12/12/2017

Adams Central

2017-2018
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:	46	46	46
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,500
Starting Salary:
Career Increments: N

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

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

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	5	33.79	62.51	70.97	95.30
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				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ADAMS CENTRAL								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
Step								
0	35,500	37,098	38,695	40,293	41,890	43,488	45,085	46,683
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	37,098	38,695	40,293	41,890	43,488	45,085	46,683	48,280
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	38,695	40,293	41,890	43,488	45,085	46,683	48,280	49,878
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	40,293	41,890	43,488	45,085	46,683	48,280	49,878	51,475
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	41,890	43,488	45,085	46,683	48,280	49,878	51,475	53,073
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	43,488	45,085	46,683	48,280	49,878	51,475	53,073	54,670
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	45,085	46,683	48,280	49,878	51,475	53,073	54,670	56,268
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		48,280	49,878	51,475	53,073	54,670	56,268	57,865
		1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			51,475	53,073	54,670	56,268	57,865	59,463
			1.45	1.495	1.54	1.585	1.63	1.675
9				54,670	56,268	57,865	59,463	61,060
				1.54	1.585	1.63	1.675	1.72
10				56,268	57,865	59,463	61,060	62,658
				1.585	1.63	1.675	1.72	1.765
11					59,463	61,060	62,658	64,255
					1.675	1.72	1.765	1.81
12					61,060	62,658	64,255	65,853
					1.72	1.765	1.81	1.855
13						64,255	65,853	67,450
						1.81	1.855	1.9
14							67,450	69,047
							1.9	1.945
15								70,645
								1.99

12/12/2017

Ainsworth

2017-2018
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	7.15
Planning Time:	50	50	30
Class Periods/Day:	8	8	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 34,450 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Nat'l	.0034				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 Sp or Dep Dental

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	34,450	36,000	37,551	39,101	40,651	40,651	42,201	43,752	45,302
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315
1	36,000	37,551	39,101	40,651	42,201	42,201	43,752	45,302	46,852
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36
2	37,551	39,101	40,651	42,201	43,752	43,752	45,302	46,852	48,402
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405
3	39,101	40,651	42,201	43,752	45,302	45,302	46,852	48,402	49,953
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45
4	40,651	42,201	43,752	45,302	46,852	46,852	48,402	49,953	51,503
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495
5	42,201	43,752	45,302	46,852	48,402	48,402	49,953	51,503	53,053
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54
6		45,302	46,852	48,402	49,953	49,953	51,503	53,053	54,603
		1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585
7			48,402	49,953	51,503	51,503	53,053	54,603	56,154
			1.405	1.45	1.495	1.495	1.54	1.585	1.63
8				51,503	53,053	53,053	54,603	56,154	57,704
				1.495	1.54	1.54	1.585	1.63	1.675
9					54,603	54,603	56,154	57,704	59,254
					1.585	1.585	1.63	1.675	1.72
10					56,154	56,154	57,704	59,254	60,804
					1.63	1.63	1.675	1.72	1.765
11						57,704	59,254	60,804	62,355
						1.675	1.72	1.765	1.81
12							60,804	62,355	63,905
							1.765	1.81	1.855
13								63,905	65,455
								1.855	1.9
14									67,005
									1.945

14-15 BA36 removed, grandfathered for staff already placed there

12/12/2017

Allen

2017-2018
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: 34,250
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** 636.60
HEALTH	BC/BS	900D	607.93	1079.69	1225.58	1645.65	H/A,Cash,TSA
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: Dist pays 96% 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	34,250	35,620	36,990	38,360	39,730	41,100	42,470
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,620	36,990	38,360	39,730	41,100	42,470	43,840
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,990	38,360	39,730	41,100	42,470	43,840	45,210
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,360	39,730	41,100	42,470	43,840	45,210	46,580
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,730	41,100	42,470	43,840	45,210	46,580	47,950
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,100	42,470	43,840	45,210	46,580	47,950	49,320
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	42,470	43,840	45,210	46,580	47,950	49,320	50,690
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	43,840	45,210	46,580	47,950	49,320	50,690	52,060
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9	45,210	46,580	47,950	49,320	50,690	52,060	53,430
	1.32	1.36	1.40	1.44	1.48	1.52	1.56
10		47,950	49,320	50,690	52,060	53,430	54,800
		1.40	1.44	1.48	1.52	1.56	1.60
11			50,690	52,060	53,430	54,800	56,170
			1.48	1.52	1.56	1.60	1.64
12				53,430	54,800	56,170	57,540
				1.56	1.60	1.64	1.68
13					56,170	57,540	58,910
					1.64	1.68	1.72
14						58,910	60,280
						1.72	1.76
15							61,650
							1.80

12/12/2017

Alliance

2017-2018
1.1

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: 32,050 Index: 4.25 x 4.5
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	1150D	587.42	587.42	587.42	587.42
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Principal	3.24				
LTD	Principal	.0047				
NON-PARTICIPANT	$1514.58 Fringe Ben					

Couple - Benefits 898.49
Cafeteria

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
898.49	898.49

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	32,050	33,492	34,935	36,377	37,819	37,819	39,261	40,704	42,146	43,588
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	33,412	34,854	36,297	37,739	39,181	39,181	40,623	42,066	43,508	44,950
	1.0425	1.0875	1.1325	1.1775	1.2225	1.2225	1.2675	1.3125	1.3575	1.4025
3	34,774	36,217	37,659	39,101	40,543	40,543	41,986	43,428	44,870	46,312
	1.085	1.13	1.175	1.22	1.265	1.265	1.31	1.355	1.4	1.445
4	36,136	37,579	39,021	40,463	41,905	41,905	43,348	44,790	46,232	47,674
	1.1275	1.1725	1.2175	1.2625	1.3075	1.3075	1.3525	1.3975	1.4425	1.4875
5	37,499	38,941	40,383	41,825	43,268	43,268	44,710	46,152	47,594	49,037
	1.17	1.215	1.26	1.305	1.35	1.35	1.395	1.44	1.485	1.53
6	38,861	40,303	41,745	43,187	44,630	44,630	46,072	47,514	48,956	50,399
	1.2125	1.2575	1.3025	1.3475	1.3925	1.3925	1.4375	1.4825	1.5275	1.5725
7		41,665	43,107	44,550	45,992	45,992	47,434	48,876	50,319	51,761
		1.3	1.345	1.39	1.435	1.435	1.48	1.525	1.57	1.615
8			44,469	45,912	47,354	47,354	48,796	50,238	51,681	53,123
			1.3875	1.4325	1.4775	1.4775	1.5225	1.5675	1.6125	1.6575
9				47,274	48,716	48,716	50,158	51,601	53,043	54,485
				1.475	1.52	1.52	1.565	1.61	1.655	1.7
10					50,078	50,078	51,520	52,963	54,405	55,847
					1.5625	1.5625	1.6075	1.6525	1.6975	1.7425
11					51,440	51,440	52,883	54,325	55,767	57,209
					1.605	1.605	1.65	1.695	1.74	1.785
12							54,245	55,687	57,129	58,571
							1.6925	1.7375	1.7825	1.8275
13								57,049	58,491	59,934
								1.78	1.825	1.87
14									59,853	61,296
									1.8675	1.9125
15										62,658
										1.955

12/12/2017

Alma

2017-2018
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: 33,500 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Guardian	2.90				
LTD	Nat'l Ins	.0044				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	33,500	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	34,840	36,348	37,855	39,363	40,870	42,378	43,885	45,393
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	36,180	37,688	39,195	40,703	42,210	43,718	45,225	46,733
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	37,520	39,028	40,535	42,043	43,550	45,058	46,565	48,073
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	38,860	40,368	41,875	43,383	44,890	46,398	47,905	49,413
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6	40,200	41,708	43,215	44,723	46,230	47,738	49,245	50,753
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515
7		43,048	44,555	46,063	47,570	49,078	50,585	52,093
		1.285	1.33	1.375	1.42	1.465	1.51	1.555
8		44,388	45,895	47,403	48,910	50,418	51,925	53,433
		1.325	1.37	1.415	1.46	1.505	1.55	1.595
9			47,235	48,743	50,250	51,758	53,265	54,773
			1.41	1.455	1.5	1.545	1.59	1.635
10				50,083	51,590	53,098	54,605	56,113
				1.495	1.54	1.585	1.63	1.675
11				51,423	52,930	54,438	55,945	57,453
				1.535	1.58	1.625	1.67	1.715
12					54,270	55,778	57,285	58,793
					1.62	1.665	1.71	1.755
13						57,118	58,625	60,133
						1.705	1.75	1.795
14						58,458	59,965	61,473
						1.745	1.79	1.835
15							61,305	62,813
							1.83	1.875
16							62,645	64,153
							1.87	1.915
17								65,493
								1.955
18								66,833
								1.995

12/12/2017

Amherst

2017-2018
1.1

WORKING CONDITIONS

Contract Days: 182 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.4	7.4	7.4
Planning Time:	47	47	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,200 Index: 4 x 4.5
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	400
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

AMHERST

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	MA+18
1	34,200	35,739	37,278	38,817	40,356	41,895	43,434
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	35,568	37,107	38,646	40,185	41,724	43,263	44,802
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	36,936	38,475	40,014	41,553	43,092	44,631	46,170
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	38,304	39,843	41,382	42,921	44,460	45,999	47,538
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	39,672	41,211	42,750	44,289	45,828	47,367	48,906
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	41,040	42,579	44,118	45,657	47,196	48,735	50,274
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7		43,947	45,486	47,025	48,564	50,103	51,642
		1.285	1.33	1.375	1.42	1.465	1.51
8			46,854	48,393	49,932	51,471	53,010
			1.37	1.415	1.46	1.505	1.55
9				49,761	51,300	52,839	54,378
				1.455	1.5	1.545	1.59
10				51,129	52,668	54,207	55,746
				1.495	1.54	1.585	1.63
11					54,036	55,575	57,114
					1.58	1.625	1.67
12					55,404	56,943	58,482
					1.62	1.665	1.71
13						58,311	59,850
						1.705	1.75
14							61,218
							1.79

15-16: BA 45 removed from schedule/grandfathered

12/12/2017

Anselmo-Merna

2017-2018
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: 33,200

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	28.67
HEALTH	BC/BS	1500D	534.60	989.04	1122.67	1507.47	Ind. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	33,200	34,528	35,856	37,184	38,512	39,840
	1.00	1.04	1.08	1.12	1.16	1.20
2	34,528	35,856	37,184	38,512	39,840	41,168
	1.04	1.08	1.12	1.16	1.20	1.24
3	35,856	37,184	38,512	39,840	41,168	42,496
	1.08	1.12	1.16	1.20	1.24	1.28
4	37,184	38,512	39,840	41,168	42,496	43,824
	1.12	1.16	1.20	1.24	1.28	1.32
5	38,512	39,840	41,168	42,496	43,824	45,152
	1.16	1.20	1.24	1.28	1.32	1.36
6	39,840	41,168	42,496	43,824	45,152	46,480
	1.20	1.24	1.28	1.32	1.36	1.40
7		42,496	43,824	45,152	46,480	47,808
		1.28	1.32	1.36	1.40	1.44
8		43,824	45,152	46,480	47,808	49,136
		1.32	1.36	1.40	1.44	1.48
9			46,480	47,808	49,136	50,464
			1.40	1.44	1.48	1.52
10			47,808	49,136	50,464	51,792
			1.44	1.48	1.52	1.56
11				50,464	51,792	53,120
				1.52	1.56	1.60
12				51,792	53,120	54,448
				1.56	1.60	1.64
13					54,448	55,776
					1.64	1.68
14					55,776	57,104
					1.68	1.72

12/12/2017

Ansley

2017-2018
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: 33,400 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1000D/3500D	567.72	1050.28	1192.20	1600.83
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

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
1	33,400	34,068	34,402	35,070	35,738	36,072	36,740	37,408	37,742	38,410	39,078	39,412	40,080	40,748	41,082
	1.00	1.02	1.03	1.05	1.07	1.08	1.1	1.12	1.13	1.15	1.17	1.18	1.2	1.22	1.23
2	34,736	35,404	35,738	36,406	37,074	37,408	38,076	38,744	39,078	39,746	40,414	40,748	41,416	42,084	42,418
	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
3	36,072	36,740	37,074	37,742	38,410	38,744	39,412	40,080	40,414	41,082	41,750	42,084	42,752	43,420	43,754
	1.08	1.1	1.11	1.13	1.15	1.16	1.18	1.2	1.21	1.23	1.25	1.26	1.28	1.3	1.31
4	37,408	38,076	38,410	39,078	39,746	40,080	40,748	41,416	41,750	42,418	43,086	43,420	44,088	44,756	45,090
	1.12	1.14	1.15	1.17	1.19	1.2	1.22	1.24	1.25	1.27	1.29	1.3	1.32	1.34	1.35
5	38,744	39,412	39,746	40,414	41,082	41,416	42,084	42,752	43,086	43,754	44,422	44,756	45,424	46,092	46,426
	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
6	40,080	40,748	41,082	41,750	42,418	42,752	43,420	44,088	44,422	45,090	45,758	46,092	46,760	47,428	47,762
	1.2	1.22	1.23	1.25	1.27	1.28	1.3	1.32	1.33	1.35	1.37	1.38	1.4	1.42	1.43
7	41,416	42,084	42,418	43,086	43,754	44,088	44,756	45,424	45,758	46,426	47,094	47,428	48,096	48,764	49,098
	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
8	42,752	43,420	43,754	44,422	45,090	45,424	46,092	46,760	47,094	47,762	48,430	48,764	49,432	50,100	50,434
	1.28	1.3	1.31	1.33	1.35	1.36	1.38	1.4	1.41	1.43	1.45	1.46	1.48	1.5	1.51
9				45,758	46,426	46,760	47,428	48,096	48,430	49,098	49,766	50,100	50,768	51,436	51,770
				1.37	1.39	1.4	1.42	1.44	1.45	1.47	1.49	1.5	1.52	1.54	1.55
10							48,764	49,432	49,766	50,434	51,102	51,436	52,104	52,772	53,106
							1.46	1.48	1.49	1.51	1.53	1.54	1.56	1.58	1.59
11										51,770	52,438	52,772	53,440	54,108	54,442
										1.55	1.57	1.58	1.6	1.62	1.63
12													54,776	55,444	55,778
													1.64	1.66	1.67
13													56,112	56,780	57,114
													1.68	1.7	1.71
14															

12/12/2017

Arapahoe

2017-2018
1.1

WORKING CONDITIONS

Contract Days: 183

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	51	51	25
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,650
Starting Salary:
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	577.53	1068.45	1212.82	1628.51	31.51 or 52.18 Sp or Dep Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

ARAPAHOE

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18
0	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
1	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
2	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
3	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
4	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
5	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
6		43,072	44,418	45,764	47,110	48,456	49,802
		1.28	1.32	1.36	1.40	1.44	1.48
7		44,418	45,764	47,110	48,456	49,802	51,148
		1.32	1.36	1.40	1.44	1.48	1.52
8			47,110	48,456	49,802	51,148	52,494
			1.40	1.44	1.48	1.52	1.56
9				49,802	51,148	52,494	53,840
				1.48	1.52	1.56	1.60
10				51,148	52,494	53,840	55,186
				1.52	1.56	1.60	1.64
11					53,840	55,186	56,532
					1.60	1.64	1.68
12					55,186	56,532	57,878
					1.64	1.68	1.72
13					56,532	57,878	59,224
					1.68	1.72	1.76
14					57,878	59,224	60,570
					1.72	1.76	1.80
15						60,570	61,916
						1.80	1.84
16							63,262
							1.88

12/12/2017

Arcadia

2017-2018
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:	7.75	7.75	7.75
Planning Time:	52	52	52
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,800 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 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	31.51 or 52.18 Sp or Dep Dental
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE	Horace Mann	0.96					
LTD	Principal Life	.0016					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 600/1200

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	32,800	34,440	36,080	37,720	39,360	41,000
	1.00	1.05	1.10	1.15	1.20	1.25
2	34,112	35,752	37,392	39,032	40,672	42,312
	1.04	1.09	1.14	1.19	1.24	1.29
3	35,424	37,064	38,704	40,344	41,984	43,624
	1.08	1.13	1.18	1.23	1.28	1.33
4	36,736	38,376	40,016	41,656	43,296	44,936
	1.12	1.17	1.22	1.27	1.32	1.37
5	38,048	39,688	41,328	42,968	44,608	46,248
	1.16	1.21	1.26	1.31	1.36	1.41
6	39,360	41,000	42,640	44,280	45,920	47,560
	1.20	1.25	1.30	1.35	1.40	1.45
7	40,672	42,312	43,952	45,592	47,232	48,872
	1.24	1.29	1.34	1.39	1.44	1.49
8		43,624	45,264	46,904	48,544	50,184
		1.33	1.38	1.43	1.48	1.53
9			46,576	48,216	49,856	51,496
			1.42	1.47	1.52	1.57
10			47,888	49,528	51,168	52,808
			1.46	1.51	1.56	1.61
11				50,840	52,480	54,120
				1.55	1.60	1.65
12					53,792	55,432
					1.64	1.69
13						56,744
						1.73

12/12/2017

Arlington

2017-2018
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: 36,325
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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	607.93	1012.21	1021.32	1199.95
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Principal	2.06				
LTD	Principal	.0029				
NON-PARTICIPANT	$208.33 Cash					

Couple - Benefits 286.84 or 566.45 Full Sp or Dep

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

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	36,325	38,141	39,958	41,774	43,590	45,406	47,223	49,039
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	37,778	39,594	41,411	43,227	45,043	46,859	48,676	50,492
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	39,231	41,047	42,864	44,680	46,496	48,312	50,129	51,945
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	40,684	42,500	44,317	46,133	47,949	49,765	51,582	53,398
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	42,137	43,953	45,770	47,586	49,402	51,218	53,035	54,851
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	43,590	45,406	47,223	49,039	50,855	52,671	54,488	56,304
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	45,043	46,859	48,676	50,492	52,308	54,124	55,941	57,757
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		48,312	50,129	51,945	53,761	55,577	57,394	59,210
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			51,582	53,398	55,214	57,030	58,847	60,663
			1.42	1.47	1.52	1.57	1.62	1.67
10				54,851	56,667	58,483	60,300	62,116
				1.51	1.56	1.61	1.66	1.71
11					58,120	59,936	61,753	63,569
					1.60	1.65	1.70	1.75
12						61,389	63,206	65,022
						1.69	1.74	1.79
13						62,842	64,659	66,475
						1.73	1.78	1.83
14						64,295	66,112	67,928
						1.77	1.82	1.87
15							67,565	69,381
							1.86	1.91
16								70,834
								1.95

12/12/2017

Arnold

2017-2018
1.1

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: 33,400 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: (D)

Vertical Freeze:
Rollback: 17-18
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	609.09	1126.84	1279.10	1717.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal		.0055			
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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					

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

ARNOLD						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	33,400	35,070	36,740	38,410	40,080	41,750
	1.00	1.05	1.10	1.15	1.20	1.25
2	34,736	36,406	38,076	39,746	41,416	43,086
	1.04	1.09	1.14	1.19	1.24	1.29
3	36,072	37,742	39,412	41,082	42,752	44,422
	1.08	1.13	1.18	1.23	1.28	1.33
4	37,408	39,078	40,748	42,418	44,088	45,758
	1.12	1.17	1.22	1.27	1.32	1.37
5	38,744	40,414	42,084	43,754	45,424	47,094
	1.16	1.21	1.26	1.31	1.36	1.41
6	40,080	41,750	43,420	45,090	46,760	48,430
	1.20	1.25	1.30	1.35	1.40	1.45
7	41,416	43,086	44,756	46,426	48,096	49,766
	1.24	1.29	1.34	1.39	1.44	1.49
8	42,752	44,422	46,092	47,762	49,432	51,102
	1.28	1.33	1.38	1.43	1.48	1.53
9	44,088	45,758	47,428	49,098	50,768	52,438
	1.32	1.37	1.42	1.47	1.52	1.57
10		47,094	48,764	50,434	52,104	53,774
		1.41	1.46	1.51	1.56	1.61
11			50,100	51,770	53,440	55,110
			1.50	1.55	1.60	1.65
12				53,106	54,776	56,446
				1.59	1.64	1.69
13				54,442	56,112	57,782
				1.63	1.68	1.73
14					57,448	59,118
					1.72	1.77
15					58,784	60,454
					1.76	1.81
16						61,790
						1.85

12/12/2017

Arthur County

2017-2018
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: 34,400 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
HEALTH	BC/BS	1150D	558.05	1032.44	1171.92	1573.60
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
PPO:						
LIFE	Nat'l Ins		2.10			
LTD	Nat'l Ins		.0071			
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits

Deductible Reimbursement: Y 575/1150

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 CO. HS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA BA+45	MA+9	MA+18
1	34,400	35,776	37,152	38,528	39,904	41,280	42,656	44,032
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,776	37,152	38,528	39,904	41,280	42,656	44,032	45,408
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,152	38,528	39,904	41,280	42,656	44,032	45,408	46,784
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,528	39,904	41,280	42,656	44,032	45,408	46,784	48,160
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,904	41,280	42,656	44,032	45,408	46,784	48,160	49,536
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,280	42,656	44,032	45,408	46,784	48,160	49,536	50,912
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	42,656	44,032	45,408	46,784	48,160	49,536	50,912	52,288
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		45,408	46,784	48,160	49,536	50,912	52,288	53,664
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			48,160	49,536	50,912	52,288	53,664	55,040
			1.40	1.44	1.48	1.52	1.56	1.60
10				50,912	52,288	53,664	55,040	56,416
				1.48	1.52	1.56	1.60	1.64
11					53,664	55,040	56,416	57,792
					1.56	1.60	1.64	1.68
12						56,416	57,792	59,168
						1.64	1.68	1.72
13							59,168	60,544
							1.72	1.76

12/12/2017

Ashland-Greenwood

2017-2018
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: 34,275
Starting Salary: 37,017
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	195.34
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22	Ind. Dental+Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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					

SABBATICAL: No

SEVERANCE PAY: Y

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

OTHER DISTRICT POLICIES

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

ASHLAND-GREENWOOD										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
BASE	34,275									
	1.00									
1-3	37,017	38,731	40,445	42,158	43,872	43,872	45,586	47,300	49,013	50,727
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	38,388	40,102	41,816	43,529	45,243	45,243	46,957	48,671	50,384	52,098
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	39,759	41,473	43,187	44,900	46,614	46,614	48,328	50,042	51,755	53,469
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	41,130	42,844	44,558	46,271	47,985	47,985	49,699	51,413	53,126	54,840
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	42,501	44,215	45,929	47,642	49,356	49,356	51,070	52,784	54,497	56,211
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		45,586	47,300	49,013	50,727	50,727	52,441	54,155	55,868	57,582
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9		46,957	48,671	50,384	52,098	52,098	53,812	55,526	57,239	58,953
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10			50,042	51,755	53,469	53,469	55,183	56,897	58,610	60,324
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
11			51,413	53,126	54,840	54,840	56,554	58,268	59,981	61,695
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
12				54,497	56,211	56,211	57,925	59,639	61,352	63,066
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
13					57,582	57,582	59,296	61,010	62,723	64,437
					1.68	1.68	1.73	1.78	1.83	1.88
14					58,953	58,953	60,667	62,381	64,094	65,808
					1.72	1.72	1.77	1.82	1.87	1.92
15								63,752	65,465	67,179
								1.86	1.91	1.96

12/12/2017

Auburn

2017-2018
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
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

12/12/2017

Aurora

2017-2018
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: 33,900 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	28.67
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	Ind. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	33,900	35,595	37,290	38,985	40,680	42,375	44,070	45,765	47,460
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,595	37,290	38,985	40,680	42,375	44,070	45,765	47,460	49,155
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
3	37,290	38,985	40,680	42,375	44,070	45,765	47,460	49,155	50,850
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50
4	38,985	40,680	42,375	44,070	45,765	47,460	49,155	50,850	52,545
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
5	40,680	42,375	44,070	45,765	47,460	49,155	50,850	52,545	54,240
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	42,375	44,070	45,765	47,460	49,155	50,850	52,545	54,240	55,935
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
7		45,765	47,460	49,155	50,850	52,545	54,240	55,935	57,630
		1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70
8			49,155	50,850	52,545	54,240	55,935	57,630	59,325
			1.45	1.50	1.55	1.60	1.65	1.70	1.75
9			50,850	52,545	54,240	55,935	57,630	59,325	61,020
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
10				54,240	55,935	57,630	59,325	61,020	62,715
				1.60	1.65	1.70	1.75	1.80	1.85
11					57,630	59,325	61,020	62,715	64,410
					1.70	1.75	1.80	1.85	1.90
12					59,325	61,020	62,715	64,410	66,105
					1.75	1.80	1.85	1.90	1.95
13						62,715	64,410	66,105	67,800
						1.85	1.90	1.95	2.00
14							66,105	67,800	69,495
							1.95	2.00	2.05

12/12/2017

Axtell

2017-2018
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: 34,100 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
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	34,100	35,635	37,169	38,704	40,238	40,238	40,920	41,773	43,307
	1.00	1.045	1.09	1.135	1.18	1.18	1.2	1.225	1.27
2	35,464	36,999	38,533	40,068	41,602	41,602	42,284	43,137	44,671
	1.04	1.085	1.13	1.175	1.22	1.22	1.24	1.265	1.31
3	36,828	38,363	39,897	41,432	42,966	42,966	43,648	44,501	46,035
	1.08	1.125	1.17	1.215	1.26	1.26	1.28	1.305	1.35
4	38,192	39,727	41,261	42,796	44,330	44,330	45,012	45,865	47,399
	1.12	1.165	1.21	1.255	1.3	1.3	1.32	1.345	1.39
5	39,556	41,091	42,625	44,160	45,694	45,694	46,376	47,229	48,763
	1.16	1.205	1.25	1.295	1.34	1.34	1.36	1.385	1.43
6		42,455	43,989	45,524	47,058	47,058	47,740	48,593	50,127
		1.245	1.29	1.335	1.38	1.38	1.4	1.425	1.47
7			45,353	46,888	48,422	48,422	49,104	49,957	51,491
			1.33	1.375	1.42	1.42	1.44	1.465	1.51
8				48,252	49,786	49,786	50,468	51,321	52,855
				1.415	1.46	1.46	1.48	1.505	1.55
9				49,616	51,150	51,150	51,832	52,685	54,219
				1.455	1.5	1.5	1.52	1.545	1.59
10					52,514	52,514	53,196	54,049	55,583
					1.54	1.54	1.56	1.585	1.63
11						53,878	54,560	55,413	56,947
						1.58	1.6	1.625	1.67
12							55,924	56,777	58,311
							1.64	1.665	1.71
Bump Stp 16							56,606	57,459	58,993
							1.66	1.685	1.73
Bump Stp 20							57,288	58,141	59,675
							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.

12/12/2017

Bancroft-Rosalie

2017-2018
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:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 35,250
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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	636.60
HEALTH	BC/BS	900D/3500D	607.93	1124.68	1276.65	1714.22	TSA,Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD	National Ins.	.0031 (thru sal)					
NON-PARTICIPANT	$636.60 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							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	35,250	36,660	38,070	39,480	40,890	42,300	43,710
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,660	38,070	39,480	40,890	42,300	43,710	45,120
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,070	39,480	40,890	42,300	43,710	45,120	46,530
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,480	40,890	42,300	43,710	45,120	46,530	47,940
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,890	42,300	43,710	45,120	46,530	47,940	49,350
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,300	43,710	45,120	46,530	47,940	49,350	50,760
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	43,710	45,120	46,530	47,940	49,350	50,760	52,170
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	45,120	46,530	47,940	49,350	50,760	52,170	53,580
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		47,940	49,350	50,760	52,170	53,580	54,990
		1.36	1.40	1.44	1.48	1.52	1.56
10			50,760	52,170	53,580	54,990	56,400
			1.44	1.48	1.52	1.56	1.60
11				53,580	54,990	56,400	57,810
				1.52	1.56	1.60	1.64
12					56,400	57,810	59,220
					1.60	1.64	1.68
13						59,220	60,630
						1.68	1.72
14							62,040
							1.76

12/12/2017

Banner County

2017-2018
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: 34,025 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 9

Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18 Sp or Dep Dental
HEALTH	BC/BS	600D/3500D	609.09	1126.84	1279.10	1717.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	34,025	35,556	37,087	38,618	40,150	41,681	43,212	44,743	46,274
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,556	37,087	38,618	40,150	41,681	43,212	44,743	46,274	47,805
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	37,087	38,618	40,150	41,681	43,212	44,743	46,274	47,805	49,336
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	38,618	40,150	41,681	43,212	44,743	46,274	47,805	49,336	50,867
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	40,150	41,681	43,212	44,743	46,274	47,805	49,336	50,867	52,399
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	41,681	43,212	44,743	46,274	47,805	49,336	50,867	52,399	53,930
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7	43,212	44,743	46,274	47,805	49,336	50,867	52,399	53,930	55,461
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8		46,274	47,805	49,336	50,867	52,399	53,930	55,461	56,992
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			49,336	50,867	52,399	53,930	55,461	56,992	58,523
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				52,399	53,930	55,461	56,992	58,523	60,054
				1.54	1.585	1.63	1.675	1.72	1.765
11					55,461	56,992	58,523	60,054	61,585
					1.63	1.675	1.72	1.765	1.81
12						58,523	60,054	61,585	63,116
						1.72	1.765	1.81	1.855
13							61,585	63,116	64,647
							1.81	1.855	1.9

12/12/2017

Battle Creek

2017-2018
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: 34,300 Index: 4 x 5
Starting Salary: 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:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Nat'l		.0044			
NON-PARTICIPANT	$350 annuity					

Couple - Benefits 350 or 636.60 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

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,300	36,015	37,730	39,445	41,160	42,875	44,590	46,305
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	35,672	37,387	39,102	40,817	42,532	44,247	45,962	47,677
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,044	38,759	40,474	42,189	43,904	45,619	47,334	49,049
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	38,416	40,131	41,846	43,561	45,276	46,991	48,706	50,421
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,788	41,503	43,218	44,933	46,648	48,363	50,078	51,793
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	41,160	42,875	44,590	46,305	48,020	49,735	51,450	53,165
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	42,532	44,247	45,962	47,677	49,392	51,107	52,822	54,537
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		45,619	47,334	49,049	50,764	52,479	54,194	55,909
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		46,991	48,706	50,421	52,136	53,851	55,566	57,281
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			50,078	51,793	53,508	55,223	56,938	58,653
			1.46	1.51	1.56	1.61	1.66	1.71
11			51,450	53,165	54,880	56,595	58,310	60,025
			1.50	1.55	1.60	1.65	1.70	1.75
12				54,537	56,252	57,967	59,682	61,397
				1.59	1.64	1.69	1.74	1.79
13				55,909	57,624	59,339	61,054	62,769
				1.63	1.68	1.73	1.78	1.83
14					58,996	60,711	62,426	64,141
					1.72	1.77	1.82	1.87
15					60,368	62,083	63,798	65,513
					1.76	1.81	1.86	1.91
16						63,455	65,170	66,885
						1.85	1.90	1.95
17							66,542	68,257
							1.94	1.99
18								69,629
								2.03
19								71,001
								2.07

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

12/12/2017

Bayard

2017-2018
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:	43	43	40
Class Periods/Day:	9	9	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,250 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 0(D)
Career Increments: N Experience Allowed: 9 (stp 8)
*Freeze is total/no movement vert. or horiz.
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	31.51 or 52.18 Sp or Dep Dental
HEALTH	BC/BS	1500D	534.60	989.04	1122.67	1507.47	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	33,250	34,746	36,243	37,739	39,235	40,731	42,228	43,724
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	34,746	36,243	37,739	39,235	40,731	42,228	43,724	45,220
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	36,243	37,739	39,235	40,731	42,228	43,724	45,220	46,716
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	37,739	39,235	40,731	42,228	43,724	45,220	46,716	48,213
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	39,235	40,731	42,228	43,724	45,220	46,716	48,213	49,709
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	40,731	42,228	43,724	45,220	46,716	48,213	49,709	51,205
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		43,724	45,220	46,716	48,213	49,709	51,205	52,701
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		45,220	46,716	48,213	49,709	51,205	52,701	54,198
		1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			48,213	49,709	51,205	52,701	54,198	55,694
			1.45	1.495	1.54	1.585	1.63	1.675
9			49,709	51,205	52,701	54,198	55,694	57,190
			1.495	1.54	1.585	1.63	1.675	1.72
10				52,701	54,198	55,694	57,190	58,686
				1.585	1.63	1.675	1.72	1.765
11				54,198	55,694	57,190	58,686	60,183
				1.63	1.675	1.72	1.765	1.81
12					57,190	58,686	60,183	61,679
					1.72	1.765	1.81	1.855
13					58,686	60,183	61,679	63,175
					1.765	1.81	1.855	1.9
14						61,679	63,175	64,671
						1.855	1.9	1.945
15						63,175	64,671	66,167
						1.9	1.945	1.99
16							66,167	67,664
							1.99	2.035
17								69,160
								2.08

12/12/2017

Beatrice

2017-2018
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: 34,425 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Guardian	3.00				
LTD	National Ins	.0025 (+B)				
NON-PARTICIPANT	$300 CIL (grandfathe					

Couple - Benefits

COMMENTS:

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	34,425	35,802	37,179	38,556	39,933	41,310	42,687	44,064	45,441	46,818
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	36,146	37,523	38,900	40,277	41,654	43,031	44,408	45,785	47,162	48,539
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	37,868	39,245	40,622	41,999	43,376	44,753	46,130	47,507	48,884	50,261
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	39,589	40,966	42,343	43,720	45,097	46,474	47,851	49,228	50,605	51,982
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	41,310	42,687	44,064	45,441	46,818	48,195	49,572	50,949	52,326	53,703
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	43,031	44,408	45,785	47,162	48,539	49,916	51,293	52,670	54,047	55,424
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7		46,130	47,507	48,884	50,261	51,638	53,015	54,392	55,769	57,146
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8			49,228	50,605	51,982	53,359	54,736	56,113	57,490	58,867
			1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				52,326	53,703	55,080	56,457	57,834	59,211	60,588
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					55,424	56,801	58,178	59,555	60,932	62,309
					1.61	1.65	1.69	1.73	1.77	1.81
11					57,146	58,523	59,900	61,277	62,654	64,031
					1.66	1.70	1.74	1.78	1.82	1.86
12							61,621	62,998	64,375	65,752
							1.79	1.83	1.87	1.91
13								64,719	66,096	67,473
								1.88	1.92	1.96

12/12/2017

Bellevue

2017-2018
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: 34,252 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	588.75
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.
588.75	588.75

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 + 12	B A + 24	B A + 36	M A + 18	M A + 36
S t e p						
0	34,252	35,622	36,992	38,362	40,417	42,472
	1.00	1.04	1.08	1.12	1.18	1.24
1	35,280	36,992	38,362	39,732	41,787	43,843
	1.03	1.08	1.12	1.16	1.22	1.28
2	36,307	38,362	39,732	41,102	43,158	45,213
	1.06	1.12	1.16	1.20	1.26	1.32
3	37,335	39,732	41,102	42,472	44,528	46,583
	1.09	1.16	1.20	1.24	1.30	1.36
4	38,362	41,102	42,472	43,843	45,898	47,953
	1.12	1.20	1.24	1.28	1.34	1.40
5	39,732	42,815	44,185	45,555	47,610	49,665
	1.16	1.25	1.29	1.33	1.39	1.45
6	41,102	44,528	45,898	47,268	49,323	51,378
	1.20	1.30	1.34	1.38	1.44	1.50
7			47,610	48,980	51,035	53,091
			1.39	1.43	1.49	1.55
8			49,323	50,693	52,748	54,803
			1.44	1.48	1.54	1.60
9			51,035	52,406	54,461	56,516
			1.49	1.53	1.59	1.65
10				54,118	56,173	58,228
				1.58	1.64	1.70
11				56,173	58,228	60,284
				1.64	1.70	1.76
12				58,228	60,284	62,339
				1.70	1.76	1.82
13				60,284	62,339	64,394
				1.76	1.82	1.88
14					64,394	66,449
					1.88	1.94
15					66,449	68,504
					1.94	2.00
16						70,559
						2.06
17						72,614
						2.12

12/12/2017

Bennington

2017-2018
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: 34,050 Index: 4 x 5
Starting Salary: 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	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31
PPO:						
LIFE	Guardian	5.20				
LTD	Madison Nat'l	.0028				
NON-PARTICIPANT	$475					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 475

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	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				

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

BENNINGTON

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
	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		42,563	44,265	45,968	47,670	49,373	51,075	52,778	54,480
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		43,925	45,627	47,330	49,032	50,735	52,437	54,140	55,842
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			46,989	48,692	50,394	52,097	53,799	55,502	57,204
			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				52,778	54,480	56,183	57,885	59,588	61,290
				1.55	1.60	1.65	1.70	1.75	1.80
12					55,842	57,545	59,247	60,950	62,652
					1.64	1.69	1.74	1.79	1.84
13					57,204	58,907	60,609	62,312	64,014
					1.68	1.73	1.78	1.83	1.88
14						60,269	61,971	63,674	65,376
						1.77	1.82	1.87	1.92
15						61,631	63,333	65,036	66,738
						1.81	1.86	1.91	1.96
16								66,398	68,100
								1.95	2.00

Teachers who have remained on Step 15, MA+9, Step 15, MA+18 and Step 16, MA+27 of the Salary Schedule for more than one (1) year will receive an annual Salary Schedule longevity increment of $200.00, $350.00 and $500.00 respectively.

12/12/2017

Bertrand

2017-2018
1.1

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: 33,250 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
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:

BERTRAND

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
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		41,230	42,560	43,890	45,220	46,550	47,880
		1.24	1.28	1.32	1.36	1.40	1.44
7			43,890	45,220	46,550	47,880	49,210
			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				47,880	49,210	50,540	51,870
				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					53,200	54,530	55,860
					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						59,850	61,180
						1.80	1.84

12/12/2017

Blair

2017-2018
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers: 166

	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: 34,175 Index: 4 x 5
Starting Salary: 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:

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	587.42	1086.78	1233.60	1656.42	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

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:

OTHER DISTRICT POLICIES

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

BLAIR

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	34,175	35,884	37,593	39,301	41,010	41,010	42,719	44,428	46,136	47,845
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	35,542	37,251	38,960	40,668	42,377	42,377	44,086	45,795	47,503	49,212
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	36,909	38,618	40,327	42,035	43,744	43,744	45,453	47,162	48,870	50,579
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	38,276	39,985	41,694	43,402	45,111	45,111	46,820	48,529	50,237	51,946
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	39,643	41,352	43,061	44,769	46,478	46,478	48,187	49,896	51,604	53,313
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6		42,719	44,428	46,136	47,845	47,845	49,554	51,263	52,971	54,680
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7			45,795	47,503	49,212	49,212	50,921	52,630	54,338	56,047
			1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8			47,162	48,870	50,579	50,579	52,288	53,997	55,705	57,414
			1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9				50,237	51,946	51,946	53,655	55,364	57,072	58,781
				1.47	1.52	1.52	1.57	1.62	1.67	1.72
10					53,313	53,313	55,022	56,731	58,439	60,148
					1.56	1.56	1.61	1.66	1.71	1.76
11					54,680	54,680	56,389	58,098	59,806	61,515
					1.60	1.60	1.65	1.70	1.75	1.80
12					56,047	56,047	57,756	59,465	61,173	62,882
					1.64	1.64	1.69	1.74	1.79	1.84
13					57,414	57,414	59,123	60,832	62,540	64,249
					1.68	1.68	1.73	1.78	1.83	1.88
14					58,781	58,781	60,490	62,199	63,907	65,616
					1.72	1.72	1.77	1.82	1.87	1.92
15									65,274	66,983
									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

12/12/2017

Bloomfield

2017-2018
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: 34,300 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	28.67
HEALTH	BC/BS	1150D	558.05	1032.44	1171.92	1573.60	Ind Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: N

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					

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

BLOOMFIELD							
					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		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		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					56,252	57,624	58,996
					1.64	1.68	1.72
14					56,938	58,996	60,368
					1.66	1.72	1.76
15						59,682	61,740
						1.74	1.80

12/12/2017

Blue Hill

2017-2018
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: 34,950

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*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18 Sp or Dep Dental
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE	Guardian	7.00					
LTD	Madison Nat'l	.0042(+Bthru 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	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	34,950	36,348	37,746	39,144	40,542	41,940	43,338
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,348	37,746	39,144	40,542	41,940	43,338	44,736
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,746	39,144	40,542	41,940	43,338	44,736	46,134
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,144	40,542	41,940	43,338	44,736	46,134	47,532
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,542	41,940	43,338	44,736	46,134	47,532	48,930
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,940	43,338	44,736	46,134	47,532	48,930	50,328
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		44,736	46,134	47,532	48,930	50,328	51,726
		1.28	1.32	1.36	1.40	1.44	1.48
8		46,134	47,532	48,930	50,328	51,726	53,124
		1.32	1.36	1.40	1.44	1.48	1.52
9			48,930	50,328	51,726	53,124	54,522
			1.40	1.44	1.48	1.52	1.56
10				51,726	53,124	54,522	55,920
				1.48	1.52	1.56	1.60
11				53,124	54,522	55,920	57,318
				1.52	1.56	1.60	1.64
12					55,920	57,318	58,716
					1.60	1.64	1.68
13					57,318	58,716	60,114
					1.64	1.68	1.72
14					58,716	60,114	61,512
					1.68	1.72	1.76
15						61,512	62,910
						1.76	1.80
16						62,910	64,308
						1.80	1.84
17							65,706
							1.88

12/12/2017

Boone Central

2017-2018
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: 34,350 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	Emp+Sp. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	34,350	36,068	37,785	39,503	41,220	41,220	42,938	44,655	46,373
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	35,724	37,442	39,159	40,877	42,594	42,594	44,312	46,029	47,747
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	37,098	38,816	40,533	42,251	43,968	43,968	45,686	47,403	49,121
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	38,472	40,190	41,907	43,625	45,342	45,342	47,060	48,777	50,495
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	39,846	41,564	43,281	44,999	46,716	46,716	48,434	50,151	51,869
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6	41,220	42,938	44,655	46,373	48,090	48,090	49,808	51,525	53,243
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		44,312	46,029	47,747	49,464	49,464	51,182	52,899	54,617
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8		45,686	47,403	49,121	50,838	50,838	52,556	54,273	55,991
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63
9		47,060	48,777	50,495	52,212	52,212	53,930	55,647	57,365
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67
10			50,151	51,869	53,586	53,586	55,304	57,021	58,739
			1.46	1.51	1.56	1.56	1.61	1.66	1.71
11				53,243	54,960	54,960	56,678	58,395	60,113
				1.55	1.60	1.60	1.65	1.70	1.75
12				54,617	56,334	56,334	58,052	59,769	61,487
				1.59	1.64	1.64	1.69	1.74	1.79
13					57,708	57,708	59,426	61,143	62,861
					1.68	1.68	1.73	1.78	1.83
14					59,082	59,082	60,800	62,517	64,235
					1.72	1.72	1.77	1.82	1.87
15							62,174	63,891	65,609
							1.81	1.86	1.91
16								65,265	66,983
								1.90	1.95
17									68,357
									1.99

12/12/2017

Boyd County

2017-2018
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: 34,150 Index: 4.25 x 4.25
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE:
Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	Yes		
Other Info:					
PERSONAL	3				
BEREAVEMENT	4				
PROFESSIONAL	admin disc				
ADOPTION	12				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

BOYD COUNTY						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	34,150	35,601	37,053	38,504	39,956	41,407
	1.00	1.0425	1.085	1.1275	1.17	1.2125
2	35,601	37,053	38,504	39,956	41,407	42,858
	1.0425	1.085	1.1275	1.17	1.2125	1.255
3	37,053	38,504	39,956	41,407	42,858	44,310
	1.085	1.1275	1.17	1.2125	1.255	1.2975
4	38,504	39,956	41,407	42,858	44,310	45,761
	1.1275	1.17	1.2125	1.255	1.2975	1.34
5	39,956	41,407	42,858	44,310	45,761	47,212
	1.17	1.2125	1.255	1.2975	1.34	1.3825
6	41,407	42,858	44,310	45,761	47,212	48,664
	1.2125	1.255	1.2975	1.34	1.3825	1.425
7	42,858	44,310	45,761	47,212	48,664	50,115
	1.255	1.2975	1.34	1.3825	1.425	1.4675
8	44,310	45,761	47,212	48,664	50,115	51,567
	1.2975	1.34	1.3825	1.425	1.4675	1.51
9		47,212	48,664	50,115	51,567	53,018
		1.3825	1.425	1.4675	1.51	1.5525
10			50,115	51,567	53,018	54,469
			1.4675	1.51	1.5525	1.595
11			51,567	53,018	54,469	55,921
			1.51	1.5525	1.595	1.6375
12				54,469	55,921	57,372
				1.595	1.6375	1.68
13				55,921	57,372	58,823
				1.6375	1.68	1.7225

12/12/2017

Brady

2017-2018
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: 33,250 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1000D	597.60	1105.56	1254.95	1685.08
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31
PPO:						
LIFE						
LTD	Principal		.0047			
NON-PARTICIPANT	250 Annuity					

Couple - Benefits
250
Annuity

COMMENTS:

Deductible Reimbursement: Y 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	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	33,250	34,580	35,910	37,240	38,570	39,900	41,230	42,560	43,890
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	34,580	35,910	37,240	38,570	39,900	41,230	42,560	43,890	45,220
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	35,910	37,240	38,570	39,900	41,230	42,560	43,890	45,220	46,550
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	37,240	38,570	39,900	41,230	42,560	43,890	45,220	46,550	47,880
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	38,570	39,900	41,230	42,560	43,890	45,220	46,550	47,880	49,210
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	39,900	41,230	42,560	43,890	45,220	46,550	47,880	49,210	50,540
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	41,230	42,560	43,890	45,220	46,550	47,880	49,210	50,540	51,870
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		43,890	45,220	46,550	47,880	49,210	50,540	51,870	53,200
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			46,550	47,880	49,210	50,540	51,870	53,200	54,530
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				49,210	50,540	51,870	53,200	54,530	55,860
				1.48	1.52	1.56	1.60	1.64	1.68
11					51,870	53,200	54,530	55,860	57,190
					1.56	1.60	1.64	1.68	1.72
12						54,530	55,860	57,190	58,520
						1.64	1.68	1.72	1.76
13							57,190	58,520	59,850
							1.72	1.76	1.80
14								59,850	61,180
								1.80	1.84
15									62,510
									1.88

12/12/2017

Bridgeport

2017-2018
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	66
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,750 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

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

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1315
HEALTH	BC/BS	900D/2000D	607.93	607.93	607.93	607.93	fringe benefit
DENTAL	BC/BS	3	56.51	56.51	56.51	56.51	
PPO:							
LIFE							
LTD	Principal		.0045 (+B)				
NON-PARTICIPANT	$1315 fringe benefit						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
650.56	650.56

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	15	60	yes		
Other Info:	$40/day beyond 60				
PERSONAL	4			yes	+1 sub pay
BEREAVEMENT	5				per occur.-immed. fam.
PROFESSIONAL	5			yes	
ADOPTION	FEMA				
ASSOCIATION					

SABBATICAL: No **SEVERANCE PAY:** N

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

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

12/12/2017

Broken Bow

2017-2018
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: 4.5 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
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	4	51.46	51.46	51.46	51.46
PPO:						
LIFE	Madison Nat'l	1.64				
LTD						
NON-PARTICIPANT						

Couple - Benefits

56.62 or 93.69 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	75	yes		
Other Info: PTO					
PERSONAL	from sick lv			yes	
BEREAVEMENT	from sick lv				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

BROKEN BOW										
Step	BA	BA+9	BA+18	BA+27	BA+45	MA	MA+9	MA+18	MA+27	EDSPEC
1	34,350	35,896	37,442	38,987	40,533	40,533	42,079	43,625	45,170	46,716
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	35,896	37,442	38,987	40,533	42,079	42,079	43,625	45,170	46,716	48,262
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405
3	37,442	38,987	40,533	42,079	43,625	43,625	45,170	46,716	48,262	49,808
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45
4	38,987	40,533	42,079	43,625	45,170	45,170	46,716	48,262	49,808	51,353
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495
5	40,533	42,079	43,625	45,170	46,716	46,716	48,262	49,808	51,353	52,899
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54
6	42,079	43,625	45,170	46,716	48,262	48,262	49,808	51,353	52,899	54,445
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585
7	43,625	45,170	46,716	48,262	49,808	49,808	51,353	52,899	54,445	55,991
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63
8		46,716	48,262	49,808	51,353	51,353	52,899	54,445	55,991	57,536
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675
9			49,808	51,353	52,899	52,899	54,445	55,991	57,536	59,082
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72
10				52,899	54,445	54,445	55,991	57,536	59,082	60,628
				1.54	1.585	1.585	1.63	1.675	1.72	1.765
11				54,445	55,991	55,991	57,536	59,082	60,628	62,174
				1.585	1.63	1.63	1.675	1.72	1.765	1.81
12					57,536	57,536	59,082	60,628	62,174	63,719
					1.675	1.675	1.72	1.765	1.81	1.855
13					59,082	59,082	60,628	62,174	63,719	65,265
					1.72	1.72	1.765	1.81	1.855	1.9
14						60,628	62,174	63,719	65,265	66,811
						1.765	1.81	1.855	1.9	1.945
15								65,265	66,811	68,356
								1.9	1.945	1.99

12/12/2017

Bruning-Davenport

2017-2018
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: 35,400 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	62.17 or 102.87 Sp or Dep Dental
DENTAL	BC/BS	3	56.51	56.51	56.51	56.51	
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	35,400	36,816	38,232	39,648	41,064	42,480	43,896
	1.00	1.04	1.08	1.12	1.16	1.2	1.24
2	36,905	38,321	39,737	41,153	42,569	43,985	45,401
	1.0425	1.0825	1.1225	1.1625	1.2025	1.2425	1.2825
3	38,409	39,825	41,241	42,657	44,073	45,489	46,905
	1.085	1.125	1.165	1.205	1.245	1.285	1.325
4	39,914	41,330	42,746	44,162	45,578	46,994	48,410
	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675
5	41,418	42,834	44,250	45,666	47,082	48,498	49,914
	1.17	1.21	1.25	1.29	1.33	1.37	1.41
6	42,923	44,339	45,755	47,171	48,587	50,003	51,419
	1.2125	1.2525	1.2925	1.3325	1.3725	1.4125	1.4525
7	44,427	45,843	47,259	48,675	50,091	51,507	52,923
	1.255	1.295	1.335	1.375	1.415	1.455	1.495
8		47,348	48,764	50,180	51,596	53,012	54,428
		1.3375	1.3775	1.4175	1.4575	1.4975	1.5375
9		48,852	50,268	51,684	53,100	54,516	55,932
		1.38	1.42	1.46	1.5	1.54	1.58
10			51,773	53,189	54,605	56,021	57,437
			1.4625	1.5025	1.5425	1.5825	1.6225
11			53,277	54,693	56,109	57,525	58,941
			1.505	1.545	1.585	1.625	1.665
12					57,614	59,030	60,446
					1.6275	1.6675	1.7075
13						60,534	61,950
						1.71	1.75

12/12/2017

Burwell

2017-2018
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: 33,800 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	450.42
HEALTH	BC/BS	900D	607.93	674.26	826.23	1263.80	125
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85	

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					

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

OTHER DISTRICT POLICIES

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

NEED SALARY SCHEDULE

12/12/2017

Callaway

2017-2018
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: 33,300 Index: 4 x 5
Starting Salary: 33,300 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	Ind Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE	Fort Dearborn	10.50					
LTD	Fort Dearborn	.0086					
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	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	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		41,625	43,290	44,955	46,620	48,285	49,950
		1.25	1.30	1.35	1.40	1.45	1.50
7			44,622	46,287	47,952	49,617	51,282
			1.34	1.39	1.44	1.49	1.54
8			45,954	47,619	49,284	50,949	52,614
			1.38	1.43	1.48	1.53	1.58
9				48,951	50,616	52,281	53,946
				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					54,612	56,277	57,942
					1.64	1.69	1.74
13						57,609	59,274
						1.73	1.78
14							60,606
							1.82

12/12/2017

Cambridge

2017-2018
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: 33,600

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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	Sp or Dep. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	33,600	34,944	36,288	37,632	38,976	40,320	41,664
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,944	36,288	37,632	38,976	40,320	41,664	43,008
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,288	37,632	38,976	40,320	41,664	43,008	44,352
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,632	38,976	40,320	41,664	43,008	44,352	45,696
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,976	40,320	41,664	43,008	44,352	45,696	47,040
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,320	41,664	43,008	44,352	45,696	47,040	48,384
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		43,008	44,352	45,696	47,040	48,384	49,728
		1.28	1.32	1.36	1.40	1.44	1.48
8		44,352	45,696	47,040	48,384	49,728	51,072
		1.32	1.36	1.40	1.44	1.48	1.52
9			47,040	48,384	49,728	51,072	52,416
			1.40	1.44	1.48	1.52	1.56
10			48,384	49,728	51,072	52,416	53,760
			1.44	1.48	1.52	1.56	1.60
11				51,072	52,416	53,760	55,104
				1.52	1.56	1.60	1.64
12				52,416	53,760	55,104	56,448
				1.56	1.60	1.64	1.68
13					55,104	56,448	57,792
					1.64	1.68	1.72
14					56,448	57,792	59,136
					1.68	1.72	1.76
15					57,792	59,136	60,480
					1.72	1.76	1.80
16						60,480	61,824
						1.80	1.84
17						61,824	63,168
						1.84	1.88
18							64,512
							1.92

12/12/2017

Cedar Bluffs

2017-2018
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: 34,800 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*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal		.0059 (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	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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
0	34,800	36,192	37,584	38,976	40,368	41,760	43,152	44,544
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	36,192	37,584	38,976	40,368	41,760	43,152	44,544	45,936
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,584	38,976	40,368	41,760	43,152	44,544	45,936	47,328
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	38,976	40,368	41,760	43,152	44,544	45,936	47,328	48,720
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	40,368	41,760	43,152	44,544	45,936	47,328	48,720	50,112
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	41,760	43,152	44,544	45,936	47,328	48,720	50,112	51,504
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	43,152	44,544	45,936	47,328	48,720	50,112	51,504	52,896
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	44,544	45,936	47,328	48,720	50,112	51,504	52,896	54,288
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	45,936	47,328	48,720	50,112	51,504	52,896	54,288	55,680
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		48,720	50,112	51,504	52,896	54,288	55,680	57,072
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
10			51,504	52,896	54,288	55,680	57,072	58,464
			1.48	1.52	1.56	1.60	1.64	1.68
11				54,288	55,680	57,072	58,464	59,856
				1.56	1.60	1.64	1.68	1.72
12					57,072	58,464	59,856	61,248
					1.64	1.68	1.72	1.76
13						59,856	61,248	62,640
						1.72	1.76	1.80
14							62,640	64,032
							1.80	1.84
15								65,424
								1.88

12/12/2017

Centennial

2017-2018
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: 35,250 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	609.09	1126.84	1279.10	1717.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

Couple - Benefits 31.51 or 52.18 Sp or Dep. Dental

PPO: COMMENTS:
LIFE Deductible Reimbursement:
LTD School Ins. .0029 (thru 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	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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	35,250	37,013	38,775	40,538	42,300	44,063	45,825	47,588
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	36,660	38,423	40,185	41,948	43,710	45,473	47,235	48,998
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	38,070	39,833	41,595	43,358	45,120	46,883	48,645	50,408
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	39,480	41,243	43,005	44,768	46,530	48,293	50,055	51,818
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	40,890	42,653	44,415	46,178	47,940	49,703	51,465	53,228
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	42,300	44,063	45,825	47,588	49,350	51,113	52,875	54,638
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		45,473	47,235	48,998	50,760	52,523	54,285	56,048
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		46,883	48,645	50,408	52,170	53,933	55,695	57,458
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			50,055	51,818	53,580	55,343	57,105	58,868
			1.42	1.47	1.52	1.57	1.62	1.67
10			51,465	53,228	54,990	56,753	58,515	60,278
			1.46	1.51	1.56	1.61	1.66	1.71
11				54,638	56,400	58,163	59,925	61,688
				1.55	1.60	1.65	1.70	1.75
12					57,810	59,573	61,335	63,098
					1.64	1.69	1.74	1.79
13						60,983	62,745	64,508
						1.73	1.78	1.83
14							64,155	65,918
							1.82	1.87
15								67,328
								1.91

12/12/2017

Central City

2017-2018
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: 33,350 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Ntl.		.0053 (+B)			
NON-PARTICIPANT						

Couple - Benefits 28.67 or 52.18 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	33,350	34,684	36,018	37,352	38,686	40,020	41,354	42,688	44,022
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,018	36,352	37,686	39,020	40,354	41,688	43,022	44,356	45,690
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	36,685	38,019	39,353	40,687	42,021	43,355	44,689	46,023	47,357
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	38,353	39,687	41,021	42,355	43,689	45,023	46,357	47,691	49,025
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	40,020	41,354	42,688	44,022	45,356	46,690	48,024	49,358	50,692
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	41,688	43,022	44,356	45,690	47,024	48,358	49,692	51,026	52,360
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	43,355	44,689	46,023	47,357	48,691	50,025	51,359	52,693	54,027
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8		46,357	47,691	49,025	50,359	51,693	53,027	54,361	55,695
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9			49,358	50,692	52,026	53,360	54,694	56,028	57,362
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
10			51,026	52,360	53,694	55,028	56,362	57,696	59,030
			1.53	1.57	1.61	1.65	1.69	1.73	1.77
11				54,027	55,361	56,695	58,029	59,363	60,697
				1.62	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					58,696	60,030	61,364	62,698	64,032
					1.76	1.80	1.84	1.88	1.92
14						61,698	63,032	64,366	65,700
						1.85	1.89	1.93	1.97
15							64,699	66,033	67,367
							1.94	1.98	2.02
16								67,701	69,035
								2.03	2.07
17									70,702
									2.12

03-04 grandfathered MA+36 stp 17

12/12/2017

Central Valley

2017-2018
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: 34,750
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	3	56.51	56.51	56.51	56.51
PPO:						
LIFE	Madison Nat'l	5.10				
LTD	Madison Nat'l	.00531(thru sal)				
NON-PARTICIPANT						

Couple - Benefits
62.17 or 102.87
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	34,750	36,488	38,225	39,963	41,700	43,438	45,175
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	36,140	37,878	39,615	41,353	43,090	44,828	46,565
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	37,530	39,268	41,005	42,743	44,480	46,218	47,955
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	38,920	40,658	42,395	44,133	45,870	47,608	49,345
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	40,310	42,048	43,785	45,523	47,260	48,998	50,735
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	41,700	43,438	45,175	46,913	48,650	50,388	52,125
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		44,828	46,565	48,303	50,040	51,778	53,515
		1.29	1.34	1.39	1.44	1.49	1.54
8			47,955	49,693	51,430	53,168	54,905
			1.38	1.43	1.48	1.53	1.58
9			49,345	51,083	52,820	54,558	56,295
			1.42	1.47	1.52	1.57	1.62
10				52,473	54,210	55,948	57,685
				1.51	1.56	1.61	1.66
11					55,600	57,338	59,075
					1.60	1.65	1.70
12						58,728	60,465
						1.69	1.74
13						60,118	61,855
						1.73	1.78
14							63,245
							1.82

12/12/2017

Centura

2017-2018
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: 35,000 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Guardian		5.20			
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
31.51 or 52.18
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	35,000	36,750	38,500	40,250	42,000	42,000	43,750	45,500	47,250	49,000
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
1	36,400	38,150	39,900	41,650	43,400	43,400	45,150	46,900	48,650	50,400
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
2	37,800	39,550	41,300	43,050	44,800	44,800	46,550	48,300	50,050	51,800
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
3	39,200	40,950	42,700	44,450	46,200	46,200	47,950	49,700	51,450	53,200
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
4	40,600	42,350	44,100	45,850	47,600	47,600	49,350	51,100	52,850	54,600
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
5	42,000	43,750	45,500	47,250	49,000	49,000	50,750	52,500	54,250	56,000
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
6		45,150	46,900	48,650	50,400	50,400	52,150	53,900	55,650	57,400
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
7		46,550	48,300	50,050	51,800	51,800	53,550	55,300	57,050	58,800
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
8			49,700	51,450	53,200	53,200	54,950	56,700	58,450	60,200
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
9			51,100	52,850	54,600	54,600	56,350	58,100	59,850	61,600
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
10				54,250	56,000	56,000	57,750	59,500	61,250	63,000
				1.55	1.60	1.60	1.65	1.70	1.75	1.80
11				55,650	57,400	57,400	59,150	60,900	62,650	64,400
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
12					58,800	58,800	60,550	62,300	64,050	65,800
					1.68	1.68	1.73	1.78	1.83	1.88
13							61,950	63,700	65,450	67,200
							1.77	1.82	1.87	1.92
14								65,100	66,850	68,600
								1.86	1.91	1.96
15										70,000
										2.00

12-13: Shaded areas grandfathered

12/12/2017

Chadron

2017-2018
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: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	1150D3500D	558.05	1032.44	1171.92	1573.60	31.51 or 52.18 Sp or Dep Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO:
COMMENTS:
LIFE Madison Nat'l 2.18
Deductible Reimbursement:
LTD Madison Nat'l .002 (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	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+18	MA	MA+27	EDSPEC	DOC
Step						
1	33,100	36,079	39,058	43,527	45,016	50,974
	1.00	1.09	1.18	1.315	1.36	1.54
2	34,590	37,569	40,548	45,016	46,506	52,464
	1.045	1.135	1.225	1.36	1.405	1.585
3	36,079	39,058	42,037	46,506	47,995	53,953
	1.09	1.18	1.27	1.405	1.45	1.63
4	37,569	40,548	43,527	47,995	49,485	55,443
	1.135	1.225	1.315	1.45	1.495	1.675
5	39,058	42,037	45,016	49,485	50,974	56,932
	1.18	1.27	1.36	1.495	1.54	1.72
6	40,548	43,527	46,506	50,974	52,464	58,422
	1.225	1.315	1.405	1.54	1.585	1.765
7		45,016	47,995	52,464	53,953	59,911
		1.36	1.45	1.585	1.63	1.81
8		46,506	49,485	53,953	55,443	61,401
		1.405	1.495	1.63	1.675	1.855
9			50,974	55,443	56,932	62,890
			1.54	1.675	1.72	1.9
10			52,464	56,932	58,422	64,380
			1.585	1.72	1.765	1.945
11			53,953	58,422	59,911	65,869
			1.63	1.765	1.81	1.99
12			55,443	59,911	61,401	67,359
			1.675	1.81	1.855	2.035
13				61,401	62,890	68,848
				1.855	1.9	2.08
14				62,890	64,380	70,338
				1.9	1.945	2.125
15				64,379	65,869	71,827
				1.945	1.99	2.17
16				65,869	67,359	73,317
				1.99	2.035	2.215

12/12/2017

Chambers

2017-2018
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: 33,800 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	Ind Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Principal		.0042 (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	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

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

12/12/2017

Chase County

2017-2018
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: 34,200
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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	1150D	558.05	1032.44	1171.92	1573.60	28.67 or 52.18 Ind Ea or Dep Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	34,200	35,739	37,278	38,817	40,356	41,895	43,434	44,973	46,512
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	35,739	37,278	38,817	40,356	41,895	43,434	44,973	46,512	48,051
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	37,278	38,817	40,356	41,895	43,434	44,973	46,512	48,051	49,590
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	38,817	40,356	41,895	43,434	44,973	46,512	48,051	49,590	51,129
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	40,356	41,895	43,434	44,973	46,512	48,051	49,590	51,129	52,668
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	41,895	43,434	44,973	46,512	48,051	49,590	51,129	52,668	54,207
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		44,973	46,512	48,051	49,590	51,129	52,668	54,207	55,746
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			48,051	49,590	51,129	52,668	54,207	55,746	57,285
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			49,590	51,129	52,668	54,207	55,746	57,285	58,824
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				52,668	54,207	55,746	57,285	58,824	60,363
				1.54	1.585	1.63	1.675	1.72	1.765
10						57,285	58,824	60,363	61,902
						1.675	1.72	1.765	1.81
11							60,363	61,902	63,441
							1.765	1.81	1.855
12								63,441	64,980
								1.855	1.9

12/12/2017

Clarkson

2017-2018
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: 34,700 Index: 4 x 4
Starting Salary: 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	31.51 or 52.18 Sp or Dep Dental
HEALTH	BC/BS	150D/3500D	558.05	1032.44	1171.92	1573.60	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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					

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES: Hospital (10)

OTHER DISTRICT POLICIES

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

CLARKSON								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,700	36,088	37,476	38,864	40,252	40,252	41,640	43,028
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	36,088	37,476	38,864	40,252	41,640	41,640	43,028	44,416
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	37,476	38,864	40,252	41,640	43,028	43,028	44,416	45,804
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	38,864	40,252	41,640	43,028	44,416	44,416	45,804	47,192
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	40,252	41,640	43,028	44,416	45,804	45,804	47,192	48,580
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	41,640	43,028	44,416	45,804	47,192	47,192	48,580	49,968
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	43,028	44,416	45,804	47,192	48,580	48,580	49,968	51,356
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		45,804	47,192	48,580	49,968	49,968	51,356	52,744
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			48,580	49,968	51,356	51,356	52,744	54,132
			1.40	1.44	1.48	1.48	1.52	1.56
10			49,968	51,356	52,744	52,744	54,132	55,520
			1.44	1.48	1.52	1.52	1.56	1.60
11				52,744	54,132	54,132	55,520	56,908
				1.52	1.56	1.56	1.60	1.64
12					55,520	55,520	56,908	58,296
					1.60	1.60	1.64	1.68
13					56,908	56,908	58,296	59,684
					1.64	1.64	1.68	1.72
14							59,684	61,072
							1.72	1.76

12/12/2017

Cody-Kilgore

2017-2018
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: 33,200
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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	81.51 or 102.18 Sp/Dep Dental+Annuity
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:	Ind also rcv $50/mo annuity		COMMENTS:				
LIFE	Guardian	2.50					
LTD	Madison Nat'l	10.00					
NON-PARTICIPANT	$50/mo 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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

CODY-KILGORE							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,200	34,860	36,520	38,180	39,840	41,500	43,160
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	34,528	36,188	37,848	39,508	41,168	42,828	44,488
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	35,856	37,516	39,176	40,836	42,496	44,156	45,816
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	37,184	38,844	40,504	42,164	43,824	45,484	47,144
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	38,512	40,172	41,832	43,492	45,152	46,812	48,472
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6		41,500	43,160	44,820	46,480	48,140	49,800
		1.25	1.30	1.35	1.40	1.45	1.50
7		42,828	44,488	46,148	47,808	49,468	51,128
		1.29	1.34	1.39	1.44	1.49	1.54
8			45,816	47,476	49,136	50,796	52,456
			1.38	1.43	1.48	1.53	1.58
9				48,804	50,464	52,124	53,784
				1.47	1.52	1.57	1.62
10					51,792	53,452	55,112
					1.56	1.61	1.66
11						54,780	56,440
						1.65	1.70
12							57,768
							1.74

12/12/2017

Columbus

2017-2018
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: 36,480 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** 665
HEALTH	BC/BS	900D/2000D	607.93	607.93	607.93	607.93	Ea spouse
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: Fringe Benefit Stipend $28.40/mo COMMENTS:
LIFE Madison Nat'l 6.90 Deductible Reimbursement:
LTD
NON-PARTICIPANT $665 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	36,480	38,304	40,128	41,952	43,776	43,776	45,600	47,424	49,248	51,072	52,896	
	1.00	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45	
2	38,195	40,019	41,843	43,667	45,491	45,491	47,315	49,139	50,963	52,787	54,611	
	1.047	1.097	1.147	1.197	1.247	1.247	1.297	1.347	1.397	1.447	1.497	
3	39,909	41,733	43,557	45,381	47,205	47,205	49,029	50,853	52,677	54,501	56,325	
	1.094	1.144	1.194	1.244	1.294	1.294	1.344	1.394	1.444	1.494	1.544	
4	41,624	43,448	45,272	47,096	48,920	48,920	50,744	52,568	54,392	56,216	58,040	
	1.141	1.191	1.241	1.291	1.341	1.341	1.391	1.441	1.491	1.541	1.591	
5		45,162	46,986	48,810	50,634	50,634	52,458	54,282	56,106	57,930	59,754	
		1.238	1.288	1.338	1.388	1.388	1.438	1.488	1.538	1.588	1.638	
6			48,701	50,525	52,349	52,349	54,173	55,997	57,821	59,645	61,469	
			1.335	1.385	1.435	1.435	1.485	1.535	1.585	1.635	1.685	
7				52,239	54,063	54,063	55,887	57,711	59,535	61,359	63,183	
				1.432	1.482	1.482	1.532	1.582	1.632	1.682	1.732	
8				53,954	55,778	55,778	57,602	59,426	61,250	63,074	64,898	
				1.479	1.529	1.529	1.579	1.629	1.679	1.729	1.779	
9					57,492	57,492	59,316	61,140	62,964	64,788	66,612	
					1.576	1.576	1.626	1.676	1.726	1.776	1.826	
10					59,207	59,207	61,031	62,855	64,679	66,503	68,327	
					1.623	1.623	1.673	1.723	1.773	1.823	1.873	
11						60,922	62,746	64,570	66,394	68,218	70,042	
						1.67	1.72	1.77	1.82	1.87	1.92	
12								66,284	68,108	69,932	71,756	
								1.817	1.867	1.917	1.967	
13										71,647	73,471	75,525
										1.964	2.014	2.07031
14											75,185	
											2.061	

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

12/12/2017

Conestoga

2017-2018
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: 34,900

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	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal	.0024				
NON-PARTICIPANT						

Couple - Benefits

31.51 or 52.18
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					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

CONESTOGA

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	34,900	36,296	37,692	39,088	40,484	40,484	41,880	43,276	44,672
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	36,296	37,692	39,088	40,484	41,880	41,880	43,276	44,672	46,068
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32
3	37,692	39,088	40,484	41,880	43,276	43,276	44,672	46,068	47,464
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36
4	39,088	40,484	41,880	43,276	44,672	44,672	46,068	47,464	48,860
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40
5	40,484	41,880	43,276	44,672	46,068	46,068	47,464	48,860	50,256
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44
6	41,880	43,276	44,672	46,068	47,464	47,464	48,860	50,256	51,652
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
7		44,672	46,068	47,464	48,860	48,860	50,256	51,652	53,048
		1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52
8		46,068	47,464	48,860	50,256	50,256	51,652	53,048	54,444
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56
9			48,860	50,256	51,652	51,652	53,048	54,444	55,840
			1.40	1.44	1.48	1.48	1.52	1.56	1.60
10			50,256	51,652	53,048	53,048	54,444	55,840	57,236
			1.44	1.48	1.52	1.52	1.56	1.60	1.64
11				53,048	54,444	54,444	55,840	57,236	58,632
				1.52	1.56	1.56	1.60	1.64	1.68
12				54,444	55,840	55,840	57,236	58,632	60,028
				1.56	1.60	1.60	1.64	1.68	1.72
13					57,236	57,236	58,632	60,028	61,424
					1.64	1.64	1.68	1.72	1.76
14							60,028	61,424	62,820
							1.72	1.76	1.80
15								62,820	64,216
								1.80	1.84

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

12/12/2017

Cozad

2017-2018
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:	6.25	6.25	6
Planning Time:	95	95	95
Class Periods/Day:	7	7	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,300 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	Ind. Dent
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

COZAD									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,300	35,758	37,216	38,673	40,131	41,589	43,047	44,504	45,962
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
2	35,929	37,387	38,845	40,303	41,760	43,218	44,676	46,134	47,591
	1.0475	1.09	1.1325	1.175	1.2175	1.26	1.3025	1.345	1.3875
3	37,559	39,016	40,474	41,932	43,390	44,847	46,305	47,763	49,221
	1.095	1.1375	1.18	1.2225	1.265	1.3075	1.35	1.3925	1.435
4	39,188	40,646	42,103	43,561	45,019	46,477	47,934	49,392	50,850
	1.1425	1.185	1.2275	1.27	1.3125	1.355	1.3975	1.44	1.4825
5	40,817	42,275	43,733	45,190	46,648	48,106	49,564	51,021	52,479
	1.19	1.2325	1.275	1.3175	1.36	1.4025	1.445	1.4875	1.53
6	42,446	43,904	45,362	46,820	48,277	49,735	51,193	52,651	54,108
	1.2375	1.28	1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775
7		45,533	46,991	48,449	49,907	51,364	52,822	54,280	55,738
		1.3275	1.37	1.4125	1.455	1.4975	1.54	1.5825	1.625
8			48,620	50,078	51,536	52,994	54,451	55,909	57,367
			1.4175	1.46	1.5025	1.545	1.5875	1.63	1.6725
9				51,707	53,165	54,623	56,081	57,538	58,996
				1.5075	1.55	1.5925	1.635	1.6775	1.72
10				53,337	54,794	56,252	57,710	59,168	60,625
				1.555	1.5975	1.64	1.6825	1.725	1.7675
11					56,424	57,881	59,339	60,797	62,255
					1.645	1.6875	1.73	1.7725	1.815
12					58,053	59,511	60,968	62,426	63,884
					1.6925	1.735	1.7775	1.82	1.8625
13							62,598	64,055	65,513
							1.825	1.8675	1.91
14									67,142
									1.9575

12/12/2017

Crawford

2017-2018
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: 33,800 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	33,800	35,321	36,842	38,363	39,124	39,884	41,405
	1.00	1.045	1.09	1.135	1.1575	1.18	1.225
2	35,321	36,842	38,363	39,884	40,645	41,405	42,926
	1.045	1.09	1.135	1.18	1.2025	1.225	1.27
3	36,842	38,363	39,884	41,405	42,166	42,926	44,447
	1.09	1.135	1.18	1.225	1.2475	1.27	1.315
4	38,363	39,884	41,405	42,926	43,687	44,447	45,968
	1.135	1.18	1.225	1.27	1.2925	1.315	1.36
5	39,884	41,405	42,926	44,447	45,208	45,968	47,489
	1.18	1.225	1.27	1.315	1.3375	1.36	1.405
6		42,926	44,447	45,968	46,729	47,489	49,010
		1.27	1.315	1.36	1.3825	1.405	1.45
7		44,447	45,968	47,489	48,250	49,010	50,531
		1.315	1.36	1.405	1.4275	1.45	1.495
8			47,489	49,010	49,771	50,531	52,052
			1.405	1.45	1.4725	1.495	1.54
9			49,010	50,531	51,292	52,052	53,573
			1.45	1.495	1.5175	1.54	1.585
10				52,052	52,813	53,573	55,094
				1.54	1.5625	1.585	1.63
11				53,573	54,334	55,094	56,615
				1.585	1.6075	1.63	1.675
12						56,615	58,136
						1.675	1.72
13						58,136	59,657
						1.72	1.765

12/12/2017

Creek Valley

2017-2018
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: 33,900

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:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18 Sp or Dep Dental
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Madison Nat'l	5.00					
NON-PARTICIPANT							

COMMENTS: dt pays $60/yr LTD

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			
Other Info:					
PERSONAL	3				
BEREAVEMENT					included in sick lv.
PROFESSIONAL					admin discretion
ADOPTION					
ASSOCIATION					

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

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	33,900	35,426	36,951	38,477	40,002	41,528	43,053
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	35,426	36,951	38,477	40,002	41,528	43,053	44,579
	1.045	1.09	1.135	1.18	1.225	1.27	1.315
3	36,951	38,477	40,002	41,528	43,053	44,579	46,104
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	38,477	40,002	41,528	43,053	44,579	46,104	47,630
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	40,002	41,528	43,053	44,579	46,104	47,630	49,155
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	41,528	43,053	44,579	46,104	47,630	49,155	50,681
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7		44,579	46,104	47,630	49,155	50,681	52,206
		1.315	1.36	1.405	1.45	1.495	1.54
8		46,104	47,630	49,155	50,681	52,206	53,732
		1.36	1.405	1.45	1.495	1.54	1.585
9			49,155	50,681	52,206	53,732	55,257
			1.45	1.495	1.54	1.585	1.63
10			50,681	52,206	53,732	55,257	56,783
			1.495	1.54	1.585	1.63	1.675
11				53,732	55,257	56,783	58,308
				1.585	1.63	1.675	1.72
12				55,257	56,783	58,308	59,834
				1.63	1.675	1.72	1.765
13					58,308	59,834	61,359
					1.72	1.765	1.81
14					59,834	61,359	62,885
					1.765	1.81	1.855
15						62,885	64,410
						1.855	1.9
16						64,410	65,936
						1.9	1.945
17							67,461
							1.99
18							68,986
							2.035

12/12/2017

Creighton

2017-2018
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: 34,100 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Fortis	0.90				
LTD	Fortis	.0016				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	5				
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	34,100	35,635	37,169	38,704	40,238	41,773	43,307
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	35,464	36,999	38,533	40,068	41,602	43,137	44,671
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	36,828	38,363	39,897	41,432	42,966	44,501	46,035
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	38,192	39,727	41,261	42,796	44,330	45,865	47,399
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	39,556	41,091	42,625	44,160	45,694	47,229	48,763
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	40,920	42,455	43,989	45,524	47,058	48,593	50,127
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7		43,819	45,353	46,888	48,422	49,957	51,491
		1.285	1.33	1.375	1.42	1.465	1.51
8		45,183	46,717	48,252	49,786	51,321	52,855
		1.325	1.37	1.415	1.46	1.505	1.55
9			48,081	49,616	51,150	52,685	54,219
			1.41	1.455	1.5	1.545	1.59
10				50,980	52,514	54,049	55,583
				1.495	1.54	1.585	1.63
11				52,344	53,878	55,413	56,947
				1.535	1.58	1.625	1.67
12					55,242	56,777	58,311
					1.62	1.665	1.71
13					56,606	58,141	59,675
					1.66	1.705	1.75
14						59,505	61,039
						1.745	1.79
15							62,403
							1.83
16							63,767
							1.87
17							65,131
							1.91
18							66,495
							1.95

12/12/2017

Crete

2017-2018
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: 34,580 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	923.73
HEALTH	BC/BS	900D/3500D	607.93	1124.68	1276.65	1714.22	Each spouse
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: Ind+$287.13, Ee/C+$151.97 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	34,580	36,136	37,692	39,248		40,804	42,361	43,917	45,473	47,029
	1.00	1.045	1.09	1.135		1.18	1.225	1.27	1.315	1.36
2	36,136	37,692	39,248	40,804		42,361	43,917	45,473	47,029	48,585
	1.045	1.09	1.135	1.18		1.225	1.27	1.315	1.36	1.405
3	37,692	39,248	40,804	42,361		43,917	45,473	47,029	48,585	50,141
	1.09	1.135	1.18	1.225		1.27	1.315	1.36	1.405	1.45
4	39,248	40,804	42,361	43,917		45,473	47,029	48,585	50,141	51,697
	1.135	1.18	1.225	1.27		1.315	1.36	1.405	1.45	1.495
5	40,804	42,361	43,917	45,473		47,029	48,585	50,141	51,697	53,253
	1.18	1.225	1.27	1.315		1.36	1.405	1.45	1.495	1.54
6	42,361	43,917	45,473	47,029		48,585	50,141	51,697	53,253	54,809
	1.225	1.27	1.315	1.36		1.405	1.45	1.495	1.54	1.585
7		45,473	47,029	48,585		50,141	51,697	53,253	54,809	56,365
		1.315	1.36	1.405		1.45	1.495	1.54	1.585	1.63
8			48,585	50,141		51,697	53,253	54,809	56,365	57,922
			1.405	1.45		1.495	1.54	1.585	1.63	1.675
9			50,141	51,697		53,253	54,809	56,365	57,922	59,478
			1.45	1.495		1.54	1.585	1.63	1.675	1.72
10				53,253		54,809	56,365	57,922	59,478	61,034
				1.54		1.585	1.63	1.675	1.72	1.765
11						56,365	57,922	59,478	61,034	62,590
						1.63	1.675	1.72	1.765	1.81
12					57,922	57,922	59,478	61,034	62,590	64,146
					1.675	1.675	1.72	1.765	1.81	1.855
13							61,034	62,590	64,146	65,702
							1.765	1.81	1.855	1.9
14, 15, 16									65,702	67,258
									1.9	1.945
17										68,814
										1.99

08-09 BA36 column closed to new entrants

12/12/2017

Crofton

2017-2018
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: 34,350 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	871.45
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: Singles recv $234.85 403b COMMENTS:
LIFE Principal Life 5.13 Deductible Reimbursement:
LTD Principal Life 9.00
NON-PARTICIPANT $871.45 Cash

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

C R O F T O N							
					B A + 3 6	B A + 4 8	
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 4 , 3 5 0	3 5 , 7 2 4	3 7 , 0 9 8	3 8 , 4 7 2	3 9 , 8 4 6	4 1 , 2 2 0	4 2 , 5 9 4
	1 . 0 0	1 . 0 4	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4
2	3 5 , 7 2 4	3 7 , 0 9 8	3 8 , 4 7 2	3 9 , 8 4 6	4 1 , 2 2 0	4 2 , 5 9 4	4 3 , 9 6 8
	1 . 0 4	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8
3	3 7 , 0 9 8	3 8 , 4 7 2	3 9 , 8 4 6	4 1 , 2 2 0	4 2 , 5 9 4	4 3 , 9 6 8	4 5 , 3 4 2
	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2
4	3 8 , 4 7 2	3 9 , 8 4 6	4 1 , 2 2 0	4 2 , 5 9 4	4 3 , 9 6 8	4 5 , 3 4 2	4 6 , 7 1 6
	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6
5	3 9 , 8 4 6	4 1 , 2 2 0	4 2 , 5 9 4	4 3 , 9 6 8	4 5 , 3 4 2	4 6 , 7 1 6	4 8 , 0 9 0
	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0
6		4 2 , 5 9 4	4 3 , 9 6 8	4 5 , 3 4 2	4 6 , 7 1 6	4 8 , 0 9 0	4 9 , 4 6 4
		1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4
7			4 5 , 3 4 2	4 6 , 7 1 6	4 8 , 0 9 0	4 9 , 4 6 4	5 0 , 8 3 8
			1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4	1 . 4 8
8				4 8 , 0 9 0	4 9 , 4 6 4	5 0 , 8 3 8	5 2 , 2 1 2
				1 . 4 0	1 . 4 4	1 . 4 8	1 . 5 2
9				4 9 , 4 6 4	5 0 , 8 3 8	5 2 , 2 1 2	5 3 , 5 8 6
				1 . 4 4	1 . 4 8	1 . 5 2	1 . 5 6
1 0				5 0 , 8 3 8	5 2 , 2 1 2	5 3 , 5 8 6	5 4 , 9 6 0
				1 . 4 8	1 . 5 2	1 . 5 6	1 . 6 0
1 1				5 2 , 2 1 2	5 3 , 5 8 6	5 4 , 9 6 0	5 6 , 3 3 4
				1 . 5 2	1 . 5 6	1 . 6 0	1 . 6 4
1 2					5 4 , 9 6 0	5 6 , 3 3 4	5 7 , 7 0 8
					1 . 6 0	1 . 6 4	1 . 6 8
1 3					5 6 , 3 3 4	5 7 , 7 0 8	5 9 , 0 8 2
					1 . 6 4	1 . 6 8	1 . 7 2
1 4					5 7 , 7 0 8	5 9 , 0 8 2	6 0 , 4 5 6
					1 . 6 8	1 . 7 2	1 . 7 6
1 5					5 9 , 0 8 2	6 0 , 4 5 6	6 1 , 8 3 0
					1 . 7 2	1 . 7 6	1 . 8 0
1 6						6 1 , 8 3 0	6 3 , 2 0 4
						1 . 8 0	1 . 8 4
1 7						6 2 , 5 1 7	6 4 , 5 7 8
						1 . 8 2	1 . 8 8
1 8							6 5 , 2 6 5
							1 . 9 0

12/12/2017

Cross County

2017-2018
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:	6.68	6.68	6.5
Planning Time:	45	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,000 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
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	35,000	36,750	38,500	40,250	42,000	43,750	45,500	47,250
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	36,400	38,150	39,900	41,650	43,400	45,150	46,900	48,650
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,800	39,550	41,300	43,050	44,800	46,550	48,300	50,050
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	39,200	40,950	42,700	44,450	46,200	47,950	49,700	51,450
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	40,600	42,350	44,100	45,850	47,600	49,350	51,100	52,850
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	42,000	43,750	45,500	47,250	49,000	50,750	52,500	54,250
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		45,150	46,900	48,650	50,400	52,150	53,900	55,650
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		46,550	48,300	50,050	51,800	53,550	55,300	57,050
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			49,700	51,450	53,200	54,950	56,700	58,450
			1.42	1.47	1.52	1.57	1.62	1.67
10			51,100	52,850	54,600	56,350	58,100	59,850
			1.46	1.51	1.56	1.61	1.66	1.71
11			52,500	54,250	56,000	57,750	59,500	61,250
			1.50	1.55	1.60	1.65	1.70	1.75
12				55,650	57,400	59,150	60,900	62,650
				1.59	1.64	1.69	1.74	1.79
13				57,050	58,800	60,550	62,300	64,050
				1.63	1.68	1.73	1.78	1.83
14					60,200	61,950	63,700	65,450
					1.72	1.77	1.82	1.87
15								66,850
								1.91

12/12/2017

David City

2017-2018
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: 34,650 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

PPO:
LIFE
LTD
NON-PARTICIPANT

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
31.51 or 52.18
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	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	34,650	36,383	38,115	39,848	41,580	43,313	45,045	46,778
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	36,036	37,769	39,501	41,234	42,966	44,699	46,431	48,164
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,422	39,155	40,887	42,620	44,352	46,085	47,817	49,550
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	38,808	40,541	42,273	44,006	45,738	47,471	49,203	50,936
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	40,194	41,927	43,659	45,392	47,124	48,857	50,589	52,322
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	41,580	43,313	45,045	46,778	48,510	50,243	51,975	53,708
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	42,966	44,699	46,431	48,164	49,896	51,629	53,361	55,094
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	44,352	46,085	47,817	49,550	51,282	53,015	54,747	56,480
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		47,471	49,203	50,936	52,668	54,401	56,133	57,866
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			50,589	52,322	54,054	55,787	57,519	59,252
			1.46	1.51	1.56	1.61	1.66	1.71
11				53,708	55,440	57,173	58,905	60,638
				1.55	1.60	1.65	1.70	1.75
12					56,826	58,559	60,291	62,024
					1.64	1.69	1.74	1.79
13						59,945	61,677	63,410
						1.73	1.78	1.83
14							63,063	64,796
							1.82	1.87

12/12/2017

Deshler

2017-2018
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: 33,400 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
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	33,400	34,736	36,072	37,408	38,744	40,080
	1.00	1.04	1.08	1.12	1.16	1.2
2	34,903	36,239	37,575	38,911	40,247	41,583
	1.045	1.085	1.125	1.165	1.205	1.245
3	36,406	37,742	39,078	40,414	41,750	43,086
	1.09	1.13	1.17	1.21	1.25	1.29
4	37,909	39,245	40,581	41,917	43,253	44,589
	1.135	1.175	1.215	1.255	1.295	1.335
5	39,412	40,748	42,084	43,420	44,756	46,092
	1.18	1.22	1.26	1.3	1.34	1.38
6		42,251	43,587	44,923	46,259	47,595
		1.265	1.305	1.345	1.385	1.425
7		43,754	45,090	46,426	47,762	49,098
		1.31	1.35	1.39	1.43	1.47
8			46,593	47,929	49,265	50,601
			1.395	1.435	1.475	1.515
9				49,432	50,768	52,104
				1.48	1.52	1.56
10				50,935	52,271	53,607
				1.525	1.565	1.605
11					53,774	55,110
					1.61	1.65
12					55,277	56,613
					1.655	1.695
13					56,780	58,116
					1.7	1.74
14					57,532	59,619
					1.7225	1.785

12/12/2017

Diller-Odell

2017-2018
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: 34,950 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Guardian	4.80				
LTD						
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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:	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	34,950	36,348	37,746	39,144	39,843	40,542	41,940	43,338
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	36,348	37,746	39,144	40,542	41,241	41,940	43,338	44,736
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	37,746	39,144	40,542	41,940	42,639	43,338	44,736	46,134
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	39,144	40,542	41,940	43,338	44,037	44,736	46,134	47,532
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	40,542	41,940	43,338	44,736	45,435	46,134	47,532	48,930
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	41,940	43,338	44,736	46,134	46,833	47,532	48,930	50,328
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	43,338	44,736	46,134	47,532	48,231	48,930	50,328	51,726
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8	44,736	46,134	47,532	48,930	49,629	50,328	51,726	53,124
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		47,532	48,930	50,328	51,027	51,726	53,124	54,522
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			50,328	51,726	52,425	53,124	54,522	55,920
			1.44	1.48	1.50	1.52	1.56	1.60
11				53,124	53,823	54,522	55,920	57,318
				1.52	1.54	1.56	1.60	1.64
12					55,221	55,920	57,318	58,716
					1.58	1.60	1.64	1.68
13					56,619	57,318	58,716	60,114
					1.62	1.64	1.68	1.72
14								61,512
								1.76
15								62,910
								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.

12/12/2017

Doniphan-Trumbull

2017-2018
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: 35,050 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Companion	1.14				
LTD	Principal	.0042 (thru sal)				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	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	35,050	36,803	38,555	40,308	42,060	42,761	43,813	45,565	47,318
	1.00	1.05	1.10	1.15	1.20	1.22	1.25	1.30	1.35
2	36,452	38,205	39,957	41,710	43,462	44,163	45,215	46,967	48,720
	1.04	1.09	1.14	1.19	1.24	1.26	1.29	1.34	1.39
3	37,854	39,607	41,359	43,112	44,864	45,565	46,617	48,369	50,122
	1.08	1.13	1.18	1.23	1.28	1.30	1.33	1.38	1.43
4	39,256	41,009	42,761	44,514	46,266	46,967	48,019	49,771	51,524
	1.12	1.17	1.22	1.27	1.32	1.34	1.37	1.42	1.47
5	40,658	42,411	44,163	45,916	47,668	48,369	49,421	51,173	52,926
	1.16	1.21	1.26	1.31	1.36	1.38	1.41	1.46	1.51
6		43,813	45,565	47,318	49,070	49,771	50,823	52,575	54,328
		1.25	1.30	1.35	1.40	1.42	1.45	1.50	1.55
7		45,215	46,967	48,720	50,472	51,173	52,225	53,977	55,730
		1.29	1.34	1.39	1.44	1.46	1.49	1.54	1.59
8			48,369	50,122	51,874	52,575	53,627	55,379	57,132
			1.38	1.43	1.48	1.50	1.53	1.58	1.63
9			49,771	51,524	53,276	53,977	55,029	56,781	58,534
			1.42	1.47	1.52	1.54	1.57	1.62	1.67
10				52,926	54,678	55,379	56,431	58,183	59,936
				1.51	1.56	1.58	1.61	1.66	1.71
11				54,328	56,080	56,781	57,833	59,585	61,338
				1.55	1.60	1.62	1.65	1.70	1.75
12					57,482	58,183	59,235	60,987	62,740
					1.64	1.66	1.69	1.74	1.79
13					58,884	59,585	60,637	62,389	64,142
					1.68	1.70	1.73	1.78	1.83
14							62,039	63,791	65,544
							1.77	1.82	1.87
15							63,441	65,193	66,946
							1.81	1.86	1.91

12/12/2017

Dorchester

2017-2018
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	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,500
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
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	35,500	36,920	38,340	39,760	41,180	41,180	42,600	44,020
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	36,920	38,340	39,760	41,180	42,600	42,600	44,020	45,440
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	38,340	39,760	41,180	42,600	44,020	44,020	45,440	46,860
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	39,760	41,180	42,600	44,020	45,440	45,440	46,860	48,280
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	41,180	42,600	44,020	45,440	46,860	46,860	48,280	49,700
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	42,600	44,020	45,440	46,860	48,280	48,280	49,700	51,120
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		45,440	46,860	48,280	49,700	49,700	51,120	52,540
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		46,860	48,280	49,700	51,120	51,120	52,540	53,960
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			49,700	51,120	52,540	52,540	53,960	55,380
			1.40	1.44	1.48	1.48	1.52	1.56
10				52,540	53,960	53,960	55,380	56,800
				1.48	1.52	1.52	1.56	1.60
11					55,380	55,380	56,800	58,220
					1.56	1.56	1.60	1.64
12						56,800	58,220	59,640
						1.60	1.64	1.68
13							59,640	61,060
							1.68	1.72
14								62,480
								1.76

12/12/2017

Douglas County West

2017-2018
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: 35,040 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 8

Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/2000D	607.93	607.93	607.93	607.93
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Guardian	6.25				
LTD	Madison Nat'l	.003				
NON-PARTICIPANT	$213.83 cash stipend					

Couple - Benefits 755.42

flat salary

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
118.82	118.82

Options: added to salary

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: Ind 2000D

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				

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: emergency

OTHER DISTRICT POLICIES

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

DOUGLAS COUNTY WEST

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	35,040	36,442	37,843	39,245	40,646	40,646	42,048	43,450	44,851	46,253
	1	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28	1.32
2	36,442	37,843	39,245	40,646	42,048	42,048	43,450	44,851	46,253	47,654
	1.04	1.08	1.12	1.16	1.2	1.2	1.24	1.28	1.32	1.36
3	37,843	39,245	40,646	42,048	43,450	43,450	44,851	46,253	47,654	49,056
	1.08	1.12	1.16	1.2	1.24	1.24	1.28	1.32	1.36	1.4
4	39,245	40,646	42,048	43,450	44,851	44,851	46,253	47,654	49,056	50,458
	1.12	1.16	1.2	1.24	1.28	1.28	1.32	1.36	1.4	1.44
5	40,646	42,048	43,450	44,851	46,253	46,253	47,654	49,056	50,458	51,859
	1.16	1.2	1.24	1.28	1.32	1.32	1.36	1.4	1.44	1.48
6	42,048	43,450	44,851	46,253	47,654	47,654	49,056	50,458	51,859	53,261
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44	1.48	1.52
7	43,450	44,851	46,253	47,654	49,056	49,056	50,458	51,859	53,261	54,662
	1.24	1.28	1.32	1.36	1.4	1.4	1.44	1.48	1.52	1.56
8		46,253	47,654	49,056	50,458	50,458	51,859	53,261	54,662	56,064
		1.32	1.36	1.4	1.44	1.44	1.48	1.52	1.56	1.6
9			49,056	50,458	51,859	51,859	53,261	54,662	56,064	57,466
			1.4	1.44	1.48	1.48	1.52	1.56	1.6	1.64
10			50,458	51,859	53,261	53,261	54,662	56,064	57,466	58,867
			1.44	1.48	1.52	1.52	1.56	1.6	1.64	1.68
11				53,261	54,662	54,662	56,064	57,466	58,867	60,269
				1.52	1.56	1.56	1.6	1.64	1.68	1.72
12					56,064	56,064	57,466	58,867	60,269	61,670
					1.6	1.6	1.64	1.68	1.72	1.76
13					57,466	57,466	58,867	60,269	61,670	63,072
					1.64	1.64	1.68	1.72	1.76	1.8
14					58,867	58,867	60,269	61,670	63,072	64,474
					1.68	1.68	1.72	1.76	1.8	1.84
15								63,072	64,474	65,875
								1.8	1.84	1.88
16										67,277
										1.92

12/12/2017

Dundy County

2017-2018
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: 34,385 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
HEALTH	BC/BS	900D/3500D	607.93	1124.68	1276.65	1714.22	Ind. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

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 COUNTY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,385	35,760	37,136	38,511	39,887	39,887	41,262	42,637
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	35,760	37,136	38,511	39,887	41,262	41,262	42,637	44,013
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	37,136	38,511	39,887	41,262	42,637	42,637	44,013	45,388
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	38,511	39,887	41,262	42,637	44,013	44,013	45,388	46,764
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	39,887	41,262	42,637	44,013	45,388	45,388	46,764	48,139
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	41,262	42,637	44,013	45,388	46,764	46,764	48,139	49,514
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	42,637	44,013	45,388	46,764	48,139	48,139	49,514	50,890
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		45,388	46,764	48,139	49,514	49,514	50,890	52,265
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			48,139	49,514	50,890	50,890	52,265	53,641
			1.40	1.44	1.48	1.48	1.52	1.56
10				50,890	52,265	52,265	53,641	55,016
				1.48	1.52	1.52	1.56	1.60
11				52,265	53,641	53,641	55,016	56,391
				1.52	1.56	1.56	1.60	1.64
12					55,016	55,016	56,391	57,767
					1.60	1.60	1.64	1.68
13						56,391	57,767	59,142
						1.64	1.68	1.72
14							59,142	60,518
							1.72	1.76
15							60,518	61,893
							1.76	1.80
16								63,268
								1.84

12/12/2017

East Butler

2017-2018
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: 35,540 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*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Nat'l	.0029				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement: N

Couple - Benefits
31.51 or 52.18
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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

EAST BUTLER

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	PHD
1	35,540	36,962	38,383	39,805	41,226	42,648	44,070	45,491	46,913
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32
2	37,139	38,561	39,983	41,404	42,826	44,247	45,669	47,091	48,512
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325	1.365
3	38,739	40,160	41,582	43,003	44,425	45,847	47,268	48,690	50,111
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
4	40,338	41,760	43,181	44,603	46,024	47,446	48,868	50,289	51,711
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455
5	41,937	43,359	44,780	46,202	47,624	49,045	50,467	51,888	53,310
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46	1.5
6	43,537	44,958	46,380	47,801	49,223	50,645	52,066	53,488	54,909
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505	1.545
7	45,136	46,557	47,979	49,401	50,822	52,244	53,665	55,087	56,509
	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
8		48,157	49,578	51,000	52,422	53,843	55,265	56,686	58,108
		1.355	1.395	1.435	1.475	1.515	1.555	1.595	1.635
9			51,178	52,599	54,021	55,442	56,864	58,286	59,707
			1.44	1.48	1.52	1.56	1.6	1.64	1.68
10				54,199	55,620	57,042	58,463	59,885	61,307
				1.525	1.565	1.605	1.645	1.685	1.725
11				55,798	57,219	58,641	60,063	61,484	62,906
				1.57	1.61	1.65	1.69	1.73	1.77
12					58,819	60,240	61,662	63,084	64,505
					1.655	1.695	1.735	1.775	1.815
13					60,418	61,840	63,261	64,683	66,104
					1.7	1.74	1.78	1.82	1.86
14						63,439	64,861	66,282	67,704
						1.785	1.825	1.865	1.905
15							66,460	67,881	69,303
							1.87	1.91	1.95
16								69,481	70,902
								1.955	1.995
17									72,502
									2.04

12/12/2017

Elba

2017-2018
1.1

WORKING CONDITIONS

Contract Days: 180 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: 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** 30.73
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	Cash
DENTAL	BC/BS	3	56.31	56.31	56.31	56.31	
PPO:							
LIFE							
LTD	National Ins		.0069				
NON-PARTICIPANT	$30.73 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	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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

ELBA

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	39,960	41,625	43,290
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	34,632	36,297	37,962	39,627	41,292	41,292	42,957	44,622
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	35,964	37,629	39,294	40,959	42,624	42,624	44,289	45,954
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	37,296	38,961	40,626	42,291	43,956	43,956	45,621	47,286
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	38,628	40,293	41,958	43,623	45,288	45,288	46,953	48,618
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	39,960	41,625	43,290	44,955	46,620	46,620	48,285	49,950
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7		42,957	44,622	46,287	47,952	47,952	49,617	51,282
		1.29	1.34	1.39	1.44	1.44	1.49	1.54
8			45,954	47,619	49,284	49,284	50,949	52,614
			1.38	1.43	1.48	1.48	1.53	1.58
9				48,951	50,616	50,616	52,281	53,946
				1.47	1.52	1.52	1.57	1.62
10					51,948	51,948	53,613	55,278
					1.56	1.56	1.61	1.66
11							54,945	56,610
							1.65	1.70

12/12/2017

Elgin

2017-2018
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: 34,100 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18 Sp or Dep. Dental
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Principal	.0040					
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	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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

ELGIN

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,100	35,635	37,169	38,704	40,238	41,773	43,307	44,842
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	35,464	36,999	38,533	40,068	41,602	43,137	44,671	46,206
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	36,828	38,363	39,897	41,432	42,966	44,501	46,035	47,570
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	38,192	39,727	41,261	42,796	44,330	45,865	47,399	48,934
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	39,556	41,091	42,625	44,160	45,694	47,229	48,763	50,298
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		42,455	43,989	45,524	47,058	48,593	50,127	51,662
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			45,353	46,888	48,422	49,957	51,491	53,026
			1.33	1.375	1.42	1.465	1.51	1.555
8			46,717	48,252	49,786	51,321	52,855	54,390
			1.37	1.415	1.46	1.505	1.55	1.595
9				49,616	51,150	52,685	54,219	55,754
				1.455	1.5	1.545	1.59	1.635
10				50,980	52,514	54,049	55,583	57,118
				1.495	1.54	1.585	1.63	1.675
11						55,413	56,947	58,482
						1.625	1.67	1.715

12/12/2017

Elkhorn

2017-2018
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	7	7
Planning Time:	53	43	varies
Class Periods/Day:	7	8	
Normal Teaching Load:	5.5	6.5	

SALARY SCHEDULE

Base: 34,230
Starting Salary: 36,968
Career Increments: N
*stp 1 is 1.08
Vertical Freeze: 90-91,00-01
Rollback:
Multi-year Contract: 16-17, 17-18

Index: 4 x 5
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	493.42
HEALTH	BC/BS	900D/3500D	607.93	1073.01	1209.78	1603.59	CIL
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: ind also recv $111.02
COMMENTS:
LIFE Madison Nat'l 2.40
Deductible Reimbursement:
LTD CNA .0018 (thru sal)
NON-PARTICIPANT $493.42 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	34,230									
	1.00									
A	36,968	38,680	40,391	42,103	43,814	43,814	45,526	47,237	48,949	50,660
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
B	38,338	40,049	41,761	43,472	45,184	45,184	46,895	48,607	50,318	52,030
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
C	39,707	41,418	43,130	44,841	46,553	46,553	48,264	49,976	51,687	53,399
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
D	41,076	42,788	44,499	46,211	47,922	47,922	49,634	51,345	53,057	54,768
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
E		44,157	45,868	47,580	49,291	49,291	51,003	52,714	54,426	56,137
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
F		45,526	47,237	48,949	50,660	50,660	52,372	54,083	55,795	57,506
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
G		46,895	48,607	50,318	52,030	52,030	53,741	55,453	57,164	58,876
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
H			49,976	51,687	53,399	53,399	55,110	56,822	58,533	60,245
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
I			51,345	53,057	54,768	54,768	56,480	58,191	59,903	61,614
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
J			52,714	54,426	56,137	56,137	57,849	59,560	61,272	62,983
			1.54	1.59	1.64	1.64	1.69	1.74	1.79	1.84
K				55,795	57,506	57,506	59,218	60,929	62,641	64,352
				1.63	1.68	1.68	1.73	1.78	1.83	1.88
L					58,876	58,876	60,587	62,299	64,010	65,722
					1.72	1.72	1.77	1.82	1.87	1.92
M					60,245	60,245	61,956	63,668	65,379	67,091
					1.76	1.76	1.81	1.86	1.91	1.96
N					61,614	61,614	63,326	65,037	66,749	68,460
					1.80	1.80	1.85	1.90	1.95	2.00
O								66,406	68,118	69,829
								1.94	1.99	2.04
P									68,460	71,198
									2.00	2.08
Q									68,802	72,568
									2.01	2.12
R									69,145	72,910
									2.02	2.13
S										73,252
										2.14
T										73,595
										2.15

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

12/12/2017

Elkhorn Valley

2017-2018
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: 34,650 Index: 4 x 4.5
Starting Salary: 37,422 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal		.0052 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	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	34,650	36,209	37,769	39,328	40,887	44,006	40,887	42,446	44,006
	1.00	1.045	1.09	1.135	1.18	1.27	1.18	1.225	1.27
2	36,036	37,595	39,155	40,714	42,273	45,392	42,273	43,832	45,392
	1.04	1.085	1.13	1.175	1.22	1.31	1.22	1.265	1.31
3	37,422	38,981	40,541	42,100	43,659	46,778	43,659	45,218	46,778
	1.08	1.125	1.17	1.215	1.26	1.35	1.26	1.305	1.35
4	38,808	40,367	41,927	43,486	45,045	48,164	45,045	46,604	48,164
	1.12	1.165	1.21	1.255	1.3	1.39	1.3	1.345	1.39
5	40,194	41,753	43,313	44,872	46,431	49,550	46,431	47,419	49,550
	1.16	1.205	1.25	1.295	1.34	1.43	1.34	1.3685	1.43
6		43,139	44,699	46,258	47,817	50,936	47,817	49,376	50,936
		1.245	1.29	1.335	1.38	1.47	1.38	1.425	1.47
7		44,525	46,085	47,644	49,203	52,322	49,203	50,762	52,322
		1.285	1.33	1.375	1.42	1.51	1.42	1.465	1.51
8			47,471	49,030	50,589	53,708	50,589	52,148	53,708
			1.37	1.415	1.46	1.55	1.46	1.505	1.55
9				50,416	51,975	55,094	51,975	53,534	55,094
				1.455	1.5	1.59	1.5	1.545	1.59
10					53,361	56,480	53,361	54,920	56,480
					1.54	1.63	1.54	1.585	1.63
11					54,747	57,866	54,747	56,306	57,866
					1.58	1.67	1.58	1.625	1.67
12						59,252	56,133	57,692	59,252
						1.71	1.62	1.665	1.71
13						60,638	57,519	59,078	60,638
						1.75	1.66	1.705	1.75
14								60,464	62,024
								1.745	1.79
15									63,410
									1.83

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

12/12/2017

Elm Creek

2017-2018
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: 34,475

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	607.93	1124.68	1276.65	1714.22	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Principal	.0039					
NON-PARTICIPANT	$530 Cash						

COMMENTS:

Deductible Reimbursement:

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	34,475	35,854	37,233	38,612	39,991	41,370	42,749	44,128
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,854	37,233	38,612	39,991	41,370	42,749	44,128	45,507
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,233	38,612	39,991	41,370	42,749	44,128	45,507	46,886
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,612	39,991	41,370	42,749	44,128	45,507	46,886	48,265
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,991	41,370	42,749	44,128	45,507	46,886	48,265	49,644
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,370	42,749	44,128	45,507	46,886	48,265	49,644	51,023
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		44,128	45,507	46,886	48,265	49,644	51,023	52,402
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			46,886	48,265	49,644	51,023	52,402	53,781
			1.36	1.40	1.44	1.48	1.52	1.56
9				49,644	51,023	52,402	53,781	55,160
				1.44	1.48	1.52	1.56	1.60
10				51,023	52,402	53,781	55,160	56,539
				1.48	1.52	1.56	1.60	1.64
11					53,781	55,160	56,539	57,918
					1.56	1.60	1.64	1.68
12					55,160	56,539	57,918	59,297
					1.60	1.64	1.68	1.72
13						57,918	59,297	60,676
						1.68	1.72	1.76
14							60,676	62,055
							1.76	1.80
15								63,434
								1.84

09-10 BA45 removed, teachers grandfathered

12/12/2017

Elmwood-Murdock

2017-2018
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: 34,875 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	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
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	PHD
1	34,875	36,270	37,665	39,060	40,455	41,850	43,245	44,640	46,035
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	36,270	37,665	39,060	40,455	41,850	43,245	44,640	46,035	47,430
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	37,665	39,060	40,455	41,850	43,245	44,640	46,035	47,430	48,825
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	39,060	40,455	41,850	43,245	44,640	46,035	47,430	48,825	50,220
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	40,455	41,850	43,245	44,640	46,035	47,430	48,825	50,220	51,615
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	41,850	43,245	44,640	46,035	47,430	48,825	50,220	51,615	53,010
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	43,245	44,640	46,035	47,430	48,825	50,220	51,615	53,010	54,405
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		46,035	47,430	48,825	50,220	51,615	53,010	54,405	55,800
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			48,825	50,220	51,615	53,010	54,405	55,800	57,195
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10			50,220	51,615	53,010	54,405	55,800	57,195	58,590
			1.44	1.48	1.52	1.56	1.60	1.64	1.68
11				53,010	54,405	55,800	57,195	58,590	59,985
				1.52	1.56	1.60	1.64	1.68	1.72
12					55,800	57,195	58,590	59,985	61,380
					1.60	1.64	1.68	1.72	1.76
13						58,590	59,985	61,380	62,775
						1.68	1.72	1.76	1.80
14							61,380	62,775	64,170
							1.76	1.80	1.84
15								64,170	65,565
								1.84	1.88

12/12/2017

Elwood

2017-2018
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: 33,350

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	**Couple - Benefits**
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	61.97 or 102.53 Sp or Dep. Dental
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31	
PPO:							
LIFE							
LTD	Principal		.0066256				
NON-PARTICIPANT							

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	33,350	34,767	36,185	37,602	39,020	40,437	41,854
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255
2	34,684	36,101	37,519	38,936	40,354	41,771	43,188
	1.04	1.0825	1.125	1.1675	1.21	1.2525	1.295
3	36,018	37,435	38,853	40,270	41,688	43,105	44,522
	1.08	1.1225	1.165	1.2075	1.25	1.2925	1.335
4	37,352	38,769	40,187	41,604	43,022	44,439	45,856
	1.12	1.1625	1.205	1.2475	1.29	1.3325	1.375
5	38,686	40,103	41,521	42,938	44,356	45,773	47,190
	1.16	1.2025	1.245	1.2875	1.33	1.3725	1.415
6	40,020	41,437	42,855	44,272	45,690	47,107	48,524
	1.2	1.2425	1.285	1.3275	1.37	1.4125	1.455
7	41,354	42,771	44,189	45,606	47,024	48,441	49,858
	1.24	1.2825	1.325	1.3675	1.41	1.4525	1.495
8		44,105	45,523	46,940	48,358	49,775	51,192
		1.3225	1.365	1.4075	1.45	1.4925	1.535
9			46,857	48,274	49,692	51,109	52,526
			1.405	1.4475	1.49	1.5325	1.575
10				49,608	51,026	52,443	53,860
				1.4875	1.53	1.5725	1.615
11					52,360	53,777	55,194
					1.57	1.6125	1.655
12					53,694	55,111	56,528
					1.61	1.6525	1.695
13					55,028	56,445	57,862
					1.65	1.6925	1.735
14						57,779	59,196
						1.7325	1.775

12/12/2017

Emerson-Hubbard

2017-2018
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:	51	51	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 36,075
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Nat'l		.0051(thru sal)			
NON-PARTICIPANT	606.20 TSA					

Couple - Benefits 606.20 TSA

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	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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

EMERSON-HUBBARD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	36,075	37,518	38,961	40,404	41,847	43,290	44,733	46,176
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	37,518	38,961	40,404	41,847	43,290	44,733	46,176	47,619
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,961	40,404	41,847	43,290	44,733	46,176	47,619	49,062
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	40,404	41,847	43,290	44,733	46,176	47,619	49,062	50,505
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	41,847	43,290	44,733	46,176	47,619	49,062	50,505	51,948
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	43,290	44,733	46,176	47,619	49,062	50,505	51,948	53,391
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	44,733	46,176	47,619	49,062	50,505	51,948	53,391	54,834
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		47,619	49,062	50,505	51,948	53,391	54,834	56,277
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		49,062	50,505	51,948	53,391	54,834	56,277	57,720
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			51,948	53,391	54,834	56,277	57,720	59,163
			1.44	1.48	1.52	1.56	1.60	1.64
11			53,391	54,834	56,277	57,720	59,163	60,606
			1.48	1.52	1.56	1.60	1.64	1.68
12				56,277	57,720	59,163	60,606	62,049
				1.56	1.60	1.64	1.68	1.72
13					59,163	60,606	62,049	63,492
					1.64	1.68	1.72	1.76
14					60,606	62,049	63,492	64,935
					1.68	1.72	1.76	1.80
15							64,935	66,378
							1.80	1.84
16								67,821
								1.88

12/12/2017

ESU 01-Wakefield

2017-2018
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: 34,630
Starting Salary: 35,323
Career Increments: N
Stp 1 is 1.02 index
Vertical Freeze: 04-05
Rollback:
Multi-year Contract: 16-17, 17-18

Index: 4 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	**Couple - Benefits**
HEALTH	BC/BS	900D/2000D					Flat Salary
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:	flat salary $266.67						
LIFE	Madison Life		12.75				
LTD							
NON-PARTICIPANT	flat salary $262.50						

COMMENTS:

Deductible Reimbursement: N

Cafeteria Plan

Individ.	Depend.
266.67	266.67

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Administrative, Emergency, Civil

ESU #01-WAKEFIELD

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
Base	34,630										
	1.00										
1	35,323	36,881	38,439	39,998	41,729	41,729	43,288	44,846	46,404	47,963	51,426
	1.02	1.065	1.11	1.155	1.205	1.205	1.25	1.295	1.34	1.385	1.485
2	36,015	37,574	39,132	40,690	42,422	42,422	43,980	45,538	47,097	48,655	52,118
	1.04	1.085	1.13	1.175	1.225	1.225	1.27	1.315	1.36	1.405	1.505
3	37,400	38,959	40,517	42,075	43,807	43,807	45,365	46,924	48,482	50,040	53,503
	1.08	1.125	1.17	1.215	1.265	1.265	1.31	1.355	1.4	1.445	1.545
4	38,786	40,344	41,902	43,461	45,192	45,192	46,751	48,309	49,867	51,426	54,889
	1.12	1.165	1.21	1.255	1.305	1.305	1.35	1.395	1.44	1.485	1.585
5	40,171	41,729	43,288	44,846	46,577	46,577	48,136	49,694	51,252	52,811	56,274
	1.16	1.205	1.25	1.295	1.345	1.345	1.39	1.435	1.48	1.525	1.625
6	41,556	43,114	44,673	46,231	47,963	47,963	49,521	51,079	52,638	54,196	57,659
	1.2	1.245	1.29	1.335	1.385	1.385	1.43	1.475	1.52	1.565	1.665
7	42,941	44,500	46,058	47,616	49,348	49,348	50,906	52,464	54,023	55,581	59,044
	1.24	1.285	1.33	1.375	1.425	1.425	1.47	1.515	1.56	1.605	1.705
8		45,885	47,443	49,001	50,733	50,733	52,291	53,850	55,408	56,966	60,429
		1.325	1.37	1.415	1.465	1.465	1.51	1.555	1.6	1.645	1.745
9			48,828	50,387	52,118	52,118	53,677	55,235	56,793	58,352	61,815
			1.41	1.455	1.505	1.505	1.55	1.595	1.64	1.685	1.785
10			50,214	51,772	53,503	53,503	55,062	56,620	58,178	59,737	63,200
			1.45	1.495	1.545	1.545	1.59	1.635	1.68	1.725	1.825
11			51,599	53,157	54,889	54,889	56,447	58,005	59,564	61,122	64,585
			1.49	1.535	1.585	1.585	1.63	1.675	1.72	1.765	1.865
12				54,542	56,274	56,274	57,832	59,390	60,949	62,507	65,970
				1.575	1.625	1.625	1.67	1.715	1.76	1.805	1.905
13				55,927	57,659	57,659	59,217	60,776	62,334	63,892	67,355
				1.615	1.665	1.665	1.71	1.755	1.8	1.845	1.945
14				57,313	59,044	59,044	60,603	62,161	63,719	65,278	68,741
				1.655	1.705	1.705	1.75	1.795	1.84	1.885	1.985
15					60,429	60,429	61,988	63,546	65,104	66,663	70,126
					1.745	1.745	1.79	1.835	1.88	1.925	2.025
16					61,815	61,815		64,931	66,490	68,048	71,511
					1.785	1.785		1.875	1.92	1.965	2.065
17					63,027	63,027		66,316	67,875	69,433	72,896
					1.82	1.82		1.915	1.96	2.005	2.105
18								67,529			74,281
								1.95			2.145

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

12/12/2017

ESU 02-Fremont

2017-2018
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: 33,055 Index: 4.5 x 4.5
Starting Salary: 39,005 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	636.60
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22	Cash
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85	
PPO:							
LIFE	Principal	12.70					
LTD	Principal	.0021 (thru sal)					
NON-PARTICIPANT	CIL $636.60						

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

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
1-4	33,055											
	1.00											
5	39,005	40,492	41,980	43,467	44,955	44,955	46,442	47,930	49,417	50,905	52,392	53,880
	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	40,492	41,980	43,467	44,955	46,442	46,442	47,930	49,417	50,905	52,392	53,880	55,367
	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	41,980	43,467	44,955	46,442	47,930	47,930	49,417	50,905	52,392	53,880	55,367	56,855
	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		44,955	46,442	47,930	49,417	49,417	50,905	52,392	53,880	55,367	56,855	58,342
		1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72	1.765
9			47,930	49,417	50,905	50,905	52,392	53,880	55,367	56,855	58,342	59,830
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765	1.81
10				50,905	52,392	52,392	53,880	55,367	56,855	58,342	59,830	61,317
				1.54	1.585	1.585	1.63	1.675	1.72	1.765	1.81	1.855
11				52,392	53,880	53,880	55,367	56,855	58,342	59,830	61,317	62,805
				1.585	1.63	1.63	1.675	1.72	1.765	1.81	1.855	1.9
12				53,880	55,367	55,367	56,855	58,342	59,830	61,317	62,805	64,292
				1.63	1.675	1.675	1.72	1.765	1.81	1.855	1.9	1.945
13				55,367	56,855	56,855	58,342	59,830	61,317	62,805	64,292	65,779
				1.675	1.72	1.72	1.765	1.81	1.855	1.9	1.945	1.99
14				56,855	58,342	58,342	59,830	61,317	62,805	64,292	65,779	67,267
				1.72	1.765	1.765	1.81	1.855	1.9	1.945	1.99	2.035
15						59,830	61,317	62,805	64,292	65,779	67,267	68,754
						1.81	1.855	1.9	1.945	1.99	2.035	2.08
16						61,317	62,805	64,292	65,779	67,267	68,754	70,242
						1.855	1.9	1.945	1.99	2.035	2.08	2.125
17						62,805	64,292	65,779	67,267	68,754	70,242	71,729
						1.9	1.945	1.99	2.035	2.08	2.125	2.17
18							65,779	67,267	68,754	70,242	71,729	73,217
							1.99	2.035	2.08	2.125	2.17	2.215
19											73,217	74,704
											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

12/12/2017

ESU 03-Omaha

2017-2018
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: 31,280
Index: 5 x 5
Starting Salary: 34,408
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	587.42	587.42	587.42	587.42	Cafeteria
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	31,280	32,844	34,408	35,972	35,972	37,536	39,100	40,664	42,228	43,792
	1.00	1.05	1.10	1.15	1.15	1.20	1.25	1.30	1.35	1.40
2	32,844	34,408	35,972	37,536	37,536	39,100	40,664	42,228	43,792	45,356
	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
3	34,408	35,972	37,536	39,100	39,100	40,664	42,228	43,792	45,356	46,920
	1.10	1.15	1.20	1.25	1.25	1.30	1.35	1.40	1.45	1.50
4	35,972	37,536	39,100	40,664	40,664	42,228	43,792	45,356	46,920	48,484
	1.15	1.20	1.25	1.30	1.30	1.35	1.40	1.45	1.50	1.55
5	37,536	39,100	40,664	42,228	42,228	43,792	45,356	46,920	48,484	50,048
	1.20	1.25	1.30	1.35	1.35	1.40	1.45	1.50	1.55	1.60
6	39,100	40,664	42,228	43,792	43,792	45,356	46,920	48,484	50,048	51,612
	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	40,664	42,228	43,792	45,356	45,356	46,920	48,484	50,048	51,612	53,176
	1.30	1.35	1.40	1.45	1.45	1.50	1.55	1.60	1.65	1.70
8	42,228	43,792	45,356	46,920	46,920	48,484	50,048	51,612	53,176	54,740
	1.35	1.40	1.45	1.50	1.50	1.55	1.60	1.65	1.70	1.75
9	43,792	45,356	46,920	48,484	48,484	50,048	51,612	53,176	54,740	56,304
	1.40	1.45	1.50	1.55	1.55	1.60	1.65	1.70	1.75	1.80
10	45,356	46,920	48,484	50,048	50,048	51,612	53,176	54,740	56,304	57,868
	1.45	1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80	1.85
11		48,484	50,048	51,612	51,612	53,176	54,740	56,304	57,868	59,432
		1.55	1.60	1.65	1.65	1.70	1.75	1.80	1.85	1.90
12		50,048	51,612	53,176	53,176	54,740	56,304	57,868	59,432	60,996
		1.60	1.65	1.70	1.70	1.75	1.80	1.85	1.90	1.95
13		51,612	53,176	54,740	54,740	56,304	57,868	59,432	60,996	62,560
		1.65	1.70	1.75	1.75	1.80	1.85	1.90	1.95	2.00
14				56,304	56,304	57,868	59,432	60,996	62,560	64,124
				1.80	1.80	1.85	1.90	1.95	2.00	2.05
15				57,868	57,868	59,432	60,996	62,560	64,124	65,688
				1.85	1.85	1.90	1.95	2.00	2.05	2.10
16				59,432	59,432	60,996	62,560	64,124	65,688	67,252
				1.90	1.90	1.95	2.00	2.05	2.10	2.15
17							64,124	65,688	67,252	68,816
							2.05	2.10	2.15	2.20
18							65,688	67,252	68,816	70,380
							2.10	2.15	2.20	2.25

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

12/12/2017

ESU 05-Beatrice

2017-2018
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	7.1
Planning Time:	20	49	
Class Periods/Day:	8	8	
Normal Teaching Load:	8	7	

SALARY SCHEDULE

Base: 36,775 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:

ESU #05-BEATRICE

					BA+36				PHD
Step	**BA**	**BA+9**	**BA+18**	**BA+27**	**MA**	**MA+9**	**MA+18**	**MA+27**	**EDSPEC**
1	**36,775**	**38,614**	**40,453**	**42,291**	**44,130**	**45,969**	**47,808**	**49,646**	**51,485**
	1.00	**1.05**	**1.10**	**1.15**	**1.20**	**1.25**	**1.30**	**1.35**	**1.40**
2	**38,246**	**40,085**	**41,924**	**43,762**	**45,601**	**47,440**	**49,279**	**51,117**	**52,956**
	1.04	**1.09**	**1.14**	**1.19**	**1.24**	**1.29**	**1.34**	**1.39**	**1.44**
3	**39,717**	**41,556**	**43,395**	**45,233**	**47,072**	**48,911**	**50,750**	**52,588**	**54,427**
	1.08	**1.13**	**1.18**	**1.23**	**1.28**	**1.33**	**1.38**	**1.43**	**1.48**
4	**41,188**	**43,027**	**44,866**	**46,704**	**48,543**	**50,382**	**52,221**	**54,059**	**55,898**
	1.12	**1.17**	**1.22**	**1.27**	**1.32**	**1.37**	**1.42**	**1.47**	**1.52**
5	**42,659**	**44,498**	**46,337**	**48,175**	**50,014**	**51,853**	**53,692**	**55,530**	**57,369**
	1.16	**1.21**	**1.26**	**1.31**	**1.36**	**1.41**	**1.46**	**1.51**	**1.56**
6	**44,130**	**45,969**	**47,808**	**49,646**	**51,485**	**53,324**	**55,163**	**57,001**	**58,840**
	1.20	**1.25**	**1.30**	**1.35**	**1.40**	**1.45**	**1.50**	**1.55**	**1.60**
7	**45,601**	**47,440**	**49,279**	**51,117**	**52,956**	**54,795**	**56,634**	**58,472**	**60,311**
	1.24	**1.29**	**1.34**	**1.39**	**1.44**	**1.49**	**1.54**	**1.59**	**1.64**
8	**47,072**	**48,911**	**50,750**	**52,588**	**54,427**	**56,266**	**58,105**	**59,943**	**61,782**
	1.28	**1.33**	**1.38**	**1.43**	**1.48**	**1.53**	**1.58**	**1.63**	**1.68**
9		**50,382**	**52,221**	**54,059**	**55,898**	**57,737**	**59,576**	**61,414**	**63,253**
		1.37	**1.42**	**1.47**	**1.52**	**1.57**	**1.62**	**1.67**	**1.72**
10			**53,692**	**55,530**	**57,369**	**59,208**	**61,047**	**62,885**	**64,724**
			1.46	**1.51**	**1.56**	**1.61**	**1.66**	**1.71**	**1.76**
11				**57,001**	**58,840**	**60,679**	**62,518**	**64,356**	**66,195**
				1.55	**1.60**	**1.65**	**1.70**	**1.75**	**1.80**
12					**60,311**	**62,150**	**63,989**	**65,827**	**67,666**
					1.64	**1.69**	**1.74**	**1.79**	**1.84**

12/12/2017

ESU 06-Milford

2017-2018
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: 36,350
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	609.09	1126.84	1279.10	1717.51
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
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

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

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	36,350	37,804	39,258	40,712	42,166	43,620	45,074	46,528	47,982	49,436	50,890	52,344
	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	37,804	39,258	40,712	42,166	43,620	45,074	46,528	47,982	49,436	50,890	52,344	53,798
	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	39,258	40,712	42,166	43,620	45,074	46,528	47,982	49,436	50,890	52,344	53,798	55,252
	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	40,712	42,166	43,620	45,074	46,528	47,982	49,436	50,890	52,344	53,798	55,252	56,706
	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	42,166	43,620	45,074	46,528	47,982	49,436	50,890	52,344	53,798	55,252	56,706	58,160
	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	43,620	45,074	46,528	47,982	49,436	50,890	52,344	53,798	55,252	56,706	58,160	59,614
	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	45,074	46,528	47,982	49,436	50,890	52,344	53,798	55,252	56,706	58,160	59,614	61,068
	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	46,528	47,982	49,436	50,890	52,344	53,798	55,252	56,706	58,160	59,614	61,068	62,522
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
9		49,436	50,890	52,344	53,798	55,252	56,706	58,160	59,614	61,068	62,522	63,976
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10			52,344	53,798	55,252	56,706	58,160	59,614	61,068	62,522	63,976	65,430
			1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11				55,252	56,706	58,160	59,614	61,068	62,522	63,976	65,430	66,884
				1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12				56,706	58,160	59,614	61,068	62,522	63,976	65,430	66,884	68,338
				1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13					59,614	61,068	62,522	63,976	65,430	66,884	68,338	69,792
					1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
14					61,068	62,522	63,976	65,430	66,884	68,338	69,792	71,246
					1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
15							65,430	66,884	68,338	69,792	71,246	72,700
							1.80	1.84	1.88	1.92	1.96	2.00
16							66,884	68,338	69,792	71,246	72,700	74,154
							1.84	1.88	1.92	1.96	2.00	2.04
17									71,246	72,700	74,154	75,608
									1.96	2.00	2.04	2.08
18											75,608	77,062
											2.08	2.12

1% increase for teachers frozen on vert columns

12/12/2017

ESU 07-Columbus

2017-2018
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: 31,916 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1493.09
HEALTH	BC/BS	900D/3500D	512.92	512.92	512.92	512.92	equity pay+H/A
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	31,916	33,512	35,108	36,703	38,299	39,895	41,491	43,087	44,682	46,278	47,874	49,470
	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	33,193	34,788	36,384	37,980	39,576	41,172	42,767	44,363	45,959	47,555	49,151	50,746
	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	34,469	36,065	37,661	39,257	40,852	42,448	44,044	45,640	47,236	48,831	50,427	52,023
	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	35,746	37,342	38,938	40,533	42,129	43,725	45,321	46,917	48,512	50,108	51,704	53,300
	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	37,023	38,618	40,214	41,810	43,406	45,002	46,597	48,193	49,789	51,385	52,981	54,576
	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	38,299	39,895	41,491	43,087	44,682	46,278	47,874	49,470	51,066	52,661	54,257	55,853
	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	39,576	41,172	42,767	44,363	45,959	47,555	49,151	50,746	52,342	53,938	55,534	57,130
	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		42,448	44,044	45,640	47,236	48,831	50,427	52,023	53,619	55,215	56,810	58,406
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83
9		43,725	45,321	46,917	48,512	50,108	51,704	53,300	54,896	56,491	58,087	59,683
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77	1.82	1.87
10		45,002	46,597	48,193	49,789	51,385	52,981	54,576	56,172	57,768	59,364	60,960
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81	1.86	1.91
11					51,066	52,661	54,257	55,853	57,449	59,045	60,640	62,236
					1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95
12					52,342	53,938	55,534	57,130	58,725	60,321	61,917	63,513
					1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99
13					53,619	55,215	56,810	58,406	60,002	61,598	63,194	64,789
					1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03
14					54,896	56,491	58,087	59,683	61,279	62,875	64,470	66,066
					1.72	1.77	1.82	1.87	1.92	1.97	2.02	2.07
15					56,172	57,768	59,364	60,960	62,555	64,151	65,747	67,343
					1.76	1.81	1.86	1.91	1.96	2.01	2.06	2.11

12/12/2017

ESU 08-Neligh

2017-2018
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: 36,075 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	1160
HEALTH	BC/BS	600D/3500D	512.92	512.92	512.92	512.92	Ind Health + stipend
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Unknown						
NON-PARTICIPANT	CIL Ins Stipend $116						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
618.41	618.41

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	36,075	37,879	39,683	41,486	43,290	45,094	46,898	48,701	50,505
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	37,518	39,322	41,126	42,929	44,733	46,537	48,341	50,144	51,948
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	38,961	40,765	42,569	44,372	46,176	47,980	49,784	51,587	53,391
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	40,404	42,208	44,012	45,815	47,619	49,423	51,227	53,030	54,834
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	41,847	43,651	45,455	47,258	49,062	50,866	52,670	54,473	56,277
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	43,290	45,094	46,898	48,701	50,505	52,309	54,113	55,916	57,720
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	44,733	46,537	48,341	50,144	51,948	53,752	55,556	57,359	59,163
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7	46,176	47,980	49,784	51,587	53,391	55,195	56,999	58,802	60,606
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8	47,619	49,423	51,227	53,030	54,834	56,638	58,442	60,245	62,049
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
9		50,866	52,670	54,473	56,277	58,081	59,885	61,688	63,492
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
10			54,113	55,916	57,720	59,524	61,328	63,131	64,935
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
11				57,359	59,163	60,967	62,771	64,574	66,378
				1.59	1.64	1.69	1.74	1.79	1.84
12					60,606	62,410	64,214	66,017	67,821
					1.68	1.73	1.78	1.83	1.88
13						63,853	65,657	67,460	69,264
						1.77	1.82	1.87	1.92
14						65,296	67,100	68,903	70,707
						1.81	1.86	1.91	1.96

12/12/2017

ESU 09-Hastings

2017-2018
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: 36,000 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	750D	592.65	1096.41	1244.57	1671.14
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal	.0049				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	36,000	37,620	39,240	40,860	42,480	44,100	45,720	47,340	48,960	50,580	52,200
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
2	37,440	39,060	40,680	42,300	43,920	45,540	47,160	48,780	50,400	52,020	53,640
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	1.49
3	38,880	40,500	42,120	43,740	45,360	46,980	48,600	50,220	51,840	53,460	55,080
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	1.53
4	40,320	41,940	43,560	45,180	46,800	48,420	50,040	51,660	53,280	54,900	56,520
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
5	41,760	43,380	45,000	46,620	48,240	49,860	51,480	53,100	54,720	56,340	57,960
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565	1.61
6	43,200	44,820	46,440	48,060	49,680	51,300	52,920	54,540	56,160	57,780	59,400
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605	1.65
7	44,640	46,260	47,880	49,500	51,120	52,740	54,360	55,980	57,600	59,220	60,840
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645	1.69
8	46,080	47,700	49,320	50,940	52,560	54,180	55,800	57,420	59,040	60,660	62,280
	1.28	1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685	1.73
9		49,140	50,760	52,380	54,000	55,620	57,240	58,860	60,480	62,100	63,720
		1.365	1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725	1.77
10			52,200	53,820	55,440	57,060	58,680	60,300	61,920	63,540	65,160
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				55,260	56,880	58,500	60,120	61,740	63,360	64,980	66,600
				1.535	1.58	1.625	1.67	1.715	1.76	1.805	1.85
12						59,940	61,560	63,180	64,800	66,420	68,040
						1.665	1.71	1.755	1.8	1.845	1.89
13							63,000	64,620	66,240	67,860	69,480
							1.75	1.795	1.84	1.885	1.93
14								66,060	67,680	69,300	70,920
								1.835	1.88	1.925	1.97
15									69,120	70,740	72,360
									1.92	1.965	2.01
16										72,180	73,800
										2.005	2.05
17											75,240
											2.09
18											76,680
											2.13

12/12/2017

ESU 10-Kearney

2017-2018
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: 35,400 Index: 4.75 x 4
Starting Salary: 37,082 Entry Level Step: 1*
Career Increments: Y Experience Allowed: 7
*stp 1 is 1.0475 index
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	607.93	843.51	957.49	1285.67
DENTAL	BC/BS	2	28.67	39.76	45.14	60.64
PPO:	Dist pays 75% prem					
LIFE	Hartford	3.50				
LTD	Hartford	.0038 (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	24	45	yes		
Other Info:	5 for dependents				
PERSONAL	2			yes	
BEREAVEMENT	3				w/appr.
PROFESSIONAL	2			yes	as approved
ADOPTION	as approved				
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Family Emergency - 5;Ext. Leave

OTHER DISTRICT POLICIES

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

ESU #10-KEARNEY										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
BASE	35,400	36,816	38,232	39,648	41,064	42,480	43,896	45,312	46,728	48,144
	$1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28	1.32	1.36
1	37,082	38,498	39,914	41,330	42,746	44,162	45,578	46,994	48,410	49,826
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075
2	38,763	40,179	41,595	43,011	44,427	45,843	47,259	48,675	50,091	51,507
	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455
3	40,445	41,861	43,277	44,693	46,109	47,525	48,941	50,357	51,773	53,189
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025
4	42,126	43,542	44,958	46,374	47,790	49,206	50,622	52,038	53,454	54,870
	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55
5	43,808	45,224	46,640	48,056	49,472	50,888	52,304	53,720	55,136	56,552
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975
6	45,489	46,905	48,321	49,737	51,153	52,569	53,985	55,401	56,817	58,233
	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645
7	47,171	48,587	50,003	51,419	52,835	54,251	55,667	57,083	58,499	59,915
	1.3325	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925
8		50,268	51,684	53,100	54,516	55,932	57,348	58,764	60,180	61,596
		1.42	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74
9			53,366	54,782	56,198	57,614	59,030	60,446	61,862	63,278
			1.5075	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875
10				56,463	57,879	59,295	60,711	62,127	63,543	64,959
				1.595	1.635	1.675	1.715	1.755	1.795	1.835
11					59,561	60,977	62,393	63,809	65,225	66,641
					1.6825	1.7225	1.7625	1.8025	1.8425	1.8825
12					61,242	62,658	64,074	65,490	66,906	68,322
					1.73	1.77	1.81	1.85	1.89	1.93
13					62,924	64,340	65,756	67,172	68,588	70,004
					1.7775	1.8175	1.8575	1.8975	1.9375	1.9775
14									70,269	71,685
									1.985	2.025

05-06 additional salary for employees frozen on bottom steps

12/12/2017

ESU 11-Holdrege

2017-2018
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: 33,475

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: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1593.50
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.
1593.50	1593.50

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	33,475	34,814	36,153	37,492	38,831	38,831	40,170	41,509	42,848	44,187	45,526	46,865	48,204
	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	34,814	36,153	37,492	38,831	40,170	40,170	41,509	42,848	44,187	45,526	46,865	48,204	49,543
	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	36,153	37,492	38,831	40,170	41,509	41,509	42,848	44,187	45,526	46,865	48,204	49,543	50,882
	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	37,492	38,831	40,170	41,509	42,848	42,848	44,187	45,526	46,865	48,204	49,543	50,882	52,221
	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	38,831	40,170	41,509	42,848	44,187	44,187	45,526	46,865	48,204	49,543	50,882	52,221	53,560
	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	40,170	41,509	42,848	44,187	45,526	45,526	46,865	48,204	49,543	50,882	52,221	53,560	54,899
	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	41,509	42,848	44,187	45,526	46,865	46,865	48,204	49,543	50,882	52,221	53,560	54,899	56,238
	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		44,187	45,526	46,865	48,204	48,204	49,543	50,882	52,221	53,560	54,899	56,238	57,577
		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		45,526	46,865	48,204	49,543	49,543	50,882	52,221	53,560	54,899	56,238	57,577	58,916
		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			48,204	49,543	50,882	50,882	52,221	53,560	54,899	56,238	57,577	58,916	60,255
			1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
10			49,543	50,882	52,221	52,221	53,560	54,899	56,238	57,577	58,916	60,255	61,594
			1.48	1.52	1.56	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
11				52,221	53,560	53,560	54,899	56,238	57,577	58,916	60,255	61,594	62,933
				1.56	1.60	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
12				53,560	54,899	54,899	56,238	57,577	58,916	60,255	61,594	62,933	64,272
				1.60	1.64	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
13					56,238	56,238	57,577	58,916	60,255	61,594	62,933	64,272	65,611
					1.68	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
14					57,577	57,577	58,916	60,255	61,594	62,933	64,272	65,611	66,950
					1.72	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00
15						58,916	60,255	61,594	62,933	64,272	65,611	66,950	68,289
						1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04
16						60,255	61,594	62,933	64,272	65,611	66,950	68,289	69,628
						1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08
17						61,594	62,933	64,272	65,611	66,950	68,289	69,628	70,967
						1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12
18						62,933	64,272	65,611	66,950	68,289	69,628	70,967	72,306
						1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16
19						64,272	65,611	66,950	68,289	69,628	70,967	72,306	73,645
						1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20
20						65,611	66,950	68,289	69,628	70,967	72,306	73,645	74,984
						1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24

12/12/2017

ESU 13-Scottsbluff

2017-2018
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:	6	6	
Normal Teaching Load:	5	5	

SALARY SCHEDULE

Base: 35,420 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: 17-18, 18-19

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	402	402	402	402	Flat Salary
DENTAL	BC/BS	1					
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:

ESU #13-SCOTTSBLUFF

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC
1	35,420	36,925	38,431	39,936	41,441	41,441	42,947	44,452	45,957	47,463	47,463
	1.00	1.0425	1.085	1.1275	1.17	1.17	1.2125	1.255	1.2975	1.34	1.34
2	36,925	38,431	39,936	41,441	42,947	42,947	44,452	45,957	47,463	48,968	48,968
	1.0425	1.085	1.1275	1.17	1.2125	1.2125	1.255	1.2975	1.34	1.3825	1.3825
3	38,431	39,936	41,441	42,947	44,452	44,452	45,957	47,463	48,968	50,474	50,474
	1.085	1.1275	1.17	1.2125	1.255	1.255	1.2975	1.34	1.3825	1.425	1.425
4	39,936	41,441	42,947	44,452	45,957	45,957	47,463	48,968	50,474	51,979	51,979
	1.1275	1.17	1.2125	1.255	1.2975	1.2975	1.34	1.3825	1.425	1.4675	1.4675
5	41,441	42,947	44,452	45,957	47,463	47,463	48,968	50,474	51,979	53,484	53,484
	1.17	1.2125	1.255	1.2975	1.34	1.34	1.3825	1.425	1.4675	1.51	1.51
6		44,452	45,957	47,463	48,968	48,968	50,474	51,979	53,484	54,990	54,990
		1.255	1.2975	1.34	1.3825	1.3825	1.425	1.4675	1.51	1.5525	1.5525
7		45,957	47,463	48,968	50,474	50,474	51,979	53,484	54,990	56,495	56,495
		1.2975	1.34	1.3825	1.425	1.425	1.4675	1.51	1.5525	1.595	1.595
8		47,463	48,968	50,474	51,979	51,979	53,484	54,990	56,495	58,000	58,000
		1.34	1.3825	1.425	1.4675	1.4675	1.51	1.5525	1.595	1.6375	1.6375
9			50,474	51,979	53,484	53,484	54,990	56,495	58,000	59,506	59,506
			1.425	1.4675	1.51	1.51	1.5525	1.595	1.6375	1.68	1.68
10			51,979	53,484	54,990	54,990	56,495	58,000	59,506	61,011	61,011
			1.4675	1.51	1.5525	1.5525	1.595	1.6375	1.68	1.7225	1.7225
11			53,484	54,990	56,495	56,495	58,000	59,506	61,011	62,516	62,516
			1.51	1.5525	1.595	1.595	1.6375	1.68	1.7225	1.765	1.765
12				56,495	58,000	58,000	59,506	61,011	62,516	64,022	64,022
				1.595	1.6375	1.6375	1.68	1.7225	1.765	1.8075	1.8075
13				58,000	59,506	59,506	61,011	62,516	64,022	65,527	65,527
				1.6375	1.68	1.68	1.7225	1.765	1.8075	1.85	1.85
14				59,506	61,011	61,011	62,516	64,022	65,527	67,032	67,032
				1.68	1.7225	1.7225	1.765	1.8075	1.85	1.8925	1.8925
15					62,516	62,516	64,022	65,527	67,032	68,538	68,538
					1.765	1.765	1.8075	1.85	1.8925	1.935	1.935
16					64,022	64,022	65,527	67,032	68,538	70,043	70,043
					1.8075	1.8075	1.85	1.8925	1.935	1.9775	1.9775
17					65,527	65,527	67,032	68,538	70,043	71,548	71,548
					1.85	1.85	1.8925	1.935	1.9775	2.02	2.02
18					67,032	67,032	68,538	70,043	71,548	73,054	73,054
					1.8925	1.8925	1.935	1.9775	2.02	2.0625	2.0625

12/12/2017

ESU 15-Trenton

2017-2018
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: 36,100 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	609.09	1126.84	1279.10	1717.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 28.67

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

12/12/2017

ESU 16-Ogallala

2017-2018
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: 34,400
Index: 5 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 5
Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

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	34,400	35,776	37,152	38,528	39,904	41,280	42,656	44,032	45,408	46,784
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	36,120	37,496	38,872	40,248	41,624	43,000	44,376	45,752	47,128	48,504
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	37,840	39,216	40,592	41,968	43,344	44,720	46,096	47,472	48,848	50,224
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	39,560	40,936	42,312	43,688	45,064	46,440	47,816	49,192	50,568	51,944
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	41,280	42,656	44,032	45,408	46,784	48,160	49,536	50,912	52,288	53,664
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	43,000	44,376	45,752	47,128	48,504	49,880	51,256	52,632	54,008	55,384
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	44,720	46,096	47,472	48,848	50,224	51,600	52,976	54,352	55,728	57,104
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8	46,440	47,816	49,192	50,568	51,944	53,320	54,696	56,072	57,448	58,824
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9		49,536	50,912	52,288	53,664	55,040	56,416	57,792	59,168	60,544
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10			52,632	54,008	55,384	56,760	58,136	59,512	60,888	62,264
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81
11				55,728	57,104	58,480	59,856	61,232	62,608	63,984
				1.62	1.66	1.70	1.74	1.78	1.82	1.86
12					58,824	60,200	61,576	62,952	64,328	65,704
					1.71	1.75	1.79	1.83	1.87	1.91
13					60,544	61,920	63,296	64,672	66,048	67,424
					1.76	1.80	1.84	1.88	1.92	1.96
14						63,640	65,016	66,392	67,768	69,144
						1.85	1.89	1.93	1.97	2.01
15							66,736	68,112	69,488	70,864
							1.94	1.98	2.02	2.06
16								69,832	71,208	72,584
								2.03	2.07	2.11

12/12/2017

ESU 17-Ainsworth

2017-2018
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: 31,200 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	
HEALTH	BC/BS	600D/3500D					Cash
DENTAL	BC/BS	2					
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	8	60	yes		
Other Info:					
PERSONAL	3			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:

NEED SALARY SCHEDULE

12/12/2017

Eustis-Farnam

2017-2018
1.1

WORKING CONDITIONS

Contract Days: 183

FTE Teachers:

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

SALARY SCHEDULE

Base: 33,700

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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	62.17 or 102.87 Sp or Dep. Dental
DENTAL	BC/BS	3	56.51	56.51	56.51	56.51	
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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

EUSTIS-FARNAM							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,700	35,048	36,396	37,744	39,092	40,440	41,788
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,048	36,396	37,744	39,092	40,440	41,788	43,136
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,396	37,744	39,092	40,440	41,788	43,136	44,484
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,744	39,092	40,440	41,788	43,136	44,484	45,832
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,092	40,440	41,788	43,136	44,484	45,832	47,180
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,440	41,788	43,136	44,484	45,832	47,180	48,528
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		43,136	44,484	45,832	47,180	48,528	49,876
		1.28	1.32	1.36	1.40	1.44	1.48
8		44,484	45,832	47,180	48,528	49,876	51,224
		1.32	1.36	1.40	1.44	1.48	1.52
9			47,180	48,528	49,876	51,224	52,572
			1.40	1.44	1.48	1.52	1.56
10			48,528	49,876	51,224	52,572	53,920
			1.44	1.48	1.52	1.56	1.60
11			49,876	51,224	52,572	53,920	55,268
			1.48	1.52	1.56	1.60	1.64
12			51,224	52,572	53,920	55,268	56,616
			1.52	1.56	1.60	1.64	1.68
13				53,920	55,268	56,616	57,964
				1.60	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

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

12/12/2017

Ewing

2017-2018
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: 33,150 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	Ind Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

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	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	33,150	34,559	35,968	37,377	38,786	40,194	41,603	43,012
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	34,476	35,885	37,294	38,703	40,112	41,520	42,929	44,338
	1.04	1.0825	1.125	1.1675	1.21	1.2525	1.295	1.3375
3	35,802	37,211	38,620	40,029	41,438	42,846	44,255	45,664
	1.08	1.1225	1.165	1.2075	1.25	1.2925	1.335	1.3775
4	37,128	38,537	39,946	41,355	42,764	44,172	45,581	46,990
	1.12	1.1625	1.205	1.2475	1.29	1.3325	1.375	1.4175
5	38,454	39,863	41,272	42,681	44,090	45,498	46,907	48,316
	1.16	1.2025	1.245	1.2875	1.33	1.3725	1.415	1.4575
6	39,780	41,189	42,598	44,007	45,416	46,824	48,233	49,642
	1.2	1.2425	1.285	1.3275	1.37	1.4125	1.455	1.4975
7	41,106	42,515	43,924	45,333	46,742	48,150	49,559	50,968
	1.24	1.2825	1.325	1.3675	1.41	1.4525	1.495	1.5375
8		43,841	45,250	46,659	48,068	49,476	50,885	52,294
		1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775
9			46,576	47,985	49,394	50,802	52,211	53,620
			1.405	1.4475	1.49	1.5325	1.575	1.6175
10				49,311	50,720	52,128	53,537	54,946
				1.4875	1.53	1.5725	1.615	1.6575
11						53,454	54,863	56,272
						1.6125	1.655	1.6975
12							56,189	57,598
							1.695	1.7375
13								58,924
								1.7775

12/12/2017

Exeter-Milligan

2017-2018
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: 35,000 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)

Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

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	577.53	1068.45	1212.82	1628.51	31.51 or 52.18 Sp or Dep. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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. $20/day for unused over 45 at EOY				
PERSONAL	2+1			yes	3 sick for 1 pers, $50/day for un
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	35,000	36,400	37,800	39,200	40,600	42,000	43,400
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,400	37,800	39,200	40,600	42,000	43,400	44,800
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,800	39,200	40,600	42,000	43,400	44,800	46,200
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,200	40,600	42,000	43,400	44,800	46,200	47,600
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,600	42,000	43,400	44,800	46,200	47,600	49,000
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,000	43,400	44,800	46,200	47,600	49,000	50,400
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	43,400	44,800	46,200	47,600	49,000	50,400	51,800
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	44,800	46,200	47,600	49,000	50,400	51,800	53,200
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		47,600	49,000	50,400	51,800	53,200	54,600
		1.36	1.40	1.44	1.48	1.52	1.56
10			50,400	51,800	53,200	54,600	56,000
			1.44	1.48	1.52	1.56	1.60
11				53,200	54,600	56,000	57,400
				1.52	1.56	1.60	1.64
12					56,000	57,400	58,800
					1.60	1.64	1.68
13							60,200
							1.72

12/12/2017

Fairbury

2017-2018
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: 33,925
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*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Nat'l		.0036 (+B)			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
31.51 or 52.18
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	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	33,925	35,621	37,318	39,014	40,710	42,406	44,103	45,799	47,495
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,282	36,978	38,675	40,371	42,067	43,763	45,460	47,156	48,852
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,639	38,335	40,032	41,728	43,424	45,120	46,817	48,513	50,209
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	37,996	39,692	41,389	43,085	44,781	46,477	48,174	49,870	51,566
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,353	41,049	42,746	44,442	46,138	47,834	49,531	51,227	52,923
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		42,406	44,103	45,799	47,495	49,191	50,888	52,584	54,280
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7			45,460	47,156	48,852	50,548	52,245	53,941	55,637
			1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			46,817	48,513	50,209	51,905	53,602	55,298	56,994
			1.38	1.43	1.48	1.53	1.58	1.63	1.68
9				49,870	51,566	53,262	54,959	56,655	58,351
				1.47	1.52	1.57	1.62	1.67	1.72
10				51,227	52,923	54,619	56,316	58,012	59,708
				1.51	1.56	1.61	1.66	1.71	1.76
11				52,584	54,280	55,976	57,673	59,369	61,065
				1.55	1.60	1.65	1.70	1.75	1.80
12					55,637	57,333	59,030	60,726	62,422
					1.64	1.69	1.74	1.79	1.84
13					56,994	58,690	60,387	62,083	63,779
					1.68	1.73	1.78	1.83	1.88
14					58,351	60,047	61,744	63,440	65,136
					1.72	1.77	1.82	1.87	1.92
15							63,101	64,797	66,493
							1.86	1.91	1.96
16									67,850
									2.00

12/12/2017

Falls City

2017-2018
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: 34,700

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	**Couple - Benefits**
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	31.51 or 52.18 Sp or Dep Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD							
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	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									
					BA+36				
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
0	34,700	36,435	38,170	39,905	41,640	43,375	45,110	46,845	48,580
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	36,088	37,823	39,558	41,293	43,028	44,763	46,498	48,233	49,968
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	37,476	39,211	40,946	42,681	44,416	46,151	47,886	49,621	51,356
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	38,864	40,599	42,334	44,069	45,804	47,539	49,274	51,009	52,744
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	40,252	41,987	43,722	45,457	47,192	48,927	50,662	52,397	54,132
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	41,640	43,375	45,110	46,845	48,580	50,315	52,050	53,785	55,520
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	43,028	44,763	46,498	48,233	49,968	51,703	53,438	55,173	56,908
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7		46,151	47,886	49,621	51,356	53,091	54,826	56,561	58,296
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8			49,274	51,009	52,744	54,479	56,214	57,949	59,684
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
9				52,397	54,132	55,867	57,602	59,337	61,072
				1.51	1.56	1.61	1.66	1.71	1.76
10					55,520	57,255	58,990	60,725	62,460
					1.60	1.65	1.70	1.75	1.80
11					56,908	58,643	60,378	62,113	63,848
					1.64	1.69	1.74	1.79	1.84
12						60,031	61,766	63,501	65,236
						1.73	1.78	1.83	1.88
13							63,154	64,889	66,624
							1.82	1.87	1.92
14								66,277	68,012
								1.91	1.96
15									69,400
									2.00

12/12/2017

Fillmore Central

2017-2018
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	7
Planning Time:	90	105	105
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,950

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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18 Sp or Dep. Dental
HEALTH	BCBS	600D/3500D	609.09	1126.84	1279.10	1717.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE	Madison Nat'l	1.62					
LTD	Madison Nat'l	.0067 (thru sal)					
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	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	34,950	36,348	37,746	39,144	40,542	41,940	43,338	44,736
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,348	37,746	39,144	40,542	41,940	43,338	44,736	46,134
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,746	39,144	40,542	41,940	43,338	44,736	46,134	47,532
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,144	40,542	41,940	43,338	44,736	46,134	47,532	48,930
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,542	41,940	43,338	44,736	46,134	47,532	48,930	50,328
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,940	43,338	44,736	46,134	47,532	48,930	50,328	51,726
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		44,736	46,134	47,532	48,930	50,328	51,726	53,124
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		46,134	47,532	48,930	50,328	51,726	53,124	54,522
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			48,930	50,328	51,726	53,124	54,522	55,920
			1.40	1.44	1.48	1.52	1.56	1.60
10			50,328	51,726	53,124	54,522	55,920	57,318
			1.44	1.48	1.52	1.56	1.60	1.64
11				53,124	54,522	55,920	57,318	58,716
				1.52	1.56	1.60	1.64	1.68
12				54,522	55,920	57,318	58,716	60,114
				1.56	1.60	1.64	1.68	1.72
13					57,318	58,716	60,114	61,512
					1.64	1.68	1.72	1.76
14					58,716	60,114	61,512	62,910
					1.68	1.72	1.76	1.80
15						61,512	62,910	64,308
						1.76	1.80	1.84
16						62,910	64,308	65,706
						1.80	1.84	1.88
17								67,104
								1.92
18								68,502
								1.96

12/12/2017

Fort Calhoun

2017-2018
1.1

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: 34,700
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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22	Ind Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE	Madison Nat'l	4.00			Deductible Reimbursement:		
LTD							
NON-PARTICIPANT	241.67-grandfathered						

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

FORT CALHOUN

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	34,700	36,435	38,170	39,905	41,640	41,640	43,375	45,110	46,845	48,580
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	36,088	37,823	39,558	41,293	43,028	43,028	44,763	46,498	48,233	49,968
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	37,476	39,211	40,946	42,681	44,416	44,416	46,151	47,886	49,621	51,356
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	38,864	40,599	42,334	44,069	45,804	45,804	47,539	49,274	51,009	52,744
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	40,252	41,987	43,722	45,457	47,192	47,192	48,927	50,662	52,397	54,132
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	41,640	43,375	45,110	46,845	48,580	48,580	50,315	52,050	53,785	55,520
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	43,028	44,763	46,498	48,233	49,968	49,968	51,703	53,438	55,173	56,908
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		46,151	47,886	49,621	51,356	51,356	53,091	54,826	56,561	58,296
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9			49,274	51,009	52,744	52,744	54,479	56,214	57,949	59,684
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10				52,397	54,132	54,132	55,867	57,602	59,337	61,072
				1.51	1.56	1.56	1.61	1.66	1.71	1.76
11					55,520	55,520	57,255	58,990	60,725	62,460
					1.60	1.60	1.65	1.70	1.75	1.80
12					56,908	56,908	58,643	60,378	62,113	63,848
					1.64	1.64	1.69	1.74	1.79	1.84
13					58,296	58,296	60,031	61,766	63,501	65,236
					1.68	1.68	1.73	1.78	1.83	1.88
14						59,684	61,419	63,154	64,889	66,624
						1.72	1.77	1.82	1.87	1.92

12/12/2017

Franklin

2017-2018
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: 33,775
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Fort Dearborn	6.00				
LTD	Principal	.0054				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	45	yes		
Other Info:	extra roll into sick bank				
PERSONAL	3			yes	+1 from sick lv
BEREAVEMENT	5				add'l from sick lv
PROFESSIONAL	2			yes	1 from Sick Lv. w/appr.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

FRANKLIN						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	33,775	35,464	37,153	38,841	40,530	42,219
	1.00	1.05	1.10	1.15	1.20	1.25
2	35,126	36,815	38,504	40,192	41,881	43,570
	1.04	1.09	1.14	1.19	1.24	1.29
3	36,477	38,166	39,855	41,543	43,232	44,921
	1.08	1.13	1.18	1.23	1.28	1.33
4	37,828	39,517	41,206	42,894	44,583	46,272
	1.12	1.17	1.22	1.27	1.32	1.37
5	39,179	40,868	42,557	44,245	45,934	47,623
	1.16	1.21	1.26	1.31	1.36	1.41
6	40,530	42,219	43,908	45,596	47,285	48,974
	1.20	1.25	1.30	1.35	1.40	1.45
7		43,570	45,259	46,947	48,636	50,325
		1.29	1.34	1.39	1.44	1.49
8		44,921	46,610	48,298	49,987	51,676
		1.33	1.38	1.43	1.48	1.53
9			47,961	49,649	51,338	53,027
			1.42	1.47	1.52	1.57
10			49,312	51,000	52,689	54,378
			1.46	1.51	1.56	1.61
11				52,351	54,040	55,729
				1.55	1.60	1.65
12				53,702	55,391	57,080
				1.59	1.64	1.69
13					56,742	58,431
					1.68	1.73
14					58,093	59,782
					1.72	1.77
15						61,133
						1.81
16						62,484
						1.85

12/12/2017

Freeman

2017-2018
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:	48	48	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,550 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all
03-04 BA36 removed frm BA36/MA col.- grandfathered
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison		.0026 (thru sal)			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 31.51 or 52.18 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	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	34,550	35,932	37,314	38,696	40,078	40,078	41,460	42,842
	1	1.04	1.08	1.12	1.16	1.16	1.2	1.24
2	35,932	37,314	38,696	40,078	41,460	41,460	42,842	44,224
	1.04	1.08	1.12	1.16	1.2	1.2	1.24	1.28
3	37,314	38,696	40,078	41,460	42,842	42,842	44,224	45,606
	1.08	1.12	1.16	1.2	1.24	1.24	1.28	1.32
4	38,696	40,078	41,460	42,842	44,224	44,224	45,606	46,988
	1.12	1.16	1.2	1.24	1.28	1.28	1.32	1.36
5	40,078	41,460	42,842	44,224	45,606	45,606	46,988	48,370
	1.16	1.2	1.24	1.28	1.32	1.32	1.36	1.4
6	41,460	42,842	44,224	45,606	46,988	46,988	48,370	49,752
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44
7	42,842	44,224	45,606	46,988	48,370	48,370	49,752	51,134
	1.24	1.28	1.32	1.36	1.4	1.4	1.44	1.48
8		45,606	46,988	48,370	49,752	49,752	51,134	52,516
		1.32	1.36	1.4	1.44	1.44	1.48	1.52
9			48,370	49,752	51,134	51,134	52,516	53,898
			1.4	1.44	1.48	1.48	1.52	1.56
10			49,752	51,134	52,516	52,516	53,898	55,280
			1.44	1.48	1.52	1.52	1.56	1.6
11				52,516	53,898	53,898	55,280	56,662
				1.52	1.56	1.56	1.6	1.64
12				53,898	55,280	55,280	56,662	58,044
				1.56	1.6	1.6	1.64	1.68
13					56,662	56,662	58,044	59,426
					1.64	1.64	1.68	1.72
14						58,044		60,808
						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

12/12/2017

Fremont

2017-2018
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:	7.25	7.25	7.25
Planning Time:	90	90	30
Class Periods/Day:	4	6	
Normal Teaching Load:	3	5	

SALARY SCHEDULE

Base: 34,400 Index: 4.5 x 5
Starting Salary: 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	583.33
HEALTH	BC/BS	900D/3500D					Cafeteria
DENTAL	BC/BS	3					
PPO:	Emp can choose between Dental ‹						
LIFE	Sun Life		1.40				
LTD	Sun Life		.0035 (thru caf)				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
583.33	583.33

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	34,400	36,120	37,840	39,560	41,280	41,280	43,000	44,720	46,440	48,160	49,880	55,040
	1.00	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45	1.6
2	35,948	37,668	39,388	41,108	42,828	42,828	44,548	46,268	47,988	49,708	51,428	56,588
	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	37,496	39,216	40,936	42,656	44,376	44,376	46,096	47,816	49,536	51,256	52,976	58,136
	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	39,044	40,764	42,484	44,204	45,924	45,924	47,644	49,364	51,084	52,804	54,524	59,684
	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	40,592	42,312	44,032	45,752	47,472	47,472	49,192	50,912	52,632	54,352	56,072	61,232
	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	42,140	43,860	45,580	47,300	49,192	49,192	50,912	52,632	54,352	56,072	57,792	62,952
	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	43,688	45,408	47,128	48,848	50,912	50,912	52,632	54,352	56,072	57,792	59,512	64,672
	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		46,956	48,676	50,396	52,632	52,632	54,352	56,072	57,792	59,512	61,232	66,392
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			50,224	51,944	54,352	54,352	56,072	57,792	59,512	61,232	62,952	68,112
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				53,492	56,072	56,072	57,792	59,512	61,232	62,952	64,672	69,832
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				55,040	57,792	57,792	59,512	61,232	62,952	64,672	66,392	71,552
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12				56,588	59,512	59,512	61,232	62,952	64,672	66,392	68,112	73,272
				1.645	1.73	1.73	1.78	1.83	1.88	1.93	1.98	2.13
13						61,232	62,952	64,672	66,392	68,112	69,832	74,992
						1.78	1.83	1.88	1.93	1.98	2.03	2.18
14						62,952	64,672	66,392	68,112	69,832	71,552	76,712
						1.83	1.88	1.93	1.98	2.03	2.08	2.23
15							66,392	68,112	69,832	71,552	73,272	78,432
							1.93	1.98	2.03	2.08	2.13	2.28

12/12/2017

Friend

2017-2018
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: 33,750 Index: 4.5 x 4
Starting Salary: 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Nat'l	.004 (+B thru sal)				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	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	33,750	35,100	36,450	37,800	39,150	40,500	41,850	43,200
	1.00	1.04	1.08	1.12	1.16	1.2	1.24	1.28
2	35,269	36,619	37,969	39,319	40,669	42,019	43,369	44,719
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325
3	36,788	38,138	39,488	40,838	42,188	43,538	44,888	46,238
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
4	38,306	39,656	41,006	42,356	43,706	45,056	46,406	47,756
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415
5	39,825	41,175	42,525	43,875	45,225	46,575	47,925	49,275
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46
6	41,344	42,694	44,044	45,394	46,744	48,094	49,444	50,794
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505
7		44,213	45,563	46,913	48,263	49,613	50,963	52,313
		1.31	1.35	1.39	1.43	1.47	1.51	1.55
8		45,731	47,081	48,431	49,781	51,131	52,481	53,831
		1.355	1.395	1.435	1.475	1.515	1.555	1.595
9			48,600	49,950	51,300	52,650	54,000	55,350
			1.44	1.48	1.52	1.56	1.6	1.64
10			50,119	51,469	52,819	54,169	55,519	56,869
			1.485	1.525	1.565	1.605	1.645	1.685
11				52,988	54,338	55,688	57,038	58,388
				1.57	1.61	1.65	1.69	1.73
12				54,506	55,856	57,206	58,556	59,906
				1.615	1.655	1.695	1.735	1.775
13				56,025	57,375	58,725	60,075	61,425
				1.66	1.7	1.74	1.78	1.82
14					58,894	60,244	61,594	62,944
					1.745	1.785	1.825	1.865

12/12/2017

Fullerton

2017-2018
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
Planning Time:	100	100	95
Class Periods/Day:	9	9	
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: 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Unknown		1.85			
LTD						
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

FULLERTON							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	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	42,532	44,247	45,962	47,677	49,392	51,107	52,822
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8	43,904	45,619	47,334	49,049	50,764	52,479	54,194
	1.28	1.33	1.38	1.43	1.48	1.53	1.58
9		46,991	48,706	50,421	52,136	53,851	55,566
		1.37	1.42	1.47	1.52	1.57	1.62
10			50,078	51,793	53,508	55,223	56,938
			1.46	1.51	1.56	1.61	1.66
11			51,450	53,165	54,880	56,595	58,310
			1.50	1.55	1.60	1.65	1.70
12				54,537	56,252	57,967	59,682
				1.59	1.64	1.69	1.74
13				55,909	57,624	59,339	61,054
				1.63	1.68	1.73	1.78
14					58,996	60,711	62,426
					1.72	1.77	1.82
15					60,368	62,083	63,798
					1.76	1.81	1.86
16						63,455	65,170
						1.85	1.90

12/12/2017

Garden County

2017-2018
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: 33,350
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	1175
HEALTH	BC/BS	600D/2000D	641.15	641.15	641.15	641.15	Flat Salary
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Principal Life	10.00					
NON-PARTICIPANT	$1175 Flat Salary						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
1175	1175

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					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

GARDEN COUNTY							
					BA+36		
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	34,851	36,352	37,852	39,353	40,854	42,355	43,855
	1.045	1.09	1.135	1.18	1.225	1.27	1.315
3	36,352	37,852	39,353	40,854	42,355	43,855	45,356
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	37,852	39,353	40,854	42,355	43,855	45,356	46,857
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	39,353	40,854	42,355	43,855	45,356	46,857	48,358
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	40,854	42,355	43,855	45,356	46,857	48,358	49,858
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7	42,355	43,855	45,356	46,857	48,358	49,858	51,359
	1.27	1.315	1.36	1.405	1.45	1.495	1.54
8	43,855	45,356	46,857	48,358	49,858	51,359	52,860
	1.315	1.36	1.405	1.45	1.495	1.54	1.585
9	45,356	46,857	48,358	49,858	51,359	52,860	54,361
	1.36	1.405	1.45	1.495	1.54	1.585	1.63
10		48,358	49,858	51,359	52,860	54,361	55,861
		1.45	1.495	1.54	1.585	1.63	1.675
11		49,858	51,359	52,860	54,361	55,861	57,362
		1.495	1.54	1.585	1.63	1.675	1.72
12			52,860	54,361	55,861	57,362	58,863
			1.585	1.63	1.675	1.72	1.765
13				55,861	57,362	58,863	60,364
				1.675	1.72	1.765	1.81
14				57,362	58,863	60,364	61,864
				1.72	1.765	1.81	1.855
15					60,364	61,864	63,365
					1.81	1.855	1.9
16						63,365	64,866
						1.9	1.945
17							66,366
							1.99

12/12/2017

Gering

2017-2018
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: 34,250 Index: 4.5 x 4.5
Starting Salary: 35,791 Entry Level Step: 1*
Career Increments: N Experience Allowed: all
*stp 1 is 1.045 index
Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	1055.81 ea
HEALTH	BC/BS	900D/2000D	303.97	303.97	303.97	303.97	1/2 Ind + Fringe ea
DENTAL	BC/BS	2	14.34	14.34	14.34	14.34	

PPO: Dist pays 1/2 single prem + fringe COMMENTS:
LIFE Guardian Deductible Reimbursement:
LTD Principal .0044 (thru sal)
NON-PARTICIPANT $737.50 Fringe Benef

Cafeteria Plan

Individ.	Depend.
737.50	737.50

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	34,250											
	1.00											
1	35,791	37,333	38,874	40,415	41,956	43,498	45,039	46,580	48,121	49,663	51,204	52,745
	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	37,333	38,874	40,415	41,956	43,498	45,039	46,580	48,121	49,663	51,204	52,745	54,286
	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	38,874	40,415	41,956	43,498	45,039	46,580	48,121	49,663	51,204	52,745	54,286	55,828
	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	40,415	41,956	43,498	45,039	46,580	48,121	49,663	51,204	52,745	54,286	55,828	57,369
	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	41,956	43,498	45,039	46,580	48,121	49,663	51,204	52,745	54,286	55,828	57,369	58,910
	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	43,498	45,039	46,580	48,121	49,663	51,204	52,745	54,286	55,828	57,369	58,910	60,451
	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		46,580	48,121	49,663	51,204	52,745	54,286	55,828	57,369	58,910	60,451	61,993
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
8			49,663	51,204	52,745	54,286	55,828	57,369	58,910	60,451	61,993	63,534
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
9				52,745	54,286	55,828	57,369	58,910	60,451	61,993	63,534	65,075
				1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9
10						57,369	58,910	60,451	61,993	63,534	65,075	66,616
						1.675	1.72	1.765	1.81	1.855	1.9	1.945
11						58,910	60,451	61,993	63,534	65,075	66,616	68,157
						1.72	1.765	1.81	1.855	1.9	1.945	1.99
12						60,451	61,993	63,534	65,075	66,616	68,157	69,699
						1.765	1.81	1.855	1.9	1.945	1.99	2.035
13								65,075	66,616	68,157	69,699	71,240
								1.9	1.945	1.99	2.035	2.08
14									68,157	69,699	71,240	72,781
									1.99	2.035	2.08	2.125

12/12/2017

Gibbon

2017-2018
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: 34,400
Starting Salary: 34,400
Career Increments: N
Vertical Freeze: 86-87
Rollback:
Multi-year Contract:

Index: 4 x 5
Entry Level Step: 1
Experience Allowed: 15

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Madison Nat'l		6.92			
LTD	Madison Nat'l		.0010(+B)			
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: maternity

OTHER DISTRICT POLICIES

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

GIBBON									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,400	36,120	37,840	39,560	41,280	43,000	44,720	46,440	48,160
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,776	37,496	39,216	40,936	42,656	44,376	46,096	47,816	49,536
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,152	38,872	40,592	42,312	44,032	45,752	47,472	49,192	50,912
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,528	40,248	41,968	43,688	45,408	47,128	48,848	50,568	52,288
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,904	41,624	43,344	45,064	46,784	48,504	50,224	51,944	53,664
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		43,000	44,720	46,440	48,160	49,880	51,600	53,320	55,040
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7			46,096	47,816	49,536	51,256	52,976	54,696	56,416
			1.34	1.39	1.44	1.49	1.54	1.59	1.64
8				49,192	50,912	52,632	54,352	56,072	57,792
				1.43	1.48	1.53	1.58	1.63	1.68
9				50,568	52,288	54,008	55,728	57,448	59,168
				1.47	1.52	1.57	1.62	1.67	1.72
10				51,944	53,664	55,384	57,104	58,824	60,544
				1.51	1.56	1.61	1.66	1.71	1.76
11					55,040	56,760	58,480	60,200	61,920
					1.60	1.65	1.70	1.75	1.80
12					56,416	58,136	59,856	61,576	63,296
					1.64	1.69	1.74	1.79	1.84
13					57,792	59,512	61,232	62,952	64,672
					1.68	1.73	1.78	1.83	1.88
14							62,608	64,328	66,048
							1.82	1.87	1.92
15									67,424
									1.96

12/12/2017

Giltner

2017-2018
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: 34,600 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Omaha Life		.0053 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	34,600	35,984	37,368	38,752	40,136	41,520
	1.00	1.04	1.08	1.12	1.16	1.20
2	35,984	37,368	38,752	40,136	41,520	42,904
	1.04	1.08	1.12	1.16	1.20	1.24
3	37,368	38,752	40,136	41,520	42,904	44,288
	1.08	1.12	1.16	1.20	1.24	1.28
4	38,752	40,136	41,520	42,904	44,288	45,672
	1.12	1.16	1.20	1.24	1.28	1.32
5	40,136	41,520	42,904	44,288	45,672	47,056
	1.16	1.20	1.24	1.28	1.32	1.36
6	41,520	42,904	44,288	45,672	47,056	48,440
	1.20	1.24	1.28	1.32	1.36	1.40
7		44,288	45,672	47,056	48,440	49,824
		1.28	1.32	1.36	1.40	1.44
8			47,056	48,440	49,824	51,208
			1.36	1.40	1.44	1.48
9			48,440	49,824	51,208	52,592
			1.40	1.44	1.48	1.52
10				51,208	52,592	53,976
				1.48	1.52	1.56
11				52,592	53,976	55,360
				1.52	1.56	1.60
12					55,360	56,744
					1.60	1.64
13						58,128
						1.68

12/12/2017

Gordon-Rushville

2017-2018
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: 33,600 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*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	607.93	607.93	607.93	607.93
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Unknown		.003 (thru sal)			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 523.82

Fringe Stipend

Cafeteria Plan

Individ.	Depend.
523.82	523.82

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					

SABBATICAL: N

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

GORDON-RUSHVILLE								
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		44,184	45,696	47,208	48,720	50,232	51,744	53,256
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
8			47,208	48,720	50,232	51,744	53,256	54,768
			1.405	1.45	1.495	1.54	1.585	1.63
9				50,232	51,744	53,256	54,768	56,280
				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					56,280	57,792	59,304	60,816
					1.675	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

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

12/12/2017

Gothenburg

2017-2018
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: 35,100 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	31.51 or 52.18 Sp or Dep. Dental
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	35,100	36,504	37,908	39,312	40,716	42,120	43,524	44,928	46,332
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	36,855	38,259	39,663	41,067	42,471	43,875	45,279	46,683	48,087
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	38,610	40,014	41,418	42,822	44,226	45,630	47,034	48,438	49,842
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	40,365	41,769	43,173	44,577	45,981	47,385	48,789	50,193	51,597
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	42,120	43,524	44,928	46,332	47,736	49,140	50,544	51,948	53,352
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		45,279	46,683	48,087	49,491	50,895	52,299	53,703	55,107
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			48,438	49,842	51,246	52,650	54,054	55,458	56,862
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				51,597	53,001	54,405	55,809	57,213	58,617
				1.47	1.51	1.55	1.59	1.63	1.67
9				53,352	54,756	56,160	57,564	58,968	60,372
				1.52	1.56	1.60	1.64	1.68	1.72
10					56,511	57,915	59,319	60,723	62,127
					1.61	1.65	1.69	1.73	1.77
11					58,266	59,670	61,074	62,478	63,882
					1.66	1.70	1.74	1.78	1.82
12								64,233	65,637
								1.83	1.87

12/12/2017

Grand Island

2017-2018
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: 34,861
Starting Salary: 36,255
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	636.60
HEALTH	BC/BS	900D/2000D	512.92	512.92	512.92	512.92	Ind for each spouse
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: + Fringe Benefit Stipend $95.01 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.				

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

GRAND ISLAND												
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	34,861	36,604	38,347	40,090	41,833	45,319	45,319	47,062	48,805	50,548	52,291	54,034
	1.00	1.05	1.10	1.15	1.20	1.30	1.30	1.35	1.40	1.45	1.50	1.55
2	36,255	37,998	39,741	41,484	43,227	46,713	46,713	48,457	50,200	51,943	53,686	55,429
	1.04	1.09	1.14	1.19	1.24	1.34	1.34	1.39	1.44	1.49	1.54	1.59
3	37,650	39,393	41,136	42,879	44,622	48,108	48,108	49,851	51,594	53,337	55,080	56,823
	1.08	1.13	1.18	1.23	1.28	1.38	1.38	1.43	1.48	1.53	1.58	1.63
4	39,741	41,484	43,227	44,970	46,713	50,200	50,200	51,943	53,686	55,429	57,172	58,915
	1.14	1.19	1.24	1.29	1.34	1.44	1.44	1.49	1.54	1.59	1.64	1.69
5	41,833	43,576	45,319	47,062	48,805	52,291	52,291	54,034	55,777	57,520	59,263	61,006
	1.20	1.25	1.30	1.35	1.40	1.50	1.50	1.55	1.60	1.65	1.70	1.75
6	43,925	45,668	47,411	49,154	50,897	54,383	54,383	56,126	57,869	59,612	61,355	63,098
	1.26	1.31	1.36	1.41	1.46	1.56	1.56	1.61	1.66	1.71	1.76	1.81
7	46,016	47,759	49,502	51,245	52,988	56,474	56,474	58,218	59,961	61,704	63,447	65,190
	1.32	1.37	1.42	1.47	1.52	1.62	1.62	1.67	1.72	1.77	1.82	1.87
8						58,566	58,566	60,309	62,052	63,795	65,538	67,281
						1.68	1.68	1.73	1.78	1.83	1.88	1.93
9						60,658	60,658	62,401	64,144	65,887	67,630	69,373
						1.74	1.74	1.79	1.84	1.89	1.94	1.99
10											69,722	71,465
											2.00	2.05
11											71,813	73,556
											2.06	2.11

87-88 BA45 column grandfathered, 02-03 PHD/EdD stipend available, 01-02 Longevity increments available after 20 years; 08-09 hiring base added (stp 1 + 1/2 prior yr total pkg increase x current yr base);
Hired before 08-09, recv $7500 in flat salary. Hired after 08-09, recv ind ins + remainder as cash

12/12/2017

Gretna

2017-2018
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: 36,300 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Madison Nat'l	2.48				
LTD	Madison Nat'l	.003 (+B)				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	36,300	37,752	39,204	40,656	42,834	44,286	45,738	47,190	48,642
	1.00	1.04	1.08	1.12	1.18	1.22	1.26	1.30	1.34
2	37,752	39,204	40,656	42,108	44,286	45,738	47,190	48,642	50,094
	1.04	1.08	1.12	1.16	1.22	1.26	1.30	1.34	1.38
3	39,204	40,656	42,108	43,560	45,738	47,190	48,642	50,094	51,546
	1.08	1.12	1.16	1.20	1.26	1.30	1.34	1.38	1.42
4	40,656	42,108	43,560	45,012	47,190	48,642	50,094	51,546	52,998
	1.12	1.16	1.20	1.24	1.30	1.34	1.38	1.42	1.46
5	42,108	43,560	45,012	46,464	48,642	50,094	51,546	52,998	54,450
	1.16	1.20	1.24	1.28	1.34	1.38	1.42	1.46	1.50
6	43,560	45,012	46,464	47,916	50,094	51,546	52,998	54,450	55,902
	1.20	1.24	1.28	1.32	1.38	1.42	1.46	1.50	1.54
7		46,464	47,916	49,368	51,546	52,998	54,450	55,902	57,354
		1.28	1.32	1.36	1.42	1.46	1.50	1.54	1.58
8			49,368	50,820	52,998	54,450	55,902	57,354	58,806
			1.36	1.40	1.46	1.50	1.54	1.58	1.62
9				52,272	54,450	55,902	57,354	58,806	60,258
				1.44	1.50	1.54	1.58	1.62	1.66
10				53,724	55,902	57,354	58,806	60,258	61,710
				1.48	1.54	1.58	1.62	1.66	1.70
11					57,354	58,806	60,258	61,710	63,162
					1.58	1.62	1.66	1.70	1.74
12					58,806	60,258	61,710	63,162	64,614
					1.62	1.66	1.70	1.74	1.78
13					60,258	61,710	63,162	64,614	66,066
					1.66	1.70	1.74	1.78	1.82
14							64,614	66,066	67,518
							1.78	1.82	1.86
15									68,970
									1.90
16									70,422
									1.94

12/12/2017

Hampton

2017-2018
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	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,000
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
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

Step	BA	BA + 12	BA + 24	BA + 36 MA	MA + 12
1	35,000	36,400	37,800	39,200	40,600
	1.00	1.04	1.08	1.12	1.16
2	36,400	37,800	39,200	40,600	42,000
	1.04	1.08	1.12	1.16	1.20
3	37,800	39,200	40,600	42,000	43,400
	1.08	1.12	1.16	1.20	1.24
4	39,200	40,600	42,000	43,400	44,800
	1.12	1.16	1.20	1.24	1.28
5	40,600	42,000	43,400	44,800	46,200
	1.16	1.20	1.24	1.28	1.32
6	42,000	43,400	44,800	46,200	47,600
	1.20	1.24	1.28	1.32	1.36
7		44,800	46,200	47,600	49,000
		1.28	1.32	1.36	1.40
8		46,200	47,600	49,000	50,400
		1.32	1.36	1.40	1.44
9		47,600	49,000	50,400	51,800
		1.36	1.40	1.44	1.48
10			50,400	51,800	53,200
			1.44	1.48	1.52
11				53,200	54,600
				1.52	1.56
12				54,600	56,000
				1.56	1.60
13				56,000	57,400
				1.60	1.64
14				57,400	58,800
				1.64	1.68
15				58,800	60,200
				1.68	1.72
16				60,200	61,600
				1.72	1.76
17					63,000
					1.80
18					64,400
					1.84

12/12/2017

Hartington-Newcastle

2017-2018
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: 34,650 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	1025
HEALTH	BC/BS	900D/2000D	1025	1025	1025	1076.04	Cafeteria
DENTAL	BC/BS	2					
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

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-NEWCASTLE							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,650	36,036	37,422	38,808	40,194	41,580	42,966
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,036	37,422	38,808	40,194	41,580	42,966	44,352
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,422	38,808	40,194	41,580	42,966	44,352	45,738
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,808	40,194	41,580	42,966	44,352	45,738	47,124
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,194	41,580	42,966	44,352	45,738	47,124	48,510
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,580	42,966	44,352	45,738	47,124	48,510	49,896
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		44,352	45,738	47,124	48,510	49,896	51,282
		1.28	1.32	1.36	1.40	1.44	1.48
8		45,738	47,124	48,510	49,896	51,282	52,668
		1.32	1.36	1.40	1.44	1.48	1.52
9		47,124	48,510	49,896	51,282	52,668	54,054
		1.36	1.40	1.44	1.48	1.52	1.56
10		48,510	49,896	51,282	52,668	54,054	55,440
		1.40	1.44	1.48	1.52	1.56	1.60
11			51,282	52,668	54,054	55,440	56,826
			1.48	1.52	1.56	1.60	1.64
12				54,054	55,440	56,826	58,212
				1.56	1.60	1.64	1.68
13				55,440	56,826	58,212	59,598
				1.60	1.64	1.68	1.72
14					58,212	59,598	60,984
					1.68	1.72	1.76
15					59,598	60,984	62,370
					1.72	1.76	1.80
16						62,370	63,756
						1.80	1.84

12/12/2017

Harvard

2017-2018
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:	48	48	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,450 Index: 4 x 4
Starting Salary: 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	750D	592.65	1096.41	1244.57	1671.14
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Nat'l		.0045 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	BA+54 MA+18	MA+27
1	34,450	35,828	37,206	38,584	39,962	41,340	42,718	44,096
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,828	37,206	38,584	39,962	41,340	42,718	44,096	45,474
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,206	38,584	39,962	41,340	42,718	44,096	45,474	46,852
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,584	39,962	41,340	42,718	44,096	45,474	46,852	48,230
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,962	41,340	42,718	44,096	45,474	46,852	48,230	49,608
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6		42,718	44,096	45,474	46,852	48,230	49,608	50,986
		1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		44,096	45,474	46,852	48,230	49,608	50,986	52,364
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			46,852	48,230	49,608	50,986	52,364	53,742
			1.36	1.40	1.44	1.48	1.52	1.56
9				49,608	50,986	52,364	53,742	55,120
				1.44	1.48	1.52	1.56	1.60
10					52,364	53,742	55,120	56,498
					1.52	1.56	1.60	1.64
11						55,120	56,498	57,876
						1.60	1.64	1.68
12							57,876	59,254
							1.68	1.72
13								60,632
								1.76

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

12/12/2017

Hastings

2017-2018
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: 33,275 Index: 4.5 x 4.5
Starting Salary: 33,275 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	607.93	1068.45	1212.82	1628.51	450.80 or 513.24 Full Ins. + $325
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31	

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					

OTHER DISTRICT POLICIES

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

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

HASTINGS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	33,275	34,772	36,270	37,767	39,265	39,265	40,762	42,259	43,757	45,254	46,751
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	34,772	36,270	37,767	39,265	40,762	40,762	42,259	43,757	45,254	46,751	48,249
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	36,270	37,767	39,265	40,762	42,259	42,259	43,757	45,254	46,751	48,249	49,746
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	37,767	39,265	40,762	42,259	43,757	43,757	45,254	46,751	48,249	49,746	51,244
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	39,265	40,762	42,259	43,757	45,254	45,254	46,751	48,249	49,746	51,244	52,741
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	40,762	42,259	43,757	45,254	46,751	46,751	48,249	49,746	51,244	52,741	54,238
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	42,259	43,757	45,254	46,751	48,249	48,249	49,746	51,244	52,741	54,238	55,736
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	43,757	45,254	46,751	48,249	49,746	49,746	51,244	52,741	54,238	55,736	57,233
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			48,249	49,746	51,244	51,244	52,741	54,238	55,736	57,233	58,730
			1.45	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				51,244	52,741	52,741	54,238	55,736	57,233	58,730	60,228
				1.54	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					54,238	54,238	55,736	57,233	58,730	60,228	61,725
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12					55,736	55,736	57,233	58,730	60,228	61,725	63,223
					1.675	1.675	1.72	1.765	1.81	1.855	1.9
13						57,233	58,730	60,228	61,725	63,223	64,720
						1.72	1.765	1.81	1.855	1.9	1.945
14						58,730	60,228	61,725	63,223	64,720	66,217
						1.765	1.81	1.855	1.9	1.945	1.99
15										66,217	67,715
										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

12/12/2017

Hay Springs

2017-2018
1.1

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: 35,000 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
HEALTH	BC/BS	600D	609.09	1126.84	1279.10	1717.51	Ind Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: N

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	35,000	36,575	38,150	39,725	41,300	42,875
	1.00	1.045	1.09	1.135	1.18	1.225
2	36,575	38,150	39,725	41,300	42,875	44,450
	1.045	1.09	1.135	1.18	1.225	1.27
3	38,150	39,725	41,300	42,875	44,450	46,025
	1.09	1.135	1.18	1.225	1.27	1.315
4	39,725	41,300	42,875	44,450	46,025	47,600
	1.135	1.18	1.225	1.27	1.315	1.36
5	41,300	42,875	44,450	46,025	47,600	49,175
	1.18	1.225	1.27	1.315	1.36	1.405
6	42,875	44,450	46,025	47,600	49,175	50,750
	1.225	1.27	1.315	1.36	1.405	1.45
7	44,450	46,025	47,600	49,175	50,750	52,325
	1.27	1.315	1.36	1.405	1.45	1.495
8		47,600	49,175	50,750	52,325	53,900
		1.36	1.405	1.45	1.495	1.54
9		49,175	50,750	52,325	53,900	55,475
		1.405	1.45	1.495	1.54	1.585
10			52,325	53,900	55,475	57,050
			1.495	1.54	1.585	1.63
11				55,475	57,050	58,625
				1.585	1.63	1.675
12				57,050	58,625	60,200
				1.63	1.675	1.72
13					60,200	61,775
					1.72	1.765

12/12/2017

Hayes Center

2017-2018
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: 34,350 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	609.09	1126.84	1279.10	1717.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal	.0041				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 Sp or Dep Dental

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				

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

HAYES CENTER						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	34,350	35,896	37,442	38,987	40,533	42,079
	1.00	1.045	1.09	1.135	1.18	1.225
2	35,724	37,270	38,816	40,361	41,907	43,453
	1.04	1.085	1.13	1.175	1.22	1.265
3	37,098	38,644	40,190	41,735	43,281	44,827
	1.08	1.125	1.17	1.215	1.26	1.305
4	38,472	40,018	41,564	43,109	44,655	46,201
	1.12	1.165	1.21	1.255	1.3	1.345
5	39,846	41,392	42,938	44,483	46,029	47,575
	1.16	1.205	1.25	1.295	1.34	1.385
6		42,766	44,312	45,857	47,403	48,949
		1.245	1.29	1.335	1.38	1.425
7		44,140	45,686	47,231	48,777	50,323
		1.285	1.33	1.375	1.42	1.465
8			47,060	48,605	50,151	51,697
			1.37	1.415	1.46	1.505
9				49,979	51,525	53,071
				1.455	1.5	1.545
10				51,353	52,899	54,445
				1.495	1.54	1.585
11					54,273	55,819
					1.58	1.625
12						57,193
						1.665
13						58,567
						1.705
14						59,941
						1.745

12/12/2017

Heartland

2017-2018
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	6.5
Planning Time:	97	97	97
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 36,333

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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	4	51.46	51.46	51.46	51.46
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

Couple - Benefits

56.62 or 93.69
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:	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				

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

HEARTLAND

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+42 MA	MA+9	MA+18
1	36,333	37,786	39,240	40,693	41,420	42,146	43,600	45,053
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	37,786	39,240	40,693	42,146	42,873	43,600	45,053	46,506
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	39,240	40,693	42,146	43,600	44,326	45,053	46,506	47,960
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	40,693	42,146	43,600	45,053	45,780	46,506	47,960	49,413
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	42,146	43,600	45,053	46,506	47,233	47,960	49,413	50,866
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	43,600	45,053	46,506	47,960	48,686	49,413	50,866	52,320
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		46,506	47,960	49,413	50,140	50,866	52,320	53,773
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8			49,413	50,866	51,593	52,320	53,773	55,226
			1.36	1.40	1.42	1.44	1.48	1.52
9				52,320	53,046	53,773	55,226	56,679
				1.44	1.46	1.48	1.52	1.56
10				53,773	54,500	55,226	56,679	58,133
				1.48	1.50	1.52	1.56	1.60
11				55,226	55,953	56,679	58,133	59,586
				1.52	1.54	1.56	1.60	1.64
12					57,406	58,133	59,586	61,039
					1.58	1.60	1.64	1.68
13						59,586	61,039	62,493
						1.64	1.68	1.72
14							62,493	63,946
							1.72	1.76
15								65,399
								1.80

12/12/2017

Hemingford

2017-2018
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	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,025 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: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	641.15	1186.15	1346.42	1807.90
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31
PPO:						
LIFE	Guardian	5.00				
LTD						
NON-PARTICIPANT	$645 annuity					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 61.97 or 102.53 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.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HEMINGFORD								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,025	35,556	37,087	38,618	40,150	41,681	43,212	44,743
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	35,556	37,087	38,618	40,150	41,681	43,212	44,743	46,274
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	37,087	38,618	40,150	41,681	43,212	44,743	46,274	47,805
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
4	38,618	40,150	41,681	43,212	44,743	46,274	47,805	49,336
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
5	40,150	41,681	43,212	44,743	46,274	47,805	49,336	50,867
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
6		43,212	44,743	46,274	47,805	49,336	50,867	52,399
		1.27	1.315	1.36	1.405	1.45	1.495	1.54
7		44,743	46,274	47,805	49,336	50,867	52,399	53,930
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
8			47,805	49,336	50,867	52,399	53,930	55,461
			1.405	1.45	1.495	1.54	1.585	1.63
9				50,867	52,399	53,930	55,461	56,992
				1.495	1.54	1.585	1.63	1.675
10					53,930	55,461	56,992	58,523
					1.585	1.63	1.675	1.72
11					55,461	56,992	58,523	60,054
					1.63	1.675	1.72	1.765
12					56,992	58,523	60,054	61,585
					1.675	1.72	1.765	1.81
13					58,523	60,054	61,585	63,116
					1.72	1.765	1.81	1.855
14						61,585	63,116	64,647
						1.81	1.855	1.9
15							64,647	66,179
							1.9	1.945
16								67,710
								1.99
17								69,241
								2.035

12/12/2017

Hershey

2017-2018
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:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 32,900
Starting Salary: 36,190
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	900D/3500D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	1	26.61	49.23	55.86	75.04	
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	45	yes		
Other Info:					
PERSONAL	4			yes	
BEREAVEMENT	5				2 for non-family
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

HERSHEY									
					BA+36	BA+45			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
BASE	32,900								
	1.00								
1	36,190	37,506	38,822	40,138	41,454	42,770	44,086	45,402	46,718
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
2	36,190	37,506	38,822	40,138	41,454	42,770	44,086	45,402	46,718
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
3	37,835	39,151	40,467	41,783	43,099	44,415	45,731	47,047	48,363
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
4	39,480	40,796	42,112	43,428	44,744	46,060	47,376	48,692	50,008
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
5		42,441	43,757	45,073	46,389	47,705	49,021	50,337	51,653
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
6		44,086	45,402	46,718	48,034	49,350	50,666	51,982	53,298
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
7			47,047	48,363	49,679	50,995	52,311	53,627	54,943
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
8			48,692	50,008	51,324	52,640	53,956	55,272	56,588
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
9				51,653	52,969	54,285	55,601	56,917	58,233
				1.57	1.61	1.65	1.69	1.73	1.77
10				53,298	54,614	55,930	57,246	58,562	59,878
				1.62	1.66	1.70	1.74	1.78	1.82
11					56,259	57,575	58,891	60,207	61,523
					1.71	1.75	1.79	1.83	1.87
12					57,904	59,220	60,536	61,852	63,168
					1.76	1.80	1.84	1.88	1.92
13						60,865	62,181	63,497	64,813
						1.85	1.89	1.93	1.97
14							63,826	65,142	66,458
							1.94	1.98	2.02
15								66,787	68,103
								2.03	2.07
16								68,432	69,748
								2.08	2.12
17									71,393
									2.17

04-05 staff hired prior to 03-04 is grandfathered into a separate schedule 10-11 BA36 and BA45 grandfathered

12/12/2017

High Plains

2017-2018
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: 36,175 Index: 4 x 4.5
Starting Salary: 36,175 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	29.25 or 48.43 Sp or Dep. Dental
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	1	26.61	26.61	26.61	26.61	
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					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

HIGH PLAINS COMMUNITY SCHOOL							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	36,175	37,803	39,431	41,059	42,687	44,314	45,942
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	37,622	39,250	40,878	42,506	44,134	45,761	47,389
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	39,069	40,697	42,325	43,953	45,581	47,208	48,836
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	40,516	42,144	43,772	45,400	47,028	48,655	50,283
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	41,963	43,591	45,219	46,847	48,475	50,102	51,730
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	43,410	45,038	46,666	48,294	49,922	51,549	53,177
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7	44,857	46,485	48,113	49,741	51,369	52,996	54,624
	1.24	1.285	1.33	1.375	1.42	1.465	1.51
8		47,932	49,560	51,188	52,816	54,443	56,071
		1.325	1.37	1.415	1.46	1.505	1.55
9			51,007	52,635	54,263	55,890	57,518
			1.41	1.455	1.5	1.545	1.59
10				54,082	55,710	57,337	58,965
				1.495	1.54	1.585	1.63
11					57,157	58,784	60,412
					1.58	1.625	1.67
12					58,604	60,231	61,859
					1.62	1.665	1.71
13						61,678	63,306
						1.705	1.75
14							64,753
							1.79

12/12/2017

Hitchcock County

2017-2018
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: 33,450
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	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	31.51 or 52.18 Sp or Dep. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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 CO.

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,450	34,788	36,126	37,464	38,802	38,802	40,140	41,478
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	34,788	36,126	37,464	38,802	40,140	40,140	41,478	42,816
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	36,126	37,464	38,802	40,140	41,478	41,478	42,816	44,154
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	37,464	38,802	40,140	41,478	42,816	42,816	44,154	45,492
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	38,802	40,140	41,478	42,816	44,154	44,154	45,492	46,830
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	40,140	41,478	42,816	44,154	45,492	45,492	46,830	48,168
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	41,478	42,816	44,154	45,492	46,830	46,830	48,168	49,506
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		44,154	45,492	46,830	48,168	48,168	49,506	50,844
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			46,830	48,168	49,506	49,506	50,844	52,182
			1.40	1.44	1.48	1.48	1.52	1.56
10				49,506	50,844	50,844	52,182	53,520
				1.48	1.52	1.52	1.56	1.60
11				50,844	52,182	52,182	53,520	54,858
				1.52	1.56	1.56	1.60	1.64
12					53,520	53,520	54,858	56,196
					1.60	1.60	1.64	1.68
13					54,858	54,858	56,196	57,534
					1.64	1.64	1.68	1.72
14						56,196	57,534	58,872
						1.68	1.72	1.76
15							58,872	60,210
							1.76	1.80
16								61,548
								1.84

12/12/2017

Holdrege

2017-2018
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: 34,850
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Principal		4.41			
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
31.51 or 52.18
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					

SABBATICAL: Yes

OTHER LEAVES: Jury Duty

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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

HOLDREGE

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	34,850	36,418	37,987	39,555	41,123	42,691	44,260	45,828	47,396
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	36,418	37,987	39,555	41,123	42,691	44,260	45,828	47,396	48,964
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	37,987	39,555	41,123	42,691	44,260	45,828	47,396	48,964	50,533
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	39,555	41,123	42,691	44,260	45,828	47,396	48,964	50,533	52,101
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	41,123	42,691	44,260	45,828	47,396	48,964	50,533	52,101	53,669
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	42,691	44,260	45,828	47,396	48,964	50,533	52,101	53,669	55,237
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7	44,260	45,828	47,396	48,964	50,533	52,101	53,669	55,237	56,806
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8	45,828	47,396	48,964	50,533	52,101	53,669	55,237	56,806	58,374
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			50,533	52,101	53,669	55,237	56,806	58,374	59,942
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				53,669	55,237	56,806	58,374	59,942	61,510
				1.54	1.585	1.63	1.675	1.72	1.765
11					56,806	58,374	59,942	61,510	63,079
					1.63	1.675	1.72	1.765	1.81
12					58,374	59,942	61,510	63,079	64,647
					1.675	1.72	1.765	1.81	1.855
13							63,079	64,647	66,215
							1.81	1.855	1.9
14								66,215	67,783
								1.9	1.945

12/12/2017

Homer

2017-2018
3.1

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: 37,700 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
HEALTH	BC/BS	900D/3500D	601.09	601.09	601.09	601.09
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

Couple - Benefits 104.17*
Cash *or Ind H/Dental

PPO: 17-18: switch to 900/3500 1/1/201 COMMENTS:
LIFE
LTD
NON-PARTICIPANT $104.17 CIL

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	90	yes		
Other Info:	Retire:$20/day				
PERSONAL	3			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	37,700	39,208	40,716	42,224	43,732	45,240	46,748	48,256	49,764
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	39,208	40,716	42,224	43,732	45,240	46,748	48,256	49,764	51,272
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	40,716	42,224	43,732	45,240	46,748	48,256	49,764	51,272	52,780
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	42,224	43,732	45,240	46,748	48,256	49,764	51,272	52,780	54,288
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	43,732	45,240	46,748	48,256	49,764	51,272	52,780	54,288	55,796
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	45,240	46,748	48,256	49,764	51,272	52,780	54,288	55,796	57,304
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	46,748	48,256	49,764	51,272	52,780	54,288	55,796	57,304	58,812
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	48,256	49,764	51,272	52,780	54,288	55,796	57,304	58,812	60,320
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		51,272	52,780	54,288	55,796	57,304	58,812	60,320	61,828
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
10		52,780	54,288	55,796	57,304	58,812	60,320	61,828	63,336
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
11			55,796	57,304	58,812	60,320	61,828	63,336	64,844
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
12					60,320	61,828	63,336	64,844	66,352
					1.60	1.64	1.68	1.72	1.76
13						63,336	64,844	66,352	67,860
						1.68	1.72	1.76	1.80
14							66,352	67,860	69,368
							1.76	1.80	1.84
15								69,368	70,876
								1.84	1.88
16									72,384
									1.92

12/12/2017

Howells-Dodge

2017-2018
1.1

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: 37,500 Index: 4 x 5
Starting Salary: 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	750
HEALTH	BC/BS	900D/2000D					Flat Salary
DENTAL	BC/BS	2					
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
750	750

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	37,500	39,375	41,250	43,125	45,000	45,000	46,875	48,750
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	39,000	40,875	42,750	44,625	46,500	46,500	48,375	50,250
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	40,500	42,375	44,250	46,125	48,000	48,000	49,875	51,750
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	42,000	43,875	45,750	47,625	49,500	49,500	51,375	53,250
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	43,500	45,375	47,250	49,125	51,000	51,000	52,875	54,750
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	45,000	46,875	48,750	50,625	52,500	52,500	54,375	56,250
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	46,500	48,375	50,250	52,125	54,000	54,000	55,875	57,750
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		49,875	51,750	53,625	55,500	55,500	57,375	59,250
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			53,250	55,125	57,000	57,000	58,875	60,750
			1.42	1.47	1.52	1.52	1.57	1.62
10			54,750	56,625	58,500	58,500	60,375	62,250
			1.46	1.51	1.56	1.56	1.61	1.66
11			56,250	58,125	60,000	60,000	61,875	63,750
			1.50	1.55	1.60	1.60	1.65	1.70
12			57,750	59,625	61,500	61,500	63,375	65,250
			1.54	1.59	1.64	1.64	1.69	1.74
13				61,125	63,000	63,000	64,875	66,750
				1.63	1.68	1.68	1.73	1.78
14						64,500	66,375	68,250
						1.72	1.77	1.82
15						66,000	67,875	69,750
						1.76	1.81	1.86

12/12/2017

Humboldt-Table Rock-Steinauer

2017-2018
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: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1500D	534.60	989.04	1122.67	1507.47
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits 31.51 or 52.18 Sp or Dep. Dental

Deductible Reimbursement: Y 600/1200

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					

SABBATICAL:

OTHER LEAVES:

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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

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	43,968	45,342	46,716	48,090	49,464	50,838	52,212	53,586
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		46,716	48,090	49,464	50,838	52,212	53,586	54,960
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			49,464	50,838	52,212	53,586	54,960	56,334
			1.44	1.48	1.52	1.56	1.60	1.64
11				52,212	53,586	54,960	56,334	57,708
				1.52	1.56	1.60	1.64	1.68
12					54,960	56,334	57,708	59,082
					1.60	1.64	1.68	1.72
13						57,708	59,082	60,456
						1.68	1.72	1.76
14							60,456	61,830
							1.76	1.80
15								63,204
								1.84

01-02 grandfathered BA+36 column when districts merged, teachers on BA+36 stayed on MA

12/12/2017

Humphrey

2017-2018
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: 34,950 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	National Ins	(thru sal)				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	34,950	36,348	37,746	39,144	40,542	41,940	43,338
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,348	37,746	39,144	40,542	41,940	43,338	44,736
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,746	39,144	40,542	41,940	43,338	44,736	46,134
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,144	40,542	41,940	43,338	44,736	46,134	47,532
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,542	41,940	43,338	44,736	46,134	47,532	48,930
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,940	43,338	44,736	46,134	47,532	48,930	50,328
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	43,338	44,736	46,134	47,532	48,930	50,328	51,726
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	44,736	46,134	47,532	48,930	50,328	51,726	53,124
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		47,532	48,930	50,328	51,726	53,124	54,522
		1.36	1.40	1.44	1.48	1.52	1.56
10			50,328	51,726	53,124	54,522	55,920
			1.44	1.48	1.52	1.56	1.60
11				53,124	54,522	55,920	57,318
				1.52	1.56	1.60	1.64
12					55,920	57,318	58,716
					1.60	1.64	1.68
13					57,318	58,716	60,114
					1.64	1.68	1.72
14						60,114	61,512
						1.72	1.76

12/12/2017

Hyannis

2017-2018
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: 33,400

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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
PPO:						
LIFE						
LTD	Omaha Life		12.00 (1/2 prem)			
NON-PARTICIPANT						

Couple - Benefits

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	33,400	34,736	36,072	37,408	38,744	40,080
	1.00	1.04	1.08	1.12	1.16	1.20
2	34,736	36,072	37,408	38,744	40,080	41,416
	1.04	1.08	1.12	1.16	1.20	1.24
3	36,072	37,408	38,744	40,080	41,416	42,752
	1.08	1.12	1.16	1.20	1.24	1.28
4	37,408	38,744	40,080	41,416	42,752	44,088
	1.12	1.16	1.20	1.24	1.28	1.32
5	38,744	40,080	41,416	42,752	44,088	45,424
	1.16	1.20	1.24	1.28	1.32	1.36
6	40,080	41,416	42,752	44,088	45,424	46,760
	1.20	1.24	1.28	1.32	1.36	1.40
7	41,416	42,752	44,088	45,424	46,760	48,096
	1.24	1.28	1.32	1.36	1.40	1.44
8		44,088	45,424	46,760	48,096	49,432
		1.32	1.36	1.40	1.44	1.48
9		45,424	46,760	48,096	49,432	50,768
		1.36	1.40	1.44	1.48	1.52
10			48,096	49,432	50,768	52,104
			1.44	1.48	1.52	1.56
11			49,432	50,768	52,104	53,440
			1.48	1.52	1.56	1.60
12				52,104	53,440	54,776
				1.56	1.60	1.64
13				53,440	54,776	56,112
				1.60	1.64	1.68
14					56,112	57,448
					1.68	1.72
15					57,448	58,784
					1.72	1.76
16						60,120
						1.80
17						61,456
						1.84

12/12/2017

Johnson County

2017-2018
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: 34,875 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	1500D	562.74	1041.09	1181.76	1586.81	Cash
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31	

PPO:
COMMENTS:
LIFE
Deductible Reimbursement: Y 600
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			
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27
1	34,875	36,619	38,363	40,106	41,850	43,594	45,338	47,081
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	36,270	38,014	39,758	41,501	43,245	44,989	46,733	48,476
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,665	39,409	41,153	42,896	44,640	46,384	48,128	49,871
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	39,060	40,804	42,548	44,291	46,035	47,779	49,523	51,266
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	40,455	42,199	43,943	45,686	47,430	49,174	50,918	52,661
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	41,850	43,594	45,338	47,081	48,825	50,569	52,313	54,056
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	43,245	44,989	46,733	48,476	50,220	51,964	53,708	55,451
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		46,384	48,128	49,871	51,615	53,359	55,103	56,846
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			49,523	51,266	53,010	54,754	56,498	58,241
			1.42	1.47	1.52	1.57	1.62	1.67
10				52,661	54,405	56,149	57,893	59,636
				1.51	1.56	1.61	1.66	1.71
11					55,800	57,544	59,288	61,031
					1.60	1.65	1.70	1.75
12					57,195	58,939	60,683	62,426
					1.64	1.69	1.74	1.79
13						60,334	62,078	63,821
						1.73	1.78	1.83
14							63,473	65,216
							1.82	1.87
15								66,611
								1.91

12/12/2017

Johnson-Brock

2017-2018
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: 34,600
Starting Salary:
Career Increments: N

Index: 4 x 4
Entry Level Step: (D)
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
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	34,600	35,984	37,368	38,752	40,136	41,520	42,904
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,984	37,368	38,752	40,136	41,520	42,904	44,288
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,368	38,752	40,136	41,520	42,904	44,288	45,672
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,752	40,136	41,520	42,904	44,288	45,672	47,056
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,136	41,520	42,904	44,288	45,672	47,056	48,440
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,520	42,904	44,288	45,672	47,056	48,440	49,824
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	42,904	44,288	45,672	47,056	48,440	49,824	51,208
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	44,288	45,672	47,056	48,440	49,824	51,208	52,592
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		47,056	48,440	49,824	51,208	52,592	53,976
		1.36	1.40	1.44	1.48	1.52	1.56
10			49,824	51,208	52,592	53,976	55,360
			1.44	1.48	1.52	1.56	1.60
11				52,592	53,976	55,360	56,744
				1.52	1.56	1.60	1.64
12					55,360	56,744	58,128
					1.60	1.64	1.68
13						58,128	59,512
						1.68	1.72
14							60,896
							1.76

12/12/2017

Kearney

2017-2018
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: 34,492 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	858.33
HEALTH	BC/BS	900D/2000D	241.67	241.67	241.67	241.67	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				

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

KEARNEY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	34,492	36,044	37,596	39,148	40,701	42,253	43,805	45,357	46,909	48,461
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	36,044	37,596	39,148	40,701	42,253	43,805	45,357	46,909	48,461	50,013
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	37,596	39,148	40,701	42,253	43,805	45,357	46,909	48,461	50,013	51,566
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	39,148	40,701	42,253	43,805	45,357	46,909	48,461	50,013	51,566	53,118
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	40,701	42,253	43,805	45,357	46,909	48,461	50,013	51,566	53,118	54,670
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	42,253	43,805	45,357	46,909	48,461	50,013	51,566	53,118	54,670	56,222
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	43,805	45,357	46,909	48,461	50,013	51,566	53,118	54,670	56,222	57,774
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	45,357	46,909	48,461	50,013	51,566	53,118	54,670	56,222	57,774	59,326
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		48,461	50,013	51,566	53,118	54,670	56,222	57,774	59,326	60,878
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			51,566	53,118	54,670	56,222	57,774	59,326	60,878	62,431
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				54,670	56,222	57,774	59,326	60,878	62,431	63,983
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					57,774	59,326	60,878	62,431	63,983	65,535
					1.675	1.72	1.765	1.81	1.855	1.9
13					59,326	60,878	62,431	63,983	65,535	67,087
					1.72	1.765	1.81	1.855	1.9	1.945
14					60,878	62,431	63,983	65,535	67,087	68,639
					1.765	1.81	1.855	1.9	1.945	1.99
15									68,639	70,191
									1.99	2.035
16										70,881
										2.055

Longevity increments available on MA45 - 2nd yr on stp 15 recv 2% of base

12/12/2017

Kenesaw

2017-2018
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: 34,600 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	31.51 or 52.18 Sp or Dep Dental
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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:	+$300 if no sick days used				
PERSONAL	3			yes	2 add'l from sick lv
BEREAVEMENT	unl.				with admin approval
PROFESSIONAL	unl.			yes	
ADOPTION	10				accum. 40
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

KENESAW								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,600	35,984	37,368	38,752	39,444	40,136	41,520	42,904
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	35,984	37,368	38,752	40,136	40,828	41,520	42,904	44,288
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	37,368	38,752	40,136	41,520	42,212	42,904	44,288	45,672
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	38,752	40,136	41,520	42,904	43,596	44,288	45,672	47,056
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	40,136	41,520	42,904	44,288	44,980	45,672	47,056	48,440
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	41,520	42,904	44,288	45,672	46,364	47,056	48,440	49,824
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		44,288	45,672	47,056	47,748	48,440	49,824	51,208
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8		45,672	47,056	48,440	49,132	49,824	51,208	52,592
		1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		47,056	48,440	49,824	50,516	51,208	52,592	53,976
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			49,824	51,208	51,900	52,592	53,976	55,360
			1.44	1.48	1.50	1.52	1.56	1.60
11				52,592	53,284	53,976	55,360	56,744
				1.52	1.54	1.56	1.60	1.64
12						55,360	56,744	58,128
						1.60	1.64	1.68

12/12/2017

Keya Paha

2017-2018
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:	50	50	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,700

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*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	4	51.46	95.20	108.08	145.15
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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

KEYA PAHA COUNTY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,700	35,132	36,565	37,997	39,429	40,861	42,294	43,726	45,158
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
2	35,132	36,565	37,997	39,429	40,861	42,294	43,726	45,158	46,590
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
3	36,565	37,997	39,429	40,861	42,294	43,726	45,158	46,590	48,023
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
4	37,997	39,429	40,861	42,294	43,726	45,158	46,590	48,023	49,455
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
5	39,429	40,861	42,294	43,726	45,158	46,590	48,023	49,455	50,887
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
6	40,861	42,294	43,726	45,158	46,590	48,023	49,455	50,887	52,319
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
7	42,294	43,726	45,158	46,590	48,023	49,455	50,887	52,319	53,752
	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
8			46,590	48,023	49,455	50,887	52,319	53,752	55,184
			1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375
9				49,455	50,887	52,319	53,752	55,184	56,616
				1.4675	1.51	1.5525	1.595	1.6375	1.68
10						53,752	55,184	56,616	58,048
						1.595	1.6375	1.68	1.7225
11							56,616	58,048	59,481
							1.68	1.7225	1.765

12/12/2017

Kimball

2017-2018
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: 34,350 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

Couple - Benefits 31.51 or 52.18 Sp or Dep Dental

PPO:
LIFE
LTD
NON-PARTICIPANT

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	34,350	36,068	37,785	39,503	41,220	42,938	44,655	46,373	48,090
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,724	37,442	39,159	40,877	42,594	44,312	46,029	47,747	49,464
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,098	38,816	40,533	42,251	43,968	45,686	47,403	49,121	50,838
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,472	40,190	41,907	43,625	45,342	47,060	48,777	50,495	52,212
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,846	41,564	43,281	44,999	46,716	48,434	50,151	51,869	53,586
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		42,938	44,655	46,373	48,090	49,808	51,525	53,243	54,960
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		44,312	46,029	47,747	49,464	51,182	52,899	54,617	56,334
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			47,403	49,121	50,838	52,556	54,273	55,991	57,708
			1.38	1.43	1.48	1.53	1.58	1.63	1.68
9				50,495	52,212	53,930	55,647	57,365	59,082
				1.47	1.52	1.57	1.62	1.67	1.72
10					53,586	55,304	57,021	58,739	60,456
					1.56	1.61	1.66	1.71	1.76
11					54,960	56,678	58,395	60,113	61,830
					1.60	1.65	1.70	1.75	1.80
12					56,334	58,052	59,769	61,487	63,204
					1.64	1.69	1.74	1.79	1.84
13						59,426	61,143	62,861	64,578
						1.73	1.78	1.83	1.88
14							62,517	64,235	65,952
							1.82	1.87	1.92
15								65,609	67,326
								1.91	1.96
20									68,700
									2.00

Advancement to Step 20 is obtained after being at Step 15 for 5 years.

12/12/2017

Lakeview

2017-2018
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: 34,100 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** 636.60
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22	TSA
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

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	34,100	35,464	36,828	38,192	39,556	40,920	42,284	43,648	45,012
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,805	37,169	38,533	39,897	41,261	42,625	43,989	45,353	46,717
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	37,510	38,874	40,238	41,602	42,966	44,330	45,694	47,058	48,422
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	39,215	40,579	41,943	43,307	44,671	46,035	47,399	48,763	50,127
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	40,920	42,284	43,648	45,012	46,376	47,740	49,104	50,468	51,832
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	42,625	43,989	45,353	46,717	48,081	49,445	50,809	52,173	53,537
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	44,330	45,694	47,058	48,422	49,786	51,150	52,514	53,878	55,242
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	46,035	47,399	48,763	50,127	51,491	52,855	54,219	55,583	56,947
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		49,104	50,468	51,832	53,196	54,560	55,924	57,288	58,652
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10		50,809	52,173	53,537	54,901	56,265	57,629	58,993	60,357
		1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77
11			53,878	55,242	56,606	57,970	59,334	60,698	62,062
			1.58	1.62	1.66	1.70	1.74	1.78	1.82
12			55,583	56,947	58,311	59,675	61,039	62,403	63,767
			1.63	1.67	1.71	1.75	1.79	1.83	1.87
13				58,652	60,016	61,380	62,744	64,108	65,472
				1.72	1.76	1.80	1.84	1.88	1.92
14					61,721	63,085	64,449	65,813	67,177
					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.

12/12/2017

Laurel-Concord-Coleridge

2017-2018
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	10	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,650 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*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	150D/3500D	587.42	587.42	587.42	587.42
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD						
NON-PARTICIPANT	1458.33 CIL Stipend					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
842.24

Fringe Benefit Stipend

Cafeteria Plan

Individ.	Depend.
842.24	842.24

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

12/12/2017

Leigh

2017-2018
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: 34,800
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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	Ind Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	34,800	36,192	37,584	38,976	40,368	41,760	43,152	44,544
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,192	37,584	38,976	40,368	41,760	43,152	44,544	45,936
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,584	38,976	40,368	41,760	43,152	44,544	45,936	47,328
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,976	40,368	41,760	43,152	44,544	45,936	47,328	48,720
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,368	41,760	43,152	44,544	45,936	47,328	48,720	50,112
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,760	43,152	44,544	45,936	47,328	48,720	50,112	51,504
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	43,152	44,544	45,936	47,328	48,720	50,112	51,504	52,896
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		45,936	47,328	48,720	50,112	51,504	52,896	54,288
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			48,720	50,112	51,504	52,896	54,288	55,680
			1.40	1.44	1.48	1.52	1.56	1.60
10				51,504	52,896	54,288	55,680	57,072
				1.48	1.52	1.56	1.60	1.64
11				52,896	54,288	55,680	57,072	58,464
				1.52	1.56	1.60	1.64	1.68
12				54,288	55,680	57,072	58,464	59,856
				1.56	1.60	1.64	1.68	1.72
13				55,680	57,072	58,464	59,856	61,248
				1.60	1.64	1.68	1.72	1.76
14					58,464	59,856	61,248	62,640
					1.68	1.72	1.76	1.80
15						61,248	62,640	64,032
						1.76	1.80	1.84

12/12/2017

Lewiston

2017-2018
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: 34,400 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	28.67
HEALTH	BC/BS	1150D	587.42	1086.78	1233.60	1656.42	Ind Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

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 $15/day unused at separation				
PERSONAL	3			yes	
BEREAVEMENT	2				+trade 1 sick for 1 bereave
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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18
1	34,400	35,776	37,152	38,528	39,904	41,280	42,656
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,776	37,152	38,528	39,904	41,280	42,656	44,032
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,152	38,528	39,904	41,280	42,656	44,032	45,408
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,528	39,904	41,280	42,656	44,032	45,408	46,784
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,904	41,280	42,656	44,032	45,408	46,784	48,160
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,280	42,656	44,032	45,408	46,784	48,160	49,536
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		44,032	45,408	46,784	48,160	49,536	50,912
		1.28	1.32	1.36	1.40	1.44	1.48
8			46,784	48,160	49,536	50,912	52,288
			1.36	1.40	1.44	1.48	1.52
9				49,536	50,912	52,288	53,664
				1.44	1.48	1.52	1.56
10				50,912	52,288	53,664	55,040
				1.48	1.52	1.56	1.60
11					53,664	55,040	56,416
					1.56	1.60	1.64
12					55,040	56,416	57,792
					1.60	1.64	1.68
13					56,416	57,792	59,168
					1.64	1.68	1.72
14					57,792	59,168	60,544
					1.68	1.72	1.76
15					59,168	60,544	61,920
					1.72	1.76	1.80

12/12/2017

Lexington

2017-2018
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	45	45
Class Periods/Day:	7	10	
Normal Teaching Load:	6	8	

SALARY SCHEDULE

Base: 34,900
Index: 5 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all
Vertical Freeze: 85-86
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	1000D/3500D	567.72	1050.28	1192.20	1600.83
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Nat'l		.0054(+B,thru sal)			
NON-PARTICIPANT						

Couple - Benefits
31.51 or 52.18
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	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	34,900	36,296	37,692	39,088	40,484	41,880	43,276	44,672	46,068	47,464
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	36,645	38,041	39,437	40,833	42,229	43,625	45,021	46,417	47,813	49,209
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	38,390	39,786	41,182	42,578	43,974	45,370	46,766	48,162	49,558	50,954
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	40,135	41,531	42,927	44,323	45,719	47,115	48,511	49,907	51,303	52,699
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	41,880	43,276	44,672	46,068	47,464	48,860	50,256	51,652	53,048	54,444
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6		45,021	46,417	47,813	49,209	50,605	52,001	53,397	54,793	56,189
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7			48,162	49,558	50,954	52,350	53,746	55,142	56,538	57,934
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8				51,303	52,699	54,095	55,491	56,887	58,283	59,679
				1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				53,048	54,444	55,840	57,236	58,632	60,028	61,424
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					56,189	57,585	58,981	60,377	61,773	63,169
					1.61	1.65	1.69	1.73	1.77	1.81
11					57,934	59,330	60,726	62,122	63,518	64,914
					1.66	1.70	1.74	1.78	1.82	1.86
12						61,075	62,471	63,867	65,263	66,659
						1.75	1.79	1.83	1.87	1.91
13							64,216	65,612	67,008	68,404
							1.84	1.88	1.92	1.96
14								67,357	68,753	70,149
								1.93	1.97	2.01
15										71,894
										2.06

12/12/2017

Leyton

2017-2018
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: 32,000 Index: 4.5 x 4.5
Starting Salary: 34,880 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	28.67
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	Ind Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	32,000						
	1.00						
1	34,880	36,320	37,760	39,200	40,640	42,080	43,520
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	34,880	36,320	37,760	39,200	40,640	42,080	43,520
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	34,880	36,320	37,760	39,200	40,640	42,080	43,520
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	36,320	37,760	39,200	40,640	42,080	43,520	44,960
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	37,760	39,200	40,640	42,080	43,520	44,960	46,400
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	39,200	40,640	42,080	43,520	44,960	46,400	47,840
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7	40,640	42,080	43,520	44,960	46,400	47,840	49,280
	1.27	1.315	1.36	1.405	1.45	1.495	1.54
8	42,080	43,520	44,960	46,400	47,840	49,280	50,720
	1.315	1.36	1.405	1.45	1.495	1.54	1.585
9		44,960	46,400	47,840	49,280	50,720	52,160
		1.405	1.45	1.495	1.54	1.585	1.63
10			47,840	49,280	50,720	52,160	53,600
			1.495	1.54	1.585	1.63	1.675
11			49,280	50,720	52,160	53,600	55,040
			1.54	1.585	1.63	1.675	1.72
12				52,160	53,600	55,040	56,480
				1.63	1.675	1.72	1.765
13					55,040	56,480	57,920
					1.72	1.765	1.81
14					56,480	57,920	59,360
					1.765	1.81	1.855
15					57,920	59,360	60,800
					1.81	1.855	1.9
16						60,800	62,240
						1.9	1.945

12/12/2017

Lincoln

2017-2018
1.1

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: 43,981 Index: 0 x 0
Starting Salary: 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*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D				
DENTAL	BC/BS	2				
PPO:						
LIFE	Met Life		1.38			
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

Add'l Contribution

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				

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES: Civic, Jury, Catastrophic

OTHER DISTRICT POLICIES

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

LINCOLN

Step	BA	BA+18	BA+36	MA	MA+18	MA+36	PHD
1	43,981	45,286	46,069	46,069	47,113	48,418	50,506
	1.00	1.02967	1.04748	1.04748	1.07121	1.10088	1.14836
2	44,481	45,786	46,569	46,569	47,613	48,918	51,006
	1.01137	1.04104	1.05884	1.05884	1.08258	1.11225	1.15973
3	44,981	46,286	47,069	47,069	48,113	49,418	51,506
	1.02274	1.05241	1.07021	1.07021	1.09395	1.12362	1.1711
4	45,481	46,786	47,569	47,569	48,613	49,918	52,006
	1.03411	1.06378	1.08158	1.08158	1.10532	1.13499	1.18247
5	45,981	47,286	48,069	48,069	49,113	50,418	52,506
	1.04547	1.07515	1.09295	1.09295	1.11669	1.14636	1.19383
6	46,481	47,786	48,569	48,569	49,613	50,918	53,006
	1.05684	1.08651	1.10432	1.10432	1.12806	1.15773	1.2052
7	46,981	48,286	49,069	49,069	50,113	51,418	53,506
	1.06821	1.09788	1.11569	1.11569	1.13942	1.1691	1.21657
8	47,481	48,786	49,569	49,569	50,613	51,918	54,006
	1.07958	1.10925	1.12705	1.12705	1.15079	1.18046	1.22794
9	47,981	49,286	50,069	50,069	51,113	52,418	54,506
	1.09095	1.12062	1.13842	1.13842	1.16216	1.19183	1.23931
10	48,471	49,776	50,559	50,559	51,603	52,908	54,996
	1.10209	1.13176	1.14956	1.14956	1.1733	1.20297	1.25045
11	48,996	50,301	51,084	51,084	52,128	53,433	55,521
	1.11403	1.1437	1.1615	1.1615	1.18524	1.21491	1.26239
12	49,546	50,851	51,634	51,634	52,678	53,983	56,071
	1.12653	1.1562	1.17401	1.17401	1.19774	1.22742	1.27489
13	50,096	51,401	52,184	52,184	53,228	54,533	56,621
	1.13904	1.16871	1.18651	1.18651	1.21025	1.23992	1.2874
14	51,190	52,756	53,801	53,801	54,844	56,150	58,237
	1.16391	1.19952	1.22328	1.22328	1.24699	1.27669	1.32414
15	52,284	54,111	55,416	55,416	56,461	57,765	59,853
	1.18879	1.23033	1.26	1.26	1.28376	1.31341	1.36088
16	53,378	55,466	57,032	57,032	58,076	59,381	61,470
	1.21366	1.26114	1.29674	1.29674	1.32048	1.35015	1.39765
17	53,945	56,561	58,649	58,649	59,692	60,736	63,085
	1.22655	1.28603	1.33351	1.33351	1.35722	1.38096	1.43437
18		57,127	60,264	60,264	61,309	62,352	64,701
		1.2989	1.37023	1.37023	1.39399	1.4177	1.47111

Step	BA	BA+18	BA+36	MA	MA+18	MA+36	PHD
19			62,141	62,141	62,924	63,969	66,318
			1.41291	1.41291	1.43071	1.45447	1.50788
20			63,235	63,235	64,540	65,584	67,933
			1.43778	1.43778	1.46745	1.49119	1.5446
21			64,851	64,851	66,418	67,200	69,549
			1.47452	1.47452	1.51015	1.52793	1.58134
22			66,468	66,468	67,772	69,078	71,166
			1.51129	1.51129	1.54094	1.57063	1.61811
23			68,083	68,083	69,389	70,432	72,781
			1.54801	1.54801	1.5777	1.60142	1.65483
24			69,699	69,699	71,005	72,049	74,398
			1.58475	1.58475	1.61445	1.63818	1.69159
25			71,055	71,055	72,359	73,404	75,753
			1.61558	1.61558	1.64523	1.66899	1.7224
26			72,409	72,409	73,715	74,759	76,847
			1.64637	1.64637	1.67606	1.6998	1.74728
27			73,471	73,471	74,776	75,820	77,908
			1.67052	1.67052	1.70019	1.72393	1.7714
28			74,284	74,284	75,590	76,633	78,721
			1.689	1.689	1.7187	1.74241	1.78989
29			75,098	75,098	76,403	77,447	79,535
			1.70751	1.70751	1.73718	1.76092	1.80839
30			76,159	76,159	77,464	78,508	80,596
			1.73163	1.73163	1.76131	1.78504	1.83252
31			76,917	76,917	78,222	79,266	81,354
			1.74887	1.74887	1.77854	1.80228	1.84975
32			77,624	77,624	78,929	79,973	82,061
			1.76494	1.76494	1.79462	1.81835	1.86583
33			78,382	78,382	79,687	80,731	82,819
			1.78218	1.78218	1.81185	1.83559	1.88306
34			79,141	79,141	80,447	81,490	83,578
			1.79944	1.79944	1.82913	1.85285	1.90032
35			79,889	79,889	81,194	82,238	84,326
			1.81644	1.81644	1.84612	1.86985	1.91733

12/12/2017

Litchfield

2017-2018
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:	51	51	75
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(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	**Couple - Benefits** 636.60
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE	Guardian	3.45			Deductible Reimbursement:		
LTD	Principal	.004					
NON-PARTICIPANT	$636.60 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	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	33,400	35,070	36,740	38,410	40,080	41,750	43,420
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	34,736	36,406	38,076	39,746	41,416	43,086	44,756
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	36,072	37,742	39,412	41,082	42,752	44,422	46,092
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	37,408	39,078	40,748	42,418	44,088	45,758	47,428
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	38,744	40,414	42,084	43,754	45,424	47,094	48,764
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	40,080	41,750	43,420	45,090	46,760	48,430	50,100
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		43,086	44,756	46,426	48,096	49,766	51,436
		1.29	1.34	1.39	1.44	1.49	1.54
8			46,092	47,762	49,432	51,102	52,772
			1.38	1.43	1.48	1.53	1.58
9				49,098	50,768	52,438	54,108
				1.47	1.52	1.57	1.62
10					52,104	53,774	55,444
					1.56	1.61	1.66
11					53,440	55,110	56,780
					1.60	1.65	1.70
12						56,446	58,116
						1.69	1.74
13							59,452
							1.78

12/12/2017

Logan View

2017-2018
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:	46	46	46
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 33,759 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**
HEALTH	BC/BS	1000D	567.72	1050.28	1192.20	1600.83	Sp or Dep Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE	Unknown		2.70				
LTD	Unknown		.0047 (+B)				
NON-PARTICIPANT							

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	33,759	35,109	36,460	37,810	39,160	39,160	40,511	41,861	43,212
	1.00	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28
2	35,447	36,797	38,148	39,498	40,848	40,848	42,199	43,549	44,899
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	37,135	38,485	39,836	41,186	42,536	42,536	43,887	45,237	46,587
	1.1	1.14	1.18	1.22	1.26	1.26	1.3	1.34	1.38
4	38,823	40,173	41,524	42,874	44,224	44,224	45,575	46,925	48,275
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	40,511	41,861	43,212	44,562	45,912	45,912	47,263	48,613	49,963
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44	1.48
6		43,549	44,899	46,250	47,600	47,600	48,951	50,301	51,651
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7			46,587	47,938	49,288	49,288	50,639	51,989	53,339
			1.38	1.42	1.46	1.46	1.5	1.54	1.58
8				49,626	50,976	50,976	52,326	53,677	55,027
				1.47	1.51	1.51	1.55	1.59	1.63
9				51,314	52,664	52,664	54,014	55,365	56,715
				1.52	1.56	1.56	1.6	1.64	1.68
10					54,352	54,352	55,702	57,053	58,403
					1.61	1.61	1.65	1.69	1.73
11					56,040	56,040	57,390	58,741	60,091
					1.66	1.66	1.7	1.74	1.78
12						57,728	59,078	60,429	61,779
						1.71	1.75	1.79	1.83
13						58,572	59,922	61,273	62,623
						1.735	1.775	1.815	1.855
14						59,416	60,766	62,117	63,467
						1.76	1.8	1.84	1.88
15						60,260	61,610	62,961	64,311
						1.785	1.825	1.865	1.905
16						61,104	62,454	63,805	65,155
						1.81	1.85	1.89	1.93
17						61,948	63,298	64,648	65,999
						1.835	1.875	1.915	1.955

12/12/2017

Loomis

2017-2018
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: 33,600 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	641.15	1186.15	1346.42	1807.90
DENTAL	BC/BS	1	26.61	26.61	26.61	26.61
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	33,600	34,944	36,288	37,632	38,976	40,320	41,664
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,944	36,288	37,632	38,976	40,320	41,664	43,008
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,288	37,632	38,976	40,320	41,664	43,008	44,352
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,632	38,976	40,320	41,664	43,008	44,352	45,696
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,976	40,320	41,664	43,008	44,352	45,696	47,040
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,320	41,664	43,008	44,352	45,696	47,040	48,384
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	41,664	43,008	44,352	45,696	47,040	48,384	49,728
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		44,352	45,696	47,040	48,384	49,728	51,072
		1.32	1.36	1.40	1.44	1.48	1.52
9			47,040	48,384	49,728	51,072	52,416
			1.40	1.44	1.48	1.52	1.56
10				49,728	51,072	52,416	53,760
				1.48	1.52	1.56	1.60
11					52,416	53,760	55,104
					1.56	1.60	1.64
12					53,760	55,104	56,448
					1.60	1.64	1.68
13					55,104	56,448	57,792
					1.64	1.68	1.72
14						57,792	59,136
						1.72	1.76
15							60,480
							1.80

12/12/2017

Louisville

2017-2018
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: 36,090
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	618.58
HEALTH	BC/BS	600D	641.15	1077.15	1205.37	1574.55	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE	Unknown		1.85		Deductible Reimbursement:		
LTD							
NON-PARTICIPANT	$618.58 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:					
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	36,090	37,173	38,255	39,338	40,421	41,504	42,586	43,669	44,752
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	37,895	38,977	40,060	41,143	42,225	43,308	44,391	45,473	46,556
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	39,699	40,782	41,864	42,947	44,030	45,113	46,195	47,278	48,361
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	41,504	42,586	43,669	44,752	45,834	46,917	48,000	49,082	50,165
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	43,308	44,391	45,473	46,556	47,639	48,722	49,804	50,887	51,970
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6	45,113	46,195	47,278	48,361	49,443	50,526	51,609	52,691	53,774
	1.25	1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		48,000	49,082	50,165	51,248	52,331	53,413	54,496	55,579
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			50,887	51,970	53,052	54,135	55,218	56,300	57,383
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9			52,691	53,774	54,857	55,940	57,022	58,105	59,188
			1.46	1.49	1.52	1.55	1.58	1.61	1.64
10				55,579	56,661	57,744	58,827	59,909	60,992
				1.54	1.57	1.60	1.63	1.66	1.69
11					58,466	59,549	60,631	61,714	62,797
					1.62	1.65	1.68	1.71	1.74
12					60,270	61,353	62,436	63,518	64,601
					1.67	1.70	1.73	1.76	1.79
13						63,158	64,240	65,323	66,406
						1.75	1.78	1.81	1.84
14							66,045	67,127	68,210
							1.83	1.86	1.89

12/12/2017

Loup City

2017-2018
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: 33,550 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	1150D	558.05	1032.44	1171.92	1573.60	126.68 or 188.52 Dental + All Dep
DENTAL	BC/BS	3	53.68	53.68	53.68	53.68	

PPO: teacher pays 5% premium
COMMENTS:
LIFE
LTD
NON-PARTICIPANT
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	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	33,550	35,228	36,905	38,583	40,260	41,938	43,615
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	34,892	36,570	38,247	39,925	41,602	43,280	44,957
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	36,234	37,912	39,589	41,267	42,944	44,622	46,299
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	37,576	39,254	40,931	42,609	44,286	45,964	47,641
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	38,918	40,596	42,273	43,951	45,628	47,306	48,983
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	40,260	41,938	43,615	45,293	46,970	48,648	50,325
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		43,280	44,957	46,635	48,312	49,990	51,667
		1.29	1.34	1.39	1.44	1.49	1.54
8		44,622	46,299	47,977	49,654	51,332	53,009
		1.33	1.38	1.43	1.48	1.53	1.58
9			47,641	49,319	50,996	52,674	54,351
			1.42	1.47	1.52	1.57	1.62
10				50,661	52,338	54,016	55,693
				1.51	1.56	1.61	1.66
11					53,680	55,358	57,035
					1.60	1.65	1.70
12					55,022	56,700	58,377
					1.64	1.69	1.74
13					56,364	58,042	59,719
					1.68	1.73	1.78
14					57,706	59,384	61,061
					1.72	1.77	1.82
15					59,048	60,726	62,403
					1.76	1.81	1.86

12/12/2017

Loup County

2017-2018
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:	51	51	51
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: N Experience Allowed: 10

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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Principal	6.54				
LTD	Principal	.0057				
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement: Y 400

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	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	39,353	41,688	43,355	45,023	46,690	48,358	50,025
	1.18	1.25	1.30	1.35	1.40	1.45	1.50
7		42,355	44,689	46,357	48,024	49,692	51,359
		1.27	1.34	1.39	1.44	1.49	1.54
8			45,356	47,691	49,358	51,026	52,693
			1.36	1.43	1.48	1.53	1.58
9				49,025	50,692	52,360	54,027
				1.47	1.52	1.57	1.62
10				49,692	52,026	53,694	55,361
				1.49	1.56	1.61	1.66
11					53,360	55,028	56,695
					1.60	1.65	1.70
12					54,027	56,362	58,029
					1.62	1.69	1.74
13						57,029	58,696
						1.71	1.76

12/12/2017

Lyons-Decatur Northeast

2017-2018
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: 34,250

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*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	Ind Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE	Guardian	5.57					
LTD	Madison Nat'l	.0052 (thru sal)					
NON-PARTICIPANT							

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

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	34,250	35,963	37,675	39,388	41,100	42,813	44,525
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	35,620	37,333	39,045	40,758	42,470	44,183	45,895
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	36,990	38,703	40,415	42,128	43,840	45,553	47,265
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	38,360	40,073	41,785	43,498	45,210	46,923	48,635
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5		41,443	43,155	44,868	46,580	48,293	50,005
		1.21	1.26	1.31	1.36	1.41	1.46
6		42,813	44,525	46,238	47,950	49,663	51,375
		1.25	1.30	1.35	1.40	1.45	1.50
7		44,183	45,895	47,608	49,320	51,033	52,745
		1.29	1.34	1.39	1.44	1.49	1.54
8			47,265	48,978	50,690	52,403	54,115
			1.38	1.43	1.48	1.53	1.58
9			48,635	50,348	52,060	53,773	55,485
			1.42	1.47	1.52	1.57	1.62
10			50,005	51,718	53,430	55,143	56,855
			1.46	1.51	1.56	1.61	1.66
11			51,375	53,088	54,800	56,513	58,225
			1.50	1.55	1.60	1.65	1.70
12				54,458	56,170	57,883	59,595
				1.59	1.64	1.69	1.74
13				55,828	57,540	59,253	60,965
				1.63	1.68	1.73	1.78
14				57,198	58,910	60,623	62,335
				1.67	1.72	1.77	1.82
15				58,568	60,280	61,993	63,705
				1.71	1.76	1.81	1.86
16					61,650	63,363	65,075
					1.80	1.85	1.90
17					63,020	64,733	66,445
					1.84	1.89	1.94

12/12/2017

Madison

2017-2018
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: 34,200
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	31.51 or 52.18 Sp or Dep Dental
HEALTH	BC/BS	900D/3500D	607.93	1124.68	1276.65	1714.22	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	34,200	35,910	37,620	39,330	41,040	42,750	44,460	46,170	47,880
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,568	37,278	38,988	40,698	42,408	44,118	45,828	47,538	49,248
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,936	38,646	40,356	42,066	43,776	45,486	47,196	48,906	50,616
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,304	40,014	41,724	43,434	45,144	46,854	48,564	50,274	51,984
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,672	41,382	43,092	44,802	46,512	48,222	49,932	51,642	53,352
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	41,040	42,750	44,460	46,170	47,880	49,590	51,300	53,010	54,720
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	42,408	44,118	45,828	47,538	49,248	50,958	52,668	54,378	56,088
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		45,486	47,196	48,906	50,616	52,326	54,036	55,746	57,456
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			48,564	50,274	51,984	53,694	55,404	57,114	58,824
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				51,642	53,352	55,062	56,772	58,482	60,192
				1.51	1.56	1.61	1.66	1.71	1.76
11				53,010	54,720	56,430	58,140	59,850	61,560
				1.55	1.60	1.65	1.70	1.75	1.80
12					56,088	57,798	59,508	61,218	62,928
					1.64	1.69	1.74	1.79	1.84
13					57,456	59,166	60,876	62,586	64,296
					1.68	1.73	1.78	1.83	1.88
14						60,534	62,244	63,954	65,664
						1.77	1.82	1.87	1.92
15								65,322	67,032
								1.91	1.96
16									68,400
									2.00

12/12/2017

Malcolm

2017-2018
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: 36,250 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	640
HEALTH	BC/BS	900D/2000D	607.93	607.93	607.93	607.93	Cafeteria
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: + $3.40/mo (everyone recvs $640 COMMENTS:
LIFE Deductible Reimbursement:
LTD Fortis .0031 (thru sal)
NON-PARTICIPANT $640 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					

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

OTHER DISTRICT POLICIES

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

MALCOLM									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	36,250	37,700	39,150	40,600	42,050	43,500	44,950	46,400	47,850
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,700	39,150	40,600	42,050	43,500	44,950	46,400	47,850	49,300
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	39,150	40,600	42,050	43,500	44,950	46,400	47,850	49,300	50,750
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	40,600	42,050	43,500	44,950	46,400	47,850	49,300	50,750	52,200
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	42,050	43,500	44,950	46,400	47,850	49,300	50,750	52,200	53,650
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	43,500	44,950	46,400	47,850	49,300	50,750	52,200	53,650	55,100
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	44,950	46,400	47,850	49,300	50,750	52,200	53,650	55,100	56,550
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		47,850	49,300	50,750	52,200	53,650	55,100	56,550	58,000
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			50,750	52,200	53,650	55,100	56,550	58,000	59,450
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				53,650	55,100	56,550	58,000	59,450	60,900
				1.48	1.52	1.56	1.60	1.64	1.68
11					56,550	58,000	59,450	60,900	62,350
					1.56	1.60	1.64	1.68	1.72
12					58,000	59,450	60,900	62,350	63,800
					1.60	1.64	1.68	1.72	1.76
13					59,450	60,900	62,350	63,800	65,250
					1.64	1.68	1.72	1.76	1.80
14					60,900	62,350	63,800	65,250	66,700
					1.68	1.72	1.76	1.80	1.84
15						63,800	65,250	66,700	68,150
						1.76	1.80	1.84	1.88
16									69,600
									1.92

12/12/2017

Maxwell

2017-2018
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:	7.33	7.33	7.25
Planning Time:	52	52	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,054 Index: 4 x 4
Starting Salary: Entry Level Step: 0
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	587.42	1086.78	1233.60	1656.42
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
PPO:						
LIFE						
LTD	Madison Nat'l		5.00			
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

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	34,054	35,416	36,778	38,140	39,503	40,865	42,227	43,589
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	35,416	36,778	38,140	39,503	40,865	42,227	43,589	44,951
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	36,778	38,140	39,503	40,865	42,227	43,589	44,951	46,313
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	38,140	39,503	40,865	42,227	43,589	44,951	46,313	47,676
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	39,503	40,865	42,227	43,589	44,951	46,313	47,676	49,038
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5		42,227	43,589	44,951	46,313	47,676	49,038	50,400
		1.24	1.28	1.32	1.36	1.40	1.44	1.48
6		43,589	44,951	46,313	47,676	49,038	50,400	51,762
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		44,951	46,313	47,676	49,038	50,400	51,762	53,124
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		46,313	47,676	49,038	50,400	51,762	53,124	54,486
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		47,676	49,038	50,400	51,762	53,124	54,486	55,849
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				51,762	53,124	54,486	55,849	57,211
				1.52	1.56	1.60	1.64	1.68
11				53,124	54,486	55,849	57,211	58,573
				1.56	1.60	1.64	1.68	1.72
12					55,849	57,211	58,573	59,935
					1.64	1.68	1.72	1.76
13					57,211	58,573	59,935	61,297
					1.68	1.72	1.76	1.80
14						59,935	61,297	62,659
						1.76	1.80	1.84
15						61,297	62,659	64,022
						1.80	1.84	1.88
16							64,022	65,384
							1.88	1.92
17							65,384	66,746
							1.92	1.96
18								68,108
								2.00
19								69,470
								2.04

12/12/2017

Maywood

2017-2018
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: 32,800

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	577.53	1068.45	1212.82	1628.51	31.51 or 52.18 Sp or Dep Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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:

M A Y W O O 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 2 , 8 0 0	3 4 , 2 7 6	3 5 , 7 5 2	3 7 , 2 2 8	3 8 , 7 0 4	4 0 , 1 8 0
	1 . 0 0	1 . 0 4 5	1 . 0 9	1 . 1 3 5	1 . 1 8	1 . 2 2 5
2	3 4 , 2 7 6	3 5 , 7 5 2	3 7 , 2 2 8	3 8 , 7 0 4	4 0 , 1 8 0	4 1 , 6 5 6
	1 . 0 4 5	1 . 0 9	1 . 1 3 5	1 . 1 8	1 . 2 2 5	1 . 2 7
3	3 5 , 7 5 2	3 7 , 2 2 8	3 8 , 7 0 4	4 0 , 1 8 0	4 1 , 6 5 6	4 3 , 1 3 2
	1 . 0 9	1 . 1 3 5	1 . 1 8	1 . 2 2 5	1 . 2 7	1 . 3 1 5
4	3 7 , 2 2 8	3 8 , 7 0 4	4 0 , 1 8 0	4 1 , 6 5 6	4 3 , 1 3 2	4 4 , 6 0 8
	1 . 1 3 5	1 . 1 8	1 . 2 2 5	1 . 2 7	1 . 3 1 5	1 . 3 6
5	3 8 , 7 0 4	4 0 , 1 8 0	4 1 , 6 5 6	4 3 , 1 3 2	4 4 , 6 0 8	4 6 , 0 8 4
	1 . 1 8	1 . 2 2 5	1 . 2 7	1 . 3 1 5	1 . 3 6	1 . 4 0 5
6	4 0 , 1 8 0	4 1 , 6 5 6	4 3 , 1 3 2	4 4 , 6 0 8	4 6 , 0 8 4	4 7 , 5 6 0
	1 . 2 2 5	1 . 2 7	1 . 3 1 5	1 . 3 6	1 . 4 0 5	1 . 4 5
7		4 3 , 1 3 2	4 4 , 6 0 8	4 6 , 0 8 4	4 7 , 5 6 0	4 9 , 0 3 6
		1 . 3 1 5	1 . 3 6	1 . 4 0 5	1 . 4 5	1 . 4 9 5
8			4 6 , 0 8 4	4 7 , 5 6 0	4 9 , 0 3 6	5 0 , 5 1 2
			1 . 4 0 5	1 . 4 5	1 . 4 9 5	1 . 5 4
9			4 7 , 5 6 0	4 9 , 0 3 6	5 0 , 5 1 2	5 1 , 9 8 8
			1 . 4 5	1 . 4 9 5	1 . 5 4	1 . 5 8 5
1 0				5 0 , 5 1 2	5 1 , 9 8 8	5 3 , 4 6 4
				1 . 5 4	1 . 5 8 5	1 . 6 3
1 1					5 3 , 4 6 4	5 4 , 9 4 0
					1 . 6 3	1 . 6 7 5
1 2					5 4 , 9 4 0	5 6 , 4 1 6
					1 . 6 7 5	1 . 7 2
1 3					5 6 , 4 1 6	5 7 , 8 9 2
					1 . 7 2	1 . 7 6 5
1 4						5 9 , 3 6 8
						1 . 8 1

12/12/2017

McCook

2017-2018
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: 34,450 Index: 4.5 x 4.5
Starting Salary: 34,450 Entry Level Step: 1
Career Increments: N Experience Allowed: 8
vert stps 1-8=4.5/stps 9-15=4.9
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Nat'l	.0028				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	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				

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

MCCOOK									
					MA				PHD
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	34,450	36,000	37,551	39,101	40,651	42,201	43,752	45,302	46,852
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	36,000	37,551	39,101	40,651	42,201	43,752	45,302	46,852	48,402
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	37,551	39,101	40,651	42,201	43,752	45,302	46,852	48,402	49,953
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	39,101	40,651	42,201	43,752	45,302	46,852	48,402	49,953	51,503
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	40,651	42,201	43,752	45,302	46,852	48,402	49,953	51,503	53,053
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	42,201	43,752	45,302	46,852	48,402	49,953	51,503	53,053	54,603
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7	43,752	45,302	46,852	48,402	49,953	51,503	53,053	54,603	56,154
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8		46,852	48,402	49,953	51,503	53,053	54,603	56,154	57,704
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			50,090	51,641	53,191	54,741	56,291	57,842	59,392
			1.454	1.499	1.544	1.589	1.634	1.679	1.724
10				53,329	54,879	56,429	57,979	59,530	61,080
				1.548	1.593	1.638	1.683	1.728	1.773
11					56,567	58,117	59,667	61,218	62,768
					1.642	1.687	1.732	1.777	1.822
12						59,805	61,355	62,906	64,456
						1.736	1.781	1.826	1.871
13							63,044	64,594	66,144
							1.83	1.875	1.92
14								66,282	67,832
								1.924	1.969
15									69,520
									2.018

12/12/2017

McCool Junction

2017-2018
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 4.5
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*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Principal	4.53				
LTD	Principal	.0023				
NON-PARTICIPANT						

Couple - Benefits
28.67
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	8	40	yes		
Other Info:	reimburse unused @$20/day over 40 days				
PERSONAL	4			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	MA+27
1	35,285	36,873	38,461	40,048	41,636	41,636	43,224	44,812	46,400
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315
2	36,696	38,284	39,872	41,460	43,048	43,048	44,636	46,223	47,811
	1.04	1.085	1.13	1.175	1.22	1.22	1.265	1.31	1.355
3	38,108	39,696	41,283	42,871	44,459	44,459	46,047	47,635	49,223
	1.08	1.125	1.17	1.215	1.26	1.26	1.305	1.35	1.395
4	39,519	41,107	42,695	44,283	45,871	45,871	47,458	49,046	50,634
	1.12	1.165	1.21	1.255	1.3	1.3	1.345	1.39	1.435
5	40,931	42,518	44,106	45,694	47,282	47,282	48,870	50,458	52,045
	1.16	1.205	1.25	1.295	1.34	1.34	1.385	1.43	1.475
6	42,342	43,930	45,518	47,105	48,693	48,693	50,281	51,869	53,457
	1.2	1.245	1.29	1.335	1.38	1.38	1.425	1.47	1.515
7	43,753	45,341	46,929	48,517	50,105	50,105	51,693	53,280	54,868
	1.24	1.285	1.33	1.375	1.42	1.42	1.465	1.51	1.555
8		46,753	48,340	49,928	51,516	51,516	53,104	54,692	56,280
		1.325	1.37	1.415	1.46	1.46	1.505	1.55	1.595
9			49,752	51,340	52,928	52,928	54,515	56,103	57,691
			1.41	1.455	1.5	1.5	1.545	1.59	1.635
10				52,751	54,339	54,339	55,927	57,515	59,102
				1.495	1.54	1.54	1.585	1.63	1.675
11					55,750	55,750	57,338	58,926	60,514
					1.58	1.58	1.625	1.67	1.715
12							58,750	60,337	61,925
							1.665	1.71	1.755
13								61,749	63,337
								1.75	1.795
14									64,748
									1.835

12/12/2017

McPherson County

2017-2018
1.1

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: 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	1500D	534.60	989.04	1122.67	1507.47
DENTAL	BC/BS	1	26.61	49.23	49.23	49.23
PPO:						
LIFE						
LTD						
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:	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	34,000	35,700	37,400	39,100	40,800	42,500
	1.00	1.05	1.10	1.15	1.20	1.25
2	35,360	37,060	38,760	40,460	42,160	43,860
	1.04	1.09	1.14	1.19	1.24	1.29
3	36,720	38,420	40,120	41,820	43,520	45,220
	1.08	1.13	1.18	1.23	1.28	1.33
4	38,080	39,780	41,480	43,180	44,880	46,580
	1.12	1.17	1.22	1.27	1.32	1.37
5	39,440	41,140	42,840	44,540	46,240	47,940
	1.16	1.21	1.26	1.31	1.36	1.41
6	40,800	42,500	44,200	45,900	47,600	49,300
	1.20	1.25	1.30	1.35	1.40	1.45
7		43,860	45,560	47,260	48,960	50,660
		1.29	1.34	1.39	1.44	1.49
8		45,220	46,920	48,620	50,320	52,020
		1.33	1.38	1.43	1.48	1.53
9		46,580	48,280	49,980	51,680	53,380
		1.37	1.42	1.47	1.52	1.57
10			49,640	51,340	53,040	54,740
			1.46	1.51	1.56	1.61
11			51,000	52,700	54,400	56,100
			1.50	1.55	1.60	1.65
12				54,060	55,760	57,460
				1.59	1.64	1.69
13					57,120	58,820
					1.68	1.73

12/12/2017

Mead

2017-2018
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	48
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
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
PPO:						
LIFE	Principal	3.50				
LTD	Principal	(+B)				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

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

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

12/12/2017

Medicine Valley-Curtis

2017-2018
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: 33,650
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	609.09	1126.84	1279.10	1717.51
DENTAL	BC/BS	3	56.51	56.51	56.51	56.51
PPO:						
LIFE						
LTD	Nat'l Insurance	.0046				
NON-PARTICIPANT						

Couple - Benefits 62.17 or 102.87 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-CURT					
Step	BA	BA+9	BA+18	BA+27	MA
1	33,650	34,996	36,342	37,688	39,034
	1.00	1.04	1.08	1.12	1.16
2	34,996	36,342	37,688	39,034	40,380
	1.04	1.08	1.12	1.16	1.20
3	36,342	37,688	39,034	40,380	41,726
	1.08	1.12	1.16	1.20	1.24
4	37,688	39,034	40,380	41,726	43,072
	1.12	1.16	1.20	1.24	1.28
5	39,034	40,380	41,726	43,072	44,418
	1.16	1.20	1.24	1.28	1.32
6		41,726	43,072	44,418	45,764
		1.24	1.28	1.32	1.36
7		43,072	44,418	45,764	47,110
		1.28	1.32	1.36	1.40
8			45,764	47,110	48,456
			1.36	1.40	1.44
9				48,456	49,802
				1.44	1.48
10					51,148
					1.52
11					52,494
					1.56
12					53,840
					1.60
13					55,186
					1.64
14					56,532
					1.68
15					57,878
					1.72
16					59,224
					1.76
17					60,570
					1.80

12/12/2017

Meridian

2017-2018
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	6.9	6.9
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,900

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	33.57 or 54.24 Sp. or Dep. Dental
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	26.61	26.61	26.61	26.61	

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.				

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

MERIDIAN							
					BA+36		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
Step							
1	34,900	36,296	37,692	39,088	40,484	41,880	43,276
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,296	37,692	39,088	40,484	41,880	43,276	44,672
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,692	39,088	40,484	41,880	43,276	44,672	46,068
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,088	40,484	41,880	43,276	44,672	46,068	47,464
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,484	41,880	43,276	44,672	46,068	47,464	48,860
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,880	43,276	44,672	46,068	47,464	48,860	50,256
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	43,276	44,672	46,068	47,464	48,860	50,256	51,652
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	44,672	46,068	47,464	48,860	50,256	51,652	53,048
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		47,464	48,860	50,256	51,652	53,048	54,444
		1.36	1.40	1.44	1.48	1.52	1.56
10			50,256	51,652	53,048	54,444	55,840
			1.44	1.48	1.52	1.56	1.60
11				53,048	54,444	55,840	57,236
				1.52	1.56	1.60	1.64
12					55,840	57,236	58,632
					1.60	1.64	1.68
13						58,632	60,028
						1.68	1.72
14							61,424
							1.76

12/12/2017

Milford

2017-2018
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: 36,200 Index: 5 x 4
Starting Salary: Entry Level Step: 1
Career Increments: Y 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	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	607.93	899.74	1021.32	1371.38	286.84 or 395.02 Full Coverage
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

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	MA	MA+9	MA+18	MA+27	MA+36
1	36,200	37,648	39,096	40,544	41,992	43,440	44,888	46,336	47,784
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	38,010	39,458	40,906	42,354	43,802	45,250	46,698	48,146	49,594
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	39,820	41,268	42,716	44,164	45,612	47,060	48,508	49,956	51,404
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	41,630	43,078	44,526	45,974	47,422	48,870	50,318	51,766	53,214
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	43,440	44,888	46,336	47,784	49,232	50,680	52,128	53,576	55,024
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	45,250	46,698	48,146	49,594	51,042	52,490	53,938	55,386	56,834
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7		48,508	49,956	51,404	52,852	54,300	55,748	57,196	58,644
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8			51,766	53,214	54,662	56,110	57,558	59,006	60,454
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
9				55,024	56,472	57,920	59,368	60,816	62,264
				1.52	1.56	1.60	1.64	1.68	1.72
10					58,282	59,730	61,178	62,626	64,074
					1.61	1.65	1.69	1.73	1.77
11					60,092	61,540	62,988	64,436	65,884
					1.66	1.70	1.74	1.78	1.82
12						63,350	64,798	66,246	67,694
						1.75	1.79	1.83	1.87
13							66,608	68,056	69,504
							1.84	1.88	1.92

12/12/2017

Millard

2017-2018
1.1

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: 37,455 Index: x

Starting Salary: 37,765 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	

12/12/2017

Minatare

2017-2018
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: 33,600 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	641.15	1067.54	1211.78	1627.11
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:	Dist pays 90% EC,ES,&ESC					
LIFE	Guardian	3.50				
LTD	Fort Dearborn	.003				
NON-PARTICIPANT						

Couple - Benefits

COMMENTS:

Deductible Reimbursement: Y 300

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	33,600	35,280	36,960	38,640	40,320	40,320	42,000
	1.00	1.05	1.10	1.15	1.20	1.20	1.25
2	34,944	36,624	38,304	39,984	41,664	41,664	43,344
	1.04	1.09	1.14	1.19	1.24	1.24	1.29
3	36,288	37,968	39,648	41,328	43,008	43,008	44,688
	1.08	1.13	1.18	1.23	1.28	1.28	1.33
4	37,632	39,312	40,992	42,672	44,352	44,352	46,032
	1.12	1.17	1.22	1.27	1.32	1.32	1.37
5	38,976	40,656	42,336	44,016	45,696	45,696	47,376
	1.16	1.21	1.26	1.31	1.36	1.36	1.41
6	40,320	42,000	43,680	45,360	47,040	47,040	48,720
	1.20	1.25	1.30	1.35	1.40	1.40	1.45
7		43,344	45,024	46,704	48,384	48,384	50,064
		1.29	1.34	1.39	1.44	1.44	1.49
8		44,688	46,368	48,048	49,728	49,728	51,408
		1.33	1.38	1.43	1.48	1.48	1.53
9			47,712	49,392	51,072	51,072	52,752
			1.42	1.47	1.52	1.52	1.57
10				50,736	52,416	52,416	54,096
				1.51	1.56	1.56	1.61
11					53,760	53,760	55,440
					1.60	1.60	1.65
12							56,784
							1.69

12/12/2017

Minden

2017-2018
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	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,750 Index: 4.5 x 4.5
Starting Salary: 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal Life		.0037 (+B)			
NON-PARTICIPANT						

Couple - Benefits
31.51 or 52.18
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	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.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

MINDEN								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
0	35,750	37,359	38,968	40,576	42,185	43,794	45,403	47,011
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	37,359	38,968	40,576	42,185	43,794	45,403	47,011	48,620
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	38,968	40,576	42,185	43,794	45,403	47,011	48,620	50,229
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	40,576	42,185	43,794	45,403	47,011	48,620	50,229	51,838
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	42,185	43,794	45,403	47,011	48,620	50,229	51,838	53,446
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5		45,403	47,011	48,620	50,229	51,838	53,446	55,055
		1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		47,011	48,620	50,229	51,838	53,446	55,055	56,664
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7			50,229	51,838	53,446	55,055	56,664	58,273
			1.405	1.45	1.495	1.54	1.585	1.63
8				53,446	55,055	56,664	58,273	59,881
				1.495	1.54	1.585	1.63	1.675
9				55,055	56,664	58,273	59,881	61,490
				1.54	1.585	1.63	1.675	1.72
10					58,273	59,881	61,490	63,099
					1.63	1.675	1.72	1.765
11					59,881	61,490	63,099	64,708
					1.675	1.72	1.765	1.81
12					61,490	63,099	64,708	66,316
					1.72	1.765	1.81	1.855
79-80 teachers must have MA to qualify for MA/BA+36 column								

12/12/2017

Mitchell

2017-2018
1.1

WORKING CONDITIONS

Contract Days: 184 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	6.7
Planning Time:	47	47	47
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,275 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	320.58	320.58	320.58	320.58
DENTAL	BC/BS	2	14.34	14.34	14.34	14.34
PPO:						
LIFE	Guardian	5.50				
LTD	Omaha Life	2.00				

NON-PARTICIPANT $1291.67 Cafeteria

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 1291.67
Cafeteria

Cafeteria Plan

Individ.	Depend.
1291.67	1291.67

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	34,275	35,817	37,360	38,902	40,445	41,987	43,529	45,072	46,614
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,817	37,360	38,902	40,445	41,987	43,529	45,072	46,614	48,156
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	37,360	38,902	40,445	41,987	43,529	45,072	46,614	48,156	49,699
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	38,902	40,445	41,987	43,529	45,072	46,614	48,156	49,699	51,241
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	40,445	41,987	43,529	45,072	46,614	48,156	49,699	51,241	52,784
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	41,987	43,529	45,072	46,614	48,156	49,699	51,241	52,784	54,326
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		45,072	46,614	48,156	49,699	51,241	52,784	54,326	55,868
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			48,156	49,699	51,241	52,784	54,326	55,868	57,411
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
9				51,241	52,784	54,326	55,868	57,411	58,953
				1.495	1.54	1.585	1.63	1.675	1.72
10				52,784	54,326	55,868	57,411	58,953	60,495
				1.54	1.585	1.63	1.675	1.72	1.765
11					55,868	57,411	58,953	60,495	62,038
					1.63	1.675	1.72	1.765	1.81
12					57,411	58,953	60,495	62,038	63,580
					1.675	1.72	1.765	1.81	1.855
13						60,495	62,038	63,580	65,122
						1.765	1.81	1.855	1.9
14							63,580	65,122	66,665
							1.855	1.9	1.945
15								66,665	68,207
								1.945	1.99
16									69,750
									2.035

12/12/2017

Morrill

2017-2018
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:	90	90	30
Class Periods/Day:	4	4	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 32,400

Index: 4.5 x 4.5

Starting Salary:

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	303.97	303.97	303.97	303.97
DENTAL	BC/BS	2	14.34	14.34	14.34	14.34
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	32,400	33,858	35,316	36,774	38,232	39,690	41,148	42,606	44,064
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	33,858	35,316	36,774	38,232	39,690	41,148	42,606	44,064	45,522
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	35,316	36,774	38,232	39,690	41,148	42,606	44,064	45,522	46,980
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	36,774	38,232	39,690	41,148	42,606	44,064	45,522	46,980	48,438
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	38,232	39,690	41,148	42,606	44,064	45,522	46,980	48,438	49,896
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		41,148	42,606	44,064	45,522	46,980	48,438	49,896	51,354
		1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		42,606	44,064	45,522	46,980	48,438	49,896	51,354	52,812
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			45,522	46,980	48,438	49,896	51,354	52,812	54,270
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			46,980	48,438	49,896	51,354	52,812	54,270	55,728
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				49,896	51,354	52,812	54,270	55,728	57,186
				1.54	1.585	1.63	1.675	1.72	1.765
11				51,354	52,812	54,270	55,728	57,186	58,644
				1.585	1.63	1.675	1.72	1.765	1.81
12						55,728	57,186	58,644	60,102
						1.72	1.765	1.81	1.855
13						57,186	58,644	60,102	61,560
						1.765	1.81	1.855	1.9
14							60,102	61,560	63,018
							1.855	1.9	1.945
15							61,560	63,018	64,476
							1.9	1.945	1.99
16								64,476	65,934
								1.99	2.035
17								65,934	67,392
								2.035	2.08
18								67,392	68,850
								2.08	2.125

12/12/2017

Mullen

2017-2018
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: 33,000 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/3500D	609.09	1126.84	1279.10	1717.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal		.0042			
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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					

SABBATICAL: No

OTHER LEAVES: Emergency

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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

MULLEN

Step	BA	BA+9	BA+18	BA+27	MA BA+36	MA+9	MA+18	MA+27
1	33,000	34,650	36,300	37,950	39,600	41,250	42,900	44,550
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	34,320	35,970	37,620	39,270	40,920	42,570	44,220	45,870
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	35,640	37,290	38,940	40,590	42,240	43,890	45,540	47,190
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	36,960	38,610	40,260	41,910	43,560	45,210	46,860	48,510
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	38,280	39,930	41,580	43,230	44,880	46,530	48,180	49,830
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	39,600	41,250	42,900	44,550	46,200	47,850	49,500	51,150
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		42,570	44,220	45,870	47,520	49,170	50,820	52,470
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		43,890	45,540	47,190	48,840	50,490	52,140	53,790
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			46,860	48,510	50,160	51,810	53,460	55,110
			1.42	1.47	1.52	1.57	1.62	1.67
10				49,830	51,480	53,130	54,780	56,430
				1.51	1.56	1.61	1.66	1.71
11					52,800	54,450	56,100	57,750
					1.60	1.65	1.70	1.75
12						55,770	57,420	59,070
						1.69	1.74	1.79
13							58,740	60,390
							1.78	1.83
14								61,710
								1.87

12/12/2017

Nebraska City

2017-2018
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: 34,450
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	National		3.60			
LTD						
NON-PARTICIPANT						

Couple - Benefits
31.51 or 52.18
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	$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	34,450	36,173	37,895	39,618	41,340	42,029	43,063	44,785	46,508	48,230
	1.00	1.05	1.10	1.15	1.20	1.22	1.25	1.30	1.35	1.40
2	35,828	37,551	39,273	40,996	42,718	43,407	44,441	46,163	47,886	49,608
	1.04	1.09	1.14	1.19	1.24	1.26	1.29	1.34	1.39	1.44
3	37,206	38,929	40,651	42,374	44,096	44,785	45,819	47,541	49,264	50,986
	1.08	1.13	1.18	1.23	1.28	1.30	1.33	1.38	1.43	1.48
4	38,584	40,307	42,029	43,752	45,474	46,163	47,197	48,919	50,642	52,364
	1.12	1.17	1.22	1.27	1.32	1.34	1.37	1.42	1.47	1.52
5	39,962	41,685	43,407	45,130	46,852	47,541	48,575	50,297	52,020	53,742
	1.16	1.21	1.26	1.31	1.36	1.38	1.41	1.46	1.51	1.56
6	41,340	43,063	44,785	46,508	48,230	48,919	49,953	51,675	53,398	55,120
	1.20	1.25	1.30	1.35	1.40	1.42	1.45	1.50	1.55	1.60
7		44,441	46,163	47,886	49,608	50,297	51,331	53,053	54,776	56,498
		1.29	1.34	1.39	1.44	1.46	1.49	1.54	1.59	1.64
8		45,819	47,541	49,264	50,986	51,675	52,709	54,431	56,154	57,876
		1.33	1.38	1.43	1.48	1.50	1.53	1.58	1.63	1.68
9			48,919	50,642	52,364	53,053	54,087	55,809	57,532	59,254
			1.42	1.47	1.52	1.54	1.57	1.62	1.67	1.72
10				52,020	53,742	54,431	55,465	57,187	58,910	60,632
				1.51	1.56	1.58	1.61	1.66	1.71	1.76
11				53,398	55,120	55,809	56,843	58,565	60,288	62,010
				1.55	1.60	1.62	1.65	1.70	1.75	1.80
12					56,498	57,187	58,221	59,943	61,666	63,388
					1.64	1.66	1.69	1.74	1.79	1.84
13						58,565	59,599	61,321	63,044	64,766
						1.70	1.73	1.78	1.83	1.88
14							60,977	62,699	64,422	66,144
							1.77	1.82	1.87	1.92
15										67,522
										1.96

12/12/2017

Nebraska Unified District 1

2017-2018
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: 34,000
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Nat'l	.0037				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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								
					BA+45			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+36
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			48,960	50,320	51,680	53,040	54,400	55,760
			1.44	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					54,400	55,760	57,120	58,480
					1.60	1.64	1.68	1.72
13							58,480	59,840
							1.72	1.76
14								61,200
								1.80

12/12/2017

Neligh-Oakdale

2017-2018
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: 34,240

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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Companion	1.55				
LTD	Principal	.0037				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	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				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency- 3 days

NELIGH-OAKDALE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,240	35,610	36,979	38,349	39,718	39,718	41,088	42,458
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	35,610	36,979	38,349	39,718	41,088	41,088	42,458	43,827
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	36,979	38,349	39,718	41,088	42,458	42,458	43,827	45,197
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	38,349	39,718	41,088	42,458	43,827	43,827	45,197	46,566
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	39,718	41,088	42,458	43,827	45,197	45,197	46,566	47,936
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6		42,458	43,827	45,197	46,566	46,566	47,936	49,306
		1.24	1.28	1.32	1.36	1.36	1.40	1.44
7			45,197	46,566	47,936	47,936	49,306	50,675
			1.32	1.36	1.40	1.40	1.44	1.48
8			46,566	47,936	49,306	49,306	50,675	52,045
			1.36	1.40	1.44	1.44	1.48	1.52
9				49,306	50,675	50,675	52,045	53,414
				1.44	1.48	1.48	1.52	1.56
10				50,675	52,045	52,045	53,414	54,784
				1.48	1.52	1.52	1.56	1.60
11					53,414	53,414	54,784	56,154
					1.56	1.56	1.60	1.64
12					54,784	54,784	56,154	57,523
					1.60	1.60	1.64	1.68
13					56,154	56,154	57,523	58,893
					1.64	1.64	1.68	1.72
14					57,523	57,523	58,893	60,262
					1.68	1.68	1.72	1.76
15								61,632
								1.80
16								63,002
								1.84
17								64,371
								1.88

12/12/2017

Newman Grove

2017-2018
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: 34,000 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	558.05	1032.44	1171.92	1573.60
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Ntl.	5.00				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	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	MA+27
0	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
1	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
2	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
3	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
4	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
5	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
6	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
7	43,520	44,880	46,240	47,600	48,960	50,320	51,680	53,040
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		46,240	47,600	48,960	50,320	51,680	53,040	54,400
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			48,960	50,320	51,680	53,040	54,400	55,760
			1.44	1.48	1.52	1.56	1.60	1.64
10				51,680	53,040	54,400	55,760	57,120
				1.52	1.56	1.60	1.64	1.68
11					54,400	55,760	57,120	58,480
					1.60	1.64	1.68	1.72
12					55,760	57,120	58,480	59,840
					1.64	1.68	1.72	1.76
13						58,480	59,840	61,200
						1.72	1.76	1.80
14							61,200	62,560
							1.80	1.84

12/12/2017

Niobrara

2017-2018
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: 33,800 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5
PT FTE recv full ind or FTE amt
Vertical Freeze:
Rollback:
Multi-year Contract:

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	577.53	1068.45	1212.82	1628.51	31.51 or 52.18 Sp. or Dep. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	National Ins		.0043				
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 450/900

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	33,800	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
2	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
3	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
4	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
5	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
6	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
7	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
8		44,616	45,968	47,320	48,672	50,024	51,376	52,728
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			47,320	48,672	50,024	51,376	52,728	54,080
			1.40	1.44	1.48	1.52	1.56	1.60
10				50,024	51,376	52,728	54,080	55,432
				1.48	1.52	1.56	1.60	1.64
11					52,728	54,080	55,432	56,784
					1.56	1.60	1.64	1.68
12						55,432	56,784	58,136
						1.64	1.68	1.72

12/12/2017

Norfolk

2017-2018
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: 35,915 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	719 ea
HEALTH	BC/BS	900D/2000D	512.92	512.92	512.92	512.92	Ind + Stipend
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: Fringe Benefit Stipend $177.41 COMMENTS:
LIFE
LTD
NON-PARTICIPANT $719 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				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

NORFOLK

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	35,915	37,531	39,147	40,764	42,380	43,996	45,612	47,228	48,844	50,461
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	37,531	39,147	40,764	42,380	43,996	45,612	47,228	48,844	50,461	52,077
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	39,147	40,764	42,380	43,996	45,612	47,228	48,844	50,461	52,077	53,693
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	40,764	42,380	43,996	45,612	47,228	48,844	50,461	52,077	53,693	55,309
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	42,380	43,996	45,612	47,228	48,844	50,461	52,077	53,693	55,309	56,925
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	43,996	45,612	47,228	48,844	50,461	52,077	53,693	55,309	56,925	58,541
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7		47,228	48,844	50,461	52,077	53,693	55,309	56,925	58,541	60,158
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			50,461	52,077	53,693	55,309	56,925	58,541	60,158	61,774
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				53,693	55,489	57,105	58,721	60,337	61,953	63,570
				1.495	1.545	1.59	1.635	1.68	1.725	1.77
10					57,284	58,901	60,517	62,133	63,749	65,365
					1.595	1.64	1.685	1.73	1.775	1.82
11					59,080	60,696	62,313	63,929	65,545	67,161
					1.645	1.69	1.735	1.78	1.825	1.87
12						62,492	64,108	65,724	67,341	68,957
						1.74	1.785	1.83	1.875	1.92
13							65,904	67,520	69,136	70,753
							1.835	1.88	1.925	1.97
14								69,316	70,932	72,548
								1.93	1.975	2.02
15									72,728	74,344
									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.

12/12/2017

Norris

2017-2018
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: 36,160

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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Lincoln Nat'l	2.40				
LTD						
NON-PARTICIPANT						

Couple - Benefits

31.51 or 52.18
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	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	36,160	37,968	39,776	41,584	42,488	43,392	45,200	47,008	48,816	50,624	52,432
	1.00	1.05	1.1	1.15	1.175	1.2	1.25	1.3	1.35	1.4	1.45
2	37,606	39,414	41,222	43,030	43,934	44,838	46,646	48,454	50,262	52,070	53,878
	1.04	1.09	1.14	1.19	1.215	1.24	1.29	1.34	1.39	1.44	1.49
3	39,053	40,861	42,669	44,477	45,381	46,285	48,093	49,901	51,709	53,517	55,325
	1.08	1.13	1.18	1.23	1.255	1.28	1.33	1.38	1.43	1.48	1.53
4	40,499	42,307	44,115	45,923	46,827	47,731	49,539	51,347	53,155	54,963	56,771
	1.12	1.17	1.22	1.27	1.295	1.32	1.37	1.42	1.47	1.52	1.57
5	41,946	43,754	45,562	47,370	48,274	49,178	50,986	52,794	54,602	56,410	58,218
	1.16	1.21	1.26	1.31	1.335	1.36	1.41	1.46	1.51	1.56	1.61
6		45,200	47,008	48,816	49,720	50,624	52,432	54,240	56,048	57,856	59,664
		1.25	1.3	1.35	1.375	1.4	1.45	1.5	1.55	1.6	1.65
7			48,454	50,262	51,166	52,070	53,878	55,686	57,494	59,302	61,110
			1.34	1.39	1.415	1.44	1.49	1.54	1.59	1.64	1.69
8			49,901	51,709	52,613	53,517	55,325	57,133	58,941	60,749	62,557
			1.38	1.43	1.455	1.48	1.53	1.58	1.63	1.68	1.73
9				53,155	54,059	54,963	56,771	58,579	60,387	62,195	64,003
				1.47	1.495	1.52	1.57	1.62	1.67	1.72	1.77
10					55,506	56,410	58,218	60,026	61,834	63,642	65,450
					1.535	1.56	1.61	1.66	1.71	1.76	1.81
11						57,856	59,664	61,472	63,280	65,088	66,896
						1.6	1.65	1.7	1.75	1.8	1.85
12							61,110	62,918	64,726	66,534	68,342
							1.69	1.74	1.79	1.84	1.89
13									66,173	67,981	69,789
									1.83	1.88	1.93
14										69,427	71,235
										1.92	1.97
L1										69,789	71,597
										1.93	1.98
L2										70,150	71,958
										1.94	1.99
L3										70,512	72,320
										1.95	2
L4										70,874	72,682
										1.96	2.01

BA+36 closed to anyone new after Sept. 1, 2000

12/12/2017

North Bend Central

2017-2018
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: 33,650 Index: 4 x 5
Starting Salary: Entry Level Step: 3
Career Increments: N Experience Allowed: all
no vert. movement 1st 3 yrs
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	345
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	33,650	34,211	34,772	35,333	37,015	38,698	40,380	41,502	42,623	43,745
	1.00	1.01667	1.03333	1.05	1.1	1.15	1.2	1.23333	1.26667	1.3
2	34,996	35,557	36,118	36,679	38,361	40,044	41,726	42,848	43,969	45,091
	1.04	1.05667	1.07333	1.09	1.14	1.19	1.24	1.27333	1.30667	1.34
3	36,342	36,903	37,464	38,025	39,707	41,390	43,072	44,194	45,315	46,437
	1.08	1.09667	1.11333	1.13	1.18	1.23	1.28	1.31333	1.34667	1.38
4	37,688	38,249	38,810	39,371	41,053	42,736	44,418	45,540	46,661	47,783
	1.12	1.13667	1.15333	1.17	1.22	1.27	1.32	1.35333	1.38667	1.42
5	39,034	39,595	40,156	40,717	42,399	44,082	45,764	46,886	48,007	49,129
	1.16	1.17667	1.19333	1.21	1.26	1.31	1.36	1.39333	1.42667	1.46
6		40,941	41,502	42,063	43,745	45,428	47,110	48,232	49,353	50,475
		1.21667	1.23333	1.25	1.3	1.35	1.4	1.43333	1.46667	1.5
7			42,848	43,409	45,091	46,774	48,456	49,578	50,699	51,821
			1.27333	1.29	1.34	1.39	1.44	1.47333	1.50667	1.54
8				44,755	46,437	48,120	49,802	50,924	52,045	53,167
				1.33	1.38	1.43	1.48	1.51333	1.54667	1.58
9					47,783	49,466	51,148	52,270	53,391	54,513
					1.42	1.47	1.52	1.55333	1.58667	1.62
10					49,129	50,812	52,494	53,616	54,737	55,859
					1.46	1.51	1.56	1.59333	1.62667	1.66
11					50,475	52,158	53,840	54,962	56,083	57,205
					1.5	1.55	1.6	1.63333	1.66667	1.7
12						53,504	55,186	56,308	57,429	58,551
						1.59	1.64	1.67333	1.70667	1.74
13							56,532	57,654	58,775	59,897
							1.68	1.71333	1.74667	1.78
14							57,542	58,663	59,785	60,906
							1.71	1.74333	1.77667	1.81
15							58,551	59,673	60,794	61,916
							1.74	1.77333	1.80667	1.84
16							59,561	60,682	61,804	62,925
							1.77	1.80333	1.83667	1.87
17							60,570	61,692	62,813	63,935
							1.8	1.83333	1.86667	1.9
18							61,580	62,701	63,823	64,944
							1.83	1.86333	1.89667	1.93

12/12/2017

North Platte

2017-2018
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:	6.87	6.88	6.92
Planning Time:	30	30	30
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 36,950 Index: 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	**Couple - Benefits**
HEALTH	BC/BS	600D/2000D	512.92	512.92	512.92	512.92	Ind Health/Den ea
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: Flat salary $50/mo COMMENTS:
LIFE Deductible Reimbursement:
LTD
NON-PARTICIPANT $516.67 Cash

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				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**
OTHER LEAVES: Exceptional Circumstances-3

NORTH PLATTE

Step	BA	BA+9	BA+18	BA+27	BA+45 MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	36,950	38,428	39,906	41,384	42,862	44,340	45,818	47,296	48,774	50,252
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	38,798	40,276	41,754	43,232	44,710	46,188	47,666	49,144	50,622	52,100
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	40,645	42,123	43,601	45,079	46,557	48,035	49,513	50,991	52,469	53,947
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	42,493	43,971	45,449	46,927	48,405	49,883	51,361	52,839	54,317	55,795
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	44,340	45,818	47,296	48,774	50,252	51,730	53,208	54,686	56,164	57,642
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	46,188	47,666	49,144	50,622	52,100	53,578	55,056	56,534	58,012	59,490
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7	48,035	49,513	50,991	52,469	53,947	55,425	56,903	58,381	59,859	61,337
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8		51,361	52,839	54,317	55,795	57,273	58,751	60,229	61,707	63,185
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9			54,686	56,164	57,642	59,120	60,598	62,076	63,554	65,032
			1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10				58,012	59,490	60,968	62,446	63,924	65,402	66,880
				1.57	1.61	1.65	1.69	1.73	1.77	1.81
11					61,337	62,815	64,293	65,771	67,249	68,727
					1.66	1.70	1.74	1.78	1.82	1.86
12						64,663	66,141	67,619	69,097	70,575
						1.75	1.79	1.83	1.87	1.91
13							67,988	69,466	70,944	72,422
							1.84	1.88	1.92	1.96
14								71,314	72,792	74,270
								1.93	1.97	2.01
15									74,639	76,117
									2.02	2.06
16										77,965
										2.11

No staff were advanced to BA+45 after 98-99 school yr.

12/12/2017

Northwest-Grand Island

2017-2018
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:	56	46	46
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

Base: 33,700 Index: 4 x 5
Starting Salary: 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	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85

PPO: Ind recv $104.17/mo
LIFE Guardian 4.75
LTD National Ins .0027(+B thru sal)
NON-PARTICIPANT $250/mo TSA

COMMENTS:
Deductible Reimbursement:

Couple - Benefits 250 TSA

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	33,700	35,385	37,070	38,755	40,440	40,440	42,125	43,810	45,495	47,180
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
1	35,048	36,733	38,418	40,103	41,788	41,788	43,473	45,158	46,843	48,528
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
2	36,396	38,081	39,766	41,451	43,136	43,136	44,821	46,506	48,191	49,876
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
3	37,744	39,429	41,114	42,799	44,484	44,484	46,169	47,854	49,539	51,224
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
4	39,092	40,777	42,462	44,147	45,832	45,832	47,517	49,202	50,887	52,572
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
5	40,440	42,125	43,810	45,495	47,180	47,180	48,865	50,550	52,235	53,920
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
6	41,788	43,473	45,158	46,843	48,528	48,528	50,213	51,898	53,583	55,268
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
7		44,821	46,506	48,191	49,876	49,876	51,561	53,246	54,931	56,616
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
8		46,169	47,854	49,539	51,224	51,224	52,909	54,594	56,279	57,964
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
9			49,202	50,887	52,572	52,572	54,257	55,942	57,627	59,312
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
10			50,550	52,235	53,920	53,920	55,605	57,290	58,975	60,660
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
11				53,583	55,268	55,268	56,953	58,638	60,323	62,008
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
12				54,931	56,616	56,616	58,301	59,986	61,671	63,356
				1.63	1.68	1.68	1.73	1.78	1.83	1.88
13				56,279	57,964	57,964	59,649	61,334	63,019	64,704
				1.67	1.72	1.72	1.77	1.82	1.87	1.92
14				57,627	59,312	59,312	60,997	62,682	64,367	66,052
				1.71	1.76	1.76	1.81	1.86	1.91	1.96
15					60,660	60,660	62,345	64,030	65,715	67,400
					1.80	1.80	1.85	1.90	1.95	2.00
16							63,693	65,378	67,063	68,748
							1.89	1.94	1.99	2.04

12/12/2017

Oakland-Craig

2017-2018
1.1

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: 33,525 Index: 4 x 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	31.51 or 52.18 Sp. or Dep. Dental
HEALTH	BC/BS	600D	609.09	1126.84	1279.10	1717.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO:
COMMENTS:
LIFE
Deductible Reimbursement:
LTD Nat'l Insurance .0046 (+Bthru sal)
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	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					

SABBATICAL: No **SEVERANCE PAY:**
OTHER LEAVES: Family Sick - 5;Emergency-with apprv.

OTHER DISTRICT POLICIES

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

OAKLAND-CRAIG									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	33,525	35,201	36,878	38,554	40,230	40,565	41,906	43,583	45,259
	1.00	1.05	1.10	1.15	1.20	1.21	1.25	1.30	1.35
2	34,866	36,542	38,219	39,895	41,571	41,906	43,247	44,924	46,600
	1.04	1.09	1.14	1.19	1.24	1.25	1.29	1.34	1.39
3	36,207	37,883	39,560	41,236	42,912	43,247	44,588	46,265	47,941
	1.08	1.13	1.18	1.23	1.28	1.29	1.33	1.38	1.43
4	37,548	39,224	40,901	42,577	44,253	44,588	45,929	47,606	49,282
	1.12	1.17	1.22	1.27	1.32	1.33	1.37	1.42	1.47
5	38,889	40,565	42,242	43,918	45,594	45,929	47,270	48,947	50,623
	1.16	1.21	1.26	1.31	1.36	1.37	1.41	1.46	1.51
6		41,906	43,583	45,259	46,935	47,270	48,611	50,288	51,964
		1.25	1.30	1.35	1.40	1.41	1.45	1.50	1.55
7		43,247	44,924	46,600	48,276	48,611	49,952	51,629	53,305
		1.29	1.34	1.39	1.44	1.45	1.49	1.54	1.59
8		44,588	46,265	47,941	49,617	49,952	51,293	52,970	54,646
		1.33	1.38	1.43	1.48	1.49	1.53	1.58	1.63
9			47,606	49,282	50,958	51,293	52,634	54,311	55,987
			1.42	1.47	1.52	1.53	1.57	1.62	1.67
10			48,947	50,623	52,299	52,634	53,975	55,652	57,328
			1.46	1.51	1.56	1.57	1.61	1.66	1.71
11			50,288	51,964	53,640	53,975	55,316	56,993	58,669
			1.50	1.55	1.60	1.61	1.65	1.70	1.75
12				53,305	54,981	55,316	56,657	58,334	60,010
				1.59	1.64	1.65	1.69	1.74	1.79
13				54,646	56,322	56,657	57,998	59,675	61,351
				1.63	1.68	1.69	1.73	1.78	1.83
14					57,663	57,998	59,339	61,016	62,692
					1.72	1.73	1.77	1.82	1.87
15					59,004	59,339	60,680	62,357	64,033
					1.76	1.77	1.81	1.86	1.91
16					59,339	59,675	61,016	62,692	64,368
					1.77	1.78	1.82	1.87	1.92
17					59,675	60,010	61,351	63,027	64,703
					1.78	1.79	1.83	1.88	1.93
18					60,010	60,345	61,686	63,362	65,039
					1.79	1.80	1.84	1.89	1.94
19					60,345	60,680	62,021	63,698	65,374
					1.80	1.81	1.85	1.90	1.95
20					60,680	61,016	62,357	64,033	65,709
					1.81	1.82	1.86	1.91	1.96

12/12/2017

Ogallala

2017-2018
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:	52	50	50
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

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: 85-86 Also Horiz.
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	31.51 or 52.18 Sp or Dep Dental
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO:
COMMENTS:
LIFE
Deductible Reimbursement:
LTD National .0058 (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	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	34,050	35,412	36,774	38,136	39,498	39,498	40,860	42,222	43,584	44,946
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32
2	35,753	37,115	38,477	39,839	41,201	41,201	42,563	43,925	45,287	46,649
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33	1.37
3	37,455	38,817	40,179	41,541	42,903	42,903	44,265	45,627	46,989	48,351
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38	1.42
4	39,158	40,520	41,882	43,244	44,606	44,606	45,968	47,330	48,692	50,054
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43	1.47
5		42,222	43,584	44,946	46,308	46,308	47,670	49,032	50,394	51,756
		1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52
6			45,287	46,649	48,011	48,011	49,373	50,735	52,097	53,459
			1.33	1.37	1.41	1.41	1.45	1.49	1.53	1.57
7			46,989	48,351	49,713	49,713	51,075	52,437	53,799	55,161
			1.38	1.42	1.46	1.46	1.50	1.54	1.58	1.62
8				50,054	51,416	51,416	52,778	54,140	55,502	56,864
				1.47	1.51	1.51	1.55	1.59	1.63	1.67
9					53,118	53,118	54,480	55,842	57,204	58,566
					1.56	1.56	1.60	1.64	1.68	1.72
10					54,821	54,821	56,183	57,545	58,907	60,269
					1.61	1.61	1.65	1.69	1.73	1.77
11					56,523	56,523	57,885	59,247	60,609	61,971
					1.66	1.66	1.70	1.74	1.78	1.82
12						58,226	59,588	60,950	62,312	63,674
						1.71	1.75	1.79	1.83	1.87
13							61,290	62,652	64,014	65,376
							1.80	1.84	1.88	1.92
14								64,355	65,717	67,079
								1.89	1.93	1.97
15									67,419	68,781
									1.98	2.02
16									69,122	70,484
									2.03	2.07

12/12/2017

Omaha

2017-2018
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: 41,000 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	595.82	877.25	957.49	1199.95
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	United of Omaha	5.63				
LTD	United of Omaha	.0027				
NON-PARTICIPANT						

Couple - Benefits 347.83 or 542.94
Dep. Cov. + 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	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	

OMAHA

Step	BA	BA+18	MA	MA+30	DOC
1	41,000	42,640	45,100	46,740	48,380
	1.00	1.04	1.10	1.14	1.18
2	41,820	43,460	45,920	47,560	49,200
	1.02	1.06	1.12	1.16	1.20
3	42,640	44,280	46,740	48,380	50,020
	1.04	1.08	1.14	1.18	1.22
4	43,460	45,100	47,560	49,200	50,840
	1.06	1.10	1.16	1.20	1.24
5	44,280	45,920	48,380	50,020	51,660
	1.08	1.12	1.18	1.22	1.26
6	45,100	46,740	49,200	50,840	52,480
	1.10	1.14	1.20	1.24	1.28
7	45,920	47,560	50,020	51,660	53,300
	1.12	1.16	1.22	1.26	1.30
8	46,740	48,380	50,840	52,480	54,120
	1.14	1.18	1.24	1.28	1.32
9	47,560	49,200	51,660	53,300	54,940
	1.16	1.20	1.26	1.30	1.34
10	48,380	50,020	52,480	54,120	55,760
	1.18	1.22	1.28	1.32	1.36
11	49,200	50,840	53,300	54,940	56,580
	1.20	1.24	1.30	1.34	1.38
12	50,020	51,660	54,120	55,760	57,400
	1.22	1.26	1.32	1.36	1.40
13	50,840	52,480	54,940	56,580	58,220
	1.24	1.28	1.34	1.38	1.42
14	51,660	53,300	55,760	57,400	59,040
	1.26	1.30	1.36	1.40	1.44
15	52,480	54,120	56,990	58,630	60,270
	1.28	1.32	1.39	1.43	1.47
16			58,220	59,860	61,500
			1.42	1.46	1.50
17			59,450	61,090	62,730
			1.45	1.49	1.53
18			60,680	62,320	63,960
			1.48	1.52	1.56
19			61,910	63,550	65,190
			1.51	1.55	1.59
20			63,140	64,780	66,420
			1.54	1.58	1.62

12/12/2017

O'Neill

2017-2018
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: 33,700
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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	150D/3500D	558.05	1032.44	1171.92	1573.60	31.51 or 52.18 Sp. or Dep. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	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	33,700	35,217	36,733	38,250	39,766	41,283	42,799	44,316	45,832	47,349
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	35,217	36,733	38,250	39,766	41,283	42,799	44,316	45,832	47,349	48,865
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	36,733	38,250	39,766	41,283	42,799	44,316	45,832	47,349	48,865	50,382
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	38,250	39,766	41,283	42,799	44,316	45,832	47,349	48,865	50,382	51,898
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	39,766	41,283	42,799	44,316	45,832	47,349	48,865	50,382	51,898	53,415
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	41,283	42,799	44,316	45,832	47,349	48,865	50,382	51,898	53,415	54,931
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	42,799	44,316	45,832	47,349	48,865	50,382	51,898	53,415	54,931	56,448
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	44,316	45,832	47,349	48,865	50,382	51,898	53,415	54,931	56,448	57,964
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		47,349	48,865	50,382	51,898	53,415	54,931	56,448	57,964	59,481
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			50,382	51,898	53,415	54,931	56,448	57,964	59,481	60,997
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				53,415	54,931	56,448	57,964	59,481	60,997	62,514
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					56,448	57,964	59,481	60,997	62,514	64,030
					1.675	1.72	1.765	1.81	1.855	1.9
13						59,481	60,997	62,514	64,030	65,547
						1.765	1.81	1.855	1.9	1.945
14							62,514	64,030	65,547	67,063
							1.855	1.9	1.945	1.99
15								65,547	67,063	68,579
								1.945	1.99	2.035
16									68,579	70,096
									2.035	2.08

12/12/2017

Ord

2017-2018
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:	90	90	60
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,500 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**
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	111.97 or 152.53 Dep Den+$50 annuity
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31	
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					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

ORD										
					BA+36					EDSPEC
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	PHD
1	34,500	35,880	37,260	38,640	40,020	41,400	42,780	44,160	45,540	46,920
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	36,225	37,605	38,985	40,365	41,745	43,125	44,505	45,885	47,265	48,645
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	37,950	39,330	40,710	42,090	43,470	44,850	46,230	47,610	48,990	50,370
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	39,675	41,055	42,435	43,815	45,195	46,575	47,955	49,335	50,715	52,095
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	41,400	42,780	44,160	45,540	46,920	48,300	49,680	51,060	52,440	53,820
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6		44,505	45,885	47,265	48,645	50,025	51,405	52,785	54,165	55,545
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7			47,610	48,990	50,370	51,750	53,130	54,510	55,890	57,270
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8				50,715	52,095	53,475	54,855	56,235	57,615	58,995
				1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				52,440	53,820	55,200	56,580	57,960	59,340	60,720
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					55,545	56,925	58,305	59,685	61,065	62,445
					1.61	1.65	1.69	1.73	1.77	1.81
11					57,270	58,650	60,030	61,410	62,790	64,170
					1.66	1.70	1.74	1.78	1.82	1.86
12					58,995	60,375	61,755	63,135	64,515	65,895
					1.71	1.75	1.79	1.83	1.87	1.91
13						62,100	63,480	64,860	66,240	67,620
						1.80	1.84	1.88	1.92	1.96

12/12/2017

Osceola

2017-2018
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: 35,050

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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal		.0038			
NON-PARTICIPANT						

Couple - Benefits

606.20 ea
or 52.18
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					

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

OSCEOLA								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	35,050	36,627	38,205	39,782	41,359	41,359	42,936	44,514
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27
2	36,452	38,029	39,607	41,184	42,761	42,761	44,338	45,916
	1.04	1.085	1.13	1.175	1.22	1.22	1.265	1.31
3	37,854	39,431	41,009	42,586	44,163	44,163	45,740	47,318
	1.08	1.125	1.17	1.215	1.26	1.26	1.305	1.35
4	39,256	40,833	42,411	43,988	45,565	45,565	47,142	48,720
	1.12	1.165	1.21	1.255	1.3	1.3	1.345	1.39
5	40,658	42,235	43,813	45,390	46,967	46,967	48,544	50,122
	1.16	1.205	1.25	1.295	1.34	1.34	1.385	1.43
6	42,060	43,637	45,215	46,792	48,369	48,369	49,946	51,524
	1.2	1.245	1.29	1.335	1.38	1.38	1.425	1.47
7	43,462	45,039	46,617	48,194	49,771	49,771	51,348	52,926
	1.24	1.285	1.33	1.375	1.42	1.42	1.465	1.51
8		46,441	48,019	49,596	51,173	51,173	52,750	54,328
		1.325	1.37	1.415	1.46	1.46	1.505	1.55
9		47,843	49,421	50,998	52,575	52,575	54,152	55,730
		1.365	1.41	1.455	1.5	1.5	1.545	1.59
10			50,823	52,400	53,977	53,977	55,554	57,132
			1.45	1.495	1.54	1.54	1.585	1.63
11				53,802	55,379	55,379	56,956	58,534
				1.535	1.58	1.58	1.625	1.67
12					56,781	56,781	58,358	59,936
					1.62	1.62	1.665	1.71
13						58,183	59,760	61,338
						1.66	1.705	1.75
14							61,162	62,740
							1.745	1.79
15								64,142
								1.83

12/12/2017

Osmond

2017-2018
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: 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: 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	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Madison Nat'l	1.80				
LTD	Madison Nat'l	.0049				
NON-PARTICIPANT	$350 TSA					

Couple - Benefits
350
TSA

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	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	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	45,276	46,648	48,020	49,392	50,764	52,136	53,508
	1.32	1.36	1.40	1.44	1.48	1.52	1.56
10		48,020	49,392	50,764	52,136	53,508	54,880
		1.40	1.44	1.48	1.52	1.56	1.60
11			50,764	52,136	53,508	54,880	56,252
			1.48	1.52	1.56	1.60	1.64
12				53,508	54,880	56,252	57,624
				1.56	1.60	1.64	1.68
13					56,252	57,624	58,996
					1.64	1.68	1.72
14						58,996	60,368
						1.72	1.76

12/12/2017

Overton

2017-2018
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: 33,175 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	National Life	.0039				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	33,175	34,502	35,829	37,156	38,483	39,810	41,137	42,464
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	34,502	35,829	37,156	38,483	39,810	41,137	42,464	43,791
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,829	37,156	38,483	39,810	41,137	42,464	43,791	45,118
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	37,156	38,483	39,810	41,137	42,464	43,791	45,118	46,445
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	38,483	39,810	41,137	42,464	43,791	45,118	46,445	47,772
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	39,810	41,137	42,464	43,791	45,118	46,445	47,772	49,099
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6		42,464	43,791	45,118	46,445	47,772	49,099	50,426
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
7			45,118	46,445	47,772	49,099	50,426	51,753
			1.36	1.40	1.44	1.48	1.52	1.56
8				47,772	49,099	50,426	51,753	53,080
				1.44	1.48	1.52	1.56	1.60
9					50,426	51,753	53,080	54,407
					1.52	1.56	1.60	1.64
10					51,753	53,080	54,407	55,734
					1.56	1.60	1.64	1.68
11					53,080	54,407	55,734	57,061
					1.60	1.64	1.68	1.72
12						55,734	57,061	58,388
						1.68	1.72	1.76
13							58,388	59,715
							1.76	1.80

12/12/2017

Palmer

2017-2018
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: 34,485 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D/3500D	609.09	1126.84	1279.10	1717.51
DENTAL	BC/BS	5	28.67	28.67	28.67	28.67

PPO: **ES Spouses each recv Ind healtl COMMENTS:
LIFE
LTD
NON-PARTICIPANT

Deductible Reimbursement:

Couple - Benefits
ea 637.76
or 130.17
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	34,485	36,037	37,589	39,140	40,692	42,244	43,796
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	35,864	37,416	38,968	40,520	42,072	43,624	45,175
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	37,244	38,796	40,347	41,899	43,451	45,003	46,555
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	38,623	40,175	41,727	43,279	44,831	46,382	47,934
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	40,003	41,554	43,106	44,658	46,210	47,762	49,314
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	41,382	42,934	44,486	46,037	47,589	49,141	50,693
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7		44,313	45,865	47,417	48,969	50,521	52,072
		1.285	1.33	1.375	1.42	1.465	1.51
8			47,244	48,796	50,348	51,900	53,452
			1.37	1.415	1.46	1.505	1.55
9			48,624	50,176	51,728	53,279	54,831
			1.41	1.455	1.5	1.545	1.59
10				51,555	53,107	54,659	56,211
				1.495	1.54	1.585	1.63
11					54,486	56,038	57,590
					1.58	1.625	1.67
12						57,418	58,969
						1.665	1.71
13							60,349
							1.75

12/12/2017

Palmyra OR 1

2017-2018
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: 36,450 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/3500D	607.93	1124.68	1276.65	1714.22	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS: Vision $4.96/mo				
LIFE	Guardian	4.75			Deductible Reimbursement: Y		300/600
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					

SABBATICAL: No **SEVERANCE PAY:**
OTHER LEAVES: Substitute, Jury Duty

OTHER DISTRICT POLICIES

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

PALMYRA-BENNETT(OR #1)

	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
Step									
1	36,450	37,908	39,366	40,824	42,282	43,740	45,198	46,656	48,114
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,908	39,366	40,824	42,282	43,740	45,198	46,656	48,114	49,572
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	39,366	40,824	42,282	43,740	45,198	46,656	48,114	49,572	51,030
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	40,824	42,282	43,740	45,198	46,656	48,114	49,572	51,030	52,488
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	42,282	43,740	45,198	46,656	48,114	49,572	51,030	52,488	53,946
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6		45,198	46,656	48,114	49,572	51,030	52,488	53,946	55,404
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		46,656	48,114	49,572	51,030	52,488	53,946	55,404	56,862
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			49,572	51,030	52,488	53,946	55,404	56,862	58,320
			1.36	1.40	1.44	1.48	1.52	1.56	1.60
9				52,488	53,946	55,404	56,862	58,320	59,778
				1.44	1.48	1.52	1.56	1.60	1.64
10				53,946	55,404	56,862	58,320	59,778	61,236
				1.48	1.52	1.56	1.60	1.64	1.68
11				55,404	56,862	58,320	59,778	61,236	62,694
				1.52	1.56	1.60	1.64	1.68	1.72
12				56,862	58,320	59,778	61,236	62,694	64,152
				1.56	1.60	1.64	1.68	1.72	1.76
13							62,694	64,152	65,610
							1.72	1.76	1.80
14								65,610	67,068
								1.80	1.84
15									68,526
									1.88

12/12/2017

Papillion-LaVista

2017-2018
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: 36,365 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: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	113.57 or 142.67
HEALTH	BC/BS	900D/3500D	607.93	1049.89	1191.75	1571.08	Full H/A + Ind. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:	Emp pays 7% premium						
LIFE	Standard	3.60					
LTD	Standard	.0022 (+B)					
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	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	36,365	38,001	39,638	41,274	42,911	44,547	46,184	47,820	49,456	51,093
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	37,820	39,456	41,092	42,729	44,365	46,002	47,638	49,275	50,911	52,547
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445
3	39,274	40,911	42,547	44,183	45,820	47,456	49,093	50,729	52,366	54,002
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485
4	40,729	42,365	44,002	45,638	47,275	48,911	50,547	52,184	53,820	55,457
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525
5	42,183	43,820	45,456	47,093	48,729	50,366	52,002	53,638	55,275	56,911
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565
6	43,638	45,274	46,911	48,547	50,184	51,820	53,457	55,093	56,729	58,366
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605
7		46,729	48,365	50,002	51,638	53,275	54,911	56,548	58,184	59,820
		1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645
8		48,184	49,820	51,456	53,093	54,729	56,366	58,002	59,639	61,275
		1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685
9			51,275	52,911	54,548	56,184	57,820	59,457	61,093	62,730
			1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725
10			52,729	54,366	56,002	57,639	59,275	60,911	62,548	64,184
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
11				55,820	57,457	59,093	60,730	62,366	64,002	65,639
				1.535	1.58	1.625	1.67	1.715	1.76	1.805
12				57,275	58,911	60,548	62,184	63,821	65,457	67,093
				1.575	1.62	1.665	1.71	1.755	1.8	1.845
13				58,729	60,366	62,002	63,639	65,275	66,912	68,548
				1.615	1.66	1.705	1.75	1.795	1.84	1.885
14					61,821	63,457	65,093	66,730	68,366	70,003
					1.7	1.745	1.79	1.835	1.88	1.925
15					63,275	64,912	66,548	68,184	69,821	71,457
					1.74	1.785	1.83	1.875	1.92	1.965
16					64,730	66,366	68,003	69,639	71,275	72,912
					1.78	1.825	1.87	1.915	1.96	2.005
17					65,457	67,093	68,730	70,366	72,003	73,639
					1.8	1.845	1.89	1.935	1.98	2.025
18					65,821	67,457	69,094	70,730	72,366	74,003
					1.81	1.855	1.9	1.945	1.99	2.035
19					66,184	67,821	69,457	71,094	72,730	74,366
					1.82	1.865	1.91	1.955	2	2.045
20					66,548	68,184	69,821	71,457	73,094	74,730
					1.83	1.875	1.92	1.965	2.01	2.055
21					66,912	68,548	70,184	71,821	73,457	75,094
					1.84	1.885	1.93	1.975	2.02	2.065
22					67,639	69,275	70,912	72,548	74,185	75,821
					1.86	1.905	1.95	1.995	2.04	2.085
23						69,639	71,275	72,912	74,548	76,185
						1.915	1.96	2.005	2.05	2.095
24						70,003	71,639	73,275	74,912	76,548
						1.925	1.97	2.015	2.06	2.105
25						70,366	72,003	73,639	75,276	76,912
						1.935	1.98	2.025	2.07	2.115
26						70,730	72,366	74,003	75,639	77,276
						1.945	1.99	2.035	2.08	2.125

BA+36/MA through PhD/EdD have 6 longevity steps that add 2% of base and 4 more steps that are an additional 1% of base; 03-04 vertical freeze, horizontal movement allowed; 1-3 years experience are placed on step one (as shown above), those with more than 3 yrs are placed accordingly; 08-09 new hires w/no exp placed on step 1, 12 yrs experience allowed + one; 09-10 vertical freeze

12/12/2017

Pawnee City

2017-2018
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:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,775 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:	+ single vision $4.20/mo					
LIFE						
LTD	Standard Ins	7.00				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	11	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	34,775	36,166	37,557	38,948	40,339	41,730	43,121	44,512
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,166	37,557	38,948	40,339	41,730	43,121	44,512	45,903
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,557	38,948	40,339	41,730	43,121	44,512	45,903	47,294
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,948	40,339	41,730	43,121	44,512	45,903	47,294	48,685
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,339	41,730	43,121	44,512	45,903	47,294	48,685	50,076
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,730	43,121	44,512	45,903	47,294	48,685	50,076	51,467
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	43,121	44,512	45,903	47,294	48,685	50,076	51,467	52,858
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		45,903	47,294	48,685	50,076	51,467	52,858	54,249
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			48,685	50,076	51,467	52,858	54,249	55,640
			1.40	1.44	1.48	1.52	1.56	1.60
10				51,467	52,858	54,249	55,640	57,031
				1.48	1.52	1.56	1.60	1.64
11					54,249	55,640	57,031	58,422
					1.56	1.60	1.64	1.68
12					55,640	57,031	58,422	59,813
					1.60	1.64	1.68	1.72

12/12/2017

Paxton

2017-2018
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: 33,500 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D/3500D	641.15	1186.15	1346.42	1807.90
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

Couple - Benefits 31.51 or 52.18 Sp or Dep. Dental

PPO:
COMMENTS:
LIFE
Deductible Reimbursement:
LTD Madison Nat'l .0055 (thru sal)
NON-PARTICIPANT Cash-Sgl Prem $591.

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	33,500	34,840	36,180	37,520	38,860	39,530	40,870	42,210	43,550
	1.00	1.04	1.08	1.12	1.16	1.18	1.22	1.26	1.30
2	34,840	36,180	37,520	38,860	40,200	40,870	42,210	43,550	44,890
	1.04	1.08	1.12	1.16	1.20	1.22	1.26	1.30	1.34
3	36,180	37,520	38,860	40,200	41,540	42,210	43,550	44,890	46,230
	1.08	1.12	1.16	1.20	1.24	1.26	1.30	1.34	1.38
4	37,520	38,860	40,200	41,540	42,880	43,550	44,890	46,230	47,570
	1.12	1.16	1.20	1.24	1.28	1.30	1.34	1.38	1.42
5	38,860	40,200	41,540	42,880	44,220	44,890	46,230	47,570	48,910
	1.16	1.20	1.24	1.28	1.32	1.34	1.38	1.42	1.46
6	40,200	41,540	42,880	44,220	45,560	46,230	47,570	48,910	50,250
	1.20	1.24	1.28	1.32	1.36	1.38	1.42	1.46	1.50
7	41,540	42,880	44,220	45,560	46,900	47,570	48,910	50,250	51,590
	1.24	1.28	1.32	1.36	1.40	1.42	1.46	1.50	1.54
8		44,220	45,560	46,900	48,240	48,910	50,250	51,590	52,930
		1.32	1.36	1.40	1.44	1.46	1.50	1.54	1.58
9			46,900	48,240	49,580	50,250	51,590	52,930	54,270
			1.40	1.44	1.48	1.50	1.54	1.58	1.62
10				49,580	50,920	51,590	52,930	54,270	55,610
				1.48	1.52	1.54	1.58	1.62	1.66
11					52,260	52,930	54,270	55,610	56,950
					1.56	1.58	1.62	1.66	1.70
12							55,610	56,950	58,290
							1.66	1.70	1.74
13								58,290	59,630
								1.74	1.78

12/12/2017

Pender

2017-2018
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: 33,390 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	664.24
HEALTH	BC/BS	900D/3500D	607.93	1124.68	1276.65	1714.22	Cash
DENTAL	BC/BS	5	56.31	104.19	118.28	158.84	

PPO:
COMMENTS:
LIFE
Deductible Reimbursement:
LTD Madison Nat'l .0036
NON-PARTICIPANT $664.24

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

PENDER							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	33,390	35,060	36,729	38,399	40,068	41,738	43,407
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	34,726	36,395	38,065	39,734	41,404	43,073	44,743
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	36,061	37,731	39,400	41,070	42,739	44,409	46,078
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	37,397	39,066	40,736	42,405	44,075	45,744	47,414
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	38,732	40,402	42,071	43,741	45,410	47,080	48,749
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5	40,068	41,738	43,407	45,077	46,746	48,416	50,085
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
6	41,404	43,073	44,743	46,412	48,082	49,751	51,421
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
7		44,409	46,078	47,748	49,417	51,087	52,756
		1.33	1.38	1.43	1.48	1.53	1.58
8		45,744	47,414	49,083	50,753	52,422	54,092
		1.37	1.42	1.47	1.52	1.57	1.62
9			48,749	50,419	52,088	53,758	55,427
			1.46	1.51	1.56	1.61	1.66
10			50,085	51,755	53,424	55,094	56,763
			1.50	1.55	1.60	1.65	1.70
11				53,090	54,760	56,429	58,099
				1.59	1.64	1.69	1.74
12				54,426	56,095	57,765	59,434
				1.63	1.68	1.73	1.78
13					57,431	59,100	60,770
					1.72	1.77	1.82

12/12/2017

Perkins County

2017-2018
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: 33,900

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 5(D)

Vertical Freeze:

Rollback:

Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	4	51.46	95.20	108.08	145.15
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits

Deductible Reimbursement: Y 375/750

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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

PERKINS COUNTY

Step	BA	BA+9	BA+18	BA+27	MA BA+36	MA+9 BA+45	MA+18	MA+27
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	44,748	46,104	47,460	48,816	50,172	51,528	52,884	54,240
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
10	46,104	47,460	48,816	50,172	51,528	52,884	54,240	55,596
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
11	47,460	48,816	50,172	51,528	52,884	54,240	55,596	56,952
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
12		50,172	51,528	52,884	54,240	55,596	56,952	58,308
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
13			52,884	54,240	55,596	56,952	58,308	59,664
			1.56	1.60	1.64	1.68	1.72	1.76
14				55,596	56,952	58,308	59,664	61,020
				1.64	1.68	1.72	1.76	1.80
15					58,308	59,664	61,020	62,376
					1.72	1.76	1.80	1.84
16						61,020	62,376	63,732
						1.80	1.84	1.88
17							63,732	65,088
							1.88	1.92
18								66,444
								1.96

12/12/2017

Pierce

2017-2018
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:	90	90	45
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

Base: 33,450 Index: 4 x 5
Starting Salary: 36,126 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	534.60	989.04	1122.67	1507.47	31.51 or 52.18 Sp & Dep Den
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Standard		.0060 (thru sal)				
NON-PARTICIPANT							

COMMENTS: Ind also rec $50/mo annuity
Deductible Reimbursement: Y 900/1800

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	33,450	35,123	36,795	38,468	40,140	41,813	43,485	45,158	46,830	48,503
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
2	34,788	36,461	38,133	39,806	41,478	43,151	44,823	46,496	48,168	49,841
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49
3	36,126	37,799	39,471	41,144	42,816	44,489	46,161	47,834	49,506	51,179
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53
4	37,464	39,137	40,809	42,482	44,154	45,827	47,499	49,172	50,844	52,517
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57
5	38,802	40,475	42,147	43,820	45,492	47,165	48,837	50,510	52,182	53,855
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61
6	40,140	41,813	43,485	45,158	46,830	48,503	50,175	51,848	53,520	55,193
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
7	41,478	43,151	44,823	46,496	48,168	49,841	51,513	53,186	54,858	56,531
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
8	42,816	44,489	46,161	47,834	49,506	51,179	52,851	54,524	56,196	57,869
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
9	44,154	45,827	47,499	49,172	50,844	52,517	54,189	55,862	57,534	59,207
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
10		47,165	48,837	50,510	52,182	53,855	55,527	57,200	58,872	60,545
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
11			50,175	51,848	53,520	55,193	56,865	58,538	60,210	61,883
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
12				53,186	54,858	56,531	58,203	59,876	61,548	63,221
				1.59	1.64	1.69	1.74	1.79	1.84	1.89
13					56,196	57,869	59,541	61,214	62,886	64,559
					1.68	1.73	1.78	1.83	1.88	1.93
14						59,207	60,879	62,552	64,224	65,897
						1.77	1.82	1.87	1.92	1.97
15							62,217	63,890	65,562	67,235
							1.86	1.91	1.96	2.01
16								65,228	66,900	68,573
								1.95	2.00	2.05
17									68,238	69,911
									2.04	2.09

12/12/2017

Plainview

2017-2018
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: 34,375 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	607.93	1124.68	1276.65	1714.22	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	BA+45 MA+9	MA+18	MA+27	MA+36
1	34,375	35,836	37,297	38,758	40,219	41,680	43,141	44,602	46,063	47,523
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
2	35,836	37,297	38,758	40,219	41,680	43,141	44,602	46,063	47,523	48,984
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
3	37,297	38,758	40,219	41,680	43,141	44,602	46,063	47,523	48,984	50,445
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
4	38,758	40,219	41,680	43,141	44,602	46,063	47,523	48,984	50,445	51,906
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
5	40,219	41,680	43,141	44,602	46,063	47,523	48,984	50,445	51,906	53,367
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
6	41,680	43,141	44,602	46,063	47,523	48,984	50,445	51,906	53,367	54,828
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
7		44,602	46,063	47,523	48,984	50,445	51,906	53,367	54,828	56,289
		1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375
8			47,523	48,984	50,445	51,906	53,367	54,828	56,289	57,750
			1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375	1.68
9				50,445	51,906	53,367	54,828	56,289	57,750	59,211
				1.4675	1.51	1.5525	1.595	1.6375	1.68	1.7225
10				51,906	53,367	54,828	56,289	57,750	59,211	60,672
				1.51	1.5525	1.595	1.6375	1.68	1.7225	1.765
11						56,289	57,750	59,211	60,672	62,133
						1.6375	1.68	1.7225	1.765	1.8075
12						57,750	59,211	60,672	62,133	63,594
						1.68	1.7225	1.765	1.8075	1.85
13						59,211	60,672	62,133	63,594	65,055
						1.7225	1.765	1.8075	1.85	1.8925
14							62,133	63,594	65,055	66,516
							1.8075	1.85	1.8925	1.935
15								65,055	66,516	67,977
								1.8925	1.935	1.9775

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.08-09 BA+36 column separated from MA column

12/12/2017

Plattsmouth

2017-2018
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: 33,700 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	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:	Singles recv $150/mo					
LIFE	Madison Life	5.92				
LTD	Madison Life	.0064 (+B)				
NON-PARTICIPANT	$786.60 in lieu					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 786.60

Cash, 125, or TSA

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	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				

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

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	33,700	35,385	37,070	38,755	40,440	42,125	40,440	42,125	43,810	45,495	47,180	48,865
	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	35,048	36,733	38,418	40,103	41,788	43,473	41,788	43,473	45,158	46,843	48,528	50,213
	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	36,396	38,081	39,766	41,451	43,136	44,821	43,136	44,821	46,506	48,191	49,876	51,561
	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	37,744	39,429	41,114	42,799	44,484	46,169	44,484	46,169	47,854	49,539	51,224	52,909
	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	39,092	40,777	42,462	44,147	45,832	47,517	45,832	47,517	49,202	50,887	52,572	54,257
	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	40,440	42,125	43,810	45,495	47,180	48,865	47,180	48,865	50,550	52,235	53,920	55,605
	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	41,788	43,473	45,158	46,843	48,528	50,213	48,528	50,213	51,898	53,583	55,268	56,953
	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		44,821	46,506	48,191	49,876	51,561	49,876	51,561	53,246	54,931	56,616	58,301
		1.33	1.38	1.43	1.48	1.53	1.48	1.53	1.58	1.63	1.68	1.73
9			47,854	49,539	51,224	52,909	51,224	52,909	54,594	56,279	57,964	59,649
			1.42	1.47	1.52	1.57	1.52	1.57	1.62	1.67	1.72	1.77
10				50,887	52,572	54,257	52,572	54,257	55,942	57,627	59,312	60,997
				1.51	1.56	1.61	1.56	1.61	1.66	1.71	1.76	1.81
11					53,920	55,605	53,920	55,605	57,290	58,975	60,660	62,345
					1.60	1.65	1.60	1.65	1.70	1.75	1.80	1.85
12					55,268	56,953	55,268	56,953	58,638	60,323	62,008	63,693
					1.64	1.69	1.64	1.69	1.74	1.79	1.84	1.89
13						58,301	56,616	58,301	59,986	61,671	63,356	65,041
						1.73	1.68	1.73	1.78	1.83	1.88	1.93
14							57,964	59,649	61,334	63,019	64,704	66,389
							1.72	1.77	1.82	1.87	1.92	1.97
15									62,682	64,367	66,052	67,737
									1.86	1.91	1.96	2.01
16										65,715	67,400	69,085
										1.95	2.00	2.05

BA45 for individuals who took district courses between 1992-1997

12/12/2017

Pleasanton

2017-2018
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: 33,475

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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18
HEALTH	BC/BS	900D/3500D	577.53	1050.28	1192.20	1600.83	Sp. or Dep. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	33,475	34,981	36,488	37,994	39,501	41,007	42,513	44,020
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	34,814	36,320	37,827	39,333	40,840	42,346	43,852	45,359
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	36,153	37,659	39,166	40,672	42,179	43,685	45,191	46,698
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	37,492	38,998	40,505	42,011	43,518	45,024	46,530	48,037
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	38,831	40,337	41,844	43,350	44,857	46,363	47,869	49,376
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		41,676	43,183	44,689	46,196	47,702	49,208	50,715
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			44,522	46,028	47,535	49,041	50,547	52,054
			1.33	1.375	1.42	1.465	1.51	1.555
8			45,861	47,367	48,874	50,380	51,886	53,393
			1.37	1.415	1.46	1.505	1.55	1.595
9				48,706	50,213	51,719	53,225	54,732
				1.455	1.5	1.545	1.59	1.635
10				50,045	51,552	53,058	54,564	56,071
				1.495	1.54	1.585	1.63	1.675
11					52,891	54,397	55,903	57,410
					1.58	1.625	1.67	1.715
12					54,230	55,736	57,242	58,749
					1.62	1.665	1.71	1.755
13						57,075	58,581	60,088
						1.705	1.75	1.795
14							59,920	61,427
							1.79	1.835
15								62,766
								1.875

12/12/2017

Ponca

2017-2018
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: 35,025 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 10

Vertical Freeze: 87-88
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	1000D/3500D	768.33	932.33	1054.33	1407.33
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	KS City Life	3.66				
LTD	Madison Nat'l	.0043				

NON-PARTICIPANT $765.45 Cafeteria

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 765.45

Ind. Cafeteria

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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

PONCA								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	35,025	36,426	37,827	39,228	40,629	42,030	43,431	44,832
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,426	37,827	39,228	40,629	42,030	43,431	44,832	46,233
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,827	39,228	40,629	42,030	43,431	44,832	46,233	47,634
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,228	40,629	42,030	43,431	44,832	46,233	47,634	49,035
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,629	42,030	43,431	44,832	46,233	47,634	49,035	50,436
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	42,030	43,431	44,832	46,233	47,634	49,035	50,436	51,837
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	43,431	44,832	46,233	47,634	49,035	50,436	51,837	53,238
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	44,832	46,233	47,634	49,035	50,436	51,837	53,238	54,639
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		47,634	49,035	50,436	51,837	53,238	54,639	56,040
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10		49,035	50,436	51,837	53,238	54,639	56,040	57,441
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
11			51,837	53,238	54,639	56,040	57,441	58,842
			1.48	1.52	1.56	1.60	1.64	1.68
12				54,639	56,040	57,441	58,842	60,243
				1.56	1.60	1.64	1.68	1.72
13					57,441	58,842	60,243	61,644
					1.64	1.68	1.72	1.76
14						60,243	61,644	63,045
						1.72	1.76	1.80
15							63,045	64,446
							1.80	1.84
16								65,847
								1.88

12/12/2017

Potter-Dix

2017-2018
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: 33,500
Starting Salary: 33,500
Career Increments: N

Index: 4.5 x 4.5
Entry Level Step: 1
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	
HEALTH	BC/BS	750D	592.65	1096.41	1244.57	1671.14	31.51 or 52.18 Sp. or Dep. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 250/500

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

12/12/2017

Ralston

2017-2018
1.1

WORKING CONDITIONS

Contract Days: 190 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	6.75
Planning Time:	60	60	60
Class Periods/Day:	4	8	
Normal Teaching Load:	3	6	

SALARY SCHEDULE

Base: 34,475 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
HEALTH	BC/BS	900D/3500D	583.61	1074.07	1200.05	1564.23
DENTAL	BC/BS	2	27.52	27.52	27.52	27.52

Couple - Benefits 694.46 ea or 286.65 HSA+Ind/Dep*

PPO: *or 2 ind. hlth plus 83.33 COMMENTS:
LIFE Madison Nat'l 3.80 Deductible Reimbursement:
LTD Madison Nat'l .0036
NON-PARTICIPANT $83.33 FSA

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	34,475	36,199	37,923	39,646	41,370	43,094	44,818	46,541	48,265	51,713
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	35,854	37,578	39,302	41,025	42,749	44,473	46,197	47,920	49,644	53,092
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.54
3	37,233	38,957	40,681	42,404	44,128	45,852	47,576	49,299	51,023	54,471
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.58
4	38,612	40,336	42,060	43,783	45,507	47,231	48,955	50,678	52,402	55,850
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.62
5	39,991	41,715	43,439	45,162	46,886	48,610	50,334	52,057	53,781	57,229
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.66
6	41,370	43,094	44,818	46,541	48,265	49,989	51,713	53,436	55,160	58,608
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
7	42,749	44,473	46,197	47,920	49,644	51,368	53,092	54,815	56,539	59,987
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.74
8		45,852	47,576	49,299	51,023	52,747	54,471	56,194	57,918	61,366
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.78
9			48,955	50,678	52,402	54,126	55,850	57,573	59,297	62,745
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.82
10			50,334	52,057	53,781	55,505	57,229	58,952	60,676	64,124
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.86
11				53,436	55,160	56,884	58,608	60,331	62,055	65,503
				1.55	1.60	1.65	1.70	1.75	1.80	1.90
12				54,815	56,539	58,263	59,987	61,710	63,434	66,882
				1.59	1.64	1.69	1.74	1.79	1.84	1.94
13				56,194	57,918	59,642	61,366	63,089	64,813	68,261
				1.63	1.68	1.73	1.78	1.83	1.88	1.98
14					59,297	61,021	62,745	64,468	66,192	69,640
					1.72	1.77	1.82	1.87	1.92	2.02
15					60,676	62,400	64,124	65,847	67,571	71,019
					1.76	1.81	1.86	1.91	1.96	2.06
16					62,055	63,779	65,503	67,226	68,950	72,398
					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.)

12/12/2017

Randolph

2017-2018
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: 34,500 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback: 85-86
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1500D	534.60	989.04	1122.67	1507.47
DENTAL	BC/BS	3	56.51	56.51	56.51	56.51
PPO:						
LIFE	Madison Nat'l	4.12				
LTD	Madison Nat'l	.0061 (thru sal)				
NON-PARTICIPANT						

Couple - Benefits 62.17 or 102.87 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	34,500	35,880	37,260	38,640	40,020	41,400	42,780
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,880	37,260	38,640	40,020	41,400	42,780	44,160
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,260	38,640	40,020	41,400	42,780	44,160	45,540
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	38,640	40,020	41,400	42,780	44,160	45,540	46,920
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,020	41,400	42,780	44,160	45,540	46,920	48,300
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	41,400	42,780	44,160	45,540	46,920	48,300	49,680
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	42,780	44,160	45,540	46,920	48,300	49,680	51,060
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	44,160	45,540	46,920	48,300	49,680	51,060	52,440
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		46,920	48,300	49,680	51,060	52,440	53,820
		1.36	1.40	1.44	1.48	1.52	1.56
10			49,680	51,060	52,440	53,820	55,200
			1.44	1.48	1.52	1.56	1.60
11				52,440	53,820	55,200	56,580
				1.52	1.56	1.60	1.64
12					55,200	56,580	57,960
					1.60	1.64	1.68
13					56,580	57,960	59,340
					1.64	1.68	1.72
14						59,340	60,720
						1.72	1.76
15							62,100
							1.80

12/12/2017

Ravenna

2017-2018
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: 33,850
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	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Guardian		12.00			
LTD						
NON-PARTICIPANT	$636.60 - 14-15 Gran					

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	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	33,850	35,543	37,235	38,928	40,620	42,313	44,005
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	35,204	36,897	38,589	40,282	41,974	43,667	45,359
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	36,558	38,251	39,943	41,636	43,328	45,021	46,713
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	37,912	39,605	41,297	42,990	44,682	46,375	48,067
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	39,266	40,959	42,651	44,344	46,036	47,729	49,421
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5		42,313	44,005	45,698	47,390	49,083	50,775
		1.25	1.30	1.35	1.40	1.45	1.50
6		43,667	45,359	47,052	48,744	50,437	52,129
		1.29	1.34	1.39	1.44	1.49	1.54
7			46,713	48,406	50,098	51,791	53,483
			1.38	1.43	1.48	1.53	1.58
8			48,067	49,760	51,452	53,145	54,837
			1.42	1.47	1.52	1.57	1.62
9				51,114	52,806	54,499	56,191
				1.51	1.56	1.61	1.66
10				52,468	54,160	55,853	57,545
				1.55	1.60	1.65	1.70
11					55,514	57,207	58,899
					1.64	1.69	1.74
12					56,868	58,561	60,253
					1.68	1.73	1.78
13					57,545	59,915	61,607
					1.70	1.77	1.82
14					58,222	60,592	62,284
					1.72	1.79	1.84
15						61,269	62,961
						1.81	1.86

09-10: BA36, BA45, BA54 removed from schedule (Staff grandfathered), MA column added

12/12/2017

Raymond Central

2017-2018
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:	46	46	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 36,925
Index: 4 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: Y
Experience Allowed: 6 (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	636.60
HEALTH	BC/BS	900D/3500D	607.93	607.93	607.93	607.93	Ind. Health
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO:
COMMENTS: *<.51=FTE benefits
LIFE
Deductible Reimbursement: Y 20/mo
LTD Fortis .0031 (+B)
NON-PARTICIPANT $270.83 cash

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

RAYMOND CENTRAL

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	36,925	38,771	40,618	42,464	44,310	46,156	48,003	49,849	51,695
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	38,402	40,248	42,095	43,941	45,787	47,633	49,480	51,326	53,172
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	39,879	41,725	43,572	45,418	47,264	49,110	50,957	52,803	54,649
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	41,356	43,202	45,049	46,895	48,741	50,587	52,434	54,280	56,126
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	42,833	44,679	46,526	48,372	50,218	52,064	53,911	55,757	57,603
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	44,310	46,156	48,003	49,849	51,695	53,541	55,388	57,234	59,080
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	45,787	47,633	49,480	51,326	53,172	55,018	56,865	58,711	60,557
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		49,110	50,957	52,803	54,649	56,495	58,342	60,188	62,034
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		50,587	52,434	54,280	56,126	57,972	59,819	61,665	63,511
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			53,911	55,757	57,603	59,449	61,296	63,142	64,988
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			55,388	57,234	59,080	60,926	62,773	64,619	66,465
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				58,711	60,557	62,403	64,250	66,096	67,942
				1.59	1.64	1.69	1.74	1.79	1.84
13					62,034	63,880	65,727	67,573	69,419
					1.68	1.73	1.78	1.83	1.88
14					63,511	65,357	67,204	69,050	70,896
					1.72	1.77	1.82	1.87	1.92
15					64,988	66,834	68,681	70,527	72,373
					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

12/12/2017

Red Cloud

2017-2018
1.1

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: 33,525 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5*
<4/5 fte prorated on schedule
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	4	51.46	51.46	51.46	51.46
PPO:						
LIFE	Principal	3.49				
LTD	Principal	.0028 (thru sal)				
NON-PARTICIPANT						

Couple - Benefits 56.62 or 93.69 Sp or Dep Dental

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					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

RED CLOUD							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,525	34,866	36,207	37,548	38,889	40,230	41,571
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,866	36,207	37,548	38,889	40,230	41,571	42,912
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,207	37,548	38,889	40,230	41,571	42,912	44,253
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,548	38,889	40,230	41,571	42,912	44,253	45,594
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,889	40,230	41,571	42,912	44,253	45,594	46,935
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,230	41,571	42,912	44,253	45,594	46,935	48,276
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	41,571	42,912	44,253	45,594	46,935	48,276	49,617
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		44,253	45,594	46,935	48,276	49,617	50,958
		1.32	1.36	1.40	1.44	1.48	1.52
9			46,935	48,276	49,617	50,958	52,299
			1.40	1.44	1.48	1.52	1.56
10				49,617	50,958	52,299	53,640
				1.48	1.52	1.56	1.60
11					52,299	53,640	54,981
					1.56	1.60	1.64
12						54,981	56,322
						1.64	1.68
13							57,663
							1.72

12/12/2017

Riverside

2017-2018
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: 34,500 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Fort Dearborn	.0036				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,500	36,225	37,950	39,675	41,400	43,125	44,850
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	35,880	37,605	39,330	41,055	42,780	44,505	46,230
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	37,260	38,985	40,710	42,435	44,160	45,885	47,610
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	38,640	40,365	42,090	43,815	45,540	47,265	48,990
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	40,020	41,745	43,470	45,195	46,920	48,645	50,370
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	41,400	43,125	44,850	46,575	48,300	50,025	51,750
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	42,780	44,505	46,230	47,955	49,680	51,405	53,130
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		45,885	47,610	49,335	51,060	52,785	54,510
		1.33	1.38	1.43	1.48	1.53	1.58
9			48,990	50,715	52,440	54,165	55,890
			1.42	1.47	1.52	1.57	1.62
10				52,095	53,820	55,545	57,270
				1.51	1.56	1.61	1.66
11					55,200	56,925	58,650
					1.60	1.65	1.70
12						58,305	60,030
						1.69	1.74

12/12/2017

Rock County

2017-2018
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	45
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 33,585 Index: 4.25 x 4.25
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 97-98/98-99
Rollback: 97-98/98-99/01-02
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	BC/BS	1500D	534.60	989.04	1122.67	1507.47	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	unused: 50% sub pay
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	33,585	35,012	36,440	37,867	39,294	40,722
	1.00	1.0425	1.085	1.1275	1.17	1.2125
2	35,012	36,440	37,867	39,294	40,722	42,149
	1.0425	1.085	1.1275	1.17	1.2125	1.255
3	36,440	37,867	39,294	40,722	42,149	43,577
	1.085	1.1275	1.17	1.2125	1.255	1.2975
4	37,867	39,294	40,722	42,149	43,577	45,004
	1.1275	1.17	1.2125	1.255	1.2975	1.34
5	39,294	40,722	42,149	43,577	45,004	46,431
	1.17	1.2125	1.255	1.2975	1.34	1.3825
6	40,722	42,149	43,577	45,004	46,431	47,859
	1.2125	1.255	1.2975	1.34	1.3825	1.425
7	42,149	43,577	45,004	46,431	47,859	49,286
	1.255	1.2975	1.34	1.3825	1.425	1.4675
8		45,004	46,431	47,859	49,286	50,713
		1.34	1.3825	1.425	1.4675	1.51
9			47,859	49,286	50,713	52,141
			1.425	1.4675	1.51	1.5525
10			49,286	50,713	52,141	53,568
			1.4675	1.51	1.5525	1.595
11				52,141	53,568	54,995
				1.5525	1.595	1.6375
12				53,568	54,995	56,423
				1.595	1.6375	1.68
13					56,423	57,850
					1.68	1.7225
14						59,278
						1.765

12/12/2017

Sandhills-Dunning

2017-2018
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: 33,200
Index: 4 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 5

Vertical Freeze:
Rollback: 88-89
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Prinipal	2.65				
LTD	Principal	.0027				
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits
31.51 or 52.18
Sp or Dep Dental

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	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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9
1	33,200	34,860	36,520	38,180	39,840	41,500
	1.00	1.05	1.10	1.15	1.20	1.25
2	34,528	36,188	37,848	39,508	41,168	42,828
	1.04	1.09	1.14	1.19	1.24	1.29
3	35,856	37,516	39,176	40,836	42,496	44,156
	1.08	1.13	1.18	1.23	1.28	1.33
4	37,184	38,844	40,504	42,164	43,824	45,484
	1.12	1.17	1.22	1.27	1.32	1.37
5	38,512	40,172	41,832	43,492	45,152	46,812
	1.16	1.21	1.26	1.31	1.36	1.41
6		41,500	43,160	44,820	46,480	48,140
		1.25	1.30	1.35	1.40	1.45
7			44,488	46,148	47,808	49,468
			1.34	1.39	1.44	1.49
8			45,816	47,476	49,136	50,796
			1.38	1.43	1.48	1.53
9				48,804	50,464	52,124
				1.47	1.52	1.57
10				50,132	51,792	53,452
				1.51	1.56	1.61
11					53,120	54,780
					1.60	1.65
12					54,448	56,108
					1.64	1.69
13					55,776	57,436
					1.68	1.73

07-08 vertical and horizontal freeze, teachers will be allowed to move two steps each way for 08-09

12/12/2017

Sargent

2017-2018
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: 33,150 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	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1500D/3500D	534.60	989.04	1122.67	1507.47
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Principal	6.57				
LTD	Principal	.0053 (+B)				
NON-PARTICIPANT						

Amount Paid by District

COMMENTS:

Couple - Benefits 31.51 or 52.18 Sp. or Dep. Dental

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	33,150	34,808	36,465	38,123	39,780	41,438
	1.00	1.05	1.10	1.15	1.20	1.25
2	34,476	36,134	37,791	39,449	41,106	42,764
	1.04	1.09	1.14	1.19	1.24	1.29
3	35,802	37,460	39,117	40,775	42,432	44,090
	1.08	1.13	1.18	1.23	1.28	1.33
4	37,128	38,786	40,443	42,101	43,758	45,416
	1.12	1.17	1.22	1.27	1.32	1.37
5	38,454	40,112	41,769	43,427	45,084	46,742
	1.16	1.21	1.26	1.31	1.36	1.41
6		41,438	43,095	44,753	46,410	48,068
		1.25	1.30	1.35	1.40	1.45
7		42,764	44,421	46,079	47,736	49,394
		1.29	1.34	1.39	1.44	1.49
8		44,090	45,747	47,405	49,062	50,720
		1.33	1.38	1.43	1.48	1.53
9		45,416	47,073	48,731	50,388	52,046
		1.37	1.42	1.47	1.52	1.57
10			48,399	50,057	51,714	53,372
			1.46	1.51	1.56	1.61
11				51,383	53,040	54,698
				1.55	1.60	1.65
12				52,709	54,366	56,024
				1.59	1.64	1.69
13					55,692	57,350
					1.68	1.73
14					57,018	58,676
					1.72	1.77
15						60,002
						1.81
16						61,328
						1.85
17						62,654
						1.89

12/12/2017

Schuyler

2017-2018
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:	90	45	40
Class Periods/Day:	4	8	
Normal Teaching Load:	3	7	

SALARY SCHEDULE

Base: 34,625 Index: 4 x 5

Starting Salary: 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67 or 52.18 Ind or Dep Dental
HEALTH	BC/BS	1000D/3500D	567.72	1050.28	1192.20	1600.83	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45 MA	MA+9	MA+18	MA+27
1	34,625	36,356	38,088	39,819	41,550	41,550	43,281	45,013	46,744
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	36,010	37,741	39,473	41,204	42,935	42,935	44,666	46,398	48,129
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	37,395	39,126	40,858	42,589	44,320	44,320	46,051	47,783	49,514
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	38,780	40,511	42,243	43,974	45,705	45,705	47,436	49,168	50,899
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	40,165	41,896	43,628	45,359	47,090	47,090	48,821	50,553	52,284
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6	41,550	43,281	45,013	46,744	48,475	48,475	50,206	51,938	53,669
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7	42,935	44,666	46,398	48,129	49,860	49,860	51,591	53,323	55,054
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8		46,051	47,783	49,514	51,245	51,245	52,976	54,708	56,439
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63
9		47,436	49,168	50,899	52,630	52,630	54,361	56,093	57,824
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67
10			50,553	52,284	54,015	54,015	55,746	57,478	59,209
			1.46	1.51	1.56	1.56	1.61	1.66	1.71
11				53,669	55,400	55,400	57,131	58,863	60,594
				1.55	1.60	1.60	1.65	1.70	1.75
12					56,785	56,785	58,516	60,248	61,979
					1.64	1.64	1.69	1.74	1.79
13					58,170	58,170	59,901	61,633	63,364
					1.68	1.68	1.73	1.78	1.83
14					59,555	59,555	61,286	63,018	64,749
					1.72	1.72	1.77	1.82	1.87
15					60,940	60,940	62,671	64,403	66,134
					1.76	1.76	1.81	1.86	1.91
16								65,788	67,519
								1.90	1.95
17									68,904
									1.99

06-07: BA36 grandfathered

12/12/2017

SCNUD 5

2017-2018
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:	47	47	
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,550 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*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Madison Nat'l		.0033(+B thru Sal)			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
31.51 or 52.18
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:	Sev: after 6 yrs all days @ 25% sub rate				
PERSONAL	2+1			yes	1-sub deduct
BEREAVEMENT	5+5				add'l 5 from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION	unl.				

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

SCN UNIFIED DISTRICT #5									
					BA+36				
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
Step									
1	34,550	36,278	38,005	39,733	41,460	43,188	44,915	46,643	48,370
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,932	37,660	39,387	41,115	42,842	44,570	46,297	48,025	49,752
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,314	39,042	40,769	42,497	44,224	45,952	47,679	49,407	51,134
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,696	40,424	42,151	43,879	45,606	47,334	49,061	50,789	52,516
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	40,078	41,806	43,533	45,261	46,988	48,716	50,443	52,171	53,898
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	41,460	43,188	44,915	46,643	48,370	50,098	51,825	53,553	55,280
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		44,570	46,297	48,025	49,752	51,480	53,207	54,935	56,662
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		45,952	47,679	49,407	51,134	52,862	54,589	56,317	58,044
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			49,061	50,789	52,516	54,244	55,971	57,699	59,426
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				52,171	53,898	55,626	57,353	59,081	60,808
				1.51	1.56	1.61	1.66	1.71	1.76
11				53,553	55,280	57,008	58,735	60,463	62,190
				1.55	1.60	1.65	1.70	1.75	1.80
12					56,662	58,390	60,117	61,845	63,572
					1.64	1.69	1.74	1.79	1.84
13					58,044	59,772	61,499	63,227	64,954
					1.68	1.73	1.78	1.83	1.88
14					59,426	61,154	62,881	64,609	66,336
					1.72	1.77	1.82	1.87	1.92
15						62,536	64,263	65,991	67,718
						1.81	1.86	1.91	1.96

12/12/2017

Scottsbluff

2017-2018
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: 34,645

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	303.97	303.97	303.97	303.97
DENTAL	BC/BS	2	14.34	14.34	14.34	14.34
PPO:						
LIFE	Guardian	2.70				
LTD	Guardian	.0060				

NON-PARTICIPANT $935 Fringe benefit s

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
1255.31

Cafeteria + 1/2 sgl

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	34,645	36,204	37,763	39,322	40,881	42,440	43,999	45,558	47,117	48,676	50,235	51,794
	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	36,204	37,763	39,322	40,881	42,440	43,999	45,558	47,117	48,676	50,235	51,794	53,353
	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	37,763	39,322	40,881	42,440	43,999	45,558	47,117	48,676	50,235	51,794	53,353	54,912
	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	39,322	40,881	42,440	43,999	45,558	47,117	48,676	50,235	51,794	53,353	54,912	56,471
	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		42,440	43,999	45,558	47,117	48,676	50,235	51,794	53,353	54,912	56,471	58,030
		1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
6			45,558	47,117	48,676	50,235	51,794	53,353	54,912	56,471	58,030	59,589
			1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
7				48,676	50,235	51,794	53,353	54,912	56,471	58,030	59,589	61,148
				1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
8					51,794	53,353	54,912	56,471	58,030	59,589	61,148	62,707
					1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
9						54,912	56,471	58,030	59,589	61,148	62,707	64,266
						1.585	1.63	1.675	1.72	1.765	1.81	1.855
10								59,589	61,148	62,707	64,266	65,826
								1.72	1.765	1.81	1.855	1.9
11								61,148	62,707	64,266	65,826	67,385
								1.765	1.81	1.855	1.9	1.945
12									64,266	65,826	67,385	68,944
									1.855	1.9	1.945	1.99
13										67,385	68,944	70,503
										1.945	1.99	2.035
14											70,503	72,062
											2.035	2.08
15											72,062	73,621
											2.08	2.125

12/12/2017

Scribner-Snyder

2017-2018
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	7.25	7.2
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,245 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Guardian	2.40				
LTD	Omaha Life	.00604(+Bthru sal)				
NON-PARTICIPANT						

Couple - Benefits
31.51 or 52.18
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	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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	35,245	37,007	38,770	40,532	42,294	44,056	45,819	47,581
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	36,655	38,417	40,179	41,942	43,704	45,466	47,228	48,991
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	38,065	39,827	41,589	43,351	45,114	46,876	48,638	50,400
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	39,474	41,237	42,999	44,761	46,523	48,286	50,048	51,810
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	40,884	42,646	44,409	46,171	47,933	49,695	51,458	53,220
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	42,294	44,056	45,819	47,581	49,343	51,105	52,868	54,630
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		45,466	47,228	48,991	50,753	52,515	54,277	56,040
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			48,638	50,400	52,163	53,925	55,687	57,449
			1.38	1.43	1.48	1.53	1.58	1.63
9				51,810	53,572	55,335	57,097	58,859
				1.47	1.52	1.57	1.62	1.67
10				53,220	54,982	56,744	58,507	60,269
				1.51	1.56	1.61	1.66	1.71
11					56,392	58,154	59,917	61,679
					1.60	1.65	1.70	1.75
12					57,802	59,564	61,326	63,089
					1.64	1.69	1.74	1.79
13						60,974	62,736	64,498
						1.73	1.78	1.83
14							64,146	65,908
							1.82	1.87
15								67,318
								1.91

12/12/2017

Seward

2017-2018
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	7
Planning Time:	90	86	45
Class Periods/Day:	4.5	8.5	
Normal Teaching Load:	3.5	6.5	

SALARY SCHEDULE

Base: 33,800 Index: 5 x 4

Starting Salary: 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
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

Step	BA	BA+9	BA+18	BA+27	BA+45 MA	MA+9	MA+18	MA+27
1	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
2	35,490	36,842	38,194	39,546	40,898	42,250	43,602	44,954
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33
3	37,180	38,532	39,884	41,236	42,588	43,940	45,292	46,644
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38
4	38,870	40,222	41,574	42,926	44,278	45,630	46,982	48,334
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43
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	42,250	43,602	44,954	46,306	47,658	49,010	50,362	51,714
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53
7	43,940	45,292	46,644	47,996	49,348	50,700	52,052	53,404
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58
8		46,982	48,334	49,686	51,038	52,390	53,742	55,094
		1.39	1.43	1.47	1.51	1.55	1.59	1.63
9			50,024	51,376	52,728	54,080	55,432	56,784
			1.48	1.52	1.56	1.60	1.64	1.68
10				53,066	54,418	55,770	57,122	58,474
				1.57	1.61	1.65	1.69	1.73
11					56,108	57,460	58,812	60,164
					1.66	1.70	1.74	1.78
12					57,798	59,150	60,502	61,854
					1.71	1.75	1.79	1.83
13						60,840	62,192	63,544
						1.80	1.84	1.88
14							63,882	65,234
							1.89	1.93
15								66,924
								1.98
16								68,614
								2.03

07-08 BA45 eliminated, current staff is grandfathered

12/12/2017

Shelby-Rising City

2017-2018
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.75	6.75	6.75
Planning Time:	52	44	45
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,200 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85	
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

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	34,200	35,568	36,936	38,304	39,672	41,040	42,408
	1.00	1.04	1.08	1.12	1.16	1.2	1.24
2	35,739	37,107	38,475	39,843	41,211	42,579	43,947
	1.045	1.085	1.125	1.165	1.205	1.245	1.285
3	37,278	38,646	40,014	41,382	42,750	44,118	45,486
	1.09	1.13	1.17	1.21	1.25	1.29	1.33
4	38,817	40,185	41,553	42,921	44,289	45,657	47,025
	1.135	1.175	1.215	1.255	1.295	1.335	1.375
5	40,356	41,724	43,092	44,460	45,828	47,196	48,564
	1.18	1.22	1.26	1.3	1.34	1.38	1.42
6		43,263	44,631	45,999	47,367	48,735	50,103
		1.265	1.305	1.345	1.385	1.425	1.465
7		44,802	46,170	47,538	48,906	50,274	51,642
		1.31	1.35	1.39	1.43	1.47	1.51
8		46,341	47,709	49,077	50,445	51,813	53,181
		1.355	1.395	1.435	1.475	1.515	1.555
9		47,880	49,248	50,616	51,984	53,352	54,720
		1.4	1.44	1.48	1.52	1.56	1.6
10		49,419	50,787	52,155	53,523	54,891	56,259
		1.445	1.485	1.525	1.565	1.605	1.645
11				53,694	55,062	56,430	57,798
				1.57	1.61	1.65	1.69
12				55,233	56,601	57,969	59,337
				1.615	1.655	1.695	1.735
13					58,140	59,508	60,876
					1.7	1.74	1.78
14					59,679	61,047	62,415
					1.745	1.785	1.825
15					61,218	62,586	63,954
					1.79	1.83	1.87
16						64,125	65,493
						1.875	1.915

12/12/2017

Shelton

2017-2018
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: 32,750 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
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	4	51.46	95.20	108.08	145.15
PPO:						
LIFE	Companion Life	3.20				
LTD						
NON-PARTICIPANT						

Couple - Benefits

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

SHELTON								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	32,750	34,388	36,025	37,663	39,300	40,938	42,575	44,213
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	34,060	35,698	37,335	38,973	40,610	42,248	43,885	45,523
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	35,370	37,008	38,645	40,283	41,920	43,558	45,195	46,833
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	36,680	38,318	39,955	41,593	43,230	44,868	46,505	48,143
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	37,990	39,628	41,265	42,903	44,540	46,178	47,815	49,453
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	39,300	40,938	42,575	44,213	45,850	47,488	49,125	50,763
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	40,610	42,248	43,885	45,523	47,160	48,798	50,435	52,073
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		43,558	45,195	46,833	48,470	50,108	51,745	53,383
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			46,505	48,143	49,780	51,418	53,055	54,693
			1.42	1.47	1.52	1.57	1.62	1.67
10				49,453	51,090	52,728	54,365	56,003
				1.51	1.56	1.61	1.66	1.71
11				50,763	52,400	54,038	55,675	57,313
				1.55	1.60	1.65	1.70	1.75
12					53,710	55,348	56,985	58,623
					1.64	1.69	1.74	1.79
13					55,020	56,658	58,295	59,933
					1.68	1.73	1.78	1.83
14						57,968	59,605	61,243
						1.77	1.82	1.87
15							60,915	62,553
							1.86	1.91
16								63,863
								1.95

12/12/2017

Shickley

2017-2018
1.1

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: 34,750 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

PPO:
LIFE
LTD
NON-PARTICIPANT

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 31.51 or 52.18 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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

SHICKLEY							
Step	BA	BA+9	BA+18	BA+27	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		44,480	45,870	47,260	48,650	50,040	51,430
		1.28	1.32	1.36	1.40	1.44	1.48
8		45,870	47,260	48,650	50,040	51,430	52,820
		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						59,770	61,160
						1.72	1.76

12/12/2017

Sidney

2017-2018
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: 34,100
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
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Principal	4.00				
LTD	Principal	(+B)				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 Ind or Dep Dental

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	34,100	35,635	37,169	38,704	40,238	41,773	43,307	44,842	46,376
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	35,635	37,169	38,704	40,238	41,773	43,307	44,842	46,376	47,911
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	37,169	38,704	40,238	41,773	43,307	44,842	46,376	47,911	49,445
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	38,704	40,238	41,773	43,307	44,842	46,376	47,911	49,445	50,980
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	40,238	41,773	43,307	44,842	46,376	47,911	49,445	50,980	52,514
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	41,773	43,307	44,842	46,376	47,911	49,445	50,980	52,514	54,049
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		44,842	46,376	47,911	49,445	50,980	52,514	54,049	55,583
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			47,911	49,445	50,980	52,514	54,049	55,583	57,118
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8				50,980	52,514	54,049	55,583	57,118	58,652
				1.495	1.54	1.585	1.63	1.675	1.72
9					54,049	55,583	57,118	58,652	60,187
					1.585	1.63	1.675	1.72	1.765
10						57,118	58,652	60,187	61,721
						1.675	1.72	1.765	1.81
11							60,187	61,721	63,256
							1.765	1.81	1.855
12								63,256	64,790
								1.855	1.9
13									66,325
									1.945

Professional Increments available, see contract; 08-09 experience allowed changed to all

12/12/2017

Silver Lake

2017-2018
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: 34,650 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 Sp. or Dep. Dental

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	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	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
2	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
3	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
4	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
5	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
6	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
7	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
8	44,352	45,738	47,124	48,510	49,896	51,282	52,668	54,054
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		47,124	48,510	49,896	51,282	52,668	54,054	55,440
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			49,896	51,282	52,668	54,054	55,440	56,826
			1.44	1.48	1.52	1.56	1.60	1.64
11				52,668	54,054	55,440	56,826	58,212
				1.52	1.56	1.60	1.64	1.68
12				54,054	55,440	56,826	58,212	59,598
				1.56	1.60	1.64	1.68	1.72
13					56,826	58,212	59,598	60,984
					1.64	1.68	1.72	1.76

12/12/2017

Sioux County

2017-2018
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: 35,850 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	609.09	1126.84	1279.10	1717.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Fort Dearborn	5.00				
LTD						

NON-PARTICIPANT 50% BC/BS premium

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 31.51 or 52.18 Sp. or Dep. Dental

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	35,850	37,284	38,718	40,152	41,586	43,020	44,454	45,888
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	37,284	38,718	40,152	41,586	43,020	44,454	45,888	47,322
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	38,718	40,152	41,586	43,020	44,454	45,888	47,322	48,756
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	40,152	41,586	43,020	44,454	45,888	47,322	48,756	50,190
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	41,586	43,020	44,454	45,888	47,322	48,756	50,190	51,624
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	43,020	44,454	45,888	47,322	48,756	50,190	51,624	53,058
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	44,454	45,888	47,322	48,756	50,190	51,624	53,058	54,492
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7				50,190	51,624	53,058	54,492	55,926
				1.40	1.44	1.48	1.52	1.56
8				51,624	53,058	54,492	55,926	57,360
				1.44	1.48	1.52	1.56	1.60
9					54,492	55,926	57,360	58,794
					1.52	1.56	1.60	1.64
10					55,926	57,360	58,794	60,228
					1.56	1.60	1.64	1.68
11						58,794	60,228	61,662
						1.64	1.68	1.72
12							61,662	63,096
							1.72	1.76
13								64,530
								1.80

12/12/2017

South Platte

2017-2018
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: 33,700

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	
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	31.51 or 52.18 Sp. or Dep. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		400
LTD	Principal Life		.005(+B,thru sal)				
NON-PARTICIPANT							

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

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	MA+9	MA+12	MA+15	MA+18
0	33,700	34,148	34,596	35,048	35,496	35,944	36,396	36,844	37,292	37,744	38,192	38,640	39,092	39,540	39,988	40,440	40,888	41,336	41,788
	1	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	1.2	1.2133	1.2266	1.24
1	35,385	35,833	36,281	36,733	37,181	37,629	38,081	38,529	38,977	39,429	39,877	40,325	40,777	41,225	41,673	42,125	42,573	43,021	43,473
	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	1.25	1.2633	1.2766	1.29
2	37,070	37,518	37,966	38,418	38,866	39,314	39,766	40,214	40,662	41,114	41,562	42,010	42,462	42,910	43,358	43,810	44,258	44,706	45,158
	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	1.3	1.3133	1.3266	1.34
3	38,755	39,203	39,651	40,103	40,551	40,999	41,451	41,899	42,347	42,799	43,247	43,695	44,147	44,595	45,043	45,495	45,943	46,391	46,843
	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	1.35	1.3633	1.3766	1.39
4	40,440	40,888	41,336	41,788	42,236	42,684	43,136	43,584	44,032	44,484	44,932	45,380	45,832	46,280	46,728	47,180	47,628	48,076	48,528
	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	1.4	1.4133	1.4266	1.44
5	42,125	42,573	43,021	43,473	43,921	44,369	44,821	45,269	45,717	46,169	46,617	47,065	47,517	47,965	48,413	48,865	49,313	49,761	50,213
	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	1.45	1.4633	1.4766	1.49
6	43,810	44,258	44,706	45,158	45,606	46,054	46,506	46,954	47,402	47,854	48,302	48,750	49,202	49,650	50,098	50,550	50,998	51,446	51,898
	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	1.5	1.5133	1.5266	1.54
7	45,495	45,943	46,391	46,843	47,291	47,739	48,191	48,639	49,087	49,539	49,987	50,435	50,887	51,335	51,783	52,235	52,683	53,131	53,583
	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	1.55	1.5633	1.5766	1.59
8				48,528	48,976	49,424	49,876	50,324	50,772	51,224	51,672	52,120	52,572	53,020	53,468	53,920	54,368	54,816	55,268
				1.44	1.4533	1.4666	1.48	1.4933	1.5066	1.52	1.5333	1.5466	1.56	1.5733	1.5866	1.6	1.6133	1.6266	1.64
9							51,561	52,009	52,457	52,909	53,357	53,805	54,257	54,705	55,153	55,605	56,053	56,501	56,953
							1.53	1.5433	1.5566	1.57	1.5833	1.5966	1.61	1.6233	1.6366	1.65	1.6633	1.6766	1.69
10										54,594	55,042	55,490	55,942	56,390	56,838	57,290	57,738	58,186	58,638
										1.62	1.6333	1.6466	1.66	1.6733	1.6866	1.7	1.7133	1.7266	1.74
11										56,279	56,727	57,175	57,627	58,075	58,523	58,975	59,423	59,871	60,323
										1.67	1.6833	1.6966	1.71	1.7233	1.7366	1.75	1.7633	1.7766	1.79
12																			62,008
																			1.84

12/12/2017

South Sioux City

2017-2018
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: 35,650 Index: 4 x 5
Starting Salary: 35,650 Entry Level Step: 1
Career Increments: N Experience Allowed: 10

Vertical Freeze: 01-02
Rollback: 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** 636.60
HEALTH	BC/BS	900D	607.93	607.93	607.93	607.93	Ind Ins/Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	35,650	37,433	39,215	40,998	42,780	42,780	44,563	46,345	48,128	49,910	51,693
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
2	37,076	38,859	40,641	42,424	44,206	44,206	45,989	47,771	49,554	51,336	53,119
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44	1.49
3	38,502	40,285	42,067	43,850	45,632	45,632	47,415	49,197	50,980	52,762	54,545
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48	1.53
4	39,928	41,711	43,493	45,276	47,058	47,058	48,841	50,623	52,406	54,188	55,971
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52	1.57
5	41,354	43,137	44,919	46,702	48,484	48,484	50,267	52,049	53,832	55,614	57,397
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56	1.61
6	42,780	44,563	46,345	48,128	49,910	49,910	51,693	53,475	55,258	57,040	58,823
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	44,206	45,989	47,771	49,554	51,336	51,336	53,119	54,901	56,684	58,466	60,249
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64	1.69
8	45,632	47,415	49,197	50,980	52,762	52,762	54,545	56,327	58,110	59,892	61,675
	1.28	1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68	1.73
9				52,406	54,188	54,188	55,971	57,753	59,536	61,318	63,101
				1.47	1.52	1.52	1.57	1.62	1.67	1.72	1.77
10					55,614	55,614	57,397	59,179	60,962	62,744	64,527
					1.56	1.56	1.61	1.66	1.71	1.76	1.81
11					57,040	57,040	58,823	60,605	62,388	64,170	65,953
					1.60	1.60	1.65	1.70	1.75	1.80	1.85
12					58,466	58,466	60,249	62,031	63,814	65,596	67,379
					1.64	1.64	1.69	1.74	1.79	1.84	1.89
13						59,892	61,675	63,457	65,240	67,022	68,805
						1.68	1.73	1.78	1.83	1.88	1.93
14								64,883	66,666	68,448	70,231
								1.82	1.87	1.92	1.97
15								66,309	68,092	69,874	71,657
								1.86	1.91	1.96	2.01

12/12/2017

Southern

2017-2018
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: 34,157 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Lincoln Finan		.0044 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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:	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	34,157	35,523	36,890	38,256	39,622	40,988	42,355	43,721
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,523	36,890	38,256	39,622	40,988	42,355	43,721	45,087
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	36,890	38,256	39,622	40,988	42,355	43,721	45,087	46,454
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,256	39,622	40,988	42,355	43,721	45,087	46,454	47,820
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,622	40,988	42,355	43,721	45,087	46,454	47,820	49,186
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	40,988	42,355	43,721	45,087	46,454	47,820	49,186	50,552
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		43,721	45,087	46,454	47,820	49,186	50,552	51,919
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		45,087	46,454	47,820	49,186	50,552	51,919	53,285
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		46,454	47,820	49,186	50,552	51,919	53,285	54,651
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			49,186	50,552	51,919	53,285	54,651	56,017
			1.44	1.48	1.52	1.56	1.60	1.64
11				51,919	53,285	54,651	56,017	57,384
				1.52	1.56	1.60	1.64	1.68
12					54,651	56,017	57,384	58,750
					1.60	1.64	1.68	1.72
13					56,017	57,384	58,750	60,116
					1.64	1.68	1.72	1.76
14							60,116	61,483
							1.76	1.80

12/12/2017

Southern Valley

2017-2018
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: 34,000

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	558.05	1032.44	1171.92	1573.60
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
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	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		42,500	44,200	45,900	47,600	47,600	49,300	51,000	52,700
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		43,860	45,560	47,260	48,960	48,960	50,660	52,360	54,060
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8			46,920	48,620	50,320	50,320	52,020	53,720	55,420
			1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			48,280	49,980	51,680	51,680	53,380	55,080	56,780
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10				51,340	53,040	53,040	54,740	56,440	58,140
				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	61,540	63,240	64,940
						1.76	1.81	1.86	1.91
16							62,900	64,600	66,300
							1.85	1.90	1.95
17							64,260	65,960	67,660
							1.89	1.94	1.99
18									69,020
									2.03
19									70,380
									2.07

12/12/2017

Southwest

2017-2018
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: 33,550

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*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18 Sp. or Dep. Dental
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

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	40	Yes		
Other Info:					
PERSONAL	3				
BEREAVEMENT	5				1 from sick lv. for non-family
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

SABBATICAL:

OTHER LEAVES:

SEVERANCE PAY:

OTHER DISTRICT POLICIES

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

SOUTHWEST							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	33,550	34,892	36,234	37,576	38,918	40,260	41,602
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	34,892	36,234	37,576	38,918	40,260	41,602	42,944
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,234	37,576	38,918	40,260	41,602	42,944	44,286
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,576	38,918	40,260	41,602	42,944	44,286	45,628
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	38,918	40,260	41,602	42,944	44,286	45,628	46,970
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,260	41,602	42,944	44,286	45,628	46,970	48,312
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		42,944	44,286	45,628	46,970	48,312	49,654
		1.28	1.32	1.36	1.40	1.44	1.48
8			45,628	46,970	48,312	49,654	50,996
			1.36	1.40	1.44	1.48	1.52
9			46,970	48,312	49,654	50,996	52,338
			1.40	1.44	1.48	1.52	1.56
10				49,654	50,996	52,338	53,680
				1.48	1.52	1.56	1.60
11				50,996	52,338	53,680	55,022
				1.52	1.56	1.60	1.64
12				52,338	53,680	55,022	56,364
				1.56	1.60	1.64	1.68
13					55,022	56,364	57,706
					1.64	1.68	1.72
14					56,364	57,706	59,048
					1.68	1.72	1.76
15						59,048	60,390
						1.76	1.80
16							61,732
							1.84
17							63,074
							1.88

12/12/2017

Springfield-Platteview

2017-2018
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: 33,975 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Madison Nat'l	4.40				
LTD	Madison Nat'l	.004 (thru sal)				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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	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	33,975	34,994	36,014	37,033	38,052	38,052	39,071	40,091	41,110	42,129
	1.00	1.03	1.06	1.09	1.12	1.12	1.15	1.18	1.21	1.24
2	35,674	36,693	37,712	38,732	39,751	39,751	40,770	41,789	42,809	43,828
	1.05	1.08	1.11	1.14	1.17	1.17	1.20	1.23	1.26	1.29
3	37,373	38,392	39,411	40,430	41,450	41,450	42,469	43,488	44,507	45,527
	1.10	1.13	1.16	1.19	1.22	1.22	1.25	1.28	1.31	1.34
4	39,071	40,091	41,110	42,129	43,148	43,148	44,168	45,187	46,206	47,225
	1.15	1.18	1.21	1.24	1.27	1.27	1.30	1.33	1.36	1.39
5	40,770	41,789	42,809	43,828	44,847	44,847	45,866	46,886	47,905	48,924
	1.20	1.23	1.26	1.29	1.32	1.32	1.35	1.38	1.41	1.44
6		43,488	44,507	45,527	46,546	46,546	47,565	48,584	49,604	50,623
		1.28	1.31	1.34	1.37	1.37	1.40	1.43	1.46	1.49
7		45,187	46,206	47,225	48,245	48,245	49,264	50,283	51,302	52,322
		1.33	1.36	1.39	1.42	1.42	1.45	1.48	1.51	1.54
8			47,905	48,924	49,943	49,943	50,963	51,982	53,001	54,020
			1.41	1.44	1.47	1.47	1.50	1.53	1.56	1.59
9			49,604	50,623	51,642	51,642	52,661	53,681	54,700	55,719
			1.46	1.49	1.52	1.52	1.55	1.58	1.61	1.64
10				52,322	53,341	53,341	54,360	55,379	56,399	57,418
				1.54	1.57	1.57	1.60	1.63	1.66	1.69
11					55,040	55,040	56,059	57,078	58,097	59,117
					1.62	1.62	1.65	1.68	1.71	1.74
12					56,738	56,738	57,758	58,777	59,796	60,815
					1.67	1.67	1.70	1.73	1.76	1.79
13					58,437	58,437	59,456	60,476	61,495	62,514
					1.72	1.72	1.75	1.78	1.81	1.84
14							61,155	62,174	63,194	64,213
							1.80	1.83	1.86	1.89
15								63,873	64,892	65,912
								1.88	1.91	1.94
20										66,931
										1.97
25										67,950
										2.00
30										68,969
										2.03
35										69,989
										2.06
40										71,008
										2.09
45										72,027
										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)

12/12/2017

St. Edward

2017-2018
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: 34,200 Index: 4 x 4.5
Starting Salary: Entry Level Step: 1(D)
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18 Sp. or Dep. Dental
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Madison Nat'l		.0062 (+B)				
NON-PARTICIPANT							

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	34,200	35,739	37,278	38,817	40,356	41,895
	1.00	1.045	1.09	1.135	1.18	1.225
2	35,568	37,107	38,646	40,185	41,724	43,263
	1.04	1.085	1.13	1.175	1.22	1.265
3	36,936	38,475	40,014	41,553	43,092	44,631
	1.08	1.125	1.17	1.215	1.26	1.305
4	38,304	39,843	41,382	42,921	44,460	45,999
	1.12	1.165	1.21	1.255	1.3	1.345
5	39,672	41,211	42,750	44,289	45,828	47,367
	1.16	1.205	1.25	1.295	1.34	1.385
6	41,040	42,579	44,118	45,657	47,196	48,735
	1.2	1.245	1.29	1.335	1.38	1.425
7	42,408	43,947	45,486	47,025	48,564	50,103
	1.24	1.285	1.33	1.375	1.42	1.465
8		45,315	46,854	48,393	49,932	51,471
		1.325	1.37	1.415	1.46	1.505
9			48,222	49,761	51,300	52,839
			1.41	1.455	1.5	1.545
10				51,129	52,668	54,207
				1.495	1.54	1.585
11					54,036	55,575
					1.58	1.625
12						56,943
						1.665

12/12/2017

St. Paul

2017-2018
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: 34,550

Index: 4 x 5

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 5(D)

Vertical Freeze:

Rollback:

Multi-year Contract: 17-18, 18-19

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	577.53	1068.45	1212.82	1628.51	61.97 or 102.53 Sp. or Dep. Dental
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31	
PPO:	Vision						
LIFE							
LTD	Principal	.0042					
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	60	yes		
Other Info:	15 1st & 2nd yrs				
PERSONAL	2			yes	accum to 5
BEREAVEMENT	5				from sick lv.
PROFESSIONAL	2			yes	
ADOPTION	10				addt'l. w/appr.
ASSOCIATION					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Emergency-5 days

OTHER DISTRICT POLICIES

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

ST. PAUL							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,550	36,278	38,005	39,733	41,460	43,188	44,915
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	35,932	37,660	39,387	41,115	42,842	44,570	46,297
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	37,314	39,042	40,769	42,497	44,224	45,952	47,679
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	38,696	40,424	42,151	43,879	45,606	47,334	49,061
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	40,078	41,806	43,533	45,261	46,988	48,716	50,443
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	41,460	43,188	44,915	46,643	48,370	50,098	51,825
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		44,570	46,297	48,025	49,752	51,480	53,207
		1.29	1.34	1.39	1.44	1.49	1.54
8			47,679	49,407	51,134	52,862	54,589
			1.38	1.43	1.48	1.53	1.58
9			49,061	50,789	52,516	54,244	55,971
			1.42	1.47	1.52	1.57	1.62
10				52,171	53,898	55,626	57,353
				1.51	1.56	1.61	1.66
11				53,553	55,280	57,008	58,735
				1.55	1.60	1.65	1.70
12					56,662	58,390	60,117
					1.64	1.69	1.74
13					58,044	59,772	61,499
					1.68	1.73	1.78
14						61,154	62,881
						1.77	1.82

12/12/2017

Stanton

2017-2018
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: 35,000 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 96-97
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	334.91
HEALTH	BC/BS	900D/3500D	607.93	1124.68	1276.65	1714.22	1/2 ind. prem. 600D
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE	Madison Nat'l	2.55					
LTD							
NON-PARTICIPANT	$310.13 (1/2 600D in						

Deductible Reimbursement: Y 300/600

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	35,000	36,750	38,500	40,250	42,000	43,750	45,500
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	36,400	38,150	39,900	41,650	43,400	45,150	46,900
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	37,800	39,550	41,300	43,050	44,800	46,550	48,300
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	39,200	40,950	42,700	44,450	46,200	47,950	49,700
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	40,600	42,350	44,100	45,850	47,600	49,350	51,100
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6		43,750	45,500	47,250	49,000	50,750	52,500
		1.25	1.30	1.35	1.40	1.45	1.50
7			46,900	48,650	50,400	52,150	53,900
			1.34	1.39	1.44	1.49	1.54
8				50,050	51,800	53,550	55,300
				1.43	1.48	1.53	1.58
9				51,450	53,200	54,950	56,700
				1.47	1.52	1.57	1.62
10					54,600	56,350	58,100
					1.56	1.61	1.66
11					56,000	57,750	59,500
					1.60	1.65	1.70
12					57,400	59,150	60,900
					1.64	1.69	1.74
13					58,800	60,550	62,300
					1.68	1.73	1.78

12/12/2017

Stapleton

2017-2018
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: 33,350

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	534.60	989.04	1122.67	1507.47
DENTAL	BC/BS	5	28.16	52.10	59.14	79.42
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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

STAPLETON

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	33,350	35,018	36,685	38,353	40,020	40,020	41,688	43,355
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	34,684	36,352	38,019	39,687	41,354	41,354	43,022	44,689
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	36,018	37,686	39,353	41,021	42,688	42,688	44,356	46,023
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	37,352	39,020	40,687	42,355	44,022	44,022	45,690	47,357
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	38,686	40,354	42,021	43,689	45,356	45,356	47,024	48,691
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	40,020	41,688	43,355	45,023	46,690	46,690	48,358	50,025
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	41,354	43,022	44,689	46,357	48,024	48,024	49,692	51,359
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		44,356	46,023	47,691	49,358	49,358	51,026	52,693
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			47,357	49,025	50,692	50,692	52,360	54,027
			1.42	1.47	1.52	1.52	1.57	1.62
10				50,359	52,026	52,026	53,694	55,361
				1.51	1.56	1.56	1.61	1.66
11					53,360	53,360	55,028	56,695
					1.60	1.60	1.65	1.70
12					54,694	54,694	56,362	58,029
					1.64	1.64	1.69	1.74

12/12/2017

Sterling

2017-2018
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: 34,750 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/3500D	607.93	1124.68	1276.65	1714.22	TSA
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE							
LTD	Principal		.003 (thru sal)				
NON-PARTICIPANT	$166.67 TSA						

Deductible Reimbursement: Y 300/600

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

12/12/2017

Stuart

2017-2018
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: 34,000

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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	1	26.61	49.23	55.86	75.04
PPO:						
LIFE						
LTD						
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	8	45	yes		
Other Info:					
PERSONAL	5			yes	
BEREAVEMENT	4				
PROFESSIONAL	4			yes	$200 reimb. For 1st 2 days
ADOPTION	60				FMLA
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

STUART							
					BA+36	BA+45	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	34,000	35,445	36,890	38,335	39,780	41,225	42,670
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255
1	35,445	36,890	38,335	39,780	41,225	42,670	44,115
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	36,890	38,335	39,780	41,225	42,670	44,115	45,560
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
3	38,335	39,780	41,225	42,670	44,115	45,560	47,005
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
4	39,780	41,225	42,670	44,115	45,560	47,005	48,450
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
5	41,225	42,670	44,115	45,560	47,005	48,450	49,895
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
6	42,670	44,115	45,560	47,005	48,450	49,895	51,340
	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
7	44,115	45,560	47,005	48,450	49,895	51,340	52,785
	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
8	45,560	47,005	48,450	49,895	51,340	52,785	54,230
	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
9		48,450	49,895	51,340	52,785	54,230	55,675
		1.425	1.4675	1.51	1.5525	1.595	1.6375
10			51,340	52,785	54,230	55,675	57,120
			1.51	1.5525	1.595	1.6375	1.68
11				54,230	55,675	57,120	58,565
				1.595	1.6375	1.68	1.7225
12					57,120	58,565	60,010
					1.68	1.7225	1.765

12/12/2017

Sumner-Eddyville-Miller

2017-2018
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: 34,100 Index: 4 x 4
Starting Salary: 34,100 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	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Madison Nat'l		(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	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		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
8			46,376	47,740	49,104	50,468	51,832	53,196
			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					53,196	54,560	55,924	57,288
					1.56	1.60	1.64	1.68
12						55,924	57,288	58,652
						1.64	1.68	1.72

12/12/2017

Superior

2017-2018
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:	97	97	100
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,425
Index: 4 x 5
Starting Salary:
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	31.51
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	Spouse Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	34,425	36,146	37,868	39,589	41,310	43,031	44,753	46,474	48,195
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,802	37,523	39,245	40,966	42,687	44,408	46,130	47,851	49,572
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,179	38,900	40,622	42,343	44,064	45,785	47,507	49,228	50,949
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,556	40,277	41,999	43,720	45,441	47,162	48,884	50,605	52,326
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,933	41,654	43,376	45,097	46,818	48,539	50,261	51,982	53,703
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	41,310	43,031	44,753	46,474	48,195	49,916	51,638	53,359	55,080
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		44,408	46,130	47,851	49,572	51,293	53,015	54,736	56,457
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		45,785	47,507	49,228	50,949	52,670	54,392	56,113	57,834
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			48,884	50,605	52,326	54,047	55,769	57,490	59,211
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				51,982	53,703	55,424	57,146	58,867	60,588
				1.51	1.56	1.61	1.66	1.71	1.76
11				53,359	55,080	56,801	58,523	60,244	61,965
				1.55	1.60	1.65	1.70	1.75	1.80
12					56,457	58,178	59,900	61,621	63,342
					1.64	1.69	1.74	1.79	1.84
13					57,834	59,555	61,277	62,998	64,719
					1.68	1.73	1.78	1.83	1.88
14					59,211	60,932	62,654	64,375	66,096
					1.72	1.77	1.82	1.87	1.92
15						62,309	64,031	65,752	67,473
						1.81	1.86	1.91	1.96

12/12/2017

Sutherland

2017-2018
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: 31,450 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	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	4	51.46	95.20	108.08	145.15
PPO:						
LIFE						
LTD						
NON-PARTICIPANT	1/2 elig. plan if spous					

Couple - Benefits

COMMENTS: $599.99 (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	31,450	32,708	33,966	35,224	36,482	37,740	38,998	40,256
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	33,023	34,910	36,482	38,369	39,942	41,200	42,772	44,345
	1.05	1.11	1.16	1.22	1.27	1.31	1.36	1.41
3	34,595	37,111	38,998	41,514	43,401	44,659	46,546	48,433
	1.10	1.18	1.24	1.32	1.38	1.42	1.48	1.54
4	36,168	39,313	41,514	44,659	46,861	48,119	50,320	52,522
	1.15	1.25	1.32	1.42	1.49	1.53	1.60	1.67
5	37,740	41,514	44,030	47,804	50,320	51,578	54,094	56,610
	1.20	1.32	1.40	1.52	1.60	1.64	1.72	1.80
6	39,313	43,716	46,546	50,949	53,780	55,038	57,868	60,699
	1.25	1.39	1.48	1.62	1.71	1.75	1.84	1.93

12/12/2017

Sutton

2017-2018
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:	6.83	6.83	6.67
Planning Time:	80	80	85
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,875 Index: 4 x 5
Starting Salary: Entry Level Step: 1(D)
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/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	5	26.61	26.61	26.61	26.61
PPO:						
LIFE						
LTD	Principal		.0040 (thru sal)			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
91.67 or 132.23
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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+36
1	34,875	36,619	38,363	40,106	41,850	43,594	45,338	47,081
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	36,270	38,014	39,758	41,501	43,245	44,989	46,733	48,476
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,665	39,409	41,153	42,896	44,640	46,384	48,128	49,871
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	39,060	40,804	42,548	44,291	46,035	47,779	49,523	51,266
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	40,455	42,199	43,943	45,686	47,430	49,174	50,918	52,661
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	41,850	43,594	45,338	47,081	48,825	50,569	52,313	54,056
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		44,989	46,733	48,476	50,220	51,964	53,708	55,451
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		46,384	48,128	49,871	51,615	53,359	55,103	56,846
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			49,523	51,266	53,010	54,754	56,498	58,241
			1.42	1.47	1.52	1.57	1.62	1.67
10			50,918	52,661	54,405	56,149	57,893	59,636
			1.46	1.51	1.56	1.61	1.66	1.71
11				54,056	55,800	57,544	59,288	61,031
				1.55	1.60	1.65	1.70	1.75
12					57,195	58,939	60,683	62,426
					1.64	1.69	1.74	1.79
13						60,334	62,078	63,821
						1.73	1.78	1.83
14							63,473	65,216
							1.82	1.87
15								66,611
								1.91

12/12/2017

Syracuse-Dunbar-Avoca

2017-2018
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: 35,550 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	512.92	512.92	512.92	512.92	Ind 2000 + Stipend
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31	

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	35,550	37,328	39,105	40,883	42,660	44,438	46,215	47,993	49,770	53,325
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	37,328	39,105	40,883	42,660	44,438	46,215	47,993	49,770	51,548	55,103
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.55
3	39,105	40,883	42,660	44,438	46,215	47,993	49,770	51,548	53,325	56,880
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60
4	40,883	42,660	44,438	46,215	47,993	49,770	51,548	53,325	55,103	58,658
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65
5	42,660	44,438	46,215	47,993	49,770	51,548	53,325	55,103	56,880	60,435
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
6	44,438	46,215	47,993	49,770	51,548	53,325	55,103	56,880	58,658	62,213
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75
7	46,215	47,993	49,770	51,548	53,325	55,103	56,880	58,658	60,435	63,990
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80
8	47,993	49,770	51,548	53,325	55,103	56,880	58,658	60,435	62,213	65,768
	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85
9		51,548	53,325	55,103	56,880	58,658	60,435	62,213	63,990	67,545
		1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90
10			55,103	56,880	58,658	60,435	62,213	63,990	65,768	69,323
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95
11				58,658	60,435	62,213	63,990	65,768	67,545	71,100
				1.65	1.70	1.75	1.80	1.85	1.90	2.00
12					62,213	63,990	65,768	67,545	69,323	72,878
					1.75	1.80	1.85	1.90	1.95	2.05
13						65,768	67,545	69,323	71,100	74,655
						1.85	1.90	1.95	2.00	2.10
14							69,323	71,100	72,878	76,433
							1.95	2.00	2.05	2.15
15								72,878	74,655	78,210
								2.05	2.10	2.20

13-14: Index of 1.55 or more recv $7000/yr flat base stipend; Less than 1.55 SS index recv single 2000D ins/Dental plus diff btwn premium and flat salary stipend

12/12/2017

Tekamah-Herman

2017-2018
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	7	7
Planning Time:	47	47	32
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,300 Index: 5 x 5
Starting Salary: 33,300 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	Ind. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

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	33,300	34,965	36,630	37,962	39,294	39,960	41,625
	1	1.05	1.1	1.14	1.18	1.2	1.25
2	34,965	36,630	38,295	39,627	40,959	41,625	43,290
	1.05	1.1	1.15	1.19	1.23	1.25	1.3
3	36,630	38,295	39,960	41,292	42,624	43,290	44,955
	1.1	1.15	1.2	1.24	1.28	1.3	1.35
4	38,295	39,960	41,625	42,957	44,289	44,955	46,620
	1.15	1.2	1.25	1.29	1.33	1.35	1.4
5	39,960	41,625	43,290	44,622	45,954	46,620	48,285
	1.2	1.25	1.3	1.34	1.38	1.4	1.45
6	41,625	43,290	44,955	46,287	47,619	48,285	49,950
	1.25	1.3	1.35	1.39	1.43	1.45	1.5
7	41,958	44,622	46,287	47,619	48,951	49,617	51,282
	1.26	1.34	1.39	1.43	1.47	1.49	1.54
8		44,955	47,619	48,951	50,283	50,949	52,614
		1.35	1.43	1.47	1.51	1.53	1.58
9		45,288	47,952	50,283	51,615	52,281	53,946
		1.36	1.44	1.51	1.55	1.57	1.62
10		45,621	48,285	50,616	52,947	53,613	55,278
		1.37	1.45	1.52	1.59	1.61	1.66
11		45,954	48,618	50,949	54,279	54,945	56,610
		1.38	1.46	1.53	1.63	1.65	1.7
12		46,287	48,951	51,282	55,611	56,277	57,942
		1.39	1.47	1.54	1.67	1.69	1.74
13			49,284	51,615	55,944	57,276	58,941
			1.48	1.55	1.68	1.72	1.77
14				51,948	56,277	57,942	59,607
				1.56	1.69	1.74	1.79
15					56,610	58,608	60,273
					1.7	1.76	1.81
16					56,943	59,274	60,939
					1.71	1.78	1.83
17					57,276	59,940	61,605
					1.72	1.8	1.85
MA & MA18 steps 18-39 1% each							
40						67,599	69,264
						2.03	2.08
41						67,932	69,597
						2.04	2.09
42						68,265	69,930
						2.05	2.1

BA+36 at step 17, 1% added even numbered years; MA and MA+18, 1% each after Step 17

12/12/2017

Thayer Central

2017-2018
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:	46	46	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,960 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BCBS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	4	51.46	51.46	51.46	51.46
PPO:						
LIFE						
LTD	Principal		.0041			
NON-PARTICIPANT						

Couple - Benefits 56.62 or 93.69 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	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	33,960	35,318	36,677	38,035	39,394	39,394	40,752	42,110	43,469
	1.00	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28
2	35,488	36,847	38,205	39,563	40,922	40,922	42,280	43,639	44,997
	1.045	1.085	1.125	1.165	1.205	1.205	1.245	1.285	1.325
3	37,016	38,375	39,733	41,092	42,450	42,450	43,808	45,167	46,525
	1.09	1.13	1.17	1.21	1.25	1.25	1.29	1.33	1.37
4	38,545	39,903	41,261	42,620	43,978	43,978	45,337	46,695	48,053
	1.135	1.175	1.215	1.255	1.295	1.295	1.335	1.375	1.415
5	40,073	41,431	42,790	44,148	45,506	45,506	46,865	48,223	49,582
	1.18	1.22	1.26	1.3	1.34	1.34	1.38	1.42	1.46
6	41,601	42,959	44,318	45,676	47,035	47,035	48,393	49,751	51,110
	1.225	1.265	1.305	1.345	1.385	1.385	1.425	1.465	1.505
7	43,129	44,488	45,846	47,204	48,563	48,563	49,921	51,280	52,638
	1.27	1.31	1.35	1.39	1.43	1.43	1.47	1.51	1.55
8		46,016	47,374	48,733	50,091	50,091	51,449	52,808	54,166
		1.355	1.395	1.435	1.475	1.475	1.515	1.555	1.595
9			48,902	50,261	51,619	51,619	52,978	54,336	55,694
			1.44	1.48	1.52	1.52	1.56	1.6	1.64
10				51,789	53,147	53,147	54,506	55,864	57,223
				1.525	1.565	1.565	1.605	1.645	1.685
11				53,317	54,676	54,676	56,034	57,392	58,751
				1.57	1.61	1.61	1.65	1.69	1.73
12					56,204	56,204	57,562	58,921	60,279
					1.655	1.655	1.695	1.735	1.775
13					57,732	57,732	59,090	60,449	61,807
					1.7	1.7	1.74	1.78	1.82
14					59,260	59,260	60,619	61,977	63,335
					1.745	1.745	1.785	1.825	1.865
15					60,058	60,058	61,417	63,505	64,864
					1.7685	1.7685	1.8085	1.87	1.91
16						60,856	62,215	64,303	65,662
						1.792	1.832	1.8935	1.9335
17						61,654	63,013	65,101	66,460
						1.8155	1.8555	1.917	1.957
18								65,899	67,258
								1.9405	1.9805

12/12/2017

Thedford

2017-2018
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: 33,830
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	577.53	1068.45	1212.82	1628.51	31.51 or 52.18 Sp or Dep. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Madison Nat'l		.00247(thru sal)				
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	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	33,830	35,522	37,213	38,905	40,596	42,288	43,979
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	35,183	36,875	38,566	40,258	41,949	43,641	45,332
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	36,536	38,228	39,919	41,611	43,302	44,994	46,685
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	37,890	39,581	41,273	42,964	44,656	46,347	48,039
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	39,243	40,934	42,626	44,317	46,009	47,700	49,392
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	40,596	42,288	43,979	45,671	47,362	49,054	50,745
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	41,949	43,641	45,332	47,024	48,715	50,407	52,098
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		44,994	46,685	48,377	50,068	51,760	53,451
		1.33	1.38	1.43	1.48	1.53	1.58
9			48,039	49,730	51,422	53,113	54,805
			1.42	1.47	1.52	1.57	1.62
10				51,083	52,775	54,466	56,158
				1.51	1.56	1.61	1.66
11					54,128	55,820	57,511
					1.60	1.65	1.70
12					55,481	57,173	58,864
					1.64	1.69	1.74
13						58,526	60,217
						1.73	1.78
14							61,571
							1.82

12/12/2017

Tri County

2017-2018
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: 34,650
Index: 4 x 4
Starting Salary:
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	
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	31.51 or 52.18 Sp. or Dep. Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

TRI COUNTY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	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
2	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
3	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
4	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
5	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
6	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
7	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
8		45,738	47,124	48,510	49,896	51,282	52,668	54,054
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			48,510	49,896	51,282	52,668	54,054	55,440
			1.40	1.44	1.48	1.52	1.56	1.60
10				51,282	52,668	54,054	55,440	56,826
				1.48	1.52	1.56	1.60	1.64
11					54,054	55,440	56,826	58,212
					1.56	1.60	1.64	1.68
12					55,440	56,826	58,212	59,598
					1.60	1.64	1.68	1.72
13					56,826	58,212	59,598	60,984
					1.64	1.68	1.72	1.76
14						59,598	60,984	62,370
						1.72	1.76	1.80
15							62,370	63,756
							1.80	1.84
16								65,142
								1.88

12/12/2017

Twin River

2017-2018
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: 34,900
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
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 6
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

TWIN RIVER

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+54 MA+9	MA+18	MA+27	MA+36
1	34,900	36,645	38,390	40,135	41,880	43,625	45,370	47,115	48,860
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	36,296	38,041	39,786	41,531	43,276	45,021	46,766	48,511	50,256
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,692	39,437	41,182	42,927	44,672	46,417	48,162	49,907	51,652
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	39,088	40,833	42,578	44,323	46,068	47,813	49,558	51,303	53,048
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	40,484	42,229	43,974	45,719	47,464	49,209	50,954	52,699	54,444
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	41,880	43,625	45,370	47,115	48,860	50,605	52,350	54,095	55,840
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	43,276	45,021	46,766	48,511	50,256	52,001	53,746	55,491	57,236
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		46,417	48,162	49,907	51,652	53,397	55,142	56,887	58,632
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			49,558	51,303	53,048	54,793	56,538	58,283	60,028
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			50,954	52,699	54,444	56,189	57,934	59,679	61,424
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				54,095	55,840	57,585	59,330	61,075	62,820
				1.55	1.60	1.65	1.70	1.75	1.80
12					57,236	58,981	60,726	62,471	64,216
					1.64	1.69	1.74	1.79	1.84
13					58,632	60,377	62,122	63,867	65,612
					1.68	1.73	1.78	1.83	1.88
14						61,773	63,518	65,263	67,008
						1.77	1.82	1.87	1.92
15						63,169	64,914	66,659	68,404
						1.81	1.86	1.91	1.96
16							66,310	68,055	69,800

12/12/2017

Umonhon Nation

2017-2018
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: 38,000 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 98-99
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	609.09	1126.84	1279.10	1717.51
DENTAL	BC/BS	4	51.46	95.20	108.08	145.15
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	38,000	39,520	41,040	42,560	44,080	45,600	47,120	48,640
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	39,520	41,040	42,560	44,080	45,600	47,120	48,640	50,160
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	41,040	42,560	44,080	45,600	47,120	48,640	50,160	51,680
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	42,560	44,080	45,600	47,120	48,640	50,160	51,680	53,200
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	44,080	45,600	47,120	48,640	50,160	51,680	53,200	54,720
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	45,600	47,120	48,640	50,160	51,680	53,200	54,720	56,240
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	47,120	48,640	50,160	51,680	53,200	54,720	56,240	57,760
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		50,160	51,680	53,200	54,720	56,240	57,760	59,280
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		51,680	53,200	54,720	56,240	57,760	59,280	60,800
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10		53,200	54,720	56,240	57,760	59,280	60,800	62,320
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
11		54,720	56,240	57,760	59,280	60,800	62,320	63,840
		1.44	1.48	1.52	1.56	1.60	1.64	1.68
12			57,760	59,280	60,800	62,320	63,840	65,360
			1.52	1.56	1.60	1.64	1.68	1.72
13			59,280	60,800	62,320	63,840	65,360	66,880
			1.56	1.60	1.64	1.68	1.72	1.76
14				62,320	63,840	65,360	66,880	68,400
				1.64	1.68	1.72	1.76	1.80

12/12/2017

Valentine

2017-2018
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.4	7	7
Planning Time:	47	45	50
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base: 34,475 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1(D)
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	150D/3500D	558.05	1032.44	1171.92	1573.60	28.67 or 52.18 Ind or Dep Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Madison Nat'l		.0028 (thru sal)				
NON-PARTICIPANT							

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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

VALENTINE								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,475	36,026	37,578	39,129	40,681	42,232	43,783	45,335
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	36,026	37,578	39,129	40,681	42,232	43,783	45,335	46,886
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	37,578	39,129	40,681	42,232	43,783	45,335	46,886	48,437
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
4	39,129	40,681	42,232	43,783	45,335	46,886	48,437	49,989
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
5	40,681	42,232	43,783	45,335	46,886	48,437	49,989	51,540
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
6	42,232	43,783	45,335	46,886	48,437	49,989	51,540	53,092
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
7	43,783	45,335	46,886	48,437	49,989	51,540	53,092	54,643
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
8		46,886	48,437	49,989	51,540	53,092	54,643	56,194
		1.36	1.405	1.45	1.495	1.54	1.585	1.63
9			49,989	51,540	53,092	54,643	56,194	57,746
			1.45	1.495	1.54	1.585	1.63	1.675
10				53,092	54,643	56,194	57,746	59,297
				1.54	1.585	1.63	1.675	1.72
11					56,194	57,746	59,297	60,848
					1.63	1.675	1.72	1.765
12						59,297	60,848	62,400
						1.72	1.765	1.81
13						60,848	62,400	63,951
						1.765	1.81	1.855
14							63,951	65,502
							1.855	1.9
15								67,054
								1.945

12/12/2017

Wahoo

2017-2018
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: 33,900 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 11-12
Rollback:
Multi-year Contract: 17-18, 18-19

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	607.93	1124.68	1276.65	1714.22	Cash or 2 sgl + $75
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:	*spouse-$75/mo if both take Ind		COMMENTS:				
LIFE	Madison Life	2.05			Deductible Reimbursement:		
LTD							
NON-PARTICIPANT	$515.94						

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	

WAHOO

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	33,900	35,595	37,290	38,985	40,680	42,375	44,070	45,765
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	35,256	36,951	38,646	40,341	42,036	43,731	45,426	47,121
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	36,612	38,307	40,002	41,697	43,392	45,087	46,782	48,477
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	37,968	39,663	41,358	43,053	44,748	46,443	48,138	49,833
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,324	41,019	42,714	44,409	46,104	47,799	49,494	51,189
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		42,375	44,070	45,765	47,460	49,155	50,850	52,545
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		43,731	45,426	47,121	48,816	50,511	52,206	53,901
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			46,782	48,477	50,172	51,867	53,562	55,257
			1.38	1.43	1.48	1.53	1.58	1.63
9			48,138	49,833	51,528	53,223	54,918	56,613
			1.42	1.47	1.52	1.57	1.62	1.67
10				51,189	52,884	54,579	56,274	57,969
				1.51	1.56	1.61	1.66	1.71
11				52,545	54,240	55,935	57,630	59,325
				1.55	1.60	1.65	1.70	1.75
12					55,596	57,291	58,986	60,681
					1.64	1.69	1.74	1.79
13					56,952	58,647	60,342	62,037
					1.68	1.73	1.78	1.83
14						60,003	61,698	63,393
						1.77	1.82	1.87
15							63,054	64,749
							1.86	1.91
16								66,105
								1.95

00-01, 01-02 & 02-03 new hires placed on step 3 and allowed movement; 11-12 Vertical Freeze

12/12/2017

Wakefield

2017-2018
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: 34,825
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	607.93	1124.68	1276.65	1714.22	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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	34,825	36,218	37,611	39,004	40,397	41,790	43,183	44,576
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,218	37,611	39,004	40,397	41,790	43,183	44,576	45,969
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,611	39,004	40,397	41,790	43,183	44,576	45,969	47,362
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,004	40,397	41,790	43,183	44,576	45,969	47,362	48,755
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,397	41,790	43,183	44,576	45,969	47,362	48,755	50,148
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,790	43,183	44,576	45,969	47,362	48,755	50,148	51,541
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	43,183	44,576	45,969	47,362	48,755	50,148	51,541	52,934
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	44,576	45,969	47,362	48,755	50,148	51,541	52,934	54,327
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		47,362	48,755	50,148	51,541	52,934	54,327	55,720
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			50,148	51,541	52,934	54,327	55,720	57,113
			1.44	1.48	1.52	1.56	1.60	1.64
11				52,934	54,327	55,720	57,113	58,506
				1.52	1.56	1.60	1.64	1.68
12				54,327	55,720	57,113	58,506	59,899
				1.56	1.60	1.64	1.68	1.72
13					57,113	58,506	59,899	61,292
					1.64	1.68	1.72	1.76
14						59,899	61,292	62,685
						1.72	1.76	1.80

12/12/2017

Wallace 65R

2017-2018
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:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 33,600 Index: 4 x 4
Starting Salary: 36,288 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18 Ind or Dep Dental
HEALTH	BC/BS	600D/3500D	609.09	1126.84	1279.10	1717.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Ft. Dearborn	.0054					
NON-PARTICIPANT							

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	33,600	34,944	36,288	37,632	38,976	40,320	41,664	43,008	44,352
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	34,944	36,288	37,632	38,976	40,320	41,664	43,008	44,352	45,696
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	36,288	37,632	38,976	40,320	41,664	43,008	44,352	45,696	47,040
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	37,632	38,976	40,320	41,664	43,008	44,352	45,696	47,040	48,384
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	38,976	40,320	41,664	43,008	44,352	45,696	47,040	48,384	49,728
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	40,320	41,664	43,008	44,352	45,696	47,040	48,384	49,728	51,072
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		43,008	44,352	45,696	47,040	48,384	49,728	51,072	52,416
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			45,696	47,040	48,384	49,728	51,072	52,416	53,760
			1.36	1.40	1.44	1.48	1.52	1.56	1.60
9				48,384	49,728	51,072	52,416	53,760	55,104
				1.44	1.48	1.52	1.56	1.60	1.64
10				49,728	51,072	52,416	53,760	55,104	56,448
				1.48	1.52	1.56	1.60	1.64	1.68
11					52,416	53,760	55,104	56,448	57,792
					1.56	1.60	1.64	1.68	1.72
12						55,104	56,448	57,792	59,136
						1.64	1.68	1.72	1.76

12/12/2017

Walthill

2017-2018
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: 39,124 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: 17-18, 18-19

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	641.15	1186.15	1346.42	1807.90
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85

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	39,124	40,689	42,254	43,819	45,384	46,949	48,514
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	40,689	42,254	43,819	45,384	46,949	48,514	50,079
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	42,254	43,819	45,384	46,949	48,514	50,079	51,644
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	43,819	45,384	46,949	48,514	50,079	51,644	53,209
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	45,384	46,949	48,514	50,079	51,644	53,209	54,774
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		48,514	50,079	51,644	53,209	54,774	56,339
		1.24	1.28	1.32	1.36	1.40	1.44
7		50,079	51,644	53,209	54,774	56,339	57,904
		1.28	1.32	1.36	1.40	1.44	1.48
8			53,209	54,774	56,339	57,904	59,468
			1.36	1.40	1.44	1.48	1.52
9			54,774	56,339	57,904	59,468	61,033
			1.40	1.44	1.48	1.52	1.56
10				57,904	59,468	61,033	62,598
				1.48	1.52	1.56	1.60
11					61,033	62,598	64,163
					1.56	1.60	1.64
12						64,163	65,728
						1.64	1.68

12/12/2017

Wauneta-Palisade

2017-2018
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: 33,600 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D/3500D	609.09	1126.84	1279.10	1717.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Guardian		15.00			
LTD						
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 Sp or Dep Dental

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						
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 , 6 0 0	3 5 , 2 8 0	3 6 , 9 6 0	3 8 , 6 4 0	4 0 , 3 2 0	4 2 , 0 0 0
	1 . 0 0	1 . 0 5	1 . 1 0	1 . 1 5	1 . 2 0	1 . 2 5
2	3 4 , 9 4 4	3 6 , 6 2 4	3 8 , 3 0 4	3 9 , 9 8 4	4 1 , 6 6 4	4 3 , 3 4 4
	1 . 0 4	1 . 0 9	1 . 1 4	1 . 1 9	1 . 2 4	1 . 2 9
3	3 6 , 2 8 8	3 7 , 9 6 8	3 9 , 6 4 8	4 1 , 3 2 8	4 3 , 0 0 8	4 4 , 6 8 8
	1 . 0 8	1 . 1 3	1 . 1 8	1 . 2 3	1 . 2 8	1 . 3 3
4	3 7 , 6 3 2	3 9 , 3 1 2	4 0 , 9 9 2	4 2 , 6 7 2	4 4 , 3 5 2	4 6 , 0 3 2
	1 . 1 2	1 . 1 7	1 . 2 2	1 . 2 7	1 . 3 2	1 . 3 7
5	3 8 , 9 7 6	4 0 , 6 5 6	4 2 , 3 3 6	4 4 , 0 1 6	4 5 , 6 9 6	4 7 , 3 7 6
	1 . 1 6	1 . 2 1	1 . 2 6	1 . 3 1	1 . 3 6	1 . 4 1
6	4 0 , 3 2 0	4 2 , 0 0 0	4 3 , 6 8 0	4 5 , 3 6 0	4 7 , 0 4 0	4 8 , 7 2 0
	1 . 2 0	1 . 2 5	1 . 3 0	1 . 3 5	1 . 4 0	1 . 4 5
7		4 3 , 3 4 4	4 5 , 0 2 4	4 6 , 7 0 4	4 8 , 3 8 4	5 0 , 0 6 4
		1 . 2 9	1 . 3 4	1 . 3 9	1 . 4 4	1 . 4 9
8			4 6 , 3 6 8	4 8 , 0 4 8	4 9 , 7 2 8	5 1 , 4 0 8
			1 . 3 8	1 . 4 3	1 . 4 8	1 . 5 3
9			4 7 , 7 1 2	4 9 , 3 9 2	5 1 , 0 7 2	5 2 , 7 5 2
			1 . 4 2	1 . 4 7	1 . 5 2	1 . 5 7
1 0				5 0 , 7 3 6	5 2 , 4 1 6	5 4 , 0 9 6
				1 . 5 1	1 . 5 6	1 . 6 1
1 1				5 2 , 0 8 0	5 3 , 7 6 0	5 5 , 4 4 0
				1 . 5 5	1 . 6 0	1 . 6 5
1 2					5 5 , 1 0 4	5 6 , 7 8 4
					1 . 6 4	1 . 6 9
1 3						5 8 , 1 2 8
						1 . 7 3

12/12/2017

Wausa

2017-2018
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: 34,200

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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18 Sp. or Dep. Dental
HEALTH	BC/BS	1150D	558.05	1032.44	1171.92	1573.60	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:							
LIFE							
LTD	Mut. of Omaha	.0043					
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: N

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 + 1 8	B A + 2 7	B A + 3 6	M A + 9	M A + 1 8
1	3 4 , 2 0 0	3 5 , 5 6 8	3 6 , 9 3 6	3 8 , 3 0 4	3 9 , 6 7 2	4 1 , 0 4 0	4 2 , 4 0 8
	1 . 0 0	1 . 0 4	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4
2	3 5 , 5 6 8	3 6 , 9 3 6	3 8 , 3 0 4	3 9 , 6 7 2	4 1 , 0 4 0	4 2 , 4 0 8	4 3 , 7 7 6
	1 . 0 4	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8
3	3 6 , 9 3 6	3 8 , 3 0 4	3 9 , 6 7 2	4 1 , 0 4 0	4 2 , 4 0 8	4 3 , 7 7 6	4 5 , 1 4 4
	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2
4	3 8 , 3 0 4	3 9 , 6 7 2	4 1 , 0 4 0	4 2 , 4 0 8	4 3 , 7 7 6	4 5 , 1 4 4	4 6 , 5 1 2
	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6
5	3 9 , 6 7 2	4 1 , 0 4 0	4 2 , 4 0 8	4 3 , 7 7 6	4 5 , 1 4 4	4 6 , 5 1 2	4 7 , 8 8 0
	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0
6	4 1 , 0 4 0	4 2 , 4 0 8	4 3 , 7 7 6	4 5 , 1 4 4	4 6 , 5 1 2	4 7 , 8 8 0	4 9 , 2 4 8
	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4
7	4 2 , 4 0 8	4 3 , 7 7 6	4 5 , 1 4 4	4 6 , 5 1 2	4 7 , 8 8 0	4 9 , 2 4 8	5 0 , 6 1 6
	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4	1 . 4 8
8		4 5 , 1 4 4	4 6 , 5 1 2	4 7 , 8 8 0	4 9 , 2 4 8	5 0 , 6 1 6	5 1 , 9 8 4
		1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4	1 . 4 8	1 . 5 2
9			4 7 , 8 8 0	4 9 , 2 4 8	5 0 , 6 1 6	5 1 , 9 8 4	5 3 , 3 5 2
			1 . 4 0	1 . 4 4	1 . 4 8	1 . 5 2	1 . 5 6
1 0				5 0 , 6 1 6	5 1 , 9 8 4	5 3 , 3 5 2	5 4 , 7 2 0
				1 . 4 8	1 . 5 2	1 . 5 6	1 . 6 0
1 1					5 3 , 3 5 2	5 4 , 7 2 0	5 6 , 0 8 8
					1 . 5 6	1 . 6 0	1 . 6 4
1 2					5 4 , 7 2 0	5 6 , 0 8 8	5 7 , 4 5 6
					1 . 6 0	1 . 6 4	1 . 6 8
1 3						5 7 , 4 5 6	5 8 , 8 2 4
						1 . 6 8	1 . 7 2

0 1 - 0 2 . 5 - . 7 4 f t e o f f e r e d b e n e f i t s e q u a l t o f t e ; . 7 5 - . 9 9 o f f e r e d b e n e f i t s e q u a l t o f u l l t i m e e m p l o y e e s

12/12/2017

Waverly

2017-2018
1.1

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: 34,825 Index: 5 x 4
Starting Salary: 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Madison Nat'l	2.40				
LTD	Madison Nat'l	.003				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 31.51 or 52.18 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	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				

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

WAVERLY									
					BA+36				
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,825	36,218	37,611	39,004	40,397	41,790	43,183	44,576	45,969
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	36,566	37,959	39,352	40,745	42,138	43,531	44,924	46,317	47,710
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	38,308	39,701	41,094	42,487	43,880	45,273	46,666	48,059	49,452
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	40,049	41,442	42,835	44,228	45,621	47,014	48,407	49,800	51,193
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5		43,183	44,576	45,969	47,362	48,755	50,148	51,541	52,934
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		44,924	46,317	47,710	49,103	50,496	51,889	53,282	54,675
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			48,059	49,452	50,845	52,238	53,631	55,024	56,417
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				51,193	52,586	53,979	55,372	56,765	58,158
				1.47	1.51	1.55	1.59	1.63	1.67
9					54,327	55,720	57,113	58,506	59,899
					1.56	1.60	1.64	1.68	1.72
10					56,068	57,461	58,854	60,247	61,640
					1.61	1.65	1.69	1.73	1.77
11					57,810	59,203	60,596	61,989	63,382
					1.66	1.70	1.74	1.78	1.82
12								63,730	65,123
								1.83	1.87
13									66,864
									1.92

12/12/2017

Wayne

2017-2018
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	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:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	200
HEALTH	Aetna	1000D/3000D	625.51	1770.10	1770.10	1770.10	Cash
DENTAL	Ameritas		39.60	39.60	39.60	39.60	
PPO:							
LIFE	Mutual of Omaha	9.75					
LTD							
NON-PARTICIPANT	200 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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

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

12/12/2017

Weeping Water

2017-2018
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: 34,900 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	607.93	1124.68	1276.65	1714.22
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

Couple - Benefits 479.88

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	34,900	36,296	37,692	39,088	40,484	41,880	43,276	44,672
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,296	37,692	39,088	40,484	41,880	43,276	44,672	46,068
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,692	39,088	40,484	41,880	43,276	44,672	46,068	47,464
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,088	40,484	41,880	43,276	44,672	46,068	47,464	48,860
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,484	41,880	43,276	44,672	46,068	47,464	48,860	50,256
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,880	43,276	44,672	46,068	47,464	48,860	50,256	51,652
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	43,276	44,672	46,068	47,464	48,860	50,256	51,652	53,048
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		46,068	47,464	48,860	50,256	51,652	53,048	54,444
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			48,860	50,256	51,652	53,048	54,444	55,840
			1.40	1.44	1.48	1.52	1.56	1.60
10				51,652	53,048	54,444	55,840	57,236
				1.48	1.52	1.56	1.60	1.64
11				53,048	54,444	55,840	57,236	58,632
				1.52	1.56	1.60	1.64	1.68
12					55,840	57,236	58,632	60,028
					1.60	1.64	1.68	1.72
13					57,236	58,632	60,028	61,424
					1.64	1.68	1.72	1.76
14						60,028	61,424	62,820
						1.72	1.76	1.80
15								64,216
								1.84

12/12/2017

West Holt

2017-2018
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: 34,000
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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal		.0047			
NON-PARTICIPANT						

Couple - Benefits
28.67
Single 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	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	34,000	35,445	36,890	38,335	39,780	41,225	42,670	44,115
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	35,445	36,890	38,335	39,780	41,225	42,670	44,115	45,560
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
3	36,890	38,335	39,780	41,225	42,670	44,115	45,560	47,005
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
4	38,335	39,780	41,225	42,670	44,115	45,560	47,005	48,450
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
5	39,780	41,225	42,670	44,115	45,560	47,005	48,450	49,895
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
6	41,225	42,670	44,115	45,560	47,005	48,450	49,895	51,340
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
7	42,670	44,115	45,560	47,005	48,450	49,895	51,340	52,785
	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
8	44,115	45,560	47,005	48,450	49,895	51,340	52,785	54,230
	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
9		47,005	48,450	49,895	51,340	52,785	54,230	55,675
		1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375
10			49,895	51,340	52,785	54,230	55,675	57,120
			1.4675	1.51	1.5525	1.595	1.6375	1.68
11			51,340	52,785	54,230	55,675	57,120	58,565
			1.51	1.5525	1.595	1.6375	1.68	1.7225
12				54,230	55,675	57,120	58,565	60,010
				1.595	1.6375	1.68	1.7225	1.765
13					57,120	58,565	60,010	61,455
					1.68	1.7225	1.765	1.8075
14						60,010	61,455	62,900
						1.765	1.8075	1.85
15							62,900	64,345
							1.85	1.8925
16								65,790
								1.935

12/12/2017

West Point

2017-2018
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:	6.75	6.75	6.5
Planning Time:	49	49	40
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: all

Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

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	577.53	1068.45	1212.82	1628.51	Two Ind Policies*
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE	Madison Ntl.		2.85				
LTD	Madison Ntl.		.0053 (+Bthru sal)				
NON-PARTICIPANT							

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	34,200	35,910	37,620	39,330	41,040	42,750	44,460	46,170	47,880
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	35,568	37,278	38,988	40,698	42,408	44,118	45,828	47,538	49,248
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	36,936	38,646	40,356	42,066	43,776	45,486	47,196	48,906	50,616
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,304	40,014	41,724	43,434	45,144	46,854	48,564	50,274	51,984
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	39,672	41,382	43,092	44,802	46,512	48,222	49,932	51,642	53,352
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	41,040	42,750	44,460	46,170	47,880	49,590	51,300	53,010	54,720
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		44,118	45,828	47,538	49,248	50,958	52,668	54,378	56,088
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		45,486	47,196	48,906	50,616	52,326	54,036	55,746	57,456
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			48,564	50,274	51,984	53,694	55,404	57,114	58,824
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			49,932	51,642	53,352	55,062	56,772	58,482	60,192
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				53,010	54,720	56,430	58,140	59,850	61,560
				1.55	1.60	1.65	1.70	1.75	1.80
12				54,378	56,088	57,798	59,508	61,218	62,928
				1.59	1.64	1.69	1.74	1.79	1.84
13					57,456	59,166	60,876	62,586	64,296
					1.68	1.73	1.78	1.83	1.88
14					58,824	60,534	62,244	63,954	65,664
					1.72	1.77	1.82	1.87	1.92
15					60,192	61,902	63,612	65,322	67,032
					1.76	1.81	1.86	1.91	1.96

12/12/2017

Westside

2017-2018
1.1

WORKING CONDITIONS

Contract Days: 191 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: 36,700 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					

OTHER DISTRICT POLICIES

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

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

12/12/2017

Wheeler Central

2017-2018
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: 33,050 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85
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	33,050	34,537	36,025	37,512	38,999	40,486	41,974
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	34,537	36,025	37,512	38,999	40,486	41,974	43,461
	1.045	1.09	1.135	1.18	1.225	1.27	1.315
3	36,025	37,512	38,999	40,486	41,974	43,461	44,948
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	37,512	38,999	40,486	41,974	43,461	44,948	46,435
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	38,999	40,486	41,974	43,461	44,948	46,435	47,923
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6		41,974	43,461	44,948	46,435	47,923	49,410
		1.27	1.315	1.36	1.405	1.45	1.495
7		43,461	44,948	46,435	47,923	49,410	50,897
		1.315	1.36	1.405	1.45	1.495	1.54
8			46,435	47,923	49,410	50,897	52,384
			1.405	1.45	1.495	1.54	1.585
9			47,923	49,410	50,897	52,384	53,872
			1.45	1.495	1.54	1.585	1.63
10				50,897	52,384	53,872	55,359
				1.54	1.585	1.63	1.675
11				52,384	53,872	55,359	56,846
				1.585	1.63	1.675	1.72
12					55,359	56,846	58,333
					1.675	1.72	1.765
13					56,846	58,333	59,821
					1.72	1.765	1.81
14						59,821	61,308
						1.81	1.855
15							62,795
							1.9

12/12/2017

Wilber-Clatonia

2017-2018
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: 35,150 Index: 4 x 4.5
Starting Salary: 37,962 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	900D/3500D	577.53	1068.45	1212.82	1628.51	94.01 or 114.68 Dep. Dental + caf
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: married - fam dent & $62.50/mo in COMMENTS:
LIFE
LTD Nat'l Insurance .00336(+Bthru sal)
NON-PARTICIPANT

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	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	35,150	36,732	38,314	39,895	41,477	43,059	44,641	46,222	47,804
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	36,556	38,138	39,720	41,301	42,883	44,465	46,047	47,628	49,210
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4
3	37,962	39,544	41,126	42,707	44,289	45,871	47,453	49,034	50,616
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44
4	39,368	40,950	42,532	44,113	45,695	47,277	48,859	50,440	52,022
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48
5	40,774	42,356	43,938	45,519	47,101	48,683	50,265	51,846	53,428
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52
6	42,180	43,762	45,344	46,925	48,507	50,089	51,671	53,252	54,834
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56
7		45,168	46,750	48,331	49,913	51,495	53,077	54,658	56,240
		1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6
8			48,156	49,737	51,319	52,901	54,483	56,064	57,646
			1.37	1.415	1.46	1.505	1.55	1.595	1.64
9			49,562	51,143	52,725	54,307	55,889	57,470	59,052
			1.41	1.455	1.5	1.545	1.59	1.635	1.68
10				52,549	54,131	55,713	57,295	58,876	60,458
				1.495	1.54	1.585	1.63	1.675	1.72
11					55,537	57,119	58,701	60,282	61,864
					1.58	1.625	1.67	1.715	1.76
12					56,943	58,525	60,107	61,688	63,270
					1.62	1.665	1.71	1.755	1.8
13					58,349	59,931	61,513	63,094	64,676
					1.66	1.705	1.75	1.795	1.84
14							62,919	64,500	66,082
							1.79	1.835	1.88
15									67,488
									1.92

12/12/2017

Wilcox-Hildreth

2017-2018
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: 34,100 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
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	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		43,648	45,012	46,376	47,740	47,740	49,104	50,468
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8			46,376	47,740	49,104	49,104	50,468	51,832
			1.36	1.40	1.44	1.44	1.48	1.52
9				49,104	50,468	50,468	51,832	53,196
				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					53,196	53,196	54,560	55,924
					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						57,288	58,652	60,016
						1.68	1.72	1.76
15							60,016	61,380
							1.76	1.80
16								62,744
								1.84

12/12/2017

Winnebago

2017-2018
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: 39,124 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	**Couple - Benefits**
HEALTH	BC/BS	600D	609.09	1126.84	1279.10	1717.51	
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85	
PPO:			COMMENTS:				
LIFE	Madison Life	12.48			Deductible Reimbursement: Y		600/1200
LTD	Madison Nat'l	.0055 (thru sal)					
NON-PARTICIPANT							

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 + 3 6		
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 9 , 1 2 4	4 0 , 6 8 9	4 2 , 2 5 4	4 3 , 8 1 9	4 5 , 3 8 4	4 6 , 9 4 9	4 8 , 5 1 4
	1 . 0 0	1 . 0 4	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4
2	4 0 , 6 8 9	4 2 , 2 5 4	4 3 , 8 1 9	4 5 , 3 8 4	4 6 , 9 4 9	4 8 , 5 1 4	5 0 , 0 7 9
	1 . 0 4	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8
3	4 2 , 2 5 4	4 3 , 8 1 9	4 5 , 3 8 4	4 6 , 9 4 9	4 8 , 5 1 4	5 0 , 0 7 9	5 1 , 6 4 4
	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2
4	4 3 , 8 1 9	4 5 , 3 8 4	4 6 , 9 4 9	4 8 , 5 1 4	5 0 , 0 7 9	5 1 , 6 4 4	5 3 , 2 0 9
	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6
5	4 5 , 3 8 4	4 6 , 9 4 9	4 8 , 5 1 4	5 0 , 0 7 9	5 1 , 6 4 4	5 3 , 2 0 9	5 4 , 7 7 4
	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0
6	4 6 , 9 4 9	4 8 , 5 1 4	5 0 , 0 7 9	5 1 , 6 4 4	5 3 , 2 0 9	5 4 , 7 7 4	5 6 , 3 3 9
	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4
7	4 8 , 5 1 4	5 0 , 0 7 9	5 1 , 6 4 4	5 3 , 2 0 9	5 4 , 7 7 4	5 6 , 3 3 9	5 7 , 9 0 4
	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4	1 . 4 8
8		5 1 , 6 4 4	5 3 , 2 0 9	5 4 , 7 7 4	5 6 , 3 3 9	5 7 , 9 0 4	5 9 , 4 6 8
		1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4	1 . 4 8	1 . 5 2
9			5 4 , 7 7 4	5 6 , 3 3 9	5 7 , 9 0 4	5 9 , 4 6 8	6 1 , 0 3 3
			1 . 4 0	1 . 4 4	1 . 4 8	1 . 5 2	1 . 5 6
1 0			5 6 , 3 3 9	5 7 , 9 0 4	5 9 , 4 6 8	6 1 , 0 3 3	6 2 , 5 9 8
			1 . 4 4	1 . 4 8	1 . 5 2	1 . 5 6	1 . 6 0
1 1			5 7 , 9 0 4	5 9 , 4 6 8	6 1 , 0 3 3	6 2 , 5 9 8	6 4 , 1 6 3
			1 . 4 8	1 . 5 2	1 . 5 6	1 . 6 0	1 . 6 4
1 2					6 2 , 5 9 8	6 4 , 1 6 3	6 5 , 7 2 8
					1 . 6 0	1 . 6 4	1 . 6 8
1 3						6 5 , 7 2 8	6 7 , 2 9 3
						1 . 6 8	1 . 7 2
1 4							6 8 , 8 5 8
							1 . 7 6

12/12/2017

Winside

2017-2018
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: 34,650 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	National Ins	.0029				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 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.				

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: 20 day emergency sick lv.

OTHER DISTRICT POLICIES

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

WINSIDE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	34,650	36,036	37,422	38,808	40,194	40,194	41,580	42,966	44,352
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	36,036	37,422	38,808	40,194	41,580	41,580	42,966	44,352	45,738
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32
3	37,422	38,808	40,194	41,580	42,966	42,966	44,352	45,738	47,124
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36
4	38,808	40,194	41,580	42,966	44,352	44,352	45,738	47,124	48,510
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40
5	40,194	41,580	42,966	44,352	45,738	45,738	47,124	48,510	49,896
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44
6	41,580	42,966	44,352	45,738	47,124	47,124	48,510	49,896	51,282
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
7	42,966	44,352	45,738	47,124	48,510	48,510	49,896	51,282	52,668
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52
8		45,738	47,124	48,510	49,896	49,896	51,282	52,668	54,054
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56
9			48,510	49,896	51,282	51,282	52,668	54,054	55,440
			1.40	1.44	1.48	1.48	1.52	1.56	1.60
10				51,282	52,668	52,668	54,054	55,440	56,826
				1.48	1.52	1.52	1.56	1.60	1.64
11				52,668	54,054	54,054	55,440	56,826	58,212
				1.52	1.56	1.56	1.60	1.64	1.68
12				54,054	55,440	55,440	56,826	58,212	59,598
				1.56	1.60	1.60	1.64	1.68	1.72
13				55,440	56,826	56,826	58,212	59,598	60,984
				1.60	1.64	1.64	1.68	1.72	1.76
14								60,984	62,370
								1.76	1.80
15									63,756
									1.84

12/12/2017

Wisner-Pilger

2017-2018
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:	6	6	

SALARY SCHEDULE

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

Vertical Freeze:
Rollback:
Multi-year Contract: 17-18, 18-19

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	607.93	1124.68	1276.65	1714.22	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: if took CIL in 06-07, will rec 636.60 COMMENTS:
LIFE Guardian 4.50 Deductible Reimbursement:
LTD National Ins. .0049
NON-PARTICIPANT $652.66 CIL, 636.60/

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	33,900	35,595	37,290	38,985	40,680	42,375	44,070	45,765
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	35,256	36,951	38,646	40,341	42,036	43,731	45,426	47,121
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	36,612	38,307	40,002	41,697	43,392	45,087	46,782	48,477
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	37,968	39,663	41,358	43,053	44,748	46,443	48,138	49,833
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,324	41,019	42,714	44,409	46,104	47,799	49,494	51,189
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	40,680	42,375	44,070	45,765	47,460	49,155	50,850	52,545
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		43,731	45,426	47,121	48,816	50,511	52,206	53,901
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		45,087	46,782	48,477	50,172	51,867	53,562	55,257
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			48,138	49,833	51,528	53,223	54,918	56,613
			1.42	1.47	1.52	1.57	1.62	1.67
10			49,494	51,189	52,884	54,579	56,274	57,969
			1.46	1.51	1.56	1.61	1.66	1.71
11			50,850	52,545	54,240	55,935	57,630	59,325
			1.50	1.55	1.60	1.65	1.70	1.75
12				53,901	55,596	57,291	58,986	60,681
				1.59	1.64	1.69	1.74	1.79
13				55,257	56,952	58,647	60,342	62,037
				1.63	1.68	1.73	1.78	1.83
14					58,308	60,003	61,698	63,393
					1.72	1.77	1.82	1.87
15					59,664	61,359	63,054	64,749
					1.76	1.81	1.86	1.91
16						62,715	64,410	66,105
						1.85	1.90	1.95

12/12/2017

Wood River Rural

2017-2018
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: 35,000
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
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal	.0033				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18 Ind 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	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 5 , 0 0 0	3 6 , 7 5 0	3 8 , 5 0 0	4 0 , 2 5 0	4 2 , 0 0 0	4 3 , 7 5 0	4 5 , 5 0 0
	1 . 0 0	1 . 0 5	1 . 1 0	1 . 1 5	1 . 2 0	1 . 2 5	1 . 3 0
1	3 6 , 4 0 0	3 8 , 1 5 0	3 9 , 9 0 0	4 1 , 6 5 0	4 3 , 4 0 0	4 5 , 1 5 0	4 6 , 9 0 0
	1 . 0 4	1 . 0 9	1 . 1 4	1 . 1 9	1 . 2 4	1 . 2 9	1 . 3 4
2	3 7 , 8 0 0	3 9 , 5 5 0	4 1 , 3 0 0	4 3 , 0 5 0	4 4 , 8 0 0	4 6 , 5 5 0	4 8 , 3 0 0
	1 . 0 8	1 . 1 3	1 . 1 8	1 . 2 3	1 . 2 8	1 . 3 3	1 . 3 8
3	3 9 , 2 0 0	4 0 , 9 5 0	4 2 , 7 0 0	4 4 , 4 5 0	4 6 , 2 0 0	4 7 , 9 5 0	4 9 , 7 0 0
	1 . 1 2	1 . 1 7	1 . 2 2	1 . 2 7	1 . 3 2	1 . 3 7	1 . 4 2
4	4 0 , 6 0 0	4 2 , 3 5 0	4 4 , 1 0 0	4 5 , 8 5 0	4 7 , 6 0 0	4 9 , 3 5 0	5 1 , 1 0 0
	1 . 1 6	1 . 2 1	1 . 2 6	1 . 3 1	1 . 3 6	1 . 4 1	1 . 4 6
5		4 3 , 7 5 0	4 5 , 5 0 0	4 7 , 2 5 0	4 9 , 0 0 0	5 0 , 7 5 0	5 2 , 5 0 0
		1 . 2 5	1 . 3 0	1 . 3 5	1 . 4 0	1 . 4 5	1 . 5 0
6		4 5 , 1 5 0	4 6 , 9 0 0	4 8 , 6 5 0	5 0 , 4 0 0	5 2 , 1 5 0	5 3 , 9 0 0
		1 . 2 9	1 . 3 4	1 . 3 9	1 . 4 4	1 . 4 9	1 . 5 4
7			4 8 , 3 0 0	5 0 , 0 5 0	5 1 , 8 0 0	5 3 , 5 5 0	5 5 , 3 0 0
			1 . 3 8	1 . 4 3	1 . 4 8	1 . 5 3	1 . 5 8
8			4 9 , 7 0 0	5 1 , 4 5 0	5 3 , 2 0 0	5 4 , 9 5 0	5 6 , 7 0 0
			1 . 4 2	1 . 4 7	1 . 5 2	1 . 5 7	1 . 6 2
9				5 2 , 8 5 0	5 4 , 6 0 0	5 6 , 3 5 0	5 8 , 1 0 0
				1 . 5 1	1 . 5 6	1 . 6 1	1 . 6 6
1 0				5 4 , 2 5 0	5 6 , 0 0 0	5 7 , 7 5 0	5 9 , 5 0 0
				1 . 5 5	1 . 6 0	1 . 6 5	1 . 7 0
1 1				5 5 , 6 5 0	5 7 , 4 0 0	5 9 , 1 5 0	6 0 , 9 0 0
				1 . 5 9	1 . 6 4	1 . 6 9	1 . 7 4
1 2					5 8 , 8 0 0	6 0 , 5 5 0	6 2 , 3 0 0
					1 . 6 8	1 . 7 3	1 . 7 8
1 3					6 0 , 2 0 0	6 1 , 9 5 0	6 3 , 7 0 0
					1 . 7 2	1 . 7 7	1 . 8 2
1 4						6 3 , 3 5 0	6 5 , 1 0 0
						1 . 8 1	1 . 8 6

12/12/2017

Wynot

2017-2018
1.1

WORKING CONDITIONS

Contract Days: 172 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.58	8.58	8.58
Length of Student Day:	8.5	8.5	8.5
Planning Time:	50	50	50
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 34,350 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	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
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:

WYNOT						
	BA	BA+9	BA+18	BA+27	MA	MA+9
Step						
1	34,350	35,724	37,098	38,472	39,846	41,220
	1.00	1.04	1.08	1.12	1.16	1.20
2	35,724	37,098	38,472	39,846	41,220	42,594
	1.04	1.08	1.12	1.16	1.20	1.24
3	37,098	38,472	39,846	41,220	42,594	43,968
	1.08	1.12	1.16	1.20	1.24	1.28
4	38,472	39,846	41,220	42,594	43,968	45,342
	1.12	1.16	1.20	1.24	1.28	1.32
5	39,846	41,220	42,594	43,968	45,342	46,716
	1.16	1.20	1.24	1.28	1.32	1.36
6	41,220	42,594	43,968	45,342	46,716	48,090
	1.20	1.24	1.28	1.32	1.36	1.40
7	42,594	43,968	45,342	46,716	48,090	49,464
	1.24	1.28	1.32	1.36	1.40	1.44
8	43,968	45,342	46,716	48,090	49,464	50,838
	1.28	1.32	1.36	1.40	1.44	1.48
9		46,716	48,090	49,464	50,838	52,212
		1.36	1.40	1.44	1.48	1.52
10			49,464	50,838	52,212	53,586
			1.44	1.48	1.52	1.56
11				52,212	53,586	54,960
				1.52	1.56	1.60
12					54,960	56,334
					1.60	1.64
13						57,708
						1.68

12/12/2017

York

2017-2018
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: 33,800 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*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	Performax	900D					Dep Dental
DENTAL	SelfInsure						
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				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES: Emergency - 10 max., Jury duty

YORK										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27
0	33,800	35,152	36,504	37,856	38,532	39,208	39,208	40,560	41,912	43,264
	1.00	1.04	1.08	1.12	1.14	1.16	1.16	1.2	1.24	1.28
1	35,490	36,842	38,194	39,546	40,222	40,898	40,898	42,250	43,602	44,954
	1.05	1.09	1.13	1.17	1.19	1.21	1.21	1.25	1.29	1.33
2	37,180	38,532	39,884	41,236	41,912	42,588	42,588	43,940	45,292	46,644
	1.1	1.14	1.18	1.22	1.24	1.26	1.26	1.3	1.34	1.38
3	38,870	40,222	41,574	42,926	43,602	44,278	44,278	45,630	46,982	48,334
	1.15	1.19	1.23	1.27	1.29	1.31	1.31	1.35	1.39	1.43
4	40,560	41,912	43,264	44,616	45,292	45,968	45,968	47,320	48,672	50,024
	1.2	1.24	1.28	1.32	1.34	1.36	1.36	1.4	1.44	1.48
5	42,250	43,602	44,954	46,306	46,982	47,658	47,658	49,010	50,362	51,714
	1.25	1.29	1.33	1.37	1.39	1.41	1.41	1.45	1.49	1.53
6		45,292	46,644	47,996	48,672	49,348	49,348	50,700	52,052	53,404
		1.34	1.38	1.42	1.44	1.46	1.46	1.5	1.54	1.58
7			48,334	49,686	50,362	51,038	51,038	52,390	53,742	55,094
			1.43	1.47	1.49	1.51	1.51	1.55	1.59	1.63
8				51,376	52,052	52,728	52,728	54,080	55,432	56,784
				1.52	1.54	1.56	1.56	1.6	1.64	1.68
9					53,742	54,418	54,418	55,770	57,122	58,474
					1.59	1.61	1.61	1.65	1.69	1.73
10					55,432	56,108	56,108	57,460	58,812	60,164
					1.64	1.66	1.66	1.7	1.74	1.78
11						57,798	57,798	59,150	60,502	61,854
						1.71	1.71	1.75	1.79	1.83
12						59,488	59,488	60,840	62,192	63,544
						1.76	1.76	1.8	1.84	1.88
13						59,488		62,530	63,882	65,234
						1.76		1.85	1.89	1.93
14						59,488			65,572	66,924
						1.76			1.94	1.98
15						60,333				68,614
						1.785				2.03
16										68,614
										2.03
17										69,459
										2.055
18										69,459
										2.055
19										70,304
										2.08
20										70,304
										2.08
21										71,149
										2.105

12/12/2017

Yutan

2017-2018
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: 34,820

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	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	607.93	1124.68	1276.65	1714.22	331.51 or 352.18 Dep Dent + TSA
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: >0.75 fte recv full ins

COMMENTS:

LIFE

Deductible Reimbursement:

LTD Madison .0065

NON-PARTICIPANT $125 Single/$300 Fa

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	34,820	36,213	37,606	38,998	40,391	41,784	43,177	44,570	47,355
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.36
2	36,213	37,606	38,998	40,391	41,784	43,177	44,570	45,962	48,748
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.40
3	37,606	38,998	40,391	41,784	43,177	44,570	45,962	47,355	50,141
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.44
4	38,998	40,391	41,784	43,177	44,570	45,962	47,355	48,748	51,534
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.48
5	40,391	41,784	43,177	44,570	45,962	47,355	48,748	50,141	52,926
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.52
6	41,784	43,177	44,570	45,962	47,355	48,748	50,141	51,534	54,319
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.56
7		44,570	45,962	47,355	48,748	50,141	51,534	52,926	55,712
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.60
8		45,962	47,355	48,748	50,141	51,534	52,926	54,319	57,105
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.64
9			48,748	50,141	51,534	52,926	54,319	55,712	58,498
			1.40	1.44	1.48	1.52	1.56	1.60	1.68
10			50,141	51,534	52,926	54,319	55,712	57,105	59,890
			1.44	1.48	1.52	1.56	1.60	1.64	1.72
11				52,926	54,319	55,712	57,105	58,498	61,283
				1.52	1.56	1.60	1.64	1.68	1.76
12				54,319	55,712	57,105	58,498	59,890	62,676
				1.56	1.60	1.64	1.68	1.72	1.80
13					57,105	58,498	59,890	61,283	64,069
					1.64	1.68	1.72	1.76	1.84
14					58,498	59,890	61,283	62,676	65,462
					1.68	1.72	1.76	1.80	1.88
15					59,890	61,283	62,676	64,069	66,854
					1.72	1.76	1.80	1.84	1.92