



**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: 34,900 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	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Cash
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	34,900	36,471	38,041	39,612	41,182	42,753	44,323
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	36,296	37,867	39,437	41,008	42,578	44,149	45,719
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	37,692	39,263	40,833	42,404	43,974	45,545	47,115
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	39,088	40,659	42,229	43,800	45,370	46,941	48,511
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	40,484	42,055	43,625	45,196	46,766	48,337	49,907
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	41,880	43,451	45,021	46,592	48,162	49,733	51,303
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7		44,847	46,417	47,988	49,558	51,129	52,699
		1.285	1.33	1.375	1.42	1.465	1.51
8			47,813	49,384	50,954	52,525	54,095
			1.37	1.415	1.46	1.505	1.55
9				50,780	52,350	53,921	55,491
				1.455	1.5	1.545	1.59
10				52,176	53,746	55,317	56,887
				1.495	1.54	1.585	1.63
11					55,142	56,713	58,283
					1.58	1.625	1.67
12					56,538	58,109	59,679
					1.62	1.665	1.71
13						59,505	61,075
						1.705	1.75
14							62,471
							1.79

15-16: BA 45 removed from schedule/grandfathered



**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: 34,400 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
HEALTH	BC/BS	600D/3500D	609.09	1126.84	1279.10	1717.51	Sp or Dep Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Principal	.0016					
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	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	34,400	35,948	37,496	39,044	40,592	42,140	43,688	45,236	46,784
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,948	37,496	39,044	40,592	42,140	43,688	45,236	46,784	48,332
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	37,496	39,044	40,592	42,140	43,688	45,236	46,784	48,332	49,880
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	39,044	40,592	42,140	43,688	45,236	46,784	48,332	49,880	51,428
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	40,592	42,140	43,688	45,236	46,784	48,332	49,880	51,428	52,976
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	42,140	43,688	45,236	46,784	48,332	49,880	51,428	52,976	54,524
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7	43,688	45,236	46,784	48,332	49,880	51,428	52,976	54,524	56,072
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8		46,784	48,332	49,880	51,428	52,976	54,524	56,072	57,620
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			49,880	51,428	52,976	54,524	56,072	57,620	59,168
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				52,976	54,524	56,072	57,620	59,168	60,716
				1.54	1.585	1.63	1.675	1.72	1.765
11					56,072	57,620	59,168	60,716	62,264
					1.63	1.675	1.72	1.765	1.81
12						59,168	60,716	62,264	63,812
						1.72	1.765	1.81	1.855
13							62,264	63,812	65,360
							1.81	1.855	1.9

# Battle Creek

**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: 35,200 Index: 4 x 5  
 Starting Salary: 38,016 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	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	350 or 636.60 ea	Individ.	Depend.
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22		Options:	One-time Ded. Payment
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Annuity or 2 Ind Policies	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	Y
LIFE							Deductible Reimbursement:		
LTD	Madison Nat'l	.0044						<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT	\$350 annuity							Minimum FTE:	0.75
								Contribution:	fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	
SICK	10	45	yes				
Other Info:	if use only 2, get add'l personal day						
PERSONAL	2			no	accum to 3, \$100/day unused	Voluntary Separation:	Y N
BEREAVEMENT	3				per occur.	Grievance:	Y N
PROFESSIONAL	2			yes		Sick Bank:	Y N
ADOPTION							
ASSOCIATION							

**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	35,200	36,960	38,720	40,480	42,240	44,000	45,760	47,520
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	36,608	38,368	40,128	41,888	43,648	45,408	47,168	48,928
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	38,016	39,776	41,536	43,296	45,056	46,816	48,576	50,336
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	39,424	41,184	42,944	44,704	46,464	48,224	49,984	51,744
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	40,832	42,592	44,352	46,112	47,872	49,632	51,392	53,152
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	42,240	44,000	45,760	47,520	49,280	51,040	52,800	54,560
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	43,648	45,408	47,168	48,928	50,688	52,448	54,208	55,968
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		46,816	48,576	50,336	52,096	53,856	55,616	57,376
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		48,224	49,984	51,744	53,504	55,264	57,024	58,784
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			51,392	53,152	54,912	56,672	58,432	60,192
			1.46	1.51	1.56	1.61	1.66	1.71
11			52,800	54,560	56,320	58,080	59,840	61,600
			1.50	1.55	1.60	1.65	1.70	1.75
12				55,968	57,728	59,488	61,248	63,008
				1.59	1.64	1.69	1.74	1.79
13				57,376	59,136	60,896	62,656	64,416
				1.63	1.68	1.73	1.78	1.83
14					60,544	62,304	64,064	65,824
					1.72	1.77	1.82	1.87
15					61,952	63,712	65,472	67,232
					1.76	1.81	1.86	1.91
16						65,120	66,880	68,640
						1.85	1.90	1.95
17							68,288	70,048
							1.94	1.99
18								71,456
								2.03
19								72,864
								2.07

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

**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: 34,925 Index: 5 x 4  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 5  
 Vertical Freeze:  
 Rollback: 1/00-01  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			
		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:			COMMENTS:			
LIFE	Guardian	3.00	Deductible Reimbursement:			
LTD	National Ins	.0025 (+B)				
NON-PARTICIPANT	\$300 CIL (grandfathe					

**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.; add'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	34,925	36,322	37,719	39,116	40,513	41,910	43,307	44,704	46,101	47,498
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	36,671	38,068	39,465	40,862	42,259	43,656	45,053	46,450	47,847	49,244
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	38,418	39,815	41,212	42,609	44,006	45,403	46,800	48,197	49,594	50,991
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	40,164	41,561	42,958	44,355	45,752	47,149	48,546	49,943	51,340	52,737
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	41,910	43,307	44,704	46,101	47,498	48,895	50,292	51,689	53,086	54,483
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6	43,656	45,053	46,450	47,847	49,244	50,641	52,038	53,435	54,832	56,229
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7		46,800	48,197	49,594	50,991	52,388	53,785	55,182	56,579	57,976
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8			49,943	51,340	52,737	54,134	55,531	56,928	58,325	59,722
			1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				53,086	54,483	55,880	57,277	58,674	60,071	61,468
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					56,229	57,626	59,023	60,420	61,817	63,214
					1.61	1.65	1.69	1.73	1.77	1.81
11					57,976	59,373	60,770	62,167	63,564	64,961
					1.66	1.70	1.74	1.78	1.82	1.86
12							62,516	63,913	65,310	66,707
							1.79	1.83	1.87	1.91
13								65,659	67,056	68,453
								1.88	1.92	1.96



**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: 34,750 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	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	2	28.67	28.67	28.67	28.67
PPO:		COMMENTS:				
LIFE		Deductible Reimbursement:				
LTD						
NON-PARTICIPANT						

**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	60	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	34,750	36,227	37,704	39,181	40,658	42,134	
	1.00	1.0425	1.085	1.1275	1.17	1.2125	
2	36,227	37,704	39,181	40,658	42,134	43,611	
	1.0425	1.085	1.1275	1.17	1.2125	1.255	
3	37,704	39,181	40,658	42,134	43,611	45,088	
	1.085	1.1275	1.17	1.2125	1.255	1.2975	
4	39,181	40,658	42,134	43,611	45,088	46,565	
	1.1275	1.17	1.2125	1.255	1.2975	1.34	
5	40,658	42,134	43,611	45,088	46,565	48,042	
	1.17	1.2125	1.255	1.2975	1.34	1.3825	
6	42,134	43,611	45,088	46,565	48,042	49,519	
	1.2125	1.255	1.2975	1.34	1.3825	1.425	
7	43,611	45,088	46,565	48,042	49,519	50,996	
	1.255	1.2975	1.34	1.3825	1.425	1.4675	
8	45,088	46,565	48,042	49,519	50,996	52,473	
	1.2975	1.34	1.3825	1.425	1.4675	1.51	
9		48,042	49,519	50,996	52,473	53,949	
		1.3825	1.425	1.4675	1.51	1.5525	
10			50,996	52,473	53,949	55,426	
			1.4675	1.51	1.5525	1.595	
11			52,473	53,949	55,426	56,903	
			1.51	1.5525	1.595	1.6375	
12				55,426	56,903	58,380	
				1.595	1.6375	1.68	
13				56,903	58,380	59,857	
				1.6375	1.68	1.7225	



**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: 34,200 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	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67 or 52.18	Individ. Depend.
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51		Options:
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Ind or Dep. Dental	IRS 125: Y
PPO:			COMMENTS:					Flex Accounts: N
LIFE			Deductible Reimbursement:					<b>PART-TIME BENEFITS</b>
LTD	Madison Ntl.	.0053 (+B)						Minimum FTE: 0.5
NON-PARTICIPANT								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					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

CENTRAL CITY									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	34,200	35,568	36,936	38,304	39,672	41,040	42,408	43,776	45,144
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	35,910	37,278	38,646	40,014	41,382	42,750	44,118	45,486	46,854
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	37,620	38,988	40,356	41,724	43,092	44,460	45,828	47,196	48,564
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	39,330	40,698	42,066	43,434	44,802	46,170	47,538	48,906	50,274
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	41,040	42,408	43,776	45,144	46,512	47,880	49,248	50,616	51,984
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	42,750	44,118	45,486	46,854	48,222	49,590	50,958	52,326	53,694
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	44,460	45,828	47,196	48,564	49,932	51,300	52,668	54,036	55,404
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8		47,538	48,906	50,274	51,642	53,010	54,378	55,746	57,114
		1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9			50,616	51,984	53,352	54,720	56,088	57,456	58,824
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
10			52,326	53,694	55,062	56,430	57,798	59,166	60,534
			1.53	1.57	1.61	1.65	1.69	1.73	1.77
11				55,404	56,772	58,140	59,508	60,876	62,244
				1.62	1.66	1.70	1.74	1.78	1.82
12					58,482	59,850	61,218	62,586	63,954
					1.71	1.75	1.79	1.83	1.87
13					60,192	61,560	62,928	64,296	65,664
					1.76	1.80	1.84	1.88	1.92
14						63,270	64,638	66,006	67,374
						1.85	1.89	1.93	1.97
15							66,348	67,716	69,084
							1.94	1.98	2.02
16								69,426	70,794
								2.03	2.07
17									72,504
									2.12

03-04 grandfathered BA stp 8, BA9 stp 9 & MA+36 stp 17

**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: 33,500 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	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	150D/3500E	558.05	1032.44	1171.92	1573.60	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.				

**OTHER DISTRICT POLICIES**

	<i>Negotiated/</i>
	<i>Exists Policy</i>
Voluntary Separation:	Y N
Grievance:	Y N
Sick Bank:	Y N

**SABBATICAL:**

**SEVERANCE PAY:** Yes

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

CHADRON						
	BA	BA+18	MA	MA+27	EDSPEC	DOC
<b>Step</b>						
1	33,500	36,515	39,530	44,053	45,560	51,590
	1.00	1.09	1.18	1.315	1.36	1.54
2	35,008	38,023	41,038	45,560	47,068	53,098
	1.045	1.135	1.225	1.36	1.405	1.585
3	36,515	39,530	42,545	47,068	48,575	54,605
	1.09	1.18	1.27	1.405	1.45	1.63
4	38,023	41,038	44,053	48,575	50,083	56,113
	1.135	1.225	1.315	1.45	1.495	1.675
5	39,530	42,545	45,560	50,083	51,590	57,620
	1.18	1.27	1.36	1.495	1.54	1.72
6	41,038	44,053	47,068	51,590	53,098	59,128
	1.225	1.315	1.405	1.54	1.585	1.765
7		45,560	48,575	53,098	54,605	60,635
		1.36	1.45	1.585	1.63	1.81
8		47,068	50,083	54,605	56,113	62,143
		1.405	1.495	1.63	1.675	1.855
9			51,590	56,113	57,620	63,650
			1.54	1.675	1.72	1.9
10			53,098	57,620	59,128	65,158
			1.585	1.72	1.765	1.945
11			54,605	59,128	60,635	66,665
			1.63	1.765	1.81	1.99
12			56,113	60,635	62,143	68,173
			1.675	1.81	1.855	2.035
13				62,143	63,650	69,680
				1.855	1.9	2.08
14				63,650	65,158	71,188
				1.9	1.945	2.125
15				65,158	66,665	72,695
				1.945	1.99	2.17
16				66,665	68,173	74,203
				1.99	2.035	2.215

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



**WORKING CONDITIONS**

Contract Days: 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: 35,300 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18	Individ.	Depend.
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51		Options:	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE								<b>PART-TIME BENEFITS</b>	
LTD								Minimum FTE: 0.5	
NON-PARTICIPANT								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**

	<i>Negotiated/</i>
	<i>Exists Policy</i>
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	35,300	37,065	38,830	40,595	42,360	44,125	45,890	47,655
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	36,712	38,477	40,242	42,007	43,772	45,537	47,302	49,067
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	38,124	39,889	41,654	43,419	45,184	46,949	48,714	50,479
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	39,536	41,301	43,066	44,831	46,596	48,361	50,126	51,891
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	40,948	42,713	44,478	46,243	48,008	49,773	51,538	53,303
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	42,360	44,125	45,890	47,655	49,420	51,185	52,950	54,715
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	43,772	45,537	47,302	49,067	50,832	52,597	54,362	56,127
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8	45,184	46,949	48,714	50,479	52,244	54,009	55,774	57,539
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63
9		48,361	50,126	51,891	53,656	55,421	57,186	58,951
		1.37	1.42	1.47	1.52	1.57	1.62	1.67
10			51,538	53,303	55,068	56,833	58,598	60,363
			1.46	1.51	1.56	1.61	1.66	1.71
11				54,715	56,480	58,245	60,010	61,775
				1.55	1.60	1.65	1.70	1.75
12					57,892	59,657	61,422	63,187
					1.64	1.69	1.74	1.79
13						61,069	62,834	64,599
						1.73	1.78	1.83
14							64,246	66,011
							1.82	1.87

**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: 35,765 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				Couple - Benefits
			Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
		H/A-Dent				755.42	
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	flat salary
PPO:			COMMENTS:				
LIFE	Guardian	6.25					Deductible Reimbursement:
LTD	Madison Nat'l	.003					
NON-PARTICIPANT	\$213.83 cash stipend						

**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				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** emergency

# NEED SALARY SCHEDULE

**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: 35,000 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: 18-19, 19-20

**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	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:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Principal	.0040					
NON-PARTICIPANT							

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 0.4  
 Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No  
**OTHER LEAVES:**

**SEVERANCE PAY:**

# NEED SALARY SCHEDULE

**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: 36,855 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	Amount Paid by District				Couple - Benefits
		H/A-Dent	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:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Nat'l Insurance	.0037 (+Bthru sal)					
NON-PARTICIPANT							

**Cafeteria Plan**

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

**PART-TIME BENEFITS**

Minimum FTE: 0.5

Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:** Jury Duty

ESU #06-MILFORD	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	36,855	38,329	39,803	41,278	42,752	44,226	45,700	47,174	48,649	50,123	51,597	53,071
	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	38,329	39,803	41,278	42,752	44,226	45,700	47,174	48,649	50,123	51,597	53,071	54,545
	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	39,803	41,278	42,752	44,226	45,700	47,174	48,649	50,123	51,597	53,071	54,545	56,020
	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	41,278	42,752	44,226	45,700	47,174	48,649	50,123	51,597	53,071	54,545	56,020	57,494
	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	42,752	44,226	45,700	47,174	48,649	50,123	51,597	53,071	54,545	56,020	57,494	58,968
	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	44,226	45,700	47,174	48,649	50,123	51,597	53,071	54,545	56,020	57,494	58,968	60,442
	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	45,700	47,174	48,649	50,123	51,597	53,071	54,545	56,020	57,494	58,968	60,442	61,916
	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	47,174	48,649	50,123	51,597	53,071	54,545	56,020	57,494	58,968	60,442	61,916	63,391
	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	48,649	50,123	51,597	53,071	54,545	56,020	57,494	58,968	60,442	61,916	63,391	64,865
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
10	50,123	51,597	53,071	54,545	56,020	57,494	58,968	60,442	61,916	63,391	64,865	66,339
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
11		53,071	54,545	56,020	57,494	58,968	60,442	61,916	63,391	64,865	66,339	67,813
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
12			56,020	57,494	58,968	60,442	61,916	63,391	64,865	66,339	67,813	69,287
			1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
13				58,968	60,442	61,916	63,391	64,865	66,339	67,813	69,287	70,762
				1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
14				60,442	61,916	63,391	64,865	66,339	67,813	69,287	70,762	72,236
				1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
15					63,391	64,865	66,339	67,813	69,287	70,762	72,236	73,710
					1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00
16					64,865	66,339	67,813	69,287	70,762	72,236	73,710	75,184
					1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04
17						69,287	70,762	72,236	73,710	75,184	76,658	78,133
						1.88	1.92	1.96	2.00	2.04	2.08	2.12
18							70,762	72,236	73,710	75,184	76,658	78,133
							1.92	1.96	2.00	2.04	2.08	2.12
19									75,184	76,658	78,133	79,607
									2.04	2.08	2.12	2.16
20											79,607	81,081
											2.16	2.20

4% Increase for teachers frozen on vertical columns

**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: 33,162 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: 7(D)  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 18-19, 19-20

**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**

	Negotiated/Policy
Voluntary Separation:	N
Grievance:	Y
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	33,162	34,820	36,478	38,136	39,794	41,453	43,111	44,769	46,427	48,085		49,743	51,401
	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	34,488	36,147	37,805	39,463	41,121	42,779	44,437	46,095	47,753	49,411		51,069	52,728
	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	35,815	37,473	39,131	40,789	42,447	44,105	45,764	47,422	49,080	50,738		52,396	54,054
	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	37,141	38,800	40,458	42,116	43,774	45,432	47,090	48,748	50,406	52,064		53,722	55,381
	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	38,468	40,126	41,784	43,442	45,100	46,758	48,417	50,075	51,733	53,391		55,049	56,707
	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	39,794	41,453	43,111	44,769	46,427	48,085	49,743	51,401	53,059	54,717		56,375	58,034
	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	41,121	42,779	44,437	46,095	47,753	49,411	51,069	52,728	54,386	56,044		57,702	59,360
	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		44,105	45,764	47,422	49,080	50,738	52,396	54,054	55,712	57,370		59,028	60,686
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73		1.78	1.83
9		45,432	47,090	48,748	50,406	52,064	53,722	55,381	57,039	58,697		60,355	62,013
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77		1.82	1.87
10		46,758	48,417	50,075	51,733	53,391	55,049	56,707	58,365	60,023		61,681	63,339
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81		1.86	1.91
11					53,059	54,717	56,375	58,034	59,692	61,350		63,008	64,666
					1.60	1.65	1.70	1.75	1.80	1.85		1.90	1.95
12					54,386	56,044	57,702	59,360	61,018	62,676		64,334	65,992
					1.64	1.69	1.74	1.79	1.84	1.89		1.94	1.99
13					55,712	57,370	59,028	60,686	62,345	64,003		65,661	67,319
					1.68	1.73	1.78	1.83	1.88	1.93		1.98	2.03
14					57,039	58,697	60,355	62,013	63,671	65,329		66,987	68,645
					1.72	1.77	1.82	1.87	1.92	1.97		2.02	2.07
15					58,365	60,023	61,681	63,339	64,998	66,656		68,314	69,972
					1.76	1.81	1.86	1.91	1.96	2.01		2.06	2.11



**WORKING CONDITIONS**

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

**SALARY SCHEDULE**

Base: 35,400 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	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	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

**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**

	Negotiated/Policy	Exists
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	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	1.20	1.24	1.28	1.32	1.36	
2	37,170	38,586	40,002	41,418	42,834	44,250	45,666	47,082	48,498	49,914	
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41	
3	38,940	40,356	41,772	43,188	44,604	46,020	47,436	48,852	50,268	51,684	
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46	
4	40,710	42,126	43,542	44,958	46,374	47,790	49,206	50,622	52,038	53,454	
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	
5	42,480	43,896	45,312	46,728	48,144	49,560	50,976	52,392	53,808	55,224	
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	
6	44,250	45,666	47,082	48,498	49,914	51,330	52,746	54,162	55,578	56,994	
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61	
7	46,020	47,436	48,852	50,268	51,684	53,100	54,516	55,932	57,348	58,764	
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66	
8	47,790	49,206	50,622	52,038	53,454	54,870	56,286	57,702	59,118	60,534	
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71	
9		50,976	52,392	53,808	55,224	56,640	58,056	59,472	60,888	62,304	
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76	
10			54,162	55,578	56,994	58,410	59,826	61,242	62,658	64,074	
			1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.81	
11				57,348	58,764	60,180	61,596	63,012	64,428	65,844	
				1.62	1.66	1.70	1.74	1.78	1.82	1.86	
12					60,534	61,950	63,366	64,782	66,198	67,614	
					1.71	1.75	1.79	1.83	1.87	1.91	
13					62,304	63,720	65,136	66,552	67,968	69,384	
					1.76	1.80	1.84	1.88	1.92	1.96	
14						65,490	66,906	68,322	69,738	71,154	
						1.85	1.89	1.93	1.97	2.01	
15							68,676	70,092	71,508	72,924	
							1.94	1.98	2.02	2.06	
16								71,862	73,278	74,694	
								2.03	2.07	2.11	









**WORKING CONDITIONS**

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	49	49	49
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

**SALARY SCHEDULE**

Base: 33,650 Index: 5 x 4  
 Starting Salary: 37,015 Entry Level Step: 1\*  
 Career Increments: N Experience Allowed: all  
 \*entry step is 1.10  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
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:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD							
NON-PARTICIPANT							

**Cafeteria Plan**

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

**PART-TIME BENEFITS**

Minimum FTE: 0.5

Contribution: fte

**LEAVES**

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

**OTHER DISTRICT POLICIES**

	<i>Negotiated/</i>
	<i>Exists Policy</i>
Voluntary Separation:	N
Grievance:	Y N
Sick Bank:	Y N

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

HERSHEY									
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+18	MA+27	MA+36
BASE	33,650				MA	MA+9			
1	37,015	38,361	39,707	41,053	42,399	43,745	45,091	46,437	47,783
	1.00								
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
2	37,015	38,361	39,707	41,053	42,399	43,745	45,091	46,437	47,783
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
3	38,698	40,044	41,390	42,736	44,082	45,428	46,774	48,120	49,466
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
4	40,380	41,726	43,072	44,418	45,764	47,110	48,456	49,802	51,148
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
5		43,409	44,755	46,101	47,447	48,793	50,139	51,485	52,831
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
6		45,091	46,437	47,783	49,129	50,475	51,821	53,167	54,513
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
7		48,120	49,466	50,812	52,158	53,504	54,850	56,196	57,542
		1.43	1.47	1.51	1.55	1.59	1.63	1.67	1.71
8		49,802	51,148	52,494	53,840	55,186	56,532	57,878	59,224
		1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.76
9			52,831	54,177	55,523	56,869	58,215	59,561	60,907
			1.57	1.61	1.65	1.69	1.73	1.77	1.81
10			54,513	55,859	57,205	58,551	59,897	61,243	62,589
			1.62	1.66	1.70	1.74	1.78	1.82	1.86
11				57,542	58,888	60,234	61,580	62,926	64,272
				1.71	1.75	1.79	1.83	1.87	1.91
12				59,224	60,570	61,916	63,262	64,608	65,954
				1.76	1.80	1.84	1.88	1.92	1.96
13					62,253	63,599	64,945	66,291	67,637
					1.85	1.89	1.93	1.97	2.01
14						65,281	66,627	67,973	69,319
						1.94	1.98	2.02	2.06
15							68,310	69,656	71,002
							2.03	2.07	2.11
16							69,992	71,338	72,684
							2.08	2.12	2.16
17								73,021	74,367
								2.17	2.21

04-05 staff hired prior to 03-04 is grandfathered into a separate schedule 10-11 must have MA or MA9 to move into appropriate column, those already in BA36 or BA45 columns will be grandfathered

# Humboldt-Table Rock-Steinauer

**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	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18	Individ.	Depend.
HEALTH	BC/BS	1500D	534.60	989.04	1122.67	1507.47		Options:	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Sp or Dep. Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE							Deductible Reimbursement: Y 600/1200	<b>PART-TIME BENEFITS</b>	
LTD								Minimum FTE:	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	60	yes		
Other Info:	reimb \$25/day up to 60 days				
PERSONAL	3			yes	
BEREAVEMENT	10				from sick lv.
PROFESSIONAL	adm. disc.				
ADOPTION					
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:**

**SEVERANCE PAY:**

**OTHER LEAVES:**

HUMBOLDT-TABLE ROCK-STEINAUER								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,350	35,724	37,098	38,472	39,846	41,220	42,594	43,968
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,724	37,098	38,472	39,846	41,220	42,594	43,968	45,342
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,098	38,472	39,846	41,220	42,594	43,968	45,342	46,716
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,472	39,846	41,220	42,594	43,968	45,342	46,716	48,090
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	39,846	41,220	42,594	43,968	45,342	46,716	48,090	49,464
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,220	42,594	43,968	45,342	46,716	48,090	49,464	50,838
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	42,594	43,968	45,342	46,716	48,090	49,464	50,838	52,212
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	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





**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: 37,815 Index: x  
 Starting Salary: 38,125 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: 17-18, 18-19

**INSURANCE**

Type	Carrier	Option	Amount Paid by District	Couple - Benefits	Cafeteria Plan
		H/A-Dent	Individ. EE/Child EE/Spouse EE/Sp/Child		Individ. Depend.
HEALTH	Aetna	900D/3500D		Dep. Dental + Ins	Options:
DENTAL	Ameritas				IRS 125: Y
PPO:			COMMENTS:		Flex Accounts: Y
LIFE	Hartford	3.50	Deductible Reimbursement:		<b>PART-TIME BENEFITS</b>
LTD					Minimum FTE: 0.5
NON-PARTICIPANT					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				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Bus/Emerg Lv-2 from sick lv

**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: 36,495 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:

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	761 ea	Individ.	Depend.
HEALTH	BC/BS	900D/2000D	512.92	512.92	512.92	512.92	Ind + Stipend	Options: H/A, Life, LTD	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67		IRS 125: Y	Flex Accounts: Y
PPO:	Fringe Benefit Stipend \$219.41		COMMENTS:					PART-TIME BENEFITS	
LIFE							Deductible Reimbursement:		
LTD							Minimum FTE: 0.4		
NON-PARTICIPANT	\$761 CIL						Contribution: fte		

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	
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	Voluntary Separation:	Negotiated/ Policy
BEREAVEMENT	5				add'l to 12 w/appr.	Grievance:	Exists
PROFESSIONAL	3			yes		Sick Bank:	N
ADOPTION	see sick lv.						
ASSOCIATION	7						

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	36,495	38,137	39,780	41,422	43,064	44,706	46,349	47,991	49,633	51,275
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	38,137	39,780	41,422	43,064	44,706	46,349	47,991	49,633	51,275	52,918
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	39,780	41,422	43,064	44,706	46,349	47,991	49,633	51,275	52,918	54,560
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	41,422	43,064	44,706	46,349	47,991	49,633	51,275	52,918	54,560	56,202
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	43,064	44,706	46,349	47,991	49,633	51,275	52,918	54,560	56,202	57,845
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	44,706	46,349	47,991	49,633	51,275	52,918	54,560	56,202	57,845	59,487
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7		47,991	49,633	51,275	52,918	54,560	56,202	57,845	59,487	61,129
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			51,275	52,918	54,560	56,202	57,845	59,487	61,129	62,771
			1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				54,560	56,385	58,027	59,669	61,312	62,954	64,596
				1.495	1.545	1.59	1.635	1.68	1.725	1.77
10					58,210	59,852	61,494	63,136	64,779	66,421
					1.595	1.64	1.685	1.73	1.775	1.82
11					60,034	61,677	63,319	64,961	66,603	68,246
					1.645	1.69	1.735	1.78	1.825	1.87
12						63,501	65,144	66,786	68,428	70,070
						1.74	1.785	1.83	1.875	1.92
13							66,968	68,611	70,253	71,895
							1.835	1.88	1.925	1.97
14								70,435	72,078	73,720
								1.93	1.975	2.02
15									73,902	75,545
									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.

**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: 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	Cafeteria Plan
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ. Depend.
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	111.97 or 152.53
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31	Options: AFLAC
PPO:	Ind rec. \$50 annuity		COMMENTS:				Dep Den+\$50 annuity
LIFE							IRS 125: Y
LTD							Flex Accounts: Y
NON-PARTICIPANT							<b>PART-TIME BENEFITS</b>
							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:

**NEED SALARY SCHEDULE**

# Papillion-LaVista

### 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: 36,865 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		COMMENTS:				
LIFE	Standard	3.60					Deductible Reimbursement:
LTD	Standard	.0022 (+B)					
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	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				

### OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

### OTHER LEAVES:

Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36	EDSPEC	PHD
1	36,865	38,524	40,183	41,842	43,501	45,160	46,819	48,477	50,136	51,795	
2	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	
3	38,340	39,999	41,657	43,316	44,975	46,634	48,293	49,952	51,611	53,270	
4	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445	
5	39,814	41,473	43,132	44,791	46,450	48,109	49,768	51,427	53,086	54,745	
6	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485	
7	41,289	42,948	44,607	46,266	47,925	49,583	51,242	52,901	54,560	56,219	
8	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525	
9	42,763	44,422	46,081	47,740	49,399	51,058	52,717	54,376	56,035	57,694	
10	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565	
11	44,238	45,897	47,556	49,215	50,874	52,533	54,192	55,850	57,509	59,168	
12	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605	
13	47,372	49,030	50,689	52,348	54,007	55,666	57,325	58,984	60,643	62,302	
14	1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645	1.685	
15	48,846	50,505	52,164	53,823	55,482	57,141	58,800	60,459	62,118	63,777	
16	1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685	1.725	
17	51,980	53,639	55,298	56,957	58,616	60,275	61,934	63,593	65,252	66,911	
18	1.455	1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725	1.765	
19	53,454	55,113	56,772	58,431	60,090	61,749	63,408	65,067	66,726	68,385	
20	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	
21	55,588	57,247	58,906	60,565	62,224	63,883	65,542	67,201	68,860	70,519	
22	1.535	1.58	1.625	1.67	1.715	1.76	1.805	1.85	1.895	1.94	
23	58,062	59,721	61,380	63,039	64,698	66,357	68,016	69,675	71,334	72,993	
24	1.575	1.62	1.665	1.71	1.755	1.8	1.845	1.89	1.935	1.98	
25	59,537	61,196	62,855	64,514	66,173	67,832	69,491	71,150	72,809	74,468	
26	1.615	1.66	1.705	1.75	1.795	1.84	1.885	1.93	1.975	2.02	
27	62,071	63,730	65,389	67,048	68,707	70,366	72,025	73,684	75,343	77,002	
28	1.7	1.745	1.79	1.835	1.88	1.925	1.97	2.015	2.06	2.105	
29	64,145	65,804	67,463	69,122	70,781	72,440	74,099	75,758	77,417	79,076	
30	1.74	1.785	1.83	1.875	1.92	1.965	2.01	2.055	2.1	2.145	
31	65,620	67,279	68,938	70,597	72,256	73,915	75,574	77,233	78,892	80,551	
32	1.78	1.825	1.87	1.915	1.96	2.005	2.05	2.1	2.145	2.19	
33	66,357	68,016	69,675	71,334	72,993	74,652	76,311	77,970	79,629	81,288	
34	1.8	1.845	1.89	1.935	1.98	2.025	2.07	2.115	2.16	2.205	
35	66,726	68,385	70,044	71,703	73,362	75,021	76,680	78,339	79,998	81,657	
36	1.81	1.865	1.91	1.955	2.005	2.05	2.1	2.145	2.19	2.24	
37	67,094	68,753	70,412	72,071	73,730	75,389	77,048	78,707	80,366	82,025	
38	1.82	1.865	1.91	1.955	2.005	2.05	2.1	2.145	2.19	2.24	
39	67,463	69,122	70,781	72,440	74,099	75,758	77,417	79,076	80,735	82,394	
40	1.83	1.875	1.92	1.965	2.01	2.055	2.1	2.145	2.19	2.24	
41	67,832	69,491	71,149	72,808	74,467	76,126	77,785	79,444	81,103	82,762	
42	1.84	1.885	1.93	1.975	2.02	2.065	2.11	2.155	2.2	2.245	
43	68,201	69,860	71,519	73,178	74,837	76,496	78,155	79,814	81,473	83,132	
44	1.85	1.905	1.95	1.995	2.04	2.085	2.13	2.175	2.22	2.265	
45	68,570	70,229	71,888	73,547	75,206	76,865	78,524	80,183	81,842	83,501	
46	1.86	1.905	1.95	1.995	2.04	2.085	2.13	2.175	2.22	2.265	
47	68,939	70,598	72,257	73,916	75,575	77,234	78,893	80,552	82,211	83,870	
48	1.87	1.925	1.97	2.015	2.06	2.105	2.15	2.195	2.24	2.285	
49	69,308	70,967	72,626	74,285	75,944	77,603	79,262	80,921	82,580	84,239	
50	1.88	1.935	1.98	2.025	2.07	2.115	2.16	2.205	2.25	2.295	
51	69,677	71,336	72,995	74,654	76,313	77,972	79,631	81,290	82,949	84,608	
52	1.89	1.945	1.99	2.035	2.085	2.13	2.175	2.22	2.265	2.31	
53	70,046	71,705	73,364	75,023	76,682	78,341	79,999	81,658	83,317	84,976	
54	1.9	1.955	2.005	2.05	2.1	2.145	2.19	2.235	2.28	2.325	

02-03 Renumbered steps starting at step 3 through 16 BA + 36/MA through PhD/EdD have a longevity step(s) that are 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 who exp placed on step 1, 12 yrs experience allowed + one; 09-10 vertical freeze

# Perkins County

**WORKING CONDITIONS**

Contract Days: 184 FTE Teachers:

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: 34,400 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	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child		Individ.	Depend.
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22		Options:	
DENTAL	BC/BS	4	51.46	95.20	108.08	145.15		IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE					Deductible Reimbursement: Y	375/750	<b>PART-TIME BENEFITS</b>		
LTD							Minimum FTE:		
NON-PARTICIPANT							Contribution: fte		

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	13	40						
Other Info:								Negotiated/Policy
PERSONAL	5			yes	4th & 5th days sub deduct		Exists	
BEREAVEMENT	2				immed. family	Voluntary Separation:	N	
PROFESSIONAL	2			yes		Grievance:	Y	P
ADOPTION						Sick Bank:	N	
ASSOCIATION								

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PERKINS COUNTY									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	
1	34,400	35,776	37,152	38,528	39,904	41,280	42,656	44,032	44,032
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.28
2	35,776	37,152	38,528	39,904	41,280	42,656	44,032	45,408	45,408
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.32
3	37,152	38,528	39,904	41,280	42,656	44,032	45,408	46,784	46,784
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.36
4	38,528	39,904	41,280	42,656	44,032	45,408	46,784	48,160	48,160
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.40
5	39,904	41,280	42,656	44,032	45,408	46,784	48,160	49,536	49,536
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.44
6	41,280	42,656	44,032	45,408	46,784	48,160	49,536	50,912	50,912
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.48
7	42,656	44,032	45,408	46,784	48,160	49,536	50,912	52,288	52,288
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.52
8	44,032	45,408	46,784	48,160	49,536	50,912	52,288	53,664	53,664
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.56
9	45,408	46,784	48,160	49,536	50,912	52,288	53,664	55,040	55,040
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.60
10	46,784	48,160	49,536	50,912	52,288	53,664	55,040	56,416	56,416
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.64
11	48,160	49,536	50,912	52,288	53,664	55,040	56,416	57,792	57,792
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.68
12		50,912	52,288	53,664	55,040	56,416	57,792	59,168	59,168
		1.48	1.52	1.56	1.60	1.64	1.68	1.72	1.72
13			53,664	55,040	56,416	57,792	59,168	60,544	60,544
			1.56	1.60	1.64	1.68	1.72	1.76	1.76
14				56,416	57,792	59,168	60,544	61,920	61,920
				1.64	1.68	1.72	1.76	1.80	1.80
15					59,168	60,544	61,920	63,296	63,296
					1.72	1.76	1.80	1.84	1.84
16						61,920	63,296	64,672	64,672
						1.80	1.84	1.88	1.88
17							64,672	66,048	66,048
							1.88	1.92	1.92
18								67,424	67,424
								1.96	1.96

**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: 35,375 Index: 4.25 x 4.25  
 Starting Salary: 38,382 Entry Level Step: 3  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 18-19, 19-20

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	522.87	Individ.	Depend.
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22		Options: H/A., Dent., Life, TSA, Cash	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Cash	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts: Y	
LIFE			Deductible Reimbursement:					<b>PART-TIME BENEFITS</b>	
LTD	Principal	22.92 (in 125)						Minimum FTE: 0.4	
NON-PARTICIPANT	\$522.87 cash							Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	
SICK	9	45	yes			<i>Exists</i>	<i>Negotiated/Policy</i>
Other Info:	Can borrow up to 4 days from next yr						
PERSONAL	2			yes	If 2 days unused, 3 days next yr	Voluntary Separation:	N
BEREAVEMENT	1					Grievance:	Y P
PROFESSIONAL	2			yes		Sick Bank:	Y N
ADOPTION							
ASSOCIATION	5						

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

PLAINVIEW										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	BA+45 MA+9	MA+18	MA+27	MA+36
1	35,375	36,878	38,382	39,885	41,389	42,892	44,396	45,899	47,403	48,906
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
2	36,878	38,382	39,885	41,389	42,892	44,396	45,899	47,403	48,906	50,409
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
3	38,382	39,885	41,389	42,892	44,396	45,899	47,403	48,906	50,409	51,913
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
4	39,885	41,389	42,892	44,396	45,899	47,403	48,906	50,409	51,913	53,416
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
5	41,389	42,892	44,396	45,899	47,403	48,906	50,409	51,913	53,416	54,920
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
6	42,892	44,396	45,899	47,403	48,906	50,409	51,913	53,416	54,920	56,423
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
7		45,899	47,403	48,906	50,409	51,913	53,416	54,920	56,423	57,927
		1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375
8			48,906	50,409	51,913	53,416	54,920	56,423	57,927	59,430
			1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375	1.68
9				51,913	53,416	54,920	56,423	57,927	59,430	60,933
				1.4675	1.51	1.5525	1.595	1.6375	1.68	1.7225
10					53,416	54,920	56,423	57,927	59,430	60,933
					1.51	1.5525	1.595	1.6375	1.68	1.7225
11							57,927	59,430	60,933	62,437
							1.6375	1.68	1.7225	1.765
12								59,430	60,933	62,437
								1.68	1.7225	1.765
13									60,933	62,437
									1.7225	1.765
14										63,940
										1.8075
15										
										66,947
										1.8925
										68,451
										1.935
										69,954
										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*



**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: 35,000 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	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	62.17 or 102.87	Individ.	Depend.
HEALTH	BC/BS	1500D	534.60	989.04	1122.67	1507.47		Options: H/A; Cash	
DENTAL	BC/BS	3	56.51	56.51	56.51	56.51	Sp or Dep Dental	IRS 125: Y	
PPO:			COMMENTS:					Flex Accounts:	
LIFE	Madison Nat'l	4.12					Deductible Reimbursement:	<b>PART-TIME BENEFITS</b>	
LTD	Madison Nat'l	.0061 (thru sal)						Minimum FTE: 0.5	
NON-PARTICIPANT								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								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	35,000	36,400	37,800	39,200	40,600	42,000	43,400	44,800
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,400	37,800	39,200	40,600	42,000	43,400	44,800	46,200
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,800	39,200	40,600	42,000	43,400	44,800	46,200	47,600
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,200	40,600	42,000	43,400	44,800	46,200	47,600	49,000
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,600	42,000	43,400	44,800	46,200	47,600	49,000	50,400
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	42,000	43,400	44,800	46,200	47,600	49,000	50,400	51,800
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	43,400	44,800	46,200	47,600	49,000	50,400	51,800	53,200
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	44,800	46,200	47,600	49,000	50,400	51,800	53,200	54,600
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		47,600	49,000	50,400	51,800	53,200	54,600	56,000
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			50,400	51,800	53,200	54,600	56,000	57,400
			1.44	1.48	1.52	1.56	1.60	1.64
11				53,200	54,600	56,000	57,400	58,800
				1.52	1.56	1.60	1.64	1.68
12					56,000	57,400	58,800	60,200
					1.60	1.64	1.68	1.72
13					57,400	58,800	60,200	61,600
					1.64	1.68	1.72	1.76
14						60,200	61,600	63,000
						1.72	1.76	1.80
15							63,000	64,400
							1.80	1.84

08-09 BA45 Grandfathered





**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: 35,500 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	Amount Paid by District				Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18	Individ.	Depend.
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51		Options:	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Sp or Dep. Dental	IRS 125:	
PPO:			COMMENTS:					Flex Accounts:	
LIFE							Deductible Reimbursement:	<b>PART-TIME BENEFITS</b>	
LTD	Fort Dearborn	.0036						Minimum FTE: 0.5	
NON-PARTICIPANT								Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	
SICK	15	45	yes				
Other Info:	\$25/day upon retirement up to 45						
PERSONAL	3			yes	accum to 5, 2 sick days = + 1 p	Voluntary Separation:	Negotiated/ Exists Policy
BEREAVEMENT	5				from sick lv.	Grievance:	Y P
PROFESSIONAL	2			yes		Sick Bank:	Y N
ADOPTION							
ASSOCIATION							

SABBATICAL: No SEVERANCE PAY: Y  
 OTHER LEAVES:

RIVERSIDE								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	35,500	37,275	39,050	40,825	42,600	44,375	46,150	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	36,920	38,695	40,470	42,245	44,020	45,795	47,570	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	38,340	40,115	41,890	43,665	45,440	47,215	48,990	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	39,760	41,535	43,310	45,085	46,860	48,635	50,410	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	41,180	42,955	44,730	46,505	48,280	50,055	51,830	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6	42,600	44,375	46,150	47,925	49,700	51,475	53,250	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	
7	44,020	45,795	47,570	49,345	51,120	52,895	54,670	
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	
8		47,215	48,990	50,765	52,540	54,315	56,090	
		1.33	1.38	1.43	1.48	1.53	1.58	
9			50,410	52,185	53,960	55,735	57,510	
			1.42	1.47	1.52	1.57	1.62	
10				53,605	55,380	57,155	58,930	
				1.51	1.56	1.61	1.66	
11					56,800	58,575	60,350	
					1.60	1.65	1.70	
12						59,995	61,770	
						1.69	1.74	

# Sandhills-Dunning

**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: 34,200 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	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	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:			COMMENTS:				
LIFE	Prinipal	2.65					Deductible Reimbursement: Y 450/900
LTD	Principal	.0027					
NON-PARTICIPANT							

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 0.5  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	40	yes		
Other Info:	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	34,200	35,910	37,620	39,330	41,040	42,750
	1.00	1.05	1.10	1.15	1.20	1.25
2	35,568	37,278	38,988	40,698	42,408	44,118
	1.04	1.09	1.14	1.19	1.24	1.29
3	36,936	38,646	40,356	42,066	43,776	45,486
	1.08	1.13	1.18	1.23	1.28	1.33
4	38,304	40,014	41,724	43,434	45,144	46,854
	1.12	1.17	1.22	1.27	1.32	1.37
5	39,672	41,382	43,092	44,802	46,512	48,222
	1.16	1.21	1.26	1.31	1.36	1.41
6		42,750	44,460	46,170	47,880	49,590
		1.25	1.30	1.35	1.40	1.45
7			45,828	47,538	49,248	50,958
			1.34	1.39	1.44	1.49
8			47,196	48,906	50,616	52,326
			1.38	1.43	1.48	1.53
9				50,274	51,984	53,694
				1.47	1.52	1.57
10				51,642	53,352	55,062
				1.51	1.56	1.61
11					54,720	56,430
					1.60	1.65
12					56,088	57,798
					1.64	1.69
13					57,456	59,166
					1.68	1.73

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

**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: 35,200 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
HEALTH	BC/BS	1000D/3500E	567.72	1050.28	1192.20	1600.83	Ind or Dep Dental
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE	Companion Life	5.25					Deductible Reimbursement:
LTD	Principal Life	.0048					
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	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:**

# NEED SALARY SCHEDULE



**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: 35,700 Index: 4 x 4.5  
 Starting Salary: Entry Level Step: 1(D)  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze:  
 Rollback:  
 Multi-year Contract: 17-18, 18-19

**INSURANCE**

Type	Carrier	Option	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18	Individ. Depend.
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51		Options:
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67		Sp. or Dep. Dental
PPO:			COMMENTS:					IRS 125: Y
LIFE			Deductible Reimbursement:					Flex Accounts:
LTD	Madison Nat'l	.0062 (+B)						<b>PART-TIME BENEFITS</b>
NON-PARTICIPANT								Minimum FTE: Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES	
SICK	12,10	35	yes				
Other Info:	12 first yr, 10 other yrs						
PERSONAL	2			yes	2 sick lv = 1 add'l		Negotiated/Policy
BEREAVEMENT	from sick lv					Voluntary Separation:	N
PROFESSIONAL	supt. disc.			yes		Grievance:	Y P
ADOPTION						Sick Bank:	Y N
ASSOCIATION							

**SABBATICAL:** No **SEVERANCE PAY:**  
**OTHER LEAVES:** Paternity Leave - 30 consec. Days

ST. EDWARD						
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+18
1	35,700	37,307	38,913	40,520	42,126	43,733
	1.00	1.045	1.09	1.135	1.18	1.225
2	37,128	38,735	40,341	41,948	43,554	45,161
	1.04	1.085	1.13	1.175	1.22	1.265
3	38,556	40,163	41,769	43,376	44,982	46,589
	1.08	1.125	1.17	1.215	1.26	1.305
4	39,984	41,591	43,197	44,804	46,410	48,017
	1.12	1.165	1.21	1.255	1.3	1.345
5	41,412	43,019	44,625	46,232	47,838	49,445
	1.16	1.205	1.25	1.295	1.34	1.385
6	42,840	44,447	46,053	47,660	49,266	50,873
	1.2	1.245	1.29	1.335	1.38	1.425
7	44,268	45,875	47,481	49,088	50,694	52,301
	1.24	1.285	1.33	1.375	1.42	1.465
8		47,303	48,909	50,516	52,122	53,729
		1.325	1.37	1.415	1.46	1.505
9			50,337	51,944	53,550	55,157
			1.41	1.455	1.5	1.545
10				53,372	54,978	56,585
				1.495	1.54	1.585
11					56,406	58,013
					1.58	1.625
12						59,441
						1.665

**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: 34,900 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	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	61.97 or 102.53	Individ.	Depend.
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51		Options:	
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31	Sp. or Dep. Dental	IRS 125: Y	
PPO:	Vision		COMMENTS:					Flex Accounts:	
LIFE								Deductible Reimbursement:	
LTD	Principal	.0042						<b>PART-TIME BENEFITS</b>	
NON-PARTICIPANT								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				add'l. w/appr.
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:**

**OTHER LEAVES:** Emergency-5 days

ST. PAUL								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,900	36,645	38,390	40,135	41,880	43,625	45,370	
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	
2	36,296	38,041	39,786	41,531	43,276	45,021	46,766	
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	
3	37,692	39,437	41,182	42,927	44,672	46,417	48,162	
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	
4	39,088	40,833	42,578	44,323	46,068	47,813	49,558	
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	
5	40,484	42,229	43,974	45,719	47,464	49,209	50,954	
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	
6	41,880	43,625	45,370	47,115	48,860	50,605	52,350	
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	
7		45,021	46,766	48,511	50,256	52,001	53,746	
		1.29	1.34	1.39	1.44	1.49	1.54	
8			48,162	49,907	51,652	53,397	55,142	
			1.38	1.43	1.48	1.53	1.58	
9			49,558	51,303	53,048	54,793	56,538	
			1.42	1.47	1.52	1.57	1.62	
10				52,699	54,444	56,189	57,934	
				1.51	1.56	1.61	1.66	
11				54,095	55,840	57,585	59,330	
				1.55	1.60	1.65	1.70	
12					57,236	58,981	60,726	
					1.64	1.69	1.74	
13					58,632	60,377	62,122	
					1.68	1.73	1.78	
14						61,773	63,518	
						1.77	1.82	

**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: 35,600 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	Deductible Reimbursement: Y			300/600	
LTD							
NON-PARTICIPANT \$334.91 (1/2 600D in							

**Cafeteria Plan**

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

**PART-TIME BENEFITS**

Minimum FTE: 0  
 Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	10	45	yes		
Other Info: \$10/day over 45 at EOY, 5 days use for fam					
PERSONAL	2			yes	Reimbursed \$20/day, 2 sick da
BEREAVEMENT	3				accum to 10
PROFESSIONAL	adm. disc.			yes	
ADOPTION	30				
ASSOCIATION					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

STANTON							
Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+54 MA+9	MA+18
1	35,600	37,380	39,160	40,940	42,720	44,500	46,280
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	37,024	38,804	40,584	42,364	44,144	45,924	47,704
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	38,448	40,228	42,008	43,788	45,568	47,348	49,128
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	39,872	41,652	43,432	45,212	46,992	48,772	50,552
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	41,296	43,076	44,856	46,636	48,416	50,196	51,976
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6		44,500	46,280	48,060	49,840	51,620	53,400
		1.25	1.30	1.35	1.40	1.45	1.50
7			47,704	49,484	51,264	53,044	54,824
			1.34	1.39	1.44	1.49	1.54
8				50,908	52,688	54,468	56,248
				1.43	1.48	1.53	1.58
9				52,332	54,112	55,892	57,672
				1.47	1.52	1.57	1.62
10					55,536	57,316	59,096
					1.56	1.61	1.66
11					56,960	58,740	60,520
					1.60	1.65	1.70
12					58,384	60,164	61,944
					1.64	1.69	1.74
13					59,808	61,588	63,368
					1.68	1.73	1.78





**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: 38,900 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	Amount Paid by District			Couple - Benefits	
		H/A-Dent	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:			COMMENTS:				
LIFE			Deductible Reimbursement:				
LTD	Madison Nat'l						
NON-PARTICIPANT							

**Cafeteria Plan**

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

**PART-TIME BENEFITS**

Minimum FTE: 0.5

Contribution: fte

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other
SICK	20	60	yes		
Other Info:	\$50/day over 60 days				
PERSONAL	PTO			yes	
BEREAVEMENT	As needed				
PROFESSIONAL	unl.			yes	
ADOPTION ASSOCIATION					

**OTHER DISTRICT POLICIES**

	<i>Negotiated/</i>
	<i>Exists Policy</i>
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	38,900	40,456	42,012	43,568	45,124	46,680	48,236	49,792
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	40,456	42,012	43,568	45,124	46,680	48,236	49,792	51,348
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	42,012	43,568	45,124	46,680	48,236	49,792	51,348	52,904
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	43,568	45,124	46,680	48,236	49,792	51,348	52,904	54,460
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	45,124	46,680	48,236	49,792	51,348	52,904	54,460	56,016
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	46,680	48,236	49,792	51,348	52,904	54,460	56,016	57,572
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	48,236	49,792	51,348	52,904	54,460	56,016	57,572	59,128
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		51,348	52,904	54,460	56,016	57,572	59,128	60,684
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		52,904	54,460	56,016	57,572	59,128	60,684	62,240
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10		54,460	56,016	57,572	59,128	60,684	62,240	63,796
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
11		56,016	57,572	59,128	60,684	62,240	63,796	65,352
		1.44	1.48	1.52	1.56	1.60	1.64	1.68
12			59,128	60,684	62,240	63,796	65,352	66,908
			1.52	1.56	1.60	1.64	1.68	1.72
13			60,684	62,240	63,796	65,352	66,908	68,464
			1.56	1.60	1.64	1.68	1.72	1.76
14				63,796	65,352	66,908	68,464	70,020
				1.64	1.68	1.72	1.76	1.80



**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: 34,500 Index: 4 x 5  
 Starting Salary: Entry Level Step: 1  
 Career Increments: N Experience Allowed: all  
 Vertical Freeze: 11-12  
 Rollback:  
 Multi-year Contract: 17-18, 18-19

**INSURANCE**

Type	Carrier	Option	Amount Paid by District				Couple - Benefits	Cafeteria Plan		
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	541.59 or 674.10 ea	Individ.	Depend.	
HEALTH	BC/BS	900D/3500D	607.93	1124.68	1276.65	1714.22		Options: H/A,TSA,Cash		
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Cash or 2 sgl + \$75	IRS 125: Y		
PPO:	*spouse-\$75/mo if both take Ind		COMMENTS:					Flex Accounts: Y		
LIFE	Madison Life	2.05					Deductible Reimbursement:	<b>PART-TIME BENEFITS</b>		
LTD								Minimum FTE: 0.5		
NON-PARTICIPANT	\$541.59								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.				

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** No

**SEVERANCE PAY:**

**OTHER LEAVES:**

WAHOO								
	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
Step								
1	34,500	36,225	37,950	39,675	41,400	43,125	44,850	46,575
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	35,880	37,605	39,330	41,055	42,780	44,505	46,230	47,955
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,260	38,985	40,710	42,435	44,160	45,885	47,610	49,335
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	38,640	40,365	42,090	43,815	45,540	47,265	48,990	50,715
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	40,020	41,745	43,470	45,195	46,920	48,645	50,370	52,095
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6		43,125	44,850	46,575	48,300	50,025	51,750	53,475
		1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		44,505	46,230	47,955	49,680	51,405	53,130	54,855
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			47,610	49,335	51,060	52,785	54,510	56,235
			1.38	1.43	1.48	1.53	1.58	1.63
9			48,990	50,715	52,440	54,165	55,890	57,615
			1.42	1.47	1.52	1.57	1.62	1.67
10				52,095	53,820	55,545	57,270	58,995
				1.51	1.56	1.61	1.66	1.71
11				53,475	55,200	56,925	58,650	60,375
				1.55	1.60	1.65	1.70	1.75
12					56,580	58,305	60,030	61,755
					1.64	1.69	1.74	1.79
13					57,960	59,685	61,410	63,135
					1.68	1.73	1.78	1.83
14						61,065	62,790	64,515
						1.77	1.82	1.87
15							64,170	65,895
							1.86	1.91
16								67,275
								1.95

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

**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: 39,906 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	Amount Paid by District			Couple - Benefits	Cafeteria Plan	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	Individ.	Depend.
HEALTH	BC/BS	600D	641.15	1186.15	1346.42	1807.90	Options: TSA	
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85	IRS 125:	
PPO:	Tiered payment sched 1-7 yrs		COMMENTS:				Flex Accounts:	
LIFE			Deductible Reimbursement: N				<b>PART-TIME BENEFITS</b>	
LTD							Minimum FTE:	
NON-PARTICIPANT							Contribution: fte	

**LEAVES**

Type	Days/Year	Accum.	Depend. use	Approval Needed	Other	OTHER DISTRICT POLICIES		
SICK	12	45	yes					
Other Info: term aft 10 yr \$30/unused/EOY \$100/day over 45								
PERSONAL	2			yes	accum to 5		<i>Exists</i>	<i>Negotiated/Policy</i>
BEREAVEMENT	5				each occur., +5 from sick	Voluntary Separation:	N	
PROFESSIONAL	2			yes	accum. to 3	Grievance:	Y	P
ADOPTION	10					Sick Bank:	N	
ASSOCIATION								

**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	39,906	41,502	43,098	44,695	46,291	47,887	49,483	
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	
2	41,502	43,098	44,695	46,291	47,887	49,483	51,080	
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	
3	43,098	44,695	46,291	47,887	49,483	51,080	52,676	
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	
4	44,695	46,291	47,887	49,483	51,080	52,676	54,272	
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	
5	46,291	47,887	49,483	51,080	52,676	54,272	55,868	
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	
6		49,483	51,080	52,676	54,272	55,868	57,465	
		1.24	1.28	1.32	1.36	1.40	1.44	
7		51,080	52,676	54,272	55,868	57,465	59,061	
		1.28	1.32	1.36	1.40	1.44	1.48	
8			54,272	55,868	57,465	59,061	60,657	
			1.36	1.40	1.44	1.48	1.52	
9			55,868	57,465	59,061	60,657	62,253	
			1.40	1.44	1.48	1.52	1.56	
10				59,061	60,657	62,253	63,850	
				1.48	1.52	1.56	1.60	
11					62,253	63,850	65,446	
					1.56	1.60	1.64	
12						65,446	67,042	
						1.64	1.68	

**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: 34,400 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	Amount Paid by District			Couple - Benefits	
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	652.66
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	Cash
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					

**OTHER DISTRICT POLICIES**

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

**SABBATICAL:** Yes

**SEVERANCE PAY:** Y

**OTHER LEAVES:**

# NEED SALARY SCHEDULE