1/18/2017

Adams Central

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 184

FTE Teachers:

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

SALARY SCHEDULE

Base: 34,900
Starting Salary: 34,900
Career Increments: N

Index: 4.5 x 4.5
Entry Level Step: 0
Experience Allowed: 7

Vertical Freeze: 86-87
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	5	31.28	57.89	65.72	88.25
PPO:						
LIFE	Guardian	5.60				
LTD	Madison	.0039 (+B)				
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

ADAMS CENTRAL

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
0	34,900	36,471	38,041	39,612	41,182	42,753	44,323	45,894
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	36,471	38,041	39,612	41,182	42,753	44,323	45,894	47,464
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	38,041	39,612	41,182	42,753	44,323	45,894	47,464	49,035
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	39,612	41,182	42,753	44,323	45,894	47,464	49,035	50,605
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	41,182	42,753	44,323	45,894	47,464	49,035	50,605	52,176
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	42,753	44,323	45,894	47,464	49,035	50,605	52,176	53,746
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	44,323	45,894	47,464	49,035	50,605	52,176	53,746	55,317
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		47,464	49,035	50,605	52,176	53,746	55,317	56,887
		1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			50,605	52,176	53,746	55,317	56,887	58,458
			1.45	1.495	1.54	1.585	1.63	1.675
9				53,746	55,317	56,887	58,458	60,028
				1.54	1.585	1.63	1.675	1.72
10				55,317	56,887	58,458	60,028	61,599
				1.585	1.63	1.675	1.72	1.765
11					58,458	60,028	61,599	63,169
					1.675	1.72	1.765	1.81
12					60,028	61,599	63,169	64,740
					1.72	1.765	1.81	1.855
13						63,169	64,740	66,310
						1.81	1.855	1.9
14							66,310	67,880
							1.9	1.945
15								69,451
								1.99

1/18/2017

Ainsworth

2016-2017
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: 33,450 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 0
Career Increments: N Experience Allowed: 5(D)

Vertical Freeze: 86-87,87-88, 89-90
Rollback: 86-87 Last Step
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp or Dep Dental
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Madison Nat'l	.0034					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 250/500

Cafeteria Plan

Individ. Depend.

Options: TSA, Cash

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1
Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

AINSWORTH

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
0	33,450	34,955	36,461	37,966	39,471	39,471	40,976	42,482	43,987
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315
1	34,955	36,461	37,966	39,471	40,976	40,976	42,482	43,987	45,492
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36
2	36,461	37,966	39,471	40,976	42,482	42,482	43,987	45,492	46,997
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405
3	37,966	39,471	40,976	42,482	43,987	43,987	45,492	46,997	48,503
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45
4	39,471	40,976	42,482	43,987	45,492	45,492	46,997	48,503	50,008
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495
5	40,976	42,482	43,987	45,492	46,997	46,997	48,503	50,008	51,513
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54
6		43,987	45,492	46,997	48,503	48,503	50,008	51,513	53,018
		1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585
7			46,997	48,503	50,008	50,008	51,513	53,018	54,524
			1.405	1.45	1.495	1.495	1.54	1.585	1.63
8				50,008	51,513	51,513	53,018	54,524	56,029
				1.495	1.54	1.54	1.585	1.63	1.675
9					53,018	53,018	54,524	56,029	57,534
					1.585	1.585	1.63	1.675	1.72
10					54,524	54,524	56,029	57,534	59,039
					1.63	1.63	1.675	1.72	1.765
11						56,029	57,534	59,039	60,545
						1.675	1.72	1.765	1.81
12							59,039	60,545	62,050
							1.765	1.81	1.855
13								62,050	63,555
								1.855	1.9
14									65,060
									1.945

14-15 BA36 removed, staff grandfathered

1/18/2017

Allen

2016-2017
3.1

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:	7.33	7.33	7.33
Planning Time:	55	55	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,650 Index: 4 x 4
Starting Salary: 33,650 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 589.50
HEALTH	BC/BS	900D	562.95	989.40	1123.08	1508.02	H/A,Cash,TSA
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: Dist pays 95% family prem COMMENTS:
LIFE Madison Nat'l 6.45 Deductible Reimbursement:
LTD National .0035 (thru sal)
NON-PARTICIPANT Single ins amt cash

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

PART-TIME BENEFITS
Minimum FTE: 0
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	40	yes		
Other Info:	Sev.-upon term. reimb. $25/day unused over 40				
PERSONAL	3			yes	$25 for unused at eoy
BEREAVEMENT	3				over 3 use sick lv
PROFESSIONAL	1-2			yes	admin approval
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

ALLEN							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,650	34,996	36,342	37,688	39,034	40,380	41,726
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,996	36,342	37,688	39,034	40,380	41,726	43,072
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,342	37,688	39,034	40,380	41,726	43,072	44,418
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,688	39,034	40,380	41,726	43,072	44,418	45,764
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,034	40,380	41,726	43,072	44,418	45,764	47,110
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,380	41,726	43,072	44,418	45,764	47,110	48,456
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	41,726	43,072	44,418	45,764	47,110	48,456	49,802
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	43,072	44,418	45,764	47,110	48,456	49,802	51,148
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9	44,418	45,764	47,110	48,456	49,802	51,148	52,494
	1.32	1.36	1.40	1.44	1.48	1.52	1.56
10		47,110	48,456	49,802	51,148	52,494	53,840
		1.40	1.44	1.48	1.52	1.56	1.60
11			49,802	51,148	52,494	53,840	55,186
			1.48	1.52	1.56	1.60	1.64
12				52,494	53,840	55,186	56,532
				1.56	1.60	1.64	1.68
13					55,186	56,532	57,878
					1.64	1.68	1.72
14						57,878	59,224
						1.72	1.76

1/18/2017

Alliance

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	7.34	7.34
Length of Student Day:	6.73	6.73	6.34
Planning Time:	45	48	76
Class Periods/Day:	9	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 30,900 Index: 4.25 x 4.5
Starting Salary: 30,900 Entry Level Step: 1
Career Increments: N Experience Allowed: 10

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1150D	543.96	543.96	543.96	543.96
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Principal	3.24				
LTD	Principal	.0047				

NON-PARTICIPANT $1514.58 Fringe Ben

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 1514.58
Cafeteria

Cafeteria Plan

Individ.	Depend.
944.07	944.07

Options: H/A,Dent,Cash

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	1 sub. ded.; sub rate/unused da
BEREAVEMENT	5				
PROFESSIONAL	3			yes	
ADOPTION	from sick lv.				
ASSOCIATION	3/for officer				

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: emergency

OTHER DISTRICT POLICIES

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

ALLIANCE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	30,900	32,291	33,681	35,072	36,462	36,462	37,853	39,243	40,634	42,024
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	32,213	33,604	34,994	36,385	37,775	37,775	39,166	40,556	41,947	43,337
	1.0425	1.0875	1.1325	1.1775	1.2225	1.2225	1.2675	1.3125	1.3575	1.4025
3	33,527	34,917	36,308	37,698	39,089	39,089	40,479	41,870	43,260	44,651
	1.085	1.13	1.175	1.22	1.265	1.265	1.31	1.355	1.4	1.445
4	34,840	36,230	37,621	39,011	40,402	40,402	41,792	43,183	44,573	45,964
	1.1275	1.1725	1.2175	1.2625	1.3075	1.3075	1.3525	1.3975	1.4425	1.4875
5	36,153	37,544	38,934	40,325	41,715	41,715	43,106	44,496	45,887	47,277
	1.17	1.215	1.26	1.305	1.35	1.35	1.395	1.44	1.485	1.53
6	37,466	38,857	40,247	41,638	43,028	43,028	44,419	45,809	47,200	48,590
	1.2125	1.2575	1.3025	1.3475	1.3925	1.3925	1.4375	1.4825	1.5275	1.5725
7		40,170	41,561	42,951	44,342	44,342	45,732	47,123	48,513	49,904
		1.3	1.345	1.39	1.435	1.435	1.48	1.525	1.57	1.615
8			42,874	44,264	45,655	45,655	47,045	48,436	49,826	51,217
			1.3875	1.4325	1.4775	1.4775	1.5225	1.5675	1.6125	1.6575
9				45,578	46,968	46,968	48,359	49,749	51,140	52,530
				1.475	1.52	1.52	1.565	1.61	1.655	1.7
10					48,281	48,281	49,672	51,062	52,453	53,843
					1.5625	1.5625	1.6075	1.6525	1.6975	1.7425
11					49,595	49,595	50,985	52,376	53,766	55,157
					1.605	1.605	1.65	1.695	1.74	1.785
12							52,298	53,689	55,079	56,470
							1.6925	1.7375	1.7825	1.8275
13								55,002	56,393	57,783
								1.78	1.825	1.87
14									57,706	59,096
									1.8675	1.9125
15										60,410
										1.955

1/18/2017

Alma

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.17	8.17	8.17
Length of Student Day:	7.5	7.5	7.5
Planning Time:	51	51	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,400
Index: 4 x 4.25
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Guardian	2.90				
LTD	Nat'l Ins	.0044				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	5 for dep.; $10/day over 45 at EOY				
PERSONAL	3			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	school visitation
ADOPTION					
ASSOCIATION	1				

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

ALMA Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,400	34,820	36,239	37,659	39,078	40,498	41,917	43,337
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	34,736	36,156	37,575	38,995	40,414	41,834	43,253	44,673
	1.04	1.0825	1.125	1.1675	1.21	1.2525	1.295	1.3375
3	36,072	37,492	38,911	40,331	41,750	43,170	44,589	46,009
	1.08	1.1225	1.165	1.2075	1.25	1.2925	1.335	1.3775
4	37,408	38,828	40,247	41,667	43,086	44,506	45,925	47,345
	1.12	1.1625	1.205	1.2475	1.29	1.3325	1.375	1.4175
5	38,744	40,164	41,583	43,003	44,422	45,842	47,261	48,681
	1.16	1.2025	1.245	1.2875	1.33	1.3725	1.415	1.4575
6	40,080	41,500	42,919	44,339	45,758	47,178	48,597	50,017
	1.2	1.2425	1.285	1.3275	1.37	1.4125	1.455	1.4975
7		42,836	44,255	45,675	47,094	48,514	49,933	51,353
		1.2825	1.325	1.3675	1.41	1.4525	1.495	1.5375
8		44,172	45,591	47,011	48,430	49,850	51,269	52,689
		1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775
9			46,927	48,347	49,766	51,186	52,605	54,025
			1.405	1.4475	1.49	1.5325	1.575	1.6175
10				49,683	51,102	52,522	53,941	55,361
				1.4875	1.53	1.5725	1.615	1.6575
11				51,019	52,438	53,858	55,277	56,697
				1.5275	1.57	1.6125	1.655	1.6975
12					53,774	55,194	56,613	58,033
					1.61	1.6525	1.695	1.7375
13						56,530	57,949	59,369
						1.6925	1.735	1.7775
14						57,866	59,285	60,705
						1.7325	1.775	1.8175
15							60,621	62,041
							1.815	1.8575
16							61,957	63,377
							1.855	1.8975
17								64,713
								1.9375
18								66,049
								1.9775

1/18/2017

Amherst

2016-2017
3.1

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: 33,350 Index: 4 x 4.5
Starting Salary: 33,350 Entry Level Step: 1
Career Increments: Y Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 400
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	Cash
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO:
COMMENTS:
LIFE Guardian 6.25
Deductible Reimbursement:
LTD Principal .0036 (thru sal)
NON-PARTICIPANT $400 Cash

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	45	yes		
Other Info:	Sev.:1/2 sub. rate/day unused sick/pers. (max 45) pd in July				
PERSONAL	3			no	accum. to 5; 1/2 sub rate for un
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

AMHERST							
					BA+36	BA+45	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,350	34,851	36,352	37,852	39,353	40,854	42,355
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	34,684	36,185	37,686	39,186	40,687	42,188	43,689
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	36,018	37,519	39,020	40,520	42,021	43,522	45,023
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	37,352	38,853	40,354	41,854	43,355	44,856	46,357
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	38,686	40,187	41,688	43,188	44,689	46,190	47,691
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	40,020	41,521	43,022	44,522	46,023	47,524	49,025
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7		42,855	44,356	45,856	47,357	48,858	50,359
		1.285	1.33	1.375	1.42	1.465	1.51
8			45,690	47,190	48,691	50,192	51,693
			1.37	1.415	1.46	1.505	1.55
9				48,524	50,025	51,526	53,027
				1.455	1.5	1.545	1.59
10				49,858	51,359	52,860	54,361
				1.495	1.54	1.585	1.63
11					52,693	54,194	55,695
					1.58	1.625	1.67
12					54,027	55,528	57,029
					1.62	1.665	1.71
13						56,862	58,363
						1.705	1.75
14							59,697
							1.79

15-16: BA 45 removed from schedule/grandfathered

1/18/2017

Anselmo-Merna

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.57	7.57	7.57
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,700

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 10

Vertical Freeze:

Rollback:

Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.55
HEALTH	BC/BS	1500D	495.05	915.56	1039.60	1395.93	Ind. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE	Companion Life	2.61			Deductible Reimbursement: Y		1500/3000
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: Full Ind

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:	1/2 sub pay/day up to 40 at separation				
PERSONAL	2				
BEREAVEMENT	2				2 add'l for immed fam death
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

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

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

1/18/2017

Ansley

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.5	8.5	8.5
Length of Student Day:	8	8	8
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,500 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Fortis		.0052 (+B)			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	13	35	yes		
Other Info:	Incentive:over 30 @ $20/day max. 10				
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	1			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ANSLEY

Step	BA	BA+3	BA+6	BA+9	BA+12	BA+15	BA+18	BA+21	BA+24	BA+27	BA+30	BA+33	BA+36 MA	MA+3	MA+6	MA+9
1	32,500	33,150	33,475	34,125	34,775	35,100	35,750	36,400	36,725	37,375	38,025	38,350	39,000	39,650	39,975	40,625
	1.00	1.02	1.03	1.05	1.07	1.08	1.10	1.12	1.13	1.15	1.17	1.18	1.20	1.22	1.23	1.25
2	33,800	34,450	34,775	35,425	36,075	36,400	37,050	37,700	38,025	38,675	39,325	39,650	40,300	40,950	41,275	41,925
	1.04	1.06	1.07	1.09	1.11	1.12	1.14	1.16	1.17	1.19	1.21	1.22	1.24	1.26	1.27	1.29
3	35,100	35,750	36,075	36,725	37,375	37,700	38,350	39,000	39,325	39,975	40,625	40,950	41,600	42,250	42,575	43,225
	1.08	1.10	1.11	1.13	1.15	1.16	1.18	1.20	1.21	1.23	1.25	1.26	1.28	1.30	1.31	1.33
4	36,400	37,050	37,375	38,025	38,675	39,000	39,650	40,300	40,625	41,275	41,925	42,250	42,900	43,550	43,875	44,525
	1.12	1.14	1.15	1.17	1.19	1.20	1.22	1.24	1.25	1.27	1.29	1.30	1.32	1.34	1.35	1.37
5	37,700	38,350	38,675	39,325	39,975	40,300	40,950	41,600	41,925	42,575	43,225	43,550	44,200	44,850	45,175	45,825
	1.16	1.18	1.19	1.21	1.23	1.24	1.26	1.28	1.29	1.31	1.33	1.34	1.36	1.38	1.39	1.41
6	39,000	39,650	39,975	40,625	41,275	41,600	42,250	42,900	43,225	43,875	44,525	44,850	45,500	46,150	46,475	47,125
	1.20	1.22	1.23	1.25	1.27	1.28	1.30	1.32	1.33	1.35	1.37	1.38	1.40	1.42	1.43	1.45
7	40,300	40,950	41,275	41,925	42,575	42,900	43,550	44,200	44,525	45,175	45,825	46,150	46,800	47,450	47,775	48,425
	1.24	1.26	1.27	1.29	1.31	1.32	1.34	1.36	1.37	1.39	1.41	1.42	1.44	1.46	1.47	1.49
8	41,600	42,250	42,575	43,225	43,875	44,200	44,850	45,500	45,825	46,475	47,125	47,450	48,100	48,750	49,075	49,725
	1.28	1.30	1.31	1.33	1.35	1.36	1.38	1.40	1.41	1.43	1.45	1.46	1.48	1.50	1.51	1.53
9				44,525	45,175	45,500	46,150	46,800	47,125	47,775	48,425	48,750	49,400	50,050	50,375	51,025
				1.37	1.39	1.40	1.42	1.44	1.45	1.47	1.49	1.50	1.52	1.54	1.55	1.57
10							47,450	48,100	48,425	49,075	49,725	50,050	50,700	51,350	51,675	52,325
							1.46	1.48	1.49	1.51	1.53	1.54	1.56	1.58	1.59	1.61
11										50,375	51,025	51,350	52,000	52,650	52,975	53,625
										1.55	1.57	1.58	1.60	1.62	1.63	1.65
12													53,300	53,950	54,275	54,925
													1.64	1.66	1.67	1.69
13													54,600	55,250	55,575	56,225
													1.68	1.70	1.71	1.73
14																57,525
																1.77

1/18/2017

Arapahoe

2016-2017
3.1

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	

SALARY SCHEDULE

Base: 33,150
Starting Salary: 33,150
Career Increments: Y

Vertical Freeze: 88-89
Rollback: 88-89 Last Step
Multi-year Contract:

Index: 4 x 4
Entry Level Step: 0
Experience Allowed: 12(D)

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	29.18 or 48.32 Sp or Dep Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Principal						
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 475

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.25
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	2				
PROFESSIONAL	2			yes	with admin permission
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ARAPAHOE

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18
0	33,150	34,476	35,802	37,128	38,454	39,780	41,106
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
1	34,476	35,802	37,128	38,454	39,780	41,106	42,432
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,802	37,128	38,454	39,780	41,106	42,432	43,758
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,128	38,454	39,780	41,106	42,432	43,758	45,084
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,454	39,780	41,106	42,432	43,758	45,084	46,410
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,780	41,106	42,432	43,758	45,084	46,410	47,736
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6		42,432	43,758	45,084	46,410	47,736	49,062
		1.28	1.32	1.36	1.40	1.44	1.48
7		43,758	45,084	46,410	47,736	49,062	50,388
		1.32	1.36	1.40	1.44	1.48	1.52
8			46,410	47,736	49,062	50,388	51,714
			1.40	1.44	1.48	1.52	1.56
9				49,062	50,388	51,714	53,040
				1.48	1.52	1.56	1.60
10				50,388	51,714	53,040	54,366
				1.52	1.56	1.60	1.64
11					53,040	54,366	55,692
					1.60	1.64	1.68
12					54,366	55,692	57,018
					1.64	1.68	1.72
13					55,692	57,018	58,344
					1.68	1.72	1.76
14					57,018	58,344	59,670
					1.72	1.76	1.80
15						59,670	60,996
						1.80	1.84
16							62,322
							1.88

1/18/2017

Arcadia

2016-2017
3.1

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:	7.75	7.75	7.75
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,900 Index: 4 x 5
Starting Salary: 31,900 Entry Level Step: 1
Career Increments: N Experience Allowed: D

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Horace Mann	0.96				
LTD	Principal Life	.0016				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

COMMENTS:

Deductible Reimbursement: N

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	35	yes		
Other Info:	$20/day over 35 eoy				
PERSONAL	3			yes	
BEREAVEMENT	3				w/appr.
PROFESSIONAL	admin. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ARCADIA						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	31,900	33,495	35,090	36,685	38,280	39,875
	1.00	1.05	1.10	1.15	1.20	1.25
2	33,176	34,771	36,366	37,961	39,556	41,151
	1.04	1.09	1.14	1.19	1.24	1.29
3	34,452	36,047	37,642	39,237	40,832	42,427
	1.08	1.13	1.18	1.23	1.28	1.33
4	35,728	37,323	38,918	40,513	42,108	43,703
	1.12	1.17	1.22	1.27	1.32	1.37
5	37,004	38,599	40,194	41,789	43,384	44,979
	1.16	1.21	1.26	1.31	1.36	1.41
6	38,280	39,875	41,470	43,065	44,660	46,255
	1.20	1.25	1.30	1.35	1.40	1.45
7	39,556	41,151	42,746	44,341	45,936	47,531
	1.24	1.29	1.34	1.39	1.44	1.49
8		42,427	44,022	45,617	47,212	48,807
		1.33	1.38	1.43	1.48	1.53
9			45,298	46,893	48,488	50,083
			1.42	1.47	1.52	1.57
10			46,574	48,169	49,764	51,359
			1.46	1.51	1.56	1.61
11				49,445	51,040	52,635
				1.55	1.60	1.65
12					52,316	53,911
					1.64	1.69
13						55,187
						1.73

1/18/2017

Arlington

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7
Planning Time:	45	45	45
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 36,025

Index: 4 x 5

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: all

BA+36 grandfathered in 86-87

Vertical Freeze:

Rollback: 86-87

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	617.67
HEALTH	BC/BS	900D/3500D					Cafeteria
DENTAL	BC/BS	2					
PPO:							
LIFE	Principal	2.06					
LTD	Principal	.0029					

NON-PARTICIPANT $589.17 Cash/FSA

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
617.67	617.67

Options: H/A, 125, TSA, Cash

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.6

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	accum to 5
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	expenses $20-30
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES:

ARLINGTON

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	36,025	37,826	39,628	41,429	43,230	45,031	46,833	48,634
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	37,466	39,267	41,069	42,870	44,671	46,472	48,274	50,075
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	38,907	40,708	42,510	44,311	46,112	47,913	49,715	51,516
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	40,348	42,149	43,951	45,752	47,553	49,354	51,156	52,957
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	41,789	43,590	45,392	47,193	48,994	50,795	52,597	54,398
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	43,230	45,031	46,833	48,634	50,435	52,236	54,038	55,839
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	44,671	46,472	48,274	50,075	51,876	53,677	55,479	57,280
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		47,913	49,715	51,516	53,317	55,118	56,920	58,721
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			51,156	52,957	54,758	56,559	58,361	60,162
			1.42	1.47	1.52	1.57	1.62	1.67
10				54,398	56,199	58,000	59,802	61,603
				1.51	1.56	1.61	1.66	1.71
11					57,640	59,441	61,243	63,044
					1.60	1.65	1.70	1.75
12						60,882	62,684	64,485
						1.69	1.74	1.79
13						62,323	64,125	65,926
						1.73	1.78	1.83
14						63,764	65,566	67,367
						1.77	1.82	1.87
15							67,007	68,808
							1.86	1.91
16								70,249
								1.95

1/18/2017

Arnold

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

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

SALARY SCHEDULE

Base: 31,400 Index: 4 x 5
Starting Salary: 31,400 Entry Level Step: 1
Career Increments: N Experience Allowed: (D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D/3500D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Principal		.0055			
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.375
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	7,10	45	yes		
Other Info:	Unused over 45pd @25/day max-250.00;Sev:$25/day to 45				
PERSONAL	2			no	accum. to 5
BEREAVEMENT	5 - immed. Fam				pay for sub-deduct from sick lv.
PROFESSIONAL	2			yes	$250/yr
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

ARNOLD						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	31,400	32,970	34,540	36,110	37,680	39,250
	1.00	1.05	1.10	1.15	1.20	1.25
2	32,656	34,226	35,796	37,366	38,936	40,506
	1.04	1.09	1.14	1.19	1.24	1.29
3	33,912	35,482	37,052	38,622	40,192	41,762
	1.08	1.13	1.18	1.23	1.28	1.33
4	35,168	36,738	38,308	39,878	41,448	43,018
	1.12	1.17	1.22	1.27	1.32	1.37
5	36,424	37,994	39,564	41,134	42,704	44,274
	1.16	1.21	1.26	1.31	1.36	1.41
6	37,680	39,250	40,820	42,390	43,960	45,530
	1.20	1.25	1.30	1.35	1.40	1.45
7	38,936	40,506	42,076	43,646	45,216	46,786
	1.24	1.29	1.34	1.39	1.44	1.49
8	40,192	41,762	43,332	44,902	46,472	48,042
	1.28	1.33	1.38	1.43	1.48	1.53
9	41,448	43,018	44,588	46,158	47,728	49,298
	1.32	1.37	1.42	1.47	1.52	1.57
10		44,274	45,844	47,414	48,984	50,554
		1.41	1.46	1.51	1.56	1.61
11			47,100	48,670	50,240	51,810
			1.50	1.55	1.60	1.65
12				49,926	51,496	53,066
				1.59	1.64	1.69
13				51,182	52,752	54,322
				1.63	1.68	1.73
14					54,008	55,578
					1.72	1.77
15					55,264	56,834
					1.76	1.81
16						58,090
						1.85

1/18/2017

Arthur County

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.5	8.5	8.5
Length of Student Day:	8	8	8
Planning Time:	50	50	
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,550 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 6

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	1150D	516.76	956.05	1085.21	1457.17	
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87	
PPO:							
LIFE	Nat'l Ins		2.10				
LTD	Nat'l Ins		.0071				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 850/1700

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30	yes		
Other Info:	Sev-Pd salary/period up to 20 days				
PERSONAL	2			yes	
BEREAVEMENT					from sick lv
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

ARTHUR COUNTY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA BA+45	MA+9	MA+18
1	33,550	34,892	36,234	37,576	38,918	40,260	41,602	42,944
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,892	36,234	37,576	38,918	40,260	41,602	42,944	44,286
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,234	37,576	38,918	40,260	41,602	42,944	44,286	45,628
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	37,576	38,918	40,260	41,602	42,944	44,286	45,628	46,970
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	38,918	40,260	41,602	42,944	44,286	45,628	46,970	48,312
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	40,260	41,602	42,944	44,286	45,628	46,970	48,312	49,654
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	41,602	42,944	44,286	45,628	46,970	48,312	49,654	50,996
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		44,286	45,628	46,970	48,312	49,654	50,996	52,338
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			46,970	48,312	49,654	50,996	52,338	53,680
			1.40	1.44	1.48	1.52	1.56	1.60
10				49,654	50,996	52,338	53,680	55,022
				1.48	1.52	1.56	1.60	1.64
11					52,338	53,680	55,022	56,364
					1.56	1.60	1.64	1.68
12						55,022	56,364	57,706
						1.64	1.68	1.72

1/18/2017

Ashland-Greenwood

2016-2017
1.1

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:	6.5	6.5	6.25
Planning Time:	100	100	118
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,600
Starting Salary: 36,288
Career Increments: N
*Starting is 1.08
Vertical Freeze: 87-88/99-00
Rollback:
Multi-year Contract: 16-17, 17-18

Index: 4 x 5
Entry Level Step: 1*
Experience Allowed: all(D)

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	193.22
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	Ind. Dental+Cash
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT	$166.67/mo.						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte*

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	45	yes		
Other Info:	$60/day eoy				
PERSONAL	2			yes	+1 from sick lv; accum to 4
BEREAVEMENT	4				per occur
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

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

ASHLAND-GREENWOOD										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
BASE	33,600									
	1.00									
1-3	36,288	37,968	39,648	41,328	43,008	43,008	44,688	46,368	48,048	49,728
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	37,632	39,312	40,992	42,672	44,352	44,352	46,032	47,712	49,392	51,072
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	38,976	40,656	42,336	44,016	45,696	45,696	47,376	49,056	50,736	52,416
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	40,320	42,000	43,680	45,360	47,040	47,040	48,720	50,400	52,080	53,760
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	41,664	43,344	45,024	46,704	48,384	48,384	50,064	51,744	53,424	55,104
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		44,688	46,368	48,048	49,728	49,728	51,408	53,088	54,768	56,448
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9		46,032	47,712	49,392	51,072	51,072	52,752	54,432	56,112	57,792
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10			49,056	50,736	52,416	52,416	54,096	55,776	57,456	59,136
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
11			50,400	52,080	53,760	53,760	55,440	57,120	58,800	60,480
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
12				53,424	55,104	55,104	56,784	58,464	60,144	61,824
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
13					56,448	56,448	58,128	59,808	61,488	63,168
					1.68	1.68	1.73	1.78	1.83	1.88
14					57,792	57,792	59,472	61,152	62,832	64,512
					1.72	1.72	1.77	1.82	1.87	1.92
15								62,496	64,176	65,856
								1.86	1.91	1.96

1/18/2017

Auburn

2016-2017
1.1

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
Planning Time:	49	49	vary
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,050

Index: 4 x 5

Starting Salary:

Entry Level Step: 1(D)

Career Increments: Y

Experience Allowed: D

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:						
LIFE	Guardian		2.38			
LTD	Madison Life		.0029 (+B)			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE:

Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: N

OTHER LEAVES: Family Emergency (5)

AUBURN									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,050	35,753	37,455	39,158	40,860	42,563	44,265	45,968	47,670
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,412	37,115	38,817	40,520	42,222	43,925	45,627	47,330	49,032
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,774	38,477	40,179	41,882	43,584	45,287	46,989	48,692	50,394
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,136	39,839	41,541	43,244	44,946	46,649	48,351	50,054	51,756
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,498	41,201	42,903	44,606	46,308	48,011	49,713	51,416	53,118
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	40,860	42,563	44,265	45,968	47,670	49,373	51,075	52,778	54,480
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	42,222	43,925	45,627	47,330	49,032	50,735	52,437	54,140	55,842
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		45,287	46,989	48,692	50,394	52,097	53,799	55,502	57,204
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			48,351	50,054	51,756	53,459	55,161	56,864	58,566
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				51,416	53,118	54,821	56,523	58,226	59,928
				1.51	1.56	1.61	1.66	1.71	1.76
11					54,480	56,183	57,885	59,588	61,290
					1.60	1.65	1.70	1.75	1.80
12						57,545	59,247	60,950	62,652
						1.69	1.74	1.79	1.84
13							60,609	62,312	64,014
							1.78	1.83	1.88
14								63,674	65,376
								1.87	1.92
15									66,738
									1.96

1/18/2017

Aurora

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	85	47	40
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base: 33,350 Index: 5 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 10(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	26.55
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	Ind. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE							
LTD	Principal	.0039 (thru sal)					
NON-PARTICIPANT							

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:					
PERSONAL	2			yes	unused goes to accum sick lv.
BEREAVEMENT	5				immed family
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

AURORA

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	33,350	35,018	36,685	38,353	40,020	41,688	43,355	45,023	46,690
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,018	36,685	38,353	40,020	41,688	43,355	45,023	46,690	48,358
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
3	36,685	38,353	40,020	41,688	43,355	45,023	46,690	48,358	50,025
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50
4	38,353	40,020	41,688	43,355	45,023	46,690	48,358	50,025	51,693
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
5	40,020	41,688	43,355	45,023	46,690	48,358	50,025	51,693	53,360
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	41,688	43,355	45,023	46,690	48,358	50,025	51,693	53,360	55,028
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
7		45,023	46,690	48,358	50,025	51,693	53,360	55,028	56,695
		1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70
8			48,358	50,025	51,693	53,360	55,028	56,695	58,363
			1.45	1.50	1.55	1.60	1.65	1.70	1.75
9			50,025	51,693	53,360	55,028	56,695	58,363	60,030
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
10				53,360	55,028	56,695	58,363	60,030	61,698
				1.60	1.65	1.70	1.75	1.80	1.85
11					56,695	58,363	60,030	61,698	63,365
					1.70	1.75	1.80	1.85	1.90
12					58,363	60,030	61,698	63,365	65,033
					1.75	1.80	1.85	1.90	1.95
13						61,698	63,365	65,033	66,700
						1.85	1.90	1.95	2.00
14							65,033	66,700	68,368
							1.95	2.00	2.05

1/18/2017

Axtell

2016-2017
1.1

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	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,600 Index: 4 x 4.5
Starting Salary: Entry Level Step: 1
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:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:						
LIFE						
LTD	Madison Nat'l		.00348(thru sal)			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	13	50	yes		
Other Info:	PTO Sev.-Upon term. $45/day unused days				
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES: Emergency Leave - 2 Days

AXTELL

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18
1	33,600	35,112	36,624	38,136	39,648	39,648	40,320	41,160	42,672
	1.00	1.045	1.09	1.135	1.18	1.18	1.2	1.225	1.27
2	34,944	36,456	37,968	39,480	40,992	40,992	41,664	42,504	44,016
	1.04	1.085	1.13	1.175	1.22	1.22	1.24	1.265	1.31
3	36,288	37,800	39,312	40,824	42,336	42,336	43,008	43,848	45,360
	1.08	1.125	1.17	1.215	1.26	1.26	1.28	1.305	1.35
4	37,632	39,144	40,656	42,168	43,680	43,680	44,352	45,192	46,704
	1.12	1.165	1.21	1.255	1.3	1.3	1.32	1.345	1.39
5	38,976	40,488	42,000	43,512	45,024	45,024	45,696	46,536	48,048
	1.16	1.205	1.25	1.295	1.34	1.34	1.36	1.385	1.43
6		41,832	43,344	44,856	46,368	46,368	47,040	47,880	49,392
		1.245	1.29	1.335	1.38	1.38	1.4	1.425	1.47
7			44,688	46,200	47,712	47,712	48,384	49,224	50,736
			1.33	1.375	1.42	1.42	1.44	1.465	1.51
8				47,544	49,056	49,056	49,728	50,568	52,080
				1.415	1.46	1.46	1.48	1.505	1.55
9				48,888	50,400	50,400	51,072	51,912	53,424
				1.455	1.5	1.5	1.52	1.545	1.59
10					51,744	51,744	52,416	53,256	54,768
					1.54	1.54	1.56	1.585	1.63
11						53,088	53,760	54,600	56,112
						1.58	1.6	1.625	1.67
12							55,104	55,944	57,456
							1.64	1.665	1.71
Bump Stp 16							55,776	56,616	58,128
							1.66	1.685	1.73
Bump Stp 20							56,448	57,288	58,800
							1.68	1.705	1.75

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.

1/18/2017

Bancroft-Rosalie

2016-2017
1.1

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:	7.5	7.5	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,750
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 3(D)
Vertical Freeze: 87-88
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 587.59
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	TSA,Cash
DENTAL	BC/BS	1	24.64	24.64	24.64	24.64	

PPO:
COMMENTS:
LIFE
Deductible Reimbursement:
LTD National Ins. .0031 (thru sal)
NON-PARTICIPANT $587.59 TSA, Cash

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

PART-TIME BENEFITS
Minimum FTE: 0.25
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	Yes		
Other Info:	$40/day above 40 @ beginning of yr				
PERSONAL	2			yes	admin has discretion to deny, $
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	adm. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No
SEVERANCE PAY:
OTHER LEAVES: emergency-3 days sub pay

BANCROFT-ROSALIE

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18
1	34,750	36,140	37,530	38,920	40,310	41,700	43,090
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,140	37,530	38,920	40,310	41,700	43,090	44,480
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,530	38,920	40,310	41,700	43,090	44,480	45,870
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,920	40,310	41,700	43,090	44,480	45,870	47,260
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,310	41,700	43,090	44,480	45,870	47,260	48,650
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,700	43,090	44,480	45,870	47,260	48,650	50,040
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	43,090	44,480	45,870	47,260	48,650	50,040	51,430
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	44,480	45,870	47,260	48,650	50,040	51,430	52,820
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		47,260	48,650	50,040	51,430	52,820	54,210
		1.36	1.40	1.44	1.48	1.52	1.56
10			50,040	51,430	52,820	54,210	55,600
			1.44	1.48	1.52	1.56	1.60
11				52,820	54,210	55,600	56,990
				1.52	1.56	1.60	1.64
12					55,600	56,990	58,380
					1.60	1.64	1.68
13						58,380	59,770
						1.68	1.72
14							61,160
							1.76

1/18/2017

Banner County

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 183

FTE Teachers:

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

SALARY SCHEDULE

Base: 33,550
Index: 4.5 x 4.5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 9

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	29.18 or 48.32 Sp or Dep Dental
HEALTH	BC/BS	600D/3500D	564.02	1043.47	1184.46	1590.43	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Principal	.0016					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	13,10	50	yes		
Other Info:	PTO 13 -1st yr, 10 all others				
PERSONAL	PTO			yes	
BEREAVEMENT					
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BANNER COUNTY									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18
1	33,550	35,060	36,570	38,079	39,589	41,099	42,609	44,118	45,628
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,060	36,570	38,079	39,589	41,099	42,609	44,118	45,628	47,138
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	36,570	38,079	39,589	41,099	42,609	44,118	45,628	47,138	48,648
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	38,079	39,589	41,099	42,609	44,118	45,628	47,138	48,648	50,157
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	39,589	41,099	42,609	44,118	45,628	47,138	48,648	50,157	51,667
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	41,099	42,609	44,118	45,628	47,138	48,648	50,157	51,667	53,177
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7	42,609	44,118	45,628	47,138	48,648	50,157	51,667	53,177	54,687
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8		45,628	47,138	48,648	50,157	51,667	53,177	54,687	56,196
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			48,648	50,157	51,667	53,177	54,687	56,196	57,706
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				51,667	53,177	54,687	56,196	57,706	59,216
				1.54	1.585	1.63	1.675	1.72	1.765
11					54,687	56,196	57,706	59,216	60,726
					1.63	1.675	1.72	1.765	1.81
12						57,706	59,216	60,726	62,235
						1.72	1.765	1.81	1.855
13							60,726	62,235	63,745
							1.81	1.855	1.9

1/18/2017

Battle Creek

2016-2017
1.1

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	7.25
Planning Time:	50	50	50
Class Periods/Day:	9	9	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,650 Index: 4 x 5
Starting Salary: 36,342 Entry Level Step: 3
Career Increments: N Experience Allowed: all
$1050 for 9 hrs credit one time if frozen at bottom right
Vertical Freeze: horiz 99-00
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l	.0044				
NON-PARTICIPANT	$350 annuity					

Couple - Benefits 350 or 589.50 ea Annuity or 2 Ind Policies

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: One-time Ded. Payment

IRS 125:

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.75

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	if use only 2, get add'l personal day				
PERSONAL	2			no	accum to 3, $100/day unused
BEREAVEMENT	3				per occur.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES: Military leave (dist. pays diff.)

BATTLE CREEK								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
Step								
1	33,650	35,333	37,015	38,698	40,380	42,063	43,745	45,428
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	34,996	36,679	38,361	40,044	41,726	43,409	45,091	46,774
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	36,342	38,025	39,707	41,390	43,072	44,755	46,437	48,120
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	37,688	39,371	41,053	42,736	44,418	46,101	47,783	49,466
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,034	40,717	42,399	44,082	45,764	47,447	49,129	50,812
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	40,380	42,063	43,745	45,428	47,110	48,793	50,475	52,158
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	41,726	43,409	45,091	46,774	48,456	50,139	51,821	53,504
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		44,755	46,437	48,120	49,802	51,485	53,167	54,850
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		46,101	47,783	49,466	51,148	52,831	54,513	56,196
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			49,129	50,812	52,494	54,177	55,859	57,542
			1.46	1.51	1.56	1.61	1.66	1.71
11			50,475	52,158	53,840	55,523	57,205	58,888
			1.50	1.55	1.60	1.65	1.70	1.75
12				53,504	55,186	56,869	58,551	60,234
				1.59	1.64	1.69	1.74	1.79
13				54,850	56,532	58,215	59,897	61,580
				1.63	1.68	1.73	1.78	1.83
14					57,878	59,561	61,243	62,926
					1.72	1.77	1.82	1.87
15					59,224	60,907	62,589	64,272
					1.76	1.81	1.86	1.91
16							63,935	65,618
							1.90	1.95
17								66,964
								1.99
18								68,310
								2.03
19								69,656
								2.07

09-10 BA36 column became BA36/MA; 10-11 BA36/MA column became MA only column, teachers already in column were grandfathered

1/18/2017

Bayard

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	43	43	40
Class Periods/Day:	9	9	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,000 Index: 4.5 x 4.5

Starting Salary: 33,000 Entry Level Step: 0(D)

Career Increments: N Experience Allowed: 9 (stp 8)

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

Vertical Freeze: 97-98*

Rollback:

Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp or Dep Dental
HEALTH	BC/BS	1500D	495.05	915.56	1039.60	1395.93	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		750
LTD	Fortis	.0019 (+B)					
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10		yes		
Other Info: PTO					
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION	1				

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

BAYARD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
0	33,000	34,485	35,970	37,455	38,940	40,425	41,910	43,395
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	34,485	35,970	37,455	38,940	40,425	41,910	43,395	44,880
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,970	37,455	38,940	40,425	41,910	43,395	44,880	46,365
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	37,455	38,940	40,425	41,910	43,395	44,880	46,365	47,850
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	38,940	40,425	41,910	43,395	44,880	46,365	47,850	49,335
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	40,425	41,910	43,395	44,880	46,365	47,850	49,335	50,820
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		43,395	44,880	46,365	47,850	49,335	50,820	52,305
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		44,880	46,365	47,850	49,335	50,820	52,305	53,790
		1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			47,850	49,335	50,820	52,305	53,790	55,275
			1.45	1.495	1.54	1.585	1.63	1.675
9			49,335	50,820	52,305	53,790	55,275	56,760
			1.495	1.54	1.585	1.63	1.675	1.72
10				52,305	53,790	55,275	56,760	58,245
				1.585	1.63	1.675	1.72	1.765
11				53,790	55,275	56,760	58,245	59,730
				1.63	1.675	1.72	1.765	1.81
12					56,760	58,245	59,730	61,215
					1.72	1.765	1.81	1.855
13					58,245	59,730	61,215	62,700
					1.765	1.81	1.855	1.9
14						61,215	62,700	64,185
						1.855	1.9	1.945
15						62,700	64,185	65,670
						1.9	1.945	1.99
16							65,670	67,155
							1.99	2.035
17								68,640
								2.08

1/18/2017

Beatrice

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.77	6.77	6.33
Planning Time:	45	45	36
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,025 Index: 5 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback: 1/00-01
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	300
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39	Cash
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE	Guardian	3.00					
LTD	National Ins	.0025 (+B)					
NON-PARTICIPANT	$300 cash-in-lieu						

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: H/A,TSA,Cash

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	60	yes		
Other Info:					
PERSONAL	3			yes	$100/day
BEREAVEMENT	2				+ 2 from pers. lv.;addt'l from sic
PROFESSIONAL	unl.			yes	
ADOPTION	10 from sick lv.				w/approv.
ASSOCIATION	3-5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

BEATRICE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+45
1	34,025	35,386	36,747	38,108	39,469	40,830	42,191	43,552	44,913	46,274
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	35,726	37,087	38,448	39,809	41,170	42,531	43,892	45,253	46,614	47,975
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	37,428	38,789	40,150	41,511	42,872	44,233	45,594	46,955	48,316	49,677
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	39,129	40,490	41,851	43,212	44,573	45,934	47,295	48,656	50,017	51,378
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	40,830	42,191	43,552	44,913	46,274	47,635	48,996	50,357	51,718	53,079
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	42,531	43,892	45,253	46,614	47,975	49,336	50,697	52,058	53,419	54,780
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7		45,594	46,955	48,316	49,677	51,038	52,399	53,760	55,121	56,482
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8			48,656	50,017	51,378	52,739	54,100	55,461	56,822	58,183
			1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				51,718	53,079	54,440	55,801	57,162	58,523	59,884
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					54,780	56,141	57,502	58,863	60,224	61,585
					1.61	1.65	1.69	1.73	1.77	1.81
11					56,482	57,843	59,204	60,565	61,926	63,287
					1.66	1.70	1.74	1.78	1.82	1.86
12							60,905	62,266	63,627	64,988
							1.79	1.83	1.87	1.91
13								63,967	65,328	66,689
								1.88	1.92	1.96

1/18/2017

Bellevue

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 188

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6.5
Planning Time:	47	43	50
Class Periods/Day:	7	8	
Normal Teaching Load:	5	6	

SALARY SCHEDULE

Base: 33,836 Index: 3 x 4

Starting Salary: Entry Level Step: 0

Career Increments: Y Experience Allowed: 11

Long. 3.75% basic salary after 20 yrs., all lanes

Vertical Freeze: 87-88,88-89,09-10,15-16

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	545
HEALTH	BC/BS	600D/3500D					Cafeteria
DENTAL	BC/BS	4					
PPO:							
LIFE	National Ins						
LTD	National Ins						
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
545	545

Options: Cash, TSA, H/A

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	110	yes		
Other Info:	Upon term. 3.75% sal. over 20 yrs.;1/4 under 20; full day rate over 110 days				
PERSONAL					see sick lv
BEREAVEMENT	see sick lv				
PROFESSIONAL					see sick lv
ADOPTION					
ASSOCIATION	20+5				

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

B E L L E V U E						
				M A		
	B A	B A + 1 2	B A + 2 4	B A + 3 6	M A + 1 8	M A + 3 6
S t e p						
0	3 3 , 8 3 6	3 5 , 1 8 9	3 6 , 5 4 3	3 7 , 8 9 6	3 9 , 9 2 6	4 1 , 9 5 7
	1 . 0 0	1 . 0 4	1 . 0 8	1 . 1 2	1 . 1 8	1 . 2 4
1	3 4 , 8 5 1	3 6 , 5 4 3	3 7 , 8 9 6	3 9 , 2 5 0	4 1 , 2 8 0	4 3 , 3 1 0
	1 . 0 3	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 2	1 . 2 8
2	3 5 , 8 6 6	3 7 , 8 9 6	3 9 , 2 5 0	4 0 , 6 0 3	4 2 , 6 3 3	4 4 , 6 6 4
	1 . 0 6	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 6	1 . 3 2
3	3 6 , 8 8 1	3 9 , 2 5 0	4 0 , 6 0 3	4 1 , 9 5 7	4 3 , 9 8 7	4 6 , 0 1 7
	1 . 0 9	1 . 1 6	1 . 2 0	1 . 2 4	1 . 3 0	1 . 3 6
4	3 7 , 8 9 6	4 0 , 6 0 3	4 1 , 9 5 7	4 3 , 3 1 0	4 5 , 3 4 0	4 7 , 3 7 0
	1 . 1 2	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 4	1 . 4 0
5	3 9 , 2 5 0	4 2 , 2 9 5	4 3 , 6 4 8	4 5 , 0 0 2	4 7 , 0 3 2	4 9 , 0 6 2
	1 . 1 6	1 . 2 5	1 . 2 9	1 . 3 3	1 . 3 9	1 . 4 5
6	4 0 , 6 0 3	4 3 , 9 8 7	4 5 , 3 4 0	4 6 , 6 9 4	4 8 , 7 2 4	5 0 , 7 5 4
	1 . 2 0	1 . 3 0	1 . 3 4	1 . 3 8	1 . 4 4	1 . 5 0
7			4 7 , 0 3 2	4 8 , 3 8 5	5 0 , 4 1 6	5 2 , 4 4 6
			1 . 3 9	1 . 4 3	1 . 4 9	1 . 5 5
8			4 8 , 7 2 4	5 0 , 0 7 7	5 2 , 1 0 7	5 4 , 1 3 8
			1 . 4 4	1 . 4 8	1 . 5 4	1 . 6 0
9			5 0 , 4 1 6	5 1 , 7 6 9	5 3 , 7 9 9	5 5 , 8 2 9
			1 . 4 9	1 . 5 3	1 . 5 9	1 . 6 5
1 0				5 3 , 4 6 1	5 5 , 4 9 1	5 7 , 5 2 1
				1 . 5 8	1 . 6 4	1 . 7 0
1 1				5 5 , 4 9 1	5 7 , 5 2 1	5 9 , 5 5 1
				1 . 6 4	1 . 7 0	1 . 7 6
1 2				5 7 , 5 2 1	5 9 , 5 5 1	6 1 , 5 8 2
				1 . 7 0	1 . 7 6	1 . 8 2
1 3				5 9 , 5 5 1	6 1 , 5 8 2	6 3 , 6 1 2
				1 . 7 6	1 . 8 2	1 . 8 8
1 4					6 3 , 6 1 2	6 5 , 6 4 2
					1 . 8 8	1 . 9 4
1 5					6 5 , 6 4 2	6 7 , 6 7 2
					1 . 9 4	2 . 0 0
1 6						6 9 , 7 0 2
						2 . 0 6
1 7						7 1 , 7 3 2
						2 . 1 2

0 9 - 1 0 v e r t i c a l f r e e z e

1/18/2017

Bennington

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.12	7.12	6.75
Planning Time:	99	99	125
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,650 Index: 4 x 5
Starting Salary: 36,342 Entry Level Step: 3
Career Increments: Y Experience Allowed: 10
new hires stay on stp 3 until eligible for movement by exp
Vertical Freeze:
Rollback: 85-86
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14
PPO:						
LIFE	Guardian	5.20				
LTD	Madison Nat'l	.0028				
NON-PARTICIPANT	$475					

Couple - Benefits 475 Cash

COMMENTS:

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	50	yes		
Other Info:	Incentive-$30/unused day up to 10 days; 3 can be personal				
PERSONAL	3			yes	incl. in sick lv. (12 total)
BEREAVEMENT	up to 5				immed. fam.-other from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

BENNINGTON								
					BA+36			
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
Step								
1	33,650	35,333	37,015	38,698	40,380	42,063	43,745	45,428
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	34,996	36,679	38,361	40,044	41,726	43,409	45,091	46,774
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	36,342	38,025	39,707	41,390	43,072	44,755	46,437	48,120
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	37,688	39,371	41,053	42,736	44,418	46,101	47,783	49,466
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,034	40,717	42,399	44,082	45,764	47,447	49,129	50,812
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		42,063	43,745	45,428	47,110	48,793	50,475	52,158
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		43,409	45,091	46,774	48,456	50,139	51,821	53,504
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			46,437	48,120	49,802	51,485	53,167	54,850
			1.38	1.43	1.48	1.53	1.58	1.63
9			47,783	49,466	51,148	52,831	54,513	56,196
			1.42	1.47	1.52	1.57	1.62	1.67
10				50,812	52,494	54,177	55,859	57,542
				1.51	1.56	1.61	1.66	1.71
11				52,158	53,840	55,523	57,205	58,888
				1.55	1.60	1.65	1.70	1.75
12					55,186	56,869	58,551	60,234
					1.64	1.69	1.74	1.79
13					56,532	58,215	59,897	61,580
					1.68	1.73	1.78	1.83
14						59,561	61,243	62,926
						1.77	1.82	1.87
15						60,907	62,589	64,272
						1.81	1.86	1.91
16								65,618
								1.95

1/18/2017

Bertrand

2016-2017
1

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.66	7.66	7.66
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,700 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all(D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Guardian					
LTD	Principal Life	.0039				
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE:
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9, 7	40	yes		
Other Info:	9 days 1st yr, 7 days thereafter				
PERSONAL	2			no	accum to 3
BEREAVEMENT	see sick lv				
PROFESSIONAL	5			yes	
ADOPTION	see sick lv				
ASSOCIATION	see prof lv				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

NEED SALARY SCHEDULE

1/18/2017

Blair

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 187 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	6
Planning Time:	85	45	50
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base: 33,450 Index: 4 x 5
Starting Salary: 36,126 Entry Level Step: 3
Career Increments: N Experience Allowed: 10(TS)
10-11, 11-12: 1/2 step vertical movement
Vertical Freeze: 85-86, 88-89
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	416.67
HEALTH	BC/BS	150D/3500D	543.96	1006.37	1142.33	1533.86	Cash
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: single ins. rec $250/mo COMMENTS: if take ind ins, get $250 cash also
LIFE Deductible Reimbursement:
LTD Madison Nat'l .0027 (+B)
NON-PARTICIPANT $416.67 cash

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: Only LTD

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*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				

SABBATICAL: Yes **SEVERANCE PAY:**
OTHER LEAVES: Emergency-2 accum. to 4

OTHER DISTRICT POLICIES

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

BLAIR

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	33,450	35,123	36,795	38,468	40,140	40,140	41,813	43,485	45,158	46,830
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	34,788	36,461	38,133	39,806	41,478	41,478	43,151	44,823	46,496	48,168
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	36,126	37,799	39,471	41,144	42,816	42,816	44,489	46,161	47,834	49,506
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	37,464	39,137	40,809	42,482	44,154	44,154	45,827	47,499	49,172	50,844
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	38,802	40,475	42,147	43,820	45,492	45,492	47,165	48,837	50,510	52,182
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6		41,813	43,485	45,158	46,830	46,830	48,503	50,175	51,848	53,520
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7			44,823	46,496	48,168	48,168	49,841	51,513	53,186	54,858
			1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8			46,161	47,834	49,506	49,506	51,179	52,851	54,524	56,196
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9				49,172	50,844	50,844	52,517	54,189	55,862	57,534
				1.47	1.52	1.52	1.57	1.62	1.67	1.72
10					52,182	52,182	53,855	55,527	57,200	58,872
					1.56	1.56	1.61	1.66	1.71	1.76
11					53,520	53,520	55,193	56,865	58,538	60,210
					1.60	1.60	1.65	1.70	1.75	1.80
12					54,858	54,858	56,531	58,203	59,876	61,548
					1.64	1.64	1.69	1.74	1.79	1.84
13					56,196	56,196	57,869	59,541	61,214	62,886
					1.68	1.68	1.73	1.78	1.83	1.88
14					57,534	57,534	59,207	60,879	62,552	64,224
					1.72	1.72	1.77	1.82	1.87	1.92
15									63,890	65,562
									1.91	1.96

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

1/18/2017

Bloomfield

2016-2017
1.1

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	7.2
Planning Time:	95	95	95
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,400 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all
Indiv. Negot. after frozen on MA+18 for 2 yrs
Vertical Freeze: 86-87
Rollback: 86-87 (Last 2)
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.55
HEALTH	BC/BS	1500D	495.05	915.56	1039.60	1395.93	Ind Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: N		
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	at retirement: $40/unused day				
PERSONAL	3			no	reimbursed $50/day unused
BEREAVEMENT	see sick lv.				
PROFESSIONAL	1			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

BLOOMFIELD							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,400	34,736	36,072	37,408	38,744	40,080	41,416
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,736	36,072	37,408	38,744	40,080	41,416	42,752
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,072	37,408	38,744	40,080	41,416	42,752	44,088
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,408	38,744	40,080	41,416	42,752	44,088	45,424
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,744	40,080	41,416	42,752	44,088	45,424	46,760
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,080	41,416	42,752	44,088	45,424	46,760	48,096
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	41,416	42,752	44,088	45,424	46,760	48,096	49,432
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		44,088	45,424	46,760	48,096	49,432	50,768
		1.32	1.36	1.40	1.44	1.48	1.52
9		45,424	46,760	48,096	49,432	50,768	52,104
		1.36	1.40	1.44	1.48	1.52	1.56
10			48,096	49,432	50,768	52,104	53,440
			1.44	1.48	1.52	1.56	1.60
11				50,768	52,104	53,440	54,776
				1.52	1.56	1.60	1.64
12					53,440	54,776	56,112
					1.60	1.64	1.68
13					54,776	56,112	57,448
					1.64	1.68	1.72
14					55,444	57,448	58,784
					1.66	1.72	1.76
15						58,116	60,120
						1.74	1.80

1/18/2017

Blue Hill

2016-2017
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	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,300

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 17

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Guardian	7.00				
LTD	Madison Nat'l	.0042(+Bthru sal)				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	40	yes		
Other Info:					
PERSONAL	4			yes	$50/day unused
BEREAVEMENT	from personal lv.				
PROFESSIONAL	1			yes	
ADOPTION	see personal lv.				
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

BLUE HILL							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,300	35,672	37,044	38,416	39,788	41,160	42,532
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,672	37,044	38,416	39,788	41,160	42,532	43,904
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,044	38,416	39,788	41,160	42,532	43,904	45,276
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,416	39,788	41,160	42,532	43,904	45,276	46,648
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,788	41,160	42,532	43,904	45,276	46,648	48,020
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,160	42,532	43,904	45,276	46,648	48,020	49,392
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		43,904	45,276	46,648	48,020	49,392	50,764
		1.28	1.32	1.36	1.40	1.44	1.48
8		45,276	46,648	48,020	49,392	50,764	52,136
		1.32	1.36	1.40	1.44	1.48	1.52
9			48,020	49,392	50,764	52,136	53,508
			1.40	1.44	1.48	1.52	1.56
10				50,764	52,136	53,508	54,880
				1.48	1.52	1.56	1.60
11				52,136	53,508	54,880	56,252
				1.52	1.56	1.60	1.64
12					54,880	56,252	57,624
					1.60	1.64	1.68
13					56,252	57,624	58,996
					1.64	1.68	1.72
14					57,624	58,996	60,368
					1.68	1.72	1.76
15						60,368	61,740
						1.76	1.80
16						61,740	63,112
						1.80	1.84
17							64,484
							1.88

1/18/2017

Boone Central

2016-2017
1.1

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: 33,800 Index: 4 x 5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: (D)

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

Vertical Freeze: 88/89

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 29.18
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	Emp+Sp. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Unknown		2.88				
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Sabbatical w/appvl.

BOONE CENTRAL

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,800	35,490	37,180	38,870	40,560	40,560	42,250	43,940	45,630
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	35,152	36,842	38,532	40,222	41,912	41,912	43,602	45,292	46,982
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	36,504	38,194	39,884	41,574	43,264	43,264	44,954	46,644	48,334
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	37,856	39,546	41,236	42,926	44,616	44,616	46,306	47,996	49,686
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	39,208	40,898	42,588	44,278	45,968	45,968	47,658	49,348	51,038
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6		42,250	43,940	45,630	47,320	47,320	49,010	50,700	52,390
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		43,602	45,292	46,982	48,672	48,672	50,362	52,052	53,742
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8		44,954	46,644	48,334	50,024	50,024	51,714	53,404	55,094
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			47,996	49,686	51,376	51,376	53,066	54,756	56,446
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10				51,038	52,728	52,728	54,418	56,108	57,798
				1.51	1.56	1.56	1.61	1.66	1.71
11				52,390	54,080	54,080	55,770	57,460	59,150
				1.55	1.60	1.60	1.65	1.70	1.75
12					55,432	55,432	57,122	58,812	60,502
					1.64	1.64	1.69	1.74	1.79
13					56,784	56,784	58,474	60,164	61,854
					1.68	1.68	1.73	1.78	1.83
14					58,136	58,136	59,826	61,516	63,206
					1.72	1.72	1.77	1.82	1.87
15							61,178	62,868	64,558
							1.81	1.86	1.91
16								64,220	65,910
								1.90	1.95
17									67,262
									1.99

1/18/2017

Brady

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 176 FTE Teachers:

	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: 33,000 Index: 4 x 4
Starting Salary: Entry Level Step: up to 2
Career Increments: N Experience Allowed: 8

Vertical Freeze:
Rollback: 93-94
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	250
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	Annuity
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		250/500
LTD	Principal	.0047					
NON-PARTICIPANT	250 Annuity						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2.5			yes	sub avail., $35/day unused
BEREAVEMENT	3				add'l w/sub pay
PROFESSIONAL	2			yes	add'l. w/appr.
ADOPTION	see sick lv.				
ASSOCIATION	by request				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

BRADY									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,000	34,320	35,640	36,960	38,280	39,600	40,920	42,240	43,560
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	34,320	35,640	36,960	38,280	39,600	40,920	42,240	43,560	44,880
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	35,640	36,960	38,280	39,600	40,920	42,240	43,560	44,880	46,200
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	36,960	38,280	39,600	40,920	42,240	43,560	44,880	46,200	47,520
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	38,280	39,600	40,920	42,240	43,560	44,880	46,200	47,520	48,840
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	39,600	40,920	42,240	43,560	44,880	46,200	47,520	48,840	50,160
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	40,920	42,240	43,560	44,880	46,200	47,520	48,840	50,160	51,480
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		43,560	44,880	46,200	47,520	48,840	50,160	51,480	52,800
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			46,200	47,520	48,840	50,160	51,480	52,800	54,120
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				48,840	50,160	51,480	52,800	54,120	55,440
				1.48	1.52	1.56	1.60	1.64	1.68
11					51,480	52,800	54,120	55,440	56,760
					1.56	1.60	1.64	1.68	1.72
12						54,120	55,440	56,760	58,080
						1.64	1.68	1.72	1.76
13							56,760	58,080	59,400
							1.72	1.76	1.80
14								59,400	60,720
								1.80	1.84
15									62,040
									1.88

1/18/2017

Bridgeport

2016-2017
3.1

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	66
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,750
Starting Salary: 33,750
Career Increments: N

Index: 4.5 x 4.5
Entry Level Step: 1
Experience Allowed: 5

Vertical Freeze: 86-87
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 1315
HEALTH	BC/BS	900D/2000D	562.95	562.95	562.95	562.95	fringe benefit
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33	

PPO:
LIFE
LTD Principal .0045 (+B)
NON-PARTICIPANT $1315 fringe benefit

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
699.72	699.72

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE:
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	$40/day beyond 60				
PERSONAL	3			yes	+1 sub pay
BEREAVEMENT	5				per occur.-immed. fam.
PROFESSIONAL	5			yes	
ADOPTION	FEMA				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES:

BRIDGEPORT

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,750	35,269	36,788	38,306	39,825	41,344	42,863	44,381	45,900
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,269	36,788	38,306	39,825	41,344	42,863	44,381	45,900	47,419
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	36,788	38,306	39,825	41,344	42,863	44,381	45,900	47,419	48,938
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	38,306	39,825	41,344	42,863	44,381	45,900	47,419	48,938	50,456
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	39,825	41,344	42,863	44,381	45,900	47,419	48,938	50,456	51,975
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		42,863	44,381	45,900	47,419	48,938	50,456	51,975	53,494
		1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		44,381	45,900	47,419	48,938	50,456	51,975	53,494	55,013
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			47,419	48,938	50,456	51,975	53,494	55,013	56,531
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			48,938	50,456	51,975	53,494	55,013	56,531	58,050
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				51,975	53,494	55,013	56,531	58,050	59,569
				1.54	1.585	1.63	1.675	1.72	1.765
11				53,494	55,013	56,531	58,050	59,569	61,088
				1.585	1.63	1.675	1.72	1.765	1.81
12					56,531	58,050	59,569	61,088	62,606
					1.675	1.72	1.765	1.81	1.855
13						59,569	61,088	62,606	64,125
						1.765	1.81	1.855	1.9
14							62,606	64,125	65,644
							1.855	1.9	1.945
15								65,644	67,162
								1.945	1.99
16									68,681
									2.035

1/18/2017

Broken Bow

2016-2017
1.1

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	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,800 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback: 87-88
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	52.43 or 86.76 Sp or Dep. Dental
DENTAL	BC/BS	4	47.65	47.65	47.65	47.65	
PPO:							
LIFE	Madison Nat'l	1.64					
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	75	yes		
Other Info:	10 days can be used for anything				
PERSONAL	from sick lv			yes	
BEREAVEMENT	from sick lv				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

BROKENBOW

Step	BA	BA+9	BA+18	BA+27	BA+45	MA
1	33,800	35,321	36,842	38,363	39,884	39,884
	1.00	1.045	1.09	1.135	1.18	1.18
2	35,321	36,842	38,363	39,884	41,405	41,405
	1.045	1.09	1.135	1.18	1.225	1.225
3	36,842	38,363	39,884	41,405	42,926	42,926
	1.09	1.135	1.18	1.225	1.27	1.27
4	38,363	39,884	41,405	42,926	44,447	44,447
	1.135	1.18	1.225	1.27	1.315	1.315

1/18/2017

Bruning-Davenport

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	65	65	40
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,660
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: Y
Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	57.57 or 95.26 Sp or Dep Dental
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:	$50 for every day over 50				
PERSONAL	2			yes	$30/day
BEREAVEMENT					from sick lv
PROFESSIONAL	2			yes	more w/ approval
ADOPTION					from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

BRUNING-DAVENPORT							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,660	36,046	37,433	38,819	40,206	41,592	42,978
	1.00	1.04	1.08	1.12	1.16	1.2	1.24
2	36,133	37,519	38,906	40,292	41,679	43,065	44,451
	1.0425	1.0825	1.1225	1.1625	1.2025	1.2425	1.2825
3	37,606	38,993	40,379	41,765	43,152	44,538	45,925
	1.085	1.125	1.165	1.205	1.245	1.285	1.325
4	39,079	40,466	41,852	43,238	44,625	46,011	47,398
	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675
5	40,552	41,939	43,325	44,711	46,098	47,484	48,871
	1.17	1.21	1.25	1.29	1.33	1.37	1.41
6	42,025	43,412	44,798	46,184	47,571	48,957	50,344
	1.2125	1.2525	1.2925	1.3325	1.3725	1.4125	1.4525
7	43,498	44,885	46,271	47,658	49,044	50,430	51,817
	1.255	1.295	1.335	1.375	1.415	1.455	1.495
8		46,358	47,744	49,131	50,517	51,903	53,290
		1.3375	1.3775	1.4175	1.4575	1.4975	1.5375
9		47,831	49,217	50,604	51,990	53,376	54,763
		1.38	1.42	1.46	1.5	1.54	1.58
10			50,690	52,077	53,463	54,849	56,236
			1.4625	1.5025	1.5425	1.5825	1.6225
11			52,163	53,550	54,936	56,323	57,709
			1.505	1.545	1.585	1.625	1.665
12					56,409	57,796	59,182
					1.6275	1.6675	1.7075
13						59,269	60,655
						1.71	1.75

1/18/2017

Burwell

2016-2017
1.1

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
Planning Time:	94	94	52
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

Base: 33,300 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 450.42
HEALTH	BC/BS	900D	562.95	591.05	731.77	1136.97	125
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87	

PPO: Cafet $450.42 - EC/ES/ESC for cc COMMENTS: will dedcut tax/retirement from caf amt
LIFE Deductible Reimbursement:
LTD
NON-PARTICIPANT Cafeteria amount $45

Cafeteria Plan

Individ.	Depend.
450.42	450.42

Options: H/A,Cash-85%

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	45	yes		
Other Info: PTO					
PERSONAL	PTO			yes	Accum to 3
BEREAVEMENT	PTO				
PROFESSIONAL	PTO			yes	accum to 3
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

BURWELL										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27
1	33,300	34,965	36,630	38,295	39,960	39,960	39,960	41,625	43,290	44,955
	1.00	1.05	1.10	1.15	1.20	1.20	1.20	1.25	1.30	1.35
2	34,632	36,297	37,962	39,627	41,292	41,292	41,292	42,957	44,622	46,287
	1.04	1.09	1.14	1.19	1.24	1.24	1.24	1.29	1.34	1.39
3	35,964	37,629	39,294	40,959	42,624	42,624	42,624	44,289	45,954	47,619
	1.08	1.13	1.18	1.23	1.28	1.28	1.28	1.33	1.38	1.43
4	37,296	38,961	40,626	42,291	43,956	43,956	43,956	45,621	47,286	48,951
	1.12	1.17	1.22	1.27	1.32	1.32	1.32	1.37	1.42	1.47
5	38,628	40,293	41,958	43,623	45,288	45,288	45,288	46,953	48,618	50,283
	1.16	1.21	1.26	1.31	1.36	1.36	1.36	1.41	1.46	1.51
6	39,960	41,625	43,290	44,955	46,620	46,620	46,620	48,285	49,950	51,615
	1.20	1.25	1.30	1.35	1.40	1.40	1.40	1.45	1.50	1.55
7		42,957	44,622	46,287	47,952	47,952	47,952	49,617	51,282	52,947
		1.29	1.34	1.39	1.44	1.44	1.44	1.49	1.54	1.59
8			45,954	47,619	49,284	49,284	49,284	50,949	52,614	54,279
			1.38	1.43	1.48	1.48	1.48	1.53	1.58	1.63
9				48,951	50,616	50,616	50,616	52,281	53,946	55,611
				1.47	1.52	1.52	1.52	1.57	1.62	1.67
10				50,283	51,948	51,948	51,948	53,613	55,278	56,943
				1.51	1.56	1.56	1.56	1.61	1.66	1.71
11					53,280	53,280	53,280	54,945	56,610	58,275
					1.60	1.60	1.60	1.65	1.70	1.75
12						54,612	54,612	56,277	57,942	59,607
						1.64	1.64	1.69	1.74	1.79
13						55,944	55,944	57,609	59,274	60,939
						1.68	1.68	1.73	1.78	1.83
14							57,276	58,941	60,606	62,271
							1.72	1.77	1.82	1.87
15									61,938	63,603
									1.86	1.91

1/18/2017

Callaway

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.5	7.5	7.5
Planning Time:	100	100	100
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,600 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all
after 30 yrs in system, $3000 incentive bonus
Vertical Freeze: 86-87, 87-88
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Fort Dearborn	10.50				
LTD	Fort Dearborn	.0086				
NON-PARTICIPANT						

Couple - Benefits 26.55
Ind Dental

COMMENTS:

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	6	30	yes		
Other Info:	Carryover 8 days sick/PTO per yr				
PERSONAL	6			yes	PTO Days
BEREAVEMENT	3				w/approval
PROFESSIONAL	2			yes	acc. to 3; expenses to $150
ADOPTION					
ASSOCIATION	by request				

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

CALLAWAY							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	32,600	34,230	35,860	37,490	39,120	40,750	42,380
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	33,904	35,534	37,164	38,794	40,424	42,054	43,684
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	35,208	36,838	38,468	40,098	41,728	43,358	44,988
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	36,512	38,142	39,772	41,402	43,032	44,662	46,292
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	37,816	39,446	41,076	42,706	44,336	45,966	47,596
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6		40,750	42,380	44,010	45,640	47,270	48,900
		1.25	1.30	1.35	1.40	1.45	1.50
7			43,684	45,314	46,944	48,574	50,204
			1.34	1.39	1.44	1.49	1.54
8			44,988	46,618	48,248	49,878	51,508
			1.38	1.43	1.48	1.53	1.58
9				47,922	49,552	51,182	52,812
				1.47	1.52	1.57	1.62
10				49,226	50,856	52,486	54,116
				1.51	1.56	1.61	1.66
11					52,160	53,790	55,420
					1.60	1.65	1.70
12					53,464	55,094	56,724
					1.64	1.69	1.74
13						56,398	58,028
						1.73	1.78
14							59,332
							1.82

1/18/2017

Cambridge

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 183

FTE Teachers:

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

SALARY SCHEDULE

Base: 33,350

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 5(D)

Vertical Freeze: 86-87

Rollback:

Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	29.18 or 48.32 Sp or Dep. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Principal	.006					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 500/1000

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:					
PERSONAL	2			no	sub. avail.
BEREAVEMENT	sick lv				
PROFESSIONAL	adm. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency

CAMBRIDGE

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18
1	33,350	34,684	36,018	37,352	38,686	40,020	41,354
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,684	36,018	37,352	38,686	40,020	41,354	42,688
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,018	37,352	38,686	40,020	41,354	42,688	44,022
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,352	38,686	40,020	41,354	42,688	44,022	45,356
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,686	40,020	41,354	42,688	44,022	45,356	46,690
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,020	41,354	42,688	44,022	45,356	46,690	48,024
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		42,688	44,022	45,356	46,690	48,024	49,358
		1.28	1.32	1.36	1.40	1.44	1.48
8		44,022	45,356	46,690	48,024	49,358	50,692
		1.32	1.36	1.40	1.44	1.48	1.52
9			46,690	48,024	49,358	50,692	52,026
			1.40	1.44	1.48	1.52	1.56
10			48,024	49,358	50,692	52,026	53,360
			1.44	1.48	1.52	1.56	1.60
11				50,692	52,026	53,360	54,694
				1.52	1.56	1.60	1.64
12				52,026	53,360	54,694	56,028
				1.56	1.60	1.64	1.68
13					54,694	56,028	57,362
					1.64	1.68	1.72
14					56,028	57,362	58,696
					1.68	1.72	1.76
15					57,362	58,696	60,030
					1.72	1.76	1.80
16						60,030	61,364
						1.80	1.84
17						61,364	62,698
						1.84	1.88
18							64,032
							1.92

1/18/2017

Cedar Bluffs

2016-2017
1.1

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	7.5
Planning Time:	50	50	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,800

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Principal		.0059 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info: PTO					
PERSONAL	PTO			yes	$75/day for unused
BEREAVEMENT					
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

CEDAR BLUFFS								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
0	33,800	35,152	36,504	37,856	39,208	40,560	41,912	43,264
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	35,152	36,504	37,856	39,208	40,560	41,912	43,264	44,616
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	36,504	37,856	39,208	40,560	41,912	43,264	44,616	45,968
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	37,856	39,208	40,560	41,912	43,264	44,616	45,968	47,320
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	39,208	40,560	41,912	43,264	44,616	45,968	47,320	48,672
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	40,560	41,912	43,264	44,616	45,968	47,320	48,672	50,024
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	41,912	43,264	44,616	45,968	47,320	48,672	50,024	51,376
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	43,264	44,616	45,968	47,320	48,672	50,024	51,376	52,728
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	44,616	45,968	47,320	48,672	50,024	51,376	52,728	54,080
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		47,320	48,672	50,024	51,376	52,728	54,080	55,432
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
10			50,024	51,376	52,728	54,080	55,432	56,784
			1.48	1.52	1.56	1.60	1.64	1.68
11				52,728	54,080	55,432	56,784	58,136
				1.56	1.60	1.64	1.68	1.72
12					55,432	56,784	58,136	59,488
					1.64	1.68	1.72	1.76
13						58,136	59,488	60,840
						1.72	1.76	1.80
14							60,840	62,192
							1.80	1.84
15								63,544
								1.88

1/18/2017

Centennial

2016-2017
1.1

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	7.2
Planning Time:	48	48	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,750 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: (D)

Vertical Freeze: 86-87 Also Horiz.
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	School Ins.		.0029 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:	six or less used-one day reimb. @ sub rate in July				
PERSONAL	2			yes	sub rate/ea day unused
BEREAVEMENT	adm. disc.				
PROFESSIONAL	adm. disc.			yes	exp can be reimb.
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

CENTENNIAL								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,750	36,488	38,225	39,963	41,700	43,438	45,175	46,913
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	36,140	37,878	39,615	41,353	43,090	44,828	46,565	48,303
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,530	39,268	41,005	42,743	44,480	46,218	47,955	49,693
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	38,920	40,658	42,395	44,133	45,870	47,608	49,345	51,083
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	40,310	42,048	43,785	45,523	47,260	48,998	50,735	52,473
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	41,700	43,438	45,175	46,913	48,650	50,388	52,125	53,863
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		44,828	46,565	48,303	50,040	51,778	53,515	55,253
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		46,218	47,955	49,693	51,430	53,168	54,905	56,643
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			49,345	51,083	52,820	54,558	56,295	58,033
			1.42	1.47	1.52	1.57	1.62	1.67
10			50,735	52,473	54,210	55,948	57,685	59,423
			1.46	1.51	1.56	1.61	1.66	1.71
11				53,863	55,600	57,338	59,075	60,813
				1.55	1.60	1.65	1.70	1.75
12					56,990	58,728	60,465	62,203
					1.64	1.69	1.74	1.79
13						60,118	61,855	63,593
						1.73	1.78	1.83
14							63,245	64,983
							1.82	1.87
15								66,373
								1.91

1/18/2017

Central City

2016-2017
1.1

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:	6.63	6.63	6.48
Planning Time:	91	137	110
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,850

Index: 5 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 5(D)

Vertical Freeze: 85-86, 87-88

Rollback: 87-88 Last Step

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Ntl.		.0053 (+B)			
NON-PARTICIPANT						

Couple - Benefits 26.55 or 48.32 Ind or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: N

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

CENTRAL CITY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	32,850	34,164	35,478	36,792	38,106	39,420	40,734	42,048	43,362
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	34,493	35,807	37,121	38,435	39,749	41,063	42,377	43,691	45,005
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	36,135	37,449	38,763	40,077	41,391	42,705	44,019	45,333	46,647
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	37,778	39,092	40,406	41,720	43,034	44,348	45,662	46,976	48,290
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	39,420	40,734	42,048	43,362	44,676	45,990	47,304	48,618	49,932
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	41,063	42,377	43,691	45,005	46,319	47,633	48,947	50,261	51,575
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	42,705	44,019	45,333	46,647	47,961	49,275	50,589	51,903	53,217
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8		45,662	46,976	48,290	49,604	50,918	52,232	53,546	54,860
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9			48,618	49,932	51,246	52,560	53,874	55,188	56,502
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
10			50,261	51,575	52,889	54,203	55,517	56,831	58,145
			1.53	1.57	1.61	1.65	1.69	1.73	1.77
11				53,217	54,531	55,845	57,159	58,473	59,787
				1.62	1.66	1.70	1.74	1.78	1.82
12					56,174	57,488	58,802	60,116	61,430
					1.71	1.75	1.79	1.83	1.87
13					57,816	59,130	60,444	61,758	63,072
					1.76	1.80	1.84	1.88	1.92
14						60,773	62,087	63,401	64,715
						1.85	1.89	1.93	1.97
15							63,729	65,043	66,357
							1.94	1.98	2.02
16								66,686	68,000
								2.03	2.07
17									69,642
									2.12

03-04 grandfathered MA+36 stp 17

1/18/2017

Central Valley

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 34,300 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33
PPO:						
LIFE	Madison Nat'l	5.10				
LTD	Madison Nat'l	.00531(thru sal)				
NON-PARTICIPANT						

Couple - Benefits 57.57 or 95.26 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30			
Other Info:	$15/day after 30 accum				
PERSONAL	3				$90/day unused up to 2
BEREAVEMENT	5				
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES: Emergency - 2 days

CENTRAL VALLEY							
					MA		
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	34,300	36,015	37,730	39,445	41,160	42,875	44,590
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	35,672	37,387	39,102	40,817	42,532	44,247	45,962
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	37,044	38,759	40,474	42,189	43,904	45,619	47,334
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	38,416	40,131	41,846	43,561	45,276	46,991	48,706
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	39,788	41,503	43,218	44,933	46,648	48,363	50,078
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	41,160	42,875	44,590	46,305	48,020	49,735	51,450
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		44,247	45,962	47,677	49,392	51,107	52,822
		1.29	1.34	1.39	1.44	1.49	1.54
8			47,334	49,049	50,764	52,479	54,194
			1.38	1.43	1.48	1.53	1.58
9			48,706	50,421	52,136	53,851	55,566
			1.42	1.47	1.52	1.57	1.62
10				51,793	53,508	55,223	56,938
				1.51	1.56	1.61	1.66
11					54,880	56,595	58,310
					1.60	1.65	1.70
12						57,967	59,682
						1.69	1.74
13						58,482	60,025
						1.705	1.75
14							61,397
							1.79

1/18/2017

Centura

2016-2017
1.1

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
Planning Time:	45	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,300 Index: 4 x 5
Starting Salary: Entry Level Step: 0
Career Increments: N Experience Allowed: 7(D)
get up to 2 yrs exp on schedule for military service
Vertical Freeze: 90-91(MA9,MA18)
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Guardian		5.20			
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30	yes		
Other Info:					
PERSONAL	3			yes	EOY: sub rate/day
BEREAVEMENT	5				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

CENTURA

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
0	34,300	36,015	37,730	39,445	41,160	41,160	42,875	44,590	46,305	48,020
	1	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4
1	35,672	37,387	39,102	40,817	42,532	42,532	44,247	45,962	47,677	49,392
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
2	37,044	38,759	40,474	42,189	43,904	43,904	45,619	47,334	49,049	50,764
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
3	38,416	40,131	41,846	43,561	45,276	45,276	46,991	48,706	50,421	52,136
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
4	39,788	41,503	43,218	44,933	46,648	46,648	48,363	50,078	51,793	53,508
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
5	41,160	42,875	44,590	46,305	48,020	48,020	49,735	51,450	53,165	54,880
	1.2	1.25	1.3	1.35	1.4	1.4	1.45	1.5	1.55	1.6
6		44,247	45,962	47,677	49,392	49,392	51,107	52,822	54,537	56,252
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
7		45,619	47,334	49,049	50,764	50,764	52,479	54,194	55,909	57,624
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
8			48,706	50,421	52,136	52,136	53,851	55,566	57,281	58,996
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
9			50,078	51,793	53,508	53,508	55,223	56,938	58,653	60,368
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
10				53,165	54,880	54,880	56,595	58,310	60,025	61,740
				1.55	1.6	1.6	1.65	1.7	1.75	1.8
11				54,537	56,252	56,252	57,967	59,682	61,397	63,112
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
12					57,624	57,624	59,339	61,054	62,769	64,484
					1.68	1.68	1.73	1.78	1.83	1.88
13							60,711	62,426	64,141	65,856
							1.77	1.82	1.87	1.92
14								63,798	65,513	67,228
								1.86	1.91	1.96
15										68,600
										2

12-13: Shaded areas grandfathered

1/18/2017

Chadron

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.15	7	7
Planning Time:	90	45	45
Class Periods/Day:	4	9	
Normal Teaching Load:	3	8	

SALARY SCHEDULE

Base: 33,100 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1150D	516.76	956.05	1085.21	1457.17
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Madison Nat'l	2.18				
LTD	Madison Nat'l	.002 (thru sal)				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

COMMENTS:

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:	$50/day unused over 50				
PERSONAL	see sick lv.			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	see prof lv.				

SABBATICAL:

SEVERANCE PAY: Yes

OTHER LEAVES: Community Service-35 divid. betw. staff

OTHER DISTRICT POLICIES

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

CHADRON								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
Step								
1	33,100	34,590	36,079	37,569	39,058	40,548	42,037	43,527
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	34,590	36,079	37,569	39,058	40,548	42,037	43,527	45,016
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	36,079	37,569	39,058	40,548	42,037	43,527	45,016	46,506
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
4	37,569	39,058	40,548	42,037	43,527	45,016	46,506	47,995
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
5	39,058	40,548	42,037	43,527	45,016	46,506	47,995	49,485
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
6	40,548	42,037	43,527	45,016	46,506	47,995	49,485	50,974
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
7		43,527	45,016	46,506	47,995	49,485	50,974	52,464
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
8			46,506	47,995	49,485	50,974	52,464	53,953
			1.405	1.45	1.495	1.54	1.585	1.63
9				49,485	50,974	52,464	53,953	55,443
				1.495	1.54	1.585	1.63	1.675
10					52,464	53,953	55,443	56,932
					1.585	1.63	1.675	1.72
11					53,953	55,443	56,932	58,422
					1.63	1.675	1.72	1.765
12					55,443	56,932	58,422	59,911
					1.675	1.72	1.765	1.81
13						58,422	59,911	61,401
						1.765	1.81	1.855
14							61,401	62,890
							1.855	1.9
15								64,379
								1.945
16								65,869
								1.99

09-10 vertical index from 4.25 to 4.5; 06-07 longevity eliminated, BA is at step 5 & MA 27 is step 15

1/18/2017

Chambers

2016-2017
1.1

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

SALARY SCHEDULE

Base: 32,900

Index: 4 x 4

Starting Salary:

Entry Level Step: 0

Career Increments: N

Experience Allowed: 5(D)

Vertical Freeze:

Rollback:

Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Principal		.0042 (thru sal)			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:					
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION	from sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CHAMBERS							
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
Step							
0	32,900	34,216	35,532	36,848	38,164	39,480	40,796
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
1	34,216	35,532	36,848	38,164	39,480	40,796	42,112
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,532	36,848	38,164	39,480	40,796	42,112	43,428
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,848	38,164	39,480	40,796	42,112	43,428	44,744
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,164	39,480	40,796	42,112	43,428	44,744	46,060
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,480	40,796	42,112	43,428	44,744	46,060	47,376
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6		42,112	43,428	44,744	46,060	47,376	48,692
		1.28	1.32	1.36	1.40	1.44	1.48
7			44,744	46,060	47,376	48,692	50,008
			1.36	1.40	1.44	1.48	1.52
8				47,376	48,692	50,008	51,324
				1.44	1.48	1.52	1.56
9				48,692	50,008	51,324	52,640
				1.48	1.52	1.56	1.60
10				50,008	51,324	52,640	53,956
				1.52	1.56	1.60	1.64
11					52,640	53,956	55,272
					1.60	1.64	1.68
12						55,272	56,588
						1.68	1.72
13						56,588	57,904
						1.72	1.76

1/18/2017

Chase County

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	46	46	46
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,850 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 0
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	1150D	516.76	956.05	1085.21	1457.17	26.55 ea or 48.32 Ind Ea or Dep Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Madison Nat'l		.0027				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 450/900

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50			
Other Info:					
PERSONAL	4			yes	
BEREAVEMENT					admin discretion
PROFESSIONAL					admin discretion
ADOPTION	from sick lv				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

CHASE COUNTY SCHOOLS

Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	PHD
0	33,850	35,373	36,897	38,420	39,943	41,466	42,990	44,513	46,036
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	35,373	36,897	38,420	39,943	41,466	42,990	44,513	46,036	47,559
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	36,897	38,420	39,943	41,466	42,990	44,513	46,036	47,559	49,083
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	38,420	39,943	41,466	42,990	44,513	46,036	47,559	49,083	50,606
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	39,943	41,466	42,990	44,513	46,036	47,559	49,083	50,606	52,129
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	41,466	42,990	44,513	46,036	47,559	49,083	50,606	52,129	53,652
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		44,513	46,036	47,559	49,083	50,606	52,129	53,652	55,176
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			47,559	49,083	50,606	52,129	53,652	55,176	56,699
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			49,083	50,606	52,129	53,652	55,176	56,699	58,222
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				52,129	53,652	55,176	56,699	58,222	59,745
				1.54	1.585	1.63	1.675	1.72	1.765
10						56,699	58,222	59,745	61,269
						1.675	1.72	1.765	1.81
11							59,745	61,269	62,792
							1.765	1.81	1.855
12								62,792	64,315
								1.855	1.9

1/18/2017

Clarkson

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 34,100 Index: 4 x 4

Starting Salary: 34,100 Entry Level Step: 1

Career Increments: N Experience Allowed: 10

$1500 stipend may be offered to new hires

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	29.18 or 48.32 Sp or Dep Dental
HEALTH	BC/BS	150D/3500D	516.76	956.05	1085.21	1457.17	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	National Ins Co		.0045 (thru sal)				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 1

Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	depend.use-2;Sev.-unused days up to 30 at 1/2 sub. rate				
PERSONAL	2			yes	accum to 3
BEREAVEMENT	5				w/appr.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES: Hospital (10)

CLARKSON

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,100	35,464	36,828	38,192	39,556	39,556	40,920	42,284
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	35,464	36,828	38,192	39,556	40,920	40,920	42,284	43,648
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	36,828	38,192	39,556	40,920	42,284	42,284	43,648	45,012
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	38,192	39,556	40,920	42,284	43,648	43,648	45,012	46,376
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	39,556	40,920	42,284	43,648	45,012	45,012	46,376	47,740
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	40,920	42,284	43,648	45,012	46,376	46,376	47,740	49,104
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	42,284	43,648	45,012	46,376	47,740	47,740	49,104	50,468
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		45,012	46,376	47,740	49,104	49,104	50,468	51,832
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			47,740	49,104	50,468	50,468	51,832	53,196
			1.40	1.44	1.48	1.48	1.52	1.56
10			49,104	50,468	51,832	51,832	53,196	54,560
			1.44	1.48	1.52	1.52	1.56	1.60
11				51,832	53,196	53,196	54,560	55,924
				1.52	1.56	1.56	1.60	1.64
12					54,560	54,560	55,924	57,288
					1.60	1.60	1.64	1.68
13					55,924	55,924	57,288	58,652
					1.64	1.64	1.68	1.72
14							58,652	60,016
							1.72	1.76

1/18/2017

Cody-Kilgore

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,200 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: (D)

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:	Ind also rcv $50/mo annuity					
LIFE	Guardian	2.50				
LTD	Madison Nat'l	10.00				
NON-PARTICIPANT	$50/mo annuity					

COMMENTS:

Couple - Benefits 79.18 or 98.32 Sp/Dep Dental+Annuity

Deductible Reimbursement: Y 375/750

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 1

Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30	yes		
Other Info: PTO					
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	3			yes	
ADOPTION	30				
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

CODY-KILGORE

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	32,200	33,810	35,420	37,030	38,640	40,250	41,860
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	33,488	35,098	36,708	38,318	39,928	41,538	43,148
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	34,776	36,386	37,996	39,606	41,216	42,826	44,436
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	36,064	37,674	39,284	40,894	42,504	44,114	45,724
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	37,352	38,962	40,572	42,182	43,792	45,402	47,012
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6		40,250	41,860	43,470	45,080	46,690	48,300
		1.25	1.30	1.35	1.40	1.45	1.50
7		41,538	43,148	44,758	46,368	47,978	49,588
		1.29	1.34	1.39	1.44	1.49	1.54
8			44,436	46,046	47,656	49,266	50,876
			1.38	1.43	1.48	1.53	1.58
9				47,334	48,944	50,554	52,164
				1.47	1.52	1.57	1.62
10					50,232	51,842	53,452
					1.56	1.61	1.66
11						53,130	54,740
						1.65	1.70
12							56,028
							1.74

1/18/2017

Columbus

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 188 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:	44	84	30
Class Periods/Day:	4	9	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base: 35,880 Index: 4.7 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)

Vertical Freeze: 87-88
Rollback: 85-86 (2 Steps)
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 655
HEALTH	BC/BS	900D/2000D	562.95	562.95	562.95	562.95	Ea spouse
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: Fringe Benefit Stipend $65.50/mo COMMENTS:
LIFE Madison Nat'l 6.90 Deductible Reimbursement:
LTD
NON-PARTICIPANT $655 Cash

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	80	yes		
Other Info:	reimb. 1/2 sub pay/day to 40@retire				
PERSONAL	2			1-yes, 1-no	2 add'l days from Emergency L
BEREAVEMENT	5				add'l from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	by request				

SABBATICAL: Yes **SEVERANCE PAY:**
OTHER LEAVES: Jury, Military

OTHER DISTRICT POLICIES

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

COLUMBUS												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54
1	35,880	37,674	39,468	41,262	43,056	43,056	44,850	46,644	48,438	50,232	52,026	
	1.00	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45	
2	37,566	39,360	41,154	42,948	44,742	44,742	46,536	48,330	50,124	51,918	53,712	
	1.047	1.097	1.147	1.197	1.247	1.247	1.297	1.347	1.397	1.447	1.497	
3	39,253	41,047	42,841	44,635	46,429	46,429	48,223	50,017	51,811	53,605	55,399	
	1.094	1.144	1.194	1.244	1.294	1.294	1.344	1.394	1.444	1.494	1.544	
4	40,939	42,733	44,527	46,321	48,115	48,115	49,909	51,703	53,497	55,291	57,085	
	1.141	1.191	1.241	1.291	1.341	1.341	1.391	1.441	1.491	1.541	1.591	
5		44,419	46,213	48,007	49,801	49,801	51,595	53,389	55,183	56,977	58,771	
		1.238	1.288	1.338	1.388	1.388	1.438	1.488	1.538	1.588	1.638	
6			47,900	49,694	51,488	51,488	53,282	55,076	56,870	58,664	60,458	
			1.335	1.385	1.435	1.435	1.485	1.535	1.585	1.635	1.685	
7				51,380	53,174	53,174	54,968	56,762	58,556	60,350	62,144	
				1.432	1.482	1.482	1.532	1.582	1.632	1.682	1.732	
8				53,067	54,861	54,861	56,655	58,449	60,243	62,037	63,831	
				1.479	1.529	1.529	1.579	1.629	1.679	1.729	1.779	
9					56,547	56,547	58,341	60,135	61,929	63,723	65,517	
					1.576	1.576	1.626	1.676	1.726	1.776	1.826	
10					58,233	58,233	60,027	61,821	63,615	65,409	67,203	
					1.623	1.623	1.673	1.723	1.773	1.823	1.873	
11						59,920	61,714	63,508	65,302	67,096	68,890	
						1.67	1.72	1.77	1.82	1.87	1.92	
12								65,194	66,988	68,782	70,576	
								1.817	1.867	1.917	1.967	
13										70,468	72,262	74,056
										1.964	2.014	2.064
14											73,949	
											2.061	

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

1/18/2017

Conestoga

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 164

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	9	9	9
Length of Student Day:	8	8	7.75
Planning Time:	52	52	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,100

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: Y

Experience Allowed: 10

Vertical Freeze:

Rollback:

Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Principal	.0024				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	50	yes		
Other Info:	Unused:1/2 sub up to 50 days				
PERSONAL				1-yes, 1-no	
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

CONESTOGA

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	34,100	35,464	36,828	38,192	39,556	39,556	40,920	42,284	43,648
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	35,464	36,828	38,192	39,556	40,920	40,920	42,284	43,648	45,012
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32
3	36,828	38,192	39,556	40,920	42,284	42,284	43,648	45,012	46,376
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36
4	38,192	39,556	40,920	42,284	43,648	43,648	45,012	46,376	47,740
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40
5	39,556	40,920	42,284	43,648	45,012	45,012	46,376	47,740	49,104
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44
6	40,920	42,284	43,648	45,012	46,376	46,376	47,740	49,104	50,468
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
7		43,648	45,012	46,376	47,740	47,740	49,104	50,468	51,832
		1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52
8		45,012	46,376	47,740	49,104	49,104	50,468	51,832	53,196
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56
9			47,740	49,104	50,468	50,468	51,832	53,196	54,560
			1.40	1.44	1.48	1.48	1.52	1.56	1.60
10			49,104	50,468	51,832	51,832	53,196	54,560	55,924
			1.44	1.48	1.52	1.52	1.56	1.60	1.64
11				51,832	53,196	53,196	54,560	55,924	57,288
				1.52	1.56	1.56	1.60	1.64	1.68
12				53,196	54,560	54,560	55,924	57,288	58,652
				1.56	1.60	1.60	1.64	1.68	1.72
13					55,924	55,924	57,288	58,652	60,016
					1.64	1.64	1.68	1.72	1.76
14							58,652	60,016	61,380
							1.72	1.76	1.80
15								61,380	62,744
								1.80	1.84

Last step of MA+27 column receives an additional 1% to max of 2.00 index

1/18/2017

Cozad

2016-2017
3.1

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:	6.25	6.25	6
Planning Time:	95	95	95
Class Periods/Day:	7	7	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,600 Index: 4.75 x 4.25
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 86-87, 88-89(Adv)
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 26.55
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	Ind. Dent
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:	single vision $11.76/mo		COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD	National Ins.	.0029					
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

COZAD									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	33,600	35,028	36,456	37,884	39,312	40,740	42,168	43,596	45,024
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
2	35,196	36,624	38,052	39,480	40,908	42,336	43,764	45,192	46,620
	1.0475	1.09	1.1325	1.175	1.2175	1.26	1.3025	1.345	1.3875
3	36,792	38,220	39,648	41,076	42,504	43,932	45,360	46,788	48,216
	1.095	1.1375	1.18	1.2225	1.265	1.3075	1.35	1.3925	1.435
4	38,388	39,816	41,244	42,672	44,100	45,528	46,956	48,384	49,812
	1.1425	1.185	1.2275	1.27	1.3125	1.355	1.3975	1.44	1.4825
5	39,984	41,412	42,840	44,268	45,696	47,124	48,552	49,980	51,408
	1.19	1.2325	1.275	1.3175	1.36	1.4025	1.445	1.4875	1.53
6	41,580	43,008	44,436	45,864	47,292	48,720	50,148	51,576	53,004
	1.2375	1.28	1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775
7		44,604	46,032	47,460	48,888	50,316	51,744	53,172	54,600
		1.3275	1.37	1.4125	1.455	1.4975	1.54	1.5825	1.625
8			47,628	49,056	50,484	51,912	53,340	54,768	56,196
			1.4175	1.46	1.5025	1.545	1.5875	1.63	1.6725
9				50,652	52,080	53,508	54,936	56,364	57,792
				1.5075	1.55	1.5925	1.635	1.6775	1.72
10				52,248	53,676	55,104	56,532	57,960	59,388
				1.555	1.5975	1.64	1.6825	1.725	1.7675
11					55,272	56,700	58,128	59,556	60,984
					1.645	1.6875	1.73	1.7725	1.815
12					56,868	58,296	59,724	61,152	62,580
					1.6925	1.735	1.7775	1.82	1.8625
13							61,320	62,748	64,176
							1.825	1.8675	1.91
14									65,772
									1.9575

1/18/2017

Crawford

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
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	

SALARY SCHEDULE

Base: 32,800 Index: 4.5 x 4.5
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**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	770.83
HEALTH	BC/BS	600D					Cafeteria Plan
DENTAL	BC/BS	2					
PPO:	10% BC/BS surcharge						
LIFE	Principal	2.75					
LTD	Principal						
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
770.83	770.83

Options: H/A,Life, TSA,Cash

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	unused reimb @ $35day, max 45				
PERSONAL	3				days reimb @ per diem eoy
BEREAVEMENT	5				
PROFESSIONAL	See sick lv.				
ADOPTION	See sick lv.				
ASSOCIATION	4				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

CRAWFORD							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	32,800	34,276	35,752	37,228	37,966	38,704	40,180
	1.00	1.045	1.09	1.135	1.1575	1.18	1.225
2	34,276	35,752	37,228	38,704	39,442	40,180	41,656
	1.045	1.09	1.135	1.18	1.2025	1.225	1.27
3	35,752	37,228	38,704	40,180	40,918	41,656	43,132
	1.09	1.135	1.18	1.225	1.2475	1.27	1.315
4	37,228	38,704	40,180	41,656	42,394	43,132	44,608
	1.135	1.18	1.225	1.27	1.2925	1.315	1.36
5	38,704	40,180	41,656	43,132	43,870	44,608	46,084
	1.18	1.225	1.27	1.315	1.3375	1.36	1.405
6		41,656	43,132	44,608	45,346	46,084	47,560
		1.27	1.315	1.36	1.3825	1.405	1.45
7		43,132	44,608	46,084	46,822	47,560	49,036
		1.315	1.36	1.405	1.4275	1.45	1.495
8			46,084	47,560	48,298	49,036	50,512
			1.405	1.45	1.4725	1.495	1.54
9			47,560	49,036	49,774	50,512	51,988
			1.45	1.495	1.5175	1.54	1.585
10				50,512	51,250	51,988	53,464
				1.54	1.5625	1.585	1.63
11				51,988	52,726	53,464	54,940
				1.585	1.6075	1.63	1.675
12						54,940	56,416
						1.675	1.72
13						56,416	57,892
						1.72	1.765

1/18/2017

Creek Valley

2016-2017
1.1

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
Planning Time:	49	46	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,500

Index: 4.5 x 4.5

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 5 (D)

Vertical Freeze:

Rollback:

Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 29.18 or 48.32 Sp or Dep Dental
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO:

COMMENTS: dt pays $60/yr LTD

LIFE

Deductible Reimbursement:

LTD Madison Nat'l 5.00

NON-PARTICIPANT

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50			
Other Info:					
PERSONAL	3				
BEREAVEMENT					included in sick lv.
PROFESSIONAL					admin discretion
ADOPTION					
ASSOCIATION					

SABBATICAL:

OTHER LEAVES:

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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

CREEK VALLEY							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,500	35,008	36,515	38,023	39,530	41,038	42,545
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	35,008	36,515	38,023	39,530	41,038	42,545	44,053
	1.045	1.09	1.135	1.18	1.225	1.27	1.315
3	36,515	38,023	39,530	41,038	42,545	44,053	45,560
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	38,023	39,530	41,038	42,545	44,053	45,560	47,068
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	39,530	41,038	42,545	44,053	45,560	47,068	48,575
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	41,038	42,545	44,053	45,560	47,068	48,575	50,083
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7		44,053	45,560	47,068	48,575	50,083	51,590
		1.315	1.36	1.405	1.45	1.495	1.54
8		45,560	47,068	48,575	50,083	51,590	53,098
		1.36	1.405	1.45	1.495	1.54	1.585
9			48,575	50,083	51,590	53,098	54,605
			1.45	1.495	1.54	1.585	1.63
10			50,083	51,590	53,098	54,605	56,113
			1.495	1.54	1.585	1.63	1.675
11				53,098	54,605	56,113	57,620
				1.585	1.63	1.675	1.72
12				54,605	56,113	57,620	59,128
				1.63	1.675	1.72	1.765
13					57,620	59,128	60,635
					1.72	1.765	1.81
14					59,128	60,635	62,143
					1.765	1.81	1.855
15						62,143	63,650
						1.855	1.9
16						63,650	65,157
						1.9	1.945
17							66,665
							1.99
18							68,172
							2.035

1/18/2017

Creighton

2016-2017
1.1

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: 33,600
Index: 4 x 4.5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 5
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	1	24.64	24.64	24.64	24.64
PPO:						
LIFE	Fortis	0.90				
LTD	Fortis	.0016				
NON-PARTICIPANT						

Couple - Benefits 27.09 or 44.85 Sp or Dep. Dental

COMMENTS: LTD-District pays 1/2 insurance
Deductible Reimbursement: N

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:	with approval				
PERSONAL	2			yes	
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

CREIGHTON							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,600	35,112	36,624	38,136	39,648	41,160	42,672
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	34,944	36,456	37,968	39,480	40,992	42,504	44,016
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	36,288	37,800	39,312	40,824	42,336	43,848	45,360
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	37,632	39,144	40,656	42,168	43,680	45,192	46,704
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	38,976	40,488	42,000	43,512	45,024	46,536	48,048
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	40,320	41,832	43,344	44,856	46,368	47,880	49,392
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7		43,176	44,688	46,200	47,712	49,224	50,736
		1.285	1.33	1.375	1.42	1.465	1.51
8		44,520	46,032	47,544	49,056	50,568	52,080
		1.325	1.37	1.415	1.46	1.505	1.55
9			47,376	48,888	50,400	51,912	53,424
			1.41	1.455	1.5	1.545	1.59
10				50,232	51,744	53,256	54,768
				1.495	1.54	1.585	1.63
11				51,576	53,088	54,600	56,112
				1.535	1.58	1.625	1.67
12					54,432	55,944	57,456
					1.62	1.665	1.71
13					55,776	57,288	58,800
					1.66	1.705	1.75
14						58,632	60,144
						1.745	1.79
15							61,488
							1.83
16							62,832
							1.87
17							64,176
							1.91
18							65,520
							1.95

1/18/2017

Crete

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.42	6.75	6.68
Planning Time:	104	104	50
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,245

Index: 4.5 x 4.5

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	855.39
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39	Each spouse
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: Ind+$265.89, Ee/C+$140.72

COMMENTS:

LIFE

Deductible Reimbursement:

LTD Fortis .0031 (thru sal)

NON-PARTICIPANT $516.67 in lieu

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

CRETE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	34,245	35,786	37,327	38,868		40,409	41,950	43,491	45,032	46,573
	1.00	1.045	1.09	1.135		1.18	1.225	1.27	1.315	1.36
2	35,786	37,327	38,868	40,409		41,950	43,491	45,032	46,573	48,114
	1.045	1.09	1.135	1.18		1.225	1.27	1.315	1.36	1.405
3	37,327	38,868	40,409	41,950		43,491	45,032	46,573	48,114	49,655
	1.09	1.135	1.18	1.225		1.27	1.315	1.36	1.405	1.45
4	38,868	40,409	41,950	43,491		45,032	46,573	48,114	49,655	51,196
	1.135	1.18	1.225	1.27		1.315	1.36	1.405	1.45	1.495
5	40,409	41,950	43,491	45,032		46,573	48,114	49,655	51,196	52,737
	1.18	1.225	1.27	1.315		1.36	1.405	1.45	1.495	1.54
6	41,950	43,491	45,032	46,573		48,114	49,655	51,196	52,737	54,278
	1.225	1.27	1.315	1.36		1.405	1.45	1.495	1.54	1.585
7		45,032	46,573	48,114		49,655	51,196	52,737	54,278	55,819
		1.315	1.36	1.405		1.45	1.495	1.54	1.585	1.63
8			48,114	49,655		51,196	52,737	54,278	55,819	57,360
			1.405	1.45		1.495	1.54	1.585	1.63	1.675
9			49,655	51,196		52,737	54,278	55,819	57,360	58,901
			1.45	1.495		1.54	1.585	1.63	1.675	1.72
10				52,737		54,278	55,819	57,360	58,901	60,442
				1.54		1.585	1.63	1.675	1.72	1.765
11					55,819	55,819	57,360	58,901	60,442	61,983
					1.63	1.63	1.675	1.72	1.765	1.81
12					57,360	57,360	58,901	60,442	61,983	63,524
					1.675	1.675	1.72	1.765	1.81	1.855
13							60,442	61,983	63,524	65,065
							1.765	1.81	1.855	1.9
14, 15, 16									65,065	66,607
									1.9	1.945
17										68,148
										1.99

08-09 BA36 column closed to new entrants

1/18/2017

Crofton

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.15	7.15	7.33
Planning Time:	90	90	90
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

Base: 33,650 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 5

Vertical Freeze: 86-87;92-93
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:	Singles recv $217.47 403b		COMMENTS:			
LIFE	Principal Life	5.13				
LTD	Principal Life	9.00				
NON-PARTICIPANT	$769.28 Cash					

Couple - Benefits 769.28

Cash

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	4			yes	$50/day unused reimb
BEREAVEMENT	2				
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

CROFTON							
					BA+36	BA+48	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,650	34,996	36,342	37,688	39,034	40,380	41,726
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,996	36,342	37,688	39,034	40,380	41,726	43,072
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,342	37,688	39,034	40,380	41,726	43,072	44,418
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,688	39,034	40,380	41,726	43,072	44,418	45,764
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,034	40,380	41,726	43,072	44,418	45,764	47,110
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		41,726	43,072	44,418	45,764	47,110	48,456
		1.24	1.28	1.32	1.36	1.40	1.44
7			44,418	45,764	47,110	48,456	49,802
			1.32	1.36	1.40	1.44	1.48
8				47,110	48,456	49,802	51,148
				1.40	1.44	1.48	1.52
9				48,456	49,802	51,148	52,494
				1.44	1.48	1.52	1.56
10				49,802	51,148	52,494	53,840
				1.48	1.52	1.56	1.60
11				51,148	52,494	53,840	55,186
				1.52	1.56	1.60	1.64
12					53,840	55,186	56,532
					1.60	1.64	1.68
13					55,186	56,532	57,878
					1.64	1.68	1.72
14					56,532	57,878	59,224
					1.68	1.72	1.76
15					57,878	59,224	60,570
					1.72	1.76	1.80
16						60,570	61,916
						1.80	1.84
17						61,243	63,262
						1.82	1.88
18							63,935
							1.90

1/18/2017

Cross County

2016-2017
3.1

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:	6.68	6.68	6.5
Planning Time:	45	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,200 Index: 4 x 5
Starting Salary: 34,200 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l	.0030				
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.375
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	15	45	Yes		
Other Info:	$20/day above 40 (5 days max.)				
PERSONAL	2			Yes	accum to 4
BEREAVEMENT	2				add'l from sick or personal lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES: Jury

CROSS COUNTY								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,200	35,910	37,620	39,330	41,040	42,750	44,460	46,170
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	35,568	37,278	38,988	40,698	42,408	44,118	45,828	47,538
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	36,936	38,646	40,356	42,066	43,776	45,486	47,196	48,906
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	38,304	40,014	41,724	43,434	45,144	46,854	48,564	50,274
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,672	41,382	43,092	44,802	46,512	48,222	49,932	51,642
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	41,040	42,750	44,460	46,170	47,880	49,590	51,300	53,010
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		44,118	45,828	47,538	49,248	50,958	52,668	54,378
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		45,486	47,196	48,906	50,616	52,326	54,036	55,746
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			48,564	50,274	51,984	53,694	55,404	57,114
			1.42	1.47	1.52	1.57	1.62	1.67
10			49,932	51,642	53,352	55,062	56,772	58,482
			1.46	1.51	1.56	1.61	1.66	1.71
11			51,300	53,010	54,720	56,430	58,140	59,850
			1.50	1.55	1.60	1.65	1.70	1.75
12				54,378	56,088	57,798	59,508	61,218
				1.59	1.64	1.69	1.74	1.79
13				55,746	57,456	59,166	60,876	62,586
				1.63	1.68	1.73	1.78	1.83
14					58,824	60,534	62,244	63,954
					1.72	1.77	1.82	1.87
15								65,322
								1.91

1/18/2017

David City

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 187 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.37	6.37	5.83
Planning Time:	47	47	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,000 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

Couple - Benefits
29.18 or 48.32
Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan
Individ. Depend.
Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:	$15/day up to 20 after 5 yrs				
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	FMLA				see sick lv.
ASSOCIATION	2 (adm. disc.)				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

DAVID CITY

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,000	35,700	37,400	39,100	40,800	42,500	44,200	45,900
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	35,360	37,060	38,760	40,460	42,160	43,860	45,560	47,260
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	36,720	38,420	40,120	41,820	43,520	45,220	46,920	48,620
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	38,080	39,780	41,480	43,180	44,880	46,580	48,280	49,980
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,440	41,140	42,840	44,540	46,240	47,940	49,640	51,340
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	40,800	42,500	44,200	45,900	47,600	49,300	51,000	52,700
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	42,160	43,860	45,560	47,260	48,960	50,660	52,360	54,060
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	43,520	45,220	46,920	48,620	50,320	52,020	53,720	55,420
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		46,580	48,280	49,980	51,680	53,380	55,080	56,780
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			49,640	51,340	53,040	54,740	56,440	58,140
			1.46	1.51	1.56	1.61	1.66	1.71
11				52,700	54,400	56,100	57,800	59,500
				1.55	1.60	1.65	1.70	1.75
12					55,760	57,460	59,160	60,860
					1.64	1.69	1.74	1.79
13						58,820	60,520	62,220
						1.73	1.78	1.83
14							61,880	63,580
							1.82	1.87

1/18/2017

Deshler

2016-2017
1.1

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: 33,300 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:						
LIFE						
LTD	Amer. Fidelity		5.00			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	Over 45 up to 10 at 1/4 day rate EOY				
PERSONAL	2			yes	accum to 3
BEREAVEMENT	5				per occur./immed family+5 from
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

DESHLER						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	33,300	34,632	35,964	37,296	38,628	39,960
	1.00	1.04	1.08	1.12	1.16	1.2
2	34,799	36,131	37,463	38,795	40,127	41,459
	1.045	1.085	1.125	1.165	1.205	1.245
3	36,297	37,629	38,961	40,293	41,625	42,957
	1.09	1.13	1.17	1.21	1.25	1.29
4	37,796	39,128	40,460	41,792	43,124	44,456
	1.135	1.175	1.215	1.255	1.295	1.335
5	39,294	40,626	41,958	43,290	44,622	45,954
	1.18	1.22	1.26	1.3	1.34	1.38
6		42,125	43,457	44,789	46,121	47,453
		1.265	1.305	1.345	1.385	1.425
7		43,623	44,955	46,287	47,619	48,951
		1.31	1.35	1.39	1.43	1.47
8			46,454	47,786	49,118	50,450
			1.395	1.435	1.475	1.515
9				49,284	50,616	51,948
				1.48	1.52	1.56
10				50,783	52,115	53,447
				1.525	1.565	1.605
11					53,613	54,945
					1.61	1.65
12					55,112	56,444
					1.655	1.695
13					56,610	57,942
					1.7	1.74
14					57,359	59,441
					1.7225	1.785

1/18/2017

Diller-Odell

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 34,050 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 7

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Guardian		4.80			
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

Cafeteria Plan
Individ. Depend.
Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	Yes		
Other Info:	sep after 10 yrs $25/day up to 60 days				
PERSONAL	2			Yes	trade 5 sick for 1 add'l personal
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	3				
ADOPTION	30				w/approv., from sick lv
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Yes

OTHER LEAVES:

DILLER-ODELL

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,050	35,412	36,774	38,136	38,817	39,498	40,860	42,222
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	35,412	36,774	38,136	39,498	40,179	40,860	42,222	43,584
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	36,774	38,136	39,498	40,860	41,541	42,222	43,584	44,946
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	38,136	39,498	40,860	42,222	42,903	43,584	44,946	46,308
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	39,498	40,860	42,222	43,584	44,265	44,946	46,308	47,670
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	40,860	42,222	43,584	44,946	45,627	46,308	47,670	49,032
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	42,222	43,584	44,946	46,308	46,989	47,670	49,032	50,394
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8	43,584	44,946	46,308	47,670	48,351	49,032	50,394	51,756
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		46,308	47,670	49,032	49,713	50,394	51,756	53,118
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			49,032	50,394	51,075	51,756	53,118	54,480
			1.44	1.48	1.50	1.52	1.56	1.60
11				51,756	52,437	53,118	54,480	55,842
				1.52	1.54	1.56	1.60	1.64
12					53,799	54,480	55,842	57,204
					1.58	1.60	1.64	1.68
13					55,161	55,842	57,204	58,566
					1.62	1.64	1.68	1.72
14								59,928
								1.76
15								61,290
								1.80

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.

1/18/2017

Doniphan-Trumbull

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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	

SALARY SCHEDULE

Base: 34,150 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 11

Vertical Freeze: 98-99, 05-06
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Companion	1.14				
LTD	Principal	.0042 (thru sal)				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	11	45	Yes		
Other Info:	pd. 25% of daily rate over 45 days @ EOY (11 days annual lv)				
PERSONAL	2			yes	
BEREAVEMENT					from annual lv.
PROFESSIONAL					as assigned
ADOPTION					from annual leave
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** No

OTHER LEAVES: Emergency Lv from annual

DONIPHAN-TRUMBULL									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	34,150	35,858	37,565	39,273	40,980	41,663	42,688	44,395	46,103
	1.00	1.05	1.10	1.15	1.20	1.22	1.25	1.30	1.35
2	35,516	37,224	38,931	40,639	42,346	43,029	44,054	45,761	47,469
	1.04	1.09	1.14	1.19	1.24	1.26	1.29	1.34	1.39
3	36,882	38,590	40,297	42,005	43,712	44,395	45,420	47,127	48,835
	1.08	1.13	1.18	1.23	1.28	1.30	1.33	1.38	1.43
4	38,248	39,956	41,663	43,371	45,078	45,761	46,786	48,493	50,201
	1.12	1.17	1.22	1.27	1.32	1.34	1.37	1.42	1.47
5	39,614	41,322	43,029	44,737	46,444	47,127	48,152	49,859	51,567
	1.16	1.21	1.26	1.31	1.36	1.38	1.41	1.46	1.51
6		42,688	44,395	46,103	47,810	48,493	49,518	51,225	52,933
		1.25	1.30	1.35	1.40	1.42	1.45	1.50	1.55
7		44,054	45,761	47,469	49,176	49,859	50,884	52,591	54,299
		1.29	1.34	1.39	1.44	1.46	1.49	1.54	1.59
8			47,127	48,835	50,542	51,225	52,250	53,957	55,665
			1.38	1.43	1.48	1.50	1.53	1.58	1.63
9			48,493	50,201	51,908	52,591	53,616	55,323	57,031
			1.42	1.47	1.52	1.54	1.57	1.62	1.67
10				51,567	53,274	53,957	54,982	56,689	58,397
				1.51	1.56	1.58	1.61	1.66	1.71
11				52,933	54,640	55,323	56,348	58,055	59,763
				1.55	1.60	1.62	1.65	1.70	1.75
12					56,006	56,689	57,714	59,421	61,129
					1.64	1.66	1.69	1.74	1.79
13					57,372	58,055	59,080	60,787	62,495
					1.68	1.70	1.73	1.78	1.83
14							60,446	62,153	63,861
							1.77	1.82	1.87
15							61,812	63,519	65,227
							1.81	1.86	1.91

1/18/2017

Dorchester

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 34,750 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 87-88; 00-01
Rollback: 87-88; 00-01
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Principal		3.15			
LTD	Principal		11.14			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:					
PERSONAL	2			no	acc. to 5;add'l. w/appr. and sub
BEREAVEMENT	5				
PROFESSIONAL	2			yes	exp can be reimb.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DORCHESTER								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,750	36,140	37,530	38,920	40,310	40,310	41,700	43,090
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	36,140	37,530	38,920	40,310	41,700	41,700	43,090	44,480
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	37,530	38,920	40,310	41,700	43,090	43,090	44,480	45,870
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	38,920	40,310	41,700	43,090	44,480	44,480	45,870	47,260
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	40,310	41,700	43,090	44,480	45,870	45,870	47,260	48,650
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	41,700	43,090	44,480	45,870	47,260	47,260	48,650	50,040
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		44,480	45,870	47,260	48,650	48,650	50,040	51,430
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		45,870	47,260	48,650	50,040	50,040	51,430	52,820
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			48,650	50,040	51,430	51,430	52,820	54,210
			1.40	1.44	1.48	1.48	1.52	1.56
10				51,430	52,820	52,820	54,210	55,600
				1.48	1.52	1.52	1.56	1.60
11					54,210	54,210	55,600	56,990
					1.56	1.56	1.60	1.64
12						55,600	56,990	58,380
						1.60	1.64	1.68
13							58,380	59,770
							1.68	1.72
14								61,160
								1.76

1/18/2017

Douglas County West

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	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	

SALARY SCHEDULE

Base: 34,300 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 8

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/2000D	562.95	562.95	562.95	562.95
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Guardian	6.25				
LTD	Madison Nat'l	.003				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 755.42

flat salary

Cafeteria Plan

Individ.	Depend.
165.92	165.92

Options: added to salary

IRS 125:
Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: Ind 1650D

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60			
Other Info:	$50/day over 60				
PERSONAL	2				accum. to 5
BEREAVEMENT	5				3 days for near relative, 1 day e
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	4				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: emergency

DOUGLAS COUNTY WEST										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	34,300	35,672	37,044	38,416	39,788	39,788	41,160	42,532	43,904	45,276
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32
2	35,672	37,044	38,416	39,788	41,160	41,160	42,532	43,904	45,276	46,648
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32	1.36
3	37,044	38,416	39,788	41,160	42,532	42,532	43,904	45,276	46,648	48,020
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36	1.40
4	38,416	39,788	41,160	42,532	43,904	43,904	45,276	46,648	48,020	49,392
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40	1.44
5	39,788	41,160	42,532	43,904	45,276	45,276	46,648	48,020	49,392	50,764
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44	1.48
6	41,160	42,532	43,904	45,276	46,648	46,648	48,020	49,392	50,764	52,136
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52
7	42,532	43,904	45,276	46,648	48,020	48,020	49,392	50,764	52,136	53,508
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52	1.56
8		45,276	46,648	48,020	49,392	49,392	50,764	52,136	53,508	54,880
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56	1.60
9			48,020	49,392	50,764	50,764	52,136	53,508	54,880	56,252
			1.40	1.44	1.48	1.48	1.52	1.56	1.60	1.64
10			49,392	50,764	52,136	52,136	53,508	54,880	56,252	57,624
			1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68
11				52,136	53,508	53,508	54,880	56,252	57,624	58,996
				1.52	1.56	1.56	1.60	1.64	1.68	1.72
12					54,880	54,880	56,252	57,624	58,996	60,368
					1.60	1.60	1.64	1.68	1.72	1.76
13					56,252	56,252	57,624	58,996	60,368	61,740
					1.64	1.64	1.68	1.72	1.76	1.80
14					57,624	57,624	58,996	60,368	61,740	63,112
					1.68	1.68	1.72	1.76	1.80	1.84
15								61,740	63,112	64,484
								1.80	1.84	1.88
16										65,856
										1.92

1/18/2017

Dundy County

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.20	7.15
Planning Time:	48	44	44
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,100 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback: 91-92 (1 stp)
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534..80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 26.55

Ind. Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	40	no		
Other Info:	$25/day over 28 EOY				
PERSONAL	3			yes	accum. 4; buyback max of 2/yr
BEREAVEMENT	5				
PROFESSIONAL	2			yes	travel pd ($100-$200)
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

DUNDY CO.								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,100	35,464	36,828	38,192	39,556	39,556	40,920	42,284
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	35,464	36,828	38,192	39,556	40,920	40,920	42,284	43,648
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	36,828	38,192	39,556	40,920	42,284	42,284	43,648	45,012
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	38,192	39,556	40,920	42,284	43,648	43,648	45,012	46,376
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	39,556	40,920	42,284	43,648	45,012	45,012	46,376	47,740
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	40,920	42,284	43,648	45,012	46,376	46,376	47,740	49,104
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	42,284	43,648	45,012	46,376	47,740	47,740	49,104	50,468
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		45,012	46,376	47,740	49,104	49,104	50,468	51,832
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			47,740	49,104	50,468	50,468	51,832	53,196
			1.40	1.44	1.48	1.48	1.52	1.56
10				50,468	51,832	51,832	53,196	54,560
				1.48	1.52	1.52	1.56	1.60
11				51,832	53,196	53,196	54,560	55,924
				1.52	1.56	1.56	1.60	1.64
12					54,560	54,560	55,924	57,288
					1.60	1.60	1.64	1.68
13						55,924	57,288	58,652
						1.64	1.68	1.72
14							58,652	60,016
							1.72	1.76
15							60,016	61,380
							1.76	1.80
16								62,744
								1.84

1/18/2017

East Butler

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 190

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	6.5	6.5	7
Length of Student Day:	6.5	6.5	6.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,842

Index: 4.5 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l	.0029				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement: N

Couple - Benefits

29.18 or 48.32
Sp or Dep. Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	Yes		
Other Info:	Pd $25/day up to 6 unused days				
PERSONAL	2			yes	acc. to 3
BEREAVEMENT	3				
PROFESSIONAL	1			yes	add'l. w/appr.
ADOPTION					
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

EAST BUTLER 2016-17

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	PHD
1	34,842	36,236	37,629	39,023	40,417	41,810	43,204	44,598	45,991
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32
2	36,410	37,804	39,197	40,591	41,985	43,378	44,772	46,166	47,559
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325	1.365
3	37,978	39,371	40,765	42,159	43,553	44,946	46,340	47,734	49,127
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
4	39,546	40,939	42,333	43,727	45,120	46,514	47,908	49,301	50,695
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455
5	41,114	42,507	43,901	45,295	46,688	48,082	49,476	50,869	52,263
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46	1.5
6	42,681	44,075	45,469	46,862	48,256	49,650	51,044	52,437	53,831
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505	1.545
7	44,249	45,643	47,037	48,430	49,824	51,218	52,611	54,005	55,399
	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
8		47,211	48,605	49,998	51,392	52,786	54,179	55,573	56,967
		1.355	1.395	1.435	1.475	1.515	1.555	1.595	1.635
9			50,172	51,566	52,960	54,354	55,747	57,141	58,535
			1.44	1.48	1.52	1.56	1.6	1.64	1.68
10				53,134	54,528	55,921	57,315	58,709	60,102
				1.525	1.565	1.605	1.645	1.685	1.725
11				54,702	56,096	57,489	58,883	60,277	61,670
				1.57	1.61	1.65	1.69	1.73	1.77
12					57,664	59,057	60,451	61,845	63,238
					1.655	1.695	1.735	1.775	1.815
13					59,231	60,625	62,019	63,412	64,806
					1.7	1.74	1.78	1.82	1.86
14						62,193	63,587	64,980	66,374
						1.785	1.825	1.865	1.905
15							65,155	66,548	67,942
							1.87	1.91	1.95
16								68,116	69,510
								1.955	1.995
17									71,078
									2.04

1/18/2017

Elba

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 177 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,300 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 30.73
HEALTH	BC/BS	900D/3500D	528.79	711.62	1110.46	1491.07	Cash
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33	

PPO: 16-17: Swtich from 1150D to 900/3 COMMENTS:
LIFE
LTD National Ins .0069
NON-PARTICIPANT $30.73 Cash

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	35	yes		
Other Info:	reimb. $15/day max 12 days				
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**
OTHER LEAVES:

ELBA

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	32,300	33,915	35,530	37,145	38,760	38,760	40,375	41,990
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	33,592	35,207	36,822	38,437	40,052	40,052	41,667	43,282
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	34,884	36,499	38,114	39,729	41,344	41,344	42,959	44,574
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	36,176	37,791	39,406	41,021	42,636	42,636	44,251	45,866
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	37,468	39,083	40,698	42,313	43,928	43,928	45,543	47,158
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	38,760	40,375	41,990	43,605	45,220	45,220	46,835	48,450
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7		41,667	43,282	44,897	46,512	46,512	48,127	49,742
		1.29	1.34	1.39	1.44	1.44	1.49	1.54
8			44,574	46,189	47,804	47,804	49,419	51,034
			1.38	1.43	1.48	1.48	1.53	1.58
9				47,481	49,096	49,096	50,711	52,326
				1.47	1.52	1.52	1.57	1.62
10					50,388	50,388	52,003	53,618
					1.56	1.56	1.61	1.66
11							53,295	54,910
							1.65	1.70

1/18/2017

Elgin

2016-2017
1.1

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	7.25
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,300 Index: 4 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze: 89-90
Rollback: 88-89
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Principal	.0040				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	40	yes		
Other Info:	Incentive: Over 40 days at 1/2 sub rate				
PERSONAL	2			no	
BEREAVEMENT	3				from sick lv
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELGIN

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,300	34,799	36,297	37,796	39,294	40,793	42,291	43,790
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	34,632	36,131	37,629	39,128	40,626	42,125	43,623	45,122
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	35,964	37,463	38,961	40,460	41,958	43,457	44,955	46,454
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	37,296	38,795	40,293	41,792	43,290	44,789	46,287	47,786
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	38,628	40,127	41,625	43,124	44,622	46,121	47,619	49,118
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		41,459	42,957	44,456	45,954	47,453	48,951	50,450
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			44,289	45,788	47,286	48,785	50,283	51,782
			1.33	1.375	1.42	1.465	1.51	1.555
8			45,621	47,120	48,618	50,117	51,615	53,114
			1.37	1.415	1.46	1.505	1.55	1.595
9				48,452	49,950	51,449	52,947	54,446
				1.455	1.5	1.545	1.59	1.635
10				49,784	51,282	52,781	54,279	55,778
				1.495	1.54	1.585	1.63	1.675
11						54,113	55,611	57,110
						1.625	1.67	1.715

1/18/2017

Elkhorn

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 190 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	53	43	varies
Class Periods/Day:	7	8	
Normal Teaching Load:	5.5	6.5	

SALARY SCHEDULE

Base: 33,590 Index: 4 x 5
Starting Salary: 36,277 Entry Level Step: 1*
Career Increments: N Experience Allowed: all
*stp 1 is 1.08
Vertical Freeze: 90-91,00-01
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	Carrier	Option	Amount Paid by District				Couple - Benefits
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	474.44
HEALTH	BC/BS	900D/3500D	562.95	993.62	1120.27	1484.95	CIL
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: ind also recv $106.75 COMMENTS:
LIFE Madison Nat'l 2.40 Deductible Reimbursement:
LTD CNA .0018 (thru sal)
NON-PARTICIPANT $474.44 Cash, 1st yr

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	15 days if 97-98 was 1st yr. employed				
PERSONAL	2			yes	accum to 4
BEREAVEMENT	4				4-family;2-non-family
PROFESSIONAL	unl.			yes	
ADOPTION	42				from Sick Lv.
ASSOCIATION					

SABBATICAL: Yes **SEVERANCE PAY:**
OTHER LEAVES: Extended

OTHER DISTRICT POLICIES

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

ELKHORN

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
BASE	33,590									
	1.00									
A	36,277	37,957	39,636	41,316	42,995	42,995	44,675	46,354	48,034	49,713
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
B	37,621	39,300	40,980	42,659	44,339	44,339	46,018	47,698	49,377	51,057
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
C	38,964	40,644	42,323	44,003	45,682	45,682	47,362	49,041	50,721	52,400
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
D	40,308	41,988	43,667	45,347	47,026	47,026	48,706	50,385	52,065	53,744
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
E		43,331	45,011	46,690	48,370	48,370	50,049	51,729	53,408	55,088
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
F		44,675	46,354	48,034	49,713	49,713	51,393	53,072	54,752	56,431
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
G		46,018	47,698	49,377	51,057	51,057	52,736	54,416	56,095	57,775
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
H			49,041	50,721	52,400	52,400	54,080	55,759	57,439	59,118
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
I			50,385	52,065	53,744	53,744	55,424	57,103	58,783	60,462
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
J			51,729	53,408	55,088	55,088	56,767	58,447	60,126	61,806
			1.54	1.59	1.64	1.64	1.69	1.74	1.79	1.84
K				54,752	56,431	56,431	58,111	59,790	61,470	63,149
				1.63	1.68	1.68	1.73	1.78	1.83	1.88
L					57,775	57,775	59,454	61,134	62,813	64,493
					1.72	1.72	1.77	1.82	1.87	1.92
M					59,118	59,118	60,798	62,477	64,157	65,836
					1.76	1.76	1.81	1.86	1.91	1.96
N					60,462	60,462	62,142	63,821	65,501	67,180
					1.80	1.80	1.85	1.90	1.95	2.00
O								65,165	66,844	68,524
								1.94	1.99	2.04
P									67,180	69,867
									2.00	2.08
Q									67,516	71,211
									2.01	2.12
R										71,547
										2.13
S										71,883
										2.14

10-11 BA36 Grandfathered; 15-16 New longevity step added on MA27 & MA36 each year through 2019-2020

1/18/2017

Elkhorn Valley

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 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:	49	49	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,000 Index: 4 x 4.5
Starting Salary: 36,720 Entry Level Step: 3
Career Increments: N Experience Allowed: all
BA+45 and BA+54 available if employed 1986-87
Vertical Freeze: 88-89,89-90
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp or Dep Dental
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO:
COMMENTS:
LIFE
Deductible Reimbursement:
LTD Principal .0052 (thru sal)
NON-PARTICIPANT

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

SABBATICAL: No **SEVERANCE PAY:**
OTHER LEAVES:

OTHER DISTRICT POLICIES

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

ELKHORN VALLEY

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+54	MA	MA+9	MA+18
1	34,000	35,530	37,060	38,590	40,120	43,180	40,120	41,650	43,180
	1.00	1.045	1.09	1.135	1.18	1.27	1.18	1.225	1.27
2	35,360	36,890	38,420	39,950	41,480	44,540	41,480	43,010	44,540
	1.04	1.085	1.13	1.175	1.22	1.31	1.22	1.265	1.31
3	36,720	38,250	39,780	41,310	42,840	45,900	42,840	44,370	45,900
	1.08	1.125	1.17	1.215	1.26	1.35	1.26	1.305	1.35
4	38,080	39,610	41,140	42,670	44,200	47,260	44,200	45,730	47,260
	1.12	1.165	1.21	1.255	1.3	1.39	1.3	1.345	1.39
5	39,440	40,970	42,500	44,030	45,560	48,620	45,560	46,529	48,620
	1.16	1.205	1.25	1.295	1.34	1.43	1.34	1.3685	1.43
6		42,330	43,860	45,390	46,920	49,980	46,920	48,450	49,980
		1.245	1.29	1.335	1.38	1.47	1.38	1.425	1.47
7		43,690	45,220	46,750	48,280	51,340	48,280	49,810	51,340
		1.285	1.33	1.375	1.42	1.51	1.42	1.465	1.51
8			46,580	48,110	49,640	52,700	49,640	51,170	52,700
			1.37	1.415	1.46	1.55	1.46	1.505	1.55
9				49,470	51,000	54,060	51,000	52,530	54,060
				1.455	1.5	1.59	1.5	1.545	1.59
10					52,360	55,420	52,360	53,890	55,420
					1.54	1.63	1.54	1.585	1.63
11					53,720	56,780	53,720	55,250	56,780
					1.58	1.67	1.58	1.625	1.67
12						58,140	55,080	56,610	58,140
						1.71	1.62	1.665	1.71
13						59,500	56,440	57,970	59,500
						1.75	1.66	1.705	1.75
14								59,330	60,860
								1.745	1.79
15									62,220
									1.83

BA54 available only to those employed during 86-87 school ; New hires with no experience start on Step 3.

1/18/2017

Elm Creek

2016-2017
1.1

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	6.5
Planning Time:	48	48	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,925 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 8

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	530
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	Cash
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD	Principal	.0039					
NON-PARTICIPANT	$530 Cash						

Cafeteria Plan

Individ. Depend.

Options: TSA/Cash

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

ELM CREEK

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 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		43,424	44,781	46,138	47,495	48,852	50,209	51,566
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			46,138	47,495	48,852	50,209	51,566	52,923
			1.36	1.40	1.44	1.48	1.52	1.56
9				48,852	50,209	51,566	52,923	54,280
				1.44	1.48	1.52	1.56	1.60
10				50,209	51,566	52,923	54,280	55,637
				1.48	1.52	1.56	1.60	1.64
11					52,923	54,280	55,637	56,994
					1.56	1.60	1.64	1.68
12					54,280	55,637	56,994	58,351
					1.60	1.64	1.68	1.72
13						56,994	58,351	59,708
						1.68	1.72	1.76
14							59,708	61,065
							1.76	1.80
15								62,422
								1.84

09-10 BA45 removed, teachers grandfathered

1/18/2017

Elmwood-Murdock

2016-2017
1.1

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

SALARY SCHEDULE

Base: 34,175 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:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55

PPO:
LIFE Horace Mann S-2.05/F-4.12
LTD Madison Nat'l .004
NON-PARTICIPANT $166.67 Cash or TSA

COMMENTS:
Deductible Reimbursement:

Couple - Benefits 166.67 Cash or TSA

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

PART-TIME BENEFITS
Minimum FTE: 0
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	$50/day at retirement after 15 cont yrs				
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	5				immed. fam.;2-relative
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	2				

SABBATICAL: Yes **SEVERANCE PAY:** Y
OTHER LEAVES: Unpaid-Prof. Growth, Foreign Exch.

OTHER DISTRICT POLICIES

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

ELMWOOD-MURDOCK								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,175	35,542	36,909	38,276	39,643	41,010	42,377	43,744
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,542	36,909	38,276	39,643	41,010	42,377	43,744	45,111
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,909	38,276	39,643	41,010	42,377	43,744	45,111	46,478
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,276	39,643	41,010	42,377	43,744	45,111	46,478	47,845
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,643	41,010	42,377	43,744	45,111	46,478	47,845	49,212
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,010	42,377	43,744	45,111	46,478	47,845	49,212	50,579
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	42,377	43,744	45,111	46,478	47,845	49,212	50,579	51,946
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		45,111	46,478	47,845	49,212	50,579	51,946	53,313
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			47,845	49,212	50,579	51,946	53,313	54,680
			1.40	1.44	1.48	1.52	1.56	1.60
10			49,212	50,579	51,946	53,313	54,680	56,047
			1.44	1.48	1.52	1.56	1.60	1.64
11				51,946	53,313	54,680	56,047	57,414
				1.52	1.56	1.60	1.64	1.68
12					54,680	56,047	57,414	58,781
					1.60	1.64	1.68	1.72
13						57,414	58,781	60,148
						1.68	1.72	1.76
14							60,148	61,515
							1.76	1.80
15								62,882
								1.84

1/18/2017

Elwood

2016-2017
1.1

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	

SALARY SCHEDULE

Base: 32,500

Index: 4 x 4.5

Starting Salary:

Entry Level Step: 1

Career Increments: Y

Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14
PPO:						
LIFE						
LTD	Principal		.006423			
NON-PARTICIPANT						

Couple - Benefits 57.39 or 94.95 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1

Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	40	yes		
Other Info:					
PERSONAL	4			yes	
BEREAVEMENT	5				3 from sick, 2 from pers
PROFESSIONAL	2			yes	
ADOPTION	30				after sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Paternity-2 from sick lv.

ELWOOD							
					BA+36	BA+45	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	32,500	33,881	35,263	36,644	38,025	39,406	40,788
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255
2	33,800	35,181	36,563	37,944	39,325	40,706	42,088
	1.04	1.0825	1.125	1.1675	1.21	1.2525	1.295
3	35,100	36,481	37,863	39,244	40,625	42,006	43,388
	1.08	1.1225	1.165	1.2075	1.25	1.2925	1.335
4	36,400	37,781	39,163	40,544	41,925	43,306	44,688
	1.12	1.1625	1.205	1.2475	1.29	1.3325	1.375
5	37,700	39,081	40,463	41,844	43,225	44,606	45,988
	1.16	1.2025	1.245	1.2875	1.33	1.3725	1.415
6	39,000	40,381	41,763	43,144	44,525	45,906	47,288
	1.2	1.2425	1.285	1.3275	1.37	1.4125	1.455
7	40,300	41,681	43,063	44,444	45,825	47,206	48,588
	1.24	1.2825	1.325	1.3675	1.41	1.4525	1.495
8		42,981	44,363	45,744	47,125	48,506	49,888
		1.3225	1.365	1.4075	1.45	1.4925	1.535
9			45,663	47,044	48,425	49,806	51,188
			1.405	1.4475	1.49	1.5325	1.575
10				48,344	49,725	51,106	52,488
				1.4875	1.53	1.5725	1.615
11					51,025	52,406	53,788
					1.57	1.6125	1.655
12					52,325	53,706	55,088
					1.61	1.6525	1.695
13					53,625	55,006	56,388
					1.65	1.6925	1.735
14						56,306	57,688
						1.7325	1.775

1/18/2017

Emerson-Hubbard

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	51	51	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,575 Index: 4 x 4
Starting Salary: 35,575 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	561.35
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	TSA
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD	Madison Nat'l		.0051(thru sal)				
NON-PARTICIPANT	561.35 TSA						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:					
PERSONAL	2+1			yes	1 with sub-dock pay, 1 day carr
BEREAVEMENT	3				add'l from sick
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EMERSON-HUBBARD							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
1	35,575	36,998	38,421	39,844	41,267	42,690	44,113
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,998	38,421	39,844	41,267	42,690	44,113	45,536
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,421	39,844	41,267	42,690	44,113	45,536	46,959
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,844	41,267	42,690	44,113	45,536	46,959	48,382
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	41,267	42,690	44,113	45,536	46,959	48,382	49,805
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,690	44,113	45,536	46,959	48,382	49,805	51,228
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	44,113	45,536	46,959	48,382	49,805	51,228	52,651
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		46,959	48,382	49,805	51,228	52,651	54,074
		1.32	1.36	1.40	1.44	1.48	1.52
9		48,382	49,805	51,228	52,651	54,074	55,497
		1.36	1.40	1.44	1.48	1.52	1.56
10			51,228	52,651	54,074	55,497	56,920
			1.44	1.48	1.52	1.56	1.60
11			52,651	54,074	55,497	56,920	58,343
			1.48	1.52	1.56	1.60	1.64
12				55,497	56,920	58,343	59,766
				1.56	1.60	1.64	1.68
13					58,343	59,766	61,189
					1.64	1.68	1.72
14					59,766	61,189	62,612
					1.68	1.72	1.76
15						62,612	64,035
						1.76	1.80

1/18/2017

ESU 01-Wakefield

2016-2017
1.1

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: 33,525
Index: 4 x 4.5
Starting Salary: 34,196
Entry Level Step: 1*
Career Increments: N
Experience Allowed: 8
Stp 1 is 1.02 index
Vertical Freeze: 04-05
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/2000D	540.00	781.00	827.50	1111.00	Flat Salary
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:	flat salary $262.50						
LIFE	Madison Life		12.75				
LTD							
NON-PARTICIPANT	flat salary $262.50						

COMMENTS:

Deductible Reimbursement: N

Cafeteria Plan

Individ.	Depend.
262.50	262.50

Options: added to salary

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Administrative, Emergency, Civil

OTHER DISTRICT POLICIES

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

ESU #01-WAKEFIELD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
Base	33,525										
	1.00										
1	34,196	35,704	37,213	38,721	40,398	40,398	41,906	43,415	44,924	46,432	49,785
	1.02	1.065	1.11	1.155	1.205	1.205	1.25	1.295	1.34	1.385	1.485
2	34,866	36,375	37,883	39,392	41,068	41,068	42,577	44,085	45,594	47,103	50,455
	1.04	1.085	1.13	1.175	1.225	1.225	1.27	1.315	1.36	1.405	1.505
3	36,207	37,716	39,224	40,733	42,409	42,409	43,918	45,426	46,935	48,444	51,796
	1.08	1.125	1.17	1.215	1.265	1.265	1.31	1.355	1.4	1.445	1.545
4	37,548	39,057	40,565	42,074	43,750	43,750	45,259	46,767	48,276	49,785	53,137
	1.12	1.165	1.21	1.255	1.305	1.305	1.35	1.395	1.44	1.485	1.585
5	38,889	40,398	41,906	43,415	45,091	45,091	46,600	48,108	49,617	51,126	54,478
	1.16	1.205	1.25	1.295	1.345	1.345	1.39	1.435	1.48	1.525	1.625
6	40,230	41,739	43,247	44,756	46,432	46,432	47,941	49,449	50,958	52,467	55,819
	1.2	1.245	1.29	1.335	1.385	1.385	1.43	1.475	1.52	1.565	1.665
7	41,571	43,080	44,588	46,097	47,773	47,773	49,282	50,790	52,299	53,808	57,160
	1.24	1.285	1.33	1.375	1.425	1.425	1.47	1.515	1.56	1.605	1.705
8		44,421	45,929	47,438	49,114	49,114	50,623	52,131	53,640	55,149	58,501
		1.325	1.37	1.415	1.465	1.465	1.51	1.555	1.6	1.645	1.745
9			47,270	48,779	50,455	50,455	51,964	53,472	54,981	56,490	59,842
			1.41	1.455	1.505	1.505	1.55	1.595	1.64	1.685	1.785
10			48,611	50,120	51,796	51,796	53,305	54,813	56,322	57,831	61,183
			1.45	1.495	1.545	1.545	1.59	1.635	1.68	1.725	1.825
11			49,952	51,461	53,137	53,137	54,646	56,154	57,663	59,172	62,524
			1.49	1.535	1.585	1.585	1.63	1.675	1.72	1.765	1.865
12				52,802	54,478	54,478	55,987	57,495	59,004	60,513	63,865
				1.575	1.625	1.625	1.67	1.715	1.76	1.805	1.905
13				54,143	55,819	55,819	57,328	58,836	60,345	61,854	65,206
				1.615	1.665	1.665	1.71	1.755	1.8	1.845	1.945
14				55,484	57,160	57,160	58,669	60,177	61,686	63,195	66,547
				1.655	1.705	1.705	1.75	1.795	1.84	1.885	1.985
15					58,501	58,501	60,010	61,518	63,027	64,536	67,888
					1.745	1.745	1.79	1.835	1.88	1.925	2.025
16					59,842	59,842		62,859	64,368	65,877	69,229
					1.785	1.785		1.875	1.92	1.965	2.065
17					61,016	61,016		64,200	65,709	67,218	70,570
					1.82	1.82		1.915	1.96	2.005	2.105
18								65,374			71,911
								1.95			2.145

04-05 staff within eliminated areas will be grandfathered; new movement to those areas not permitted

1/18/2017

ESU 02-Fremont

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 31,955 Index: 4.5 x 4.5

Starting Salary: 37,707 Entry Level Step: 5

Career Increments: N Experience Allowed: 5

Longevity - 4.5% after ea. successive 3 yrs.

Vertical Freeze: 96-97

Rollback: 85-86, 90-91

Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	589.50
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	Cash
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87	

PPO:

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

LIFE Principal 12.70

Deductible Reimbursement:

LTD Principal .0021 (thru sal)

NON-PARTICIPANT CIL $589.50

Cafeteria Plan

Individ. Depend.

Options: H/A, TSA, Cash

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	60	yes		
Other Info:					
PERSONAL	2			no	
BEREAVEMENT	5				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: paternity - 2 days

ESU #02-FREMONT

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	DOC
1	31,955											
	1.00											
2	33,393											
	1.045											
3	34,831											
	1.09											
4	36,269											
	1.135											
5	37,707	39,145	40,583	42,021	43,459	43,459	44,897	46,335	47,773	49,211	50,649	52,087
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585	1.63
6	39,145	40,583	42,021	43,459	44,897	44,897	46,335	47,773	49,211	50,649	52,087	53,525
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63	1.675
7	40,583	42,021	43,459	44,897	46,335	46,335	47,773	49,211	50,649	52,087	53,525	54,963
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675	1.72
8		43,459	44,897	46,335	47,773	47,773	49,211	50,649	52,087	53,525	54,963	56,401
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72	1.765
9			46,335	47,773	49,211	49,211	50,649	52,087	53,525	54,963	56,401	57,839
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765	1.81
10				49,211	50,649	50,649	52,087	53,525	54,963	56,401	57,839	59,277
				1.54	1.585	1.585	1.63	1.675	1.72	1.765	1.81	1.855
11				50,649	52,087	52,087	53,525	54,963	56,401	57,839	59,277	60,715
				1.585	1.63	1.63	1.675	1.72	1.765	1.81	1.855	1.9
12				52,087	53,525	53,525	54,963	56,401	57,839	59,277	60,715	62,152
				1.63	1.675	1.675	1.72	1.765	1.81	1.855	1.9	1.945
13				53,525	54,963	54,963	56,401	57,839	59,277	60,715	62,152	63,590
				1.675	1.72	1.72	1.765	1.81	1.855	1.9	1.945	1.99
14				54,963	56,401	56,401	57,839	59,277	60,715	62,152	63,590	65,028
				1.72	1.765	1.765	1.81	1.855	1.9	1.945	1.99	2.035
15						57,839	59,277	60,715	62,152	63,590	65,028	66,466
						1.81	1.855	1.9	1.945	1.99	2.035	2.08
16						59,277	60,715	62,152	63,590	65,028	66,466	67,904
						1.855	1.9	1.945	1.99	2.035	2.08	2.125
17						60,715	62,152	63,590	65,028	66,466	67,904	69,342
						1.9	1.945	1.99	2.035	2.08	2.125	2.17
18							63,590	65,028	66,466	67,904	69,342	70,780
							1.99	2.035	2.08	2.125	2.17	2.215
19											70,780	72,218
											2.215	2.26

Emp with 4 or less years of exp will advance to step 6 when 5 yrs of exp has been attained

1/18/2017

ESU 03-Omaha

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 190 FTE Teachers:

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

SALARY SCHEDULE

Base: 30,946 Index: 5 x 5
Starting Salary: 34,041 Entry Level Step: 3
Career Increments: N Experience Allowed: 10

Vertical Freeze: 04-05,05-06,07-08,08-09
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	963.90
HEALTH	BC/BS	1150D					Cafeteria
DENTAL	BC/BS	2					
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
963.90	963.90

Options: H/A, Cash, TSA

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.63
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT					
PROFESSIONAL					
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** N

OTHER LEAVES:

ESU #03-OMAHA

Step	BA	BA+12	BA+24	BA+36	MA	MA+12	MA+24	MA+30	MA+36	EDSPEC PHD
1	30,946	32,493	34,041	35,588	35,588	37,135	38,683	40,230	41,777	43,324
	1.00	1.05	1.10	1.15	1.15	1.20	1.25	1.30	1.35	1.40
2	32,493	34,041	35,588	37,135	37,135	38,683	40,230	41,777	43,324	44,872
	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
3	34,041	35,588	37,135	38,683	38,683	40,230	41,777	43,324	44,872	46,419
	1.10	1.15	1.20	1.25	1.25	1.30	1.35	1.40	1.45	1.50
4	35,588	37,135	38,683	40,230	40,230	41,777	43,324	44,872	46,419	47,966
	1.15	1.20	1.25	1.30	1.30	1.35	1.40	1.45	1.50	1.55
5	37,135	38,683	40,230	41,777	41,777	43,324	44,872	46,419	47,966	49,514
	1.20	1.25	1.30	1.35	1.35	1.40	1.45	1.50	1.55	1.60
6	38,683	40,230	41,777	43,324	43,324	44,872	46,419	47,966	49,514	51,061
	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	40,230	41,777	43,324	44,872	44,872	46,419	47,966	49,514	51,061	52,608
	1.30	1.35	1.40	1.45	1.45	1.50	1.55	1.60	1.65	1.70
8	41,777	43,324	44,872	46,419	46,419	47,966	49,514	51,061	52,608	54,156
	1.35	1.40	1.45	1.50	1.50	1.55	1.60	1.65	1.70	1.75
9	43,324	44,872	46,419	47,966	47,966	49,514	51,061	52,608	54,156	55,703
	1.40	1.45	1.50	1.55	1.55	1.60	1.65	1.70	1.75	1.80
10	44,872	46,419	47,966	49,514	49,514	51,061	52,608	54,156	55,703	57,250
	1.45	1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80	1.85
11		47,966	49,514	51,061	51,061	52,608	54,156	55,703	57,250	58,797
		1.55	1.60	1.65	1.65	1.70	1.75	1.80	1.85	1.90
12		49,514	51,061	52,608	52,608	54,156	55,703	57,250	58,797	60,345
		1.60	1.65	1.70	1.70	1.75	1.80	1.85	1.90	1.95
13		51,061	52,608	54,156	54,156	55,703	57,250	58,797	60,345	61,892
		1.65	1.70	1.75	1.75	1.80	1.85	1.90	1.95	2.00
14				55,703	55,703	57,250	58,797	60,345	61,892	63,439
				1.80	1.80	1.85	1.90	1.95	2.00	2.05
15				57,250	57,250	58,797	60,345	61,892	63,439	64,987
				1.85	1.85	1.90	1.95	2.00	2.05	2.10
16				58,797	58,797	60,345	61,892	63,439	64,987	66,534
				1.90	1.90	1.95	2.00	2.05	2.10	2.15
17							63,439	64,987	66,534	68,081
							2.05	2.10	2.15	2.20
18							64,987	66,534	68,081	69,629
							2.10	2.15	2.20	2.25

04-05, 05-06, 07-08, 08-09 vertical freeze

1/18/2017

ESU 04-Auburn

2016-2017
1.1

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:

SALARY SCHEDULE

Base: 35,179

Index: 4 x 4

Starting Salary:

Entry Level Step: 0

Career Increments: Y

Experience Allowed: 5 (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	1560.41
HEALTH	BC/BS	1150D					Cafeteria
DENTAL	BC/BS	2					
PPO:							
LIFE	Am. Fidelity	5.19					
LTD	Am. Fidelity	.00405 (thru sal)					
NON-PARTICIPANT	Cafeteria						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
1560.41	1560.41

Options: H/A/Life/TSA

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	15	70	yes		
Other Info:					
PERSONAL	2			yes	acc. to 3
BEREAVEMENT	(See Sick Lv.)				immed. fam.
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU #04-AUBURN

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54 DOC
0	35,179	36,586	37,993	39,401	40,808	42,215	43,622	45,029	46,436	47,843	49,251
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
1	36,586	37,993	39,401	40,808	42,215	43,622	45,029	46,436	47,843	49,251	50,658
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
2	37,993	39,401	40,808	42,215	43,622	45,029	46,436	47,843	49,251	50,658	52,065
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
3	39,401	40,808	42,215	43,622	45,029	46,436	47,843	49,251	50,658	52,065	53,472
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
4	40,808	42,215	43,622	45,029	46,436	47,843	49,251	50,658	52,065	53,472	54,879
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
5	42,215	43,622	45,029	46,436	47,843	49,251	50,658	52,065	53,472	54,879	56,286
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
6	43,622	45,029	46,436	47,843	49,251	50,658	52,065	53,472	54,879	56,286	57,694
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
7	45,029	46,436	47,843	49,251	50,658	52,065	53,472	54,879	56,286	57,694	59,101
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
8		47,843	49,251	50,658	52,065	53,472	54,879	56,286	57,694	59,101	60,508
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9			50,658	52,065	53,472	54,879	56,286	57,694	59,101	60,508	61,915
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				53,472	54,879	56,286	57,694	59,101	60,508	61,915	63,322
				1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11					56,286	57,694	59,101	60,508	61,915	63,322	64,729
					1.60	1.64	1.68	1.72	1.76	1.80	1.84
12						59,101	60,508	61,915	63,322	64,729	66,137
						1.68	1.72	1.76	1.80	1.84	1.88
13							61,915	63,322	64,729	66,137	67,544
							1.76	1.80	1.84	1.88	1.92
14								64,729	66,137	67,544	68,951
								1.84	1.88	1.92	1.96
15									67,544	68,951	70,358
									1.92	1.96	2.00
16										70,358	71,765
										2.00	2.04
17											73,172
											2.08
18											74,580
											2.12

1/18/2017

ESU 05-Beatrice

2016-2017
1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.1	7.1	7.1
Planning Time:	20	49	
Class Periods/Day:	8	8	
Normal Teaching Load:	8	7	

SALARY SCHEDULE

Base: 36,435 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**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	925
HEALTH	BC/BS	900D/2000D					Cafeteria
DENTAL	BC/BS	2					
PPO:							
LIFE	Am. Fidelity		5.00				
LTD							
NON-PARTICIPANT	$900 TSA						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
925	925

Options: H/A, Dental, LTD, TSA

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45			
Other Info:	months of empl + 1				
PERSONAL	3			yes	
BEREAVEMENT	5				immed. fam; 2 days other fam.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

NEED SALARY SCHEDULE

1/18/2017

ESU 06-Milford

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 36,100

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: Y

Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:						
LIFE						
LTD	Nat'l Insurance		.0037 (+Bthru sal)			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:					
PERSONAL	2				
BEREAVEMENT	5				additional w/appr.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

SABBATICAL: No

OTHER LEAVES: Jury Duty

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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

ESU #06-MILFORD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	36,100	37,544	38,988	40,432	41,876	43,320	44,764	46,208	47,652	49,096	50,540	51,984
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
2	37,544	38,988	40,432	41,876	43,320	44,764	46,208	47,652	49,096	50,540	51,984	53,428
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
3	38,988	40,432	41,876	43,320	44,764	46,208	47,652	49,096	50,540	51,984	53,428	54,872
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
4	40,432	41,876	43,320	44,764	46,208	47,652	49,096	50,540	51,984	53,428	54,872	56,316
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
5	41,876	43,320	44,764	46,208	47,652	49,096	50,540	51,984	53,428	54,872	56,316	57,760
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
6	43,320	44,764	46,208	47,652	49,096	50,540	51,984	53,428	54,872	56,316	57,760	59,204
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
7	44,764	46,208	47,652	49,096	50,540	51,984	53,428	54,872	56,316	57,760	59,204	60,648
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
8	45,125	47,652	49,096	50,540	51,984	53,428	54,872	56,316	57,760	59,204	60,648	62,092
	1.25	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9		48,013	50,540	51,984	53,428	54,872	56,316	57,760	59,204	60,648	62,092	63,536
		1.33	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10			50,901	53,428	54,872	56,316	57,760	59,204	60,648	62,092	63,536	64,980
			1.41	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11				54,872	56,316	57,760	59,204	60,648	62,092	63,536	64,980	66,424
				1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12				55,233	57,760	59,204	60,648	62,092	63,536	64,980	66,424	67,868
				1.53	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					59,204	60,648	62,092	63,536	64,980	66,424	67,868	69,312
					1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
14					59,565	61,009	63,536	64,980	66,424	67,868	69,312	70,756
					1.65	1.69	1.76	1.80	1.84	1.88	1.92	1.96
15							64,980	66,424	67,868	69,312	70,756	72,200
							1.80	1.84	1.88	1.92	1.96	2.00
16							65,341	66,785	69,312	70,756	72,200	73,644
							1.81	1.85	1.92	1.96	2.00	2.04
17									69,673	71,117	73,644	75,088
									1.93	1.97	2.04	2.08
18											74,005	75,449
											2.05	2.09

1% increase for teachers frozen on vert columns

1/18/2017

ESU 07-Columbus

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 31,510 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 7(D)

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 1453.02
HEALTH	BC/BS	900D/3500D	474.97	474.97	474.97	474.97	equity pay+H/A
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: COMMENTS:
LIFE Guardian 5.50 Deductible Reimbursement:
LTD National Ins .0039 (+equity)
NON-PARTICIPANT equity comp $951.50

Cafeteria Plan

Individ.	Depend.
951.50	951.50

Options: Equity Pay

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

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

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

ESU #07-COLUMBUS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45 EDSPEC	PHD
1	31,510	33,086	34,661	36,237	37,812	39,388	40,963	42,539	44,114	45,690	47,265	48,841
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
2	32,770	34,346	35,921	37,497	39,072	40,648	42,223	43,799	45,374	46,950	48,525	50,101
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
3	34,031	35,606	37,182	38,757	40,333	41,908	43,484	45,059	46,635	48,210	49,786	51,361
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
4	35,291	36,867	38,442	40,018	41,593	43,169	44,744	46,320	47,895	49,471	51,046	52,622
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67
5	36,552	38,127	39,703	41,278	42,854	44,429	46,005	47,580	49,156	50,731	52,307	53,882
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61	1.66	1.71
6	37,812	39,388	40,963	42,539	44,114	45,690	47,265	48,841	50,416	51,992	53,567	55,143
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75
7	39,072	40,648	42,223	43,799	45,374	46,950	48,525	50,101	51,676	53,252	54,827	56,403
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79
8		41,908	43,484	45,059	46,635	48,210	49,786	51,361	52,937	54,512	56,088	57,663
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83
9		43,169	44,744	46,320	47,895	49,471	51,046	52,622	54,197	55,773	57,348	58,924
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87
10		44,429	46,005	47,580	49,156	50,731	52,307	53,882	55,458	57,033	58,609	60,184
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91
11					50,416	51,992	53,567	55,143	56,718	58,294	59,869	61,445
					1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95
12					51,676	53,252	54,827	56,403	57,978	59,554	61,129	62,705
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99
13					52,937	54,512	56,088	57,663	59,239	60,814	62,390	63,965
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03
14					54,197	55,773	57,348	58,924	60,499	62,075	63,650	65,226
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07
15					55,458	57,033	58,609	60,184	61,760	63,335	64,911	66,486
					1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11

1/18/2017

ESU 08-Neligh

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 35,500 Index: 4 x 5
Starting Salary: Entry Level Step: 0
Career Increments: Y Experience Allowed: 5(D)
Vertical Freeze: 90-91 (H)
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	1100
HEALTH	BC/BS	600D/3500D	474.97	474.97	474.97	474.97	Ind Health + stipend
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Unknown						
NON-PARTICIPANT	CIL Ins Stipend $110						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
598.48	598.48

Options: Fringe Benefit Stipend

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	11	45	no		
Other Info:	Pd. $40/day over 32, 1/2 unused accumulates				
PERSONAL	2			yes	
BEREAVEMENT	6				accum to 10
PROFESSIONAL	as needed			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

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

ESU #08-NELIGH

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
0	35,500	37,275	39,050	40,825	42,600	44,375	46,150	47,925	49,700
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	36,920	38,695	40,470	42,245	44,020	45,795	47,570	49,345	51,120
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	38,340	40,115	41,890	43,665	45,440	47,215	48,990	50,765	52,540
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	39,760	41,535	43,310	45,085	46,860	48,635	50,410	52,185	53,960
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	41,180	42,955	44,730	46,505	48,280	50,055	51,830	53,605	55,380
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	42,600	44,375	46,150	47,925	49,700	51,475	53,250	55,025	56,800
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	44,020	45,795	47,570	49,345	51,120	52,895	54,670	56,445	58,220
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7	45,440	47,215	48,990	50,765	52,540	54,315	56,090	57,865	59,640
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8	46,860	48,635	50,410	52,185	53,960	55,735	57,510	59,285	61,060
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
9		50,055	51,830	53,605	55,380	57,155	58,930	60,705	62,480
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
10			53,250	55,025	56,800	58,575	60,350	62,125	63,900
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
11				56,445	58,220	59,995	61,770	63,545	65,320
				1.59	1.64	1.69	1.74	1.79	1.84
12					59,640	61,415	63,190	64,965	66,740
					1.68	1.73	1.78	1.83	1.88
13						62,835	64,610	66,385	68,160
						1.77	1.82	1.87	1.92
14						64,255	66,030	67,805	69,580
						1.81	1.86	1.91	1.96

1/18/2017

ESU 09-Hastings

2016-2017
1.1

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: 35,700 Index: 4 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)
*Vert freeze is for MA-MA36 columns only
Vertical Freeze: 02-03*
Rollback: 90-91
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Principal	.0049				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: H/A

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	Sev:after 10 yrs. at ret. $50/day max. 15 days				
PERSONAL	1,2			yes	Unused aft 1 yr/add to sick lv
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	3			yes	$125 travel reimb.
ADOPTION	FMLA				from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

ESU #09-HASTINGS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	PHD DOC
1	35,700	37,307	38,913	40,520	42,126	43,733	45,339	46,946	48,552	50,159	51,765
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	37,128	38,735	40,341	41,948	43,554	45,161	46,767	48,374	49,980	51,587	53,193
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	1.49
3	38,556	40,163	41,769	43,376	44,982	46,589	48,195	49,802	51,408	53,015	54,621
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
4	39,984	41,591	43,197	44,804	46,410	48,017	49,623	51,230	52,836	54,443	56,049
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
5	41,412	43,019	44,625	46,232	47,838	49,445	51,051	52,658	54,264	55,871	57,477
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565	1.61
6	42,840	44,447	46,053	47,660	49,266	50,873	52,479	54,086	55,692	57,299	58,905
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605	1.65
7	44,268	45,875	47,481	49,088	50,694	52,301	53,907	55,514	57,120	58,727	60,333
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645	1.69
8	45,696	47,303	48,909	50,516	52,122	53,729	55,335	56,942	58,548	60,155	61,761
	1.28	1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685	1.73
9		48,731	50,337	51,944	53,550	55,157	56,763	58,370	59,976	61,583	63,189
		1.365	1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725	1.77
10			51,765	53,372	54,978	56,585	58,191	59,798	61,404	63,011	64,617
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				54,800	56,406	58,013	59,619	61,226	62,832	64,439	66,045
				1.535	1.58	1.625	1.67	1.715	1.76	1.805	1.85
12						59,441	61,047	62,654	64,260	65,867	67,473
						1.665	1.71	1.755	1.8	1.845	1.89
13							62,475	64,082	65,688	67,295	68,901
							1.75	1.795	1.84	1.885	1.93
14								65,510	67,116	68,723	70,329
								1.835	1.88	1.925	1.97
15									68,544	70,151	71,757
									1.92	1.965	2.01
16										71,579	73,185
										2.005	2.05
17											74,613
											2.09
18											76,041
											2.13

02-03 vertical freeze affects only MA-MA+36 columns

1/18/2017

ESU 10-Kearney

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 34,700
Starting Salary: 36,348
Career Increments: Y
*stp 1 is 1.0475 index
Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

Index: 4.75 x 4
Entry Level Step: 1*
Experience Allowed: 7

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	562.95	781.10	886.64	1190.54
DENTAL	BC/BS	2	26.55	36.82	41.80	56.16
PPO:	Dist pays 75% prem					
LIFE	Hartford	3.50				
LTD	Hartford	.0038 (thru sal)				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Family Emergency - 5;Ext. Leave

ESU #10-KEARNEY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45 EDSPEC
BASE	34,700	36,088	37,476	38,864	40,252	41,640	43,028	44,416	45,804	47,192	48,580
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36	1.4
1	36,348	37,736	39,124	40,512	41,900	43,288	44,676	46,064	47,452	48,840	50,228
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
2	37,997	39,385	40,773	42,161	43,549	44,937	46,325	47,713	49,101	50,489	51,877
	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	1.495
3	39,645	41,033	42,421	43,809	45,197	46,585	47,973	49,361	50,749	52,137	53,525
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025	1.5425
4	41,293	42,681	44,069	45,457	46,845	48,233	49,621	51,009	52,397	53,785	55,173
	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
5	42,941	44,329	45,717	47,105	48,493	49,881	51,269	52,657	54,045	55,433	56,821
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
6	44,590	45,978	47,366	48,754	50,142	51,530	52,918	54,306	55,694	57,082	58,470
	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645	1.685
7	46,238	47,626	49,014	50,402	51,790	53,178	54,566	55,954	57,342	58,730	60,118
	1.3325	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
8		49,274	50,662	52,050	53,438	54,826	56,214	57,602	58,990	60,378	61,766
		1.42	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74	1.78
9			52,310	53,698	55,086	56,474	57,862	59,250	60,638	62,026	63,414
			1.5075	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275
10				55,347	56,735	58,123	59,511	60,899	62,287	63,675	65,063
				1.595	1.635	1.675	1.715	1.755	1.795	1.835	1.875
11					58,383	59,771	61,159	62,547	63,935	65,323	66,711
					1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225
12					60,031	61,419	62,807	64,195	65,583	66,971	68,359
					1.73	1.77	1.81	1.85	1.89	1.93	1.97
13					61,679	63,067	64,455	65,843	67,231	68,619	70,007
					1.7775	1.8175	1.8575	1.8975	1.9375	1.9775	2.0175
14									68,880	70,268	71,656
									1.985	2.025	2.065

1/18/2017

ESU 11-Holdrege

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,050 Index: 4 x 4
Starting Salary: Entry Level Step: 0
Career Increments: N Experience Allowed: 7(D)

Vertical Freeze: 89-90
Rollback: 89-90
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	1468.50
HEALTH	BC/BS	600D/2000D					Flat Salary
DENTAL	BC/BS	2					
PPO:							
LIFE							
LTD							
NON-PARTICIPANT	1468.50 Flat Salary						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
1468.50	1468.50

Options: H/A, Life, TSA

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	120	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	as needed				
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

ESU #11-HOLDREGE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+54	DOC PHD
0	33,050	34,372	35,694	37,016	38,338	38,338	39,660	40,982	42,304	43,626	44,948	46,270	47,592
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
1	34,372	35,694	37,016	38,338	39,660	39,660	40,982	42,304	43,626	44,948	46,270	47,592	48,914
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
2	35,694	37,016	38,338	39,660	40,982	40,982	42,304	43,626	44,948	46,270	47,592	48,914	50,236
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
3	37,016	38,338	39,660	40,982	42,304	42,304	43,626	44,948	46,270	47,592	48,914	50,236	51,558
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
4	38,338	39,660	40,982	42,304	43,626	43,626	44,948	46,270	47,592	48,914	50,236	51,558	52,880
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
5	39,660	40,982	42,304	43,626	44,948	44,948	46,270	47,592	48,914	50,236	51,558	52,880	54,202
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
6	40,982	42,304	43,626	44,948	46,270	46,270	47,592	48,914	50,236	51,558	52,880	54,202	55,524
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
7		43,626	44,948	46,270	47,592	47,592	48,914	50,236	51,558	52,880	54,202	55,524	56,846
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
8		44,948	46,270	47,592	48,914	48,914	50,236	51,558	52,880	54,202	55,524	56,846	58,168
		1.36	1.40	1.44	1.48	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
9			47,592	48,914	50,236	50,236	51,558	52,880	54,202	55,524	56,846	58,168	59,490
			1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
10			48,914	50,236	51,558	51,558	52,880	54,202	55,524	56,846	58,168	59,490	60,812
			1.48	1.52	1.56	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
11				51,558	52,880	52,880	54,202	55,524	56,846	58,168	59,490	60,812	62,134
				1.56	1.60	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
12				52,880	54,202	54,202	55,524	56,846	58,168	59,490	60,812	62,134	63,456
				1.60	1.64	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
13					55,524	55,524	56,846	58,168	59,490	60,812	62,134	63,456	64,778
					1.68	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
14					56,846	56,846	58,168	59,490	60,812	62,134	63,456	64,778	66,100
					1.72	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00
15						58,168	59,490	60,812	62,134	63,456	64,778	66,100	67,422
						1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04
16						59,490	60,812	62,134	63,456	64,778	66,100	67,422	68,744
						1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08
17						60,812	62,134	63,456	64,778	66,100	67,422	68,744	70,066
						1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12
18						62,134	63,456	64,778	66,100	67,422	68,744	70,066	71,388
						1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16
19						63,456	64,778	66,100	67,422	68,744	70,066	71,388	72,710
						1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20
20						64,778	66,100	67,422	68,744	70,066	71,388	72,710	74,032
						1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24

1/18/2017

ESU 13-Scottsbluff

2016-2017
1

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:	6	6	
Normal Teaching Load:	5	5	

SALARY SCHEDULE

Base: 35,020

Index: 4.25 x 4.25

Starting Salary:

Entry Level Step: 1

Career Increments:

Experience Allowed: all

Vertical Freeze: 90-91;94-95

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 700
HEALTH	BC/BS	600D	356.22	356.22	356.22	356.22	Flat Salary
DENTAL	BC/BS	1	14.78	14.78	14.78	14.78	
PPO:							
LIFE	Guardian	6.00					
LTD	Guarantee Mut.	.00485 (+Caf)					
NON-PARTICIPANT	Flat Salary $700/mo						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
700	700

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:					
PERSONAL	2				
BEREAVEMENT	3				immed fam only, add'l from sick
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

NEED SALARY SCHEDULE

1/18/2017

ESU 15-Trenton

2016-2017
1.0

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 35,000 Index: 4 x 5
Starting Salary: Entry Level Step: 0
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D/3500D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 26.55

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.6
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:					
PERSONAL	3			yes	reimbursed $80/day up to 2 if u
BEREAVEMENT	2				w/approval; add'l from sick lv
PROFESSIONAL	admin. disc.			yes	no pay
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Leave

NEED SALARY SCHEDULE

1/18/2017

ESU 16-Ogallala

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 33,600
Index: 5 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 5
Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	15	55	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	5				per occur. w/appr.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency

ESU #16-OGALLALA

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	33,600	34,944	36,288	37,632	38,976	40,320	41,664	43,008	44,352	45,696
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	35,280	36,624	37,968	39,312	40,656	42,000	43,344	44,688	46,032	47,376
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	36,960	38,304	39,648	40,992	42,336	43,680	45,024	46,368	47,712	49,056
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	38,640	39,984	41,328	42,672	44,016	45,360	46,704	48,048	49,392	50,736
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	40,320	41,664	43,008	44,352	45,696	47,040	48,384	49,728	51,072	52,416
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	42,000	43,344	44,688	46,032	47,376	48,720	50,064	51,408	52,752	54,096
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	43,680	45,024	46,368	47,712	49,056	50,400	51,744	53,088	54,432	55,776
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8	45,360	46,704	48,048	49,392	50,736	52,080	53,424	54,768	56,112	57,456
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9		48,384	49,728	51,072	52,416	53,760	55,104	56,448	57,792	59,136
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10			51,408	52,752	54,096	55,440	56,784	58,128	59,472	60,816
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81
11				54,432	55,776	57,120	58,464	59,808	61,152	62,496
				1.62	1.66	1.70	1.74	1.78	1.82	1.86
12					57,456	58,800	60,144	61,488	62,832	64,176
					1.71	1.75	1.79	1.83	1.87	1.91
13					59,136	60,480	61,824	63,168	64,512	65,856
					1.76	1.80	1.84	1.88	1.92	1.96
14						62,160	63,504	64,848	66,192	67,536
						1.85	1.89	1.93	1.97	2.01
15							65,184	66,528	67,872	69,216
							1.94	1.98	2.02	2.06
16								68,208	69,552	70,896
								2.03	2.07	2.11

1/18/2017

ESU 17-Ainsworth

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 30,500 Index: 4 x 4

Starting Salary: Entry Level Step: 1

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:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1579.83
HEALTH	BC/BS	600D/3500D	1597.37	1633.20	1643.78	1674.12	Cash
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT	$1579.83						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: H/A,dental,life, LTD,TSA,Cash

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	60	yes		
Other Info:					
PERSONAL	2			yes	reimb. $100/day unused at EO
BEREAVEMENT	see sick lv.				
PROFESSIONAL	as needed			yes	expenses pd
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ESU#17-AINSWORTH

Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	30,500	31,873	33,245	34,618	35,990	37,363
	1.00	1.045	1.09	1.135	1.18	1.225
2	31,720	33,093	34,465	35,838	37,210	38,583
	1.04	1.085	1.13	1.175	1.22	1.265
3	32,940	34,313	35,685	37,058	38,430	39,803
	1.08	1.125	1.17	1.215	1.26	1.305
4	34,160	35,533	36,905	38,278	39,650	41,023
	1.12	1.165	1.21	1.255	1.3	1.345

1/18/2017

Eustis-Farnam

2016-2017
3.1

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:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,000
Starting Salary: 33,000
Career Increments: N

Index: 4 x 4
Entry Level Step: 1
Experience Allowed: 8

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	57.57 or 95.26 Sp or Dep. Dental
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33	
PPO:							
LIFE							
LTD	Principal	.0032					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	Can donate 2 days to sick bank				
PERSONAL	2			yes	+2 from sick lv
BEREAVEMENT	5				+10 from sick lv
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EUSTIS-FARNAM							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,000	34,320	35,640	36,960	38,280	39,600	40,920
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,320	35,640	36,960	38,280	39,600	40,920	42,240
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	35,640	36,960	38,280	39,600	40,920	42,240	43,560
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	36,960	38,280	39,600	40,920	42,240	43,560	44,880
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,280	39,600	40,920	42,240	43,560	44,880	46,200
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	39,600	40,920	42,240	43,560	44,880	46,200	47,520
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		42,240	43,560	44,880	46,200	47,520	48,840
		1.28	1.32	1.36	1.40	1.44	1.48
8		43,560	44,880	46,200	47,520	48,840	50,160
		1.32	1.36	1.40	1.44	1.48	1.52
9			46,200	47,520	48,840	50,160	51,480
			1.40	1.44	1.48	1.52	1.56
10			47,520	48,840	50,160	51,480	52,800
			1.44	1.48	1.52	1.56	1.60
11			48,840	50,160	51,480	52,800	54,120
			1.48	1.52	1.56	1.60	1.64
12			50,160	51,480	52,800	54,120	55,440
			1.52	1.56	1.60	1.64	1.68
13				52,800	54,120	55,440	56,760
				1.60	1.64	1.68	1.72
14					55,440	56,760	58,080
					1.68	1.72	1.76
15						58,080	59,400
						1.76	1.80
16							60,720
							1.84

Teachers in BA18 lane steps 11-12 and BA27 stp 13 will be grandfathered, steps will be taken away

1/18/2017

Ewing

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.1	7.1	7
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,150 Index: 4 x 4.25
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1
Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	45	yes		
Other Info:					
PERSONAL	2			yes	trade 3 sick for 1 add'l personal
BEREAVEMENT	from sick lv.				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EWING								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	32,150	33,516	34,883	36,249	37,616	38,982	40,348	41,715
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	33,436	34,802	36,169	37,535	38,902	40,268	41,634	43,001
	1.04	1.0825	1.125	1.1675	1.21	1.2525	1.295	1.3375
3	34,722	36,088	37,455	38,821	40,188	41,554	42,920	44,287
	1.08	1.1225	1.165	1.2075	1.25	1.2925	1.335	1.3775
4	36,008	37,374	38,741	40,107	41,474	42,840	44,206	45,573
	1.12	1.1625	1.205	1.2475	1.29	1.3325	1.375	1.4175
5	37,294	38,660	40,027	41,393	42,760	44,126	45,492	46,859
	1.16	1.2025	1.245	1.2875	1.33	1.3725	1.415	1.4575
6	38,580	39,946	41,313	42,679	44,046	45,412	46,778	48,145
	1.2	1.2425	1.285	1.3275	1.37	1.4125	1.455	1.4975
7	39,866	41,232	42,599	43,965	45,332	46,698	48,064	49,431
	1.24	1.2825	1.325	1.3675	1.41	1.4525	1.495	1.5375
8		42,518	43,885	45,251	46,618	47,984	49,350	50,717
		1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775
9			45,171	46,537	47,904	49,270	50,636	52,003
			1.405	1.4475	1.49	1.5325	1.575	1.6175
10				47,823	49,190	50,556	51,922	53,289
				1.4875	1.53	1.5725	1.615	1.6575
11						51,842	53,208	54,575
						1.6125	1.655	1.6975
12							54,494	55,861
							1.695	1.7375
13								57,147
								1.7775

1/18/2017

Exeter-Milligan

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,300 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)

Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	29.18 or 48.32 Sp or Dep. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Nat'l Ins	.0046					
NON-PARTICIPANT							

COMMENTS: *pt-.5 full ind or %depend (H/A & dent)
Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	reimb. $16/day for unused over 35 at EOY				
PERSONAL	2			yes	$50/day for unused at EOY
BEREAVEMENT	2				may be used for sick lv.
PROFESSIONAL	2			yes	more with approval
ADOPTION	from sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

EXETER-MILLIGAN							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,300	35,672	37,044	38,416	39,788	41,160	42,532
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,672	37,044	38,416	39,788	41,160	42,532	43,904
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,044	38,416	39,788	41,160	42,532	43,904	45,276
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,416	39,788	41,160	42,532	43,904	45,276	46,648
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,788	41,160	42,532	43,904	45,276	46,648	48,020
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,160	42,532	43,904	45,276	46,648	48,020	49,392
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	42,532	43,904	45,276	46,648	48,020	49,392	50,764
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	43,904	45,276	46,648	48,020	49,392	50,764	52,136
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		46,648	48,020	49,392	50,764	52,136	53,508
		1.36	1.40	1.44	1.48	1.52	1.56
10			49,392	50,764	52,136	53,508	54,880
			1.44	1.48	1.52	1.56	1.60
11				52,136	53,508	54,880	56,252
				1.52	1.56	1.60	1.64
12					54,880	56,252	57,624
					1.60	1.64	1.68
13							58,996
							1.72

1/18/2017

Fairbury

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	92	92	60
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

Base: 33,425

Index: 4 x 5

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 5(D)

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l		.0036 (+B)			
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	70	yes		
Other Info:					
PERSONAL	3			yes	buyback unused 100/day
BEREAVEMENT	5				per occur.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Military

FAIRBURY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	33,425	35,096	36,768	38,439	40,110	41,781	43,453	45,124	46,795
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	34,762	36,433	38,105	39,776	41,447	43,118	44,790	46,461	48,132
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,099	37,770	39,442	41,113	42,784	44,455	46,127	47,798	49,469
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	37,436	39,107	40,779	42,450	44,121	45,792	47,464	49,135	50,806
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	38,773	40,444	42,116	43,787	45,458	47,129	48,801	50,472	52,143
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		41,781	43,453	45,124	46,795	48,466	50,138	51,809	53,480
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7			44,790	46,461	48,132	49,803	51,475	53,146	54,817
			1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			46,127	47,798	49,469	51,140	52,812	54,483	56,154
			1.38	1.43	1.48	1.53	1.58	1.63	1.68
9				49,135	50,806	52,477	54,149	55,820	57,491
				1.47	1.52	1.57	1.62	1.67	1.72
10				50,472	52,143	53,814	55,486	57,157	58,828
				1.51	1.56	1.61	1.66	1.71	1.76
11				51,809	53,480	55,151	56,823	58,494	60,165
				1.55	1.60	1.65	1.70	1.75	1.80
12					54,817	56,488	58,160	59,831	61,502
					1.64	1.69	1.74	1.79	1.84
13					56,154	57,825	59,497	61,168	62,839
					1.68	1.73	1.78	1.83	1.88
14					57,491	59,162	60,834	62,505	64,176
					1.72	1.77	1.82	1.87	1.92
15							62,171	63,842	65,513
							1.86	1.91	1.96
16									66,850
									2.00

1/18/2017

Falls City

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	48	48	55
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,125

Index: 4 x 5

Starting Salary:

Entry Level Step: 1

Career Increments: Y

Experience Allowed: 10

Vertical Freeze: 85-86

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

COMMENTS:

Deductible Reimbursement: N

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte*

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:	20-dependent use				
PERSONAL	1+2			yes	$105 for first day unused, 2 fro
BEREAVEMENT	7				from sick lv.
PROFESSIONAL	1			yes	
ADOPTION	10				
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

FALLS CITY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
0	34,125	35,831	37,538	39,244	40,950	42,656	44,363	46,069	47,775
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	35,490	37,196	38,903	40,609	42,315	44,021	45,728	47,434	49,140
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	36,855	38,561	40,268	41,974	43,680	45,386	47,093	48,799	50,505
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	38,220	39,926	41,633	43,339	45,045	46,751	48,458	50,164	51,870
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	39,585	41,291	42,998	44,704	46,410	48,116	49,823	51,529	53,235
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	40,950	42,656	44,363	46,069	47,775	49,481	51,188	52,894	54,600
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	42,315	44,021	45,728	47,434	49,140	50,846	52,553	54,259	55,965
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7		45,386	47,093	48,799	50,505	52,211	53,918	55,624	57,330
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8			48,458	50,164	51,870	53,576	55,283	56,989	58,695
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
9				51,529	53,235	54,941	56,648	58,354	60,060
				1.51	1.56	1.61	1.66	1.71	1.76
10					54,600	56,306	58,013	59,719	61,425
					1.60	1.65	1.70	1.75	1.80
11					55,965	57,671	59,378	61,084	62,790
					1.64	1.69	1.74	1.79	1.84
12						59,036	60,743	62,449	64,155
						1.73	1.78	1.83	1.88
13							62,108	63,814	65,520
							1.82	1.87	1.92
14								65,179	66,885
								1.91	1.96
15									68,250
									2.00

1/18/2017

Fillmore Central

2016-2017
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	7
Planning Time:	90	105	105
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,550
Starting Salary: 34,550
Career Increments: N

Index: 4 x 4
Entry Level Step: 1
Experience Allowed: all(D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	Carrier	Option H/A-Dent	Amount Paid by District: Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BCBS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Madison Nat'l	1.62				
LTD	Madison Nat'l	.0067 (thru sal)				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
29.18 or 48.32
Sp or Dep. Dental

Cafeteria Plan
Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	Yes		
Other Info:					
PERSONAL	2			2-n; 2-y	2 add'l for sub dock
BEREAVEMENT	5				
PROFESSIONAL	2			Yes	add'l w/ approval
ADOPTION	5				w/approval
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

FILLMORE CENTRAL								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,550	35,932	37,314	38,696	40,078	41,460	42,842	44,224
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,932	37,314	38,696	40,078	41,460	42,842	44,224	45,606
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,314	38,696	40,078	41,460	42,842	44,224	45,606	46,988
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,696	40,078	41,460	42,842	44,224	45,606	46,988	48,370
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,078	41,460	42,842	44,224	45,606	46,988	48,370	49,752
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,460	42,842	44,224	45,606	46,988	48,370	49,752	51,134
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		44,224	45,606	46,988	48,370	49,752	51,134	52,516
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		45,606	46,988	48,370	49,752	51,134	52,516	53,898
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			48,370	49,752	51,134	52,516	53,898	55,280
			1.40	1.44	1.48	1.52	1.56	1.60
10			49,752	51,134	52,516	53,898	55,280	56,662
			1.44	1.48	1.52	1.56	1.60	1.64
11				52,516	53,898	55,280	56,662	58,044
				1.52	1.56	1.60	1.64	1.68
12				53,898	55,280	56,662	58,044	59,426
				1.56	1.60	1.64	1.68	1.72
13					56,662	58,044	59,426	60,808
					1.64	1.68	1.72	1.76
14					58,044	59,426	60,808	62,190
					1.68	1.72	1.76	1.80
15						60,808	62,190	63,572
						1.76	1.80	1.84
16						62,190	63,572	64,954
						1.80	1.84	1.88
17								66,336
								1.92
18								67,718
								1.96

1/18/2017

Fort Calhoun

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 187 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.2	7.2	7
Planning Time:	50	50	50
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,025 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 7

Vertical Freeze: 99-00
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Madison Nat'l	4.00				
LTD						
NON-PARTICIPANT	241.67-grandfathered					

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	acc. to 4
BEREAVEMENT	5				immed family
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

FORT CALHOUN										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	34,025	35,726	37,428	39,129	40,830	40,830	42,531	44,233	45,934	47,635
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	35,386	37,087	38,789	40,490	42,191	42,191	43,892	45,594	47,295	48,996
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	36,747	38,448	40,150	41,851	43,552	43,552	45,253	46,955	48,656	50,357
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	38,108	39,809	41,511	43,212	44,913	44,913	46,614	48,316	50,017	51,718
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	39,469	41,170	42,872	44,573	46,274	46,274	47,975	49,677	51,378	53,079
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	40,830	42,531	44,233	45,934	47,635	47,635	49,336	51,038	52,739	54,440
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	42,191	43,892	45,594	47,295	48,996	48,996	50,697	52,399	54,100	55,801
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		45,253	46,955	48,656	50,357	50,357	52,058	53,760	55,461	57,162
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9			48,316	50,017	51,718	51,718	53,419	55,121	56,822	58,523
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10				51,378	53,079	53,079	54,780	56,482	58,183	59,884
				1.51	1.56	1.56	1.61	1.66	1.71	1.76
11					54,440	54,440	56,141	57,843	59,544	61,245
					1.60	1.60	1.65	1.70	1.75	1.80
12					55,801	55,801	57,502	59,204	60,905	62,606
					1.64	1.64	1.69	1.74	1.79	1.84
13					57,162	57,162	58,863	60,565	62,266	63,967
					1.68	1.68	1.73	1.78	1.83	1.88
14						58,523	60,224	61,926	63,627	65,328
						1.72	1.77	1.82	1.87	1.92

1/18/2017

Franklin

2016-2017
1.1

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	7.25
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,075 Index: 4 x 5
Starting Salary: 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Fort Dearborn	6.00				
LTD	Principal	.0054				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	6	45	yes		
Other Info:	extra roll into sick bank				
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

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

FRANKLIN						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	33,075	34,729	36,383	38,036	39,690	41,344
	1.00	1.05	1.10	1.15	1.20	1.25
2	34,398	36,052	37,706	39,359	41,013	42,667
	1.04	1.09	1.14	1.19	1.24	1.29
3	35,721	37,375	39,029	40,682	42,336	43,990
	1.08	1.13	1.18	1.23	1.28	1.33
4	37,044	38,698	40,352	42,005	43,659	45,313
	1.12	1.17	1.22	1.27	1.32	1.37
5	38,367	40,021	41,675	43,328	44,982	46,636
	1.16	1.21	1.26	1.31	1.36	1.41
6	39,690	41,344	42,998	44,651	46,305	47,959
	1.20	1.25	1.30	1.35	1.40	1.45
7		42,667	44,321	45,974	47,628	49,282
		1.29	1.34	1.39	1.44	1.49
8		43,990	45,644	47,297	48,951	50,605
		1.33	1.38	1.43	1.48	1.53
9			46,967	48,620	50,274	51,928
			1.42	1.47	1.52	1.57
10			48,290	49,943	51,597	53,251
			1.46	1.51	1.56	1.61
11				51,266	52,920	54,574
				1.55	1.60	1.65
12				52,589	54,243	55,897
				1.59	1.64	1.69
13					55,566	57,220
					1.68	1.73
14					56,889	58,543
					1.72	1.77
15						59,866
						1.81
16						61,189
						1.85

1/18/2017

Freeman

2016-2017
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	7.5
Planning Time:	48	48	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,050 Index: 4 x 4

Starting Salary: 34,050 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison		.0026 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	45	yes		
Other Info:	incl. Bereavement				
PERSONAL	2			yes	accum to 3
BEREAVEMENT	2 - 10				from sick lv
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY: No

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

FREEMAN								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,050	35,412	36,774	38,136	39,498	39,498	40,860	42,222
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	35,412	36,774	38,136	39,498	40,860	40,860	42,222	43,584
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	36,774	38,136	39,498	40,860	42,222	42,222	43,584	44,946
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	38,136	39,498	40,860	42,222	43,584	43,584	44,946	46,308
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	39,498	40,860	42,222	43,584	44,946	44,946	46,308	47,670
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	40,860	42,222	43,584	44,946	46,308	46,308	47,670	49,032
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	42,222	43,584	44,946	46,308	47,670	47,670	49,032	50,394
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		44,946	46,308	47,670	49,032	49,032	50,394	51,756
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			47,670	49,032	50,394	50,394	51,756	53,118
			1.40	1.44	1.48	1.48	1.52	1.56
10			49,032	50,394	51,756	51,756	53,118	54,480
			1.44	1.48	1.52	1.52	1.56	1.60
11				51,756	53,118	53,118	54,480	55,842
				1.52	1.56	1.56	1.60	1.64
12				53,118	54,480	54,480	55,842	57,204
				1.56	1.60	1.60	1.64	1.68
13					55,842	55,842	57,204	58,566
					1.64	1.64	1.68	1.72
14						57,204		59,928
						1.68		1.76

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

1/18/2017

Fremont

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7.25	7.25	7.25
Planning Time:	90	90	30
Class Periods/Day:	4	6	
Normal Teaching Load:	3	5	

SALARY SCHEDULE

Base: 33,839 Index: 4.5 x 5
Starting Salary: 33,839 Entry Level Step: 1
Career Increments: Y Experience Allowed: 5(D)
Long. 4% ea. 4 yrs after frozen 4 yrs
Vertical Freeze:
Rollback: 85-86
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	541.67
HEALTH	BC/BS	900D/3500D					Cafeteria
DENTAL	BC/BS	3					
PPO:	Emp can choose between Dental ‹COMMENTS:						
LIFE	Sun Life	1.40					
LTD	Sun Life	.0035 (thru caf)					
NON-PARTICIPANT							

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
541.67	541.67

Options: H/A, Dental,Life,LTD

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	unl.	yes		
Other Info:	After 15 yrs:to 60 days @ $70				
PERSONAL	4			yes	$130/day EOY for 3 days
BEREAVEMENT	5				3 family/1 non-family
PROFESSIONAL	unl.			yes	
ADOPTION	30				from sick lv.
ASSOCIATION	see prof lv				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES: Paternity

FREMONT

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36 EDSPEC	MA+45	PHD DOC
1	33,839	35,531	37,223	38,915	40,607	40,607	42,299	43,991	45,683	47,375	49,067	54,142
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45	1.60
2	35,362	37,054	38,746	40,438	42,130	42,130	43,822	45,513	47,205	48,897	50,589	55,665
	1.045	1.095	1.145	1.195	1.245	1.245	1.295	1.345	1.395	1.445	1.495	1.645
3	36,885	38,576	40,268	41,960	43,652	43,652	45,344	47,036	48,728	50,420	52,112	57,188
	1.09	1.14	1.19	1.24	1.29	1.29	1.34	1.39	1.44	1.49	1.54	1.69
4	38,407	40,099	41,791	43,483	45,175	45,175	46,867	48,559	50,251	51,943	53,635	58,711
	1.135	1.185	1.235	1.285	1.335	1.335	1.385	1.435	1.485	1.535	1.585	1.735
5	39,930	41,622	43,314	45,006	46,698	46,698	48,390	50,082	51,774	53,466	55,158	60,233
	1.18	1.23	1.28	1.33	1.38	1.38	1.43	1.48	1.53	1.58	1.63	1.78
6	41,453	43,145	44,837	46,529	48,390	48,390	50,082	51,774	53,466	55,158	56,850	61,925
	1.225	1.275	1.325	1.375	1.43	1.43	1.48	1.53	1.58	1.63	1.68	1.83
7	42,976	44,667	46,359	48,051	50,082	50,082	51,774	53,466	55,158	56,850	58,541	63,617
	1.27	1.32	1.37	1.42	1.48	1.48	1.53	1.58	1.63	1.68	1.73	1.88
8		46,190	47,882	49,574	51,774	51,774	53,466	55,158	56,850	58,541	60,233	65,309
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			49,405	51,097	53,466	53,466	55,158	56,850	58,541	60,233	61,925	67,001
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				52,620	55,158	55,158	56,850	58,541	60,233	61,925	63,617	68,693
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				54,142	56,850	56,850	58,541	60,233	61,925	63,617	65,309	70,385
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12				55,665	58,541	58,541	60,233	61,925	63,617	65,309	67,001	72,077
				1.645	1.73	1.73	1.78	1.83	1.88	1.93	1.98	2.13
13						60,233	61,925	63,617	65,309	67,001	68,693	73,769
						1.78	1.83	1.88	1.93	1.98	2.03	2.18
14						61,925	63,617	65,309	67,001	68,693	70,385	75,461
						1.83	1.88	1.93	1.98	2.03	2.08	2.23
15							65,309	67,001	68,693	70,385	72,077	77,153
							1.93	1.98	2.03	2.08	2.13	2.28

1/18/2017

Friend

2016-2017
1.1

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	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,000 Index: 4.5 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: (D)

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l	.004 (+B thru sal)				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

FRIEND

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	33,000	34,320	35,640	36,960	38,280	39,600	40,920	42,240
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28
2	34,485	35,805	37,125	38,445	39,765	41,085	42,405	43,725
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325
3	35,970	37,290	38,610	39,930	41,250	42,570	43,890	45,210
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
4	37,455	38,775	40,095	41,415	42,735	44,055	45,375	46,695
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415
5	38,940	40,260	41,580	42,900	44,220	45,540	46,860	48,180
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46
6	40,425	41,745	43,065	44,385	45,705	47,025	48,345	49,665
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505
7		43,230	44,550	45,870	47,190	48,510	49,830	51,150
		1.31	1.35	1.39	1.43	1.47	1.51	1.55
8		44,715	46,035	47,355	48,675	49,995	51,315	52,635
		1.355	1.395	1.435	1.475	1.515	1.555	1.595
9			47,520	48,840	50,160	51,480	52,800	54,120
			1.44	1.48	1.52	1.56	1.6	1.64
10			49,005	50,325	51,645	52,965	54,285	55,605
			1.485	1.525	1.565	1.605	1.645	1.685
11				51,810	53,130	54,450	55,770	57,090
				1.57	1.61	1.65	1.69	1.73
12				53,295	54,615	55,935	57,255	58,575
				1.615	1.655	1.695	1.735	1.775
13				54,780	56,100	57,420	58,740	60,060
				1.66	1.7	1.74	1.78	1.82
14					57,585	58,905	60,225	61,545
					1.745	1.785	1.825	1.865

1/18/2017

Fullerton

2016-2017
3.1

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:	7.5	7.5	7
Planning Time:	100	100	95
Class Periods/Day:	9	9	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,900 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze: 86-87 Steps 1-5
Rollback: 86-87
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Unknown		1.85			
LTD						
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits

Deductible Reimbursement: Y 900

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2			no	Reimb. $50/day for unused eac
BEREAVEMENT	5				add'l @ supt. discretion
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FULLERTON							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,900	35,595	37,290	38,985	40,680	42,375	44,070
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	35,256	36,951	38,646	40,341	42,036	43,731	45,426
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	36,612	38,307	40,002	41,697	43,392	45,087	46,782
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	37,968	39,663	41,358	43,053	44,748	46,443	48,138
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	39,324	41,019	42,714	44,409	46,104	47,799	49,494
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	40,680	42,375	44,070	45,765	47,460	49,155	50,850
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	42,036	43,731	45,426	47,121	48,816	50,511	52,206
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8	43,392	45,087	46,782	48,477	50,172	51,867	53,562
	1.28	1.33	1.38	1.43	1.48	1.53	1.58
9		46,443	48,138	49,833	51,528	53,223	54,918
		1.37	1.42	1.47	1.52	1.57	1.62
10			49,494	51,189	52,884	54,579	56,274
			1.46	1.51	1.56	1.61	1.66
11			50,850	52,545	54,240	55,935	57,630
			1.50	1.55	1.60	1.65	1.70
12				53,901	55,596	57,291	58,986
				1.59	1.64	1.69	1.74
13				55,257	56,952	58,647	60,342
				1.63	1.68	1.73	1.78
14					58,308	60,003	61,698
					1.72	1.77	1.82
15					59,664	61,359	63,054
					1.76	1.81	1.86
16						62,715	64,410
						1.85	1.90

1/18/2017

Garden County

2016-2017
1.1

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
Planning Time:	50	45	42
Class Periods/Day:	8	10	
Normal Teaching Load:			

SALARY SCHEDULE

Base: 32,850 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 10

Vertical Freeze:
Rollback: 89-90
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1152.08
HEALTH	BC/BS	600D/2000D	593.71	593.71	593.71	593.71	Flat Salary
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Principal Life	10.00					
NON-PARTICIPANT	$1152.08 Flat Salary						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
1152.08	1152.08

Options: H/A, Life, LTD,

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:					
PERSONAL	4			yes	accum. to 10
BEREAVEMENT	2				
PROFESSIONAL				yes	see personal
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

GARDEN COUNTY							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	32,850	34,328	35,807	37,285	38,763	40,241	41,720
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	34,328	35,807	37,285	38,763	40,241	41,720	43,198
	1.045	1.09	1.135	1.18	1.225	1.27	1.315
3	35,807	37,285	38,763	40,241	41,720	43,198	44,676
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	37,285	38,763	40,241	41,720	43,198	44,676	46,154
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	38,763	40,241	41,720	43,198	44,676	46,154	47,633
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	40,241	41,720	43,198	44,676	46,154	47,633	49,111
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7	41,720	43,198	44,676	46,154	47,633	49,111	50,589
	1.27	1.315	1.36	1.405	1.45	1.495	1.54
8	43,198	44,676	46,154	47,633	49,111	50,589	52,067
	1.315	1.36	1.405	1.45	1.495	1.54	1.585
9	44,676	46,154	47,633	49,111	50,589	52,067	53,546
	1.36	1.405	1.45	1.495	1.54	1.585	1.63
10		47,633	49,111	50,589	52,067	53,546	55,024
		1.45	1.495	1.54	1.585	1.63	1.675
11		49,111	50,589	52,067	53,546	55,024	56,502
		1.495	1.54	1.585	1.63	1.675	1.72
12			52,067	53,546	55,024	56,502	57,980
			1.585	1.63	1.675	1.72	1.765
13				55,024	56,502	57,980	59,459
				1.675	1.72	1.765	1.81
14				56,502	57,980	59,459	60,937
				1.72	1.765	1.81	1.855
15					59,459	60,937	62,415
					1.81	1.855	1.9
16						62,415	63,893
						1.9	1.945
17							65,371
							1.99

1/18/2017

Gering

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	90	55	55
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base: 33,750 Index: 4.5 x 4.5
Starting Salary: 35,269 Entry Level Step: 1*
Career Increments: N Experience Allowed: all
*stp 1 is 1.045 index
Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/2000D	281.48	281.48	281.48	281.48
DENTAL	BC/BS	2	13.28	13.28	13.28	13.28

PPO: Dist pays 1/2 single prem + fringe COMMENTS:
LIFE Guardian Deductible Reimbursement:
LTD Principal .0044 (thru sal)
NON-PARTICIPANT $687.50 Fringe Benef

Couple - Benefits 687.50
Fringe Benefit

Cafeteria Plan

Individ.	Depend.
687.50	687.50

Options: H/A,Dental,Cash
IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	66	yes		
Other Info:	Bd adds 30 days when 36 are accum = 66 days				
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	5				5 immed. Fam/1 others
PROFESSIONAL	unl.			yes	
ADOPTION	per FMLA				
ASSOCIATION	5				

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

GERING												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DOC
BASE	33,750											
	1.00											
1	35,269	36,788	38,306	39,825	41,344	42,863	44,381	45,900	47,419	48,938	50,456	51,975
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
2	36,788	38,306	39,825	41,344	42,863	44,381	45,900	47,419	48,938	50,456	51,975	53,494
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
3	38,306	39,825	41,344	42,863	44,381	45,900	47,419	48,938	50,456	51,975	53,494	55,013
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
4	39,825	41,344	42,863	44,381	45,900	47,419	48,938	50,456	51,975	53,494	55,013	56,531
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
5	41,344	42,863	44,381	45,900	47,419	48,938	50,456	51,975	53,494	55,013	56,531	58,050
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
6	42,863	44,381	45,900	47,419	48,938	50,456	51,975	53,494	55,013	56,531	58,050	59,569
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
7		45,900	47,419	48,938	50,456	51,975	53,494	55,013	56,531	58,050	59,569	61,088
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
8			48,938	50,456	51,975	53,494	55,013	56,531	58,050	59,569	61,088	62,606
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
9				51,975	53,494	55,013	56,531	58,050	59,569	61,088	62,606	64,125
				1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9
10						56,531	58,050	59,569	61,088	62,606	64,125	65,644
						1.675	1.72	1.765	1.81	1.855	1.9	1.945
11						58,050	59,569	61,088	62,606	64,125	65,644	67,162
						1.72	1.765	1.81	1.855	1.9	1.945	1.99
12						59,569	61,088	62,606	64,125	65,644	67,162	68,681
						1.765	1.81	1.855	1.9	1.945	1.99	2.035
13								64,125	65,644	67,162	68,681	70,200
								1.9	1.945	1.99	2.035	2.08
14									67,162	68,681	70,200	71,719
									1.99	2.035	2.08	2.125

1/18/2017

Gibbon

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 49

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	42	42	30
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 34,250 Index: 4 x 5
Starting Salary: 34,250 Entry Level Step: 1
Career Increments: N Experience Allowed: 15

Vertical Freeze: 86-87
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Madison Nat'l	6.92				
LTD	Madison Nat'l	.0010				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	may convert 1 over 35 accum to pers				
PERSONAL	2			2-yes, 1-no	acc. to 3
BEREAVEMENT	2				add'l from sick lv.
PROFESSIONAL	2			yes	accum. 2
ADOPTION	10				from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES: maternity

GIBBON									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,250	35,963	37,675	39,388	41,100	42,813	44,525	46,238	47,950
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,620	37,333	39,045	40,758	42,470	44,183	45,895	47,608	49,320
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,990	38,703	40,415	42,128	43,840	45,553	47,265	48,978	50,690
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,360	40,073	41,785	43,498	45,210	46,923	48,635	50,348	52,060
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,730	41,443	43,155	44,868	46,580	48,293	50,005	51,718	53,430
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		42,813	44,525	46,238	47,950	49,663	51,375	53,088	54,800
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7			45,895	47,608	49,320	51,033	52,745	54,458	56,170
			1.34	1.39	1.44	1.49	1.54	1.59	1.64
8				48,978	50,690	52,403	54,115	55,828	57,540
				1.43	1.48	1.53	1.58	1.63	1.68
9				50,348	52,060	53,773	55,485	57,198	58,910
				1.47	1.52	1.57	1.62	1.67	1.72
10				51,718	53,430	55,143	56,855	58,568	60,280
				1.51	1.56	1.61	1.66	1.71	1.76
11					54,800	56,513	58,225	59,938	61,650
					1.60	1.65	1.70	1.75	1.80
12					56,170	57,883	59,595	61,308	63,020
					1.64	1.69	1.74	1.79	1.84
13					57,540	59,253	60,965	62,678	64,390
					1.68	1.73	1.78	1.83	1.88
14							62,335	64,048	65,760
							1.82	1.87	1.92
15									67,130
									1.96

1/18/2017

Giltner

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,000 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Omaha Life		.0053 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits
29.18 or 48.32
Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: full

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:					
PERSONAL	2+1			yes	1 with sub pay ded
BEREAVEMENT	from sick lv.				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

GILTNER						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+18
1	34,000	35,360	36,720	38,080	39,440	40,800
	1.00	1.04	1.08	1.12	1.16	1.20
2	35,360	36,720	38,080	39,440	40,800	42,160
	1.04	1.08	1.12	1.16	1.20	1.24
3	36,720	38,080	39,440	40,800	42,160	43,520
	1.08	1.12	1.16	1.20	1.24	1.28
4	38,080	39,440	40,800	42,160	43,520	44,880
	1.12	1.16	1.20	1.24	1.28	1.32
5	39,440	40,800	42,160	43,520	44,880	46,240
	1.16	1.20	1.24	1.28	1.32	1.36
6	40,800	42,160	43,520	44,880	46,240	47,600
	1.20	1.24	1.28	1.32	1.36	1.40
7		43,520	44,880	46,240	47,600	48,960
		1.28	1.32	1.36	1.40	1.44
8			46,240	47,600	48,960	50,320
			1.36	1.40	1.44	1.48
9			47,600	48,960	50,320	51,680
			1.40	1.44	1.48	1.52
10				50,320	51,680	53,040
				1.48	1.52	1.56
11				51,680	53,040	54,400
				1.52	1.56	1.60
12					54,400	55,760
					1.60	1.64
13						57,120
						1.68

1/18/2017

Gordon-Rushville

2016-2017
1.1

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	7.2	7.25
Planning Time:	48	45	30
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base: 33,200 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	562.95	562.95	562.95	562.95
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Unknown		.003 (thru sal)			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 537.58

Fringe Stipend

Cafeteria Plan

Individ.	Depend.
537.58	537.58

Options: HA/Dent/Cash/Caf

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: 3100D

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	90	yes		
Other Info:					
PERSONAL	4			yes	sub rate/day EOY
BEREAVEMENT	5				
PROFESSIONAL	unl.			yes	
ADOPTION					from sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: N

SEVERANCE PAY:

OTHER LEAVES:

GORDON-RUSHVILLE

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	33,200	34,694	36,188	37,682	39,176	40,670	42,164	43,658
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	34,694	36,188	37,682	39,176	40,670	42,164	43,658	45,152
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	36,188	37,682	39,176	40,670	42,164	43,658	45,152	46,646
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
4	37,682	39,176	40,670	42,164	43,658	45,152	46,646	48,140
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
5	39,176	40,670	42,164	43,658	45,152	46,646	48,140	49,634
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
6	40,670	42,164	43,658	45,152	46,646	48,140	49,634	51,128
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
7		43,658	45,152	46,646	48,140	49,634	51,128	52,622
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
8			46,646	48,140	49,634	51,128	52,622	54,116
			1.405	1.45	1.495	1.54	1.585	1.63
9				49,634	51,128	52,622	54,116	55,610
				1.495	1.54	1.585	1.63	1.675
10				51,128	52,622	54,116	55,610	57,104
				1.54	1.585	1.63	1.675	1.72
11					54,116	55,610	57,104	58,598
					1.63	1.675	1.72	1.765
12					55,610	57,104	58,598	60,092
					1.675	1.72	1.765	1.81
13						58,598	60,092	61,586
						1.765	1.81	1.855
14							61,586	63,080
							1.855	1.9
15								64,574
								1.945

09-10 base/movement freeze; 10-11 allow 2 steps movement

1/18/2017

Gothenburg

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7	7	7
Length of Student Day:	6.5	6.5	6.5
Planning Time:	48	48	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,600 Index: 5 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp or Dep. Dental
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	75	yes		
Other Info:					
PERSONAL	2			yes	$100/day unused EOY
BEREAVEMENT	10,5,2				immed family; from sick lv.
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				inc. in sick lv.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

GOTHENBURG									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,600	35,984	37,368	38,752	40,136	41,520	42,904	44,288	45,672
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	36,330	37,714	39,098	40,482	41,866	43,250	44,634	46,018	47,402
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	38,060	39,444	40,828	42,212	43,596	44,980	46,364	47,748	49,132
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	39,790	41,174	42,558	43,942	45,326	46,710	48,094	49,478	50,862
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	41,520	42,904	44,288	45,672	47,056	48,440	49,824	51,208	52,592
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		44,634	46,018	47,402	48,786	50,170	51,554	52,938	54,322
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			47,748	49,132	50,516	51,900	53,284	54,668	56,052
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				50,862	52,246	53,630	55,014	56,398	57,782
				1.47	1.51	1.55	1.59	1.63	1.67
9				52,592	53,976	55,360	56,744	58,128	59,512
				1.52	1.56	1.60	1.64	1.68	1.72
10					55,706	57,090	58,474	59,858	61,242
					1.61	1.65	1.69	1.73	1.77
11					57,436	58,820	60,204	61,588	62,972
					1.66	1.70	1.74	1.78	1.82
12								63,318	64,702
								1.83	1.87

1/18/2017

Grand Island

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 187 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	45	varies
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,210
Starting Salary: 35,578
Career Increments: Y
Vertical Freeze: 85-86
Rollback:
Multi-year Contract:

Index: 4 x 5
Entry Level Step: 2
Experience Allowed: 8

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	625
HEALTH	BC/BS	900D/2000D	474.97	474.97	474.97	474.97	Ind for each spouse
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: + Fringe Benefit Stipend $123.48 COMMENTS:
LIFE
LTD
NON-PARTICIPANT

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: H/A,Life,Cash

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	90	yes		
Other Info:	depend. use up to 10 days only				
PERSONAL	2+1				2 full pay + 1 sub deduct
BEREAVEMENT	3				may add to pers.
PROFESSIONAL	unl.			yes	
ADOPTION	20 from sick lv.				
ASSOCIATION	see prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

GRAND ISLAND

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	34,210	35,921	37,631	39,342	41,052	44,473	46,184	47,894	49,605	51,315	53,026
	1.00	1.05	1.10	1.15	1.20	1.30	1.35	1.40	1.45	1.50	1.55
2	35,578	37,289	38,999	40,710	42,420	45,841	47,552	49,262	50,973	52,683	54,394
	1.04	1.09	1.14	1.19	1.24	1.34	1.39	1.44	1.49	1.54	1.59
3	36,947	38,657	40,368	42,078	43,789	47,210	48,920	50,631	52,341	54,052	55,762
	1.08	1.13	1.18	1.23	1.28	1.38	1.43	1.48	1.53	1.58	1.63
4	38,999	40,710	42,420	44,131	45,841	49,262	50,973	52,683	54,394	56,104	57,815
	1.14	1.19	1.24	1.29	1.34	1.44	1.49	1.54	1.59	1.64	1.69
5	41,052	42,763	44,473	46,184	47,894	51,315	53,026	54,736	56,447	58,157	59,868
	1.20	1.25	1.30	1.35	1.40	1.50	1.55	1.60	1.65	1.70	1.75
6	43,105	44,815	46,526	48,236	49,947	53,368	55,078	56,789	58,499	60,210	61,920
	1.26	1.31	1.36	1.41	1.46	1.56	1.61	1.66	1.71	1.76	1.81
7	45,157	46,868	48,578	50,289	51,999	55,420	57,131	58,841	60,552	62,262	63,973
	1.32	1.37	1.42	1.47	1.52	1.62	1.67	1.72	1.77	1.82	1.87
8						57,473	59,183	60,894	62,604	64,315	66,025
						1.68	1.73	1.78	1.83	1.88	1.93
9						59,525	61,236	62,946	64,657	66,367	68,078
						1.74	1.79	1.84	1.89	1.94	1.99
10										68,420	70,131
										2.00	2.05
11										70,473	72,183
										2.06	2.11

01-02 Longevity increments available after 20 years

1/18/2017

Gretna

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 188 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.5	6.5	6.5
Planning Time:	52	98	40
Class Periods/Day:	7	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 35,600 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: all
MA36-if frozen at last stp 2 yrs-$500 3rd yr.
Vertical Freeze: 84-85, 85-86
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Madison Nat'l	2.48				
LTD	Madison Nat'l	.003 (+B)				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:					
PERSONAL	2			yes	$75/day for unused days
BEREAVEMENT	see sick lv.				
PROFESSIONAL	adm. disc.			yes	
ADOPTION	10				
ASSOCIATION	5				

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

GRETNA

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	35,600	37,024	38,448	39,872	42,008	43,432	44,856	46,280	47,704
	1.00	1.04	1.08	1.12	1.18	1.22	1.26	1.30	1.34
2	37,024	38,448	39,872	41,296	43,432	44,856	46,280	47,704	49,128
	1.04	1.08	1.12	1.16	1.22	1.26	1.30	1.34	1.38
3	38,448	39,872	41,296	42,720	44,856	46,280	47,704	49,128	50,552
	1.08	1.12	1.16	1.20	1.26	1.30	1.34	1.38	1.42
4	39,872	41,296	42,720	44,144	46,280	47,704	49,128	50,552	51,976
	1.12	1.16	1.20	1.24	1.30	1.34	1.38	1.42	1.46
5	41,296	42,720	44,144	45,568	47,704	49,128	50,552	51,976	53,400
	1.16	1.20	1.24	1.28	1.34	1.38	1.42	1.46	1.50
6	42,720	44,144	45,568	46,992	49,128	50,552	51,976	53,400	54,824
	1.20	1.24	1.28	1.32	1.38	1.42	1.46	1.50	1.54
7		45,568	46,992	48,416	50,552	51,976	53,400	54,824	56,248
		1.28	1.32	1.36	1.42	1.46	1.50	1.54	1.58
8			48,416	49,840	51,976	53,400	54,824	56,248	57,672
			1.36	1.40	1.46	1.50	1.54	1.58	1.62
9				51,264	53,400	54,824	56,248	57,672	59,096
				1.44	1.50	1.54	1.58	1.62	1.66
10				52,688	54,824	56,248	57,672	59,096	60,520
				1.48	1.54	1.58	1.62	1.66	1.70
11					56,248	57,672	59,096	60,520	61,944
					1.58	1.62	1.66	1.70	1.74
12					57,672	59,096	60,520	61,944	63,368
					1.62	1.66	1.70	1.74	1.78
13					59,096	60,520	61,944	63,368	64,792
					1.66	1.70	1.74	1.78	1.82
14							63,368	64,792	66,216
							1.78	1.82	1.86
15									67,640
									1.90
16									69,064
									1.94

1/18/2017

Hampton

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,500
Starting Salary: 34,500
Career Increments: N

Index: 4 x 4
Entry Level Step: 1
Experience Allowed: all

Vertical Freeze: 87-88
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:	Vision - $4.40/mo					
LIFE	Madison Ntl.		1.85			
LTD	Madison Ntl.		.0049			

NON-PARTICIPANT

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: H/A

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: FTE

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	Yes		
Other Info:					
PERSONAL	2			yes	accum 3
BEREAVEMENT	5				
PROFESSIONAL	as needed			Yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HAMPTON					
				BA+36	
Step	BA	BA+12	BA+24	MA	MA+12
1	34,500	35,880	37,260	38,640	40,020
	1.00	1.04	1.08	1.12	1.16
2	35,880	37,260	38,640	40,020	41,400
	1.04	1.08	1.12	1.16	1.20
3	37,260	38,640	40,020	41,400	42,780
	1.08	1.12	1.16	1.20	1.24
4	38,640	40,020	41,400	42,780	44,160
	1.12	1.16	1.20	1.24	1.28
5	40,020	41,400	42,780	44,160	45,540
	1.16	1.20	1.24	1.28	1.32
6	41,400	42,780	44,160	45,540	46,920
	1.20	1.24	1.28	1.32	1.36
7		44,160	45,540	46,920	48,300
		1.28	1.32	1.36	1.40
8		45,540	46,920	48,300	49,680
		1.32	1.36	1.40	1.44
9		46,920	48,300	49,680	51,060
		1.36	1.40	1.44	1.48
10			49,680	51,060	52,440
			1.44	1.48	1.52
11				52,440	53,820
				1.52	1.56
12				53,820	55,200
				1.56	1.60
13				55,200	56,580
				1.60	1.64
14				56,580	57,960
				1.64	1.68
15				57,960	59,340
				1.68	1.72
16				59,340	60,720
				1.72	1.76
17					62,100
					1.80
18					63,480
					1.84

1/18/2017

Hartington-Newcastle

2016-2017
1.1

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

SALARY SCHEDULE

Base: 33,900 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 6

Vertical Freeze: 87-88
Rollback: 86-87 (2 Steps)
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1016.67
HEALTH	BC/BS	900D/2000D					Cafeteria
DENTAL	BC/BS	2					
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
1016.67	1016.67

Options: H/A,Dent.,LTD, Life,TSA, Cash

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	70	yes		
Other Info:	7 for dep use				
PERSONAL	3			yes	$50/unused day
BEREAVEMENT	5				
PROFESSIONAL	supt. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

HARTINGTON-NEW CASTLE							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,900	35,256	36,612	37,968	39,324	40,680	42,036
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,256	36,612	37,968	39,324	40,680	42,036	43,392
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,612	37,968	39,324	40,680	42,036	43,392	44,748
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,968	39,324	40,680	42,036	43,392	44,748	46,104
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,324	40,680	42,036	43,392	44,748	46,104	47,460
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,680	42,036	43,392	44,748	46,104	47,460	48,816
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		43,392	44,748	46,104	47,460	48,816	50,172
		1.28	1.32	1.36	1.40	1.44	1.48
8		44,748	46,104	47,460	48,816	50,172	51,528
		1.32	1.36	1.40	1.44	1.48	1.52
9		46,104	47,460	48,816	50,172	51,528	52,884
		1.36	1.40	1.44	1.48	1.52	1.56
10		47,460	48,816	50,172	51,528	52,884	54,240
		1.40	1.44	1.48	1.52	1.56	1.60
11			50,172	51,528	52,884	54,240	55,596
			1.48	1.52	1.56	1.60	1.64
12				52,884	54,240	55,596	56,952
				1.56	1.60	1.64	1.68
13				54,240	55,596	56,952	58,308
				1.60	1.64	1.68	1.72
14					56,952	58,308	59,664
					1.68	1.72	1.76
15					58,308	59,664	61,020
					1.72	1.76	1.80
16						61,020	62,376
						1.80	1.84

1/18/2017

Harvard

2016-2017
3.1

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:	7.5	7.5	7.5
Planning Time:	48	48	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,750 Index: 4 x 4
Starting Salary: 36,450 Entry Level Step: 3
Career Increments: N Experience Allowed: all
BA+36,45,54 frozen 1 yr after entering;Not apply to MA
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l		.0045 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: full

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	40	yes		
Other Info:					
PERSONAL	2			yes	$75/day/year up to $150 eoy
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	1			yes	
ADOPTION	30				from sick lv
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HARVARD

					BA+36	BA+45	BA+54	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	33,750	35,100	36,450	37,800	39,150	40,500	41,850	43,200
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,100	36,450	37,800	39,150	40,500	41,850	43,200	44,550
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,450	37,800	39,150	40,500	41,850	43,200	44,550	45,900
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	37,800	39,150	40,500	41,850	43,200	44,550	45,900	47,250
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,150	40,500	41,850	43,200	44,550	45,900	47,250	48,600
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6		41,850	43,200	44,550	45,900	47,250	48,600	49,950
		1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		43,200	44,550	45,900	47,250	48,600	49,950	51,300
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			45,900	47,250	48,600	49,950	51,300	52,650
			1.36	1.40	1.44	1.48	1.52	1.56
9				48,600	49,950	51,300	52,650	54,000
				1.44	1.48	1.52	1.56	1.60
10					51,300	52,650	54,000	55,350
					1.52	1.56	1.60	1.64
11						54,000	55,350	56,700
						1.60	1.64	1.68
12							56,700	58,050
							1.68	1.72
13								59,400
								1.76

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

1/18/2017

Hastings

2016-2017
3.1

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:	6.75	6.5	6.5
Planning Time:	96	95	90
Class Periods/Day:	8	9	
Normal Teaching Load:	6.5	7	

SALARY SCHEDULE

Base: 33,100 Index: 4.5 x 4.5
Starting Salary: 33,100 Entry Level Step: 1
Career Increments: Y Experience Allowed: 10
Those with a doctorate receive $500/yr.
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	562.95	989.40	1123.08	1508.02	441.68 or 499.63 Full Ins. + $325
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33	

PPO: Dist pays 95% H/A premium for fa COMMENTS: if taking indiv add'l $200/mo
LIFE Deductible Reimbursement:
LTD Madison Nat'l .0029
NON-PARTICIPANT $275/mo no ins

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

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	unl.	yes		
Other Info:					
PERSONAL	2			yes	1-sub. ded.
BEREAVEMENT	5				w/approv.
PROFESSIONAL	4			yes	
ADOPTION	5				
ASSOCIATION					

SABBATICAL: Yes **SEVERANCE PAY:**
OTHER LEAVES: Family parenting-5;spec. pers.-2

OTHER DISTRICT POLICIES

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

HASTINGS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	33,100	34,590	36,079	37,569	39,058	39,058	40,548	42,037	43,527	45,016	46,506
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	34,590	36,079	37,569	39,058	40,548	40,548	42,037	43,527	45,016	46,506	47,995
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	36,079	37,569	39,058	40,548	42,037	42,037	43,527	45,016	46,506	47,995	49,485
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	37,569	39,058	40,548	42,037	43,527	43,527	45,016	46,506	47,995	49,485	50,974
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	39,058	40,548	42,037	43,527	45,016	45,016	46,506	47,995	49,485	50,974	52,464
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	40,548	42,037	43,527	45,016	46,506	46,506	47,995	49,485	50,974	52,464	53,953
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	42,037	43,527	45,016	46,506	47,995	47,995	49,485	50,974	52,464	53,953	55,443
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	43,527	45,016	46,506	47,995	49,485	49,485	50,974	52,464	53,953	55,443	56,932
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			48,492	49,485	50,974	50,974	52,464	53,953	55,443	56,932	58,422
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				51,471	52,464	52,464	53,953	55,443	56,932	58,422	59,911
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					53,953	53,953	55,443	56,932	58,422	59,911	61,401
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12					55,443	55,443	56,932	58,422	59,911	61,401	62,890
					1.675	1.675	1.72	1.765	1.81	1.855	1.9
13						56,932	58,422	59,911	61,401	62,890	64,380
						1.72	1.765	1.81	1.855	1.9	1.945
14						58,422	59,911	61,401	62,890	64,380	65,869
						1.765	1.81	1.855	1.9	1.945	1.99
15										65,869	67,359
										1.99	2.035

02-03 staff frozen at bottom of MA45 will be given add'l 1.5% of base every yr on that step

1/18/2017

Hay Springs

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 162 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.75	8.75	8.75
Length of Student Day:			
Planning Time:	64	64	60
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,000 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 5
11-12 switch to 4 day work week - 160 contract days
Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55

PPO:
LIFE
LTD
NON-PARTICIPANT

COMMENTS:

Deductible Reimbursement: N

Couple - Benefits 26.55 Ind Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	40	yes		
Other Info:					
PERSONAL	2			yes	accum to 4
BEREAVEMENT	(See Sick Lv.)				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES: Jury Duty

HAY SPRINGS						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	34,000	35,530	37,060	38,590	40,120	41,650
	1.00	1.045	1.09	1.135	1.18	1.225
2	35,530	37,060	38,590	40,120	41,650	43,180
	1.045	1.09	1.135	1.18	1.225	1.27
3	37,060	38,590	40,120	41,650	43,180	44,710
	1.09	1.135	1.18	1.225	1.27	1.315
4	38,590	40,120	41,650	43,180	44,710	46,240
	1.135	1.18	1.225	1.27	1.315	1.36
5	40,120	41,650	43,180	44,710	46,240	47,770
	1.18	1.225	1.27	1.315	1.36	1.405
6	41,650	43,180	44,710	46,240	47,770	49,300
	1.225	1.27	1.315	1.36	1.405	1.45
7	43,180	44,710	46,240	47,770	49,300	50,830
	1.27	1.315	1.36	1.405	1.45	1.495
8		46,240	47,770	49,300	50,830	52,360
		1.36	1.405	1.45	1.495	1.54
9		47,770	49,300	50,830	52,360	53,890
		1.405	1.45	1.495	1.54	1.585
10			50,830	52,360	53,890	55,420
			1.495	1.54	1.585	1.63
11				53,890	55,420	56,950
				1.585	1.63	1.675
12				55,420	56,950	58,480
				1.63	1.675	1.72
13					58,480	60,010
					1.72	1.765

1/18/2017

Hayes Center

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 180

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	51	51	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,350

Index: 4 x 4.5

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp or Dep Dental
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Principal	.0041					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	Percent of base for tuition				
PERSONAL	1			yes	trade 3 sick for +1
BEREAVEMENT	unl				w/appr.
PROFESSIONAL	unl			yes	
ADOPTION	Approval				
ASSOCIATION	Approval				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HAYES CENTER						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	33,350	34,851	36,352	37,852	39,353	40,854
	1.00	1.045	1.09	1.135	1.18	1.225
2	34,684	36,185	37,686	39,186	40,687	42,188
	1.04	1.085	1.13	1.175	1.22	1.265
3	36,018	37,519	39,020	40,520	42,021	43,522
	1.08	1.125	1.17	1.215	1.26	1.305
4	37,352	38,853	40,354	41,854	43,355	44,856
	1.12	1.165	1.21	1.255	1.3	1.345
5	38,686	40,187	41,688	43,188	44,689	46,190
	1.16	1.205	1.25	1.295	1.34	1.385
6		41,521	43,022	44,522	46,023	47,524
		1.245	1.29	1.335	1.38	1.425
7		42,855	44,356	45,856	47,357	48,858
		1.285	1.33	1.375	1.42	1.465
8			45,690	47,190	48,691	50,192
			1.37	1.415	1.46	1.505
9				48,524	50,025	51,526
				1.455	1.5	1.545
10				49,858	51,359	52,860
				1.495	1.54	1.585
11					52,693	54,194
					1.58	1.625
12						55,528
						1.665
13						56,862
						1.705
14						58,196
						1.745

1/18/2017

Heartland

2016-2017
3.1

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:	6.5	6.5	6.5
Planning Time:	97	97	97
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,833
Starting Salary: 35,833
Career Increments: N
Vertical Freeze:
Rollback:
Multi-year Contract:

Index: 4 x 4
Entry Level Step: 1
Experience Allowed: 8

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	4	47.65	47.65	47.65	47.65
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
52.43 or 86.76
Sp or Dep. Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	Yes		
Other Info:	reimb. $20/day over 40 unused EOY				
PERSONAL	2			yes	accum to 4
BEREAVEMENT	5				
PROFESSIONAL	2			yes	accum. to 4
ADOPTION	see sick lv.				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HEARTLAND								
						BA+42		
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	35,833	37,266	38,700	40,133	40,850	41,566	43,000	44,433
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	37,266	38,700	40,133	41,566	42,283	43,000	44,433	45,866
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	38,700	40,133	41,566	43,000	43,716	44,433	45,866	47,300
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	40,133	41,566	43,000	44,433	45,150	45,866	47,300	48,733
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	41,566	43,000	44,433	45,866	46,583	47,300	48,733	50,166
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	43,000	44,433	45,866	47,300	48,016	48,733	50,166	51,600
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		45,866	47,300	48,733	49,450	50,166	51,600	53,033
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8			48,733	50,166	50,883	51,600	53,033	54,466
			1.36	1.40	1.42	1.44	1.48	1.52
9				51,600	52,316	53,033	54,466	55,899
				1.44	1.46	1.48	1.52	1.56
10				53,033	53,750	54,466	55,899	57,333
				1.48	1.50	1.52	1.56	1.60
11				54,466	55,183	55,899	57,333	58,766
				1.52	1.54	1.56	1.60	1.64
12					56,616	57,333	58,766	60,199
					1.58	1.60	1.64	1.68
13						58,766	60,199	61,633
						1.64	1.68	1.72
14							61,633	63,066
							1.72	1.76
15								64,499
								1.80

1/18/2017

Hemingford

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,500 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1(D)
Career Increments: Y Experience Allowed: all

Vertical Freeze: 05-06, 06-07
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	593.71	1098.39	1246.80	1674.14
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14
PPO:						
LIFE	Guardian	5.00				
LTD						
NON-PARTICIPANT	$620 annuity					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 57.39 or 94.95 Sp or Dep Dental

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

PART-TIME BENEFITS
Minimum FTE: 1
Contribution:

LEAVES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

HEMINGFORD								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,500	35,008	36,515	38,023	39,530	41,038	42,545	44,053
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	35,008	36,515	38,023	39,530	41,038	42,545	44,053	45,560
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	36,515	38,023	39,530	41,038	42,545	44,053	45,560	47,068
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
4	38,023	39,530	41,038	42,545	44,053	45,560	47,068	48,575
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
5	39,530	41,038	42,545	44,053	45,560	47,068	48,575	50,083
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
6		42,545	44,053	45,560	47,068	48,575	50,083	51,590
		1.27	1.315	1.36	1.405	1.45	1.495	1.54
7		44,053	45,560	47,068	48,575	50,083	51,590	53,098
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
8			47,068	48,575	50,083	51,590	53,098	54,605
			1.405	1.45	1.495	1.54	1.585	1.63
9				50,083	51,590	53,098	54,605	56,113
				1.495	1.54	1.585	1.63	1.675
10					53,098	54,605	56,113	57,620
					1.585	1.63	1.675	1.72
11					54,605	56,113	57,620	59,128
					1.63	1.675	1.72	1.765
12					56,113	57,620	59,128	60,635
					1.675	1.72	1.765	1.81
13					57,620	59,128	60,635	62,143
					1.72	1.765	1.81	1.855
14						60,635	62,143	63,650
						1.81	1.855	1.9
15							63,650	65,157
							1.9	1.945
16								66,665
								1.99
17								68,172
								2.035

1/18/2017

Hershey

2016-2017
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	7.5
Planning Time:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,400
Starting Salary: 35,640
Career Increments: N
*entry step is 1.10
Vertical Freeze:
Rollback:
Multi-year Contract:

Index: 5 x 4
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/Sp/Child	
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43	
DENTAL	BC/BS	1	24.64	45.59	51.73	69.49	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	4			yes	
BEREAVEMENT	5				2 for non-family
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HERSHEY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	MA+18	MA+27	MA+36
BASE	32,400								
	1.00								
1	34,020	35,316	36,612	37,908	39,204	40,500	41,796	43,092	44,388
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
2	35,640	36,936	38,232	39,528	40,824	42,120	43,416	44,712	46,008
	1.1	1.14	1.18	1.22	1.26	1.3	1.34	1.38	1.42
3	37,260	38,556	39,852	41,148	42,444	43,740	45,036	46,332	47,628
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
4	38,880	40,176	41,472	42,768	44,064	45,360	46,656	47,952	49,248
	1.2	1.24	1.28	1.32	1.36	1.4	1.44	1.48	1.52
5		41,796	43,092	44,388	45,684	46,980	48,276	49,572	50,868
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
6		43,416	44,712	46,008	47,304	48,600	49,896	51,192	52,488
		1.34	1.38	1.42	1.46	1.5	1.54	1.58	1.62
7			46,332	47,628	48,924	50,220	51,516	52,812	54,108
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
8			47,952	49,248	50,544	51,840	53,136	54,432	55,728
			1.48	1.52	1.56	1.6	1.64	1.68	1.72
9				50,868	52,164	53,460	54,756	56,052	57,348
				1.57	1.61	1.65	1.69	1.73	1.77
10				52,488	53,784	55,080	56,376	57,672	58,968
				1.62	1.66	1.7	1.74	1.78	1.82
11					55,404	56,700	57,996	59,292	60,588
					1.71	1.75	1.79	1.83	1.87
12					57,024	58,320	59,616	60,912	62,208
					1.76	1.8	1.84	1.88	1.92
13						59,940	61,236	62,532	63,828
						1.85	1.89	1.93	1.97
14							62,856	64,152	65,448
							1.94	1.98	2.02
15								65,772	67,068
								2.03	2.07
16								67,392	68,688
								2.08	2.12
17									70,308
									2.17

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, BA36, BA45 grandfathered

1/18/2017

High Plains

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 35,675 Index: 4 x 4.5
Starting Salary: 35,675 Entry Level Step: 1
Career Increments: N Experience Allowed: 6

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	27.09 or 44.85 Sp or Dep. Dental
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	1	24.64	24.64	24.64	24.64	
PPO:							
LIFE							
LTD	Horace Mann	13.75					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

HIGH PLAINS COMMUNITY SCHOOL							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	35,675	37,280	38,886	40,491	42,097	43,702	45,307
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	37,102	38,707	40,313	41,918	43,524	45,129	46,734
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	38,529	40,134	41,740	43,345	44,951	46,556	48,161
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	39,956	41,561	43,167	44,772	46,378	47,983	49,588
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	41,383	42,988	44,594	46,199	47,805	49,410	51,015
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	42,810	44,415	46,021	47,626	49,232	50,837	52,442
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7	44,237	45,842	47,448	49,053	50,659	52,264	53,869
	1.24	1.285	1.33	1.375	1.42	1.465	1.51
8		47,269	48,875	50,480	52,086	53,691	55,296
		1.325	1.37	1.415	1.46	1.505	1.55
9			50,302	51,907	53,513	55,118	56,723
			1.41	1.455	1.5	1.545	1.59
10				53,334	54,940	56,545	58,150
				1.495	1.54	1.585	1.63
11					56,367	57,972	59,577
					1.58	1.625	1.67
12					57,794	59,399	61,004
					1.62	1.665	1.71
13						60,826	62,431
						1.705	1.75
14							63,858
							1.79

1/18/2017

Hitchcock County

2016-2017
1.1

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

SALARY SCHEDULE

Base: 33,250

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 10

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp or Dep. Dental
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Principal	5.85					
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 550/1100

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	Yes		
Other Info:					
PERSONAL	2			No	accum to 3
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			Yes	$100 stipend/day
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HITCHCOCK COUNTY								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,250	34,580	35,910	37,240	38,570	38,570	39,900	41,230
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	34,580	35,910	37,240	38,570	39,900	39,900	41,230	42,560
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	35,910	37,240	38,570	39,900	41,230	41,230	42,560	43,890
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	37,240	38,570	39,900	41,230	42,560	42,560	43,890	45,220
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	38,570	39,900	41,230	42,560	43,890	43,890	45,220	46,550
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	39,900	41,230	42,560	43,890	45,220	45,220	46,550	47,880
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	41,230	42,560	43,890	45,220	46,550	46,550	47,880	49,210
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		43,890	45,220	46,550	47,880	47,880	49,210	50,540
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			46,550	47,880	49,210	49,210	50,540	51,870
			1.40	1.44	1.48	1.48	1.52	1.56
10				49,210	50,540	50,540	51,870	53,200
				1.48	1.52	1.52	1.56	1.60
11				50,540	51,870	51,870	53,200	54,530
				1.52	1.56	1.56	1.60	1.64
12					53,200	53,200	54,530	55,860
					1.60	1.60	1.64	1.68
13					54,530	54,530	55,860	57,190
					1.64	1.64	1.68	1.72
14						55,860	57,190	58,520
						1.68	1.72	1.76
15							58,520	59,850
							1.76	1.80
16								61,180
								1.84

1/18/2017

Holdrege

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.6	7.5	7.3
Planning Time:	50	45	45
Class Periods/Day:	8	9	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,350
Starting Salary:
Career Increments: N

Vertical Freeze: 85-86
Rollback: 95-96
Multi-year Contract:

Index: 4.5 x 4.5
Entry Level Step: 3
Experience Allowed: 4 (D)

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Principal		4.41			
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
29.18 or 48.32
Sp or Dep. Dental

Cafeteria Plan
Individ. Depend.
Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	90	yes		
Other Info:					
PERSONAL	2			yes	acc. to 4
BEREAVEMENT	see sick lv.				max 1/funeral ext'd family
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

HOLDREGE									
					BA+36				
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,350	35,896	37,442	38,987	40,533	42,079	43,625	45,170	46,716
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,896	37,442	38,987	40,533	42,079	43,625	45,170	46,716	48,262
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	37,442	38,987	40,533	42,079	43,625	45,170	46,716	48,262	49,808
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	38,987	40,533	42,079	43,625	45,170	46,716	48,262	49,808	51,353
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	40,533	42,079	43,625	45,170	46,716	48,262	49,808	51,353	52,899
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	42,079	43,625	45,170	46,716	48,262	49,808	51,353	52,899	54,445
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7	43,625	45,170	46,716	48,262	49,808	51,353	52,899	54,445	55,991
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8	45,170	46,716	48,262	49,808	51,353	52,899	54,445	55,991	57,536
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			49,808	51,353	52,899	54,445	55,991	57,536	59,082
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				52,899	54,445	55,991	57,536	59,082	60,628
				1.54	1.585	1.63	1.675	1.72	1.765
11					55,991	57,536	59,082	60,628	62,174
					1.63	1.675	1.72	1.765	1.81
12					57,536	59,082	60,628	62,174	63,719
					1.675	1.72	1.765	1.81	1.855
13							62,174	63,719	65,265
							1.81	1.855	1.9
14								65,265	66,811
								1.9	1.945

1/18/2017

Homer

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.8	7.8	7.8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 37,250 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 9
part-time teachers over 0.425 recv full h/a
Vertical Freeze: 87-88
Rollback: 87-88 (1 Step)
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 104.17*
HEALTH	BC/BS	1150D	543.96	543.96	543.96	543.96	Cash *or Ind H/Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO:
LIFE
LTD
NON-PARTICIPANT $104.17 CIL

COMMENTS:

Deductible Reimbursement:

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

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

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	90	yes		
Other Info:	Retire:$20/day				
PERSONAL	2			yes	
BEREAVEMENT	5				
PROFESSIONAL	adm. disc.				
ADOPTION	adm. disc.				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HOMER									
Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
1	37,250	38,740	40,230	41,720	43,210	44,700	46,190	47,680	49,170
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	38,740	40,230	41,720	43,210	44,700	46,190	47,680	49,170	50,660
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	40,230	41,720	43,210	44,700	46,190	47,680	49,170	50,660	52,150
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	41,720	43,210	44,700	46,190	47,680	49,170	50,660	52,150	53,640
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	43,210	44,700	46,190	47,680	49,170	50,660	52,150	53,640	55,130
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	44,700	46,190	47,680	49,170	50,660	52,150	53,640	55,130	56,620
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	46,190	47,680	49,170	50,660	52,150	53,640	55,130	56,620	58,110
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	47,680	49,170	50,660	52,150	53,640	55,130	56,620	58,110	59,600
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		50,660	52,150	53,640	55,130	56,620	58,110	59,600	61,090
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
10		52,150	53,640	55,130	56,620	58,110	59,600	61,090	62,580
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
11			55,130	56,620	58,110	59,600	61,090	62,580	64,070
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
12					59,600	61,090	62,580	64,070	65,560
					1.60	1.64	1.68	1.72	1.76
13						62,580	64,070	65,560	67,050
						1.68	1.72	1.76	1.80
14							65,560	67,050	68,540
							1.76	1.80	1.84
15								68,540	70,030
								1.84	1.88
16									71,520
									1.92

1/18/2017

Howells-Dodge

2016-2017
3.1

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: 36,500 Index: 4 x 5
Starting Salary: 36,500 Entry Level Step: 1
Career Increments: Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	725
HEALTH	BC/BS	900D/2000D					Flat Salary
DENTAL	BC/BS	2					
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
725	725

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30	yes		
Other Info: PTO					
PERSONAL	PTO				
BEREAVEMENT	PTO				
PROFESSIONAL					
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

	Exists	*Negotiated/ Policy*
Voluntary Separation:		
Grievance:		
Sick Bank:		

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

HOWELLS-DODGE								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	36,500	38,325	40,150	41,975	43,800	43,800	45,625	47,450
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	37,960	39,785	41,610	43,435	45,260	45,260	47,085	48,910
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	39,420	41,245	43,070	44,895	46,720	46,720	48,545	50,370
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	40,880	42,705	44,530	46,355	48,180	48,180	50,005	51,830
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	42,340	44,165	45,990	47,815	49,640	49,640	51,465	53,290
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	43,800	45,625	47,450	49,275	51,100	51,100	52,925	54,750
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	45,260	47,085	48,910	50,735	52,560	52,560	54,385	56,210
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		48,545	50,370	52,195	54,020	54,020	55,845	57,670
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			51,830	53,655	55,480	55,480	57,305	59,130
			1.42	1.47	1.52	1.52	1.57	1.62
10			53,290	55,115	56,940	56,940	58,765	60,590
			1.46	1.51	1.56	1.56	1.61	1.66
11			54,750	56,575	58,400	58,400	60,225	62,050
			1.50	1.55	1.60	1.60	1.65	1.70
12			56,210	58,035	59,860	59,860	61,685	63,510
			1.54	1.59	1.64	1.64	1.69	1.74
13				59,495	61,320	61,320	63,145	64,970
				1.63	1.68	1.68	1.73	1.78
14						62,780	64,605	66,430
						1.72	1.77	1.82
15						64,240	66,065	67,890
						1.76	1.81	1.86

1/18/2017

Humboldt-Table Rock-Steinauer

2016-2017
1.1

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	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,350 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1500D	495.05	915.56	1039.60	1395.93
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55

PPO:
LIFE
LTD
NON-PARTICIPANT

COMMENTS:

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

Deductible Reimbursement: Y 500/1000

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

PART-TIME BENEFITS
Minimum FTE:
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	reimb $25/day up to 60 days				
PERSONAL	3			yes	
BEREAVEMENT	10				from sick lv.
PROFESSIONAL	adm. disc.				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

HUMBOLDT-TABLE ROCK-STEINAUER								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,350	35,724	37,098	38,472	39,846	41,220	42,594	43,968
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,724	37,098	38,472	39,846	41,220	42,594	43,968	45,342
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,098	38,472	39,846	41,220	42,594	43,968	45,342	46,716
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,472	39,846	41,220	42,594	43,968	45,342	46,716	48,090
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,846	41,220	42,594	43,968	45,342	46,716	48,090	49,464
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,220	42,594	43,968	45,342	46,716	48,090	49,464	50,838
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	42,594	43,968	45,342	46,716	48,090	49,464	50,838	52,212
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		45,342	46,716	48,090	49,464	50,838	52,212	53,586
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			48,090	49,464	50,838	52,212	53,586	54,960
			1.40	1.44	1.48	1.52	1.56	1.60
10				50,838	52,212	53,586	54,960	56,334
				1.48	1.52	1.56	1.60	1.64
11					53,586	54,960	56,334	57,708
					1.56	1.60	1.64	1.68
12						56,334	57,708	59,082
						1.64	1.68	1.72
13							59,082	60,456
							1.72	1.76
14								61,830
								1.80

01-02 grandfathered BA+36 column when districts merged, teachers on BA+36 stayed on MA

1/18/2017

Humphrey

2016-2017
1.1

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	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,200 Index: 4 x 4
Starting Salary: Entry Level Step: 1(D)
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	National Ins	(thru sal)				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

COMMENTS:

Deductible Reimbursement: N

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE:
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8,5	unl	yes		
Other Info:	8/yr until 36 accum, then 5/yr				
PERSONAL	4			no	
BEREAVEMENT	5				add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION	from prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

HUMPHREY							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,200	35,568	36,936	38,304	39,672	41,040	42,408
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,568	36,936	38,304	39,672	41,040	42,408	43,776
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,936	38,304	39,672	41,040	42,408	43,776	45,144
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,304	39,672	41,040	42,408	43,776	45,144	46,512
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,672	41,040	42,408	43,776	45,144	46,512	47,880
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,040	42,408	43,776	45,144	46,512	47,880	49,248
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	42,408	43,776	45,144	46,512	47,880	49,248	50,616
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	43,776	45,144	46,512	47,880	49,248	50,616	51,984
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		46,512	47,880	49,248	50,616	51,984	53,352
		1.36	1.40	1.44	1.48	1.52	1.56
10			49,248	50,616	51,984	53,352	54,720
			1.44	1.48	1.52	1.56	1.60
11				51,984	53,352	54,720	56,088
				1.52	1.56	1.60	1.64
12					54,720	56,088	57,456
					1.60	1.64	1.68
13					56,088	57,456	58,824
					1.64	1.68	1.72
14						58,824	60,192
						1.72	1.76

1/18/2017

Hyannis

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184

FTE Teachers:

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

SALARY SCHEDULE

Base: 32,300

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87	
PPO:							
LIFE							
LTD	Omaha Life		12.00 (1/2 prem)				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: full ind.

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	3			yes	from sick lv.
BEREAVEMENT	from sick lv.				
PROFESSIONAL	2			yes	$50 for expenses
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HYANNIS						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	32,300	33,592	34,884	36,176	37,468	38,760
	1.00	1.04	1.08	1.12	1.16	1.20
2	33,592	34,884	36,176	37,468	38,760	40,052
	1.04	1.08	1.12	1.16	1.20	1.24
3	34,884	36,176	37,468	38,760	40,052	41,344
	1.08	1.12	1.16	1.20	1.24	1.28
4	36,176	37,468	38,760	40,052	41,344	42,636
	1.12	1.16	1.20	1.24	1.28	1.32
5	37,468	38,760	40,052	41,344	42,636	43,928
	1.16	1.20	1.24	1.28	1.32	1.36
6	38,760	40,052	41,344	42,636	43,928	45,220
	1.20	1.24	1.28	1.32	1.36	1.40
7	40,052	41,344	42,636	43,928	45,220	46,512
	1.24	1.28	1.32	1.36	1.40	1.44
8		42,636	43,928	45,220	46,512	47,804
		1.32	1.36	1.40	1.44	1.48
9		43,928	45,220	46,512	47,804	49,096
		1.36	1.40	1.44	1.48	1.52
10			46,512	47,804	49,096	50,388
			1.44	1.48	1.52	1.56
11			47,804	49,096	50,388	51,680
			1.48	1.52	1.56	1.60
12				50,388	51,680	52,972
				1.56	1.60	1.64
13				51,680	52,972	54,264
				1.60	1.64	1.68
14					54,264	55,556
					1.68	1.72
15					55,556	56,848
					1.72	1.76
16						58,140
						1.80
17						59,432
						1.84

1/18/2017

Johnson County

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186 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: 34,375 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: Experience Allowed: 5(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	166.67
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	Cash
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD	Principal	.0017 (thru sal)					
NON-PARTICIPANT	$166.67 Cash						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

JOHNSON COUNTY								
					MA			
p	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
1	34,375	36,094	37,813	39,531	41,250	42,969	44,688	46,406
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	35,750	37,469	39,188	40,906	42,625	44,344	46,063	47,781
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,125	38,844	40,563	42,281	44,000	45,719	47,438	49,156
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	38,500	40,219	41,938	43,656	45,375	47,094	48,813	50,531
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,875	41,594	43,313	45,031	46,750	48,469	50,188	51,906
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	41,250	42,969	44,688	46,406	48,125	49,844	51,563	53,281
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	42,625	44,344	46,063	47,781	49,500	51,219	52,938	54,656
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		45,719	47,438	49,156	50,875	52,594	54,313	56,031
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			48,813	50,531	52,250	53,969	55,688	57,406
			1.42	1.47	1.52	1.57	1.62	1.67
10				51,906	53,625	55,344	57,063	58,781
				1.51	1.56	1.61	1.66	1.71
11					55,000	56,719	58,438	60,156
					1.60	1.65	1.70	1.75
12					56,375	58,094	59,813	61,531
					1.64	1.69	1.74	1.79
13						59,469	61,188	62,906
						1.73	1.78	1.83
14							62,563	64,281
							1.82	1.87
15								65,656
								1.91

1/18/2017

Johnson-Brock

2016-2017
1.1

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	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,100
Index: 4 x 4
Starting Salary:
Entry Level Step: (D)
Career Increments: N
Experience Allowed: all (D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:						
LIFE						
LTD	Madison Nat'l	.0045				
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte-% sgl

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:	Use 5 or less = recv $400 eoy				
PERSONAL	2			yes	carryover/buyback up to 4
BEREAVEMENT	from sick lv.				
PROFESSIONAL	admin. disc.			yes	
ADOPTION	admin. disc.				
ASSOCIATION	3 (off/deleg)				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

JOHNSON-BROCK							
					BA+36		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
Step							
1	34,100	35,464	36,828	38,192	39,556	40,920	42,284
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,464	36,828	38,192	39,556	40,920	42,284	43,648
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,828	38,192	39,556	40,920	42,284	43,648	45,012
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,192	39,556	40,920	42,284	43,648	45,012	46,376
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,556	40,920	42,284	43,648	45,012	46,376	47,740
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,920	42,284	43,648	45,012	46,376	47,740	49,104
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	42,284	43,648	45,012	46,376	47,740	49,104	50,468
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	43,648	45,012	46,376	47,740	49,104	50,468	51,832
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		46,376	47,740	49,104	50,468	51,832	53,196
		1.36	1.40	1.44	1.48	1.52	1.56
10			49,104	50,468	51,832	53,196	54,560
			1.44	1.48	1.52	1.56	1.60
11				51,832	53,196	54,560	55,924
				1.52	1.56	1.60	1.64
12					54,560	55,924	57,288
					1.60	1.64	1.68
13						57,288	58,652
						1.68	1.72
14							60,016
							1.76

1/18/2017

Kearney

2016-2017
1.1

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:	6.5	6.5	6.42
Planning Time:	60	57	30
Class Periods/Day:	4	9	
Normal Teaching Load:	3	7.5	

SALARY SCHEDULE

Base: 34,065
Index: 4.5 x 4.5
Starting Salary:
Entry Level Step: 1
Career Increments: Y
Experience Allowed: 7(D)

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 850
HEALTH	BC/BS	900D/2000D	233.33	233.33	233.33	233.33	cafeteria+fringe
DENTAL	BC/BS	2					

PPO:
LIFE
LTD
NON-PARTICIPANT

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: H/A, Cash

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte-BCBS*

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	80	yes		
Other Info:	20 days for dep./1/2 sub pay at retire.				
PERSONAL	3				one more by borrowing from ot
BEREAVEMENT	5,3				based on type of use;with appr
PROFESSIONAL	2			yes	
ADOPTION	10				w/approv.
ASSOCIATION	3				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

KEARNEY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	34,065	35,598	37,131	38,664	40,197	41,730	43,263	44,795	46,328	47,861
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	35,598	37,131	38,664	40,197	41,730	43,263	44,795	46,328	47,861	49,394
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	37,131	38,664	40,197	41,730	43,263	44,795	46,328	47,861	49,394	50,927
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	38,664	40,197	41,730	43,263	44,795	46,328	47,861	49,394	50,927	52,460
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	40,197	41,730	43,263	44,795	46,328	47,861	49,394	50,927	52,460	53,993
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	41,730	43,263	44,795	46,328	47,861	49,394	50,927	52,460	53,993	55,526
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	43,263	44,795	46,328	47,861	49,394	50,927	52,460	53,993	55,526	57,059
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	44,795	46,328	47,861	49,394	50,927	52,460	53,993	55,526	57,059	58,592
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		47,861	49,394	50,927	52,460	53,993	55,526	57,059	58,592	60,125
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			50,927	52,460	53,993	55,526	57,059	58,592	60,125	61,658
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				53,993	55,526	57,059	58,592	60,125	61,658	63,191
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					57,059	58,592	60,125	61,658	63,191	64,724
					1.675	1.72	1.765	1.81	1.855	1.9
13					58,592	60,125	61,658	63,191	64,724	66,256
					1.72	1.765	1.81	1.855	1.9	1.945
14					60,125	61,658	63,191	64,724	66,256	67,789
					1.765	1.81	1.855	1.9	1.945	1.99
15									67,789	69,322
									1.99	2.035
16										70,004
										2.055

Longevity increments available on MA45 - 2nd yr on stp 15 recv 2% of base

1/18/2017

Kenesaw

2016-2017
1.1

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	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,000 Index: 4 x 4

Starting Salary: 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: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp or Dep Dental
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	42	yes		
Other Info:					
PERSONAL	3			yes	2 add'l from sick lv
BEREAVEMENT	unl.				with admin approval
PROFESSIONAL	unl.			yes	
ADOPTION	10				accum. 40
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

KENESAW

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,000	35,360	36,720	38,080	38,760	39,440	40,800	42,160
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	35,360	36,720	38,080	39,440	40,120	40,800	42,160	43,520
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	36,720	38,080	39,440	40,800	41,480	42,160	43,520	44,880
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	38,080	39,440	40,800	42,160	42,840	43,520	44,880	46,240
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	39,440	40,800	42,160	43,520	44,200	44,880	46,240	47,600
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	40,800	42,160	43,520	44,880	45,560	46,240	47,600	48,960
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		43,520	44,880	46,240	46,920	47,600	48,960	50,320
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8		44,880	46,240	47,600	48,280	48,960	50,320	51,680
		1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		46,240	47,600	48,960	49,640	50,320	51,680	53,040
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			48,960	50,320	51,000	51,680	53,040	54,400
			1.44	1.48	1.50	1.52	1.56	1.60
11				51,680	52,360	53,040	54,400	55,760
				1.52	1.54	1.56	1.60	1.64
12						54,400	55,760	57,120
						1.60	1.64	1.68

1/18/2017

Keya Paha

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 180 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,000 Index: 4.25 x 4.25
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 6

Vertical Freeze:
Rollback: 93-94
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	4	47.65	88.16	100.08	134.41
PPO:	Vision: $19.19/mo					
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits

Deductible Reimbursement: Y 400/800

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30	yes		
Other Info:	12 days 1st yr				
PERSONAL	2			yes	add'l. w/o pay
BEREAVEMENT	admin. disc.				
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

KEYA PAHA COUNTY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,000	34,403	35,805	37,208	38,610	40,013	41,415	42,818	44,220
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
2	34,403	35,805	37,208	38,610	40,013	41,415	42,818	44,220	45,623
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
3	35,805	37,208	38,610	40,013	41,415	42,818	44,220	45,623	47,025
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
4	37,208	38,610	40,013	41,415	42,818	44,220	45,623	47,025	48,428
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
5	38,610	40,013	41,415	42,818	44,220	45,623	47,025	48,428	49,830
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
6	40,013	41,415	42,818	44,220	45,623	47,025	48,428	49,830	51,233
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
7	41,415	42,818	44,220	45,623	47,025	48,428	49,830	51,233	52,635
	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
8			45,623	47,025	48,428	49,830	51,233	52,635	54,038
			1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375
9				48,428	49,830	51,233	52,635	54,038	55,440
				1.4675	1.51	1.5525	1.595	1.6375	1.68
10						52,635	54,038	55,440	56,843
						1.595	1.6375	1.68	1.7225
11							55,440	56,843	58,245
							1.68	1.7225	1.765

1/18/2017

Kimball

2016-2017
1.1

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	7.2
Planning Time:	48	48	0
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 33,700 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: all
Vert. Incr. are % of column base
Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1

Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	60	yes		
Other Info: PTO					
PERSONAL	PTO				
BEREAVEMENT	5				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	1-officers only				

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

KIMBALL

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,700	35,385	37,070	38,755	40,440	42,125	43,810	45,495	47,180
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,048	36,733	38,418	40,103	41,788	43,473	45,158	46,843	48,528
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,396	38,081	39,766	41,451	43,136	44,821	46,506	48,191	49,876
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	37,744	39,429	41,114	42,799	44,484	46,169	47,854	49,539	51,224
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,092	40,777	42,462	44,147	45,832	47,517	49,202	50,887	52,572
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		42,125	43,810	45,495	47,180	48,865	50,550	52,235	53,920
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		43,473	45,158	46,843	48,528	50,213	51,898	53,583	55,268
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			46,506	48,191	49,876	51,561	53,246	54,931	56,616
			1.38	1.43	1.48	1.53	1.58	1.63	1.68
9				49,539	51,224	52,909	54,594	56,279	57,964
				1.47	1.52	1.57	1.62	1.67	1.72
10					52,572	54,257	55,942	57,627	59,312
					1.56	1.61	1.66	1.71	1.76
11					53,920	55,605	57,290	58,975	60,660
					1.60	1.65	1.70	1.75	1.80
12					55,268	56,953	58,638	60,323	62,008
					1.64	1.69	1.74	1.79	1.84
13						58,301	59,986	61,671	63,356
						1.73	1.78	1.83	1.88
14							61,334	63,019	64,704
							1.82	1.87	1.92
15								64,367	66,052
								1.91	1.96
20									67,400
									2.00

Advancement to Step 20 is obtained after being at Step 15 for 5 years.

1/18/2017

Lakeview

2016-2017
1.1

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

SALARY SCHEDULE

Base: 33,750 Index: 5 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 589.50
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	TSA
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO:
LIFE
LTD
NON-PARTICIPANT $589.50 TSA

COMMENTS:

Deductible Reimbursement:

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

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** N

OTHER LEAVES:

LAKEVIEW COMMUNITY SCHOOLS

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	33,750	35,100	36,450	37,800	39,150	40,500	41,850	43,200	44,550
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,438	36,788	38,138	39,488	40,838	42,188	43,538	44,888	46,238
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	37,125	38,475	39,825	41,175	42,525	43,875	45,225	46,575	47,925
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	38,813	40,163	41,513	42,863	44,213	45,563	46,913	48,263	49,613
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	40,500	41,850	43,200	44,550	45,900	47,250	48,600	49,950	51,300
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	42,188	43,538	44,888	46,238	47,588	48,938	50,288	51,638	52,988
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	43,875	45,225	46,575	47,925	49,275	50,625	51,975	53,325	54,675
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	45,563	46,913	48,263	49,613	50,963	52,313	53,663	55,013	56,363
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		48,600	49,950	51,300	52,650	54,000	55,350	56,700	58,050
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10		50,288	51,638	52,988	54,338	55,688	57,038	58,388	59,738
		1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77
11			53,325	54,675	56,025	57,375	58,725	60,075	61,425
			1.58	1.62	1.66	1.70	1.74	1.78	1.82
12			55,013	56,363	57,713	59,063	60,413	61,763	63,113
			1.63	1.67	1.71	1.75	1.79	1.83	1.87
13				58,050	59,400	60,750	62,100	63,450	64,800
				1.72	1.76	1.80	1.84	1.88	1.92
14					61,088	62,438	63,788	65,138	66,488
					1.81	1.85	1.89	1.93	1.97

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

1/18/2017

Laurel-Concord-Coleridge

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	7.3
Planning Time:	48	48	48
Class Periods/Day:	8	10	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,000 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 10

Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1150D	543.96	543.96	543.96	543.96
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT	1458.33 CIL Stipend					

Couple - Benefits
1458.33

Fringe Benefit Stipend

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
887.82	887.82

Options: H/A-TSA-Cash-Life-LTD

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	unl.				see sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LAUREL-CONCORD-COLERIDGE								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,000	34,320	35,640	36,960	38,280	38,280	39,600	40,920
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	34,320	35,640	36,960	38,280	39,600	39,600	40,920	42,240
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	35,640	36,960	38,280	39,600	40,920	40,920	42,240	43,560
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	36,960	38,280	39,600	40,920	42,240	42,240	43,560	44,880
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	38,280	39,600	40,920	42,240	43,560	43,560	44,880	46,200
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	39,600	40,920	42,240	43,560	44,880	44,880	46,200	47,520
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	40,920	42,240	43,560	44,880	46,200	46,200	47,520	48,840
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		43,560	44,880	46,200	47,520	47,520	48,840	50,160
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			46,200	47,520	48,840	48,840	50,160	51,480
			1.40	1.44	1.48	1.48	1.52	1.56
10				48,840	50,160	50,160	51,480	52,800
				1.48	1.52	1.52	1.56	1.60
11				50,160	51,480	51,480	52,800	54,120
				1.52	1.56	1.56	1.60	1.64
12					52,800	52,800	54,120	55,440
					1.60	1.60	1.64	1.68
13					54,120	54,120	55,440	56,760
					1.64	1.64	1.68	1.72
14					55,440	55,440	56,760	58,080
					1.68	1.68	1.72	1.76
15							58,080	59,400
							1.76	1.80
16								60,720
								1.84

1/18/2017

Leigh

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 34,000 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.55
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	Ind Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Principal		.0037				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.1
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

LEIGH								
					MA			
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
Step								
1	34,000	35,360	36,720	38,080	39,440	40,800	42,160	43,520
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,360	36,720	38,080	39,440	40,800	42,160	43,520	44,880
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,720	38,080	39,440	40,800	42,160	43,520	44,880	46,240
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,080	39,440	40,800	42,160	43,520	44,880	46,240	47,600
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,440	40,800	42,160	43,520	44,880	46,240	47,600	48,960
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	40,800	42,160	43,520	44,880	46,240	47,600	48,960	50,320
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	42,160	43,520	44,880	46,240	47,600	48,960	50,320	51,680
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		44,880	46,240	47,600	48,960	50,320	51,680	53,040
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			47,600	48,960	50,320	51,680	53,040	54,400
			1.40	1.44	1.48	1.52	1.56	1.60
10				50,320	51,680	53,040	54,400	55,760
				1.48	1.52	1.56	1.60	1.64
11				51,680	53,040	54,400	55,760	57,120
				1.52	1.56	1.60	1.64	1.68
12				53,040	54,400	55,760	57,120	58,480
				1.56	1.60	1.64	1.68	1.72
13				54,400	55,760	57,120	58,480	59,840
				1.60	1.64	1.68	1.72	1.76
14					57,120	58,480	59,840	61,200
					1.68	1.72	1.76	1.80
15						59,840	61,200	62,560
						1.76	1.80	1.84

1/18/2017

Lewiston

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.6	6.6	6.4
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,350 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 8

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	26.55
HEALTH	BC/BS	1150D	543.96	1006.37	1142.33	1533.86	Ind Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: sgl also recv $125 TSA COMMENTS:
LIFE Deductible Reimbursement: N
LTD Mutual of Omaha .0022
NON-PARTICIPANT $125 TSA

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Yes

OTHER LEAVES:

LEWISTON							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,350	34,684	36,018	37,352	38,686	40,020	41,354
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,684	36,018	37,352	38,686	40,020	41,354	42,688
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,018	37,352	38,686	40,020	41,354	42,688	44,022
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,352	38,686	40,020	41,354	42,688	44,022	45,356
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,686	40,020	41,354	42,688	44,022	45,356	46,690
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,020	41,354	42,688	44,022	45,356	46,690	48,024
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		42,688	44,022	45,356	46,690	48,024	49,358
		1.28	1.32	1.36	1.40	1.44	1.48
8			45,356	46,690	48,024	49,358	50,692
			1.36	1.40	1.44	1.48	1.52
9				48,024	49,358	50,692	52,026
				1.44	1.48	1.52	1.56
10				49,358	50,692	52,026	53,360
				1.48	1.52	1.56	1.60
11					52,026	53,360	54,694
					1.56	1.60	1.64
12					53,360	54,694	56,028
					1.60	1.64	1.68
13					54,694	56,028	57,362
					1.64	1.68	1.72
14					56,028	57,362	58,696
					1.68	1.72	1.76
15					57,362	58,696	60,030
					1.72	1.76	1.80

1/18/2017

Lexington

2016-2017
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	7.5
Planning Time:	50	45	45
Class Periods/Day:	7	10	
Normal Teaching Load:	6	8	

SALARY SCHEDULE

Base: 34,600 Index: 5 x 4
Starting Salary: 34,600 Entry Level Step: 1
Career Increments: N Experience Allowed: 5

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l		.0054(+B,thru sal)			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
29.18 or 48.32
Sp or Dep Dental

Cafeteria Plan
Individ. Depend.
Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	65	yes		
Other Info:					
PERSONAL	2			yes	2nd day given after 10 yrs
BEREAVEMENT	5-immed fam				3 days others
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** N

OTHER LEAVES:

LEXINGTON										
					BA+45					
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	34,600	35,984	37,368	38,752	40,136	41,520	42,904	44,288	45,672	47,056
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	36,330	37,714	39,098	40,482	41,866	43,250	44,634	46,018	47,402	48,786
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	38,060	39,444	40,828	42,212	43,596	44,980	46,364	47,748	49,132	50,516
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	39,790	41,174	42,558	43,942	45,326	46,710	48,094	49,478	50,862	52,246
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	41,520	42,904	44,288	45,672	47,056	48,440	49,824	51,208	52,592	53,976
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6		44,634	46,018	47,402	48,786	50,170	51,554	52,938	54,322	55,706
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7			47,748	49,132	50,516	51,900	53,284	54,668	56,052	57,436
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8				50,862	52,246	53,630	55,014	56,398	57,782	59,166
				1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				52,592	53,976	55,360	56,744	58,128	59,512	60,896
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					55,706	57,090	58,474	59,858	61,242	62,626
					1.61	1.65	1.69	1.73	1.77	1.81
11					57,436	58,820	60,204	61,588	62,972	64,356
					1.66	1.70	1.74	1.78	1.82	1.86
12						60,550	61,934	63,318	64,702	66,086
						1.75	1.79	1.83	1.87	1.91
13							63,664	65,048	66,432	67,816
							1.84	1.88	1.92	1.96
14								66,778	68,162	69,546
								1.93	1.97	2.01
15										71,276
										2.06

1/18/2017

Leyton

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 183

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	50	40	40
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base: 31,500 Index: 4.5 x 4.5

Starting Salary: 34,335 Entry Level Step: 1*

Career Increments: N Experience Allowed: all

$100 tuition credit per teacher; *Step 1 = 1.09

Vertical Freeze:

Rollback:

Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.55
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	Ind Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE	Guardian	3.75			Deductible Reimbursement: Y		375/750
LTD	Principal						
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30	yes		
Other Info:	$25/day over 30				
PERSONAL	2			Yes	accum. to 3
BEREAVEMENT	5				immed. fam.
PROFESSIONAL	as appr			Yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

LEYTON							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
BASE	31,500						
	1.00						
1	34,335	35,753	37,170	38,588	40,005	41,423	42,840
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	34,335	35,753	37,170	38,588	40,005	41,423	42,840
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	34,335	35,753	37,170	38,588	40,005	41,423	42,840
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	35,753	37,170	38,588	40,005	41,423	42,840	44,258
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	37,170	38,588	40,005	41,423	42,840	44,258	45,675
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	38,588	40,005	41,423	42,840	44,258	45,675	47,093
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7	40,005	41,423	42,840	44,258	45,675	47,093	48,510
	1.27	1.315	1.36	1.405	1.45	1.495	1.54
8	41,423	42,840	44,258	45,675	47,093	48,510	49,928
	1.315	1.36	1.405	1.45	1.495	1.54	1.585
9		44,258	45,675	47,093	48,510	49,928	51,345
		1.405	1.45	1.495	1.54	1.585	1.63
10			47,093	48,510	49,928	51,345	52,763
			1.495	1.54	1.585	1.63	1.675
11			48,510	49,928	51,345	52,763	54,180
			1.54	1.585	1.63	1.675	1.72
12				51,345	52,763	54,180	55,598
				1.63	1.675	1.72	1.765
13					54,180	55,598	57,015
					1.72	1.765	1.81
14					55,598	57,015	58,433
					1.765	1.81	1.855
15					57,015	58,433	59,850
					1.81	1.855	1.9
16						59,850	61,268
						1.9	1.945

1/18/2017

Lincoln

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 191 FTE Teachers:

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

SALARY SCHEDULE

Base: 42,831 Index: 0 x 0
Starting Salary: 42,831 Entry Level Step: 1
Career Increments: N Experience Allowed: 29
02-03 indx career stps; 03-04 sch is 21 stps;06-07 move caf to sched
Vertical Freeze: 95-96
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	302.25
HEALTH	BC/BS	900D	534.66	756.33	855.82	1132.19	Add'l Contribution
DENTAL	BC/BS	2					
PPO:							
LIFE	Met Life		1.38				
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: H/A,Dent,Life, LTD,Vis,Cash

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte*

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES: Civic, Jury, Catastrophic

LINCOLN

Step	BA	BA+18	BA+36	MA	MA+18	MA+36
1	42,831	44,136	44,919	44,919	45,963	47,268
	1.00	1.03047	1.04875	1.04875	1.07312	1.10359
2	43,331	44,636	45,419	45,419	46,463	47,768
	1.01167	1.04214	1.06042	1.06042	1.0848	1.11527
3	43,831	45,136	45,919	45,919	46,963	48,268
	1.02335	1.05382	1.0721	1.0721	1.09647	1.12694
4	44,331	45,636	46,419	46,419	47,463	48,768
	1.03502	1.06549	1.08377	1.08377	1.10815	1.13861

1/18/2017

Litchfield

2016-2017
1.1

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	7.5
Planning Time:	51	51	75
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,800 Index: 4 x 5
Starting Salary: Entry Level Step: 1(D)
Career Increments: N Experience Allowed: 4

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Guardian	3.45				
LTD	Principal	.004				
NON-PARTICIPANT	$589.50 Cash					

Couple - Benefits 589.50
Cash

COMMENTS:

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

LITCHFIELD							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	32,800	34,440	36,080	37,720	39,360	41,000	42,640
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	34,112	35,752	37,392	39,032	40,672	42,312	43,952
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	35,424	37,064	38,704	40,344	41,984	43,624	45,264
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	36,736	38,376	40,016	41,656	43,296	44,936	46,576
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	38,048	39,688	41,328	42,968	44,608	46,248	47,888
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	39,360	41,000	42,640	44,280	45,920	47,560	49,200
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		42,312	43,952	45,592	47,232	48,872	50,512
		1.29	1.34	1.39	1.44	1.49	1.54
8			45,264	46,904	48,544	50,184	51,824
			1.38	1.43	1.48	1.53	1.58
9				48,216	49,856	51,496	53,136
				1.47	1.52	1.57	1.62
10					51,168	52,808	54,448
					1.56	1.61	1.66
11					52,480	54,120	55,760
					1.60	1.65	1.70
12						55,432	57,072
						1.69	1.74
13							58,384
							1.78

1/18/2017

Logan View

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:			
Planning Time:	46	46	46
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 33,115 Index: 5 x 4
Starting Salary: 33,115 Entry Level Step: 1
Career Increments: N Experience Allowed: all
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Unknown		2.70			
LTD	Unknown		.0047 (+B)			
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
550	800

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	40			
Other Info:	PTO, bonuses eoy $200-$350				
PERSONAL	PTO				
BEREAVEMENT	PTO				
PROFESSIONAL					
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOGAN VIEW									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,115	34,440	35,764	37,089	38,413	38,413	39,738	41,063	42,387
	1.00	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28
2	34,771	36,095	37,420	38,745	40,069	40,069	41,394	42,718	44,043
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	36,427	37,751	39,076	40,400	41,725	41,725	43,050	44,374	45,699
	1.1	1.14	1.18	1.22	1.26	1.26	1.3	1.34	1.38
4	38,082	39,407	40,731	42,056	43,381	43,381	44,705	46,030	47,354
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	39,738	41,063	42,387	43,712	45,036	45,036	46,361	47,686	49,010
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44	1.48
6		42,718	44,043	45,368	46,692	46,692	48,017	49,341	50,666
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7			45,699	47,023	48,348	48,348	49,673	50,997	52,322
			1.38	1.42	1.46	1.46	1.5	1.54	1.58
8				48,679	50,004	50,004	51,328	52,653	53,977
				1.47	1.51	1.51	1.55	1.59	1.63
9				50,335	51,659	51,659	52,984	54,309	55,633
				1.52	1.56	1.56	1.6	1.64	1.68
10					53,315	53,315	54,640	55,964	57,289
					1.61	1.61	1.65	1.69	1.73
11					54,971	54,971	56,296	57,620	58,945
					1.66	1.66	1.7	1.74	1.78
12						56,627	57,951	59,276	60,600
						1.71	1.75	1.79	1.83
13						57,455	58,779	60,104	61,428
						1.735	1.775	1.815	1.855
14						58,282	59,607	60,932	62,256
						1.76	1.8	1.84	1.88
15						59,110	60,435	61,759	63,084
						1.785	1.825	1.865	1.905
16						59,938	61,263	62,587	63,912
						1.81	1.85	1.89	1.93
17						60,766	62,091	63,415	64,740
						1.835	1.875	1.915	1.955

1/18/2017

Loomis

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 183

FTE Teachers:

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

SALARY SCHEDULE

Base: 33,400 Index: 4 x 4

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: all

05-07 5 yrs exp; 07-08 and foreward all exp

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D/3500D	593.71	1098.39	1246.80	1674.14
DENTAL	BC/BS	1	24.64	45.59	51.73	69.49
PPO:						
LIFE						
LTD	Principal		.004			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	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				

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

LOOMIS							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,400	34,736	36,072	37,408	38,744	40,080	41,416
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,736	36,072	37,408	38,744	40,080	41,416	42,752
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,072	37,408	38,744	40,080	41,416	42,752	44,088
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,408	38,744	40,080	41,416	42,752	44,088	45,424
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,744	40,080	41,416	42,752	44,088	45,424	46,760
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,080	41,416	42,752	44,088	45,424	46,760	48,096
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	41,416	42,752	44,088	45,424	46,760	48,096	49,432
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		44,088	45,424	46,760	48,096	49,432	50,768
		1.32	1.36	1.40	1.44	1.48	1.52
9			46,760	48,096	49,432	50,768	52,104
			1.40	1.44	1.48	1.52	1.56
10				49,432	50,768	52,104	53,440
				1.48	1.52	1.56	1.60
11					52,104	53,440	54,776
					1.56	1.60	1.64
12					53,440	54,776	56,112
					1.60	1.64	1.68
13					54,776	56,112	57,448
					1.64	1.68	1.72
14						57,448	58,784
						1.72	1.76
15							60,120
							1.80

1/18/2017

Louisville

2016-2017
1.1

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:	75	75	75
Class Periods/Day:	10	10	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 35,390
Index: 5 x 3
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 12(D)

Vertical Freeze: 86-87
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	572.81
HEALTH	BC/BS	600D	593.71	997.45	1116.18	1458.05	Cash
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Unknown		1.85				
LTD							
NON-PARTICIPANT	$572.81 Cash						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

LOUISVILLE									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	35,390	36,452	37,513	38,575	39,637	40,699	41,760	42,822	43,884
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	37,160	38,221	39,283	40,345	41,406	42,468	43,530	44,591	45,653
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	38,929	39,991	41,052	42,114	43,176	44,238	45,299	46,361	47,423
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	40,699	41,760	42,822	43,884	44,945	46,007	47,069	48,130	49,192
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	42,468	43,530	44,591	45,653	46,715	47,777	48,838	49,900	50,962
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6	44,238	45,299	46,361	47,423	48,484	49,546	50,608	51,669	52,731
	1.25	1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		47,069	48,130	49,192	50,254	51,316	52,377	53,439	54,501
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			49,900	50,962	52,023	53,085	54,147	55,208	56,270
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9			51,669	52,731	53,793	54,855	55,916	56,978	58,040
			1.46	1.49	1.52	1.55	1.58	1.61	1.64
10				54,501	55,562	56,624	57,686	58,747	59,809
				1.54	1.57	1.60	1.63	1.66	1.69
11					57,332	58,394	59,455	60,517	61,579
					1.62	1.65	1.68	1.71	1.74
12					59,101	60,163	61,225	62,286	63,348
					1.67	1.70	1.73	1.76	1.79
13						61,933	62,994	64,056	65,118
						1.75	1.78	1.81	1.84
14							64,764	65,825	66,887
							1.83	1.86	1.89

1/18/2017

Loup City

2016-2017
1.1

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	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,350 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: all
long. 4% ea. 4 yrs. to 26; 03-04 sal/ins freeze
Vertical Freeze: 03-04
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	1150D	516.76	956.05	1085.21	1457.17	117.30 or 174.56 Dental + All Dep
DENTAL	BC/BS	3	49.72	49.72	49.72	49.72	

PPO: teacher pays 5% premium COMMENTS:
LIFE Deductible Reimbursement:
LTD
NON-PARTICIPANT

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

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

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

SABBATICAL: No **SEVERANCE PAY:**
OTHER LEAVES:

OTHER DISTRICT POLICIES

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

LOUP CITY							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,350	35,018	36,685	38,353	40,020	41,688	43,355
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	34,684	36,352	38,019	39,687	41,354	43,022	44,689
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	36,018	37,686	39,353	41,021	42,688	44,356	46,023
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	37,352	39,020	40,687	42,355	44,022	45,690	47,357
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	38,686	40,354	42,021	43,689	45,356	47,024	48,691
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	40,020	41,688	43,355	45,023	46,690	48,358	50,025
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		43,022	44,689	46,357	48,024	49,692	51,359
		1.29	1.34	1.39	1.44	1.49	1.54
8		44,356	46,023	47,691	49,358	51,026	52,693
		1.33	1.38	1.43	1.48	1.53	1.58
9			47,357	49,025	50,692	52,360	54,027
			1.42	1.47	1.52	1.57	1.62
10				50,359	52,026	53,694	55,361
				1.51	1.56	1.61	1.66
11					53,360	55,028	56,695
					1.60	1.65	1.70
12					54,694	56,362	58,029
					1.64	1.69	1.74
16					56,028	57,696	59,363
					1.68	1.73	1.78
21					57,362	59,030	60,697
					1.72	1.77	1.82
26					58,696	60,364	62,031
					1.76	1.81	1.86

Longevity 4% ea. 4 yrs. to 26

1/18/2017

Loup County

2016-2017
3.1

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

SALARY SCHEDULE

Base: 32,600 Index: 4 x 5
Starting Salary: 32,600 Entry Level Step: 1
Career Increments: N Experience Allowed: 10

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Principal		6.54			
LTD	Principal		.0057			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement: Y 600

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.28
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	35	yes		
Other Info:	40% sub/day unused over 35 end of 4th yr.				
PERSONAL	see sick lv.			1-yes;1-no	
BEREAVEMENT	3-immed fam				
PROFESSIONAL	admin. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

LOUP COUNTY							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	32,600	34,230	35,860	37,490	39,120	40,750	42,380
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	33,904	35,534	37,164	38,794	40,424	42,054	43,684
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	35,208	36,838	38,468	40,098	41,728	43,358	44,988
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	36,512	38,142	39,772	41,402	43,032	44,662	46,292
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	37,816	39,446	41,076	42,706	44,336	45,966	47,596
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	38,468	40,750	42,380	44,010	45,640	47,270	48,900
	1.18	1.25	1.30	1.35	1.40	1.45	1.50
7		41,402	43,684	45,314	46,944	48,574	50,204
		1.27	1.34	1.39	1.44	1.49	1.54
8			44,336	46,618	48,248	49,878	51,508
			1.36	1.43	1.48	1.53	1.58
9				47,922	49,552	51,182	52,812
				1.47	1.52	1.57	1.62
10				48,574	50,856	52,486	54,116
				1.49	1.56	1.61	1.66
11					52,160	53,790	55,420
					1.60	1.65	1.70
12					52,812	55,094	56,724
					1.62	1.69	1.74
13						55,746	57,376
						1.71	1.76

1/18/2017

Lynch

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.1	7.1	6.45
Planning Time:	53	53	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,087 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l	.0043				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	60	Yes		
Other Info:	includes personal (at admin. discretion)				
PERSONAL	see sick lv.				
BEREAVEMENT	5				
PROFESSIONAL	2			yes	more at admin. discretion
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

LYNCH							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	35,087	36,490	37,894	39,297	39,999	40,701	42,104
	1.00	1.04	1.08	1.12	1.14	1.16	1.20
2	36,490	37,894	39,297	40,701	41,403	42,104	43,508
	1.04	1.08	1.12	1.16	1.18	1.20	1.24
3	37,894	39,297	40,701	42,104	42,806	43,508	44,911
	1.08	1.12	1.16	1.20	1.22	1.24	1.28
4	39,297	40,701	42,104	43,508	44,210	44,911	46,315
	1.12	1.16	1.20	1.24	1.26	1.28	1.32
5	40,701	42,104	43,508	44,911	45,613	46,315	47,718
	1.16	1.20	1.24	1.28	1.30	1.32	1.36
6	42,104	43,508	44,911	46,315	47,017	47,718	49,122
	1.20	1.24	1.28	1.32	1.34	1.36	1.40
7		44,911	46,315	47,718	48,420	49,122	50,525
		1.28	1.32	1.36	1.38	1.40	1.44
8			47,718	49,122	49,824	50,525	51,929
			1.36	1.40	1.42	1.44	1.48
9				50,525	51,227	51,929	53,332
				1.44	1.46	1.48	1.52
10					52,631	53,332	54,736
					1.50	1.52	1.56
11							56,139
							1.60

1/18/2017

Lyons-Decatur Northeast

2016-2017
1.1

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	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,450

Index: 4 x 5

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: all

84-85 grandfathered steps

Vertical Freeze: 88-89

Rollback:

Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Guardian		5.57			
LTD	Madison Nat'l		.0052 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits 26.55

Ind Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: full indiv

LEAVES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

L Y O N S - D E C A T U R							
					B A + 36		
S t e p	B A	B A + 9	B A + 18	B A + 27	M A	M A + 9	M A + 18
1	33,450	35,123	36,795	38,468	40,140	41,813	43,485
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	34,788	36,461	38,133	39,806	41,478	43,151	44,823
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	36,126	37,799	39,471	41,144	42,816	44,489	46,161
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	37,464	39,137	40,809	42,482	44,154	45,827	47,499
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5		40,475	42,147	43,820	45,492	47,165	48,837
		1.21	1.26	1.31	1.36	1.41	1.46
6		41,813	43,485	45,158	46,830	48,503	50,175
		1.25	1.30	1.35	1.40	1.45	1.50
7		43,151	44,823	46,496	48,168	49,841	51,513
		1.29	1.34	1.39	1.44	1.49	1.54
8			46,161	47,834	49,506	51,179	52,851
			1.38	1.43	1.48	1.53	1.58
9			47,499	49,172	50,844	52,517	54,189
			1.42	1.47	1.52	1.57	1.62
10			48,837	50,510	52,182	53,855	55,527
			1.46	1.51	1.56	1.61	1.66
11			50,175	51,848	53,520	55,193	56,865
			1.50	1.55	1.60	1.65	1.70
12				53,186	54,858	56,531	58,203
				1.59	1.64	1.69	1.74
13				54,524	56,196	57,869	59,541
				1.63	1.68	1.73	1.78
14				55,862	57,534	59,207	60,879
				1.67	1.72	1.77	1.82
15				57,200	58,872	60,545	62,217
				1.71	1.76	1.81	1.86
16					60,210	61,883	63,555
					1.80	1.85	1.90
17					61,548	63,221	64,893
					1.84	1.89	1.94

1/18/2017

Madison

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	49	45	75
Class Periods/Day:	8	10	
Normal Teaching Load:	6	8	

SALARY SCHEDULE

Base: 34,000
Index: 4 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 5(D)
Grandfathered steps 94-95
Vertical Freeze: 86-87, 87-88
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp or Dep Dental
HEALTH	BC/BS	1150D	543.96	1006.37	1142.33	1533.86	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Horace Mann	3.80					
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: N

OTHER LEAVES: Jury Duty

MADISON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	34,000	35,700	37,400	39,100	40,800	42,500	44,200	45,900	47,600
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,360	37,060	38,760	40,460	42,160	43,860	45,560	47,260	48,960
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,720	38,420	40,120	41,820	43,520	45,220	46,920	48,620	50,320
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,080	39,780	41,480	43,180	44,880	46,580	48,280	49,980	51,680
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,440	41,140	42,840	44,540	46,240	47,940	49,640	51,340	53,040
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	40,800	42,500	44,200	45,900	47,600	49,300	51,000	52,700	54,400
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	42,160	43,860	45,560	47,260	48,960	50,660	52,360	54,060	55,760
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		45,220	46,920	48,620	50,320	52,020	53,720	55,420	57,120
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			48,280	49,980	51,680	53,380	55,080	56,780	58,480
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				51,340	53,040	54,740	56,440	58,140	59,840
				1.51	1.56	1.61	1.66	1.71	1.76
11				52,700	54,400	56,100	57,800	59,500	61,200
				1.55	1.60	1.65	1.70	1.75	1.80
12					55,760	57,460	59,160	60,860	62,560
					1.64	1.69	1.74	1.79	1.84
13					57,120	58,820	60,520	62,220	63,920
					1.68	1.73	1.78	1.83	1.88
14						60,180	61,880	63,580	65,280
						1.77	1.82	1.87	1.92
15								64,940	66,640
								1.91	1.96
16									68,000
									2.00

1/18/2017

Malcolm

2016-2017
1.1

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	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,450 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 88-89
Rollback: 88-89 Last Step
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/2000D	562.95	562.95	562.95	562.95	Cafeteria
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: + $5.50/mo (everyone recvs $595 COMMENTS:
LIFE Deductible Reimbursement:
LTD Fortis .0031 (thru sal)
NON-PARTICIPANT $595 CIL

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:	33% sub pay/day over 40 EOY				
PERSONAL	2			yes	accum to 3 (buy back 2 @ 67%
BEREAVEMENT	4				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

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	35,450	36,868	38,286	39,704	41,122	42,540	43,958	45,376	46,794
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	36,868	38,286	39,704	41,122	42,540	43,958	45,376	46,794	48,212
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	38,286	39,704	41,122	42,540	43,958	45,376	46,794	48,212	49,630
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	39,704	41,122	42,540	43,958	45,376	46,794	48,212	49,630	51,048
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	41,122	42,540	43,958	45,376	46,794	48,212	49,630	51,048	52,466
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	42,540	43,958	45,376	46,794	48,212	49,630	51,048	52,466	53,884
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	43,958	45,376	46,794	48,212	49,630	51,048	52,466	53,884	55,302
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		46,794	48,212	49,630	51,048	52,466	53,884	55,302	56,720
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			49,630	51,048	52,466	53,884	55,302	56,720	58,138
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				52,466	53,884	55,302	56,720	58,138	59,556
				1.48	1.52	1.56	1.60	1.64	1.68
11					55,302	56,720	58,138	59,556	60,974
					1.56	1.60	1.64	1.68	1.72
12					56,720	58,138	59,556	60,974	62,392
					1.60	1.64	1.68	1.72	1.76
13					58,138	59,556	60,974	62,392	63,810
					1.64	1.68	1.72	1.76	1.80
14					59,556	60,974	62,392	63,810	65,228
					1.68	1.72	1.76	1.80	1.84
15						62,392	63,810	65,228	66,646
						1.76	1.80	1.84	1.88
16									68,064
									1.92

1/18/2017

Maxwell

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.33	7.33	7.25
Planning Time:	52	52	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,223
Starting Salary: 33,223
Career Increments: N

Index: 4 x 4
Entry Level Step: 0
Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1150D	543.96	1006.37	1142.33	1533.86
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:						
LIFE						
LTD	Madison Nat'l		5.00			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options: H/A,TSA,Cash

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:	Add'l 10 full pay, 60 sub ded for serious ill or inj				
PERSONAL	3			yes	sub pay/day @ eoy
BEREAVEMENT	5				plus 1 day travel
PROFESSIONAL	2			yes	bank to 3
ADOPTION					
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

MAXWELL								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
0	33,223	34,552	35,881	37,210	38,539	39,868	41,197	42,525
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	34,552	35,881	37,210	38,539	39,868	41,197	42,525	43,854
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,881	37,210	38,539	39,868	41,197	42,525	43,854	45,183
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	37,210	38,539	39,868	41,197	42,525	43,854	45,183	46,512
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	38,539	39,868	41,197	42,525	43,854	45,183	46,512	47,841
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5		41,197	42,525	43,854	45,183	46,512	47,841	49,170
		1.24	1.28	1.32	1.36	1.40	1.44	1.48
6		42,525	43,854	45,183	46,512	47,841	49,170	50,499
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		43,854	45,183	46,512	47,841	49,170	50,499	51,828
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		45,183	46,512	47,841	49,170	50,499	51,828	53,157
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		46,512	47,841	49,170	50,499	51,828	53,157	54,486
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				50,499	51,828	53,157	54,486	55,815
				1.52	1.56	1.60	1.64	1.68
11				51,828	53,157	54,486	55,815	57,144
				1.56	1.60	1.64	1.68	1.72
12					54,486	55,815	57,144	58,472
					1.64	1.68	1.72	1.76
13					55,815	57,144	58,472	59,801
					1.68	1.72	1.76	1.80
14						58,472	59,801	61,130
						1.76	1.80	1.84
15						59,801	61,130	62,459
						1.80	1.84	1.88
16							62,459	63,788
							1.88	1.92
17							63,788	65,117
							1.92	1.96
18								66,446
								2.00
19								67,775
								2.04

12-13: all new tchrs recv full insurance (before 12-13 recv choice of $15,000/yr or full insurance)

1/18/2017

Maywood

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 182

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	59	59	75
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,400

Index: 4.5 x 4.5

Starting Salary:

Entry Level Step: 1

Career Increments: Y

Experience Allowed: 4

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	29.18 or 48.32 Sp or Dep Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Madison Nat'l	2.25					
LTD	Madison Nat'l	.004					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: N

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MAYWOOD						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	32,400	33,858	35,316	36,774	38,232	39,690
	1.00	1.045	1.09	1.135	1.18	1.225
2	33,858	35,316	36,774	38,232	39,690	41,148
	1.045	1.09	1.135	1.18	1.225	1.27
3	35,316	36,774	38,232	39,690	41,148	42,606
	1.09	1.135	1.18	1.225	1.27	1.315
4	36,774	38,232	39,690	41,148	42,606	44,064
	1.135	1.18	1.225	1.27	1.315	1.36
5	38,232	39,690	41,148	42,606	44,064	45,522
	1.18	1.225	1.27	1.315	1.36	1.405
6	39,690	41,148	42,606	44,064	45,522	46,980
	1.225	1.27	1.315	1.36	1.405	1.45
7		42,606	44,064	45,522	46,980	48,438
		1.315	1.36	1.405	1.45	1.495
8			45,522	46,980	48,438	49,896
			1.405	1.45	1.495	1.54
9			46,980	48,438	49,896	51,354
			1.45	1.495	1.54	1.585
10				49,896	51,354	52,812
				1.54	1.585	1.63
11					52,812	54,270
					1.63	1.675
12					54,270	55,728
					1.675	1.72
13					55,728	57,186
					1.72	1.765
14						58,644
						1.81

1/18/2017

McCook

2016-2017
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	7.5
Planning Time:	55	55	40
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,000
Starting Salary: 34,000
Career Increments: N
vert stps 1-8=4.5/stps 9-15=4.9
Vertical Freeze:
Rollback:
Multi-year Contract:

Index: 4.5 x 4.5
Entry Level Step: 1
Experience Allowed: 8

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l	.0028				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

MCCOOK									
					MA				PHD
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	34,000	35,530	37,060	38,590	40,120	41,650	43,180	44,710	46,240
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,530	37,060	38,590	40,120	41,650	43,180	44,710	46,240	47,770
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	37,060	38,590	40,120	41,650	43,180	44,710	46,240	47,770	49,300
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	38,590	40,120	41,650	43,180	44,710	46,240	47,770	49,300	50,830
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	40,120	41,650	43,180	44,710	46,240	47,770	49,300	50,830	52,360
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	41,650	43,180	44,710	46,240	47,770	49,300	50,830	52,360	53,890
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7	43,180	44,710	46,240	47,770	49,300	50,830	52,360	53,890	55,420
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8		46,240	47,770	49,300	50,830	52,360	53,890	55,420	56,950
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			49,436	50,966	52,496	54,026	55,556	57,086	58,616
			1.454	1.499	1.544	1.589	1.634	1.679	1.724
10				52,632	54,162	55,692	57,222	58,752	60,282
				1.548	1.593	1.638	1.683	1.728	1.773
11					55,828	57,358	58,888	60,418	61,948
					1.642	1.687	1.732	1.777	1.822
12						59,024	60,554	62,084	63,614
						1.736	1.781	1.826	1.871
13							62,220	63,750	65,280
							1.83	1.875	1.92
14								65,416	66,946
								1.924	1.969
15									68,612
									2.018

1/18/2017

McCool Junction

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184

FTE Teachers:

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

SALARY SCHEDULE

Base: 35,285
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: Y
Experience Allowed: 4

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.55
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	Ind. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE	Principal	4.53					
LTD	Principal	.0023					
NON-PARTICIPANT							

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	30	yes		
Other Info:	reimburse unused @$20/day over 30 days				
PERSONAL	2			yes	reimburse unused @$30/day
BEREAVEMENT	unl.				need approv. from supt & bd
PROFESSIONAL	5			yes	
ADOPTION	unl.				up to 30 w/app.
ASSOCIATION	up to 30				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MCCOOL JUNCTION								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	35,285	36,696	38,108	39,519	40,931	40,931	42,342	43,753
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	36,696	38,108	39,519	40,931	42,342	42,342	43,753	45,165
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	38,108	39,519	40,931	42,342	43,753	43,753	45,165	46,576
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	39,519	40,931	42,342	43,753	45,165	45,165	46,576	47,988
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	40,931	42,342	43,753	45,165	46,576	46,576	47,988	49,399
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	42,342	43,753	45,165	46,576	47,988	47,988	49,399	50,810
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	43,753	45,165	46,576	47,988	49,399	49,399	50,810	52,222
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		46,576	47,988	49,399	50,810	50,810	52,222	53,633
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			49,399	50,810	52,222	52,222	53,633	55,045
			1.40	1.44	1.48	1.48	1.52	1.56
10				52,222	53,633	53,633	55,045	56,456
				1.48	1.52	1.52	1.56	1.60
11					55,045	55,045	56,456	57,867
					1.56	1.56	1.60	1.64
12							57,867	59,279
							1.64	1.68
13								60,690
								1.72

1/18/2017

McPherson County

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 187

FTE Teachers:

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

SALARY SCHEDULE

Base: 32,700
Index: 4 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1500D	495.05	915.56	1039.60	1395.93
DENTAL	BC/BS	2	26.55	49.09	49.09	49.09
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

MCPHERSON COUNTY						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	32,700	34,335	35,970	37,605	39,240	40,875
	1.00	1.05	1.10	1.15	1.20	1.25
2	34,008	35,643	37,278	38,913	40,548	42,183
	1.04	1.09	1.14	1.19	1.24	1.29
3	35,316	36,951	38,586	40,221	41,856	43,491
	1.08	1.13	1.18	1.23	1.28	1.33
4	36,624	38,259	39,894	41,529	43,164	44,799
	1.12	1.17	1.22	1.27	1.32	1.37
5	37,932	39,567	41,202	42,837	44,472	46,107
	1.16	1.21	1.26	1.31	1.36	1.41
6	39,240	40,875	42,510	44,145	45,780	47,415
	1.20	1.25	1.30	1.35	1.40	1.45
7		42,183	43,818	45,453	47,088	48,723
		1.29	1.34	1.39	1.44	1.49
8		43,491	45,126	46,761	48,396	50,031
		1.33	1.38	1.43	1.48	1.53
9		44,799	46,434	48,069	49,704	51,339
		1.37	1.42	1.47	1.52	1.57
10			47,742	49,377	51,012	52,647
			1.46	1.51	1.56	1.61
11			49,050	50,685	52,320	53,955
			1.50	1.55	1.60	1.65
12				51,993	53,628	55,263
				1.59	1.64	1.69
13					54,936	56,571
					1.68	1.73

1/18/2017

Mead

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,300 Index: 4 x 4
Starting Salary: 33,300 Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:			COMMENTS:			
LIFE	Principal	3.50				
LTD	Principal	(+B)				
NON-PARTICIPANT						

Couple - Benefits

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MEAD								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	33,300	34,632	35,964	37,296	38,628	39,960	41,292	42,624
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,632	35,964	37,296	38,628	39,960	41,292	42,624	43,956
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	35,964	37,296	38,628	39,960	41,292	42,624	43,956	45,288
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	37,296	38,628	39,960	41,292	42,624	43,956	45,288	46,620
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	38,628	39,960	41,292	42,624	43,956	45,288	46,620	47,952
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	39,960	41,292	42,624	43,956	45,288	46,620	47,952	49,284
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		42,624	43,956	45,288	46,620	47,952	49,284	50,616
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		43,956	45,288	46,620	47,952	49,284	50,616	51,948
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			46,620	47,952	49,284	50,616	51,948	53,280
			1.40	1.44	1.48	1.52	1.56	1.60
10			47,952	49,284	50,616	51,948	53,280	54,612
			1.44	1.48	1.52	1.56	1.60	1.64
11				50,616	51,948	53,280	54,612	55,944
				1.52	1.56	1.60	1.64	1.68
12				51,948	53,280	54,612	55,944	57,276
				1.56	1.60	1.64	1.68	1.72
13					54,612	55,944	57,276	58,608
					1.64	1.68	1.72	1.76
14					55,944	57,276	58,608	59,940
					1.68	1.72	1.76	1.80

1/18/2017

Medicine Valley-Curtis

2016-2017
1.1

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: 33,300
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 10
96-97 $1,200 bonus/fte
Vertical Freeze: 97-98
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33
PPO:						
LIFE						
LTD	Nat'l Insurance	.0046				
NON-PARTICIPANT						

Couple - Benefits 57.57 or 95.26 Sp. or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

MEDICINE VALLEY-CURTIS					
Step	BA	BA+9	BA+18	BA+27	MA
1	33,300	34,632	35,964	37,296	38,628
	1.00	1.04	1.08	1.12	1.16
2	34,632	35,964	37,296	38,628	39,960
	1.04	1.08	1.12	1.16	1.20
3	35,964	37,296	38,628	39,960	41,292
	1.08	1.12	1.16	1.20	1.24
4	37,296	38,628	39,960	41,292	42,624
	1.12	1.16	1.20	1.24	1.28
5	38,628	39,960	41,292	42,624	43,956
	1.16	1.20	1.24	1.28	1.32
6		41,292	42,624	43,956	45,288
		1.24	1.28	1.32	1.36
7		42,624	43,956	45,288	46,620
		1.28	1.32	1.36	1.40
8			45,288	46,620	47,952
			1.36	1.40	1.44
9				47,952	49,284
				1.44	1.48
10					50,616
					1.52
11					51,948
					1.56
12					53,280
					1.60
13					54,612
					1.64
14					55,944
					1.68
15					57,276
					1.72
16					58,608
					1.76
17					59,940
					1.80

1/18/2017

Meridian

2016-2017
3.1

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	6.9	6.9
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,200 Index: 4 x 4
Starting Salary: 34,200 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.09 or 50.23 Sp. or Dep. Dental
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	24.64	24.64	24.64	24.64	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	Yes		
Other Info:	At sep $35/day up to 40				
PERSONAL	2+2			yes	2 add'l w/sub deduct
BEREAVEMENT	6				
PROFESSIONAL	3			Yes	admin discretion
ADOPTION	see sick lv.				
ASSOCIATION	see prof lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

MERIDIAN							
					BA+36		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
Step							
1	34,200	35,568	36,936	38,304	39,672	41,040	42,408
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,568	36,936	38,304	39,672	41,040	42,408	43,776
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,936	38,304	39,672	41,040	42,408	43,776	45,144
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,304	39,672	41,040	42,408	43,776	45,144	46,512
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,672	41,040	42,408	43,776	45,144	46,512	47,880
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,040	42,408	43,776	45,144	46,512	47,880	49,248
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	42,408	43,776	45,144	46,512	47,880	49,248	50,616
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	43,776	45,144	46,512	47,880	49,248	50,616	51,984
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		46,512	47,880	49,248	50,616	51,984	53,352
		1.36	1.40	1.44	1.48	1.52	1.56
10			49,248	50,616	51,984	53,352	54,720
			1.44	1.48	1.52	1.56	1.60
11				51,984	53,352	54,720	56,088
				1.52	1.56	1.60	1.64
12					54,720	56,088	57,456
					1.60	1.64	1.68
13						57,456	58,824
						1.68	1.72
14							60,192
							1.76

1/18/2017

Milford

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	96	96	100
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,700
Index: 5 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: Y
Experience Allowed: all
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	265.62 or 365.80
HEALTH	BC/BS	900D/3500D	562.95	833.18	945.75	1269.91	Full Coverage
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: Dist pays 100% single, 80% other COMMENTS:
LIFE
LTD
NON-PARTICIPANT

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MILFORD

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	35,700	37,128	38,556	39,984	41,412	42,840	44,268	45,696	47,124
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,485	38,913	40,341	41,769	43,197	44,625	46,053	47,481	48,909
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	39,270	40,698	42,126	43,554	44,982	46,410	47,838	49,266	50,694
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	41,055	42,483	43,911	45,339	46,767	48,195	49,623	51,051	52,479
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	42,840	44,268	45,696	47,124	48,552	49,980	51,408	52,836	54,264
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	44,625	46,053	47,481	48,909	50,337	51,765	53,193	54,621	56,049
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7		47,838	49,266	50,694	52,122	53,550	54,978	56,406	57,834
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8			51,051	52,479	53,907	55,335	56,763	58,191	59,619
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
9				54,264	55,692	57,120	58,548	59,976	61,404
				1.52	1.56	1.60	1.64	1.68	1.72
10					57,477	58,905	60,333	61,761	63,189
					1.61	1.65	1.69	1.73	1.77
11					59,262	60,690	62,118	63,546	64,974
					1.66	1.70	1.74	1.78	1.82
12						62,475	63,903	65,331	66,759
						1.75	1.79	1.83	1.87
13							65,688	67,116	68,544
							1.84	1.88	1.92

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

1/18/2017

Millard

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 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	

SALARY SCHEDULE

Base: 37,245 Index: x
Starting Salary: 37,555 Entry Level Step: 1
Career Increments: Y Experience Allowed: 13
Incen. $372,500;Long. 14 or + yrs and no 07-08 stipend = 2% add'l sal
Vertical Freeze: 86-87,91-92
Rollback: 84-85
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	Aetna	900D/3500D					Dep. Dental + Ins
DENTAL	Ameritas						
PPO:							
LIFE	Hartford		3.50				
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

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

1/18/2017

Minatare

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	6
Planning Time:	110	110	
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 31,700 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 4

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	593.71	988.54	1122.12	1506.73
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:	Dist pays 90% EC,ES,&ESC					
LIFE	Guardian	3.50				
LTD	Fort Dearborn	.003				
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement: Y 150

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 1
Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:	60% of sub rate on 5 days over 50				
PERSONAL	2+1			yes	60% of sub rate on unused lv, 2
BEREAVEMENT	2				w/approval
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

MINATARE							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	31,700	33,285	34,870	36,455	38,040	38,040	39,625
	1.00	1.05	1.10	1.15	1.20	1.20	1.25
2	32,968	34,553	36,138	37,723	39,308	39,308	40,893
	1.04	1.09	1.14	1.19	1.24	1.24	1.29
3	34,236	35,821	37,406	38,991	40,576	40,576	42,161
	1.08	1.13	1.18	1.23	1.28	1.28	1.33
4	35,504	37,089	38,674	40,259	41,844	41,844	43,429
	1.12	1.17	1.22	1.27	1.32	1.32	1.37
5	36,772	38,357	39,942	41,527	43,112	43,112	44,697
	1.16	1.21	1.26	1.31	1.36	1.36	1.41
6	38,040	39,625	41,210	42,795	44,380	44,380	45,965
	1.20	1.25	1.30	1.35	1.40	1.40	1.45
7		40,893	42,478	44,063	45,648	45,648	47,233
		1.29	1.34	1.39	1.44	1.44	1.49
8		42,161	43,746	45,331	46,916	46,916	48,501
		1.33	1.38	1.43	1.48	1.48	1.53
9			45,014	46,599	48,184	48,184	49,769
			1.42	1.47	1.52	1.52	1.57
10				47,867	49,452	49,452	51,037
				1.51	1.56	1.56	1.61
11					50,720	50,720	52,305
					1.60	1.60	1.65
12							53,573
							1.69

1/18/2017

Minden

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	7.3
Planning Time:	48	48	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,150 Index: 4.5 x 4.5
Starting Salary: 35,150 Entry Level Step: 1
Career Increments: N Experience Allowed: 5
BA+36 grandfathered for employees before 79-80
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp. or Dep. Dental
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD	Principal Life	.0037 (+B)					
NON-PARTICIPANT							

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

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

MINDEN								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
0	35,150	36,732	38,314	39,895	41,477	43,059	44,641	46,222
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	36,732	38,314	39,895	41,477	43,059	44,641	46,222	47,804
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	38,314	39,895	41,477	43,059	44,641	46,222	47,804	49,386
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	39,895	41,477	43,059	44,641	46,222	47,804	49,386	50,968
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	41,477	43,059	44,641	46,222	47,804	49,386	50,968	52,549
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5		44,641	46,222	47,804	49,386	50,968	52,549	54,131
		1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		46,222	47,804	49,386	50,968	52,549	54,131	55,713
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7			49,386	50,968	52,549	54,131	55,713	57,295
			1.405	1.45	1.495	1.54	1.585	1.63
8				52,549	54,131	55,713	57,295	58,876
				1.495	1.54	1.585	1.63	1.675
9				54,131	55,713	57,295	58,876	60,458
				1.54	1.585	1.63	1.675	1.72
10					57,295	58,876	60,458	62,040
					1.63	1.675	1.72	1.765
11					58,876	60,458	62,040	63,622
					1.675	1.72	1.765	1.81
12					60,458	62,040	63,622	65,203
					1.72	1.765	1.81	1.855

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

1/18/2017

Mitchell

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,400 Index: 4.5 x 4.5
Starting Salary: 33,400 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	296.86	296.86	296.86	296.86
DENTAL	BC/BS	2	13.28	13.28	13.28	13.28
PPO:						
LIFE	Guardian	5.50				
LTD	Omaha Life	2.00				

NON-PARTICIPANT $1272.92 Cafeteria

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 1272.92

Cafeteria

Cafeteria Plan

Individ.	Depend.
1272.92	1272.92

Options: H/A,TSA,LTD, Cash

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1

Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	66	yes		
Other Info:	Flex Days				
PERSONAL				no	from sick lv
BEREAVEMENT					from sick lv.
PROFESSIONAL	2			yes	add'l at adm. disc.
ADOPTION					FMLA
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MITCHELL

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	33,400	34,903	36,406	37,909	39,412	40,915	42,418	43,921	45,424
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	34,903	36,406	37,909	39,412	40,915	42,418	43,921	45,424	46,927
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	36,406	37,909	39,412	40,915	42,418	43,921	45,424	46,927	48,430
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	37,909	39,412	40,915	42,418	43,921	45,424	46,927	48,430	49,933
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	39,412	40,915	42,418	43,921	45,424	46,927	48,430	49,933	51,436
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	40,915	42,418	43,921	45,424	46,927	48,430	49,933	51,436	52,939
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		43,921	45,424	46,927	48,430	49,933	51,436	52,939	54,442
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			46,927	48,430	49,933	51,436	52,939	54,442	55,945
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
9				49,933	51,436	52,939	54,442	55,945	57,448
				1.495	1.54	1.585	1.63	1.675	1.72
10				51,436	52,939	54,442	55,945	57,448	58,951
				1.54	1.585	1.63	1.675	1.72	1.765
11					54,442	55,945	57,448	58,951	60,454
					1.63	1.675	1.72	1.765	1.81
12					55,945	57,448	58,951	60,454	61,957
					1.675	1.72	1.765	1.81	1.855
13						58,951	60,454	61,957	63,460
						1.765	1.81	1.855	1.9
14							61,957	63,460	64,963
							1.855	1.9	1.945
15								64,963	66,466
								1.945	1.99
16									67,969
									2.035

1/18/2017

Morrill

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	90	90	30
Class Periods/Day:	4	4	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 31,900 Index: 4.5 x 4.5
Starting Salary: 31,900 Entry Level Step: 1
Career Increments: N Experience Allowed: 15

Vertical Freeze: 16-17
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	281.48	281.48	281.48	281.48
DENTAL	BC/BS	2	13.28	13.28	13.28	13.28
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 941.67

Fringe Benefit Stipend

Cafeteria Plan

Individ.	Depend.
941.67	941.67

Options: H/A, TSA, Cash

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MORRILL

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	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
2	33,336	34,771	36,207	37,642	39,078	40,513	41,949	43,384	44,820
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	34,771	36,207	37,642	39,078	40,513	41,949	43,384	44,820	46,255
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	36,207	37,642	39,078	40,513	41,949	43,384	44,820	46,255	47,691
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	37,642	39,078	40,513	41,949	43,384	44,820	46,255	47,691	49,126
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		40,513	41,949	43,384	44,820	46,255	47,691	49,126	50,562
		1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		41,949	43,384	44,820	46,255	47,691	49,126	50,562	51,997
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			44,820	46,255	47,691	49,126	50,562	51,997	53,433
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			46,255	47,691	49,126	50,562	51,997	53,433	54,868
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				49,126	50,562	51,997	53,433	54,868	56,304
				1.54	1.585	1.63	1.675	1.72	1.765
11				50,562	51,997	53,433	54,868	56,304	57,739
				1.585	1.63	1.675	1.72	1.765	1.81
12						54,868	56,304	57,739	59,175
						1.72	1.765	1.81	1.855
13						56,304	57,739	59,175	60,610
						1.765	1.81	1.855	1.9
14							59,175	60,610	62,045
							1.855	1.9	1.945
15							60,610	62,045	63,481
							1.9	1.945	1.99
16								63,481	64,916
								1.99	2.035
17								64,916	66,352
								2.035	2.08
18								66,352	67,787
								2.08	2.125

1/18/2017

Mullen

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.45	7.45	7.45
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,600
Index: 4 x 5
Starting Salary:
Entry Level Step: 1(D)
Career Increments: N
Experience Allowed: 3(D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Principal	.0042				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.438

Contribution: FTE

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30	yes		
Other Info:	reimb for unused @ 2/3 sub pay/day				
PERSONAL	3			yes	
BEREAVEMENT	4				
PROFESSIONAL	admin. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency

MULLEN								
					MA			
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
1	32,600	34,230	35,860	37,490	39,120	40,750	42,380	44,010
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	33,904	35,534	37,164	38,794	40,424	42,054	43,684	45,314
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	35,208	36,838	38,468	40,098	41,728	43,358	44,988	46,618
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	36,512	38,142	39,772	41,402	43,032	44,662	46,292	47,922
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	37,816	39,446	41,076	42,706	44,336	45,966	47,596	49,226
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	39,120	40,750	42,380	44,010	45,640	47,270	48,900	50,530
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		42,054	43,684	45,314	46,944	48,574	50,204	51,834
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		43,358	44,988	46,618	48,248	49,878	51,508	53,138
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			46,292	47,922	49,552	51,182	52,812	54,442
			1.42	1.47	1.52	1.57	1.62	1.67
10				49,226	50,856	52,486	54,116	55,746
				1.51	1.56	1.61	1.66	1.71
11					52,160	53,790	55,420	57,050
					1.60	1.65	1.70	1.75
12						55,094	56,724	58,354
						1.69	1.74	1.79
13							58,028	59,658
							1.78	1.83
14								60,962
								1.87

1/18/2017

Nebraska City

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 188 FTE Teachers:

	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	

SALARY SCHEDULE

Base: 33,975 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 10

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	National		3.60			
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:					
PERSONAL	2			yes	$50/day (2 days) EOY; accum
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION	10				from sick lv
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

NEBRASKA CITY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	33,975	35,674	37,373	39,071	40,770	41,450	42,469	44,168	45,866	47,565
	1.00	1.05	1.10	1.15	1.20	1.22	1.25	1.30	1.35	1.40
2	35,334	37,033	38,732	40,430	42,129	42,809	43,828	45,527	47,225	48,924
	1.04	1.09	1.14	1.19	1.24	1.26	1.29	1.34	1.39	1.44
3	36,693	38,392	40,091	41,789	43,488	44,168	45,187	46,886	48,584	50,283
	1.08	1.13	1.18	1.23	1.28	1.30	1.33	1.38	1.43	1.48
4	38,052	39,751	41,450	43,148	44,847	45,527	46,546	48,245	49,943	51,642
	1.12	1.17	1.22	1.27	1.32	1.34	1.37	1.42	1.47	1.52
5	39,411	41,110	42,809	44,507	46,206	46,886	47,905	49,604	51,302	53,001
	1.16	1.21	1.26	1.31	1.36	1.38	1.41	1.46	1.51	1.56
6	40,770	42,469	44,168	45,866	47,565	48,245	49,264	50,963	52,661	54,360
	1.20	1.25	1.30	1.35	1.40	1.42	1.45	1.50	1.55	1.60
7		43,828	45,527	47,225	48,924	49,604	50,623	52,322	54,020	55,719
		1.29	1.34	1.39	1.44	1.46	1.49	1.54	1.59	1.64
8		45,187	46,886	48,584	50,283	50,963	51,982	53,681	55,379	57,078
		1.33	1.38	1.43	1.48	1.50	1.53	1.58	1.63	1.68
9			48,245	49,943	51,642	52,322	53,341	55,040	56,738	58,437
			1.42	1.47	1.52	1.54	1.57	1.62	1.67	1.72
10				51,302	53,001	53,681	54,700	56,399	58,097	59,796
				1.51	1.56	1.58	1.61	1.66	1.71	1.76
11				52,661	54,360	55,040	56,059	57,758	59,456	61,155
				1.55	1.60	1.62	1.65	1.70	1.75	1.80
12					55,719	56,399	67,418	59,117	60,815	62,514
					1.64	1.66	1.69	1.74	1.79	1.84
13						57,758	58,777	60,476	62,174	63,873
						1.70	1.73	1.78	1.83	1.88
14							60,136	61,835	63,533	65,232
							1.77	1.82	1.87	1.92
15										66,591
										1.96

1/18/2017

Nebraska Unified District 1

2016-2017
1.1

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	7.5
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l	.0037				
NON-PARTICIPANT						

Couple - Benefits
29.18 or 48.32
Sp. or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan
Individ. Depend.
Options: H/A; 125K
IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

NEBRASKA UNIFIED DISTRICT 1

Step	BA	BA+9	BA+18	BA+27	BA+45 MA	MA+9	MA+18	MA+36
1	33,400	34,736	36,072	37,408	38,744	40,080	41,416	42,752
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,736	36,072	37,408	38,744	40,080	41,416	42,752	44,088
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,072	37,408	38,744	40,080	41,416	42,752	44,088	45,424
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	37,408	38,744	40,080	41,416	42,752	44,088	45,424	46,760
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	38,744	40,080	41,416	42,752	44,088	45,424	46,760	48,096
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	40,080	41,416	42,752	44,088	45,424	46,760	48,096	49,432
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	41,416	42,752	44,088	45,424	46,760	48,096	49,432	50,768
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		44,088	45,424	46,760	48,096	49,432	50,768	52,104
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			46,760	48,096	49,432	50,768	52,104	53,440
			1.40	1.44	1.48	1.52	1.56	1.60
10			48,096	49,432	50,768	52,104	53,440	54,776
			1.44	1.48	1.52	1.56	1.60	1.64
11				50,768	52,104	53,440	54,776	56,112
				1.52	1.56	1.60	1.64	1.68
12					53,440	54,776	56,112	57,448
					1.60	1.64	1.68	1.72
13							57,448	58,784
							1.72	1.76
14								60,120
								1.80

1/18/2017

Neligh-Oakdale

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,640
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: Y
Experience Allowed: all

Vertical Freeze: 87-88
Rollback: 86-87(2); 02-03
Multi-year Contract:

INSURANCE

Type	Carrier	Option H/A-Dent	Amount Paid by District: Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Companion	1.55				
LTD	Principal	.0037				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency- 3 days

OTHER DISTRICT POLICIES

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

NELIGH-OAKDALE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,640	34,986	36,331	37,677	39,022	39,022	40,368	41,714
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	34,986	36,331	37,677	39,022	40,368	40,368	41,714	43,059
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	36,331	37,677	39,022	40,368	41,714	41,714	43,059	44,405
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	37,677	39,022	40,368	41,714	43,059	43,059	44,405	45,750
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	39,022	40,368	41,714	43,059	44,405	44,405	45,750	47,096
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6		41,714	43,059	44,405	45,750	45,750	47,096	48,442
		1.24	1.28	1.32	1.36	1.36	1.40	1.44
7			44,405	45,750	47,096	47,096	48,442	49,787
			1.32	1.36	1.40	1.40	1.44	1.48
8			45,750	47,096	48,442	48,442	49,787	51,133
			1.36	1.40	1.44	1.44	1.48	1.52
9				48,442	49,787	49,787	51,133	52,478
				1.44	1.48	1.48	1.52	1.56
10				49,787	51,133	51,133	52,478	53,824
				1.48	1.52	1.52	1.56	1.60
11					52,478	52,478	53,824	55,170
					1.56	1.56	1.60	1.64
12					53,824	53,824	55,170	56,515
					1.60	1.60	1.64	1.68
13					55,170	55,170	56,515	57,861
					1.64	1.64	1.68	1.72
14					56,515	56,515	57,861	59,206
					1.68	1.68	1.72	1.76
15								60,552
								1.80
16								61,898
								1.84
17								63,243
								1.88

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

1/18/2017

Newman Grove

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,702 Index: 4 x 4
Starting Salary: Entry Level Step: 0(D)
Career Increments: N Experience Allowed: 5(D)
5% after 4 yrs. BA+9;Ind. neg. after MA+9(14);Incent. $2500
Vertical Freeze: 86-87, 87-88
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1150D	516.76	956.05	1085.21	1457.17
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Ntl.	5.00				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	30	yes		
Other Info:	at retirement $50/day up to $1,500				
PERSONAL	2			no	
BEREAVEMENT	unl.				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION	Adm. Disc.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

NEWMAN GROVE							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	33,702	35,050	36,398	37,746	39,094	40,442	41,790
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
1	35,050	36,398	37,746	39,094	40,442	41,790	43,139
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,398	37,746	39,094	40,442	41,790	43,139	44,487
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,746	39,094	40,442	41,790	43,139	44,487	45,835
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,094	40,442	41,790	43,139	44,487	45,835	47,183
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,442	41,790	43,139	44,487	45,835	47,183	48,531
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,790	43,139	44,487	45,835	47,183	48,531	49,879
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	43,139	44,487	45,835	47,183	48,531	49,879	51,227
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		45,835	47,183	48,531	49,879	51,227	52,575
		1.36	1.40	1.44	1.48	1.52	1.56
9			48,531	49,879	51,227	52,575	53,923
			1.44	1.48	1.52	1.56	1.60
10				51,227	52,575	53,923	55,271
				1.52	1.56	1.60	1.64
11					53,923	55,271	56,619
					1.60	1.64	1.68
12					55,271	56,619	57,967
					1.64	1.68	1.72
13						57,967	59,316
						1.72	1.76
14							60,664
							1.80

1/18/2017

Niobrara

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,400 Index: 4 x 4
Starting Salary: 33,400 Entry Level Step: 1
Career Increments: N Experience Allowed: 5
PT FTE recv full ind or FTE amt
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	29.18 or 48.32
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	Sp. or Dep. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		375/750
LTD	National Ins		.0043				
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: full ind*

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	.5 sub rate reimbursed for days over 60				
PERSONAL	3				
BEREAVEMENT	5				
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

NIOBRARA								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,400	34,736	36,072	37,408	38,076	38,744	40,080	41,416
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	34,736	36,072	37,408	38,744	39,412	40,080	41,416	42,752
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	36,072	37,408	38,744	40,080	40,748	41,416	42,752	44,088
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	37,408	38,744	40,080	41,416	42,084	42,752	44,088	45,424
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	38,744	40,080	41,416	42,752	43,420	44,088	45,424	46,760
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	40,080	41,416	42,752	44,088	44,756	45,424	46,760	48,096
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	41,416	42,752	44,088	45,424	46,092	46,760	48,096	49,432
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8		44,088	45,424	46,760	47,428	48,096	49,432	50,768
		1.32	1.36	1.40	1.42	1.44	1.48	1.52
9			46,760	48,096	48,764	49,432	50,768	52,104
			1.40	1.44	1.46	1.48	1.52	1.56
10				49,432	50,100	50,768	52,104	53,440
				1.48	1.50	1.52	1.56	1.60
11					51,436	52,104	53,440	54,776
					1.54	1.56	1.60	1.64
12							54,776	56,112
							1.64	1.68

1/18/2017

Norfolk

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

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

SALARY SCHEDULE

Base: 35,770 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 4/5

Vertical Freeze: 86-87,97-98
Rollback: 89-90
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	677 ea
HEALTH	BC/BS	900D/2000D	474.97	474.97	474.97	474.97	Ind + Stipend
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: Fringe Benefit Stipend $175.48 COMMENTS:
LIFE
LTD
NON-PARTICIPANT $677 CIL

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	75	yes		
Other Info:	max=75 days, no more granted after 75 reached				
PERSONAL	2			yes	1 no pay-w/o app;reim $200 EO
BEREAVEMENT	5				add'l to 12 w/appr.
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION	7				

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

NORFOLK										
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	35,770	37,380	38,989	40,599	42,209	43,818	45,428	47,038	48,647	50,257
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	37,380	38,989	40,599	42,209	43,818	45,428	47,038	48,647	50,257	51,867
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	38,989	40,599	42,209	43,818	45,428	47,038	48,647	50,257	51,867	53,476
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	40,599	42,209	43,818	45,428	47,038	48,647	50,257	51,867	53,476	55,086
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	42,209	43,818	45,428	47,038	48,647	50,257	51,867	53,476	55,086	56,695
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	43,818	45,428	47,038	48,647	50,257	51,867	53,476	55,086	56,695	58,305
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7		47,038	48,647	50,257	51,867	53,476	55,086	56,695	58,305	59,915
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			50,257	51,867	53,476	55,086	56,695	58,305	59,915	61,524
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				53,476	55,265	56,874	58,484	60,094	61,703	63,313
				1.495	1.545	1.59	1.635	1.68	1.725	1.77
10					57,053	58,663	60,272	61,882	63,492	65,101
					1.595	1.64	1.685	1.73	1.775	1.82
11					58,842	60,451	62,061	63,671	65,280	66,890
					1.645	1.69	1.735	1.78	1.825	1.87
12						62,240	63,849	65,459	67,069	68,678
						1.74	1.785	1.83	1.875	1.92
13							65,638	67,248	68,857	70,467
							1.835	1.88	1.925	1.97
14								69,036	70,646	72,255
								1.93	1.975	2.02
15									72,434	74,044
									2.025	2.07

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

1/18/2017

Norris

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 187 FTE Teachers:

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

SALARY SCHEDULE

Base: 35,760 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: all

Vertical Freeze: 86-87
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Lincoln Nat'l	2.40				
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

NORRIS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	35,760	37,548	39,336	41,124	42,018	42,912	44,700	46,488	48,276	50,064	51,852
	1.00	1.05	1.10	1.15	1.18	1.20	1.25	1.30	1.35	1.40	1.45
2	37,190	38,978	40,766	42,554	43,448	44,342	46,130	47,918	49,706	51,494	53,282
	1.04	1.09	1.14	1.19	1.22	1.24	1.29	1.34	1.39	1.44	1.49
3	38,621	40,409	42,197	43,985	44,879	45,773	47,561	49,349	51,137	52,925	54,713
	1.08	1.13	1.18	1.23	1.26	1.28	1.33	1.38	1.43	1.48	1.53
4	40,051	41,839	43,627	45,415	46,309	47,203	48,991	50,779	52,567	54,355	56,143
	1.12	1.17	1.22	1.27	1.30	1.32	1.37	1.42	1.47	1.52	1.57
5	41,482	43,270	45,058	46,846	47,740	48,634	50,422	52,210	53,998	55,786	57,574
	1.16	1.21	1.26	1.31	1.34	1.36	1.41	1.46	1.51	1.56	1.61
6		44,700	46,488	48,276	49,170	50,064	51,852	53,640	55,428	57,216	59,004
		1.25	1.30	1.35	1.38	1.40	1.45	1.50	1.55	1.60	1.65
7			47,918	49,706	50,600	51,494	53,282	55,070	56,858	58,646	60,434
			1.34	1.39	1.42	1.44	1.49	1.54	1.59	1.64	1.69
8			49,349	51,137	52,031	52,925	54,713	56,501	58,289	60,077	61,865
			1.38	1.43	1.46	1.48	1.53	1.58	1.63	1.68	1.73
9				52,567	53,461	54,355	56,143	57,931	59,719	61,507	63,295
				1.47	1.50	1.52	1.57	1.62	1.67	1.72	1.77
10					54,892	55,786	57,574	59,362	61,150	62,938	64,726
					1.54	1.56	1.61	1.66	1.71	1.76	1.81
11						57,216	59,004	60,792	62,580	64,368	66,156
						1.60	1.65	1.70	1.75	1.80	1.85
12							60,434	62,222	64,010	65,798	67,586
							1.69	1.74	1.79	1.84	1.89
13									65,441	67,229	69,017
									1.83	1.88	1.93
14										68,659	70,447
										1.92	1.97
L1										69,017	70,805
										1.93	1.98
L2										69,374	71,162
										1.94	1.99
L3										69,732	71,520
										1.95	2.00
L4										70,090	71,878
										1.96	2.01

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

1/18/2017

North Bend Central

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	52	52	60
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,250
Starting Salary: 35,910
Career Increments: N
no vert. movement 1st 3 yrs
Vertical Freeze:
Rollback:
Multi-year Contract:

Index: 4 x 5
Entry Level Step: 3
Experience Allowed: all

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	345
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	Cash
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:	singles recv $155 cash		COMMENTS:				
LIFE	Guardian	2.90			Deductible Reimbursement: Y		300/550
LTD	National Ins	.0047 (+B)					
NON-PARTICIPANT	$345 Cash						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Yes

OTHER LEAVES:

NORTH BEND CENTRAL

Step	BA	BA+3	BA+6	BA+9	BA+18	BA+27	MA BA+36	MA+6	MA+12	MA+18
1	33,250	33,804	34,358	34,913	36,575	38,238	39,900	41,008	42,117	43,225
	1.00	1.01667	1.03333	1.05	1.1	1.15	1.2	1.23333	1.26667	1.3
2	34,580	35,134	35,688	36,243	37,905	39,568	41,230	42,338	43,447	44,555
	1.04	1.05667	1.07333	1.09	1.14	1.19	1.24	1.27333	1.30667	1.34
3	35,910	36,464	37,018	37,573	39,235	40,898	42,560	43,668	44,777	45,885
	1.08	1.09667	1.11333	1.13	1.18	1.23	1.28	1.31333	1.34667	1.38
4	37,240	37,794	38,348	38,903	40,565	42,228	43,890	44,998	46,107	47,215
	1.12	1.13667	1.15333	1.17	1.22	1.27	1.32	1.35333	1.38667	1.42
5	38,570	39,124	39,678	40,233	41,895	43,558	45,220	46,328	47,437	48,545
	1.16	1.17667	1.19333	1.21	1.26	1.31	1.36	1.39333	1.42667	1.46
6		40,454	41,008	41,563	43,225	44,888	46,550	47,658	48,767	49,875
		1.21667	1.23333	1.25	1.3	1.35	1.4	1.43333	1.46667	1.5
7			42,338	42,893	44,555	46,218	47,880	48,988	50,097	51,205
			1.27333	1.29	1.34	1.39	1.44	1.47333	1.50667	1.54
8				44,223	45,885	47,548	49,210	50,318	51,427	52,535
				1.33	1.38	1.43	1.48	1.51333	1.54667	1.58
9					47,215	48,878	50,540	51,648	52,757	53,865
					1.42	1.47	1.52	1.55333	1.58667	1.62
10					48,545	50,208	51,870	52,978	54,087	55,195
					1.46	1.51	1.56	1.59333	1.62667	1.66
11					49,875	51,538	53,200	54,308	55,417	56,525
					1.5	1.55	1.6	1.63333	1.66667	1.7
12						52,868	54,530	55,638	56,747	57,855
						1.59	1.64	1.67333	1.70667	1.74
13							55,860	56,968	58,077	59,185
							1.68	1.71333	1.74667	1.78
14							56,858	57,966	59,074	60,182
							1.71	1.74333	1.77667	1.81
15							57,855	58,963	60,072	61,180
							1.74	1.77333	1.80667	1.84
16							58,853	59,961	61,069	62,177
							1.77	1.80333	1.83667	1.87
17							59,850	60,958	62,067	63,175
							1.8	1.83333	1.86667	1.9
18							60,848	61,956	63,064	64,172
							1.83	1.86333	1.89667	1.93

1/18/2017

North Platte

2016-2017
3.1

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:	6.87	6.88	6.92
Planning Time:	30	30	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,950 Index: 5 x 4
Starting Salary: 35,950 Entry Level Step: 1
Career Increments: N Experience Allowed: D

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 501.52 ea
HEALTH	BC/BS	600D/2000D	474.97	474.97	474.97	474.97	Ind Health/Den ea
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: Flat salary $50/mo COMMENTS:
LIFE
LTD
NON-PARTICIPANT $475 Cash

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE:
Contribution: fte

LEAVES

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

SABBATICAL: Yes **SEVERANCE PAY:**
OTHER LEAVES: Exceptional Circumstances-3

OTHER DISTRICT POLICIES

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

NORTH PLATTE

Step	BA	BA+9	BA+18	BA+27	BA+45 MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	35,950	37,388	38,826	40,264	41,702	43,140	44,578	46,016	47,454	48,892
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	37,748	39,186	40,624	42,062	43,500	44,938	46,376	47,814	49,252	50,690
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	39,545	40,983	42,421	43,859	45,297	46,735	48,173	49,611	51,049	52,487
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	41,343	42,781	44,219	45,657	47,095	48,533	49,971	51,409	52,847	54,285
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	43,140	44,578	46,016	47,454	48,892	50,330	51,768	53,206	54,644	56,082
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	44,938	46,376	47,814	49,252	50,690	52,128	53,566	55,004	56,442	57,880
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	46,735	48,173	49,611	51,049	52,487	53,925	55,363	56,801	58,239	59,677
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8		49,971	51,409	52,847	54,285	55,723	57,161	58,599	60,037	61,475
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9			53,206	54,644	56,082	57,520	58,958	60,396	61,834	63,272
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				56,442	57,880	59,318	60,756	62,194	63,632	65,070
				1.57	1.61	1.65	1.69	1.73	1.77	1.81
11					59,677	61,115	62,553	63,991	65,429	66,867
					1.66	1.70	1.74	1.78	1.82	1.86
12						62,913	64,351	65,789	67,227	68,665
						1.75	1.79	1.83	1.87	1.91
13							66,148	67,586	69,024	70,462
							1.84	1.88	1.92	1.96
14								69,384	70,822	72,260
								1.93	1.97	2.01
15									72,619	74,057
									2.02	2.06
16										75,855
										2.11

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

1/18/2017

Northwest-Grand Island

2016-2017
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	7.5
Planning Time:	56	46	46
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base: 33,200 Index: 4 x 5
Starting Salary: 33,200 Entry Level Step: 1
Career Increments: Y Experience Allowed: 17(D)
Career Incentive: $500 MA/BA36 (bottomed out) or above
Vertical Freeze: 86-87
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:	Ind recv $104.17/mo					
LIFE	Guardian		4.75			
LTD	National Ins		.0027(+B thru sal)			
NON-PARTICIPANT	$250/mo TSA					

Couple - Benefits 250

TSA

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

NORTHWEST (GRAND ISLAND)										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
0	33,200	34,860	36,520	38,180	39,840	39,840	41,500	43,160	44,820	46,480
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
1	34,528	36,188	37,848	39,508	41,168	41,168	42,828	44,488	46,148	47,808
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
2	35,856	37,516	39,176	40,836	42,496	42,496	44,156	45,816	47,476	49,136
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
3	37,184	38,844	40,504	42,164	43,824	43,824	45,484	47,144	48,804	50,464
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
4	38,512	40,172	41,832	43,492	45,152	45,152	46,812	48,472	50,132	51,792
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
5	39,840	41,500	43,160	44,820	46,480	46,480	48,140	49,800	51,460	53,120
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
6	41,168	42,828	44,488	46,148	47,808	47,808	49,468	51,128	52,788	54,448
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
7		44,156	45,816	47,476	49,136	49,136	50,796	52,456	54,116	55,776
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
8		45,484	47,144	48,804	50,464	50,464	52,124	53,784	55,444	57,104
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
9			48,472	50,132	51,792	51,792	53,452	55,112	56,772	58,432
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
10			49,800	51,460	53,120	53,120	54,780	56,440	58,100	59,760
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
11				52,788	54,448	54,448	56,108	57,768	59,428	61,088
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
12				54,116	55,776	55,776	57,436	59,096	60,756	62,416
				1.63	1.68	1.68	1.73	1.78	1.83	1.88
13				55,444	57,104	57,104	58,764	60,424	62,084	63,744
				1.67	1.72	1.72	1.77	1.82	1.87	1.92
14				56,772	58,432	58,432	60,092	61,752	63,412	65,072
				1.71	1.76	1.76	1.81	1.86	1.91	1.96
15					59,760	59,760	61,420	63,080	64,740	66,400
					1.80	1.80	1.85	1.90	1.95	2.00
16							62,748	64,408	66,068	67,728
							1.89	1.94	1.99	2.04

1/18/2017

Oakland-Craig

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,925 Index: 4 x 5
Starting Salary: 32,925 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Nat'l Insurance		.0046 (+Bthru sal)			
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	48	yes		
Other Info:	PTO, Incentive:$10 per unused day over 48				
PERSONAL				no	PTO
BEREAVEMENT	5				per occur.
PROFESSIONAL	2			yes	addt'l available
ADOPTION					can use sick lv
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

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

OAKLAND-CRAIG									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	32,925	34,571	36,218	37,864	39,510	39,839	41,156	42,803	44,449
	1.00	1.05	1.10	1.15	1.20	1.21	1.25	1.30	1.35
2	34,242	35,888	37,535	39,181	40,827	41,156	42,473	44,120	45,766
	1.04	1.09	1.14	1.19	1.24	1.25	1.29	1.34	1.39
3	35,559	37,205	38,852	40,498	42,144	42,473	43,790	45,437	47,083
	1.08	1.13	1.18	1.23	1.28	1.29	1.33	1.38	1.43
4	36,876	38,522	40,169	41,815	43,461	43,790	45,107	46,754	48,400
	1.12	1.17	1.22	1.27	1.32	1.33	1.37	1.42	1.47
5	38,193	39,839	41,486	43,132	44,778	45,107	46,424	48,071	49,717
	1.16	1.21	1.26	1.31	1.36	1.37	1.41	1.46	1.51
6		41,156	42,803	44,449	46,095	46,424	47,741	49,388	51,034
		1.25	1.30	1.35	1.40	1.41	1.45	1.50	1.55
7		42,473	44,120	45,766	47,412	47,741	49,058	50,705	52,351
		1.29	1.34	1.39	1.44	1.45	1.49	1.54	1.59
8		43,790	45,437	47,083	48,729	49,058	50,375	52,022	53,668
		1.33	1.38	1.43	1.48	1.49	1.53	1.58	1.63
9			46,754	48,400	50,046	50,375	51,692	53,339	54,985
			1.42	1.47	1.52	1.53	1.57	1.62	1.67
10			48,071	49,717	51,363	51,692	53,009	54,656	56,302
			1.46	1.51	1.56	1.57	1.61	1.66	1.71
11			49,388	51,034	52,680	53,009	54,326	55,973	57,619
			1.50	1.55	1.60	1.61	1.65	1.70	1.75
12				52,351	53,997	54,326	55,643	57,290	58,936
				1.59	1.64	1.65	1.69	1.74	1.79
13				53,668	55,314	55,643	56,960	58,607	60,253
				1.63	1.68	1.69	1.73	1.78	1.83
14					56,631	56,960	58,277	59,924	61,570
					1.72	1.73	1.77	1.82	1.87
15					57,948	58,277	59,594	61,241	62,887
					1.76	1.77	1.81	1.86	1.91
16					58,277	58,607	59,924	61,570	63,216
					1.77	1.78	1.82	1.87	1.92
17					58,607	58,936	60,253	61,899	63,545
					1.78	1.79	1.83	1.88	1.93
18					58,936	59,265	60,582	62,228	63,875
					1.79	1.80	1.84	1.89	1.94
19					59,265	59,594	60,911	62,558	64,204
					1.80	1.81	1.85	1.90	1.95
20					59,594	59,924	61,241	62,887	64,533
					1.81	1.82	1.86	1.91	1.96

1/18/2017

Ogallala

2016-2017
1.1

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: 33,350 Index: 5 x 4
Starting Salary: 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

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp or Dep Dental
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	National		.0058 (thru sal)				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30	yes		
Other Info:	10 yr 1/15 yr 2/20 yr 3/ 25 yr 4/30 yr 5 & on				
PERSONAL	3			yes	accum to 10, use only 4/yr
BEREAVEMENT	5				immediate family
PROFESSIONAL	5				
ADOPTION	unl.				
ASSOCIATION					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

OGALLALA

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	33,350	34,684	36,018	37,352	38,686	38,686	40,020	41,354	42,688	44,022
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32
2	35,018	36,352	37,686	39,020	40,354	40,354	41,688	43,022	44,356	45,690
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33	1.37
3	36,685	38,019	39,353	40,687	42,021	42,021	43,355	44,689	46,023	47,357
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38	1.42
4	38,353	39,687	41,021	42,355	43,689	43,689	45,023	46,357	47,691	49,025
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43	1.47
5		41,354	42,688	44,022	45,356	45,356	46,690	48,024	49,358	50,692
		1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52
6			44,356	45,690	47,024	47,024	48,358	49,692	51,026	52,360
			1.33	1.37	1.41	1.41	1.45	1.49	1.53	1.57
7			46,023	47,357	48,691	48,691	50,025	51,359	52,693	54,027
			1.38	1.42	1.46	1.46	1.50	1.54	1.58	1.62
8				49,025	50,359	50,359	51,693	53,027	54,361	55,695
				1.47	1.51	1.51	1.55	1.59	1.63	1.67
9					52,026	52,026	53,360	54,694	56,028	57,362
					1.56	1.56	1.60	1.64	1.68	1.72
10					53,694	53,694	55,028	56,362	57,696	59,030
					1.61	1.61	1.65	1.69	1.73	1.77
11					55,361	55,361	56,695	58,029	59,363	60,697
					1.66	1.66	1.70	1.74	1.78	1.82
12						57,029	58,363	59,697	61,031	62,365
						1.71	1.75	1.79	1.83	1.87
13							60,030	61,364	62,698	64,032
							1.80	1.84	1.88	1.92
14								63,032	64,366	65,700
								1.89	1.93	1.97
15									66,033	67,367
									1.98	2.02
16									67,701	69,035
									2.03	2.07

1/18/2017

Omaha

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 190 FTE Teachers:

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

SALARY SCHEDULE

Base: 40,000 Index: x

Starting Salary: Entry Level Step: 1

Career Increments: Y Experience Allowed: 10

Long. 5.75% of base after 20, 25, 30 yrs

Vertical Freeze: 84,85,87,89,92,96,98,07

Rollback: 84-85

Multi-year Contract: 15-16, 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	551.69	822.76*	898.46*	1127.05*
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:	*Emp with 4 or more yrs		COMMENTS:			
LIFE	United of Omaha	5.63				
LTD	United of Omaha	.0027				
NON-PARTICIPANT						

Couple - Benefits 310.28 or 486.89 Dep. Cov. + Ind. Dental

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

SABBATICAL: Yes **SEVERANCE PAY:** yes

OTHER LEAVES: Emergency-2

OTHER DISTRICT POLICIES

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

O M A H A					
	B A	B A + 1 8	M A	M A + 3 0	D O C
S t e p					
1	4 0 , 0 0 0	4 1 , 2 6 6	4 4 , 6 6 5	4 6 , 7 1 9	4 8 , 3 8 0
	1 . 0 0	1 . 0 3 1 6 5	1 . 1 1 6 6 3	1 . 1 6 7 9 8	1 . 2 0 9 5
2	4 0 , 0 0 0	4 1 , 2 6 6	4 5 , 2 6 5	4 6 , 7 1 9	4 9 , 2 0 0
	1 . 0 0	1 . 0 3 1 6 5	1 . 1 3 1 6 3	1 . 1 6 7 9 8	1 . 2 3
3	4 0 , 4 4 9	4 1 , 7 6 6	4 5 , 7 6 5	4 7 , 2 1 9	5 0 , 0 2 0
	1 . 0 1 1 2 3	1 . 0 4 4 1 5	1 . 1 4 4 1 3	1 . 1 8 0 4 8	1 . 2 5 0 5
4	4 0 , 4 4 9	4 1 , 7 6 6	4 5 , 7 6 5	4 7 , 2 1 9	5 0 , 8 4 0
	1 . 0 1 1 2 3	1 . 0 4 4 1 5	1 . 1 4 4 1 3	1 . 1 8 0 4 8	1 . 2 7 1
5	4 1 , 4 0 3	4 2 , 7 2 0	4 6 , 7 1 9	4 8 , 1 7 3	5 1 , 6 6 0
	1 . 0 3 5 0 8	1 . 0 6 8	1 . 1 6 7 9 8	1 . 2 0 4 3 3	1 . 2 9 1 5
6	4 1 , 4 0 3	4 2 , 7 2 0	4 6 , 7 1 9	4 8 , 1 7 3	5 2 , 4 8 0
	1 . 0 3 5 0 8	1 . 0 6 8	1 . 1 6 7 9 8	1 . 2 0 4 3 3	1 . 3 1 2
7	4 2 , 8 5 7	4 4 , 1 7 4	4 8 , 1 7 3	4 9 , 6 2 7	5 3 , 3 0 0
	1 . 0 7 1 4 3	1 . 1 0 4 3 5	1 . 2 0 4 3 3	1 . 2 4 0 6 8	1 . 3 3 2 5
8	4 3 , 8 1 1	4 5 , 1 2 8	4 9 , 1 2 7	5 0 , 5 8 1	5 4 , 1 2 0
	1 . 0 9 5 2 8	1 . 1 2 8 2	1 . 2 2 8 1 8	1 . 2 6 4 5 3	1 . 3 5 3
9	4 3 , 8 1 1	4 5 , 1 2 8	4 9 , 1 2 7	5 0 , 5 8 1	5 4 , 9 4 0
	1 . 0 9 5 2 8	1 . 1 2 8 2	1 . 2 2 8 1 8	1 . 2 6 4 5 3	1 . 3 7 3 5
1 0	4 5 , 2 6 5	4 6 , 5 8 2	5 0 , 5 8 1	5 2 , 0 3 5	5 5 , 7 6 0
	1 . 1 3 1 6 3	1 . 1 6 4 5 5	1 . 2 6 4 5 3	1 . 3 0 0 8 8	1 . 3 9 4
1 1	4 6 , 7 1 9	4 8 , 0 3 6	5 2 , 0 3 5	5 3 , 4 8 9	5 6 , 5 8 0
	1 . 1 6 7 9 8	1 . 2 0 0 9	1 . 3 0 0 8 8	1 . 3 3 7 2 3	1 . 4 1 4 5
1 2	4 8 , 1 7 3	4 9 , 4 9 0	5 3 , 4 8 9	5 4 , 9 4 3	5 7 , 4 0 0
	1 . 2 0 4 3 3	1 . 2 3 7 2 5	1 . 3 3 7 2 3	1 . 3 7 3 5 8	1 . 4 3 5
1 3	4 8 , 1 7 3	4 9 , 4 9 0	5 3 , 4 8 9	5 4 , 9 4 3	5 8 , 2 2 0
	1 . 2 0 4 3 3	1 . 2 3 7 2 5	1 . 3 3 7 2 3	1 . 3 7 3 5 8	1 . 4 5 5 5
1 4	4 8 , 5 7 3	4 9 , 4 9 0	5 3 , 4 8 9	5 4 , 9 4 3	5 9 , 0 4 0
	1 . 2 1 4 3 3	1 . 2 3 7 2 5	1 . 3 3 7 2 3	1 . 3 7 3 5 8	1 . 4 7 6
1 5	4 9 , 6 2 7	5 0 , 9 4 4	5 4 , 9 4 3	5 6 , 3 9 7	6 0 , 2 7 0
	1 . 2 4 0 6 8	1 . 2 7 3 6	1 . 3 7 3 5 8	1 . 4 0 9 9 3	1 . 5 0 6 7 5
1 6			5 4 , 9 4 3	5 6 , 3 9 7	6 1 , 5 0 0
			1 . 3 7 3 5 8	1 . 4 0 9 9 3	1 . 5 3 7 5
1 7			5 6 , 3 9 7	5 7 , 8 5 0	6 2 , 7 3 0
			1 . 4 0 9 9 3	1 . 4 4 6 2 5	1 . 5 6 8 2 5
1 8			5 6 , 3 9 7	5 7 , 8 5 0	6 3 , 9 6 0
			1 . 4 0 9 9 3	1 . 4 4 6 2 5	1 . 5 9 9
1 9			5 7 , 3 5 0	5 8 , 8 0 4	6 3 , 9 6 0
			1 . 4 3 3 7 5	1 . 4 7 0 1	1 . 5 9 9
2 0			5 7 , 3 5 0	5 8 , 8 0 4	6 3 , 9 6 0
			1 . 4 3 3 7 5	1 . 4 7 0 1	1 . 5 9 9

1/18/2017

O'Neill

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 32,700

Index: 4.5 x 4.5

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: all

Vertical Freeze: 93-94

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	150D/3500D	516.76	956.05	1085.21	1457.17
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

PPO:

COMMENTS:

LIFE

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. use*	*Approval Needed*	*Other*
SICK	9	35	yes		
Other Info:					
PERSONAL	2			yes	acc. to 3
BEREAVEMENT	3				From sick leave
PROFESSIONAL	1				
ADOPTION	use sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

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

O'NEILL										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	32,700	34,172	35,643	37,115	38,586	40,058	41,529	43,001	44,472	45,944
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	34,172	35,643	37,115	38,586	40,058	41,529	43,001	44,472	45,944	47,415
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	35,643	37,115	38,586	40,058	41,529	43,001	44,472	45,944	47,415	48,887
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	37,115	38,586	40,058	41,529	43,001	44,472	45,944	47,415	48,887	50,358
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	38,586	40,058	41,529	43,001	44,472	45,944	47,415	48,887	50,358	51,830
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	40,058	41,529	43,001	44,472	45,944	47,415	48,887	50,358	51,830	53,301
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	41,529	43,001	44,472	45,944	47,415	48,887	50,358	51,830	53,301	54,773
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	43,001	44,472	45,944	47,415	48,887	50,358	51,830	53,301	54,773	56,244
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		45,944	47,415	48,887	50,358	51,830	53,301	54,773	56,244	57,716
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			48,887	50,358	51,830	53,301	54,773	56,244	57,716	59,187
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				51,830	53,301	54,773	56,244	57,716	59,187	60,659
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					54,773	56,244	57,716	59,187	60,659	62,130
					1.675	1.72	1.765	1.81	1.855	1.9
13						57,716	59,187	60,659	62,130	63,601
						1.765	1.81	1.855	1.9	1.945
14							60,659	62,130	63,601	65,073
							1.855	1.9	1.945	1.99
15								63,601	65,073	66,544
								1.945	1.99	2.035
16									66,544	68,016
									2.035	2.08

1/18/2017

Ord

2016-2017
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	7.5
Planning Time:	90	90	60
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,050 Index: 5 x 4
Starting Salary: 34,050 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	107.39 or 144.95 Dep Den+$50 annuity
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14	
PPO:	Ind rec. $50 annuity						
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: AFLAC

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	10-for all lv, 60-limit to sick lv;$20/day for unused over 60				
PERSONAL					included in sick leave
BEREAVEMENT					included in sick leave
PROFESSIONAL	unl.			yes	
ADOPTION					FMLA
ASSOCIATION					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

ORD										
					BA+36					EDSPEC
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	PHD
1	34,050	35,412	36,774	38,136	39,498	40,860	42,222	43,584	44,946	46,308
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	35,753	37,115	38,477	39,839	41,201	42,563	43,925	45,287	46,649	48,011
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	37,455	38,817	40,179	41,541	42,903	44,265	45,627	46,989	48,351	49,713
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	39,158	40,520	41,882	43,244	44,606	45,968	47,330	48,692	50,054	51,416
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	40,860	42,222	43,584	44,946	46,308	47,670	49,032	50,394	51,756	53,118
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6		43,925	45,287	46,649	48,011	49,373	50,735	52,097	53,459	54,821
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7			46,989	48,351	49,713	51,075	52,437	53,799	55,161	56,523
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8				50,054	51,416	52,778	54,140	55,502	56,864	58,226
				1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				51,756	53,118	54,480	55,842	57,204	58,566	59,928
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					54,821	56,183	57,545	58,907	60,269	61,631
					1.61	1.65	1.69	1.73	1.77	1.81
11					56,523	57,885	59,247	60,609	61,971	63,333
					1.66	1.70	1.74	1.78	1.82	1.86
12					58,226	59,588	60,950	62,312	63,674	65,036
					1.71	1.75	1.79	1.83	1.87	1.91
13						61,290	62,652	64,014	65,376	66,738
						1.80	1.84	1.88	1.92	1.96

1/18/2017

Osceola

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 34,450
Index: 4 x 4.5
Starting Salary:
Entry Level Step: 1(D)
Career Increments: Y
Experience Allowed: all (D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Principal		.0038			
NON-PARTICIPANT						

Couple - Benefits
26.55 or 48.32
Ind or Dep. Dental

COMMENTS:

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2			no	acc. to 2
BEREAVEMENT	2				
PROFESSIONAL	2			1-yes;1-no	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

OSCEOLA								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,450	36,000	37,551	39,101	40,651	40,651	42,201	43,752
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27
2	35,828	37,378	38,929	40,479	42,029	42,029	43,579	45,130
	1.04	1.085	1.13	1.175	1.22	1.22	1.265	1.31
3	37,206	38,756	40,307	41,857	43,407	43,407	44,957	46,508
	1.08	1.125	1.17	1.215	1.26	1.26	1.305	1.35
4	38,584	40,134	41,685	43,235	44,785	44,785	46,335	47,886
	1.12	1.165	1.21	1.255	1.3	1.3	1.345	1.39
5	39,962	41,512	43,063	44,613	46,163	46,163	47,713	49,264
	1.16	1.205	1.25	1.295	1.34	1.34	1.385	1.43
6	41,340	42,890	44,441	45,991	47,541	47,541	49,091	50,642
	1.2	1.245	1.29	1.335	1.38	1.38	1.425	1.47
7	42,718	44,268	45,819	47,369	48,919	48,919	50,469	52,020
	1.24	1.285	1.33	1.375	1.42	1.42	1.465	1.51
8		45,646	47,197	48,747	50,297	50,297	51,847	53,398
		1.325	1.37	1.415	1.46	1.46	1.505	1.55
9		47,024	48,575	50,125	51,675	51,675	53,225	54,776
		1.365	1.41	1.455	1.5	1.5	1.545	1.59
10			49,953	51,503	53,053	53,053	54,603	56,154
			1.45	1.495	1.54	1.54	1.585	1.63
11				52,881	54,431	54,431	55,981	57,532
				1.535	1.58	1.58	1.625	1.67
12					55,809	55,809	57,359	58,910
					1.62	1.62	1.665	1.71
13						57,187	58,737	60,288
						1.66	1.705	1.75
14							60,115	61,666
							1.745	1.79
15								63,044
								1.83

1/18/2017

Osmond

2016-2017
1.1

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

SALARY SCHEDULE

Base: 33,500 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5 (D)

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Madison Nat'l		1.80			
LTD	Madison Nat'l		.0049			
NON-PARTICIPANT	$350 TSA					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 350

TSA

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OSMOND							
					BA+36	BA+45	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,500	34,840	36,180	37,520	38,860	40,200	41,540
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,840	36,180	37,520	38,860	40,200	41,540	42,880
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,180	37,520	38,860	40,200	41,540	42,880	44,220
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,520	38,860	40,200	41,540	42,880	44,220	45,560
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,860	40,200	41,540	42,880	44,220	45,560	46,900
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,200	41,540	42,880	44,220	45,560	46,900	48,240
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	41,540	42,880	44,220	45,560	46,900	48,240	49,580
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	42,880	44,220	45,560	46,900	48,240	49,580	50,920
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9	44,220	45,560	46,900	48,240	49,580	50,920	52,260
	1.32	1.36	1.40	1.44	1.48	1.52	1.56
10		46,900	48,240	49,580	50,920	52,260	53,600
		1.40	1.44	1.48	1.52	1.56	1.60
11			49,580	50,920	52,260	53,600	54,940
			1.48	1.52	1.56	1.60	1.64
12				52,260	53,600	54,940	56,280
				1.56	1.60	1.64	1.68
13					54,940	56,280	57,620
					1.64	1.68	1.72
14						57,620	58,960
						1.72	1.76

1/18/2017

Overton

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 182

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.8	6.8	6.8
Planning Time:	57	57	57
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,775

Index: 4 x 4

Starting Salary:

Entry Level Step: 0

Career Increments: N

Experience Allowed: all

Vertical Freeze: 86-87

Rollback: 86-87

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	National Life	.0039				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: FTE

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

OVERTON								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
0	32,775	34,086	35,397	36,708	38,019	39,330	40,641	41,952
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	34,086	35,397	36,708	38,019	39,330	40,641	41,952	43,263
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,397	36,708	38,019	39,330	40,641	41,952	43,263	44,574
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	36,708	38,019	39,330	40,641	41,952	43,263	44,574	45,885
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	38,019	39,330	40,641	41,952	43,263	44,574	45,885	47,196
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	39,330	40,641	41,952	43,263	44,574	45,885	47,196	48,507
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6		41,952	43,263	44,574	45,885	47,196	48,507	49,818
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
7			44,574	45,885	47,196	48,507	49,818	51,129
			1.36	1.40	1.44	1.48	1.52	1.56
8				47,196	48,507	49,818	51,129	52,440
				1.44	1.48	1.52	1.56	1.60
9					49,818	51,129	52,440	53,751
					1.52	1.56	1.60	1.64
10					51,129	52,440	53,751	55,062
					1.56	1.60	1.64	1.68
11					52,440	53,751	55,062	56,373
					1.60	1.64	1.68	1.72
12						55,062	56,373	57,684
						1.68	1.72	1.76
13							57,684	58,995
							1.76	1.80

1/18/2017

Palmer

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 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:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,685 Index: 4 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 87-88
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D/3500D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	5	26.55	26.55	26.55	26.55

PPO: **ES Spouses each recv Ind healtl COMMENTS:
LIFE
LTD
NON-PARTICIPANT

Deductible Reimbursement:

Couple - Benefits
616.16 ea
or 120.54
EaInd or Dep Dent
Upgrade

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	accum. to 5
BEREAVEMENT	5				per occurrence
PROFESSIONAL	3			yes	$200/convention, clinics
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** N

OTHER LEAVES:

PALMER							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	33,685	35,201	36,717	38,232	39,748	41,264	42,780
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	35,032	36,548	38,064	39,580	41,096	42,612	44,127
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	36,380	37,896	39,411	40,927	42,443	43,959	45,475
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	37,727	39,243	40,759	42,275	43,791	45,306	46,822
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	39,075	40,590	42,106	43,622	45,138	46,654	48,170
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	40,422	41,938	43,454	44,969	46,485	48,001	49,517
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7		43,285	44,801	46,317	47,833	49,349	50,864
		1.285	1.33	1.375	1.42	1.465	1.51
8			46,148	47,664	49,180	50,696	52,212
			1.37	1.415	1.46	1.505	1.55
9			47,496	49,012	50,528	52,043	53,559
			1.41	1.455	1.5	1.545	1.59
10				50,359	51,875	53,391	54,907
				1.495	1.54	1.585	1.63
11					53,222	54,738	56,254
					1.58	1.625	1.67
12						56,086	57,601
						1.665	1.71
13							58,949
							1.75

1/18/2017

Palmyra OR 1

2016-2017
1.1

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

SALARY SCHEDULE

Base: 35,700 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)

Vertical Freeze: 86-87;01-02
Rollback: 86-87 Last Step
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	250
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	Cash
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS: Vision $4.96/mo				
LIFE	Guardian	4.75			Deductible Reimbursement: Y		250/500
LTD	Madison Ntl.	.0037 (thru sal)					
NON-PARTICIPANT	$250 cash						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES: Substitute, Jury Duty

PALMYRA-BENNETT(OR #1)									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	35,700	37,128	38,556	39,984	41,412	42,840	44,268	45,696	47,124
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,128	38,556	39,984	41,412	42,840	44,268	45,696	47,124	48,552
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	38,556	39,984	41,412	42,840	44,268	45,696	47,124	48,552	49,980
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	39,984	41,412	42,840	44,268	45,696	47,124	48,552	49,980	51,408
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	41,412	42,840	44,268	45,696	47,124	48,552	49,980	51,408	52,836
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6		44,268	45,696	47,124	48,552	49,980	51,408	52,836	54,264
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		45,696	47,124	48,552	49,980	51,408	52,836	54,264	55,692
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			48,552	49,980	51,408	52,836	54,264	55,692	57,120
			1.36	1.40	1.44	1.48	1.52	1.56	1.60
9				51,408	52,836	54,264	55,692	57,120	58,548
				1.44	1.48	1.52	1.56	1.60	1.64
10				52,836	54,264	55,692	57,120	58,548	59,976
				1.48	1.52	1.56	1.60	1.64	1.68
11				54,264	55,692	57,120	58,548	59,976	61,404
				1.52	1.56	1.60	1.64	1.68	1.72
12				55,692	57,120	58,548	59,976	61,404	62,832
				1.56	1.60	1.64	1.68	1.72	1.76
13							61,404	62,832	64,260
							1.72	1.76	1.80
14								64,260	65,688
								1.80	1.84
15									67,116
									1.88

1/18/2017

Papillion-LaVista

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 190 FTE Teachers:

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

SALARY SCHEDULE

Base: 35,365 Index: 4 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 12
V. Freeze:86-87,89-90,91-92,03-04
Vertical Freeze: 08-09,09-10,11-12,12-13
Rollback: 85-86; 02-03
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	562.95	968.57	1099.44	1476.27
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:	Emp pays 7% premium					
LIFE	Standard		3.60			
LTD	Standard		.0022 (+B)			
NON-PARTICIPANT						

Couple - Benefits 109.30 or 137.67 Full H/A + Ind. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	120	yes		
Other Info:	Sev:1/2 sub rate up to 90 days				
PERSONAL	2-4			yes	from sick lv.
BEREAVEMENT	3-5				ea. occur.
PROFESSIONAL				yes	
ADOPTION	all accum. sick lv				
ASSOCIATION	40				

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

PAPILLION-LAVISTA

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36 EDSPEC	PHD DOC
1	35,365	36,956	38,548	40,139	41,731	43,322	44,914	46,505	48,096	49,688
	1	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	36,780	38,371	39,962	41,554	43,145	44,737	46,328	47,920	49,511	51,102
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445
3	38,194	39,786	41,377	42,968	44,560	46,151	47,743	49,334	50,926	52,517
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485
4	39,609	41,200	42,792	44,383	45,975	47,566	49,157	50,749	52,340	53,932
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525
5	41,023	42,615	44,206	45,798	47,389	48,981	50,572	52,163	53,755	55,346
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565
6	42,438	44,029	45,621	47,212	48,804	50,395	51,987	53,578	55,169	56,761
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605
7		45,444	47,035	48,627	50,218	51,810	53,401	54,993	56,584	58,175
		1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645
8		46,859	48,450	50,041	51,633	53,224	54,816	56,407	57,999	59,590
		1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685
9			49,865	51,456	53,048	54,639	56,230	57,822	59,413	61,005
			1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725
10			51,279	52,871	54,462	56,054	57,645	59,236	60,828	62,419
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
11				54,285	55,877	57,468	59,060	60,651	62,242	63,834
				1.535	1.58	1.625	1.67	1.715	1.76	1.805
12				55,700	57,291	58,883	60,474	62,066	63,657	65,248
				1.575	1.62	1.665	1.71	1.755	1.8	1.845
13				57,114	58,706	60,297	61,889	63,480	65,072	66,663
				1.615	1.66	1.705	1.75	1.795	1.84	1.885
14					60,121	61,712	63,303	64,895	66,486	68,078
					1.7	1.745	1.79	1.835	1.88	1.925
15					61,535	63,127	64,718	66,309	67,901	69,492
					1.74	1.785	1.83	1.875	1.92	1.965
16					62,950	64,541	66,133	67,724	69,315	70,907
					1.78	1.825	1.87	1.915	1.96	2.005
17					63,657	65,248	66,840	68,431	70,023	71,614
					1.8	1.845	1.89	1.935	1.98	2.025
18					64,011	65,602	67,194	68,785	70,376	71,968
					1.81	1.855	1.9	1.945	1.99	2.035
19					64,364	65,956	67,547	69,139	70,730	72,321
					1.82	1.865	1.91	1.955	2	2.045
20					64,718	66,309	67,901	69,492	71,084	72,675
					1.83	1.875	1.92	1.965	2.01	2.055
21					65,072	66,663	68,254	69,846	71,437	73,029
					1.84	1.885	1.93	1.975	2.02	2.065
22					65,779	67,370	68,962	70,553	72,145	73,736
					1.86	1.905	1.95	1.995	2.04	2.085
23						67,724	69,315	70,907	72,498	74,090
						1.915	1.96	2.005	2.05	2.095
24						68,078	69,669	71,260	72,852	74,443
						1.925	1.97	2.015	2.06	2.105
25						68,431	70,023	71,614	73,206	74,797
						1.935	1.98	2.025	2.07	2.115
26						68,785	70,376	71,968	73,559	75,151
						1.945	1.99	2.035	2.08	2.125

02-03 BA+36/MA through PhD/EdD have 6 longevity steps that are add 2% of base and 4 more steps that are an additional 1% of base

1/18/2017

Pawnee City

2016-2017
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	7.5
Planning Time:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,975 Index: 4 x 4
Starting Salary: 33,975 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:	+ single vision $4.20/mo					
LIFE						
LTD	Standard Ins	7.00				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info: PTO					
PERSONAL	PTO			no	
BEREAVEMENT	2				
PROFESSIONAL	as needed			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

PAWNEE CITY								
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
Step								
1	33,975	35,334	36,693	38,052	39,411	40,770	42,129	43,488
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,334	36,693	38,052	39,411	40,770	42,129	43,488	44,847
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,693	38,052	39,411	40,770	42,129	43,488	44,847	46,206
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,052	39,411	40,770	42,129	43,488	44,847	46,206	47,565
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,411	40,770	42,129	43,488	44,847	46,206	47,565	48,924
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	40,770	42,129	43,488	44,847	46,206	47,565	48,924	50,283
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	42,129	43,488	44,847	46,206	47,565	48,924	50,283	51,642
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		44,847	46,206	47,565	48,924	50,283	51,642	53,001
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			47,565	48,924	50,283	51,642	53,001	54,360
			1.40	1.44	1.48	1.52	1.56	1.60
10				50,283	51,642	53,001	54,360	55,719
				1.48	1.52	1.56	1.60	1.64
11					53,001	54,360	55,719	57,078
					1.56	1.60	1.64	1.68
12					54,360	55,719	57,078	58,437
					1.60	1.64	1.68	1.72

1/18/2017

Paxton

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 181 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,900 Index: 4 x 4
Starting Salary: Entry Level Step: 1(D)
Career Increments: N Experience Allowed: 10(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	29.18 or 48.32 Sp or Dep. Dental
HEALTH	BC/BS	600D/3500D	593.71	1098.39	1246.80	1674.14	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO:
LIFE
LTD Madison Nat'l .0055 (thru sal)
NON-PARTICIPANT Cash-Sgl Prem $591.

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

PAXTON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	32,900	34,216	35,532	36,848	38,164	38,822	40,138	41,454	42,770
	1.00	1.04	1.08	1.12	1.16	1.18	1.22	1.26	1.30
2	34,216	35,532	36,848	38,164	39,480	40,138	41,454	42,770	44,086
	1.04	1.08	1.12	1.16	1.20	1.22	1.26	1.30	1.34
3	35,532	36,848	38,164	39,480	40,796	41,454	42,770	44,086	45,402
	1.08	1.12	1.16	1.20	1.24	1.26	1.30	1.34	1.38
4	36,848	38,164	39,480	40,796	42,112	42,770	44,086	45,402	46,718
	1.12	1.16	1.20	1.24	1.28	1.30	1.34	1.38	1.42
5	38,164	39,480	40,796	42,112	43,428	44,086	45,402	46,718	48,034
	1.16	1.20	1.24	1.28	1.32	1.34	1.38	1.42	1.46
6	39,480	40,796	42,112	43,428	44,744	45,402	46,718	48,034	49,350
	1.20	1.24	1.28	1.32	1.36	1.38	1.42	1.46	1.50
7	40,796	42,112	43,428	44,744	46,060	46,718	48,034	49,350	50,666
	1.24	1.28	1.32	1.36	1.40	1.42	1.46	1.50	1.54
8		43,428	44,744	46,060	47,376	48,034	49,350	50,666	51,982
		1.32	1.36	1.40	1.44	1.46	1.50	1.54	1.58
9			46,060	47,376	48,692	49,350	50,666	51,982	53,298
			1.40	1.44	1.48	1.50	1.54	1.58	1.62
10				48,692	50,008	50,666	51,982	53,298	54,614
				1.48	1.52	1.54	1.58	1.62	1.66
11					51,324	51,982	53,298	54,614	55,930
					1.56	1.58	1.62	1.66	1.70
12							54,614	55,930	57,246
							1.66	1.70	1.74
13								57,246	58,562
								1.74	1.78

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

1/18/2017

Pender

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,140 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all
Grandfathered Steps 85-86
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	615.09
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39	Cash
DENTAL	BC/BS	5	52.14	96.48	109.53	147.09	
PPO:							
LIFE							
LTD	Madison Nat'l		.0036				
NON-PARTICIPANT	$615.09						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: H/A,Life,Dent,Cash

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	45	yes		
Other Info:	use 0-1 - $400/2 - $300/3 - $200 (all inclusive)				
PERSONAL	PTO				
BEREAVEMENT	PTO				
PROFESSIONAL	as approved			yes	
ADOPTION	FMLA				
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

PENDER							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	33,140	34,797	36,454	38,111	39,768	41,425	43,082
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	34,466	36,123	37,780	39,437	41,094	42,751	44,408
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	35,791	37,448	39,105	40,762	42,419	44,076	45,733
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	37,117	38,774	40,431	42,088	43,745	45,402	47,059
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	38,442	40,099	41,756	43,413	45,070	46,727	48,384
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5	39,768	41,425	43,082	44,739	46,396	48,053	49,710
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
6	41,094	42,751	44,408	46,065	47,722	49,379	51,036
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
7		44,076	45,733	47,390	49,047	50,704	52,361
		1.33	1.38	1.43	1.48	1.53	1.58
8		45,402	47,059	48,716	50,373	52,030	53,687
		1.37	1.42	1.47	1.52	1.57	1.62
9			48,384	50,041	51,698	53,355	55,012
			1.46	1.51	1.56	1.61	1.66
10			49,710	51,367	53,024	54,681	56,338
			1.50	1.55	1.60	1.65	1.70
11				52,693	54,350	56,007	57,664
				1.59	1.64	1.69	1.74
12				54,018	55,675	57,332	58,989
				1.63	1.68	1.73	1.78
13					57,001	58,658	60,315
					1.72	1.77	1.82

1/18/2017

Perkins County

2016-2017
1.1

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:	100	90	60
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,300 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)

Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	
DENTAL	BC/BS	1	24.64	45.59	51.73	69.49	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		375/750
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE:
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	13	40			
Other Info:					
PERSONAL	5			yes	4th & 5th days sub deduct
BEREAVEMENT	2				immed. family
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PERKINS COUNTY

Step	BA	BA+9	BA+18	BA+27	MA BA+36	MA+9 BA+45	MA+18	MA+27
1	33,300	34,632	35,964	37,296	38,628	39,960	41,292	42,624
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,632	35,964	37,296	38,628	39,960	41,292	42,624	43,956
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	35,964	37,296	38,628	39,960	41,292	42,624	43,956	45,288
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	37,296	38,628	39,960	41,292	42,624	43,956	45,288	46,620
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	38,628	39,960	41,292	42,624	43,956	45,288	46,620	47,952
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	39,960	41,292	42,624	43,956	45,288	46,620	47,952	49,284
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	41,292	42,624	43,956	45,288	46,620	47,952	49,284	50,616
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	42,624	43,956	45,288	46,620	47,952	49,284	50,616	51,948
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9	43,956	45,288	46,620	47,952	49,284	50,616	51,948	53,280
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
10	45,288	46,620	47,952	49,284	50,616	51,948	53,280	54,612
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
11	46,620	47,952	49,284	50,616	51,948	53,280	54,612	55,944
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
12		49,284	50,616	51,948	53,280	54,612	55,944	57,276
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
13			51,948	53,280	54,612	55,944	57,276	58,608
			1.56	1.60	1.64	1.68	1.72	1.76
14				54,612	55,944	57,276	58,608	59,940
				1.64	1.68	1.72	1.76	1.80
15					57,276	58,608	59,940	61,272
					1.72	1.76	1.80	1.84
16						59,940	61,272	62,604
						1.80	1.84	1.88
17							62,604	63,936
							1.88	1.92
18								65,268
								1.96

1/18/2017

Pierce

2016-2017
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	7.5
Planning Time:	90	90	45
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

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

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	1500D	495.05	915.56	1039.60	1395.93	176.55 or 148.32 E, ESC Den+Annuity
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Standard		.0060 (thru sal)				
NON-PARTICIPANT							

COMMENTS: Ind also rec $50/mo annuity
Deductible Reimbursement: Y 750/1500

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

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	40	yes		
Other Info:	New teachers begin with 10 accum days				
PERSONAL	2			yes	acc. to 5; district pays sub rate
BEREAVEMENT	3				w/appr.
PROFESSIONAL	from pers lv			yes	
ADOPTION	20 + 10				
ASSOCIATION	5				

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

PIERCE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	32,900	34,545	36,190	37,835	39,480	41,125	42,770	44,415	46,060	47,705
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
2	34,216	35,861	37,506	39,151	40,796	42,441	44,086	45,731	47,376	49,021
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49
3	35,532	37,177	38,822	40,467	42,112	43,757	45,402	47,047	48,692	50,337
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53
4	36,848	38,493	40,138	41,783	43,428	45,073	46,718	48,363	50,008	51,653
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57
5	38,164	39,809	41,454	43,099	44,744	46,389	48,034	49,679	51,324	52,969
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61
6	39,480	41,125	42,770	44,415	46,060	47,705	49,350	50,995	52,640	54,285
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
7	40,796	42,441	44,086	45,731	47,376	49,021	50,666	52,311	53,956	55,601
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
8	42,112	43,757	45,402	47,047	48,692	50,337	51,982	53,627	55,272	56,917
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
9	43,428	45,073	46,718	48,363	50,008	51,653	53,298	54,943	56,588	58,233
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
10		46,389	48,034	49,679	51,324	52,969	54,614	56,259	57,904	59,549
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
11			49,350	50,995	52,640	54,285	55,930	57,575	59,220	60,865
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
12				52,311	53,956	55,601	57,246	58,891	60,536	62,181
				1.59	1.64	1.69	1.74	1.79	1.84	1.89
13					55,272	56,917	58,562	60,207	61,852	63,497
					1.68	1.73	1.78	1.83	1.88	1.93
14						58,233	59,878	61,523	63,168	64,813
						1.77	1.82	1.87	1.92	1.97
15							61,194	62,839	64,484	66,129
							1.86	1.91	1.96	2.01
16								64,155	65,800	67,445
								1.95	2.00	2.05
17									67,116	68,761
									2.04	2.09

1/18/2017

Plainview

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,625 Index: 4.25 x 4.25
Starting Salary: Entry Level Step: 3
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	390
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	Cash
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD	Principal	22.92 (in 125)					
NON-PARTICIPANT	$390 cash						

Cafeteria Plan

Individ. Depend.

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

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

PLAINVIEW									
							BA+45		
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,625	35,054	36,483	37,912	39,341	40,770	42,199	43,628	45,058
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
2	35,054	36,483	37,912	39,341	40,770	42,199	43,628	45,058	46,487
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
3	36,483	37,912	39,341	40,770	42,199	43,628	45,058	46,487	47,916
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
4	37,912	39,341	40,770	42,199	43,628	45,058	46,487	47,916	49,345
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
5	39,341	40,770	42,199	43,628	45,058	46,487	47,916	49,345	50,774
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
6	40,770	42,199	43,628	45,058	46,487	47,916	49,345	50,774	52,203
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
7		43,628	45,058	46,487	47,916	49,345	50,774	52,203	53,632
		1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
8			46,487	47,916	49,345	50,774	52,203	53,632	55,061
			1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375
9				49,345	50,774	52,203	53,632	55,061	56,490
				1.4675	1.51	1.5525	1.595	1.6375	1.68
10				50,774	52,203	53,632	55,061	56,490	57,919
				1.51	1.5525	1.595	1.6375	1.68	1.7225
11						55,061	56,490	57,919	59,348
						1.6375	1.68	1.7225	1.765
12						56,490	57,919	59,348	60,777
						1.68	1.7225	1.765	1.8075
13						57,919	59,348	60,777	62,206
						1.7225	1.765	1.8075	1.85
14							60,777	62,206	63,635
							1.8075	1.85	1.8925
15								63,635	65,064
								1.8925	1.935

Only teachers compensated on BA+36 or BA+45 during 89-90 school yr. will be eligible to be pd on BA+45 for 90-91 and yrs thereafter

1/18/2017

Plattsmouth

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 187 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.5	7.5	7
Planning Time:	48	40	40
Class Periods/Day:	8	4	
Normal Teaching Load:	6	3	

SALARY SCHEDULE

Base: 33,200 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)*
*exp allowed-5 yrs + 1/2 all yrs beyond 5
Vertical Freeze:
Rollback: 85-86
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:	Singles recv $150/mo					
LIFE	Madison Life	5.92				
LTD	Madison Life	.0064 (+B)				
NON-PARTICIPANT	$739.50 in lieu					

Couple - Benefits 739.50

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

Cash, 125, or TSA

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

PLATTSMOUTH

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	33,200	34,860	36,520	38,180	39,840	41,500	39,840	41,500	43,160	44,820	46,480	48,140
	1.00	1.05	1.10	1.15	1.20	1.25	1.20	1.25	1.30	1.35	1.40	1.45
2	34,528	36,188	37,848	39,508	41,168	42,828	41,168	42,828	44,488	46,148	47,808	49,468
	1.04	1.09	1.14	1.19	1.24	1.29	1.24	1.29	1.34	1.39	1.44	1.49
3	35,856	37,516	39,176	40,836	42,496	44,156	42,496	44,156	45,816	47,476	49,136	50,796
	1.08	1.13	1.18	1.23	1.28	1.33	1.28	1.33	1.38	1.43	1.48	1.53
4	37,184	38,844	40,504	42,164	43,824	45,484	43,824	45,484	47,144	48,804	50,464	52,124
	1.12	1.17	1.22	1.27	1.32	1.37	1.32	1.37	1.42	1.47	1.52	1.57
5	38,512	40,172	41,832	43,492	45,152	46,812	45,152	46,812	48,472	50,132	51,792	53,452
	1.16	1.21	1.26	1.31	1.36	1.41	1.36	1.41	1.46	1.51	1.56	1.61
6	39,840	41,500	43,160	44,820	46,480	48,140	46,480	48,140	49,800	51,460	53,120	54,780
	1.20	1.25	1.30	1.35	1.40	1.45	1.40	1.45	1.50	1.55	1.60	1.65
7	41,168	42,828	44,488	46,148	47,808	49,468	47,808	49,468	51,128	52,788	54,448	56,108
	1.24	1.29	1.34	1.39	1.44	1.49	1.44	1.49	1.54	1.59	1.64	1.69
8		44,156	45,816	47,476	49,136	50,796	49,136	50,796	52,456	54,116	55,776	57,436
		1.33	1.38	1.43	1.48	1.53	1.48	1.53	1.58	1.63	1.68	1.73
9			47,144	48,804	50,464	52,124	50,464	52,124	53,784	55,444	57,104	58,764
			1.42	1.47	1.52	1.57	1.52	1.57	1.62	1.67	1.72	1.77
10				50,132	51,792	53,452	51,792	53,452	55,112	56,772	58,432	60,092
				1.51	1.56	1.61	1.56	1.61	1.66	1.71	1.76	1.81
11					53,120	54,780	53,120	54,780	56,440	58,100	59,760	61,420
					1.60	1.65	1.60	1.65	1.70	1.75	1.80	1.85
12					54,448	56,108	54,448	56,108	57,768	59,428	61,088	62,748
					1.64	1.69	1.64	1.69	1.74	1.79	1.84	1.89
13						57,436	55,776	57,436	59,096	60,756	62,416	64,076
						1.73	1.68	1.73	1.78	1.83	1.88	1.93
14							57,104	58,764	60,424	62,084	63,744	65,404
							1.72	1.77	1.82	1.87	1.92	1.97
15									61,752	63,412	65,072	66,732
									1.86	1.91	1.96	2.01
16										64,740	66,400	68,060
										1.95	2.00	2.05

1/18/2017

Pleasanton

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	81	81	88
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,725 Index: 4 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all
03-04 freeze is also horizontal
Vertical Freeze: 03-04
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

Deductible Reimbursement: Y 500/1000

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: FTE

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	Severance:1/2 sub. rate up to 40 days				
PERSONAL	3			yes	Accum to 4
BEREAVEMENT					
PROFESSIONAL	unl.			yes	
ADOPTION	6 weeks				
ASSOCIATION					

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

PLEASANTON								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	32,725	34,198	35,670	37,143	38,616	40,088	41,561	43,033
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	34,034	35,507	36,979	38,452	39,925	41,397	42,870	44,342
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	35,343	36,816	38,288	39,761	41,234	42,706	44,179	45,651
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	36,652	38,125	39,597	41,070	42,543	44,015	45,488	46,960
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	37,961	39,434	40,906	42,379	43,852	45,324	46,797	48,269
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		40,743	42,215	43,688	45,161	46,633	48,106	49,578
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			43,524	44,997	46,470	47,942	49,415	50,887
			1.33	1.375	1.42	1.465	1.51	1.555
8			44,833	46,306	47,779	49,251	50,724	52,196
			1.37	1.415	1.46	1.505	1.55	1.595
9				47,615	49,088	50,560	52,033	53,505
				1.455	1.5	1.545	1.59	1.635
10				48,924	50,397	51,869	53,342	54,814
				1.495	1.54	1.585	1.63	1.675
11					51,706	53,178	54,651	56,123
					1.58	1.625	1.67	1.715
12					53,015	54,487	55,960	57,432
					1.62	1.665	1.71	1.755
13						55,796	57,269	58,741
						1.705	1.75	1.795
14							58,578	60,050
							1.79	1.835
15								61,359
								1.875

1/18/2017

Ponca

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,275 Index: 4 x 4
Starting Salary: 34,275 Entry Level Step: 1
Career Increments: N Experience Allowed: 10

Vertical Freeze: 87-88
Rollback: 86-87
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	765.45
HEALTH	BC/BS	900D/3500D	754.45	915.45	1035.45	1381.45	Ind. Cafeteria
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Madison Nat'l		.0043				
NON-PARTICIPANT	$765.45 Cafeteria						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options: H/A, TSA, Cash

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.75

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	45	yes		
Other Info:					
PERSONAL	4				2 days @ sub pay eoy
BEREAVEMENT	3-5				with approval
PROFESSIONAL	2			yes	Dist pays $75 for fees
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PONCA								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,275	35,646	37,017	38,388	39,759	41,130	42,501	43,872
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,646	37,017	38,388	39,759	41,130	42,501	43,872	45,243
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,017	38,388	39,759	41,130	42,501	43,872	45,243	46,614
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,388	39,759	41,130	42,501	43,872	45,243	46,614	47,985
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,759	41,130	42,501	43,872	45,243	46,614	47,985	49,356
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,130	42,501	43,872	45,243	46,614	47,985	49,356	50,727
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	42,501	43,872	45,243	46,614	47,985	49,356	50,727	52,098
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	43,872	45,243	46,614	47,985	49,356	50,727	52,098	53,469
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		46,614	47,985	49,356	50,727	52,098	53,469	54,840
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10		47,985	49,356	50,727	52,098	53,469	54,840	56,211
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
11			50,727	52,098	53,469	54,840	56,211	57,582
			1.48	1.52	1.56	1.60	1.64	1.68
12				53,469	54,840	56,211	57,582	58,953
				1.56	1.60	1.64	1.68	1.72
13					56,211	57,582	58,953	60,324
					1.64	1.68	1.72	1.76
14						58,953	60,324	61,695
						1.72	1.76	1.80
15							61,695	63,066
							1.80	1.84
16								64,437
								1.88

1/18/2017

Potter-Dix

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,300 Index: 4.5 x 4.5
Starting Salary: 33,300 Entry Level Step: 1
Career Increments: N Experience Allowed: 8

Vertical Freeze:
Rollback: 93-94 (2 Steps)
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	Sp. or Dep. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		250/500
LTD							
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:	add'l. w/no pay; incl. fam. bereav.				
PERSONAL	3			yes	add'l. w/o pay
BEREAVEMENT	(See Sick Lv.)				
PROFESSIONAL	2			no	
ADOPTION	see sick lv.				
ASSOCIATION	1				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

POTTER-DIX						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+18
1	33,300	34,799	36,297	37,796	39,294	40,793
	1.00	1.045	1.09	1.135	1.18	1.225
2	34,799	36,297	37,796	39,294	40,793	42,291
	1.045	1.09	1.135	1.18	1.225	1.27
3	36,297	37,796	39,294	40,793	42,291	43,790
	1.09	1.135	1.18	1.225	1.27	1.315
4	37,796	39,294	40,793	42,291	43,790	45,288
	1.135	1.18	1.225	1.27	1.315	1.36
5	39,294	40,793	42,291	43,790	45,288	46,787
	1.18	1.225	1.27	1.315	1.36	1.405
6	40,793	42,291	43,790	45,288	46,787	48,285
	1.225	1.27	1.315	1.36	1.405	1.45
7	42,291	43,790	45,288	46,787	48,285	49,784
	1.27	1.315	1.36	1.405	1.45	1.495
8		45,288	46,787	48,285	49,784	51,282
		1.36	1.405	1.45	1.495	1.54
9			48,285	49,784	51,282	52,781
			1.45	1.495	1.54	1.585
10			49,784	51,282	52,781	54,279
			1.495	1.54	1.585	1.63
11				52,781	54,279	55,778
				1.585	1.63	1.675
12				54,279	55,778	57,276
				1.63	1.675	1.72
13					57,276	58,775
					1.72	1.765
14					58,775	60,273
					1.765	1.81
15						61,772
						1.855
16						63,270
						1.9

1/18/2017

Ralston

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 190

FTE Teachers:

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

SALARY SCHEDULE

Base: 34,000

Index: 4 x 5

Starting Salary:

Entry Level Step: 1

Career Increments: Y

Experience Allowed: 10

10-11: adv placement removed

Vertical Freeze: 86-87,88-89,12-13

Rollback: 85-86

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	540.43	994.60	1111.26	1448.49	Ind+HSA or 271.61 HSA+Ind/Dep*
DENTAL	BC/BS	2	25.49	25.49	25.49	25.49	

PPO: *or 2 ind. hlth plus 83.33

COMMENTS:

LIFE Madison Nat'l 3.80

LTD Madison Nat'l .0036

NON-PARTICIPANT $83.33 FSA

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	11	90	yes		
Other Info:	after 10 yrs. - $65/day up to 90 at term.				
PERSONAL	2-3			yes	3 after 20 yrs
BEREAVEMENT	7				
PROFESSIONAL	3				
ADOPTION	FMLA				
ASSOCIATION	17				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: Judicial/1 day pd.

RALSTON

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36	EDSPEC PHD
1	34,000	35,700	37,400	39,100	40,800	42,500	44,200	45,900	47,600	51,000
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	35,360	37,060	38,760	40,460	42,160	43,860	45,560	47,260	48,960	52,360
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.54
3	36,720	38,420	40,120	41,820	43,520	45,220	46,920	48,620	50,320	53,720
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.58
4	38,080	39,780	41,480	43,180	44,880	46,580	48,280	49,980	51,680	55,080
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.62
5	39,440	41,140	42,840	44,540	46,240	47,940	49,640	51,340	53,040	56,440
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.66
6	40,800	42,500	44,200	45,900	47,600	49,300	51,000	52,700	54,400	57,800
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
7	42,160	43,860	45,560	47,260	48,960	50,660	52,360	54,060	55,760	59,160
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.74
8		45,220	46,920	48,620	50,320	52,020	53,720	55,420	57,120	60,520
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.78
9			48,280	49,980	51,680	53,380	55,080	56,780	58,480	61,880
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.82
10			49,640	51,340	53,040	54,740	56,440	58,140	59,840	63,240
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.86
11				52,700	54,400	56,100	57,800	59,500	61,200	64,600
				1.55	1.60	1.65	1.70	1.75	1.80	1.90
12				54,060	55,760	57,460	59,160	60,860	62,560	65,960
				1.59	1.64	1.69	1.74	1.79	1.84	1.94
13				55,420	57,120	58,820	60,520	62,220	63,920	67,320
				1.63	1.68	1.73	1.78	1.83	1.88	1.98
14					58,480	60,180	61,880	63,580	65,280	68,680
					1.72	1.77	1.82	1.87	1.92	2.02
15					59,840	61,540	63,240	64,940	66,640	70,040
					1.76	1.81	1.86	1.91	1.96	2.06
16					61,200	62,900	64,600	66,300	68,000	71,400
					1.80	1.85	1.90	1.95	2.00	2.10

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

1/18/2017

Randolph

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 172 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.5	8.5	8.5
Length of Student Day:	8.25	8.25	8
Planning Time:	56	56	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,300 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all
*Each emp recs $108 in add'l salary
Vertical Freeze:
Rollback: 85-86
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33
PPO:						
LIFE	Madison Nat'l	4.12				
LTD	Madison Nat'l	.0061 (thru sal)				
NON-PARTICIPANT						

Couple - Benefits
57.57 or 95.26
Sp or Dep Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan
Individ. Depend.
Options: H/A; Cash
IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:					
PERSONAL	2			yes	
BEREAVEMENT	3 per occur.				10 max annually
PROFESSIONAL	1				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** No

OTHER LEAVES:

RANDOLPH							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,300	34,632	35,964	37,296	38,628	39,960	41,292
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,632	35,964	37,296	38,628	39,960	41,292	42,624
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	35,964	37,296	38,628	39,960	41,292	42,624	43,956
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,296	38,628	39,960	41,292	42,624	43,956	45,288
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,628	39,960	41,292	42,624	43,956	45,288	46,620
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	39,960	41,292	42,624	43,956	45,288	46,620	47,952
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	41,292	42,624	43,956	45,288	46,620	47,952	49,284
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	42,624	43,956	45,288	46,620	47,952	49,284	50,616
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		45,288	46,620	47,952	49,284	50,616	51,948
		1.36	1.40	1.44	1.48	1.52	1.56
10			47,952	49,284	50,616	51,948	53,280
			1.44	1.48	1.52	1.56	1.60
11				50,616	51,948	53,280	54,612
				1.52	1.56	1.60	1.64
12					53,280	54,612	55,944
					1.60	1.64	1.68
13					54,612	55,944	57,276
					1.64	1.68	1.72
14						57,276	58,608
						1.72	1.76
15							59,940
							1.80

08-09 BA45 Grandfathered

1/18/2017

Ravenna

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,700

Index: 4 x 5

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 5

Vertical Freeze: 86-87

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Guardian		12.00			
LTD						
NON-PARTICIPANT	$526.64 - 14-15 Gran					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	15,10	50	yes		
Other Info:	family use-10				
PERSONAL	2			yes	accum. to 3
BEREAVEMENT	5				Bereavement/Emergency
PROFESSIONAL	5			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

RAVENNA

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	BA+54 MA+18
0	33,700	35,385	37,070	38,755	40,440	42,125	43,810
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	35,048	36,733	38,418	40,103	41,788	43,473	45,158
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	36,396	38,081	39,766	41,451	43,136	44,821	46,506
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	37,744	39,429	41,114	42,799	44,484	46,169	47,854
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	39,092	40,777	42,462	44,147	45,832	47,517	49,202
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5		42,125	43,810	45,495	47,180	48,865	50,550
		1.25	1.30	1.35	1.40	1.45	1.50
6		43,473	45,158	46,843	48,528	50,213	51,898
		1.29	1.34	1.39	1.44	1.49	1.54
7			46,506	48,191	49,876	51,561	53,246
			1.38	1.43	1.48	1.53	1.58
8			47,854	49,539	51,224	52,909	54,594
			1.42	1.47	1.52	1.57	1.62
9				50,887	52,572	54,257	55,942
				1.51	1.56	1.61	1.66
10				52,235	53,920	55,605	57,290
				1.55	1.60	1.65	1.70
11					55,268	56,953	58,638
					1.64	1.69	1.74
12					56,616	58,301	59,986
					1.68	1.73	1.78
13					57,290	59,649	61,334
					1.70	1.77	1.82
14					57,964	60,323	62,008
					1.72	1.79	1.84
15						60,997	62,682
						1.81	1.86

09-10: BA36, BA45, BA54 removed from schedule (Staff grandfathered), MA column added

1/18/2017

Raymond Central

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 186

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	46	46	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 36,300

Starting Salary: 36,300

Career Increments: Y

Vertical Freeze:

Rollback:

Multi-year Contract:

Index: 4 x 5

Entry Level Step: 1

Experience Allowed: 6 (D)

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	589.50
HEALTH	BC/BS	900D/3500D	562.95	562.95	562.95	562.95	Ind. Health
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Fortis		.0031 (+B)				
NON-PARTICIPANT	$270.83 cash						

COMMENTS: *<.51=FTE benefits

Deductible Reimbursement: Y 20/mo

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.51

Contribution: full*

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45			
Other Info:	Unused pers days over 45 paid @ $30/day in June				
PERSONAL				yes	from sick lv
BEREAVEMENT	5				from sick lv
PROFESSIONAL	adm. disc.			yes	
ADOPTION					
ASSOCIATION					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

RAYMOND CENTRAL									
					BA+36				
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
Step									
1	36,300	38,115	39,930	41,745	43,560	45,375	47,190	49,005	50,820
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	37,752	39,567	41,382	43,197	45,012	46,827	48,642	50,457	52,272
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	39,204	41,019	42,834	44,649	46,464	48,279	50,094	51,909	53,724
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	40,656	42,471	44,286	46,101	47,916	49,731	51,546	53,361	55,176
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	42,108	43,923	45,738	47,553	49,368	51,183	52,998	54,813	56,628
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	43,560	45,375	47,190	49,005	50,820	52,635	54,450	56,265	58,080
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	45,012	46,827	48,642	50,457	52,272	54,087	55,902	57,717	59,532
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		48,279	50,094	51,909	53,724	55,539	57,354	59,169	60,984
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		49,731	51,546	53,361	55,176	56,991	58,806	60,621	62,436
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			52,998	54,813	56,628	58,443	60,258	62,073	63,888
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			54,450	56,265	58,080	59,895	61,710	63,525	65,340
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				57,717	59,532	61,347	63,162	64,977	66,792
				1.59	1.64	1.69	1.74	1.79	1.84
13					60,984	62,799	64,614	66,429	68,244
					1.68	1.73	1.78	1.83	1.88
14					62,436	64,251	66,066	67,881	69,696
					1.72	1.77	1.82	1.87	1.92
15					63,888	65,703	67,518	69,333	71,148
					1.76	1.81	1.86	1.91	1.96

Teachers hired after 84-85 yr must have MA to be placed in BA+36/MA column

1/18/2017

Red Cloud

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 183

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.82	7.82	7.7
Planning Time:	52	52	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,150
Starting Salary: 33,150
Career Increments: N
<4/5 fte prorated on schedule
Vertical Freeze:
Rollback:
Multi-year Contract:

Index: 4 x 4
Entry Level Step: 1
Experience Allowed: 5*

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/2000D	534.80	989.40	1123.08	1508.02	52.43 or 86.76 Sp or Dep Dental
DENTAL	BC/BS	4	47.65	47.65	47.65	47.65	
PPO:							
LIFE	Principal	3.49					
LTD	Principal	.0028 (thru sal)					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.8

Contribution: full

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	40	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	5				
PROFESSIONAL	4			yes	
ADOPTION	supt. disc.				
ASSOCIATION					

SABBATICAL:

OTHER LEAVES:

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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

RED CLOUD							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,150	34,476	35,802	37,128	38,454	39,780	41,106
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,476	35,802	37,128	38,454	39,780	41,106	42,432
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	35,802	37,128	38,454	39,780	41,106	42,432	43,758
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,128	38,454	39,780	41,106	42,432	43,758	45,084
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,454	39,780	41,106	42,432	43,758	45,084	46,410
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	39,780	41,106	42,432	43,758	45,084	46,410	47,736
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	41,106	42,432	43,758	45,084	46,410	47,736	49,062
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		43,758	45,084	46,410	47,736	49,062	50,388
		1.32	1.36	1.40	1.44	1.48	1.52
9			46,410	47,736	49,062	50,388	51,714
			1.40	1.44	1.48	1.52	1.56
10				49,062	50,388	51,714	53,040
				1.48	1.52	1.56	1.60
11					51,714	53,040	54,366
					1.56	1.60	1.64
12						54,366	55,692
						1.64	1.68
13							57,018
							1.72

15-16 exp allowed from 12 yrs to 5 yrs (or more with approval of RCEA and BOE)

1/18/2017

Riverside

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.75	7.75	7.75
Length of Student Day:	7.27	7.27	7.27
Planning Time:	51	51	51
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,300 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Fort Dearborn	.0036				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	15	45	yes		
Other Info:	$25/day upon retirement up to 45				
PERSONAL	3			yes	accum to 5, 2 sick days = + 1 p
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

RIVERSIDE

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18
1	33,300	34,965	36,630	38,295	39,960	41,625	43,290
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	34,632	36,297	37,962	39,627	41,292	42,957	44,622
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	35,964	37,629	39,294	40,959	42,624	44,289	45,954
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	37,296	38,961	40,626	42,291	43,956	45,621	47,286
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	38,628	40,293	41,958	43,623	45,288	46,953	48,618
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	39,960	41,625	43,290	44,955	46,620	48,285	49,950
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	41,292	42,957	44,622	46,287	47,952	49,617	51,282
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		44,289	45,954	47,619	49,284	50,949	52,614
		1.33	1.38	1.43	1.48	1.53	1.58
9			47,286	48,951	50,616	52,281	53,946
			1.42	1.47	1.52	1.57	1.62
10				50,283	51,948	53,613	55,278
				1.51	1.56	1.61	1.66
11					53,280	54,945	56,610
					1.60	1.65	1.70
12						56,277	57,942
						1.69	1.74

1/18/2017

Rock County

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 182

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,825
Starting Salary: 32,825
Career Increments: N

Index: 4.25 x 4.25
Entry Level Step: 1
Experience Allowed: all

Vertical Freeze: 97-98/98-99
Rollback: 97-98/98-99/01-02
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	1500D	495.05	915.56	1039.60	1395.93	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		500/1000
LTD	Madison Nat'l		.0031 (thru sal)				
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ROCK COUNTY						
					BA+36	BA+45
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	32,825	34,220	35,615	37,010	38,405	39,800
	1.00	1.0425	1.085	1.1275	1.17	1.2125
2	34,220	35,615	37,010	38,405	39,800	41,195
	1.0425	1.085	1.1275	1.17	1.2125	1.255
3	35,615	37,010	38,405	39,800	41,195	42,590
	1.085	1.1275	1.17	1.2125	1.255	1.2975
4	37,010	38,405	39,800	41,195	42,590	43,986
	1.1275	1.17	1.2125	1.255	1.2975	1.34
5	38,405	39,800	41,195	42,590	43,986	45,381
	1.17	1.2125	1.255	1.2975	1.34	1.3825
6	39,800	41,195	42,590	43,986	45,381	46,776
	1.2125	1.255	1.2975	1.34	1.3825	1.425
7	41,195	42,590	43,986	45,381	46,776	48,171
	1.255	1.2975	1.34	1.3825	1.425	1.4675
8		43,986	45,381	46,776	48,171	49,566
		1.34	1.3825	1.425	1.4675	1.51
9			46,776	48,171	49,566	50,961
			1.425	1.4675	1.51	1.5525
10			48,171	49,566	50,961	52,356
			1.4675	1.51	1.5525	1.595
11				50,961	52,356	53,751
				1.5525	1.595	1.6375
12				52,356	53,751	55,146
				1.595	1.6375	1.68
13					55,146	56,541
					1.68	1.7225
14						57,936
						1.765

1/18/2017

Sandhills-Dunning

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

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

SALARY SCHEDULE

Base: 31,894 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback: 88-89
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Prinipal	2.65				
LTD	Principal	.0027				
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

Deductible Reimbursement: Y 375/750

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:	PTO-10 days 1-2 yrs, 12 days 3-4 yrs, 14 days 5+ yrs				
PERSONAL				yes	from PTO
BEREAVEMENT					from PTO
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

SANDHILLS-DUNNING						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	31,894	33,489	35,083	36,678	38,273	39,868
	1.00	1.05	1.10	1.15	1.20	1.25
2	33,170	34,764	36,359	37,954	39,549	41,143
	1.04	1.09	1.14	1.19	1.24	1.29
3	34,446	36,040	37,635	39,230	40,824	42,419
	1.08	1.13	1.18	1.23	1.28	1.33
4	35,721	37,316	38,911	40,505	42,100	43,695
	1.12	1.17	1.22	1.27	1.32	1.37
5	36,997	38,592	40,186	41,781	43,376	44,971
	1.16	1.21	1.26	1.31	1.36	1.41
6		39,868	41,462	43,057	44,652	46,246
		1.25	1.30	1.35	1.40	1.45
7			42,738	44,333	45,927	47,522
			1.34	1.39	1.44	1.49
8			44,014	45,608	47,203	48,798
			1.38	1.43	1.48	1.53
9				46,884	48,479	50,074
				1.47	1.52	1.57
10				48,160	49,755	51,349
				1.51	1.56	1.61
11					51,030	52,625
					1.60	1.65
12					52,306	53,901
					1.64	1.69
13					53,582	55,177
					1.68	1.73

1/18/2017

Santee

2016-2017
1.1

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	7.5
Planning Time:	52	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,771

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 5

Vertical Freeze: 90-91

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14
PPO:						
LIFE	AIG Life	5.00				
LTD	SunLife	.0045				
NON-PARTICIPANT						

Couple - Benefits 57.39 or 94.95 Sp or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 1

Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	50	yes		
Other Info:	1/2 sub pay/day over 50				
PERSONAL					from sick lv
BEREAVEMENT	4				w/appr.
PROFESSIONAL	adm. disc.				
ADOPTION	15				
ASSOCIATION	Supt. disc.				

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

SANTEE

Step	BA	BA+9	BA+18	BA+27	MA BA+36	MA+9	MA+18	MA+27	MA+36
1	35,771	37,201	38,632	40,063	41,494	42,925	44,356	45,786	47,217
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,201	38,632	40,063	41,494	42,925	44,356	45,786	47,217	48,648
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	38,632	40,063	41,494	42,925	44,356	45,786	47,217	48,648	50,079
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	40,063	41,494	42,925	44,356	45,786	47,217	48,648	50,079	51,510
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	41,494	42,925	44,356	45,786	47,217	48,648	50,079	51,510	52,941
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	42,925	44,356	45,786	47,217	48,648	50,079	51,510	52,941	54,371
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	44,356	45,786	47,217	48,648	50,079	51,510	52,941	54,371	55,802
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	45,786	47,217	48,648	50,079	51,510	52,941	54,371	55,802	57,233
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9	47,217	48,648	50,079	51,510	52,941	54,371	55,802	57,233	58,664
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
10		50,079	51,510	52,941	54,371	55,802	57,233	58,664	60,095
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
11			52,941	54,371	55,802	57,233	58,664	60,095	61,525
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
12				55,802	57,233	58,664	60,095	61,525	62,956
				1.56	1.60	1.64	1.68	1.72	1.76
13					58,664	60,095	61,525	62,956	64,387
					1.64	1.68	1.72	1.76	1.80
14						61,525	62,956	64,387	65,818
						1.72	1.76	1.80	1.84
15							64,387	65,818	67,249
							1.80	1.84	1.88
16								67,249	68,680
								1.88	1.92
17									70,110
									1.96

1/18/2017

Sargent

2016-2017
1.1

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:	7.5	7.5	7.5
Planning Time:	50	50	65
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,500 Index: 4 x 5
Starting Salary: Entry Level Step: 0
Career Increments: N Experience Allowed: 7(D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	1500D		495.05	915.56	1039.60	1395.93	29.18 or 48.32 Sp. or Dep. Dental
DENTAL	BC/BS	2		26.55	26.55	26.55	26.55	

PPO:
COMMENTS:
LIFE Principal 6.57
LTD Principal .0065 (+B)
NON-PARTICIPANT
Deductible Reimbursement: Y 800

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	35	yes		
Other Info:	$20/day over 35 at end of 4th yr				
PERSONAL	3			yes	2 days first 2 yrs
BEREAVEMENT	4				
PROFESSIONAL	2			yes	add'l w/approval
ADOPTION	10 - Dad				from sick lv. for mom
ASSOCIATION	2				

SABBATICAL: No **SEVERANCE PAY:** Y
OTHER LEAVES: In school work day (1)

OTHER DISTRICT POLICIES

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

SARGENT						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+15
1	32,500	34,125	35,750	37,375	39,000	40,625
	1.00	1.05	1.10	1.15	1.20	1.25
2	33,800	35,425	37,050	38,675	40,300	41,925
	1.04	1.09	1.14	1.19	1.24	1.29
3	35,100	36,725	38,350	39,975	41,600	43,225
	1.08	1.13	1.18	1.23	1.28	1.33
4	36,400	38,025	39,650	41,275	42,900	44,525
	1.12	1.17	1.22	1.27	1.32	1.37
5	37,700	39,325	40,950	42,575	44,200	45,825
	1.16	1.21	1.26	1.31	1.36	1.41
6		40,625	42,250	43,875	45,500	47,125
		1.25	1.30	1.35	1.40	1.45
7		41,925	43,550	45,175	46,800	48,425
		1.29	1.34	1.39	1.44	1.49
8		43,225	44,850	46,475	48,100	49,725
		1.33	1.38	1.43	1.48	1.53
9		44,525	46,150	47,775	49,400	51,025
		1.37	1.42	1.47	1.52	1.57
10			47,450	49,075	50,700	52,325
			1.46	1.51	1.56	1.61
11				50,375	52,000	53,625
				1.55	1.60	1.65
12				51,675	53,300	54,925
				1.59	1.64	1.69
13					54,600	56,225
					1.68	1.73
14					55,900	57,525
					1.72	1.77
15						58,825
						1.81
16						60,125
						1.85
17						61,425
						1.89

1/18/2017

Schuyler

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 34,000 Index: 4 x 5

Starting Salary: 34,000 Entry Level Step: 1

Career Increments: Y Experience Allowed: all

$1000 signing bonus for new teachers

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	26.55 or 48.32 Ind or Dep Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Companion Life	5.25					
LTD	Principal Life	.0048					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

SCHUYLER COMMUNITY

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45 MA	MA+9	MA+18	MA+27
1	34,000	35,700	37,400	39,100	40,800	40,800	42,500	44,200	45,900
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	35,360	37,060	38,760	40,460	42,160	42,160	43,860	45,560	47,260
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	36,720	38,420	40,120	41,820	43,520	43,520	45,220	46,920	48,620
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	38,080	39,780	41,480	43,180	44,880	44,880	46,580	48,280	49,980
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	39,440	41,140	42,840	44,540	46,240	46,240	47,940	49,640	51,340
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6	40,800	42,500	44,200	45,900	47,600	47,600	49,300	51,000	52,700
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7	42,160	43,860	45,560	47,260	48,960	48,960	50,660	52,360	54,060
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8		45,220	46,920	48,620	50,320	50,320	52,020	53,720	55,420
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63
9		46,580	48,280	49,980	51,680	51,680	53,380	55,080	56,780
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67
10			49,640	51,340	53,040	53,040	54,740	56,440	58,140
			1.46	1.51	1.56	1.56	1.61	1.66	1.71
11				52,700	54,400	54,400	56,100	57,800	59,500
				1.55	1.60	1.60	1.65	1.70	1.75
12					55,760	55,760	57,460	59,160	60,860
					1.64	1.64	1.69	1.74	1.79
13					57,120	57,120	58,820	60,520	62,220
					1.68	1.68	1.73	1.78	1.83
14					58,480	58,480	60,180	61,880	63,580
					1.72	1.72	1.77	1.82	1.87
15					59,840	59,840	61,540	63,240	64,940
					1.76	1.76	1.81	1.86	1.91
16								64,600	66,300
								1.90	1.95
17									67,660
									1.99

06-07: BA36 grandfathered

1/18/2017

SCNUD 5

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	47	47	
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,100 Index: 4 x 5
Starting Salary: 34,100 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp. or Dep. Dental
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Madison Nat'l		.0033(+B thru Sal)				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	Sev: after 6 yrs all days @ 25% sub rate				
PERSONAL	2+1			yes	1-sub deduct
BEREAVEMENT	5+5				add'l 5 from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	unl.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

SCN UNIFIED DISTRICT #5									
					BA+36				
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
Step									
1	34,100	35,805	37,510	39,215	40,920	42,625	44,330	46,035	47,740
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,464	37,169	38,874	40,579	42,284	43,989	45,694	47,399	49,104
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,828	38,533	40,238	41,943	43,648	45,353	47,058	48,763	50,468
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,192	39,897	41,602	43,307	45,012	46,717	48,422	50,127	51,832
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,556	41,261	42,966	44,671	46,376	48,081	49,786	51,491	53,196
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	40,920	42,625	44,330	46,035	47,740	49,445	51,150	52,855	54,560
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		43,989	45,694	47,399	49,104	50,809	52,514	54,219	55,924
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		45,353	47,058	48,763	50,468	52,173	53,878	55,583	57,288
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			48,422	50,127	51,832	53,537	55,242	56,947	58,652
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				51,491	53,196	54,901	56,606	58,311	60,016
				1.51	1.56	1.61	1.66	1.71	1.76
11				52,855	54,560	56,265	57,970	59,675	61,380
				1.55	1.60	1.65	1.70	1.75	1.80
12					55,924	57,629	59,334	61,039	62,744
					1.64	1.69	1.74	1.79	1.84
13					57,288	58,993	60,698	62,403	64,108
					1.68	1.73	1.78	1.83	1.88
14					58,652	60,357	62,062	63,767	65,472
					1.72	1.77	1.82	1.87	1.92
15						61,721	63,426	65,131	66,836
						1.81	1.86	1.91	1.96

1/18/2017

Scottsbluff

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 189

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.5	6.9	6.33
Planning Time:	90	45	50
Class Periods/Day:	4	9	
Normal Teaching Load:	3	8	

SALARY SCHEDULE

Base: 34,095
Index: 4.5 x 4.5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 12

Vertical Freeze: 87-88
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/2000D	281.48	281.48	281.48	281.48
DENTAL	BC/BS	2	13.28	13.28	13.28	13.28
PPO:						
LIFE	Guardian	2.70				
LTD	Guardian	.0060				

NON-PARTICIPANT $935 Fringe benefit s

Couple - Benefits 1229.76

Cafeteria + 1/2 sgl

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
935	935

Options: H/A, Cash, TSA

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	100	yes		
Other Info:	75 days @ $40/day upon retirement				
PERSONAL	3			yes	Deducted from sick lv.
BEREAVEMENT	5				per occur;1 day funeral, not fa
PROFESSIONAL	admin disc				
ADOPTION					
ASSOCIATION	5				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES: Emergency-1 from sick lv.

SCOTTSBLUFF

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	PHD
1	34,095	35,629	37,164	38,698	40,232	41,766	43,301	44,835	46,369	47,903	49,438	50,972
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
2	35,629	37,164	38,698	40,232	41,766	43,301	44,835	46,369	47,903	49,438	50,972	52,506
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
3	37,164	38,698	40,232	41,766	43,301	44,835	46,369	47,903	49,438	50,972	52,506	54,041
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
4	38,698	40,232	41,766	43,301	44,835	46,369	47,903	49,438	50,972	52,506	54,041	55,575
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
5		41,766	43,301	44,835	46,369	47,903	49,438	50,972	52,506	54,041	55,575	57,109
		1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
6			44,835	46,369	47,903	49,438	50,972	52,506	54,041	55,575	57,109	58,643
			1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
7				47,903	49,438	50,972	52,506	54,041	55,575	57,109	58,643	60,178
				1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
8					50,972	52,506	54,041	55,575	57,109	58,643	60,178	61,712
					1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
9						54,041	55,575	57,109	58,643	60,178	61,712	63,246
						1.585	1.63	1.675	1.72	1.765	1.81	1.855
10								58,643	60,178	61,712	63,246	64,781
								1.72	1.765	1.81	1.855	1.9
11								60,178	61,712	63,246	64,781	66,315
								1.765	1.81	1.855	1.9	1.945
12									63,246	64,781	66,315	67,849
									1.855	1.9	1.945	1.99
13										66,315	67,849	69,383
										1.945	1.99	2.035
14											69,383	70,918
											2.035	2.08
15											70,918	72,452
											2.08	2.125

1/18/2017

Scribner-Snyder

2016-2017
3.1

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	7.2
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,425 Index: 4 x 5
Starting Salary: 34,425 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp. or Dep. Dental
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO:
COMMENTS:
LIFE Guardian 2.40
Deductible Reimbursement:
LTD Omaha Life .00604(+Bthru sal)
NON-PARTICIPANT

Cafeteria Plan

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

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	35	yes		
Other Info:	reimb. $45/day over 25 up to 35				
PERSONAL	2			yes	from sick lv.
BEREAVEMENT	admin. disc.				+2 days from sick lv.
PROFESSIONAL	adm. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

SCRIBNER-SNYDER								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,425	36,146	37,868	39,589	41,310	43,031	44,753	46,474
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	35,802	37,523	39,245	40,966	42,687	44,408	46,130	47,851
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,179	38,900	40,622	42,343	44,064	45,785	47,507	49,228
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	38,556	40,277	41,999	43,720	45,441	47,162	48,884	50,605
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,933	41,654	43,376	45,097	46,818	48,539	50,261	51,982
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	41,310	43,031	44,753	46,474	48,195	49,916	51,638	53,359
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		44,408	46,130	47,851	49,572	51,293	53,015	54,736
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			47,507	49,228	50,949	52,670	54,392	56,113
			1.38	1.43	1.48	1.53	1.58	1.63
9				50,605	52,326	54,047	55,769	57,490
				1.47	1.52	1.57	1.62	1.67
10				51,982	53,703	55,424	57,146	58,867
				1.51	1.56	1.61	1.66	1.71
11					55,080	56,801	58,523	60,244
					1.60	1.65	1.70	1.75
12					56,457	58,178	59,900	61,621
					1.64	1.69	1.74	1.79
13						59,555	61,277	62,998
						1.73	1.78	1.83
14							62,654	64,375
							1.82	1.87
15								65,752
								1.91

1/18/2017

Seward

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 186

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7	7
Planning Time:	90	86	45
Class Periods/Day:	4.5	8.5	
Normal Teaching Load:	3.5	6.5	

SALARY SCHEDULE

Base: 33,300 Index: 5 x 4

Starting Salary: 33,300 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

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:						
LIFE	Provident		3.60			
LTD	Madison Nat'l		.0035			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	$30/day over 42				
PERSONAL	see sick lv			yes	
BEREAVEMENT	see sick lv				
PROFESSIONAL	9			yes	admin. disc.
ADOPTION	10				5-pd;5-sub.ded.
ASSOCIATION	3 (Pres.)				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

SEWARD								
					BA+45			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	33,300	34,632	35,964	37,296	38,628	39,960	41,292	42,624
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	34,965	36,297	37,629	38,961	40,293	41,625	42,957	44,289
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33
3	36,630	37,962	39,294	40,626	41,958	43,290	44,622	45,954
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38
4	38,295	39,627	40,959	42,291	43,623	44,955	46,287	47,619
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43
5	39,960	41,292	42,624	43,956	45,288	46,620	47,952	49,284
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	41,625	42,957	44,289	45,621	46,953	48,285	49,617	50,949
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53
7	43,290	44,622	45,954	47,286	48,618	49,950	51,282	52,614
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58
8		46,287	47,619	48,951	50,283	51,615	52,947	54,279
		1.39	1.43	1.47	1.51	1.55	1.59	1.63
9			49,284	50,616	51,948	53,280	54,612	55,944
			1.48	1.52	1.56	1.60	1.64	1.68
10				52,281	53,613	54,945	56,277	57,609
				1.57	1.61	1.65	1.69	1.73
11					55,278	56,610	57,942	59,274
					1.66	1.70	1.74	1.78
12					56,943	58,275	59,607	60,939
					1.71	1.75	1.79	1.83
13						59,940	61,272	62,604
						1.80	1.84	1.88
14							62,937	64,269
							1.89	1.93
15								65,934
								1.98
16								67,599
								2.03
07-08 BA45 eliminated, current staff is grandfathered								

1/18/2017

Shelby-Rising City

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.75	6.75	6.75
Planning Time:	52	44	45
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,800 Index: 4.5 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.49
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	35	yes		
Other Info:	$20/day over 35 days @ end of yr				
PERSONAL	2			yes	1-w/approv.;1-not
BEREAVEMENT	3+2				2 from sick leave
PROFESSIONAL	1			yes	1 addt'l. w/appr.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SHELBY-RISING CITY							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,800	35,152	36,504	37,856	39,208	40,560	41,912
	1.00	1.04	1.08	1.12	1.16	1.2	1.24
2	35,321	36,673	38,025	39,377	40,729	42,081	43,433
	1.045	1.085	1.125	1.165	1.205	1.245	1.285
3	36,842	38,194	39,546	40,898	42,250	43,602	44,954
	1.09	1.13	1.17	1.21	1.25	1.29	1.33
4	38,363	39,715	41,067	42,419	43,771	45,123	46,475
	1.135	1.175	1.215	1.255	1.295	1.335	1.375
5	39,884	41,236	42,588	43,940	45,292	46,644	47,996
	1.18	1.22	1.26	1.3	1.34	1.38	1.42
6		42,757	44,109	45,461	46,813	48,165	49,517
		1.265	1.305	1.345	1.385	1.425	1.465
7		44,278	45,630	46,982	48,334	49,686	51,038
		1.31	1.35	1.39	1.43	1.47	1.51
8		45,799	47,151	48,503	49,855	51,207	52,559
		1.355	1.395	1.435	1.475	1.515	1.555
9		47,320	48,672	50,024	51,376	52,728	54,080
		1.4	1.44	1.48	1.52	1.56	1.6
10		48,841	50,193	51,545	52,897	54,249	55,601
		1.445	1.485	1.525	1.565	1.605	1.645
11				53,066	54,418	55,770	57,122
				1.57	1.61	1.65	1.69
12				54,587	55,939	57,291	58,643
				1.615	1.655	1.695	1.735
13					57,460	58,812	60,164
					1.7	1.74	1.78
14					58,981	60,333	61,685
					1.745	1.785	1.825
15					60,502	61,854	63,206
					1.79	1.83	1.87
16						63,375	64,727
						1.875	1.915

1/18/2017

Shelton

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,000 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 10
BA+36 grandfathered prior to 92-93/added back in 98-99
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	4	47.65	88.16	100.08	134.41	
PPO:							
LIFE	Companion Life	3.20					
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	13	35	yes		
Other Info:	reimb 13 days/yr at $35/day				
PERSONAL	2			yes	reimb daily rate of pay
BEREAVEMENT	from sick or pers				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

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

1/18/2017

Shickley

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers: 25

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

SALARY SCHEDULE

Base: 34,150 Index: 4 x 4
Starting Salary: 34,150 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
29.18 or 48.32
Sp. or Dep. Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	45	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SHICKLEY							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,150	35,516	36,882	38,248	39,614	40,980	42,346
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,516	36,882	38,248	39,614	40,980	42,346	43,712
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,882	38,248	39,614	40,980	42,346	43,712	45,078
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,248	39,614	40,980	42,346	43,712	45,078	46,444
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,614	40,980	42,346	43,712	45,078	46,444	47,810
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,980	42,346	43,712	45,078	46,444	47,810	49,176
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		43,712	45,078	46,444	47,810	49,176	50,542
		1.28	1.32	1.36	1.40	1.44	1.48
8		45,078	46,444	47,810	49,176	50,542	51,908
		1.32	1.36	1.40	1.44	1.48	1.52
9		46,444	47,810	49,176	50,542	51,908	53,274
		1.36	1.40	1.44	1.48	1.52	1.56
10			49,176	50,542	51,908	53,274	54,640
			1.44	1.48	1.52	1.56	1.60
11				51,908	53,274	54,640	56,006
				1.52	1.56	1.60	1.64
12					54,640	56,006	57,372
					1.60	1.64	1.68
13						57,372	58,738
						1.68	1.72
14							60,104
							1.76

1/18/2017

Sidney

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.38	6.38	6
Planning Time:	47	47	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,900 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 0
Career Increments: Y Experience Allowed: all
Professional Increments available
Vertical Freeze: 88-89
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	26.55 or 48.32 Ind or Dep Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Principal	4.00					
LTD	Principal	(+B)					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: N

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

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	unl	yes		
Other Info:	PTO - new emp recv 10 days add'l sick lv				
PERSONAL	PTO				
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION	see prof. lv.				

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES: Maternity - 15 days

OTHER DISTRICT POLICIES

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

SIDNEY									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
0	33,900	35,426	36,951	38,477	40,002	41,528	43,053	44,579	46,104
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	35,426	36,951	38,477	40,002	41,528	43,053	44,579	46,104	47,630
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	36,951	38,477	40,002	41,528	43,053	44,579	46,104	47,630	49,155
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	38,477	40,002	41,528	43,053	44,579	46,104	47,630	49,155	50,681
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	40,002	41,528	43,053	44,579	46,104	47,630	49,155	50,681	52,206
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	41,528	43,053	44,579	46,104	47,630	49,155	50,681	52,206	53,732
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		44,579	46,104	47,630	49,155	50,681	52,206	53,732	55,257
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			47,630	49,155	50,681	52,206	53,732	55,257	56,783
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8				50,681	52,206	53,732	55,257	56,783	58,308
				1.495	1.54	1.585	1.63	1.675	1.72
9					53,732	55,257	56,783	58,308	59,834
					1.585	1.63	1.675	1.72	1.765
10						56,783	58,308	59,834	61,359
						1.675	1.72	1.765	1.81
11							59,834	61,359	62,885
							1.765	1.81	1.855
12								62,885	64,410
								1.855	1.9
13									65,936
									1.945

Professional Increments available, see contract

1/18/2017

Silver Lake

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,900 Index: 4 x 4
Starting Salary: 33,900 Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SILVER LAKE								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,900	35,256	36,612	37,968	39,324	40,680	42,036	43,392
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,256	36,612	37,968	39,324	40,680	42,036	43,392	44,748
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,612	37,968	39,324	40,680	42,036	43,392	44,748	46,104
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	37,968	39,324	40,680	42,036	43,392	44,748	46,104	47,460
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,324	40,680	42,036	43,392	44,748	46,104	47,460	48,816
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	40,680	42,036	43,392	44,748	46,104	47,460	48,816	50,172
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	42,036	43,392	44,748	46,104	47,460	48,816	50,172	51,528
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	43,392	44,748	46,104	47,460	48,816	50,172	51,528	52,884
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		46,104	47,460	48,816	50,172	51,528	52,884	54,240
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			48,816	50,172	51,528	52,884	54,240	55,596
			1.44	1.48	1.52	1.56	1.60	1.64
11				51,528	52,884	54,240	55,596	56,952
				1.52	1.56	1.60	1.64	1.68
12				52,884	54,240	55,596	56,952	58,308
				1.56	1.60	1.64	1.68	1.72
13					55,596	56,952	58,308	59,664
					1.64	1.68	1.72	1.76

1/18/2017

Sioux County

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 175

FTE Teachers:

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

SALARY SCHEDULE

Base: 34,650
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 7*
*Exp allowed: 3 yrs half-time tchrs
Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp. or Dep. Dental
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Fort Dearborn	5.00					
LTD							

COMMENTS:

Deductible Reimbursement:

NON-PARTICIPANT 50% BC/BS premium

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.51

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SIOUX COUNTY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+12	MA+24	MA+36
0	34,650	36,036	37,422	38,808	40,194	41,580	42,966	44,352
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	36,036	37,422	38,808	40,194	41,580	42,966	44,352	45,738
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,422	38,808	40,194	41,580	42,966	44,352	45,738	47,124
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	38,808	40,194	41,580	42,966	44,352	45,738	47,124	48,510
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	40,194	41,580	42,966	44,352	45,738	47,124	48,510	49,896
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	41,580	42,966	44,352	45,738	47,124	48,510	49,896	51,282
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	42,966	44,352	45,738	47,124	48,510	49,896	51,282	52,668
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7				48,510	49,896	51,282	52,668	54,054
				1.40	1.44	1.48	1.52	1.56
8				49,896	51,282	52,668	54,054	55,440
				1.44	1.48	1.52	1.56	1.60
9					52,668	54,054	55,440	56,826
					1.52	1.56	1.60	1.64
10					54,054	55,440	56,826	58,212
					1.56	1.60	1.64	1.68
11						56,826	58,212	59,598
						1.64	1.68	1.72
12							59,598	60,984
							1.72	1.76
13								62,370
								1.80

1/18/2017

South Platte

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,200
Index: 5 x 4
Starting Salary:
Entry Level Step: 0
Career Increments: N
Experience Allowed: all

Vertical Freeze: 95-96
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	29.18 or 48.32
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	Sp. or Dep. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Principal Life		.005(+B,thru sal)				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 400

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: full

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:	At retirement or death-sub. rate for unused days				
PERSONAL	3+1			yes	1 day teacher pays sub
BEREAVEMENT	from sick lv.				
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

SOUTH PLATTE

Step	BA	BA+3	BA+6	BA+9	BA+12	BA+15	BA+18	BA+21	BA+24	BA+27	BA+30	BA+33	BA+36 MA	MA+3	MA+6
0	33,200	33,642	34,083	34,528	34,970	35,411	35,856	36,298	36,739	37,184	37,626	38,067	38,512	38,954	39,395
	1.00	1.0133	1.0266	1.04	1.0533	1.0666	1.08	1.0933	1.1066	1.12	1.1333	1.1466	1.16	1.1733	1.1866
1	34,860	35,302	35,743	36,188	36,630	37,071	37,516	37,958	38,399	38,844	39,286	39,727	40,172	40,614	41,055
	1.05	1.0633	1.0766	1.09	1.1033	1.1166	1.13	1.1433	1.1566	1.17	1.1833	1.1966	1.21	1.2233	1.2366
2	36,520	36,962	37,403	37,848	38,290	38,731	39,176	39,618	40,059	40,504	40,946	41,387	41,832	42,274	42,715
	1.1	1.1133	1.1266	1.14	1.1533	1.1666	1.18	1.1933	1.2066	1.22	1.2333	1.2466	1.26	1.2733	1.2866
3	38,180	38,622	39,063	39,508	39,950	40,391	40,836	41,278	41,719	42,164	42,606	43,047	43,492	43,934	44,375
	1.15	1.1633	1.1766	1.19	1.2033	1.2166	1.23	1.2433	1.2566	1.27	1.2833	1.2966	1.31	1.3233	1.3366
4	39,840	40,282	40,723	41,168	41,610	42,051	42,496	42,938	43,379	43,824	44,266	44,707	45,152	45,594	46,035
	1.2	1.2133	1.2266	1.24	1.2533	1.2666	1.28	1.2933	1.3066	1.32	1.3333	1.3466	1.36	1.3733	1.3866
5	41,500	41,942	42,383	42,828	43,270	43,711	44,156	44,598	45,039	45,484	45,926	46,367	46,812	47,254	47,695
	1.25	1.2633	1.2766	1.29	1.3033	1.3166	1.33	1.3433	1.3566	1.37	1.3833	1.3966	1.41	1.4233	1.4366
6	43,160	43,602	44,043	44,488	44,930	45,371	45,816	46,258	46,699	47,144	47,586	48,027	48,472	48,914	49,355
	1.3	1.3133	1.3266	1.34	1.3533	1.3666	1.38	1.3933	1.4066	1.42	1.4333	1.4466	1.46	1.4733	1.4866
7	44,820	45,262	45,703	46,148	46,590	47,031	47,476	47,918	48,359	48,804	49,246	49,687	50,132	50,574	51,015
	1.35	1.3633	1.3766	1.39	1.4033	1.4166	1.43	1.4433	1.4566	1.47	1.4833	1.4966	1.51	1.5233	1.5366
8				47,808	48,250	48,691	49,136	49,578	50,019	50,464	50,906	51,347	51,792	52,234	52,675
				1.44	1.4533	1.4666	1.48	1.4933	1.5066	1.52	1.5333	1.5466	1.56	1.5733	1.5866
9							50,796	51,238	51,679	52,124	52,566	53,007	53,452	53,894	54,335
							1.53	1.5433	1.5566	1.57	1.5833	1.5966	1.61	1.6233	1.6366
10										53,784	54,226	54,667	55,112	55,554	55,995
										1.62	1.6333	1.6466	1.66	1.6733	1.6866
11										55,444	55,886	56,327	56,772	57,214	57,655
										1.67	1.6833	1.6966	1.71	1.7233	1.7366
12															

1/18/2017

South Sioux City

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 186

FTE Teachers:

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

SALARY SCHEDULE

Base: 35,425
Starting Salary: 35,425
Career Increments: N

Index: 4 x 5
Entry Level Step: 1
Experience Allowed: 10

Vertical Freeze: 01-02
Rollback: 01-02
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	589.50
HEALTH	BC/BS	900D	562.95	562.95	562.95	562.95	Ind Ins/Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE	Guardian	3.00			Deductible Reimbursement:		
LTD							
NON-PARTICIPANT	$512 Cash						

Cafeteria Plan

Individ. Depend.

Options: H/A,TSA,Cash

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	69	yes		
Other Info:	10 for dep use				
PERSONAL	3			yes	
BEREAVEMENT	2 to 5				
PROFESSIONAL	2			yes	
ADOPTION	case by case				
ASSOCIATION	7 district wide				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: 1 emergency day/mo.

SO. SIOUX CITY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	35,425	37,196	38,968	40,739	42,510	42,510	44,281	46,053	47,824	49,595	51,366
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
2	36,842	38,613	40,385	42,156	43,927	43,927	45,698	47,470	49,241	51,012	52,783
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44	1.49
3	38,259	40,030	41,802	43,573	45,344	45,344	47,115	48,887	50,658	52,429	54,200
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48	1.53
4	39,676	41,447	43,219	44,990	46,761	46,761	48,532	50,304	52,075	53,846	55,617
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52	1.57
5	41,093	42,864	44,636	46,407	48,178	48,178	49,949	51,721	53,492	55,263	57,034
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56	1.61
6	42,510	44,281	46,053	47,824	49,595	49,595	51,366	53,138	54,909	56,680	58,451
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	43,927	45,698	47,470	49,241	51,012	51,012	52,783	54,555	56,326	58,097	59,868
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64	1.69
8	45,344	47,115	48,887	50,658	52,429	52,429	54,200	55,972	57,743	59,514	61,285
	1.28	1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68	1.73
9				52,075	53,846	53,846	55,617	57,389	59,160	60,931	62,702
				1.47	1.52	1.52	1.57	1.62	1.67	1.72	1.77
10					55,263	55,263	57,034	58,806	60,577	62,348	64,119
					1.56	1.56	1.61	1.66	1.71	1.76	1.81
11					56,680	56,680	58,451	60,223	61,994	63,765	65,536
					1.60	1.60	1.65	1.70	1.75	1.80	1.85
12					58,097	58,097	59,868	61,640	63,411	65,182	66,953
					1.64	1.64	1.69	1.74	1.79	1.84	1.89
13						59,514	61,285	63,057	64,828	66,599	68,370
						1.68	1.73	1.78	1.83	1.88	1.93
14								64,474	66,245	68,016	69,787
								1.82	1.87	1.92	1.97
15								65,891	67,662	69,433	71,204
								1.86	1.91	1.96	2.01

1/18/2017

Southern

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.25
Planning Time:	73	73	73
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,657 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 10

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Lincoln Finan		.0044 (thru sal)			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:	Reimb. unused lv @ sub rate/day over 10/yr				
PERSONAL	3			yes	from sick leave
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION	Yes				with approval
ASSOCIATION					

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

SOUTHERN

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+36
1	33,657	35,003	36,350	37,696	39,042	40,388	41,735	43,081
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,003	36,350	37,696	39,042	40,388	41,735	43,081	44,427
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,350	37,696	39,042	40,388	41,735	43,081	44,427	45,774
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	37,696	39,042	40,388	41,735	43,081	44,427	45,774	47,120
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,042	40,388	41,735	43,081	44,427	45,774	47,120	48,466
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	40,388	41,735	43,081	44,427	45,774	47,120	48,466	49,812
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		43,081	44,427	45,774	47,120	48,466	49,812	51,159
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		44,427	45,774	47,120	48,466	49,812	51,159	52,505
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		45,774	47,120	48,466	49,812	51,159	52,505	53,851
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			48,466	49,812	51,159	52,505	53,851	55,197
			1.44	1.48	1.52	1.56	1.60	1.64
11				51,159	52,505	53,851	55,197	56,544
				1.52	1.56	1.60	1.64	1.68
12					53,851	55,197	56,544	57,890
					1.60	1.64	1.68	1.72
13					55,197	56,544	57,890	59,236
					1.64	1.68	1.72	1.76
14							59,236	60,583
							1.76	1.80

1/18/2017

Southern Valley

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184

FTE Teachers:

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

SALARY SCHEDULE

Base: 33,500

Index: 4 x 5

Starting Salary:

Entry Level Step: 1(D)

Career Increments: Y

Experience Allowed: 4

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1150D	516.76	956.05	1085.21	1457.17
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:						
LIFE						
LTD	Unknown		10.00			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE:

Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2,3			1-no,2-yes	accum. to 3
BEREAVEMENT	2				
PROFESSIONAL	2			yes	accum to 3
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES: extended sick lv-5 days

SOUTHERN VALLEY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,500	35,175	36,850	38,525	40,200	40,200	41,875	43,550	45,225
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	34,840	36,515	38,190	39,865	41,540	41,540	43,215	44,890	46,565
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	36,180	37,855	39,530	41,205	42,880	42,880	44,555	46,230	47,905
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	37,520	39,195	40,870	42,545	44,220	44,220	45,895	47,570	49,245
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	38,860	40,535	42,210	43,885	45,560	45,560	47,235	48,910	50,585
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6		41,875	43,550	45,225	46,900	46,900	48,575	50,250	51,925
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		43,215	44,890	46,565	48,240	48,240	49,915	51,590	53,265
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8			46,230	47,905	49,580	49,580	51,255	52,930	54,605
			1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			47,570	49,245	50,920	50,920	52,595	54,270	55,945
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10				50,585	52,260	52,260	53,935	55,610	57,285
				1.51	1.56	1.56	1.61	1.66	1.71
11				51,925	53,600	53,600	55,275	56,950	58,625
				1.55	1.60	1.60	1.65	1.70	1.75
12					54,940	54,940	56,615	58,290	59,965
					1.64	1.64	1.69	1.74	1.79
13					56,280	56,280	57,955	59,630	61,305
					1.68	1.68	1.73	1.78	1.83
14					57,620	57,620	59,295	60,970	62,645
					1.72	1.72	1.77	1.82	1.87
15						58,960	60,635	62,310	63,985
						1.76	1.81	1.86	1.91
16							61,975	63,650	65,325
							1.85	1.90	1.95
17							63,315	64,990	66,665
							1.89	1.94	1.99
18									68,005
									2.03
19									69,345
									2.07

1/18/2017

Southwest

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 183

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	54	70	50
Class Periods/Day:	8	10	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,250

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 17

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

29.18 or 48.32

Sp. or Dep. Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	Yes		
Other Info:					
PERSONAL	3				
BEREAVEMENT	5				1 from sick lv. for non-family
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

SOUTHWEST							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,250	34,580	35,910	37,240	38,570	39,900	41,230
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,580	35,910	37,240	38,570	39,900	41,230	42,560
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	35,910	37,240	38,570	39,900	41,230	42,560	43,890
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,240	38,570	39,900	41,230	42,560	43,890	45,220
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,570	39,900	41,230	42,560	43,890	45,220	46,550
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	39,900	41,230	42,560	43,890	45,220	46,550	47,880
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		42,560	43,890	45,220	46,550	47,880	49,210
		1.28	1.32	1.36	1.40	1.44	1.48
8			45,220	46,550	47,880	49,210	50,540
			1.36	1.40	1.44	1.48	1.52
9			46,550	47,880	49,210	50,540	51,870
			1.40	1.44	1.48	1.52	1.56
10				49,210	50,540	51,870	53,200
				1.48	1.52	1.56	1.60
11				50,540	51,870	53,200	54,530
				1.52	1.56	1.60	1.64
12				51,870	53,200	54,530	55,860
				1.56	1.60	1.64	1.68
13					54,530	55,860	57,190
					1.64	1.68	1.72
14					55,860	57,190	58,520
					1.68	1.72	1.76
15						58,520	59,850
						1.76	1.80
16							61,180
							1.84
17							62,510
							1.88

1/18/2017

Springfield-Platteview

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7.25	7.25	6.5
Planning Time:	76	76	80
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,475 Index: 5 x 3

Starting Salary: Entry Level Step: 1

Career Increments: Y Experience Allowed: all

Long.-3% after 5 yrs. on MA+36-3% every 5 yrs.

Vertical Freeze: 85-86,86-87,92-93

Rollback:

Multi-year Contract: 16-17. 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Madison Nat'l	4.40				
LTD	Madison Nat'l	.004 (thru sal)				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES: Emergency as needed

OTHER DISTRICT POLICIES

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

SPRINGFIELD PLATTEVIEW

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	33,475	34,479	35,484	36,488	37,492	37,492	38,496	39,501	40,505	41,509
	1.00	1.03	1.06	1.09	1.12	1.12	1.15	1.18	1.21	1.24
2	35,149	36,153	37,157	38,162	39,166	39,166	40,170	41,174	42,179	43,183
	1.05	1.08	1.11	1.14	1.17	1.17	1.20	1.23	1.26	1.29
3	36,823	37,827	38,831	39,835	40,840	40,840	41,844	42,848	43,852	44,857
	1.10	1.13	1.16	1.19	1.22	1.22	1.25	1.28	1.31	1.34
4	38,496	39,501	40,505	41,509	42,513	42,513	43,518	44,522	45,526	46,530
	1.15	1.18	1.21	1.24	1.27	1.27	1.30	1.33	1.36	1.39
5	40,170	41,174	42,179	43,183	44,187	44,187	45,191	46,196	47,200	48,204
	1.20	1.23	1.26	1.29	1.32	1.32	1.35	1.38	1.41	1.44
6		42,848	43,852	44,857	45,861	45,861	46,865	47,869	48,874	49,878
		1.28	1.31	1.34	1.37	1.37	1.40	1.43	1.46	1.49
7		44,522	45,526	46,530	47,535	47,535	48,539	49,543	50,547	51,552
		1.33	1.36	1.39	1.42	1.42	1.45	1.48	1.51	1.54
8			47,200	48,204	49,208	49,208	50,213	51,217	52,221	53,225
			1.41	1.44	1.47	1.47	1.50	1.53	1.56	1.59
9			48,874	49,878	50,882	50,882	51,886	52,891	53,895	54,899
			1.46	1.49	1.52	1.52	1.55	1.58	1.61	1.64
10				51,552	52,556	52,556	53,560	54,564	55,569	56,573
				1.54	1.57	1.57	1.60	1.63	1.66	1.69
11					54,230	54,230	55,234	56,238	57,242	58,247
					1.62	1.62	1.65	1.68	1.71	1.74
12					55,903	55,903	56,908	57,912	58,916	59,920
					1.67	1.67	1.70	1.73	1.76	1.79
13					57,577	57,577	58,581	59,586	60,590	61,594
					1.72	1.72	1.75	1.78	1.81	1.84
14							60,255	61,259	62,264	63,268
							1.80	1.83	1.86	1.89
15								62,933	63,937	64,942
								1.88	1.91	1.94
20										65,946
										1.97
25										66,950
										2.00
30										67,954
										2.03
35										68,959
										2.06
40										69,963
										2.09
45										70,967
										2.12

06-07 teachers new to district since 8/1/02 will have 2 yrs exp deducted on placement

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

1/18/2017

St. Edward

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

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

SALARY SCHEDULE

Base: 32,700 Index: 4 x 4.5
Starting Salary: Entry Level Step: 1(D)
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l		.0062 (+B)			
NON-PARTICIPANT						

Couple - Benefits
29.18 or 48.32
Sp. or Dep. Dental

COMMENTS:

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE:
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12,10	35	yes		
Other Info:	12 first yr, 10 other yrs				
PERSONAL	2			yes	2 sick lv = 1 add'l
BEREAVEMENT	from sick lv				
PROFESSIONAL	supt. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES: Paternity Leave - 30 consec. Days

ST. EDWARD						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+18
1	32,700	34,172	35,643	37,115	38,586	40,058
	1.00	1.045	1.09	1.135	1.18	1.225
2	34,008	35,480	36,951	38,423	39,894	41,366
	1.04	1.085	1.13	1.175	1.22	1.265
3	35,316	36,788	38,259	39,731	41,202	42,674
	1.08	1.125	1.17	1.215	1.26	1.305
4	36,624	38,096	39,567	41,039	42,510	43,982
	1.12	1.165	1.21	1.255	1.3	1.345
5	37,932	39,404	40,875	42,347	43,818	45,290
	1.16	1.205	1.25	1.295	1.34	1.385
6	39,240	40,712	42,183	43,655	45,126	46,598
	1.2	1.245	1.29	1.335	1.38	1.425
7	40,548	42,020	43,491	44,963	46,434	47,906
	1.24	1.285	1.33	1.375	1.42	1.465
8		43,328	44,799	46,271	47,742	49,214
		1.325	1.37	1.415	1.46	1.505
9			46,107	47,579	49,050	50,522
			1.41	1.455	1.5	1.545
10				48,887	50,358	51,830
				1.495	1.54	1.585
11					51,666	53,138
					1.58	1.625
12						54,446
						1.665

1/18/2017

St. Paul

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184

FTE Teachers:

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

SALARY SCHEDULE

Base: 34,200

Index: 4 x 5

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 5(D)

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	3	52.33	52.33	52.33	52.33
PPO:	Vision $35/mo					
LIFE						
LTD	Principal	.0042				
NON-PARTICIPANT						

Couple - Benefits 57.57 or 95.26 Sp. or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	15 first yr				
PERSONAL	2			yes	accum to 5
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	2			yes	
ADOPTION	10				addt'l. w/appr.
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency-5 days

ST. PAUL							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,200	35,910	37,620	39,330	41,040	42,750	44,460
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	35,568	37,278	38,988	40,698	42,408	44,118	45,828
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	36,936	38,646	40,356	42,066	43,776	45,486	47,196
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	38,304	40,014	41,724	43,434	45,144	46,854	48,564
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	39,672	41,382	43,092	44,802	46,512	48,222	49,932
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	41,040	42,750	44,460	46,170	47,880	49,590	51,300
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		44,118	45,828	47,538	49,248	50,958	52,668
		1.29	1.34	1.39	1.44	1.49	1.54
8			47,196	48,906	50,616	52,326	54,036
			1.38	1.43	1.48	1.53	1.58
9			48,564	50,274	51,984	53,694	55,404
			1.42	1.47	1.52	1.57	1.62
10				51,642	53,352	55,062	56,772
				1.51	1.56	1.61	1.66
11				53,010	54,720	56,430	58,140
				1.55	1.60	1.65	1.70
12					56,088	57,798	59,508
					1.64	1.69	1.74
13					57,456	59,166	60,876
					1.68	1.73	1.78
14						60,534	62,244
						1.77	1.82

1/18/2017

Stanton

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,400 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 96-97
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	310.13
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	1/2 ind. prem. 600D
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE	Madison Nat'l	2.55			Deductible Reimbursement: Y		250/500
LTD							
NON-PARTICIPANT	$310.13 (1/2 600D in						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

STANTON							
					BA+36	BA+54	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,400	36,120	37,840	39,560	41,280	43,000	44,720
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	35,776	37,496	39,216	40,936	42,656	44,376	46,096
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	37,152	38,872	40,592	42,312	44,032	45,752	47,472
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	38,528	40,248	41,968	43,688	45,408	47,128	48,848
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	39,904	41,624	43,344	45,064	46,784	48,504	50,224
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6		43,000	44,720	46,440	48,160	49,880	51,600
		1.25	1.30	1.35	1.40	1.45	1.50
7			46,096	47,816	49,536	51,256	52,976
			1.34	1.39	1.44	1.49	1.54
8				49,192	50,912	52,632	54,352
				1.43	1.48	1.53	1.58
9				50,568	52,288	54,008	55,728
				1.47	1.52	1.57	1.62
10					53,664	55,384	57,104
					1.56	1.61	1.66
11					55,040	56,760	58,480
					1.60	1.65	1.70
12					56,416	58,136	59,856
					1.64	1.69	1.74
13					57,792	59,512	61,232
					1.68	1.73	1.78

1/18/2017

Stapleton

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 182

FTE Teachers:

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

SALARY SCHEDULE

Base: 32,800
Index: 4 x 5
Starting Salary:
Entry Level Step: 0
Career Increments: N
Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1500D/3500D	495.05	915.56	1039.60	1395.93
DENTAL	BC/BS	5	26.07	48.24	54.77	73.55
PPO:						
LIFE	National Ins		1.70			
LTD	School Ins.		.0051			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STAPLETON								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	32,800	34,440	36,080	37,720	39,360	39,360	41,000	42,640
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	34,112	35,752	37,392	39,032	40,672	40,672	42,312	43,952
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	35,424	37,064	38,704	40,344	41,984	41,984	43,624	45,264
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	36,736	38,376	40,016	41,656	43,296	43,296	44,936	46,576
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	38,048	39,688	41,328	42,968	44,608	44,608	46,248	47,888
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	39,360	41,000	42,640	44,280	45,920	45,920	47,560	49,200
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	40,672	42,312	43,952	45,592	47,232	47,232	48,872	50,512
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		43,624	45,264	46,904	48,544	48,544	50,184	51,824
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			46,576	48,216	49,856	49,856	51,496	53,136
			1.42	1.47	1.52	1.52	1.57	1.62
10				49,528	51,168	51,168	52,808	54,448
				1.51	1.56	1.56	1.61	1.66
11					52,480	52,480	54,120	55,760
					1.60	1.60	1.65	1.70
12					53,792	53,792	55,432	57,072
					1.64	1.64	1.69	1.74

1/18/2017

Sterling

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,850 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	166.67
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	TSA
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		300/600
LTD	Principal		.003 (thru sal)				
NON-PARTICIPANT	$166.67 TSA						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

STERLING						
					BA+36	
	BA	BA+9	BA+18	BA+27	MA	MA+9
Step						
0	33,850	35,204	36,558	37,912	39,266	40,620
	1.00	1.04	1.08	1.12	1.16	1.20
1	35,204	36,558	37,912	39,266	40,620	41,974
	1.04	1.08	1.12	1.16	1.20	1.24
2	36,558	37,912	39,266	40,620	41,974	43,328
	1.08	1.12	1.16	1.20	1.24	1.28
3	37,912	39,266	40,620	41,974	43,328	44,682
	1.12	1.16	1.20	1.24	1.28	1.32
4	39,266	40,620	41,974	43,328	44,682	46,036
	1.16	1.20	1.24	1.28	1.32	1.36
5	40,620	41,974	43,328	44,682	46,036	47,390
	1.20	1.24	1.28	1.32	1.36	1.40
6	41,974	43,328	44,682	46,036	47,390	48,744
	1.24	1.28	1.32	1.36	1.40	1.44
7	43,328	44,682	46,036	47,390	48,744	50,098
	1.28	1.32	1.36	1.40	1.44	1.48
8	44,682	46,036	47,390	48,744	50,098	51,452
	1.32	1.36	1.40	1.44	1.48	1.52
9		47,390	48,744	50,098	51,452	52,806
		1.40	1.44	1.48	1.52	1.56
10			50,098	51,452	52,806	54,160
			1.48	1.52	1.56	1.60
11				52,806	54,160	55,514
				1.56	1.60	1.64
12					55,514	56,868
					1.64	1.68

1/18/2017

Stuart

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 33,221

Index: 4.25 x 4.25

Starting Salary:

Entry Level Step: 0

Career Increments: N

Experience Allowed: 5

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	1	24.64	24.64	24.64	24.64
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

27.09 or 44.85

Sp. or Dep. Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	45	yes		
Other Info:					
PERSONAL	5			yes	
BEREAVEMENT	4				
PROFESSIONAL	4			yes	$200 reimb. For 1st 2 days
ADOPTION	60				FMLA
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

STUART							
					BA+36	BA+45	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	33,221	34,633	36,045	37,457	38,869	40,280	41,692
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255
1	34,633	36,045	37,457	38,869	40,280	41,692	43,104
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	36,045	37,457	38,869	40,280	41,692	43,104	44,516
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
3	37,457	38,869	40,280	41,692	43,104	44,516	45,928
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
4	38,869	40,280	41,692	43,104	44,516	45,928	47,340
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
5	40,280	41,692	43,104	44,516	45,928	47,340	48,752
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
6	41,692	43,104	44,516	45,928	47,340	48,752	50,164
	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
7	43,104	44,516	45,928	47,340	48,752	50,164	51,576
	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
8	44,516	45,928	47,340	48,752	50,164	51,576	52,987
	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
9		47,340	48,752	50,164	51,576	52,987	54,399
		1.425	1.4675	1.51	1.5525	1.595	1.6375
10			50,164	51,576	52,987	54,399	55,811
			1.51	1.5525	1.595	1.6375	1.68
11				52,987	54,399	55,811	57,223
				1.595	1.6375	1.68	1.7225
12					55,811	57,223	58,635
					1.68	1.7225	1.765

1/18/2017

Sumner-Eddyville-Miller

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,350 Index: 4 x 4
Starting Salary: 33,350 Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Fort Dearborn		3.55				
LTD	Madison Nat'l		.0066 (thru sal)				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 650

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.75
Contribution: full

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES: Emergency

SUMNER-EDDYVILLE-MILLER

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

1/18/2017

Superior

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7	7	7
Planning Time:	97	97	100
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,000 Index: 4 x 5
Starting Salary: 34,000 Entry Level Step: 1
Career Increments: Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55

Couple - Benefits 29.18 Spouse Dental

PPO: COMMENTS:
LIFE Deductible Reimbursement:
LTD Principal .0070 (+Bthru sal)
NON-PARTICIPANT

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: FTE

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

SUPERIOR									
					MA				
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
Step									
1	34,000	35,700	37,400	39,100	40,800	42,500	44,200	45,900	47,600
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,360	37,060	38,760	40,460	42,160	43,860	45,560	47,260	48,960
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,720	38,420	40,120	41,820	43,520	45,220	46,920	48,620	50,320
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,080	39,780	41,480	43,180	44,880	46,580	48,280	49,980	51,680
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,440	41,140	42,840	44,540	46,240	47,940	49,640	51,340	53,040
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	40,800	42,500	44,200	45,900	47,600	49,300	51,000	52,700	54,400
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		43,860	45,560	47,260	48,960	50,660	52,360	54,060	55,760
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		45,220	46,920	48,620	50,320	52,020	53,720	55,420	57,120
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			48,280	49,980	51,680	53,380	55,080	56,780	58,480
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				51,340	53,040	54,740	56,440	58,140	59,840
				1.51	1.56	1.61	1.66	1.71	1.76
11				52,700	54,400	56,100	57,800	59,500	61,200
				1.55	1.60	1.65	1.70	1.75	1.80
12					55,760	57,460	59,160	60,860	62,560
					1.64	1.69	1.74	1.79	1.84
13					57,120	58,820	60,520	62,220	63,920
					1.68	1.73	1.78	1.83	1.88
14					58,480	60,180	61,880	63,580	65,280
					1.72	1.77	1.82	1.87	1.92
15						61,540	63,240	64,940	66,640
						1.81	1.86	1.91	1.96

1/18/2017

Sutherland

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184

FTE Teachers:

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

SALARY SCHEDULE

Base: 30,700
Index: 5 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all

Vertical Freeze: 89-90
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	4	47.65	88.16	100.08	134.41
PPO:						
LIFE						
LTD						
NON-PARTICIPANT	1/2 elig. plan if spous					

Couple - Benefits

COMMENTS: $555.60 (less ded) if take ind-elig dep

Deductible Reimbursement: Y 450/900

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1

Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:	Incentive:	Under 6 days from 1 to 5 times sub. rate			
PERSONAL	3			no	Unused days paid at sub. rate
BEREAVEMENT	5				w/approval
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Maternity, Jury

SUTHERLAND								
					BA+36	BA+45		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	30,700	31,928	33,156	34,384	35,612	36,840	38,068	39,296
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	32,235	34,077	35,612	37,454	38,989	40,217	41,752	43,287
	1.05	1.11	1.16	1.22	1.27	1.31	1.36	1.41
3	33,770	36,226	38,068	40,524	42,366	43,594	45,436	47,278
	1.10	1.18	1.24	1.32	1.38	1.42	1.48	1.54
4	35,305	38,375	40,524	43,594	45,743	46,971	49,120	51,289
	1.15	1.25	1.32	1.42	1.49	1.53	1.60	1.67
5	36,840	40,524	42,980	46,664	49,120	50,348	52,804	55,260
	1.20	1.32	1.40	1.52	1.60	1.64	1.72	1.80
6	38,375	42,673	45,436	49,734	52,497	53,725	56,488	59,251
	1.25	1.39	1.48	1.62	1.71	1.75	1.84	1.93

1/18/2017

Sutton

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	6.83	6.83	6.67
Planning Time:	80	80	85
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,375
Starting Salary: 34,375
Career Increments: N

Index: 4 x 5
Entry Level Step: 1(D)
Experience Allowed: (D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	5	24.64	24.64	24.64	24.64
PPO:						
LIFE						
LTD	Principal		.0040 (thru sal)			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 84.89 or 122.45 Sp. or Dep. Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:	EOY Incent:over 50 days acc. pd $25 per/day				
PERSONAL	3			yes	"long-term pers lv" policy
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	Admin. Approval
ADOPTION	see sick lv.				
ASSOCIATION	see prof lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

SUTTON								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+36
1	34,375	36,094	37,813	39,531	41,250	42,969	44,688	46,406
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	35,750	37,469	39,188	40,906	42,625	44,344	46,063	47,781
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,125	38,844	40,563	42,281	44,000	45,719	47,438	49,156
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	38,500	40,219	41,938	43,656	45,375	47,094	48,813	50,531
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,875	41,594	43,313	45,031	46,750	48,469	50,188	51,906
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	41,250	42,969	44,688	46,406	48,125	49,844	51,563	53,281
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		44,344	46,063	47,781	49,500	51,219	52,938	54,656
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		45,719	47,438	49,156	50,875	52,594	54,313	56,031
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			48,813	50,531	52,250	53,969	55,688	57,406
			1.42	1.47	1.52	1.57	1.62	1.67
10			50,188	51,906	53,625	55,344	57,063	58,781
			1.46	1.51	1.56	1.61	1.66	1.71
11				53,281	55,000	56,719	58,438	60,156
				1.55	1.60	1.65	1.70	1.75
12					56,375	58,094	59,813	61,531
					1.64	1.69	1.74	1.79
13						59,469	61,188	62,906
						1.73	1.78	1.83
14							62,563	64,281
							1.82	1.87
15								65,656
								1.91

1/18/2017

Syracuse-Dunbar-Avoca

2016-2017
1.1

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:	6.8	6.8	6.5
Planning Time:	72	72	90
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,950 Index: 5 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)
'87-'88 eliminate BA+36/grandfathered
Vertical Freeze: 88-89
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 583.33
HEALTH	BC/BS	900D/2000D	474.97	474.97	474.97	474.97	Ind 2000 + Stipend
DENTAL	BC/BS	5	52.14	52.14	52.14	52.14	

PPO: + remainder of flat salary stipend $COMMENTS:
LIFE Principal 4.95 Deductible Reimbursement:
LTD Principal .0043 (thru sal)
NON-PARTICIPANT $583.33 CIL Stipend

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y
OTHER LEAVES: Emergency

SYRACUSE-DUNBAR-AVOCA

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	DOC
1	34,950	36,698	38,445	40,193	41,940	43,688	45,435	47,183	48,930	52,425
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	36,698	38,445	40,193	41,940	43,688	45,435	47,183	48,930	50,678	54,173
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.55
3	38,445	40,193	41,940	43,688	45,435	47,183	48,930	50,678	52,425	55,920
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60
4	40,193	41,940	43,688	45,435	47,183	48,930	50,678	52,425	54,173	57,668
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65
5	41,940	43,688	45,435	47,183	48,930	50,678	52,425	54,173	55,920	59,415
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
6	43,688	45,435	47,183	48,930	50,678	52,425	54,173	55,920	57,668	61,163
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75
7	45,435	47,183	48,930	50,678	52,425	54,173	55,920	57,668	59,415	62,910
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80
8	47,183	48,930	50,678	52,425	54,173	55,920	57,668	59,415	61,163	64,658
	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85
9		50,678	52,425	54,173	55,920	57,668	59,415	61,163	62,910	66,405
		1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90
10			54,173	55,920	57,668	59,415	61,163	62,910	64,658	68,153
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95
11				57,668	59,415	61,163	62,910	64,658	66,405	69,900
				1.65	1.70	1.75	1.80	1.85	1.90	2.00
12					61,163	62,910	64,658	66,405	68,153	71,648
					1.75	1.80	1.85	1.90	1.95	2.05
13						64,658	66,405	68,153	69,900	73,395
						1.85	1.90	1.95	2.00	2.10
14							68,153	69,900	71,648	75,143
							1.95	2.00	2.05	2.15
15								71,648	73,395	76,890
								2.05	2.10	2.20

13-14: Index of 1.45 or more recv $7000/yr flat base stipend; Less than 1.45 SS index recv single 1650D ins/Dental plus diff btwn premium and flat salary stipend

1/18/2017

Tekamah-Herman

2016-2017
1.1

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: 32,950 Index: 5 x 5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: 10

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

Vertical Freeze: 88-89

Rollback:

Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 26.55
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	Ind. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

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

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	5,10	45	yes		
Other Info:	Incent:$25/day above 40; depend. use-7 days				
PERSONAL	2			yes	accum to 3
BEREAVEMENT	5				
PROFESSIONAL	unl.				
ADOPTION	unl.				
ASSOCIATION	unl.				

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

TEKAMAH-HERMAN

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
1	32,950	34,598	36,245	37,563	38,881	39,540	41,188
	1.00	1.05	1.10	1.14	1.18	1.20	1.25
2	34,598	36,245	37,893	39,211	40,529	41,188	42,835
	1.05	1.10	1.15	1.19	1.23	1.25	1.30
3	36,245	37,893	39,540	40,858	42,176	42,835	44,483
	1.10	1.15	1.20	1.24	1.28	1.30	1.35
4	37,893	39,540	41,188	42,506	43,824	44,483	46,130
	1.15	1.20	1.25	1.29	1.33	1.35	1.40
5	39,540	41,188	42,835	44,153	45,471	46,130	47,778
	1.20	1.25	1.30	1.34	1.38	1.40	1.45
6	41,188	42,835	44,483	45,801	47,119	47,778	49,425
	1.25	1.30	1.35	1.39	1.43	1.45	1.50
7	41,517	44,153	45,801	47,119	48,437	49,096	50,743
	1.26	1.34	1.39	1.43	1.47	1.49	1.54
8		44,483	47,119	48,437	49,755	50,414	52,061
		1.35	1.43	1.47	1.51	1.53	1.58
9		44,812	47,448	49,755	51,073	51,732	53,379
		1.36	1.44	1.51	1.55	1.57	1.62
10		45,142	47,778	50,084	52,391	53,050	54,697
		1.37	1.45	1.52	1.59	1.61	1.66
11		45,471	48,107	50,414	53,709	54,368	56,015
		1.38	1.46	1.53	1.63	1.65	1.70
12		45,801	48,437	50,743	55,027	55,686	57,333
		1.39	1.47	1.54	1.67	1.69	1.74
13			48,766	51,073	55,356	56,674	58,322
			1.48	1.55	1.68	1.72	1.77
14				51,402	55,686	57,333	58,981
				1.56	1.69	1.74	1.79
15					56,015	57,992	59,640
					1.70	1.76	1.81
16					56,345	58,651	60,299
					1.71	1.78	1.83
17					56,674	59,310	60,958
					1.72	1.80	1.85

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
18					57,004	59,640	61,287
					1.73	1.81	1.86
19					57,333	59,969	61,617
					1.74	1.82	1.87
20					57,663	60,299	61,946
					1.75	1.83	1.88
21					57,992	60,628	62,276
					1.76	1.84	1.89
22					58,322	60,958	62,605
					1.77	1.85	1.90
23					58,651	61,287	62,935
					1.78	1.86	1.91
24					58,981	61,617	63,264
					1.79	1.87	1.92
25					59,310	61,946	63,594
					1.80	1.88	1.93
26					59,640	62,276	63,923
					1.81	1.89	1.94
27						62,605	64,253
						1.90	1.95
28						62,935	64,582
						1.91	1.96
29						63,264	64,912
						1.92	1.97
30						63,594	65,241
						1.93	1.98
31						63,923	65,571
						1.94	1.99
32						64,253	65,900
						1.95	2.00
33						64,582	66,230
						1.96	2.01
34						64,912	66,559
						1.97	2.02
35						65,241	66,889
						1.98	2.03
36						65,571	67,218
						1.99	2.04
37						65,900	67,548
						2.00	2.05
38						66,230	67,877
						2.01	2.06
39						66,559	68,207
						2.02	2.07
40						66,889	68,536
						2.03	2.08
41						67,218	68,866
						2.04	2.09

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

1/18/2017

Thayer Central

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 33,500
Starting Salary: 33,500
Career Increments: N

Index: 4.5 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**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BCBS	900D/3500D	534.80	989.40	1123.08	1508.02	52.43 or 86.76 Sp. or Dep. Dental
DENTAL	BC/BS	4	47.65	47.65	47.65	47.65	
PPO:							
LIFE							
LTD	Principal		.0041				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES: coaches leave-state tourney

OTHER DISTRICT POLICIES

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

THAYER CENTRAL

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,500	34,840	36,180	37,520	38,860	38,860	40,200	41,540	42,880
	1.00	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28
2	35,008	36,348	37,688	39,028	40,368	40,368	41,708	43,048	44,388
	1.045	1.085	1.125	1.165	1.205	1.205	1.245	1.285	1.325
3	36,515	37,855	39,195	40,535	41,875	41,875	43,215	44,555	45,895
	1.09	1.13	1.17	1.21	1.25	1.25	1.29	1.33	1.37
4	38,023	39,363	40,703	42,043	43,383	43,383	44,723	46,063	47,403
	1.135	1.175	1.215	1.255	1.295	1.295	1.335	1.375	1.415
5	39,530	40,870	42,210	43,550	44,890	44,890	46,230	47,570	48,910
	1.18	1.22	1.26	1.3	1.34	1.34	1.38	1.42	1.46
6	41,038	42,378	43,718	45,058	46,398	46,398	47,738	49,078	50,418
	1.225	1.265	1.305	1.345	1.385	1.385	1.425	1.465	1.505
7	42,545	43,885	45,225	46,565	47,905	47,905	49,245	50,585	51,925
	1.27	1.31	1.35	1.39	1.43	1.43	1.47	1.51	1.55
8		45,393	46,733	48,073	49,413	49,413	50,753	52,093	53,433
		1.355	1.395	1.435	1.475	1.475	1.515	1.555	1.595
9			48,240	49,580	50,920	50,920	52,260	53,600	54,940
			1.44	1.48	1.52	1.52	1.56	1.6	1.64
10				51,088	52,428	52,428	53,768	55,108	56,448
				1.525	1.565	1.565	1.605	1.645	1.685
11				52,595	53,935	53,935	55,275	56,615	57,955
				1.57	1.61	1.61	1.65	1.69	1.73
12					55,443	55,443	56,783	58,123	59,463
					1.655	1.655	1.695	1.735	1.775
13					56,950	56,950	58,290	59,630	60,970
					1.7	1.7	1.74	1.78	1.82
14					58,458	58,458	59,798	61,138	62,478
					1.745	1.745	1.785	1.825	1.865
15					59,245	59,245	60,585	62,645	63,985
					1.7685	1.7685	1.8085	1.87	1.91
16						60,032	61,372	63,432	64,772
						1.792	1.832	1.8935	1.9335
17						60,819	62,159	64,220	65,560
						1.8155	1.8555	1.917	1.957
18								65,007	66,347
								1.9405	1.9805

1/18/2017

Thedford

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184

FTE Teachers:

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

SALARY SCHEDULE

Base: 33,005
Index: 4 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 10

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	29.18 or 48.32 Sp or Dep. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		450/900
LTD	Madison Nat'l		.00247(thru sal)				
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	35	yes		
Other Info:					
PERSONAL	3			yes	
BEREAVEMENT	5				w/appr.
PROFESSIONAL	2			yes	
ADOPTION	20				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

THEDFORD							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,005	34,655	36,306	37,956	39,606	41,256	42,907
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	34,325	35,975	37,626	39,276	40,926	42,576	44,227
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	35,645	37,296	38,946	40,596	42,246	43,897	45,547
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	36,966	38,616	40,266	41,916	43,567	45,217	46,867
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	38,286	39,936	41,586	43,237	44,887	46,537	48,187
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	39,606	41,256	42,907	44,557	46,207	47,857	49,508
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	40,926	42,576	44,227	45,877	47,527	49,177	50,828
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		43,897	45,547	47,197	48,847	50,498	52,148
		1.33	1.38	1.43	1.48	1.53	1.58
9			46,867	48,517	50,168	51,818	53,468
			1.42	1.47	1.52	1.57	1.62
10				49,838	51,488	53,138	54,788
				1.51	1.56	1.61	1.66
11					52,808	54,458	56,109
					1.60	1.65	1.70
12					54,128	55,778	57,429
					1.64	1.69	1.74
13						57,099	58,749
						1.73	1.78
14							60,069
							1.82

1/18/2017

Tri County

2016-2017
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	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,275 Index: 4 x 4
Starting Salary: 34,275 Entry Level Step: 1
Career Increments: Y Experience Allowed: all

Vertical Freeze: 86-87
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	29.18 or 48.32
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	Sp. or Dep. Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Fortis		.0058 (thru sal)				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 350/700

Cafeteria Plan

Individ. Depend.

Options: H/A deductible

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1
Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	$25 up to 10 days				
PERSONAL	2			1-yes,1-no	$55/day for unused
BEREAVEMENT	5 immed fam				2 others
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

TRI COUNTY								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,275	35,646	37,017	38,388	39,759	41,130	42,501	43,872
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,646	37,017	38,388	39,759	41,130	42,501	43,872	45,243
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,017	38,388	39,759	41,130	42,501	43,872	45,243	46,614
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,388	39,759	41,130	42,501	43,872	45,243	46,614	47,985
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,759	41,130	42,501	43,872	45,243	46,614	47,985	49,356
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,130	42,501	43,872	45,243	46,614	47,985	49,356	50,727
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	42,501	43,872	45,243	46,614	47,985	49,356	50,727	52,098
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		45,243	46,614	47,985	49,356	50,727	52,098	53,469
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			47,985	49,356	50,727	52,098	53,469	54,840
			1.40	1.44	1.48	1.52	1.56	1.60
10				50,727	52,098	53,469	54,840	56,211
				1.48	1.52	1.56	1.60	1.64
11					53,469	54,840	56,211	57,582
					1.56	1.60	1.64	1.68
12					54,840	56,211	57,582	58,953
					1.60	1.64	1.68	1.72
13					56,211	57,582	58,953	60,324
					1.64	1.68	1.72	1.76
14						58,953	60,324	61,695
						1.72	1.76	1.80
15							61,695	63,066
							1.80	1.84
16								64,437
								1.88

1/18/2017

Twin River

2016-2017
1.1

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	7.25
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,300
Index: 4 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:						
LIFE	Madison Nat'l	5.25				
LTD						
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

TWIN RIVER									
					BA+36	BA+54			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,300	36,015	37,730	39,445	41,160	42,875	44,590	46,305	48,020
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,672	37,387	39,102	40,817	42,532	44,247	45,962	47,677	49,392
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,044	38,759	40,474	42,189	43,904	45,619	47,334	49,049	50,764
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,416	40,131	41,846	43,561	45,276	46,991	48,706	50,421	52,136
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,788	41,503	43,218	44,933	46,648	48,363	50,078	51,793	53,508
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	41,160	42,875	44,590	46,305	48,020	49,735	51,450	53,165	54,880
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	42,532	44,247	45,962	47,677	49,392	51,107	52,822	54,537	56,252
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		45,619	47,334	49,049	50,764	52,479	54,194	55,909	57,624
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			48,706	50,421	52,136	53,851	55,566	57,281	58,996
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			50,078	51,793	53,508	55,223	56,938	58,653	60,368
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				53,165	54,880	56,595	58,310	60,025	61,740
				1.55	1.60	1.65	1.70	1.75	1.80
12					56,252	57,967	59,682	61,397	63,112
					1.64	1.69	1.74	1.79	1.84
13					57,624	59,339	61,054	62,769	64,484
					1.68	1.73	1.78	1.83	1.88
14						60,711	62,426	64,141	65,856
						1.77	1.82	1.87	1.92
15						62,083	63,798	65,513	67,228
						1.81	1.86	1.91	1.96
16							65,170	66,885	68,600
							1.90	1.95	2.00

1/18/2017

Umonhon Nation

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 37,200 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 98-99
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	4	47.65	88.16	100.08	134.41
PPO:						
LIFE						
LTD	Madison Nat'l					
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	20	60	yes		
Other Info:	$50/day over 60 days				
PERSONAL	PTO			yes	
BEREAVEMENT	As needed				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES: Court, Military

OMAHA NATION (MACY)

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	37,200	38,688	40,176	41,664	43,152	44,640	46,128	47,616
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	38,688	40,176	41,664	43,152	44,640	46,128	47,616	49,104
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	40,176	41,664	43,152	44,640	46,128	47,616	49,104	50,592
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	41,664	43,152	44,640	46,128	47,616	49,104	50,592	52,080
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	43,152	44,640	46,128	47,616	49,104	50,592	52,080	53,568
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	44,640	46,128	47,616	49,104	50,592	52,080	53,568	55,056
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	46,128	47,616	49,104	50,592	52,080	53,568	55,056	56,544
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		49,104	50,592	52,080	53,568	55,056	56,544	58,032
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		50,592	52,080	53,568	55,056	56,544	58,032	59,520
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10		52,080	53,568	55,056	56,544	58,032	59,520	61,008
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
11		53,568	55,056	56,544	58,032	59,520	61,008	62,496
		1.44	1.48	1.52	1.56	1.60	1.64	1.68
12			56,544	58,032	59,520	61,008	62,496	63,984
			1.52	1.56	1.60	1.64	1.68	1.72
13			58,032	59,520	61,008	62,496	63,984	65,472
			1.56	1.60	1.64	1.68	1.72	1.76
14				61,008	62,496	63,984	65,472	66,960
				1.64	1.68	1.72	1.76	1.80

1/18/2017

Valentine Community

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.4	7	7
Planning Time:	47	45	50
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base: 33,600
Starting Salary: 33,600
Career Increments: N

Index: 4.5 x 4.5
Entry Level Step: 1(D)
Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	150D/3500D	516.76	956.05	1085.21	1457.17
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Madison Nat'l		.0028 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits 26.55 or 48.32 Ind or Dep Dental

COMMENTS:

Deductible Reimbursement: N

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.8

Contribution: FTE

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	50	yes		
Other Info:	$25/day of prof growth in summer				
PERSONAL	5			yes	
BEREAVEMENT	from sick/pers				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

VALENTINE COMMUNITY

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	33,600	35,112	36,624	38,136	39,648	41,160	42,672	44,184
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	35,112	36,624	38,136	39,648	41,160	42,672	44,184	45,696
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	36,624	38,136	39,648	41,160	42,672	44,184	45,696	47,208
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
4	38,136	39,648	41,160	42,672	44,184	45,696	47,208	48,720
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
5	39,648	41,160	42,672	44,184	45,696	47,208	48,720	50,232
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
6	41,160	42,672	44,184	45,696	47,208	48,720	50,232	51,744
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
7	42,672	44,184	45,696	47,208	48,720	50,232	51,744	53,256
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
8		45,696	47,208	48,720	50,232	51,744	53,256	54,768
		1.36	1.405	1.45	1.495	1.54	1.585	1.63
9			48,720	50,232	51,744	53,256	54,768	56,280
			1.45	1.495	1.54	1.585	1.63	1.675
10				51,744	53,256	54,768	56,280	57,792
				1.54	1.585	1.63	1.675	1.72
11					54,768	56,280	57,792	59,304
					1.63	1.675	1.72	1.765
12						57,792	59,304	60,816
						1.72	1.765	1.81
13						59,304	60,816	62,328
						1.765	1.81	1.855
14							62,328	63,840
							1.855	1.9
15								65,352
								1.945

1/18/2017

Wahoo

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,500
Index: 4 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all
Vertical Freeze: 11-12
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39	Cash or 2 sgl + $75
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:	*spouse-$75/mo if both take Ind		COMMENTS:				
LIFE	Madison Life	2.05			Deductible Reimbursement:		
LTD							
NON-PARTICIPANT	$501.52						

Cafeteria Plan

Individ. Depend.

Options: H/A,TSA,Cash

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

W A H O O								
					B A + 36			
	B A	B A + 9	B A + 18	B A + 27	M A	M A + 9	M A + 18	M A + 27
Step								
1	33,500	35,175	36,850	38,525	40,200	41,875	43,550	45,225
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	34,840	36,515	38,190	39,865	41,540	43,215	44,890	46,565
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	36,180	37,855	39,530	41,205	42,880	44,555	46,230	47,905
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	37,520	39,195	40,870	42,545	44,220	45,895	47,570	49,245
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	38,860	40,535	42,210	43,885	45,560	47,235	48,910	50,585
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		41,875	43,550	45,225	46,900	48,575	50,250	51,925
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		43,215	44,890	46,565	48,240	49,915	51,590	53,265
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			46,230	47,905	49,580	51,255	52,930	54,605
			1.38	1.43	1.48	1.53	1.58	1.63
9			47,570	49,245	50,920	52,595	54,270	55,945
			1.42	1.47	1.52	1.57	1.62	1.67
10				50,585	52,260	53,935	55,610	57,285
				1.51	1.56	1.61	1.66	1.71
11				51,925	53,600	55,275	56,950	58,625
				1.55	1.60	1.65	1.70	1.75
12					54,940	56,615	58,290	59,965
					1.64	1.69	1.74	1.79
13					56,280	57,955	59,630	61,305
					1.68	1.73	1.78	1.83
14						59,295	60,970	62,645
						1.77	1.82	1.87
15							62,310	63,985
							1.86	1.91
16								65,325
								1.95

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

1/18/2017

Wakefield

2016-2017
1.1

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

SALARY SCHEDULE

Base: 34,325
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all

Vertical Freeze:
Rollback: 87-88
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	433.33
HEALTH	BC/BS	900D/3500D	562.95	1041.47	1182.19	1587.39	Cash
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Madison Nat'l		12.25				
LTD							
NON-PARTICIPANT	$433.33 Cash						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

WAKEFIELD								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+12	MA+24	MA+36
1	34,325	35,698	37,071	38,444	39,817	41,190	42,563	43,936
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,698	37,071	38,444	39,817	41,190	42,563	43,936	45,309
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,071	38,444	39,817	41,190	42,563	43,936	45,309	46,682
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,444	39,817	41,190	42,563	43,936	45,309	46,682	48,055
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,817	41,190	42,563	43,936	45,309	46,682	48,055	49,428
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,190	42,563	43,936	45,309	46,682	48,055	49,428	50,801
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	42,563	43,936	45,309	46,682	48,055	49,428	50,801	52,174
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	43,936	45,309	46,682	48,055	49,428	50,801	52,174	53,547
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		46,682	48,055	49,428	50,801	52,174	53,547	54,920
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			49,428	50,801	52,174	53,547	54,920	56,293
			1.44	1.48	1.52	1.56	1.60	1.64
11				52,174	53,547	54,920	56,293	57,666
				1.52	1.56	1.60	1.64	1.68
12				53,547	54,920	56,293	57,666	59,039
				1.56	1.60	1.64	1.68	1.72
13					56,293	57,666	59,039	60,412
					1.64	1.68	1.72	1.76
14						59,039	60,412	61,785
						1.72	1.76	1.80

1/18/2017

Wallace 65R

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 183 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,300 Index: 4 x 4
Starting Salary: 35,964 Entry Level Step: 3
Career Increments: Y Experience Allowed: 5
New hires step 3, remain for 3 years
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D/3500D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Ft. Dearborn		.0054			
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32

COMMENTS:

Deductible Reimbursement: N

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: full

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

WALLACE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,300	34,632	35,964	37,296	38,628	39,960	41,292	42,624	43,956
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	34,632	35,964	37,296	38,628	39,960	41,292	42,624	43,956	45,288
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	35,964	37,296	38,628	39,960	41,292	42,624	43,956	45,288	46,620
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	37,296	38,628	39,960	41,292	42,624	43,956	45,288	46,620	47,952
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	38,628	39,960	41,292	42,624	43,956	45,288	46,620	47,952	49,284
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	39,960	41,292	42,624	43,956	45,288	46,620	47,952	49,284	50,616
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		42,624	43,956	45,288	46,620	47,952	49,284	50,616	51,948
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			45,288	46,620	47,952	49,284	50,616	51,948	53,280
			1.36	1.40	1.44	1.48	1.52	1.56	1.60
9				47,952	49,284	50,616	51,948	53,280	54,612
				1.44	1.48	1.52	1.56	1.60	1.64
10				49,284	50,616	51,948	53,280	54,612	55,944
				1.48	1.52	1.56	1.60	1.64	1.68
11					51,948	53,280	54,612	55,944	57,276
					1.56	1.60	1.64	1.68	1.72
12						54,612	55,944	57,276	58,608
						1.64	1.68	1.72	1.76

1/18/2017

Walthill

2016-2017
1.1

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	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 38,357 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all
BA+36 grandfathered 92-93
Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	593.71	1098.39	1246.80	1674.14
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87

PPO: Tiered payment sched 1-7 yrs COMMENTS:
LIFE
LTD
NON-PARTICIPANT

Couple - Benefits
Deductible Reimbursement: N

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

PART-TIME BENEFITS
Minimum FTE:
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES: Hospital - 5 days when confined

WALTHILL							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	38,357	39,891	41,426	42,960	44,494	46,028	47,563
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	39,891	41,426	42,960	44,494	46,028	47,563	49,097
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	41,426	42,960	44,494	46,028	47,563	49,097	50,631
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	42,960	44,494	46,028	47,563	49,097	50,631	52,166
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	44,494	46,028	47,563	49,097	50,631	52,166	53,700
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		47,563	49,097	50,631	52,166	53,700	55,234
		1.24	1.28	1.32	1.36	1.40	1.44
7		49,097	50,631	52,166	53,700	55,234	56,768
		1.28	1.32	1.36	1.40	1.44	1.48
8			52,166	53,700	55,234	56,768	58,303
			1.36	1.40	1.44	1.48	1.52
9			53,700	55,234	56,768	58,303	59,837
			1.40	1.44	1.48	1.52	1.56
10				56,768	58,303	59,837	61,371
				1.48	1.52	1.56	1.60
11					59,837	61,371	62,905
					1.56	1.60	1.64
12						62,905	64,440
						1.64	1.68

1/18/2017

Wauneta-Palisade

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,100
Index: 4 x 5
Starting Salary:
Entry Level Step: (D)
Career Increments: N
Experience Allowed: 10(D)

Vertical Freeze: 86-87
Rollback: 86-87 Last Step
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	29.18 or 48.32 Sp or Dep Dental
HEALTH	BC/BS	600D/3500D	564.02	1043.47	1184.46	1590.43	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Guardian		15.00				
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.25
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

W A U N E T A - P A L I S A D E						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	33,100	34,755	36,410	38,065	39,720	41,375
	1.00	1.05	1.10	1.15	1.20	1.25
2	34,424	36,079	37,734	39,389	41,044	42,699
	1.04	1.09	1.14	1.19	1.24	1.29
3	35,748	37,403	39,058	40,713	42,368	44,023
	1.08	1.13	1.18	1.23	1.28	1.33
4	37,072	38,727	40,382	42,037	43,692	45,347
	1.12	1.17	1.22	1.27	1.32	1.37
5	38,396	40,051	41,706	43,361	45,016	46,671
	1.16	1.21	1.26	1.31	1.36	1.41
6	39,720	41,375	43,030	44,685	46,340	47,995
	1.20	1.25	1.30	1.35	1.40	1.45
7		42,699	44,354	46,009	47,664	49,319
		1.29	1.34	1.39	1.44	1.49
8			45,678	47,333	48,988	50,643
			1.38	1.43	1.48	1.53
9			47,002	48,657	50,312	51,967
			1.42	1.47	1.52	1.57
10				49,981	51,636	53,291
				1.51	1.56	1.61
11				51,305	52,960	54,615
				1.55	1.60	1.65
12					54,284	55,939
					1.64	1.69
13						57,263
						1.73

1/18/2017

Wausa

2016-2017
1.1

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	7.5
Planning Time:	52	52	35
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,300 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 86-87, 87-88, 98-99
Rollback: 86-87 Last Step
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1150D	516.76	956.05	1085.21	1457.17
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Mut. of Omaha	.0043				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement: N

Couple - Benefits
29.18 or 48.32
Sp. or Dep. Dental

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

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

W A U S A							
					M A		
Step	B A	B A + 9	B A + 18	B A + 27	B A + 36	M A + 9	M A + 18
1	33,300	34,632	35,964	37,296	38,628	39,960	41,292
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,632	35,964	37,296	38,628	39,960	41,292	42,624
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	35,964	37,296	38,628	39,960	41,292	42,624	43,956
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,296	38,628	39,960	41,292	42,624	43,956	45,288
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,628	39,960	41,292	42,624	43,956	45,288	46,620
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	39,960	41,292	42,624	43,956	45,288	46,620	47,952
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	41,292	42,624	43,956	45,288	46,620	47,952	49,284
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		43,956	45,288	46,620	47,952	49,284	50,616
		1.32	1.36	1.40	1.44	1.48	1.52
9			46,620	47,952	49,284	50,616	51,948
			1.40	1.44	1.48	1.52	1.56
10				49,284	50,616	51,948	53,280
				1.48	1.52	1.56	1.60
11					51,948	53,280	54,612
					1.56	1.60	1.64
12					53,280	54,612	55,944
					1.60	1.64	1.68
13						55,944	57,276
						1.68	1.72

1/18/2017

Waverly

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.5	6.5	6.5
Planning Time:	96	84	30
Class Periods/Day:	7	8	
Normal Teaching Load:	5	6	

SALARY SCHEDULE

Base: 34,145 Index: 5 x 4
Starting Salary: 34,145 Entry Level Step: 1
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

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE	Madison Nat'l	2.40				
LTD	Madison Nat'l	.003				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp. or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	60	yes		
Other Info:	Sev.-upon term. after 10 yrs $20/unused days				
PERSONAL	3			yes	sub pay/day unused in summer
BEREAVEMENT	3+2 from sick lv.				
PROFESSIONAL	admin. disc.			yes	
ADOPTION	) + 10 from sick l				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

WAVERLY									
					BA+36				
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,145	35,511	36,877	38,242	39,608	40,974	42,340	43,706	45,071
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,852	37,218	38,584	39,950	41,315	42,681	44,047	45,413	46,779
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	37,560	38,925	40,291	41,657	43,023	44,389	45,754	47,120	48,486
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	39,267	40,633	41,998	43,364	44,730	46,096	47,462	48,827	50,193
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5		42,340	43,706	45,071	46,437	47,803	49,169	50,535	51,900
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		44,047	45,413	46,779	48,144	49,510	50,876	52,242	53,608
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			47,120	48,486	49,852	51,218	52,583	53,949	55,315
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				50,193	51,559	52,925	54,291	55,656	57,022
				1.47	1.51	1.55	1.59	1.63	1.67
9					53,266	54,632	55,998	57,364	58,729
					1.56	1.60	1.64	1.68	1.72
10					54,973	56,339	57,705	59,071	60,437
					1.61	1.65	1.69	1.73	1.77
11					56,681	58,047	59,412	60,778	62,144
					1.66	1.70	1.74	1.78	1.82
12								62,485	63,851
								1.83	1.87
13									65,558
									1.92

1/18/2017

Wayne

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	48	48	48
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base: 34,050
Index: 4 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 7(D)
Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	aetna	750D	565.56	1600.45	1600.45	1600.45	Cash
DENTAL	Ameritas						
PPO:							
LIFE	Mutual of Omaha	9.75					
LTD							
NON-PARTICIPANT	490.71 Cash						

COMMENTS: *.5-.74 full indiv only/>.74 ind or dep

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.75

Contribution: full*

LEAVES

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

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WAYNE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	34,050	35,753	37,455	39,158	40,860	42,563	44,265	45,968	47,670	49,373
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
2	35,412	37,115	38,817	40,520	42,222	43,925	45,627	47,330	49,032	50,735
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49
3	36,774	38,477	40,179	41,882	43,584	45,287	46,989	48,692	50,394	52,097
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53
4	38,136	39,839	41,541	43,244	44,946	46,649	48,351	50,054	51,756	53,459
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57
5	39,498	41,201	42,903	44,606	46,308	48,011	49,713	51,416	53,118	54,821
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61
6	40,860	42,563	44,265	45,968	47,670	49,373	51,075	52,778	54,480	56,183
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
7	42,222	43,925	45,627	47,330	49,032	50,735	52,437	54,140	55,842	57,545
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
8	43,584	45,287	46,989	48,692	50,394	52,097	53,799	55,502	57,204	58,907
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
9		46,649	48,351	50,054	51,756	53,459	55,161	56,864	58,566	60,269
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
10			49,713	51,416	53,118	54,821	56,523	58,226	59,928	61,631
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
11				52,778	54,480	56,183	57,885	59,588	61,290	62,993
				1.55	1.60	1.65	1.70	1.75	1.80	1.85
12					55,842	57,545	59,247	60,950	62,652	64,355
					1.64	1.69	1.74	1.79	1.84	1.89
13					57,204	58,907	60,609	62,312	64,014	65,717
					1.68	1.73	1.78	1.83	1.88	1.93
14							61,971	63,674	65,376	67,079
							1.82	1.87	1.92	1.97
15								65,036	66,738	68,441
								1.91	1.96	2.01
16									68,100	69,803
									2.00	2.05
17										71,165
										2.09

1/18/2017

Weeping Water

2016-2017
1.1

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:	45	45	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,100 Index: 4 x 4
Starting Salary: 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:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

Couple - Benefits 468.88

16.5% base pay

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: 50% depend

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	Unused over 45 pd. $45/day EOY, $25/day at retirement				
PERSONAL	from sick lv				
BEREAVEMENT	from sick lv				
PROFESSIONAL					
ADOPTION	FMLA				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Yes

OTHER LEAVES:

WEEPING WATER

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	34,100	35,464	36,828	38,192	39,556	40,920	42,284	43,648
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,464	36,828	38,192	39,556	40,920	42,284	43,648	45,012
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,828	38,192	39,556	40,920	42,284	43,648	45,012	46,376
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,192	39,556	40,920	42,284	43,648	45,012	46,376	47,740
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,556	40,920	42,284	43,648	45,012	46,376	47,740	49,104
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	40,920	42,284	43,648	45,012	46,376	47,740	49,104	50,468
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	42,284	43,648	45,012	46,376	47,740	49,104	50,468	51,832
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		45,012	46,376	47,740	49,104	50,468	51,832	53,196
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			47,740	49,104	50,468	51,832	53,196	54,560
			1.40	1.44	1.48	1.52	1.56	1.60
10				50,468	51,832	53,196	54,560	55,924
				1.48	1.52	1.56	1.60	1.64
11				51,832	53,196	54,560	55,924	57,288
				1.52	1.56	1.60	1.64	1.68
12					54,560	55,924	57,288	58,652
					1.60	1.64	1.68	1.72
13					55,924	57,288	58,652	60,016
					1.64	1.68	1.72	1.76
14						58,652	60,016	61,380
						1.72	1.76	1.80
15								62,744
								1.84

1/18/2017

West Boyd

2016-2017
1.1

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:	7.5	7.5	7.5
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,500 Index: 4 x 4.25
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 1
Contribution:

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** N

OTHER LEAVES:

W E S T B O Y D U N I F I E D						
					B A + 3 6	
S t e p	B A	B A + 9	B A + 1 8	B A + 2 7	M A	M A + 9
1	3 3 , 5 0 0	3 4 , 9 2 4	3 6 , 3 4 8	3 7 , 7 7 1	3 9 , 1 9 5	4 0 , 6 1 9
	1 . 0 0	1 . 0 4 2 5	1 . 0 8 5	1 . 1 2 7 5	1 . 1 7	1 . 2 1 2 5
2	3 4 , 8 4 0	3 6 , 2 6 4	3 7 , 6 8 8	3 9 , 1 1 1	4 0 , 5 3 5	4 1 , 9 5 9
	1 . 0 4	1 . 0 8 2 5	1 . 1 2 5	1 . 1 6 7 5	1 . 2 1	1 . 2 5 2 5
3	3 6 , 1 8 0	3 7 , 6 0 4	3 9 , 0 2 8	4 0 , 4 5 1	4 1 , 8 7 5	4 3 , 2 9 9
	1 . 0 8	1 . 1 2 2 5	1 . 1 6 5	1 . 2 0 7 5	1 . 2 5	1 . 2 9 2 5
4	3 7 , 5 2 0	3 8 , 9 4 4	4 0 , 3 6 8	4 1 , 7 9 1	4 3 , 2 1 5	4 4 , 6 3 9
	1 . 1 2	1 . 1 6 2 5	1 . 2 0 5	1 . 2 4 7 5	1 . 2 9	1 . 3 3 2 5
5	3 8 , 8 6 0	4 0 , 2 8 4	4 1 , 7 0 8	4 3 , 1 3 1	4 4 , 5 5 5	4 5 , 9 7 9
	1 . 1 6	1 . 2 0 2 5	1 . 2 4 5	1 . 2 8 7 5	1 . 3 3	1 . 3 7 2 5
6	4 0 , 2 0 0	4 1 , 6 2 4	4 3 , 0 4 8	4 4 , 4 7 1	4 5 , 8 9 5	4 7 , 3 1 9
	1 . 2	1 . 2 4 2 5	1 . 2 8 5	1 . 3 2 7 5	1 . 3 7	1 . 4 1 2 5
7	4 1 , 5 4 0	4 2 , 9 6 4	4 4 , 3 8 8	4 5 , 8 1 1	4 7 , 2 3 5	4 8 , 6 5 9
	1 . 2 4	1 . 2 8 2 5	1 . 3 2 5	1 . 3 6 7 5	1 . 4 1	1 . 4 5 2 5
8	4 2 , 8 8 0	4 4 , 3 0 4	4 5 , 7 2 8	4 7 , 1 5 1	4 8 , 5 7 5	4 9 , 9 9 9
	1 . 2 8	1 . 3 2 2 5	1 . 3 6 5	1 . 4 0 7 5	1 . 4 5	1 . 4 9 2 5
9		4 5 , 6 4 4	4 7 , 0 6 8	4 8 , 4 9 1	4 9 , 9 1 5	5 1 , 3 3 9
		1 . 3 6 2 5	1 . 4 0 5	1 . 4 4 7 5	1 . 4 9	1 . 5 3 2 5
1 0			4 8 , 4 0 8	4 9 , 8 3 1	5 1 , 2 5 5	5 2 , 6 7 9
			1 . 4 4 5	1 . 4 8 7 5	1 . 5 3	1 . 5 7 2 5
1 1			4 9 , 7 4 8	5 1 , 1 7 1	5 2 , 5 9 5	5 4 , 0 1 9
			1 . 4 8 5	1 . 5 2 7 5	1 . 5 7	1 . 6 1 2 5
1 2				5 2 , 5 1 1	5 3 , 9 3 5	5 5 , 3 5 9
				1 . 5 6 7 5	1 . 6 1	1 . 6 5 2 5
1 3				5 3 , 8 5 1	5 5 , 2 7 5	5 6 , 6 9 9
				1 . 6 0 7 5	1 . 6 5	1 . 6 9 2 5

1/18/2017

West Holt

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 184

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	49	49	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,600

Index: 4.25 x 4.25

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	26.55
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	Single Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO:

COMMENTS:

LIFE

Deductible Reimbursement:

LTD Principal .0047

NON-PARTICIPANT

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:					
PERSONAL	2				accum to 3
BEREAVEMENT	1				
PROFESSIONAL	2				
ADOPTION	FMLA				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

WEST HOLT SCHOOLS								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,600	35,028	36,456	37,884	39,312	40,740	42,168	43,596
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	35,028	36,456	37,884	39,312	40,740	42,168	43,596	45,024
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
3	36,456	37,884	39,312	40,740	42,168	43,596	45,024	46,452
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
4	37,884	39,312	40,740	42,168	43,596	45,024	46,452	47,880
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
5	39,312	40,740	42,168	43,596	45,024	46,452	47,880	49,308
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
6	40,740	42,168	43,596	45,024	46,452	47,880	49,308	50,736
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
7	42,168	43,596	45,024	46,452	47,880	49,308	50,736	52,164
	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
8	43,596	45,024	46,452	47,880	49,308	50,736	52,164	53,592
	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
9		46,452	47,880	49,308	50,736	52,164	53,592	55,020
		1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375
10			49,308	50,736	52,164	53,592	55,020	56,448
			1.4675	1.51	1.5525	1.595	1.6375	1.68
11			50,736	52,164	53,592	55,020	56,448	57,876
			1.51	1.5525	1.595	1.6375	1.68	1.7225
12				53,592	55,020	56,448	57,876	59,304
				1.595	1.6375	1.68	1.7225	1.765
13					56,448	57,876	59,304	60,732
					1.68	1.7225	1.765	1.8075
14						59,304	60,732	62,160
						1.765	1.8075	1.85
15							62,160	63,588
							1.85	1.8925
16								65,016
								1.935

1/18/2017

West Point

2016-2017
3.1

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:	6.75	6.75	6.5
Planning Time:	49	49	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

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

Vertical Freeze:
Rollback:
Multi-year Contract: 15-16, 16-17

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	Two Ind Policies*
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE	Madison Ntl.		2.85				
LTD	Madison Ntl.		.0053 (+Bthru sal)				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: N

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WEST POINT									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,400	35,070	36,740	38,410	40,080	41,750	43,420	45,090	46,760
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	34,736	36,406	38,076	39,746	41,416	43,086	44,756	46,426	48,096
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,072	37,742	39,412	41,082	42,752	44,422	46,092	47,762	49,432
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	37,408	39,078	40,748	42,418	44,088	45,758	47,428	49,098	50,768
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	38,744	40,414	42,084	43,754	45,424	47,094	48,764	50,434	52,104
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	40,080	41,750	43,420	45,090	46,760	48,430	50,100	51,770	53,440
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		43,086	44,756	46,426	48,096	49,766	51,436	53,106	54,776
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		44,422	46,092	47,762	49,432	51,102	52,772	54,442	56,112
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			47,428	49,098	50,768	52,438	54,108	55,778	57,448
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			48,764	50,434	52,104	53,774	55,444	57,114	58,784
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				51,770	53,440	55,110	56,780	58,450	60,120
				1.55	1.60	1.65	1.70	1.75	1.80
12				53,106	54,776	56,446	58,116	59,786	61,456
				1.59	1.64	1.69	1.74	1.79	1.84
13					56,112	57,782	59,452	61,122	62,792
					1.68	1.73	1.78	1.83	1.88
14					57,448	59,118	60,788	62,458	64,128
					1.72	1.77	1.82	1.87	1.92
15					58,784	60,454	62,124	63,794	65,464
					1.76	1.81	1.86	1.91	1.96

1/18/2017

Westside

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 191.5 FTE Teachers:

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

SALARY SCHEDULE

Base: 36,500 Index: 0 x 0
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	United	950D					Sp or Dep Dental
DENTAL	United	2					

PPO: must be in dist 3 yrs for full dep H/.COMMENTS: must be in dist 3 yrs for full dep H/A
LIFE Madison Nat'l Deductible Reimbursement:
LTD Madison Nat'l (thru sal)
NON-PARTICIPANT

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12		Y-5		
Other Info:	Probationary recv 12, Perm recv unl				
PERSONAL	1			yes	max accum to 4
BEREAVEMENT	5				Upon approval
PROFESSIONAL	unl.			yes	
ADOPTION	10				w/appr.
ASSOCIATION					

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

OTHER DISTRICT POLICIES

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

1/18/2017

Wheeler Central

2016-2017
1.1

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:	52	52	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 31,550 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:						
LIFE	Horace Mann	2.25				
LTD						
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: N

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WHEELER CENTRAL							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
1	31,550	32,970	34,390	35,809	37,229	38,649	40,069
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	32,970	34,390	35,809	37,229	38,649	40,069	41,488
	1.045	1.09	1.135	1.18	1.225	1.27	1.315
3	34,390	35,809	37,229	38,649	40,069	41,488	42,908
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	35,809	37,229	38,649	40,069	41,488	42,908	44,328
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	37,229	38,649	40,069	41,488	42,908	44,328	45,748
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6		40,069	41,488	42,908	44,328	45,748	47,167
		1.27	1.315	1.36	1.405	1.45	1.495
7		41,488	42,908	44,328	45,748	47,167	48,587
		1.315	1.36	1.405	1.45	1.495	1.54
8			44,328	45,748	47,167	48,587	50,007
			1.405	1.45	1.495	1.54	1.585
9			45,748	47,167	48,587	50,007	51,427
			1.45	1.495	1.54	1.585	1.63
10				48,587	50,007	51,427	52,846
				1.54	1.585	1.63	1.675
11				50,007	51,427	52,846	54,266
				1.585	1.63	1.675	1.72
12					52,846	54,266	55,686
					1.675	1.72	1.765
13					54,266	55,686	57,106
					1.72	1.765	1.81
14						57,106	58,525
						1.81	1.855

1/18/2017

Wilber-Clatonia

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	7.17
Planning Time:	50	50	
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,825 Index: 4 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	91.68 or 110.82 Dep. Dental + caf
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	

PPO: married - fam dent & $62.50/mo in COMMENTS:
LIFE Deductible Reimbursement: N
LTD Nat'l Insurance .0026 (+Bthru sal)
NON-PARTICIPANT

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	use <10, reimbursed $10/day for up to 10 days				
PERSONAL	2			yes	unused reimb at 75% of sub rat
BEREAVEMENT	2				3 add'l from sick lv.
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** N

OTHER LEAVES:

WILBER-CLATONIA									
					BA+36				
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,825	36,392	37,959	39,526	41,094	42,661	44,228	45,795	47,362
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	36,218	37,785	39,352	40,919	42,487	44,054	45,621	47,188	48,755
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4
3	37,611	39,178	40,745	42,312	43,880	45,447	47,014	48,581	50,148
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44
4	39,004	40,571	42,138	43,705	45,273	46,840	48,407	49,974	51,541
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48
5	40,397	41,964	43,531	45,098	46,666	48,233	49,800	51,367	52,934
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52
6	41,790	43,357	44,924	46,491	48,059	49,626	51,193	52,760	54,327
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56
7		44,750	46,317	47,884	49,452	51,019	52,586	54,153	55,720
		1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6
8			47,710	49,277	50,845	52,412	53,979	55,546	57,113
			1.37	1.415	1.46	1.505	1.55	1.595	1.64
9			49,103	50,670	52,238	53,805	55,372	56,939	58,506
			1.41	1.455	1.5	1.545	1.59	1.635	1.68
10				52,063	53,631	55,198	56,765	58,332	59,899
				1.495	1.54	1.585	1.63	1.675	1.72
11					55,024	56,591	58,158	59,725	61,292
					1.58	1.625	1.67	1.715	1.76
12					56,417	57,984	59,551	61,118	62,685
					1.62	1.665	1.71	1.755	1.8
13					57,810	59,377	60,944	62,511	64,078
					1.66	1.705	1.75	1.795	1.84
14							62,337	63,904	65,471
							1.79	1.835	1.88
15									66,864
									1.92

1/18/2017

Wilcox-Hildreth

2016-2017
1.1

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: 33,700 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	Principal	8.00				
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:	reimb 1/2 sub pay for unused, $300 bonus-no sick days used				
PERSONAL	3			no	
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION	admin approval				
ASSOCIATION	adm approval				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES: emergency

WILCOX-HILDRETH								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,700	35,048	36,396	37,744	39,092	39,092	40,440	41,788
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	35,048	36,396	37,744	39,092	40,440	40,440	41,788	43,136
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	36,396	37,744	39,092	40,440	41,788	41,788	43,136	44,484
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	37,744	39,092	40,440	41,788	43,136	43,136	44,484	45,832
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	39,092	40,440	41,788	43,136	44,484	44,484	45,832	47,180
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	40,440	41,788	43,136	44,484	45,832	45,832	47,180	48,528
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		43,136	44,484	45,832	47,180	47,180	48,528	49,876
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8			45,832	47,180	48,528	48,528	49,876	51,224
			1.36	1.40	1.44	1.44	1.48	1.52
9				48,528	49,876	49,876	51,224	52,572
				1.44	1.48	1.48	1.52	1.56
10				49,876	51,224	51,224	52,572	53,920
				1.48	1.52	1.52	1.56	1.60
11					52,572	52,572	53,920	55,268
					1.56	1.56	1.60	1.64
12					53,920	53,920	55,268	56,616
					1.60	1.60	1.64	1.68
13					55,268	55,268	56,616	57,964
					1.64	1.64	1.68	1.72
14						56,616	57,964	59,312
						1.68	1.72	1.76
15							59,312	60,660
							1.76	1.80
16								62,008
								1.84

1/18/2017

Winnebago

2016-2017
1.1

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	7.5
Planning Time:	50	50	50
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base: 38,170 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)
MA18 Stp 14 recv $1500 on 2+ yrs on 1.76
Vertical Freeze: 00-01
Rollback:
Multi-year Contract: 16-17, 17-18

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	564.02	1043.47	1184.46	1590.43
DENTAL	BC/BS	2	26.55	49.09	55.73	74.87
PPO:			COMMENTS:			
LIFE	Madison Life		12.48			
LTD	Madison Nat'l		.0055 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits
Deductible Reimbursement: Y 600/1200

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

PART-TIME BENEFITS
Minimum FTE: 0
Contribution: fte

LEAVES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency Lv.

OTHER DISTRICT POLICIES

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

W I N N E B A G O							
					B A + 36		
S t e p	B A	B A + 9	B A + 1 8	B A + 2 7	M A	M A + 9	M A + 1 8
1	3 8 , 1 7 0	3 9 , 6 9 7	4 1 , 2 2 4	4 2 , 7 5 0	4 4 , 2 7 7	4 5 , 8 0 4	4 7 , 3 3 1
	1 . 0 0	1 . 0 4	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4
2	3 9 , 6 9 7	4 1 , 2 2 4	4 2 , 7 5 0	4 4 , 2 7 7	4 5 , 8 0 4	4 7 , 3 3 1	4 8 , 8 5 8
	1 . 0 4	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8
3	4 1 , 2 2 4	4 2 , 7 5 0	4 4 , 2 7 7	4 5 , 8 0 4	4 7 , 3 3 1	4 8 , 8 5 8	5 0 , 3 8 4
	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2
4	4 2 , 7 5 0	4 4 , 2 7 7	4 5 , 8 0 4	4 7 , 3 3 1	4 8 , 8 5 8	5 0 , 3 8 4	5 1 , 9 1 1
	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6
5	4 4 , 2 7 7	4 5 , 8 0 4	4 7 , 3 3 1	4 8 , 8 5 8	5 0 , 3 8 4	5 1 , 9 1 1	5 3 , 4 3 8
	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0
6	4 5 , 8 0 4	4 7 , 3 3 1	4 8 , 8 5 8	5 0 , 3 8 4	5 1 , 9 1 1	5 3 , 4 3 8	5 4 , 9 6 5
	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4
7	4 7 , 3 3 1	4 8 , 8 5 8	5 0 , 3 8 4	5 1 , 9 1 1	5 3 , 4 3 8	5 4 , 9 6 5	5 6 , 4 9 2
	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4	1 . 4 8
8		5 0 , 3 8 4	5 1 , 9 1 1	5 3 , 4 3 8	5 4 , 9 6 5	5 6 , 4 9 2	5 8 , 0 1 8
		1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4	1 . 4 8	1 . 5 2
9			5 3 , 4 3 8	5 4 , 9 6 5	5 6 , 4 9 2	5 8 , 0 1 8	5 9 , 5 4 5
			1 . 4 0	1 . 4 4	1 . 4 8	1 . 5 2	1 . 5 6
1 0			5 4 , 9 6 5	5 6 , 4 9 2	5 8 , 0 1 8	5 9 , 5 4 5	6 1 , 0 7 2
			1 . 4 4	1 . 4 8	1 . 5 2	1 . 5 6	1 . 6 0
1 1			5 6 , 4 9 2	5 8 , 0 1 8	5 9 , 5 4 5	6 1 , 0 7 2	6 2 , 5 9 9
			1 . 4 8	1 . 5 2	1 . 5 6	1 . 6 0	1 . 6 4
1 2					6 1 , 0 7 2	6 2 , 5 9 9	6 4 , 1 2 6
					1 . 6 0	1 . 6 4	1 . 6 8
1 3						6 4 , 1 2 6	6 5 , 6 5 2
						1 . 6 8	1 . 7 2
1 4							6 7 , 1 7 9
							1 . 7 6

1/18/2017

Winside

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.6	7.6	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,000

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 5

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:						
LIFE						
LTD	National Ins	.0029				
NON-PARTICIPANT						

Couple - Benefits 29.18 or 48.32 Sp or Dep Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	20	40	yes		
Other Info:					
PERSONAL	2			yes	accum. to 4
BEREAVEMENT	3				add'l from sick lv
PROFESSIONAL	2			yes	
ADOPTION	adm. disc.				
ASSOCIATION	adm. disc.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: 20 day emergency sick lv.

WINSIDE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	34,000	35,360	36,720	38,080	39,440	39,440	40,800	42,160	43,520
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	35,360	36,720	38,080	39,440	40,800	40,800	42,160	43,520	44,880
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32
3	36,720	38,080	39,440	40,800	42,160	42,160	43,520	44,880	46,240
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36
4	38,080	39,440	40,800	42,160	43,520	43,520	44,880	46,240	47,600
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40
5	39,440	40,800	42,160	43,520	44,880	44,880	46,240	47,600	48,960
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44
6	40,800	42,160	43,520	44,880	46,240	46,240	47,600	48,960	50,320
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
7	42,160	43,520	44,880	46,240	47,600	47,600	48,960	50,320	51,680
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52
8		44,880	46,240	47,600	48,960	48,960	50,320	51,680	53,040
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56
9			47,600	48,960	50,320	50,320	51,680	53,040	54,400
			1.40	1.44	1.48	1.48	1.52	1.56	1.60
10				50,320	51,680	51,680	53,040	54,400	55,760
				1.48	1.52	1.52	1.56	1.60	1.64
11				51,680	53,040	53,040	54,400	55,760	57,120
				1.52	1.56	1.56	1.60	1.64	1.68
12				53,040	54,400	54,400	55,760	57,120	58,480
				1.56	1.60	1.60	1.64	1.68	1.72
13				54,400	55,760	55,760	57,120	58,480	59,840
				1.60	1.64	1.64	1.68	1.72	1.76
14								59,840	61,200
								1.76	1.80
15									62,560
									1.84

1/18/2017

Wisner-Pilger

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,400
Index: 4 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	Carrier	Option H/A-Dent	Amount Paid by District: Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Couple - Benefits
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39	589.55
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	Cash

PPO: if took CIL in 06-07, will rec 604.37
COMMENTS:
LIFE Guardian 4.50
Deductible Reimbursement:
LTD National Ins. .0049
NON-PARTICIPANT $589.55 CIL, 604.37/

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info:	Severance:$25/day unused up to 45				
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	3				1 with Supt disc
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

WISNER-PILGER								
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
Step								
1	33,400	35,070	36,740	38,410	40,080	41,750	43,420	45,090
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	34,736	36,406	38,076	39,746	41,416	43,086	44,756	46,426
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	36,072	37,742	39,412	41,082	42,752	44,422	46,092	47,762
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	37,408	39,078	40,748	42,418	44,088	45,758	47,428	49,098
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	38,744	40,414	42,084	43,754	45,424	47,094	48,764	50,434
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	40,080	41,750	43,420	45,090	46,760	48,430	50,100	51,770
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		43,086	44,756	46,426	48,096	49,766	51,436	53,106
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		44,422	46,092	47,762	49,432	51,102	52,772	54,442
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			47,428	49,098	50,768	52,438	54,108	55,778
			1.42	1.47	1.52	1.57	1.62	1.67
10			48,764	50,434	52,104	53,774	55,444	57,114
			1.46	1.51	1.56	1.61	1.66	1.71
11			50,100	51,770	53,440	55,110	56,780	58,450
			1.50	1.55	1.60	1.65	1.70	1.75
12				53,106	54,776	56,446	58,116	59,786
				1.59	1.64	1.69	1.74	1.79
13				54,442	56,112	57,782	59,452	61,122
				1.63	1.68	1.73	1.78	1.83
14					57,448	59,118	60,788	62,458
					1.72	1.77	1.82	1.87
15					58,784	60,454	62,124	63,794
					1.76	1.81	1.86	1.91
16						61,790	63,460	65,130
						1.85	1.90	1.95

1/18/2017

Wood River Rural

2016-2017
1.1

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

SALARY SCHEDULE

Base: 34,400
Index: 4 x 5
Starting Salary:
Entry Level Step: 0
Career Increments: N
Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D	534.80	989.40	1123.08	1508.02	26.55 or 48.32 Ind or Dep Dental
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	Principal	.0033					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: N

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	11	60	yes		
Other Info:	leave after 5 yrs - $118/day for 30 days				
PERSONAL	3			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Yes

OTHER LEAVES:

W O O D R I V E R R U R A L							
					B A + 3 6	B A + 4 5	
S t e p	B A	B A + 9	B A + 1 8	B A + 2 7	M A	M A + 9	M A + 1 8
0	3 4 , 4 0 0	3 6 , 1 2 0	3 7 , 8 4 0	3 9 , 5 6 0	4 1 , 2 8 0	4 3 , 0 0 0	4 4 , 7 2 0
	1 . 0 0	1 . 0 5	1 . 1 0	1 . 1 5	1 . 2 0	1 . 2 5	1 . 3 0
1	3 5 , 7 7 6	3 7 , 4 9 6	3 9 , 2 1 6	4 0 , 9 3 6	4 2 , 6 5 6	4 4 , 3 7 6	4 6 , 0 9 6
	1 . 0 4	1 . 0 9	1 . 1 4	1 . 1 9	1 . 2 4	1 . 2 9	1 . 3 4
2	3 7 , 1 5 2	3 8 , 8 7 2	4 0 , 5 9 2	4 2 , 3 1 2	4 4 , 0 3 2	4 5 , 7 5 2	4 7 , 4 7 2
	1 . 0 8	1 . 1 3	1 . 1 8	1 . 2 3	1 . 2 8	1 . 3 3	1 . 3 8
3	3 8 , 5 2 8	4 0 , 2 4 8	4 1 , 9 6 8	4 3 , 6 8 8	4 5 , 4 0 8	4 7 , 1 2 8	4 8 , 8 4 8
	1 . 1 2	1 . 1 7	1 . 2 2	1 . 2 7	1 . 3 2	1 . 3 7	1 . 4 2
4	3 9 , 9 0 4	4 1 , 6 2 4	4 3 , 3 4 4	4 5 , 0 6 4	4 6 , 7 8 4	4 8 , 5 0 4	5 0 , 2 2 4
	1 . 1 6	1 . 2 1	1 . 2 6	1 . 3 1	1 . 3 6	1 . 4 1	1 . 4 6
5		4 3 , 0 0 0	4 4 , 7 2 0	4 6 , 4 4 0	4 8 , 1 6 0	4 9 , 8 8 0	5 1 , 6 0 0
		1 . 2 5	1 . 3 0	1 . 3 5	1 . 4 0	1 . 4 5	1 . 5 0
6		4 4 , 3 7 6	4 6 , 0 9 6	4 7 , 8 1 6	4 9 , 5 3 6	5 1 , 2 5 6	5 2 , 9 7 6
		1 . 2 9	1 . 3 4	1 . 3 9	1 . 4 4	1 . 4 9	1 . 5 4
7			4 7 , 4 7 2	4 9 , 1 9 2	5 0 , 9 1 2	5 2 , 6 3 2	5 4 , 3 5 2
			1 . 3 8	1 . 4 3	1 . 4 8	1 . 5 3	1 . 5 8
8			4 8 , 8 4 8	5 0 , 5 6 8	5 2 , 2 8 8	5 4 , 0 0 8	5 5 , 7 2 8
			1 . 4 2	1 . 4 7	1 . 5 2	1 . 5 7	1 . 6 2
9				5 1 , 9 4 4	5 3 , 6 6 4	5 5 , 3 8 4	5 7 , 1 0 4
				1 . 5 1	1 . 5 6	1 . 6 1	1 . 6 6
1 0				5 3 , 3 2 0	5 5 , 0 4 0	5 6 , 7 6 0	5 8 , 4 8 0
				1 . 5 5	1 . 6 0	1 . 6 5	1 . 7 0
1 1				5 4 , 6 9 6	5 6 , 4 1 6	5 8 , 1 3 6	5 9 , 8 5 6
				1 . 5 9	1 . 6 4	1 . 6 9	1 . 7 4
1 2					5 7 , 7 9 2	5 9 , 5 1 2	6 1 , 2 3 2
					1 . 6 8	1 . 7 3	1 . 7 8
1 3					5 9 , 1 6 8	6 0 , 8 8 8	6 2 , 6 0 8
					1 . 7 2	1 . 7 7	1 . 8 2
1 4						6 2 , 2 6 4	6 3 , 9 8 4
						1 . 8 1	1 . 8 6

1/18/2017

Wynot

2016-2017
3.1

WORKING CONDITIONS

Contract Days: 173 FTE Teachers:

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

SALARY SCHEDULE

Base: 33,500 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 4

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	534.80	989.40	1123.08	1508.02	
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55	
PPO:							
LIFE							
LTD	National		.0051				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

W Y N O T						
	B A	B A + 9	B A + 18	B A + 27	M A	M A + 9
S t e p						
1	33,500	34,840	36,180	37,520	38,860	40,200
	1.00	1.04	1.08	1.12	1.16	1.20
2	34,840	36,180	37,520	38,860	40,200	41,540
	1.04	1.08	1.12	1.16	1.20	1.24
3	36,180	37,520	38,860	40,200	41,540	42,880
	1.08	1.12	1.16	1.20	1.24	1.28
4	37,520	38,860	40,200	41,540	42,880	44,220
	1.12	1.16	1.20	1.24	1.28	1.32
5	38,860	40,200	41,540	42,880	44,220	45,560
	1.16	1.20	1.24	1.28	1.32	1.36
6	40,200	41,540	42,880	44,220	45,560	46,900
	1.20	1.24	1.28	1.32	1.36	1.40
7	41,540	42,880	44,220	45,560	46,900	48,240
	1.24	1.28	1.32	1.36	1.40	1.44
8	42,880	44,220	45,560	46,900	48,240	49,580
	1.28	1.32	1.36	1.40	1.44	1.48
9		45,560	46,900	48,240	49,580	50,920
		1.36	1.40	1.44	1.48	1.52
10			48,240	49,580	50,920	52,260
			1.44	1.48	1.52	1.56
11				50,920	52,260	53,600
				1.52	1.56	1.60
12					53,600	54,940
					1.60	1.64
13						56,280
						1.68

1/18/2017

York

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 187 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.25
Length of Student Day:	6.5	6.25	6.25
Planning Time:	52	45	40
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base: 33,300 Index: 5 x 4
Starting Salary: Entry Level Step: 0
Career Increments: N Experience Allowed: all
Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.
Vertical Freeze: 86-87
Rollback: 86-87 Bottom
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 29
HEALTH	Performax	900D	537	912	1025	1517	Dep Dental
DENTAL	Self-insur		26	26	26	26	

PPO: + Preventative Care $200/yr COMMENTS:
LIFE School Insur. 7.50 Deductible Reimbursement:
LTD School Insur. .0026 (thru sal)
NON-PARTICIPANT

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	Y-4		
Other Info:					
PERSONAL	3			yes	+1 sub pay
BEREAVEMENT	10				with apprv.;for family
PROFESSIONAL	6			yes	
ADOPTION	10				
ASSOCIATION	as needed				

SABBATICAL: Yes **SEVERANCE PAY:**
OTHER LEAVES: Emergency - 10 max., Jury duty

OTHER DISTRICT POLICIES

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

YORK

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27
0	33,300	34,632	35,964	37,296	37,962	38,628	38,628	39,960	41,292	42,624
	1.00	1.04	1.08	1.12	1.14	1.16	1.16	1.20	1.24	1.28
1	34,965	36,297	37,629	38,961	39,627	40,293	40,293	41,625	42,957	44,289
	1.05	1.09	1.13	1.17	1.19	1.21	1.21	1.25	1.29	1.33
2	36,630	37,962	39,294	40,626	41,292	41,958	41,958	43,290	44,622	45,954
	1.10	1.14	1.18	1.22	1.24	1.26	1.26	1.30	1.34	1.38
3	38,295	39,627	40,959	42,291	42,957	43,623	43,623	44,955	46,287	47,619
	1.15	1.19	1.23	1.27	1.29	1.31	1.31	1.35	1.39	1.43
4	39,960	41,292	42,624	43,956	44,622	45,288	45,288	46,620	47,952	49,284
	1.20	1.24	1.28	1.32	1.34	1.36	1.36	1.40	1.44	1.48
5	41,625	42,957	44,289	45,621	46,287	46,953	46,953	48,285	49,617	50,949
	1.25	1.29	1.33	1.37	1.39	1.41	1.41	1.45	1.49	1.53
6		44,622	45,954	47,286	47,952	48,618	48,618	49,950	51,282	52,614
		1.34	1.38	1.42	1.44	1.46	1.46	1.50	1.54	1.58
7			47,619	48,951	49,617	50,283	50,283	51,615	52,947	54,279
			1.43	1.47	1.49	1.51	1.51	1.55	1.59	1.63
8				50,616	51,282	51,948	51,948	53,280	54,612	55,944
				1.52	1.54	1.56	1.56	1.60	1.64	1.68
9					52,947	53,613	53,613	54,945	56,277	57,609
					1.59	1.61	1.61	1.65	1.69	1.73
10					54,612	55,278	55,278	56,610	57,942	59,274
					1.64	1.66	1.66	1.70	1.74	1.78
11						56,943	56,943	58,275	59,607	60,939
						1.71	1.71	1.75	1.79	1.83
12						58,608	58,608	59,940	61,272	62,604
						1.76	1.76	1.8	1.84	1.88
13						58,608		61,605	62,937	64,269
						1.76		1.85	1.89	1.93
14						58,608			64,602	65,934
						1.76			1.94	1.98
15						59,441				67,599
						1.785				2.03
16										67,599
										2.03
17										68,432
										2.055
18										68,432
										2.055
19										69,264
										2.08
20										69,264
										2.08
21										70,097
										2.105

Column BA+45/MA steps 14-16 are for BA+45 only; 01-02 change experience allowed from 10 to unl.

1/18/2017

Yutan

2016-2017
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 34,595
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all
Vertical Freeze: 00-01
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	562.95	1041.47	1182.19	1587.39
DENTAL	BC/BS	2	26.55	26.55	26.55	26.55
PPO:	>0.75 fte recv full ins					
LIFE						
LTD	Madison		.0065			
NON-PARTICIPANT	$125 Single/$300 Fa					

Couple - Benefits 329.18 or 348.32 Dep Dent + TSA

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte*

LEAVES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

YUTAN									
					BA+36				
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	PHD
1	34,595	35,979	37,363	38,746	40,130	41,514	42,898	44,282	47,049
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.36
2	35,979	37,363	38,746	40,130	41,514	42,898	44,282	45,665	48,433
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.40
3	37,363	38,746	40,130	41,514	42,898	44,282	45,665	47,049	49,817
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.44
4	38,746	40,130	41,514	42,898	44,282	45,665	47,049	48,433	51,201
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.48
5	40,130	41,514	42,898	44,282	45,665	47,049	48,433	49,817	52,584
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.52
6	41,514	42,898	44,282	45,665	47,049	48,433	49,817	51,201	53,968
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.56
7		44,282	45,665	47,049	48,433	49,817	51,201	52,584	55,352
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.60
8		45,665	47,049	48,433	49,817	51,201	52,584	53,968	56,736
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.64
9			48,433	49,817	51,201	52,584	53,968	55,352	58,120
			1.40	1.44	1.48	1.52	1.56	1.60	1.68
10			49,817	51,201	52,584	53,968	55,352	56,736	59,503
			1.44	1.48	1.52	1.56	1.60	1.64	1.72
11				52,584	53,968	55,352	56,736	58,120	60,887
				1.52	1.56	1.60	1.64	1.68	1.76
12				53,968	55,352	56,736	58,120	59,503	62,271
				1.56	1.60	1.64	1.68	1.72	1.80
13					56,736	58,120	59,503	60,887	63,655
					1.64	1.68	1.72	1.76	1.84
14					58,120	59,503	60,887	62,271	65,039
					1.68	1.72	1.76	1.80	1.88
15					58,812	60,195	61,579	62,963	65,731
					1.70	1.74	1.78	1.82	1.90