:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+9:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+18:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+27:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
- **MA+36:** 1.63 1.675 1.72 1.76 1.81 1.855 1.9
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**WORKING CONDITIONS**

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**SALARY SCHEDULE**

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**INSURANCE**

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**SEVERANCE PAY:**

- maternity

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**COMMENTS:**

- Deductible Reimbursement:
  - IRS 125: Y

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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 4
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 33,100
- Index: 4 x 4
- Starting Salary: 33,100
- Career Increments: N
- Experience Allowed: 5
- Entry Level Step: 1
- Vertical Freeze: 1
- Rollback: 1
- Multi-year Contract: 14-15, 15-16

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### PART-TIME BENEFITS
- Cafeteria Plan
  - Individ.: 27.82 or 46.06
  - Depend.: Options:
    - IRS 125:
      - Flex Accounts: Minimum FTE: 0.5
      - Contr.: full

### LEAVES
- Type: SICK
  - Days/Year: 10
  - Accum.: 40
  - Depend. use: yes
  - Approval Needed: yes
  - Approval Needed: 1 with sub pay ded

- Other Info:
  - PERSONAL: 2+1
  - BEREAVEMENT: from sick lv.
  - PROFESSIONAL: yes
  - ADOPTION: yes
  - ASSOCIATION: yes

### SEVERANCE PAY
- Voluntary Separation: N
- Grievance: Y
- Sick Bank: N

### OTHER DISTRICT POLICIES
- Negotiated/Policy
  - EXIST:
    - Sabbatical: No
    - Severance Pay: Y

### OTHER LEAVES:

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### COMMENTS:
- Deductible Reimbursement: 1.0053 (thru sal)
- IRS 125:
- Flexible Accounts: Minimum FTE: 0.5
- Contributions: full
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 67
- **Length of Teacher Day:** 8.25 hours
- **Length of Student Day:** 7.25 hours
- **Planning Time:** 48 minutes
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7.5
- **Index:** 4.5 x 4.5

### Salary Schedule
- **Base Salary:** $32,800
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Starting Salary:** $32,800
- **Minimum FTE:** 0.5
- **Contribution:** 3100D

### Insurance

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

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

### Other Leaves

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09-10 base/movement freeze; 10-11 allow 2 steps movement
### Working Conditions
- Contract Days: 185
- FTE Teachers: 72
- Length of Teacher Day: 7
- Length of Student Day: 6.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 34,000
- Starting Salary: 34,000
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

### Insurance
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits** | **Cafeteria Plan**
--- | --- | --- | --- | --- | ---
- HEALTH | BC/BS | 750D/3100D | 509.82 943.18 | 1070.62 1437.58 | Individ.
- DENTAL | BC/BS | 2 | 25.31 25.31 | 25.31 25.31 | Depend.
- LTD | | | | |
- NON-PARTICIPANT | | | | |

### Leaves
- **Type** | **Days/Year** | **Accum.** | **Use** | **Approval** | **Other** | **Negotiated/Policy**
--- | --- | --- | --- | --- | --- | ---
- SICK | 12 | 75 | yes | | | Exists
- PERSONAL | 2 | yes | | | | Y
- BEREAVEMENT | 10,5,2 | yes | | | | P
- PROFESSIONAL | adm. disc. | yes | | | | Y
- ADOPTION | 10 | | | | | P
- ASSOCIATION | | | | | | 

### Sabbatical
- Yes

### Severance Pay
- | | |

### Other District Policies
- | | |

### Salary Schedule Details

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### Cafeteria Plan
- Individ.
- Depend.

### Comments
- Flexible Reimbursement:
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.5
- Contribution: fte
### Working Conditions
- **Contract Days:** 187
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 7.5 hours
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 50 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6
- **Multi-year Contract:**
- **Experience Allowed:** 8
- **Career Increments:** Y
- **Index:** 4 x 5
- **Vertical Freeze:** 85-86
- **Rollback:**

### Salary Schedule
- **Starting Salary:** $33,600
- **Career Increments:** Y
- **Experience Allowed:** 8
- **Entry Level Step:** 2
- **Negotiated/Policy:**
  - **Hired before 08-09, recv $7500 in flat salary. Hired after 08-09, recv ind ins + remainder as cash.**
  - **87-88 BA45 column grandfathered, 02-01 PHD/EdD stipend available, 01-02 Longevity increments available after 20 years; 08-09 hiring base added (stp 1 + 1/2 prior yr total pkg increase x current yr base);**
  - **Hired before 08-08, recv $7500 in flat salary. Hired after 08-08, recv ind ins + remainder as cash.**

### Leaves
- **Sick:** 10 days
- **Personal:** 2+1
- **Professional:** unneeded
- **Auction:** 20 from sick lv.
- **Association:** see prof. lv.

### Insuranc
- **Type:**
  - **Health:** BC/BS
  - **Dental:** BC/BS
- **Option:**
  - **Health:** 750D/1650D
  - **Dental:** 2
- **Amount Paid by District:**
  - **Health:**
    - Individ.
    - EE/Child
    - EE/Spouse
    - EE/Sp/Child
  - **Dental:**
    - Individ.
    - EE/Sp/Child
- **Couple - Benefits:**
  - **Individ. and Depend.**
  - **H/A-Life-Cash**
  - **IRS 125:** Y
  - **Flex Accounts:** Y
  - **PPO:** + Fringe Benefit Stipend $146.91

### Cafeteria Plan
- **Type:**
  - **Carrier:**
    - **H/A-Dent:**
    - **Health:**
      - **Individ.**
      - **EE/Child**
      - **EE/Spouse**
      - **EE/Sp/Child**
    - **Dental:**
      - **Individ.**
      - **Depend. Use**
- **Options:**
  - **H/A-Life-Cash**
  - **Individ.**
  - **EE/Sp/Child**
  - **Couple - Benefits**

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

### Leaves
- **Sick:** 10 days
- **Personal:** 2+1
- **Professional:** unneeded
- **Auction:** 20 from sick lv.
- **Association:** see prof. lv.

### Sabbatical
- **Yes**

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

### Grand Island

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| **Notes:**

- 87-88 BA45 column grandfathered. 02-01 PHD/EdD stipend available. 01-02 Longevity increments available after 20 years; 08-09 hiring base added (stp 1 + 1/2 prior yr total pkg increase x current yr base);
- Hired before 08-08, recv $7500 in flat salary. Hired after 08-08, recv ind ins + remainder as cash. |
### Working Conditions
- **Contract Days:** 188
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Student Day:**
  - HS: 6.5
  - JH/MS: 6.5
  - ELEM: 6.5
- **Planning Time:** 52/98/40
- **Class Periods/Day:** 7/8
- **Normal Teaching Load:** 6/6

### Salary Schedule
- **Base:** 34,700
- **Index:** 4 x 4
- **Starting Salary:**
  - HS
  - JH/MS
  - ELEM
  - MA36 if frozen at last step 2 yrs-$500 3rd yr.
- **Experience Allowed:** all
- **Career Increments:** Y
- **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, 6.5
    - Normal Teaching Load: 6/6

### Insurance
- **HEALTH**
  - Carrier: BC/BS
  - Option: 750D
  - Type: H/A-Dent, Individ. EE/Child, Individ. EE/Spouse, EE/Sp/Child
  - Amount Paid by District: 1070.62, 1437.58
- **DENTAL**
  - Carrier: BC/BS
  - Option: Individ.
  - Amount Paid by District: 27.82, 943.18
- **LIFE**
  - Carrier: Madison Nat'l
  - Option: 2.48
  - Amount Paid by District: 1070.62, 1437.58
- **LTD**
  - Carrier: Madison Nat'l
  - Option: 0.03 (+B)
  - Amount Paid by District: 52.82, 943.18

### Leaves
- **SICK**
  - Days/Year: 10
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info: $75/day for unused days
- **PERSONAL**
  - Days/Year: 2
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info: $75/day for unused days
- **BEREAVEMENT**
  - Days/Year: see sick lv.
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info: $75/day for unused days
- **PROFESSIONAL**
  - Days/Year: adm. disc.
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info: $75/day for unused days
- **ADOPTION**
  - Days/Year: 10
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info: $75/day for unused days
- **ASSOCIATION**
  - Days/Year: 5
  - Depend. use: yes
  - Approval Needed: yes
  - Other Info: $75/day for unused days

### Sabbatical
- **No**

### Severance Pay
- **No**

### Cafeteria Plan
- **Type Carrier**: Individ.
- **Option**: Depend.
- **Amount Paid by District**: 27.82 or 46.06
- **Options**: IRS 125: Y
- **Flex Accounts**: Part-Time Benefits
  - Minimum FTE: 0.5
  - Contribution: fte

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

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

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BA+36 grandfathered 89-90
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7.25 7.25
Planning Time: 50 50 60
Normal Teaching Load: 7 7
Multi-year Contract:

SALARY SCHEDULE
Base: 33,700  Index: 4 x 4  Starting Salary:  Entry Level Step:
Career Increments: N  Experience Allowed: all
Vertical Freeze: 87-88
Rollback:

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  509.82  943.18  1070.62 1437.58
DENTAL  BC/BS  2  25.31  46.80  53.13  71.37
PPO: Vision - $4.40/mo
LIFE  Madison Ntl.  1.85
LTD  Madison Ntl.  .0049

OTHER DISTRICT POLICIES
Leaves:
Type  Days/Year  Depend.  Approval  Other
SICK  10  40  Yes  Voluntary Separation: N
PERSONAL  2  Yes  accum 3  Grievance: Y N
BEREAVEMENT  5  Yes  Sick Bank: N
PROFESSIONAL  as needed
ADOPTION
ASSOCIATION

SABBATICAL: No  SEVERANCE PAY:

OTHER LEAVES:

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Entries
Negotiated/Policy
Exists
Minimum FTE: 0.5
Contribution: FTE
# Hartington-Newcastle

## Working Conditions
- Contract Days: 185
- FTE Teachers: 35.13
- 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
- Multi-year Contract:

## Salary Schedule
- Base: 32,900
- Starting Salary: 32,900
- Career Increments: N
- Experience Allowed: 6
- Entry Level Step: 1
- Index: 4 x 4
- Vertical Freeze: 87-88
- Rollback: 86-87 (2 Steps)

## Insurance

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## Leaves

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## Other District Policies
- **Sabbatical:** Yes

## Severance Pay

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### Working Conditions
- Contract Days: 185
- FTE Teachers: 29
- HS: 2015-2016
- JH/MS: Harvard
- ELEM: Index: 4 x 4
- Length of Teacher Day: 8.25
- Length of Student Day: 7.5
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: BA+36, 45, 54 frozen 1 yr after entering; Not apply to MA
- Rollback: Multi-year Contract:
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 33,100
- Index: 4 x 4
- Starting Salary: 35,748
- Entry Level Step: 3
- BA+36, 45, 54 frozen 1 yr after entering; Not apply to MA
- Rollback: Multi-year Contract:

### Insurance

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### Leaves
- Type: SICK
- Days/Year: 12
- Accum.: 40
- Use: no
- Approval: yes
- Other Info: $75/day/year up to $150 eoy

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

### Cafeteria Plan
- Indiv. Depend.
- Options: IRS 125:
- Flex Accounts:
- Minimum FTE: 0.5
- Contribution: full

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### Part-Time Benefits
- Negotiated/Policy: Exists
- Minimum FTE: 0.5
- Contribution: full

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

### Notes
- 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
- HS JH/MS ELEM
- Starting Salary: 32,700
- Career Increments: Y
- Experience Allowed: 10
- Those with a doctorate receive $500/yr.
- Vertical Freeze:
- Rollback:
- Multi-year Contract:
- Length of Teacher Day: 7.5
- Planning Time: 96 95 90
- Class Periods/Day: 8 9
- Normal Teaching Load: 6.5 7

## INSURANCE
- **Type**: HEALTH, DENTAL, LTD
- **Carrier**: BC/BS, BC/BS
- **Option**: Individ. EE/Child, Individ. Depend.
- **Amount Paid by District**: H/A-Dent, Individ. Depend.
- **Couple - Benefits**: Individ. EE/Spouse EE/Sp/Child
- **Type Carrier**: Health, Dental
- **Deductible Reimbursement**: IRS 125: Y
- **Part-Time Benefits**: Minimum FTE: 0.4
- **Cafeteria Plan**: Individ. Depend.

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## Leaves
- **Sick**: 10, un., yes

## Other District Policies
- **Type**: SICK, PERSONAL, BEREAVEMENT, PROFESSIONAL, ADOPTION
- **Approval**: w/approv.
- **Other Info**: 1-sub. ded.
- **Negotiated/Policy**: Exists
- **Comments**: Voluntary Separation: Y P

## Sabbatical
- **Yes

## Other Leaves
- **Family parenting-5; spec. pers.-2

### Cafeteria Plan
- **Type**: Individ. Depend.
- **Carrier**: BC/BS, BC/BS
- **Option**: Cash
- **Flex Accounts**: Y

### Severance Pay
- **Yes

**Notes:**
- 02-03 staff frozen at bottom of MA45 will be given add'l 1.5% of base every yr on that step.
### Working Conditions
- **Contract Days:** 162
- **FTE Teachers:**
  - HS: 8.75
  - JH/MS: 8.75
  - ELEM: 8.75
- **Length of Teacher Day:** 8 hours, 15 minutes
- **Length of Student Day:** 7 hours, 45 minutes
- **Normal Teaching Load:** 6 classes
- **Experience Allowed:** Yes
- **Career Increments:** Yes
- **Multi-year Contract:** 15-16, 16-17, 17-18
- **Planning Time:** 64 contract days
- **Class Periods/Day:** 7
- **Starting Salary:** $33,000
- **Base:** $33,000
- **Index:** 1
- **Index Factor:** 4.5 x 4.5
- **Salary Schedule Index:** 4.5 x 4.5
- **Index Factor:** 1

### Leaves
- **Sick Leave:** 9 days, 40 hours, with approval needed
- **Personal Leave:** 2 days, cumulative to 4
- **Bereavement Leave:** 2 days, with approval needed
- **Adoption Leave:** 2 days
- **Professional Leave:** 2 days
- **Association Leave:** None
- **Voluntary Separation:** N
- **Grievance:** Y
- **Sick Bank:** N
- **Severance Pay:** Exists
- **Negotiated Policy:**

### Cafeteria Plan
- **Individ:**
- **Depend:**
- **Type:** Option
- **Carrier:** BC/BS
- **Amount Paid by District:**
  - H/A-Dent: 500D
  - Ind Dental: 994.73
  - Ind Dental: 1129.13
  - Ind Dental: 1516.14
- **Options:**
- **IRS 125:**
- **Flex Accounts:**
- **PART-TIME BENEFITS:**
  - Minimum FTE: 0.5
  - Contribution: Y

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

### Salary Schedule
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### Insurance
- **Health:** BC/BS 500D
- **Dental:** BC/BS
- **Life:**
- **LTD:**
- **Non-Participant:**

### Other Details
- **Class Periods/Day:** 7
- **Contract Days:** 162
- **Base:** 33,000
- **Index:** 1
### Working Conditions

- **Contract Days:** 180
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 8
- **Length of Student Day:** 8
- **Planning Time:** 51
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Index:** 4 x 4.5
- **Experience Allowed:** all
- **Career Increments:** N
- **Multi-year Contract:** 14-15, 15-16

### Salary Schedule

- **Base:** 32,350
- **Starting Salary:** 32,350
- **Entry Level Step:** 1

### Insurance

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### Cafeteria Plan

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

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### Other District Policies

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

### Sabbatical

- **Yes**

### Severance Pay

### Other Leaves

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**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 31
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Planning Time: 97
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 35,333
- Index: 4 x 4
- Starting Salary: 35,333
- Career Increments: N
- Entry Level Step: 1
- Experience Allowed: 8
- Vertical Freeze:
- Rollback:

**INSURANCE**

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**INSURANCE**

- HEALTH
- DENTAL
- PPO
- LIFE
- LTD NON-PARTICIPANT

**Cafeteria Plan**

- Individ.
- Depend.

**PART-TIME BENEFITS**

- Minimum FTE: 0.5

**LEAVES**

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**LEAVES**

- Other Info: reimb. $20/day over 40 unused EOY
- Voluntary Separation: N
- Sick Bank: Y N

**SEVERANCE PAY**

**OTHER DISTRICT POLICIES**

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**HEARTLAND**

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### Working Conditions
- Contract Days: 183
- FTE Teachers: 6
- HS: 8
- JH/MS: 7
- ELEM: 6
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Length of Teacher Day: 8
- Length of Student Day: 7
- Class Periods/Day: 7
- Normal Teaching Load: 6
- Vertical Freeze: 05-06, 06-07
- Multi-year Contract: 15-16, 16-17

### Salary Schedule
- Base: 32,900
- Index: 4.5 x 4.5
- Starting Salary: 32,900
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: all

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### Insurancce

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### Leaves

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### Cafeteria Plan

- Individ. or Depend.
- Options: IRS 125: Y
- Flex Accounts: Minimum FTE: 1

### Other District Policies

- Negotiated/Policy: Exists: Y
- Policy: P
- Communicative: N

### Sabbatical

- Voluntary Separation: Y
- From: P
- Sick: Y
- Bank: N

### Severance Pay

- Severance: Y
- From: P
- Sick: Y
- Bank: N

### Other Leaves

- HEMINGFORD:
- Base: 32,900
- BA: 32,900
- BA+9: 34,381
- BA+18: 35,861
- BA+27: 37,342
- BA+36: 38,822
- MA: 40,303
- MA+9: 41,783
- MA+18: 43,264

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### Hemingford

- 2015-2016
- 1.1
- 11/9/2015
- Index: 4.5 x 4.5
- Experience Allowed: all
- Multi-year Contract: 15-16, 16-17
- Vertical Freeze: 05-06, 06-07
- Multi-year Contract: 15-16, 16-17
- Normal Teaching Load: 6
### 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:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 32,000
- **Index:** 5 x 4
- **Starting Salary:** 35,200
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:**
  - *entry step is 1.10

### Leaves
- **Sick Days/Year:** 10
- **Accum. Depend. Use:** 45
- **Approval Needed:** Yes
- **Sick Bank:** Y
- **Voluntary Separation:** N
- **Grievance:** Y

### Other District Policies
- **Negotiated/Policy:** Exists
- **Sabbatical:** No
- **Severance Pay:**

### Leaves

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<th>Type</th>
<th>Days/Year</th>
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<td>ASSOCIATION</td>
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### Cafeteria Plan
- **Type:** Individ.
- **Carrier:** Depend.
- **Options:**
  - IRS 125:
  - Flex Accounts:
- **Deductible Reimbursement:**

### Insuranc
- **Type:**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Carrier:**
  - H/A-Dent: 500D
  - Individ.: 1
- **Options:**
  - INDIVID. EE/CHILD
  - INDIVID. EE/SP/CHILD
  - EE/SP/CHILD

### Notes
- 04-05 staff hired prior to 03-04 is grandfathered into a separate schedule 10-11 must have MA or MA9 to move into appropriate column, those already in BA36 or BA45 columns will be grandfathered.
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8 periods/day
- **Length of Student Day:** 7.5 periods/day
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 32,750
- **Starting Salary:** 32,750
- **Career Increments:** N
- **Experience Allowed:** 10
- **Index:** 4 x 4

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

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

### Insuranc
- **Type**
- **Carrier**
- **Option**
- **Amount Paid by District**

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

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

### Other Leaves

### Severance Pay

### Hitchcock County Salary Schedule

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### SALARY SCHEDULE

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### LEAVES

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### RELATED DOCUMENTS

- Cafeteria Plan
- Minimum FTE: 0.4
- Contribution: fte
- IRS 125: Y
- Flex Accounts: Part-Time Benefits
- Principal:
- Individ.
- Dependent:
- Deductible Reimbursement:
- IRS 125: Y
- Minimum FTE: 0.4
- Contribution: fte

### OTHER LEAVES

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### COMMENTS

- IRS 125: Y
### Working Conditions
- Contract Days: 185
- FTE Teachers: 37
- HS: 7.8
- JH/MS: 7.8
- ELEM: 7.8
- Length of Teacher Day: 7.8
- Length of Student Day: 7.25
- Planning Time: 50%
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Multi-year Contract:

### Salary Schedule
- Base: 36,400
- Index: 4 x 4
- Starting Salary:
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 9
- Part-time teachers over 0.425 receive full h/a
- Vertical Freeze: 87-88
- Rollback: 87-88 (1 Step)

### Insurance
- **Type**: Carrier
- **Option**: Amount Paid by District
- **Couple - Benefits**: Cafeteria Plan
- **H/A-Dent**: Individ. Depend.
- **Individ. EE/Child**: 950D
- **EE/Spouse**: BC/BS
- **EE/Sp/Child**: BC/BS
- **LTD**: Options:
  - IRS 125: Y
  - Flex Accounts: Y

### Leaves
- **Type**: Days/Year
- **Depend. use**: Needed
- **Approval**: Needed
- **Other**: 
- **Sick**: 10
- **Personal**: 2
- ** Bereavement**: 5
- **Professional**: adm. disc.
- **Adoption**: adm. disc.
- **Association**: 2

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

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

### Other Leaves

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

## Salary Schedule
- Base: 35,500
- Starting Salary: 
- Career Increments: 
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

### Index: 4 x 5

## Insuranc
- Type
- Carrier
- Option
- Amount Paid by District
- Couple - Benefits
- Cafeteria Plan
- Type
- Carrier
- Options
- Comments:
- Deductible Reimbursement:
- IRS 125:

### Health
- BC/BS
- 750D/1650D
- Flat Salary

### Dental
- BC/BS
- 2

### Life
- LTD
- NON-PARTICIPANT

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

### Sick
- 10
- 30
- yes

### Personal
- PTO

### Bereavement
- PTO

### Professional
- Grievance:
- Sick Bank:

### Adoption
- Association:

### Sabbatical
- Severance Pay:

## Other District Policies
- Negotiated/Policy
- Exists

## Howells-Dodge

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

### Teachers' Salaries
- **Entry Level Step:**
  - BA: 35,500
  - BA+9: 39,050
  - BA+18: 40,825
  - BA+27: 42,600
  - BA+36: 44,375
  - MA: 46,150
  - MA+9: 52,540
  - MA+18: 58,930

### FTE Teachers
- **Starting Salary:**
  - 0.5
- **Voluntary Separation:**
  - 1.00
  - 1.05
  - 1.10
  - 1.15
  - 1.20
- **Grievance:**
  - 1.00
  - 1.05
  - 1.10
  - 1.15
  - 1.20
- **Sick Bank:**
  - 1.00
  - 1.05
  - 1.10
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### Teachers' Salaries Table

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</table>
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
Multi-year Contract: 15-16, 16-17

INDEX: 4 x 4
Experience Allowed: N
Career Increments: N
Vertical Freeze:
Rollback:

SALARY SCHEDULE
Base: 33,925
Starting Salary: 33,925
Entry Level Step: 1
Experience Allowed: 5

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
INSURANCE
HEALTH BC/BS 1250D Individ. EE/Child EE/Spouse EE/Sp/Child 27.82 or
BC/BS
25.31 25.31 25.31 25.31 46.06
Optional:
BC/BS Sp or Dep. Dental

LEAVES
Type Days/Year Accum. Depend. Approval
SICK 10 60 yes
Other Info: reim $25/day up to 60 days

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
PERSONAL 3 Yes
from sick lv.
BEREAVEMENT 10
PROFESSIONAL adm. disc.
ADOPTION
ASSOCIATION

SABBATICAL:
SEVERANCE PAY:
OTHER LEAVES:

HUMMEL-TABLE ROCK-STEINAUER
HUMBOLDT-TABLE ROCK-STEINAUER
Step BA BA+9 BA+18 BA+27 MA MA+9 MA+18 MA+27
1 33,925 35,282 36,639 37,996 39,353 40,710 42,067 43,424
1.00 1.04 1.08 1.12 1.16 1.20 1.24 1.28
2 35,282 36,639 37,996 39,353 40,710 42,067 43,424 44,781
1.04 1.08 1.12 1.16 1.20 1.24 1.28 1.32
3 36,639 37,996 39,353 40,710 42,067 43,424 44,781 46,138
1.08 1.12 1.16 1.20 1.24 1.28 1.32 1.36
4 37,996 39,353 40,710 42,067 43,424 44,781 46,138 47,495
1.12 1.16 1.20 1.24 1.28 1.32 1.36 1.40
5 39,353 40,710 42,067 43,424 44,781 46,138 47,495 48,852
1.16 1.20 1.24 1.28 1.32 1.36 1.40 1.44
6 40,710 42,067 43,424 44,781 46,138 47,495 48,852 50,209
1.20 1.24 1.28 1.32 1.36 1.40 1.44 1.48
7 42,067 43,424 44,781 46,138 47,495 48,852 50,209 51,566
1.24 1.28 1.32 1.36 1.40 1.44 1.48 1.52
8 44,781 46,138 47,495 48,852 50,209 51,566 52,923 54,380
1.28 1.32 1.36 1.40 1.44 1.48 1.52 1.56
9 47,495 48,852 50,209 51,566 52,923 54,380 55,837 57,294
1.32 1.36 1.40 1.44 1.48 1.52 1.56 1.60
10 50,209 51,566 52,923 54,380 55,837 57,294 58,751 60,208
1.36 1.40 1.44 1.48 1.52 1.56 1.60 1.64
11 52,923 54,380 55,837 57,294 58,751 60,208 61,665 63,122
1.40 1.44 1.48 1.52 1.56 1.60 1.64 1.68
12 55,637 57,094 58,551 59,998 61,445 62,902 64,359 65,816
1.44 1.48 1.52 1.56 1.60 1.64 1.68 1.72
13 58,351 59,808 61,265 62,722 64,179 65,636 67,093 68,550
1.48 1.52 1.56 1.60 1.64 1.68 1.72 1.76
14 61,065 62,622 64,179 65,736 67,293 68,850 70,407 71,964
1.52 1.56 1.60 1.64 1.68 1.72 1.76 1.80

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

**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: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

## Salary Schedule
- Base: 33,300
- Entry Level Step: 1(D)
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:

## InsurancE
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<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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<td>BC/BS</td>
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<td>LIFE</td>
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<td>National Ins (thru sal)</td>
<td>Deductible Reimbursement: N</td>
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</table>

## LEAVES
- **Sick**: 10,7
- **Personal**: 2
- **Bereavement**: 5
- **Professional**: 2
- **Association**: from prof. lv.

### other leaves:
- **Sabbatical**: No
- **Severance Pay**: Y

## CAFETERIA PLAN
- Individ.
- Depend.

## PART-TIME BENEFITS
- Minimum FTE: fte

## Other District Policies

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

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

## Working Conditions

### Insurance
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## LEAVES
- **Sick**: 10,7
- **Personal**: 2
- **Bereavement**: 5
- **Professional**: 2
- **Association**: from prof. lv.

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

## Salary Schedule
- Base: 33,300
- Entry Level Step: 1(D)
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:

## 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: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

## Salary Schedule
- Base: 33,300
- Entry Level Step: 1(D)
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:

## 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: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

## Salary Schedule
- Base: 33,300
- Entry Level Step: 1(D)
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:

## 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: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:
## Working Conditions
- Contract Days: 184
- FTE Teachers: 2

## Salary Schedule
- Base: $31,500
- Index: 4 x 4
- Entry Level Step: 1
- Starting Salary: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:

## Insurace
- **Type**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Carrier**
  - BC/BS
  - Omaha Life
  - 750D
  - 2
- **Option**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - 1
  - 9
  - 0.8
- **Couple - Benefits**
  - Individ.
  - Depend.

## Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
- **Days/Year**
  - 10
  - 3
  - 2
- **Accum.**
  - 5
  - 25.31
  - 46.80

## Cafeteria Plan
- **Option**
  - Coverage:
  - Judgment:
- **Amount Paid by District**
  - 1
  - 2
  - 3
- **Couple - Benefits**
  - Individ.
  - Depend.

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

## Sabbatical
- **Sabbatical:** No

## Severance Pay

## Other Leaves

### Hyannis

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## Working Conditions
- Contract Days: 186
- FTE Teachers: Johnson County

## Salary Schedule
- Base: 34,075
- Starting Salary: 34,075
- Career Increments: 5(D)
- Entry Level Step: 1
- Experience Allowed: 5(D)

## Length of Teacher Day
- Vertical Freeze: Rollback:
- Planning Time: Multi-year Contract:

## Working Conditions
- Length of Teacher Day: Vertical Freeze:
- Planning Time: Rollback:
- Class Periods/Day: Multi-year Contract:
- Normal Teaching Load:

## Insurance
- Health BC/BS: 750D: 536.65: 992.82: 1126.97: 1513.24: Cash: Options: IRS 125:
- Dental BC/BS: 5: 52.14: 52.14: 52.14: 52.14: Non-Participant:
- LTD: Principal: .0017 (thru sal):
- Non-Participant: $166.67 Cash:

## Leaves
- Type: Days/Year: Accum.: Depend.: Approval: Needed: Other: Negotiated/Policy
- Sick: 11: 60: Y: Other Info: unused @ $75/day-must keep 60 days in bank:
- Personal: 2: convert to sick lv @ eoy: Voluntary Separation:
- Bereavement: 3: more from sick leave:
- Professional: 3: Yes: Grievance:
- Adoption: Yes: Sick Bank: Y:
- Association:

## Sabbatical
- Severeance Pay:

## Other District Policies
- Type: Steps:
- JOHNSON COUNTY:
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 22.5
- **Length of Teacher Day:** 7.5
- **Length of Student Day:** 7.5
- **Normal Teaching Load:** 7
- **Multi-year Contract:** Present

### SALARY SCHEDULE
- **Base Salary:** $33,100
- **Index:** 4 x 4
- **Starting Salary:** $33,100
- **Career Increments:** N
- **Experience Allowed:** all (D)
- **Entry Level Step:** D

### INSURANCE
- **HEALTH:**
  - Carrier: BC/BS
  - Plan: 750D/3100D
  - Deductible Reimbursement: $509.82
  - Options: 943.18
- **DENTAL:**
  - Carrier: BC/BS
  - Plan: 2
  - Deductible Reimbursement: $25.31
  - Options: 46.80
  - Deductible Reimbursement: $53.13
  - Options: 71.37

### LEAVES
- **SICK:**
  - Days/Year: 10
  - Accum. Days: 50
  - Approval Needed: Yes
  - Other Info: Use 5 or less = recv $400 eoy
- **PERSONAL:**
  - Days/Year: 2
  - Accum. Days: Yes
  - Approval Needed: Yes
  - Other Info: Carryover/buyback up to 4
- **BEREAVEMENT:**
  - Days/Year: from sick lv.
  - Accum. Days: Yes
  - Approval Needed: Yes
  - Other Info: From sick lv.
- **PROFESSIONAL:**
  - Days/Year: admin. disc.
  - Accum. Days: Yes
  - Approval Needed: Yes
  - Other Info: admin. disc.
- **ASSOCIATION:**
  - Days/Year: 3 (off/deleg)
  - Accum. Days: Yes
  - Approval Needed: Yes
  - Other Info: 3 (off/deleg)

### SABBATICAL
- **Type:** No
- **SEVERANCE PAY:**

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

### JOHNSON-BROCK

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

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

### 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

### SALARY SCHEDULE
- **Base:** 33,485
- **Entry Level Step:** 1
- **Career Increments:** Y
- **Experience Allowed:** 7(D)
- **Vertical Freeze:** 85-86
- **Rollback:**
- **Multi-year Contract:**
  - **Length of Teacher Day:** 7.5 7.5 7.5
  - **Length of Student Day:** 6.5 6.42 9
  - **Normal Teaching Load:** 3 7.5

### INSURANCE
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
- **Option**
  - PPO: COMMENTS:
  - LIFE: Deductible Reimbursement
- **Amount Paid by District**
  - **Entry Level Step:** 1
  - **Normal Teaching Load:** 37.5
- **Planning Time:** 60 57 30

### LEAVES
- **Type**
  - SICK: 10 80 yes
  - PERSONAL: 3
  - BEREAVEMENT: 5,3
  - PROFESSIONAL: 2 yes
  - ADOPTION: 10 w/approv.
  - ASSOCIATION: 3

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

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**Notes:**
- Longevity increments available on MA45 - 2nd yr on stp 15 recv 2% of base.
**WORKING CONDITIONS**

- **Contract Days:** 184
- **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:**
  - 50
- **Class Periods/Day:**
  - 8
- **Normal Teaching Load:**
  - 7

**SALARY SCHEDULE**

- **Base:** 33,000
- **Index:** 4 x 4
- **Starting Salary:** 33,000
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** (D)
- **15-16: 2% inc in base sal for every 10 yrs at Kenesaw, retroactive**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

**INSURANCE**

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**LEAVES**

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**OTHER DISTRICT POLICIES**

- **Negotiated/Policy**
  - **Exists:**
    - **SICK:**
      - Yes
    - **PERSONAL:**
      - Yes
    - **BEREAVEMENT:**
      - Voluntary Separation: Y P
    - **PROFESSIONAL:**
      - Grievance: Y N
    - **ADOPTION:**
      - Sick Bank: Y N

**SEVERANCE PAY:**

**OTHER LEAVES:**

**KENESAW**

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### WORKING CONDITIONS
- Contract Days: 180
- FTE Teachers: 
  - HS: 
  - JH/MS: 
  - ELEM: 
- Length of Teacher Day: 8-hour day
- Length of Student Day: 7.5 hours
- Planning Time: 50% 50% 30%
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 

### SALARY SCHEDULE
- Base: 32,300
- Index: 4.25 x 4.25
- Starting Salary: 
- Career Increments: N
- Experience Allowed: 6
- Vertical Freeze: 
- Rollback: 93-94

### INSURANCE
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### LEAVES
- SICK: 10 days, 30 accrual
- PERSONAL: 2 days, yes, add'l. w/o pay
- BEREAVEMENT: admin. disc.
- PROFESSIONAL: 3 days, yes
- ADOPTION: 
- ASSOCIATION: 

### OTHER DISTRICT POLICIES
- SEVERANCE PAY: 

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

### OTHER LEAVES
- SABBATICAL: No

### SALARY SCHEDULE

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### OTHER DISTRICT POLICIES
-exists: Negotiated/Policy: 
- Grievance Separation: Y N
- Sick Bank: Y N
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 2015-2016 Kimball

**SALARY SCHEDULE**
- Base: 33,100
- Starting Salary: 4 x 5
- Index: 1
- Entry Level Step: all
- Experience Allowed: all
- Career Increments: Y
- Vert. Incr. are % of column base
- Vertical Freeze: Rollback:
- Planning Time: 48 48 0
- Class Periods/Day: 9 9
- Normal Teaching Load: 8 8
- Multi-year Contract:

**INSURANCE**

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**OTHER DISTRICT POLICIES**

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**SABBATICAL**: Yes

**SEVERANCE PAY**: 

**OTHER LEAVES**: 

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

Contract Days: 185  
FTE Teachers: 62.01  
HS JH/MS ELEM  
Length of Teacher Day: 8 8 8  
Length of Student Day: 7.5 7.5 7.17  
Planning Time: 87 87 80  
Class Periods/Day: 7 8  
Normal Teaching Load: 6 7  
Index: 5 x 4  
Experience Allowed: all  
Career Increments: N

SALARY SCHEDULE

Base: 33,000  
Enter Level Step: 1  
Starting Salary: 33,000

Kim

Experience

Multi-year Contract:

Length of Teacher Day: 8 8 8  
Length of Student Day: 7.5 7.5 7.17  
Planning Time: 87 87 80  
Class Periods/Day: 7 8  
Normal Teaching Load: 6 7  
Index: 5 x 4  
Experience Allowed: all  
Career Increments: N

INSURANCE

HEALTH BC/BS 750D 538.65 992.82 1126.97 1513.24 1825.50 2126.75 2428.00 2729.25 3030.50

DENTAL BC/BS 2 25.31 25.31 25.31 25.31

PPO: COMMENTS:

LIFE

LTD

NON-PARTICIPANT $561.96 TSA

EXPERIENCE

- 1 year 33,000
- 2 years 36,300
- 3 years 39,600
- 4 years 42,900
- 5 years 46,200
- 6 years 49,500
- 7 years 52,800
- 8 years 56,100
- 9 years 59,400
- 10 years 62,700

OTHER DISTRICT POLICIES

SEVERANCE PAY: N

OTHER LEAVES:

LAKEVIEW COMMUNITY SCHOOLS

Full time staff who have been on MA36 Step 14 for one year will receive an annual comp payment of $850, paid in Nov.
### Working Conditions
- Contract Days: 185
- FTE Teachers: 45.9
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.3 hours
- Planning Time: 48
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 15-16, 16-17

### Salary Schedule
- Base: 32,200
- Starting Salary: 32,200
- Career Increments: N
- Experience Allowed: 10
- Index: 4 x 4

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### Insuranc e
- Health: BC/BS: 950D, 518.55, 518.55, 518.55
- Dental: BC/BS: 25.31, 25.31, 25.31, 25.31

### Cafeteria Plan
- Individ. Depend.

### Leaves
- Other Info:
  - SICK: 10, 45, yes
  - PERSONAL: 2, yes
  - BEREAVEMENT: yes, see sick lv.
  - PROFESSIONAL: yes
  - ADOPTION: see sick lv.

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

### Additional Information
- Insurance:
  - Deductible Reimbursement:
  - IRS 125: Y
  - Cafeteria Plan:
  - Options: H/A-TSA-Cash-Life-LTD
  - Part-time benefits:
  - Minimum FTE: 0
- Contribution: ft

### Salary Schedule Table
- Entry Level Step: 1
- Vertical Freeze: Yes
- Rollback: No

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

### Additional Notes
- Class Periods/Day: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.3
- Normal Teaching Load: 7
- Multi-year Contract: 15-16, 16-17
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**Working Conditions**

- Contract Days: 185
- FTE Teachers: 7

**Salary Schedule**

- Base: 33,000
- Index: 4 x 4
- Starting Salary: 33,000
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Multi-year Contract: Yes
- Vertical Freeze: No
- Rollback: No
- Normal Teaching Load: 7
- Class Periods/Day: 8
- Planning Time: 50

**Insurance**

- Health
  - BC/BS: 750D/3100D
  - Deductible Reimbursement: $943.18
- Dental
  - BC/BS: 2
  - Ind Dental: Options:
    - IRS 125: Flex Accounts
- Life
- LTD: Principal
- Non-Participant

**Leaves**

- SICK: 6 days, 34 hours
  - Other Info: $40/day unused
- Personal: 6 days, unused goes to sick accum
- Bereavement: 2 days
  - Voluntary Separation: N
- Professional: 2 days
  - Grievance: Y
  - Sick Bank: N
- Adoption: 30 days
  - Sick Bank: N

**Other District Policies**

- Sabbatical: No

**Comments**


**Salary Schedule Table**

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**Lewiston**

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 6.6
- **Length of Student Day:** 6.6
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** 32,700
- **Entry Level Step:** 1
- **Index:** 4 x 4
- **Career Increments:** N

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

### Multi-year Contract:
- 15-16, 16-17

### Length of Teacher Day:
- 888

### Length of Student Day:
- 6.6

### Normal Teaching Load:
- 7

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

### LEAVES
- **SICK:**
  - 10 days/year
  - 52 days/year
  - Family-5; pd $5/day unused at separation

- **PERSONAL:**
  - 3 days/year
  - Yes, use
  - Yes, needed

- **BEREAVEMENT:**
  - Trade 10 sick lv. for 5 bereav.
  - Voluntary Separation: N

- **PROFESSIONAL:**
  - 2 days/year
  - Yes, admin approval
  - Grievance: Y
  - P

- **ADOPTION:**
  - Sick Bank: Y
  - N

- **ASSOCIATION:**
  - as requested

### Sabbatical:
- No

### Severance Pay:
- Yes

### Other District Policies

### Insur ance
- **Type:**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
  - NON-PARTICIPANT

- **Carrier:**
  - BC/BS
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child

- **Option:**
  - BC/BS
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child

- **Amount Paid by District:**
  - Individ.
  - Depend.

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

### Part-Time Benefits
- **Minimum FTE:** 0.4
- **Contribution:** 0.5 fte

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

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<th>BA + 18 35,316</th>
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### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 228.05
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 50 45 45
- Class Periods/Day: 7 10
- Normal Teaching Load: 6 8

### SALARY SCHEDULE
- Base: 34,200
- Starting Salary: 34,200
- Career Increments: N
- Experience Allowed: Career Increments: N
- Vertical Freeze: 85-86
- Rollback: Multi-year Contract: 14-15, 15-16

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**Note:** The above table represents the starting salary and increments for different steps in the salary schedule. The values are indicative of the changes in salary from step to step.
## Leyton

### Working Conditions
- Contract Days: 183
- FTE Teachers: 4.5 x 4.5
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: $100 tuition credit per teacher; *Step 1 = 1.09
- Rollback: Multi-year Contract: 14-15, 15-16

### Salary Schedule
- Base: 31,000
- Entry Level Step: 1
- Career Increments: N
- Starting Salary: 33,790
- Experience Allowed: all

### Insurance
- HEALTH
  - Carrier: BC/BS
  - Option: 750D/3100D
  - Type: Ind
  - Amount Paid by District: 1070.62
  - Dependents: 1437.58
- DENTAL
  - Carrier: BC/BS
  - Option: 2
  - Type: Ind
  - Amount Paid by District: 25.31
  - Dependents: 25.31
- LIFE
  - Carrier: Guardian
  - Option: 3.75
  - Type: Ind
  - Amount Paid by District: 25.31
  - Dependents: 25.31
- LTD
  - Carrier: Principal
  - Option: 25.31
  - Type: Ind
  - Amount Paid by District: 25.31
  - Dependents: 25.31
- PPO
  - Carrier: H/A-Dent
  - Option: Individ.
  - Type: Ind
  - Amount Paid by District: 25.31
  - Dependents: 25.31

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

### Leaves
- Type: SICK
  - Days/Year: 10
  - Accum. Use: 30
  - Approval Needed: yes
  - Other: $25/day over 30
- Type: PERSONAL
  - Days/Year: 2
  - Accum. Use: Yes
  - Approval Needed: Yes
  - Other: accum. to 3
- Type: BEREAVEMENT
  - Days/Year: 5
  - Accum. Use: immed. fam.
  - Approval Needed: Yes
  - Other: Voluntary Separation: Y P
- Type: PROFESSIONAL
  - Days/Year: as appr
  - Accum. Use: Yes
  - Approval Needed: Yes
  - Other: Grievance: Y P
- Type: ADOPTION
  - Days/Year: 
  - Accum. Use: 
  - Approval Needed: 
  - Other: Sick Bank: N
- Type: ASSOCIATION
  - Days/Year: 
  - Accum. Use: 
  - Approval Needed: 
  - Other: 

### Sabbatical
- Yes

### Severance Pay

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

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### Working Conditions
- Contract Days: 191
- FTE Teachers: 3013
- Base: 41,731
- Index: 0 x 0

#### Length of Teacher Day
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Starting Salary: 41,731
- Career Increments: N
- Experience Allowed: 29

#### Length of Student Day
- vary
- 02-03 indx career stps; 03-04 sch is 21 stps; 06-07 move caf to sched

#### Planning Time
- 100 100 95
- Vertical Freeze: 95-96

#### Class Periods/Day
- 7
- Rollback:

#### Normal Teaching Load
- 5
- Multi-year Contract:

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#### Cafeteria Plan
- Options: H/A, Dent, Life, LTD, Vis, Cash
- IRS 125: Y

#### Deductible Reimbursement
- Flex Accounts: Y

#### Part-time Benefits
- Minimum FTE: 0.4
- Contribution: fte*

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**Other Info:** $16.50/hr. accum. s/l after 10 yrs. at sev.

#### Personal
- see sick lv.

#### Bereavement
- each occurrence
- Voluntary Separation: N

#### Professional
- un/.
- yes
- Grievance: Y
- N

#### Adoption
- 20 from sick lv.
- or sub ded.
- Sick Bank: Y
- N

#### Association
- 60, Pres/FT

### Other District Policies

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### Salary Schedule

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### Negotiated/Policy

- Exits
- Y

### Severance Pay

- Y

### Other District Policies

- 2015-2016
- 3.1
- Lincoln

### Other Leaves

- Civic, Jury, Catastrophic
**Litchfield**

**Working Conditions**
- Contract Days: 185
- FTE Teachers: 19.625
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 14-15, 15-16

**Salary Schedule**
- Base: 32,200
- Starting Salary: 32,200
- Career Increments: N
- Experience Allowed: 4
- Entry Level Step: 1(D)

**Insurance**
- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
  - 561.96

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

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

**Other District Policies**
- Negotiated/P
- Existed
- SEVERANCE PAY:

**Litchfield**

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WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 888
- Length of Student Day: 9
- Normal Teaching Load: 88
- Class Periods/Day: 9
- Planning Time: 46
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

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

SALARY SCHEDULE
- Starting Salary: 32,546
- Index: 5 x 4
- Entry Level Step: 1

INSURANCE
- HEALTH: BC/BS 750D 509.82 943.18 1070.62 1437.58
- DENTAL: BC/BS 2 25.31 25.31 25.31 25.31
- LIFELTD Unknown
- PPO: COMMENTS:
- LIFE: Unknown
- LTD: Unknown
- NON-PARTICIPANT

INCOME ALLOWED: N

LEAVES
- Type: SICK
- Days/Year: 12
- Accum. Days/Year: 40
- Depend. Use: Other Info: PTO, bonuses eoy $200-$350
- Approval Needed: Other
- Other:

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

SABBATICAL: No

OTHER LEAVES:

LOGAN VIEW

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

LEAVES
- Type: SICK
- Days/Year: 12
- Accum. Days/Year: 40
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- Negotiated/Policy: Existed
- Exists:
- Grievance:
- Sick Bank:
- Voluntary Separation:

SABBATICAL: No

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- Type Carrier Option Amount Paid by District Couple - Benefits
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- Exists:
- Grievance:
- Sick Bank:
- Voluntary Separation:

SABBATICAL: No

OTHER LEAVES:

LOGAN VIEW

Cafeteria Plan
- Type Carrier Option Amount Paid by District Couple - Benefits
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- Days/Year: 12
- Accum. Days/Year: 40
- Depend. Use: Other Info: PTO, bonuses eoy $200-$350
- Approval Needed: Other
- Other:

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

SABBATICAL: No

OTHER LEAVES:

LOGAN VIEW

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

LEAVES
- Type: SICK
- Days/Year: 12
- Accum. Days/Year: 40
- Depend. Use: Other Info: PTO, bonuses eoy $200-$350
- Approval Needed: Other
- Other:

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

SABBATICAL: No

OTHER LEAVES:
**Loomis**

**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers: 24.63
- Length of Teacher Day: 7.5
- Length of Student Day Planning: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 32,850
- Starting Salary: 32,850
- Career Increments: N
- Experience Allowed: all
- Rollback:
- Multi-year Contract:

**INSURANCE**
- HEALTH BC/BS: 750D
- DENTAL BC/BS: 1
- LTD Principal: .004
- NON-PARTICIPANT: $100 TSA

**LEAVES**
- SICK: 10, 45, yes
- PERSONAL: 2, no, accum. to 3
- BEREAVEMENT: from sick lv., no restrictions
- PROFESSIONAL: 3, yes
- ADOPTION: from sick lv.
- ASSOCIATION: from pers lv.

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

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

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

**WORKING CONDITIONS**
- Vertical Freeze:
- Rollback:
- Experience Allowed: all
- CareerIncrements: N
- 05-07 5 yrs exp; 07-08 and forward all exp

**LEAVES**
- Sick: 10, 45, yes
- Other Info: at termination $30/day unused
- Personal: 2, no, accum. to 3
- Bereavement: from sick lv., no restrictions
- Professional: 3, yes
- Adoption: from sick lv.
- Association: from pers lv.

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

**COMMENTS:**
- Deductible Reimbursement:
- Minimum FTE: 0.4
- Contribution: fte

**LEAVES:**

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## Working Conditions

- Contract Days: 185
- FTE Teachers: 25.31
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 75
- Class Periods/Day: 10
- Normal Teaching Load: 6

## Salary Schedule

- Base: 34,890
- Starting Salary: 34,890
- Index: 5 x 3
- Career Increments: N
- Experience Allowed: 12(D)
- Vertical Freeze: 86-87

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## Other District Policies

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## LOUISVILLE

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Loup City
3.1
2015-2016

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 32.2
HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.25 7.25 7.25
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

Index: 4 x 5
Starting Salary: 32,825
Entry Level Step: 1
Experience Allowed: all
Career Increments: Y
long. 4% ea. 4 yrs. to 26; 03-04 sal/ins freeze
Vertical Freeze: 03-04
Rollback:

Leaves:
SICK: 60 60 yes
Other Info: with approval; 8 days for family
PERSONAL: 2 yes acc. to 5
BEREAVEMENT: from sick lv up to 8 days
PROFESSIONAL: 1 yes acc. to 2
ADOPTION:
ASSOCIATION:

SABBATICAL: No
SEVERANCE PAY:

Other leaves:

Salary Schedule
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Index: 4 x 5
Starting Salary: 32,825
Entry Level Step: 1
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Vertical Freeze: 03-04
Rollback:

Insurance
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child Dental + All Dep
HEALTH BC/BS 750D 482.99 893.54 1014.27 1361.92
DENTAL BC/BS 3 47.10 47.10 47.10 47.10
PPO: teacher pays 10% premium COMMENTS:
LIFE
LTD
NON-PARTICIPANT

Cafeteria Plan
Individ. Depend.
Options:

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

SABBATICAL: No
SEVERANCE PAY:

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

### SALARY SCHEDULE
- Base: 31,675
- Starting Salary: 31,675
- Career Increments: 10
- Experience Allowed: 4 x 5
- Entry Level Step: 1

### INSURANCE
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### LEAVES
- SICK: 10, 35 days
- PERSONAL: see sick lv.
- BEREAVEMENT: 3-immed fam
- PROFESSIONAL: admin. disc.
- ADOPTION: yes
- ASSOCIATION: yes

### SEVERANCE PAY:
- LOUP COUNTY

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

### SEVERANCE PAY:
- FTE Teachers: 14

### COMMENTS:
- IRS 125: Flex Accounts
- MINIMUM FTE: 0.28
- Contribution: fte

### LIVING CONDITIONS SALARY SCHEDULE
**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers: 13.8
- Length of Teacher Day: 8
- Length of Student Day: 7.1
- Planning Time: 53
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 33,900
- Starting Salary: 33,900
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**INSURANCE**

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

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**OTHER DISTRICT POLICIES**

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<td>Grievance</td>
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**SABBITICAL:**

**SEVERANCE PAY:**

**LYNCH**

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<td>46,104</td>
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<td>11</td>
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<td>56,240</td>
<td>57,601</td>
<td>59,061</td>
<td>60,528</td>
</tr>
</tbody>
</table>

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

**PART-TIME BENEFITS**
- Minimum FTE: 0.5
- Contribution: ft
### 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: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 14-15, 15-16

### SALARY SCHEDULE
- Base: 32,400
- Entry Level Step: 1
- Career Increments: N
- Vertical Freeze: 88-89
- Rollback:
- 84-85 grandfathered steps
- Experience Allowed: all

### INSURANCE

<table>
<thead>
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<tbody>
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<td>H/A-Dent</td>
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<td>LTD</td>
<td>Madison Nat'1</td>
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### LEAVES

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### OTHER DISTRICT POLICIES
- Negotiated/Policy: Exists
- Voluntary Separation: N
- Sick Bank: N
- Sick Leave: Unl.

### OTHER LEAVES:

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### Cafeteria Plan
- Options:
- IRS 125: Y
- Flex Accounts:
- Minimum FTE: 0.5
- Contribution: full indiv
### WORKING CONDITIONS
- Contract Days: 185
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 33,300
- Index: 4 x 5
- Starting Salary: 33,300
- Career Increments: N
- Grandfathered steps 94-95
- Vertical Freeze: 86-87, 87-88
- Rollback:
- Multi-year Contract:

### INSURANCE
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
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<tbody>
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<tr>
<td>DENTAL</td>
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### LEAVES
- SICK: 10 45 yes
- PERSONAL: 2 no +1(w/sub pay) if sick lv @ max
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: 2 yes
- ADOPTION: Grievance: Y N
- ASSOCIATION: Sick Bank: Y N

### OTHER DISTRICT POLICIES
- SEVERANCE PAY: Y
- OTHER DISTRICT POLICIES: Jury Duty

### MADISON

### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 8
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 33,300
- Index: 4 x 5
- Starting Salary: 33,300
- Career Increments: N
- Grandfathered steps 94-95
- Vertical Freeze: 86-87, 87-88
- Rollback:
- Multi-year Contract:

### INSURANCE
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### LEAVES
- SICK: 10 45 yes
- PERSONAL: 2 no +1(w/sub pay) if sick lv @ max
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: 2 yes
- ADOPTION: Grievance: Y N
- ASSOCIATION: Sick Bank: Y N

### OTHER DISTRICT POLICIES
- SEVERANCE PAY: Y
- OTHER DISTRICT POLICIES: Jury Duty

### MADISON

### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 8
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 33,300
- Index: 4 x 5
- Starting Salary: 33,300
- Career Increments: N
- Grandfathered steps 94-95
- Vertical Freeze: 86-87, 87-88
- Rollback:
- Multi-year Contract:

### INSURANCE
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### LEAVES
- SICK: 10 45 yes
- PERSONAL: 2 no +1(w/sub pay) if sick lv @ max
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: 2 yes
- ADOPTION: Grievance: Y N
- ASSOCIATION: Sick Bank: Y N

### OTHER DISTRICT POLICIES
- SEVERANCE PAY: Y
- OTHER DISTRICT POLICIES: Jury Duty

### MADISON

### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 8
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 33,300
- Index: 4 x 5
- Starting Salary: 33,300
- Career Increments: N
- Grandfathered steps 94-95
- Vertical Freeze: 86-87, 87-88
- Rollback:
- Multi-year Contract:

### INSURANCE
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</table>

### LEAVES
- SICK: 10 45 yes
- PERSONAL: 2 no +1(w/sub pay) if sick lv @ max
- BEREAVEMENT: see sick lv.
- PROFESSIONAL: 2 yes
- ADOPTION: Grievance: Y N
- ASSOCIATION: Sick Bank: Y N

### OTHER DISTRICT POLICIES
- SEVERANCE PAY: Y
- OTHER DISTRICT POLICIES: Jury Duty

### MADISON

### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 8
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning: 49
- Class Periods/Day: 8
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 33,300
- Index: 4 x 5
- Starting Salary: 33,300
- Career Increments: N
- Grandfathered steps 94-95
- Vertical Freeze: 86-87, 87-88
- Rollback:
- Multi-year Contract:
Malcolm

Working Conditions

Contract Days: 185
FTE Teachers: 1

Length of Teacher Day: 8
JH/MS: 8
ELEM: 8

Planning Time: 50
50
50

Class Periods/Day: 8
8

Normal Teaching Load: 7
7

Salary Schedule

Base: 34,450
Index: 4 x 4
Starting Salary: 34,450
Entry Level Step: 1
Career Increments: N
Experience Allowed: All

Vertical Freeze: 88-89
Rollback: 88-89 Last Step

Length of Student Day: 7.5
7.5
7.5

Multi-year Contract:

Normal Teaching Load: 7
7

Index: 4 x 4

Experience Allowed: All

Career Increments: N

Vertical Freeze: 88-89
Rollback: 88-89 Last Step

Length of Teacher Day: 8
JH/MS: 8
ELEM: 8

Planning Time: 50
50
50

Class Periods/Day: 8
8

Experience: 7
7

Experience: 7
7

Experience: 7
7

Experience: 7
7

Experience: 7
7

Health Insurance

Carrier: BC/BS
Option: 750D/1650D
Amount Paid by District: 536.65

H/A-Dent: Individ.
Individ.

Dental Insurance

Carrier: BC/BS
Option: 2
Amount Paid by District: 25.31

H/A-Dent: Individ.
Individ.

Life Insurance

Carrier: Fortis
Option: .0031 (thru sal)
Amount Paid by District: 536.65

H/A-Dent: Individ.
Individ.

LTD Insurance

Carrier: CIL
Option: 50D/1650D
Amount Paid by District: 536.65

H/A-Dent: Individ.
Individ.

Cafeteria Plan

Income Type Carrier

Health

Dental

Life

LTD

Non-Participant

Cafeteria

Life

Cash

Canc

IRS 125

Y

Flex Accounts

Y

Leaves

Type

Days/Year

Accum.

Needed

Other

Sick

10

40

Yes

Other Info: 33% sub pay/day over 40 EYO

Personal

2

Yes

Accum. to 3 (buy back 2 @ 67%)

Voluntary Separation

P

Grievance

Y

Sick Bank

N

Association

Adoption

See sick lv.

Sabbatical

No

Severance Pay

Other Leaves

Malcolm

Step

BA

BA + 9

BA + 18

BA + 27

BA + 36

MA

MA + 9

MA + 18

MA + 27

1

34,450

35,828

37,206

38,584

39,962

41,340

42,718

44,096

45,474

2

35,828

37,206

38,584

39,962

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42,718

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63,388

64,766

16

66,144

1.56

1.60

1.80

1.84

1.88

1.92
### WORKING CONDITIONS
- **Contract Days:** 184
- **FTE Teachers:**
  - HS: 250
  - JH/MS: 250
  - ELEM: 250
- **Length of Teacher Day:**
  - 7:75
  - 7:75
  - 7:75
- **Planning Time:** 52 52 45
- **Class Periods/Day:** 8 8
- **Normal Teaching Load:** 6 6

### SALARY SCHEDULE
- **Base:** 32,334
- **Starting Salary:**
  - HS: 32,334
  - JH/MS: 32,334
  - ELEM: 32,334
- **Career Increments:** N
- **Experience Allowed:** 5
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**

### INSURANCE
- **HEALTH**
  - H/A-Dent: 950D
  - Individ. EE/Child: 25.31
  - Individ. EE/Spouse: 25.31
  - Individ. EE/Sp/Child: 53.13
  - Couple: 71.37
- **DENTAL**
  - BC/BS: 46.80
  - Individ. EE/Child: 25.31
  - Individ. EE/Spouse: 25.31
  - Individ. EE/Sp/Child: 53.13
  - Couple: 71.37
- **LIFE**
  - Individ. EE/Child: 959.36
  - Individ. EE/Spouse: 1462.21
  - Individ. EE/Sp/Child: 2535.12
  - Couple: 3502.12
- **LTD**
  - Individ. EE/Child: 0.00
  - Individ. EE/Spouse: 0.00
  - Individ. EE/Sp/Child: 0.00
  - Couple: 0.00
- **NON-PARTICIPANT**

### LEAVES
- **SICK**
  - Days/Year: 10
  - Accum.: 50
  - Approval Needed: yes
  - Other Info: Add'l 10 full pay, 60 sub ded for serious ill or inj
- **PERSONAL**
  - Days/Year: 3
  - Approval Needed: yes
  - Other Info: sub pay/day @ eoy
- **BEREAVEMENT**
  - Days/Year: 5
  - Approval Needed: yes
  - Other Info: plus 1 day travel
- **PROFESSIONAL**
  - Days/Year: 2
  - Approval Needed: yes
  - Other Info: bank to 3
- **ADOPITION**
- **ASSOCIATION**

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

### OTHER LEAVES:

### SABBATICAL
- **No**

### Cafeteria Plan
- Individual: Individ.
- Depend.: Depend.
- Options: H/A/TSA/Cash
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 1

### WORKING DAYS

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<th>Wednesday</th>
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### TOTAL DOLLARS
- **MAXWELL**
- **M A X W E L L**

### TOTAL DOLLARS
- **MAXWELL**
- **M A X W E L L**
### Working Conditions
- **Contract Days:** 182
- **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
- **Experience Allowed:** Y
- **Career Increments:** Y
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
- **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:** 31,700
- **Starting Salary:** 31,700
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 1
- **Experience Allowed:** 4

### Insurance
- **Type:**
  - **Health:**
    - Carrier: BC/BS
    - Option: 750D/3100D
    - Deductible Reimbursement:
    - Amount Paid by District:
      - H/A-Dent: 509.82
      - Individ.: 943.18
      - EE/Child: 1070.62
      - EE/Spouse: 1437.58
    - Couple - Benefits:
      - Sp or Dep Dental:
        - 27.82
        - 46.06
    - Options:
      - IRS 125: Y
      - Flex Accounts: Y
  - **Dental:**
    - Carrier: Madison Nat'l
    - Amount Paid by District:
      - EE/Depend.: 509.82
      - Individ.: 509.82
    - Couple - Benefits:
      - EE/Sp/Child: 1437.58
      - Sp/Dep Dental:
        - 509.82
        - 943.18

### Cafeteria Plan
- **Commissary Plan:**
  - **Type:**
    - Carrier: Madison Nat'l
    - Amount Paid by District:
      - EE/Sp/Child: 1437.58

### Leaves
- **Type:**
  - **Sick:**
    - Days/Year: 10
    - Accum. Needed: 60
    - Approval Needed: yes
    - Other: use
  - **Personal:**
    - Days/Year: 2
    - Approval Needed: no
  - **Bereavement:**
    - Days/Year: 3
    - Approval Needed: no
  - **Professional:**
    - Days/Year: 2
    - Approval Needed: no
  - **Adoption:**
    - Days/Year: as needed
    - Approval Needed: no

### Part-Time Benefits
- **Type:**
  - **Option:**
    - Carrier: IRS 125: Y

### Severeance Pay
- **Type:**
  - **Option:**
    - Carrier: IRS 125: Y

### Other District Policies
- **Type:**
  - **Option:**
    - Carrier: IRS 125: Y

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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
- **Length of Student Day:** 7.5 hours
- **Planning Time:** 55
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 6

### SALARY SCHEDULE

- **Base:** 33,360
- **Starting Salary:** 33,360
- **Index:** 4.5 x 4.5
- **Entry Level Step:** 1
- **Experience Allowed:** 8
- **Career Increments:** N
- **Vertical Stps:** 1-8 = 4.5, 9-15 = 4.9
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

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### LEAVES

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### OTHER DISTRICT POLICIES

| SABBATICAL: | Yes |
| SEVERANCE PAY: | Y |

### PART-TIME BENEFITS

- **Minimum FTE:** 0.5
- **FTE Teachers:**
  - Starting Salary: 33,360
  - Vertical Stps 1-8 = 4.5, 9-15 = 4.9

### Cafeteria Plan

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

### COMMENTS:

- **Deductible Reimbursement:**
- **Maximum Contribution:** fte

### WORKING CONDITIONS

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### COMMENTS:

- **Deductible Reimbursement:**
- **Maximum Contribution:** fte
**WORKING CONDITIONS**

- Contract Days: 184
- FTE Teachers: 7
- HS: 4
- JH/MS: 4
- ELEM: 4

**Salary Schedule**

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- Starting Salary: 34,535
- Career Increments: Y
- Vertical Freeze:
- Rollback:

**Insurance**

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**Leaves**

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### Working Conditions
- Contract Days: 187
- FTE Teachers: 14.125
- HS: 8.5
- JH/MS: 8.5
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 60
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Multi-year Contract: N
- Vertical Freeze:
- Rollback:
- Normal Teaching Load: 6

### Salary Schedule
- Base: 32,100
- Index: 4 x 5
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N

### Insurane

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

### Leaves

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### Sabbatical
- No

### Severance Pay
- Y

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

### Salary Schedule Table

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### Working Conditions
- Contract Days: 185
- FTE Teachers: Mead
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 888
- Length of Student Day: 77

### 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.**: Depend. Approval Other
- **Sick**: 10 45 yes
- **Other Info:**
  - **Personal**: 2
  - **Bereavement**: 5
  - **Professional**: 2
  - **Adoption**: 2

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

### Salary Schedule
- **Index**: 4 x 4
- **Base**: 32,300
- **Entry Level Step**: 1
- **Experience Allowed**: 5
- **Career Increments**: N
- **Vertical Freeze**: Rollback
- **Multi-year Contract**: Multi-year Contract
- **Length of Teacher Day**: 888
- **Length of Student Day**: 77

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

### MEAD
- **Step**: 1
- **Salary**:
  - BA: 32,300
  - BA+9: 33,592
  - BA+18: 34,884
  - BA+27: 36,176
  - MA: 37,468
  - MA+9: 38,760
  - MA+18: 40,052
  - MA+27: 41,344

### MEAD
- **Step**: 2
- **Salary**:
  - BA: 33,592
  - BA+9: 34,884
  - BA+18: 36,176
  - BA+27: 37,468
  - MA: 38,760
  - MA+9: 40,052
  - MA+18: 41,344
  - MA+27: 42,636

### MEAD
- **Step**: 3
- **Salary**:
  - BA: 34,884
  - BA+9: 36,176
  - BA+18: 37,468
  - BA+27: 38,760
  - MA: 40,052
  - MA+9: 41,344
  - MA+18: 42,636
  - MA+27: 43,928

### MEAD
- **Step**: 4
- **Salary**:
  - BA: 36,176
  - BA+9: 37,468
  - BA+18: 38,760
  - BA+27: 40,052
  - MA: 41,344
  - MA+9: 42,636
  - MA+18: 43,928
  - MA+27: 45,220

### MEAD
- **Step**: 5
- **Salary**:
  - BA: 37,468
  - BA+9: 38,760
  - BA+18: 40,052
  - BA+27: 41,344
  - MA: 42,636
  - MA+9: 43,928
  - MA+18: 45,220
  - MA+27: 46,512

### MEAD
- **Step**: 6
- **Salary**:
  - BA: 38,760
  - BA+9: 40,052
  - BA+18: 41,344
  - BA+27: 42,636
  - MA: 43,928
  - MA+9: 45,220
  - MA+18: 46,512
  - MA+27: 47,804

### MEAD
- **Step**: 7
- **Salary**:
  - BA: 40,052
  - BA+9: 41,344
  - BA+18: 42,636
  - BA+27: 43,928
  - MA: 45,220
  - MA+9: 46,512
  - MA+18: 47,804
  - MA+27: 49,096

### MEAD
- **Step**: 8
- **Salary**:
  - BA: 41,344
  - BA+9: 42,636
  - BA+18: 43,928
  - BA+27: 45,220
  - MA: 46,512
  - MA+9: 47,804
  - MA+18: 49,096
  - MA+27: 50,388

### MEAD
- **Step**: 9
- **Salary**:
  - BA: 42,636
  - BA+9: 43,928
  - BA+18: 45,220
  - BA+27: 46,512
  - MA: 47,804
  - MA+9: 49,096
  - MA+18: 50,388
  - MA+27: 51,680

### MEAD
- **Step**: 10
- **Salary**:
  - BA: 43,928
  - BA+9: 45,220
  - BA+18: 46,512
  - BA+27: 47,804
  - MA: 49,096
  - MA+9: 50,388
  - MA+18: 51,680
  - MA+27: 52,972

### MEAD
- **Step**: 11
- **Salary**:
  - BA: 45,220
  - BA+9: 46,512
  - BA+18: 47,804
  - BA+27: 49,096
  - MA: 50,388
  - MA+9: 51,680
  - MA+18: 52,972
  - MA+27: 54,264

### MEAD
- **Step**: 12
- **Salary**:
  - BA: 46,512
  - BA+9: 47,804
  - BA+18: 49,096
  - BA+27: 50,388
  - MA: 51,680
  - MA+9: 52,972
  - MA+18: 54,264
  - MA+27: 55,556

### MEAD
- **Step**: 13
- **Salary**:
  - BA: 47,804
  - BA+9: 49,096
  - BA+18: 50,388
  - BA+27: 51,680
  - MA: 52,972
  - MA+9: 54,264
  - MA+18: 55,556
  - MA+27: 56,848

### MEAD
- **Step**: 14
- **Salary**:
  - BA: 49,096
  - BA+9: 50,388
  - BA+18: 51,680
  - BA+27: 52,972
  - MA: 52,972
  - MA+9: 54,264
  - MA+18: 55,556
  - MA+27: 56,848

### MEAD
- **Step**: 15
- **Salary**:
  - BA: 50,388
  - BA+9: 51,680
  - BA+18: 52,972
  - BA+27: 54,264
  - MA: 54,264
  - MA+9: 55,556
  - MA+18: 56,848
  - MA+27: 58,140
MEDICINE VALLEY-CURTIS

WORKING CONDITIONS
Contract Days: 184  FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.36 7.36 7.25
Planning Time: 45 45 45
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 32,500  Index: 4 x 4
Starting Salary: 96-97 $1,200 bonus/fte
Entry Level Step: 1
Career Increments: N
Experience Allowed: 10

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan
H/A-Dent  Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH  BC/BS  500D  537.68 994.73 1129.13 1516.14 57.57 or 95.26  Options:
DENTAL  BC/BS  3  52.33 52.33 52.33
LTD  Nat'l Insurance .0046
LIFE  NON-PARTICIPANT

LEAVES
Type  Days/Year  Accum. Leave  Depend. Use  Approval Needed  Other
SICK  10  unl.  yes
PERSONAL  3+1  yes
BEREAVEMENT  3  w/appr.-add'l from sick lv.
PROFESSIONAL  2  yes
ADOPTION  
ASSOCIATION  

SABBATICAL: Yes  SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
SEVERANCE PAY

OTHER LEAVES:

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

### SALARY SCHEDULE
- **Base:** 33,400
- **Index:** 4 x 4
- **Entry Level Step:** 1
- **Experience Allowed:** all

### INCOME ALLOWANCES & INCREASES
- Career Increments: N

### VACATION/BENEFITS

#### Vertical Freeze:
- Rollback:

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

#### Benefits:
- **Salary Schedule:**
  - **Contract Days:** 185
  - **Base Salary:** 33,400
  - **Index:** 4 x 4
  - **Entry Level Step:** 1
  - **Experience Allowed:** all
  - **Career Increments:** N
  - **Class Periods/Day:** 8
  - **Length of Teacher Day:** 7.5
  - **Planning Time:** 50
  - **Normal Teaching Load:** 7

### INSURANCE
- **Type:**
  - **H/A-Dent:** Individ.
  - **EE/Child:** Individ.
  - **EE/Spouse:** Individ.
  - **EE/Sp/Child:** Individ.

- **Carrier:**
  - **BC/BS:**
    - **750D:**
      - **1070.62:**
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    - **2464:**
      - **EE/Sp/Child:**
        - **750D:**
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#### Cafeteria Plan:
- **Option:**
  - **Individ.:** A
  - **Depend.:** A

#### FTE Teachers:
- **Starting Salary:**
  - **33,400:**

#### LEAVES
- **Sick:**
  - **10:**
  - **50:**
  - **Yes:**

- **Personal:**
  - **2+2:**
  - **Yes:**
  - **2 add'l w/sub deduct:**

- ** Bereavement:**
  - **6:**
  - **Yes:**

- **Professional:**
  - **3:**
  - **Yes:**

- **Adoption:**
  - **see sick lv.**

- **Association:**
  - **see prof lv.**

- **Sabbatical:**
  - **Yes**

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

#### Other Leaves:
- **Personal Administration:**
  - **1:**
  - **Admin. Discretion:**
    - **Yes:**

#### Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
  - **Normal Teaching Load:**
    - **7:**
  - **Salary Schedule:**
    - **Contract Days:**
      - **185:**
  - **Base Salary:**
    - **33,400:**
  - **Index:**
    - **4 x 4:**
  - **Entry Level Step:**
    - **1:**
  - **Experience Allowed:**
    - **all:**
  - **Career Increments:**
    - **N:**
  - **Length of Teacher Day:**
    - **7.5:**
  - **Planning Time:**
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  - **Class Periods/Day:**
    - **8:**
  - **Normal Teaching Load:**
    - **7:**

### MERIDIAN

#### MERIDIAN

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### Working Conditions
- Contract Days: 186
- FTE Teachers: 254
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.25
- Planning Time: 96
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

### Salary Schedule
- Base: 34,100
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: Y

### INSURANCE

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### Leaves

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### Sabbatical
No

### Severance Pay

### Other Leaves:

#### MILFORD

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03/03-BA+36 column only open to those on BA+18, BA+27 & BA+36 in 02-03
CONTRACT: 192
FTE Teachers: HS JH/MS ELEM

Length of Teacher Day: 8.25 8.25 8.25
Length of Student Day: 7.25 7.25 7.25
Planning Time: 50 45 30
Class Periods/Day: 4 8
Normal Teaching Load: 3.5 6

INDEX:
Experience Allowed: 13 Career Increments: Y
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:

WORKING CONDITIONS

SALARY SCHEDULE
Base: 36,485 Index: x
Starting Salary: 36,795 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

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
HEALTH Coventry Individ. EE/Child EE/Spouse EE/Sp/Child
DENTAL Met Life
PPO: COMMENTS: Dep. Dental + Ins
LIFE Hartford 3.50 Deductible Reimbursement:
LTD
NON-PARTICIPANT

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 12 92 Yes

Other Info: reimb all unused at $100/day @ retirement; over 80 reimb @ $100 EOY

PERSONAL 1 No from sick lv.
BEREAVEMENT 4 from sick lv/per occurrence
PROFESSIONAL
ADOPTION FMLA
ASSOCIATION 18 for district
SABBATICAL: Yes
SEVERANCE PAY:
OTHER LEAVES: Bus/Emerg Lv-2 from sick lv

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
Y N
Sick Bank: N

Grievance: Y P
Voluntary Separation: Y
### Working Conditions
- Contract Days: 185
- FTE Teachers:  
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 7.3
- Length of Student Day: 7.3
- Planning Time: 110
- Class Periods/Day: 8
- Normal Teaching Load: 6

### Salary Schedule
- Base: 30,700
- Index: 4 x 5
- Starting Salary: 30,700
- Career Increments: Y
- Experience Allowed: 4
- Vertical Freeze:  
- Rollback:  
- Multi-year Contract:

### Insurance
- Health:  
  - Carrier: BC/BS
  - Option: 500D
  - Amount Paid by District: 565.98, 942.37, 1069.70, 1436.35
  - Deductible Reimbursement: Y
- Dental:  
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 25.31
  - Deductible Reimbursement: Y
- Life:  
  - Carrier: Guardian
  - Amount Paid by District: 3.50
  - Deductible Reimbursement: Y
- LTD:  
  - Carrier: Fort Dearborn
  - Amount Paid by District: .003

### Cafeteria Plan
- Options: IRS 125: Y
- MINATARE
  - Deductible Reimbursement: Y
  - Minimum FTE: 1

### Leaves
- Sick:  
  - Days: 10
  - Accumulated: 50
  - Depend. Use: yes
- Personal:  
  - Days: 2+1
  - Depend. Use: yes
- Bereavement:  
  - Days: 2
  - Depend. Use: w/approval
- Professional:  
  - Days: 3
  - Depend. Use: yes
- Adoption:  
  - Depend. Use: yes
- Association:  
  - Depend. Use: yes

### Sabbatical
- No

### Severance Pay
- Y

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

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### Additional Information
- Class Periods/Day: 8
- Contract Days: 185
- Base Pay: 30,700
- Index: 4 x 5
- Starting Salary: 30,700
- Career Increments: Y
- Experience Allowed: 4
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 69.172
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.3
- **Planning Time:** 48
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **BA+36 grandfathered for employees before 79-80**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 34,300
- **Index:** 4.5 x 4.5
- **Starting Salary:**
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5
- **Rollback:**

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

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

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### Leaves
- **Sick**: 10 days/year, 60 days cumulative, yes
- **Other Info:** may donate 1 to sick leave bank
- **Personal**: 2+2 days, yes, 1 sub deduct, 1 full sick deduct
- **Bereavement**: see sick lv., 10 from sick
- **Professional**: 2 days, yes, Grievance Separation: Y P
- **Adoption**: 6 weeks unpaid
- **Association**: see prof. lv.

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

### Salary Schedule Table

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Note: 79-80 teachers must have MA to qualify for MA/BA+36 column.
Mitchell

11/9/2015

WORKING CONDITIONS
Contract Days: 184
FTE Teachers: 1.1
HS JH/MS ELEM
Length of Teacher Day: 7.3 7.3 6.7
Planning Time: 47 47 47
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 33,150
Index: 4.5 x 4.5
Starting Salary: 33,150
Career Increments: N
Entry Level Step: 1
Experience Allowed: all

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/SpChild
DENTAL BC/BS 2 12.66 12.66 12.66 12.66
PPO: COMMENTS:
LIFE Guardian 5.50
LTD Omaha Life 2.00
NON-PARTICIPANT $1229.17 Cafeteria

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

SABBATICAL: No

OTHER DISTRICT POLICIES
Exists: Negotiated/ Policy

SEVERANCE PAY:

OTHER LEAVES:

MITCHELL

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2015-2016

Morrill

Index: 4.5 x 4.5

Experience Allowed: 15
Career Increments: N

Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 90
Vertical Freeze:
Rollback:
Multi-year Contract:

Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 90
Vertical Freeze:
Rollback:
Multi-year Contract:

Length of Teacher Day: 8
Length of Student Day: 7
Planning Time: 90
Vertical Freeze:
Rollback:
Multi-year Contract:

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

Experience Allowed: 15
Career Increments: N

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 750D/3100D 268.33 268.33 268.33 268.33 Fringe Benefit Stipend

DENTAL BC/BS 12.66 12.66 12.66 12.66

LIFE

LTD

NON-PARTICIPANT

LEAVES

SICK 10 60 yes

PERSONAL 1+1 1-Y, 1-N @ term buy back unused @ 80

BEREAVEMENT see sick lv.

PROFESSIONAL unl. w/appr.

ADOPTION see sick lv.

ASSOCIATION

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MORRILL

S to p BA BA + 9 BA + 18 BA + 27 BA + 36 MA MA + 9 MA + 18 MA + 27

1 31,900 33,336 34,771 36,207 37,642 39,078 40,513 41,949 43,384
1.00 1.045 1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405

2 33,336 34,771 36,207 37,642 39,078 40,513 41,949 43,384 44,820
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3 34,771 36,207 37,642 39,078 40,513 41,949 43,384 44,820 46,255
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4 36,207 37,642 39,078 40,513 41,949 43,384 44,820 46,255 47,691
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6 39,078 40,513 41,949 43,384 44,820 46,255 47,691 49,126 50,562
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14 50,562 51,997 53,433 54,868 56,304 57,739 59,175 60,610 62,045
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16 53,433 54,868 56,304 57,739 59,175 60,610 62,045 63,481 64,916
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18 56,304 57,739 59,175 60,610 62,045 63,481 64,916 66,352 67,787
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### Working Conditions
- Contract Days: 183
- FTE Teachers: 25
- Length of Teacher Day: 8
- Length of Student Day: 7.45
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### Salary Schedule
- Base: 31,600
- Index: 4 x 5
- Entry Level Step: 1(D)
- Experience Allowed: 3(D)

### Insurance
- HEALTH
  - Type: BC/BS
  - Carrier: Option
  - Amount Paid by District: 27.82 or 46.06
- DENTAL
  - Type: BC/BS
  - Carrier: Option
  - Amount Paid by District: Sp. or Dep. Dental
- PPO
  - Type: COMMENTS:
  - Carrier: IRS 125:

### Cafeteria Plan
- Type: Individual
- Carrier: Depend.

### Leaves
- **Sick**:
  - Days/Year: 10
  - Accum. Days: 30
  - Depend. Use: Yes
  - Approval Needed: Yes
  - Other: Reimb for unused @ 2/3 sub pay/day
- **Personal**: 3 Days
- ** Bereavement**: 4
- **Professional**: admin. disc.
- **Auction**:

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

### Salary Scale

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### Contributions
- **Plan Type**: Carrier
- **FTE Teachers**: 25
- **Starting Salary**: 31,600
- **Career Increments**: N
- **Vertical Freeze**: Rollback
- **Multi-year Contract**: Yes
- **Length of Teacher Day**: 8
- **Length of Student Day**: 7.45
- **Normal Teaching Load**: 7

### Notes
- **Entry Level Step**: 1(D)
- **Option**: 500D
- **Benefit Options**: 27.82 or 46.06
- **Contributions**: FTE
- **Negotiated Policy**: Exists
- **Minimum FTE**: 0.438
**WORKING CONDITIONS**

- Contract Days: 188
- FTE Teachers: 1.11
- HS JH/MS ELEM
- Length of Teacher Day: 8 7.5 7.67
- Length of Student Day: 6.9 6.54 6.4
- Planning Time: 47 45 40
- Class Periods/Day: 8 8
- Normal Teaching Load: 7 7
- Multi-year Contract: 4 x 5
- Index: 4 x 5
- Experience Allowed: 10

**SALARY SCHEDULE**

- Base: 33,675
- Entry Level Step: 1
- Career Increments: N
- Starting Salary: 10
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

**INSURANCE**

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**OTHER DISTRICT POLICIES**

- SEVERANCE PAY:

- **SABBATICAL:** Yes

**NEBRASKA CITY**

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- **NEBRASKA CITY**

- **Cafeteria Plan**

- **Options:**

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

- **PART-TIME BENEFITS**

- **FTE Teachers:** 1.11
- **Starting Salary:** 10
- **Negotiated/Policy:** Exists
- **Deductible Reimbursement:** 1.44
## Nebraska Unified District 1

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 54.4
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.5
- **Planning Time:** 51
- **Normal Teaching Load:** 7
- **Class Periods/Day:** 8
- **Experience Allowed:** 5
- **Career Increments:** Y
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### SALARY SCHEDULE
- **Base:** 32,850
- **Entry Level Step:** 1
- **Index:** 4 x 4
- **Starting Salary:**
- **Career Increments:**
- **Experience Allowed:** 5

### INSURANCE
- **HEALTH:** BC/BS 750D
- **DENTAL:** BC/BS
- **PPO:**
- **LIFE:**
- **LTD:**
- **NON-PARTICIPANT:**

### LEAVES
- **SICK:**
- **PERSONAL:**
- **BEREAVEMENT:**
- **PROFESSIONAL:**
- **ADOPTION:**
- **ASSOCIATION:**
- **SABBATICAL:**
- **SEVERANCE PAY:**

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

### OTHER LEAVES:

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

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

### Contract Days:
- **FTE Teachers:** 54.4
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Base:** 32,850
- **Index:** 4 x 4
- **Starting Salary:**
- **Career Increments:**
- **Experience Allowed:** 5

### Vertical Freeze:

### Rollback:

### Multi-year Contract:

### Length of Teacher Day:

### Length of Student Day:

### Normal Teaching Load:

### Class Periods/Day:

### FTE Teachers:
- **Step:** 1
- **BA:** 32,850
- **BA+9:** 34,164
- **BA+18:** 35,478
- **BA+27:** 36,792
- **BA+36:** 38,106
- **BA+45:** 39,420
- **MA:** 40,734
- **MA+9:** 42,048
- **MA+18:** 43,362
- **MA+36:** 44,676

### Contract Days:
- **FTE Teachers:** 54.4
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Base:** 32,850
- **Index:** 4 x 4
- **Starting Salary:**
- **Career Increments:**
- **Experience Allowed:** 5

### Vertical Freeze:

### Rollback:

### Multi-year Contract:

### Length of Teacher Day:

### Length of Student Day:

### Normal Teaching Load:

### Class Periods/Day:

### FTE Teachers:
- **Step:** 1
- **BA:** 32,850
- **BA+9:** 34,164
- **BA+18:** 35,478
- **BA+27:** 36,792
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### Contract Days:
- **FTE Teachers:** 54.4
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Base:** 32,850
- **Index:** 4 x 4
- **Starting Salary:**
- **Career Increments:**
- **Experience Allowed:** 5

### Vertical Freeze:

### Rollback:

### Multi-year Contract:

### Length of Teacher Day:

### Length of Student Day:

### Normal Teaching Load:

### Class Periods/Day:

### FTE Teachers:
- **Step:** 1
- **BA:** 32,850
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- **BA+18:** 35,478
- **BA+27:** 36,792
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- **MA+9:** 42,048
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### Contract Days:
- **FTE Teachers:** 54.4
- **Class Periods/Day:** 8
- **Contract Days:** 185
- **Base:** 32,850
- **Index:** 4 x 4
- **Starting Salary:**
- **Career Increments:**
- **Experience Allowed:** 5

### Vertical Freeze:

### Rollback:

### Multi-year Contract:

### Length of Teacher Day:

### Length of Student Day:

### Normal Teaching Load:

### Class Periods/Day:

### FTE Teachers:
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 6.7
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 32,900
- Starting Salary: 32,900
- Index: 4 x 4
- Career Increments: Y
- Experience Allowed: all
- Vertical Freeze: 87-88
- Rollback: 86-87(2); 02-03
- Multi-year Contract: 

**LEAVES**

- Other Info: 
  - SICK: 9
  - PERSONAL: 2+1
  - BEREAVEMENT: 4
  - PROFESSIONAL: flexible
  - ADOPTION: flexible
  - ASSOCIATION: flexible

**LEAVES CONDITIONS**

- Emergency: 3 days
- Sick: 45
- Bereavement: 3 immed fam, 1 non-fam
- Adoption: with approval
- Association: flexible

**INSURANCE**

- Type: Carrier
- Option: Amount Paid by District
- Couple - Benefits
  - Cafeteria Plan
  - EE/Child: Sp. or Dep. Dental
  - EE/Spouse: Options:
  - EE/Sp/Child: IRS 125:
  - Deductible Reimbursement:
  - Flexible Accounts:

**Cafeteria Plan Options**

- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Companion
- LIFE: Principal

**SEVERANCE PAY**

- Negotiated/Policy: Exists
- Other District Policies: 
  - Severance Pay: 
  - Emergency: 3 days

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Note: 2-3 BA/MA has 2.5 step rollback, then 1 full step up vertical left for existing staff in that lane, all will move up 1 step next year, no one frozen.
Newman Grove 2015-2016

WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 20
- HS: 254
- JH/MS: 254
- ELEM: 254
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 90
- Normal Teaching Load: 3
- Class Days/Periods: 4

SALARY SCHEDULE
- Base: 32,800
- Index: 4 x 4
- Starting Salary: 32,800
- Entry Level Step: 0(D)
- Career Increments: N
- Vertical Freeze: 86-87, 87-88
- Rollback:
- Multi-year Contract:

Experience Allowed: 5(D)
- 5% after 4 yrs.
- BA+9; Ind. neg. after MA+9(14)
- Incent. $2500
- Vertical Freeze: 86-87, 87-88

INSURANCE
- HEALTH: BC/BS
  - Carrier: BC/BS
  - Option: 950D
  - Amount Paid by District: 492.63, 911.39, 1034.52, 1389.10
  - Couple - Benefits: 27.82 or 46.06
- DENTAL: BC/BS
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 25.31, 25.31, 25.31, 25.31

PLANNING TIME: 90

LEAVES
- SICK: 9, 30, yes, Other Info: at retirement $50/day up to $1,500
- PERSONAL: 2, no
- BEREAVEMENT: unlt.
- PROFESSIONAL: unlt.
- ADOPTION: see sick lv.

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

NEW MAN GROVE

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**Niobrara**

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 4

**SALARY SCHEDULE**
- Base: 32,850
- Index: 4 x 4
- Starting Salary: 32,850
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: PT FTE recv full ind or FTE amt
- Rollback:
- Multi-year Contract:

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**COMMENTS:**

- Options: IRS 125:
- Flex Accounts: Part-TIME BENEFITS
- Minimum FTE: 0.4
- Contribution: full ind*

- Part-Time Benefits
- Minimum FTE: 0.4
- Contribution: full ind*
### 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: 8
- Normal Teaching Load: 6
- Vertical Freeze: 86-87, 97-98
- Rollback: 89-90
- Multi-year Contract:

### Salary Schedule
- Base: 35,114
- Index: 4.5 x 4.5
- Starting Salary: 452.78
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 4/5
- Rollback: 89-90

### Leaves
- SICK: 10, 75, yes
- PERSONAL: 2, yes, 1 no pay-w/o app: reim $200 E
- BEREAVEMENT: 5, add'l to 12 w/appr.
- PROFESSIONAL: 3, yes, Grievance: Y, N
- ADOPTION: see sick lv., Sick Bank: N
- ASSOCIATION: 7

### Lesser District Policies
- Severance Pay:

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

### Insurance
- Type: Carrier, Option, Amount Paid by District, Couple - Benefits, Cafeteria Plan
- HEALTH: BC/BS, 750D/1650D, 452.78, 452.78, 452.78, 452.78, Ind + Stipend
- DENTAL: BC/BS, 2, 25.31, 25.31, 25.31, 25.31
- PPO: Fringe Benefit Stipend $156.91
- LIFE: Option, 7.2, 50D/1650D, 452.78, 452.78
- LTD: Option, 635, CIL

### Working Days
- Class Periods/Day: 8
- Contract Days: 186
- FTE Teachers: 297

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### New to District (w/experience)
- New to district (w/exp) on BA+27 through MA+45 may bring 5 yrs.

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

New to district (w/exp) on BA+27 through MA+45 may bring 5 yrs.
**WORKING CONDITIONS**

- Contract Days: 187
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 45
- Normal Teaching Load: 7/8
- Class Periods/Day: 6
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract: 14-15, 15-16
- Length of Teacher Day: 888
- Length of Student Day: 77
- Misc.
- Normal Teaching Load: 7/8

**SALARY SCHEDULE**

- Base: 35,260
- Index: 4 x 5
- Starting Salary: Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: all
- 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>25.31 25.31 25.31 25.31</td>
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**LEAVES**

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**OTHER DISTRICT POLICIES**

Negotiated/Policy

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

**SABBATICAL**: Yes

**SEVERANCE PAY**: Other Leaves:

**OTHER LEAVES**: Norris

<table>
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<td>Removed first two steps (01-02); BA+36 closed to anyone new after Sept. 1, 2000; 05-06 add 3 longevity increments to MA36 (1%); 08-09 added DOC column with 3 longevity increments</td>
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**Cafeteria Plan**

- Individ.
- Depend.

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

- PART-TIME BENEFITS
- Minimum FTE: 0.4
- Contribution: fee
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: HS, JH/MS, ELEM
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 52
- Class Periods/Day: 7
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: 32,750
- Starting Salary: 35,370
- Career Increments: N
- Experience Allowed: all
- No vert. movement 1st 3 yrs
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

INSURANCE
- Type Carrier Option Amount Paid by District Couple - Benefits
  - HEALTH BC/BS 750D 536.65 992.82 1126.97 1513.24 300/550
  - DENTAL BC/BS 2 25.31 25.31 25.31 25.31
- PPO: singles recv $155 cash
- COMMENTS:
- LEAVES
  - Type Days/Year Accum. Depend. Approval Other
  - SICK 10 55 yes
  - BEREAVEMENT from sick lv.
  - PROFESSIONAL 2 yes
  - ADOPTION 30
  - ASSOCIATION

SABBATICAL: No
SEVERANCE PAY: Yes

OTHER LEAVES:

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

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

NORTH BEND CENTRAL 2015-2016

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

ASSOCIATION

SALARY SCHEDULE
- Base: 32,750
- Starting Salary: 35,370
- Experience Allowed: all
- No vert. movement 1st 3 yrs
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

INSURANCE
- Type Carrier Option Amount Paid by District Couple - Benefits
  - HEALTH BC/BS 750D 536.65 992.82 1126.97 1513.24 300/550
  - DENTAL BC/BS 2 25.31 25.31 25.31 25.31
- PPO: singles recv $155 cash
- COMMENTS:
- LEAVES
  - Type Days/Year Accum. Depend. Approval Other
  - SICK 10 55 yes
  - BEREAVEMENT from sick lv.
  - PROFESSIONAL 2 yes
  - ADOPTION 30
  - ASSOCIATION

SABBATICAL: No
SEVERANCE PAY: Yes

OTHER LEAVES:

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WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 315
HS JH/MS ELEM Starting Salary: 34,950
Base: 5 x 4
Index: 1
Entry Level Step: 1
Career Increments: N
Experience Allowed: D
Length of Teacher Day: 7.5 7.5 7.5 Vertical Freeze:
Planning Time: 30 30 30 Rollback:
Class Periods/Day: 8 8 Multi-year Contract: 14-15, 15-16
Normal Teaching Load: 7 7 Length of Student Day: 6.87 6.92

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
HEALTH BC/BS 500D/1650D Ind Health/Dent
DENTAL BC/BS 2 OPTIONS: H/A,Dent.,Life,
PPO: flat salary $50/mo
LTD
LIFE
NON-PARTICIPANT $455 Cash COMMENTS: Deductible Reimbursement:

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 75 yes
PERSONAL 2+1 yes 1 sub pay; unused go to sick lv.
BEREAVEMENT 5 5-immed. fam.,2-other
PROFESSIONAL unl. yes Voluntary Separation: Y N
ADOPTION 10
ASSOCIATION 10

SABBATICAL: Yes
SEVERANCE PAY:
OTHER DISTRICT POLICIES
Negotiated/
Policy
OTHER LEAVES:
Exceptional Circumstances-3

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

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2015-2016
North Platte
1.1

WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 315
HS JH/MS ELEM Starting Salary: 34,950
Base: 5 x 4
Index: 1
Entry Level Step: 1
Career Increments: N
Experience Allowed: D
Length of Teacher Day: 7.5 7.5 7.5 Vertical Freeze:
Planning Time: 30 30 30 Rollback:
Class Periods/Day: 8 8 Multi-year Contract: 14-15, 15-16
Normal Teaching Load: 7 7 Length of Student Day: 6.87 6.92

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
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PERSONAL 2+1 yes 1 sub pay; unused go to sick lv.
BEREAVEMENT 5 5-immed. fam.,2-other
PROFESSIONAL unl. yes Voluntary Separation: Y N
ADOPTION 10
ASSOCIATION 10

SABBATICAL: Yes
SEVERANCE PAY:
OTHER DISTRICT POLICIES
Negotiated/
Policy
OTHER LEAVES:
Exceptional Circumstances-3

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

Contract Days: 185  FTE Teachers: 101.83

Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 56
Class Periods/Day: 7
Normal Teaching Load: 6

Index: 4 x 5
Base: 32,500
Starting Salary: 39,000
Career Increments: Y
Experience Allowed: 17(D)

Career Incentive: $500 MA/BA36 (bottomed out) or above
Vertical Freeze: 86-87
Rollback:
Multi-year Contract: 14-15, 15-16

Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 56
Class Periods/Day: 7
Normal Teaching Load: 6

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 750D/3100D 536.65 992.82
DENTAL BC/BS 2 25.31 46.80
PPO: Ind rec $104.17/mo
LIFE Guardian 4.75
LTD National Ins .0027(+B thru sal)

NON-PARTICIPANT $250/mo TSA

LEAVES

Type Days/Year Depend. Approval Other

SICK 10 50
PERSONAL 2
BEREAVEMENT unl.
PROFESSIONAL unl.
ADOPTION from sick lv.
ASSOCIATION unl.

OTHER LEAVES:

NORTHWEST (GRAND ISLAND) 2015-2016

Class Periods/Day: 7
Normal Teaching Load: 6

INSURANCE

Type Carrier Option Amount Paid by District Couple - Benefits

HEALTH BC/BS 750D/3100D 536.65 992.82
DENTAL BC/BS 2 25.31 46.80
PPO: Ind rec $104.17/mo
LIFE Guardian 4.75
LTD National Ins .0027(+B thru sal)

NON-PARTICIPANT $250/mo TSA

LEAVES

Type Days/Year Depend. Approval Other

SICK 10 50
PERSONAL 2
BEREAVEMENT unl.
PROFESSIONAL unl.
ADOPTION from sick lv.
ASSOCIATION unl.

OTHER LEAVES:

NORTHWEST (GRAND ISLAND) 2015-2016
**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers: 4
- HS: 1
- JH/MS: 1
- ELEM: 2
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 32,075
- Experience Step: 1
- Career Increments: N
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: 14-15, 15-16

**INSURANCE**
- **Type**: HEALTH, DENTAL, LTD
- **Carrier**: BC/BS, Nat'l Insurance
- **Option**: Individ. EE/Child, Individ. EE/Sp/Child
- **Amount Paid by District**: 25.31, 25.31

**LEAVES**
- **Type**: Sick, Bereavement, Professional, Adoption
- **Approval Needed**: Yes
- **Days/Year**: 10, 2, 5, 2

**OTHER DISTRICT POLICIES**
- **Severance Pay**: No

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

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

---

**EXPERIENCE ALLOWED**
- 1.111/9/2015

---

**Index**
- 4 x 5

---

**Calendar Year**
- 2015-2016

---

**OAKLAND-CRAIG**
- 1.1

---

**Contract Days**
- 185

---

**FTE Teachers**
- 4

---

**Base**
- 32,075

---

**Entry Level Step**
- 1

---

**Career Increments**
- N

---

**Vertical Freeze**
- N

---

**Rollback**
- N

---

**Multi-year Contract**
- 14-15, 15-16

---

**Length of Teacher Day**
- 8

---

**Length of Student Day**
- 8

---

**Planning Time**
- 50

---

**Class Periods/Day**
- 8

---

**Normal Teaching Load**
- 7

---

**Salary Schedule**

---

**Working Conditions**
- Contract Days: 185
- FTE Teachers: 4
- HS: 1
- JH/MS: 1
- ELEM: 2
- Length of Teacher Day: 8
- Length of Student Day: 8
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

---

**Salary Schedule Details**
- Index: 4 x 5
- Starting Salary: 32,075
- Experience Step: 1
- Career Increments: N
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: 14-15, 15-16

---

**Insurance**
- **Type**: HEALTH, DENTAL, LTD
- **Carrier**: BC/BS, Nat'l Insurance
- **Option**: Individ. EE/Child, Individ. EE/Sp/Child
- **Amount Paid by District**: 25.31, 25.31

---

**Leaves**
- **Type**: Sick, Bereavement, Professional, Adoption
- **Approval Needed**: Yes
- **Days/Year**: 10, 2, 5, 2

---

**Salary Schedule Table**

---

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

---

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

---

**Other Leaves**
- Family Sick - 5; Emergency-with apprv.
WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.25 7.25 7.25
- Planning Time: 52 50 50
- Class Periods/Day: 7 8
- Normal Teaching Load: 6 7

SALARY SCHEDULE
- Base: 32,750
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 85-86 Also Horiz.
- Rollback: 87-88
- Multi-year Contract: 15-16, 16-17
- Length of Teacher Day: 888
- Length of Student Day: 7.25 7.25
- Normal Teaching Load: 6 7

INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Options: Individ. EE/Child EE/Spouse EE/Sp/Child
  - Deductible Reimbursement: 27.82 or 46.06
- DENTAL
  - Carrier: BC/BS
  - Options: Sp or Dep Dental
- PPO
  - Comments: IRS 125: Y
- LIFE
  - Comments: Flex Accounts: Y
- LTD
  - National
  - Deductible Reimbursement: .0058 (thru sal)

Cafeteria Plan
- Comments: Min FTE: 0.5
- Cafeteria Plan
  - Individ.
  - Depend.

LEAVES
- SICK
  - Days/Year: 10
  - Accum.: 30
  - Depend. use: yes
  - Approval Needed: yes
  - Other: 10 yr 1/15 yr 2/20 yr 3/25 yr 4/30 yr 5 & on
- PERSONAL
  - Days/Year: 3
  - Accum.: yes
  - Depend. use: use only 4/yr
  - Approval Needed: yes
  - Other: Voluntary Separation: Y N
- BEREAVEMENT
  - Days/Year: 5
  - Accum.: immediate family
  - Approval Needed: yes
  - Other: Sick Bank: Y N
- PROFESSIONAL
  - Days/Year: 5
  - Accum.:
  - Approval Needed: yes
  - Other: Sick Bank: Y N
- ADOPTION
  - Days/Year: unlisted
  - Accum.: unlisted
  - Approval Needed: yes
  - Other: Sick Bank: Y N

OTHER DISTRICT POLICIES
- PERSONAL
  - SABBATICAL
  - SEVERANCE PAY

OTHER LEAVES:

OGALLALA

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Notes:
- **BA** is the base salary for each step.
- **BA+9** is the salary for a BS degree.
- **BA+18** is the salary for an MS degree.
- **BA+27** is the salary for a PhD degree.
- **BA+36** is the salary for a 18-hour teaching load.
- **MA** is the salary for a Master's degree.
- **MA+9** is the salary for a 9-hour teaching load.
- **MA+18** is the salary for a 18-hour teaching load.
- **MA+27** is the salary for a 27-hour teaching load.
- **MA+36** is the salary for a 36-hour teaching load.
- **Step** refers to the step in the salary schedule.
- **Columns** represent the salary for different loads and degrees.
### WORKING CONDITIONS
- Contract Days: 190
- FTE Teachers: 2015-2016
- \( \text{Omaha} \)
- 1.111/9/2015
- Index: 4 x
- Experience Allowed: 10
- Career Increments: Y
- Long. 5.75% of base after 20, 25, 30 yrs
- Vertical Freeze: 84,85,87,89,92,96,98,07
- Rollback: 84-85
- Multi-year Contract:
  - Length of Teacher Day: 7.83 7.83 7.6
  - Length of Student Day: 76.2 55.2
  - Normal Teaching Load: 6 6

### INSURANCE
- Type: Carrier
  - HEALTH: BC/BS 750D 525.92 784.33* 856.50* 1074.40*
  - DENTAL: BC/BS 2 25.31 25.31 25.31 25.31
  - LIFE: United of Omaha
  - LTD: United of Omaha

### LEAVES
- Type: Days/Year
  - SICK: 10 90
  - PERSONAL: 2
  - BEREAVEMENT: 4+1
  - PROFESSIONAL: unl.
  - ADOPTION: 30 (sick lv.)
  - ASSOCIATION: unl. by practice

### OTHER DISTRICT POLICIES
- SEVERANCE PAY: yes

### OTHER LEAVES
- Emergency-2

### SABBATICAL: Yes

### CAFETERIA PLAN
- IRS 125: Y
- Flex Accounts: Y
- Minimum FTE: 0.5

### SALARY SCHEDULE
- Base: 38,849
- Entry Level Step: 1
- Index: 4 x
- Experience Allowed: 10
- Career Increments: Y

### D.O.M.A.H.

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### ADDITIONAL INFORMATION
- Class Periods/Day: 8
- Normal Teaching Load: 6 6

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The document contains detailed information about working conditions, salary schedule, insurance, leaves, and other district policies. It includes specific details such as contract days, experience allowed, career increments, length of teacher and student days, normal teaching load, planning time, and class period days. The salary schedule provides base salaries and entry level steps, along with insurance details, cafeteria plans, leaves, and other district policies. The D.O.M.A.H. table contains salary increments for different years. The document also includes references to specific policies and options related to benefits and leaves.
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 75
- **Length of Teacher Day:** 8
- **Length of Student Day:** 6.93
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:**

### SALARY SCHEDULE
- **Base:** 31,700
- **Starting Salary:**
- **CareerIncrements:** N
- **Vertical Freeze:** 93-94
- **Rollback:**

### INDEX: 4.5 x 4.5

### INSURANCE
- **HEALTH**
  - Carrier: BC/BS
  - Option: 950D
  - Type: H/A-Dent
  - Deductible Reimbursement:
  - Individ.: 492.63
  - Child: 1034.52
  - Sp. or Dep. Dental:
  - Individ.: 492.63
  - Child: 1034.52

### LEAVES
- **SICK**
  - Days/Year: 9
  - Accrual: 35
  - Approval: yes

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

### OTHER LEAVES:
- **ASSOCIATION: Clearview:**
- **MAY:**
- **FTE Teachers:** 75

### Cafeteria Plan
- **Options:**
- **Ingredients:** Y

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

### O'Neill

### Salary Schedule
- **Step:**
  - **BA:**
    - **Step 1:** 31,700
    - **Step 2:** 33,127
    - **Step 3:** 34,553
    - **Step 4:** 35,980
    - **Step 5:** 37,406
    - **Step 6:** 38,833
    - **Step 7:** 40,259
    - **Step 8:** 41,686
    - **Step 9:** 43,112
    - **Step 10:** 44,539
  - **BA+9:**
    - **Step 1:** 32,370
    - **Step 2:** 33,807
    - **Step 3:** 35,244
    - **Step 4:** 36,681
    - **Step 5:** 38,118
    - **Step 6:** 39,555
    - **Step 7:** 40,992
    - **Step 8:** 42,429
    - **Step 9:** 43,866
    - **Step 10:** 45,303
  - **BA+18:**
    - **Step 1:** 33,060
    - **Step 2:** 34,597
    - **Step 3:** 36,134
    - **Step 4:** 37,671
    - **Step 5:** 39,208
    - **Step 6:** 40,745
    - **Step 7:** 42,282
    - **Step 8:** 43,819
    - **Step 9:** 45,356
    - **Step 10:** 46,893
  - **BA+27:**
    - **Step 1:** 33,750
    - **Step 2:** 35,287
    - **Step 3:** 36,824
    - **Step 4:** 38,361
    - **Step 5:** 39,898
    - **Step 6:** 41,435
    - **Step 7:** 42,972
    - **Step 8:** 44,509
    - **Step 9:** 46,046
    - **Step 10:** 47,583
  - **BA+36:**
    - **Step 1:** 34,440
    - **Step 2:** 35,977
    - **Step 3:** 37,514
    - **Step 4:** 39,051
    - **Step 5:** 40,588
    - **Step 6:** 42,125
    - **Step 7:** 43,662
    - **Step 8:** 45,209
    - **Step 9:** 46,746
    - **Step 10:** 48,283
  - **MA:**
    - **Step 1:** 35,130
    - **Step 2:** 36,667
    - **Step 3:** 38,204
    - **Step 4:** 39,741
    - **Step 5:** 41,278
    - **Step 6:** 42,815
    - **Step 7:** 44,352
    - **Step 8:** 45,889
    - **Step 9:** 47,426
    - **Step 10:** 48,963
  - **MA+9:**
    - **Step 1:** 35,820
    - **Step 2:** 37,357
    - **Step 3:** 38,894
    - **Step 4:** 40,431
    - **Step 5:** 41,968
    - **Step 6:** 43,505
    - **Step 7:** 45,042
    - **Step 8:** 46,579
    - **Step 9:** 48,116
    - **Step 10:** 49,653
  - **MA+18:**
    - **Step 1:** 36,510
    - **Step 2:** 38,047
    - **Step 3:** 39,584
    - **Step 4:** 41,121
    - **Step 5:** 42,658
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    - **Step 7:** 45,732
    - **Step 8:** 47,269
    - **Step 9:** 48,806
    - **Step 10:** 50,343
  - **MA+27:**
    - **Step 1:** 37,200
    - **Step 2:** 38,737
    - **Step 3:** 40,274
    - **Step 4:** 41,811
    - **Step 5:** 43,348
    - **Step 6:** 44,885
    - **Step 7:** 46,422
    - **Step 8:** 47,959
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    - **Step 10:** 50,033
  - **MA+36:**
    - **Step 1:** 37,890
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    - **Step 3:** 40,964
    - **Step 4:** 42,501
    - **Step 5:** 44,038
    - **Step 6:** 45,575
    - **Step 7:** 47,112
    - **Step 8:** 48,649
    - **Step 9:** 50,186
    - **Step 10:** 50,723
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 51
Length of Teacher Day: 8 8 8
Length of Student Day: 7.5 7.5 7.5
Planning Time: 90 90 60
Class Periods/Day: 8 8
Normal Teaching Load: 6 6

SALARY SCHEDULE
Base: 33,400
Starting Salary: 33,400
Career Increments: N
Experience Allowed: all

INDEX: 5 x 4

VERTICAL FREEZE:
ROLLBACK:
MULTI-YEAR CONTRACT:

LENGTH OF TEACHER DAY: 888
NEW MA/SP/CHILD

ENTRY LEVEL STEP: 1

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 107.39 or 144.95
HEALTH BC/BS 750D/3100D 509.82 943.18 1070.62 1437.58 Dep Den+$50 annuity
DENTAL BC/BS 5 52.14 52.14 52.14 52.14
LIFE INDIV.

LTD NON-PARTICIPANT

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

PERSONAL included in sick leave
BEREAVEMENT included in sick leave

PROFESSIONAL unil. yes

ADDITIONAL

ASSOCIATION

SABBATICAL: Yes

SEVERANCE PAY:

OTHER DISTRICT POLICIES
Negotiated/ Existed

OTHER LEAVES:

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## Osceola

### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 25
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 49
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** $33,600
- **Index:** $4 x 4.5
- **Entry Level Step:** (D)
- **Career Increments:** Y
- **Experience Allowed:** (D)
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Insurance
- **HEALTH:** BC/BS
  - 750D/3100D: 509.82
  - 943.18
  - 1070.62
  - 1437.58
- **DENTAL:** BC/BS
  - 25.31
  - 25.31
  - 25.31
  - 25.31
- **LIFE:**
- **LTD:** Principal: 0.038
- **Cafeteria Plan**

### Leaves
- **SICK:**
  - Days/Year: 10
  - Accum. Leave: 45
  - Other Info: yes
- **PERSONAL:**
  - Days/Year: 2
  - Accum. Leave: no
  - Other Info: acc. to 2
- **BEREAVEMENT:**
  - Days/Year: see sick lv.
- **PROFESSIONAL:**
  - Days/Year: 2
  - Accum. Leave: 1-year; 1-no
- **ADOPTION:**
  - Days/Year: 2
- **ASSOCIATION:**

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

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

### Cafeteria Plan
- **Type Carrier**
  - H/A-Dent: Indiv.
  - EE/Child: Dependent
- **Amount Paid by District**
  - 535.13 ea or 46.06
- **Comments:**

### Part-Time Benefits
- **Minimum FTE:** 0.5
- **Contribution:** (Y)

### District Policies
- **OSCEOLA**

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### Class Periods/Day
- 8

### Contract Days
- 185

### FTE Teachers
- 25

### Normal Teaching Load
- 7

### Length of Teacher Day
- 8

### Length of Student Day
- 7

### Planning Time
- 49

### Class Periods/Day
- 8

### Working Conditions
- **Index:** $4 x 4.5
- **Entry Level Step:** (D)
- **Career Increments:** Y
- **Experience Allowed:** (D)
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Cafeteria Plan
- **Type Carrier**
  - H/A-Dent: Indiv.
  - EE/Child: Dependent
- **Amount Paid by District**
  - 535.13 ea or 46.06
- **Comments:**

### Part-Time Benefits
- **Minimum FTE:** 0.5
- **Contribution:** (Y)

### District Policies
- **Voluntary Separation:** N
- **Grievance:** Y
- **Sick Bank:** N
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

OSMOND

SALARY SCHEDULE
Base: 32,850
Index: 4 x 4
Starting Salary: 32,850
Career Increments: N
Experience Allowed: 5 (D)
Experience Level Step: 1
Multi-year Contract: 14-15, 15-16

INSURANCE

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OTHER DISTRICT POLICIES

Severance Pay:

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## Overton

### Working Conditions
- Contract Days: 182
- FTE Teachers: 27.56
- Length of Teacher Day: 6.8
- Planning Time: 57
- Class Periods/Day: 7
- Normal Teaching Load: 6

### Salary Schedule
- Base: 32,075
- Index: 4 x 4
- Starting Salary: 25.31
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 86-87
- Rollback: 86-87

### Insurane
- **HEALTH**
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District: 509.82 / 943.18 / 1070.62 / 1437.58
- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 25.31 / 25.31 / 25.31 / 25.31

### Cafeteria Plan
- Individ. for EE/Child: 25.31
- Individ. for EE/Spouse: 25.31
- Individ. for EE/Sp/Child: 25.31
- Depend for Sp. or Dep. Dental: 25.31

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

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

### Overton

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Length of Teacher Day: 8 8 8
Length of Student Day: 7.33 7.33 7.33
Planning Time: 50 50 60
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

EXPERIENCE ALLOWED: all
CAREER INCREMENTS: N
VERTICAL FREEZE: 87-88
ROLLBACK:

MULTI-YEAR CONTRACT: 14-15, 15-16

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 45 yes
PERSONAL 2 yes accum. to 5
BEREAVEMENT 5 per occurrence
PROFESSIONAL 3 yes $200/convention, clinics
ADOPTION
ASSOCIATION

SABBATICAL: No
SEVERANCE PAY: N

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**SALARY SCHEDULE**

- **Base:** 34,950
- **Index:** 4 x 4
- **Starting Salary:**
  - HS: 34,950
  - JH/MS: 37,746
  - ELEM: 39,144
- **Career Increments:** N
- **Experience Level Step:** 1
- **Vertical Freeze:** 86-87;01-02
- **Rollback:** 86-87 Last Step
- **Multi-year Contract:** 14-15, 15-16

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**LEAVES**

- **SICK:** 12 days immediate fam/child
- **PERSONAL:** 2
- **BEREAVEMENT:** see sick lv.
- **PROFESSIONAL:** unlisted
- **ADOPTION:** see sick lv.
- **ASSOCIATION:**

**OTHER DISTRICT POLICIES**

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

**SEVERANCE PAY:**

**OTHER LEAVES:** Substitute, Jury Duty

**PALMYRA-BENNETT (OR #1)**

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

2015-2016
1.1
**Papillion-LaVista**

### Working Conditions
- **Contract Days:** 190
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8:00 - 3:00
- **Length of Student Day:**
  - Class Periods/Day: 7
  - Planning Time: 123
  - Normal Teaching Load: 6
- **Experience Allowed:** 12
- **Career Increments:** Y
- **V. Freeze:** 86-87, 89-90, 91-92, 03-04
- **Vertical Freeze:** 08-09, 09-10, 11-12, 13
- **Rollback:** 85-86, 02-03

### Salary Schedule
- **Base:** 35,000
- **Index:** 4 x 4.5
- **Starting Salary:** 35,000
- **Entry Level Step:** 1
- **Career Increments:** Y
- **Experience Allowed:** 12

### Insurance
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO: Emp pays 7% premium
  - LIFE: Standard
  - LTD: Standard
- **Option**
  - H/A-Dent
  - Indiv.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - H/A-Dent: 750D/3100D
  - Indiv.: 536.65
  - EE/Child: 923.32
  - EE/Spouse: 1048.08
  - EE/Sp/Child: 1407.31
- **Couple - Benefits**
  - 104.20 or
- **Cafeteria Plan**
  - Indiv.: 25.31
  - Depend.: 25.31
- **Deductible Reimbursement**
  - 25.31

### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - SICK: 12
  - PERSONAL: 2-4
  - BEREAVEMENT: 3-5
  - PROFESSIONAL: ill accum. sick lv
  - ADOPTION: 40
- **Approval Needed**
  - SICK: yes
  - PERSONAL: yes
  - BEREAVEMENT: ea. occur.
  - PROFESSIONAL: yes
- **Other**
  - SICK: 1/2 sub rate up to 90 days

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

### Cafeteria Plan
- **Type Carrier**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y
- **Minimum FTE:** 0.5
- **Contribution:** fte

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### Cafeteria Plan Options
- **Type Carrier**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y

### Cafeteria Plan Contributions
- **Type Carrier**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Contributions**
  - Indiv.: 25.31
  - Depend.: 25.31

### Cafeteria Plan Deductible Reimbursement
- **Type Carrier**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Deductible Reimbursement**
  - 25.31

### Cafeteria Plan Coverage
- **Type Carrier**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Coverage**
  - Indiv.: 536.65
  - EE/Child: 923.32
  - EE/Spouse: 1048.08
  - EE/Sp/Child: 1407.31

### Cafeteria Plan Options
- **Type Carrier**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Options**
  - IRS 125: Y
  - Flex Accounts: Y

### Cafeteria Plan Minimum FTE
- **Type Carrier**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Minimum FTE:** 0.5

### Cafeteria Plan Contribution
- **Type Carrier**
  - HEALTH
  - DENTAL
  - PPO
  - LIFE
  - LTD
- **Contribution:** fte
**WORKING CONDITIONS**

- Contract Days: 185
- FTE Teachers: 2
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**

- Base: 33,375
- Index: 4 x 4
- Starting Salary: 33,375
- Career Increments: N
- Experience Allowed: all
- Entry Level Step: 1

**INSTRUCTIONS**

- 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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**PART-TIME BENEFITS**

- Minimum FTE: 0.5

**OTHER DISTRICT POLICIES**

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

**SABBATHICAL: No**

**PAWNEE CITY**

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VERTICAL FREEZE:
ROLLBACK:
MULTI-YEAR CONTRACT:

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| Rollback: |     |

INSURANCE

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### Working Conditions

- **Contract Days:** 185
- **FTE Teachers:** 29.88

#### Salary Schedule

- **Base:** $32,640
- **Index:** 4 x 5
- **Starting Salary:** $32,640
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Grandfathered Steps 85-86**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

#### Insuranc

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- **Other Info:** use 0-1 - $400/2 - $300/3 - $200 (all inclusive)

- **PERSONAL:** PTO
- **BEREAVEMENT:** PTO
- **PROFESSIONAL:** as approved
- **ADOPTION:** FMLA
- **ASSOCIATION:**

#### Sabbatical

- **No**

#### Severance Pay

**Other District Policies**

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

### Pender

#### Cafeteria Plan

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- **Individ.**
- **Deductible Reimbursement:**

- **Options:** H/A, Life, Dent, Cash
- **IRS 125:** Y
- **Flex Accounts:** Y
- **Minimum FTE:** 0.4
- **Contribution:** fte

#### Other Leaves:

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**Perkins County**

**Working Conditions**

- Contract Days: 184
- FTE Teachers: [details]

**Salary Schedule**

- Base: 32,900
- Starting Salary: [details]
- Career Increments: N
- Experience Allowed: 5(D)
- Career Increments: N
- Vertical Freeze: Rollback:

**Length of Teacher Day:**

- 831

**Normal Teaching Load:**

- 66

**Working Conditions Salary Schedule**

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**Insurance**

- **Health**: BC/BS
- **Dental**: BC/BS
- **Life**: BC/BS
- **LTD**: Non-Participant

**Insurer**

- **Health**: BC/BS
- **Dental**: Individ.
- **Life**: BC/BS
- **LTD**: Non-Participant

**Leave Policies**

**Sick**: 13 Days

- **Dependent Use**: 40 Days

**Other Leaves**

- **Sabbatical**: No

**Severance Pay**: [details]
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 49
Length of Teacher Day: 8
Length of Student Day: 7.5
Planning Time: 90
Class Periods/Day: 4
Normal Teaching Load: 3

SALARY SCHEDULE
Base: 32,100  Starting Salary: 34,668  Entry Level Step: 3
Career Increments: N  Experience Allowed: all

INSURANCE
Type Carrier  Option Amount Paid by District  Couple - Benefits

HEALTH BC/BS 1250D 471.92 873.08 991.04 1330.72 E, ESC Den+Annuity
DENTAL BC/BS 2 25.31 25.31 25.31
LIFE 7.5 25.31 25.31 25.31

LEAVES
Type Days/Year  Accum.  Depend.  Approval  Other
SICK 8 40  yes
PERSONAL 2  yes  acc. to 5; district pays sub rate
BEREAVEMENT 3  w/appr.
PROFESSIONAL  from pers lv  yes  Grievance: Y  N
ADOPTION 20 + 10
ASSOCIATION 5

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists
SEVERANCE PAY:
OTHER LEAVES:

PIERCE 2015-2016
3.1

PIERCE
FTE Teachers: 49
Starting Salary: 34,668
Experience Allowed: all

INDEX: 4 x 5

Experience Allowed: all

VERTICAL FREEZE:
ROLLBACK:
MULTI-YEAR CONTRACT:

LENGTH OF TEACHER DAY: 8
LENGTH OF STUDENT DAY: 7.5
PLANNING TIME: 90
CLASS PERIODS/DAY: 4
NORMAL TEACHING LOAD: 3

WORKING CONDITIONS

SALARY SCHEDULE

INDEX: 4 x 5

EXPERIENCE ALLOWED: ALL

VERTICAL FREEZE:

ROLLBACK:

MULTI-YEAR CONTRACT:

LENGTH OF TEACHER DAY: 8
LENGTH OF STUDENT DAY: 7.5
PLANNING TIME: 90
CLASS PERIODS/ DAY: 4
NORMAL TEACHING LOAD: 3

INSURANCE

HEALTH BC/BS 1250D 471.92 873.08 991.04 1330.72 E, ESC Den+Annuity
DENTAL BC/BS 2 25.31 25.31 25.31
LIFE 7.5 25.31 25.31 25.31

LEAVES

SICK 8 40  yes
PERSONAL 2  yes  acc. to 5; district pays sub rate
BEREAVEMENT 3  w/appr.
PROFESSIONAL  from pers lv  yes  Grievance: Y  N
ADOPTION 20 + 10
ASSOCIATION 5

OTHER DISTRICT POLICIES

Negotiated/ Policy
Exists

SEVERANCE PAY:

OTHER LEAVES:

PIERCE
FTE Teachers: 49
Starting Salary: 34,668
Experience Allowed: all

INDEX: 4 x 5

EXPERIENCE ALLOWED: ALL
### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 33.75
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.17
- **Planning Time:** 90
- **Class Periods/Day:** 4-6
- **Normal Teaching Load:** 3-3.5

### Salary Schedule
- **Base:** 33,000
- **Starting Salary:** 33,000
- **Index:** 4.25 x 4.25
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4.25 x 4.25
- **Starting Salary:** 33,000
- **Vertical Freeze:**
- **Rollback:** Multi-year Contract: 14-15, 15-16

### Length of Teacher Day
- **888**

### Length of Student Day
- **7.17**

### Normal Teaching Load
- **3-3.5**

### Working Conditions
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8

### Experience Allowed
- All

### Multi-year Contract
- 14-15, 15-16

### Leaves
- **Type:** SICK
- **Days/Year:** 9
- **Accum. Depend. use:** 45
- **Approval Needed:** yes
- **Notes:** Can borrow up to 4 days from next yr

### Leaves
- **Type:** PERSONAL
- **Days/Year:** 2
- **Accum. Depend. use:** yes
- **Approval Needed:** If 2 days unused, 3 days next y

### Leaves
- **Type:** BEREAVEMENT
- **Days/Year:** 1
- **Accum. Depend. use:** yes
- **Approval Needed:** Voluntary Separation

### Leaves
- **Type:** PROFESSIONAL
- **Days/Year:** 2
- **Accum. Depend. use:** yes
- **Approval Needed:** Grievance

### Leaves
- **Type:** ADOPTION
- **Days/Year:** 5
- **Accum. Depend. use:** yes
- **Approval Needed:** Sick Bank

### Leaves
- **Type:** ASSOCIATION
- **Days/Year:** 1
- **Accum. Depend. use:** yes
- **Approval Needed:**

### Leaves
- **Type:** SEVERANCE PAY
- **Days/Year:**
- **Notes:**

### PLAINVIEW

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**Plattsmouth**

**Working Conditions**
- Contract Days: 187
- FTE Teachers: 150
- 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: 6

**Salary Schedule**
- Base: 32,700
- Index: 4 x 5
- Starting Salary: 32,700
- Entry Level Step: 1
- 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 8.25 8.25
- Length of Student Day: 7.5 7.5 7

**Insurance**
- HEALTH
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District: 536.65 992.82 1126.97 1513.24
  - Couple - Benefits: Cash, 125, or TSA
- DENTAL
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 25.31 25.31 25.31 25.31
- LTD
  - Carrier: Madison Life
  - Option: .0064 (+B)
  - Amount Paid by District: 1126.97 1513.24

**Cafeteria Plan**
- Type: H/A-Dent
- Carrier: Individ. EE/Child EE/Spouse EE/Sp/Child
- Amount Paid by District: 711.96 in lieu

**Leaves**
- Type: Sick
  - Days/Year: 10
  - Accum. Use: 50
- Type: Bereavement
  - Days/Year: 3
- Type: Personal
  - Days/Year: 3
- Type: Professional
  - Days/Year: un.
- Type: Adoption
  - Days/Year: use sick lv.
- Type: Association
  - Days/Year: 8

**Other Leaves:**
- Severance Pay: Y

**Plattsouth**

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**Notes:**
- 07-08 schedule reworked, new hires begin on step 1; BA45 for individuals who took district courses between 1992-1997, 08-09 change to a 4x5 schedule.
## WORKING CONDITIONS

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

## SALARY SCHEDULE

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## INSURANCE

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## LEAVES

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## OTHER DISTRICT POLICIES

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## PART-TIME BENEFITS

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## OTHER LEAVES:

### PLEASANTON

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## SEVERANCE PAY

### SABBATICAL: No

### SEVERANCE PAY: Y
### Working Conditions
- Contract Days: 185
- FTE Teachers: 39.25
- Length of Teacher Day: 7.25
- Length of Student Day: 7.25
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 6
- Multi-year Contract:

### Salary Schedule
- Base: 33,400
- Index: 4 x 4
- Starting Salary: 33,400
- Career Increments: N
- Vertical Freeze: 87-88
- Rollback: 86-87
- Length of Teacher Day: 888
- Length of Student Day: 7.25
- Normal Teaching Load: 6
- Multi-year Contract:

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

### Leaves
- Type: Days/Year
- Dependent: Approval
- Other

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

### Severance Pay:

### Other Leaves:
WORKING CONDITIONS

Contract Days: 183
FTE Teachers: 23
HS  JH/MS  ELEM
Length of Teacher Day: 7.5  7.5  7.5
Length of Student Day: 7  7  7
Planning Time: 45  45  60
Class Periods/Day: 5  8
Normal Teaching Load: 4  7

INCENTIVES

Index: 4.5 x 4.5
Experience Allowed: 8
Career Increments: N
Rollback: 93-94 (2 Steps)
Vertical Freeze:

INSURANCE

Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan
H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child  27.82 or 46.06  Individ.  Depend.
BC/BS  750D  509.82  943.18  1070.62  1437.58  Sp. or Dep. Dental
BC/BS  2  25.31  25.31  25.31  25.31
PPO:
LIFE  COMMENTS:
LTD  Deductible Reimbursement: Y  250/500
NON-PARTICIPANT

LEAVES

Type  Days/Year  Accum. use  Approval Needed  Other
SICK  10  40  yes
PERSONAL  3
BEREAVEMENT  (See Sick Lv.)
PROFESSIONAL  2  no
ADOPTION  see sick lv.
ASSOCIATION  1

OTHER DISTRICT POLICIES

Negotiated/ Policy
Exists
SABBATICAL: No  SEVERANCE PAY:

OTHER LEAVES:

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### 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: 3
- Normal Teaching Load: 4
- Vertical Freeze: 86-87, 88-89, 12-13
- Rollback: 85-86

### SALARY SCHEDULE
- Base: 33,450
- Index: 4 x 5
- Starting Salary: 10
- Experience Allowed: Y
- Career Increments: Y
- 10-11: adv placement removed
- Multi-year Contract:

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### INSURANCE
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO: * or 2 ind. hlth plus 83.33
- **Carrier**
  - HEALTH: 750D/3100D
  - DENTAL: BC/BS
  - PPO: Madison Nat'l
- **Option**
  - HEALTH: Ind+TSA or 264.01
  - DENTAL: None
- **Amount Paid by District**
  - HEALTH: Individ. EE/Spouse EE/Sp/Child
    - BC/BS: 24.30
    - Indiv. EE/Child
    - Ind+TSA or 264.01
    - Deductible Reimbursement:

### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - SEVERANCE PREPAY
- **Days/Year**
  - SICK: 11
  - PERSONAL: 2-3
  - BEREAVEMENT: 7
  - PROFESSIONAL: 3
  - ADOPTION: FMLA
  - ASSOCIATION: 17
  - SEVERANCE PREPAY: Y

### 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
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- **Option**
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  - DENTAL: None
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### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - SICK: 11
  - PERSONAL: 2-3
  - BEREAVEMENT: 7
  - PROFESSIONAL: 3
  - ADOPTION: FMLA
  - ASSOCIATION: 17
- **Other Info:**
  - after 10 yrs. - $65/day up to 90 at term.

### 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: 3
- Normal Teaching Load: 4
- Vertical Freeze: 86-87, 88-89, 12-13
- Rollback: 85-86

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  - DENTAL: BC/BS
  - PPO: * or 2 ind. hlth plus 83.33
- **Carrier**
  - HEALTH: 750D/3100D
  - DENTAL: BC/BS
  - PPO: Madison Nat'l
- **Option**
  - HEALTH: Ind+TSA or 264.01
  - DENTAL: None
  - PPO: Madison Nat'l
- **Amount Paid by District**
  - HEALTH: Individ. EE/Spouse EE/Sp/Child
    - BC/BS: 24.30
    - Indiv. EE/Child
    - Ind+TSA or 264.01
    - Deductible Reimbursement:

### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - SICK: 11
  - PERSONAL: 2-3
  - BEREAVEMENT: 7
  - PROFESSIONAL: 3
  - ADOPTION: FMLA
  - ASSOCIATION: 17
- **Other Info:**
  - after 10 yrs. - $65/day up to 90 at term.

### 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: 3
- Normal Teaching Load: 4
- Vertical Freeze: 86-87, 88-89, 12-13
- Rollback: 85-86

### INSURANCE
- **Type**
  - HEALTH: BC/BS
  - DENTAL: BC/BS
  - PPO: * or 2 ind. hlth plus 83.33
- **Carrier**
  - HEALTH: 750D/3100D
  - DENTAL: BC/BS
  - PPO: Madison Nat'l
- **Option**
  - HEALTH: Ind+TSA or 264.01
  - DENTAL: None
  - PPO: Madison Nat'l
- **Amount Paid by District**
  - HEALTH: Individ. EE/Spouse EE/Sp/Child
    - BC/BS: 24.30
    - Indiv. EE/Child
    - Ind+TSA or 264.01
    - Deductible Reimbursement:
## WORKING CONDITIONS
- Contract Days: 172
- FTE Teachers: 28
- HS: 8.5
- JH/MS: 8.25
- ELEM: 8
- Planning Time: 56
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 8.5
- Length of Student Day: 8.25
- Vertical Freeze: Rollback: 85-86
- Multi-year Contract: 15-16, 16-17

## SALARY SCHEDULE
- Base: 32,600
- Entry Level Step: 1
- Experience Allowed: all
- Career Increments: N
- Each emp recs $108 in add'l salary

## INSURANCE
- HEALTH: BC/BS
  - Carrier: Madison Nat'l
  - Deductible Reimbursement: Individ.
  - Options: H/A; Cash
- DENTAL: BC/BS
  - Carrier: Madison Nat'l
  - Options: Sp or Dep Dental
- LIFE: Madison Nat'l
  - Carrier: Individ.
  - Options: (thru sal)

## LEAVES
- SICK: 10 days/year, 50 use, yes
- PERSONAL: 2 days/year, yes
- BEREAVEMENT: 3 per occur., 10 max annually, yes
- PROFESSIONAL: 1 day/year, yes
  - Other Info: 10 max annually
- ADOPTION: 1 day/year
- ASSOCIATION

## OTHER DISTRICT POLICIES
- SEVERANCE PAY: No
- Voluntary Separation: N
- Grievance: Y
- Sick Bank: N
- Negotiated/Policy: Exists

## SCHEDULE

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## Working Conditions
- Contract Days: 185
- FTE Teachers: 0
- HS: 3
- JH/MS: 3
- ELEM: 2
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract: 1

## Salary Schedule
- Base: 33,250
- Starting Salary: 33,250
- Career Increments: N
- Experience Allowed: 5
- Index: 4 x 5
- Entry Level Step: 1
- Vertical Freeze: 86-87
- Rollback: 

## Insurance
- HEALTH: BC/BS
  - Carrier: 750D/3100D
  - Deductible Reimbursement: $56.15
- DENTAL: BC/BS
  - Carrier: 
  - Deductible Reimbursement: 
- LIFE: Guardian
  - Coverage: 8.00

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

## Leave Types
- SICK
  - Days/Year: 40
  - Depend. use: yes
  - Approval Needed: Other
- PERSONAL
  - Days/Year: 2
  - Depend. use: yes
  - Approval Needed: accum. to 3
- BEREAVEMENT
  - Days/Year: 5
  - Depend. use: yes
  - Approval Needed: Bereavement/Emergency
- PROFESSIONAL
  - Days/Year: 5
  - Depend. use: yes
  - Approval Needed: Grievance
- ADOPTION
  - 2015-2016: 
  - Depend. use: 
  - Approval Needed: Sick Bank

## Sabbatical
- Sabbatical: Yes
  - Severance Pay:

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

## Salary Schedule Table

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### Notes
- 2015-2016: BA 36, BA 45, BA 54 removed from schedule (Staff grandfathered), MA column added (10-10)
### 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: 46
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 35,375
- Starting Salary: 35,375
- Career Increments: Y
- Experience Allowed: 6 (D)
- Index: 4 x 5
- Entry Level Step: 1

### INSURANCE
- HEALTH: BC/BS (750D/3100D) 536.65 536.65 536.65 536.65 536.65
- DENTAL: BC/BS 2 25.31 25.31 25.31 25.31
- PPO: COMMENTS: *<.51=FTE benefits
- LIFE: Deductible Reimbursement: Y 12.50/mo

### LEAVES
- SICK: 10 45
  - Other Info: Unused pers days over 45 paid @ $30/day in June
- PERSONAL: yes from sick lv
- BEREAVEMENT: 5 from sick lv
- PROFESSIONAL: adm. disc. yes
  - Other: from sick lv
- ADOPTION: yes
- ASSOCIATION: yes

### OTHER DISTRICT POLICIES

### RAYMOND CENTRAL

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* Teachers hired after 84-85 yr 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: 8.25
- **Length of Teacher Day:** 7.82 hours
- **Planning Time:** 52 hours
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### Salary Schedule
- **Base:** $32,350
- **Starting Salary:** $32,350
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** 5
- **<4/5 fte prorated on schedule**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

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

### Leaves

#### Sick
- **Days/Year:** 40
- **Use:** yes
- **Approval:** yes

#### Personal
- **Days/Year:** 3
- **Use:** yes

#### Bereavement
- **Days/Year:** 5
- **Use:** yes

#### Professional
- **Days/Year:** 4
- **Use:** yes

#### Adoption
- **Supt. Disc.:**

#### Association

### Sabbatical

### Severance Pay

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

### Red Cloud

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15-16 exp allowed from 12 yrs to 5 yrs (or more with approval of RCEA and BOE)
## 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:** 15-16, 16-17

## SALARY SCHEDULE
- **Base:** 32,400
- **Index:** 4 x 5
- **Starting Salary:**
  - HS: 25.31
  - JH/MS: 25.31
  - ELEM: 25.31
- **Career Increments:** N
- **Experience Allowed:** all
- **Vertical Freeze:**
- **Rollback:**
- **Length of Teacher Day:**
  - 1st: 7.75
  - 2nd: 7.75
  - 3rd: 7.75
- **Length of Student Day:**
  - 1st: 7.27
  - 2nd: 7.27
  - 3rd: 7.27

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## LEAVES
- **SICK:** 15/45
da $25/day upon retirement up to 45
- **PERSONAL:** yes
  - day of sick days = + 1 p
- **BEREAVEMENT:** from sick lv.
- **PROFESSIONAL:** yes
  - Grievance: Y
  - Sick Bank: Y

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

## RIVERSIDE

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## Working Conditions
- Contract Days: 182
- FTE Teachers: HS JH/MS ELEM
- Length of Teacher Day: 8 8 8
- Length of Student Day: 7.5 7.5 7.5
- Planning Time: 50 50 45
- Class Periods/Day: 8 8
- Normal Teaching Load: 6 6
- Multi-year Contract:
- Length of Teacher Day: 888
- Length of Student Day: 7.5 7.5 8
- Normal Teaching Load: 66
- Planning Time:
- Vertical Freeze: 97-98/98-99
- Rollback: 97-98/98-99/01-02
- Experience Allowed: all
- Career Increments: N

## Salary Schedule
- Base: 32,125
- Index: 4.25 x 4.25
- Entry Level Step: 1
- Starting Salary:
- Step BA BA+9 BA+18 BA+27 BA+36 BA+45
1 32,125 33,490 34,856 36,221 37,586 38,952 38,952
1.00 1.0425 1.085 1.1275 1.17 1.2125
2 33,490 34,856 36,221 37,586 38,952 40,317
1.0425 1.085 1.1275 1.17 1.2125 1.255
3 34,856 36,221 37,586 38,952 40,317 41,682
1.085 1.1275 1.17 1.2125 1.255 1.2975
4 36,221 37,586 38,952 40,317 41,682 43,048
1.1275 1.17 1.2125 1.255 1.2975 1.34
5 37,586 38,952 40,317 41,682 43,048 44,413
1.17 1.2125 1.255 1.2975 1.34 1.3825
6 38,952 40,317 41,682 43,048 44,413 45,778
1.2125 1.255 1.2975 1.34 1.3825 1.425
7 40,317 41,682 43,048 44,413 45,778 47,143
1.255 1.2975 1.34 1.3825 1.425 1.4675
8 41,682 43,048 44,413 45,778 47,143 48,509
1.34 1.3825 1.425 1.4675 1.51 1.5525
9 43,048 44,413 45,778 47,143 48,509 49,874
1.425 1.4675 1.51 1.5525 1.60 1.645
10 44,413 45,778 47,143 48,509 49,874 51,239
1.51 1.5525 1.60 1.645 1.69 1.735
11 45,778 47,143 48,509 49,874 51,239 52,605
1.60 1.645 1.69 1.735 1.78 1.825
12 47,143 48,509 49,874 51,239 52,605 53,970
1.69 1.735 1.78 1.825 1.87 1.925
13 48,509 49,874 51,239 52,605 53,970 55,335
1.78 1.825 1.87 1.925 1.97 2.025
14 49,874 51,239 52,605 53,970 55,335 56,701
1.87 1.925 1.97 2.025 2.08 2.135

## Insurance
- HEALTH BC/BS: 1250D/3100 471.92 873.08 991.04 1300.72
- DENTAL BC/BS: 2 25.31 25.31 25.31 25.31
- PPO: COMMENTS:

## Cafeteria Plan
- Option:
- Amount Paid by District:
- Couple - Benefits:
- Cafeteria Plan:
- Individ. Depend.
- Type Carrier:
- Health:
- Deductible Reimbursement: Y 875/1750
- Life:
- PPO: COMMENTS:
- IRS 125:
- Flex Accounts:

## Leaves
- Type: SICK
- Days/Year: 10
- Accum. 45
- Depend. use yes
- Approval Needed other
- Cafeteria Plan:
- Options:
- PART-TIME BENEFITS:
- Contribution: fte
- Minimum FTE: 0.5

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

## Sabbatical:
- No

## Severance Pay:
- Other Leaves:
- R O C K   C O U N T Y

---

11/9/2015

ROCK COUNTY 2015-2016

1.1
## 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

## SALARY SCHEDULE
- **Base:** 31,116
- **Index:** 4 x 5
- **Starting Salary:**
  - HS: 31,116
  - JH/MS: 31,116
  - ELEM: 31,116
- **Career Increments:** N
- **Experience Allowed:** 5
- **Vertical Freeze:**
- **Rollback:** 88-89
- **Multi-year Contract:** 15-16, 16-17
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## INSURANCE
- **HEALTH**
  - Type: BC/BS
  - Carrier: Principal
  - Amount Paid by District: 750D
  - Option: Individ.
  - Premium: 2.65

- **DENTAL**
  - Type: BC/BS
  - Carrier: Principal
  - Amount Paid by District: 2
  - Option: Individ.
  - Premium: 509.82

- **LIFE**
  - Carrier: Principal
  - Amount Paid by District: 0.027
  - Option: Individ.
  - Premium: 2.65

- **LTD**
  - Carrier: Principal
  - Amount Paid by District: 0.027
  - Option: Individ.
  - Premium: 2.65

## LEAVES
- **SICK**
  - Days/Year: 10
  - Accum.: 40
  - Depend. use: yes
  - Approval Needed: yes
  - Other: PTO-10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs

- **PERSONAL**
  - Days/Year: 10
  - Depend. use: yes
  - Approval Needed: yes
  - Other: from PTO

- **BEREAVEMENT**
  - Days/Year: 10
  - Depend. use: yes
  - Approval Needed: yes
  - Other: from PTO

- **PROFESSIONAL**
  - Days/Year: 10
  - Depend. use: yes
  - Approval Needed: yes
  - Other: from PTO

- **ADOPTION**
  - Days/Year: 10
  - Depend. use: yes
  - Approval Needed: yes
  - Other: from PTO

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

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## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8:00 - 4:28
- **Length of Student Day:** 8:00 - 1:08
- **Planning Time:** 52 - 45 - 45
- **Class Periods:** 8
- **Normal Teaching Load:** 7
- **Multi-year Contract:** 14-15, 15-16

## Salary Schedule
- **Base:** 34,729
- **Index:** 4 x 4
- **Starting Salary:**
  - BA: 34,729
  - BA+9: 36,118
  - BA+18: 37,507
  - MA: 38,896
  - MA+9: 40,285
  - MA+18: 41,675
- **Career Increments:** N
- **Experience Allowed:** 5
- **Career Increments:** N
- **Career Increments:** N
- **Career Increments:** N
- **Vertical Freeze:** 90-91
- **Rollback:**

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## Benefits
- **Insurance Options:**
  - **Health:** BC/BS
  - **Dental:** BC/BS
- **Cafeteria Plan:**
  - **Type:** Individ.
  - **Carrier:** AIG Life
  - **Plan Options:**
    - **Health:**
      - **Options:**
        - **Health:** BC/BS
      - **Option:** Individ.
    - **Dental:**
      - **Option:** EE/Spouse EE/Child
      - **Option:** EE Sp/Dep Child
      - **Option:** Couple - Benefits

## Leaves
- **Sick Leave:**
  - **Days/Year:** 8
  - **Accumulation:** 50
  - **Dependents:** Yes
  - **Medical condition(s):**
    - **From other source:** 1/2 sub pay/day over 50
  - **Miscellaneous:**
    - **Approval Needed:** From sick lv

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

## Sabbatical
- **No**

## Other Leaves
- **Supt. Disc.**

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

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

### Other Policies
- **Negotiated/Policy:**
- **Exists:** Y
- **Grievance:** Y
- **Sick Bank:** Y
11/9/2015  
Sargent  
2015-2016 1.1

**WORKING CONDITIONS**
- Contract Days: 185
- FTE Teachers:  
  - HS: 8.25
  - JH/MS: 8.25
  - ELEM: 8.25
- Length of Teacher Day: 7.5
- Planning Time: 65
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 31,800
- Index: 4 x 5
- Starting Salary: 0
- Career Increments: N
- Experience Allowed: 7(D)
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: Y

**INSURANCE**
- HEALTH: BC/BS 1250D 471.92 873.08 991.04 1300.72
- DENTAL: BC/BS 25.31 25.31 25.31 25.31
- PPO: COMMENTS:

**LEAVES**
- SICK: 10 days/year, 35 use, 35 accrue, 35 needed, 35 paid
- PERSONAL: 3 days, 2 days first 2 yrs
- BEREAVEMENT: 4 days, 35 use, 35 needed, 35 paid
- PROFESSIONAL: 2 days, 17 use, 17 needed, 17 paid
- ADOPTION: 10 days, 65 use, 65 needed, 65 paid
- ASSOCIATION: 2 days

**OTHER DISTRICT POLICIES**
- SEVERANCE PAY: Y
- SABBATICAL: No

**SARGENT**

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**WORKING CONDITIONS**

- Length of Student Day: 8.25
- Class Periods/Day: 8

**SALARY SCHEDULE**
- Experience Allowed: 7(D)
- Career Increments: N

**INSURANCE**
- HEALTH: BC/BS 1250D 471.92 873.08 991.04 1300.72
- DENTAL: BC/BS 25.31 25.31 25.31 25.31
- PPO: COMMENTS:

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

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### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:** 8:30
- **Length of Student Day:** 7:30
- **Planning Time:** 90
- **Class Periods/Day:** 4
- **Normal Teaching Load:** 3
- **Experience Allowed:** all
- **Career Increments:** Y
- **$1000 signing bonus for new teachers**
- **Rollback:**
- **Multi-year Contract:**
- **Index:** 4 x 5
- **Starting Salary:** 33,400
- **Entry Level Step:** 1
- **Experience:** Y

### SALARY SCHEDULE

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</table>

### INSURANCE
- **Type:**
  - HEALTH: BC/BS
    - Carrier: 750D
    - Individ.: 509.82
    - EE/Child: 943.18
    - EE/Spouse: 1070.62
  - DENTAL: BC/BS
    - Carrier: 2
    - Individ.: 25.31
    - EE/Child: 25.31
    - EE/Spouse: 25.31
  - LTD: Principal Life
    - Individ.: .0048
- **Options:**
  - Vertical Freeze:
  - Rollback:
  - Multi-year Contract:

### LEAVES
- **SICK:** 11 days
  - PTO days - incl sick, pers, bereav
- **PERSONAL:** PTO
  - Yes
- **BEREAVEMENT:** PTO
  - Yes add'l with admin perm
- **PROFESSIONAL:** 5
  - Grievance: Y
  - Sick Bank: Y
  - Non-Participant

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

### SCHOOLS
- **SCHOOLS:** Yes

### SEVERANCE PAY:

### OTHER LEAVES:

### SCHUYLER COMMUNITY

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

### Cafeteria Plan
- **Options:**
  - Individ.
  - Depend.
### Working Conditions
- Contract Days: 185
- FTE Teachers: 74.5
- HS: 8
- JH/MS: 8
- ELEM: 8
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 33,400
- Starting Salary: 33,400
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:

### Index: 4 x 5

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

### Health Insurance
- Type:
- Carrier:
- BC/BS: 750D/3100D
- Health:
- MADISON NAT'L
- Dental:
- Life:
- LTD:
- Options:
- Deductible Reimbursement:

### Leaves
- Type:
- SICK:
- PERSONAL:
- Bereavement:
- PROFESSIONAL:
- Adoption:
- Association:

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

### Sabbatical
- Yes

### Severance Pay
- Y

### Other Leaves

### Working Conditions
- Contract Days: 189
- FTE Teachers: HS 8, JH/MS 8, ELEM 8
- Length of Teacher Day: 8.5, 6.9, 6.33
- Length of Student Day: 90, 45, 50
- Class Periods/Day: 4, 9
- Normal Teaching Load: 3, 8
- Starting Salary: $33,620
- Career Increments: N
- Experience Allowed: 12
- Multi-year Contract: 14-15, 15-16
- Rollback:
- Vertical Freeze: 87-88

### Salary Schedule
- Base: $33,620
- Index: 4.5 x 4.5
- Entry Level Step: 1
- Experience Allowed: 12
- Career Increments: N

### Insuranc
- **Type**: Carrier | Option | Amount Paid by District | Couple - Benefits | Cafeteria Plan
- **Health**: BC/BS | 750D/1650D | 268.33 | 268.33 | 268.33 | 268.33 | Cafeteria + 1/2 sgl
- **Dental**: BC/BS | 2 | 12.66 | 12.66 | 12.66
- **Life**: Guardian | 2.70
- **LTD**: Madison Nat'l | .006
- **Non-Participant**: $935 Flat Salary

### Leaves
- **Type**: | Days/Year | Accum. | Dependent Use | Approval Needed | Other
- **Sick**: 9 | 100 | yes | Deducted from sick lv.
- **Personal**: 3 | yes | Voluntary Separation: N
- **Bereavement**: 5 | per occur; 1 day funeral, not fa | Grievance: Y
- **Professional**: admin disc | Sick Bank: N
- **Adoption**: | | | |
- **Association**: 5 | | | |

### Sabbatical
- Yes | Severance Pay: Y

### Other District Policies
- **Negotiated/Policy**: Exists
- **Part-Time Benefits**: Minimum FTE: 0.4

### Other Leaves
- Emergency-1 from sick lv.
0.5 0.5 0.5

WORKING CONDITIONS
Contract Days: 185  FTE Teachers:
HS JH/MS ELEM
Length of Teacher Day: 8.25 8.25 8.25
Length of Student Day: 7.25 7.25 7.25
Planning Time: 50 50 50
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 33,525  Index: 4 x 5
Starting Salary: 33,525
Career Increments: N
Experience Allowed: all
Entry Level Step: 1

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 27.82 or 46.06
HEALTH BC/BS 750D 509.82 943.18 1070.62 1437.58 Sp. or Dep. Dental
DENTAL BC/BS 2 25.31 25.31 25.31 25.31
PPO: COMMENTS:
LIFE Guardian 2.40 Deductible Reimbursement:
LTD Omaha Life .00604 (thru sal)
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 35 yes
PERSONAL 2 yes from sick lv.
BEREAVEMENT admin. disc. +2 days from sick lv.
PROFESSIONAL admin. disc. yes Grievance:
ADOPTION yes Sick Bank:
ASSOCIATION

OTHER DISTRICT POLICIES
Negotiated/ Exits Policy
SEVERANCE PAY:
OTHER LEAVES:

SCRIBNER-SNYDER
Step BA BA+9 BA+18 BA+27 BA+36
1 33,525 35,201 36,878 38,554 40,230 41,906 43,583 45,259
1.00 1.05 1.10 1.15 1.20 1.25 1.30 1.35
2 34,866 36,642 38,219 39,895 41,571 43,247 44,924 46,600
1.04 1.09 1.14 1.19 1.24 1.29 1.34 1.39
3 36,207 37,983 39,660 41,336 43,012 44,689 46,366 48,043
1.08 1.13 1.18 1.23 1.28 1.33 1.38 1.43
4 37,548 39,224 40,901 42,577 44,253 45,929 47,606 49,282
1.12 1.17 1.22 1.27 1.32 1.37 1.42 1.47
5 38,889 40,565 42,242 43,918 45,594 47,270 48,947 50,623
1.16 1.21 1.26 1.31 1.36 1.41 1.46 1.51
6 40,230 41,906 43,583 45,259 46,935 48,611 50,288 51,964
1.20 1.25 1.30 1.35 1.40 1.45 1.50 1.55
7 41,571 43,247 44,924 46,600 48,276 49,952 51,629 53,305
1.24 1.29 1.34 1.39 1.44 1.49 1.54 1.59
8 42,912 44,589 46,265 47,941 49,617 51,293 52,970 54,646
1.28 1.33 1.38 1.43 1.48 1.53 1.58 1.63
9 44,253 45,929 47,606 49,282 50,958 52,634 54,311 55,987
1.32 1.37 1.42 1.47 1.52 1.57 1.62 1.67
10 45,594 47,270 48,947 50,623 52,299 53,975 55,652 57,328
1.36 1.41 1.46 1.51 1.56 1.61 1.66 1.71
11 46,935 48,611 50,288 51,964 53,640 55,316 56,993 58,669
1.40 1.45 1.50 1.55 1.60 1.65 1.70 1.75
12 48,276 49,952 51,629 53,305 54,981 56,657 58,334 60,010
1.44 1.49 1.54 1.59 1.64 1.69 1.74 1.79
13 49,617 51,293 52,970 54,646 56,321 58,007 59,693 61,370
1.48 1.53 1.58 1.63 1.68 1.73 1.78 1.83
14 50,958 52,634 54,311 56,987 58,669 60,345 62,022 63,700
1.52 1.57 1.62 1.67 1.72 1.77 1.82 1.87
15 52,299 53,975 55,652 57,328 59,015 60,692 62,370 64,049
1.56 1.61 1.66 1.71 1.76 1.81 1.86 1.91

SCRIBNER-SNYDER

- **FTE Teachers:**
  - Starting Salary: 33,525
  - Career Increments: N
  - Experience Allowed: all
  - Entry Level Step: 1

- **Working Conditions:**
  - Contract Days: 185
  - FTE Teachers: 185
  - HS JH/MS ELEM
  - Length of Teacher Day: 8.25 8.25 8.25
  - Length of Student Day: 7.25 7.25 7.25
  - Planning Time: 50 50 50
  - Class Periods/Day: 8 8
  - Normal Teaching Load: 7 7

- **Salary Schedule:**
  - Base: 33,525
  - Index: 4 x 5
  - Vertical Freeze:
  - Rollback:
  - Multi-year Contract:

- **Insurance:**
  - Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
    - HEALTH BC/BS 750D 509.82 943.18 1070.62 1437.58 Sp. or Dep. Dental
    - DENTAL BC/BS 2 25.31 25.31 25.31 25.31
  - PPO: COMMENTS:
  - LIFE Guardian 2.40 Deductible Reimbursement:
  - LTD Omaha Life .00604 (thru sal)

- **Leaves:**
  - Type Days/Year Accum. Depend. Approval Other
    - SICK 10 35 yes
    - PERSONAL 2 yes from sick lv.
    - BEREAVEMENT admin. disc. +2 days from sick lv.
    - PROFESSIONAL admin. disc. yes Grievance:
    - ADOPTION yes Sick Bank:
    - ASSOCIATION

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

- **Severance Pay:**

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

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

- **Other Leaves:**
  - Other Info: reim. $45/day over 25 up to 35

- **Sabbatical:**
  - No

- **Class Periods/Day:**
  - 8

- **Contract Days:**
  - 185 Base: 33,525
  - 1.00 33,525 35,201 36,878 38,554 40,230 41,906 43,583 45,259
  - 1.05 35,201 36,878 38,554 40,230 41,906 43,583 45,259
  - 1.10 36,878 38,554 40,230 41,906 43,583 45,259
  - 1.15 38,554 40,230 41,906 43,583 45,259
  - 1.20 40,230 41,906 43,583 45,259

- **Planning:**
  - 50 50 50

- **Normal Teaching Load:**
  - 7 7
**WORKING CONDITIONS**

- Contract Days: 186
- FTE Teachers: 105.8
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Planning Time: 90
- Class Periods/Day: 4.5
- Normal Teaching Load: 3.5

**SALARY SCHEDULE**

- Base: 32,750
- Index: 5 x 4
- Starting Salary: 32,750
- Entry Level Step: 1
- Career Increments: Y
- Experience Allowed: 8(D)
- Move to MA+27 Step 16 only in 93-94; then step = to exper.
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

**INSURANCE**

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**INSURANCE**

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**LEAVES**

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**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER DISTRICT POLICIES**

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**OTHER LEAVES:**

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<th>BA+18</th>
<th>BA+27</th>
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07-08 BA45 eliminated, current staff is grandfathered
## Working Conditions

- **Contract Days:** 185
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day (if applicable):** 6.75
- **Length of Student Day (if applicable):** 6.75
- **Class Periods/Day:**
  - 7
  - 7
- **Planning Time:** 52
- **Normal Teaching Load:**
  - 6
  - 6

## Salary Schedule

- **Base:** 33,200
- **Starting Salary:**
  - Entry Level Step: 1
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4.5 x 4
- **Length of Teacher Day:** 888
- **Length of Student Day:** 6.75
- **Normal Teaching Load:**
  - 6
  - 6

## Insuronce

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<td>PPO</td>
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<tr>
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## Leaves

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## Other District Policies

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<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
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<td>$20/day over 35 days @ end of yr</td>
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<td>2</td>
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<td>1-w/approved, 1-not</td>
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<tr>
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<td>2 from sick leave</td>
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<tr>
<td>Professional</td>
<td>1</td>
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<td>1 additional w/approval</td>
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<tr>
<td>Association</td>
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</tr>
</tbody>
</table>

## Cafeteria Plan

- Options: Individ. Depend.
- IRS 125:
- Flex Accounts:
- Minimum FTE: 0.49
- Contribution: fte

## Severance Pay:

- **Negotiated/Policy:** Exists
- **Negotiated/Policy:** Shelby - Rising City
- **Negotiated/Policy:** Shelby-Rising City

## Other Leaves:

<table>
<thead>
<tr>
<th>Type</th>
<th>Days/Year</th>
<th>Accum.</th>
<th>Depend.</th>
<th>Approval</th>
<th>Other</th>
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<td>35</td>
<td>yes</td>
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<td>$20/day over 35 days @ end of yr</td>
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<tr>
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<td>2</td>
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<td>1-w/approved, 1-not</td>
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<td>3+2</td>
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<tr>
<td>Professional</td>
<td>1</td>
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<td>1 additional w/approval</td>
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## Other Leaves:

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## Other Policies

- **Class Periods/Day (if applicable):** 7
- **Planning Time:** 52
- **Normal Teaching Load:** 6
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4.5 x 4
- **Length of Teacher Day:** 888
- **Length of Student Day:** 6.75
- **Normal Teaching Load:** 6
- **Multi-year Contract:**

---

### Notes

- **LENSSING CITY**
- **Working Conditions:** Contract Days: 185
- **Salary Schedule:** Base: 33,200
- **Insurance Options:**
  - Health: BC/BS 750D
  - Dental: BC/BS 2
  - PPO: COMMENTS:
- **Leaves:**
  - **Sick:**
    - 10 days/year, 35 days total
  - **Personal:** 2 days, 1-approval, 1-no approval
- **Severance Pay:**
  - **Negotiated/Policy:** Shelby-Rising City
  - **Negotiated/Policy:** Shelby-Rising City
  - **Negotiated/Policy:** Shelby - Rising City
- **Other Leaves:**
  - **Sick:**
    - 10 days/year, 35 days total
  - **Personal:** 2 days, 1-approval, 1-no approval
  - **Bereavement:** 3+2 days
  - **Professional:** 1 day, 1 additional with approval
  - **Voluntary Separation:**
    - **Grievance:** Y
    - **Sick Bank:** Y
    - **SEverance Pay:**
      - **Negotiated/Policy:** Shelby - Rising City
      - **Negotiated/Policy:** Shelby-Rising City
      - **Negotiated/Policy:** Shelby - Rising City
  - **Association:**
    - **Sabbatical:** No
    - **Cafeteria Plan:**
      - **Options:** Individ. Depend.
      - **IRS 125:**
      - **Flex Accounts:**
      - **Minimum FTE:** 0.49
      - **Contribution:** fte
  - **Other District Policies:**
    - **Exists:**
    - **Negotiated/Policy:** Shelby - Rising City
    - **Negotiated/Policy:** Shelby-Rising City
    - **Negotiated/Policy:** Shelby-Rising City
  - **Other Leaves:**
    - **Class Periods/Day:** 7
    - **Planning Time:** 52
    - **Normal Teaching Load:** 6
    - **Career Increments:** N
    - **Experience Allowed:** all
    - **Index:** 4.5 x 4
    - **Length of Teacher Day:** 888
    - **Length of Student Day:** 6.75
    - **Normal Teaching Load:** 6
    - **Multi-year Contract:**
### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 4
- Length of Teacher Day: 7.5
- Length of Student Day: 8
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Length of Teacher Day: 7.5
- Length of Student Day: 7
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 31,250
- Index: 4 x 5
- Starting Salary: 31,250
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 10
- Vertical Freeze: 7
- Rollback: 52
- Multi-year Contract: 7

### INSURANCE
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Cafeteria Plan**
- HEALTH | BC/BS | 750D | H/A-Dent | Individ. EE/Child EE/Spouse EE/Sp/Child
- DENTAL | BC/BS | 4 | 47.65 88.16 100.08 134.41 |
- PPO: | COMMENTS: | | | |
- LIFE | Companion Life | 3.20 |
- LTD | NON-PARTICIPANT |
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Cafeteria Plan**
- HEALTH | BC/BS |
- DENTAL | BC/BS |
- PPO: | COMMENTS: |
- LIFE | Companion Life |
- LTD | NON-PARTICIPANT |

### INSURANCE
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Cafeteria Plan**
- HEALTH | BC/BS |
- DENTAL | BC/BS |
- PPO: | COMMENTS: |
- LIFE | Companion Life |
- LTD | NON-PARTICIPANT |

### LEAVES
- **Type** | **Days/Year** | **Accum.** | **Depend.** | **Approval** | **Other**
- SICK | 13 | 35 | yes |
- PERSONAL | 2 | | |
- BEREAVEMENT | from sick or pers | | yes |
- PROFESSIONAL | 2 | | yes |
- ADOPTION | see sick lv. |
- ASSOCIATION |

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

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

### OTHER LEAVES:

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WORKING CONDITIONS

Contract Days: 185
FTE Teachers: 24

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

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

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

Index: 4 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
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child
HEALTH BC/BS 750D 509.82 943.18 1070.62 1437.58 27.82 or 46.06
DENTAL BC/BS 2 25.31 25.31 25.31
PPO: COMMENTS: Sp. or Dep. Dental Options: IRS 125:
LIFE
LTD
NON-PARTICIPANT

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 509.82 943.18 1070.62 1437.58 27.82 or 46.06
DENTAL BC/BS 2 25.31 25.31 25.31
PPO: COMMENTS: Sp. or Dep. Dental Options: IRS 125:
LIFE
LTD
NON-PARTICIPANT

LEAVES

Type Days/Year Accum. Depend. Approval Other
SICK 9 45 yes

LEAVES

Type Days/Year Accum. Depend. Approval Other
SICK 9 45 yes

PERSONAL 3 yes
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes
ADOPTION see sick lv.
ASSOCIATION

LEAVES

Type Days/Year Accum. Depend. Approval Other
SICK 9 45 yes

PERSONAL 3 yes
BEREAVEMENT see sick lv.
PROFESSIONAL 2 yes
ADOPTION see sick lv.
ASSOCIATION

OTHER DISTRICT POLICIES

Negotiated/ Policy
Exists
SEVERANCE PAY:

OTHER LEAVES:

SHICKLEY

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2015-2016
3.1

WORKING CONDITIONS
Contract Days: 185  FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 8 8 8  Career Increments: Y
Length of Student Day: 6.38 6.38 6
Planning Time: 47 47 40  Vertical Freeze: 88-89
Class Periods/Day: 8 8  Rollback:
Normal Teaching Load: 7 7  Multi-year Contract:

SALARY SCHEDULE
Base: 33,700  Entry Level Step: 0
Starting Salary: 33,700
Experience Allowed: all
Professional Increments available

INDEX: 4.5 x 4.5

LEAVES
Type Days/Year Accum. Approval
SICK 8     8
PERSONAL PTO
BEREAVEMENT 3
PROFESSIONAL 2
ADOPTION see sick lv.
ASSOCIATION see prof. lv.

LEAVES
Depend. Approval
PTO - new emp recv 10 days add'l sick lv

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Individ. EE/Child EE/Spouse EE/Sp/Child 25.31 or
HEALTH BC/BS 750D 509.82 943.18 1070.62 1437.58 Ind or Dep Dental
DENTAL BC/BS 2 25.31 25.31 25.31 25.31
PPO: COMMENTS:
LIFE Principal 4.00
LTD Principal (+B)
NON-PARTICIPANT

Cafeteria Plan
Type Carrier
Individ. Depend.

FTE Teachers: Starting Salary: 33,700

PPO: exists

PROFESSIONAL Increments available, see contract; 08-09 experience allowed changed to all

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Maternity - 15 days

OTHER DISTRICT POLICIES
Negotiated/ Policy
Exists

SIDNEY
Step BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27
0 33,700 35,217 36,733 38,250 39,766 41,283 42,799 44,316 45,832
1 35,217 36,733 38,250 39,766 41,283 42,799 44,316 45,832 47,349
2 36,733 38,250 39,766 41,283 42,799 44,316 45,832 47,349 48,865
1.09 1.135 1.18 1.225 1.27 1.315 1.36 1.405 1.45 1.495
3 38,250 39,766 41,283 42,799 44,316 45,832 47,349 48,865 50,382
1.135 1.18 1.225 1.27 1.315 1.36 1.405 1.45 1.495 1.495
4 39,766 41,283 42,799 44,316 45,832 47,349 48,865 50,382 51,898
1.18 1.225 1.27 1.315 1.36 1.405 1.45 1.495 1.495 1.54
5 41,283 42,799 44,316 45,832 47,349 48,865 50,382 51,898 53,415
1.225 1.27 1.315 1.36 1.405 1.45 1.495 1.54 1.585 1.585
6 44,316 45,832 47,349 48,865 50,382 51,898 53,415 54,931
1.315 1.36 1.405 1.45 1.495 1.54 1.585 1.63 1.63 1.63
7 47,349 48,865 50,382 51,898 53,415 54,931 56,448
1.405 1.45 1.495 1.54 1.585 1.63 1.675 1.72 1.72 1.72
8 50,382 51,898 53,415 54,931 56,448 57,964
1.45 1.54 1.585 1.63 1.725 1.72 1.765 1.81 1.81 1.81
9 53,415 54,931 56,448 57,964 59,481
1.585 1.63 1.675 1.72 1.765 1.81 1.855 1.855 1.855
10 56,448 57,964 59,481
1.725 1.765 1.81 1.855 1.855 1.855 1.855 1.855
11 59,481 60,997
1.81 1.855 1.855 1.855 1.855 1.855 1.855 1.855
12 62,514 64,030
1.855 1.9 1.9 1.9 1.9 1.9 1.9 1.9
13 65,547
1.9 1.9 1.9 1.9 1.9 1.9 1.9 1.9

Cafeteria Plan
Type Carrier
Individ. Depend.

FTE Teachers: Starting Salary: 33,700

PPO: exists

PROFESSIONAL Increments available, see contract; 08-09 experience allowed changed to all

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Maternity - 15 days
## Silver Lake

### WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 27
- Length of Teacher Day: 8
- Length of Student Day: 7
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 32,500
- Entry Level Step: 1
- Experience Allowed: 5
- Career Increments: N
- Vertical Freeze: N
- Rollback: N

### INSURANCE

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### LEAVES

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

### SABBATICAL
- No

### SEVERANCE PAY:

### OTHER LEAVES:

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Sioux County

WORKING CONDITIONS
- Contract Days: 175
- FTE Teachers: 21.75
- Length of Teacher Day: 8 hours
- Length of Student Day: 6.78 hours
- Planning Time: 57 hours
- Class Periods/Day: 7
- Normal Teaching Load: 6

SALARY SCHEDULE
- Base: $33,350
- Starting Salary: $33,350
- Index: 4 x 4
- Career Increments: N
- Experience Allowed: 7
- Vertical Freeze:
- Rollback:
- Multi-year Contract: 14-15, 15-16

INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Option: 500D
  - Amount Paid by District: 537.68, 994.73, 1129.13, 1516.14
  - Couple - Benefits: 27.82 or 46.06
- DENTAL
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District: 25.31, 25.31, 25.31, 25.31
- LIFE
  - Carrier: Fort Dearborn
  - Option: COMMENTS:

OTHER DISTRICT POLICIES
- Negotiated/ Policy
- Exists
- SIOUX COUNTY
- FTE Teachers: 21.75
- Starting Salary: $33,350
- Deductible Reimbursement:
- Cafeteria Plan
  - Individ.: Depend.
  - IRS 125:
  - Flex Accounts:

LEAVES
- SICK
  - Days/Year: 10
  - Accum.: 45
  - Depend. Use: yes
  - Approval Needed: +2 sub rate
  - Approval Needed: yes
- PERSONAL
  - Days/Year: 3
  - Accum.: 45
  - Depend. Use: yes
  - Approval Needed: +2 sub rate
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- BEREAVEMENT
  - Days/Year: 2
  - Accum.: 45
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  - Approval Needed: +2 sub rate
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- PROFESSIONAL
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  - Accum.: 45
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  - Approval Needed: +2 sub rate
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- ADOPTION
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  - Approval Needed: +2 sub rate
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- ASSOCIATION
  - Days/Year: 2
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  - Depend. Use: yes
  - Approval Needed: +2 sub rate
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- SEVERANCE PAY:

OTHER LEAVES:

SIOUX COUNTY

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## South Platte

### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:** 24

### Salary Schedule
- **Base:** 32,600
- **Salary Schedule:**
  - **Starting Salary:** 32,600
  - **Index:** 5 x 4

## Insurance
- **Type:**
  - Health: BC/BS (750D)
- **Carrier:**
  - HS: 3.11
  - JH/MS: 4.54
  - ELEM: 4.54

## Cafeteria Plan
- **Type:**
  - Carrier:
    - BC/BS: 750D
  - **Option:**
    - Individ. EE/Child
    - Individ. EE/Spouse
    - Individ. EE/Sp/Child
  - **Amount Paid by District:**
    - 27.82 or 46.06

## Other Benefits
- **Sick Leave:**
  - **Type:**
    - Options: Sp. or Dep. Dental
    - Non-Participant

## Benefits
- **Type:**
  - **Option:**
    - Individ.
    - Depend.

## Leaves
- **Type:**
  - **Option:**
    - Individ.
  - **Amount Paid by District:**
    - 27.82 or 46.06

## Salary Schedule
- **Type:**
  - Carrier:
    - BC/BS: 750D
  - **Option:**
    - Individ.
    - Depend.

## Contract Days
- **FTE Teachers:** 24

## Non-Participant
- **Option:**
  - Individ.
  - Depend.

## Salary Schedule
- **Type:**
  - Carrier:
    - BC/BS: 750D
  - **Option:**
    - Individ.
    - Depend.

## Cafeteria Plan
- **Type:**
  - Carrier:
    - BC/BS: 750D
  - **Option:**
    - Individ.
    - Depend.

##パターン・学年別の給与表
- **Type:**
  - Carrier:
    - BC/BS: 750D
  - **Option:**
    - Individ.
    - Depend.

## Salary Schedule
- **Type:**
  - Carrier:
    - BC/BS: 750D
  - **Option:**
    - Individ.
    - Depend.

## Cafeteria Plan
- **Type:**
  - Carrier:
    - BC/BS: 750D
  - **Option:**
    - Individ.
    - Depend.

##パターン・学年別の給与表
- **Type:**
  - Carrier:
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  - **Option:**
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    - Depend.

## Cafeteria Plan
- **Type:**
  - Carrier:
    - BC/BS: 750D
  - **Option:**
    - Individ.
    - Depend.

##パターン・学年別の給与表
- **Type:**
  - Carrier:
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  - **Option:**
    - Individ.
    - Depend.

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

##パターン・学年別の給与表
- **Type:**
  - Carrier:
    - BC/BS: 750D
  - **Option:**
    - Individ.
    - Depend.

## Cafeteria Plan
- **Type:**
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  - **Option:**
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##パターン・学年別の給与表
- **Type:**
  - Carrier:
    - BC/BS: 750D
  - **Option:**
    - Individ.
    - Depend.
**WORKING CONDITIONS**

- Contract Days: 186
- FTE Teachers: 320.17
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.17
- Length of Planning: 90
- Class Periods: 4
- Normal Teaching Load: 3

**SALARY SCHEDULE**

- Base: $34,725
- Starting Salary: $34,725
- Career Increments: N
- Experience Allowed: 10
- Index: 4 x 5
- Vertical Freeze: 01-02
- Rollback: 01-02
- Multi-year Contract:

**INSURANCE**

- HEALTH: BC/BS
  - Type: Guardian
  - Carrier: H/A-Dent
  - Option: 750D
  - Amount Paid by District: 536.65
  - Deductible Reimbursement: 561.96
  - Options: H/A, TSA, Cash
- DENTAL: BC/BS
  - Type: H/A-Dent
  - Carrier: Ind
  - Option: 750D
  - Amount Paid by District: 2531
  - Deductible Reimbursement: 536.65
  - Options: IRS 125, Y, Flex Accounts: Y
- LTD: None
- NON-PARTICIPANT: $512 Cash

**LEAVES**

- SICK: 9 days
- PERSONAL: 3 days
- BEREAVEMENT: 2 to 5 days
- PROFESSIONAL: 2 days
- ADOPTION: case by case
- ASSOCIATION: 7 district wide
- SEVERANCE PAY: 1 emergency day/mo.

**OTHER DISTRICT POLICIES**

- Cafeteria Plan
  - Type: Individ.
  - Carrier: Depend.
- COMMENTS:
  - Deductible Reimbursement:

**SO. SIOUX CITY**

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### Working Conditions
- Contract Days: 182
- FTE Teachers: 182
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 73
- Class Periods/Day: 8
- Normal Teaching Load: 7
- Multi-year Contract:

### Salary Schedule
- Base: 33,057
- Entry Level Step: 1
- Experience Allowed: 10
- Career Increments: N
- Vertical Freeze:
- Rollback:

### Insurance
- **Type** | **Carrier** | **Option** | **Amount Paid by District** | **Couple - Benefits**
- HEALTH | BC/BS | 750D | 509.82 943.18 | 1070.62 1437.58 | Sp. or Dep. Dental | 27.82 or 46.06
- DENTAL | BC/BS | 2 | 25.31 | 25.31 25.31 25.31
- LTD | Jefferson Pilot | .0044 (thru sal)

### Leaves
- **Type** | **Days/Year** | **Accum.** | **Depend. Needed** | **Approval Needed** | **Other** | **Negotiated/Policy**
- SICK | 10 50 | yes | | | | Exists
- PERSONAL | 3 | yes | | | | from sick leave
- BEREAVEMENT | 3 | yes | | | | Voluntary Separation:
- PROFESSIONAL | unl. | yes | | | | Grievance:
- ADOPTION | Yes | | | | | Sick Bank:
- ASSOCIATION | | | | | |

### Sabbatical
- No

### Severance Pay
- Y

### Other LEAVES:

### Cafeteria Plan
- Options:
- IRS 125: Y
- Flex Accounts: 
- PART-TIME BENEFITS
- Minimum FTE: 0.5
- Contribution: 

### Southern

### Salary Schedule Table

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### Southern Contract Days: 182
- Starting Salary: 1
- Rollback:
### Working Conditions
- **Contract Days:** 184
- **FTE Teachers:** 32,900

### Salary Schedule
- **Starting Salary:** 32,900
- **Index:** 4 x 5
- **Entry Level Step:** 1(D)
- **Career Increments:** Y
- **Experience Allowed:** 4
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Length of Teacher Day
- **Class Periods/Day:** 8

### Length of Student Day
- **Normal Teaching Load:** 7

### Insurant

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

### Leaves

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

### Southern Valley

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### Other LEAVES
- **Extended sick lv-5 days**

### Southern Valley (continued)

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**Southwest 2015-2016**

**WORKING CONDITIONS**
- Contract Days: 183
- FTE Teachers: 6
- 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
- Vertical Freeze: N
- Rollback: N
- Multi-year Contract: Y

**Salary Schedule**
- Base: 32,550
- Index: 4 x 4
- Starting Salary: 32,550
- Entry Level Step: 1
- Career Increments: 17
- Experience Allowed: N

**Insurance**
- **Type**: Carrier
- **Option**: Amount Paid by District
  - H/A-Dent: Individ.
  - EE/Child: EE/Spouse: EE/Sp/Child
- **Couple - Benefits**: 27.82 or 46.06
  - Sp. or Dep. Dental: Options:
- **FTE Teachers**: Starting Salary: 32,550
  - Deductible Reimbursement:

**Cafeteria Plan**
- **Type**: Carrier
- **Option**: Amount Paid by District
  - Individ.
  - Depend.
- **FTE Teachers**: Starting Salary: 32,550
  - Deductible Reimbursement:

**Leaves**
- **Type**: Days/Year
- **Accum.**: Depend.
  - Approval
  - Other
- **SICK**: 10
  - 40
  - Yes
  - Other Info:
- **PERSONAL**: 3
  - 1 from sick lv. for non-family
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: Y
- **PROFESSIONAL**: 2
  - 1 from sick lv. for non-family
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: Y

**Other District Policies**
- **Negotiated/Policy**: Exists
  - SOUTHWEST
  - SEVERANCE PAY:
  - OTHER LEAVES:

**Cafeteria Plan**
- **Type**: Carrier
- **Option**: Amount Paid by District
  - Individ.
  - Depend.
- **FTE Teachers**: Starting Salary: 32,550
  - Deductible Reimbursement:

**Leaves**
- **Type**: Days/Year
- **Accum.**: Depend.
  - Approval
  - Other
- **SICK**: 10
  - 40
  - Yes
  - Other Info:
- **PERSONAL**: 3
  - 1 from sick lv. for non-family
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: Y
- **PROFESSIONAL**: 2
  - 1 from sick lv. for non-family
  - Voluntary Separation: Y
  - Grievance: Y
  - Sick Bank: Y

**Other District Policies**
- **Negotiated/Policy**: Exists
  - SOUTHWEST
  - SEVERANCE PAY:
  - OTHER LEAVES:
### WORKING CONDITIONS
- Contract Days: 186
- FTE Teachers:
  - HS: 2015-2016
  - JH/MS: Springfield-Platteview
  - ELEM: 1.11
- 9/1/15
- Index: 5 x 3
- Experience Allowed: all
- Career Increments: Y
- Long.-3% after 5 yrs. on MA+36-3% every 5 yrs.
- Planning Time: 726
- Vertical Freeze: 85-86-87-92-93
- Rollback:
- Multi-year Contract: 14-15, 15-16
- Length of Teacher Day: 7.5
- Length of Student Day: 7.25
- Normal Teaching Load: 6

### SALARY SCHEDULE
- Base: 32,975
- Entry Level Step: 1
- Starting Salary: 32,975
- Experience:
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  - 1.03: 33,964
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### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
- **Carrier**
  - BC/BS
  - Madison Nat'l
- **Option**
  - H/A-Dent
  - Individ. EE/Child
  - Individ. EE/Spouse
  - Individ. EE/Sp/Child
  - Sp. or Dep. Dental
- **Amount Paid by District**
  - 750D
  - 509.82
  - 943.18
  - 1070.62
- **Participating**
  - Individ.
  - Depend.
- **Deductible Reimbursement**
  - IRS 125: Y
  - Flex Accounts: Y

### LEAVES
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
  - OTHER LEAVES: Emergency as needed

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

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

### WORKING CONDITIONS
- **Contract Days**: 186
- **FTE Teachers**
  - HS: 2015-2016
  - JH/MS: Springfield-Platteview
  - ELEM: 1.11
- **Starting Salary**: 32,975
- **Index**: 5 x 3
- **Experience Allowed**: all
- **Longevity**: beginning @ 20 yrs on MA36, 3% added every 5 years (20 yrs, 25, 30, 35, 40, 45)
- **Planning Time**: 726
- **Vertical Freeze**: 85-86-87-92-93
- **Rollback**
- **Multi-year Contract**: 14-15, 15-16
- **Length of Teacher Day**: 7.5
- **Length of Student Day**: 7.25
- **Normal Teaching Load**: 6
- **Salary Schedule**
  - **Step**: BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+36
  - **Salary**: 32,975 33,964 34,954 35,943 36,932 36,932 37,921 38,911 39,900 40,889

### Notes
- 07-08 teachers receive credit for all years experience;
- 06-07 teachers new to district since 8/1/02 will have 2 yrs exp deducted on placement;
- 85-86-87-92-93
- 2015-2016
- 1.11
- 9/1/15
- Index: 5 x 3
- Experience Allowed: all
- Career Increments: Y
- Long.-3% after 5 yrs. on MA+36-3% every 5 yrs.
- Planning Time: 726
- Vertical Freeze: 85-86-87-92-93
- Rollback:
- Multi-year Contract: 14-15, 15-16
- Length of Teacher Day: 7.5
- Length of Student Day: 7.25
- Normal Teaching Load: 6

### WORKING CONDITIONS
- **Contract Days**: 186
- **FTE Teachers**
  - HS: 2015-2016
  - JH/MS: Springfield-Platteview
  - ELEM: 1.11
- **Starting Salary**: 32,975
- **Index**: 5 x 3
- **Experience Allowed**: all
- **Career Increments**: Y
- **Longevity**: beginning @ 20 yrs on MA36, 3% added every 5 years (20 yrs, 25, 30, 35, 40, 45)
- **Planning Time**: 726
- **Vertical Freeze**: 85-86-87-92-93
- **Rollback**: 
- **Multi-year Contract**: 14-15, 15-16
- **Length of Teacher Day**: 7.5
- **Length of Student Day**: 7.25
- **Normal Teaching Load**: 6

### SALARY SCHEDULE
- **Step**
  - BA BA+9 BA+18 BA+27 BA+36 MA MA+9 MA+18 MA+27 MA+36
- **Salary**
  - 32,975 33,964 34,954 35,943 36,932 36,932 37,921 38,911 39,900 40,889

### INSURANCE
- **Type**
  - HEALTH
  - DENTAL
- **Carrier**
  - BC/BS
  - Madison Nat'l
- **Option**
  - H/A-Dent
  - Individ. EE/Child
  - Individ. EE/Spouse
  - Individ. EE/Sp/Child
  - Sp. or Dep. Dental
- **Amount Paid by District**
  - 750D
  - 509.82
  - 943.18
  - 1070.62
- **Normal Teaching Load**: 6
### WORKING CONDITIONS
- Contract Days: 183
- FTE Teachers: 3.11
- HS: 7.75
- JH/MS: 7.75
- ELEM: 7.75
- Planning Time: 51
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Base: 31,600
- Index: 4 x 4.5
- Starting Salary: 31,600
- Entry Level Step: 1(D)
- Career Increments: N
- Experience Allowed: all

### INSURANCE

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<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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### COMMENTS:
- PART-TIME BENEFITS: Minimum FTE: Contribution: FTE
- OTHER LEAVES: Paternity Leave - 30 consec. Days
WORKING CONDITIONS
Contract Days: 184  FTE Teachers: 
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Length of Teacher Day: 8 8 8
Length of Student Day: 7 7 7
Planning Time: 47 47 45
Class Periods/Day: 8 8
Normal Teaching Load: 7 7
Multi-year Contract:

INDEX: 4 x 5
Experience Allowed: 5(D)
Career Increments: N
Vertical Freeze:
Rollback:

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan
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<td>EE/Child</td>
<td>EE/Spouse</td>
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LIFE
|     | COMMENTS: |
|     | Deductible Reimbursement: |

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits  Cafeteria Plan
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LIFE
|     | COMMENTS: |
|     | Deductible Reimbursement: |

LEAVES
Type  Days/Year  Accum.  Depend.  Approval  Other
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OTHER DISTRICT POLICIES
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SABBATICAL: Yes
SEVERANCE PAY:
OTHER LEAVES: Emergency-5 days

ST. PAUL

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ST. PAUL 2015-2016
3.1
**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: 33,450
- Starting Salary: 33,450
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 96-97
- Rollback: Multi-year Contract: 15-16, 16-17

**INSURANCE**

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<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
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**LEAVES**

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**STANTON**

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### Working Conditions
- **Contract Days:** 182
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 7
  - ELEM: 8

### Salary Schedule
- **Base:** 32,250
- **Index:** 4 x 5
- **Starting Salary:**
  - Career Increments: N
  - Experience Allowed: 5
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**

### Insurancce
- **Type**
  - HEALTH
  - DENTAL
  - PPO:
- **Carrier**
  - BC/BS
  - BC/BS
  - Unknown
- **Option**
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child
- **Amount Paid by District**
  - HEALTH: 1250D
  - DENTAL: 5
- **Couple - Benefits**
  - Individ.
  - Depend.
  - Options:
  - IRS 125:
- **Benefits**
  - Deductible Reimbursement: Y 825

### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
  - ASSOCIATION
- **Days/Year**
  - 10
  - 3
  - 2
  - 2
- **Accum. Use**
  - 45
  - Sub rate + $10/day up to 3 days eoy
- **Approval Needed**
  - Yes
  - Other Info:
  - sub rate + $10/day up to 3 days eoy

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

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

### Severance Pay

### Stapleton

### Salary Schedule Table

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### Cafeteria Plan

- **Option:**

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

### Non-Participant

### Other Employees

### Working Days
- **Class Periods/Day:** 8
- **Length of Teacher Day:** 888
- **Length of Student Day:** 777
- **Normal Teaching Load:** 77

### Working Conditions
- **Index:** 4 x 5
- **Experience Allowed:**
- **Career Increments:** N
- **Rollback:**
- **Multi-year Contract:**

### Vertical Freeze

### Part-Time Benefits
- **Minimum FTE:** 0.4
- **Cafeteria Plan:**

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

### Part-Time Benefits
- **Minimum FTE:** 0.4
- **Cafeteria Plan:**

### Part-Time Benefits
- **Minimum FTE:** 0.4
- **Cafeteria Plan:**

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- **Minimum FTE:** 0.4
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### Part-Time Benefits
- **Minimum FTE:** 0.4
- **Cafeteria Plan:**

### Part-Time Benefits
- **Minimum FTE:** 0.4
- **Cafeteria Plan:**

### Part-Time Benefits
- **Minimum FTE:** 0.4
- **Cafeteria Plan:**
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 22
Length of Teacher Day: 6.5 6.5 6.5
Length of Student Day: 6.4 6.4 6.4
Planning Time: 49 49 49
Class Periods/Day: 8 8
Normal Teaching Load: 7 7

SALARY SCHEDULE
Base: 33,000  Index: 4 x 4
Starting Salary: 1126.97 1513.24
Career Increments: Y  Experience Allowed: 5
Experience Level Step: 1
Career Increments: Y  Experience Allowed: 5
Multi-year Contract:

INCENTIVES

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits
HEALTH BC/BS 750D 536.65 992.82 1126.97 1513.24
DENTAL BC/BS 2 25.31 25.31 25.31
PPO: COMMENTS:
LIFE
LTD Principal .003 (thru sal)
NON-PARTICIPANT $166.67 TSA

WORKING CONDITIONS

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 45 yes
PERSONAL 2 yes
BEREAVEMENT 1-5 1-anyone, 5 immed. family
PROFESSIONAL unl.
ADOPTION
ASSOCIATION

SABBATICAL: No  SEVERANCE PAY: Y

OTHER DISTRICT POLICIES
Negotiated/ Exists
Policy

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Cafeteria Plan
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Indiv. EE/Child EE/Spouse EE/Sp/Child 166.67
LTD Principal .003 (thru sal)

Minimum FTE: 0.5

PART-TIME BENEFITS

Flex Accounts:

Cafeteria Plan
Type Carrier Option Amount Paid by District Couple - Benefits
H/A-Dent Indiv. EE/Child EE/Spouse EE/Sp/Child 166.67
LTD Principal .003 (thru sal)

Minimum FTE: 0.5

PART-TIME BENEFITS

Flex Accounts:
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 20
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 50
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Base:** 32,569
- **Starting Salary:** 32,569
- **Career Increments:** N
- **Experience Allowed:** 5
- **Index:** 4.25 x 4.25
- **Entry Level Step:** 0
- **Multi-year Contract:** 14-15, 15-16

### INSURANCE
- **HEALTH:**
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District: 509.82, 943.18, 1070.62, 1437.58
- **DENTAL:**
  - Carrier: BC/BS
  - Option: 1
  - Amount Paid by District: 24.64, 24.64, 24.64
- **PPO:**
  - Options: Comments:
- **LIFE:**
- **LTD:**
- **NON-PARTICIPANT**
- **Cafeteria Plan:**
  - Individ.:
  - Depend.:
- **IRS 125:**
- **Flex Accounts:**

### LEAVES
- **SICK:**
  - Days/Year: 8
  - Accum.: 45
  - Depend. needed: yes
- **PERSONAL:**
  - Days/Year: 5
  - Depend. needed: yes
- **BEREAVEMENT:**
  - Days/Year: 4
  - Depend. needed: yes
  - Approval needed: yes
- **PROFESSIONAL:**
  - Days/Year: 4
  - Depend. needed: yes
  - Approval needed: yes
- **ADOPTION:**
  - Days/Year: 60
  - Depend. needed: yes
- **ASSOCIATION**

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

### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 20

### SALARY SCHEDULE
- **Base:** 32,569
- **Starting Salary:** 32,569
- **Career Increments:** N
- **Experience Allowed:** 5
- **Index:** 4.25 x 4.25
- **Entry Level Step:** 0
- **Multi-year Contract:** 14-15, 15-16

### INSURANCE
- **HEALTH:**
  - Carrier: BC/BS
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  - Amount Paid by District: 509.82, 943.18, 1070.62, 1437.58
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  - Carrier: BC/BS
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- **IRS 125:**
- **Flex Accounts:**

### LEAVES
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  - Days/Year: 8
  - Accum.: 45
  - Depend. needed: yes
- **PERSONAL:**
  - Days/Year: 5
  - Depend. needed: yes
- **BEREAVEMENT:**
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  - Depend. needed: yes
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- **PROFESSIONAL:**
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  - Depend. needed: yes
  - Approval needed: yes
- **ADOPTION:**
  - Days/Year: 60
  - Depend. needed: yes
- **ASSOCIATION**

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

### STUART

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## Working Conditions
- Contract Days: **184**
- FTE Teachers: **Step**
- HS: **8**  JH/MS: **8**  ELEM: **8**
- Length of Teacher Day: **7.5**
- Planning Time: **50**
- Class Periods/Day: **8**
- Normal Teaching Load: **7**

## Salary Schedule
- Base: **32,350**
- Starting Salary: **32,350**
- Career Increments: **N**
- Index: **4 x 4**
- Entry Level Step: **1**
- Experience Allowed: **all**
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

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

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

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

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## Other Leaves
- **Type**
- **Emergency**

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**Notes:**
- 02-03 $10,000 insurance deductible pool; to be used by teachers, first come first served; $500 maximum per teacher.
### WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 37
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 97
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

### SALARY SCHEDULE
- **Index:** 4 x 5
- **Base Salary:** $33,485
- **Entry Level Step:** 1
- **Career Increments:** all
- **Experience Allowed:** all

### INSURANCE
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### LEAVES
- **SICK:** 10 days
- **PERSONAL:** 2 days
- **BEREAVEMENT:** 5/3 days
- **PROFESSIONAL:** Admin. discretion
- **ADOPTION:** Yes
- **ASSOCIATION:**

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

### CONTRACT SCHEDULE

#### SUPERIOR

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

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

### COMMENTS:
- **Class Periods/Day:** 8
- **Contract Days:** 185 Base: 33,485
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7
- **Planning Time:** 97
- **Normal Teaching Load:** 7

### ENTRY LEVEL SCHEDULE

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Sutherland

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

Experience Allowed: all  
Career Increments: N  
Vertical Freeze: 89-90  
Rollback:  
Multi-year Contract:  

INSURANCE
Type Carrier Option Amount Paid by District  
HEALTH BC/BS 750D/3100D 536.65 992.82 1126.97 1513.24  
DENTAL BC/BS 4 47.65 88.16 100.08 134.41  
PPO COMMENTS: $471.83 (less ded) if take ind-elig dep  
LIFE Deductible Reimbursement: 450/900  
LTD  
NON-PARTICIPANT 1/2 elig. plan if spous  

LEAVES
Type Days/Year Depend. Approval Other  
SICK 10 40 yes  
PERSONAL 3 no Unused days paid at sub. rate  
BEREAVEMENT 5 w/approval Voluntary Separation: Y P  
PROFESSIONAL 2 yes Grievance: Y N  
ADOPTION Sick Bank: N  
ASSOCIATION  
SABBATICAL: Yes  
SEVERANCE PAY:  
OTHER LEAVES: Maternity, Jury  

OTHER DISTRICT POLICIES
Negotiated/Policy

SUTHERLAND

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### Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 7.5
  - JH/MS: 7.5
  - ELEM: 7.5
- **Length of Teacher Day:** 6.83 hours
- **Length of Student Day:** 6.83 hours
- **Planning Time:** 80 hours
- **Class Periods/Day:** 7
- **Normal Teaching Load:** 7 hours
- **Multi-year Contract:**

### Salary Schedule
- **Base:** 33,750
- **Index:** 4 x 5
- **Entry Level Step:** 1(D)
- **Career Increments:** N
- **Experience Allowed:** (D)
- **Starting Salary:** 33,750
- **Vertical Freeze:**
- **Rollback:**

### Insurance
- **Health:**
  - H/A-Dent: 750D/3100D
  - Indiv. EE/Child: 5
  - EE/Spouse: 24.64
  - EE/Sp/Child: 24.64
- **Dental:**
  - Individ. EE/Child: 943.18
  - EE/Sp/Child: 1070.62
  - Sp. or Dep. Dental: 1437.58
- **LTD:**
  - Principal: .0040 (thru sal)
- **Cafeteria Plan:**
  - Indiv.: 84.89 or
  - Depend.: 122.45

### Leaves
- **Sick:**
  - Days/Year: 10
  - Accum. Days: 50
  - Approval Needed: yes
  - Other Info: EOY Incent
- **Personal:**
  - Days/Year: 3
  - Approval Needed: yes
  - Other Info: "long-term pers lv" policy
- **Bereavement:**
  - Days/Year: see sick lv.
  - Approval Needed: yes
  - Administration: Admin. Approval
- **Adoption:**
  - Days/Year: see sick lv.
  - Approval Needed: yes
- **Association:**
  - Days/Year: see prof lv.
- **Sabbatical:**
  - Days/Year: yes

### Sabbatical:
- **Severance Pay:**
  - Days/Year: 33,750

### Sutton:
- **Entry Level:**
  - Step: 1
  - Salary: 33,750
  - Index: 4 x 5
  - Benefits: N
  - Multi-year Contract:

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

### Salary Schedule Table
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### Cafeteria Plan
- **Type Carrier:**
  - Indiv.: BC/BS
  - Depend.: BC/BS

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

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

### Non-Participating
- **Amount Paid by District:**
  - Individ. EE/Child: 509.82
  - EE/Sp/Child: 1309.82
  - Sp. or Dep. Dental: 4.00

### IRC 125
- **Type Carrier:**
  - Y
- **Type Carrier:**
  - Y
- **Type Carrier:**
  - Y

### Retirement Benefits
- **Deferred Compensation:**
- **Options:**
  - Flex Accounts: Y
### Syracuse-Dunbar-Avoca 2015-2016

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

#### SALARY SCHEDULE
- Base: 34,350
- Index: 5 x 5
- Entry Level Step: 1
- Career Increments: N
- '87-'88 eliminate BA+36/grandfathered
- Vertical Freeze: 88-89
- Rollback:

#### CLASS PERIODS/CLASS DAYS
- Class Periods/Day: 8
- Contract Days: 185
- Base: 34,350
- 1.00: 36,068
- 1.05: 37,785
- 1.10: 39,503
- 1.15: 41,220
- 1.20: 42,938
- 1.25: 44,655
- 1.30: 46,373
- 1.35: 48,090
- 1.40: 49,808
- 1.45: 51,525
- 1.50: 53,243
- 1.55: 55,440
- 1.60: 57,248
- 1.65: 59,005
- 1.70: 60,852
- 1.75: 62,789
- 1.80: 64,726
- 1.85: 66,663
- 1.90: 68,600
- 1.95: 70,537
- 2.00: 72,474
- 2.05: 74,411
- 2.10: 76,348
- 2.15: 78,285
- 2.20: 80,222

#### INSURANCE
- **Type**: Carrier: Option
- HEALTH: BC/BS 750D/1650D
- DENTAL: BC/BS
- PPO: + remainder of flat salary stipend
- LIFE: Principal
- LTD: Principal
- NON-PARTICIPANT: $583.33 CIL Stipend

#### LEAVES
- SICK: 10
- PERSONAL: 2+1
- BEREAVEMENT: 3
- PROFESSIONAL: unl.
- ADOPTION: yes
- ASSOCIATION: no

#### OTHER LEAVES
- SEVERANCE PAY: Y

#### SYRACUSE-DUNBAR-AVOCA

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13/14: Those placed on salary schedule with index of 1.5 or more recv $7000/yr flat base stipend; Less than 1.5 5$ index recv single 1850D insurance/Dental plus difference between premium and flat salary stipend
WORKING CONDITIONS
Contract Days: 185  FTE Teachers: HS  JH/MS  ELEM
Length of Teacher Day: 8.25  8.25  8.25
Length of Student Day:  7  7  7
Planning Time:  47  47  32
Class Periods/Day:  8  8
Normal Teaching Load:  7  7

SALARY SCHEDULE
Base: 32,050  Index: 5 x 5
Starting Salary: MA, MA+18 1% ea aft Stp 17 (92-93), BA+36 same (97-98); not full 5 X 5
Career Increments: N
Experience Allowed: 10
Vertical Freeze: 88-89
Rollback:

INDEX:

Multi-year Contract: 14-15, 15-16

LEAVES:
Type  Days/Year  Accum. Use  Needed  Other
SICK  5,10  45  yes
PERSONAL  2  yes  accum to 3
BEREAVEMENT  5
PROFESSIONAL  unl.
ADOPTION  unl.
ASSOCIATION  unl.

INSURANCE
Type  Carrier  Option  Amount Paid by District
HEALTH  BC/BS  750D  509.82  943.18  1070.62  1437.58  1870.62  2247.58
DENTAL  BC/BS  2  25.31  47.62  72.93  25.31  47.62  72.93
PPO: COMMENTS: .5 fte 87-88 & before full ben; after fte
LIFE  Guardian  3.00  Deductible Reimbursement:
LTD  National  .0040(+B thru sal)
NON-PARTICIPANT

Cafeteria Plan
Type Carrier  Option  Amount Paid by District
H/A-Dent  Individ.  EE/Child  EE/Spouse  EE/Sp/Child
HEALTH  BC/BS  750D  509.82  943.18  1070.62  1437.58  1870.62  2247.58
DENTAL  BC/BS  2  25.31  47.62  72.93  25.31  47.62  72.93
PPO: COMMENTS: .5 fte 87-88 & before full ben; after fte
LIFE  Guardian  3.00  Deductible Reimbursement:
LTD  National  .0040(+B thru sal)
NON-PARTICIPANT

LEAVES:
Type  Days/Year  Accum. Use  Needed  Other
SICK  5,10  45  yes
PERSONAL  2  yes  accum to 3
BEREAVEMENT  5
PROFESSIONAL  unl.
ADOPTION  unl.
ASSOCIATION  unl.

SABBATICAL: No  SEVERANCE PAY: Y

OTHER DISTRICT POLICIES

OTHER LEAVES:

On BA+36 at step 17, 1% will be added on even numbered years. On MA and MA+18, 1% each after 92-93.
## Thayer Central

### WORKING CONDITIONS
- Contract Days: 185
- FTE Teachers: 36.75
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.3
- Length of Student Day: 7.3
- Planning Time: 46
- Class Periods/Day: 8
- Normal Teaching Load: 7

### SALARY SCHEDULE
- Index: 5 x 4
- Starting Salary: 32,700
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

### INSURANCE
- HEALTH / Carrier: BCBS / Type: H/A-Dent
- DENTAL / Carrier: BC/BS / Type: Individ. EE/Child
- LIFE / Carrier: Principal / Type: Individ. Depend.
- LTD / Carrier: BCBS / Type: Individ. Child

### LEAVES
- SICK
  - Days/Year: 8
  - Accum. use: 50
  - Approval Needed: yes
  - Other Info: unused reimbursed at sub pay
- PERSONAL
  - Days/Year: 3
  - Approval Needed: yes
  - Other Info: accum to 4
- BEREAVEMENT
  - Days/Year: 5
  - Approval Needed: yes
  - Other Info: Voluntary Separation: Y P
- PROFESSIONAL
  - Days/Year: 2
  - Approval Needed: yes
  - Other Info: Grievance: Y N
- ADOPTION
  - Days/Year: 2
  - Approval Needed: yes
  - Other Info: Sick Bank: Y N
- ASSOCIATION
  - Days/Year: 5
  - Approval Needed: yes
  - Other Info: 

### SABBATICAL:
- Coaches leave-state tourney

### OTHER LEAVES:
- coaches leave

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### Cafeteria Plan
- Individ.: 52.43 or 86.76
- Depend.: Options: IRS 125, Flex Accounts

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

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

### SCHEDULE
- 2015-2016
- 3.1
WORKING CONDITIONS
- Contract Days: 184
- FTE Teachers: 2

SALARY SCHEDULE
- Base: 32,200
- Entry Level Step: 1
- Experience Allowed: 10
- Career Increments: N
- Multi-year Contract: 14-15, 15-16
- Normal Teaching Load: 7
- Planning Time: 50
- Class Periods/Day: 8
- Length of Student Day: 8
- Length of Teacher Day: 8
- Rollback:
- Vertical Freeze:
- Index: 4 x 5
- Starting Salary: 1

INSURANCE
- HEALTH
  - Carrier: BC/BS
  - Option: 750D
  - Amount Paid by District
    - H/A-Dent: 509.82
    - Individ. EE/Child: 1070.62
    - EE/Spouse: 1437.58
    - EE/Sp/Child: 1437.58
  - Couple - Benefits
    - Sp or Dep. Dental: 39,928
    - IRS 125:
  - Type Carrier: Flex Accounts
  - Cafeteria Plan
    - Individual: Individ.
    - Depend.: Depend.
    - Options:

- DENTAL
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District
    - 25.31
  - Couple - Benefits
    - 25.31
  - Flexible Reimbursement: Y
  - Type Carrier: Madison Nat'l
  - Cafeteria Plan
    - Individual: Individ.
    - Depend.: Depend.
    - Options:

- LIFE
  - Carrier: MADISON NAT'L
  - Option: .00247
  - Amount Paid by District
    - 750D

LEAVES
- SICK: 35 days
- PERSONAL: 3 days
- BEREAVEMENT: 5 days
- PROFESSIONAL: 2 days
- ADOPTION: 20 days

Cafeteria Plan
- Individ.: Individ.
- Depend.: Depend.
- Options:
- Minimum FTE: 0.5
- Contribution: fte

OTHER DISTRICT POLICIES
- SEVERANCE PAY:

OTHER LEAVES:

THEDFORD

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Other Info:

Other Leave:

SEVERANCE PAY:

Negotiated/
Policy

Exists

SABBATICAL: No

OTHER LEAVES:
The document contains information about working conditions, salary schedule, insurance, leaves, and other district policies. Here is a structured representation of the content:

### Working Conditions
- Contract Days: 185
- FTE Teachers:
  - HS
  - JH/MS
  - ELEM
  - Total: 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: 33,275
- Starting Salary: 33,275
- Index: 4 x 4
- Experience Allowed: all
- Career Increments: Y
- Vertical Freeze: 86-87
- Rollback:
- Multi-year Contract: Length of Teacher Day: 888

### Insurance
- **Health**
  - Carrier: BC/BS
  - Option: 500D
  - Amount Paid by District:
    - H/A-Dent: 357.68
    - Individ. EE/Child: 537.68
    - Sp. or Dep. Dental: 994.73
    - Individ. Sp/Child: 1129.13
    - Sp/Dep. Dental: 1516.14
  - Flexible Reimbursement: 46.06
- **Life**
  - Carrier: Fortis
  - Option: .0058 (thru sal)

### Leaves
- **Sick**
  - Days/Year: 10
  - Accum.: 60
  - Approval Needed: Yes
  - Other Info: $25 up to 10 days
- **Personal**
  - Days/Year: 2
  - Approval Needed: Yes
  - Other Info: 1-$55/day for unused
- **Bereavement**
  - Days/Year: 5
  - Approval Needed: Yes
  - Other Info: 2 immed fam
- **Professional**
  - Days/Year: 2
  - Approval Needed: Yes
  - Other Info: 2 others
- **Association**
  - Days/Year: 2
  - Approval Needed: Yes
  - Other Info: Y

### Other District Policies
- **Negotiated/Policy**
  - **Exists**
  - **Voluntary Separation**
  - **Grievance**
  - **Sick Bank**
  - **SEVERANCE PAY**: 1.00

### Salary Schedule Table

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### Non-Participation
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:**
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- **Length of Teacher Day:**
  - Planning Time: 50
  - Normal Teaching Load: 6
- **Length of Student Day:**
  - 7.5
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 6
- **Index:** 4 x 5
- **Experience Allowed:** all
- **Career Increments:** N
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:** 14-15, 15-16

## Salary Schedule
- **Base:** 33,300
- **Index:** Entry Level Step: 1

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## Leaves
- **Sick:**
  - Days/Year: 10
  - Accum.: 45
  - Depend. Use: yes
  - Approval Needed: yes
  - Other: $15/day max of 30

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

## Sabbatical
- **Yes**

## Severance Pay
- **Y**

## Other Leaves

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## Working Conditions
- Contract Days: 185
- FTE Teachers: 2015-2016
- Umonhon Nation

### Index
- Index: 4 x 4
- Experience Allowed: all
- Career Increments: N
- Vertical Freeze: 98-99
- Rollback:
- Multi-year Contract: 15-16, 16-14

### Salary Schedule
- Base: 36,350
- Entry Level Step: 1

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## WORKING CONDITIONS
- **Contract Days:** 185
- **FTE Teachers:** 73

## SALARY SCHEDULE
- **Base:** 33,150
- **Index:** 4.5 x 4.5

### LENGTH OF TEACHER DAY
- HS: 8
- JH/MS: 8
- ELEM: 8

### LENGTH OF STUDENT DAY
- Planning Time: 47
- 45
- 50

### EXPERIENCE ALLOWED
- Career Increments: N

### VERTICAL FREEZE
- Rollback:

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### SEVERANCE PAY:

## VALENTINE CONTRACT

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## COMMENTS:

- Cafeteria Plan: Individ. or Depend.
- IRS 125: Options:
- Flexible Accounts: N
- PART-TIME BENEFITS: Minimum FTE: 0.8
- Contribution: FTE

---

## SABBATICAL
- No

## SEVERANCE PAY:

**OTHER LEAVES:**

---
### Working Conditions
- Contract Days: 186
- FTE Teachers: 
  - HS: 8
  - JH/MS: 8
  - ELEM: 8
- Length of Teacher Day: 8 hours
- Length of Student Day: 7.15 hours
- Planning Time: 50 hours
- Class Periods/Day: 8
- Normal Teaching Load: 77 classes

### Salary Schedule
- Base: $32,700
- Index: 4 x 5
- Starting Salary: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 11-12
- Rollback: 
  - Multi-year Contract: 14-15, 15-16
- Length of Teacher Day: 888 hours
- Length of Student Day: 7.15 hours

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

**Carrier**
- BC/BS
- Madison Life
- H/A-Dent
- Individ.

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

**Amount Paid by District**
- deductibles

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

### Leaves
**Type**
- SICK
- PERSONAL
- BEREAVEMENT
- PROFESSIONAL
- ADOPTION
- ASSOCIATION

**Days/Year**
- 10
- 2
- see sick lv.

**Approval Needed**
- yes
- yes

**Comments**
- Other Info: also for bereav. lv. and emerg. lv.
- also for bereav. lv. and emerg. lv.

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

### Sabbatical
- No

### Severance Pay

### Working Conditions Table

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**Negotiated/Policy**
- Excess
- Y
- P

**OTHER DISTRICT POLICIES**
- Sick Leave: N

### Other Leaves
- Retirement
- Medical
- Disability

**Sabbatical:** No

#### Severance Pay

**Other Leaves:**
- Voluntary Separation
- Grievance
- Sick Leave

---

**NOTES:**
- New hires placed on step 3 and allowed movement: 1-12 Vertical Freeze
- 01-02 & 02-03 new hires placed on step 2 and allowed movement: 1-12 Vertical Freeze

---
**Working Conditions**
- Contract Days: 185
- FTE Teachers: 2015-2016
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.33
- Planning Time: 40
- Class Periods/Day: 8
- Normal Teaching Load: 7

**Salary Schedule**
- Base: 33,325
- Starting Salary: 33,325
- Career Increments: N
- Vertical Freeze: Rollback: 87-88

**Insurance**
- HEALTH: BC/BS
- DENTAL: BC/BS
- PPO: Madison Nat'l
- LIFE: LTD
- NON-PARTICIPANT: $433.33 Cash

**Cafeteria Plan**
- Cafeteria Plan: Individual

**Leaves**
- SICK: 10, 50, yes
- PERSONAL: 2, yes, $50/day unused
- BEREAVEMENT: 2, add'l from sick lv.
- PROFESSIONAL: unln., yes, Unused in bank acc. to 50
- ADOPTION: Severance-used at $10/day, after 10 yrs $50/day

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

**Wakefield**

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**Cafeteria Plan**
- Cafeteria Plan: Individ.

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

**Comments**
- Comments: IRS 125: Y

**Planning Time**
- Planning Time: 40

**Experience Allowed**
- Experience Allowed: all

**Index**
- Index: 4 x 4

**Career Increments**
- Career Increments: N

**Vertical Freeze**
- Vertical Freeze: Rollback: 87-88

**Multi-Year Contract**
- Multi-Year Contract:

---

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

**Severance Pay**
- Severance Pay: Y
### Working Conditions
- Contract Days: 183
- FTE Teachers: 183
- HS: 7.5
- JH/MS: 7.5
- ELEM: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 32,625
- Starting Salary: 35,235
- Career Increments: Y
- Experience Allowed: Y
- New hires step 3, remain for 3 years
- Vertical Freeze: 2015-2016
- Rollback: Wallace 65R

### Insurance
- HEALTH: BC/BS
  - Carrier: 500D/3100D
  - Option: 537.68 994.73
  - Amount Paid by District: 1129.13 1516.14
- DENTAL: BC/BS
  - Carrier: 2
  - Option: 25.31 25.31
  - Amount Paid by District: 25.31 25.31

### Leaves
- SICK: 10 40
- PERSONAL: 2
- BEREAVEMENT: 2
- PROFESSIONAL: 5

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

### Other Leaves
- Sabbatical: No
- Severance Pay: Y
WORKING CONDITIONS

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

Experience Allowed: all  
Career Increments: N  
BA+36 grandfathered 92-93  
Vertical Freeze:  
Rollback:  
Multi-year Contract: 15-16, 16-17

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SABBATICAL: No  
SEVERANCE PAY: Y

OTHER LEAVES: Hospital - 5 days when confined

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OTHER DISTRICT POLICIES

Negotiated/Policy

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

**WORKING CONDITIONS**
- Contract Days: 184
- FTE Teachers: 124
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 6.75
- Length of Student Day: 6.75
- Planning Time: 50
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 32,200
- Starting Salary: 32,200
- Career Increments: N
- Index: 4 x 5
- Entry Level Step: (D)
- Experience Allowed: 10(D)
- Vertical Freeze: 86-87
- Rollback: 86-87 Last Step

**INSURANCE**
- **HEALTH**
  - Carrier: BC/BS
  - Option: 500D/3100D
  - Amount Paid by District:
    - Individ.: 537.68
    - EE/Child: 994.73
    - EE/Spouse: 1129.13
    - EE/Sp/Child: 1516.14
  - Couple - Benefits:
    - Sp or Dep Dental: 27.82 or 46.06

- **DENTAL**
  - Carrier: BC/BS
  - Option: 2
  - Amount Paid by District:
    - Individ.: 25.31
    - EE/Child: 25.31
    - EE/Spouse: 25.31
    - EE/Sp/Child: 25.31

- **LIFE**
  - Carrier: Guardian
  - Amount Paid by District: 15.00

- **LTD**
  - Carrier: NON-PARTICIPANT

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

**LEAVES**
- **SICK**
  - Days/Year: 10
  - Accum.: 45
  - Approval Needed: yes
  - Other Info: Severance: upon term 1/4 of acc. days at sub. rate
- **PERSONAL**
  - Days/Year: 2
  - Other: yes, accum. to 3
- **BEREAVEMENT**
  - See sick lv.
- **PROFESSIONAL**
  - Days/Year: 2
  - Other: yes
  - Approval Needed: yes
  - Other Info: Severance: upon term 1/4 of acc. days at sub. rate

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

**OTHER LEAVES**

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**Wausa**

**Working Conditions**
- Contract Days: 185
- FTE Teachers: [HS, JH/MS, ELEM]
- Length of Teacher Day: [8, 8, 8]
- Length of Student Day: [7.5, 7.5, 7.5]
- Planning Time: [52, 52, 35]
- Class Periods/Day: [8, 8]
- Normal Teaching Load: [6, 6]

**Salary Schedule**
- Base: 32,550
- 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

**Insurance**
- Type: [Health, Dental, Life, LTD]
- Carrier: [BC/BS, Individ., EE/Child, EE/Spouse, EE/Sp/Child, Sp. or Dep. Dental, Mut. of Omaha, IRS 125, Flex Accounts]
- Options:
- Cafeteria Plan: [Individ., Depend.]
- Deductible Reimbursement: N

**Leaves**
- Type: [Sick, Personal, Bereavement, Professional, Adoption, Association]
- Days/Year: [10, 2, 4, 2, 2]
- Accum.: [35, yes, no, per occurrence, yes]
- Depend. use: [10, 1.00, 1.04, 1.08, 1.12, 1.16, 1.20, 1.24]
- Approval Needed: [yes, no, Carryover 2]
- Other: [yes, no, per occurrence]
- Sick Days/Year: [35, 1.00, 1.04, 1.08, 1.12, 1.16, 1.20, 1.24, 1.30, 1.36, 1.40]
- Other Info:
- Personal:
- Bereavement:
- Professional:
- Adoption:
- Association:

**Other District Policies**
- Sabbatical: No

**Other Leaves:**
- FTE Teachers:
- Starting Salary:
- Career Increments:
- Experience Allowed:
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

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</table>

**Notes:**
- 01-02 0.5-74 fte offered benefits equal to fte: .75-99 offered benefits equal to full time employees

---

**Working Conditions**
- Contract Days: 185
- FTE Teachers: [HS, JH/MS, ELEM]
- Length of Teacher Day: [8, 8, 8]
- Length of Student Day: [7.5, 7.5, 7.5]
- Planning Time: [52, 52, 35]
- Class Periods/Day: [8, 8]
- Normal Teaching Load: [6, 6]

**Salary Schedule**
- Base: 32,550
- 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

**Insurance**
- Type: [Health, Dental, Life, LTD]
- Carrier: [BC/BS, Individ., EE/Child, EE/Spouse, EE/Sp/Child, Sp. or Dep. Dental, Mut. of Omaha, IRS 125, Flex Accounts]
- Options:
- Cafeteria Plan: [Individ., Depend.]
- Deductible Reimbursement: N

**Leaves**
- Type: [Sick, Personal, Bereavement, Professional, Adoption, Association]
- Days/Year: [10, 2, 4, 2, 2]
- Accum.: [35, yes, no, per occurrence, yes]
- Depend. use: [10, 1.00, 1.04, 1.08, 1.12, 1.16, 1.20, 1.24]
- Approval Needed: [yes, no, Carryover 2]
- Other: [yes, no, per occurrence]
- Sick Days/Year: [35, 1.00, 1.04, 1.08, 1.12, 1.16, 1.20, 1.24, 1.30, 1.36, 1.40]
- Other Info:
- Personal:
- Bereavement:
- Professional:
- Adoption:
- Association:

**Other District Policies**
- Sabbatical: No

**Other Leaves:**
- FTE Teachers:
- Starting Salary:
- CareerIncrements:
- Experience Allowed:
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

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**Notes:**
- 01-02 0.5-74 fte offered benefits equal to fte: .75-99 offered benefits equal to full time employees
WORKING CONDITIONS

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SALARY SCHEDULE

| Base: | 33,700 |
| Index: | 5 x 4 |
| Starting Salary: | |
| Career Increments: | Y |
| Experience Allowed: | all |
| after 15 yrs: | BA36/MA-.005; MA9&MA18-.0075; MA36-.01 prev yr sal. |
| Vertical Freeze: | 85-86 |
| Rollback: | |
| Multi-year Contract: | |

INSURANCE

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Cafeteria Plan

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OTHER DISTRICT POLICIES

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SEVERANCE PAY: Y

SABBATICAL: Yes

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WORKING CONDITIONS

Contract Days: 185
FTE Teachers:
HS  JH/MS  ELEM
Start Date: 11/9/2015
Length of Teacher Day: 7.5 7.5 7.5
Length of Student Day: 7 7 7
Planning Time: 48 48 48
Class Periods/Day: 8 9
Normal Teaching Load: 7 8

SALARY SCHEDULE

Base: 33,300
Starting Salary: 39.60 39.60 39.60
Career Increments: N
Experience Allowed: 7(D)

Index: 4 x 5
Entry Level Step: 1

Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

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

HEALTH  Coventry  750D  474.04  1341.46  1341.46  1341.46  Cash
DENTAL  Ameritas  39.60  39.60  39.60  39.60
LIFE  Mutual of Omaha  9.75

Options:

IRIS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.75
Contribution: full*

LEAVES

Type  Days/Year  Accum.  Depend.  Approval  Other

SICK  10  55  yes

Other Info:

PERSONAL  4  from sick leave
BEREAVEMENT  see sick lv.
PROFESSIONAL  unl.  yes
ADOPTION  see sick lv.
ASSOCIATION  

OTHER DISTRICT POLICIES

Negotiated/Policy

SEVERANCE PAY:

OTHER LEAVES:

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### Salary Schedule

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### Cafeteria Plan

Individ.  Depend.

Options:

IRIS 125: Y
Flex Accounts: Y

### Part-Time Benefits

Minimum FTE: 0.75
Contribution: full*
### Weeping Water

#### Working Conditions
- Contract Days: 185
- FTE Teachers: 9
- 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

#### Salary Schedule
- Base: 33,200
- Index: 4 x 4
- Starting Salary: 33,200
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 9
- 94-95 remove ma36; grandfather fac. on that column
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

#### Insurnace
- **Type**
  - HEALTH
  - DENTAL
  - LIFE
  - LTD
- **Option**
  - BC/BS
  - PPO:
- **Amount Paid by District**
  - Health: 750D
  - PPO: 2
- **Couple - Benefits**
  - Entrance Level Step: 1
  - Health: 16.5% base pay
  - PPO:
- **Cafeteria plan**
  - Individ.
  - Depend.

#### Leaves
- **Type**
  - SICK
  - PERSONAL
  - BEREAVEMENT
  - PROFESSIONAL
  - ADOPTION
- **Days/Year**
  - SICK: 10
  - PERSONAL: from sick lv
  - BEREAVEMENT: from sick lv
  - PROFESSIONAL: from sick lv
  - ADOPTION: FMLA

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

#### Sabbatical
- **No**

#### Sevareance Pay
- **Yes**

#### Other Leaves

---

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

#### Part-Time Benefits
- Minimum FTE: 0.5
- Contribution: 50% depend

---

#### WORKING CONDITIONS

---

#### SALARY SCHEDULE

---

#### INSURANCE

---

#### LEAVES

---

#### OTHER DISTRICT POLICIES

---

#### SABBATICAL

---

#### SEVERANCE PAY

---

#### W EEPING W ATER
WORKING CONDITIONS

- Contract Days: 185
- FTE Teachers: 24
- Length of Teacher Day: 8.25
- Length of Student Day: 7.5
- Planning Time: 52
- Class Periods/Day: 8
- Normal Teaching Load: 7

SAALARY SCHEDULE

- Base: 32,500
- Starting Salary: 32,500
- Career Increments: N
- Experience Allowed: all
- Index: 4 x 4.25
- Entry Level Step: 1
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

INSURANCE

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OTHER DISTRICT POLICIES

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

OTHER LEAVES:

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**West Holt 2015-2016**

**WORKING CONDITIONS**
- Contract Days: 184
- FTE Teachers: 184
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 49
- Class Periods/Day: 8
- Normal Teaching Load: 7

**SALARY SCHEDULE**
- Base: 32,800
- Starting Salary: 32,800
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: Rollback: Multi-year Contract:

**INSURANCE**
- HEALTH: BC/BS 750D/3100D
- DENTAL: BC/BS 2
- LTD: Principal .0047

**LEAVES**
- SICK: 10 days/year
- PERSONAL: 2 days/year
- Bereavement: 1 day/year
- Professional: 2 days/year
- Adoption: FMLA
-other:

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

**SABBATICAL**
- SEVERANCE PAY:

**OTHER LEAVES:**

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West Point 2015-2016

WORKING CONDITIONS
Contract Days: 185  FTE Teachers: 75.04
Length of Teacher Day: 7.5  ELEM
Class Periods/Day: 8
Normal Teaching Load: 7

SALARY SCHEDULE
Base: 33,000  Index: 4 x 5
Starting Salary: 1
Career Increments: N
Experience Allowed: all
Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17
Length of Student Day: 6.5
Planning Time: 49 49 40

INSURANCE
Type  Carrier  Option  Amount Paid by District  Couple - Benefits
HEALTH  BC/BS  750D  509.82  943.18  1070.62  1437.58  Two Ind Policies*
DENTAL  BC/BS  2  25.31  25.31  25.31  25.31
PPO:  COMMENTS:
LIFE  Madison Ntl.  2.85
LTD  Madison Ntl.  .0053 (+Bthru sal)
NON-PARTICIPANT

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

SABBATICAL: No  SEVERANCE PAY:
OTHER LEAVES:

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### Working Conditions

- **Contract Days:** 191.5
- **FTE Teachers:** 516.88
- **HS:** 8
- **JH/MS:** 8
- **ELEM:** 8
- **Length of Teacher Day:** 7.2
- **Length of Student Day:** 7.4
- **Class Periods/Day:** 10
- **Normal Teaching Load:** 8
- **Planning Time:**
- **Vertical Freeze:**
- **Rollback:**
- **Multi-year Contract:**
- **Length of Teacher Day:** 888
- **Length of Student Day:** 7.2
- **Normal Teaching Load:** 8

### Salary Schedule

- **Base:** 36,000
- **Starting Salary:**
- **Career Increments:** Y
- **Experience Allowed:** all
- **Index:** 0 x 0
- **Entry Level Step:** 1

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<td>Madison Nat'l</td>
<td>Individ. Depend.</td>
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<td>(thru sal)</td>
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### Leaves

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### Other District Policies

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

### Cafeteria Plan

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

---

**Salary Schedule:**

- **Base:** 36,000
- **Starting Salary:**
- **Career Increments:** Y
- **Experience Allowed:** all
- **Index:** 0 x 0
- **Entry Level Step:** 1

**Insurance:**

- **HEALTH**
  - BC/BS: H/A-Dent, Individ., EE/Child, EE/Spouse, EE/Sp/Child
- **DENTAL**
  - BC/BS: 2
- **LIFE**
  - Madison Nat’l
- **LTD**
  - Madison Nat’l

**Leaves:**

- **SICK**
  - 12 days
  - Depend.: Y-5

**Other District Policies:**

- **Voluntary Separation:** Y
- **Grievance:** Y
- **Sick Bank:** Y
WORKING CONDITIONS
Contract Days: 185
FTE Teachers: 17
Length of Teacher Day: 8
Length of Student Day: 7.75
Planning Time: 52
Class Periods/Day: 8
Normal Teaching Load: 7

EXPERIENCE ALLOWED: 5
CAREER INCREMENTS: Y

VERTICAL FREEZE:
ROLLBACK:

MULTI-YEAR CONTRACT: 14-15, 15-16

LENGTH OF TEACHER DAY: 8
LENGTH OF STUDENT DAY: 7.75
NORMAL TEACHING LOAD: 7
MULTI-YEAR CONTRACT: 14-15, 15-16

INSURANCE
Type | Carrier | Option | Amount Paid by District | Couple - Benefits
--- | --- | --- | --- | ---
HEALTH | BC/BS | 750D | 509.82 | H/A-Dent, Indiv.
DENTAL | BC/BS | 2 | 25.31 | Indiv., EE/Child
LIFE | Horace Mann | 2.25 | | Depend.
LTD
NON-PARTICIPANT

LEAVES
Type | Days/Year | Accum. | Depend. | Approval | Other
--- | --- | --- | --- | --- | ---
SICK | 10 | 40 | yes | | 
PERSONAL | 3 | no | | | 
BEREAVEMENT | 3 | yes | | | 
ADOPTION | 2.5 | | | | 
ASSOCIATION | 2.5 | | | | 

OTHER DISTRICT POLICIES
- SABBATICAL: No
- SEVERANCE PAY:

OTHER LEAVES:

| WHEELER CENTRAL |
|---|---|---|---|---|---|
| Step | BA | BA+9 | BA+18 | BA+27 | BA+36 |
| 1 | 30,050 | 31,402 | 32,755 | 34,107 | 35,459 | 36,811 |
| 2 | 31,402 | 32,755 | 34,107 | 35,459 | 36,811 | 38,164 |
| 3 | 32,755 | 34,107 | 35,459 | 36,811 | 38,164 | 39,516 |
| 4 | 34,107 | 35,459 | 36,811 | 38,164 | 39,516 | 40,868 |
| 5 | 35,459 | 36,811 | 38,164 | 39,516 | 40,868 | 42,220 |
| 6 | 36,811 | 38,164 | 39,516 | 40,868 | 42,220 | 43,573 |
| 7 | 39,516 | 40,868 | 42,220 | 43,573 | 44,925 |
| 8 | 42,220 | 43,573 | 44,925 | 46,277 |
| 9 | 43,573 | 44,925 | 46,277 | 47,629 |
| 10 | 46,277 | 47,629 | 48,982 |
| 11 | 47,629 | 48,982 | 50,334 |
| 12 | 50,334 | 51,686 | 53,038 |
| 13 | 51,686 | 53,038 | 54,391 |
| 14 | 54,391 | | | | |
## Working Conditions
- **Contract Days:** 185
- **FTE Teachers:** 39.49

## Salary Schedule
- **Base:** $34,425
- **Index:** 4 x 4.5
- **Starting Salary:** $34,425
- **Entry Level Step:** 1
- **Career Increments:** N
- **Experience Allowed:** all

### Vertical Freeze
- **Planning Time:** 50
- **Rollback:**
- **Multi-year Contract:**

### Normal Teaching Load
- **Length of Teacher Day:** 8
- **Length of Student Day:** 7.3
- **Class Periods/Day:** 8
- **Normal Teaching Load:** 7

## Insurance

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

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

### Leaves

| Type        | Days/Year | Accum. use | Approval Needed | Other
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### Other District Policies
- **Negotiated/Policy:**
  - **Exists:**
    - Voluntary Separation: N
  - **Sabbatical:** No
  - **Severance Pay:** N

### WILBER-CLATONIA

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</table>

### Wilber-Clatonia

- **Class Periods/Day:** 8
- **Contract Days:** 185
- **BA:** 34,425
- **BA + 9:** 35,974
- **BA + 18:** 37,523
- **BA + 27:** 39,072
- **MA:** 40,622
- **MA + 9:** 42,171
- **MA + 18:** 43,720
- **MA + 27:** 45,269
- **MA + 36:** 46,818

- **Index:** 4 x 4.5

- **Starting Salary:** $34,425

- **Experience Allowed:** all

- **Career Increments:** N

- **Planning Time:** 50

- **Rollback:**

- **Multi-year Contract:**

- **Normal Teaching Load:** 7

- **Length of Teacher Day:** 8

- **Length of Student Day:** 7.3

- **Class Periods/Day:** 8

- **Normal Teaching Load:** 7
WORKING CONDITIONS
Contract Days: 183
FTE Teachers: HS JH/MS ELEM
Length of Teacher Day: 8 8 8
Length of Student Day: 7.33 7.33 7.33
Planning Time: 52 50 40
Class Periods/Day: 8 9
Normal Teaching Load: 7 8

SALARY SCHEDULE
Base: 32,850
Starting Salary: 32,850
Career Increments: N
Experience Allowed: all
Index: 4 x 4
Entry Level Step: 1

INSTRUCTIONS
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3. None
4. None
5. None
6. None
7. None
8. None
9. None
10. None
11. None
12. None
13. None
14. None
15. None
16. None

INSURANCE
Type Carrier Option Amount Paid by District Couple - Benefits Cafeteria Plan
HEALTH BC/BS 750D Individ. EE/Child EE/Spouse EE/Sp/Child
DENTAL BC/BS 2 25.31 25.31 25.31 25.31
PPO COMMENTS:
LIFE
LTD Principal 8.00
NON-PARTICIPANT

LEAVES
Type Days/Year Accum. Depend. Approval Other
SICK 10 40 yes
PERSONAL 3 no
BEREAVEMENT 3 yes
PROFESSIONAL 2 yes
ADOPTION admin approval
ASSOCIATION admin approval

SABBATICAL No
SEVERANCE PAY Y

OTHER DISTRICT POLICIES
Negotiated/Policy
Exists
9
10
11
12
13
14
15
16

FOOTNOTE
Step
BA BA + 9 BA + 18 BA + 27 BA + 36 MA MA + 9 MA + 18
1 32,850 34,164 35,478 36,792 38,106 38,106 39,420 40,734
2 34,164 35,478 36,792 38,106 39,420 39,420 40,734 42,048
3 35,478 36,792 38,106 39,420 40,734 40,734 42,048 43,362
4 36,792 38,106 39,420 40,734 42,048 42,048 43,362 44,676
5 38,106 39,420 40,734 42,048 43,362 43,362 44,676 45,990
6 39,420 40,734 42,048 43,362 44,676 44,676 45,990 47,304
7 40,734 42,048 43,362 44,676 45,990 45,990 47,304 48,618
8 42,048 43,362 44,676 45,990 45,990 45,990 47,304 48,618
9 43,362 44,676 45,990 45,990 45,990 45,990 47,304 48,618
10 44,676 45,990 47,304 47,304 47,304 47,304 48,618 49,932
11 45,990 47,304 47,304 47,304 47,304 47,304 48,618 49,932
12 47,304 48,618 48,618 48,618 48,618 48,618 49,932 51,246
13 48,618 49,932 49,932 49,932 49,932 49,932 51,246 52,560
14 49,932 51,246 51,246 51,246 51,246 51,246 52,560 53,874
15 51,246 52,560 52,560 52,560 52,560 52,560 53,874 55,188
17 53,874 55,188 55,188 55,188 55,188 55,188 56,502 57,816
18 55,188 56,502 56,502 56,502 56,502 56,502 57,816 59,130
19 56,502 57,816 57,816 57,816 57,816 57,816 59,130 60,444
20 57,816 59,130 59,130 59,130 59,130 59,130 60,444 61,84

FOOTNOTE
FOOTNOTE
### Working Conditions
- Contract Days: 185
- FTE Teachers: 2015-2016
- Length of Teacher Day: 8
- Length of Student Day: 7.5
- Planning Time: 50
- Class Periods/Day: 7
- Normal Teaching Load: 6

### Salary Schedule
- Base: 37,058
- Index: 4 x 4
- Starting Salary: MA18 Stp 14 recv $1500 on 2+ yrs on 1.76
- Experience Allowed: 5(D)
- Career Increments: N
- Vertical Freeze: 00-01
- Rollback:
- Multi-year Contract: 14-15, 15-16

### Insuranc
<table>
<thead>
<tr>
<th>Type</th>
<th>Carrier</th>
<th>Option</th>
<th>Amount Paid by District</th>
<th>Couple - Benefits</th>
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### Leaves
- SICK: 12, 35, yes
  - Other Info: Reimb. $60/day over 35 days pd. In June; Incen.: Up to $20000
- PERSONAL: 2, Yes
- BEREAVEMENT: 2, add'l from emergency lv.
- PROFESSIONAL: 2, yes
  - Voluntary Separation: N
  - Sick Bank: Y
- ADOPTION: Yes
- ASSOCIATION: Y

### Other District Policies
- Sabbatical: No
- Severance Pay: Emergency Lv.

### Cafeteria Plan
- Individ.: Depend.
- Options: IRS 125
- Flex Accounts: Minimum FTE: 0
- Contribution: fte

### Part-Time Benefits
- Minimum FTE: 0

### Other Leaves
- Emergency Lv.

---

### Working Conditions Table
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<th>BA+9 38,540</th>
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### 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

### Salary Schedule
- Base: 33,300
- Index: 4 x 4
- Starting Salary: 41,292
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: 5
- Vertical Freeze: 
- Rollback: 
- Multi-year Contract: 

### Insurance
- **Type**
  - Health
  - Dental

- **Carrier**
  - BC/BS

- **Option**
  - 750D

- **Amount Paid by District**
  - H/A-Dent
  - Individ.
  - EE/Child
  - EE/Spouse
  - EE/Sp/Child

- **Couple - Benefits**
  - Health
  - 1126.97
  - 1513.24

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

### Leaves
- **Type**
  - SICK
  - OTHER

- **Days/Year**
  - 20

- **Accum.**
  - 40

- **Depend.**
  - Use
  - Needed
  - Other

- **Negotiated/Policy**
  - Exists

- **SABBATICAL**
  - No

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

### Other Leaves
- **Type**
  - Personal
  - Bereavement
  - Professional
  - Adoption
  - Association

- **Days/Year**
  - 20 day emergency sick lv.

### Wage Schedule

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**Wisner-Pilger**

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

**SALARY SCHEDULE**
- **Base:** 32,700
- **Starting Salary:** 1126.97
- **Career Increments:** N
- **Experience Allowed:** all
- **Index:** 4 x 5
- **Entry Level Step:** 1
- **Multi-year Contract:** 14-15, 15-16

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**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

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**Cafeteria Plan**

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

**PART-TIME BENEFITS**

- Minimum FTE: 0.5
- Contribution: ftE
## Wood River Rural

### Working Conditions
- Contract Days: 185
- FTE Teachers: 2
- HS: 8
- JH/MS: 8
- ELEM: 8
- Length of Teacher Day: 7.5
- Length of Student Day: 7.5
- Planning Time: 47
- Class Periods/Day: 8
- Normal Teaching Load: 7

### Salary Schedule
- Base: 33,750
- Index: 4
- Starting Salary: 33,750
- Index: 5
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze:
- Rollback:
- Multi-year Contract:

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

### Leaves
- Type: Days/Year: Accum. Depend. Approval Needed Other
- Sick: 11: 60: yes
- Other Info: leave after 5 yrs - $118/day for 30 days
- Personal: 3
- Bereavement: see sick lv.
- Professional: 3
- Adoption: see sick lv.
- Association:

### Sabbatical
- No

### Severance Pay
- Yes

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

### Salary Schedule
- **Step**
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- **BA + 18**
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### Working Conditions
- **Contract Days:** 172
- **FTE Teachers:**
  - HS
  - JH/MS
  - ELEM
- **Length of Teacher Day:** 8.58
- **Length of Student Day:** 8.5
- **Class Periods/Day:** 9
- **Normal Teaching Load:** 8
- **Planning Time:** 50
- **Vertical Freeze:**
- **Rollback:**

### Salary Schedule
- **Base:** 32,750
- **Index:** 4x4
- **Starting Salary:**
- **Career Increments:** N
- **Entry Level Step:** 1
- **Experience Allowed:** 4

### Insurances
- **Type:**
  - Health
  - Dental
  - PPO
  - Life
  - LTD
- **Option:**
  - Individ.
  - Family
  - Group
- **Amount Paid by District:**
  - Individ.
  - Child
  - Spouse
  - Child
- **Couple - Benefits:**
  - Individ.
  - Depend.
- **Cafeteria Plan:**
  - IRS 125:
  - Flex Accounts:
- **Insurance Type Carrier:**
  - BC/BS
  - National
- **Deductible Reimbursement:**
  - Options:
  - Minimum FTE: 0.5

### Leaves
- **Type:**
  - Sick
  - Personal
  - Bereavement
  - Professional
  - Adoption
  - Association
- **Days/Year:**
  - 0
  - 2+1
  - Sick lv.
  - 2
  - Sick lv.
  - 10
  - 35
- **Other Info:**
  - May trade 1 sick lv for pers
  - Voluntary Separation: N
  - Grievance: Y
  - Sick Bank: N

### Other District Policies
- **Negotiated/Policy:**
  - Exists:
  - Sabbatical: No

### Other Leaves
- **Wynot 2015-2016 3.1**
## WORKING CONDITIONS
- **Contract Days:** 187
- **FTE Teachers:**
  - HS: 1.43
  - JH/MS: 1.63
  - ELEM: 1.88

## SALARY SCHEDULE
- **Base:** $32,800
- **Index:** 5 x 4
- **Starting Salary:** $32,800
- **Experience Step:** 0
- **Career Increments:** N
- **Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.**
- **Index:** 5 x 4
- **Starting Salary:** $32,800
- **Career Increments:** N
- **Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.**

## INSURANCE
- **HEALTH**
  - Performax
  - 750D
  - RA: 616
  - RA: 991
  - RA: 1127
  - RA: 1649

- **DENTAL**
  - Self-insur
  - 626
  - 991
  - 1127
  - 1649

- **LIFE**
  - School Insur.
  - 7.50

- **LTD**
  - School Insur.
  - 0.0026

## LEAVES
- **PERSONAL**
  - Yes
  - +1 sub pay

- **BEREAVEMENT**
  - 10

- **PROFESSIONAL**
  - 6

- **ADOPTION**
  - 10

- **ASSOCIATION**
  - As needed

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

## OTHER LEAVES
- **Emergency - 10 max., Jury duty**
WORKING CONDITIONS

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

SALARY SCHEDULE

- Base: 33,587
- Index: 4 x 4
- Starting Salary: 42,991
- Entry Level Step: 1
- Career Increments: N
- Experience Allowed: all
- Vertical Freeze: 00-01
- Rollback:

- Multi-year Contract:
  - Length of Teacher Day: 888
  - Length of Student Day: 77
  - Normal Teaching Load: 7 7

INSURANCE

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

- Options:
  - Dep Dent + TSA
  - IRS 125: Y
  - Flex Accounts:

- Type
  - HEALTH BC/BS 750D 536.65 992.82 1126.97 1513.24
  - DENTAL BC/BS 2 25.31 25.31 25.31 25.31

- PPO: >0.75 fte recv full ins

- COMMENTS:

- LIFE
  - Deductible Reimbursement:

- LTD Madison .0065

- NON-PARTICIPANT $125 Single/$250 Fa

- Cafeteria Plan
  - Individ. Depend.

- Part-Time Benefits
  - Minimum FTE: 0.4
  - Contribution: fte*

LEAVES

- Type Days/Year Accum. Depend. Approval Needed Other
  - SICK 10 45 Yes
  - Other Info: $40/day EOY
  - PERSONAL 2+1
  - BEREAVEMENT 2
  - PROFESSIONAL
  - ADMINISTRATION
  - PROFESSIONAL
  - ADOPTION
  - SEVERANCE POLICIES
  - AGREEMENT

SABBATICAL: No

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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