10/3/2018

Adams Central

2018-2019
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: 36,400
Index: 4.5 x 4.5
Starting Salary:
Entry Level Step: 0
Career Increments: N
Experience Allowed: 7
Vertical Freeze: 86-87
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	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						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

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	36,400	38,038	39,676	41,314	42,952	44,590	46,228	47,866
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	38,038	39,676	41,314	42,952	44,590	46,228	47,866	49,504
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	39,676	41,314	42,952	44,590	46,228	47,866	49,504	51,142
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	41,314	42,952	44,590	46,228	47,866	49,504	51,142	52,780
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	42,952	44,590	46,228	47,866	49,504	51,142	52,780	54,418
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	44,590	46,228	47,866	49,504	51,142	52,780	54,418	56,056
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	46,228	47,866	49,504	51,142	52,780	54,418	56,056	57,694
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		49,504	51,142	52,780	54,418	56,056	57,694	59,332
		1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			52,780	54,418	56,056	57,694	59,332	60,970
			1.45	1.495	1.54	1.585	1.63	1.675
9				56,056	57,694	59,332	60,970	62,608
				1.54	1.585	1.63	1.675	1.72
10				57,694	59,332	60,970	62,608	64,246
				1.585	1.63	1.675	1.72	1.765
11					60,970	62,608	64,246	65,884
					1.675	1.72	1.765	1.81
12					62,608	64,246	65,884	67,522
					1.72	1.765	1.81	1.855
13						65,884	67,522	69,160
						1.81	1.855	1.9
14							69,160	70,798
							1.9	1.945
15								72,436
								1.99

10/3/2018

Ainsworth

2018-2019
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: 35,050 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:

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		.0034			
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits 31.51 or 52.18

Sp or Dep Dental

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	35,050	36,627	38,205	39,782	41,359	41,359	42,936	44,514	46,091
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315
1	36,627	38,205	39,782	41,359	42,936	42,936	44,514	46,091	47,668
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36
2	38,205	39,782	41,359	42,936	44,514	44,514	46,091	47,668	49,245
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405
3	39,782	41,359	42,936	44,514	46,091	46,091	47,668	49,245	50,823
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45
4	41,359	42,936	44,514	46,091	47,668	47,668	49,245	50,823	52,400
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495
5	42,936	44,514	46,091	47,668	49,245	49,245	50,823	52,400	53,977
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54
6		46,091	47,668	49,245	50,823	50,823	52,400	53,977	55,554
		1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585
7			49,245	50,823	52,400	52,400	53,977	55,554	57,132
			1.405	1.45	1.495	1.495	1.54	1.585	1.63
8				52,400	53,977	53,977	55,554	57,132	58,709
				1.495	1.54	1.54	1.585	1.63	1.675
9					55,554	55,554	57,132	58,709	60,286
					1.585	1.585	1.63	1.675	1.72
10					57,132	57,132	58,709	60,286	61,863
					1.63	1.63	1.675	1.72	1.765
11						58,709	60,286	61,863	63,441
						1.675	1.72	1.765	1.81
12							61,863	63,441	65,018
							1.765	1.81	1.855
13								65,018	66,595
								1.855	1.9
14									68,172
									1.945

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

10/3/2018

Allen

2018-2019
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: 35,450
Starting Salary:
Career Increments: N

Vertical Freeze:
Rollback:
Multi-year Contract:

Index: 4 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	636.60
HEALTH	BC/BS	900D	607.93	1079.69	1225.58	1645.65	
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:

H/A,Cash,TSA

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	35,450	36,868	38,286	39,704	41,122	42,540	43,958
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,868	38,286	39,704	41,122	42,540	43,958	45,376
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,286	39,704	41,122	42,540	43,958	45,376	46,794
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,704	41,122	42,540	43,958	45,376	46,794	48,212
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	41,122	42,540	43,958	45,376	46,794	48,212	49,630
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,540	43,958	45,376	46,794	48,212	49,630	51,048
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	43,958	45,376	46,794	48,212	49,630	51,048	52,466
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	45,376	46,794	48,212	49,630	51,048	52,466	53,884
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9	46,794	48,212	49,630	51,048	52,466	53,884	55,302
	1.32	1.36	1.40	1.44	1.48	1.52	1.56
10		49,630	51,048	52,466	53,884	55,302	56,720
		1.40	1.44	1.48	1.52	1.56	1.60
11			52,466	53,884	55,302	56,720	58,138
			1.48	1.52	1.56	1.60	1.64
12				55,302	56,720	58,138	59,556
				1.56	1.60	1.64	1.68
13					58,138	59,556	60,974
					1.64	1.68	1.72
14						60,974	62,392
						1.72	1.76
15							63,810
							1.80

10/3/2018

Alliance

2018-2019
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: 32,800 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	.0048				

NON-PARTICIPANT $1514.58 Fringe Benefit Stipend

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 898.49

Cafeteria

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	32,800	34,276	35,752	37,228	38,704	38,704	40,180	41,656	43,132	44,608
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36
2	34,194	35,670	37,146	38,622	40,098	40,098	41,574	43,050	44,526	46,002
	1.0425	1.0875	1.1325	1.1775	1.2225	1.2225	1.2675	1.3125	1.3575	1.4025
3	35,588	37,064	38,540	40,016	41,492	41,492	42,968	44,444	45,920	47,396
	1.085	1.13	1.175	1.22	1.265	1.265	1.31	1.355	1.4	1.445
4	36,982	38,458	39,934	41,410	42,886	42,886	44,362	45,838	47,314	48,790
	1.1275	1.1725	1.2175	1.2625	1.3075	1.3075	1.3525	1.3975	1.4425	1.4875
5	38,376	39,852	41,328	42,804	44,280	44,280	45,756	47,232	48,708	50,184
	1.17	1.215	1.26	1.305	1.35	1.35	1.395	1.44	1.485	1.53
6	39,770	41,246	42,722	44,198	45,674	45,674	47,150	48,626	50,102	51,578
	1.2125	1.2575	1.3025	1.3475	1.3925	1.3925	1.4375	1.4825	1.5275	1.5725
7		42,640	44,116	45,592	47,068	47,068	48,544	50,020	51,496	52,972
		1.3	1.345	1.39	1.435	1.435	1.48	1.525	1.57	1.615
8			45,510	46,986	48,462	48,462	49,938	51,414	52,890	54,366
			1.3875	1.4325	1.4775	1.4775	1.5225	1.5675	1.6125	1.6575
9				48,380	49,856	49,856	51,332	52,808	54,284	55,760
				1.475	1.52	1.52	1.565	1.61	1.655	1.7
10					51,250	51,250	52,726	54,202	55,678	57,154
					1.5625	1.5625	1.6075	1.6525	1.6975	1.7425
11					52,644	52,644	54,120	55,596	57,072	58,548
					1.605	1.605	1.65	1.695	1.74	1.785
12							55,514	56,990	58,466	59,942
							1.6925	1.7375	1.7825	1.8275
13								58,384	59,860	61,336
								1.78	1.825	1.87
14									61,254	62,730
									1.8675	1.9125
15										64,124
										1.955

10/3/2018

Alma

2018-2019
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: 34,300

Index: 4 x 4.5

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: all

Vertical Freeze:

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* 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						

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	10	55	yes		
Other Info:	5 for dep.; $10/day over 55 at EOY				
PERSONAL	3			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	unl.			yes	school visitation
ADOPTION					
ASSOCIATION	1				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ALMA								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,300	35,844	37,387	38,931	40,474	42,018	43,561	45,105
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	35,672	37,216	38,759	40,303	41,846	43,390	44,933	46,477
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	37,044	38,588	40,131	41,675	43,218	44,762	46,305	47,849
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	38,416	39,960	41,503	43,047	44,590	46,134	47,677	49,221
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	39,788	41,332	42,875	44,419	45,962	47,506	49,049	50,593
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6	41,160	42,704	44,247	45,791	47,334	48,878	50,421	51,965
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515
7		44,076	45,619	47,163	48,706	50,250	51,793	53,337
		1.285	1.33	1.375	1.42	1.465	1.51	1.555
8		45,448	46,991	48,535	50,078	51,622	53,165	54,709
		1.325	1.37	1.415	1.46	1.505	1.55	1.595
9			48,363	49,907	51,450	52,994	54,537	56,081
			1.41	1.455	1.5	1.545	1.59	1.635
10				51,279	52,822	54,366	55,909	57,453
				1.495	1.54	1.585	1.63	1.675
11				52,651	54,194	55,738	57,281	58,825
				1.535	1.58	1.625	1.67	1.715
12					55,566	57,110	58,653	60,197
					1.62	1.665	1.71	1.755
13						58,482	60,025	61,569
						1.705	1.75	1.795
14						59,854	61,397	62,941
						1.745	1.79	1.835
15							62,769	64,313
							1.83	1.875
16							64,141	65,685
							1.87	1.915
17								67,057
								1.955
18								68,429
								1.995

10/3/2018

Amherst

2018-2019
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: 34,900 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* 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:			COMMENTS:			
LIFE	Guardian	6.25				
LTD	Principal	.0036 (thru sal)				
NON-PARTICIPANT	$400 Cash					

Couple - Benefits 400

Cash

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	45	yes		
Other Info:	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

10/3/2018

Anselmo-Merna

2018-2019
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: 34,000
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 10
Vertical Freeze:
Rollback:
Multi-year Contract: 18-19, 19-20

INSURANCE

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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9
1	34,000	35,360	36,720	38,080	39,440	40,800
	1.00	1.04	1.08	1.12	1.16	1.20
2	35,360	36,720	38,080	39,440	40,800	42,160
	1.04	1.08	1.12	1.16	1.20	1.24
3	36,720	38,080	39,440	40,800	42,160	43,520
	1.08	1.12	1.16	1.20	1.24	1.28
4	38,080	39,440	40,800	42,160	43,520	44,880
	1.12	1.16	1.20	1.24	1.28	1.32
5	39,440	40,800	42,160	43,520	44,880	46,240
	1.16	1.20	1.24	1.28	1.32	1.36
6	40,800	42,160	43,520	44,880	46,240	47,600
	1.20	1.24	1.28	1.32	1.36	1.40
7		43,520	44,880	46,240	47,600	48,960
		1.28	1.32	1.36	1.40	1.44
8		44,880	46,240	47,600	48,960	50,320
		1.32	1.36	1.40	1.44	1.48
9			47,600	48,960	50,320	51,680
			1.40	1.44	1.48	1.52
10			48,960	50,320	51,680	53,040
			1.44	1.48	1.52	1.56
11				51,680	53,040	54,400
				1.52	1.56	1.60
12				53,040	54,400	55,760
				1.56	1.60	1.64
13					55,760	57,120
					1.64	1.68
14					57,120	58,480
					1.68	1.72

10/3/2018

Ansley

2018-2019
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: 34,000 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	.000D/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						

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	13	35	yes		
Other Info:	Incentive:over 30 @ $20/day max. 10				
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	1			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

ANSLEY

Step	BA	BA+3	BA+6	BA+9	BA+12	BA+15	BA+18	BA+21	BA+24	BA+27	BA+30	BA+33	BA+36 MA	MA+3	MA+6	MA+9
1	34,000	34,680	35,020	35,700	36,380	36,720	37,400	38,080	38,420	39,100	39,780	40,120	40,800	41,480	41,820	42,500
	1.00	1.02	1.03	1.05	1.07	1.08	1.10	1.12	1.13	1.15	1.17	1.18	1.20	1.22	1.23	1.25
2	35,360	36,040	36,380	37,060	37,740	38,080	38,760	39,440	39,780	40,460	41,140	41,480	42,160	42,840	43,180	43,860
	1.04	1.06	1.07	1.09	1.11	1.12	1.14	1.16	1.17	1.19	1.21	1.22	1.24	1.26	1.27	1.29
3	36,720	37,400	37,740	38,420	39,100	39,440	40,120	40,800	41,140	41,820	42,500	42,840	43,520	44,200	44,540	45,220
	1.08	1.10	1.11	1.13	1.15	1.16	1.18	1.20	1.21	1.23	1.25	1.26	1.28	1.30	1.31	1.33
4	38,080	38,760	39,100	39,780	40,460	40,800	41,480	42,160	42,500	43,180	43,860	44,200	44,880	45,560	45,900	46,580
	1.12	1.14	1.15	1.17	1.19	1.20	1.22	1.24	1.25	1.27	1.29	1.30	1.32	1.34	1.35	1.37
5	39,440	40,120	40,460	41,140	41,820	42,160	42,840	43,520	43,860	44,540	45,220	45,560	46,240	46,920	47,260	47,940
	1.16	1.18	1.19	1.21	1.23	1.24	1.26	1.28	1.29	1.31	1.33	1.34	1.36	1.38	1.39	1.41
6	40,800	41,480	41,820	42,500	43,180	43,520	44,200	44,880	45,220	45,900	46,580	46,920	47,600	48,280	48,620	49,300
	1.20	1.22	1.23	1.25	1.27	1.28	1.30	1.32	1.33	1.35	1.37	1.38	1.40	1.42	1.43	1.45
7	42,160	42,840	43,180	43,860	44,540	44,880	45,560	46,240	46,580	47,260	47,940	48,280	48,960	49,640	49,980	50,660
	1.24	1.26	1.27	1.29	1.31	1.32	1.34	1.36	1.37	1.39	1.41	1.42	1.44	1.46	1.47	1.49
8	43,520	44,200	44,540	45,220	45,900	46,240	46,920	47,600	47,940	48,620	49,300	49,640	50,320	51,000	51,340	52,020
	1.28	1.30	1.31	1.33	1.35	1.36	1.38	1.40	1.41	1.43	1.45	1.46	1.48	1.50	1.51	1.53
9				46,580	47,260	47,600	48,280	48,960	49,300	49,980	50,660	51,000	51,680	52,360	52,700	53,380
				1.37	1.39	1.40	1.42	1.44	1.45	1.47	1.49	1.50	1.52	1.54	1.55	1.57
10							49,640	50,320	50,660	51,340	52,020	52,360	53,040	53,720	54,060	54,740
							1.46	1.48	1.49	1.51	1.53	1.54	1.56	1.58	1.59	1.61
11										52,700	53,380	53,720	54,400	55,080	55,420	56,100
										1.55	1.57	1.58	1.60	1.62	1.63	1.65
12													55,760	56,440	56,780	57,460
													1.64	1.66	1.67	1.69
13													57,120	57,800	58,140	58,820
													1.68	1.70	1.71	1.73
14																60,180
																1.77

10/3/2018

Arapahoe

2018-2019
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: 34,150
Index: 4 x 4
Starting Salary:
Entry Level Step: 0
Career Increments: Y
Experience Allowed: 12(D)

Vertical Freeze: 88-89
Rollback: 88-89 Last Step
Multi-year Contract: 18-19, 19-20

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					
NON-PARTICIPANT						

Couple - Benefits
31.51 or 52.18
Sp or Dep Dental

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							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	34,150	35,516	36,882	38,248	39,614	40,980	42,346
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
1	35,516	36,882	38,248	39,614	40,980	42,346	43,712
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,882	38,248	39,614	40,980	42,346	43,712	45,078
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,248	39,614	40,980	42,346	43,712	45,078	46,444
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,614	40,980	42,346	43,712	45,078	46,444	47,810
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,980	42,346	43,712	45,078	46,444	47,810	49,176
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6		43,712	45,078	46,444	47,810	49,176	50,542
		1.28	1.32	1.36	1.40	1.44	1.48
7		45,078	46,444	47,810	49,176	50,542	51,908
		1.32	1.36	1.40	1.44	1.48	1.52
8			47,810	49,176	50,542	51,908	53,274
			1.40	1.44	1.48	1.52	1.56
9				50,542	51,908	53,274	54,640
				1.48	1.52	1.56	1.60
10				51,908	53,274	54,640	56,006
				1.52	1.56	1.60	1.64
11					54,640	56,006	57,372
					1.60	1.64	1.68
12					56,006	57,372	58,738
					1.64	1.68	1.72
13					57,372	58,738	60,104
					1.68	1.72	1.76
14					58,738	60,104	61,470
					1.72	1.76	1.80
15						61,470	62,836
						1.80	1.84
16							64,202
							1.88

10/3/2018

Arcadia

2018-2019
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: 33,450 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: D

Vertical Freeze:
Rollback:
Multi-year Contract: 18-19, 19-20

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	Horace Mann	0.96				
LTD	Principal Life	.0016				
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: 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	MA+18
1	33,450	35,123	36,795	38,468	40,140	41,813	43,485
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	34,788	36,461	38,133	39,806	41,478	43,151	44,823
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	36,126	37,799	39,471	41,144	42,816	44,489	46,161
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	37,464	39,137	40,809	42,482	44,154	45,827	47,499
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	38,802	40,475	42,147	43,820	45,492	47,165	48,837
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	40,140	41,813	43,485	45,158	46,830	48,503	50,175
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	41,478	43,151	44,823	46,496	48,168	49,841	51,513
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		44,489	46,161	47,834	49,506	51,179	52,851
		1.33	1.38	1.43	1.48	1.53	1.58
9			47,499	49,172	50,844	52,517	54,189
			1.42	1.47	1.52	1.57	1.62
10			48,837	50,510	52,182	53,855	55,527
			1.46	1.51	1.56	1.61	1.66
11				51,848	53,520	55,193	56,865
				1.55	1.60	1.65	1.70
12					54,858	56,531	58,203
					1.64	1.69	1.74
13						57,869	59,541
						1.73	1.78

10/3/2018

Arlington

2018-2019
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: 37,200 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	1124.68	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					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
286.84 or 566.45
Full Sp or Dep

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	37,200	39,060	40,920	42,780	44,640	46,500	48,360	50,220
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	38,688	40,548	42,408	44,268	46,128	47,988	49,848	51,708
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	40,176	42,036	43,896	45,756	47,616	49,476	51,336	53,196
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	41,664	43,524	45,384	47,244	49,104	50,964	52,824	54,684
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	43,152	45,012	46,872	48,732	50,592	52,452	54,312	56,172
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	44,640	46,500	48,360	50,220	52,080	53,940	55,800	57,660
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	46,128	47,988	49,848	51,708	53,568	55,428	57,288	59,148
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		49,476	51,336	53,196	55,056	56,916	58,776	60,636
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			52,824	54,684	56,544	58,404	60,264	62,124
			1.42	1.47	1.52	1.57	1.62	1.67
10				56,172	58,032	59,892	61,752	63,612
				1.51	1.56	1.61	1.66	1.71
11					59,520	61,380	63,240	65,100
					1.60	1.65	1.70	1.75
12						62,868	64,728	66,588
						1.69	1.74	1.79
13						64,356	66,216	68,076
						1.73	1.78	1.83
14						65,844	67,704	69,564
						1.77	1.82	1.87
15							69,192	71,052
							1.86	1.91
16								72,540
								1.95

10/3/2018

Arnold

2018-2019
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: 34,000 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	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	42,160	43,860	45,560	47,260	48,960	50,660
	1.24	1.29	1.34	1.39	1.44	1.49
8	43,520	45,220	46,920	48,620	50,320	52,020
	1.28	1.33	1.38	1.43	1.48	1.53
9	44,880	46,580	48,280	49,980	51,680	53,380
	1.32	1.37	1.42	1.47	1.52	1.57
10		47,940	49,640	51,340	53,040	54,740
		1.41	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				55,420	57,120	58,820
				1.63	1.68	1.73
14					58,480	60,180
					1.72	1.77
15					59,840	61,540
					1.76	1.81
16						62,900
						1.85

10/3/2018

Arthur County

2018-2019
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: 35,000
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 6

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	1150D	558.05	1032.44	1171.92	1573.60	
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85	
PPO:			COMMENTS:				
LIFE	Nat'l Ins	2.10			Deductible Reimbursement: Y		575/1150
LTD	Nat'l Ins	.0071					
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:	Sev-Pd salary/period up to 20 days				
PERSONAL	2			yes	
BEREAVEMENT					from sick lv
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

ARTHUR COUNTY								
						MA		
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	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		46,200	47,600	49,000	50,400	51,800	53,200	54,600
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			49,000	50,400	51,800	53,200	54,600	56,000
			1.40	1.44	1.48	1.52	1.56	1.60
10				51,800	53,200	54,600	56,000	57,400
				1.48	1.52	1.56	1.60	1.64
11					54,600	56,000	57,400	58,800
					1.56	1.60	1.64	1.68
12						57,400	58,800	60,200
						1.64	1.68	1.72
13							60,200	61,600
							1.72	1.76

10/3/2018

Ashland-Greenwood

2018-2019
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: 35,050 Index: 4 x 5
Starting Salary: 37,854 Entry Level Step: 1*
Career Increments: N Experience Allowed: all(D)
*Starting is 1.08
Vertical Freeze: 87-88/99-00
Rollback:
Multi-year Contract: 18-19, 19-20

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
NON-PARTICIPANT $166.67/mo.

COMMENTS:

Couple - Benefits 195.34

Ind. Dental+Cash

Deductible Reimbursement:

Cafeteria Plan
Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

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

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

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

ASHLAND-GREENWOOD										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
BASE	35,050									
	1.00									
1-3	37,854	39,607	41,359	43,112	44,864	44,864	46,617	48,369	50,122	51,874
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	39,256	41,009	42,761	44,514	46,266	46,266	48,019	49,771	51,524	53,276
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	40,658	42,411	44,163	45,916	47,668	47,668	49,421	51,173	52,926	54,678
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	42,060	43,813	45,565	47,318	49,070	49,070	50,823	52,575	54,328	56,080
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	43,462	45,215	46,967	48,720	50,472	50,472	52,225	53,977	55,730	57,482
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		46,617	48,369	50,122	51,874	51,874	53,627	55,379	57,132	58,884
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9		48,019	49,771	51,524	53,276	53,276	55,029	56,781	58,534	60,286
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10			51,173	52,926	54,678	54,678	56,431	58,183	59,936	61,688
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
11			52,575	54,328	56,080	56,080	57,833	59,585	61,338	63,090
			1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80
12				55,730	57,482	57,482	59,235	60,987	62,740	64,492
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
13					58,884	58,884	60,637	62,389	64,142	65,894
					1.68	1.68	1.73	1.78	1.83	1.88
14					60,286	60,286	62,039	63,791	65,544	67,296
					1.72	1.72	1.77	1.82	1.87	1.92
15								65,193	66,946	68,698
								1.86	1.91	1.96
16									68,348	70,100
									1.95	2.00

10/3/2018

Auburn

2018-2019
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: 35,050
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						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

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	35,050	36,803	38,555	40,308	42,060	43,813	45,565	47,318	49,070
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	36,452	38,205	39,957	41,710	43,462	45,215	46,967	48,720	50,472
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,854	39,607	41,359	43,112	44,864	46,617	48,369	50,122	51,874
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	39,256	41,009	42,761	44,514	46,266	48,019	49,771	51,524	53,276
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	40,658	42,411	44,163	45,916	47,668	49,421	51,173	52,926	54,678
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	42,060	43,813	45,565	47,318	49,070	50,823	52,575	54,328	56,080
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	43,462	45,215	46,967	48,720	50,472	52,225	53,977	55,730	57,482
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		46,617	48,369	50,122	51,874	53,627	55,379	57,132	58,884
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			49,771	51,524	53,276	55,029	56,781	58,534	60,286
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				52,926	54,678	56,431	58,183	59,936	61,688
				1.51	1.56	1.61	1.66	1.71	1.76
11					56,080	57,833	59,585	61,338	63,090
					1.60	1.65	1.70	1.75	1.80
12						59,235	60,987	62,740	64,492
						1.69	1.74	1.79	1.84
13							62,389	64,142	65,894
							1.78	1.83	1.88
14								65,544	67,296
								1.87	1.92
15									68,698
									1.96

10/3/2018

Aurora

2018-2019
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: 34,800 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* 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:			COMMENTS:			
LIFE						
LTD	Principal		.0039 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits 28.67

Ind. Dental

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									
					BA+36				
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,800	36,540	38,280	40,020	41,760	43,500	45,240	46,980	48,720
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	36,540	38,280	40,020	41,760	43,500	45,240	46,980	48,720	50,460
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
3	38,280	40,020	41,760	43,500	45,240	46,980	48,720	50,460	52,200
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50
4	40,020	41,760	43,500	45,240	46,980	48,720	50,460	52,200	53,940
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
5	41,760	43,500	45,240	46,980	48,720	50,460	52,200	53,940	55,680
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	43,500	45,240	46,980	48,720	50,460	52,200	53,940	55,680	57,420
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
7		46,980	48,720	50,460	52,200	53,940	55,680	57,420	59,160
		1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70
8			50,460	52,200	53,940	55,680	57,420	59,160	60,900
			1.45	1.50	1.55	1.60	1.65	1.70	1.75
9			52,200	53,940	55,680	57,420	59,160	60,900	62,640
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
10				55,680	57,420	59,160	60,900	62,640	64,380
				1.60	1.65	1.70	1.75	1.80	1.85
11					59,160	60,900	62,640	64,380	66,120
					1.70	1.75	1.80	1.85	1.90
12					60,900	62,640	64,380	66,120	67,860
					1.75	1.80	1.85	1.90	1.95
13						64,380	66,120	67,860	69,600
						1.85	1.90	1.95	2.00
14							67,860	69,600	71,340
							1.95	2.00	2.05

10/3/2018

Axtell

2018-2019
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: 34,900 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						

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	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	34,900	36,471	38,041	39,612	41,182	42,753	44,323	45,894	47,464
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	36,296	37,867	39,437	41,008	42,578	44,149	45,719	47,290	48,860
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4
3	37,692	39,263	40,833	42,404	43,974	45,545	47,115	48,686	50,256
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44
4	39,088	40,659	42,229	43,800	45,370	46,941	48,511	50,082	51,652
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48
5	40,484	42,055	43,625	45,196	46,766	48,337	49,907	51,478	53,048
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52
6		43,451	45,021	46,592	48,162	49,733	51,303	52,874	54,444
		1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56
7			46,417	47,988	49,558	51,129	52,699	54,270	55,840
			1.33	1.375	1.42	1.465	1.51	1.555	1.6
8				49,384	50,954	52,525	54,095	55,666	57,236
				1.415	1.46	1.505	1.55	1.595	1.64
9				50,780	52,350	53,921	55,491	57,062	58,632
				1.455	1.5	1.545	1.59	1.635	1.68
10					53,746	55,317	56,887	58,458	60,028
					1.54	1.585	1.63	1.675	1.72
11						56,713	58,283	59,854	61,424
						1.625	1.67	1.715	1.76
12							59,679	61,250	62,820
							1.71	1.755	1.8
Bump Stp 16							61,075	62,646	64,216
							1.75	1.795	1.84
Bump Stp 20							62,471	64,042	65,612
							1.79	1.835	1.88

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.

10/3/2018

Bancroft-Rosalie

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 35,750 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 3(D)

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
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 National Ins. .0031 (thru sal)
NON-PARTICIPANT $636.60 TSA, Cash

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18
1	35,750	37,180	38,610	40,040	41,470	42,900	44,330
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	37,180	38,610	40,040	41,470	42,900	44,330	45,760
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,610	40,040	41,470	42,900	44,330	45,760	47,190
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	40,040	41,470	42,900	44,330	45,760	47,190	48,620
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	41,470	42,900	44,330	45,760	47,190	48,620	50,050
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,900	44,330	45,760	47,190	48,620	50,050	51,480
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	44,330	45,760	47,190	48,620	50,050	51,480	52,910
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	45,760	47,190	48,620	50,050	51,480	52,910	54,340
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		48,620	50,050	51,480	52,910	54,340	55,770
		1.36	1.40	1.44	1.48	1.52	1.56
10			51,480	52,910	54,340	55,770	57,200
			1.44	1.48	1.52	1.56	1.60
11				54,340	55,770	57,200	58,630
				1.52	1.56	1.60	1.64
12					57,200	58,630	60,060
					1.60	1.64	1.68
13						60,060	61,490
						1.68	1.72
14							62,920
							1.76

10/3/2018

Banner County

2018-2019
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: 34,400
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* 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		.0016			
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	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

10/3/2018

Battle Creek

2018-2019
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: 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* 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:			COMMENTS:			
LIFE						
LTD	Madison Nat'l	.0044				
NON-PARTICIPANT	$350 annuity					

Couple - Benefits
350 or 636.60 ea
Annuity or 2 Ind Policies

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					

SABBATICAL: Yes **SEVERANCE PAY:**
OTHER LEAVES: Military leave (dist. pays diff.)

OTHER DISTRICT POLICIES

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

BATTLE CREEK								
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
Step								
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

10/3/2018

Bayard

2018-2019
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: 34,000 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: 18-19, 19-20

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	Fortis		.0019 (+B)			
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits 31.51 or 52.18

Sp or Dep Dental

Deductible Reimbursement: Y 750

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10		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	34,000	35,530	37,060	38,590	40,120	41,650	43,180	44,710
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
1	35,530	37,060	38,590	40,120	41,650	43,180	44,710	46,240
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	37,060	38,590	40,120	41,650	43,180	44,710	46,240	47,770
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	38,590	40,120	41,650	43,180	44,710	46,240	47,770	49,300
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	40,120	41,650	43,180	44,710	46,240	47,770	49,300	50,830
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	41,650	43,180	44,710	46,240	47,770	49,300	50,830	52,360
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		44,710	46,240	47,770	49,300	50,830	52,360	53,890
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		46,240	47,770	49,300	50,830	52,360	53,890	55,420
		1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			49,300	50,830	52,360	53,890	55,420	56,950
			1.45	1.495	1.54	1.585	1.63	1.675
9			50,830	52,360	53,890	55,420	56,950	58,480
			1.495	1.54	1.585	1.63	1.675	1.72
10				53,890	55,420	56,950	58,480	60,010
				1.585	1.63	1.675	1.72	1.765
11				55,420	56,950	58,480	60,010	61,540
				1.63	1.675	1.72	1.765	1.81
12					58,480	60,010	61,540	63,070
					1.72	1.765	1.81	1.855
13					60,010	61,540	63,070	64,600
					1.765	1.81	1.855	1.9
14						63,070	64,600	66,130
						1.855	1.9	1.945
15						64,600	66,130	67,660
						1.9	1.945	1.99
16							67,660	69,190
							1.99	2.035
17								70,720
								2.08

10/3/2018

Beatrice

2018-2019
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: 34,925 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* 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 (grandfathered 17-18)

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options: H/A,TSA,Cash

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 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	34,925	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

10/3/2018

Bellevue

2018-2019
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: 35,172 Index: 3 x 4

Starting Salary: Entry Level Step: 0

Career Increments: Y Experience Allowed: 12

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					
DENTAL	BC/BS	4					
PPO:							
LIFE	National Ins						
LTD	National Ins						
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria

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

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

10/3/2018

Bennington

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

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

SALARY SCHEDULE

Base: 34,650 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				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

BENNINGTON									
					BA+36				
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
Step									
1	34,650	36,383	38,115	39,848	41,580	43,313	45,045	46,778	48,510
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	36,036	37,769	39,501	41,234	42,966	44,699	46,431	48,164	49,896
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,422	39,155	40,887	42,620	44,352	46,085	47,817	49,550	51,282
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,808	40,541	42,273	44,006	45,738	47,471	49,203	50,936	52,668
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	40,194	41,927	43,659	45,392	47,124	48,857	50,589	52,322	54,054
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		43,313	45,045	46,778	48,510	50,243	51,975	53,708	55,440
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		44,699	46,431	48,164	49,896	51,629	53,361	55,094	56,826
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			47,817	49,550	51,282	53,015	54,747	56,480	58,212
			1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			49,203	50,936	52,668	54,401	56,133	57,866	59,598
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				52,322	54,054	55,787	57,519	59,252	60,984
				1.51	1.56	1.61	1.66	1.71	1.76
11				53,708	55,440	57,173	58,905	60,638	62,370
				1.55	1.60	1.65	1.70	1.75	1.80
12					56,826	58,559	60,291	62,024	63,756
					1.64	1.69	1.74	1.79	1.84
13					58,212	59,945	61,677	63,410	65,142
					1.68	1.73	1.78	1.83	1.88
14						61,331	63,063	64,796	66,528
						1.77	1.82	1.87	1.92
15						62,717	64,449	66,182	67,914
						1.81	1.86	1.91	1.96
16								67,568	69,300
								1.95	2.00

10/3/2018

Bertrand

2018-2019
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: 33,900 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	**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:			COMMENTS:				
LIFE	Guardian				Deductible Reimbursement:		
LTD	Principal Life	.0039					
NON-PARTICIPANT							

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				

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

BERTRAND

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

10/3/2018

Blair

2018-2019
3.1

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

10/3/2018

Bloomfield

2018-2019
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: 35,000 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	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Ind Dental

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

BLOOMFIELD							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	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		46,200	47,600	49,000	50,400	51,800	53,200
		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					57,400	58,800	60,200
					1.64	1.68	1.72
14					58,800	60,200	61,600
					1.68	1.72	1.76
15						61,600	63,000
						1.76	1.80

10/3/2018

Blue Hill

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 35,650
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 17
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

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

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	8	40	yes		
Other Info:					
PERSONAL	4			yes	$50/day unused
BEREAVEMENT	from personal lv.				
PROFESSIONAL	1			yes	
ADOPTION	see personal lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

BLUE HILL							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	35,650	37,076	38,502	39,928	41,354	42,780	44,206
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	37,076	38,502	39,928	41,354	42,780	44,206	45,632
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,502	39,928	41,354	42,780	44,206	45,632	47,058
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,928	41,354	42,780	44,206	45,632	47,058	48,484
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	41,354	42,780	44,206	45,632	47,058	48,484	49,910
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,780	44,206	45,632	47,058	48,484	49,910	51,336
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		45,632	47,058	48,484	49,910	51,336	52,762
		1.28	1.32	1.36	1.40	1.44	1.48
8		47,058	48,484	49,910	51,336	52,762	54,188
		1.32	1.36	1.40	1.44	1.48	1.52
9			49,910	51,336	52,762	54,188	55,614
			1.40	1.44	1.48	1.52	1.56
10				52,762	54,188	55,614	57,040
				1.48	1.52	1.56	1.60
11				54,188	55,614	57,040	58,466
				1.52	1.56	1.60	1.64
12					57,040	58,466	59,892
					1.60	1.64	1.68
13					58,466	59,892	61,318
					1.64	1.68	1.72
14					59,892	61,318	62,744
					1.68	1.72	1.76
15						62,744	64,170
						1.76	1.80
16						64,170	65,596
						1.80	1.84
17							67,022
							1.88

10/3/2018

Boone Central

2018-2019
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: 34,800 Index: 4 x 5

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: (D)

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

Vertical Freeze: 88/89

Rollback:

Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*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	Unknown		2.88			
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
31.51

Emp+Sp. 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:					
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	MA+36
1	34,800	36,540	38,280	40,020	41,760	41,760	43,500	45,240	46,980	48,720
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	36,192	37,932	39,672	41,412	43,152	43,152	44,892	46,632	48,372	50,112
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	37,584	39,324	41,064	42,804	44,544	44,544	46,284	48,024	49,764	51,504
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	38,976	40,716	42,456	44,196	45,936	45,936	47,676	49,416	51,156	52,896
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	40,368	42,108	43,848	45,588	47,328	47,328	49,068	50,808	52,548	54,288
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	41,760	43,500	45,240	46,980	48,720	48,720	50,460	52,200	53,940	55,680
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7		44,892	46,632	48,372	50,112	50,112	51,852	53,592	55,332	57,072
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		46,284	48,024	49,764	51,504	51,504	53,244	54,984	56,724	58,464
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9		47,676	49,416	51,156	52,896	52,896	54,636	56,376	58,116	59,856
		1.37	1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10			50,808	52,548	54,288	54,288	56,028	57,768	59,508	61,248
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
11				53,940	55,680	55,680	57,420	59,160	60,900	62,640
				1.55	1.60	1.60	1.65	1.70	1.75	1.80
12				55,332	57,072	57,072	58,812	60,552	62,292	64,032
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
13					58,464	58,464	60,204	61,944	63,684	65,424
					1.68	1.68	1.73	1.78	1.83	1.88
14					59,856	59,856	61,596	63,336	65,076	66,816
					1.72	1.72	1.77	1.82	1.87	1.92
15							62,988	64,728	66,468	68,208
							1.81	1.86	1.91	1.96
16								66,120	67,860	69,600
								1.90	1.95	2.00
17									69,252	70,992
									1.99	2.04
18										72,384
										2.08

00-01 BA+45/MA+9 to MA+9 only - those on BA+45 grandfathered

10/3/2018

Boyd County

2018-2019
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: 34,750 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* 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						

Couple - Benefits

COMMENTS:

Deductible Reimbursement:

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

10/3/2018

Brady

2018-2019
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: 34,200 Index: 4 x 4
Starting Salary: Entry Level Step: up to 2
Career Increments: N Experience Allowed: 8

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

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	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

COMMENTS:

Couple - Benefits
250
Annuity
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	55	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	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	35,568	36,936	38,304	39,672	41,040	42,408	43,776	45,144	46,512
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	36,936	38,304	39,672	41,040	42,408	43,776	45,144	46,512	47,880
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	38,304	39,672	41,040	42,408	43,776	45,144	46,512	47,880	49,248
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	39,672	41,040	42,408	43,776	45,144	46,512	47,880	49,248	50,616
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	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
7	42,408	43,776	45,144	46,512	47,880	49,248	50,616	51,984	53,352
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		45,144	46,512	47,880	49,248	50,616	51,984	53,352	54,720
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			47,880	49,248	50,616	51,984	53,352	54,720	56,088
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				50,616	51,984	53,352	54,720	56,088	57,456
				1.48	1.52	1.56	1.60	1.64	1.68
11					53,352	54,720	56,088	57,456	58,824
					1.56	1.60	1.64	1.68	1.72
12						56,088	57,456	58,824	60,192
						1.64	1.68	1.72	1.76
13							58,824	60,192	61,560
							1.72	1.76	1.80
14								61,560	62,928
								1.80	1.84
15									64,296
									1.88

10/3/2018

Bridgeport

2018-2019
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: 34,250 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/2000D	607.93	607.93	607.93	607.93
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:

Couple - Benefits
1315

fringe benefit

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** N

OTHER LEAVES:

BRIDGEPORT									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	34,250	35,791	37,333	38,874	40,415	41,956	43,498	45,039	46,580
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,791	37,333	38,874	40,415	41,956	43,498	45,039	46,580	48,121
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	37,333	38,874	40,415	41,956	43,498	45,039	46,580	48,121	49,663
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	38,874	40,415	41,956	43,498	45,039	46,580	48,121	49,663	51,204
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	40,415	41,956	43,498	45,039	46,580	48,121	49,663	51,204	52,745
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		43,498	45,039	46,580	48,121	49,663	51,204	52,745	54,286
		1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		45,039	46,580	48,121	49,663	51,204	52,745	54,286	55,828
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			48,121	49,663	51,204	52,745	54,286	55,828	57,369
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			49,663	51,204	52,745	54,286	55,828	57,369	58,910
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				52,745	54,286	55,828	57,369	58,910	60,451
				1.54	1.585	1.63	1.675	1.72	1.765
11				54,286	55,828	57,369	58,910	60,451	61,993
				1.585	1.63	1.675	1.72	1.765	1.81
12					57,369	58,910	60,451	61,993	63,534
					1.675	1.72	1.765	1.81	1.855
13						60,451	61,993	63,534	65,075
						1.765	1.81	1.855	1.9
14							63,534	65,075	66,616
							1.855	1.9	1.945
15								66,616	68,157
								1.945	1.99
16									69,699
									2.035

10/3/2018

Broken Bow

2018-2019
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						

COMMENTS:

Deductible Reimbursement:

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

10/3/2018

Bruning-Davenport

2018-2019
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: 36,050
Index: 4.25 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*			
		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	3	56.51	56.51	56.51	56.51
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
62.17 or 102.87
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	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	36,050	37,492	38,934	40,376	41,818	43,260	44,702
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	37,582	39,024	40,466	41,908	43,350	44,792	46,234
	1.0425	1.0825	1.1225	1.1625	1.2025	1.2425	1.2825
3	39,114	40,556	41,998	43,440	44,882	46,324	47,766
	1.085	1.125	1.165	1.205	1.245	1.285	1.325
4	40,646	42,088	43,530	44,972	46,414	47,856	49,298
	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675
5	42,179	43,621	45,063	46,505	47,947	49,389	50,831
	1.17	1.21	1.25	1.29	1.33	1.37	1.41
6	43,711	45,153	46,595	48,037	49,479	50,921	52,363
	1.2125	1.2525	1.2925	1.3325	1.3725	1.4125	1.4525
7	45,243	46,685	48,127	49,569	51,011	52,453	53,895
	1.255	1.295	1.335	1.375	1.415	1.455	1.495
8		48,217	49,659	51,101	52,543	53,985	55,427
		1.3375	1.3775	1.4175	1.4575	1.4975	1.5375
9		49,749	51,191	52,633	54,075	55,517	56,959
		1.38	1.42	1.46	1.5	1.54	1.58
10			52,723	54,165	55,607	57,049	58,491
			1.4625	1.5025	1.5425	1.5825	1.6225
11			54,255	55,697	57,139	58,581	60,023
			1.505	1.545	1.585	1.625	1.665
12					58,671	60,113	61,555
					1.6275	1.6675	1.7075
13						61,646	63,088
						1.71	1.75

10/3/2018

Burwell

2018-2019
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
Planning Time:	94	94	52
Class Periods/Day:	4	4	
Normal Teaching Load:	3	3	

SALARY SCHEDULE

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

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*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	
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85	125

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 $450.42

Cafeteria Plan

Individ.	Depend.
450.42	450.42

Options: H/A,Cash-85%

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

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

10/3/2018

Callaway

2018-2019
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: 34,150 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all
after 30 yrs in system, $3000 incentive bonus
Vertical Freeze: 86-87, 87-88
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*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:			COMMENTS:			
LIFE	Fort Dearborn	10.50				
LTD	Fort Dearborn	.0086				
NON-PARTICIPANT						

Couple - Benefits
28.67

Ind Dental

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				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

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

10/3/2018

Cambridge

2018-2019
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: 34,400
Starting Salary:
Career Increments: N

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

Index: 4 x 4
Entry Level Step: 1
Experience Allowed: 5(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
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Sp or Dep. Dental
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	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		45,408	46,784	48,160	49,536	50,912	52,288
		1.32	1.36	1.40	1.44	1.48	1.52
9			48,160	49,536	50,912	52,288	53,664
			1.40	1.44	1.48	1.52	1.56
10			49,536	50,912	52,288	53,664	55,040
			1.44	1.48	1.52	1.56	1.60
11				52,288	53,664	55,040	56,416
				1.52	1.56	1.60	1.64
12				53,664	55,040	56,416	57,792
				1.56	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
16						61,920	63,296
						1.80	1.84
17						63,296	64,672
						1.84	1.88
18							66,048
							1.92

10/3/2018

Cedar Bluffs

2018-2019
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: 35,625
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	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								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
0	35,625	37,050	38,475	39,900	41,325	42,750	44,175	45,600
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	37,050	38,475	39,900	41,325	42,750	44,175	45,600	47,025
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	38,475	39,900	41,325	42,750	44,175	45,600	47,025	48,450
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	39,900	41,325	42,750	44,175	45,600	47,025	48,450	49,875
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	41,325	42,750	44,175	45,600	47,025	48,450	49,875	51,300
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	42,750	44,175	45,600	47,025	48,450	49,875	51,300	52,725
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	44,175	45,600	47,025	48,450	49,875	51,300	52,725	54,150
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	45,600	47,025	48,450	49,875	51,300	52,725	54,150	55,575
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	47,025	48,450	49,875	51,300	52,725	54,150	55,575	57,000
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		49,875	51,300	52,725	54,150	55,575	57,000	58,425
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
10			52,725	54,150	55,575	57,000	58,425	59,850
			1.48	1.52	1.56	1.60	1.64	1.68
11				55,575	57,000	58,425	59,850	61,275
				1.56	1.60	1.64	1.68	1.72
12					58,425	59,850	61,275	62,700
					1.64	1.68	1.72	1.76
13						61,275	62,700	64,125
						1.72	1.76	1.80
14							64,125	65,550
							1.80	1.84
15								66,975
								1.88

10/3/2018

Centennial

2018-2019
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: 36,000 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
PPO:						
LIFE						
LTD	School Ins.		.0029 (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	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	36,000	37,800	39,600	41,400	43,200	45,000	46,800	48,600
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	37,440	39,240	41,040	42,840	44,640	46,440	48,240	50,040
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	38,880	40,680	42,480	44,280	46,080	47,880	49,680	51,480
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	40,320	42,120	43,920	45,720	47,520	49,320	51,120	52,920
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	41,760	43,560	45,360	47,160	48,960	50,760	52,560	54,360
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	43,200	45,000	46,800	48,600	50,400	52,200	54,000	55,800
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		46,440	48,240	50,040	51,840	53,640	55,440	57,240
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		47,880	49,680	51,480	53,280	55,080	56,880	58,680
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			51,120	52,920	54,720	56,520	58,320	60,120
			1.42	1.47	1.52	1.57	1.62	1.67
10			52,560	54,360	56,160	57,960	59,760	61,560
			1.46	1.51	1.56	1.61	1.66	1.71
11				55,800	57,600	59,400	61,200	63,000
				1.55	1.60	1.65	1.70	1.75
12					59,040	60,840	62,640	64,440
					1.64	1.69	1.74	1.79
13						62,280	64,080	65,880
						1.73	1.78	1.83
14							65,520	67,320
							1.82	1.87
15								68,760
								1.91

10/3/2018

Central City

2018-2019
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: 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* 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						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
28.67 or 52.18
Ind or Dep. Dental

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	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

10/3/2018

Central Valley

2018-2019
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: 35,200
Starting Salary:
Career Increments: N

Vertical Freeze:
Rollback:
Multi-year Contract:

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	750D	592.65	1096.41	1244.57	1671.14
DENTAL	BC/BS	3	56.51	56.51	56.51	56.51
PPO:			COMMENTS:			
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

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

Step	BA	BA+9	BA+18	BA+27	MA BA+36	MA+9	MA+18
1	35,200	36,960	38,720	40,480	42,240	44,000	45,760
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	36,608	38,368	40,128	41,888	43,648	45,408	47,168
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	38,016	39,776	41,536	43,296	45,056	46,816	48,576
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	39,424	41,184	42,944	44,704	46,464	48,224	49,984
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	40,832	42,592	44,352	46,112	47,872	49,632	51,392
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	42,240	44,000	45,760	47,520	49,280	51,040	52,800
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		45,408	47,168	48,928	50,688	52,448	54,208
		1.29	1.34	1.39	1.44	1.49	1.54
8			48,576	50,336	52,096	53,856	55,616
			1.38	1.43	1.48	1.53	1.58
9			49,984	51,744	53,504	55,264	57,024
			1.42	1.47	1.52	1.57	1.62
10				53,152	54,912	56,672	58,432
				1.51	1.56	1.61	1.66
11					56,320	58,080	59,840
					1.60	1.65	1.70
12						59,488	61,248
						1.69	1.74
13						60,896	62,656
						1.73	1.78
14							64,064
							1.82

10/3/2018

Centura

2018-2019
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: 35,400 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	50	yes		
Other Info:					
PERSONAL	3			yes	EOY: sub rate/day
BEREAVEMENT	5				
PROFESSIONAL	2			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:

CENTURA

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
0	35,400	37,170	38,940	40,710	42,480	42,480	44,250	46,020	47,790	49,560
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
1	36,816	38,586	40,356	42,126	43,896	43,896	45,666	47,436	49,206	50,976
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
2	38,232	40,002	41,772	43,542	45,312	45,312	47,082	48,852	50,622	52,392
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
3	39,648	41,418	43,188	44,958	46,728	46,728	48,498	50,268	52,038	53,808
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
4	41,064	42,834	44,604	46,374	48,144	48,144	49,914	51,684	53,454	55,224
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
5	42,480	44,250	46,020	47,790	49,560	49,560	51,330	53,100	54,870	56,640
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
6		45,666	47,436	49,206	50,976	50,976	52,746	54,516	56,286	58,056
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
7		47,082	48,852	50,622	52,392	52,392	54,162	55,932	57,702	59,472
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
8			50,268	52,038	53,808	53,808	55,578	57,348	59,118	60,888
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
9			51,684	53,454	55,224	55,224	56,994	58,764	60,534	62,304
			1.46	1.51	1.56	1.56	1.61	1.66	1.71	1.76
10				54,870	56,640	56,640	58,410	60,180	61,950	63,720
				1.55	1.60	1.60	1.65	1.70	1.75	1.80
11				56,286	58,056	58,056	59,826	61,596	63,366	65,136
				1.59	1.64	1.64	1.69	1.74	1.79	1.84
12					59,472	59,472	61,242	63,012	64,782	66,552
					1.68	1.68	1.73	1.78	1.83	1.88
13							62,658	64,428	66,198	67,968
							1.77	1.82	1.87	1.92
14								65,844	67,614	69,384
								1.86	1.91	1.96
15										70,800
										2.00

12-13: Shaded areas grandfathered

10/3/2018

Chadron

2018-2019
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: 33,500 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
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	Madison Nat'l	2.18				
LTD	Madison Nat'l	.002 (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	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

	Exists	*Negotiated/ Policy*
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
Step						
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

10/3/2018

Chambers

2018-2019
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: 34,550 Index: 4 x 4
Starting Salary: Entry Level Step: 0
Career Increments: N Experience Allowed: 5(D)

Vertical Freeze:
Rollback:
Multi-year Contract: 18-19, 19-20

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:			COMMENTS:			
LIFE						
LTD	Principal		.0042 (thru sal)			
NON-PARTICIPANT						

Couple - Benefits 28.67

Ind Dental

Deductible Reimbursement:

Cafeteria Plan
Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2			yes	accum. to 6
BEREAVEMENT	3				add'l from sick lv.
PROFESSIONAL	unl.			yes	
ADOPTION	from sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

CHAMBERS							
	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
Step							
0	34,550	35,932	37,314	38,696	40,078	41,460	42,842
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
1	35,932	37,314	38,696	40,078	41,460	42,842	44,224
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	37,314	38,696	40,078	41,460	42,842	44,224	45,606
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,696	40,078	41,460	42,842	44,224	45,606	46,988
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	40,078	41,460	42,842	44,224	45,606	46,988	48,370
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	41,460	42,842	44,224	45,606	46,988	48,370	49,752
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6		44,224	45,606	46,988	48,370	49,752	51,134
		1.28	1.32	1.36	1.40	1.44	1.48
7			46,988	48,370	49,752	51,134	52,516
			1.36	1.40	1.44	1.48	1.52
8				49,752	51,134	52,516	53,898
				1.44	1.48	1.52	1.56
9				51,134	52,516	53,898	55,280
				1.48	1.52	1.56	1.60
10				52,516	53,898	55,280	56,662
				1.52	1.56	1.60	1.64
11					55,280	56,662	58,044
					1.60	1.64	1.68
12						58,044	59,426
						1.68	1.72
13						59,426	60,808
						1.72	1.76

10/3/2018

Chase County

2018-2019
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: 34,600
Index: 4.5 x 4.5
Starting Salary:
Entry Level Step: 0
Career Increments: N
Experience Allowed: 5
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
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:			COMMENTS:			
LIFE						
LTD	Madison Nat'l	.0027				
NON-PARTICIPANT						

Couple - Benefits
28.67 or 52.18
Ind Ea 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	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	34,600	36,157	37,714	39,271	40,828	42,385	43,942	45,499	47,056
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	36,157	37,714	39,271	40,828	42,385	43,942	45,499	47,056	48,613
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	37,714	39,271	40,828	42,385	43,942	45,499	47,056	48,613	50,170
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	39,271	40,828	42,385	43,942	45,499	47,056	48,613	50,170	51,727
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	40,828	42,385	43,942	45,499	47,056	48,613	50,170	51,727	53,284
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	42,385	43,942	45,499	47,056	48,613	50,170	51,727	53,284	54,841
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		45,499	47,056	48,613	50,170	51,727	53,284	54,841	56,398
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			48,613	50,170	51,727	53,284	54,841	56,398	57,955
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8			50,170	51,727	53,284	54,841	56,398	57,955	59,512
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
9				53,284	54,841	56,398	57,955	59,512	61,069
				1.54	1.585	1.63	1.675	1.72	1.765
10						57,955	59,512	61,069	62,626
						1.675	1.72	1.765	1.81
11							61,069	62,626	64,183
							1.765	1.81	1.855
12								64,183	65,740
								1.855	1.9

10/3/2018

Clarkson

2018-2019
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	8	8
Planning Time:	50	50	50
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,550 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
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:

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: 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	MA+27
1	35,550	36,972	38,394	39,816	41,238	41,238	42,660	44,082	45,504
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	36,972	38,394	39,816	41,238	42,660	42,660	44,082	45,504	46,926
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32
3	38,394	39,816	41,238	42,660	44,082	44,082	45,504	46,926	48,348
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36
4	39,816	41,238	42,660	44,082	45,504	45,504	46,926	48,348	49,770
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40
5	41,238	42,660	44,082	45,504	46,926	46,926	48,348	49,770	51,192
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44
6	42,660	44,082	45,504	46,926	48,348	48,348	49,770	51,192	52,614
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
7	44,082	45,504	46,926	48,348	49,770	49,770	51,192	52,614	54,036
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52
8		46,926	48,348	49,770	51,192	51,192	52,614	54,036	55,458
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56
9			49,770	51,192	52,614	52,614	54,036	55,458	56,880
			1.40	1.44	1.48	1.48	1.52	1.56	1.60
10			51,192	52,614	54,036	54,036	55,458	56,880	58,302
			1.44	1.48	1.52	1.52	1.56	1.60	1.64
11				54,036	55,458	55,458	56,880	58,302	59,724
				1.52	1.56	1.56	1.60	1.64	1.68
12					56,880	56,880	58,302	59,724	61,146
					1.60	1.60	1.64	1.68	1.72
13					58,302	58,302	59,724	61,146	62,568
					1.64	1.64	1.68	1.72	1.76
14							61,146	62,568	63,990
							1.72	1.76	1.80

10/3/2018

Cody-Kilgore

2018-2019
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: 34,200
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: (D)
Vertical Freeze: 90-91
Rollback:
Multi-year Contract:

INSURANCE

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

Couple - Benefits 81.51 or 102.18
Sp/Dep Dental+Annuity

Deductible Reimbursement: Y 375/750

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

PART-TIME BENEFITS
Minimum FTE: 1
Contribution:

LEAVES

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

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	34,200	35,910	37,620	39,330	41,040	42,750	44,460
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	35,568	37,278	38,988	40,698	42,408	44,118	45,828
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	36,936	38,646	40,356	42,066	43,776	45,486	47,196
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	38,304	40,014	41,724	43,434	45,144	46,854	48,564
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	39,672	41,382	43,092	44,802	46,512	48,222	49,932
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	41,040	42,750	44,460	46,170	47,880	49,590	51,300
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7		44,118	45,828	47,538	49,248	50,958	52,668
		1.29	1.34	1.39	1.44	1.49	1.54
8			47,196	48,906	50,616	52,326	54,036
			1.38	1.43	1.48	1.53	1.58
9				50,274	51,984	53,694	55,404
				1.47	1.52	1.57	1.62
10					53,352	55,062	56,772
					1.56	1.61	1.66
11						56,430	58,140
						1.65	1.70
12							59,508
							1.74
13							60,876
							1.78

10/3/2018

Columbus

2018-2019
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: 37,200 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: 18-19, 19-20

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	607.93	607.93	607.93
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

Couple - Benefits 665

Ea spouse

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	37,200	39,060	40,920	42,780	44,640	44,640	46,500	48,360	50,220	52,080	53,940	
	1.00	1.05	1.1	1.15	1.2	1.2	1.25	1.3	1.35	1.4	1.45	
2	38,948	40,808	42,668	44,528	46,388	46,388	48,248	50,108	51,968	53,828	55,688	
	1.047	1.097	1.147	1.197	1.247	1.247	1.297	1.347	1.397	1.447	1.497	
3	40,697	42,557	44,417	46,277	48,137	48,137	49,997	51,857	53,717	55,577	57,437	
	1.094	1.144	1.194	1.244	1.294	1.294	1.344	1.394	1.444	1.494	1.544	
4	42,445	44,305	46,165	48,025	49,885	49,885	51,745	53,605	55,465	57,325	59,185	
	1.141	1.191	1.241	1.291	1.341	1.341	1.391	1.441	1.491	1.541	1.591	
5		46,054	47,914	49,774	51,634	51,634	53,494	55,354	57,214	59,074	60,934	
		1.238	1.288	1.338	1.388	1.388	1.438	1.488	1.538	1.588	1.638	
6			49,662	51,522	53,382	53,382	55,242	57,102	58,962	60,822	62,682	
			1.335	1.385	1.435	1.435	1.485	1.535	1.585	1.635	1.685	
7				53,270	55,130	55,130	56,990	58,850	60,710	62,570	64,430	
				1.432	1.482	1.482	1.532	1.582	1.632	1.682	1.732	
8				55,019	56,879	56,879	58,739	60,599	62,459	64,319	66,179	
				1.479	1.529	1.529	1.579	1.629	1.679	1.729	1.779	
9					58,627	58,627	60,487	62,347	64,207	66,067	67,927	
					1.576	1.576	1.626	1.676	1.726	1.776	1.826	
10					60,376	60,376	62,236	64,096	65,956	67,816	69,676	
					1.623	1.623	1.673	1.723	1.773	1.823	1.873	
11						62,124	63,984	65,844	67,704	69,564	71,424	
						1.67	1.72	1.77	1.82	1.87	1.92	
12								67,592	69,452	71,312	73,172	
								1.817	1.867	1.917	1.967	
13										73,061	74,921	77,016
										1.964	2.014	2.07031
14											76,669	
											2.061	

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

10/3/2018

Conestoga

2018-2019
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: 35,700 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 10

Vertical Freeze:
Rollback:
Multi-year Contract: 18-19, 19-20, 20-21

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	.0024				
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	50	yes		
Other Info:	Unused:1/2 sub up to 50 days				
PERSONAL				1-yes, 1-no	
BEREAVEMENT	3				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

CONESTOGA									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	35,700	37,128	38,556	39,984	41,412	41,412	42,840	44,268	45,696
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	37,128	38,556	39,984	41,412	42,840	42,840	44,268	45,696	47,124
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32
3	38,556	39,984	41,412	42,840	44,268	44,268	45,696	47,124	48,552
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36
4	39,984	41,412	42,840	44,268	45,696	45,696	47,124	48,552	49,980
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40
5	41,412	42,840	44,268	45,696	47,124	47,124	48,552	49,980	51,408
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44
6	42,840	44,268	45,696	47,124	48,552	48,552	49,980	51,408	52,836
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
7		45,696	47,124	48,552	49,980	49,980	51,408	52,836	54,264
		1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52
8		47,124	48,552	49,980	51,408	51,408	52,836	54,264	55,692
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56
9			49,980	51,408	52,836	52,836	54,264	55,692	57,120
			1.40	1.44	1.48	1.48	1.52	1.56	1.60
10			51,408	52,836	54,264	54,264	55,692	57,120	58,548
			1.44	1.48	1.52	1.52	1.56	1.60	1.64
11				54,264	55,692	55,692	57,120	58,548	59,976
				1.52	1.56	1.56	1.60	1.64	1.68
12				55,692	57,120	57,120	58,548	59,976	61,404
				1.56	1.60	1.60	1.64	1.68	1.72
13					58,548	58,548	59,976	61,404	62,832
					1.64	1.64	1.68	1.72	1.76
14							61,404	62,832	64,260
							1.72	1.76	1.80
15								64,260	65,688
								1.80	1.84

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

10/3/2018

Cozad

2018-2019
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: 34,900 Index: 4.75 x 4.25
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
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: single vision $11.76/mo COMMENTS:
LIFE
LTD National Ins. .0029
NON-PARTICIPANT

Deductible Reimbursement:

Couple - Benefits 28.67

Ind. Dent

Cafeteria Plan
Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

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

COZAD									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,900	36,383	37,867	39,350	40,833	42,316	43,800	45,283	46,766
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
2	36,558	38,041	39,524	41,008	42,491	43,974	45,457	46,941	48,424
	1.0475	1.09	1.1325	1.175	1.2175	1.26	1.3025	1.345	1.3875
3	38,216	39,699	41,182	42,665	44,149	45,632	47,115	48,598	50,082
	1.095	1.1375	1.18	1.2225	1.265	1.3075	1.35	1.3925	1.435
4	39,873	41,357	42,840	44,323	45,806	47,290	48,773	50,256	51,739
	1.1425	1.185	1.2275	1.27	1.3125	1.355	1.3975	1.44	1.4825
5	41,531	43,014	44,498	45,981	47,464	48,947	50,431	51,914	53,397
	1.19	1.2325	1.275	1.3175	1.36	1.4025	1.445	1.4875	1.53
6	43,189	44,672	46,155	47,639	49,122	50,605	52,088	53,572	55,055
	1.2375	1.28	1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775
7		46,330	47,813	49,296	50,780	52,263	53,746	55,229	56,713
		1.3275	1.37	1.4125	1.455	1.4975	1.54	1.5825	1.625
8			49,471	50,954	52,437	53,921	55,404	56,887	58,370
			1.4175	1.46	1.5025	1.545	1.5875	1.63	1.6725
9				52,612	54,095	55,578	57,062	58,545	60,028
				1.5075	1.55	1.5925	1.635	1.6775	1.72
10				54,270	55,753	57,236	58,719	60,203	61,686
				1.555	1.5975	1.64	1.6825	1.725	1.7675
11					57,411	58,894	60,377	61,860	63,344
					1.645	1.6875	1.73	1.7725	1.815
12					59,068	60,552	62,035	63,518	65,001
					1.6925	1.735	1.7775	1.82	1.8625
13							63,693	65,176	66,659
							1.825	1.8675	1.91
14									68,317
									1.9575

10/3/2018

Crawford

2018-2019
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: 34,600 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					
DENTAL	BC/BS	2					
PPO:	5% BC/BS surcharge		COMMENTS:				
LIFE	Principal	2.75			Deductible Reimbursement:		
LTD	Principal						
NON-PARTICIPANT							

Cafeteria Plan

Individ. 770.83 Depend. 770.83

Options: H/A,Life, TSA,Cash

Cafeteria Plan

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	MA+18
1	34,600	36,157	37,714	39,271	40,050	40,828	42,385	43,942
	1.00	1.045	1.09	1.135	1.1575	1.18	1.225	1.27
2	36,157	37,714	39,271	40,828	41,607	42,385	43,942	45,499
	1.045	1.09	1.135	1.18	1.2025	1.225	1.27	1.315
3	37,714	39,271	40,828	42,385	43,164	43,942	45,499	47,056
	1.09	1.135	1.18	1.225	1.2475	1.27	1.315	1.36
4	39,271	40,828	42,385	43,942	44,721	45,499	47,056	48,613
	1.135	1.18	1.225	1.27	1.2925	1.315	1.36	1.405
5	40,828	42,385	43,942	45,499	46,278	47,056	48,613	50,170
	1.18	1.225	1.27	1.315	1.3375	1.36	1.405	1.45
6		43,942	45,499	47,056	47,835	48,613	50,170	51,727
		1.27	1.315	1.36	1.3825	1.405	1.45	1.495
7		45,499	47,056	48,613	49,392	50,170	51,727	53,284
		1.315	1.36	1.405	1.4275	1.45	1.495	1.54
8			48,613	50,170	50,949	51,727	53,284	54,841
			1.405	1.45	1.4725	1.495	1.54	1.585
9			50,170	51,727	52,506	53,284	54,841	56,398
			1.45	1.495	1.5175	1.54	1.585	1.63
10				53,284	54,063	54,841	56,398	57,955
				1.54	1.5625	1.585	1.63	1.675
11				54,841	55,620	56,398	57,955	59,512
				1.585	1.6075	1.63	1.675	1.72
12						57,955	59,512	61,069
						1.675	1.72	1.765
13						59,512	61,069	62,626
						1.72	1.765	1.81

10/3/2018

Creek Valley

2018-2019
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: 34,600
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* 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		5.00			
NON-PARTICIPANT						

COMMENTS: dt pays $60/yr LTD

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	10	50			
Other Info:					
PERSONAL	3				
BEREAVEMENT					included in sick lv.
PROFESSIONAL					admin discretion
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

CREEK VALLEY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18
1	34,600	36,157	37,714	39,271	40,828	42,385	43,942
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	36,157	37,714	39,271	40,828	42,385	43,942	45,499
	1.045	1.09	1.135	1.18	1.225	1.27	1.315
3	37,714	39,271	40,828	42,385	43,942	45,499	47,056
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	39,271	40,828	42,385	43,942	45,499	47,056	48,613
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	40,828	42,385	43,942	45,499	47,056	48,613	50,170
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	42,385	43,942	45,499	47,056	48,613	50,170	51,727
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7		45,499	47,056	48,613	50,170	51,727	53,284
		1.315	1.36	1.405	1.45	1.495	1.54
8		47,056	48,613	50,170	51,727	53,284	54,841
		1.36	1.405	1.45	1.495	1.54	1.585
9			50,170	51,727	53,284	54,841	56,398
			1.45	1.495	1.54	1.585	1.63
10			51,727	53,284	54,841	56,398	57,955
			1.495	1.54	1.585	1.63	1.675
11				54,841	56,398	57,955	59,512
				1.585	1.63	1.675	1.72
12				56,398	57,955	59,512	61,069
				1.63	1.675	1.72	1.765
13					59,512	61,069	62,626
					1.72	1.765	1.81
14					61,069	62,626	64,183
					1.765	1.81	1.855
15						64,183	65,740
						1.855	1.9
16						65,740	67,297
						1.9	1.945
17							68,854
							1.99
18							70,411
							2.035

10/3/2018

Creighton

2018-2019
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: 34,900

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						

COMMENTS: LTD-District pays 1/2 insurance

Deductible Reimbursement: N

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:	with approval				
PERSONAL	2			yes	
BEREAVEMENT	5				
PROFESSIONAL	unl.			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

NEED SALARY SCHEDULE

10/3/2018

Crete

2018-2019
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: 35,330 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
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**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	910.63
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+$143.57, Ee/C+$75.99 COMMENTS:
LIFE Deductible Reimbursement:
LTD Fortis .0031 (thru sal)
NON-PARTICIPANT $258.33 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.				

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

OTHER DISTRICT POLICIES

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

CRETE

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	35,330	36,920	38,510	40,100		41,689	43,279	44,869	46,459	48,049
	1.00	1.045	1.09	1.135		1.18	1.225	1.27	1.315	1.36
2	36,920	38,510	40,100	41,689		43,279	44,869	46,459	48,049	49,639
	1.045	1.09	1.135	1.18		1.225	1.27	1.315	1.36	1.405
3	38,510	40,100	41,689	43,279		44,869	46,459	48,049	49,639	51,229
	1.09	1.135	1.18	1.225		1.27	1.315	1.36	1.405	1.45
4	40,100	41,689	43,279	44,869		46,459	48,049	49,639	51,229	52,818
	1.135	1.18	1.225	1.27		1.315	1.36	1.405	1.45	1.495
5	41,689	43,279	44,869	46,459		48,049	49,639	51,229	52,818	54,408
	1.18	1.225	1.27	1.315		1.36	1.405	1.45	1.495	1.54
6	43,279	44,869	46,459	48,049		49,639	51,229	52,818	54,408	55,998
	1.225	1.27	1.315	1.36		1.405	1.45	1.495	1.54	1.585
7		46,459	48,049	49,639		51,229	52,818	54,408	55,998	57,588
		1.315	1.36	1.405		1.45	1.495	1.54	1.585	1.63
8			49,639	51,229		52,818	54,408	55,998	57,588	59,178
			1.405	1.45		1.495	1.54	1.585	1.63	1.675
9			51,229	52,818		54,408	55,998	57,588	59,178	60,768
			1.45	1.495		1.54	1.585	1.63	1.675	1.72
10				54,408		55,998	57,588	59,178	60,768	62,357
				1.54		1.585	1.63	1.675	1.72	1.765
11						57,588	59,178	60,768	62,357	63,947
						1.63	1.675	1.72	1.765	1.81
12					59,178	59,178	60,768	62,357	63,947	65,537
					1.675	1.675	1.72	1.765	1.81	1.855
13							62,357	63,947	65,537	67,127
							1.765	1.81	1.855	1.9
14, 15, 16									67,127	68,717
									1.9	1.945
17										70,307
										1.99

08-09 BA36 column closed to new entrants

10/3/2018

Crofton

2018-2019
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: 35,350
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	
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:

Cash

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0

Contribution: fte

LEAVES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

CROFTON							
					BA+36	BA+48	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	35,350	36,764	38,178	39,592	41,006	42,420	43,834
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,764	38,178	39,592	41,006	42,420	43,834	45,248
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,178	39,592	41,006	42,420	43,834	45,248	46,662
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,592	41,006	42,420	43,834	45,248	46,662	48,076
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	41,006	42,420	43,834	45,248	46,662	48,076	49,490
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6		43,834	45,248	46,662	48,076	49,490	50,904
		1.24	1.28	1.32	1.36	1.40	1.44
7			46,662	48,076	49,490	50,904	52,318
			1.32	1.36	1.40	1.44	1.48
8				49,490	50,904	52,318	53,732
				1.40	1.44	1.48	1.52
9				50,904	52,318	53,732	55,146
				1.44	1.48	1.52	1.56
10				52,318	53,732	55,146	56,560
				1.48	1.52	1.56	1.60
11				53,732	55,146	56,560	57,974
				1.52	1.56	1.60	1.64
12					56,560	57,974	59,388
					1.60	1.64	1.68
13					57,974	59,388	60,802
					1.64	1.68	1.72
14					59,388	60,802	62,216
					1.68	1.72	1.76
15					60,802	62,216	63,630
					1.72	1.76	1.80
16						63,630	65,044
						1.80	1.84
17						64,337	66,458
						1.82	1.88
18							67,165
							1.90

10/3/2018

Cross County

2018-2019
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: 35,850 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	35,850	37,643	39,435	41,228	43,020	44,813	46,605	48,398
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	37,284	39,077	40,869	42,662	44,454	46,247	48,039	49,832
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	38,718	40,511	42,303	44,096	45,888	47,681	49,473	51,266
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	40,152	41,945	43,737	45,530	47,322	49,115	50,907	52,700
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	41,586	43,379	45,171	46,964	48,756	50,549	52,341	54,134
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	43,020	44,813	46,605	48,398	50,190	51,983	53,775	55,568
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		46,247	48,039	49,832	51,624	53,417	55,209	57,002
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		47,681	49,473	51,266	53,058	54,851	56,643	58,436
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			50,907	52,700	54,492	56,285	58,077	59,870
			1.42	1.47	1.52	1.57	1.62	1.67
10			52,341	54,134	55,926	57,719	59,511	61,304
			1.46	1.51	1.56	1.61	1.66	1.71
11			53,775	55,568	57,360	59,153	60,945	62,738
			1.50	1.55	1.60	1.65	1.70	1.75
12				57,002	58,794	60,587	62,379	64,172
				1.59	1.64	1.69	1.74	1.79
13				58,436	60,228	62,021	63,813	65,606
				1.63	1.68	1.73	1.78	1.83
14					61,662	63,455	65,247	67,040
					1.72	1.77	1.82	1.87
15								68,474
								1.91

10/3/2018

David City

2018-2019
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: 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* 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	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

10/3/2018

Deshler

2018-2019
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: 33,775 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:			COMMENTS:			
LIFE						
LTD	Amer. Fidelity		5.00			
NON-PARTICIPANT						

Couple - Benefits

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	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	33,775	35,126	36,477	37,828	39,179	40,530
	1.00	1.04	1.08	1.12	1.16	1.20
2	35,295	36,646	37,997	39,348	40,699	42,050
	1.045	1.085	1.125	1.165	1.205	1.245
3	36,815	38,166	39,517	40,868	42,219	43,570
	1.09	1.13	1.17	1.21	1.25	1.29
4	38,335	39,686	41,037	42,388	43,739	45,090
	1.135	1.175	1.215	1.255	1.295	1.335
5	39,855	41,206	42,557	43,908	45,259	46,610
	1.18	1.22	1.26	1.3	1.34	1.38
6		42,725	44,076	45,427	46,778	48,129
		1.265	1.305	1.345	1.385	1.425
7		44,245	45,596	46,947	48,298	49,649
		1.31	1.35	1.39	1.43	1.47
8			47,116	48,467	49,818	51,169
			1.395	1.435	1.475	1.515
9				49,987	51,338	52,689
				1.48	1.52	1.56
10				51,507	52,858	54,209
				1.525	1.565	1.605
11					54,378	55,729
					1.61	1.65
12					55,898	57,249
					1.655	1.695
13					57,418	58,769
					1.7	1.74
14					58,177	60,288
					1.7225	1.785

10/3/2018

Diller-Odell

2018-2019
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: 35,400
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 7

Vertical Freeze:
Rollback:
Multi-year Contract: 18-19, 19-20

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						

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	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	35,400	36,816	38,232	39,648	40,356	41,064	42,480	43,896
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	36,816	38,232	39,648	41,064	41,772	42,480	43,896	45,312
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	38,232	39,648	41,064	42,480	43,188	43,896	45,312	46,728
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	39,648	41,064	42,480	43,896	44,604	45,312	46,728	48,144
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	41,064	42,480	43,896	45,312	46,020	46,728	48,144	49,560
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	42,480	43,896	45,312	46,728	47,436	48,144	49,560	50,976
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7	43,896	45,312	46,728	48,144	48,852	49,560	50,976	52,392
	1.24	1.28	1.32	1.36	1.38	1.40	1.44	1.48
8	45,312	46,728	48,144	49,560	50,268	50,976	52,392	53,808
	1.28	1.32	1.36	1.40	1.42	1.44	1.48	1.52
9		48,144	49,560	50,976	51,684	52,392	53,808	55,224
		1.36	1.40	1.44	1.46	1.48	1.52	1.56
10			50,976	52,392	53,100	53,808	55,224	56,640
			1.44	1.48	1.50	1.52	1.56	1.60
11				53,808	54,516	55,224	56,640	58,056
				1.52	1.54	1.56	1.60	1.64
12					55,932	56,640	58,056	59,472
					1.58	1.60	1.64	1.68
13					57,348	58,056	59,472	60,888
					1.62	1.64	1.68	1.72
14								62,304
								1.76
15								63,720
								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.

10/3/2018

Doniphan-Trumbull

2018-2019
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: 35,650 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:

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:			COMMENTS:			
LIFE	Companion	1.14				
LTD	Principal	.0042 (thru sal)				
NON-PARTICIPANT						

Couple - Benefits
31.51 or 52.18
Sp or Dep. Dental

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	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	35,650	37,433	39,215	40,998	42,780	43,493	44,563	46,345	48,128
	1.00	1.05	1.10	1.15	1.20	1.22	1.25	1.30	1.35
2	37,076	38,859	40,641	42,424	44,206	44,919	45,989	47,771	49,554
	1.04	1.09	1.14	1.19	1.24	1.26	1.29	1.34	1.39
3	38,502	40,285	42,067	43,850	45,632	46,345	47,415	49,197	50,980
	1.08	1.13	1.18	1.23	1.28	1.30	1.33	1.38	1.43
4	39,928	41,711	43,493	45,276	47,058	47,771	48,841	50,623	52,406
	1.12	1.17	1.22	1.27	1.32	1.34	1.37	1.42	1.47
5	41,354	43,137	44,919	46,702	48,484	49,197	50,267	52,049	53,832
	1.16	1.21	1.26	1.31	1.36	1.38	1.41	1.46	1.51
6		44,563	46,345	48,128	49,910	50,623	51,693	53,475	55,258
		1.25	1.30	1.35	1.40	1.42	1.45	1.50	1.55
7		45,989	47,771	49,554	51,336	52,049	53,119	54,901	56,684
		1.29	1.34	1.39	1.44	1.46	1.49	1.54	1.59
8			49,197	50,980	52,762	53,475	54,545	56,327	58,110
			1.38	1.43	1.48	1.50	1.53	1.58	1.63
9			50,623	52,406	54,188	54,901	55,971	57,753	59,536
			1.42	1.47	1.52	1.54	1.57	1.62	1.67
10				53,832	55,614	56,327	57,397	59,179	60,962
				1.51	1.56	1.58	1.61	1.66	1.71
11				55,258	57,040	57,753	58,823	60,605	62,388
				1.55	1.60	1.62	1.65	1.70	1.75
12					58,466	59,179	60,249	62,031	63,814
					1.64	1.66	1.69	1.74	1.79
13					59,892	60,605	61,675	63,457	65,240
					1.68	1.70	1.73	1.78	1.83
14							63,101	64,883	66,666
							1.77	1.82	1.87
15							64,527	66,309	68,092
							1.81	1.86	1.91

10/3/2018

Dorchester

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 35,775 Index: 4 x 4.5
Starting Salary: 35,775 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	35,775	37,385	38,995	40,605	42,215	42,215	43,824	45,434
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27
2	37,206	38,816	40,426	42,036	43,646	43,646	45,255	46,865
	1.04	1.085	1.13	1.175	1.22	1.22	1.265	1.31
3	38,637	40,247	41,857	43,467	45,077	45,077	46,686	48,296
	1.08	1.125	1.17	1.215	1.26	1.26	1.305	1.35
4	40,068	41,678	43,288	44,898	46,508	46,508	48,117	49,727
	1.12	1.165	1.21	1.255	1.3	1.3	1.345	1.39
5	41,499	43,109	44,719	46,329	47,939	47,939	49,548	51,158
	1.16	1.205	1.25	1.295	1.34	1.34	1.385	1.43
6	42,930	44,540	46,150	47,760	49,370	49,370	50,979	52,589
	1.2	1.245	1.29	1.335	1.38	1.38	1.425	1.47
7	44,361	45,971	47,581	49,191	50,801	50,801	52,410	54,020
	1.24	1.285	1.33	1.375	1.42	1.42	1.465	1.51
8		47,402	49,012	50,622	52,232	52,232	53,841	55,451
		1.325	1.37	1.415	1.46	1.46	1.505	1.55
9		48,833	50,443	52,053	53,663	53,663	55,272	56,882
		1.365	1.41	1.455	1.5	1.5	1.545	1.59
10			51,874	53,484	55,094	55,094	56,703	58,313
			1.45	1.495	1.54	1.54	1.585	1.63
11				54,915	56,525	56,525	58,134	59,744
				1.535	1.58	1.58	1.625	1.67
12					57,956	57,956	59,565	61,175
					1.62	1.62	1.665	1.71
13						59,387	60,996	62,606
						1.66	1.705	1.75
14							62,427	64,037
							1.745	1.79
15								65,468
								1.83

10/3/2018

Douglas County West

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 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**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	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				

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	35,765	37,196	38,626	40,057	41,487	41,487	42,918	44,349	45,779	47,210
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32
2	37,196	38,626	40,057	41,487	42,918	42,918	44,349	45,779	47,210	48,640
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32	1.36
3	38,626	40,057	41,487	42,918	44,349	44,349	45,779	47,210	48,640	50,071
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36	1.40
4	40,057	41,487	42,918	44,349	45,779	45,779	47,210	48,640	50,071	51,502
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40	1.44
5	41,487	42,918	44,349	45,779	47,210	47,210	48,640	50,071	51,502	52,932
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44	1.48
6	42,918	44,349	45,779	47,210	48,640	48,640	50,071	51,502	52,932	54,363
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52
7	44,349	45,779	47,210	48,640	50,071	50,071	51,502	52,932	54,363	55,793
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52	1.56
8		47,210	48,640	50,071	51,502	51,502	52,932	54,363	55,793	57,224
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56	1.60
9			50,071	51,502	52,932	52,932	54,363	55,793	57,224	58,655
			1.40	1.44	1.48	1.48	1.52	1.56	1.60	1.64
10			51,502	52,932	54,363	54,363	55,793	57,224	58,655	60,085
			1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68
11				54,363	55,793	55,793	57,224	58,655	60,085	61,516
				1.52	1.56	1.56	1.60	1.64	1.68	1.72
12					57,224	57,224	58,655	60,085	61,516	62,946
					1.60	1.60	1.64	1.68	1.72	1.76
13					58,655	58,655	60,085	61,516	62,946	64,377
					1.64	1.64	1.68	1.72	1.76	1.80
14					60,085	60,085	61,516	62,946	64,377	65,808
					1.68	1.68	1.72	1.76	1.80	1.84
15								64,377	65,808	67,238
								1.80	1.84	1.88
16										68,669
										1.92

10/3/2018

Dundy County

2018-2019
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: 35,185 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits**
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	28.67
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Ind. Dental

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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

DUNDY COUNTY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	35,185	36,592	38,000	39,407	40,815	40,815	42,222	43,629
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	36,592	38,000	39,407	40,815	42,222	42,222	43,629	45,037
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	38,000	39,407	40,815	42,222	43,629	43,629	45,037	46,444
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	39,407	40,815	42,222	43,629	45,037	45,037	46,444	47,852
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	40,815	42,222	43,629	45,037	46,444	46,444	47,852	49,259
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	42,222	43,629	45,037	46,444	47,852	47,852	49,259	50,666
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	43,629	45,037	46,444	47,852	49,259	49,259	50,666	52,074
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		46,444	47,852	49,259	50,666	50,666	52,074	53,481
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			49,259	50,666	52,074	52,074	53,481	54,889
			1.40	1.44	1.48	1.48	1.52	1.56
10				52,074	53,481	53,481	54,889	56,296
				1.48	1.52	1.52	1.56	1.60
11				53,481	54,889	54,889	56,296	57,703
				1.52	1.56	1.56	1.60	1.64
12					56,296	56,296	57,703	59,111
					1.60	1.60	1.64	1.68
13						57,703	59,111	60,518
						1.64	1.68	1.72
14							60,518	61,926
							1.72	1.76
15							61,926	63,333
							1.76	1.80
16								64,740
								1.84

10/3/2018

East Butler

2018-2019
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: 35,751 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	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									
					BA+36				
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	PHD
1	35,751	37,181	38,611	40,041	41,471	42,901	44,331	45,761	47,191
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,360	38,790	40,220	41,650	43,080	44,510	45,940	47,370	48,800
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325	1.365
3	38,969	40,399	41,829	43,259	44,689	46,119	47,549	48,979	50,409
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
4	40,577	42,007	43,437	44,868	46,298	47,728	49,158	50,588	52,018
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455
5	42,186	43,616	45,046	46,476	47,906	49,336	50,766	52,196	53,627
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46	1.5
6	43,795	45,225	46,655	48,085	49,515	50,945	52,375	53,805	55,235
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505	1.545
7	45,404	46,834	48,264	49,694	51,124	52,554	53,984	55,414	56,844
	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
8		48,443	49,873	51,303	52,733	54,163	55,593	57,023	58,453
		1.355	1.395	1.435	1.475	1.515	1.555	1.595	1.635
9			51,481	52,911	54,342	55,772	57,202	58,632	60,062
			1.44	1.48	1.52	1.56	1.6	1.64	1.68
10				54,520	55,950	57,380	58,810	60,240	61,670
				1.525	1.565	1.605	1.645	1.685	1.725
11				56,129	57,559	58,989	60,419	61,849	63,279
				1.57	1.61	1.65	1.69	1.73	1.77
12					59,168	60,598	62,028	63,458	64,888
					1.655	1.695	1.735	1.775	1.815
13					60,777	62,207	63,637	65,067	66,497
					1.7	1.74	1.78	1.82	1.86
14						63,816	65,246	66,676	68,106
						1.785	1.825	1.865	1.905
15							66,854	68,284	69,714
							1.87	1.91	1.95
16								69,893	71,323
								1.955	1.995
17									72,932
									2.04

10/3/2018

Elba

2018-2019
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: 34,300
Index: 4 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 5
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	30.73
HEALTH	BC/BS	900D/3500D	577.53	1068.45	1212.82	1628.51	Cash
DENTAL	BC/BS	3	26.61	26.61	26.61	26.61	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD	National Ins	.0069					
NON-PARTICIPANT	$30.73 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	8	35	yes		
Other Info:	reimb. $15/day max 12 days				
PERSONAL	2			yes	
BEREAVEMENT	see sick lv.				
PROFESSIONAL	2			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

ELBA

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

10/3/2018

Elgin

2018-2019
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: 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* 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	.0040				
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	12	40	yes		
Other Info:	Incentive:Over 40 days at 1/2 sub rate				
PERSONAL	2			no	
BEREAVEMENT	3				from sick lv
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

ELGIN								
Step	**BA**	**BA+9**	**BA+18**	**BA+27**	**BA+36**	**MA**	**MA+9**	**MA+18**
1	35,000	36,575	38,150	39,725	41,300	42,875	44,450	46,025
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	36,400	37,975	39,550	41,125	42,700	44,275	45,850	47,425
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	37,800	39,375	40,950	42,525	44,100	45,675	47,250	48,825
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	39,200	40,775	42,350	43,925	45,500	47,075	48,650	50,225
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	40,600	42,175	43,750	45,325	46,900	48,475	50,050	51,625
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		43,575	45,150	46,725	48,300	49,875	51,450	53,025
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			46,550	48,125	49,700	51,275	52,850	54,425
			1.33	1.375	1.42	1.465	1.51	1.555
8			47,950	49,525	51,100	52,675	54,250	55,825
			1.37	1.415	1.46	1.505	1.55	1.595
9				50,925	52,500	54,075	55,650	57,225
				1.455	1.5	1.545	1.59	1.635
10				52,325	53,900	55,475	57,050	58,625
				1.495	1.54	1.585	1.63	1.675
11						56,875	58,450	60,025
						1.625	1.67	1.715

10/3/2018

Elkhorn

2018-2019
3

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: 34,625 Index: 4 x 5
Starting Salary: 37,395 Entry Level Step: 1*
Career Increments: N Experience Allowed: all
*stp 1 is 1.08
Vertical Freeze: 90-91,00-01
Rollback:
Multi-year Contract: 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	493.42
HEALTH	BC/BS	900D/3500D	607.93	1073.01	1209.78	1603.59	
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 (hired before 16-17), 1st yr emp $208.33

Cafeteria Plan
Individ. Depend.
Options:
CIL
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					

OTHER DISTRICT POLICIES

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

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

NEED SALARY SCHEDULE

10/3/2018

Elkhorn Valley

2018-2019
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: 35,400 Index: 4 x 4.5
Starting Salary: 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: 18-19, 19-20

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

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	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					

OTHER DISTRICT POLICIES

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

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

ELKHORN VALLEY

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	35,400	36,993	38,586	40,179	41,772	41,772	43,365	44,958
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27
2	36,816	38,409	40,002	41,595	43,188	43,188	44,781	46,374
	1.04	1.085	1.13	1.175	1.22	1.22	1.265	1.31
3	38,232	39,825	41,418	43,011	44,604	44,604	46,197	47,790
	1.08	1.125	1.17	1.215	1.26	1.26	1.305	1.35
4	39,648	41,241	42,834	44,427	46,020	46,020	47,613	49,206
	1.12	1.165	1.21	1.255	1.3	1.3	1.345	1.39
5	41,064	42,657	44,250	45,843	47,436	47,436	49,029	50,622
	1.16	1.205	1.25	1.295	1.34	1.34	1.385	1.43
6		44,073	45,666	47,259	48,852	48,852	50,445	52,038
		1.245	1.29	1.335	1.38	1.38	1.425	1.47
7		45,489	47,082	48,675	50,268	50,268	51,861	53,454
		1.285	1.33	1.375	1.42	1.42	1.465	1.51
8			48,498	50,091	51,684	51,684	53,277	54,870
			1.37	1.415	1.46	1.46	1.505	1.55
9				51,507	53,100	53,100	54,693	56,286
				1.455	1.5	1.5	1.545	1.59
10					54,516	54,516	56,109	57,702
					1.54	1.54	1.585	1.63
11					55,932	55,932	57,525	59,118
					1.58	1.58	1.625	1.67
12						57,348	58,941	60,534
						1.62	1.665	1.71
13						58,764	60,357	61,950
						1.66	1.705	1.75
14							61,773	63,366
							1.745	1.79
15								64,782
								1.83

New hires with no experience start on Step 3.

10/3/2018

Elm Creek

2018-2019
3.1

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: 35,250 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	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Cash
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD	Principal	.0039					
NON-PARTICIPANT	$530 Cash						

Cafeteria Plan

Individ. Depend.

Options: TSA/Cash

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

ELM CREEK								
					BA+36	BA+45		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	35,250	36,660	38,070	39,480	40,890	42,300	43,710	45,120
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,660	38,070	39,480	40,890	42,300	43,710	45,120	46,530
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,070	39,480	40,890	42,300	43,710	45,120	46,530	47,940
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,480	40,890	42,300	43,710	45,120	46,530	47,940	49,350
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,890	42,300	43,710	45,120	46,530	47,940	49,350	50,760
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	42,300	43,710	45,120	46,530	47,940	49,350	50,760	52,170
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		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
8			47,940	49,350	50,760	52,170	53,580	54,990
			1.36	1.40	1.44	1.48	1.52	1.56
9				50,760	52,170	53,580	54,990	56,400
				1.44	1.48	1.52	1.56	1.60
10				52,170	53,580	54,990	56,400	57,810
				1.48	1.52	1.56	1.60	1.64
11					54,990	56,400	57,810	59,220
					1.56	1.60	1.64	1.68
12					56,400	57,810	59,220	60,630
					1.60	1.64	1.68	1.72
13						59,220	60,630	62,040
						1.68	1.72	1.76
14							62,040	63,450
							1.76	1.80
15								64,860
								1.84

09-10 BA45 removed, teachers grandfathered

10/3/2018

Elmwood-Murdock

2018-2019
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: 35,725 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: COMMENTS:
LIFE Horace Mann S-2.05/F-4.12 Deductible Reimbursement:
LTD Madison Nat'l .004
NON-PARTICIPANT $166.67 Cash or TSA

Couple - Benefits 195.34

Cash or TSA + Ind Dental

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

PART-TIME BENEFITS
Minimum FTE: 0
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	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	35,725	37,154	38,583	40,012	41,441	42,870	44,299	45,728	47,157
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,154	38,583	40,012	41,441	42,870	44,299	45,728	47,157	48,586
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	38,583	40,012	41,441	42,870	44,299	45,728	47,157	48,586	50,015
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	40,012	41,441	42,870	44,299	45,728	47,157	48,586	50,015	51,444
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	41,441	42,870	44,299	45,728	47,157	48,586	50,015	51,444	52,873
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	42,870	44,299	45,728	47,157	48,586	50,015	51,444	52,873	54,302
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	44,299	45,728	47,157	48,586	50,015	51,444	52,873	54,302	55,731
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		47,157	48,586	50,015	51,444	52,873	54,302	55,731	57,160
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			50,015	51,444	52,873	54,302	55,731	57,160	58,589
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10			51,444	52,873	54,302	55,731	57,160	58,589	60,018
			1.44	1.48	1.52	1.56	1.60	1.64	1.68
11				54,302	55,731	57,160	58,589	60,018	61,447
				1.52	1.56	1.60	1.64	1.68	1.72
12					57,160	58,589	60,018	61,447	62,876
					1.60	1.64	1.68	1.72	1.76
13						60,018	61,447	62,876	64,305
						1.68	1.72	1.76	1.80
14							62,876	64,305	65,734
							1.76	1.80	1.84
15								65,734	67,163
								1.84	1.88

10/3/2018

Elwood

2018-2019
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: 34,150
Index: 4 x 4.25
Starting Salary:
Entry Level Step: 1
Career Increments: Y
Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31
PPO:						
LIFE						
LTD	Principal	.0066256				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
61.97 or 102.53
Sp or Dep. Dental

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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	MA+18
1	34,150	35,601	37,053	38,504	39,956	41,407	42,858
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255
2	35,516	36,967	38,419	39,870	41,322	42,773	44,224
	1.04	1.0825	1.125	1.1675	1.21	1.2525	1.295
3	36,882	38,333	39,785	41,236	42,688	44,139	45,590
	1.08	1.1225	1.165	1.2075	1.25	1.2925	1.335
4	38,248	39,699	41,151	42,602	44,054	45,505	46,956
	1.12	1.1625	1.205	1.2475	1.29	1.3325	1.375
5	39,614	41,065	42,517	43,968	45,420	46,871	48,322
	1.16	1.2025	1.245	1.2875	1.33	1.3725	1.415
6	40,980	42,431	43,883	45,334	46,786	48,237	49,688
	1.2	1.2425	1.285	1.3275	1.37	1.4125	1.455
7	42,346	43,797	45,249	46,700	48,152	49,603	51,054
	1.24	1.2825	1.325	1.3675	1.41	1.4525	1.495
8		45,163	46,615	48,066	49,518	50,969	52,420
		1.3225	1.365	1.4075	1.45	1.4925	1.535
9			47,981	49,432	50,884	52,335	53,786
			1.405	1.4475	1.49	1.5325	1.575
10				50,798	52,250	53,701	55,152
				1.4875	1.53	1.5725	1.615
11					53,616	55,067	56,518
					1.57	1.6125	1.655
12					54,982	56,433	57,884
					1.61	1.6525	1.695
13					56,348	57,799	59,250
					1.65	1.6925	1.735
14						59,165	60,616
						1.7325	1.775

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

10/3/2018

Emerson-Hubbard

2018-2019
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: 36,435 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: COMMENTS:
LIFE Deductible Reimbursement:
LTD Madison Nat'l .0051(thru sal)
NON-PARTICIPANT 606.20 TSA

Couple - Benefits 606.20

TSA

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

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

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

EMERSON-HUBBARD								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	36,435	37,892	39,350	40,807	42,265	43,722	45,179	46,637
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	37,892	39,350	40,807	42,265	43,722	45,179	46,637	48,094
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	39,350	40,807	42,265	43,722	45,179	46,637	48,094	49,552
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	40,807	42,265	43,722	45,179	46,637	48,094	49,552	51,009
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	42,265	43,722	45,179	46,637	48,094	49,552	51,009	52,466
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	43,722	45,179	46,637	48,094	49,552	51,009	52,466	53,924
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	45,179	46,637	48,094	49,552	51,009	52,466	53,924	55,381
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		48,094	49,552	51,009	52,466	53,924	55,381	56,839
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		49,552	51,009	52,466	53,924	55,381	56,839	58,296
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			52,466	53,924	55,381	56,839	58,296	59,753
			1.44	1.48	1.52	1.56	1.60	1.64
11			53,924	55,381	56,839	58,296	59,753	61,211
			1.48	1.52	1.56	1.60	1.64	1.68
12				56,839	58,296	59,753	61,211	62,668
				1.56	1.60	1.64	1.68	1.72
13					59,753	61,211	62,668	64,126
					1.64	1.68	1.72	1.76
14					61,211	62,668	64,126	65,583
					1.68	1.72	1.76	1.80
15							65,583	67,040
							1.80	1.84
16								68,498
								1.88

10/3/2018

ESU 03-Omaha

2018-2019
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: 31,802 Index: 5 x 5

Starting Salary: 34,982 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:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD							
NON-PARTICIPANT							

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	31,802	33,392	34,982	36,572	36,572	38,162	39,753	41,343	42,933	44,523
	1.00	1.05	1.10	1.15	1.15	1.20	1.25	1.30	1.35	1.40
2	33,392	34,982	36,572	38,162	38,162	39,753	41,343	42,933	44,523	46,113
	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
3	34,982	36,572	38,162	39,753	39,753	41,343	42,933	44,523	46,113	47,703
	1.10	1.15	1.20	1.25	1.25	1.30	1.35	1.40	1.45	1.50
4	36,572	38,162	39,753	41,343	41,343	42,933	44,523	46,113	47,703	49,293
	1.15	1.20	1.25	1.30	1.30	1.35	1.40	1.45	1.50	1.55
5	38,162	39,753	41,343	42,933	42,933	44,523	46,113	47,703	49,293	50,883
	1.20	1.25	1.30	1.35	1.35	1.40	1.45	1.50	1.55	1.60
6	39,753	41,343	42,933	44,523	44,523	46,113	47,703	49,293	50,883	52,473
	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	41,343	42,933	44,523	46,113	46,113	47,703	49,293	50,883	52,473	54,063
	1.30	1.35	1.40	1.45	1.45	1.50	1.55	1.60	1.65	1.70
8	42,933	44,523	46,113	47,703	47,703	49,293	50,883	52,473	54,063	55,654
	1.35	1.40	1.45	1.50	1.50	1.55	1.60	1.65	1.70	1.75
9	44,523	46,113	47,703	49,293	49,293	50,883	52,473	54,063	55,654	57,244
	1.40	1.45	1.50	1.55	1.55	1.60	1.65	1.70	1.75	1.80
10	46,113	47,703	49,293	50,883	50,883	52,473	54,063	55,654	57,244	58,834
	1.45	1.50	1.55	1.60	1.60	1.65	1.70	1.75	1.80	1.85
11		49,293	50,883	52,473	52,473	54,063	55,654	57,244	58,834	60,424
		1.55	1.60	1.65	1.65	1.70	1.75	1.80	1.85	1.90
12		50,883	52,473	54,063	54,063	55,654	57,244	58,834	60,424	62,014
		1.60	1.65	1.70	1.70	1.75	1.80	1.85	1.90	1.95
13		52,473	54,063	55,654	55,654	57,244	58,834	60,424	62,014	63,604
		1.65	1.70	1.75	1.75	1.80	1.85	1.90	1.95	2.00
14				57,244	57,244	58,834	60,424	62,014	63,604	65,194
				1.80	1.80	1.85	1.90	1.95	2.00	2.05
15				58,834	58,834	60,424	62,014	63,604	65,194	66,784
				1.85	1.85	1.90	1.95	2.00	2.05	2.10
16				60,424	60,424	62,014	63,604	65,194	66,784	68,374
				1.90	1.90	1.95	2.00	2.05	2.10	2.15
17							65,194	66,784	68,374	69,964
							2.05	2.10	2.15	2.20
18							66,784	68,374	69,964	71,555
							2.10	2.15	2.20	2.25

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

10/3/2018

ESU 06-Milford

2018-2019
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: 36,855 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* 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						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

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

Step	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
							1.88	1.92	1.96	2.00	2.04	2.08
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

10/3/2018

ESU 07-Columbus

2018-2019
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: 33,162
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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 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:							
LIFE	Guardian	5.50					
LTD	National Ins	.0039 (+equity)					

NON-PARTICIPANT equity comp $951.50

COMMENTS:

Deductible Reimbursement:

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	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

10/3/2018

ESU 08-Neligh

2018-2019
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: 36,975 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D/3500D	512.92	512.92	512.92	512.92
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Unknown					
NON-PARTICIPANT	CIL Ins Stipend $1160					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
1160

Ind Health + stipend

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	36,975	38,824	40,673	42,521	44,370	46,219	48,068	49,916	51,765
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	38,454	40,303	42,152	44,000	45,849	47,698	49,547	51,395	53,244
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	39,933	41,782	43,631	45,479	47,328	49,177	51,026	52,874	54,723
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	41,412	43,261	45,110	46,958	48,807	50,656	52,505	54,353	56,202
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	42,891	44,740	46,589	48,437	50,286	52,135	53,984	55,832	57,681
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	44,370	46,219	48,068	49,916	51,765	53,614	55,463	57,311	59,160
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	45,849	47,698	49,547	51,395	53,244	55,093	56,942	58,790	60,639
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7	47,328	49,177	51,026	52,874	54,723	56,572	58,421	60,269	62,118
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8	48,807	50,656	52,505	54,353	56,202	58,051	59,900	61,748	63,597
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
9		52,135	53,984	55,832	57,681	59,530	61,379	63,227	65,076
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76
10			55,463	57,311	59,160	61,009	62,858	64,706	66,555
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
11				58,790	60,639	62,488	64,337	66,185	68,034
				1.59	1.64	1.69	1.74	1.79	1.84
12					62,118	63,967	65,816	67,664	69,513
					1.68	1.73	1.78	1.83	1.88
13						65,446	67,295	69,143	70,992
						1.77	1.82	1.87	1.92
14						66,925	68,774	70,622	72,471
						1.81	1.86	1.91	1.96

10/3/2018

ESU 09-Hastings

2018-2019
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: 36,725 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*	*Amount Paid by District*			
		H/A-Dent	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:			COMMENTS:			
LIFE						
LTD	Principal	.0049				
NON-PARTICIPANT						

Couple - Benefits
31.51 or 52.18
Sp or Dep. Dental

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
1	36,725	38,378	40,030	41,683	43,336	44,988
	1.00	1.045	1.09	1.135	1.18	1.225
2	38,194	39,847	41,499	43,152	44,805	46,457
	1.04	1.085	1.13	1.175	1.22	1.265
3	39,663	41,316	42,968	44,621	46,274	47,926
	1.08	1.125	1.17	1.215	1.26	1.305
4	41,132	42,785	44,437	46,090	47,743	49,395

10/3/2018

ESU 10-Kearney

2018-2019
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: 36,400 Index: 4.75 x 4
Starting Salary: 38,129 Entry Level Step: 1*
Career Increments: Y Experience Allowed: 7
*stp 1 is 1.0475 index
Vertical Freeze:
Rollback:
Multi-year Contract: 18-19, 19-20

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		COMMENTS:			
LIFE	Hartford	3.00				
LTD	Hartford	.0038 (thru sal)				
NON-PARTICIPANT						

Couple - Benefits

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	MA+45 EDSPEC
BASE	36,400	37,856	39,312	40,768	42,224	43,680	45,136	46,592	48,048	49,504	50,960
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
1	38,129	39,585	41,041	42,497	43,953	45,409	46,865	48,321	49,777	51,233	52,689
	1.0475	1.0875	1.1275	1.1675	1.2075	1.2475	1.2875	1.3275	1.3675	1.4075	1.4475
2	39,858	41,314	42,770	44,226	45,682	47,138	48,594	50,050	51,506	52,962	54,418
	1.095	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415	1.455	1.495
3	41,587	43,043	44,499	45,955	47,411	48,867	50,323	51,779	53,235	54,691	56,147
	1.1425	1.1825	1.2225	1.2625	1.3025	1.3425	1.3825	1.4225	1.4625	1.5025	1.5425
4	43,316	44,772	46,228	47,684	49,140	50,596	52,052	53,508	54,964	56,420	57,876
	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51	1.55	1.59
5	45,045	46,501	47,957	49,413	50,869	52,325	53,781	55,237	56,693	58,149	59,605
	1.2375	1.2775	1.3175	1.3575	1.3975	1.4375	1.4775	1.5175	1.5575	1.5975	1.6375
6	46,774	48,230	49,686	51,142	52,598	54,054	55,510	56,966	58,422	59,878	61,334
	1.285	1.325	1.365	1.405	1.445	1.485	1.525	1.565	1.605	1.645	1.685
7	48,503	49,959	51,415	52,871	54,327	55,783	57,239	58,695	60,151	61,607	63,063
	1.3325	1.3725	1.4125	1.4525	1.4925	1.5325	1.5725	1.6125	1.6525	1.6925	1.7325
8		51,688	53,144	54,600	56,056	57,512	58,968	60,424	61,880	63,336	64,792
		1.42	1.46	1.5	1.54	1.58	1.62	1.66	1.7	1.74	1.78
9			54,873	56,329	57,785	59,241	60,697	62,153	63,609	65,065	66,521
			1.5075	1.5475	1.5875	1.6275	1.6675	1.7075	1.7475	1.7875	1.8275
10				58,058	59,514	60,970	62,426	63,882	65,338	66,794	68,250
				1.595	1.635	1.675	1.715	1.755	1.795	1.835	1.875
11					61,243	62,699	64,155	65,611	67,067	68,523	69,979
					1.6825	1.7225	1.7625	1.8025	1.8425	1.8825	1.9225
12					62,972	64,428	65,884	67,340	68,796	70,252	71,708
					1.73	1.77	1.81	1.85	1.89	1.93	1.97
13					64,701	66,157	67,613	69,069	70,525	71,981	73,437
					1.7775	1.8175	1.8575	1.8975	1.9375	1.9775	2.0175
14									72,254	73,710	75,166
									1.985	2.025	2.065

05-06 additional salary for employees frozen on bottom steps

10/3/2018

ESU 11-Holdrege

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 34,820 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	.000D/2000D					
DENTAL	BC/BS	2					

Flat Salary

PPO:
LIFE
LTD
NON-PARTICIPANT 1593.50 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	34,820	36,213	37,606	38,998	40,391	40,391	41,784	43,177	44,570	45,962	47,355	48,748	50,141
	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	36,213	37,606	38,998	40,391	41,784	41,784	43,177	44,570	45,962	47,355	48,748	50,141	51,534
	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	37,606	38,998	40,391	41,784	43,177	43,177	44,570	45,962	47,355	48,748	50,141	51,534	52,926
	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	38,998	40,391	41,784	43,177	44,570	44,570	45,962	47,355	48,748	50,141	51,534	52,926	54,319
	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	40,391	41,784	43,177	44,570	45,962	45,962	47,355	48,748	50,141	51,534	52,926	54,319	55,712
	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	41,784	43,177	44,570	45,962	47,355	47,355	48,748	50,141	51,534	52,926	54,319	55,712	57,105
	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	43,177	44,570	45,962	47,355	48,748	48,748	50,141	51,534	52,926	54,319	55,712	57,105	58,498
	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		45,962	47,355	48,748	50,141	50,141	51,534	52,926	54,319	55,712	57,105	58,498	59,890
		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		47,355	48,748	50,141	51,534	51,534	52,926	54,319	55,712	57,105	58,498	59,890	61,283
		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			50,141	51,534	52,926	52,926	54,319	55,712	57,105	58,498	59,890	61,283	62,676
			1.44	1.48	1.52	1.52	1.56	1.60	1.64	1.68	1.72	1.76	1.80
10			51,534	52,926	54,319	54,319	55,712	57,105	58,498	59,890	61,283	62,676	64,069
			1.48	1.52	1.56	1.56	1.60	1.64	1.68	1.72	1.76	1.80	1.84
11				54,319	55,712	55,712	57,105	58,498	59,890	61,283	62,676	64,069	65,462
				1.56	1.60	1.60	1.64	1.68	1.72	1.76	1.80	1.84	1.88
12				55,712	57,105	57,105	58,498	59,890	61,283	62,676	64,069	65,462	66,854
				1.60	1.64	1.64	1.68	1.72	1.76	1.80	1.84	1.88	1.92
13					58,498	58,498	59,890	61,283	62,676	64,069	65,462	66,854	68,247
					1.68	1.68	1.72	1.76	1.80	1.84	1.88	1.92	1.96
14					59,890	59,890	61,283	62,676	64,069	65,462	66,854	68,247	69,640
					1.72	1.72	1.76	1.80	1.84	1.88	1.92	1.96	2.00
15						61,283	62,676	64,069	65,462	66,854	68,247	69,640	71,033
						1.76	1.80	1.84	1.88	1.92	1.96	2.00	2.04
16						62,676	64,069	65,462	66,854	68,247	69,640	71,033	72,426
						1.80	1.84	1.88	1.92	1.96	2.00	2.04	2.08
17						64,069	65,462	66,854	68,247	69,640	71,033	72,426	73,818
						1.84	1.88	1.92	1.96	2.00	2.04	2.08	2.12
18						65,462	66,854	68,247	69,640	71,033	72,426	73,818	75,211
						1.88	1.92	1.96	2.00	2.04	2.08	2.12	2.16
19						66,854	68,247	69,640	71,033	72,426	73,818	75,211	76,604
						1.92	1.96	2.00	2.04	2.08	2.12	2.16	2.20
20						68,247	69,640	71,033	72,426	73,818	75,211	76,604	77,997
						1.96	2.00	2.04	2.08	2.12	2.16	2.20	2.24

10/3/2018

ESU 15-Trenton

2018-2019
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: 37,100

Index: 4 x 5

Starting Salary:

Entry Level Step: 0

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**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
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:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD							
NON-PARTICIPANT							

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

ESU #15-TRENTON

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36	MA+45
0	37,100	38,955	40,810	42,665	44,520	46,375	48,230	50,085	51,940	53,795
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
1	38,584	40,439	42,294	44,149	46,004	47,859	49,714	51,569	53,424	55,279
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49
2	40,068	41,923	43,778	45,633	47,488	49,343	51,198	53,053	54,908	56,763
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53
3	41,552	43,407	45,262	47,117	48,972	50,827	52,682	54,537	56,392	58,247
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57
4	43,036	44,891	46,746	48,601	50,456	52,311	54,166	56,021	57,876	59,731
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61
5	44,520	46,375	48,230	50,085	51,940	53,795	55,650	57,505	59,360	61,215
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
6	46,004	47,859	49,714	51,569	53,424	55,279	57,134	58,989	60,844	62,699
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
7	47,488	49,343	51,198	53,053	54,908	56,763	58,618	60,473	62,328	64,183
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
8	48,972	50,827	52,682	54,537	56,392	58,247	60,102	61,957	63,812	65,667
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
9		52,311	54,166	56,021	57,876	59,731	61,586	63,441	65,296	67,151
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
10			55,650	57,505	59,360	61,215	63,070	64,925	66,780	68,635
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
11				58,989	60,844	62,699	64,554	66,409	68,264	70,119
				1.59	1.64	1.69	1.74	1.79	1.84	1.89
12					62,328	64,183	66,038	67,893	69,748	71,603
					1.68	1.73	1.78	1.83	1.88	1.93
13						65,667	67,522	69,377	71,232	73,087
						1.77	1.82	1.87	1.92	1.97
14							69,006	70,861	72,716	74,571
							1.86	1.91	1.96	2.01
15								72,345	74,200	76,055
								1.95	2.00	2.05
16									75,684	77,539
									2.04	2.09
17										79,023
										2.13

10/3/2018

ESU 16-Ogallala

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 35,400
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

	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	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

10/3/2018

ESU 17-Ainsworth

2018-2019
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: 32,250 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	1706.08
HEALTH	BC/BS	600D/3500D	1725.00	1763.75	1775.08	1807.90	Cash
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	

PPO: COMMENTS:
LIFE Deductible Reimbursement:
LTD
NON-PARTICIPANT $1706.08

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:

ESU #17-AINSWORTH

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	EDSPEC
1	32,250	33,701	35,153	36,604	38,055	39,506	40,958	42,409
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	33,540	34,991	36,443	37,894	39,345	40,796	42,248	43,699
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	34,830	36,281	37,733	39,184	40,635	42,086	43,538	44,989
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	36,120	37,571	39,023	40,474	41,925	43,376	44,828	46,279
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	37,410	38,861	40,313	41,764	43,215	44,666	46,118	47,569
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6	38,700	40,151	41,603	43,054	44,505	45,956	47,408	48,859
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515
7	39,990	41,441	42,893	44,344	45,795	47,246	48,698	50,149
	1.24	1.285	1.33	1.375	1.42	1.465	1.51	1.555
8	41,280	42,731	44,183	45,634	47,085	48,536	49,988	51,439
	1.28	1.325	1.37	1.415	1.46	1.505	1.55	1.595
9	42,570	44,021	45,473	46,924	48,375	49,826	51,278	52,729
	1.32	1.365	1.41	1.455	1.5	1.545	1.59	1.635
10	43,860	45,311	46,763	48,214	49,665	51,116	52,568	54,019
	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
11		46,601	48,053	49,504	50,955	52,406	53,858	55,309
		1.445	1.49	1.535	1.58	1.625	1.67	1.715
12		47,891	49,343	50,794	52,245	53,696	55,148	56,599
		1.485	1.53	1.575	1.62	1.665	1.71	1.755
13			50,633	52,084	53,535	54,986	56,438	57,889
			1.57	1.615	1.66	1.705	1.75	1.795
14			51,923	53,374	54,825	56,276	57,728	59,179
			1.61	1.655	1.7	1.745	1.79	1.835
15				54,664	56,115	57,566	59,018	60,469
				1.695	1.74	1.785	1.83	1.875
16				55,954	57,405	58,856	60,308	61,759
				1.735	1.78	1.825	1.87	1.915
17					58,695	60,146	61,598	63,049
					1.82	1.865	1.91	1.955
18					59,985	61,436	62,888	64,339
					1.86	1.905	1.95	1.995
19						62,726	64,178	65,629
						1.945	1.99	2.035
20								66,919
								2.075

10/3/2018

Eustis-Farnam

2018-2019
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: 34,500
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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	3	56.51	56.51	56.51	56.51
PPO:						
LIFE						
LTD	Principal	.0032				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
62.17 or 102.87
Sp or Dep. Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

EUSTIS-FARNAM							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	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		44,160	45,540	46,920	48,300	49,680	51,060
		1.28	1.32	1.36	1.40	1.44	1.48
8		45,540	46,920	48,300	49,680	51,060	52,440
		1.32	1.36	1.40	1.44	1.48	1.52
9			48,300	49,680	51,060	52,440	53,820
			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			51,060	52,440	53,820	55,200	56,580
			1.48	1.52	1.56	1.60	1.64
12			52,440	53,820	55,200	56,580	57,960
			1.52	1.56	1.60	1.64	1.68
13				55,200	56,580	57,960	59,340
				1.60	1.64	1.68	1.72
14					57,960	59,340	60,720
					1.68	1.72	1.76
15						60,720	62,100
						1.76	1.80
16							63,480
							1.84

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

10/3/2018

Ewing

2018-2019
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: 34,150 Index: 4 x 4.25
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract: 18-19, 19-20

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 28.67
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Ind 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	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	34,150	35,601	37,053	38,504	39,956	41,407	42,858	44,310
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	35,516	36,967	38,419	39,870	41,322	42,773	44,224	45,676
	1.04	1.0825	1.125	1.1675	1.21	1.2525	1.295	1.3375
3	36,882	38,333	39,785	41,236	42,688	44,139	45,590	47,042
	1.08	1.1225	1.165	1.2075	1.25	1.2925	1.335	1.3775
4	38,248	39,699	41,151	42,602	44,054	45,505	46,956	48,408
	1.12	1.1625	1.205	1.2475	1.29	1.3325	1.375	1.4175
5	39,614	41,065	42,517	43,968	45,420	46,871	48,322	49,774
	1.16	1.2025	1.245	1.2875	1.33	1.3725	1.415	1.4575
6	40,980	42,431	43,883	45,334	46,786	48,237	49,688	51,140
	1.2	1.2425	1.285	1.3275	1.37	1.4125	1.455	1.4975
7	42,346	43,797	45,249	46,700	48,152	49,603	51,054	52,506
	1.24	1.2825	1.325	1.3675	1.41	1.4525	1.495	1.5375
8		45,163	46,615	48,066	49,518	50,969	52,420	53,872
		1.3225	1.365	1.4075	1.45	1.4925	1.535	1.5775
9			47,981	49,432	50,884	52,335	53,786	55,238
			1.405	1.4475	1.49	1.5325	1.575	1.6175
10				50,798	52,250	53,701	55,152	56,604
				1.4875	1.53	1.5725	1.615	1.6575
11						55,067	56,518	57,970
						1.6125	1.655	1.6975
12							57,884	59,336
							1.695	1.7375
13								60,702
								1.7775

10/3/2018

Exeter-Milligan

2018-2019
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: 35,200
Index: 4 x 4.5
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* 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	Nat'l Ins		.0046			
NON-PARTICIPANT						

Couple - Benefits
31.51 or 52.18
Sp or Dep. Dental

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	35,200	36,784	38,368	39,952	41,536	43,120	44,704
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	36,608	38,192	39,776	41,360	42,944	44,528	46,112
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	38,016	39,600	41,184	42,768	44,352	45,936	47,520
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	39,424	41,008	42,592	44,176	45,760	47,344	48,928
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	40,832	42,416	44,000	45,584	47,168	48,752	50,336
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	42,240	43,824	45,408	46,992	48,576	50,160	51,744
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7	43,648	45,232	46,816	48,400	49,984	51,568	53,152
	1.24	1.285	1.33	1.375	1.42	1.465	1.51
8	45,056	46,640	48,224	49,808	51,392	52,976	54,560
	1.28	1.325	1.37	1.415	1.46	1.505	1.55
9		48,048	49,632	51,216	52,800	54,384	55,968
		1.365	1.41	1.455	1.5	1.545	1.59
10			51,040	52,624	54,208	55,792	57,376
			1.45	1.495	1.54	1.585	1.63
11				54,032	55,616	57,200	58,784
				1.535	1.58	1.625	1.67
12					57,024	58,608	60,192
					1.62	1.665	1.71
13							61,600
							1.75

10/3/2018

Fairbury

2018-2019
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: 34,425
Starting Salary:
Career Increments: N

Vertical Freeze:
Rollback:
Multi-year Contract:

Index: 4 x 5
Entry Level Step: 1
Experience Allowed: 5(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						
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	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		43,031	44,753	46,474	48,195	49,916	51,638	53,359	55,080
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7			46,130	47,851	49,572	51,293	53,015	54,736	56,457
			1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			47,507	49,228	50,949	52,670	54,392	56,113	57,834
			1.38	1.43	1.48	1.53	1.58	1.63	1.68
9				50,605	52,326	54,047	55,769	57,490	59,211
				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							64,031	65,752	67,473
							1.86	1.91	1.96
16									68,850
									2.00

10/3/2018

Falls City

2018-2019
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: 35,300
Index: 4 x 5
Starting Salary:
Entry Level Step: 0
Career Increments: Y
Experience Allowed: 10

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	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: N

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	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				

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

FALLS CITY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
0	35,300	37,065	38,830	40,595	42,360	44,125	45,890	47,655	49,420
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
1	36,712	38,477	40,242	42,007	43,772	45,537	47,302	49,067	50,832
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
2	38,124	39,889	41,654	43,419	45,184	46,949	48,714	50,479	52,244
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
3	39,536	41,301	43,066	44,831	46,596	48,361	50,126	51,891	53,656
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
4	40,948	42,713	44,478	46,243	48,008	49,773	51,538	53,303	55,068
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
5	42,360	44,125	45,890	47,655	49,420	51,185	52,950	54,715	56,480
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
6	43,772	45,537	47,302	49,067	50,832	52,597	54,362	56,127	57,892
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
7		46,949	48,714	50,479	52,244	54,009	55,774	57,539	59,304
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
8			50,126	51,891	53,656	55,421	57,186	58,951	60,716
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
9				53,303	55,068	56,833	58,598	60,363	62,128
				1.51	1.56	1.61	1.66	1.71	1.76
10					56,480	58,245	60,010	61,775	63,540
					1.60	1.65	1.70	1.75	1.80
11					57,892	59,657	61,422	63,187	64,952
					1.64	1.69	1.74	1.79	1.84
12						61,069	62,834	64,599	66,364
						1.73	1.78	1.83	1.88
13							64,246	66,011	67,776
							1.82	1.87	1.92
14								67,423	69,188
								1.91	1.96
15									70,600
									2.00

10/3/2018

Fillmore Central

2018-2019
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: 35,725
Starting Salary:
Career Increments: N

Vertical Freeze:
Rollback:
Multi-year Contract:

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

INSURANCE

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

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	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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	35,725	37,154	38,583	40,012	41,441	42,870	44,299	45,728
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	37,154	38,583	40,012	41,441	42,870	44,299	45,728	47,157
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,583	40,012	41,441	42,870	44,299	45,728	47,157	48,586
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	40,012	41,441	42,870	44,299	45,728	47,157	48,586	50,015
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	41,441	42,870	44,299	45,728	47,157	48,586	50,015	51,444
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	42,870	44,299	45,728	47,157	48,586	50,015	51,444	52,873
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		45,728	47,157	48,586	50,015	51,444	52,873	54,302
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		47,157	48,586	50,015	51,444	52,873	54,302	55,731
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			50,015	51,444	52,873	54,302	55,731	57,160
			1.40	1.44	1.48	1.52	1.56	1.60
10			51,444	52,873	54,302	55,731	57,160	58,589
			1.44	1.48	1.52	1.56	1.60	1.64
11				54,302	55,731	57,160	58,589	60,018
				1.52	1.56	1.60	1.64	1.68
12				55,731	57,160	58,589	60,018	61,447
				1.56	1.60	1.64	1.68	1.72
13					58,589	60,018	61,447	62,876
					1.64	1.68	1.72	1.76
14					60,018	61,447	62,876	64,305
					1.68	1.72	1.76	1.80
15						62,876	64,305	65,734
						1.76	1.80	1.84
16						64,305	65,734	67,163
						1.80	1.84	1.88
17								68,592
								1.92
18								70,021
								1.96

10/3/2018

Fort Calhoun

2018-2019
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: 34,950
Index: 4 x 5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 7
Vertical Freeze: 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	**Couple - Benefits** 28.67
HEALTH	BC/BS	900D	607.93	1124.68	1276.65	1714.22	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Ind Dental
PPO:			COMMENTS:				
LIFE	Madison Nat'l	4.00			Deductible Reimbursement:		
LTD							

NON-PARTICIPANT 241.67-grandfathered for those under 07-08 ctrct

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	34,950	36,698	38,445	40,193	41,940	41,940	43,688	45,435	47,183	48,930
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40
2	36,348	38,096	39,843	41,591	43,338	43,338	45,086	46,833	48,581	50,328
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44
3	37,746	39,494	41,241	42,989	44,736	44,736	46,484	48,231	49,979	51,726
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48
4	39,144	40,892	42,639	44,387	46,134	46,134	47,882	49,629	51,377	53,124
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52
5	40,542	42,290	44,037	45,785	47,532	47,532	49,280	51,027	52,775	54,522
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56
6	41,940	43,688	45,435	47,183	48,930	48,930	50,678	52,425	54,173	55,920
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60
7	43,338	45,086	46,833	48,581	50,328	50,328	52,076	53,823	55,571	57,318
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64
8		46,484	48,231	49,979	51,726	51,726	53,474	55,221	56,969	58,716
		1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68
9			49,629	51,377	53,124	53,124	54,872	56,619	58,367	60,114
			1.42	1.47	1.52	1.52	1.57	1.62	1.67	1.72
10				52,775	54,522	54,522	56,270	58,017	59,765	61,512
				1.51	1.56	1.56	1.61	1.66	1.71	1.76
11					55,920	55,920	57,668	59,415	61,163	62,910
					1.60	1.60	1.65	1.70	1.75	1.80
12					57,318	57,318	59,066	60,813	62,561	64,308
					1.64	1.64	1.69	1.74	1.79	1.84
13					58,716	58,716	60,464	62,211	63,959	65,706
					1.68	1.68	1.73	1.78	1.83	1.88
14						60,114	61,862	63,609	65,357	67,104
						1.72	1.77	1.82	1.87	1.92

10/3/2018

Franklin

2018-2019
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: 34,175

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						

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	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	34,175	35,884	37,593	39,301	41,010	42,719
	1.00	1.05	1.10	1.15	1.20	1.25
2	35,542	37,251	38,960	40,668	42,377	44,086
	1.04	1.09	1.14	1.19	1.24	1.29
3	36,909	38,618	40,327	42,035	43,744	45,453
	1.08	1.13	1.18	1.23	1.28	1.33
4	38,276	39,985	41,694	43,402	45,111	46,820
	1.12	1.17	1.22	1.27	1.32	1.37
5	39,643	41,352	43,061	44,769	46,478	48,187
	1.16	1.21	1.26	1.31	1.36	1.41
6	41,010	42,719	44,428	46,136	47,845	49,554
	1.20	1.25	1.30	1.35	1.40	1.45
7		44,086	45,795	47,503	49,212	50,921
		1.29	1.34	1.39	1.44	1.49
8		45,453	47,162	48,870	50,579	52,288
		1.33	1.38	1.43	1.48	1.53
9			48,529	50,237	51,946	53,655
			1.42	1.47	1.52	1.57
10			49,896	51,604	53,313	55,022
			1.46	1.51	1.56	1.61
11				52,971	54,680	56,389
				1.55	1.60	1.65
12				54,338	56,047	57,756
				1.59	1.64	1.69
13					57,414	59,123
					1.68	1.73
14					58,781	60,490
					1.72	1.77
15						61,857
						1.81
16						63,224
						1.85

10/3/2018

Freeman

2018-2019
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: 35,550 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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** No

OTHER LEAVES:

FREEMAN								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	35,550	36,972	38,394	39,816	41,238	41,238	42,660	44,082
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	36,972	38,394	39,816	41,238	42,660	42,660	44,082	45,504
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	38,394	39,816	41,238	42,660	44,082	44,082	45,504	46,926
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	39,816	41,238	42,660	44,082	45,504	45,504	46,926	48,348
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	41,238	42,660	44,082	45,504	46,926	46,926	48,348	49,770
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	42,660	44,082	45,504	46,926	48,348	48,348	49,770	51,192
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	44,082	45,504	46,926	48,348	49,770	49,770	51,192	52,614
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		46,926	48,348	49,770	51,192	51,192	52,614	54,036
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			49,770	51,192	52,614	52,614	54,036	55,458
			1.40	1.44	1.48	1.48	1.52	1.56
10			51,192	52,614	54,036	54,036	55,458	56,880
			1.44	1.48	1.52	1.52	1.56	1.60
11				54,036	55,458	55,458	56,880	58,302
				1.52	1.56	1.56	1.60	1.64
12				55,458	56,880	56,880	58,302	59,724
				1.56	1.60	1.60	1.64	1.68
13					58,302	58,302	59,724	61,146
					1.64	1.64	1.68	1.72
14						59,724		62,568
						1.68		1.76

03-04 BA36 grandfathered 10-11 MA ends at step 13, those on step 14 will be grandfathered

10/3/2018

Fremont

2018-2019
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: 35,067 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	625
HEALTH	BC/BS	900D/3500D					
DENTAL	BC/BS	3					
PPO:	Emp can choose between Dental ‹COMMENTS:						
LIFE	Sun Life	1.40					
LTD	Sun Life	.0035 (thru caf)					
NON-PARTICIPANT							

Cafeteria

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
625	625

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				

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

OTHER DISTRICT POLICIES

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

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	35,067	36,820	38,574	40,327	42,080	42,080	43,834	45,587	47,340	49,094	50,847	56,107
	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	36,645	38,398	40,152	41,905	43,658	43,658	45,412	47,165	48,918	50,672	52,425	57,685
	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	38,223	39,976	41,730	43,483	45,236	45,236	46,990	48,743	50,496	52,250	54,003	59,263
	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	39,801	41,554	43,308	45,061	46,814	46,814	48,568	50,321	52,074	53,828	55,581	60,841
	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	41,379	43,132	44,886	46,639	48,392	48,392	50,146	51,899	53,653	55,406	57,159	62,419
	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	42,957	44,710	46,464	48,217	50,146	50,146	51,899	53,653	55,406	57,159	58,913	64,173
	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	44,535	46,288	48,042	49,795	51,899	51,899	53,653	55,406	57,159	58,913	60,666	65,926
	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		47,866	49,620	51,373	53,653	53,653	55,406	57,159	58,913	60,666	62,419	67,679
		1.365	1.415	1.465	1.53	1.53	1.58	1.63	1.68	1.73	1.78	1.93
9			51,198	52,951	55,406	55,406	57,159	58,913	60,666	62,419	64,173	69,433
			1.46	1.51	1.58	1.58	1.63	1.68	1.73	1.78	1.83	1.98
10				54,529	57,159	57,159	58,913	60,666	62,419	64,173	65,926	71,186
				1.555	1.63	1.63	1.68	1.73	1.78	1.83	1.88	2.03
11				56,107	58,913	58,913	60,666	62,419	64,173	65,926	67,679	72,939
				1.6	1.68	1.68	1.73	1.78	1.83	1.88	1.93	2.08
12				57,685	60,666	60,666	62,419	64,173	65,926	67,679	69,433	74,693
				1.645	1.73	1.73	1.78	1.83	1.88	1.93	1.98	2.13
13						62,419	64,173	65,926	67,679	69,433	71,186	76,446
						1.78	1.83	1.88	1.93	1.98	2.03	2.18
14						64,173	65,926	67,679	69,433	71,186	72,939	78,199
						1.83	1.88	1.93	1.98	2.03	2.08	2.23
15							67,679	69,433	71,186	72,939	74,693	79,953
							1.93	1.98	2.03	2.08	2.13	2.28

10/3/2018

Friend

2018-2019
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: 34,750 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						

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:	$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								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,750	36,140	37,530	38,920	40,310	41,700	43,090	44,480
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,314	37,704	39,094	40,484	41,874	43,264	44,654	46,044
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325
3	37,878	39,268	40,658	42,048	43,438	44,828	46,218	47,608
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
4	39,441	40,831	42,221	43,611	45,001	46,391	47,781	49,171
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415
5	41,005	42,395	43,785	45,175	46,565	47,955	49,345	50,735
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46
6	42,569	43,959	45,349	46,739	48,129	49,519	50,909	52,299
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505
7		45,523	46,913	48,303	49,693	51,083	52,473	53,863
		1.31	1.35	1.39	1.43	1.47	1.51	1.55
8		47,086	48,476	49,866	51,256	52,646	54,036	55,426
		1.355	1.395	1.435	1.475	1.515	1.555	1.595
9			50,040	51,430	52,820	54,210	55,600	56,990
			1.44	1.48	1.52	1.56	1.6	1.64
10			51,604	52,994	54,384	55,774	57,164	58,554
			1.485	1.525	1.565	1.605	1.645	1.685
11				54,558	55,948	57,338	58,728	60,118
				1.57	1.61	1.65	1.69	1.73
12				56,121	57,511	58,901	60,291	61,681
				1.615	1.655	1.695	1.735	1.775
13				57,685	59,075	60,465	61,855	63,245
				1.66	1.7	1.74	1.78	1.82
14					60,639	62,029	63,419	64,809
					1.745	1.785	1.825	1.865

10/3/2018

Fullerton

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.5	7.5	7
Planning Time:	100	100	95
Class Periods/Day:	9	9	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 35,450 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						

COMMENTS:

Couple - Benefits

Deductible Reimbursement: Y 900

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

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

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	35,450	37,223	38,995	40,768	42,540	44,313	46,085
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	36,868	38,641	40,413	42,186	43,958	45,731	47,503
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	38,286	40,059	41,831	43,604	45,376	47,149	48,921
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	39,704	41,477	43,249	45,022	46,794	48,567	50,339
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	41,122	42,895	44,667	46,440	48,212	49,985	51,757
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	42,540	44,313	46,085	47,858	49,630	51,403	53,175
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
7	43,958	45,731	47,503	49,276	51,048	52,821	54,593
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8	45,376	47,149	48,921	50,694	52,466	54,239	56,011
	1.28	1.33	1.38	1.43	1.48	1.53	1.58
9		48,567	50,339	52,112	53,884	55,657	57,429
		1.37	1.42	1.47	1.52	1.57	1.62
10			51,757	53,530	55,302	57,075	58,847
			1.46	1.51	1.56	1.61	1.66
11			53,175	54,948	56,720	58,493	60,265
			1.50	1.55	1.60	1.65	1.70
12				56,366	58,138	59,911	61,683
				1.59	1.64	1.69	1.74
13				57,784	59,556	61,329	63,101
				1.63	1.68	1.73	1.78
14					60,974	62,747	64,519
					1.72	1.77	1.82
15					62,392	64,165	65,937
					1.76	1.81	1.86
16						65,583	67,355
						1.85	1.90

10/3/2018

Garden County

2018-2019
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: 34,100

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* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
		H/A-Dent				
HEALTH	BC/BS	600D/3500D	641.15	641.15	641.15	641.15
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal Life	10.00				
NON-PARTICIPANT	$1195.83 Flat Salary					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

1195.83

Flat Salary

Cafeteria Plan

Individ.	Depend.
1195.83	1195.83

Options: H/A, Life, LTD,

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

GARDEN CO.							
					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	35,635	37,169	38,704	40,238	41,773	43,307	44,842
	1.045	1.09	1.135	1.18	1.225	1.27	1.315
3	37,169	38,704	40,238	41,773	43,307	44,842	46,376
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	38,704	40,238	41,773	43,307	44,842	46,376	47,911
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	40,238	41,773	43,307	44,842	46,376	47,911	49,445
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	41,773	43,307	44,842	46,376	47,911	49,445	50,980
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7	43,307	44,842	46,376	47,911	49,445	50,980	52,514
	1.27	1.315	1.36	1.405	1.45	1.495	1.54
8	44,842	46,376	47,911	49,445	50,980	52,514	54,049
	1.315	1.36	1.405	1.45	1.495	1.54	1.585
9	46,376	47,911	49,445	50,980	52,514	54,049	55,583
	1.36	1.405	1.45	1.495	1.54	1.585	1.63
10		49,445	50,980	52,514	54,049	55,583	57,118
		1.45	1.495	1.54	1.585	1.63	1.675
11		50,980	52,514	54,049	55,583	57,118	58,652
		1.495	1.54	1.585	1.63	1.675	1.72
12			54,049	55,583	57,118	58,652	60,187
			1.585	1.63	1.675	1.72	1.765
13				57,118	58,652	60,187	61,721
				1.675	1.72	1.765	1.81
14				58,652	60,187	61,721	63,256
				1.72	1.765	1.81	1.855
15					61,721	63,256	64,790
					1.81	1.855	1.9
16						64,790	66,325
						1.9	1.945
17							67,859
							1.99

10/3/2018

Gering

2018-2019
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: 34,865 Index: 4.5 x 4.5
Starting Salary: 36,434 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*			
		H/A-Dent	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

Couple - Benefits 1105.81 ea

1/2 Ind + Fringe ea

PPO: Dist pays 1/2 single prem + fringe COMMENTS:
LIFE Guardian
LTD Principal .0044 (thru sal)
NON-PARTICIPANT $787.50 Fringe Benefit

Deductible Reimbursement:

Cafeteria Plan

Individ.	Depend.
787.50	787.50

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				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

GERING												
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45	DOC
BASE	34,865											
	1.00											
1	36,434	38,003	39,572	41,141	42,710	44,279	45,847	47,416	48,985	50,554	52,123	53,692
	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	38,003	39,572	41,141	42,710	44,279	45,847	47,416	48,985	50,554	52,123	53,692	55,261
	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	39,572	41,141	42,710	44,279	45,847	47,416	48,985	50,554	52,123	53,692	55,261	56,830
	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	41,141	42,710	44,279	45,847	47,416	48,985	50,554	52,123	53,692	55,261	56,830	58,399
	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	42,710	44,279	45,847	47,416	48,985	50,554	52,123	53,692	55,261	56,830	58,399	59,968
	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	44,279	45,847	47,416	48,985	50,554	52,123	53,692	55,261	56,830	58,399	59,968	61,537
	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		47,416	48,985	50,554	52,123	53,692	55,261	56,830	58,399	59,968	61,537	63,106
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
8			50,554	52,123	53,692	55,261	56,830	58,399	59,968	61,537	63,106	64,675
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855
9				53,692	55,261	56,830	58,399	59,968	61,537	63,106	64,675	66,244
				1.54	1.585	1.63	1.675	1.72	1.765	1.81	1.855	1.9
10						58,399	59,968	61,537	63,106	64,675	66,244	67,812
						1.675	1.72	1.765	1.81	1.855	1.9	1.945
11						59,968	61,537	63,106	64,675	66,244	67,812	69,381
						1.72	1.765	1.81	1.855	1.9	1.945	1.99
12						61,537	63,106	64,675	66,244	67,812	69,381	70,950
						1.765	1.81	1.855	1.9	1.945	1.99	2.035
13								66,244	67,812	69,381	70,950	72,519
								1.9	1.945	1.99	2.035	2.08
14									69,381	70,950	72,519	74,088
									1.99	2.035	2.08	2.125

10/3/2018

Gibbon

2018-2019
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: 34,800 Index: 4 x 5
Starting Salary: 34,800 Entry Level Step: 1
Career Increments: N Experience Allowed: 15

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	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						

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	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

OTHER LEAVES: maternity

SEVERANCE PAY:

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	34,800	36,540	38,280	40,020	41,760	43,500	45,240	46,980	48,720
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	36,192	37,932	39,672	41,412	43,152	44,892	46,632	48,372	50,112
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,584	39,324	41,064	42,804	44,544	46,284	48,024	49,764	51,504
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	38,976	40,716	42,456	44,196	45,936	47,676	49,416	51,156	52,896
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	40,368	42,108	43,848	45,588	47,328	49,068	50,808	52,548	54,288
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		43,500	45,240	46,980	48,720	50,460	52,200	53,940	55,680
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7			46,632	48,372	50,112	51,852	53,592	55,332	57,072
			1.34	1.39	1.44	1.49	1.54	1.59	1.64
8				49,764	51,504	53,244	54,984	56,724	58,464
				1.43	1.48	1.53	1.58	1.63	1.68
9				51,156	52,896	54,636	56,376	58,116	59,856
				1.47	1.52	1.57	1.62	1.67	1.72
10				52,548	54,288	56,028	57,768	59,508	61,248
				1.51	1.56	1.61	1.66	1.71	1.76
11					55,680	57,420	59,160	60,900	62,640
					1.60	1.65	1.70	1.75	1.80
12					57,072	58,812	60,552	62,292	64,032
					1.64	1.69	1.74	1.79	1.84
13					58,464	60,204	61,944	63,684	65,424
					1.68	1.73	1.78	1.83	1.88
14							63,336	65,076	66,816
							1.82	1.87	1.92
15									68,208
									1.96

10/3/2018

Giltner

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 35,200 Index: 4 x 4
Starting Salary: 35,200 Entry Level Step: 1
Career Increments: N Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract: 18-19, 19-20

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	Omaha Life		.0053 (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:
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	35,200	36,608	38,016	39,424	40,832	42,240
	1.00	1.04	1.08	1.12	1.16	1.20
2	36,608	38,016	39,424	40,832	42,240	43,648
	1.04	1.08	1.12	1.16	1.20	1.24
3	38,016	39,424	40,832	42,240	43,648	45,056
	1.08	1.12	1.16	1.20	1.24	1.28
4	39,424	40,832	42,240	43,648	45,056	46,464
	1.12	1.16	1.20	1.24	1.28	1.32
5	40,832	42,240	43,648	45,056	46,464	47,872
	1.16	1.20	1.24	1.28	1.32	1.36
6	42,240	43,648	45,056	46,464	47,872	49,280
	1.20	1.24	1.28	1.32	1.36	1.40
7		45,056	46,464	47,872	49,280	50,688
		1.28	1.32	1.36	1.40	1.44
8			47,872	49,280	50,688	52,096
			1.36	1.40	1.44	1.48
9			49,280	50,688	52,096	53,504
			1.40	1.44	1.48	1.52
10				52,096	53,504	54,912
				1.48	1.52	1.56
11				53,504	54,912	56,320
				1.52	1.56	1.60
12					56,320	57,728
					1.60	1.64
13						59,136
						1.68

10/3/2018

Gordon-Rushville

2018-2019
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: 33,900 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	1202.08					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
565.48

Fringe Stipend

Cafeteria Plan

	Individ.	Depend.
	565.48	565.48
Options:	HA/Dent/Cash/ Caf	

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: 3100D

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: N **SEVERANCE PAY:**

OTHER LEAVES:

GORDON-RUSHVILLE

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	33,900	35,426	36,951	38,477	40,002	41,528	43,053	44,579
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	35,426	36,951	38,477	40,002	41,528	43,053	44,579	46,104
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	36,951	38,477	40,002	41,528	43,053	44,579	46,104	47,630
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
4	38,477	40,002	41,528	43,053	44,579	46,104	47,630	49,155
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
5	40,002	41,528	43,053	44,579	46,104	47,630	49,155	50,681
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
6	41,528	43,053	44,579	46,104	47,630	49,155	50,681	52,206
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
7		44,579	46,104	47,630	49,155	50,681	52,206	53,732
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
8			47,630	49,155	50,681	52,206	53,732	55,257
			1.405	1.45	1.495	1.54	1.585	1.63
9				50,681	52,206	53,732	55,257	56,783
				1.495	1.54	1.585	1.63	1.675
10				52,206	53,732	55,257	56,783	58,308
				1.54	1.585	1.63	1.675	1.72
11					55,257	56,783	58,308	59,834
					1.63	1.675	1.72	1.765
12					56,783	58,308	59,834	61,359
					1.675	1.72	1.765	1.81
13						59,834	61,359	62,885
						1.765	1.81	1.855
14							62,885	64,410
							1.855	1.9
15								65,936
								1.945

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

10/3/2018

Gothenburg

2018-2019
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: 35,800
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
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	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	35,800	37,232	38,664	40,096	41,528	42,960	44,392	45,824	47,256
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,590	39,022	40,454	41,886	43,318	44,750	46,182	47,614	49,046
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	39,380	40,812	42,244	43,676	45,108	46,540	47,972	49,404	50,836
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	41,170	42,602	44,034	45,466	46,898	48,330	49,762	51,194	52,626
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	42,960	44,392	45,824	47,256	48,688	50,120	51,552	52,984	54,416
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		46,182	47,614	49,046	50,478	51,910	53,342	54,774	56,206
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			49,404	50,836	52,268	53,700	55,132	56,564	57,996
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				52,626	54,058	55,490	56,922	58,354	59,786
				1.47	1.51	1.55	1.59	1.63	1.67
9				54,416	55,848	57,280	58,712	60,144	61,576
				1.52	1.56	1.60	1.64	1.68	1.72
10					57,638	59,070	60,502	61,934	63,366
					1.61	1.65	1.69	1.73	1.77
11					59,428	60,860	62,292	63,724	65,156
					1.66	1.70	1.74	1.78	1.82
12								65,514	66,946
								1.83	1.87

10/3/2018

Grand Island

2018-2019
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: 35,346 Index: 4 x 5
Starting Salary: 36,760 Entry Level Step: 2
Career Increments: Y Experience Allowed: 8

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/2000D	512.92	512.92	512.92	512.92
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

Couple - Benefits 636.60

Ind for each spouse

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	3				
BEREAVEMENT	5				3 for immediate-other fam
PROFESSIONAL	unl.			yes	
ADOPTION	20 from sick lv.				
ASSOCIATION	see prof. lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

GRAND ISLAND

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	35,346	37,113	38,880	40,648	42,415	45,950	45,950	47,717	49,484	51,251	53,019	54,786
	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	36,760	38,527	40,294	42,062	43,829	47,363	47,363	49,131	50,898	52,665	54,433	56,200
	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	38,173	39,941	41,708	43,475	45,243	48,777	48,777	50,544	52,312	54,079	55,846	57,614
	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	40,294	42,062	43,829	45,596	47,363	50,898	50,898	52,665	54,433	56,200	57,967	59,734
	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	42,415	44,182	45,950	47,717	49,484	53,019	53,019	54,786	56,553	58,321	60,088	61,855
	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	44,536	46,303	48,070	49,838	51,605	55,139	55,139	56,907	58,674	60,441	62,209	63,976
	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	46,656	48,424	50,191	51,958	53,726	57,260	57,260	59,027	60,795	62,562	64,329	66,097
	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						59,381	59,381	61,148	62,916	64,683	66,450	68,217
						1.68	1.68	1.73	1.78	1.83	1.88	1.93
9						61,502	61,502	63,269	65,036	66,804	68,571	70,338
						1.74	1.74	1.79	1.84	1.89	1.94	1.99
10											70,692	72,459
											2.00	2.05
11											72,812	74,580
											2.06	2.11

87-88 BA45 column grandfathered, 01-02 Longevity increments available after 20 years; Hired before 08-09, recv $7500 in flat salary. Hired after 08-09, recv ind ins + remainder as cash

10/3/2018

Gretna

2018-2019
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: 36,800 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:			COMMENTS:			
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

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	36,800	38,272	39,744	41,216	43,424	44,896	46,368	47,840	49,312
	1.00	1.04	1.08	1.12	1.18	1.22	1.26	1.30	1.34
2	38,272	39,744	41,216	42,688	44,896	46,368	47,840	49,312	50,784
	1.04	1.08	1.12	1.16	1.22	1.26	1.30	1.34	1.38
3	39,744	41,216	42,688	44,160	46,368	47,840	49,312	50,784	52,256
	1.08	1.12	1.16	1.20	1.26	1.30	1.34	1.38	1.42
4	41,216	42,688	44,160	45,632	47,840	49,312	50,784	52,256	53,728
	1.12	1.16	1.20	1.24	1.30	1.34	1.38	1.42	1.46
5	42,688	44,160	45,632	47,104	49,312	50,784	52,256	53,728	55,200
	1.16	1.20	1.24	1.28	1.34	1.38	1.42	1.46	1.50
6	44,160	45,632	47,104	48,576	50,784	52,256	53,728	55,200	56,672
	1.20	1.24	1.28	1.32	1.38	1.42	1.46	1.50	1.54
7		47,104	48,576	50,048	52,256	53,728	55,200	56,672	58,144
		1.28	1.32	1.36	1.42	1.46	1.50	1.54	1.58
8			50,048	51,520	53,728	55,200	56,672	58,144	59,616
			1.36	1.40	1.46	1.50	1.54	1.58	1.62
9				52,992	55,200	56,672	58,144	59,616	61,088
				1.44	1.50	1.54	1.58	1.62	1.66
10				54,464	56,672	58,144	59,616	61,088	62,560
				1.48	1.54	1.58	1.62	1.66	1.70
11					58,144	59,616	61,088	62,560	64,032
					1.58	1.62	1.66	1.70	1.74
12					59,616	61,088	62,560	64,032	65,504
					1.62	1.66	1.70	1.74	1.78
13					61,088	62,560	64,032	65,504	66,976
					1.66	1.70	1.74	1.78	1.82
14							65,504	66,976	68,448
							1.78	1.82	1.86
15									69,920
									1.90
16									71,392
									1.94

BA+36 grandfathered 89-90

10/3/2018

Hampton

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

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

SALARY SCHEDULE

Base: 35,900
Starting Salary: 35,900
Career Increments: N
Vertical Freeze: 87-88
Rollback:
Multi-year Contract:

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

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 - $2.95/mo					
LIFE	Madison Ntl.		1.85			
LTD	Madison Ntl.		.0049			

NON-PARTICIPANT

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options: H/A

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: FTE

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HAMPTON					
				BA+36	
Step	BA	BA+12	BA+24	MA	MA+12
1	35,900	37,336	38,772	40,208	41,644
	1.00	1.04	1.08	1.12	1.16
2	37,336	38,772	40,208	41,644	43,080
	1.04	1.08	1.12	1.16	1.20
3	38,772	40,208	41,644	43,080	44,516
	1.08	1.12	1.16	1.20	1.24
4	40,208	41,644	43,080	44,516	45,952
	1.12	1.16	1.20	1.24	1.28
5	41,644	43,080	44,516	45,952	47,388
	1.16	1.20	1.24	1.28	1.32
6	43,080	44,516	45,952	47,388	48,824
	1.20	1.24	1.28	1.32	1.36
7		45,952	47,388	48,824	50,260
		1.28	1.32	1.36	1.40
8		47,388	48,824	50,260	51,696
		1.32	1.36	1.40	1.44
9		48,824	50,260	51,696	53,132
		1.36	1.40	1.44	1.48
10			51,696	53,132	54,568
			1.44	1.48	1.52
11				54,568	56,004
				1.52	1.56
12				56,004	57,440
				1.56	1.60
13				57,440	58,876
				1.60	1.64
14				58,876	60,312
				1.64	1.68
15				60,312	61,748
				1.68	1.72
16				61,748	63,184
				1.72	1.76
17					64,620
					1.80
18					66,056
					1.84

10/3/2018

Hartington-Newcastle

2018-2019
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: 35,450
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all
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	1040
HEALTH	BC/BS	900D/2000D	1040	1040	1040	1092	
DENTAL	BC/BS	2					
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Cafeteria

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	60	yes		
Other Info:	7 for dep use				
PERSONAL	3			yes	$50/unused day
BEREAVEMENT	5				
PROFESSIONAL	supt. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

HARTINGTON-NEW CASTLE							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	35,450	36,868	38,286	39,704	41,122	42,540	43,958
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,868	38,286	39,704	41,122	42,540	43,958	45,376
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,286	39,704	41,122	42,540	43,958	45,376	46,794
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,704	41,122	42,540	43,958	45,376	46,794	48,212
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	41,122	42,540	43,958	45,376	46,794	48,212	49,630
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,540	43,958	45,376	46,794	48,212	49,630	51,048
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		45,376	46,794	48,212	49,630	51,048	52,466
		1.28	1.32	1.36	1.40	1.44	1.48
8		46,794	48,212	49,630	51,048	52,466	53,884
		1.32	1.36	1.40	1.44	1.48	1.52
9		48,212	49,630	51,048	52,466	53,884	55,302
		1.36	1.40	1.44	1.48	1.52	1.56
10		49,630	51,048	52,466	53,884	55,302	56,720
		1.40	1.44	1.48	1.52	1.56	1.60
11			52,466	53,884	55,302	56,720	58,138
			1.48	1.52	1.56	1.60	1.64
12				55,302	56,720	58,138	59,556
				1.56	1.60	1.64	1.68
13				56,720	58,138	59,556	60,974
				1.60	1.64	1.68	1.72
14					59,556	60,974	62,392
					1.68	1.72	1.76
15					60,974	62,392	63,810
					1.72	1.76	1.80
16						63,810	65,228
						1.80	1.84

10/3/2018

Harvard

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8.25	8.25	8.25
Length of Student Day:	7.5	7.5	7.5
Planning Time:	48	48	48
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,550 Index: 4 x 4
Starting Salary: 37,314 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

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: 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	34,550	35,932	37,314	38,696	40,078	41,460	42,842	44,224
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,932	37,314	38,696	40,078	41,460	42,842	44,224	45,606
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,314	38,696	40,078	41,460	42,842	44,224	45,606	46,988
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,696	40,078	41,460	42,842	44,224	45,606	46,988	48,370
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,078	41,460	42,842	44,224	45,606	46,988	48,370	49,752
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	40,769	42,842	44,224	45,606	46,988	48,370	49,752	51,134
	1.18	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		44,224	45,606	46,988	48,370	49,752	51,134	52,516
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		44,915	46,988	48,370	49,752	51,134	52,516	53,898
		1.30	1.36	1.40	1.44	1.48	1.52	1.56
9			47,679	49,752	51,134	52,516	53,898	55,280
			1.38	1.44	1.48	1.52	1.56	1.60
10				50,443	52,516	53,898	55,280	56,662
				1.46	1.52	1.56	1.60	1.64
11					53,207	55,280	56,662	58,044
					1.54	1.60	1.64	1.68
12						55,971	58,044	59,426
						1.62	1.68	1.72
13							58,735	60,808
							1.70	1.76
14								61,499
								1.78

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

10/3/2018

Hastings

2018-2019
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	6.5	6.5
Planning Time:	96	95	90
Class Periods/Day:	8	9	
Normal Teaching Load:	6.5	7	

SALARY SCHEDULE

Base: 34,150 Index: 4.5 x 4.5
Starting Salary: 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
HEALTH	BC/BS	900D/3500D	607.93	1068.45	1212.82	1628.51
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

Couple - Benefits
450.80 or 513.24
Full Ins. + $325

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

PART-TIME BENEFITS
Minimum FTE: 0.4
Contribution: fte

LEAVES

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

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

OTHER DISTRICT POLICIES

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

HASTINGS

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	34,150	35,687	37,224	38,760	40,297	40,297	41,834	43,371	44,907	46,444	47,981
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315	1.36	1.405
2	35,687	37,224	38,760	40,297	41,834	41,834	43,371	44,907	46,444	47,981	49,518
	1.045	1.09	1.135	1.18	1.225	1.225	1.27	1.315	1.36	1.405	1.45
3	37,224	38,760	40,297	41,834	43,371	43,371	44,907	46,444	47,981	49,518	51,054
	1.09	1.135	1.18	1.225	1.27	1.27	1.315	1.36	1.405	1.45	1.495
4	38,760	40,297	41,834	43,371	44,907	44,907	46,444	47,981	49,518	51,054	52,591
	1.135	1.18	1.225	1.27	1.315	1.315	1.36	1.405	1.45	1.495	1.54
5	40,297	41,834	43,371	44,907	46,444	46,444	47,981	49,518	51,054	52,591	54,128
	1.18	1.225	1.27	1.315	1.36	1.36	1.405	1.45	1.495	1.54	1.585
6	41,834	43,371	44,907	46,444	47,981	47,981	49,518	51,054	52,591	54,128	55,665
	1.225	1.27	1.315	1.36	1.405	1.405	1.45	1.495	1.54	1.585	1.63
7	43,371	44,907	46,444	47,981	49,518	49,518	51,054	52,591	54,128	55,665	57,201
	1.27	1.315	1.36	1.405	1.45	1.45	1.495	1.54	1.585	1.63	1.675
8	44,907	46,444	47,981	49,518	51,054	51,054	52,591	54,128	55,665	57,201	58,738
	1.315	1.36	1.405	1.45	1.495	1.495	1.54	1.585	1.63	1.675	1.72
9			50,030	51,054	52,591	52,591	54,128	55,665	57,201	58,738	60,275
			1.465	1.495	1.54	1.54	1.585	1.63	1.675	1.72	1.765
10				53,103	54,128	54,128	55,665	57,201	58,738	60,275	61,812
				1.555	1.585	1.585	1.63	1.675	1.72	1.765	1.81
11					55,665	55,665	57,201	58,738	60,275	61,812	63,348
					1.63	1.63	1.675	1.72	1.765	1.81	1.855
12					57,201	57,201	58,738	60,275	61,812	63,348	64,885
					1.675	1.675	1.72	1.765	1.81	1.855	1.9
13						58,738	60,275	61,812	63,348	64,885	66,422
						1.72	1.765	1.81	1.855	1.9	1.945
14						60,275	61,812	63,348	64,885	66,422	67,958
						1.765	1.81	1.855	1.9	1.945	1.99
15										67,958	69,495
										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

10/3/2018

Hay Springs

2018-2019
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: 35,300 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: 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	28.67
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	Ind Dental

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	35,300	36,889	38,477	40,066	41,654	43,243
	1.00	1.045	1.09	1.135	1.18	1.225
2	36,889	38,477	40,066	41,654	43,243	44,831
	1.045	1.09	1.135	1.18	1.225	1.27
3	38,477	40,066	41,654	43,243	44,831	46,420
	1.09	1.135	1.18	1.225	1.27	1.315
4	40,066	41,654	43,243	44,831	46,420	48,008
	1.135	1.18	1.225	1.27	1.315	1.36
5	41,654	43,243	44,831	46,420	48,008	49,597
	1.18	1.225	1.27	1.315	1.36	1.405
6	43,243	44,831	46,420	48,008	49,597	51,185
	1.225	1.27	1.315	1.36	1.405	1.45
7	44,831	46,420	48,008	49,597	51,185	52,774
	1.27	1.315	1.36	1.405	1.45	1.495
8	46,420	48,008	49,597	51,185	52,774	54,362
	1.315	1.36	1.405	1.45	1.495	1.54
9		49,597	51,185	52,774	54,362	55,951
		1.405	1.45	1.495	1.54	1.585
10		51,185	52,774	54,362	55,951	57,539
		1.45	1.495	1.54	1.585	1.63
11			54,362	55,951	57,539	59,128
			1.54	1.585	1.63	1.675
12				57,539	59,128	60,716
				1.63	1.675	1.72
13				59,128	60,716	62,305
				1.675	1.72	1.765
14					62,305	63,893
					1.765	1.81

10/3/2018

Hayes Center

2018-2019
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: 34,600 Index: 4 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract: 18-19, 19-20

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:			COMMENTS:			
LIFE						
LTD	Principal	.0041				
NON-PARTICIPANT						

Couple - Benefits
31.51 or 52.18
Sp or Dep Dental

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

HAYES CENTER						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	34,600	36,157	37,714	39,271	40,828	42,385
	1.00	1.045	1.09	1.135	1.18	1.225
2	35,984	37,541	39,098	40,655	42,212	43,769
	1.04	1.085	1.13	1.175	1.22	1.265
3	37,368	38,925	40,482	42,039	43,596	45,153
	1.08	1.125	1.17	1.215	1.26	1.305
4	38,752	40,309	41,866	43,423	44,980	46,537
	1.12	1.165	1.21	1.255	1.3	1.345
5	40,136	41,693	43,250	44,807	46,364	47,921
	1.16	1.205	1.25	1.295	1.34	1.385
6		43,077	44,634	46,191	47,748	49,305
		1.245	1.29	1.335	1.38	1.425
7		44,461	46,018	47,575	49,132	50,689
		1.285	1.33	1.375	1.42	1.465
8			47,402	48,959	50,516	52,073
			1.37	1.415	1.46	1.505
9				50,343	51,900	53,457
				1.455	1.5	1.545
10				51,727	53,284	54,841
				1.495	1.54	1.585
11					54,668	56,225
					1.58	1.625
12						57,609
						1.665
13						58,993
						1.705
14						60,377
						1.745

10/3/2018

Heartland

2018-2019
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: 37,083
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

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
56.62 or 93.69
Sp or Dep. Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HEARTLAND								
						BA+42		
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	37,083	38,566	40,050	41,533	42,275	43,016	44,500	45,983
	1.00	1.04	1.08	1.12	1.14	1.16	1.20	1.24
2	38,566	40,050	41,533	43,016	43,758	44,500	45,983	47,466
	1.04	1.08	1.12	1.16	1.18	1.20	1.24	1.28
3	40,050	41,533	43,016	44,500	45,241	45,983	47,466	48,950
	1.08	1.12	1.16	1.20	1.22	1.24	1.28	1.32
4	41,533	43,016	44,500	45,983	46,725	47,466	48,950	50,433
	1.12	1.16	1.20	1.24	1.26	1.28	1.32	1.36
5	43,016	44,500	45,983	47,466	48,208	48,950	50,433	51,916
	1.16	1.20	1.24	1.28	1.30	1.32	1.36	1.40
6	44,500	45,983	47,466	48,950	49,691	50,433	51,916	53,400
	1.20	1.24	1.28	1.32	1.34	1.36	1.40	1.44
7		47,466	48,950	50,433	51,175	51,916	53,400	54,883
		1.28	1.32	1.36	1.38	1.40	1.44	1.48
8			50,433	51,916	52,658	53,400	54,883	56,366
			1.36	1.40	1.42	1.44	1.48	1.52
9				53,400	54,141	54,883	56,366	57,849
				1.44	1.46	1.48	1.52	1.56
10				54,883	55,625	56,366	57,849	59,333
				1.48	1.50	1.52	1.56	1.60
11				56,366	57,108	57,849	59,333	60,816
				1.52	1.54	1.56	1.60	1.64
12					58,591	59,333	60,816	62,299
					1.58	1.60	1.64	1.68
13						60,816	62,299	63,783
						1.64	1.68	1.72
14							63,783	65,266
							1.72	1.76
15								66,749
								1.80

10/3/2018

Hemingford

2018-2019
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: 34,550 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:			COMMENTS:			
LIFE	Guardian	5.00				
LTD						
NON-PARTICIPANT	$645 annuity					

Couple - Benefits
61.97 or 102.53
Sp or Dep Dental

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 1
Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	yes		
Other Info:					
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	34,550	36,105	37,660	39,214	40,769	42,324	43,879	45,433
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	36,105	37,660	39,214	40,769	42,324	43,879	45,433	46,988
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	37,660	39,214	40,769	42,324	43,879	45,433	46,988	48,543
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
4	39,214	40,769	42,324	43,879	45,433	46,988	48,543	50,098
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
5	40,769	42,324	43,879	45,433	46,988	48,543	50,098	51,652
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
6		43,879	45,433	46,988	48,543	50,098	51,652	53,207
		1.27	1.315	1.36	1.405	1.45	1.495	1.54
7		45,433	46,988	48,543	50,098	51,652	53,207	54,762
		1.315	1.36	1.405	1.45	1.495	1.54	1.585
8			48,543	50,098	51,652	53,207	54,762	56,317
			1.405	1.45	1.495	1.54	1.585	1.63
9				51,652	53,207	54,762	56,317	57,871
				1.495	1.54	1.585	1.63	1.675
10					54,762	56,317	57,871	59,426
					1.585	1.63	1.675	1.72
11					56,317	57,871	59,426	60,981
					1.63	1.675	1.72	1.765
12					57,871	59,426	60,981	62,536
					1.675	1.72	1.765	1.81
13					59,426	60,981	62,536	64,090
					1.72	1.765	1.81	1.855
14						62,536	64,090	65,645
						1.81	1.855	1.9
15							65,645	67,200
							1.9	1.945
16								68,754
								1.99
17								70,309
								2.035

10/3/2018

Hershey

2018-2019
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: 33,650
Starting Salary: 37,015
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* 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	1	26.61	49.23	55.86	75.04
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HERSHEY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	MA+18	MA+27	MA+36
BASE	33,650								
	1.00								
1	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
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
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
8			49,802	51,148	52,494	53,840	55,186	56,532	57,878
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
9				52,831	54,177	55,523	56,869	58,215	59,561
				1.57	1.61	1.65	1.69	1.73	1.77
10				54,513	55,859	57,205	58,551	59,897	61,243
				1.62	1.66	1.70	1.74	1.78	1.82
11					57,542	58,888	60,234	61,580	62,926
					1.71	1.75	1.79	1.83	1.87
12					59,224	60,570	61,916	63,262	64,608
					1.76	1.80	1.84	1.88	1.92
13						62,253	63,599	64,945	66,291
						1.85	1.89	1.93	1.97
14							65,281	66,627	67,973
							1.94	1.98	2.02
15								68,310	69,656
								2.03	2.07
16								69,992	71,338
								2.08	2.12
17									73,021
									2.17

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

10/3/2018

High Plains

2018-2019
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: 36,875 Index: 4 x 4.5
Starting Salary: 36,875 Entry Level Step: 1
Career Increments: N Experience Allowed: 6

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	26.61	26.61	26.61
PPO:						
LIFE						
LTD	Horace Mann	13.75				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
29.25 or 48.43
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:					
PERSONAL	2			no	
BEREAVEMENT	2				w/approv
PROFESSIONAL	adm. approv.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

HIGH PLAINS COMMUNITY SCHOOL

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18
1	36,875	38,534	40,194	41,853	43,513	45,172	46,831
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	38,350	40,009	41,669	43,328	44,988	46,647	48,306
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	39,825	41,484	43,144	44,803	46,463	48,122	49,781
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	41,300	42,959	44,619	46,278	47,938	49,597	51,256
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	42,775	44,434	46,094	47,753	49,413	51,072	52,731
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	44,250	45,909	47,569	49,228	50,888	52,547	54,206
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7	45,725	47,384	49,044	50,703	52,363	54,022	55,681
	1.24	1.285	1.33	1.375	1.42	1.465	1.51
8		48,859	50,519	52,178	53,838	55,497	57,156
		1.325	1.37	1.415	1.46	1.505	1.55
9			51,994	53,653	55,313	56,972	58,631
			1.41	1.455	1.5	1.545	1.59
10				55,128	56,788	58,447	60,106
				1.495	1.54	1.585	1.63
11					58,263	59,922	61,581
					1.58	1.625	1.67
12					59,738	61,397	63,056
					1.62	1.665	1.71
13						62,872	64,531
						1.705	1.75
14							66,006
							1.79

10/3/2018

Hitchcock County

2018-2019
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: 34,250
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 10
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* 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
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Sp or Dep. Dental
PPO:							
LIFE	Principal	5.85					
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement: Y 550/1100

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

HITCHCOCK COUNTY								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,250	35,620	36,990	38,360	39,730	39,730	41,100	42,470
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	35,620	36,990	38,360	39,730	41,100	41,100	42,470	43,840
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	36,990	38,360	39,730	41,100	42,470	42,470	43,840	45,210
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	38,360	39,730	41,100	42,470	43,840	43,840	45,210	46,580
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	39,730	41,100	42,470	43,840	45,210	45,210	46,580	47,950
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	41,100	42,470	43,840	45,210	46,580	46,580	47,950	49,320
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7	42,470	43,840	45,210	46,580	47,950	47,950	49,320	50,690
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48
8		45,210	46,580	47,950	49,320	49,320	50,690	52,060
		1.32	1.36	1.40	1.44	1.44	1.48	1.52
9			47,950	49,320	50,690	50,690	52,060	53,430
			1.40	1.44	1.48	1.48	1.52	1.56
10				50,690	52,060	52,060	53,430	54,800
				1.48	1.52	1.52	1.56	1.60
11				52,060	53,430	53,430	54,800	56,170
				1.52	1.56	1.56	1.60	1.64
12					54,800	54,800	56,170	57,540
					1.60	1.60	1.64	1.68
13					56,170	56,170	57,540	58,910
					1.64	1.64	1.68	1.72
14						57,540	58,910	60,280
						1.68	1.72	1.76
15							60,280	61,650
							1.76	1.80
16								63,020
								1.84

10/3/2018

Holdrege

2018-2019
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: 35,550
Starting Salary: 38,750
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					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES: Jury Duty

HOLDREGE

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	35,550	37,150	38,750	40,349	41,949	43,549	45,149	46,748	48,348
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	37,150	38,750	40,349	41,949	43,549	45,149	46,748	48,348	49,948
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	38,750	40,349	41,949	43,549	45,149	46,748	48,348	49,948	51,548
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	40,349	41,949	43,549	45,149	46,748	48,348	49,948	51,548	53,147
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	41,949	43,549	45,149	46,748	48,348	49,948	51,548	53,147	54,747
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	43,549	45,149	46,748	48,348	49,948	51,548	53,147	54,747	56,347
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7	45,149	46,748	48,348	49,948	51,548	53,147	54,747	56,347	57,947
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8	46,748	48,348	49,948	51,548	53,147	54,747	56,347	57,947	59,546
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			51,548	53,147	54,747	56,347	57,947	59,546	61,146
			1.45	1.495	1.54	1.585	1.63	1.675	1.72
10				54,747	56,347	57,947	59,546	61,146	62,746
				1.54	1.585	1.63	1.675	1.72	1.765
11					57,947	59,546	61,146	62,746	64,346
					1.63	1.675	1.72	1.765	1.81
12					59,546	61,146	62,746	64,346	65,945
					1.675	1.72	1.765	1.81	1.855
13							64,346	65,945	67,545
							1.81	1.855	1.9
14								67,545	69,145
								1.9	1.945

10/3/2018

Homer

2018-2019
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: 38,400 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all
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	607.93	607.93	607.93	607.93
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

PPO:
LIFE
LTD
NON-PARTICIPANT $104.17 CIL

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
104.17*

Cash *or Ind H/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	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	38,400	39,936	41,472	43,008	44,544	46,080	47,616	49,152	50,688
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	39,936	41,472	43,008	44,544	46,080	47,616	49,152	50,688	52,224
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	41,472	43,008	44,544	46,080	47,616	49,152	50,688	52,224	53,760
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	43,008	44,544	46,080	47,616	49,152	50,688	52,224	53,760	55,296
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	44,544	46,080	47,616	49,152	50,688	52,224	53,760	55,296	56,832
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	46,080	47,616	49,152	50,688	52,224	53,760	55,296	56,832	58,368
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	47,616	49,152	50,688	52,224	53,760	55,296	56,832	58,368	59,904
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8	49,152	50,688	52,224	53,760	55,296	56,832	58,368	59,904	61,440
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		52,224	53,760	55,296	56,832	58,368	59,904	61,440	62,976
		1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
10		53,760	55,296	56,832	58,368	59,904	61,440	62,976	64,512
		1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
11			56,832	58,368	59,904	61,440	62,976	64,512	66,048
			1.48	1.52	1.56	1.60	1.64	1.68	1.72
12					61,440	62,976	64,512	66,048	67,584
					1.60	1.64	1.68	1.72	1.76
13						64,512	66,048	67,584	69,120
						1.68	1.72	1.76	1.80
14							67,584	69,120	70,656
							1.76	1.80	1.84
15								70,656	72,192
								1.84	1.88
16									73,728
									1.92

10/3/2018

Howells-Dodge

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

HS JH/MS ELEM

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

SALARY SCHEDULE

Base: 38,150 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					
DENTAL	BC/BS	2					
PPO:							
LIFE							
LTD							
NON-PARTICIPANT							

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. 750 Depend. 750

Options:

Flat Salary

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	38,150	40,058	41,965	43,873	45,780	45,780	47,688	49,595
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30
2	39,676	41,584	43,491	45,399	47,306	47,306	49,214	51,121
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34
3	41,202	43,110	45,017	46,925	48,832	48,832	50,740	52,647
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38
4	42,728	44,636	46,543	48,451	50,358	50,358	52,266	54,173
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42
5	44,254	46,162	48,069	49,977	51,884	51,884	53,792	55,699
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46
6	45,780	47,688	49,595	51,503	53,410	53,410	55,318	57,225
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50
7	47,306	49,214	51,121	53,029	54,936	54,936	56,844	58,751
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54
8		50,740	52,647	54,555	56,462	56,462	58,370	60,277
		1.33	1.38	1.43	1.48	1.48	1.53	1.58
9			54,173	56,081	57,988	57,988	59,896	61,803
			1.42	1.47	1.52	1.52	1.57	1.62
10			55,699	57,607	59,514	59,514	61,422	63,329
			1.46	1.51	1.56	1.56	1.61	1.66
11			57,225	59,133	61,040	61,040	62,948	64,855
			1.50	1.55	1.60	1.60	1.65	1.70
12			58,751	60,659	62,566	62,566	64,474	66,381
			1.54	1.59	1.64	1.64	1.69	1.74
13				62,185	64,092	64,092	66,000	67,907
				1.63	1.68	1.68	1.73	1.78
14						65,618	67,526	69,433
						1.72	1.77	1.82
15						67,144	69,052	70,959
						1.76	1.81	1.86

10/3/2018

Humboldt-Table Rock-Steinauer

2018-2019
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	**Couple - Benefits**
HEALTH	BC/BS	1500D	534.60	989.04	1122.67	1507.47	31.51 or 52.18
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Sp or Dep. Dental

PPO:
LIFE
LTD
NON-PARTICIPANT

COMMENTS:

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					

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

10/3/2018

Humphrey

2018-2019
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: 35,750
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:			COMMENTS:			
LIFE						
LTD	National Ins	(thru sal)				
NON-PARTICIPANT						

Couple - Benefits
31.51 or 52.18
Sp or Dep Dental

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	35,750	37,180	38,610	40,040	41,470	42,900	44,330
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	37,180	38,610	40,040	41,470	42,900	44,330	45,760
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,610	40,040	41,470	42,900	44,330	45,760	47,190
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	40,040	41,470	42,900	44,330	45,760	47,190	48,620
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	41,470	42,900	44,330	45,760	47,190	48,620	50,050
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,900	44,330	45,760	47,190	48,620	50,050	51,480
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	44,330	45,760	47,190	48,620	50,050	51,480	52,910
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	45,760	47,190	48,620	50,050	51,480	52,910	54,340
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		48,620	50,050	51,480	52,910	54,340	55,770
		1.36	1.40	1.44	1.48	1.52	1.56
10			51,480	52,910	54,340	55,770	57,200
			1.44	1.48	1.52	1.56	1.60
11				54,340	55,770	57,200	58,630
				1.52	1.56	1.60	1.64
12					57,200	58,630	60,060
					1.60	1.64	1.68
13					58,630	60,060	61,490
					1.64	1.68	1.72
14						61,490	62,920
						1.72	1.76

10/3/2018

Hyannis

2018-2019
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: 34,400
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*	*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	
DENTAL	BC/BS	2	28.67	53.01	60.18	80.85	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement:		
LTD	Omaha Life	12.00 (1/2 prem)					
NON-PARTICIPANT							

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: full ind.

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	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	34,400	35,776	37,152	38,528	39,904	41,280
	1.00	1.04	1.08	1.12	1.16	1.20
2	35,776	37,152	38,528	39,904	41,280	42,656
	1.04	1.08	1.12	1.16	1.20	1.24
3	37,152	38,528	39,904	41,280	42,656	44,032
	1.08	1.12	1.16	1.20	1.24	1.28
4	38,528	39,904	41,280	42,656	44,032	45,408
	1.12	1.16	1.20	1.24	1.28	1.32
5	39,904	41,280	42,656	44,032	45,408	46,784
	1.16	1.20	1.24	1.28	1.32	1.36
6	41,280	42,656	44,032	45,408	46,784	48,160
	1.20	1.24	1.28	1.32	1.36	1.40
7	42,656	44,032	45,408	46,784	48,160	49,536
	1.24	1.28	1.32	1.36	1.40	1.44
8		45,408	46,784	48,160	49,536	50,912
		1.32	1.36	1.40	1.44	1.48
9		46,784	48,160	49,536	50,912	52,288
		1.36	1.40	1.44	1.48	1.52
10			49,536	50,912	52,288	53,664
			1.44	1.48	1.52	1.56
11			50,912	52,288	53,664	55,040
			1.48	1.52	1.56	1.60
12				53,664	55,040	56,416
				1.56	1.60	1.64
13				55,040	56,416	57,792
				1.60	1.64	1.68
14					57,792	59,168
					1.68	1.72
15					59,168	60,544
					1.72	1.76
16						61,920
						1.80
17						63,296
						1.84

10/3/2018

Johnson County

2018-2019
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: 35,425 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	61.97 or 102.53
HEALTH	BC/BS	.500D/3500D	562.74	1041.09	1181.76	1586.81	
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31	17-18 Emp. Only
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		600
LTD	Principal	.0017 (thru sal)					

NON-PARTICIPANT 17-18 employee = SP2's get remaining dental amount

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	35,425	37,196	38,968	40,739	42,510	44,281	46,053	47,824
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	36,842	38,613	40,385	42,156	43,927	45,698	47,470	49,241
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	38,259	40,030	41,802	43,573	45,344	47,115	48,887	50,658
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	39,676	41,447	43,219	44,990	46,761	48,532	50,304	52,075
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	41,093	42,864	44,636	46,407	48,178	49,949	51,721	53,492
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	42,510	44,281	46,053	47,824	49,595	51,366	53,138	54,909
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	43,927	45,698	47,470	49,241	51,012	52,783	54,555	56,326
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		47,115	48,887	50,658	52,429	54,200	55,972	57,743
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			50,304	52,075	53,846	55,617	57,389	59,160
			1.42	1.47	1.52	1.57	1.62	1.67
10				53,492	55,263	57,034	58,806	60,577
				1.51	1.56	1.61	1.66	1.71
11					56,680	58,451	60,223	61,994
					1.60	1.65	1.70	1.75
12					58,097	59,868	61,640	63,411
					1.64	1.69	1.74	1.79
13						61,285	63,057	64,828
						1.73	1.78	1.83
14							64,474	66,245
							1.82	1.87
15								67,662
								1.91

10/3/2018

Johnson-Brock

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 35,500
Index: 4 x 4
Starting Salary:
Entry Level Step: (D)
Career Increments: N
Experience Allowed: all (D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	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						

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-% 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

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	42,600	44,020
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,920	38,340	39,760	41,180	42,600	44,020	45,440
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,340	39,760	41,180	42,600	44,020	45,440	46,860
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,760	41,180	42,600	44,020	45,440	46,860	48,280
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	41,180	42,600	44,020	45,440	46,860	48,280	49,700
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,600	44,020	45,440	46,860	48,280	49,700	51,120
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	44,020	45,440	46,860	48,280	49,700	51,120	52,540
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	45,440	46,860	48,280	49,700	51,120	52,540	53,960
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		48,280	49,700	51,120	52,540	53,960	55,380
		1.36	1.40	1.44	1.48	1.52	1.56
10			51,120	52,540	53,960	55,380	56,800
			1.44	1.48	1.52	1.56	1.60
11				53,960	55,380	56,800	58,220
				1.52	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

10/3/2018

Kearney

2018-2019
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: 34,892 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 7(D)

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/2000D	241.67	241.67	241.67	241.67
DENTAL	BC/BS	2				

PPO:
LIFE
LTD
NON-PARTICIPANT

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 858.33

cafeteria+fringe

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	34,892	36,462	38,032	39,602	41,173	42,743	44,313	45,883	47,453	49,023
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	36,462	38,032	39,602	41,173	42,743	44,313	45,883	47,453	49,023	50,593
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	38,032	39,602	41,173	42,743	44,313	45,883	47,453	49,023	50,593	52,164
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	39,602	41,173	42,743	44,313	45,883	47,453	49,023	50,593	52,164	53,734
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	41,173	42,743	44,313	45,883	47,453	49,023	50,593	52,164	53,734	55,304
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	42,743	44,313	45,883	47,453	49,023	50,593	52,164	53,734	55,304	56,874
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	44,313	45,883	47,453	49,023	50,593	52,164	53,734	55,304	56,874	58,444
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	45,883	47,453	49,023	50,593	52,164	53,734	55,304	56,874	58,444	60,014
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		49,023	50,593	52,164	53,734	55,304	56,874	58,444	60,014	61,584
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			52,164	53,734	55,304	56,874	58,444	60,014	61,584	63,155
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				55,304	56,874	58,444	60,014	61,584	63,155	64,725
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					58,444	60,014	61,584	63,155	64,725	66,295
					1.675	1.72	1.765	1.81	1.855	1.9
13					60,014	61,584	63,155	64,725	66,295	67,865
					1.72	1.765	1.81	1.855	1.9	1.945
14					61,584	63,155	64,725	66,295	67,865	69,435
					1.765	1.81	1.855	1.9	1.945	1.99
15									69,435	71,005
									1.99	2.035
16										71,703
										2.055

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

10/3/2018

Kenesaw

2018-2019
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: 35,000 Index: 4 x 4

Starting Salary: Entry Level Step: 1

Career Increments: N Experience Allowed: (D)

15-16: 2% inc in base sal for every 10 yrs at Kenesaw, retroactive

Vertical Freeze:

Rollback:

Multi-year Contract:

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

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	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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

NEED SALARY SCHEDULE

10/3/2018

Keya Paha

2018-2019
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	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: 6

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

INSURANCE

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

Deductible Reimbursement: Y 400/800

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30	yes		
Other Info:	12 days 1st yr				
PERSONAL	2			yes	add'l. w/o pay
BEREAVEMENT	admin. disc.				
PROFESSIONAL	3			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

KEYA PAHA

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

10/3/2018

Kimball

2018-2019
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: 35,100

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:

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: 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	35,100	36,855	38,610	40,365	42,120	43,875	45,630	47,385	49,140
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	36,504	38,259	40,014	41,769	43,524	45,279	47,034	48,789	50,544
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,908	39,663	41,418	43,173	44,928	46,683	48,438	50,193	51,948
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	39,312	41,067	42,822	44,577	46,332	48,087	49,842	51,597	53,352
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	40,716	42,471	44,226	45,981	47,736	49,491	51,246	53,001	54,756
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6		43,875	45,630	47,385	49,140	50,895	52,650	54,405	56,160
		1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		45,279	47,034	48,789	50,544	52,299	54,054	55,809	57,564
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8			48,438	50,193	51,948	53,703	55,458	57,213	58,968
			1.38	1.43	1.48	1.53	1.58	1.63	1.68
9				51,597	53,352	55,107	56,862	58,617	60,372
				1.47	1.52	1.57	1.62	1.67	1.72
10					54,756	56,511	58,266	60,021	61,776
					1.56	1.61	1.66	1.71	1.76
11					56,160	57,915	59,670	61,425	63,180
					1.60	1.65	1.70	1.75	1.80
12					57,564	59,319	61,074	62,829	64,584
					1.64	1.69	1.74	1.79	1.84
13						60,723	62,478	64,233	65,988
						1.73	1.78	1.83	1.88
14							63,882	65,637	67,392
							1.82	1.87	1.92
15								67,041	68,796
								1.91	1.96
20									70,200
									2.00

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

10/3/2018

Lakeview

2018-2019
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: 34,450

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
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

NON-PARTICIPANT $636.60

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

636.60

Cash Stipend

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

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	34,450	35,828	37,206	38,584	39,962	41,340	42,718	44,096	45,474
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	36,173	37,551	38,929	40,307	41,685	43,063	44,441	45,819	47,197
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	37,895	39,273	40,651	42,029	43,407	44,785	46,163	47,541	48,919
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	39,618	40,996	42,374	43,752	45,130	46,508	47,886	49,264	50,642
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	41,340	42,718	44,096	45,474	46,852	48,230	49,608	50,986	52,364
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	43,063	44,441	45,819	47,197	48,575	49,953	51,331	52,709	54,087
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7	44,785	46,163	47,541	48,919	50,297	51,675	53,053	54,431	55,809
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8	46,508	47,886	49,264	50,642	52,020	53,398	54,776	56,154	57,532
	1.35	1.39	1.43	1.47	1.51	1.55	1.59	1.63	1.67
9		49,608	50,986	52,364	53,742	55,120	56,498	57,876	59,254
		1.44	1.48	1.52	1.56	1.60	1.64	1.68	1.72
10		51,331	52,709	54,087	55,465	56,843	58,221	59,599	60,977
		1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77
11			54,431	55,809	57,187	58,565	59,943	61,321	62,699
			1.58	1.62	1.66	1.70	1.74	1.78	1.82
12			56,154	57,532	58,910	60,288	61,666	63,044	64,422
			1.63	1.67	1.71	1.75	1.79	1.83	1.87
13				59,254	60,632	62,010	63,388	64,766	66,144
				1.72	1.76	1.80	1.84	1.88	1.92
14					62,355	63,733	65,111	66,489	67,867
					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.

10/3/2018

Laurel-Concord-Coleridge

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.3	7.3	7.3
Planning Time:	48	48	48
Class Periods/Day:	8	10	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

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

10/3/2018

Leigh

2018-2019
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: 35,550 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** 28.67
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	Ind Dental
PPO:			COMMENTS:				
LIFE							
LTD	Principal	.0037					
NON-PARTICIPANT							

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

Step	BA	BA+9	BA+18	BA+27	MA BA+36	MA+9	MA+18	MA+27
1	35,550	36,972	38,394	39,816	41,238	42,660	44,082	45,504
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,972	38,394	39,816	41,238	42,660	44,082	45,504	46,926
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,394	39,816	41,238	42,660	44,082	45,504	46,926	48,348
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,816	41,238	42,660	44,082	45,504	46,926	48,348	49,770
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	41,238	42,660	44,082	45,504	46,926	48,348	49,770	51,192
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	42,660	44,082	45,504	46,926	48,348	49,770	51,192	52,614
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	44,082	45,504	46,926	48,348	49,770	51,192	52,614	54,036
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		46,926	48,348	49,770	51,192	52,614	54,036	55,458
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			49,770	51,192	52,614	54,036	55,458	56,880
			1.40	1.44	1.48	1.52	1.56	1.60
10				52,614	54,036	55,458	56,880	58,302
				1.48	1.52	1.56	1.60	1.64
11				54,036	55,458	56,880	58,302	59,724
				1.52	1.56	1.60	1.64	1.68
12				55,458	56,880	58,302	59,724	61,146
				1.56	1.60	1.64	1.68	1.72
13				56,880	58,302	59,724	61,146	62,568
				1.60	1.64	1.68	1.72	1.76
14					59,724	61,146	62,568	63,990
					1.68	1.72	1.76	1.80
15						62,568	63,990	65,412
						1.76	1.80	1.84

10/3/2018

Lewiston

2018-2019
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: 35,200
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	1150D	587.42	1086.78	1233.60	1656.42
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

Couple - Benefits 28.67

Ind Dental

PPO:
COMMENTS:
LIFE
Deductible Reimbursement: N
LTD Mutual of Omaha .0022
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	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							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	35,200	36,608	38,016	39,424	40,832	42,240	43,648
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,608	38,016	39,424	40,832	42,240	43,648	45,056
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,016	39,424	40,832	42,240	43,648	45,056	46,464
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,424	40,832	42,240	43,648	45,056	46,464	47,872
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,832	42,240	43,648	45,056	46,464	47,872	49,280
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,240	43,648	45,056	46,464	47,872	49,280	50,688
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		45,056	46,464	47,872	49,280	50,688	52,096
		1.28	1.32	1.36	1.40	1.44	1.48
8			47,872	49,280	50,688	52,096	53,504
			1.36	1.40	1.44	1.48	1.52
9				50,688	52,096	53,504	54,912
				1.44	1.48	1.52	1.56
10				52,096	53,504	54,912	56,320
				1.48	1.52	1.56	1.60
11					54,912	56,320	57,728
					1.56	1.60	1.64
12					56,320	57,728	59,136
					1.60	1.64	1.68
13					57,728	59,136	60,544
					1.64	1.68	1.72
14					59,136	60,544	61,952
					1.68	1.72	1.76
15					60,544	61,952	63,360
					1.72	1.76	1.80

10/3/2018

Lexington

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	50	45	45
Class Periods/Day:	7	10	
Normal Teaching Load:	6	8	

SALARY SCHEDULE

Base: 35,275 Index: 5 x 4
Starting Salary: 35,275 Entry Level Step: 1
Career Increments: N Experience Allowed: all

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	.000D/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						

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	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	35,275	36,686	38,097	39,508	40,919	42,330	43,741	45,152	46,563	47,974
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	37,039	38,450	39,861	41,272	42,683	44,094	45,505	46,916	48,327	49,738
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	38,803	40,214	41,625	43,036	44,447	45,858	47,269	48,680	50,091	51,502
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	40,566	41,977	43,388	44,799	46,210	47,621	49,032	50,443	51,854	53,265
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	42,330	43,741	45,152	46,563	47,974	49,385	50,796	52,207	53,618	55,029
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6		45,505	46,916	48,327	49,738	51,149	52,560	53,971	55,382	56,793
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7			48,680	50,091	51,502	52,913	54,324	55,735	57,146	58,557
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8				51,854	53,265	54,676	56,087	57,498	58,909	60,320
				1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				53,618	55,029	56,440	57,851	59,262	60,673	62,084
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					56,793	58,204	59,615	61,026	62,437	63,848
					1.61	1.65	1.69	1.73	1.77	1.81
11					58,557	59,968	61,379	62,790	64,201	65,612
					1.66	1.70	1.74	1.78	1.82	1.86
12						61,731	63,142	64,553	65,964	67,375
						1.75	1.79	1.83	1.87	1.91
13							64,906	66,317	67,728	69,139
							1.84	1.88	1.92	1.96
14								68,081	69,492	70,903
								1.93	1.97	2.01
15										72,667
										2.06

10/3/2018

Leyton

2018-2019
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: 32,650 Index: 4.5 x 4.5
Starting Salary: 35,589 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:

INSURANCE

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

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

LEYTON							
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9
BASE	32,650						
	1.00						
1	35,589	37,058	38,527	39,996	41,466	42,935	44,404
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	35,589	37,058	38,527	39,996	41,466	42,935	44,404
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	35,589	37,058	38,527	39,996	41,466	42,935	44,404
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	37,058	38,527	39,996	41,466	42,935	44,404	45,873
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	38,527	39,996	41,466	42,935	44,404	45,873	47,343
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6	39,996	41,466	42,935	44,404	45,873	47,343	48,812
	1.225	1.27	1.315	1.36	1.405	1.45	1.495
7	41,466	42,935	44,404	45,873	47,343	48,812	50,281
	1.27	1.315	1.36	1.405	1.45	1.495	1.54
8	42,935	44,404	45,873	47,343	48,812	50,281	51,750
	1.315	1.36	1.405	1.45	1.495	1.54	1.585
9		45,873	47,343	48,812	50,281	51,750	53,220
		1.405	1.45	1.495	1.54	1.585	1.63
10			48,812	50,281	51,750	53,220	54,689
			1.495	1.54	1.585	1.63	1.675
11			50,281	51,750	53,220	54,689	56,158
			1.54	1.585	1.63	1.675	1.72
12				53,220	54,689	56,158	57,627
				1.63	1.675	1.72	1.765
13					56,158	57,627	59,097
					1.72	1.765	1.81
14					57,627	59,097	60,566
					1.765	1.81	1.855
15					59,097	60,566	62,035
					1.81	1.855	1.9
16						62,035	63,504
						1.9	1.945

10/3/2018

Lincoln

2018-2019
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: 45,156 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	581.76	841.66	952.40	1261.14
DENTAL	BC/BS	2				
PPO:						
LIFE	Met Life		1.38			
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 302.25

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	45,156	46,461	47,244	47,244	48,288	49,593	51,681
	1.00	1.0289	1.0462	1.0462	1.0694	1.0983	1.1445
2	45,656	46,961	47,744	47,744	48,788	50,093	52,181
	1.0111	1.04	1.0573	1.0573	1.0804	1.1093	1.1556
3	46,156	47,461	48,244	48,244	49,288	50,593	52,681
	1.0222	1.0511	1.0684	1.0684	1.0915	1.1204	1.1666
4	46,656	47,961	48,744	48,744	49,788	51,093	53,181
	1.0332	1.0621	1.0795	1.0795	1.1026	1.1315	1.1777
5	47,156	48,461	49,244	49,244	50,288	51,593	53,681
	1.0443	1.0732	1.0905	1.0905	1.1137	1.1426	1.1888
6	47,656	48,961	49,744	49,744	50,788	52,093	54,181
	1.0554	1.0843	1.1016	1.1016	1.1247	1.1536	1.1999
7	48,156	49,461	50,244	50,244	51,288	52,593	54,681
	1.0664	1.0953	1.1127	1.1127	1.1358	1.1647	1.2109
8	48,656	49,961	50,744	50,744	51,788	53,093	55,181
	1.0775	1.1064	1.1238	1.1238	1.1469	1.1758	1.222
9	49,156	50,461	51,244	51,244	52,288	53,593	55,681
	1.0886	1.1175	1.1348	1.1348	1.1579	1.1868	1.2331
10	49,656	50,961	51,744	51,744	52,788	54,093	56,181
	1.0997	1.1286	1.1459	1.1459	1.169	1.1979	1.2442
11	50,156	51,451	52,234	52,234	53,278	54,583	56,671
	1.1107	1.1394	1.1568	1.1568	1.1799	1.2088	1.255
12	50,671	51,976	52,759	52,759	53,803	55,108	57,196
	1.1221	1.151	1.1684	1.1684	1.1915	1.2204	1.2666
13	51,221	52,526	53,309	53,309	54,353	55,658	57,746
	1.1343	1.1632	1.1806	1.1806	1.2037	1.2326	1.2788
14	51,771	53,076	53,859	53,859	54,903	56,208	58,296
	1.1465	1.1754	1.1927	1.1927	1.2159	1.2448	1.291
15	52,865	54,431	55,476	55,476	56,519	57,825	59,912
	1.1707	1.2054	1.2285	1.2285	1.2516	1.2806	1.3268
16	53,959	55,786	57,091	57,091	58,136	59,440	61,528
	1.195	1.2354	1.2643	1.2643	1.2875	1.3163	1.3626
17	55,053	57,141	58,707	58,707	59,751	61,056	63,145
	1.2192	1.2654	1.3001	1.3001	1.3232	1.3521	1.3984
18	55,620	58,236	60,324	60,324	61,367	62,411	64,760
	1.2317	1.2897	1.3359	1.3359	1.359	1.3821	1.4341
19		58,802	61,969	61,969	62,984	64,027	66,376
		1.3022	1.3723	1.3723	1.3948	1.4179	1.4699

Step	BA	BA+18	BA+36	MA	MA+18	MA+36	PHD
20			63,816	63,816	64,599	65,644	67,993
			1.41323	1.41323	1.43057	1.45372	1.50574
21			64,910	64,910	66,215	67,259	69,608
			1.43746	1.43746	1.46636	1.48948	1.5415
22			66,526	66,526	68,093	68,875	71,224
			1.47325	1.47325	1.50795	1.52527	1.57729
23			68,143	68,143	69,447	70,753	72,841
			1.50906	1.50906	1.53794	1.56686	1.6131
24			69,758	69,758	71,064	72,107	74,456
			1.54482	1.54482	1.57374	1.59684	1.64886
25			71,374	71,374	72,680	73,724	76,073
			1.58061	1.58061	1.60953	1.63265	1.68467
26			72,730	72,730	74,034	75,079	77,428
			1.61064	1.61064	1.63952	1.66266	1.71468
27			74,084	74,084	75,390	76,434	78,522
			1.64062	1.64062	1.66955	1.69267	1.73891
28			75,146	75,146	76,451	77,495	79,583
			1.66414	1.66414	1.69304	1.71616	1.7624
29			75,959	75,959	77,265	78,308	80,396
			1.68215	1.68215	1.71107	1.73417	1.78041
30			76,773	76,773	78,078	79,122	81,210
			1.70017	1.70017	1.72907	1.75219	1.79843
31			77,834	77,834	79,139	80,183	82,271
			1.72367	1.72367	1.75257	1.77569	1.82193
32			78,592	78,592	79,897	80,941	83,029
			1.74046	1.74046	1.76936	1.79247	1.83871
33			79,299	79,299	80,604	81,648	83,736
			1.75611	1.75611	1.78501	1.80813	1.85437
34			80,057	80,057	81,362	82,406	84,494
			1.7729	1.7729	1.8018	1.82492	1.87116
35			80,816	80,816	82,122	83,165	85,253
			1.78971	1.78971	1.81863	1.84173	1.88797
36			81,564	81,564	82,869	83,918	86,001
			1.80627	1.80627	1.83517	1.8584	1.90453

10/3/2018

Litchfield

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	51	51	75
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 34,000
Index: 4 x 5
Starting Salary:
Entry Level Step: 1(D)
Career Increments: N
Experience Allowed: 4
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	636.60
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:			COMMENTS:				
LIFE	Guardian	3.45					
LTD	Principal	.004					
NON-PARTICIPANT	$636.60 Cash						

Cafeteria Plan

Individ. Depend.

Options:

Cash

IRS 125:

Flex Accounts:

Deductible Reimbursement:

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

10/3/2018

Logan View

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:			
Planning Time:	46	46	46
Class Periods/Day:	9	9	
Normal Teaching Load:	8	8	

SALARY SCHEDULE

Base: 34,488 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
HEALTH	BC/BS	1000D	567.72	1050.28	1192.20	1600.83
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:

Couple - Benefits
31.51 or 52.18
Sp or Dep Dental

Cafeteria Plan
Individ. 550 Depend. 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	34,488	35,868	37,247	38,627	40,006	40,006	41,386	42,765	44,145
	1.00	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28
2	36,212	37,592	38,971	40,351	41,730	41,730	43,110	44,490	45,869
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33
3	37,937	39,316	40,696	42,075	43,455	43,455	44,834	46,214	47,593
	1.1	1.14	1.18	1.22	1.26	1.26	1.3	1.34	1.38
4	39,661	41,041	42,420	43,800	45,179	45,179	46,559	47,938	49,318
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43
5	41,386	42,765	44,145	45,524	46,904	46,904	48,283	49,663	51,042
	1.2	1.24	1.28	1.32	1.36	1.36	1.4	1.44	1.48
6		44,490	45,869	47,249	48,628	48,628	50,008	51,387	52,767
		1.29	1.33	1.37	1.41	1.41	1.45	1.49	1.53
7			47,593	48,973	50,352	50,352	51,732	53,112	54,491
			1.38	1.42	1.46	1.46	1.5	1.54	1.58
8				50,697	52,077	52,077	53,456	54,836	56,215
				1.47	1.51	1.51	1.55	1.59	1.63
9				52,422	53,801	53,801	55,181	56,560	57,940
				1.52	1.56	1.56	1.6	1.64	1.68
10					55,526	55,526	56,905	58,285	59,664
					1.61	1.61	1.65	1.69	1.73
11					57,250	57,250	58,630	60,009	61,389
					1.66	1.66	1.7	1.74	1.78
12						58,974	60,354	61,734	63,113
						1.71	1.75	1.79	1.83
13						59,837	61,216	62,596	63,975
						1.735	1.775	1.815	1.855
14						60,699	62,078	63,458	64,837
						1.76	1.8	1.84	1.88
15						61,561	62,941	64,320	65,700
						1.785	1.825	1.865	1.905
16						62,423	63,803	65,182	66,562
						1.81	1.85	1.89	1.93
17						63,285	64,665	66,045	67,424
						1.835	1.875	1.915	1.955

10/3/2018

Loomis

2018-2019
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: 34,400 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all
05-07 5 yrs exp; 07-08 and foreward all exp
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

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

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

LOOMIS							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	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	42,656	44,032	45,408	46,784	48,160	49,536	50,912
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		45,408	46,784	48,160	49,536	50,912	52,288
		1.32	1.36	1.40	1.44	1.48	1.52
9			48,160	49,536	50,912	52,288	53,664
			1.40	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						59,168	60,544
						1.72	1.76
15							61,920
							1.80

10/3/2018

Louisville

2018-2019
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: 36,715 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D	641.15	1077.15	1205.37	1574.55
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:			COMMENTS:			
LIFE	Unknown	1.85				
LTD						
NON-PARTICIPANT	$619.92 Cash					

Couple - Benefits 619.92

Cash

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	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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

LOUISVILLE									
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	36,715	37,816	38,918	40,019	41,121	42,222	43,324	44,425	45,527
	1.00	1.03	1.06	1.09	1.12	1.15	1.18	1.21	1.24
2	38,551	39,652	40,754	41,855	42,957	44,058	45,159	46,261	47,362
	1.05	1.08	1.11	1.14	1.17	1.20	1.23	1.26	1.29
3	40,387	41,488	42,589	43,691	44,792	45,894	46,995	48,097	49,198
	1.10	1.13	1.16	1.19	1.22	1.25	1.28	1.31	1.34
4	42,222	43,324	44,425	45,527	46,628	47,730	48,831	49,932	51,034
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.36	1.39
5	44,058	45,159	46,261	47,362	48,464	49,565	50,667	51,768	52,870
	1.20	1.23	1.26	1.29	1.32	1.35	1.38	1.41	1.44
6	45,894	46,995	48,097	49,198	50,300	51,401	52,502	53,604	54,705
	1.25	1.28	1.31	1.34	1.37	1.40	1.43	1.46	1.49
7		48,831	49,932	51,034	52,135	53,237	54,338	55,440	56,541
		1.33	1.36	1.39	1.42	1.45	1.48	1.51	1.54
8			51,768	52,870	53,971	55,073	56,174	57,275	58,377
			1.41	1.44	1.47	1.50	1.53	1.56	1.59
9			53,604	54,705	55,807	56,908	58,010	59,111	60,213
			1.46	1.49	1.52	1.55	1.58	1.61	1.64
10				56,541	57,643	58,744	59,845	60,947	62,048
				1.54	1.57	1.60	1.63	1.66	1.69
11					59,478	60,580	61,681	62,783	63,884
					1.62	1.65	1.68	1.71	1.74
12					61,314	62,416	63,517	64,618	65,720
					1.67	1.70	1.73	1.76	1.79
13						64,251	65,353	66,454	67,556
						1.75	1.78	1.81	1.84
14							67,188	68,290	69,391
							1.83	1.86	1.89

10/3/2018

Loup City

2018-2019
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: 34,475 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
HEALTH	BC/BS	1150D	558.05	1032.44	1171.92	1573.60
DENTAL	BC/BS	3	53.68	53.68	53.68	53.68

PPO: teacher pays 5% premium COMMENTS:
LIFE
LTD
NON-PARTICIPANT

Deductible Reimbursement:

Couple - Benefits
126.68 or 188.52
Dental + All Dep

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	30	yes		
Other Info:	Unspecified Leave, $30/day over 30				
PERSONAL	from sick lv				
BEREAVEMENT	from sick lv				
PROFESSIONAL	from sick lv			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:

LOUP CITY								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,475	36,199	37,923	39,646	41,370	43,094	44,818	46,541
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	35,854	37,578	39,302	41,025	42,749	44,473	46,197	47,920
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,233	38,957	40,681	42,404	44,128	45,852	47,576	49,299
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	38,612	40,336	42,060	43,783	45,507	47,231	48,955	50,678
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,991	41,715	43,439	45,162	46,886	48,610	50,334	52,057
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	41,370	43,094	44,818	46,541	48,265	49,989	51,713	53,436
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		44,473	46,197	47,920	49,644	51,368	53,092	54,815
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		45,852	47,576	49,299	51,023	52,747	54,471	56,194
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			48,955	50,678	52,402	54,126	55,850	57,573
			1.42	1.47	1.52	1.57	1.62	1.67
10				52,057	53,781	55,505	57,229	58,952
				1.51	1.56	1.61	1.66	1.71
11					55,160	56,884	58,608	60,331
					1.60	1.65	1.70	1.75
12					56,539	58,263	59,987	61,710
					1.64	1.69	1.74	1.79
13					57,918	59,642	61,366	63,089
					1.68	1.73	1.78	1.83
14					59,297	61,021	62,745	64,468
					1.72	1.77	1.82	1.87
15					60,676	62,400	64,124	65,847
					1.76	1.81	1.86	1.91

10/3/2018

Loup County

2018-2019
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: 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	**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:			COMMENTS:				
LIFE	Principal		6.54				
LTD	Principal		.0057				
NON-PARTICIPANT							

Deductible Reimbursement: Y 500

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	34,450	36,173	37,895	39,618	41,340	43,063	44,785
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	35,828	37,551	39,273	40,996	42,718	44,441	46,163
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	37,206	38,929	40,651	42,374	44,096	45,819	47,541
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	38,584	40,307	42,029	43,752	45,474	47,197	48,919
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	39,962	41,685	43,407	45,130	46,852	48,575	50,297
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	40,651	43,063	44,785	46,508	48,230	49,953	51,675
	1.18	1.25	1.30	1.35	1.40	1.45	1.50
7		43,752	46,163	47,886	49,608	51,331	53,053
		1.27	1.34	1.39	1.44	1.49	1.54
8			46,852	49,264	50,986	52,709	54,431
			1.36	1.43	1.48	1.53	1.58
9				50,642	52,364	54,087	55,809
				1.47	1.52	1.57	1.62
10				51,331	53,742	55,465	57,187
				1.49	1.56	1.61	1.66
11					55,120	56,843	58,565
					1.60	1.65	1.70
12					55,809	58,221	59,943
					1.62	1.69	1.74
13						58,910	60,632
						1.71	1.76

10/3/2018

Lyons-Decatur Northeast

2018-2019
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: 34,725
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: 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	28.67
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	Ind Dental
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:

LYONS-DECATUR							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	34,725	36,461	38,198	39,934	41,670	43,406	45,143
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
2	36,114	37,850	39,587	41,323	43,059	44,795	46,532
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	37,503	39,239	40,976	42,712	44,448	46,184	47,921
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	38,892	40,628	42,365	44,101	45,837	47,573	49,310
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5		42,017	43,754	45,490	47,226	48,962	50,699
		1.21	1.26	1.31	1.36	1.41	1.46
6		43,406	45,143	46,879	48,615	50,351	52,088
		1.25	1.30	1.35	1.40	1.45	1.50
7		44,795	46,532	48,268	50,004	51,740	53,477
		1.29	1.34	1.39	1.44	1.49	1.54
8			47,921	49,657	51,393	53,129	54,866
			1.38	1.43	1.48	1.53	1.58
9			49,310	51,046	52,782	54,518	56,255
			1.42	1.47	1.52	1.57	1.62
10			50,699	52,435	54,171	55,907	57,644
			1.46	1.51	1.56	1.61	1.66
11			52,088	53,824	55,560	57,296	59,033
			1.50	1.55	1.60	1.65	1.70
12				55,213	56,949	58,685	60,422
				1.59	1.64	1.69	1.74
13				56,602	58,338	60,074	61,811
				1.63	1.68	1.73	1.78
14				57,991	59,727	61,463	63,200
				1.67	1.72	1.77	1.82
15				59,380	61,116	62,852	64,589
				1.71	1.76	1.81	1.86
16					62,505	64,241	65,978
					1.80	1.85	1.90
17					63,894	65,630	67,367
					1.84	1.89	1.94

10/3/2018

Madison

2018-2019
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: 34,950 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: 18-19, 19-20

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	Horace Mann	3.80				
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: 0.4
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					

SABBATICAL: No **SEVERANCE PAY:** N

OTHER LEAVES: Jury Duty

OTHER DISTRICT POLICIES

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

MADISON									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	34,950	36,698	38,445	40,193	41,940	43,688	45,435	47,183	48,930
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	36,348	38,096	39,843	41,591	43,338	45,086	46,833	48,581	50,328
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,746	39,494	41,241	42,989	44,736	46,484	48,231	49,979	51,726
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	39,144	40,892	42,639	44,387	46,134	47,882	49,629	51,377	53,124
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	40,542	42,290	44,037	45,785	47,532	49,280	51,027	52,775	54,522
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	41,940	43,688	45,435	47,183	48,930	50,678	52,425	54,173	55,920
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	43,338	45,086	46,833	48,581	50,328	52,076	53,823	55,571	57,318
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		46,484	48,231	49,979	51,726	53,474	55,221	56,969	58,716
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			49,629	51,377	53,124	54,872	56,619	58,367	60,114
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				52,775	54,522	56,270	58,017	59,765	61,512
				1.51	1.56	1.61	1.66	1.71	1.76
11				54,173	55,920	57,668	59,415	61,163	62,910
				1.55	1.60	1.65	1.70	1.75	1.80
12					57,318	59,066	60,813	62,561	64,308
					1.64	1.69	1.74	1.79	1.84
13					58,716	60,464	62,211	63,959	65,706
					1.68	1.73	1.78	1.83	1.88
14						61,862	63,609	65,357	67,104
						1.77	1.82	1.87	1.92
15								66,755	68,502
								1.91	1.96
16									69,900
									2.00

10/3/2018

Malcolm

2018-2019
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: 37,050 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child	**Couple - Benefits** 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
LTD Fortis .0031 (thru sal)
NON-PARTICIPANT $640 CIL

Deductible Reimbursement:

Cafeteria Plan

	Individ.	Depend.
Options:	H/A,LTD,TSA, Life,Cash,Cancer	
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:	33% sub pay/day over 40 EOY				
PERSONAL	3			yes	
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	37,050	38,532	40,014	41,496	42,978	44,460	45,942	47,424	48,906
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	38,532	40,014	41,496	42,978	44,460	45,942	47,424	48,906	50,388
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	40,014	41,496	42,978	44,460	45,942	47,424	48,906	50,388	51,870
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	41,496	42,978	44,460	45,942	47,424	48,906	50,388	51,870	53,352
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	42,978	44,460	45,942	47,424	48,906	50,388	51,870	53,352	54,834
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	44,460	45,942	47,424	48,906	50,388	51,870	53,352	54,834	56,316
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7	45,942	47,424	48,906	50,388	51,870	53,352	54,834	56,316	57,798
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		48,906	50,388	51,870	53,352	54,834	56,316	57,798	59,280
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			51,870	53,352	54,834	56,316	57,798	59,280	60,762
			1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				54,834	56,316	57,798	59,280	60,762	62,244
				1.48	1.52	1.56	1.60	1.64	1.68
11					57,798	59,280	60,762	62,244	63,726
					1.56	1.60	1.64	1.68	1.72
12					59,280	60,762	62,244	63,726	65,208
					1.60	1.64	1.68	1.72	1.76
13					60,762	62,244	63,726	65,208	66,690
					1.64	1.68	1.72	1.76	1.80
14					62,244	63,726	65,208	66,690	68,172
					1.68	1.72	1.76	1.80	1.84
15						65,208	66,690	68,172	69,654
						1.76	1.80	1.84	1.88
16									71,136
									1.92

10/3/2018

Maxwell

2018-2019
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: 34,565 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	3	56.51	104.58	118.68	159.38
PPO:			COMMENTS:			
LIFE						
LTD	Madison Nat'l	5.00				
NON-PARTICIPANT						

Couple - Benefits

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

MAXWELL								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
0	34,565	35,948	37,330	38,713	40,095	41,478	42,861	44,243
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	35,948	37,330	38,713	40,095	41,478	42,861	44,243	45,626
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,330	38,713	40,095	41,478	42,861	44,243	45,626	47,008
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	38,713	40,095	41,478	42,861	44,243	45,626	47,008	48,391
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	40,095	41,478	42,861	44,243	45,626	47,008	48,391	49,774
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5		42,861	44,243	45,626	47,008	48,391	49,774	51,156
		1.24	1.28	1.32	1.36	1.40	1.44	1.48
6		44,243	45,626	47,008	48,391	49,774	51,156	52,539
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		45,626	47,008	48,391	49,774	51,156	52,539	53,921
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		47,008	48,391	49,774	51,156	52,539	53,921	55,304
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
9		48,391	49,774	51,156	52,539	53,921	55,304	56,687
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
10				52,539	53,921	55,304	56,687	58,069
				1.52	1.56	1.60	1.64	1.68
11				53,921	55,304	56,687	58,069	59,452
				1.56	1.60	1.64	1.68	1.72
12					56,687	58,069	59,452	60,834
					1.64	1.68	1.72	1.76
13					58,069	59,452	60,834	62,217
					1.68	1.72	1.76	1.80
14						60,834	62,217	63,600
						1.76	1.80	1.84
15						62,217	63,600	64,982
						1.80	1.84	1.88
16							64,982	66,365
							1.88	1.92
17							66,365	67,747
							1.92	1.96
18								69,130
								2.00
19								70,513
								2.04

10/3/2018

Maywood

2018-2019
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: 33,800
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
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	Madison Nat'l	2.25				
LTD	Madison Nat'l	.004				
NON-PARTICIPANT						

Couple - Benefits
31.51 or 52.18
Sp or Dep Dental

COMMENTS:

Deductible Reimbursement: N

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:					
PERSONAL	2			no	accum. to 4
BEREAVEMENT	3				per occurrence; add'l from sick
PROFESSIONAL	2			yes	
ADOPTION	as needed				from sick lv with approval
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

MAYWOOD						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	33,800	35,321	36,842	38,363	39,884	41,405
	1.00	1.045	1.09	1.135	1.18	1.225
2	35,321	36,842	38,363	39,884	41,405	42,926
	1.045	1.09	1.135	1.18	1.225	1.27
3	36,842	38,363	39,884	41,405	42,926	44,447
	1.09	1.135	1.18	1.225	1.27	1.315
4	38,363	39,884	41,405	42,926	44,447	45,968
	1.135	1.18	1.225	1.27	1.315	1.36
5	39,884	41,405	42,926	44,447	45,968	47,489
	1.18	1.225	1.27	1.315	1.36	1.405
6	41,405	42,926	44,447	45,968	47,489	49,010
	1.225	1.27	1.315	1.36	1.405	1.45
7		44,447	45,968	47,489	49,010	50,531
		1.315	1.36	1.405	1.45	1.495
8			47,489	49,010	50,531	52,052
			1.405	1.45	1.495	1.54
9			49,010	50,531	52,052	53,573
			1.45	1.495	1.54	1.585
10				52,052	53,573	55,094
				1.54	1.585	1.63
11					55,094	56,615
					1.63	1.675
12					56,615	58,136
					1.675	1.72
13					58,136	59,657
					1.72	1.765
14						61,178
						1.81

10/3/2018

McCook

2018-2019
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:	55	55	40
Class Periods/Day:	7	7	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 35,550 Index: 4.5 x 4.5
Starting Salary: 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						

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	90	yes		
Other Info:	$10/day at early retirement				
PERSONAL	2			no	sub rate reimb unused day
BEREAVEMENT	5				per occur.
PROFESSIONAL	unl.			yes	
ADOPTION	10 (from sick lv.)				w/appr.
ASSOCIATION	officers				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

MCCOOK									
					MA				PHD
Step	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18	MA+27	MA+36
1	35,550	37,150	38,750	40,349	41,949	43,549	45,149	46,748	48,348
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	37,150	38,750	40,349	41,949	43,549	45,149	46,748	48,348	49,948
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	38,750	40,349	41,949	43,549	45,149	46,748	48,348	49,948	51,548
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	40,349	41,949	43,549	45,149	46,748	48,348	49,948	51,548	53,147
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	41,949	43,549	45,149	46,748	48,348	49,948	51,548	53,147	54,747
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	43,549	45,149	46,748	48,348	49,948	51,548	53,147	54,747	56,347
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7	45,149	46,748	48,348	49,948	51,548	53,147	54,747	56,347	57,947
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8		48,348	49,948	51,548	53,147	54,747	56,347	57,947	59,546
		1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
9			51,690	53,289	54,889	56,489	58,089	59,688	61,288
			1.454	1.499	1.544	1.589	1.634	1.679	1.724
10				55,031	56,631	58,231	59,831	61,430	63,030
				1.548	1.593	1.638	1.683	1.728	1.773
11					58,373	59,973	61,573	63,172	64,772
					1.642	1.687	1.732	1.777	1.822
12						61,715	63,315	64,914	66,514
						1.736	1.781	1.826	1.871
13							65,057	66,656	68,256
							1.83	1.875	1.92
14								68,398	69,998
								1.924	1.969
15									71,740
									2.018

10/3/2018

McCool Junction

2018-2019
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: 36,085
Index: 4 x 4.5
Starting Salary: 36,085
Entry Level Step: 1
Career Increments: Y
Experience Allowed: 4

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	28.67
HEALTH	BC/BS	900D	577.53	1068.45	1212.82	1628.51	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Ind. Dental
PPO:			COMMENTS:				
LIFE	Principal	4.53					
LTD	Principal	.0023					
NON-PARTICIPANT							

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	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	36,085	37,709	39,333	40,956	42,580	42,580	44,204	45,828	47,452
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27	1.315
2	37,528	39,152	40,776	42,400	44,024	44,024	45,648	47,271	48,895
	1.04	1.085	1.13	1.175	1.22	1.22	1.265	1.31	1.355
3	38,972	40,596	42,219	43,843	45,467	45,467	47,091	48,715	50,339
	1.08	1.125	1.17	1.215	1.26	1.26	1.305	1.35	1.395
4	40,415	42,039	43,663	45,287	46,911	46,911	48,534	50,158	51,782
	1.12	1.165	1.21	1.255	1.3	1.3	1.345	1.39	1.435
5	41,859	43,482	45,106	46,730	48,354	48,354	49,978	51,602	53,225
	1.16	1.205	1.25	1.295	1.34	1.34	1.385	1.43	1.475
6	43,302	44,926	46,550	48,173	49,797	49,797	51,421	53,045	54,669
	1.2	1.245	1.29	1.335	1.38	1.38	1.425	1.47	1.515
7	44,745	46,369	47,993	49,617	51,241	51,241	52,865	54,488	56,112
	1.24	1.285	1.33	1.375	1.42	1.42	1.465	1.51	1.555
8		47,813	49,436	51,060	52,684	52,684	54,308	55,932	57,556
		1.325	1.37	1.415	1.46	1.46	1.505	1.55	1.595
9			50,880	52,504	54,128	54,128	55,751	57,375	58,999
			1.41	1.455	1.5	1.5	1.545	1.59	1.635
10				53,947	55,571	55,571	57,195	58,819	60,442
				1.495	1.54	1.54	1.585	1.63	1.675
11					57,014	57,014	58,638	60,262	61,886
					1.58	1.58	1.625	1.67	1.715
12							60,082	61,705	63,329
							1.665	1.71	1.755
13								63,149	64,773
								1.75	1.795
14									66,216
									1.835

10/3/2018

McPherson County

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 177 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: 34,500 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	2	28.67	53.01	53.01	53.01

PPO:
LIFE
LTD
NON-PARTICIPANT

COMMENTS:

Couple - Benefits

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30	yes		
Other Info:	PTO, Sep pay: 50% sub pay up to 30 days				
PERSONAL	PTO			yes	
BEREAVEMENT	PTO				
PROFESSIONAL	as needed			yes	
ADOPTION					
ASSOCIATION	as needed				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

MCPHERSON COUNTY						
Step	BA	BA+9	BA+18	BA+27	MA	MA+9
1	34,500	36,225	37,950	39,675	41,400	43,125
	1.00	1.05	1.10	1.15	1.20	1.25
2	35,880	37,605	39,330	41,055	42,780	44,505
	1.04	1.09	1.14	1.19	1.24	1.29
3	37,260	38,985	40,710	42,435	44,160	45,885
	1.08	1.13	1.18	1.23	1.28	1.33
4	38,640	40,365	42,090	43,815	45,540	47,265
	1.12	1.17	1.22	1.27	1.32	1.37
5	40,020	41,745	43,470	45,195	46,920	48,645
	1.16	1.21	1.26	1.31	1.36	1.41
6	41,400	43,125	44,850	46,575	48,300	50,025
	1.20	1.25	1.30	1.35	1.40	1.45
7		44,505	46,230	47,955	49,680	51,405
		1.29	1.34	1.39	1.44	1.49
8		45,885	47,610	49,335	51,060	52,785
		1.33	1.38	1.43	1.48	1.53
9		47,265	48,990	50,715	52,440	54,165
		1.37	1.42	1.47	1.52	1.57
10			50,370	52,095	53,820	55,545
			1.46	1.51	1.56	1.61
11			51,750	53,475	55,200	56,925
			1.50	1.55	1.60	1.65
12				54,855	56,580	58,305
				1.59	1.64	1.69
13					57,960	59,685
					1.68	1.73

10/3/2018

Mead

2018-2019
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: 35,300
Starting Salary:
Career Increments: N

Vertical Freeze:
Rollback:
Multi-year Contract:

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

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
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	35,300	36,712	38,124	39,536	40,948	42,360	43,772	45,184
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,712	38,124	39,536	40,948	42,360	43,772	45,184	46,596
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,124	39,536	40,948	42,360	43,772	45,184	46,596	48,008
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,536	40,948	42,360	43,772	45,184	46,596	48,008	49,420
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,948	42,360	43,772	45,184	46,596	48,008	49,420	50,832
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	42,360	43,772	45,184	46,596	48,008	49,420	50,832	52,244
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		45,184	46,596	48,008	49,420	50,832	52,244	53,656
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		46,596	48,008	49,420	50,832	52,244	53,656	55,068
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			49,420	50,832	52,244	53,656	55,068	56,480
			1.40	1.44	1.48	1.52	1.56	1.60
10			50,832	52,244	53,656	55,068	56,480	57,892
			1.44	1.48	1.52	1.56	1.60	1.64
11				53,656	55,068	56,480	57,892	59,304
				1.52	1.56	1.60	1.64	1.68
12				55,068	56,480	57,892	59,304	60,716
				1.56	1.60	1.64	1.68	1.72
13					57,892	59,304	60,716	62,128
					1.64	1.68	1.72	1.76
14					59,304	60,716	62,128	63,540
					1.68	1.72	1.76	1.80

10/3/2018

Medicine Valley-Curtis

2018-2019
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: 34,500
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						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
62.17 or 102.87
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	unl.	yes		
Other Info:	Sev.-upon term. $30/day on 1st 5 days acc. 60 max				
PERSONAL	3+1			yes	5 sick for 1 pers, accum to 4
BEREAVEMENT	3				w/appr.-add'l from sick lv.
PROFESSIONAL	2			yes	$40/day for exp.
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

MEDICINE VALLEY-CURTIS					
Step	BA	BA+9	BA+18	BA+27	MA
1	34,500	35,880	37,260	38,640	40,020
	1.00	1.04	1.08	1.12	1.16
2	35,880	37,260	38,640	40,020	41,400
	1.04	1.08	1.12	1.16	1.20
3	37,260	38,640	40,020	41,400	42,780
	1.08	1.12	1.16	1.20	1.24
4	38,640	40,020	41,400	42,780	44,160
	1.12	1.16	1.20	1.24	1.28
5	40,020	41,400	42,780	44,160	45,540
	1.16	1.20	1.24	1.28	1.32
6		42,780	44,160	45,540	46,920
		1.24	1.28	1.32	1.36
7		44,160	45,540	46,920	48,300
		1.28	1.32	1.36	1.40
8			46,920	48,300	49,680
			1.36	1.40	1.44
9				49,680	51,060
				1.44	1.48
10					52,440
					1.52
11					53,820
					1.56
12					55,200
					1.60
13					56,580
					1.64
14					57,960
					1.68
15					59,340
					1.72
16					60,720
					1.76
17					62,100
					1.80

10/3/2018

Meridian

2018-2019
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: 35,950
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	26.61	26.61	26.61	26.61
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
33.57 or 54.24
Sp. or Dep. Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	50	Yes		
Other Info:	At sep $35/day up to 40				
PERSONAL	2+2			yes	2 add'l w/sub deduct
BEREAVEMENT	6				
PROFESSIONAL	3			Yes	admin discretion
ADOPTION	see sick lv.				
ASSOCIATION	see prof lv.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

MERIDIAN							
					BA+36		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
Step							
1	35,950	37,388	38,826	40,264	41,702	43,140	44,578
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	37,388	38,826	40,264	41,702	43,140	44,578	46,016
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,826	40,264	41,702	43,140	44,578	46,016	47,454
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	40,264	41,702	43,140	44,578	46,016	47,454	48,892
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	41,702	43,140	44,578	46,016	47,454	48,892	50,330
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	43,140	44,578	46,016	47,454	48,892	50,330	51,768
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	44,578	46,016	47,454	48,892	50,330	51,768	53,206
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	46,016	47,454	48,892	50,330	51,768	53,206	54,644
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9		48,892	50,330	51,768	53,206	54,644	56,082
		1.36	1.40	1.44	1.48	1.52	1.56
10			51,768	53,206	54,644	56,082	57,520
			1.44	1.48	1.52	1.56	1.60
11				54,644	56,082	57,520	58,958
				1.52	1.56	1.60	1.64
12					57,520	58,958	60,396
					1.60	1.64	1.68
13						60,396	61,834
						1.68	1.72
14							63,272
							1.76

10/3/2018

Milford

2018-2019
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: 36,300 Index: 5 x 4
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	607.93	899.74	1021.32	1371.38
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:

Couple - Benefits
286.84 or 395.02
Full Coverage

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	36,300	37,752	39,204	40,656	42,108	43,560	45,012	46,464	47,916
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	38,115	39,567	41,019	42,471	43,923	45,375	46,827	48,279	49,731
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	39,930	41,382	42,834	44,286	45,738	47,190	48,642	50,094	51,546
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	41,745	43,197	44,649	46,101	47,553	49,005	50,457	51,909	53,361
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5	43,560	45,012	46,464	47,916	49,368	50,820	52,272	53,724	55,176
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6	45,375	46,827	48,279	49,731	51,183	52,635	54,087	55,539	56,991
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7		48,642	50,094	51,546	52,998	54,450	55,902	57,354	58,806
		1.34	1.38	1.42	1.46	1.50	1.54	1.58	1.62
8			51,909	53,361	54,813	56,265	57,717	59,169	60,621
			1.43	1.47	1.51	1.55	1.59	1.63	1.67
9				55,176	56,628	58,080	59,532	60,984	62,436
				1.52	1.56	1.60	1.64	1.68	1.72
10					58,443	59,895	61,347	62,799	64,251
					1.61	1.65	1.69	1.73	1.77
11					60,258	61,710	63,162	64,614	66,066
					1.66	1.70	1.74	1.78	1.82
12						63,525	64,977	66,429	67,881
						1.75	1.79	1.83	1.87
13							66,792	68,244	69,696
							1.84	1.88	1.92

10/3/2018

Millard

2018-2019
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: 37,815 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**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	
HEALTH	Aetna	900D/3500D					
DENTAL	Ameritas						Dep. Dental + Ins
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				

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

10/3/2018

Minatare

2018-2019
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: 34,365 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	**Couple - Benefits**
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		COMMENTS:				
LIFE	Guardian	3.50			Deductible Reimbursement: Y		300
LTD	Fort Dearborn	.003					
NON-PARTICIPANT							

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	34,365	36,083	37,802	39,520	41,238	41,238	42,956
	1.00	1.05	1.10	1.15	1.20	1.20	1.25
2	35,740	37,458	39,176	40,894	42,613	42,613	44,331
	1.04	1.09	1.14	1.19	1.24	1.24	1.29
3	37,114	38,832	40,551	42,269	43,987	43,987	45,705
	1.08	1.13	1.18	1.23	1.28	1.28	1.33
4	38,489	40,207	41,925	43,644	45,362	45,362	47,080
	1.12	1.17	1.22	1.27	1.32	1.32	1.37
5	39,863	41,582	43,300	45,018	46,736	46,736	48,455
	1.16	1.21	1.26	1.31	1.36	1.36	1.41
6	41,238	42,956	44,675	46,393	48,111	48,111	49,829
	1.20	1.25	1.30	1.35	1.40	1.40	1.45
7		44,331	46,049	47,767	49,486	49,486	51,204
		1.29	1.34	1.39	1.44	1.44	1.49
8		45,705	47,424	49,142	50,860	50,860	52,578
		1.33	1.38	1.43	1.48	1.48	1.53
9			48,798	50,517	52,235	52,235	53,953
			1.42	1.47	1.52	1.52	1.57
10				51,891	53,609	53,609	55,328
				1.51	1.56	1.56	1.61
11					54,984	54,984	56,702
					1.60	1.60	1.65
12							58,077
							1.69

10/3/2018

Minden

2018-2019
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: 36,350 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						

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	60	yes		
Other Info:	may donate 1 to sick leave bank				
PERSONAL	2+2			yes	1 sub deduct, 1 full sal deduct
BEREAVEMENT	see sick lv.				10 from sick
PROFESSIONAL	2			yes	
ADOPTION	6 wks unpaid				
ASSOCIATION	see prof. lv.				

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

MINDEN

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	36,350	37,986	39,622	41,257	42,893	44,529	46,165	47,800	49,436
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	37,986	39,622	41,257	42,893	44,529	46,165	47,800	49,436	51,072
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	39,622	41,257	42,893	44,529	46,165	47,800	49,436	51,072	52,708
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	41,257	42,893	44,529	46,165	47,800	49,436	51,072	52,708	54,343
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	42,893	44,529	46,165	47,800	49,436	51,072	52,708	54,343	55,979
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6		46,165	47,800	49,436	51,072	52,708	54,343	55,979	57,615
		1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		47,800	49,436	51,072	52,708	54,343	55,979	57,615	59,251
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			51,072	52,708	54,343	55,979	57,615	59,251	60,886
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
9				54,343	55,979	57,615	59,251	60,886	62,522
				1.495	1.54	1.585	1.63	1.675	1.72
10				55,979	57,615	59,251	60,886	62,522	64,158
				1.54	1.585	1.63	1.675	1.72	1.765
11					59,251	60,886	62,522	64,158	65,794
					1.63	1.675	1.72	1.765	1.81
12					60,886	62,522	64,158	65,794	67,429
					1.675	1.72	1.765	1.81	1.855
13					62,522	64,158	65,794	67,429	69,065
					1.72	1.765	1.81	1.855	1.9

79-80 teachers must have MA to qualify for MA/BA+36 column

10/3/2018

Mitchell

2018-2019
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: 34,800 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					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

MITCHELL									
					BA+36				
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	34,800	36,366	37,932	39,498	41,064	42,630	44,196	45,762	47,328
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	36,366	37,932	39,498	41,064	42,630	44,196	45,762	47,328	48,894
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
3	37,932	39,498	41,064	42,630	44,196	45,762	47,328	48,894	50,460
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
4	39,498	41,064	42,630	44,196	45,762	47,328	48,894	50,460	52,026
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
5	41,064	42,630	44,196	45,762	47,328	48,894	50,460	52,026	53,592
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
6	42,630	44,196	45,762	47,328	48,894	50,460	52,026	53,592	55,158
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
7		45,762	47,328	48,894	50,460	52,026	53,592	55,158	56,724
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
8			48,894	50,460	52,026	53,592	55,158	56,724	58,290
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
9				52,026	53,592	55,158	56,724	58,290	59,856
				1.495	1.54	1.585	1.63	1.675	1.72
10				53,592	55,158	56,724	58,290	59,856	61,422
				1.54	1.585	1.63	1.675	1.72	1.765
11					56,724	58,290	59,856	61,422	62,988
					1.63	1.675	1.72	1.765	1.81
12					58,290	59,856	61,422	62,988	64,554
					1.675	1.72	1.765	1.81	1.855
13						61,422	62,988	64,554	66,120
						1.765	1.81	1.855	1.9
14							64,554	66,120	67,686
							1.855	1.9	1.945
15								67,686	69,252
								1.945	1.99
16									70,818
									2.035

10/3/2018

Morrill

2018-2019
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

10/3/2018

Mullen

2018-2019
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: 34,000
Starting Salary:
Career Increments: N

Index: 4 x 5
Entry Level Step: 1(D)
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	750D/3500D	592.65	1096.41	1244.57	1671.14
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Principal		.0042			
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: 0.438
Contribution: FTE

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	30	yes		
Other Info:	reimb for unused @ 2/3 sub pay/day				
PERSONAL	3			yes	
BEREAVEMENT	4				
PROFESSIONAL	admin. disc.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: Emergency

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

10/3/2018

Nebraska City

2018-2019
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: 34,800
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						

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	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:

NEED SALARY SCHEDULE

10/3/2018

Nebraska Unified District 1

2018-2019
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: 4.25 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* 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:			COMMENTS:			
LIFE						
LTD	Madison Nat'l	.0037				
NON-PARTICIPANT						

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

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	35,530	37,060	38,590	40,120	41,650	43,180	44,710
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	35,445	36,975	38,505	40,035	41,565	43,095	44,625	46,155
	1.0425	1.0875	1.1325	1.1775	1.2225	1.2675	1.3125	1.3575
3	36,890	38,420	39,950	41,480	43,010	44,540	46,070	47,600
	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4
4	38,335	39,865	41,395	42,925	44,455	45,985	47,515	49,045
	1.1275	1.1725	1.2175	1.2625	1.3075	1.3525	1.3975	1.4425
5	39,780	41,310	42,840	44,370	45,900	47,430	48,960	50,490
	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485
6	41,225	42,755	44,285	45,815	47,345	48,875	50,405	51,935
	1.2125	1.2575	1.3025	1.3475	1.3925	1.4375	1.4825	1.5275
7	42,670	44,200	45,730	47,260	48,790	50,320	51,850	53,380
	1.255	1.3	1.345	1.39	1.435	1.48	1.525	1.57
8		45,645	47,175	48,705	50,235	51,765	53,295	54,825
		1.3425	1.3875	1.4325	1.4775	1.5225	1.5675	1.6125
9			48,620	50,150	51,680	53,210	54,740	56,270
			1.43	1.475	1.52	1.565	1.61	1.655
10			50,065	51,595	53,125	54,655	56,185	57,715
			1.4725	1.5175	1.5625	1.6075	1.6525	1.6975
11				53,040	54,570	56,100	57,630	59,160
				1.56	1.605	1.65	1.695	1.74
12					56,015	57,545	59,075	60,605
					1.6475	1.6925	1.7375	1.7825
13							60,520	62,050
							1.78	1.825
14								63,495
								1.8675

10/3/2018

Neligh-Oakdale

2018-2019
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: 34,740
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:			COMMENTS:			
LIFE	Companion	1.55				
LTD	Principal	.0037				
NON-PARTICIPANT						

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

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	34,740	36,130	37,519	38,909	40,298	40,298	41,688	43,078
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	36,130	37,519	38,909	40,298	41,688	41,688	43,078	44,467
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	37,519	38,909	40,298	41,688	43,078	43,078	44,467	45,857
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	38,909	40,298	41,688	43,078	44,467	44,467	45,857	47,246
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	40,298	41,688	43,078	44,467	45,857	45,857	47,246	48,636
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6		43,078	44,467	45,857	47,246	47,246	48,636	50,026
		1.24	1.28	1.32	1.36	1.36	1.40	1.44
7			45,857	47,246	48,636	48,636	50,026	51,415
			1.32	1.36	1.40	1.40	1.44	1.48
8			47,246	48,636	50,026	50,026	51,415	52,805
			1.36	1.40	1.44	1.44	1.48	1.52
9				50,026	51,415	51,415	52,805	54,194
				1.44	1.48	1.48	1.52	1.56
10				51,415	52,805	52,805	54,194	55,584
				1.48	1.52	1.52	1.56	1.60
11					54,194	54,194	55,584	56,974
					1.56	1.56	1.60	1.64
12					55,584	55,584	56,974	58,363
					1.60	1.60	1.64	1.68
13					56,974	56,974	58,363	59,753
					1.64	1.64	1.68	1.72
14					58,363	58,363	59,753	61,142
					1.68	1.68	1.72	1.76
15								62,532
								1.80
16								63,922
								1.84
17								65,311
								1.88

02-03 BA36/MA has 2.5 step rollback, then 1 full step up vertical left for existing staff in that lane, all will move up 1 step next year, no one frozen

10/3/2018

Newman Grove

2018-2019
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: 34,900 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:			COMMENTS:			
LIFE						
LTD	Madison Ntl.	5.00				
NON-PARTICIPANT						

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

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	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	34,900	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
1	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
2	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
3	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
4	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
5	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
6	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
7	44,672	46,068	47,464	48,860	50,256	51,652	53,048	54,444
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8		47,464	48,860	50,256	51,652	53,048	54,444	55,840
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
9			50,256	51,652	53,048	54,444	55,840	57,236
			1.44	1.48	1.52	1.56	1.60	1.64
10				53,048	54,444	55,840	57,236	58,632
				1.52	1.56	1.60	1.64	1.68
11					55,840	57,236	58,632	60,028
					1.60	1.64	1.68	1.72
12					57,236	58,632	60,028	61,424
					1.64	1.68	1.72	1.76
13						60,028	61,424	62,820
						1.72	1.76	1.80
14							62,820	64,216
							1.80	1.84

10/3/2018

Niobrara

2018-2019
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	7.7	7.7
Planning Time:	54	54	54
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
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
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 Ins .0043
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: 0.4
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	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		46,200	47,600	49,000	50,400	51,800	53,200	54,600
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			49,000	50,400	51,800	53,200	54,600	56,000
			1.40	1.44	1.48	1.52	1.56	1.60
10				51,800	53,200	54,600	56,000	57,400
				1.48	1.52	1.56	1.60	1.64
11					54,600	56,000	57,400	58,800
					1.56	1.60	1.64	1.68
12						57,400	58,800	60,200
						1.64	1.68	1.72

10/3/2018

Norfolk

2018-2019
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: 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/2000D	512.92	512.92	512.92	512.92
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

PPO: Fringe Benefit Stipend $219.41 COMMENTS:
LIFE
LTD
NON-PARTICIPANT $761 CIL

Deductible Reimbursement:

Couple - Benefits
761 ea

Ind + Stipend

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	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.

10/3/2018

Norris

2018-2019
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: 37,260 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: all

Vertical Freeze: 86-87
Rollback:
Multi-year Contract: 18-19, 19-20

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	.000D/3500D	567.72	1050.28	1192.20	1600.83
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Lincoln Nat'l	2.40				
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: 0.4
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	37,260	39,123	40,986	42,849	43,781	44,712	46,575	48,438	50,301	52,164	54,027
	1.00	1.05	1.1	1.15	1.175	1.2	1.25	1.3	1.35	1.4	1.45
2	38,750	40,613	42,476	44,339	45,271	46,202	48,065	49,928	51,791	53,654	55,517
	1.04	1.09	1.14	1.19	1.215	1.24	1.29	1.34	1.39	1.44	1.49
3	40,241	42,104	43,967	45,830	46,761	47,693	49,556	51,419	53,282	55,145	57,008
	1.08	1.13	1.18	1.23	1.255	1.28	1.33	1.38	1.43	1.48	1.53
4	41,731	43,594	45,457	47,320	48,252	49,183	51,046	52,909	54,772	56,635	58,498
	1.12	1.17	1.22	1.27	1.295	1.32	1.37	1.42	1.47	1.52	1.57
5	43,222	45,085	46,948	48,811	49,742	50,674	52,537	54,400	56,263	58,126	59,989
	1.16	1.21	1.26	1.31	1.335	1.36	1.41	1.46	1.51	1.56	1.61
6		46,575	48,438	50,301	51,233	52,164	54,027	55,890	57,753	59,616	61,479
		1.25	1.3	1.35	1.375	1.4	1.45	1.5	1.55	1.6	1.65
7			49,928	51,791	52,723	53,654	55,517	57,380	59,243	61,106	62,969
			1.34	1.39	1.415	1.44	1.49	1.54	1.59	1.64	1.69
8			51,419	53,282	54,213	55,145	57,008	58,871	60,734	62,597	64,460
			1.38	1.43	1.455	1.48	1.53	1.58	1.63	1.68	1.73
9				54,772	55,704	56,635	58,498	60,361	62,224	64,087	65,950
				1.47	1.495	1.52	1.57	1.62	1.67	1.72	1.77
10					57,194	58,126	59,989	61,852	63,715	65,578	67,441
					1.535	1.56	1.61	1.66	1.71	1.76	1.81
11						59,616	61,479	63,342	65,205	67,068	68,931
						1.6	1.65	1.7	1.75	1.8	1.85
12							62,969	64,832	66,695	68,558	70,421
							1.69	1.74	1.79	1.84	1.89
13									68,186	70,049	71,912
									1.83	1.88	1.93
14										71,539	73,402
										1.92	1.97
L1										71,912	73,775
										1.93	1.98
L2										72,284	74,147
										1.94	1.99
L3										72,657	74,520
										1.95	2
L4										73,030	74,893
										1.96	2.01

BA+36 closed to anyone new after 9/1/2000; 05-06 add 3 longevity increments to MA36 (1%), 08-09 added DOC column with 3 longevity increments

10/3/2018

North Bend Central

2018-2019
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: 34,400 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	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Cash
PPO:	singles recv $155 cash		COMMENTS:				
LIFE	Guardian	2.90					
LTD	National Ins	.0047 (+B)					
NON-PARTICIPANT	$345 Cash						

Deductible Reimbursement: Y 300/550

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	34,400	34,973	35,547	36,120	37,840	39,560	41,280	42,427	43,573	44,720
	1.00	1.01667	1.03333	1.05	1.1	1.15	1.2	1.23333	1.26667	1.3
2	35,776	36,349	36,923	37,496	39,216	40,936	42,656	43,803	44,949	46,096
	1.04	1.05667	1.07333	1.09	1.14	1.19	1.24	1.27333	1.30667	1.34
3	37,152	37,725	38,299	38,872	40,592	42,312	44,032	45,179	46,325	47,472
	1.08	1.09667	1.11333	1.13	1.18	1.23	1.28	1.31333	1.34667	1.38
4	38,528	39,101	39,675	40,248	41,968	43,688	45,408	46,555	47,701	48,848
	1.12	1.13667	1.15333	1.17	1.22	1.27	1.32	1.35333	1.38667	1.42
5	39,904	40,477	41,051	41,624	43,344	45,064	46,784	47,931	49,077	50,224
	1.16	1.17667	1.19333	1.21	1.26	1.31	1.36	1.39333	1.42667	1.46
6		41,853	42,427	43,000	44,720	46,440	48,160	49,307	50,453	51,600
		1.21667	1.23333	1.25	1.3	1.35	1.4	1.43333	1.46667	1.5
7			43,803	44,376	46,096	47,816	49,536	50,683	51,829	52,976
			1.27333	1.29	1.34	1.39	1.44	1.47333	1.50667	1.54
8				45,752	47,472	49,192	50,912	52,059	53,205	54,352
				1.33	1.38	1.43	1.48	1.51333	1.54667	1.58
9					48,848	50,568	52,288	53,435	54,581	55,728
					1.42	1.47	1.52	1.55333	1.58667	1.62
10					50,224	51,944	53,664	54,811	55,957	57,104
					1.46	1.51	1.56	1.59333	1.62667	1.66
11					51,600	53,320	55,040	56,187	57,333	58,480
					1.5	1.55	1.6	1.63333	1.66667	1.7
12						54,696	56,416	57,563	58,709	59,856
						1.59	1.64	1.67333	1.70667	1.74
13							57,792	58,939	60,085	61,232
							1.68	1.71333	1.74667	1.78
14							58,824	59,971	61,117	62,264
							1.71	1.74333	1.77667	1.81
15							59,856	61,003	62,149	63,296
							1.74	1.77333	1.80667	1.84
16							60,888	62,035	63,181	64,328
							1.77	1.80333	1.83667	1.87
17							61,920	63,067	64,213	65,360
							1.8	1.83333	1.86667	1.9
18							62,952	64,099	65,245	66,392
							1.83	1.86333	1.89667	1.93

10/3/2018

North Platte

2018-2019
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:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	600D/2000D	512.92	512.92	512.92	512.92
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

PPO: Stipend $141.67/mo COMMENTS:
LIFE
LTD
NON-PARTICIPANT $516.67 Cash

Deductible Reimbursement:

Couple - Benefits
Ind Health/Den ea

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.

10/3/2018

Northwest-Grand Island

2018-2019
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: 35,500 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: 18-19, 19-20

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	53.01	60.18	80.85

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

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

10/3/2018

Oakland-Craig

2018-2019
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: 34,490 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						
LTD	Nat'l Insurance		.0046 (+Bthru 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: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	12	48	yes		
Other Info:	PTO, Incentive:$25 per unused day over 48				
PERSONAL				no	PTO
BEREAVEMENT	5				per occur.
PROFESSIONAL	2			yes	addt'l available
ADOPTION					can use sick lv
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES: Family Sick - 5;Emergency-with apprv.

OAKLAND-CRAIG									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	34,490	36,215	37,939	39,664	41,388	41,733	43,113	44,837	46,562
	1.00	1.05	1.10	1.15	1.20	1.21	1.25	1.30	1.35
2	35,870	37,594	39,319	41,043	42,768	43,113	44,492	46,217	47,941
	1.04	1.09	1.14	1.19	1.24	1.25	1.29	1.34	1.39
3	37,249	38,974	40,698	42,423	44,147	44,492	45,872	47,596	49,321
	1.08	1.13	1.18	1.23	1.28	1.29	1.33	1.38	1.43
4	38,629	40,353	42,078	43,802	45,527	45,872	47,251	48,976	50,700
	1.12	1.17	1.22	1.27	1.32	1.33	1.37	1.42	1.47
5	40,008	41,733	43,457	45,182	46,906	47,251	48,631	50,355	52,080
	1.16	1.21	1.26	1.31	1.36	1.37	1.41	1.46	1.51
6		43,113	44,837	46,562	48,286	48,631	50,011	51,735	53,460
		1.25	1.30	1.35	1.40	1.41	1.45	1.50	1.55
7		44,492	46,217	47,941	49,666	50,011	51,390	53,115	54,839
		1.29	1.34	1.39	1.44	1.45	1.49	1.54	1.59
8		45,872	47,596	49,321	51,045	51,390	52,770	54,494	56,219
		1.33	1.38	1.43	1.48	1.49	1.53	1.58	1.63
9			48,976	50,700	52,425	52,770	54,149	55,874	57,598
			1.42	1.47	1.52	1.53	1.57	1.62	1.67
10			50,355	52,080	53,804	54,149	55,529	57,253	58,978
			1.46	1.51	1.56	1.57	1.61	1.66	1.71
11			51,735	53,460	55,184	55,529	56,909	58,633	60,358
			1.50	1.55	1.60	1.61	1.65	1.70	1.75
12				54,839	56,564	56,909	58,288	60,013	61,737
				1.59	1.64	1.65	1.69	1.74	1.79
13				56,219	57,943	58,288	59,668	61,392	63,117
				1.63	1.68	1.69	1.73	1.78	1.83
14					59,323	59,668	61,047	62,772	64,496
					1.72	1.73	1.77	1.82	1.87
15					60,702	61,047	62,427	64,151	65,876
					1.76	1.77	1.81	1.86	1.91
16					61,047	61,392	62,772	64,496	66,221
					1.77	1.78	1.82	1.87	1.92
17					61,392	61,737	63,117	64,841	66,566
					1.78	1.79	1.83	1.88	1.93
18					61,737	62,082	63,462	65,186	66,911
					1.79	1.80	1.84	1.89	1.94
19					62,082	62,427	63,807	65,531	67,256
					1.80	1.81	1.85	1.90	1.95
20					62,427	62,772	64,151	65,876	67,600
					1.81	1.82	1.86	1.91	1.96

10/3/2018

Ogallala

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.25	7.25	7.25
Planning Time:	52	50	50
Class Periods/Day:	7	8	
Normal Teaching Load:	6	7	

SALARY SCHEDULE

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

Vertical Freeze: 85-86 Also Horiz.
Rollback: 87-88
Multi-year Contract:

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	National		.0058 (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	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					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES:

OGALLALA										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	34,750	36,140	37,530	38,920	40,310	40,310	41,700	43,090	44,480	45,870
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28	1.32
2	36,488	37,878	39,268	40,658	42,048	42,048	43,438	44,828	46,218	47,608
	1.05	1.09	1.13	1.17	1.21	1.21	1.25	1.29	1.33	1.37
3	38,225	39,615	41,005	42,395	43,785	43,785	45,175	46,565	47,955	49,345
	1.10	1.14	1.18	1.22	1.26	1.26	1.30	1.34	1.38	1.42
4	39,963	41,353	42,743	44,133	45,523	45,523	46,913	48,303	49,693	51,083
	1.15	1.19	1.23	1.27	1.31	1.31	1.35	1.39	1.43	1.47
5		43,090	44,480	45,870	47,260	47,260	48,650	50,040	51,430	52,820
		1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48	1.52
6			46,218	47,608	48,998	48,998	50,388	51,778	53,168	54,558
			1.33	1.37	1.41	1.41	1.45	1.49	1.53	1.57
7			47,955	49,345	50,735	50,735	52,125	53,515	54,905	56,295
			1.38	1.42	1.46	1.46	1.50	1.54	1.58	1.62
8				51,083	52,473	52,473	53,863	55,253	56,643	58,033
				1.47	1.51	1.51	1.55	1.59	1.63	1.67
9					54,210	54,210	55,600	56,990	58,380	59,770
					1.56	1.56	1.60	1.64	1.68	1.72
10					55,948	55,948	57,338	58,728	60,118	61,508
					1.61	1.61	1.65	1.69	1.73	1.77
11					57,685	57,685	59,075	60,465	61,855	63,245
					1.66	1.66	1.70	1.74	1.78	1.82
12						59,423	60,813	62,203	63,593	64,983
						1.71	1.75	1.79	1.83	1.87
13							62,550	63,940	65,330	66,720
							1.80	1.84	1.88	1.92
14								65,678	67,068	68,458
								1.89	1.93	1.97
15									68,805	70,195
									1.98	2.02
16									70,543	71,933
									2.03	2.07

10/3/2018

Omaha

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 189

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: 41,150 Index: x

Starting Salary: 41,150 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:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D	595.77	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						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

347.83 or 542.94

Dep. Cov. + Ind. Dental

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	90	yes		
Other Info:	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				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** yes

OTHER LEAVES: Emergency-2

O M A H A					
	B A	B A + 1 8	M A	M A + 3 0	D O C
S t e p					
1	4 1 , 1 5 0	4 2 , 7 9 6	4 5 , 2 6 5	4 6 , 9 1 1	4 8 , 5 5 7
	1 . 0 0	1 . 0 4	1 . 1 0	1 . 1 4	1 . 1 8
2	4 1 , 9 7 3	4 3 , 6 1 9	4 6 , 0 8 8	4 7 , 7 3 4	4 9 , 3 8 0
	1 . 0 2	1 . 0 6	1 . 1 2	1 . 1 6	1 . 2 0
3	4 2 , 7 9 6	4 4 , 4 4 2	4 6 , 9 1 1	4 8 , 5 5 7	5 0 , 2 0 3
	1 . 0 4	1 . 0 8	1 . 1 4	1 . 1 8	1 . 2 2
4	4 3 , 6 1 9	4 5 , 2 6 5	4 7 , 7 3 4	4 9 , 3 8 0	5 1 , 0 2 6
	1 . 0 6	1 . 1 0	1 . 1 6	1 . 2 0	1 . 2 4
5	4 4 , 4 4 2	4 6 , 0 8 8	4 8 , 5 5 7	5 0 , 2 0 3	5 1 , 8 4 9
	1 . 0 8	1 . 1 2	1 . 1 8	1 . 2 2	1 . 2 6
6	4 5 , 2 6 5	4 6 , 9 1 1	4 9 , 3 8 0	5 1 , 0 2 6	5 2 , 6 7 2
	1 . 1 0	1 . 1 4	1 . 2 0	1 . 2 4	1 . 2 8
7	4 6 , 0 8 8	4 7 , 7 3 4	5 0 , 2 0 3	5 1 , 8 4 9	5 3 , 4 9 5
	1 . 1 2	1 . 1 6	1 . 2 2	1 . 2 6	1 . 3 0
8	4 6 , 9 1 1	4 8 , 5 5 7	5 1 , 0 2 6	5 2 , 6 7 2	5 4 , 3 1 8
	1 . 1 4	1 . 1 8	1 . 2 4	1 . 2 8	1 . 3 2
9	4 7 , 7 3 4	4 9 , 3 8 0	5 1 , 8 4 9	5 3 , 4 9 5	5 5 , 1 4 1
	1 . 1 6	1 . 2 0	1 . 2 6	1 . 3 0	1 . 3 4
1 0	4 8 , 5 5 7	5 0 , 2 0 3	5 2 , 6 7 2	5 4 , 3 1 8	5 5 , 9 6 4
	1 . 1 8	1 . 2 2	1 . 2 8	1 . 3 2	1 . 3 6
1 1	4 9 , 3 8 0	5 1 , 0 2 6	5 3 , 4 9 5	5 5 , 1 4 1	5 6 , 7 8 7
	1 . 2 0	1 . 2 4	1 . 3 0	1 . 3 4	1 . 3 8
1 2	5 0 , 2 0 3	5 1 , 8 4 9	5 4 , 3 1 8	5 5 , 9 6 4	5 7 , 6 1 0
	1 . 2 2	1 . 2 6	1 . 3 2	1 . 3 6	1 . 4 0
1 3	5 1 , 0 2 6	5 2 , 6 7 2	5 5 , 1 4 1	5 6 , 7 8 7	5 8 , 4 3 3
	1 . 2 4	1 . 2 8	1 . 3 4	1 . 3 8	1 . 4 2
1 4	5 1 , 8 4 9	5 3 , 4 9 5	5 5 , 9 6 4	5 7 , 6 1 0	5 9 , 2 5 6
	1 . 2 6	1 . 3 0	1 . 3 6	1 . 4 0	1 . 4 4
1 5	5 2 , 6 7 2	5 4 , 3 1 8	5 7 , 1 9 9	5 8 , 8 4 5	6 0 , 4 9 1
	1 . 2 8	1 . 3 2	1 . 3 9	1 . 4 3	1 . 4 7
1 6			5 8 , 4 3 3	6 0 , 0 7 9	6 1 , 7 2 5
			1 . 4 2	1 . 4 6	1 . 5 0
1 7			5 9 , 6 6 8	6 1 , 3 1 4	6 2 , 9 6 0
			1 . 4 5	1 . 4 9	1 . 5 3
1 8			6 0 , 9 0 2	6 2 , 5 4 8	6 4 , 1 9 4
			1 . 4 8	1 . 5 2	1 . 5 6
1 9			6 2 , 1 3 7	6 3 , 7 8 3	6 5 , 4 2 9
			1 . 5 1	1 . 5 5	1 . 5 9
2 0			6 3 , 3 7 1	6 5 , 0 1 7	6 6 , 6 6 3
			1 . 5 4	1 . 5 8	1 . 6 2

10/3/2018

O'Neill

2018-2019
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: 34,400
Index: 4.5 x 4.5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all
Vertical Freeze: 93-94
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	.150D/3500D	558.05	1032.44	1171.92	1573.60
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	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	34,400	35,948	37,496	39,044	40,592	42,140	43,688	45,236	46,784	48,332
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	35,948	37,496	39,044	40,592	42,140	43,688	45,236	46,784	48,332	49,880
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	37,496	39,044	40,592	42,140	43,688	45,236	46,784	48,332	49,880	51,428
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	39,044	40,592	42,140	43,688	45,236	46,784	48,332	49,880	51,428	52,976
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	40,592	42,140	43,688	45,236	46,784	48,332	49,880	51,428	52,976	54,524
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6	42,140	43,688	45,236	46,784	48,332	49,880	51,428	52,976	54,524	56,072
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7	43,688	45,236	46,784	48,332	49,880	51,428	52,976	54,524	56,072	57,620
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
8	45,236	46,784	48,332	49,880	51,428	52,976	54,524	56,072	57,620	59,168
	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
9		48,332	49,880	51,428	52,976	54,524	56,072	57,620	59,168	60,716
		1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
10			51,428	52,976	54,524	56,072	57,620	59,168	60,716	62,264
			1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
11				54,524	56,072	57,620	59,168	60,716	62,264	63,812
				1.585	1.63	1.675	1.72	1.765	1.81	1.855
12					57,620	59,168	60,716	62,264	63,812	65,360
					1.675	1.72	1.765	1.81	1.855	1.9
13						60,716	62,264	63,812	65,360	66,908
						1.765	1.81	1.855	1.9	1.945
14							63,812	65,360	66,908	68,456
							1.855	1.9	1.945	1.99
15								66,908	68,456	70,004
								1.945	1.99	2.035
16									70,004	71,552
									2.035	2.08

10/3/2018

Ord

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	90	90	60
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 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* 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	56.31	56.31	56.31	56.31
PPO:	Ind rec. $50 annuity					
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
111.97 or 152.53
Dep Den+$50 annuity

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		
PERSONAL					included in sick leave
BEREAVEMENT					included in sick leave
PROFESSIONAL	unl.			yes	
ADOPTION					FMLA
ASSOCIATION					

Other Info: 10-for all lv, 60-limit to sick lv;$20/day for unused over 60

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	35,100	36,504	37,908	39,312	40,716	42,120	43,524	44,928	46,332	47,736
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
2	36,855	38,259	39,663	41,067	42,471	43,875	45,279	46,683	48,087	49,491
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37	1.41
3	38,610	40,014	41,418	42,822	44,226	45,630	47,034	48,438	49,842	51,246
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42	1.46
4	40,365	41,769	43,173	44,577	45,981	47,385	48,789	50,193	51,597	53,001
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47	1.51
5	42,120	43,524	44,928	46,332	47,736	49,140	50,544	51,948	53,352	54,756
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
6		45,279	46,683	48,087	49,491	50,895	52,299	53,703	55,107	56,511
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57	1.61
7			48,438	49,842	51,246	52,650	54,054	55,458	56,862	58,266
			1.38	1.42	1.46	1.50	1.54	1.58	1.62	1.66
8				51,597	53,001	54,405	55,809	57,213	58,617	60,021
				1.47	1.51	1.55	1.59	1.63	1.67	1.71
9				53,352	54,756	56,160	57,564	58,968	60,372	61,776
				1.52	1.56	1.60	1.64	1.68	1.72	1.76
10					56,511	57,915	59,319	60,723	62,127	63,531
					1.61	1.65	1.69	1.73	1.77	1.81
11					58,266	59,670	61,074	62,478	63,882	65,286
					1.66	1.70	1.74	1.78	1.82	1.86
12					60,021	61,425	62,829	64,233	65,637	67,041
					1.71	1.75	1.79	1.83	1.87	1.91
13						63,180	64,584	65,988	67,392	68,796
						1.80	1.84	1.88	1.92	1.96

10/3/2018

Osceola

2018-2019
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: 35,300
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						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
606.20 ea
or 52.18
Ind or Dep. Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:					
PERSONAL	2			no	acc. to 2
BEREAVEMENT	2				
PROFESSIONAL	2			1-yes;1-no	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

OSCEOLA								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	35,300	36,889	38,477	40,066	41,654	41,654	43,243	44,831
	1.00	1.045	1.09	1.135	1.18	1.18	1.225	1.27
2	36,712	38,301	39,889	41,478	43,066	43,066	44,655	46,243
	1.04	1.085	1.13	1.175	1.22	1.22	1.265	1.31
3	38,124	39,713	41,301	42,890	44,478	44,478	46,067	47,655
	1.08	1.125	1.17	1.215	1.26	1.26	1.305	1.35
4	39,536	41,125	42,713	44,302	45,890	45,890	47,479	49,067
	1.12	1.165	1.21	1.255	1.3	1.3	1.345	1.39
5	40,948	42,537	44,125	45,714	47,302	47,302	48,891	50,479
	1.16	1.205	1.25	1.295	1.34	1.34	1.385	1.43
6	42,360	43,949	45,537	47,126	48,714	48,714	50,303	51,891
	1.2	1.245	1.29	1.335	1.38	1.38	1.425	1.47
7	43,772	45,361	46,949	48,538	50,126	50,126	51,715	53,303
	1.24	1.285	1.33	1.375	1.42	1.42	1.465	1.51
8	45,184	46,773	48,361	49,950	51,538	51,538	53,127	54,715
	1.28	1.325	1.37	1.415	1.46	1.46	1.505	1.55
9		48,185	49,773	51,362	52,950	52,950	54,539	56,127
		1.365	1.41	1.455	1.5	1.5	1.545	1.59
10		49,597	51,185	52,774	54,362	54,362	55,951	57,539
		1.405	1.45	1.495	1.54	1.54	1.585	1.63
11			52,597	54,186	55,774	55,774	57,363	58,951
			1.49	1.535	1.58	1.58	1.625	1.67
12				55,598	57,186	57,186	58,775	60,363
				1.575	1.62	1.62	1.665	1.71
13					58,598	58,598	60,187	61,775
					1.66	1.66	1.705	1.75
14						60,010	61,599	63,187
						1.7	1.745	1.79
15							63,011	64,599
							1.785	1.83
16								66,011
								1.87

10/3/2018

Osmond

2018-2019
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: 35,050
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 5 (D)

Vertical Freeze:
Rollback:
Multi-year Contract: 18-19, 19-20

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	Madison Nat'l	1.80				
LTD	Madison Nat'l	.0049				
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	40	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	35,050	36,452	37,854	39,256	40,658	42,060	43,462
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,452	37,854	39,256	40,658	42,060	43,462	44,864
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	37,854	39,256	40,658	42,060	43,462	44,864	46,266
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,256	40,658	42,060	43,462	44,864	46,266	47,668
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	40,658	42,060	43,462	44,864	46,266	47,668	49,070
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,060	43,462	44,864	46,266	47,668	49,070	50,472
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	43,462	44,864	46,266	47,668	49,070	50,472	51,874
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8	44,864	46,266	47,668	49,070	50,472	51,874	53,276
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
9	46,266	47,668	49,070	50,472	51,874	53,276	54,678
	1.32	1.36	1.40	1.44	1.48	1.52	1.56
10		49,070	50,472	51,874	53,276	54,678	56,080
		1.40	1.44	1.48	1.52	1.56	1.60
11			51,874	53,276	54,678	56,080	57,482
			1.48	1.52	1.56	1.60	1.64
12				54,678	56,080	57,482	58,884
				1.56	1.60	1.64	1.68
13					57,482	58,884	60,286
					1.64	1.68	1.72
14						60,286	61,688
						1.72	1.76

10/3/2018

Overton

2018-2019
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: 34,000
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						

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	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	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		43,520	44,880	46,240	47,600	48,960	50,320	51,680
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
7			46,240	47,600	48,960	50,320	51,680	53,040
			1.36	1.40	1.44	1.48	1.52	1.56
8				48,960	50,320	51,680	53,040	54,400
				1.44	1.48	1.52	1.56	1.60
9					51,680	53,040	54,400	55,760
					1.52	1.56	1.60	1.64
10					53,040	54,400	55,760	57,120
					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						57,120	58,480	59,840
						1.68	1.72	1.76
13							59,840	61,200
							1.76	1.80

10/3/2018

Palmer

2018-2019
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	7.33	7.33
Planning Time:	50	50	60
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,900 Index: 4 x 4.5
Starting Salary: 34,900 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	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 healt 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	34,900	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			49,209	50,780	52,350	53,921	55,491
			1.41	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						58,109	59,679
						1.665	1.71
13							61,075
							1.75

10/3/2018

Palmyra OR 1

2018-2019
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: 37,250 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: 18-19, 19-20

INSURANCE

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

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES: Substitute, Jury Duty

PALMYRA-BENNETT(OR #1)

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	37,250	38,740	40,230	41,720	43,210	44,700	46,190	47,680	49,170
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	38,740	40,230	41,720	43,210	44,700	46,190	47,680	49,170	50,660
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	40,230	41,720	43,210	44,700	46,190	47,680	49,170	50,660	52,150
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	41,720	43,210	44,700	46,190	47,680	49,170	50,660	52,150	53,640
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	43,210	44,700	46,190	47,680	49,170	50,660	52,150	53,640	55,130
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6		46,190	47,680	49,170	50,660	52,150	53,640	55,130	56,620
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		47,680	49,170	50,660	52,150	53,640	55,130	56,620	58,110
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			50,660	52,150	53,640	55,130	56,620	58,110	59,600
			1.36	1.40	1.44	1.48	1.52	1.56	1.60
9				53,640	55,130	56,620	58,110	59,600	61,090
				1.44	1.48	1.52	1.56	1.60	1.64
10				55,130	56,620	58,110	59,600	61,090	62,580
				1.48	1.52	1.56	1.60	1.64	1.68
11				56,620	58,110	59,600	61,090	62,580	64,070
				1.52	1.56	1.60	1.64	1.68	1.72
12				58,110	59,600	61,090	62,580	64,070	65,560
				1.56	1.60	1.64	1.68	1.72	1.76
13							64,070	65,560	67,050
							1.72	1.76	1.80
14								67,050	68,540
								1.80	1.84
15									70,030
									1.88

10/3/2018

Papillion-LaVista

2018-2019
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: 36,865 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*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	607.93	1049.89	1191.75	1571.08
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:

Couple - Benefits

113.57 or 142.67

Full H/A + Ind. 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	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:

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	36,865	38,524	40,183	41,842	43,501	45,160	46,819	48,477	50,136	51,795
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	38,340	39,999	41,657	43,316	44,975	46,634	48,293	49,952	51,611	53,270
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4	1.445
3	39,814	41,473	43,132	44,791	46,450	48,109	49,768	51,427	53,086	54,745
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44	1.485
4	41,289	42,948	44,607	46,266	47,925	49,583	51,242	52,901	54,560	56,219
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48	1.525
5	42,763	44,422	46,081	47,740	49,399	51,058	52,717	54,376	56,035	57,694
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52	1.565
6	44,238	45,897	47,556	49,215	50,874	52,533	54,192	55,850	57,509	59,168
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56	1.605
7		47,372	49,030	50,689	52,348	54,007	55,666	57,325	58,984	60,643
		1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6	1.645
8		48,846	50,505	52,164	53,823	55,482	57,141	58,800	60,459	62,118
		1.325	1.37	1.415	1.46	1.505	1.55	1.595	1.64	1.685
9			51,980	53,639	55,298	56,956	58,615	60,274	61,933	63,592
			1.41	1.455	1.5	1.545	1.59	1.635	1.68	1.725
10			53,454	55,113	56,772	58,431	60,090	61,749	63,408	65,067
			1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
11				56,588	58,247	59,906	61,565	63,223	64,882	66,541
				1.535	1.58	1.625	1.67	1.715	1.76	1.805
12				58,062	59,721	61,380	63,039	64,698	66,357	68,016
				1.575	1.62	1.665	1.71	1.755	1.8	1.845
13				59,537	61,196	62,855	64,514	66,173	67,832	69,491
				1.615	1.66	1.705	1.75	1.795	1.84	1.885
14					62,671	64,329	65,988	67,647	69,306	70,965
					1.7	1.745	1.79	1.835	1.88	1.925
15					64,145	65,804	67,463	69,122	70,781	72,440
					1.74	1.785	1.83	1.875	1.92	1.965
16					65,620	67,279	68,938	70,596	72,255	73,914
					1.78	1.825	1.87	1.915	1.96	2.005
17					66,357	68,016	69,675	71,334	72,993	74,652
					1.8	1.845	1.89	1.935	1.98	2.025
18					66,726	68,385	70,044	71,702	73,361	75,020
					1.81	1.855	1.9	1.945	1.99	2.035
19					67,094	68,753	70,412	72,071	73,730	75,389
					1.82	1.865	1.91	1.955	2	2.045
20					67,463	69,122	70,781	72,440	74,099	75,758
					1.83	1.875	1.92	1.965	2.01	2.055
21					67,832	69,491	71,149	72,808	74,467	76,126
					1.84	1.885	1.93	1.975	2.02	2.065
22					68,569	70,228	71,887	73,546	75,205	76,864
					1.86	1.905	1.95	1.995	2.04	2.085
23						70,596	72,255	73,914	75,573	77,232
						1.915	1.96	2.005	2.05	2.095
24						70,965	72,624	74,283	75,942	77,601
						1.925	1.97	2.015	2.06	2.105
25						71,334	72,993	74,652	76,311	77,969
						1.935	1.98	2.025	2.07	2.115
26						71,702	73,361	75,020	76,679	78,338
						1.945	1.99	2.035	2.08	2.125

02-03 Renumbered steps starting at step 3 through 16 BA+36/MA through PhD/EdD have 6 longevity steps that are add 2% of base and 4 more steps that are an additional 1% of base;
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

10/3/2018

Pawnee City

2018-2019
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: 35,575
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:	+ single vision $4.20/mo		COMMENTS:			
LIFE						
LTD	Standard Ins	7.00				
NON-PARTICIPANT						

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

Deductible Reimbursement:

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	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	35,575	36,998	38,421	39,844	41,267	42,690	44,113	45,536
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,998	38,421	39,844	41,267	42,690	44,113	45,536	46,959
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,421	39,844	41,267	42,690	44,113	45,536	46,959	48,382
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,844	41,267	42,690	44,113	45,536	46,959	48,382	49,805
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	41,267	42,690	44,113	45,536	46,959	48,382	49,805	51,228
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	42,690	44,113	45,536	46,959	48,382	49,805	51,228	52,651
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	44,113	45,536	46,959	48,382	49,805	51,228	52,651	54,074
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		46,959	48,382	49,805	51,228	52,651	54,074	55,497
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			49,805	51,228	52,651	54,074	55,497	56,920
			1.40	1.44	1.48	1.52	1.56	1.60
10				52,651	54,074	55,497	56,920	58,343
				1.48	1.52	1.56	1.60	1.64
11					55,497	56,920	58,343	59,766
					1.56	1.60	1.64	1.68
12					56,920	58,343	59,766	61,189
					1.60	1.64	1.68	1.72

10/3/2018

Paxton

2018-2019
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: 33,800
Index: 4.15 x 4.25
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

PPO:
LIFE
LTD Madison Nat'l .0055 (thru sal)
NON-PARTICIPANT Cash-Sgl Prem $641.15

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
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	33,800	35,237	36,673	38,110	39,546	40,222	41,659	43,095	44,532
	1.00	1.0425	1.085	1.1275	1.17	1.19	1.2325	1.275	1.3175
2	35,203	36,639	38,076	39,512	40,949	41,625	43,061	44,498	45,934
	1.0415	1.084	1.1265	1.169	1.2115	1.2315	1.274	1.3165	1.359
3	36,605	38,042	39,478	40,915	42,351	43,027	44,464	45,900	47,337
	1.083	1.1255	1.168	1.2105	1.253	1.273	1.3155	1.358	1.4005
4	38,008	39,445	40,881	42,318	43,754	44,430	45,867	47,303	48,740
	1.1245	1.167	1.2095	1.252	1.2945	1.3145	1.357	1.3995	1.442
5	39,411	40,847	42,284	43,720	45,157	45,833	47,269	48,706	50,142
	1.166	1.2085	1.251	1.2935	1.336	1.356	1.3985	1.441	1.4835
6	40,814	42,250	43,687	45,123	46,560	47,236	48,672	50,109	51,545
	1.2075	1.25	1.2925	1.335	1.3775	1.3975	1.44	1.4825	1.525
7	42,216	43,653	45,089	46,526	47,962	48,638	50,075	51,511	52,948
	1.249	1.2915	1.334	1.3765	1.419	1.439	1.4815	1.524	1.5665
8		45,055	46,492	47,928	49,365	50,041	51,477	52,914	54,350
		1.333	1.3755	1.418	1.4605	1.4805	1.523	1.5655	1.608
9			47,895	49,331	50,768	51,444	52,880	54,317	55,753
			1.417	1.4595	1.502	1.522	1.5645	1.607	1.6495
10				50,734	52,170	52,846	54,283	55,719	57,156
				1.501	1.5435	1.5635	1.606	1.6485	1.691
11					53,573	54,249	55,686	57,122	58,559
					1.585	1.605	1.6475	1.69	1.7325
12							57,088	58,525	59,961
							1.689	1.7315	1.774
13								59,927	61,364
								1.773	1.8155

07-08 BA+36/MA column changed to BA+36 only; BA+45 column removed; MA column added

10/3/2018

Pender

2018-2019
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: 34,355 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	
DENTAL	BC/BS	5	56.31	104.19	118.28	158.84	Cash

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	34,355	36,073	37,791	39,508	41,226	42,944	44,662
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	35,729	37,447	39,165	40,882	42,600	44,318	46,036
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	37,103	38,821	40,539	42,257	43,974	45,692	47,410
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	38,478	40,195	41,913	43,631	45,349	47,066	48,784
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	39,852	41,570	43,287	45,005	46,723	48,441	50,158
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5	41,226	42,944	44,662	46,379	48,097	49,815	51,533
	1.20	1.25	1.30	1.35	1.40	1.45	1.50
6	42,600	44,318	46,036	47,753	49,471	51,189	52,907
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
7		45,692	47,410	49,128	50,845	52,563	54,281
		1.33	1.38	1.43	1.48	1.53	1.58
8		47,066	48,784	50,502	52,220	53,937	55,655
		1.37	1.42	1.47	1.52	1.57	1.62
9			50,158	51,876	53,594	55,312	57,029
			1.46	1.51	1.56	1.61	1.66
10			51,533	53,250	54,968	56,686	58,404
			1.50	1.55	1.60	1.65	1.70
11				54,624	56,342	58,060	59,778
				1.59	1.64	1.69	1.74
12				55,999	57,716	59,434	61,152
				1.63	1.68	1.73	1.78
13					59,091	60,808	62,526
					1.72	1.77	1.82

10/3/2018

Perkins County

2018-2019
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: 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**
		H/A-Dent	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:			COMMENTS:				
LIFE							
LTD							
NON-PARTICIPANT							

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PERKINS COUNTY								
					MA	MA+9		
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA+18	MA+27
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	44,032	45,408	46,784	48,160	49,536	50,912	52,288	53,664
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9	45,408	46,784	48,160	49,536	50,912	52,288	53,664	55,040
	1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.60
10	46,784	48,160	49,536	50,912	52,288	53,664	55,040	56,416
	1.36	1.40	1.44	1.48	1.52	1.56	1.60	1.64
11	48,160	49,536	50,912	52,288	53,664	55,040	56,416	57,792
	1.40	1.44	1.48	1.52	1.56	1.60	1.64	1.68
12		50,912	52,288	53,664	55,040	56,416	57,792	59,168
		1.48	1.52	1.56	1.60	1.64	1.68	1.72
13			53,664	55,040	56,416	57,792	59,168	60,544
			1.56	1.60	1.64	1.68	1.72	1.76
14				56,416	57,792	59,168	60,544	61,920
				1.64	1.68	1.72	1.76	1.80
15					59,168	60,544	61,920	63,296
					1.72	1.76	1.80	1.84
16						61,920	63,296	64,672
						1.80	1.84	1.88
17							64,672	66,048
							1.88	1.92
18								67,424
								1.96

10/3/2018

Pierce

2018-2019
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: 34,100
Index: 4 x 5
Starting Salary: 36,828
Entry Level Step: 3
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
HEALTH	BC/BS	.500D/3500D	534.60	989.04	1122.67	1507.47	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Sp & Dep Den
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	10	45	yes		
Other Info:	New teachers begin with 10 accum days				
PERSONAL	2			yes	acc. to 5; district pays sub rate w/appr.
BEREAVEMENT	3, 5				
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	34,100	35,805	37,510	39,215	40,920	42,625	44,330	46,035	47,740	49,445
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
2	35,464	37,169	38,874	40,579	42,284	43,989	45,694	47,399	49,104	50,809
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49
3	36,828	38,533	40,238	41,943	43,648	45,353	47,058	48,763	50,468	52,173
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53
4	38,192	39,897	41,602	43,307	45,012	46,717	48,422	50,127	51,832	53,537
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57
5	39,556	41,261	42,966	44,671	46,376	48,081	49,786	51,491	53,196	54,901
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61
6	40,920	42,625	44,330	46,035	47,740	49,445	51,150	52,855	54,560	56,265
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
7	42,284	43,989	45,694	47,399	49,104	50,809	52,514	54,219	55,924	57,629
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
8	43,648	45,353	47,058	48,763	50,468	52,173	53,878	55,583	57,288	58,993
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
9	45,012	46,717	48,422	50,127	51,832	53,537	55,242	56,947	58,652	60,357
	1.32	1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
10		48,081	49,786	51,491	53,196	54,901	56,606	58,311	60,016	61,721
		1.41	1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
11			51,150	52,855	54,560	56,265	57,970	59,675	61,380	63,085
			1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85
12				54,219	55,924	57,629	59,334	61,039	62,744	64,449
				1.59	1.64	1.69	1.74	1.79	1.84	1.89
13					57,288	58,993	60,698	62,403	64,108	65,813
					1.68	1.73	1.78	1.83	1.88	1.93
14						60,357	62,062	63,767	65,472	67,177
						1.77	1.82	1.87	1.92	1.97
15							63,426	65,131	66,836	68,541
							1.86	1.91	1.96	2.01
16								66,495	68,200	69,905
								1.95	2.00	2.05
17									69,564	71,269
									2.04	2.09

10/3/2018

Plainview

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 185 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.17	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**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	522.87
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 $522.87 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				

OTHER DISTRICT POLICIES

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

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	62,437
				1.51	1.5525	1.595	1.6375	1.68	1.7225	1.765
11						57,927	59,430	60,933	62,437	63,940
						1.6375	1.68	1.7225	1.765	1.8075
12						59,430	60,933	62,437	63,940	65,444
						1.68	1.7225	1.765	1.8075	1.85
13						60,933	62,437	63,940	65,444	66,947
						1.7225	1.765	1.8075	1.85	1.8925
14							63,940	65,444	66,947	68,451
							1.8075	1.85	1.8925	1.935
15								66,947	68,451	69,954
								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

10/3/2018

Plattsmouth

2018-2019
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: 34,200 Index: 4 x 5
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: 5(D)*
*exp allowed-5 yrs + 1/2 all yrs beyond 5
Vertical Freeze:
Rollback: 85-86
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	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 COMMENTS:
LIFE Madison Life 5.92 Deductible Reimbursement:
LTD Madison Life .0064 (+B)
NON-PARTICIPANT $786.58 in lieu

Couple - Benefits 786.58

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				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

PLATTSMOUTH

Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27	MA+36	MA+45
1	34,200	35,910	37,620	39,330	41,040	42,750	41,040	42,750	44,460	46,170	47,880	49,590
	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	35,568	37,278	38,988	40,698	42,408	44,118	42,408	44,118	45,828	47,538	49,248	50,958
	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	36,936	38,646	40,356	42,066	43,776	45,486	43,776	45,486	47,196	48,906	50,616	52,326
	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	38,304	40,014	41,724	43,434	45,144	46,854	45,144	46,854	48,564	50,274	51,984	53,694
	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	39,672	41,382	43,092	44,802	46,512	48,222	46,512	48,222	49,932	51,642	53,352	55,062
	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	41,040	42,750	44,460	46,170	47,880	49,590	47,880	49,590	51,300	53,010	54,720	56,430
	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	42,408	44,118	45,828	47,538	49,248	50,958	49,248	50,958	52,668	54,378	56,088	57,798
	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		45,486	47,196	48,906	50,616	52,326	50,616	52,326	54,036	55,746	57,456	59,166
		1.33	1.38	1.43	1.48	1.53	1.48	1.53	1.58	1.63	1.68	1.73
9			48,564	50,274	51,984	53,694	51,984	53,694	55,404	57,114	58,824	60,534
			1.42	1.47	1.52	1.57	1.52	1.57	1.62	1.67	1.72	1.77
10				51,642	53,352	55,062	53,352	55,062	56,772	58,482	60,192	61,902
				1.51	1.56	1.61	1.56	1.61	1.66	1.71	1.76	1.81
11					54,720	56,430	54,720	56,430	58,140	59,850	61,560	63,270
					1.60	1.65	1.60	1.65	1.70	1.75	1.80	1.85
12					56,088	57,798	56,088	57,798	59,508	61,218	62,928	64,638
					1.64	1.69	1.64	1.69	1.74	1.79	1.84	1.89
13						59,166	57,456	59,166	60,876	62,586	64,296	66,006
						1.73	1.68	1.73	1.78	1.83	1.88	1.93
14							58,824	60,534	62,244	63,954	65,664	67,374
							1.72	1.77	1.82	1.87	1.92	1.97
15									63,612	65,322	67,032	68,742
									1.86	1.91	1.96	2.01
16										66,690	68,400	70,110
										1.95	2.00	2.05

07-08 schedule reworked, new hires begin on step 1; BA45 for individuals who took district courses between 1992-1997

10/3/2018

Pleasanton

2018-2019
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: 34,275
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	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		500/1000
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:	Severance:1/2 sub. rate up to 40 days				
PERSONAL	3			yes	Accum to 4
BEREAVEMENT					
PROFESSIONAL	unl.			yes	
ADOPTION	6 weeks				
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

PLEASANTON								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	34,275	35,817	37,360	38,902	40,445	41,987	43,529	45,072
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	35,646	37,188	38,731	40,273	41,816	43,358	44,900	46,443
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355
3	37,017	38,559	40,102	41,644	43,187	44,729	46,271	47,814
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395
4	38,388	39,930	41,473	43,015	44,558	46,100	47,642	49,185
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435
5	39,759	41,301	42,844	44,386	45,929	47,471	49,013	50,556
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475
6		42,672	44,215	45,757	47,300	48,842	50,384	51,927
		1.245	1.29	1.335	1.38	1.425	1.47	1.515
7			45,586	47,128	48,671	50,213	51,755	53,298
			1.33	1.375	1.42	1.465	1.51	1.555
8			46,957	48,499	50,042	51,584	53,126	54,669
			1.37	1.415	1.46	1.505	1.55	1.595
9				49,870	51,413	52,955	54,497	56,040
				1.455	1.5	1.545	1.59	1.635
10				51,241	52,784	54,326	55,868	57,411
				1.495	1.54	1.585	1.63	1.675
11					54,155	55,697	57,239	58,782
					1.58	1.625	1.67	1.715
12					55,526	57,068	58,610	60,153
					1.62	1.665	1.71	1.755
13						58,439	59,981	61,524
						1.705	1.75	1.795
14							61,352	62,895
							1.79	1.835
15								64,266
								1.875

10/3/2018

Ponca

2018-2019
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	47
Class Periods/Day:	8	8	
Normal Teaching Load:	6	6	

SALARY SCHEDULE

Base: 35,925
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	.000D/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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

PONCA								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	35,925	37,362	38,799	40,236	41,673	43,110	44,547	45,984
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	37,362	38,799	40,236	41,673	43,110	44,547	45,984	47,421
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,799	40,236	41,673	43,110	44,547	45,984	47,421	48,858
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	40,236	41,673	43,110	44,547	45,984	47,421	48,858	50,295
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	41,673	43,110	44,547	45,984	47,421	48,858	50,295	51,732
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	43,110	44,547	45,984	47,421	48,858	50,295	51,732	53,169
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	44,547	45,984	47,421	48,858	50,295	51,732	53,169	54,606
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	45,984	47,421	48,858	50,295	51,732	53,169	54,606	56,043
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		48,858	50,295	51,732	53,169	54,606	56,043	57,480
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10		50,295	51,732	53,169	54,606	56,043	57,480	58,917
		1.40	1.44	1.48	1.52	1.56	1.60	1.64
11			53,169	54,606	56,043	57,480	58,917	60,354
			1.48	1.52	1.56	1.60	1.64	1.68
12				56,043	57,480	58,917	60,354	61,791
				1.56	1.60	1.64	1.68	1.72
13					58,917	60,354	61,791	63,228
					1.64	1.68	1.72	1.76
14						61,791	63,228	64,665
						1.72	1.76	1.80
15							64,665	66,102
							1.80	1.84
16								67,539
								1.88

10/3/2018

Potter-Dix

2018-2019
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:	45	45	60
Class Periods/Day:	5	8	
Normal Teaching Load:	4	7	

SALARY SCHEDULE

Base: 34,150
Index: 4.5 x 4.5
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 8

Vertical Freeze:
Rollback: 93-94 (2 Steps)
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	31.51 or 52.18
HEALTH	BC/BS	750D	592.65	1096.41	1244.57	1671.14	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Sp. or Dep. Dental
PPO:			COMMENTS:				
LIFE							
LTD							
NON-PARTICIPANT							

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	34,150	35,687	37,224	38,760	40,297	41,834
	1.00	1.045	1.09	1.135	1.18	1.225
2	35,687	37,224	38,760	40,297	41,834	43,371
	1.045	1.09	1.135	1.18	1.225	1.27
3	37,224	38,760	40,297	41,834	43,371	44,907
	1.09	1.135	1.18	1.225	1.27	1.315
4	38,760	40,297	41,834	43,371	44,907	46,444
	1.135	1.18	1.225	1.27	1.315	1.36
5	40,297	41,834	43,371	44,907	46,444	47,981
	1.18	1.225	1.27	1.315	1.36	1.405
6	41,834	43,371	44,907	46,444	47,981	49,518
	1.225	1.27	1.315	1.36	1.405	1.45
7	43,371	44,907	46,444	47,981	49,518	51,054
	1.27	1.315	1.36	1.405	1.45	1.495
8		46,444	47,981	49,518	51,054	52,591
		1.36	1.405	1.45	1.495	1.54
9			49,518	51,054	52,591	54,128
			1.45	1.495	1.54	1.585
10			51,054	52,591	54,128	55,665
			1.495	1.54	1.585	1.63
11				54,128	55,665	57,201
				1.585	1.63	1.675
12				55,665	57,201	58,738
				1.63	1.675	1.72
13					58,738	60,275
					1.72	1.765
14					60,275	61,812
					1.765	1.81
15						63,348
						1.855
16						64,885
						1.9

10/3/2018

Ralston

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 190

FTE Teachers:

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

SALARY SCHEDULE

Base: 35,125

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

PPO: *or 2 ind. hlth plus 83.33

COMMENTS:

LIFE Madison Nat'l 3.80

LTD Madison Nat'l .0036

NON-PARTICIPANT $83.33 FSA

Deductible Reimbursement:

Couple - Benefits

694.46 ea
or 286.65

HSA+Ind/Dep*

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	35,125	36,881	38,638	40,394	42,150	43,906	45,663	47,419	49,175	52,688
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	36,530	38,286	40,043	41,799	43,555	45,311	47,068	48,824	50,580	54,093
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.54
3	37,935	39,691	41,448	43,204	44,960	46,716	48,473	50,229	51,985	55,498
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.58
4	39,340	41,096	42,853	44,609	46,365	48,121	49,878	51,634	53,390	56,903
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.62
5	40,745	42,501	44,258	46,014	47,770	49,526	51,283	53,039	54,795	58,308
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.66
6	42,150	43,906	45,663	47,419	49,175	50,931	52,688	54,444	56,200	59,713
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
7	43,555	45,311	47,068	48,824	50,580	52,336	54,093	55,849	57,605	61,118
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.74
8		46,716	48,473	50,229	51,985	53,741	55,498	57,254	59,010	62,523
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.78
9			49,878	51,634	53,390	55,146	56,903	58,659	60,415	63,928
			1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.82
10			51,283	53,039	54,795	56,551	58,308	60,064	61,820	65,333
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.86
11				54,444	56,200	57,956	59,713	61,469	63,225	66,738
				1.55	1.60	1.65	1.70	1.75	1.80	1.90
12				55,849	57,605	59,361	61,118	62,874	64,630	68,143
				1.59	1.64	1.69	1.74	1.79	1.84	1.94
13				57,254	59,010	60,766	62,523	64,279	66,035	69,548
				1.63	1.68	1.73	1.78	1.83	1.88	1.98
14					60,415	62,171	63,928	65,684	67,440	70,953
					1.72	1.77	1.82	1.87	1.92	2.02
15					61,820	63,576	65,333	67,089	68,845	72,358
					1.76	1.81	1.86	1.91	1.96	2.06
16					63,225	64,981	66,738	68,494	70,250	73,763
					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.)

10/3/2018

Randolph

2018-2019
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: 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* 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						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
62.17 or 102.87
Sp or Dep Dental

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	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					57,400	58,800	60,200
					1.64	1.68	1.72
14						60,200	61,600
						1.72	1.76
15							63,000
							1.80
08-09 BA 45 Grandfathered							

10/3/2018

Ravenna

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

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

SALARY SCHEDULE

Base: 34,250

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:			COMMENTS:			
LIFE	Guardian	12.00				
LTD						

Couple - Benefits

Deductible Reimbursement:

NON-PARTICIPANT $636.60 - 14-15 Grandfathered

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					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

RAVENNA

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	BA+45 MA+9	BA+54 MA+18
0	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
1	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
2	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
3	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
4	39,730	41,443	43,155	44,868	46,580	48,293	50,005
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5		42,813	44,525	46,238	47,950	49,663	51,375
		1.25	1.30	1.35	1.40	1.45	1.50
6		44,183	45,895	47,608	49,320	51,033	52,745
		1.29	1.34	1.39	1.44	1.49	1.54
7			47,265	48,978	50,690	52,403	54,115
			1.38	1.43	1.48	1.53	1.58
8			48,635	50,348	52,060	53,773	55,485
			1.42	1.47	1.52	1.57	1.62
9				51,718	53,430	55,143	56,855
				1.51	1.56	1.61	1.66
10				53,088	54,800	56,513	58,225
				1.55	1.60	1.65	1.70
11					56,170	57,883	59,595
					1.64	1.69	1.74
12					57,540	59,253	60,965
					1.68	1.73	1.78
13					58,225	60,623	62,335
					1.70	1.77	1.82
14					58,910	61,308	63,020
					1.72	1.79	1.84
15						61,993	63,705
						1.81	1.86

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

10/3/2018

Raymond Central

2018-2019
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: 37,825
Starting Salary:
Career Increments: Y
Vertical Freeze:
Rollback:
Multi-year Contract:

Index: 4 x 5
Entry Level Step: 1
Experience Allowed: 6 (D)

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*				**Couple - Benefits**
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child	636.60
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	Fortis		.0031 (+B)				
NON-PARTICIPANT	$312.50 cash						

COMMENTS: *<.51=FTE benefits
Deductible Reimbursement: Y 20/mo

Cafeteria Plan

Individ. Depend.

Options:

Ind. Health

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									
					BA+36				
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
Step									
1	37,825	39,716	41,608	43,499	45,390	47,281	49,173	51,064	52,955
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	39,338	41,229	43,121	45,012	46,903	48,794	50,686	52,577	54,468
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	40,851	42,742	44,634	46,525	48,416	50,307	52,199	54,090	55,981
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	42,364	44,255	46,147	48,038	49,929	51,820	53,712	55,603	57,494
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	43,877	45,768	47,660	49,551	51,442	53,333	55,225	57,116	59,007
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	45,390	47,281	49,173	51,064	52,955	54,846	56,738	58,629	60,520
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	46,903	48,794	50,686	52,577	54,468	56,359	58,251	60,142	62,033
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		50,307	52,199	54,090	55,981	57,872	59,764	61,655	63,546
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9		51,820	53,712	55,603	57,494	59,385	61,277	63,168	65,059
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			55,225	57,116	59,007	60,898	62,790	64,681	66,572
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11			56,738	58,629	60,520	62,411	64,303	66,194	68,085
			1.50	1.55	1.60	1.65	1.70	1.75	1.80
12				60,142	62,033	63,924	65,816	67,707	69,598
				1.59	1.64	1.69	1.74	1.79	1.84
13					63,546	65,437	67,329	69,220	71,111
					1.68	1.73	1.78	1.83	1.88
14					65,059	66,950	68,842	70,733	72,624
					1.72	1.77	1.82	1.87	1.92
15					66,572	68,463	70,355	72,246	74,137
					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

10/3/2018

Red Cloud

2018-2019
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: 33,850 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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	4	51.46	51.46	51.46	51.46
PPO:			COMMENTS:			
LIFE	Principal	3.49				
LTD	Principal	.0028 (thru sal)				
NON-PARTICIPANT						

Couple - Benefits
56.62 or 93.69
Sp or Dep Dental

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	33,850	35,204	36,558	37,912	39,266	40,620	41,974
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	35,204	36,558	37,912	39,266	40,620	41,974	43,328
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	36,558	37,912	39,266	40,620	41,974	43,328	44,682
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	37,912	39,266	40,620	41,974	43,328	44,682	46,036
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	39,266	40,620	41,974	43,328	44,682	46,036	47,390
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	40,620	41,974	43,328	44,682	46,036	47,390	48,744
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7	41,974	43,328	44,682	46,036	47,390	48,744	50,098
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
8		44,682	46,036	47,390	48,744	50,098	51,452
		1.32	1.36	1.40	1.44	1.48	1.52
9			47,390	48,744	50,098	51,452	52,806
			1.40	1.44	1.48	1.52	1.56
10				50,098	51,452	52,806	54,160
				1.48	1.52	1.56	1.60
11					52,806	54,160	55,514
					1.56	1.60	1.64
12						55,514	56,868
						1.64	1.68
13							58,222
							1.72

10/3/2018

Riverside

2018-2019
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: 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* 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						

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	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	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

10/3/2018

Rock County

2018-2019
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: 34,285
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* 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	Madison Nat'l		.0031 (thru sal)			
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits

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:					
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	34,285	35,742	37,199	38,656	40,113	41,571
	1.00	1.0425	1.085	1.1275	1.17	1.2125
2	35,742	37,199	38,656	40,113	41,571	43,028
	1.0425	1.085	1.1275	1.17	1.2125	1.255
3	37,199	38,656	40,113	41,571	43,028	44,485
	1.085	1.1275	1.17	1.2125	1.255	1.2975
4	38,656	40,113	41,571	43,028	44,485	45,942
	1.1275	1.17	1.2125	1.255	1.2975	1.34
5	40,113	41,571	43,028	44,485	45,942	47,399
	1.17	1.2125	1.255	1.2975	1.34	1.3825
6	41,571	43,028	44,485	45,942	47,399	48,856
	1.2125	1.255	1.2975	1.34	1.3825	1.425
7	43,028	44,485	45,942	47,399	48,856	50,313
	1.255	1.2975	1.34	1.3825	1.425	1.4675
8		45,942	47,399	48,856	50,313	51,770
		1.34	1.3825	1.425	1.4675	1.51
9			48,856	50,313	51,770	53,227
			1.425	1.4675	1.51	1.5525
10			50,313	51,770	53,227	54,685
			1.4675	1.51	1.5525	1.595
11				53,227	54,685	56,142
				1.5525	1.595	1.6375
12				54,685	56,142	57,599
				1.595	1.6375	1.68
13					57,599	59,056
					1.68	1.7225
14						60,513
						1.765

10/3/2018

Sandhills-Dunning

2018-2019
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: 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* 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
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Sp or Dep Dental
PPO:			COMMENTS:				
LIFE	Prinipal	2.65					
LTD	Principal	.0027					
NON-PARTICIPANT							

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						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	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						

Santee

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7.5	7.5
Planning Time:	52	45	45
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 37,582

Index: 4 x 4

Starting Salary:

Entry Level Step: 1

Career Increments: N

Experience Allowed: 5

Vertical Freeze: 90-91

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	5	56.31	56.31	56.31	56.31
PPO:			COMMENTS:			
LIFE	AIG Life	5.00				
LTD	SunLife	.0045				
NON-PARTICIPANT						

Couple - Benefits

61.97 or 102.53

Sp or Dep. Dental

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	13	50	yes		
Other Info:	Discretionary leave				
PERSONAL					from disc lv
BEREAVEMENT	4				w/appr.
PROFESSIONAL	adm. disc.				
ADOPTION	15				
ASSOCIATION	Supt. disc.				

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

NEED SALARY SCHEDULE

10/3/2018

Sargent

2018-2019
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	65
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 34,350
Index: 4 x 5
Starting Salary:
Entry Level Step: 0
Career Increments: N
Experience Allowed: 7(D)

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	.500D/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	.0065 (+B)				
NON-PARTICIPANT						

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

COMMENTS:

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				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES: In school work day (1)

SARGENT						
					BA+36	
Step	BA	BA+9	BA+18	BA+27	MA	MA+15
1	34,350	36,068	37,785	39,503	41,220	42,938
	1.00	1.05	1.10	1.15	1.20	1.25
2	35,724	37,442	39,159	40,877	42,594	44,312
	1.04	1.09	1.14	1.19	1.24	1.29
3	37,098	38,816	40,533	42,251	43,968	45,686
	1.08	1.13	1.18	1.23	1.28	1.33
4	38,472	40,190	41,907	43,625	45,342	47,060
	1.12	1.17	1.22	1.27	1.32	1.37
5	39,846	41,564	43,281	44,999	46,716	48,434
	1.16	1.21	1.26	1.31	1.36	1.41
6		42,938	44,655	46,373	48,090	49,808
		1.25	1.30	1.35	1.40	1.45
7		44,312	46,029	47,747	49,464	51,182
		1.29	1.34	1.39	1.44	1.49
8		45,686	47,403	49,121	50,838	52,556
		1.33	1.38	1.43	1.48	1.53
9		47,060	48,777	50,495	52,212	53,930
		1.37	1.42	1.47	1.52	1.57
10			50,151	51,869	53,586	55,304
			1.46	1.51	1.56	1.61
11				53,243	54,960	56,678
				1.55	1.60	1.65
12				54,617	56,334	58,052
				1.59	1.64	1.69
13					57,708	59,426
					1.68	1.73
14					59,082	60,800
					1.72	1.77
15						62,174
						1.81
16						63,548
						1.85
17						64,922
						1.89

10/3/2018

Schuyler

2018-2019
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: 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* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	.000D/3500D	567.72	1050.28	1192.20	1600.83
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67

PPO:

COMMENTS:

LIFE Companion Life 5.25

LTD Principal Life .0048

NON-PARTICIPANT

Deductible Reimbursement:

Couple - Benefits

28.67 or 52.18

Ind 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	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					

SABBATICAL: Yes

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

NEED SALARY SCHEDULE

10/3/2018

SCNUD 5

2018-2019
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: 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		.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.				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

SCN UNIFIED DISTRICT #5

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27	MA+36
1	35,000	36,750	38,500	40,250	42,000	43,750	45,500	47,250	49,000
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	36,400	38,150	39,900	41,650	43,400	45,150	46,900	48,650	50,400
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	37,800	39,550	41,300	43,050	44,800	46,550	48,300	50,050	51,800
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	39,200	40,950	42,700	44,450	46,200	47,950	49,700	51,450	53,200
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	40,600	42,350	44,100	45,850	47,600	49,350	51,100	52,850	54,600
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	42,000	43,750	45,500	47,250	49,000	50,750	52,500	54,250	56,000
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		45,150	46,900	48,650	50,400	52,150	53,900	55,650	57,400
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		46,550	48,300	50,050	51,800	53,550	55,300	57,050	58,800
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			49,700	51,450	53,200	54,950	56,700	58,450	60,200
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10				52,850	54,600	56,350	58,100	59,850	61,600
				1.51	1.56	1.61	1.66	1.71	1.76
11				54,250	56,000	57,750	59,500	61,250	63,000
				1.55	1.60	1.65	1.70	1.75	1.80
12					57,400	59,150	60,900	62,650	64,400
					1.64	1.69	1.74	1.79	1.84
13					58,800	60,550	62,300	64,050	65,800
					1.68	1.73	1.78	1.83	1.88
14					60,200	61,950	63,700	65,450	67,200
					1.72	1.77	1.82	1.87	1.92
15						63,350	65,100	66,850	68,600
						1.81	1.86	1.91	1.96

10/3/2018

Scottsbluff

2018-2019
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: 35,035 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: 18-19, 19-20

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 stipend

COMMENTS:

Deductible Reimbursement:

Couple - Benefits 1253.31

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	35,035	36,612	38,188	39,765	41,341	42,918	44,494	46,071	47,648	49,224	50,801	52,377
	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	36,612	38,188	39,765	41,341	42,918	44,494	46,071	47,648	49,224	50,801	52,377	53,954
	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	38,188	39,765	41,341	42,918	44,494	46,071	47,648	49,224	50,801	52,377	53,954	55,530
	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	39,765	41,341	42,918	44,494	46,071	47,648	49,224	50,801	52,377	53,954	55,530	57,107
	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		42,918	44,494	46,071	47,648	49,224	50,801	52,377	53,954	55,530	57,107	58,684
		1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675
6			46,071	47,648	49,224	50,801	52,377	53,954	55,530	57,107	58,684	60,260
			1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72
7				49,224	50,801	52,377	53,954	55,530	57,107	58,684	60,260	61,837
				1.405	1.45	1.495	1.54	1.585	1.63	1.675	1.72	1.765
8					52,377	53,954	55,530	57,107	58,684	60,260	61,837	63,413
					1.495	1.54	1.585	1.63	1.675	1.72	1.765	1.81
9						55,530	57,107	58,684	60,260	61,837	63,413	64,990
						1.585	1.63	1.675	1.72	1.765	1.81	1.855
10						57,107	58,684	60,260	61,837	63,413	64,990	66,567
						1.63	1.675	1.72	1.765	1.81	1.855	1.9
11								61,837	63,413	64,990	66,567	68,143
								1.765	1.81	1.855	1.9	1.945
12								63,413	64,990	66,567	68,143	69,720
								1.81	1.855	1.9	1.945	1.99
13									66,567	68,143	69,720	71,296
									1.9	1.945	1.99	2.035
14										69,720	71,296	72,873
										1.99	2.035	2.08
15											72,873	74,449
											2.08	2.125
16											74,449	76,026
											2.125	2.17

10/3/2018

Scribner-Snyder

2018-2019
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: 36,000
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	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								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	36,000	37,800	39,600	41,400	43,200	45,000	46,800	48,600
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	37,440	39,240	41,040	42,840	44,640	46,440	48,240	50,040
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	38,880	40,680	42,480	44,280	46,080	47,880	49,680	51,480
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	40,320	42,120	43,920	45,720	47,520	49,320	51,120	52,920
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	41,760	43,560	45,360	47,160	48,960	50,760	52,560	54,360
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	43,200	45,000	46,800	48,600	50,400	52,200	54,000	55,800
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		46,440	48,240	50,040	51,840	53,640	55,440	57,240
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8			49,680	51,480	53,280	55,080	56,880	58,680
			1.38	1.43	1.48	1.53	1.58	1.63
9				52,920	54,720	56,520	58,320	60,120
				1.47	1.52	1.57	1.62	1.67
10				54,360	56,160	57,960	59,760	61,560
				1.51	1.56	1.61	1.66	1.71
11					57,600	59,400	61,200	63,000
					1.60	1.65	1.70	1.75
12					59,040	60,840	62,640	64,440
					1.64	1.69	1.74	1.79
13						62,280	64,080	65,880
						1.73	1.78	1.83
14							65,520	67,320
							1.82	1.87
15								68,760
								1.91

10/3/2018

Seward

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	7.5	7	7
Planning Time:	90	86	45
Class Periods/Day:	4.5	8.5	
Normal Teaching Load:	3.5	6.5	

SALARY SCHEDULE

Base: 34,475 Index: 5 x 4
Starting Salary: 34,475 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						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

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.)				

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

SEWARD

Step	BA	BA+9	BA+18	BA+27	BA+45 MA	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	36,199	37,578	38,957	40,336	41,715	43,094	44,473	45,852
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33
3	37,923	39,302	40,681	42,060	43,439	44,818	46,197	47,576
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38
4	39,646	41,025	42,404	43,783	45,162	46,541	47,920	49,299
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43
5	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
6	43,094	44,473	45,852	47,231	48,610	49,989	51,368	52,747
	1.25	1.29	1.33	1.37	1.41	1.45	1.49	1.53
7	44,818	46,197	47,576	48,955	50,334	51,713	53,092	54,471
	1.30	1.34	1.38	1.42	1.46	1.50	1.54	1.58
8		47,920	49,299	50,678	52,057	53,436	54,815	56,194
		1.39	1.43	1.47	1.51	1.55	1.59	1.63
9			51,023	52,402	53,781	55,160	56,539	57,918
			1.48	1.52	1.56	1.60	1.64	1.68
10				54,126	55,505	56,884	58,263	59,642
				1.57	1.61	1.65	1.69	1.73
11					57,229	58,608	59,987	61,366
					1.66	1.70	1.74	1.78
12					58,952	60,331	61,710	63,089
					1.71	1.75	1.79	1.83
13						62,055	63,434	64,813
						1.80	1.84	1.88
14							65,158	66,537
							1.89	1.93
15								68,261
								1.98
16								69,984
								2.03

07-08 BA45 eliminated, current staff is grandfathered

10/3/2018

Shelby-Rising City

2018-2019
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: 34,850 Index: 4.5 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option*	*Amount Paid by District*			
		H/A-Dent	Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	900D/3500D	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:

Couple - Benefits

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	34,850	36,244	37,638	39,032	40,426	41,820	43,214
	1.00	1.04	1.08	1.12	1.16	1.2	1.24
2	36,418	37,812	39,206	40,600	41,994	43,388	44,782
	1.045	1.085	1.125	1.165	1.205	1.245	1.285
3	37,987	39,381	40,775	42,169	43,563	44,957	46,351
	1.09	1.13	1.17	1.21	1.25	1.29	1.33
4	39,555	40,949	42,343	43,737	45,131	46,525	47,919
	1.135	1.175	1.215	1.255	1.295	1.335	1.375
5	41,123	42,517	43,911	45,305	46,699	48,093	49,487
	1.18	1.22	1.26	1.3	1.34	1.38	1.42
6		44,085	45,479	46,873	48,267	49,661	51,055
		1.265	1.305	1.345	1.385	1.425	1.465
7		45,654	47,048	48,442	49,836	51,230	52,624
		1.31	1.35	1.39	1.43	1.47	1.51
8		47,222	48,616	50,010	51,404	52,798	54,192
		1.355	1.395	1.435	1.475	1.515	1.555
9		48,790	50,184	51,578	52,972	54,366	55,760
		1.4	1.44	1.48	1.52	1.56	1.6
10		50,358	51,752	53,146	54,540	55,934	57,328
		1.445	1.485	1.525	1.565	1.605	1.645
11				54,715	56,109	57,503	58,897
				1.57	1.61	1.65	1.69
12				56,283	57,677	59,071	60,465
				1.615	1.655	1.695	1.735
13					59,245	60,639	62,033
					1.7	1.74	1.78
14					60,813	62,207	63,601
					1.745	1.785	1.825
15					62,382	63,776	65,170
					1.79	1.83	1.87
16						65,344	66,738
						1.875	1.915

10/3/2018

Shelton

2018-2019
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: 33,625 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:			COMMENTS:			
LIFE	Companion Life	3.00				
LTD						
NON-PARTICIPANT						

Couple - Benefits

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	33,625	35,306	36,988	38,669	40,350	42,031	43,713	45,394
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	34,970	36,651	38,333	40,014	41,695	43,376	45,058	46,739
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	36,315	37,996	39,678	41,359	43,040	44,721	46,403	48,084
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	37,660	39,341	41,023	42,704	44,385	46,066	47,748	49,429
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,005	40,686	42,368	44,049	45,730	47,411	49,093	50,774
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	40,350	42,031	43,713	45,394	47,075	48,756	50,438	52,119
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7	41,695	43,376	45,058	46,739	48,420	50,101	51,783	53,464
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		44,721	46,403	48,084	49,765	51,446	53,128	54,809
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			47,748	49,429	51,110	52,791	54,473	56,154
			1.42	1.47	1.52	1.57	1.62	1.67
10				50,774	52,455	54,136	55,818	57,499
				1.51	1.56	1.61	1.66	1.71
11				52,119	53,800	55,481	57,163	58,844
				1.55	1.60	1.65	1.70	1.75
12					55,145	56,826	58,508	60,189
					1.64	1.69	1.74	1.79
13					56,490	58,171	59,853	61,534
					1.68	1.73	1.78	1.83
14						59,516	61,198	62,879
						1.77	1.82	1.87
15							62,543	64,224
							1.86	1.91
16								65,569
								1.95

08-09 yrs exp from 5 yrs to 10 yrs, staff hired prior to 08-09 rec credit for up to 10 yrs exp

10/3/2018

Shickley

2018-2019
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: 35,500 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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

SHICKLEY							
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	35,500	36,920	38,340	39,760	41,180	42,600	44,020
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
2	36,920	38,340	39,760	41,180	42,600	44,020	45,440
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
3	38,340	39,760	41,180	42,600	44,020	45,440	46,860
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
4	39,760	41,180	42,600	44,020	45,440	46,860	48,280
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
5	41,180	42,600	44,020	45,440	46,860	48,280	49,700
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
6	42,600	44,020	45,440	46,860	48,280	49,700	51,120
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
7		45,440	46,860	48,280	49,700	51,120	52,540
		1.28	1.32	1.36	1.40	1.44	1.48
8		46,860	48,280	49,700	51,120	52,540	53,960
		1.32	1.36	1.40	1.44	1.48	1.52
9		48,280	49,700	51,120	52,540	53,960	55,380
		1.36	1.40	1.44	1.48	1.52	1.56
10			51,120	52,540	53,960	55,380	56,800
			1.44	1.48	1.52	1.56	1.60
11				53,960	55,380	56,800	58,220
				1.52	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

10/3/2018

Sidney

2018-2019
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: 35,000 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:			COMMENTS:			
LIFE	Principal	4.00				
LTD	Principal	(+B)				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18

Ind or Dep Dental

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	35,000	36,575	38,150	39,725	41,300	42,875	44,450	46,025	47,600
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
1	36,575	38,150	39,725	41,300	42,875	44,450	46,025	47,600	49,175
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
2	38,150	39,725	41,300	42,875	44,450	46,025	47,600	49,175	50,750
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
3	39,725	41,300	42,875	44,450	46,025	47,600	49,175	50,750	52,325
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
4	41,300	42,875	44,450	46,025	47,600	49,175	50,750	52,325	53,900
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
5	42,875	44,450	46,025	47,600	49,175	50,750	52,325	53,900	55,475
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
6		46,025	47,600	49,175	50,750	52,325	53,900	55,475	57,050
		1.315	1.36	1.405	1.45	1.495	1.54	1.585	1.63
7			49,175	50,750	52,325	53,900	55,475	57,050	58,625
			1.405	1.45	1.495	1.54	1.585	1.63	1.675
8				52,325	53,900	55,475	57,050	58,625	60,200
				1.495	1.54	1.585	1.63	1.675	1.72
9					55,475	57,050	58,625	60,200	61,775
					1.585	1.63	1.675	1.72	1.765
10						58,625	60,200	61,775	63,350
						1.675	1.72	1.765	1.81
11							61,775	63,350	64,925
							1.765	1.81	1.855
12								64,925	66,500
								1.855	1.9
13									68,075
									1.945

Professional Increments available, see contract

10/3/2018

Silver Lake

2018-2019
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: 35,100
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						

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
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	35,100	36,504	37,908	39,312	40,716	42,120	43,524	44,928
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,504	37,908	39,312	40,716	42,120	43,524	44,928	46,332
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,908	39,312	40,716	42,120	43,524	44,928	46,332	47,736
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,312	40,716	42,120	43,524	44,928	46,332	47,736	49,140
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,716	42,120	43,524	44,928	46,332	47,736	49,140	50,544
	1.16	1.2	1.24	1.28	1.32	1.36	1.4	1.44
6	42,120	43,524	44,928	46,332	47,736	49,140	50,544	51,948
	1.2	1.24	1.28	1.32	1.36	1.4	1.44	1.48
7	43,524	44,928	46,332	47,736	49,140	50,544	51,948	53,352
	1.24	1.28	1.32	1.36	1.4	1.44	1.48	1.52
8	44,928	46,332	47,736	49,140	50,544	51,948	53,352	54,756
	1.28	1.32	1.36	1.4	1.44	1.48	1.52	1.56
9		47,736	49,140	50,544	51,948	53,352	54,756	56,160
		1.36	1.4	1.44	1.48	1.52	1.56	1.6
10			50,544	51,948	53,352	54,756	56,160	57,564
			1.44	1.48	1.52	1.56	1.6	1.64
11				53,352	54,756	56,160	57,564	58,968
				1.52	1.56	1.6	1.64	1.68
12				54,756	56,160	57,564	58,968	60,372
				1.56	1.6	1.64	1.68	1.72
13					57,564	58,968	60,372	61,776
					1.64	1.68	1.72	1.76

10/3/2018

Sioux County

2018-2019
3.1

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: 36,900 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: 18-19, 19-20

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:			COMMENTS:			
LIFE	Fort Dearborn	5.50				
LTD						

NON-PARTICIPANT 50% BC/BS premium

Couple - Benefits 31.51 or 52.18

Sp. or Dep. Dental

Deductible Reimbursement:

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	36,900	38,376	39,852	41,328	42,804	44,280	45,756	47,232
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
1	38,376	39,852	41,328	42,804	44,280	45,756	47,232	48,708
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	39,852	41,328	42,804	44,280	45,756	47,232	48,708	50,184
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	41,328	42,804	44,280	45,756	47,232	48,708	50,184	51,660
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	42,804	44,280	45,756	47,232	48,708	50,184	51,660	53,136
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	44,280	45,756	47,232	48,708	50,184	51,660	53,136	54,612
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	45,756	47,232	48,708	50,184	51,660	53,136	54,612	56,088
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7				51,660	53,136	54,612	56,088	57,564
				1.40	1.44	1.48	1.52	1.56
8				53,136	54,612	56,088	57,564	59,040
				1.44	1.48	1.52	1.56	1.60
9					56,088	57,564	59,040	60,516
					1.52	1.56	1.60	1.64
10					57,564	59,040	60,516	61,992
					1.56	1.60	1.64	1.68
11						60,516	61,992	63,468
						1.64	1.68	1.72
12							63,468	64,944
							1.72	1.76
13								66,420
								1.80

10/3/2018

South Platte

2018-2019
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: 34,300
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*			
		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 Life		.005(+B,thru sal)			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement: Y 400

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: full

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	40	yes		
Other Info:	At retirement or death-sub. rate for unused days				
PERSONAL	3+1			yes	1 day teacher pays sub
BEREAVEMENT	from sick lv.				
PROFESSIONAL	3			yes	
ADOPTION	see sick lv.				
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

SOUTH PLATTE

Step	BA	BA+3	BA+6	BA+9	BA+12	BA+15	BA+18	BA+21	BA+24	BA+27	BA+30	BA+33	BA+36 MA	MA+3	MA+6	MA+9	MA+12	MA+15	MA+18
0	34,300	34,756	35,212	35,672	36,128	36,584	37,044	37,500	37,956	38,416	38,872	39,328	39,788	40,244	40,700	41,160	41,616	42,072	42,532
	1.00	1.0133	1.0266	1.04	1.0533	1.0666	1.08	1.0933	1.1066	1.12	1.1333	1.1466	1.16	1.1733	1.1866	1.2	1.2133	1.2266	1.24
1	36,015	36,471	36,927	37,387	37,843	38,299	38,759	39,215	39,671	40,131	40,587	41,043	41,503	41,959	42,415	42,875	43,331	43,787	44,247
	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	37,730	38,186	38,642	39,102	39,558	40,014	40,474	40,930	41,386	41,846	42,302	42,758	43,218	43,674	44,130	44,590	45,046	45,502	45,962
	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	39,445	39,901	40,357	40,817	41,273	41,729	42,189	42,645	43,101	43,561	44,017	44,473	44,933	45,389	45,845	46,305	46,761	47,217	47,677
	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	41,160	41,616	42,072	42,532	42,988	43,444	43,904	44,360	44,816	45,276	45,732	46,188	46,648	47,104	47,560	48,020	48,476	48,932	49,392
	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	42,875	43,331	43,787	44,247	44,703	45,159	45,619	46,075	46,531	46,991	47,447	47,903	48,363	48,819	49,275	49,735	50,191	50,647	51,107
	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	44,590	45,046	45,502	45,962	46,418	46,874	47,334	47,790	48,246	48,706	49,162	49,618	50,078	50,534	50,990	51,450	51,906	52,362	52,822
	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	46,305	46,761	47,217	47,677	48,133	48,589	49,049	49,505	49,961	50,421	50,877	51,333	51,793	52,249	52,705	53,165	53,621	54,077	54,537
	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				49,392	49,848	50,304	50,764	51,220	51,676	52,136	52,592	53,048	53,508	53,964	54,420	54,880	55,336	55,792	56,252
				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							52,479	52,935	53,391	53,851	54,307	54,763	55,223	55,679	56,135	56,595	57,051	57,507	57,967
							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										55,566	56,022	56,478	56,938	57,394	57,850	58,310	58,766	59,222	59,682
										1.62	1.6333	1.6466	1.66	1.6733	1.6866	1.7	1.7133	1.7266	1.74
11										57,281	57,737	58,193	58,653	59,109	59,565	60,025	60,481	60,937	61,397
										1.67	1.6833	1.6966	1.71	1.7233	1.7366	1.75	1.7633	1.7766	1.79
12																			63,112
																			1.84

10/3/2018

South Sioux City

2018-2019
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: 36,075 Index: 4 x 5
Starting Salary: 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
HEALTH	BC/BS	900D	607.93	607.93	607.93	607.93
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE	Guardian	3.00				
LTD						
NON-PARTICIPANT	$512 Cash					

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
636.60

Ind Ins/Dental

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	36,075	37,879	39,683	41,486	43,290	43,290	45,094	46,898	48,701	50,505	52,309
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35	1.40	1.45
2	37,518	39,322	41,126	42,929	44,733	44,733	46,537	48,341	50,144	51,948	53,752
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39	1.44	1.49
3	38,961	40,765	42,569	44,372	46,176	46,176	47,980	49,784	51,587	53,391	55,195
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43	1.48	1.53
4	40,404	42,208	44,012	45,815	47,619	47,619	49,423	51,227	53,030	54,834	56,638
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47	1.52	1.57
5	41,847	43,651	45,455	47,258	49,062	49,062	50,866	52,670	54,473	56,277	58,081
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51	1.56	1.61
6	43,290	45,094	46,898	48,701	50,505	50,505	52,309	54,113	55,916	57,720	59,524
	1.20	1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55	1.60	1.65
7	44,733	46,537	48,341	50,144	51,948	51,948	53,752	55,556	57,359	59,163	60,967
	1.24	1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59	1.64	1.69
8	46,176	47,980	49,784	51,587	53,391	53,391	55,195	56,999	58,802	60,606	62,410
	1.28	1.33	1.38	1.43	1.48	1.48	1.53	1.58	1.63	1.68	1.73
9				53,030	54,834	54,834	56,638	58,442	60,245	62,049	63,853
				1.47	1.52	1.52	1.57	1.62	1.67	1.72	1.77
10					56,277	56,277	58,081	59,885	61,688	63,492	65,296
					1.56	1.56	1.61	1.66	1.71	1.76	1.81
11					57,720	57,720	59,524	61,328	63,131	64,935	66,739
					1.60	1.60	1.65	1.70	1.75	1.80	1.85
12					59,163	59,163	60,967	62,771	64,574	66,378	68,182
					1.64	1.64	1.69	1.74	1.79	1.84	1.89
13						60,606	62,410	64,214	66,017	67,821	69,625
						1.68	1.73	1.78	1.83	1.88	1.93
14								65,657	67,460	69,264	71,068
								1.82	1.87	1.92	1.97
15								67,100	68,903	70,707	72,511
								1.86	1.91	1.96	2.01

10/3/2018

Southern

2018-2019
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: 34,557
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

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	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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

SOUTHERN								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+36
1	34,557	35,939	37,322	38,704	40,086	41,468	42,851	44,233
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	35,939	37,322	38,704	40,086	41,468	42,851	44,233	45,615
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,322	38,704	40,086	41,468	42,851	44,233	45,615	46,998
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	38,704	40,086	41,468	42,851	44,233	45,615	46,998	48,380
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,086	41,468	42,851	44,233	45,615	46,998	48,380	49,762
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	41,468	42,851	44,233	45,615	46,998	48,380	49,762	51,144
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		44,233	45,615	46,998	48,380	49,762	51,144	52,527
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		45,615	46,998	48,380	49,762	51,144	52,527	53,909
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		46,998	48,380	49,762	51,144	52,527	53,909	55,291
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			49,762	51,144	52,527	53,909	55,291	56,673
			1.44	1.48	1.52	1.56	1.60	1.64
11				52,527	53,909	55,291	56,673	58,056
				1.52	1.56	1.60	1.64	1.68
12					55,291	56,673	58,056	59,438
					1.60	1.64	1.68	1.72
13					56,673	58,056	59,438	60,820
					1.64	1.68	1.72	1.76
14							60,820	62,203
							1.76	1.80

10/3/2018

Southern Valley

2018-2019
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 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	34,650	36,383	38,115	39,848	41,580	41,580	43,313	45,045	46,778
	1.00	1.05	1.10	1.15	1.20	1.20	1.25	1.30	1.35
2	36,036	37,769	39,501	41,234	42,966	42,966	44,699	46,431	48,164
	1.04	1.09	1.14	1.19	1.24	1.24	1.29	1.34	1.39
3	37,422	39,155	40,887	42,620	44,352	44,352	46,085	47,817	49,550
	1.08	1.13	1.18	1.23	1.28	1.28	1.33	1.38	1.43
4	38,808	40,541	42,273	44,006	45,738	45,738	47,471	49,203	50,936
	1.12	1.17	1.22	1.27	1.32	1.32	1.37	1.42	1.47
5	40,194	41,927	43,659	45,392	47,124	47,124	48,857	50,589	52,322
	1.16	1.21	1.26	1.31	1.36	1.36	1.41	1.46	1.51
6		43,313	45,045	46,778	48,510	48,510	50,243	51,975	53,708
		1.25	1.30	1.35	1.40	1.40	1.45	1.50	1.55
7		44,699	46,431	48,164	49,896	49,896	51,629	53,361	55,094
		1.29	1.34	1.39	1.44	1.44	1.49	1.54	1.59
8			47,817	49,550	51,282	51,282	53,015	54,747	56,480
			1.38	1.43	1.48	1.48	1.53	1.58	1.63
9			49,203	50,936	52,668	52,668	54,401	56,133	57,866
			1.42	1.47	1.52	1.52	1.57	1.62	1.67
10				52,322	54,054	54,054	55,787	57,519	59,252
				1.51	1.56	1.56	1.61	1.66	1.71
11				53,708	55,440	55,440	57,173	58,905	60,638
				1.55	1.60	1.60	1.65	1.70	1.75
12					56,826	56,826	58,559	60,291	62,024
					1.64	1.64	1.69	1.74	1.79
13					58,212	58,212	59,945	61,677	63,410
					1.68	1.68	1.73	1.78	1.83
14					59,598	59,598	61,331	63,063	64,796
					1.72	1.72	1.77	1.82	1.87
15						60,984	62,717	64,449	66,182
						1.76	1.81	1.86	1.91
16							64,103	65,835	67,568
							1.85	1.90	1.95
17							65,489	67,221	68,954
							1.89	1.94	1.99
18									70,340
									2.03
19									71,726
									2.07

10/3/2018

Southwest

2018-2019
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: 34,250
Index: 4 x 4
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: 17

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* 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	10	40	Yes		
Other Info:					
PERSONAL	3				
BEREAVEMENT	5				1 from sick lv. for non-family
PROFESSIONAL	2				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES:

SOUTHWEST							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	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		43,840	45,210	46,580	47,950	49,320	50,690
		1.28	1.32	1.36	1.40	1.44	1.48
8			46,580	47,950	49,320	50,690	52,060
			1.36	1.40	1.44	1.48	1.52
9			47,950	49,320	50,690	52,060	53,430
			1.40	1.44	1.48	1.52	1.56
10				50,690	52,060	53,430	54,800
				1.48	1.52	1.56	1.60
11				52,060	53,430	54,800	56,170
				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					57,540	58,910	60,280
					1.68	1.72	1.76
15						60,280	61,650
						1.76	1.80
16							63,020
							1.84
17							64,390
							1.88

10/3/2018

Springfield-Platteview

2018-2019
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: 34,825 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: 18-19, 19-20

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	Madison Nat'l	4.40				
LTD	Madison Nat'l	.004 (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: 0.4

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	34,825	35,870	36,915	37,959	39,004	39,004	40,049	41,094	42,138	43,183
	1.00	1.03	1.06	1.09	1.12	1.12	1.15	1.18	1.21	1.24
2	36,566	37,611	38,656	39,701	40,745	40,745	41,790	42,835	43,880	44,924
	1.05	1.08	1.11	1.14	1.17	1.17	1.20	1.23	1.26	1.29
3	38,308	39,352	40,397	41,442	42,487	42,487	43,531	44,576	45,621	46,666
	1.10	1.13	1.16	1.19	1.22	1.22	1.25	1.28	1.31	1.34
4	40,049	41,094	42,138	43,183	44,228	44,228	45,273	46,317	47,362	48,407
	1.15	1.18	1.21	1.24	1.27	1.27	1.30	1.33	1.36	1.39
5	41,790	42,835	43,880	44,924	45,969	45,969	47,014	48,059	49,103	50,148
	1.20	1.23	1.26	1.29	1.32	1.32	1.35	1.38	1.41	1.44
6		44,576	45,621	46,666	47,710	47,710	48,755	49,800	50,845	51,889
		1.28	1.31	1.34	1.37	1.37	1.40	1.43	1.46	1.49
7		46,317	47,362	48,407	49,452	49,452	50,496	51,541	52,586	53,631
		1.33	1.36	1.39	1.42	1.42	1.45	1.48	1.51	1.54
8			49,103	50,148	51,193	51,193	52,238	53,282	54,327	55,372
			1.41	1.44	1.47	1.47	1.50	1.53	1.56	1.59
9			50,845	51,889	52,934	52,934	53,979	55,024	56,068	57,113
			1.46	1.49	1.52	1.52	1.55	1.58	1.61	1.64
10				53,631	54,675	54,675	55,720	56,765	57,810	58,854
				1.54	1.57	1.57	1.60	1.63	1.66	1.69
11					56,417	56,417	57,461	58,506	59,551	60,596
					1.62	1.62	1.65	1.68	1.71	1.74
12					58,158	58,158	59,203	60,247	61,292	62,337
					1.67	1.67	1.70	1.73	1.76	1.79
13					59,899	59,899	60,944	61,989	63,033	64,078
					1.72	1.72	1.75	1.78	1.81	1.84
14							62,685	63,730	64,775	65,819
							1.80	1.83	1.86	1.89
15								65,471	66,516	67,561
								1.88	1.91	1.94
20										68,605
										1.97
25										69,650
										2.00
30										70,695
										2.03
35										71,740
										2.06
40										72,784
										2.09
45										73,829
										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)

10/3/2018

St. Edward

2018-2019
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: 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* 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		.0062 (+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:
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	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

10/3/2018

St. Paul

2018-2019
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: 34,900 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* 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	5	56.31	56.31	56.31	56.31
PPO:	Vision					
LIFE						
LTD	Principal	.0042				
NON-PARTICIPANT						

Couple - Benefits 61.97 or 102.53

Sp. or Dep. Dental

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	15 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	34,900	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

10/3/2018

Stanton

2018-2019
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: 35,600
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					
LTD							

Deductible Reimbursement: Y 300/600

NON-PARTICIPANT $334.91 (1/2 600D ind prem)

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

10/3/2018

Stapleton

2018-2019
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: 34,000
Index: 4 x 5
Starting Salary:
Entry Level Step: 0
Career Increments: N
Experience Allowed: 5

Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	.500D/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						

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	45	yes		
Other Info: PTO					
PERSONAL					
BEREAVEMENT	2				w/appr.; + 3 from sick lv.
PROFESSIONAL	2			yes	$200/yr. expenses
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

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

10/3/2018

Sterling

2018-2019
3.1

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: 35,500
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	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	TSA
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		300/600
LTD	Principal		.003 (thru sal)				
NON-PARTICIPANT	$166.67 TSA						

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	yes		
Other Info:	unused reimb. over 50 @ 1/2 sub pay				
PERSONAL	2			yes	
BEREAVEMENT	1-5				1-anyone, 5 immed. family
PROFESSIONAL	unl.				
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY: Y

OTHER LEAVES:

STERLING							
					BA+36		
	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
Step							
0	35,500	36,920	38,340	39,760	41,180	42,600	44,020
	1.00	1.04	1.08	1.12	1.16	1.20	1.24
1	36,920	38,340	39,760	41,180	42,600	44,020	45,440
	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	38,340	39,760	41,180	42,600	44,020	45,440	46,860
	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	39,760	41,180	42,600	44,020	45,440	46,860	48,280
	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	41,180	42,600	44,020	45,440	46,860	48,280	49,700
	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	42,600	44,020	45,440	46,860	48,280	49,700	51,120
	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	44,020	45,440	46,860	48,280	49,700	51,120	52,540
	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	45,440	46,860	48,280	49,700	51,120	52,540	53,960
	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	46,860	48,280	49,700	51,120	52,540	53,960	55,380
	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		49,700	51,120	52,540	53,960	55,380	56,800
		1.40	1.44	1.48	1.52	1.56	1.60
10			52,540	53,960	55,380	56,800	58,220
			1.48	1.52	1.56	1.60	1.64
11				55,380	56,800	58,220	59,640
				1.56	1.60	1.64	1.68
12					58,220	59,640	61,060
					1.64	1.68	1.72

10/3/2018

Stuart

2018-2019
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*	*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	1	26.61	49.23	55.86	75.04
PPO:						
LIFE						
LTD						
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:

Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.4

Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	45	yes		
Other Info:					
PERSONAL	5			yes	
BEREAVEMENT	4				
PROFESSIONAL	4			yes	$200 reimb. For 1st 2 days
ADOPTION	60				FMLA
ASSOCIATION					

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

OTHER DISTRICT POLICIES

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

STUART							
					BA+36	BA+45	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	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
13					58,565	60,010	61,455
					1.7225	1.765	1.8075

10/3/2018

Sumner-Eddyville-Miller

2018-2019
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: 35,075
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*	*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	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	
PPO:			COMMENTS:				
LIFE					Deductible Reimbursement: Y		650
LTD	Madison Nat'l	(thru sal)					
NON-PARTICIPANT							

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								
						BA+45		
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	35,075	36,478	37,881	39,284	40,687	42,090	43,493	44,896
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,478	37,881	39,284	40,687	42,090	43,493	44,896	46,299
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	37,881	39,284	40,687	42,090	43,493	44,896	46,299	47,702
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,284	40,687	42,090	43,493	44,896	46,299	47,702	49,105
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,687	42,090	43,493	44,896	46,299	47,702	49,105	50,508
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	42,090	43,493	44,896	46,299	47,702	49,105	50,508	51,911
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7		44,896	46,299	47,702	49,105	50,508	51,911	53,314
		1.28	1.32	1.36	1.40	1.44	1.48	1.52
8			47,702	49,105	50,508	51,911	53,314	54,717
			1.36	1.40	1.44	1.48	1.52	1.56
9			49,105	50,508	51,911	53,314	54,717	56,120
			1.40	1.44	1.48	1.52	1.56	1.60
10				51,911	53,314	54,717	56,120	57,523
				1.48	1.52	1.56	1.60	1.64
11					54,717	56,120	57,523	58,926
					1.56	1.60	1.64	1.68
12						57,523	58,926	60,329
						1.64	1.68	1.72

10/3/2018

Superior

2018-2019
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: 34,900 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* 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

Couple - Benefits 31.51

Spouse Dental

PPO: COMMENTS:
LIFE Deductible Reimbursement:
LTD Principal .0070 (+Bthru sal)
NON-PARTICIPANT

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

PART-TIME BENEFITS
Minimum FTE: 0.5
Contribution: FTE

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	45	Yes		
Other Info:	after 10 yrs - 25% sub pay/day				
PERSONAL	2				EOY-pd for xtra or banked for n
BEREAVEMENT	5/3				
PROFESSIONAL					Admin. discretion
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

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

SUPERIOR						
					MA	
	BA	BA+9	BA+18	BA+27	BA+36	MA+9
Step						
1	34,900	36,645	38,390	40,135	41,880	43,625
	1.00	1.05	1.10	1.15	1.20	1.25
2	36,296	38,041	39,786	41,531	43,276	45,021
	1.04	1.09	1.14	1.19	1.24	1.29
3	37,692	39,437	41,182	42,927	44,672	46,417
	1.08	1.13	1.18	1.23	1.28	1.33

10/3/2018

Sutherland

2018-2019
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: 32,250
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*	*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	4	51.46	95.20	108.08	145.15

PPO:
LIFE
LTD
NON-PARTICIPANT 1/2 elig. plan if spouse has other ins

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	32,250	33,540	34,830	36,120	37,410	38,700	39,990	41,280
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	33,863	35,798	37,410	39,345	40,958	42,248	43,860	45,473
	1.05	1.11	1.16	1.22	1.27	1.31	1.36	1.41
3	35,475	38,055	39,990	42,570	44,505	45,795	47,730	49,665
	1.10	1.18	1.24	1.32	1.38	1.42	1.48	1.54
4	37,088	40,313	42,570	45,795	48,053	49,343	51,600	53,858
	1.15	1.25	1.32	1.42	1.49	1.53	1.60	1.67
5	38,700	42,570	45,150	49,020	51,600	52,890	55,470	58,050
	1.20	1.32	1.40	1.52	1.60	1.64	1.72	1.80
6	40,313	44,828	47,730	52,245	55,148	56,438	59,340	62,243
	1.25	1.39	1.48	1.62	1.71	1.75	1.84	1.93

10/3/2018

Sutton

2018-2019
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: 35,900
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:
COMMENTS:
LIFE
Deductible Reimbursement:
LTD Principal .0040 (thru sal)
NON-PARTICIPANT

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	35,900	37,695	39,490	41,285	43,080	44,875	46,670	48,465
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	37,336	39,131	40,926	42,721	44,516	46,311	48,106	49,901
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	38,772	40,567	42,362	44,157	45,952	47,747	49,542	51,337
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	40,208	42,003	43,798	45,593	47,388	49,183	50,978	52,773
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	41,644	43,439	45,234	47,029	48,824	50,619	52,414	54,209
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	43,080	44,875	46,670	48,465	50,260	52,055	53,850	55,645
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		46,311	48,106	49,901	51,696	53,491	55,286	57,081
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		47,747	49,542	51,337	53,132	54,927	56,722	58,517
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			50,978	52,773	54,568	56,363	58,158	59,953
			1.42	1.47	1.52	1.57	1.62	1.67
10			52,414	54,209	56,004	57,799	59,594	61,389
			1.46	1.51	1.56	1.61	1.66	1.71
11				55,645	57,440	59,235	61,030	62,825
				1.55	1.60	1.65	1.70	1.75
12					58,876	60,671	62,466	64,261
					1.64	1.69	1.74	1.79
13						62,107	63,902	65,697
						1.73	1.78	1.83
14							65,338	67,133
							1.82	1.87
15								68,569
								1.91

10/3/2018

Syracuse-Dunbar-Avoca

2018-2019
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: 36,250 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
HEALTH	BC/BS	900D/2000D	512.92	512.92	512.92	512.92
DENTAL	BC/BS	5	56.31	56.31	56.31	56.31

PPO: + remainder of flat salary stipend $COMMENTS:
LIFE Principal 4.95
LTD Principal .0043 (thru sal)
NON-PARTICIPANT $583.33 CIL Stipend

Couple - Benefits 583.33

Ind 2000 + Stipend

Deductible Reimbursement:

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	36,250	38,063	39,875	41,688	43,500	45,313	47,125	48,938	50,750	54,375
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.50
2	38,063	39,875	41,688	43,500	45,313	47,125	48,938	50,750	52,563	56,188
	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.55
3	39,875	41,688	43,500	45,313	47,125	48,938	50,750	52,563	54,375	58,000
	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.60
4	41,688	43,500	45,313	47,125	48,938	50,750	52,563	54,375	56,188	59,813
	1.15	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.65
5	43,500	45,313	47,125	48,938	50,750	52,563	54,375	56,188	58,000	61,625
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.70
6	45,313	47,125	48,938	50,750	52,563	54,375	56,188	58,000	59,813	63,438
	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.75
7	47,125	48,938	50,750	52,563	54,375	56,188	58,000	59,813	61,625	65,250
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.80
8	48,938	50,750	52,563	54,375	56,188	58,000	59,813	61,625	63,438	67,063
	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.85
9		52,563	54,375	56,188	58,000	59,813	61,625	63,438	65,250	68,875
		1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.90
10			56,188	58,000	59,813	61,625	63,438	65,250	67,063	70,688
			1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.95
11				59,813	61,625	63,438	65,250	67,063	68,875	72,500
				1.65	1.70	1.75	1.80	1.85	1.90	2.00
12					63,438	65,250	67,063	68,875	70,688	74,313
					1.75	1.80	1.85	1.90	1.95	2.05
13						67,063	68,875	70,688	72,500	76,125
						1.85	1.90	1.95	2.00	2.10
14							70,688	72,500	74,313	77,938
							1.95	2.00	2.05	2.15
15								74,313	76,125	79,750
								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

10/3/2018

Tekamah-Herman

2018-2019
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: 34,000 Index: 5 x 5

Starting Salary: 34,000 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:

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 Guardian 3.00

LTD National .0040(+B thru sal)

NON-PARTICIPANT

Couple - Benefits 28.67

Ind. Dental

COMMENTS: .5 fte 87-88&before full ben; after-fte

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	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.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:** Y

OTHER LEAVES:

TEKAMAH-HERMAN

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
1	34,900	35,700	37,400	38,760	40,120	40,800	42,500
	1	1.05	1.1	1.14	1.18	1.2	1.25
2	35,700	37,400	39,120	40,464	41,820	42,500	44,220
	1.05	1.1	1.15	1.19	1.23	1.25	1.3
3	37,400	39,100	40,800	42,168	43,520	44,200	45,900
	1.1	1.15	1.2	1.24	1.28	1.3	1.35
4	39,100	40,800	42,500	43,860	45,220	45,900	47,600
	1.15	1.2	1.25	1.29	1.33	1.35	1.4
5	40,800	42,500	44,200	45,560	46,920	47,600	49,300
	1.2	1.25	1.3	1.34	1.38	1.4	1.45
6	42,500	44,200	45,900	47,260	48,620	49,300	51,000
	1.25	1.3	1.35	1.39	1.43	1.45	1.5
7	42,840	45,540	47,240	48,620	49,980	50,660	52,360
	1.26	1.34	1.39	1.43	1.47	1.49	1.54
8		45,936	48,620	49,980	51,340	52,020	53,720
		1.35	1.43	1.47	1.51	1.53	1.58
9		46,240	48,960	51,340	52,700	53,380	55,080
		1.36	1.44	1.51	1.55	1.57	1.62
10		46,580	49,300	51,680	54,060	54,740	56,440
		1.37	1.45	1.52	1.59	1.61	1.66
11		46,920	49,640	52,020	55,420	56,100	57,800
		1.38	1.46	1.53	1.63	1.65	1.7
12		47,260	49,980	52,360	56,780	57,460	59,160
		1.39	1.47	1.54	1.67	1.69	1.74
13			50,320	52,700	57,120	58,480	60,180
			1.48	1.55	1.68	1.72	1.77
14				53,040	57,460	59,160	60,860
				1.56	1.69	1.74	1.79
15					57,800	59,840	61,540
					1.7	1.76	1.81
16					58,140	60,520	62,220
					1.71	1.78	1.83
17					58,480	61,200	62,900
					1.72	1.8	1.85

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+18
18					58,820	61,540	63,240
					1.73	1.81	1.86
19					59,160	61,880	63,580
					1.74	1.82	1.87
20					59,500	62,220	63,920
					1.75	1.83	1.88
21					59,840	62,560	64,260
					1.76	1.84	1.89
22					60,180	62,900	64,600
					1.77	1.85	1.9
23					60,520	63,240	64,940
					1.78	1.86	1.91
24					60,860	63,580	65,280
					1.79	1.87	1.92
25					61,200	63,920	65,620
					1.8	1.88	1.93
26					61,540	64,260	65,960
					1.81	1.89	1.94
27					61,880	64,600	66,300
					1.82	1.9	1.95
28					62,220	64,940	66,640
					1.83	1.91	1.96
29						65,280	66,980
						1.92	1.97
30						65,620	67,320
						1.93	1.98
31						65,960	67,660
						1.94	1.99
32						66,300	68,000
						1.95	2
33						66,640	68,340
						1.96	2.01
34						66,980	68,680
						1.97	2.02
35						67,320	69,020
						1.98	2.03
36						67,660	69,360
						1.99	2.04
37						68,000	69,700
						2	2.05
38						68,340	70,040
						2.01	2.06
39						68,680	70,380
						2.02	2.07
40						69,020	70,720
						2.03	2.08
41						69,360	71,060
						2.04	2.09
42						69,700	71,400
						2.05	2.1
43						70,040	71,740
						2.06	2.11
44						70,380	72,080
						2.07	2.12

On BA+36 at step 17, 1% will be added on even numbered years. On MA and MA+18, 1% each after Step 17

10/3/2018

Thayer Central

2018-2019
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: 34,660

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	.150D/3500D	558.05	1032.44	1171.92	1573.60
DENTAL	BC/BS	4	51.46	51.46	51.46	51.46
PPO:						
LIFE						
LTD	Principal	.0041				
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits

56.62 or 93.69

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	8	50	yes		
Other Info:					
PERSONAL	3			yes	unused reimbursed at sub pay
BEREAVEMENT	5				
PROFESSIONAL	2			yes	accum to 4
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL:

SEVERANCE PAY:

OTHER LEAVES: coaches leave-state tourney

THAYER CENTRAL

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	34,660	36,046	37,433	38,819	40,206	40,206	41,592	42,978	44,365
	1.00	1.04	1.08	1.12	1.16	1.16	1.2	1.24	1.28
2	36,220	37,606	38,993	40,379	41,765	41,765	43,152	44,538	45,925
	1.045	1.085	1.125	1.165	1.205	1.205	1.245	1.285	1.325
3	37,779	39,166	40,552	41,939	43,325	43,325	44,711	46,098	47,484
	1.09	1.13	1.17	1.21	1.25	1.25	1.29	1.33	1.37
4	39,339	40,726	42,112	43,498	44,885	44,885	46,271	47,658	49,044
	1.135	1.175	1.215	1.255	1.295	1.295	1.335	1.375	1.415
5	40,899	42,285	43,672	45,058	46,444	46,444	47,831	49,217	50,604
	1.18	1.22	1.26	1.3	1.34	1.34	1.38	1.42	1.46
6	42,459	43,845	45,231	46,618	48,004	48,004	49,391	50,777	52,163
	1.225	1.265	1.305	1.345	1.385	1.385	1.425	1.465	1.505
7	44,018	45,405	46,791	48,177	49,564	49,564	50,950	52,337	53,723
	1.27	1.31	1.35	1.39	1.43	1.43	1.47	1.51	1.55
8		46,964	48,351	49,737	51,124	51,124	52,510	53,896	55,283
		1.355	1.395	1.435	1.475	1.475	1.515	1.555	1.595
9			49,910	51,297	52,683	52,683	54,070	55,456	56,842
			1.44	1.48	1.52	1.52	1.56	1.6	1.64
10				52,857	54,243	54,243	55,629	57,016	58,402
				1.525	1.565	1.565	1.605	1.645	1.685
11				54,416	55,803	55,803	57,189	58,575	59,962
				1.57	1.61	1.61	1.65	1.69	1.73
12					57,362	57,362	58,749	60,135	61,522
					1.655	1.655	1.695	1.735	1.775
13					58,922	58,922	60,308	61,695	63,081
					1.7	1.7	1.74	1.78	1.82
14					60,482	60,482	61,868	63,255	64,641
					1.745	1.745	1.785	1.825	1.865
15					61,296	61,296	62,683	64,814	66,201
					1.7685	1.7685	1.8085	1.87	1.91
16						62,111	63,497	65,629	67,015
						1.792	1.832	1.8935	1.9335
17						62,925	64,312	66,443	67,830
						1.8155	1.8555	1.917	1.957
18								67,258	68,644
								1.9405	1.9805

10/3/2018

Tri County

2018-2019
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: 35,300 Index: 4 x 4
Starting Salary: 35,300 Entry Level Step: 1
Career Increments: Y Experience Allowed: all

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	577.53	1068.45	1212.82	1628.51
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67
PPO:						
LIFE						
LTD	Fortis		.0058 (thru sal)			
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits 31.51 or 52.18

Sp. or Dep. Dental

Deductible Reimbursement: Y 350/700

Cafeteria Plan

Individ. Depend.

Options: H/A deductible

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 1
Contribution:

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	yes		
Other Info:	$25 up to 10 days				
PERSONAL	2			1-yes,1-no	$55/day for unused
BEREAVEMENT	5 immed fam				2 others
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

TRICOUNTY

Step	BA	BA+9	BA+18	BA+27	BA+36 MA	MA+9	MA+18	MA+27
1	35,300	36,712	38,124	39,536	40,948	42,360	43,772	45,184
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	36,712	38,124	39,536	40,948	42,360	43,772	45,184	46,596
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,124	39,536	40,948	42,360	43,772	45,184	46,596	48,008
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	39,536	40,948	42,360	43,772	45,184	46,596	48,008	49,420
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	40,948	42,360	43,772	45,184	46,596	48,008	49,420	50,832
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	42,360	43,772	45,184	46,596	48,008	49,420	50,832	52,244
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	43,772	45,184	46,596	48,008	49,420	50,832	52,244	53,656
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		46,596	48,008	49,420	50,832	52,244	53,656	55,068
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			49,420	50,832	52,244	53,656	55,068	56,480
			1.40	1.44	1.48	1.52	1.56	1.60
10				52,244	53,656	55,068	56,480	57,892
				1.48	1.52	1.56	1.60	1.64
11					55,068	56,480	57,892	59,304
					1.56	1.60	1.64	1.68
12					56,480	57,892	59,304	60,716
					1.60	1.64	1.68	1.72
13					57,892	59,304	60,716	62,128
					1.64	1.68	1.72	1.76
14						60,716	62,128	63,540
						1.72	1.76	1.80
15							63,540	64,952
							1.80	1.84
16								66,364
								1.88

10/3/2018

Twin River

2018-2019
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: 35,900
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	**Couple - Benefits**
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:			COMMENTS:				
LIFE	Madison Nat'l	5.25			Deductible Reimbursement:		
LTD							
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	45	yes		
Other Info:	$15/day max of 30				
PERSONAL	2			yes	accum to 6
BEREAVEMENT	3				
PROFESSIONAL	2			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes

SEVERANCE PAY: Y

OTHER LEAVES:

TWIN RIVER									
					BA+36	BA+54			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	35,900	37,695	39,490	41,285	43,080	44,875	46,670	48,465	50,260
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	37,336	39,131	40,926	42,721	44,516	46,311	48,106	49,901	51,696
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	38,772	40,567	42,362	44,157	45,952	47,747	49,542	51,337	53,132
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	40,208	42,003	43,798	45,593	47,388	49,183	50,978	52,773	54,568
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	41,644	43,439	45,234	47,029	48,824	50,619	52,414	54,209	56,004
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	43,080	44,875	46,670	48,465	50,260	52,055	53,850	55,645	57,440
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7	44,516	46,311	48,106	49,901	51,696	53,491	55,286	57,081	58,876
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		47,747	49,542	51,337	53,132	54,927	56,722	58,517	60,312
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			50,978	52,773	54,568	56,363	58,158	59,953	61,748
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			52,414	54,209	56,004	57,799	59,594	61,389	63,184
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				55,645	57,440	59,235	61,030	62,825	64,620
				1.55	1.60	1.65	1.70	1.75	1.80
12					58,876	60,671	62,466	64,261	66,056
					1.64	1.69	1.74	1.79	1.84
13					60,312	62,107	63,902	65,697	67,492
					1.68	1.73	1.78	1.83	1.88
14						63,543	65,338	67,133	68,928
						1.77	1.82	1.87	1.92
15						64,979	66,774	68,569	70,364
						1.81	1.86	1.91	1.96
16							68,210	70,005	71,800
							1.90	1.95	2.00

10/3/2018

Umonhon Nation

2018-2019
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: 38,900 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*			
		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						
LTD	Madison Nat'l					
NON-PARTICIPANT						

Couple - Benefits

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125:
Flex Accounts:

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	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	38,900	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

10/3/2018

Valentine

2018-2019
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: 35,000 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
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 Madison Nat'l .0028 (thru sal)
NON-PARTICIPANT

COMMENTS:

Deductible Reimbursement: N

Couple - Benefits
28.67 or 52.18
Ind or Dep Dental

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

PART-TIME BENEFITS
Minimum FTE: 0.8
Contribution: FTE

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	8	50	yes		
Other Info:	$25/day of prof growth in summer				
PERSONAL	5			yes	
BEREAVEMENT	from sick/pers				
PROFESSIONAL	unl.			yes	
ADOPTION					
ASSOCIATION					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES:

VALENTINE								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	35,000	36,575	38,150	39,725	41,300	42,875	44,450	46,025
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315
2	36,575	38,150	39,725	41,300	42,875	44,450	46,025	47,600
	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
3	38,150	39,725	41,300	42,875	44,450	46,025	47,600	49,175
	1.09	1.135	1.18	1.225	1.27	1.315	1.36	1.405
4	39,725	41,300	42,875	44,450	46,025	47,600	49,175	50,750
	1.135	1.18	1.225	1.27	1.315	1.36	1.405	1.45
5	41,300	42,875	44,450	46,025	47,600	49,175	50,750	52,325
	1.18	1.225	1.27	1.315	1.36	1.405	1.45	1.495
6	42,875	44,450	46,025	47,600	49,175	50,750	52,325	53,900
	1.225	1.27	1.315	1.36	1.405	1.45	1.495	1.54
7	44,450	46,025	47,600	49,175	50,750	52,325	53,900	55,475
	1.27	1.315	1.36	1.405	1.45	1.495	1.54	1.585
8		47,600	49,175	50,750	52,325	53,900	55,475	57,050
		1.36	1.405	1.45	1.495	1.54	1.585	1.63
9			50,750	52,325	53,900	55,475	57,050	58,625
			1.45	1.495	1.54	1.585	1.63	1.675
10				53,900	55,475	57,050	58,625	60,200
				1.54	1.585	1.63	1.675	1.72
11					57,050	58,625	60,200	61,775
					1.63	1.675	1.72	1.765
12						60,200	61,775	63,350
						1.72	1.765	1.81
13						61,775	63,350	64,925
						1.765	1.81	1.855
14							64,925	66,500
							1.855	1.9
15								68,075
								1.945

10/3/2018

Wahoo

2018-2019
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: 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* 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: *spouse-$75/mo if both take Ind COMMENTS:
LIFE Madison Life 2.05
LTD
NON-PARTICIPANT $541.59

Couple - Benefits
541.59 or 674.10 ea
Cash or 2 sgl + $75

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	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	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

10/3/2018

Wakefield

2018-2019
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: 35,790
Starting Salary:
Career Increments: N

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

Index: 4 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	433.33
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		12.25				
LTD							
NON-PARTICIPANT	$433.33 Cash						

COMMENTS:

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

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:	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	35,790	37,222	38,653	40,085	41,516	42,948	44,380	45,811
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	37,222	38,653	40,085	41,516	42,948	44,380	45,811	47,243
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,653	40,085	41,516	42,948	44,380	45,811	47,243	48,674
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	40,085	41,516	42,948	44,380	45,811	47,243	48,674	50,106
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	41,516	42,948	44,380	45,811	47,243	48,674	50,106	51,538
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	42,948	44,380	45,811	47,243	48,674	50,106	51,538	52,969
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	44,380	45,811	47,243	48,674	50,106	51,538	52,969	54,401
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8	45,811	47,243	48,674	50,106	51,538	52,969	54,401	55,832
	1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
9		48,674	50,106	51,538	52,969	54,401	55,832	57,264
		1.36	1.40	1.44	1.48	1.52	1.56	1.60
10			51,538	52,969	54,401	55,832	57,264	58,696
			1.44	1.48	1.52	1.56	1.60	1.64
11				54,401	55,832	57,264	58,696	60,127
				1.52	1.56	1.60	1.64	1.68
12				55,832	57,264	58,696	60,127	61,559
				1.56	1.60	1.64	1.68	1.72
13					58,696	60,127	61,559	62,990
					1.64	1.68	1.72	1.76
14						61,559	62,990	64,422
						1.72	1.76	1.80

10/3/2018

Wallace 65R

2018-2019
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: 35,050 Index: 4 x 4
Starting Salary: 37,854 Entry Level Step: 3
Career Increments: Y Experience Allowed: 5
New hires step 3, remain for 3 years
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	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	Ft. Dearborn		.00812			
NON-PARTICIPANT						

COMMENTS:

Deductible Reimbursement: N

Couple - Benefits
31.51 or 52.18
Ind or Dep Dental

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	35,050	36,452	37,854	39,256	40,658	42,060	43,462	44,864	46,266
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	36,452	37,854	39,256	40,658	42,060	43,462	44,864	46,266	47,668
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
3	37,854	39,256	40,658	42,060	43,462	44,864	46,266	47,668	49,070
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
4	39,256	40,658	42,060	43,462	44,864	46,266	47,668	49,070	50,472
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
5	40,658	42,060	43,462	44,864	46,266	47,668	49,070	50,472	51,874
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
6	42,060	43,462	44,864	46,266	47,668	49,070	50,472	51,874	53,276
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
7		44,864	46,266	47,668	49,070	50,472	51,874	53,276	54,678
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.56
8			47,668	49,070	50,472	51,874	53,276	54,678	56,080
			1.36	1.40	1.44	1.48	1.52	1.56	1.60
9				50,472	51,874	53,276	54,678	56,080	57,482
				1.44	1.48	1.52	1.56	1.60	1.64
10				51,874	53,276	54,678	56,080	57,482	58,884
				1.48	1.52	1.56	1.60	1.64	1.68
11					54,678	56,080	57,482	58,884	60,286
					1.56	1.60	1.64	1.68	1.72
12						57,482	58,884	60,286	61,688
						1.64	1.68	1.72	1.76

10/3/2018

Walthill

2018-2019
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: 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**
		H/A-Dent	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

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	39,906	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

10/3/2018

Wauneta-Palisade

2018-2019
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: 34,400
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						

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: 0.25
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 4 , 4 0 0	3 6 , 1 2 0	3 7 , 8 4 0	3 9 , 5 6 0	4 1 , 2 8 0	4 3 , 0 0 0
	1 . 0 0	1 . 0 5	1 . 1 0	1 . 1 5	1 . 2 0	1 . 2 5
2	3 5 , 7 7 6	3 7 , 4 9 6	3 9 , 2 1 6	4 0 , 9 3 6	4 2 , 6 5 6	4 4 , 3 7 6
	1 . 0 4	1 . 0 9	1 . 1 4	1 . 1 9	1 . 2 4	1 . 2 9
3	3 7 , 1 5 2	3 8 , 8 7 2	4 0 , 5 9 2	4 2 , 3 1 2	4 4 , 0 3 2	4 5 , 7 5 2
	1 . 0 8	1 . 1 3	1 . 1 8	1 . 2 3	1 . 2 8	1 . 3 3
4	3 8 , 5 2 8	4 0 , 2 4 8	4 1 , 9 6 8	4 3 , 6 8 8	4 5 , 4 0 8	4 7 , 1 2 8
	1 . 1 2	1 . 1 7	1 . 2 2	1 . 2 7	1 . 3 2	1 . 3 7
5	3 9 , 9 0 4	4 1 , 6 2 4	4 3 , 3 4 4	4 5 , 0 6 4	4 6 , 7 8 4	4 8 , 5 0 4
	1 . 1 6	1 . 2 1	1 . 2 6	1 . 3 1	1 . 3 6	1 . 4 1
6	4 1 , 2 8 0	4 3 , 0 0 0	4 4 , 7 2 0	4 6 , 4 4 0	4 8 , 1 6 0	4 9 , 8 8 0
	1 . 2 0	1 . 2 5	1 . 3 0	1 . 3 5	1 . 4 0	1 . 4 5
7		4 4 , 3 7 6	4 6 , 0 9 6	4 7 , 8 1 6	4 9 , 5 3 6	5 1 , 2 5 6
		1 . 2 9	1 . 3 4	1 . 3 9	1 . 4 4	1 . 4 9
8			4 7 , 4 7 2	4 9 , 1 9 2	5 0 , 9 1 2	5 2 , 6 3 2
			1 . 3 8	1 . 4 3	1 . 4 8	1 . 5 3
9			4 8 , 8 4 8	5 0 , 5 6 8	5 2 , 2 8 8	5 4 , 0 0 8
			1 . 4 2	1 . 4 7	1 . 5 2	1 . 5 7
1 0				5 1 , 9 4 4	5 3 , 6 6 4	5 5 , 3 8 4
				1 . 5 1	1 . 5 6	1 . 6 1
1 1				5 3 , 3 2 0	5 5 , 0 4 0	5 6 , 7 6 0
				1 . 5 5	1 . 6 0	1 . 6 5
1 2					5 6 , 4 1 6	5 8 , 1 3 6
					1 . 6 4	1 . 6 9
1 3						5 9 , 5 1 2
						1 . 7 3

10/3/2018

Wausa

2018-2019
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: 34,800 Index: 4 x 4
Starting Salary: Entry Level Step: 1
Career Increments: N Experience Allowed: all

Vertical Freeze: 86-87, 87-88, 98-99
Rollback: 86-87 Last Step
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	BC/BS	1150D	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

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	40	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 , 8 0 0	3 6 , 1 9 2	3 7 , 5 8 4	3 8 , 9 7 6	4 0 , 3 6 8	4 1 , 7 6 0	4 3 , 1 5 2
	1 . 0 0	1 . 0 4	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4
2	3 6 , 1 9 2	3 7 , 5 8 4	3 8 , 9 7 6	4 0 , 3 6 8	4 1 , 7 6 0	4 3 , 1 5 2	4 4 , 5 4 4
	1 . 0 4	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8
3	3 7 , 5 8 4	3 8 , 9 7 6	4 0 , 3 6 8	4 1 , 7 6 0	4 3 , 1 5 2	4 4 , 5 4 4	4 5 , 9 3 6
	1 . 0 8	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2
4	3 8 , 9 7 6	4 0 , 3 6 8	4 1 , 7 6 0	4 3 , 1 5 2	4 4 , 5 4 4	4 5 , 9 3 6	4 7 , 3 2 8
	1 . 1 2	1 . 1 6	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6
5	4 0 , 3 6 8	4 1 , 7 6 0	4 3 , 1 5 2	4 4 , 5 4 4	4 5 , 9 3 6	4 7 , 3 2 8	4 8 , 7 2 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 , 7 6 0	4 3 , 1 5 2	4 4 , 5 4 4	4 5 , 9 3 6	4 7 , 3 2 8	4 8 , 7 2 0	5 0 , 1 1 2
	1 . 2 0	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4
7	4 3 , 1 5 2	4 4 , 5 4 4	4 5 , 9 3 6	4 7 , 3 2 8	4 8 , 7 2 0	5 0 , 1 1 2	5 1 , 5 0 4
	1 . 2 4	1 . 2 8	1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4	1 . 4 8
8		4 5 , 9 3 6	4 7 , 3 2 8	4 8 , 7 2 0	5 0 , 1 1 2	5 1 , 5 0 4	5 2 , 8 9 6
		1 . 3 2	1 . 3 6	1 . 4 0	1 . 4 4	1 . 4 8	1 . 5 2
9			4 8 , 7 2 0	5 0 , 1 1 2	5 1 , 5 0 4	5 2 , 8 9 6	5 4 , 2 8 8
			1 . 4 0	1 . 4 4	1 . 4 8	1 . 5 2	1 . 5 6
1 0				5 1 , 5 0 4	5 2 , 8 9 6	5 4 , 2 8 8	5 5 , 6 8 0
				1 . 4 8	1 . 5 2	1 . 5 6	1 . 6 0
1 1					5 4 , 2 8 8	5 5 , 6 8 0	5 7 , 0 7 2
					1 . 5 6	1 . 6 0	1 . 6 4
1 2					5 5 , 6 8 0	5 7 , 0 7 2	5 8 , 4 6 4
					1 . 6 0	1 . 6 4	1 . 6 8
1 3					5 7 , 0 7 2	5 8 , 4 6 4	5 9 , 8 5 6
					1 . 6 4	1 . 6 8	1 . 7 2
1 4						5 9 , 8 5 6	6 1 , 2 4 8
						1 . 7 2	1 . 7 6
1 5							6 2 , 6 4 0
							1 . 8 0

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

10/3/2018

Waverly

2018-2019
3.1

WORKING CONDITIONS

Contract Days: 186 FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	8	8	8
Length of Student Day:	6.5	6.5	6.5
Planning Time:	96	84	30
Class Periods/Day:	7	8	
Normal Teaching Load:	5	6	

SALARY SCHEDULE

Base: 35,675 Index: 5 x 4
Starting Salary: 35,675 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: 18-19, 19-20

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:			COMMENTS:			
LIFE	Madison Nat'l	2.40				
LTD	Madison Nat'l	.003				
NON-PARTICIPANT						

Couple - Benefits 31.51 or 52.18

Sp. or Dep. Dental

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	9	60	yes		
Other Info:	Sev.-upon term. after 10 yrs $20/unused days				
PERSONAL	3			yes	sub pay/day unused in summer
BEREAVEMENT	3+2 from sick lv.				
PROFESSIONAL	admin. disc.			yes	
ADOPTION	) + 10 from sick l				
ASSOCIATION	2				

OTHER DISTRICT POLICIES

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

SABBATICAL: Yes **SEVERANCE PAY:** Y

OTHER LEAVES:

WAVERLY									
					BA+36				
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36
1	35,675	37,102	38,529	39,956	41,383	42,810	44,237	45,664	47,091
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
2	37,459	38,886	40,313	41,740	43,167	44,594	46,021	47,448	48,875
	1.05	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	39,243	40,670	42,097	43,524	44,951	46,378	47,805	49,232	50,659
	1.10	1.14	1.18	1.22	1.26	1.30	1.34	1.38	1.42
4	41,026	42,453	43,880	45,307	46,734	48,161	49,588	51,015	52,442
	1.15	1.19	1.23	1.27	1.31	1.35	1.39	1.43	1.47
5		44,237	45,664	47,091	48,518	49,945	51,372	52,799	54,226
		1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
6		46,021	47,448	48,875	50,302	51,729	53,156	54,583	56,010
		1.29	1.33	1.37	1.41	1.45	1.49	1.53	1.57
7			49,232	50,659	52,086	53,513	54,940	56,367	57,794
			1.38	1.42	1.46	1.50	1.54	1.58	1.62
8				52,442	53,869	55,296	56,723	58,150	59,577
				1.47	1.51	1.55	1.59	1.63	1.67
9					55,653	57,080	58,507	59,934	61,361
					1.56	1.60	1.64	1.68	1.72
10					57,437	58,864	60,291	61,718	63,145
					1.61	1.65	1.69	1.73	1.77
11					59,221	60,648	62,075	63,502	64,929
					1.66	1.70	1.74	1.78	1.82
12								65,285	66,712
								1.83	1.87
13									68,496
									1.92

10/3/2018

Wayne

2018-2019
1.1

WORKING CONDITIONS

Contract Days: 185

FTE Teachers:

	HS	JH/MS	ELEM
Length of Teacher Day:	7.5	7.5	7.5
Length of Student Day:	7	7	7
Planning Time:	48	48	48
Class Periods/Day:	8	9	
Normal Teaching Load:	7	8	

SALARY SCHEDULE

Base: 35,700

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	200
HEALTH	Aetna	.000D/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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

WAYNE										
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36
1	35,700	37,485	39,270	41,055	42,840	44,625	46,410	48,195	49,980	51,765
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40	1.45
2	37,128	38,913	40,698	42,483	44,268	46,053	47,838	49,623	51,408	53,193
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44	1.49
3	38,556	40,341	42,126	43,911	45,696	47,481	49,266	51,051	52,836	54,621
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48	1.53
4	39,984	41,769	43,554	45,339	47,124	48,909	50,694	52,479	54,264	56,049
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52	1.57
5	41,412	43,197	44,982	46,767	48,552	50,337	52,122	53,907	55,692	57,477
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56	1.61
6	42,840	44,625	46,410	48,195	49,980	51,765	53,550	55,335	57,120	58,905
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65
7	44,268	46,053	47,838	49,623	51,408	53,193	54,978	56,763	58,548	60,333
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69
8	45,696	47,481	49,266	51,051	52,836	54,621	56,406	58,191	59,976	61,761
	1.28	1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68	1.73
9		48,909	50,694	52,479	54,264	56,049	57,834	59,619	61,404	63,189
		1.37	1.42	1.47	1.52	1.57	1.62	1.67	1.72	1.77
10			52,122	53,907	55,692	57,477	59,262	61,047	62,832	64,617
			1.46	1.51	1.56	1.61	1.66	1.71	1.76	1.81
11				55,335	57,120	58,905	60,690	62,475	64,260	66,045
				1.55	1.60	1.65	1.70	1.75	1.80	1.85
12					58,548	60,333	62,118	63,903	65,688	67,473
					1.64	1.69	1.74	1.79	1.84	1.89
13					59,976	61,761	63,546	65,331	67,116	68,901
					1.68	1.73	1.78	1.83	1.88	1.93
14							64,974	66,759	68,544	70,329
							1.82	1.87	1.92	1.97
15								68,187	69,972	71,757
								1.91	1.96	2.01
16									71,400	73,185
									2.00	2.05
17										74,613
										2.09

10/3/2018

Weeping Water

2018-2019
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: 35,750 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						

COMMENTS:

Deductible Reimbursement:

Couple - Benefits
491.56

16.5% base pay

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								
					BA+36			
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	35,750	37,180	38,610	40,040	41,470	42,900	44,330	45,760
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28
2	37,180	38,610	40,040	41,470	42,900	44,330	45,760	47,190
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32
3	38,610	40,040	41,470	42,900	44,330	45,760	47,190	48,620
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36
4	40,040	41,470	42,900	44,330	45,760	47,190	48,620	50,050
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40
5	41,470	42,900	44,330	45,760	47,190	48,620	50,050	51,480
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44
6	42,900	44,330	45,760	47,190	48,620	50,050	51,480	52,910
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48
7	44,330	45,760	47,190	48,620	50,050	51,480	52,910	54,340
	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.52
8		47,190	48,620	50,050	51,480	52,910	54,340	55,770
		1.32	1.36	1.40	1.44	1.48	1.52	1.56
9			50,050	51,480	52,910	54,340	55,770	57,200
			1.40	1.44	1.48	1.52	1.56	1.60
10				52,910	54,340	55,770	57,200	58,630
				1.48	1.52	1.56	1.60	1.64
11				54,340	55,770	57,200	58,630	60,060
				1.52	1.56	1.60	1.64	1.68
12					57,200	58,630	60,060	61,490
					1.60	1.64	1.68	1.72
13					58,630	60,060	61,490	62,920
					1.64	1.68	1.72	1.76
14						61,490	62,920	64,350
						1.72	1.76	1.80
15								65,780
								1.84

10/3/2018

West Holt

2018-2019
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: 34,750
Index: 4.25 x 4.25
Starting Salary:
Entry Level Step: 1
Career Increments: N
Experience Allowed: all

Vertical Freeze:
Rollback:
Multi-year Contract:

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	
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Single Dental
PPO:							
LIFE							
LTD	Principal		.0047				
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	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								
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,750	36,227	37,704	39,181	40,658	42,134	43,611	45,088
	1.00	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975
2	36,227	37,704	39,181	40,658	42,134	43,611	45,088	46,565
	1.0425	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34
3	37,704	39,181	40,658	42,134	43,611	45,088	46,565	48,042
	1.085	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825
4	39,181	40,658	42,134	43,611	45,088	46,565	48,042	49,519
	1.1275	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425
5	40,658	42,134	43,611	45,088	46,565	48,042	49,519	50,996
	1.17	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675
6	42,134	43,611	45,088	46,565	48,042	49,519	50,996	52,473
	1.2125	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51
7	43,611	45,088	46,565	48,042	49,519	50,996	52,473	53,949
	1.255	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525
8	45,088	46,565	48,042	49,519	50,996	52,473	53,949	55,426
	1.2975	1.34	1.3825	1.425	1.4675	1.51	1.5525	1.595
9		48,042	49,519	50,996	52,473	53,949	55,426	56,903
		1.3825	1.425	1.4675	1.51	1.5525	1.595	1.6375
10			50,996	52,473	53,949	55,426	56,903	58,380
			1.4675	1.51	1.5525	1.595	1.6375	1.68
11			52,473	53,949	55,426	56,903	58,380	59,857
			1.51	1.5525	1.595	1.6375	1.68	1.7225
12				55,426	56,903	58,380	59,857	61,334
				1.595	1.6375	1.68	1.7225	1.765
13					58,380	59,857	61,334	62,811
					1.68	1.7225	1.765	1.8075
14						61,334	62,811	64,288
						1.765	1.8075	1.85
15							64,288	65,764
							1.85	1.8925
16								67,241
								1.935

10/3/2018

West Point

2018-2019
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:	6.75	6.75	6.5
Planning Time:	49	49	40
Class Periods/Day:	8	8	
Normal Teaching Load:	7	7	

SALARY SCHEDULE

Base: 35,200 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
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	Madison Ntl.		2.85			
LTD	Madison Ntl.		.0053 (+Bthru sal)			
NON-PARTICIPANT						

COMMENTS:

Couple - Benefits
Two Ind Policies*

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	35,200	36,960	38,720	40,480	42,240	44,000	45,760	47,520	49,280
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35	1.40
2	36,608	38,368	40,128	41,888	43,648	45,408	47,168	48,928	50,688
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39	1.44
3	38,016	39,776	41,536	43,296	45,056	46,816	48,576	50,336	52,096
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43	1.48
4	39,424	41,184	42,944	44,704	46,464	48,224	49,984	51,744	53,504
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47	1.52
5	40,832	42,592	44,352	46,112	47,872	49,632	51,392	53,152	54,912
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51	1.56
6	42,240	44,000	45,760	47,520	49,280	51,040	52,800	54,560	56,320
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55	1.60
7		45,408	47,168	48,928	50,688	52,448	54,208	55,968	57,728
		1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64
8		46,816	48,576	50,336	52,096	53,856	55,616	57,376	59,136
		1.33	1.38	1.43	1.48	1.53	1.58	1.63	1.68
9			49,984	51,744	53,504	55,264	57,024	58,784	60,544
			1.42	1.47	1.52	1.57	1.62	1.67	1.72
10			51,392	53,152	54,912	56,672	58,432	60,192	61,952
			1.46	1.51	1.56	1.61	1.66	1.71	1.76
11				54,560	56,320	58,080	59,840	61,600	63,360
				1.55	1.60	1.65	1.70	1.75	1.80
12				55,968	57,728	59,488	61,248	63,008	64,768
				1.59	1.64	1.69	1.74	1.79	1.84
13					59,136	60,896	62,656	64,416	66,176
					1.68	1.73	1.78	1.83	1.88
14					60,544	62,304	64,064	65,824	67,584
					1.72	1.77	1.82	1.87	1.92
15					61,952	63,712	65,472	67,232	68,992
					1.76	1.81	1.86	1.91	1.96

10/3/2018

Westside

2018-2019
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: 37,300 Index: 0 x 0
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: all
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	
HEALTH	United	1100D					
DENTAL	United	2					Sp or Dep Dental

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:

WESTSIDE COMMUNITY SCHOOLS
APPENDIX B
2018-19 and 2019-2020 Salary Schedule

17-18 Years of Certified Service with WCS* (for 18-19 salary schedule) 18-19 Years of Certified Service with WCS * (for 19-20 salary schedule)	Percentage / Standard Increase	MA/ BA +30	MA +30	Ed.D / Ph.D
New Hire	Starting Salary w/ BA 18-19: $37,300 19-20: $37,900	18-19: $40,300 19-20: $40,900		
Less than 3.50	Standard Increase: $1,000	Horizontal movement of $3,000 (added to the base salary) once degree is conferred		
3.50-13.49	2018-2019: 3.8% of base salary if base is at or below $55,000 Standard Increase of $1,650 if base salary is above $55,000 2019-2020: 3.85% of base salary if base is at or below $56,000 Standard Increase of $1,650 if base is above $56,000	Horizontal movement of $3,000 (added to the base salary) once degree is conferred		
13.50-23.49 (those with bachelor's will receive lesser of % or standard)	2018-2019: 3.6% of base salary if base is at or below $65,000 Standard Increase of $1,750 if base salary is above $65,000 2019-2020: 3.65% of base salary if base is at or below $67,000 Standard Increase of $1,750 if base is above $67,000	Horizontal movement of $3,000 (added to the base salary) once degree is conferred		
23.50+ (those with bachelor's will receive lesser of % or standard)	2018-2019: 3.5% of base salary if base is at or below $72,000 Standard Increase of $1,950 if base salary is above $72,000 2019-2020: 3.55% of base salary if base is at or below $75,000 Standard Increase of $1,950 if base is above $75,000	Horizontal movement of $3,000 (added to the base salary) once degree is conferred		

*Years of service are seniority number (minus years for degree). Teachers who have been with the District for less than three consecutive school years do not appear on the seniority list and will be placed in the 1-3 category.

10/3/2018

Wheeler Central

2018-2019
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: 34,050 Index: 4.5 x 4.5
Starting Salary: Entry Level Step: 1
Career Increments: Y Experience Allowed: 7

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	53.01	60.18	80.85	
PPO:			COMMENTS:				
LIFE	Horace Mann	2.25					
LTD							
NON-PARTICIPANT							

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	34,050	35,582	37,115	38,647	40,179	41,711	43,244
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	35,582	37,115	38,647	40,179	41,711	43,244	44,776
	1.045	1.09	1.135	1.18	1.225	1.27	1.315
3	37,115	38,647	40,179	41,711	43,244	44,776	46,308
	1.09	1.135	1.18	1.225	1.27	1.315	1.36
4	38,647	40,179	41,711	43,244	44,776	46,308	47,840
	1.135	1.18	1.225	1.27	1.315	1.36	1.405
5	40,179	41,711	43,244	44,776	46,308	47,840	49,373
	1.18	1.225	1.27	1.315	1.36	1.405	1.45
6		43,244	44,776	46,308	47,840	49,373	50,905
		1.27	1.315	1.36	1.405	1.45	1.495
7		44,776	46,308	47,840	49,373	50,905	52,437
		1.315	1.36	1.405	1.45	1.495	1.54
8			47,840	49,373	50,905	52,437	53,969
			1.405	1.45	1.495	1.54	1.585
9			49,373	50,905	52,437	53,969	55,502
			1.45	1.495	1.54	1.585	1.63
10				52,437	53,969	55,502	57,034
				1.54	1.585	1.63	1.675
11				53,969	55,502	57,034	58,566
				1.585	1.63	1.675	1.72
12					57,034	58,566	60,098
					1.675	1.72	1.765
13					58,566	60,098	61,631
					1.72	1.765	1.81
14						61,631	63,163
						1.81	1.855
15							64,695
							1.9

10/3/2018

Wilber-Clatonia

2018-2019
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: 35,500 Index: 4 x 4.5
Starting Salary: 38,340 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
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: married - fam dent & $62.50/mo inCOMMENTS:
LIFE
LTD Nat'l Insurance .00336(+Bthru sal)
NON-PARTICIPANT

Couple - Benefits 94.01 or 114.68
Dep. Dental + caf

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	35,500	37,098	38,695	40,293	41,890	43,488	45,085	46,683	48,280
	1.00	1.045	1.09	1.135	1.18	1.225	1.27	1.315	1.36
2	36,920	38,518	40,115	41,713	43,310	44,908	46,505	48,103	49,700
	1.04	1.085	1.13	1.175	1.22	1.265	1.31	1.355	1.4
3	38,340	39,938	41,535	43,133	44,730	46,328	47,925	49,523	51,120
	1.08	1.125	1.17	1.215	1.26	1.305	1.35	1.395	1.44
4	39,760	41,358	42,955	44,553	46,150	47,748	49,345	50,943	52,540
	1.12	1.165	1.21	1.255	1.3	1.345	1.39	1.435	1.48
5	41,180	42,778	44,375	45,973	47,570	49,168	50,765	52,363	53,960
	1.16	1.205	1.25	1.295	1.34	1.385	1.43	1.475	1.52
6	42,600	44,198	45,795	47,393	48,990	50,588	52,185	53,783	55,380
	1.2	1.245	1.29	1.335	1.38	1.425	1.47	1.515	1.56
7		45,618	47,215	48,813	50,410	52,008	53,605	55,203	56,800
		1.285	1.33	1.375	1.42	1.465	1.51	1.555	1.6
8			48,635	50,233	51,830	53,428	55,025	56,623	58,220
			1.37	1.415	1.46	1.505	1.55	1.595	1.64
9			50,055	51,653	53,250	54,848	56,445	58,043	59,640
			1.41	1.455	1.5	1.545	1.59	1.635	1.68
10				53,073	54,670	56,268	57,865	59,463	61,060
				1.495	1.54	1.585	1.63	1.675	1.72
11					56,090	57,688	59,285	60,883	62,480
					1.58	1.625	1.67	1.715	1.76
12					57,510	59,108	60,705	62,303	63,900
					1.62	1.665	1.71	1.755	1.8
13					58,930	60,528	62,125	63,723	65,320
					1.66	1.705	1.75	1.795	1.84
14							63,545	65,143	66,740
							1.79	1.835	1.88
15									68,160
									1.92

10/3/2018

Wilcox-Hildreth

2018-2019
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: 34,900 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* 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:			COMMENTS:			
LIFE						
LTD	Principal	8.00				
NON-PARTICIPANT						

Couple - Benefits

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.4
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	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	34,900	36,296	37,692	39,088	40,484	40,484	41,880	43,276
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24
2	36,296	37,692	39,088	40,484	41,880	41,880	43,276	44,672
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28
3	37,692	39,088	40,484	41,880	43,276	43,276	44,672	46,068
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32
4	39,088	40,484	41,880	43,276	44,672	44,672	46,068	47,464
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36
5	40,484	41,880	43,276	44,672	46,068	46,068	47,464	48,860
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40
6	41,880	43,276	44,672	46,068	47,464	47,464	48,860	50,256
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44
7		44,672	46,068	47,464	48,860	48,860	50,256	51,652
		1.28	1.32	1.36	1.40	1.40	1.44	1.48
8			47,464	48,860	50,256	50,256	51,652	53,048
			1.36	1.40	1.44	1.44	1.48	1.52
9				50,256	51,652	51,652	53,048	54,444
				1.44	1.48	1.48	1.52	1.56
10				51,652	53,048	53,048	54,444	55,840
				1.48	1.52	1.52	1.56	1.60
11					54,444	54,444	55,840	57,236
					1.56	1.56	1.60	1.64
12					55,840	55,840	57,236	58,632
					1.60	1.60	1.64	1.68
13					57,236	57,236	58,632	60,028
					1.64	1.64	1.68	1.72
14						58,632	60,028	61,424
						1.68	1.72	1.76
15							61,424	62,820
							1.76	1.80
16								64,216
								1.84

10/3/2018

Winnebago

2018-2019
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: 40,103 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: 18-19, 19-20, 20-21

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No **SEVERANCE PAY:**

OTHER LEAVES: Emergency Lv.

WINNEBAGO							
					BA+36		
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
1	40,103	41,908	43,712	45,517	47,322	49,126	50,931
	1.00	1.045	1.09	1.135	1.18	1.225	1.27
2	41,707	43,512	45,316	47,121	48,926	50,730	52,535
	1.04	1.085	1.13	1.175	1.22	1.265	1.31
3	43,311	45,116	46,921	48,725	50,530	52,334	54,139
	1.08	1.125	1.17	1.215	1.26	1.305	1.35
4	44,915	46,720	48,525	50,329	52,134	53,939	55,743
	1.12	1.165	1.21	1.255	1.3	1.345	1.39
5	46,519	48,324	50,129	51,933	53,738	55,543	57,347
	1.16	1.205	1.25	1.295	1.34	1.385	1.43
6	48,124	49,928	51,733	53,538	55,342	57,147	58,951
	1.2	1.245	1.29	1.335	1.38	1.425	1.47
7	49,728	51,532	53,337	55,142	56,946	58,751	60,556
	1.24	1.285	1.33	1.375	1.42	1.465	1.51
8		53,136	54,941	56,746	58,550	60,355	62,160
		1.325	1.37	1.415	1.46	1.505	1.55
9			56,545	58,350	60,155	61,959	63,764
			1.41	1.455	1.5	1.545	1.59
10			58,149	59,954	61,759	63,563	65,368
			1.45	1.495	1.54	1.585	1.63
11			59,753	61,558	63,363	65,167	66,972
			1.49	1.535	1.58	1.625	1.67
12					64,967	66,771	68,576
					1.62	1.665	1.71
13					66,571	68,376	70,180
					1.66	1.705	1.75
14						69,980	71,784
						1.745	1.79
15							73,388
							1.83

10/3/2018

Winside

2018-2019
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: 35,400

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	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.				

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES: 20 day emergency sick lv.

WINSIDE									
Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27
1	35,400	36,816	38,232	39,648	41,064	41,064	42,480	43,896	45,312
	1.00	1.04	1.08	1.12	1.16	1.16	1.20	1.24	1.28
2	36,816	38,232	39,648	41,064	42,480	42,480	43,896	45,312	46,728
	1.04	1.08	1.12	1.16	1.20	1.20	1.24	1.28	1.32
3	38,232	39,648	41,064	42,480	43,896	43,896	45,312	46,728	48,144
	1.08	1.12	1.16	1.20	1.24	1.24	1.28	1.32	1.36
4	39,648	41,064	42,480	43,896	45,312	45,312	46,728	48,144	49,560
	1.12	1.16	1.20	1.24	1.28	1.28	1.32	1.36	1.40
5	41,064	42,480	43,896	45,312	46,728	46,728	48,144	49,560	50,976
	1.16	1.20	1.24	1.28	1.32	1.32	1.36	1.40	1.44
6	42,480	43,896	45,312	46,728	48,144	48,144	49,560	50,976	52,392
	1.20	1.24	1.28	1.32	1.36	1.36	1.40	1.44	1.48
7	43,896	45,312	46,728	48,144	49,560	49,560	50,976	52,392	53,808
	1.24	1.28	1.32	1.36	1.40	1.40	1.44	1.48	1.52
8		46,728	48,144	49,560	50,976	50,976	52,392	53,808	55,224
		1.32	1.36	1.40	1.44	1.44	1.48	1.52	1.56
9			49,560	50,976	52,392	52,392	53,808	55,224	56,640
			1.40	1.44	1.48	1.48	1.52	1.56	1.60
10				52,392	53,808	53,808	55,224	56,640	58,056
				1.48	1.52	1.52	1.56	1.60	1.64
11				53,808	55,224	55,224	56,640	58,056	59,472
				1.52	1.56	1.56	1.60	1.64	1.68
12				55,224	56,640	56,640	58,056	59,472	60,888
				1.56	1.60	1.60	1.64	1.68	1.72
13				56,640	58,056	58,056	59,472	60,888	62,304
				1.60	1.64	1.64	1.68	1.72	1.76
14								62,304	63,720
								1.76	1.80
15									65,136
									1.84

10/3/2018

Wisner-Pilger

2018-2019
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: 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	

PPO: if took CIL in 06-07, will rec 636.60 COMMENTS:
LIFE Guardian 4.50
LTD National Ins. .0049
Deductible Reimbursement:
NON-PARTICIPANT $652.66 CIL, 636.60/871.45 if took CIL 06-07

Cafeteria Plan

Individ. Depend.
Options:
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:$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:

WISNER-PILGER

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18
1	34,400	36,120	37,840	39,560	41,280	43,000	44,720	46,440
	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
2	35,776	37,496	39,216	40,936	42,656	44,376	46,096	47,816
	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
3	37,152	38,872	40,592	42,312	44,032	45,752	47,472	49,192
	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
4	38,528	40,248	41,968	43,688	45,408	47,128	48,848	50,568
	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
5	39,904	41,624	43,344	45,064	46,784	48,504	50,224	51,944
	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
6	41,280	43,000	44,720	46,440	48,160	49,880	51,600	53,320
	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
7		44,376	46,096	47,816	49,536	51,256	52,976	54,696
		1.29	1.34	1.39	1.44	1.49	1.54	1.59
8		45,752	47,472	49,192	50,912	52,632	54,352	56,072
		1.33	1.38	1.43	1.48	1.53	1.58	1.63
9			48,848	50,568	52,288	54,008	55,728	57,448
			1.42	1.47	1.52	1.57	1.62	1.67
10			50,224	51,944	53,664	55,384	57,104	58,824
			1.46	1.51	1.56	1.61	1.66	1.71
11			51,600	53,320	55,040	56,760	58,480	60,200
			1.50	1.55	1.60	1.65	1.70	1.75
12				54,696	56,416	58,136	59,856	61,576
				1.59	1.64	1.69	1.74	1.79
13				56,072	57,792	59,512	61,232	62,952
				1.63	1.68	1.73	1.78	1.83
14					59,168	60,888	62,608	64,328
					1.72	1.77	1.82	1.87
15					60,544	62,264	63,984	65,704
					1.76	1.81	1.86	1.91
16						63,640	65,360	67,080
						1.85	1.90	1.95

10/3/2018

Wood River Rural

2018-2019
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: 35,400
Index: 4 x 5
Starting Salary:
Entry Level Step: 0
Career Increments: N
Experience Allowed: all
Vertical Freeze:
Rollback:
Multi-year Contract:

INSURANCE

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

COMMENTS:

Couple - Benefits
31.51 or 52.18
Ind or Dep Dental

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:

WOOD RIVER RURAL							
					BA+36	BA+45	
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18
0	35,400	37,170	38,940	40,710	42,480	44,250	46,020
	1.00	1.05	1.10	1.15	1.20	1.25	1.30
1	36,816	38,586	40,356	42,126	43,896	45,666	47,436
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
2	38,232	40,002	41,772	43,542	45,312	47,082	48,852
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
3	39,648	41,418	43,188	44,958	46,728	48,498	50,268
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
4	41,064	42,834	44,604	46,374	48,144	49,914	51,684
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
5		44,250	46,020	47,790	49,560	51,330	53,100
		1.25	1.30	1.35	1.40	1.45	1.50
6		45,666	47,436	49,206	50,976	52,746	54,516
		1.29	1.34	1.39	1.44	1.49	1.54
7			48,852	50,622	52,392	54,162	55,932
			1.38	1.43	1.48	1.53	1.58
8			50,268	52,038	53,808	55,578	57,348
			1.42	1.47	1.52	1.57	1.62
9				53,454	55,224	56,994	58,764
				1.51	1.56	1.61	1.66
10				54,870	56,640	58,410	60,180
				1.55	1.60	1.65	1.70
11				56,286	58,056	59,826	61,596
				1.59	1.64	1.69	1.74
12					59,472	61,242	63,012
					1.68	1.73	1.78
13					60,888	62,658	64,428
					1.72	1.77	1.82
14						64,074	65,844
						1.81	1.86

10/3/2018

Wynot

2018-2019
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: 34,850
Index: 4 x 5
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
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:

Couple - Benefits

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	34,850	36,593	38,335	40,078	41,820	43,563
	1.00	1.05	1.10	1.15	1.20	1.25
2	36,244	37,987	39,729	41,472	43,214	44,957
	1.04	1.09	1.14	1.19	1.24	1.29
3	37,638	39,381	41,123	42,866	44,608	46,351
	1.08	1.13	1.18	1.23	1.28	1.33
4	39,032	40,775	42,517	44,260	46,002	47,745
	1.12	1.17	1.22	1.27	1.32	1.37
5	40,426	42,169	43,911	45,654	47,396	49,139
	1.16	1.21	1.26	1.31	1.36	1.41
6	41,820	43,563	45,305	47,048	48,790	50,533
	1.20	1.25	1.30	1.35	1.40	1.45
7	43,214	44,957	46,699	48,442	50,184	51,927
	1.24	1.29	1.34	1.39	1.44	1.49
8	44,608	46,351	48,093	49,836	51,578	53,321
	1.28	1.33	1.38	1.43	1.48	1.53
9		47,745	49,487	51,230	52,972	54,715
		1.37	1.42	1.47	1.52	1.57
10			50,881	52,624	54,366	56,109
			1.46	1.51	1.56	1.61
11				54,018	55,760	57,503
				1.55	1.60	1.65
12					57,154	58,897
					1.64	1.69
13						60,291
						1.73

10/3/2018

York

2018-2019
3.1

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: 34,050 Index: 5 x 4
Starting Salary: 34,050 Entry Level Step: 0
Career Increments: N Experience Allowed: all
Last 3 steps on MA/BA45 col. for BA45 only; 01-02 exp from 10 to unl.
Vertical Freeze: 86-87
Rollback: 86-87 Bottom
Multi-year Contract:

INSURANCE

Type	*Carrier*	*Option* H/A-Dent	*Amount Paid by District* Individ.	EE/Child	EE/Spouse	EE/Sp/Child
HEALTH	Performax	900D	596	965	1075	1559
DENTAL	SelfInsure		26	26	26	26
PPO:	+ Preventative Care $200/yr		COMMENTS:			
LIFE	School Insur.	7.50				
LTD	School Insur.	.0026 (thru sal)				
NON-PARTICIPANT						

Couple - Benefits

Dep Dental

Deductible Reimbursement:

Cafeteria Plan

Individ. Depend.

Options:

IRS 125: Y
Flex Accounts: Y

PART-TIME BENEFITS

Minimum FTE: 0.5
Contribution: fte

LEAVES

Type	*Days/Year*	*Accum.*	*Depend. use*	*Approval Needed*	*Other*
SICK	10	60	Y-4		
Other Info:					
PERSONAL	3			yes	+1 sub pay
BEREAVEMENT	10				with apprv.;for family
PROFESSIONAL	6			yes	
ADOPTION	10				
ASSOCIATION	as needed				

SABBATICAL: Yes **SEVERANCE PAY:**

OTHER LEAVES: Emergency - 10 max., Jury duty

OTHER DISTRICT POLICIES

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

YORK										
Step	BA	BA+9	BA+18	BA+27	BA+36	BA+45	MA	MA+9	MA+18	MA+27
0	34,050	35,412	36,774	38,136	38,817	39,498	39,498	40,860	42,222	43,584
	1.00	1.04	1.08	1.12	1.14	1.16	1.16	1.2	1.24	1.28
1	35,753	37,115	38,477	39,839	40,520	41,201	41,201	42,563	43,925	45,287
	1.05	1.09	1.13	1.17	1.19	1.21	1.21	1.25	1.29	1.33
2	37,455	38,817	40,179	41,541	42,222	42,903	42,903	44,265	45,627	46,989
	1.1	1.14	1.18	1.22	1.24	1.26	1.26	1.3	1.34	1.38
3	39,158	40,520	41,882	43,244	43,925	44,606	44,606	45,968	47,330	48,692
	1.15	1.19	1.23	1.27	1.29	1.31	1.31	1.35	1.39	1.43
4	40,860	42,222	43,584	44,946	45,627	46,308	46,308	47,670	49,032	50,394
	1.2	1.24	1.28	1.32	1.34	1.36	1.36	1.4	1.44	1.48
5	42,563	43,925	45,287	46,649	47,330	48,011	48,011	49,373	50,735	52,097
	1.25	1.29	1.33	1.37	1.39	1.41	1.41	1.45	1.49	1.53
6		45,627	46,989	48,351	49,032	49,713	49,713	51,075	52,437	53,799
		1.34	1.38	1.42	1.44	1.46	1.46	1.5	1.54	1.58
7			48,692	50,054	50,735	51,416	51,416	52,778	54,140	55,502
			1.43	1.47	1.49	1.51	1.51	1.55	1.59	1.63
8				51,756	52,437	53,118	53,118	54,480	55,842	57,204
				1.52	1.54	1.56	1.56	1.6	1.64	1.68
9					54,140	54,821	54,821	56,183	57,545	58,907
					1.59	1.61	1.61	1.65	1.69	1.73
10					55,842	56,523	56,523	57,885	59,247	60,609
					1.64	1.66	1.66	1.7	1.74	1.78
11						58,226	58,226	59,588	60,950	62,312
						1.71	1.71	1.75	1.79	1.83
12						59,928	59,928	61,290	62,652	64,014
						1.76	1.76	1.8	1.84	1.88
13						59,928		62,993	64,355	65,717
						1.76		1.85	1.89	1.93
14						59,928			66,057	67,419
						1.76			1.94	1.98
15						60,779				69,122
						1.785				2.03
16										69,122
										2.03
17										69,973
										2.055
18										69,973
										2.055
19										70,824
										2.08
20										70,824
										2.08
21										71,675
										2.105

10/3/2018

Yutan

2018-2019
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: 35,720
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
DENTAL	BC/BS	2	28.67	28.67	28.67	28.67	Dep Dent + TSA

PPO: >0.75 fte recv full ins
COMMENTS:
LIFE
Deductible Reimbursement:
LTD Madison .0065
NON-PARTICIPANT $125 Single/$300 Family TSA

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					

OTHER DISTRICT POLICIES

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

SABBATICAL: No

SEVERANCE PAY:

OTHER LEAVES:

YUTAN									
					BA+36				
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	PHD
1	35,720	37,149	38,578	40,006	41,435	42,864	44,293	45,722	48,579
	1.00	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.36
2	37,149	38,578	40,006	41,435	42,864	44,293	45,722	47,150	50,008
	1.04	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.40
3	38,578	40,006	41,435	42,864	44,293	45,722	47,150	48,579	51,437
	1.08	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.44
4	40,006	41,435	42,864	44,293	45,722	47,150	48,579	50,008	52,866
	1.12	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.48
5	41,435	42,864	44,293	45,722	47,150	48,579	50,008	51,437	54,294
	1.16	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.52
6	42,864	44,293	45,722	47,150	48,579	50,008	51,437	52,866	55,723
	1.20	1.24	1.28	1.32	1.36	1.40	1.44	1.48	1.56
7		45,722	47,150	48,579	50,008	51,437	52,866	54,294	57,152
		1.28	1.32	1.36	1.40	1.44	1.48	1.52	1.60
8		47,150	48,579	50,008	51,437	52,866	54,294	55,723	58,581
		1.32	1.36	1.40	1.44	1.48	1.52	1.56	1.64
9			50,008	51,437	52,866	54,294	55,723	57,152	60,010
			1.40	1.44	1.48	1.52	1.56	1.60	1.68
10			51,437	52,866	54,294	55,723	57,152	58,581	61,438
			1.44	1.48	1.52	1.56	1.60	1.64	1.72
11				54,294	55,723	57,152	58,581	60,010	62,867
				1.52	1.56	1.60	1.64	1.68	1.76
12				55,723	57,152	58,581	60,010	61,438	64,296
				1.56	1.60	1.64	1.68	1.72	1.80
13					58,581	60,010	61,438	62,867	65,725
					1.64	1.68	1.72	1.76	1.84
14					60,010	61,438	62,867	64,296	67,154
					1.68	1.72	1.76	1.80	1.88
15					61,438	62,867	64,296	65,725	68,582
					1.72	1.76	1.80	1.84	1.92